



Community Health Worker Advisory Body (CHWAB)

October 6, 2022

Purpose of Today's Meeting

CHW Advisory Body Meeting Agenda

1. Welcome & introductions
2. Public Comment
3. Meeting Summary review and approval for September 2022 meeting minutes
4. 2023 Meeting dates review and approval
5. Presentation by Karen Siegel, Health Equity Solutions
6. Community Colleges and CHW Training Program
7. CHW Instructor Training Requirements Workgroup
8. Review Committee Update
9. Marketing and Outreach Update
10. DPH Update
11. General Questions
12. Adjourn

Introductions

Chair

Laura J. Morris, MPH
Office of Health Strategy

Chris Andresen

Practitioner & Licensing, DPH

Kim Barry

CHW Employing Agency

Thames Valley Council for Community
Action
Appointment:

Vacant

Healthcare Provider

Mildred Landock

Community Health Worker

Lead CHW

YNHH-Project Access

Appointment: October 17, 2019

Erika Lynch

Rep of Regional Community College

Workforce Development
Gateway Community College

Bianca Noroñas

Community Health Worker

Hispanic Health Council
Appointment: October 17, 2019

Nilda Paris

Community Health Worker

Director, CT Center for Patient Safety
Appointment: October 17, 2019

Derricia Parker

Community Health Worker

Outreach and Enrollment Manager
StayWell Health Center
Appointment: October 17, 2019

Melanie Alvarez

Community Health Worker

Director of Community Resources
Advancing Connecticut Together
Appointment: February 3, 2022

Adriana Rojas

Healthcare Employer

Project Manager for CHW Pilot Program
Community Health Center, Inc.
Appointment; October 25, 2019

Milagrosa Seguinot

Executive Director

CHW Association of Connecticut
Appointment: October 17, 2019

Liza Estevez

Community Health Worker

Manager, Patient Navigation
Yale New Haven Health
Appointment: November 11, 2021

Fernando Morales

Community Based CHW Training

Southwest AHEC
Appointment: April 1, 2021

Public Comment

Review and Approve September 2022 Meeting Summary

2023 CHWAB Meeting Schedule Review and Approval

Presentation by Karen Siegel, Health Equity Solutions

Community College System Work Group

Recommendations

1. Work group met on Monday, October 3
2. Participants: Milagrosa Seguinot & Fernando Morales
3. Quality vs Quantity – It is important that each entity (Community College) be able to show they have the capacity and resources to provide the training correctly
4. Recommendation: Require that each Community apply separately to become a training vendor

CHW Instructor Requirements – Work Group Update

Background

1. Working Group formed followed July 2, 2022 CHWAB meeting
2. Meeting discussed CHW Instructor Requirements – Working Group was tasked with discussing what additional training instructors need to manage classroom settings and teach in general.
3. Working group met three times as well as discussed key items via email prior to this proposal.

Meetings

1. Working Group Meetings

- July 18
- August 22
- September 19

2. Participants included: Milagrosa Seguinot, Melanie Alvarez, Liza Estevez

Scope of Discussions

Curriculum Content

- Working Group reviewed existing curriculums from other states to design ideal version for CT

Practical Experience

- Working Group discussed the need for practical experience in teaching/pedagogy to ensure effective trainers

Eligibility

- Working Group outlined minimum requirements for CHW trainer eligibility

Findings: Curriculum

1. Working Group broadly adopted curriculum as outlined in Missouri CHW Train the Trainer's Program. Curriculum consist on 6 modules building up to final project.
2. Following slides outline each proposed module, with additions proposed by the working group in **green**.

Proposed Curriculum Modules 1 & 2

Module 1: Introduction, Lesson Plans and Teaching Skills

Why are we here?
Introductions
Pre-course assessment
Course overview
Baseline Activity
Trainer Overview
Role of a CHW Trainer
Trainer Competencies
The CHW Core Competency Curriculum
Curriculum Review
Service Learning
Train the Trainer Course Projects
Building Lesson Plans

Module 2: Adult Learning Theory and Popular Education

Adult learning theory
Intro to adult learning
Five principles of adult learning
Training methods activity
Classrooms set-up
Adult learning and cultural humility
Learning styles
Preparing individuals for job search process
Universal design for learning
Popular Education
Intro to popular education
Popular education activities
Practicing popular education
Online tool sharing activity

Proposed Curriculum Modules 3 & 4

Module 3: Roles and Boundaries

Who are CHWs?
CHW roles and responsibilities
US CHW policies
CHW associations
Exploring boundaries
Ethics and boundaries activity
Trauma informed care
Final project check-in

Module 4: Communications, Facilitation and Mediation

Communication Skills
Types of communication
Public speaking
Active facilitation and mediation
Intro to facilitation
Group facilitation activities
**Counseling and motivational
interviewing**
Conflict resolution skills
Intro to conflict resolution

Proposed Curriculum Modules 5 & 6

Module 5: Cultural Competency and Humility

Cultural humility

Intro to cultural humility activity

Cultural humility lecture

Teaching cultural humility activity

Implicit bias test review

Equity and Inclusion

Creating a safe space

Self-awareness, conflict and boundaries

Conflict resolution reflection activity

Building self-awareness activity

Self-awareness, conflict and boundaries

Adapting to your classroom

Outreach to communities with disabilities

Module 6: Final Projects

Final project presentation

Final project must include practical teaching aspect to test skills as educator

Findings: Practical Experience

1. Working Group agreed on the importance of practical experience as part of a CHW Trainer program, especially on the curriculum including a final project that tested their practical skills as teachers.
2. Working Group also suggested extending the practical experience portion past initial training. Options included:
 - Evaluating their trainings during their first year to receive feedback / recommendations on potential professional development curriculums to access
 - Potentially setting new trainers up to co-teach for one year

Findings: Eligibility

1. Working group agreed that their ideal scenario would be for only CHWs with **3 years of full-time work experience** (in hours) should be eligible to become CHW trainers.
2. Additional, they emphasized that one year experience would be insufficient to qualify as a CHW trainer.
3. Experience should be used as a criteria for eligibility over certification.
4. Mixed experience should also be considered, for example, one-year full-time work experience AND background in education/healthcare.

Secondary Findings: CHW Retention

1. The Working Group identified setting expectations as a key factor in the recruitment and retention of CHW. Though this does not belong in a trainer program, it informed their thinking on the recommendations.
2. Examples on setting expectations include:
 - Understanding the need to do both outreach and office works
 - Ability to adapt to a particular system or workplace
 - Visualizing curriculum as a stepping stone, not full picture
 - Importance of additional knowledge for working with specialty groups (HIV population, etc.)
3. The Working Group felt many of these items can be addressed through hours of professional development. They emphasized the importance of consistency in these trainings.

Recommendation

1. Adopt Missouri CHW Train the Trainer model with additions as outlined here.
2. Establish a standard for all trainers of a minimum 3 years experience as CHW - in hours, can be combined with other experience.
3. Focus on retention of CHWs - Standardize and communicate the same expectations across the board. Also, maintain skills by providing ongoing training.

Training Vendor Review Committee Update

Marketing and Outreach Update

DPH Update

General Questions

Looking forward

Next meetings:

November 3, 2022

Next Steps

- **Apprenticeship Program**
- **Marketing and Outreach**

Contact

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Leslie Greer: leslie.greer@ct.gov

Adjourn