

## Division of Apprenticeship Standards (DAS)

### Apprenticeship Program Summary Sheet

**To:** Adele Burnes, Chief  
**From:** Scott Fung  
**CC:** DAS, Program Planning & Review Unit  
**Date:** August 11, 2025

**Program Name:** Health Education Council Community Health Worker Apprenticeship Program  
**Industry:** Healthcare  
**DAS File No.:** 101435  
**Grant Awardee:**  No  Yes 2023 COYA AP-28

#### Action(s):

- Proposed new apprentice program
- Existing apprenticeship program adding new occupations
- Existing apprenticeship program expanding area of operations
- Existing apprenticeship program changing work processes on approved occupations

#### Labor Organization(s) Representing Apprentices:

None

#### Request for Approval under Labor Code 3075:

Health Education Council Community Health Worker Apprenticeship Program is not intended to train in the building and construction trades and is not eligible to dispatch apprentices to projects with public works, prevailing wage or skilled and trained workforce requirements within the meaning of Labor Code sections 1720 and 3075 and will not train or dispatch apprentices in the building and construction trades or firefighters occupations.

#### Comments:

The Health Education Council's (HEC) Community Health Worker (CHW) Apprenticeship Program aims to help California residents seek job opportunities that will afford them a living wage, while addressing the lack of navigational support to access resources in California's healthcare system for low-income populations. The lack of access to care has created a huge gap in receiving community resources for schools, health care facilities, and for those needing outpatient and at-home services. One solution to address employing workers and closing the healthcare gap to services is to train individuals with lived experience to be certified CHWs

creating a new pipeline of professionals through an apprenticeship program. We are recruiting persons of ages 18+ years or older for this exciting opportunity.

Health Education Council Community Health Worker Apprenticeship Program will oversee the apprenticeship program herein and seeks approval from the Department of Industrial Relations, Division of Apprenticeship Standards for the following:

**Proposed Occupation, Wage Rate & O\*Net Code:**

- Community Health Worker O\*Net: 21-1094.00
  - Professional Worker Wage: \$22.00 per hour
  - Proposed Apprentice Wage: \$19.27 per hour
  - Proposed No. of Apprentices: 3

**Proposed Employers:**

Health Education Council - 7617 Alma Vista Way, Suite C, Sacramento, CA 95831

- Occupation(s): Community Health Worker

# Health Education Council Community Health Worker Apprenticeship Program Standards

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**Article I Purpose and Policy**

The parties hereto declare it to be their purpose and policy to establish an organized, planned system of apprenticeship, conducted as an education sponsored, employer-based undertaking.

These standards have, therefore, been adopted and agreed upon under the Shelley-Maloney Apprentice Labor Standards Act of 1939, as amended, to govern the employment and training of apprentices in the trade, craft or occupation defined herein, to become effective upon their approval.

**Article II Craft, Trade or Occupation, Related and Supplemental Instruction, Term of Apprenticeship, Ratio, Wage Schedule and Work Training**

**Occupation:** Community Health Worker

**O\*Net Code:** 21-1094.00

**Attachment: B**

**Article III Organization**

For each employer participating in this program, an “Employer Agreement” (See Attachment D) will be provided to specify the information particular to that employer as noted herein, including the option to waive or offer participation on the committee, employer committee members will be selected as outlined in the rules & regulations.

**Article IV Jurisdiction**

These standards shall apply to the employer and employee organizations signatory hereto; their members, to other employers who subscribe hereto or who are party to a collective bargaining agreement with an employee organization(s) signatory hereto, and to all apprentice agreements hereunder.

Area Covered by Standards: Placer, Sacramento, San Joaquin, Solano, Yolo Counties

**Article V Functions**

The functions of the apprenticeship committee shall be to:

- 1) develop an efficient program of apprenticeship through systematic on-the-job training with related and supplemental instruction and periodic evaluation of each apprentice;
- 2) serve in an advisory capacity with employers and employees in matters pertaining to these standards;

- 3) ensure the program's ability, including financial ability, and commitment to meet and carry out its responsibilities under federal and state law and regulations applicable to the apprenticeable occupation and for the welfare of the apprentice;
- 4) aid in the adjustment of apprenticeship disputes;
- 5) develop fair and impartial selection procedures and an affirmative action plan in accordance with existing laws and regulations and apply them uniformly in the selection of applicants for apprenticeship.

