



**Building Healthy
Communities**

mhpsalud.org

Exploring Apprenticeship & Training Programs

Facilitators



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OUR PURPOSE

MHP Salud embraces the strengths of our communities to support more individuals and families to live full, healthy lives.

Deeply embedded in the communities we serve, MHP Salud works to develop trust among our neighbors, understanding that it's up to all of us to create a strong, healthy foundation for today ... and tomorrow. Leading the Community Health Worker model, we believe in serving communities in which we live, work and play and we believe stronger tomorrows come through stronger collaboration.

When we come together to share education, resources, and support, we can remove the barriers threatening to interfere with health, well-being, and joy

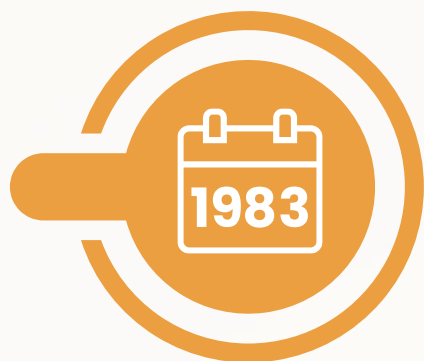
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OUR LEGACY

OUR IMPACT

Founded by Catholic sisters in Michigan to increase health care access for Migratory and Seasonal Agricultural farmworkers.



Began expanding to serve the Rio Grande Valley, reaching underserved individuals and families in isolated border communities and colonias.



Began evolving and growing to meet community needs, offering additional services to help older adults and families.



Launched national training and technical assistance to support health centers, community-based organizations and others, strengthening and growing the CHW profession while improving care to the underserved.



Expanded into Florida and developed the state's first certified CHW certification and apprenticeship program, training and equipping the next generation of CHWs to serve our communities.



123,000
Individuals reached annually



7,000+
Participants find hope and access to mental health and healthcare, nutrition, parenting education and support, older adult well-being and connections, *and more*



50+
Training and technical assistance sessions impacted hundreds of health centers and organizations



Nearly **100**
Community Health Workers trained through the certification and apprenticeship program



HRSA NTTAP

MHP Salud is a HRSA-funded National Training & Technical Assistance Partner (NTTAP) and Health Center Resource Clearinghouse TA partner.

Through this work, MHP Salud provides training and technical assistance to FQHCs and look-alike programs to build or enhance Community Health Worker (CHW) programs to better serve Migratory and Seasonal Agricultural Workers.

For training or technical assistance, please contact: nttap@mhpsalud.org

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A Four-Session Small Group Training

Thurs, 9/11/25

Session 1:
Community Health
Worker Career
Pathways

Thurs, 9/25/25

Session 2:
Exploring
Apprenticeship
& Training
Programs

Thurs, 10/9/25

Session 3:
Professional
Development Support

Thurs, 10/25/25

Session 4:
Sustaining and
Creating Opportunities
for Professional Growth



**YOU ARE
HERE**

Small Group Training Expectations

Attendance:

- We kindly ask that you attend all four sessions.
- If you can't make it, please invite a colleague from your health center to join in your place, as it's important that everyone has a voice.

Engagement:

- Be present and engage actively; *your insight matters!*
- Please keep your cameras on to foster a sense of connection.
- Feel free to ask questions and participate through chat, by raising your hand, or unmuting to share your thoughts.
- Let's respect and support one another throughout our discussions.

Thank you for being a part of this small group learning experience!

Objectives

By the end of this session,
participants will be able to:

- ❑ **Objective 1:**
Investing in Community Health Workers Growth
- ❑ **Objective 2:**
Utilizing Apprenticeship & Training programs to Advance Community Health Workers
- ❑ **Objective 3:**
Integrating Community Health Workers into Health Center Teams

Dinamica Time

Fill Your Cup

Share one positive word or sentence that reflects your professional growth





**To add value to others,
one must first value others**

John Maxwell

Why Community Health Worker Growth Matters

- Drives engagement & retention
- Builds confidence and new skills
- Shows staff that they are valued
- Professional Growth = Stronger workforce
- Builds pathway for leadership and specializations



