



Community Health Worker Pre-Apprenticeship and Apprenticeship

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Intro. to AHPI

Mission

Improving community health by creating pathways into health careers, building a skilled and culturally responsive workforce, and empowering communities to thrive.



2022
ESTABLISHED



80+
APPRENTICES
SERVED



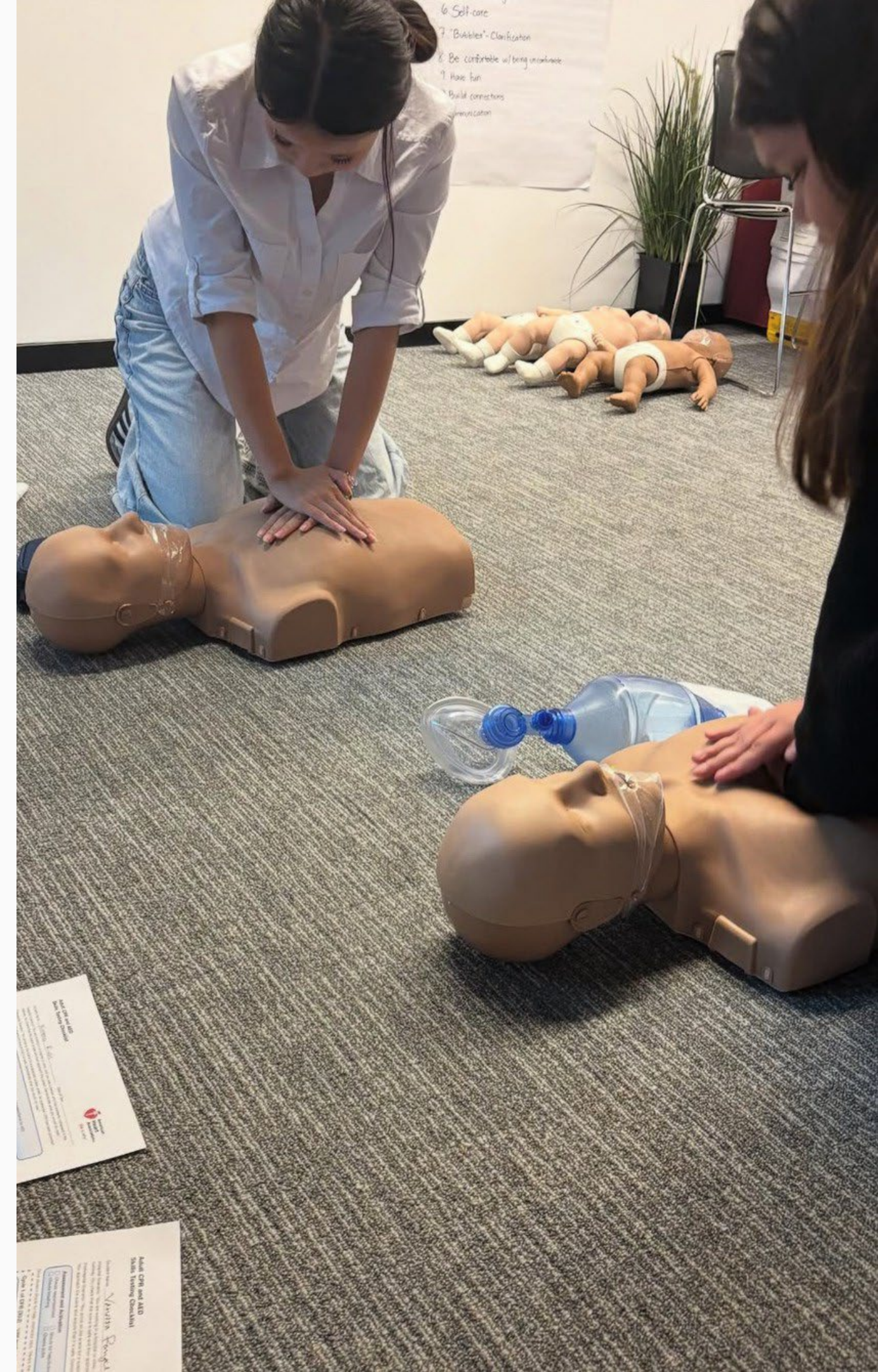
30+
COMMUNITY &
EMPLOYER
PARTNERS

Mentoring in Medicine & Science

Pre-Apprenticeship

An introduction to health careers and workforce development.