## **Article VI Responsibilities**

The responsibilities of the apprenticeship committee shall be to:

- 1) supervise the administration and enforcement of these standards;
- 2) adopt such rules and regulations as are necessary to govern the program provided that the rules and regulations do not conflict with these standards;
- 3) conduct orientations, workshops or other educational sessions for employers to explain the apprenticeship program's standards and the operation of the apprenticeship program;
- 4) pass upon the qualification of employers and, when appropriate, to suspend or withdraw approval;
- 5) conduct on-going evaluation of the interest and capacity of employers to participate in the apprenticeship program and to train apprentices on the job;
- 6) make periodic evaluations of each apprentice's on-the-job training and related and supplemental instruction;
- 7) ensure safe work site facilities, skilled workers as trainers at the work site, and safe equipment sufficient to train apprentices;
- 8) determine the qualifications of apprentice applicants and ensure fair and impartial treatment of applicants for apprenticeship selected through uniform selection procedures;
- 9) file a signed copy, written or electronic, of each apprentice agreement with the Division of Apprenticeship Standards, within 30 days of execution, with copies to all parties to the agreement;
- 10) establish and utilize a procedure to record and maintain all records of the apprentice's worksite job progress and progress in related and supplemental instruction;
- 11) establish and utilize a system for the periodic review and evaluation of the apprentice's progress in job performance and related instruction;
- 12) discipline apprentices, up to and including termination, for failure to fulfill their obligations on-the-job or in related instruction, including provisions for fair hearings;
- 13) annually prepare and submit a Self-Assessment Review as well as a Program Improvement Plan to the Chief of the Division of Apprenticeship Standards;

- 14)ensure training and supervision, both on the job and in related instruction, in first aid, safe working practices and the recognition of occupational health and safety hazards;
- 15)ensure training in the recognition of illegal discrimination and sexual harassment;
- 16)establish an adequate mechanism to be used for the rotation of the apprentice from work process to work process to ensure the apprentice of complete training in the apprenticeable occupation including mobility between employers when essential to provide exposure and training in various work processes in the apprenticeable occupation;
- 17)establish an adequate mechanism that will be used to provide apprentices with reasonably continuous employment in the event of a lay-off or the inability of one employer to provide training in all work processes as outlined in the standards;
- 18)comply with meaningful representation requirements for the interests of apprentices in the management of the program where apprentices are at least equally represented on an advisory panel established by the apprenticeship committee responsible for the operation of the program;
- 19)adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards.

#### **Article VII Definition of an Apprentice**

An apprentice is a person at least 18 years of age, who has met the requirements for selection under the selection procedures of a participating employer, who is engaged in learning a designated craft or trade and who has entered into a written apprentice agreement under the provisions of these standards.

#### **Article VIII Duties of an Apprentice**

Each apprentice shall satisfactorily perform all work and learning assignments both on the job and in related instruction and shall comply with the rules, regulations and decisions of the apprenticeship committee.

#### **Article IX Apprentice Agreement**

- 1) Each apprentice agreement shall conform to the State law governing apprentice agreements, and shall be signed by the employer, by the program sponsor, and by the apprentice and must be approved by the apprenticeship committee.
- 2) Each apprentice shall be furnished with a copy of or be given an opportunity to study these standards before registration. These standards shall be considered a part of the apprentice agreement as though expressly written therein.

**Article X Termination and Transfer of Agreements**

- 1) During the probationary period, an apprentice agreement shall be terminated by the apprenticeship committee at the request in writing of either party. After such probationary period, an apprentice agreement may be terminated by the Administrator by mutual agreement of all the parties thereto or cancelled by the Administrator for good and sufficient reason.
- 2) If an employer is unable to fulfill his/her obligations to train under any apprentice agreement or in the event of a layoff, the apprenticeship committee may, with the approval of the Administrator, transfer such agreement to any other employer if the apprentice consents, and such other employer agrees to assume the obligation of said apprentice agreement.

