

# Apprenticeship Week: Celebration



**YOU ARE INVITED TO:**

**NATIONAL APPRENTICESHIP WEEK – EVENT**  
**A MULTISECTOR AND COLLECTIVE IMPACT APPROACH**  
**TO APPRENTICESHIP**

11-14-2022 from 12pm to 1pm PST | Register for Virtual Access - [IPDCNAW.COM](http://IPDCNAW.COM)

A photograph of a lush, tropical waterfall scene. The waterfall flows down a rocky cliff, surrounded by dense green foliage and hanging white flowers. The water cascades into a pool at the bottom. Overlaid on the bottom center of the image is the word "WELCOME" in a large, white, sans-serif font.

WELCOME

A person is in a small boat on a calm lake, looking at a massive, colorful, swirling vortex in the sky. The vortex is composed of many curved, luminous lines in shades of green, yellow, and blue, set against a dark, star-filled background. The person is seen from behind, looking towards the horizon where the vortex begins.

# INTRODUCTIONS

# Speakers



**Dr Yvonne Grant,**  
CEO & Program  
Manager for  
International Pre-  
Diabetes Center

# Agenda

- Define Multisector, Collective Impact
- Key stakeholders: Speakers
  - Workforce Development Board,
  - Mental Health
  - Community Health Center Network
  - Impact on the Workforce – Sandra
- Q & A
- Summary & Next Steps



# Objectives

1. To increase understanding of complex problem solving: utilizing multisector, collective impact approach, and 3 Key Strategies
2. To Advance Apprenticeship and better meet the needs of employers and the workforce.



# Speakers



**Robert Chavez**

Program Manager  
at South Bay  
Workforce  
Investment Board

# Speakers



## **Michael Trogan**

Special Projects  
Development  
Manager for South  
Bay Workforce  
Investment  
Boardz

# Speakers



**Dr. Jennifer Lyn  
Grant, MD, PhD,  
Assistant  
Professor at  
Emory University  
School of  
Medicine**

# Speakers



**Sandra Swift**

Community Health  
Worker at Mission  
City Community  
Network

# What is Multisector Collective Impact?



- Complex problems are best solved with a community approach and key stakeholders working together for a common good.

# Example of Collective Impact

- Three Sisters Framework Approach
- Used in agriculture to expand food supply for communities
- Planting Corn, Beans and Squash together
- Corn = Stakeholder, provides anchor for the beans
- Beans = legumes provide essential nutrients to the soil
- Squash, with very large leaves: provides soil protection

# 3 Sisters Framework Approach

- Intuitive Problem Solving, where the**
- Benefits of working collaboratively**
- Is greater**
- than working alone in silo**

# What is the Problem we are Trying to Solve?

- ❑ Significant Workforce shortages
- ❑ MCCN was short 35 employees 3 months ago
- ❑ Last week MCCN was short 49 employees
- ❑ Major shortages are for Registered Nurses, Social Workers and Allied Health, Community Outreach Navigators

# Current Efforts to Solve the Problem

- ❑ Administration of Health Resource and Service Administration (HRSA) is attempting to solve the problem
- ❑ To expand the Allied Health Care Workforce: including Community Health Workers
- ❑ HRSA provided funding (\$226M) to train 13,000 CHW in the next 3 years

# Solution: Utilizing 3 Sisters Framework

- ❑ IPDC is a Health Resource and Service Administration (HRSA) grantee to train CHWs
- ❑ IPDC Support HRSA's goal to train 13,000 CHW in the next 3 years
- ❑ IPDC has partnered with key stakeholders for Collective Impact

A landscape photograph featuring a bright rainbow arching from the bottom left towards the top right. The rainbow is set against a backdrop of a green hillside with a line of trees. In the distance, there are more hills and mountains under a clear blue sky.

# 1. PARTNERSHIPS

# Partnerships for Collective Impact

- ❑ We have partnered with South Bay workforce Investment board for recruitment of participants
- ❑ To expand upon Apprenticeships to meet the workforce needs
- ❑ We have partnered with a community health center network MCCN.



## 2. APPRENTICESHIP

### A Model for Workforce Expansion

# The Value of Apprenticeship Model

- ❑ IPDC has partnered with the DOL and received approval to deliver an Apprenticeship Model for Training CHW
- ❑ The hybrid training is comprised of online classroom and hands-on Apprenticeship training



### 3. WORKFORCE DEVELOPMENT

# Challenges: Mental Health

- Mental Health:
- Impact on the Workforce
- A factor in homelessness
- A factor in unemployment
- A factor in incarceration
- Work provides a sense of purpose
- Work: essential to mental health: essential to Work

# Building the Future Workforce

- ❑ Strategic Approach and Assessing Workforce needs
- ❑ Using Data for available jobs: and inform training
- ❑ Training the necessary skills to meet employer needs
- ❑ Apprenticeships leading to real jobs

# Working with One Stop

- ❑ Opportunities for Collaborations
- ❑ Developing the Future Workforce
- ❑ Strategic Planning to Meet Community Needs
- ❑ Sharing Resources and 3 Sisters Framework
- ❑ Sustainability

A photograph of a dense bamboo forest. A narrow, light-colored path leads through the center of the image. On either side of the path are tall, green bamboo stalks. The ground is covered with dry, brown grass and fallen leaves. In the distance, a person is walking away from the camera on the path. The overall atmosphere is serene and natural.

# More About Community Navigator

# What is a Community Health Worker?

- ❑ The Public Health Definition of a Community Health Worker:
- ❑ A community health worker (CHW) is defined as a **frontline public health worker who is a trusted member of a community or who has a thorough understanding of the community being served**

# What are Responsibilities of CHWs?

- ❑ CHWs offer interpretation and translation services;
- ❑ Provide culturally appropriate Health Education
- ❑ Support people to get the Care they Need,
- ❑ Advocate for individual and community Health Needs
- ❑ Trained to become Wellness Coaches and provide Disease Prevention Education in local communities.

# What is the Impact?

- ❑ Hear from Sandra
- ❑ As she describes her experience:
- ❑ Upskilling and what she values most from the program and training

A scenic landscape featuring a snow-capped mountain, a forested hillside, and a calm lake reflecting the sky and clouds.

# SUMMARY AND REVIEW

# Advantages of Partnerships

- ❑ Key Takeaways
- ❑ Employers should consider how we can upskill their employees
- ❑ We teach the skills you need
- ❑ For the jobs to be filled
- ❑ Coordinate and Collaborate to ensure the sustainability of the future workforce

# Apprenticeship: Key Concepts

- ❑ **TRAIN:** Future-proof your workforce or career through and Apprenticeship
- ❑ **RETAIN:** Apprentices gain the skills and knowledge that your organization needs.
- ❑ **ACHIEVE:** Realize the business benefits and career progression available through Apprenticeship

# Summary: Conclusion

- ❑ As we Build Our Economy Back Better, and continue to fight the COVID-19 pandemic,
- ❑ Apprenticeships plays an important role in providing training to workers:
- ❑ Older Americans, looking to **re-enter** the workforce,
- ❑ Young people who are seeking to **enter** the work force

# Summary/ Conclusion

- ❑ Whether Older American or Younger American:
- ❑ In each case we are providing an opportunity for participants to improve their mental health and wellbeing
- ❑ **To train and develop the skills needed**
- ❑ **While earning a good income**

# Links and Information: Sign Up



WWW.CHWRESOURCECENTER.ORG



# QUESTIONS?