- Exposure to health career pathways
- Career readiness and professional development
- Hands-on learning and mentorship
- Foundational health training and certifications
- Support navigating education and employment pathways



A Pathway to Practice

MENTORING IN MEDICINE & SCIENCE

(Pre-Apprenticeship)

Skill-building, CHW
foundational training, health
certifications

~1-3
months

Skill mastery, professional
development, readiness for
apprenticeship

&



GOAL



DURATION



METRICS

ASCENSION HEALTH PATHWAYS INSTITUTE

(RAP)

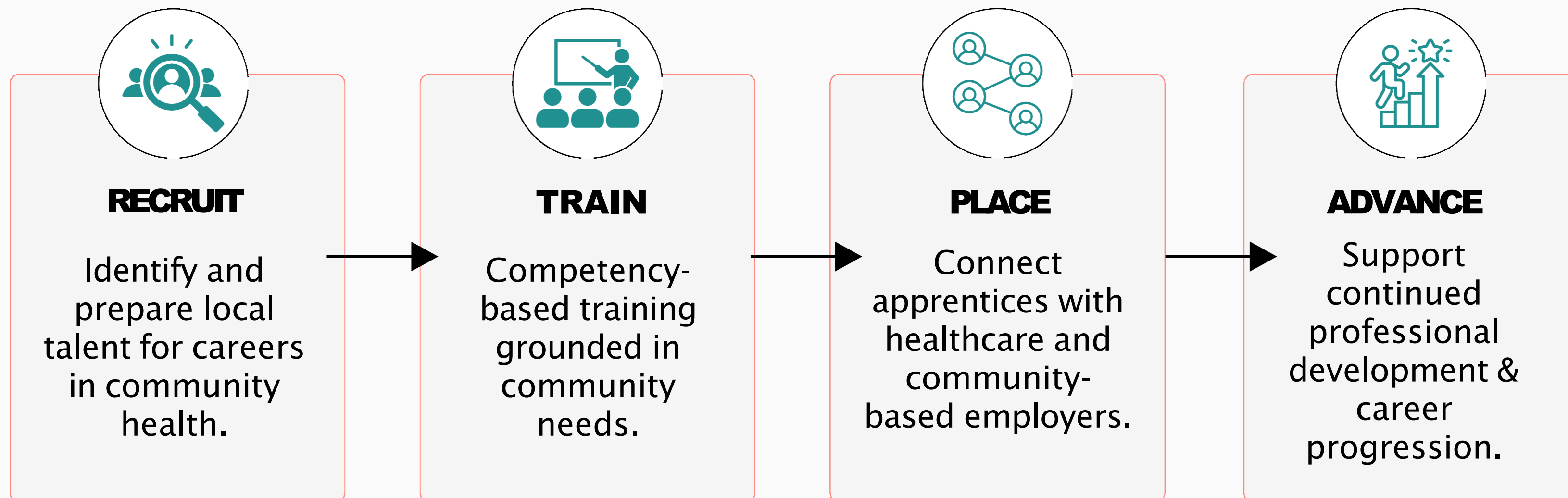
On-the-job training, applied
experience, job placement
support

~18 months

Job placement and
completion of 2000 on-the-
job training hours

AHPI CHW Apprenticeship

- Building a skilled, diverse CHW workforce through structured training and paid, work-based learning
- AHPI also offers culturally relatable continuing education, incumbent worker CHW certification and apprenticeships





Apprentices get certified in **BLS** through the American Heart Association.



