



HSE State Board Guide FAQ

About the Health Services Executive Certification:

The Health Services Executive (HSE™) is a nationally recognized qualification that recognizes administrators who have demonstrated competency across the long-term services and supports continuum. It supports professional mobility while preserving state licensing authority and standards.

- **Broadened Scope of Practice:** Unlike a standard Nursing Home Administrator (NHA) license, the HSE qualification covers a wider, more inclusive range of care settings, supporting administrators to work in nursing homes, assisted living, and home- and community-based services.
- **Increased Portability:** Developed by the National Association of Long Term Care Administrator Boards (NAB), the HSE supports greater reciprocity and alignment across states, reducing administrative burden and streamlining licensure processes
- **Professional Development & Credibility:** This acts as an "aspirational" credential, signaling a higher level of education, experience, and competence across the senior living and health services continuum. It raises the bar for the profession, demonstrating commitment to quality care.
- **Future-Proofing Career:** With the nation's aging population, the demand for qualified administrators is growing. The HSE aligns with the evolving, integrated, and holistic care model, helping states ensure their licensed administrators are prepared for the upcoming needs.
- **Pathway to Licensure:** The HSE offers states a nationally recognized pathway for administrators, supporting consistent, high-quality licensure standards.
- **Benefits of HSE Certification:** HSE qualification provides structured learning that improves technical knowledge, practical skills, and analytical abilities. HSE's are able to demonstrate competency across the long-term services & supports continuum of care.

Health Services Executive (HSE) - Frequently Asked Questions (FAQ)

How does the HSE benefit the State Board?

- Licensing portability allows professionals to transfer to/from other states more quickly.
- Can assist in improving Administrator staffing shortages states may face.
- It raises the professional experience of licensed personnel in your state.
- State application and licensure fees will supplement existing revenue streams.
- Qualified HSE candidates have demonstrated competency knowledge across the continuum of Long-Term Services & Supports Settings.
- Pursuing HSE adoption can benefit working relationships with states' legislature by signaling the Boards' desire and commitment to improve quality in Long-Term Services & Supports Settings.
- License verification fees may also positively affect revenue.

How does my State go about adopting the HSE?

- Some states have been successful in law and/or rule changes, while others have simply been able to adopt the HSE through Board approval. Adoption depends upon states' statutory authority.
- States should consider reaching out to NAB for guidance and assistance in pursuing adoption of the HSE at nab@nabweb.org.
- Other states who have already adopted the HSE can serve as a model.
- It can be helpful to identify an individual to "champion" the HSE adoption in your state. This individual can help drive the process and build momentum.

What are the State Exam Requirements for HSE:

- Any HSE candidate would have to comply with the State's licensing exam requirements if a state exam is mandated.
- If your state manages the state's exam process, additional revenue could be generated by HSEs transferring to your state.

Is there an application fee to apply for an HSE license?

- Application fees are determined by each state.

What is the HSE license fee once Board approved?

- The initial HSE license fee is determined by each state.

How often is the HSE license renewed?

- The HSE license shall be renewed according to each state's regulatory framework.
- Renewal fees shall also be determined by each state.

What are the continuing education requirements for HSE's?

- States can determine these requirements upon adoption.

Can one transfer an active out-of-state HSE?

- Yes, state boards may recognize an out-of-state Health Services Executive if the HSE is recognized in that state.

States that have already adopted the HSE:

