

Community Health Worker Registered Apprenticeship Program

What is a Registered Apprenticeship Program?

A Registered Apprenticeship Program is a career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience combined with on-the-job learning and related classroom instruction.

Components of the CHW Registered Apprenticeship Program:

- Full time employment of at least 32 hours per week by a sponsoring employer
- Wages are determined by employer; increase with experience and training and end with a living wage*
- Employer sponsored benefits* such as health insurance or paid leave time (vacation, sick, etc.)
- Structured on-the-job training - at least 2,000 hours over one year provided by employer
- Apprentice completion of Related instruction of a minimum of 144 hours or equivalent (can include CHW Certificate Program instruction from a post-secondary school)
- Safety training of at least 50 hours provided by employer

**Can be determined with the Minnesota Department of Labor and Industry by region/area of employment*

How does Registered Apprenticeship benefit the employer?

- Registered apprenticeship helps businesses develop highly skilled and motivated employees.
- It also helps reduce turnover rates, increase worker productivity, and lower the cost of recruitment.
- Employees are trained to produce at the highest skill levels required for the occupation.

How does Registered Apprenticeship benefit the apprentice?

- Apprentices obtain paid, relevant workplace experience while acquiring the skills and credentials that employers value.
- Job security as skills and knowledge are developed during the apprenticeship and apprentices are intended to remain at their apprenticeship site after the completion of the apprenticeship as a valuable, full-time employee.

Through the Community Health Worker Training Program in Minnesota, apprentices may be eligible for a \$7,500 apprenticeship stipend. See page 2 for more details.

CHW Training Program Apprenticeship Stipend

The Minnesota Department of Health (MDH) received a Community Health Worker Training Program grant from the Health Resources and Services Administration to strengthen and diversify the CHW workforce in Minnesota. The Training Program is a partnership between MDH, the Minnesota Community Health Worker Alliance, the Minnesota Department of Labor and Industry (DLI), and accredited institutions offering the CHW Certificate Curriculum to:

- Recruit and provide scholarships to individuals from underserved communities to complete the CHW Certificate program
- Increase employment opportunities and improve on-the-job training for CHWs through field experiences and paid apprenticeships and stipends
- Advance capabilities, skills, and knowledge of new and existing CHWs through development of free trainings and a training directory

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What is expected of apprentices participating in Training Program?

- Employee must have completed or be in the final semester of the Minnesota CHW Certificate Program
- Commit to one year as an apprentice, earning on a wage scale
- Complete the related instruction and safety training as outlined by the employer
- For stipend recipients, participate in meetings and provide data as requested for the Training Program

What is expected of employment sites participating in Training Program?

- Identify an appropriate mentor for the trainee in partnership with the Minnesota Community Health Worker Alliance
- Provide and support the 144 hours of technical and 50 hours of safety instruction required
- Follow the wage scale, hours, and benefit requirements in the apprenticeship agreement
- Complete Registered Apprenticeship Program Application and annual review with MN DLI
- Participate in meetings and complete data requests from MDH, CHW Alliance, and HRSA

Contact information

Employers Interested in Registered Apprenticeship: Leslie Philmon | Minnesota Department of Labor and Industry, Apprenticeship MN | Leslie.Philmon@state.mn.us | 651-284-5330

Community Health Worker Training Program interested employers and apprentices: Vonyee Howard | MN CHW Alliance | apprenticeship@mnchwalliance.org

HRSA Community Health Worker Training Program grant: Kristen Godfrey Walters | MDH | Health Promotion and Chronic Disease Division, CHW Initiatives | Kristen.Godfrey.Walters@state.mn.us | 651-201-4365