



HEALTHCARE WORKFORCE PIPELINE (HWP) INTERNSHIP FUND OVERVIEW

Updated April 1, 2026

Purpose

The Healthcare Workforce Pipeline Fund is a workforce development initiative designed to support Region 9 healthcare employers in creating paid internship opportunities while strengthening the region's talent pipeline. The program provides upfront funding to offset internship costs, enabling organizations to invest in emerging professionals and build capacity within their teams. This program advances Project RUN's commitment to developing our region's healthcare workforce pipeline by supporting employers while creating meaningful, career-relevant experiences.

Program Objectives

- Support local employers in building capacity through internship opportunities
- Strengthen the regional healthcare workforce pipeline
- Provide meaningful, hands-on professional experience to emerging talent
- Create pathways to long-term employment within Region 9
- Encourage investment in local talent through paid internship opportunities

Program Structure

The Healthcare Workforce Pipeline Fund provides up to \$3,000 per internship to eligible host organizations. Funding is provided upfront once the application has been approved and the intern has been identified and confirmed. Host organizations hire the intern directly, define the scope of work, and supervise the intern throughout the experience. The HWP staff reviews applications on a rolling basis and approves final awards.

Internship Requirements

- Minimum of 100 internship hours
- Competitive wages, generally at or above \$20 per hour
- Clear job description with defined responsibilities
- Measurable learning outcomes or professional development goals
- Designated supervisor responsible for oversight and support
- Identified intern at the time of application

[Application Found Here](#)

Eligibility

Eligible applicants include independent providers in the healthcare sector, who are serving Southwest Colorado's Region 9. Internships are not limited by student enrollment status, and employers may hire any emerging professional who is a strong fit for the role.

Selection Criteria

- Professional Development Value
- Supervision & Mentorship
- Compensation (\$20+/hour)
- Internship Duration (100+ Hours)
- Role Clarity & Responsibilities
- Potential for Long-Term Employment

Scoring & Evaluation

Applications are scored and weighted to ensure consistency and alignment with program priorities. Each category is scored on a scale of 1 to 5, with 5 representing the highest level of readiness and alignment, and 1 indicating limited preparedness.

- Meaningful Work (40%)
- Job Placement Potential (20%)
- Compensation (10%)
- Feasibility & Sustainability (30%)

Application Process

Organizations apply directly through the HWP simple application form. The HWP staff reviews applications on a rolling basis, and approves final awards. The application includes internship timeline, hours per week and total hours, hourly wage, job description, learning outcomes, supervisor information, the name of the intended intern hire, and organizational and payment details.

Program Outcomes & Expectations

At the conclusion of the internship, interns agree to share their work and experience to the HWP staff. These will be short, info gathering meetings that aim to assess the value of their internship to their end professional goals, showcase the work of both the intern and host organization, and if needed connect participants with long-term employment opportunities.

Organizational Value

- Offset the cost of hiring an intern
- Add capacity to existing teams
- Bring fresh perspectives and new skills into the organization
- Evaluate potential future hires
- Strengthen recruitment and retention strategies

Funding & Support

The Internship Fund is fully funded by the HWP.

Conclusion

The HWP Internship Fund represents a strategic investment in the healthcare regional workforce. By supporting paid internships, the program creates opportunities for our local healthcare industries to grow while helping emerging professionals gain meaningful, career-relevant experience in Region 9. The program is designed to be simple, flexible, and impactful, making it easier for employers to invest in talent and for the region to build a stronger, more resilient healthcare workforce.

[Appy Here](#)