



TRAILHEAD INSTITUTE  
**COLORADO**  
**PUBLIC HEALTH WORKS**  
**PROGRAM**







# PROGRAM OVERVIEW

# COLORADO PUBLIC HEALTH WORKS

## PURPOSE

The Colorado Public Health Works program provides career entry into the field of public health for young people (ages 17-25) from local communities throughout Colorado and increases the capacity of local public health agencies. Twenty-eight AmeriCorps members will serve in regions throughout the state and simultaneously pursue certification as a Community Health Worker through a US Department of Labor registered apprenticeship.

## BACKGROUND

AmeriCorps and the Centers for Disease Control and Prevention joined forces to launch Public Health AmeriCorps to support the recruitment, training, and development of the next generation of public health leaders who will be ready to respond to the nation's public health needs. The Trailhead Institute is one of three Colorado grantees. The program is renewable annually for three years.

In 2021 in partnership with Denver Department of Public Health & Environment (DDPHE), the Patient Navigator Training Collaborative, Arapahoe Community College, and the Office of the Future of Work at the Colorado Department of Labor and Employment, Trailhead Institute began the Community Health Worker (CHW) USDOL registered apprenticeship program in Colorado. CHWs provide a range of supports and encompass positions in settings from Local Public Health Agencies to Hospitals, Community Health Clinics, and other Community Based Organizations.

Trailhead Institute received a planning grant from Serve Colorado, the Colorado AmeriCorps administrator, to align the AmeriCorps program and the CHW registered apprenticeship program in order to offer opportunities for individuals to complete both programs simultaneously, increasing their living allowance, obtaining an education award, and providing an onramp to a career in public health through apprenticeship certification.

## KEY COMPONENTS

The Community Health Worker in Public Health Works will support the modernization of the public health system in Colorado. By aligning AmeriCorps and USDOL Apprenticeship programs, Colorado is creating pathways to quality public health-related careers through onsite experience and training.

## (CONTINUED) KEY COMPONENTS

**AmeriCorps** provides a living allowance, education stipend at the completion of the service year, and a network of other AmeriCorps members who are working to address the nation's most pressing challenges, improve lives and communities, and strengthen civic engagement.

**Apprenticeship** provides 2000 hours of hands-on experience provided through on the job training and related instruction. The experience is centered around training towards a series of competencies that include:

- Cultural mediation among individuals, communities and health and social service systems
- Culturally appropriate health education and information
- Coordination of care, case management support and assistance for individuals and communities in navigating health and social service systems
- Coaching and social support
- Advocating for individuals and communities
- Building individual and community capacity
- Implementation of individual and community assessments

## SUPPORT PROVIDED BY TRAILHEAD INSTITUTE

- Living allowance: Oversee distribution of equivalent \$16/hour AmeriCorps member, reimbursed monthly to program site, increasing to \$16.50/hour after 3 months
- Facilitation of AmeriCorps Education Award to AmeriCorps member at the end of their year (\$6,483 to pay for continuing education)
- Coordination of 144 hours of related instruction, provided by the Patient Navigator Training Collaborative, the Rocky Mountain Public Health Training Center, and Arapahoe Community College
- Support program site with recruitment and coaching responsibilities through national and state resources
- Support with job placement and/or education counseling after certification and completion of AmeriCorps service (connection with local workforce center)
- Grant administration including all reporting requirements to USDOL and Serve Colorado
- Training coordination with training providers to ensure quality and availability of required training
- Secondary support for program site administrator and/or supervisor as needed, including resources for recruitment, hiring, and coaching

## PROGRAM SITE RESPONSIBILITIES

- Provide health and other employment benefits at no cost to AmeriCorps member/employee, equal to benefits provided to other employees at the same level within the organization
- Hiring of apprentice/ AmeriCorps member (starting in late summer of 2022 and ending one year later)
- Provide on-site coaching and supervision (one mentor/ supervisor for every two AmeriCorps members)
- Tracking progress and hours monthly and provide payroll documentation to Trailhead Institute

# ABOUT TRAILHEAD INSTITUTE

Founded in 1993, Trailhead Institute is a nonprofit 501 (c) (3) public health institute built on the vision that everyone should have the opportunity to be healthy and live in a healthy environment. Trailhead works alongside communities, partners and organizations to imagine what's possible in public health through administrative partnership, community engagement and strategic program development.

With the mission of advancing innovation and collaboration in public health, Trailhead supports and leads initiatives that address fundamental health needs, advance health equity, center communities as experts and advocate for policies and funding that enable public health entities and communities across Colorado to thrive.

## CONTACT US TO LEARN MORE

To learn more about the Colorado Public Health Works Program, contact us at [apprentice@trailhead.institute](mailto:apprentice@trailhead.institute).

