

NATIONAL INSTITUTE FOR WORK AND LEARNING

Community Health Worker Apprenticeship

OVERVIEW

Developed and implemented in partnership with the Public Works Alliance and Westcoast Children's Clinic, the Community Health Worker (CHW) Apprenticeship offers a comprehensive career path that ensures a high standard of training in both practical experience and classroom learning. Through the apprenticeship, participants are better able to serve as health advocates for their communities. Upon completion, apprentices earn a nationally recognized credential from the U.S. Department of Labor (DOL).

COMMUNITY HEALTH WORK

Community Health Workers are an emerging and important profession in the healthcare industry. Serving as their communities' primary health and mental wellness advocates, CHWs implement health programs, ensure access to these programs through advocacy, and assess health issues within the community to better find solutions that support the whole community's health.

According to DOL's Bureau of Labor Statistics, the employment of CHWs is projected to grow at 11% from 2024 to 2034, with 7,800 openings for the occupation available each year. This is a much higher growth than average, and through registered apprenticeships, employers will be able to meet this growing need with skilled and tested workers.



Through FHI 360-developed training and materials, the program will teach apprentices essential skills in Community Health Work through a combination of 2,000 hours of on-the-job learning and 152 hours of coursework. Some of the modules include:

- ❖ Advocacy Skills
- ❖ Trauma-informed Care
- ❖ Navigating Healthcare Systems
- ❖ Social Determinants of Health
- ❖ Cultural and Structural Competence
- ❖ Psychosocial Rehabilitation

Upon completion, apprentices earn a DOL credential as a Community Health Worker Apprentice. Potential post-apprenticeship career paths include but are not limited to health education specialist, social worker, home health and personal care aide.

“This apprenticeship has made me more mindful about exhibiting positive behavior around my community.” - Apprenticeship Alumni



EMPLOYER BENEFITS

Registered Apprenticeship Programs offer many benefits for employers. The U.S. Department of Labor has found that employers utilizing apprenticeship programs:

- ❖ Hire, train, and retain more highly skilled entry-level workers (with apprentice retention rates at 90%).
- ❖ Improve productivity and profitability through efficient application of employee skills to employer needs.
- ❖ Can adapt to and address specific needs of employees through customizable training options.

FHI 360 works with community and education partners to provide related training instruction and supports supervisors and mentors. Employers recruit, supervise, pay, provide training release time and mentor apprentices, with apprentices getting a midpoint pay increase and a position as a standard employee at the apprenticeship's conclusion.

CONTACT

For more information on the CHW Apprenticeship and FHI 360 NIWL's apprenticeship efforts, please contact apprenticeship@fhi360.org.

The Community Health Worker Apprenticeship is supported by the Employment Training Administration of the U.S. Department of Labor as part of an ABA2 grant award totaling \$8 million with 0% financed from non governmental sources

Want to learn more about NIWL apprenticeships? Visit our website at niwl.fhi360.org/apprenticeships or by scanning the QR code:



About FHI 360: FHI 360 is a global organization that mobilizes research, resources and relationships so people everywhere have access to the opportunities they need to lead full and healthy lives. With collaborations in over 60 countries, we work directly with local leaders to improve health and well-being, respond to humanitarian crises and strengthen community resilience. We share data-driven insights and scalable tools so communities can effectively address complex challenges, respond to shocks and achieve thriving futures.

About NIWL: FHI 360's National Institute for Work and Learning (NIWL) advances solutions in education and workforce systems. We focus on two key drivers of individual well-being – education and employment – to improve lives. NIWL seeks to strengthen the capacity of public and private organizations, providing information, resources, and support needed to make decisions, strengthen programs, and improve outcomes for individuals

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