

## Join the South Texas CHW Workforce Preparedness Collaborative

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### ABOUT STCWPC

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The South Texas CHW Workforce Preparedness Collaborative (STCWPC) was established in 2022 to train Community Health Workers (CHWs), integrate public health competencies into CHW training, and advocate for greater CHW employment. The collaborative includes [Health Conianza](#), [The University of Texas Health Science Center San Antonio](#), Alamo Community College District's [Northwest Vista College](#), and the [South Texas AHEC Promotores Program](#).

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### CHW APPRENTICESHIPS AT A GLANCE

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Like apprenticeships for other trades or professions, a CHW apprenticeship is a structured training program that combines on-the-job learning with classroom instruction, providing individuals with hands-on experience and theoretical knowledge. As an employer engaged in a Community Health Worker (CHW) apprenticeship, you can custom train a CHW for specific needs, provide pathways for mentorship and development opportunities, and build a skilled workforce that is more likely to stay with you after completing the program.

**FAST FACT:** Apprentices have a 91% retention rate with their employer one year after completing the program and an 83% retention rate three years after completion.

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### STCWPC'S APPRENTICESHIP PROGRAM COMPONENTS

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- An apprentice must engage in technical instruction with a STCWPC partner — either at Northwest Vista College or the South Texas AHEC Promotores program — both offer Texas Department of State Health Services (DSHS)-approved curriculum. New cohorts are established regularly throughout the year.
- An apprenticeship must be competency-based, meaning that employers will design on-the-job training activities to complement the related technical instruction and build the apprentice's mastery of eight state-approved core CHW competencies.
- Each apprentice is assigned a mentor who is employed by the agency and is an experienced professional in the field — a Journey Person. This individual must be a Texas DSHS-certified and experienced CHW who will provide an apprentice with guidance, support, and practical knowledge. The Journey Person will supervise and mentor the apprentice through experiential, on-the-job training activities designed by the employer. Once the related technical instruction is

completed and mastery is achieved, the apprenticeship is complete, and the individual will receive their CHW certification.

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## ROLES & RESPONSIBILITIES

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Employer:

- Apprentices must be employees earning a salary
- Apprentices must receive a salary increase upon completion of the apprenticeship program
- Apprentices must have mentorship and supervision from an employed CHW Journey Person

STCWPC:

- Provide apprentices an annual stipend of up to \$7,500 to cover training costs and other financial needs of the apprentice (e.g., dependent care, transportation, technology)
- Provide related technical instruction for the apprentice
- Provide Journey Person mentorship and preceptorship training plus \$3,750 stipend to offset time and effort committed to mentoring apprentices
- Provide employer technical assistance in design of on-the-job training activities and apprenticeship metrics
- Meet all Department of Labor and Health Resources and Services Administration (HRSA) required reporting

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## ADDITIONAL FUNDING & FINANCIAL SUPPORT

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On-the-Job training support is available through Workforce Solutions Alamo in the form of salary reimbursement for up to six months.

- 100+ employees = 50% salary support
- 11 – 100 employees = 65% salary support
- <10 employees = 75% salary support

\* Contact STCWPC to see if you are part of Workforce Solutions Alamo's coverage area and to learn more about eligibility criteria.

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## UPSKILLING AN EXISTING WORKFORCE

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Upskilling incumbent (already employed) workers is a great way to begin a CHW apprenticeship program. If you have team members that are already doing CHW-like work, but do not have the training and state certification, an apprenticeship program is a great model for meeting your workforce needs.

For more information, visit [healthconfianza.org/join-stcwpc/](https://healthconfianza.org/join-stcwpc/) or email Shayanne Martin at [Martins@Uthscsa.edu](mailto:Martins@Uthscsa.edu).