**Article XI Lay-off**

- 1) If for any reason a lay-off of an apprentice occurs, the apprentice agreement shall remain in effect unless cancelled by the Administrator. However, credit for related instruction shall be given when the apprentice continues such instruction during the lay-off.
- 2) There shall be no liability on the part of the employer, the program, or the committee for an injury sustained by an apprentice engaged in schoolwork at a time when the apprentice is unemployed.

**Article XII Controversies**

All controversies or differences concerning apprentice agreements that cannot be adjusted locally by the apprenticeship committee or otherwise shall be submitted to the Administrator for determination.

**Article XIII Certificate of Completion**

- 1) In addition to previous on-the-job training and related school instruction, which is of an approved nature, the Apprentice shall have completed not less than an additional six (6) months as an apprentice under the laws of the State of California and demonstrated mastery of the skills and knowledge of the prescribed program.
- 2) In recognition of unusual ability and progress, the apprenticeship committee may decrease the term of apprenticeship for an individual apprentice not more than twelve and one-half percent (12½%).
- 3) Upon evidence of satisfactory completion of apprenticeship, and upon the recommendation of the apprenticeship committee, each apprentice will be issued a

Certificate of Completion by the authority of the Chief of the Division of Apprenticeship Standards and the Interagency Advisory Committee on Apprenticeship.

#### **Article XIV Equal Opportunity in Apprenticeship**

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation or veteran or military status.

Health Education Council Community Health Worker Apprenticeship Program will ensure selection procedures meet objective standards and maintain a fair and equitable selection process for all applicants.

#### **Article XV Written Applications**

Applicants can request an application anytime by emailing [econ\\_wellbeing@healthedcouncil.org](mailto:econ_wellbeing@healthedcouncil.org). We accept applications year-round for two cohorts, typically in February and August. Applications received between cohorts will be considered for the next one.

#### **Article XVI Records**

All records will be maintained, in written or electronic form, for five (5) years and kept at:

Health Education Council Community Health Worker Apprenticeship Program  
7617 Alma Vista Way, Suite C,  
Sacramento, CA 95831

#### **Article XVII Annual Compliance**

Health Education Council Community Health Worker Apprenticeship Program will submit an annual compliance report to the Division of Apprenticeship Standards as requested by the Division.

Health Education Council Community Health Worker Apprenticeship Program agrees to accept electronic signatures for these Division of Apprenticeship Standards and all related Division of Apprenticeship Standards documents.

The foregoing standards are hereby agreed to and adopted by Health Education Council Community Health Worker Apprenticeship Program on July 10, 2025 (Committee approval date).

**Employer Organization**

Health Education Council Community Health Worker Apprenticeship Program  
7617 Alma Vista Way, Suite C, Sacramento, CA 95831

\_\_\_\_\_  
Martin Ross, Deputy Director External Affairs, Date  
Partnerships & Workforce Development

The foregoing apprenticeship standards, being in conformity with the applicable California Labor Code, California Code of Regulations and Federal Regulations, are hereby approved

\_\_\_\_\_  
(DAS approval date)

\_\_\_\_\_  
Adele Burnes, Chief Date  
Division of Apprenticeship Standards

# **Attachment B**

## **Training Schedule and Working Conditions**

Health Education Council Community Health Worker Apprenticeship Program

### **Occupation**

**Occupation:** Community Health Worker  
**O\*Net Code:** 21-1094.00

### **Article I Term of Apprenticeship and Probation**

The standard term of apprenticeship shall be a competency-based approach, with approximately 2,000 on-the-job training (OJT) hours, 154 related and supplemental instruction (RSI) hours, and completed within approximately 12 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one (1) year. The period of probation shall be three (3) months.

### **Article II Wage Schedule**

#### **Professional Worker Wage**

\$ 22.00 per hour effective 5/21/2025.

#### **Apprentice Wage and Advancement Schedule:**

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

To advance from one period to the next, the apprentice shall have met the following requirements:

1st period	0% - 50% of competencies	\$ 19.27 /hour
2nd period	51% - 100% of competencies	\$ 19.75 /hour

**Hours of Work and Working Conditions and Overtime Provision:**

Eight (8) hours of labor constitutes a day's work. Employment beyond eight (8) hours in any workday or more than six (6) days in any workweek requires the employee to be compensated for the overtime at not less than one and one-half times the employee's regular rate of pay for all hours worked in excess of eight (8) hours, up to and including 12 hours in any workday, and for the first eight (8) hours worked on the seventh (7) consecutive day of work in a workweek; and double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight (8) on the seventh (7) consecutive day of work in a workweek. If employers utilize an alternative workweek schedule in accordance with the California Industrial Welfare Commission Orders, the overtime will be determined and paid in accordance with the applicable alternative workweek provisions.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

**ARTICLE III Work-Training**

- 1) The employer shall see that all apprentices are under the supervision of a qualified professional worker or instructor and shall provide the necessary diversified experience and training in order to develop the apprentice into a proficiently skilled worker, as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and processes as they come into use in the occupation.
- 3) The major categories in which apprentices will be trained (although not necessarily in the order listed) are as follows:

**Competency Check List**

**Demonstrates Fundamentals:** Apprentice can perform the task with some coaching.

**Proficient in Task:** Apprentice performs task properly and consistently.

**Completion Date:** Date apprentice completes final demonstration of competency.

**Detailed Work Activities:** Initial and date each task when Competency Check List has been completed.

**Competency****Initial/Date****Foundations to Community Health Work****CHW responsibilities****1. Ethics & Confidentiality**

Demonstrate understanding of mandatory reporting laws - Recommend Legal Actions: report incidences of child or elder abuse, neglect, or threats of harm to authorities, as required.

**2. Community engagement principles**

Develop working relationships with others to facilitate program activities: Attend community meetings or health fairs to understand community issues or build relationships with community members.

**Community Health Worker Skills****Skills and coaching to work with the individual****1. System Navigation / Navigation of services**

Interpret, translate, or provide cultural mediation related to health services or information for community members.

**2. Case Management & Care Coordination**

- a. Identify or contact members of high-risk or otherwise targeted groups, such as members of minority populations, low-income populations, or pregnant women.
- b. Maintain Client Records: Maintain updated client records with plans, notes, appropriate forms, or related information.
- c. Assess individual needs for educational or social services: Identify the particular health care needs of individuals in a community or target area.
- d. Visit individuals in their homes to provide support or information: Conduct home visits for pregnant women, newborn infants, or other high-risk individuals to monitor their progress or assess their needs.
- e. Confer with clients to discuss treatment plans or progress: Contact clients in person, by phone, or in writing to ensure they have completed required or recommended actions.
- f. Monitor clients to evaluate treatment progress: Contact clients in person, by phone, or in writing to ensure they have completed required or recommended actions.
- g. Refer clients to community or social service programs: Refer community members to needed health services.
- h. Help clients get needed services or resources: Assist families to apply for social services, including Medicaid or Women, Infants, and Children (WIC).
- i. Interpret cultural or religious information for others: Interpret, translate, or provide cultural mediation related to health services or information for community members.

- j. Monitor nutrition related activities of individuals or groups: Monitor nutrition of children, elderly, or other high-risk groups.

### 3. Professional Development (at start & near graduation)

#### a. Assess Communication Development

##### **Pre-Competency Criteria**

- i. Confidence in expressing ideas clearly in verbal conversations.
- ii. Ability to write messages, emails, or reports that are concise and understandable.
- iii. Comfort level with asking questions or seeking clarification.
- iv. Ability to adapt communication style to different audiences.
- v. Awareness of active listening techniques.
- vi. Ability to give and receive constructive feedback.

##### **Post-Competency Criteria**

- i. Demonstrated improvement in clarity, tone, and structure of verbal and written communication.
- ii. Increased confidence in presenting ideas to individuals or groups.
- iii. Effective use of active listening strategies during interactions.
- iv. Ability to tailor communication to diverse audiences or contexts.
- v. Improved ability to provide constructive feedback and respond appropriately to feedback.
- vi. Greater consistency in professional communication across settings.

#### b. Assess Leadership Development

##### **Pre-Competency Criteria**

- i. Understanding of basic leadership concepts.
- ii. Confidence in taking initiative or guiding group tasks.
- iii. Ability to set goals and prioritize tasks.
- iv. Comfort level with decision-making.
- v. Awareness of personal leadership strengths and weaknesses.
- vi. Ability to motivate or support peers.

##### **Post-Competency Criteria**

- i. Demonstrated ability to lead tasks, projects, or discussions.
- ii. Increased confidence in making decisions and taking initiative.
- iii. Improved ability to set goals, delegate tasks, and manage time.
- iv. Greater self-awareness of leadership style and impact.
- v. Ability to motivate, support, and guide peers effectively.
- vi. Evidence of ethical and responsible leadership behaviors.

#### c. Assess Professionalism Development

##### **Pre-Competency Criteria**

- i. Understanding of workplace expectations and professional norms.
- ii. Ability to manage time, meet deadlines, and stay organized.
- iii. Awareness of appropriate workplace behavior and etiquette.
- iv. Reliability in completing tasks.

- v. Comfort level with accountability and responsibility.
- vi. Understanding of confidentiality and ethical conduct.

#### **Post-Competency Criteria**

- i. Consistent demonstration of professional behavior in all settings.
  - ii. Improved punctuality, organization, and task follow through.
  - iii. Stronger understanding and application of workplace ethics and confidentiality.
  - iv. Increased reliability and accountability in completing responsibilities.
  - v. Enhanced ability to manage conflict or challenges professionally.
  - vi. Demonstrated respect, courtesy, and appropriate conduct with colleagues and supervisors.
- d. Assess Networking & Mentor Obtaining Development

#### **Pre-Competency Criteria**

- i. Awareness of the importance of networking.
- ii. Comfort level initiating conversations with new contacts.
- iii. Understanding of what a mentor is and how mentorship works.
- iv. Ability to identify potential mentors or professional connections.
- v. Confidence in discussing career goals with others.
- vi. Familiarity with networking tools (LinkedIn, email outreach, events).

#### **Post-Competency Criteria**

- i. Increased confidence initiating and maintaining professional relationships.
- ii. Demonstrated ability to identify and approach potential mentors.
- iii. Improved clarity in communicating career goals to mentors or contacts.
- iv. Active use of networking tools and platforms.
- v. Ability to sustain ongoing mentor–mentee communication.
- vi. Evidence of building a broader, more supportive professional network.

### **Skills and coaching to work in the Community**

#### **4. Conducting Outreach**

- a. Develop working relationships with others to facilitate program activities: Attend community meetings or health fairs to understand community issues or build relationships with community members.
- b. Advocate for individual or community needs: Distribute flyers, brochures, or other informational or educational documents to inform members of a targeted community.
- c. Collect information about community health needs: Collect information from individuals to compile vital statistics about the general health of community members.
- d. Identify or contact members of high-risk or otherwise targeted groups, such as members of minority populations, low-income populations, or pregnant women.

5. **Facilitating workshops & providing education with Cultural Competency and Emotional Intelligence**
  - a. Lead classes or community events: Teach classes or otherwise disseminate medical or dental health, or nutrition information to school groups, community groups, or targeted families or individuals, in a manner consistent with cultural norms.
  - b. Advocate for individual or community needs: Teach classes or otherwise disseminate medical or dental health information to school groups, community groups, or targeted families or individuals, in a manner consistent with cultural norms.
6. **Advocating for the Community & Building Community Capacity**
  - a. Assess community needs for educational or social services: Identify the particular health care needs of individuals in a community or target area.
  - b. Advocate for individual or community needs: Advocate for individual or community health needs with government agencies or health service providers.
  - c. Plan programs to address community health issues: Develop plans or formal contracts for individuals, families, or community groups to improve overall health.
  - d. Provide feedback to health service providers regarding improving service accessibility or acceptability.

