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# CHW Montana

Training Program

Curriculum Feedback Retreat

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*OCTOBER 20, 2016*



# CHW Training Retreat Agenda

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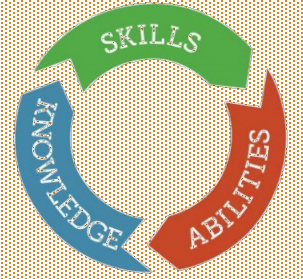
- ❖ **CHW Driving Definition**
- ❖ **CHW Core Training Program Competencies**
- ❖ **CHW Core Training Program – Structure**
- ❖ **CHW Core Training Program – Modules**
- ❖ **CHW Module – Instructional Format**
- ❖ **CHW Core Training Program - Supervised Skills Competency Experience**
- ❖ **CHW Module Design Team Feedback**
- ❖ **CHW Advanced Training**
- ❖ **Next Steps: CHW Core Training Program – Phase 1 and 2 and Advanced**

# CHW Driving Definition – APHA 2009

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**“...a frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community served. This trusting relationship enables the CHW to serve as a liaison/link/intermediary between health/social services and the community to facilitate access to services and improve the quality and cultural competence of service delivery. A CHW also builds individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities such as outreach, community education, informal counseling, social support and advocacy.”**

# CHW Core Training Program Competencies



At the end of the CHW Core Training Program, participants will:

1. Assume CHW roles, and successful behaviors and attitudes needed to provide appropriate coordination and care for the communities being served.
2. Integrate self-care, personal safety, critical thinking abilities, and organization skills into daily work activities.
3. Recognize the legal and ethical responsibilities of a CHW and the significance of accurate observing, reporting, and documentation.
4. Describe healthcare systems/delivery, public/community health issues, and technology and their influence on coordinating and managing care, needed services, quality, and safety.
5. Provide social support, needed resources, outreach, and advocacy to promote the health needs of the cared for populations and communities.
6. Identify the values and needs of the cultures represented in the populations and communities served.
7. Exhibit effective and appropriate communication skills, coaching, counseling, and multi-professional collaboration and teamwork.
8. Perform community/individual education programs using teaching/learning to build capacity, promote health, and effect change.
9. Demonstrate required CHW skills competencies.

# CHW Core Training Program – Structure

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**Delivery:** Self-Paced Modules and Supervised Skills Competency Experience

**Modules:** 5

**Total Program Length:** 80 Hours

**Total For Modules:** 60 Hours (12 Hours/Module)

**Supervised Skills Competency Experience:** 20 Hours

**Evaluation:** Pass/Fail

**Assessment:** Skills Competence

# CHW Core Training Program - Modules

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## CHW - 5 Core Training Program Modules – 60 Hours

- 1. Community Health Worker Roles, Requisite Workplace Competencies, and Legal and Ethical Responsibilities**
- 2. Community/Public Health Issues/Promotion, Outreach, Self-Care and Safety, and Cultural Competence**
- 3. Communication, Coaching, Counseling, Multi-Professional Collaboration and Teamwork**
- 4. Healthcare Systems/Delivery, Resource/Care Coordination and Management, Quality and Safety, Organization and Critical Thinking Skills, Technology, Documentation, and Reporting**
- 5. Capacity Building, Advocacy, Community Education/Teaching, Change, Assessment, and Evaluation**



# CHW Module - Instructional Format, Continued

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**Relevant Medical Terminology**

**Module Content**

- ❖ **Activities**
- ❖ **Participant Assessment and Evaluation**

**Module Summary**

**Module Evaluation**

**Glossary**



# CHW Core Training Program

## Supervised Skills Competency Experience

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Participants complete 20 hours, under supervision, focusing on the demonstration of required CHW skills competence. In addition, each CHW participant is required to complete one major case study project.

### Supervised Skills Competency Experience Format

- ✓ Overview
- ✓ Competencies
- ✓ Expectations and Requirements
- ✓ Skills Competencies Demonstration Guidelines
- ✓ Skills Competency Assessment Checklist
- ✓ Case Study Project



# CHW Module Design Feedback

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## Each Module Design Team Propose

- ❖ **Module Title**
- ❖ **Content Overview**
- ❖ **Suggested Activities**
- ❖ **Skills Competencies (If Appropriate)**
- ❖ **Methods of Participant Evaluation**
- ❖ **Expectation for Supervised Skills Competency Experience**



# CHW Advanced Training

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## Modules In:

Mental Health  
Chronic Disease  
Cultural Issues  
Oral Health  
Other?

What are priorities and needs?



# CHW Core Training Program Phase 1 and 2 and Advanced



## Phase 1

Module Objectives, Content Outline, Required Reading, Selected Activities, Participant Assessment and Evaluation, and Overview and Skills Competency Assessment Checklist for Supervised Skills Competency Experience

**Timeline** – 1<sup>st</sup> Complete Overall Module Objectives and Outline – with guides to content from other model curricula. Next complete each individual module for release one at a time

## Phase 2

Full Core Training Program – Fully complete and printed in September 2017

**Timeline** –

## Advanced Training

**Timeline** – Modules identified from partners (MH 1<sup>st</sup> Aide; ACS; Chronic Disease)

