

What's Working at Phila FIGHT- CHW Apprenticeship

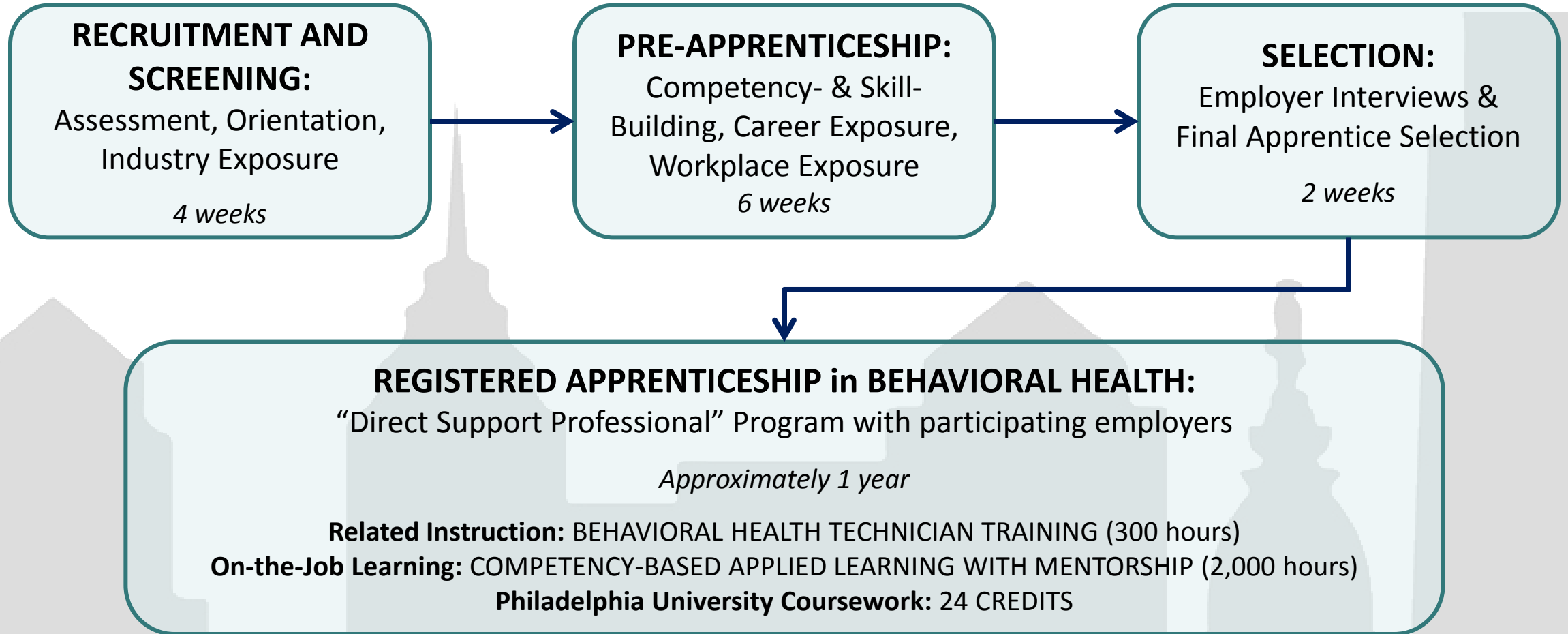
- 6 Community Health Worker Apprenticeships, three graduates and three in the Apprenticeship; 2200 hours
- All employees doing well with two grads receiving promotions.
- All previously unemployed
- Varied work experience, e.g.: –
 - One international AIDS Advocate
 - One with Behavioral Health Training
 - One came as a volunteer after layoff from other fields
 - Three others with long term unemployment
- Completion of 150 hour training at Temple; college credit
- Supervised/trained by a facility care team manager
- All on the path to a new career with good future options!!!
- Phila FIGHT is getting more done with patients at lower cost – increased insurance, reduced “no shows” – ROI is real!!!



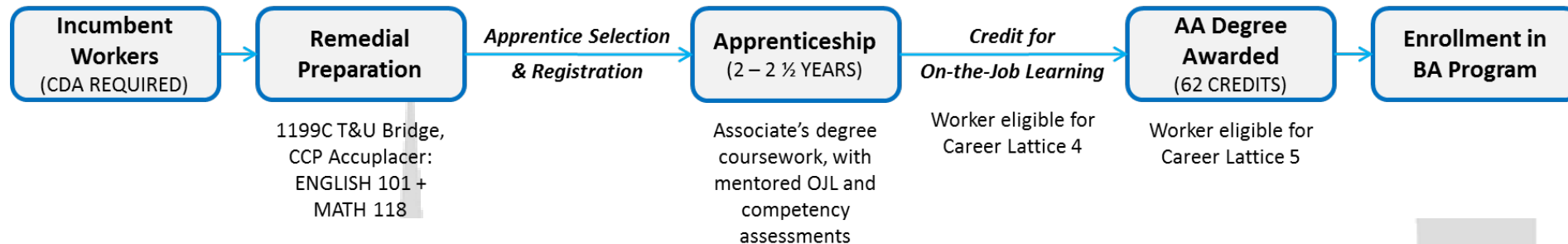
Lessons Learned - Tips

- Weekly meeting of mentor/supervisor and Apprentice
- Monthly progress reviews
- Have the Apprentice report to a line manager, not a program manager, e.g.: for a health center, the supervisor should be a clinician or facility manager
- Importance of mentor selection and training
- Incentive for mentor – stipends if a peer type mentor rather than a manager
- Can be great opportunity to provide a career path for a peer, e.g. Advanced Nurse Aide





PROGRAM OVERVIEW:



- Recruitment of incumbent, CDA-holding workers
- Preparation for post-secondary education (Jan-April)
- Accuplacer admission test (end of April/beginning of May)
- Final selection and “registration” (May)
- Start of apprenticeship and CCP coursework (May)
- APPRENTICESHIP: Results in Associate’s Degree: May 2019