### **Knowledge Fundamentals and Professional Development for Community Health Workers**

7. **Physical Health**
  - a. Provide basic health care services:
    - i. Perform basic diagnostic procedures, such as blood pressure and glucose screening or communicable disease screening.
  - b. Advise clients or community groups on health issues:
    - i. Advise clients or community groups on issues related to improving general health, such as diet or exercise.
    - ii. Advise clients or community groups on issues related to diagnostic screenings, such as breast cancer screening, pap smears, glaucoma tests, or diabetes screenings.
    - iii. Advise clients or community groups on issues related to risk or prevention of conditions, such as lead poisoning, human immunodeficiency virus (HIV), prenatal substance abuse, or domestic violence.
    - iv. Advise clients or community groups on issues related to self-care, such as diabetes management.
    - v. Advise clients or community groups on issues related to sanitation or hygiene, such as flossing or hand washing.
    - vi. Advise clients or community groups to ensure parental understanding of the importance of childhood immunizations and how to access immunization services.

**8. Mental Health & Substance Use**

- a. Advise clients or community groups on health issues: Advise clients or community groups on issues related to risk or prevention of conditions, such as prenatal substance abuse or domestic violence.
- b. Advise others on social or educational issues: Advise clients or community groups on issues related to social or intellectual development, such as education, childcare, financial literacy or problem solving.

**9. Community Research**

- a. Assess and advocate for individual or community needs for educational or social services: Identify the particular health care needs of individuals in a community or target area.
- b. Collect information about community health needs: Collect information from individuals to compile vital statistics about the general health of community members.

**Required Certifications**

- **Health Education Council - Community Health Worker Training Completion Certificate for Roles/Scope of Practice**

**ARTICLE IV Related Instruction**

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 154 hours per year. Related and supplemental instruction will be provided by Health Education Council and overseen by San Joaquin County Office of Education.

Time spent in related and supplemental instruction may not be compensated.

The first 80 hours of RSI coursework will be front-loaded due to industry requirements and licensing. Courses designated with an asterisk (\*) are included in the front-loaded curriculum.

<b>Course</b>	<b>Instruction Hours</b>
<b>Section 1: Foundations for Community Health Work</b>	
<b>*Course 1:</b> Introduction to Community Health Workers (CHWs)	8
<b>*Course 2:</b> Public Health knowledge	6
<b>*Course 3:</b> Health Care & Social Service Systems	6
<b>*Course 4:</b> CHW Ethics & Confidentiality	4
<b>*Course 5:</b> Building Trust with Community and Clients	8
<b>*Course 6:</b> Advocating for Clients and Community	4
<b>Course 7:</b> Introduction to Emotional Intelligence	4

* <b>Course 8:</b> Cultural Competency	6
<b>Course 9:</b> Trauma-Informed Care	4
<b>Section 2: Community Health Worker Skills</b>	
<b>Course 10:</b> Supporting Behavior Change through Individual Support & Coaching	8
<b>Course 11:</b> Self-Awareness and Self-care as a CHW	3
* <b>Course 12:</b> Case Management	8
* <b>Course 13:</b> Care Coordination	4
* <b>Course 14:</b> Home Visitation	6
* <b>Course 15:</b> CHW Support for Caregivers	3
* <b>Course 16:</b> Professional Boundaries & Documentation	4
<b>Course 17:</b> Conflict resolution & De-escalation	6
<b>Course 18:</b> Health Promotion at the Community Level	4
* <b>Course 19:</b> Policy & Community Organizing	4
<b>Course 20:</b> Group Facilitation Skills	8
<b>Course 21:</b> Health Outreach Skills	6
<b>Section 3: Knowledge Fundamentals and Professional Development for Community Health Workers</b>	
<b>Course 22:</b> Understanding Chronic Disease prevention, Nutrition, and Physical Health	10
<b>Course 23:</b> Understanding Mental Health and Substance Use Prevention	8
<b>Course 24:</b> Understanding Financial Literacy and the Impact of Economic Well-being	8
* <b>Course 25:</b> Skills to Evaluate Services and Conduct Community Research	4
* <b>Course 26:</b> Leadership and Professional Development	6
<b>Course 27:</b> Employment Readiness for CHWs	4
<b>TOTAL HOURS</b>	<b>154</b>

**ARTICLE V Ratio**

The ratio of apprentices to professional workers shall be:

- 1) Ratio #1: Each professional worker may supervise 15 apprentice(s)