

The **Great Rivers United Way CHW Apprenticeship** is a structured, three-phase model that builds progressive skill sets aligned with state and national standards. This program prepares CHWs to serve their communities with professionalism, cultural responsiveness, and leadership capacity.

**By the end of the yearlong CHW Apprenticeship program, CHWs will:**

- **Earn nationally recognized Journeyworker status**  
through the CHW Registered Apprenticeship Program, qualifying them to **mentor future CHWs**
  - **Obtain four FEMA emergency response certifications,**  
preparing them to coordinate with emergency systems in times of crisis
  - **Be certified in Youth Mental Health First Aid,**  
enhancing their ability to identify and respond to youth mental health needs
  - **Achieve intermediate practitioner-level skills in Motivational Interviewing,**  
making them more effective in coaching behavior change and client goal-setting
  - **Gain expertise in trauma-informed communication and education,**  
with a focus on healing-centered engagement and client trust
  - **Advance their cultural humility and systems awareness,**  
to serve diverse communities more equitably and effectively
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**Program Summary:** This three-phase training structure ensures CHWs are not only workforce-ready but also equipped to grow as **trusted leaders and advocates** in the communities they serve.

- **Phase 1: Foundational Training (50.5 hrs)**  
Flexible scheduling, rolling enrollment
  - **Phase 2: Core Competency Training (80 hrs)**  
In-person, offered twice/year, Highest quality core competency education
  - **Phase 3: Advanced Training (49.5 hrs)**  
Deep dive on MI, Health education, and community-level care
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*Please see below for more detail regarding each phase*

## **PHASE 1: Foundational Training**

**Total Hours: 50.5**

**Flexible Scheduling | Required Before Advanced Training**

This phase introduces essential tools and knowledge for entering the CHW workforce. Topics include health documentation, data tracking, home visit safety, public health basics, and client engagement. Foundational Training may be taken at any time—including **before or alongside Core Competency Training**—but must be completed **prior to the Advanced Training Phase**.

### **Sample Topics:**

- Community Health Record, Data & Documentation
  - Vaccine Education
  - Diabetes & Heart Health Education
  - Telehealth Navigation
  - Mandatory Reporting & Culturally and Linguistically Appropriate Services
  - CHW Shadowing & Intake Debrief
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## **PHASE 2: Core Competency Training**

**Total Hours: 80**

**In-Person | Cohort-Based | Offered Twice Annually**

**Flagship Program in Partnership with Western Technical College**

This is the **premier CHW training program in Wisconsin**, combining hands-on experience with nationally aligned core competencies. It provides the heart of the HUB's training model and is a **required component of the CHW Apprenticeship**. Trainees improve interpersonal skills, care coordination strategies, and systems navigation through classroom instruction, role-playing, and peer learning.

### **Key Focus Areas:**

- Chronic Disease Management
- Motivational Interviewing & OARS
- Behavioral & Reproductive Health
- Health Equity & Advocacy
- Emergency Preparedness
- Cultural Humility & Trust-Building

- Health Literacy & Client Education
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### **PHASE 3: Advanced Training**

**Total Hours: 49.5**

#### **Specialized Topics | Post-Core Curriculum | Skill Deepening**

Advanced Training is available only after completion of both the Foundational and Core Competency phases. It is designed to help CHWs move beyond beginner-level practice and further develop into intermediate-level practitioners, both in Motivational Interviewing (MI) and across the full spectrum of CHW core competencies.

This strengths-based curriculum builds on each participant's real-world experience to enhance their leadership capacity, refine technical and interpersonal skills, and prepare them for higher-stakes client interactions, peer mentorship, and greater workplace responsibility.

#### **Students who complete the Advanced Training will:**

- Grow from beginner to **intermediate MI practitioners**
- Sharpen their ability to educate, facilitate, and lead
- Expand confidence in self-care, advocacy, and civic engagement
- Develop advanced communication and public health response tools

#### **Modules Include:**

- **Building MI Skills**
- **ICS Basics (Incident Command System)**
- **Youth Mental Health First Aid**
- **Personal Leadership**
- **Health Education & Facilitation**
- **Community Needs Assessment**
- **Mental Health & Self-Care**
- **Civic Engagement & Advocacy**
- **Harm Reduction**
- **Environmental Hazards**