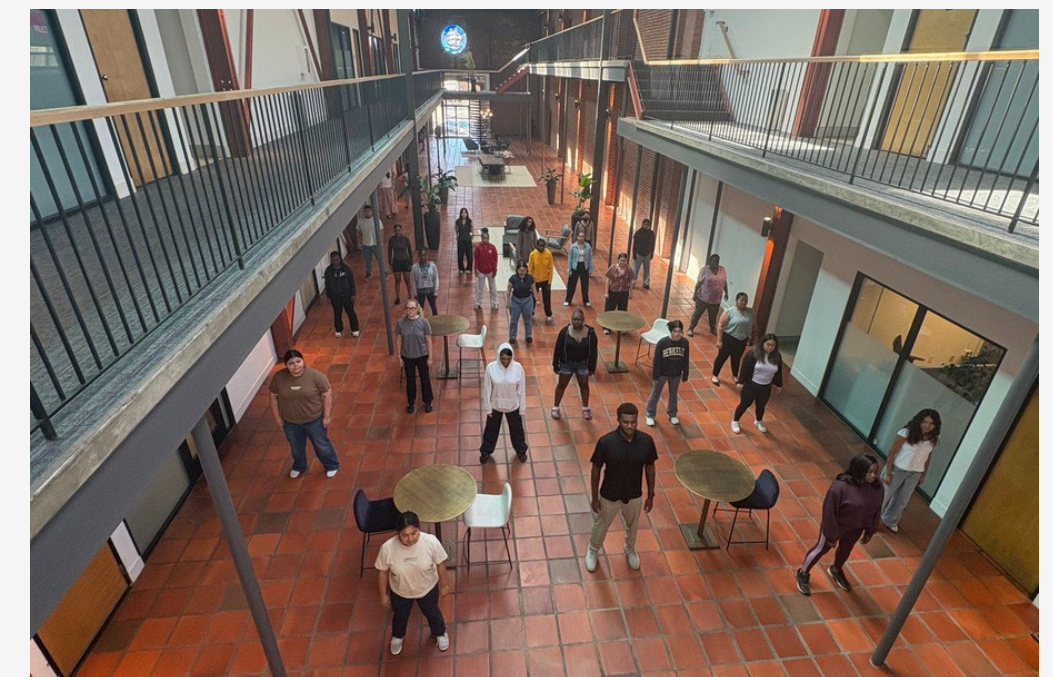
Apprentices build community partnerships through **hands-on outreach**.



Apprentices earn college credit through **Chabot College**.



Apprentices practice health education and **delivering basic screenings**.



Apprentices have access to supports, including **wellness activities**.

Recruitment

Successes

- Community-based outreach building AHPI's name recognition
- Partnerships with community organizations (e.g., Oakland Public Library, OUSD, EOYDC) serving as informal referral pathways
- Growing word-of-mouth from prior cohort graduates

Challenges

- Reaching candidates who meet program eligibility while also facing real barriers (transportation, childcare, housing, etc.)
- Competing against faster-to-earn job options for candidates who need income sooner
- Screening for candidates likely to complete the full program vs. drop off mid-cohort



Employment

Successes

- Growing employer partner network (Lao Family, SF Public Health Department, Cardea Health)
- MOUs in progress with health systems expanding placement pathway and on-the-job training opportunities
- Continuing education offerings keeping apprentices job-ready and engaged post-training



100%

of apprentices have accessed
*at least **one*** support service,
with an average of 1-2
services used per apprentice.



Employment Cont.

Challenges

- Employer capacity/hiring timelines don't always align with cohort graduation timing
- Uneven awareness among employers of CHW scope of practice and reimbursement pathways
- 18–21 year-olds with only a high school diploma are harder to place given limited experience and credentials
- Apprentices under 18 are nearly impossible to place since health settings won't hire minors, and even CBO placement is difficult
- Rising number of apprentices with autism spectrum needs and/or mental health challenges raises questions on how to best support them through placement



Employer Spotlight: Options Recovery Services

Options Recovery Services is a Berkeley-based nonprofit offering substance use and mental health treatment across four Bay Area clinics to nearly 1,000 adults annually.

- Provided on-the-job training opportunities to our last three cohorts
- 3 apprentices currently employed there (full-time/part-time), with another formal offer expected this month
- Committed to continuing the partnership, including this fall's cohort



Questions?



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mentoring
in Medicine & Science



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