Formal v. Informal Growth Opportunities

Formal

- Apprenticeships
- Trainings
- Certifications
- Shadowing
- Conferences

Informal

- Stretch Assignments
- Peer Mentorship
- Feedback



Apprenticeship Programs

5 Key Components of a CHW Apprenticeship



Paid work performed during apprenticeship



On-the-job learning



Classroom learning



Mentorship



Credentials upon completion of the apprenticeship

Program Highlights

- Industry-driven, high-quality career pathway
- Hands on Training
- Encourages peer learning and mentorship
- Opportunities for job advancement
- Strengthens the workforce

Trainings & Advancement Opportunities



- CHW Certification
- Certification Programs (credentials)
- Job Specialty Trainings
- Conferences
- Mentorship



What Mentorship Looks Like



- Mentorship is:
Guidance,
encouragement
and modeling



Mentorship is not:
Favoritism, doing
the work for staff



Supervisors
encourage, but
don't own,
mentorship

Internal Workforce Development

Structured Growth

- Identify staff goals
- 1:1 Meetings
- Individual Development Plans

Advancement

- Cross Train
- Shadowing
- Conferences
- Job Specific Trainings
- Share Internal Job Listings

Benefits

- Strengthens Health Centers
- Promotes growth beyond entry level
- Retention improves when advancement is an option
- Integration lead to CHWs being equal
- members of the team

DISCUSSION POINT

Moving Forward Together


Current Leaders

- What strategies are you utilizing to invest in your CHW? Why?
- How can your organization better invest in the growth of your CHWs?

Current CHWs

- If tomorrow you were offered access to one apprenticeship, training, or mentorship program, which would you choose and why?
- How do you plan to invest into your professional growth?

Key Take Aways

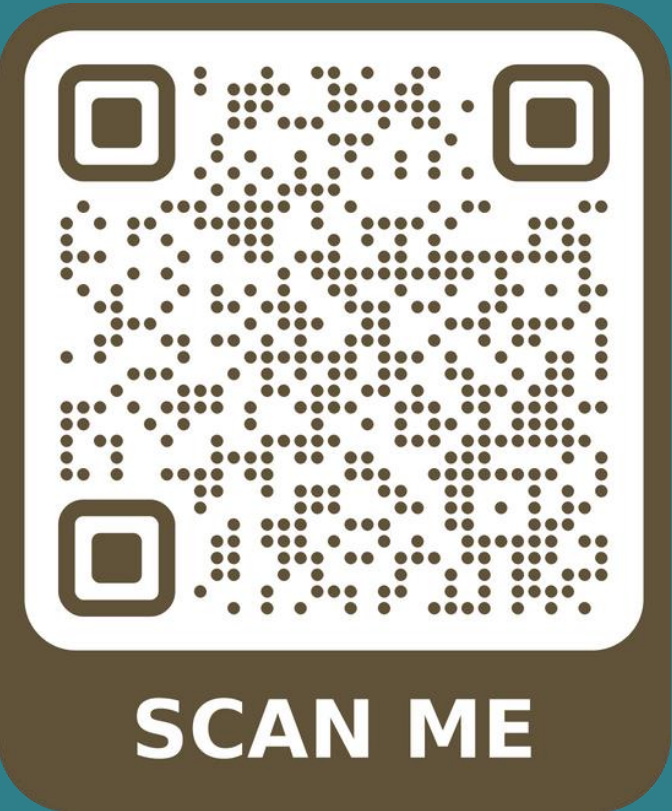
- Investing in Your Community Health Workers Growth is Essential
 - Explore additional tools and resources to support your staff
 - Research ways to advance your own professional growth
- 



Questions?

Free Resources for CHWs and Health Centers

mhspalud.org/online-resources



CHWs in Action: Building Community Connections



Published On: January 3, 2025

"This shows how we are all connected by having similar life or work experiences. It does not matter how far we live from each other; we are still connected in some form. It also shows a common denominator, which is the willingness to help others ... the fact that we are willing to help others can become a positive life changer for someone in need." — Monica Alvarez, CHW, MHP Salud, on using her favorite Dinámica, "Unity Web."

Building Healthy Communities: Community Health Worker Impact on Older Adults in Texas



Impact Evaluation Study by MHP Salud
August 2024



Published On: October 18, 2024

A two-part article series that explores a CHW-driven community initiatives strategic response to identified mental health challenges that impact MSAWS

Person-Centered Mental Health Awareness

Thank you!

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References

- ROI Toolkit: <https://mhpsalud.org/portfolio-items/roi-toolkit/>
- MHP Salud. (2020). *The Community Health Worker Career Web Model* [PDF]. MHP Salud.