



Community Health Worker Advisory Body (CHWAB)

June 1, 2023

Purpose of Today's Meeting

CHW Advisory Body Meeting Agenda

1. Welcome & introductions
2. Public Comment
3. Meeting Summary review and approval for March 2023 meeting
4. Community Health Worker Association of CT Update
5. CHW Instructor Training Curriculum Update
6. Apprenticeship Program Update
7. Review Committee Update
8. Marketing and Outreach Update
9. DPH Update
10. General Questions
11. Next Steps
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:

Healthcare Provider

Vacant

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

Randi Metzenbacher

Community Health Worker

Director of Training and Workforce
Development
Health Education Center

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

Vacant

Community Health Worker

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 March 2023 Meeting Summary

Community Health Worker Association of CT Update

CHW Instructor Training Curriculum Update

CHW Instructor Training Curriculum Update

Individuals seeking to become CHW Instructors in Connecticut will complete an application that details that they meet the requirements set forth by the Community Health Worker Advisory Body.

Requirements state that CHW Instructors:

- 1) Completed a CHW Training Program
- 2) Certified as a CHW in Connecticut
- 2) Have at least three years of experience as a CHW, and
- 3) Have completed the Connecticut CHW Instructor Training course**

The Connecticut CHW Instructor curriculum is intended to train individuals to be effective community health worker (CHWs) instructors. This course covers principles of instruction for adult learners and public health practitioners. The curriculum includes elements comparable to the CHW Instructor Train the Trainer Course developed by the State of Missouri Department of Health and Senior Services and several additional elements identified by the Connecticut CHW Advisory Body.

CHW Instructor Training Curriculum Update

The curriculum consists of :

- a pre-assessment survey,
- five 2-hour training modules,
- an assignment for trainees to prepare and present during the final session to assess their skills as an educator, and
- a post-assessment survey.

Pre-Assessment Survey

Before the training, trainees will complete a pre-assessment survey that explores the prospective instructor's prior experience with training and knowledge of training, adult learning, and handling classroom scenarios.

CHW Instructor Training Curriculum Modules

Module 1: Training CHWs in Connecticut

- Introduction to Connecticut CHW Instructor Training
- Overview of CHWs in Connecticut, Core Competencies and CHW Professional Associations
- Role of a CHW Instructor
- Understanding Participant Types
- Instructor Knowledge and Competencies
- Expectations, Tone Setting and Engaging Participants
- Assignment: Preparing Instructor Presentation Project (to present during last module)

Module 2: Preparing to Train CHWs

- Planning and Preparation
- Adult Learning & Popular Education
- In-person and Virtual Learning
- Interpersonal Skills and Qualities
- Learning Zone and Safe Environment
- Cultural Humility, Awareness, Equity, and Inclusion

CHW Instructor Training Curriculum Modules

Module 3: Preparing to Train CHWs

- Planning and Preparation
- Adult Learning & Popular Education
- In-person and Virtual Learning
- Interpersonal Skills and Qualities
- Learning Zone and Safe Environment
- Cultural Humility, Awareness, Equity, and Inclusion

Module 4: Critical Topics

- Understanding and Integrating Trauma Informed Care Principles
- Teaching Counseling and Motivational Interviewing

Module 5: Instructor Presentations

- Instructor Presentations
- Feedback on Presentations
- Continuing Education and Learning Planning

CHW Instructor Training Curriculum Modules

Post-Assessment Survey

Will complete a post-assessment survey that assesses:

- the achievement of learning objectives,
- subject matter covered in the training,
- responses to classroom scenarios and feedback about the instructor training experience.

Approach to Development of CHW Instructor Training

- The CHW Instructor Training will be guided by the
- CHW Instructor Training sub-committee of the CHW Advisory Body.
- The curriculum will be developed by Eve Berry, who has extensive experience with curriculum development, training, training of trainers, and CHW training.

The project will be completed in two phases:

- 1) initial development and pilot testing and
- 2) conversion to a hybrid model that includes on-line, self-directed learning coupled with in-person instruction.

Task	May 2023	June 2023	July 2023	Aug 2023
Review of proposed curriculum outline by Sub-committee (Fernando Morales, Erika Lynch)				
Approval to proceed with project by OHS/CHWAB				
Develop initial curriculum, materials, assessments				
Review of curriculum and materials by Sub-committee and OHS staff				
Schedule pilot training with prospective CHW instructors				
Conduct pilot CHW Instructor Training				
Revise curriculum and materials based on feedback from pilot training				
Develop hybrid training (on-line and in-person)				
Develop plan for roll-out of CHW Instructor training, including administrative responsibility				

Apprenticeship Update

1. Working group last met on Monday, April 24th to continue discussions on potential apprenticeship program.
2. Following extensive research on best practices from other states, working group has focused discussion on key issues:
 - Overall apprenticeship program structure and funding
 - Ideal host and candidate for apprenticeship program

Agreements | Structure

Given CT CHW training format, any apprenticeship would need to adopt **an intermediary model**

Primary

- Org responsible to DoL directly offers and manages both training and apprenticeship

Intermediary

- Org responsible to DoL subcontracts or connects to others for training and apprenticeship

Agreements | Employers

The Working Group identified these **minimum requirements** for apprenticeship **host** organizations:

- Capacity to apply for DOL apprenticeship program
- Capacity to apply for federal funding to cover apprenticeship positions and administrative/mentorship costs
- Recommend 1 mentor for every 2 apprentices (with the ability to allocate a % of their work to mentorship)
- Assignment mentor should understand core competencies and sufficient experience to support that education
- Additional considerations: capacity to offer pathway to employment past apprenticeship

Pending Questions for CHWAB

- What is the role of the apprenticeship program given 90-hour requirement?
- What level are we recruiting from?

Review Committee Update

Marketing and Outreach Update

DPH Update

General Questions

Looking forward – Next Steps

Next meeting September 7,2023

No CHWAB meeting in July

No CHWAB meeting in August

Adjourn