

NEW YORK CITY'S FIRST: BEHAVIORAL HEALTH COMMUNITY HEALTH WORKER APPRENTICESHIP



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Strengthening the Behavioral Health Workforce through Apprenticeship

New York City is experiencing a behavioral health crisis alongside a workforce shortage. Registered apprenticeships in behavioral health create pathways into growing careers, enabling the expansion and diversification of this critical workforce. The **Behavioral Health Community Health Worker** apprenticeship also contributes to NYC's moonshot goal of connecting 30,000 New Yorkers to apprenticeships by 2030. The BH-CHW model combines:

 Paid, **on-the-job training** with health and human service employer partners

 Fully-funded **continuing education** that may be eligible for college credit

 Mastery of core competencies resulting in a **nationally recognized certification**

Over 6-months, BH-CHW apprentices “earn while they learn,” accruing 2,000 work hours and 148 hours of continuing education (inclusive of credit for prior relevant experience). Upon completion, they are equipped to advance in the workforce with practical experience and strong qualifications.

What is a Community Health Worker?

CHWs are trained public health professionals who:

- Are trusted community members with a deep understanding of the communities they serve.
- Act as a bridge between health and social services and the community.
- Help community members access care and navigate systems.
- Improve the quality and cultural competence of services.
- Strengthen community capacity through outreach, education, informal counseling, social support, and advocacy.

CHWs sometimes work in related titles like “resource navigator,” “outreach worker,” or “promotora.” They play a vital role in multidisciplinary care teams and studies show that CHWs are associated with improved health and behavioral health outcomes!

Promising Career Outlook

- CHWs services are Medicaid billable and have a projected 23% growth rate in NYS (2023-2033)
- NYC CHWs earn an average of \$62,686 (2024)
- CHWs can advance to supervisory positions or transition to clinical roles with additional education

 To learn more, contact Heather at hday@mentalhealth.nyc.gov



STRENGTHEN YOUR WORKFORCE AND BUILD CAPACITY AS AN EMPLOYER PARTNER!



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Employer Partners are NYC health or human service organizations that are able to:

- Recruit and host 1-3 apprentices (or more, with a 1:3 supervisor to apprentice ratio) from Jan-June
- Hire apprentices at program start and consider for long-term positions upon successful completion
- Pay apprentice wages with a minimum starting salary of \$17/hr, increasing after week 12 to \$17.50 (*partial funding will be provided to organizations to support apprenticeship costs*)
- Assign apprentices meaningful work that prepares them for BH-CHW core competencies
- Provide mentoring and supervision to apprentices
- Allow for scheduling flexibility to accommodate overlap of online learning hours with the work day
- Maintain timely and consistent communication with the Mayor's Office, CUNY, and H-CAP including enrollment documents and information about apprentice progress and completion of competencies

Priority is given to organizations that meet employer eligibility guidelines for the 1199SEIU TEF Career Pathways Training (CPT) program. CPT employers meet any one of the following criteria:

- Medicaid-enrolled provider with a patient population that is 30% Medicaid-reliant or uninsured
- Social Care Network (SCN) lead entity
- Nonprofit contracted with an SCN and providing HRSN screening, referrals, and/or services

Employer Partners will recruit and hire their own apprentices based on eligibility:

- Age 18+ with high school diploma or GED
- Able to engage with college-level coursework in virtual classroom (8th-9th grade min reading level)
- Able to commit to a full-time schedule for 6-month apprenticeship including work and school hours
- 6 or more months of full-time relevant experience prior to beginning the apprenticeship. Eligible experience includes activities such as:
 - Mentoring, case management, or group work:
 - Providing support to individuals or groups to address specific needs.
 - Community health or outreach activities:
 - Supporting health and wellness initiatives and public education within local communities.
 - Engagement with culturally and linguistically diverse communities or marginalized groups.