Mentimeter

Minnesota
Community Health Worker
Alliance

Co-designing CHW Training and Workforce Development Models-

Identifying Employer and learner needs for frontline workforce integration

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The MN CHW Alliance

Catalyst, convener, go-to resource, partner, consultants

Our Mission	**Build community and systems' capacity for better health through the integration of community health worker strategies**

Our Vision	**Equitable and optimal health outcomes for all communities**



We Want to Hear From You.

CHWs, Employers & Allies

*Answer the following Mentimeter prompts IF they apply to you.



Question for CHWs

CHWs- Thinking about your CHW Certificate Program experience, rank the components of the program that prepared you especially well for your CHW role?



Question for Employers & Allies

Employer -What part of the CHW Certificate program do you feel most prepares CHWs in their role? [Pick top 2]



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Workforce Development

Workforce Development – refers to a range of strategies, initiatives, and activities that aim to prepare professionals to enter the workforce. It's about seamlessly equipping individuals with the right tools, training, and knowledge to succeed in one's role; while collaboratively working with employers, educators, and other partners build the needed structures necessary to support a strong career pipeline and workforce.

Professional Networking

CHW Professional Development

CHW Program Development and Sustainability

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Rate the following statement

CHW - From 4 being Very to 1 being Not at all; how prepared did you feel stepping into your 1st CHW job?

Employer- how prepared are CHWs entering role within organization?

Not at all prepared

Very Prepared

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Workforce Development Strategies



HRSA 2023 -2026 [EXT.]

267 scholarships awarded

123 students graduated

Apprenticeships

13 graduate apprentices

5 Apprenticeship sites

Technical Assistance

Assessment

Presentations

Consultants

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Lessons Gleaned

From Students/Apprentices

- The combined commitment of work, coursework, documentation, and apprenticeship requirements can discourage participation and completion
- CHW Certificate enrollment affected by the availability of tuition assistance or stipends
- Consistent mentorship and peer networking opportunities highlighted as important
- CHWs willing to work but unable to find internships and job placement

From current & potential employers

- Consistent issues with financial sustainability of CHW programs (reimbursement requirements, changes to general operating budgets, grant landscape, etc.)
- Difficulty finding CHWs with certificate and or financing for a new CHW hires to obtain educational certificate
- Tuition costs create barriers to workforce receiving certificate; many employers are unable to offer tuition assistance
- Organizations that employ CHWs part-time or in split roles are ineligible to be apprenticeship sites which require CHWs be full-time and benefits eligible.

Question for CHWs, Employers, and Allies

CHW- Name 1 thing YOU had to learn once you were on the job? Employer; Name 1 thing a CHW had to learn once they were on the job?

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RHTP - Five Year Roadmap



Year 1 – Planning, Discovery, & Program Design



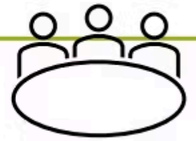
Expand Pilot, Measure and Evaluate Program

July 2027 – June 2029

Jul 26 – June 2027

July 2029 – July 2030

Implement & Pilot Workforce Training Model



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Think back to any internship, apprenticeship, or other work-based learning experience you've had- what made it valuable and prepared you as a CHW?

Thank you!



For more information, please contact:

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