
CONNECTICUT
HEALTHCARE
INNOVATION PLAN



Community Health Worker
Advisory Committee
Design Group 3 - Training

April 17, 2018

Agenda

- 1. Introductions & Review decisions from 3/20 & 4/11 meetings 5 min**
- 2. Number of training hours – final consensus..... 10 min**
- 3. Review of other states – Internship..... 10 min**
- 4. Discussion..... 30 min**
- 5. Review of other states - Training modality/methodology & Training delivery..... 10 min**
- 6. Discussion 30 min**
- 7. Training vendor criteria (begin discussion) 15 min**
- 8. Timeline & Next Steps 10 min**

Decisions from March 20 & April 11

Key Decision Points:

1. Content – Identify Core Competencies *

**Accepted the C3 Core Competencies previously decided on by the CHW Advisory Committee*

2. Number of Training Hours *

** 80 – 90 hours minimum (Pending final decision to be made today)*

Decisions made by Design Group 3 in March 20 Meeting (2 of 2)

Design Group 3 decided the following Key Decision Points still need to be made:

1. **Internship**
2. **Training modality/methodology**
3. **Training Delivery** (formerly Standards for instructional methods)
4. **Training vendor criteria**
5. Instructor qualifications
6. How does the training program assess proficiency?
7. Determine/develop type of assessment

*Key Decisions Points that are bolded and underlined are the ones we will focus on today

1. Requirements to get into a Core Competency Training Program

Regarding number of training hours, modality/methodology, delivery methods, internship:

- Most of these points can and should be debated on the Committee, with robust discussion of pros and cons
- No obvious answers/no clear consensus or “best practice”
- The required length of an educational program depends very much on defined core competencies and the definition of “certified” as to the implied level of proficiency
- CHW education should at least be based on adult learning principles.
- Lecture and quiz formats are to be avoided.

Regarding number of training hours, modality/methodology, delivery methods, internship:

- Due to the nature of the work, learning should be participatory and interactive. Many people recommend popular ed, but not everyone is comfortable with it or adept at it, so some adaptation is usually necessary.
- In-person is always best, and individual (independent) online learning is not a good idea, but hybrid and interactive TV modes can work, in recognition of the needs of smaller states and rural areas.
- An internship or practicum is highly recommended, the longer the better: my impression is most are 40-80 hours - it's a tool for student assessment as well as integration of learning.

Number of Training Hours

Connecticut – Length of Training

- Housatonic Community College CHW Program
 - 120 hours of lecture, 8 hours MHFA
 - 50 hours mandatory internship
 - 178 hours total
- Gateway Community College CHW Training Program
 - 6 hours a day, 4 days a weeks for 11 weeks = 264 hours / 164 hours IBEST (built-in)
 - 80-120 hour internship
- Capital Community College CHW Training Program
 - 125 hours (includes workforce pre and post preparations workshops)
 - Internship
- Southwestern AHEC CHW Training Program
 - 56 hours of Core Competency
 - 16 hours Motivational Interviewing
 - 8 hours MHFA Training

Connecticut - Number of Training Hours



How many hours of training should be recommended for Connecticut?

At least 80 or 90 hours?

Internship

Internship

- What is an internship?
- Should an internship be included as a part of CHW training?
- How long should it be?

Recommendation from Carl Rush –

“An internship or practicum is highly recommended, the longer the better: my impression is most are 40-80 hours - it’s a tool for student assessment as well as integration of learning.”



Definition of Internship

- A structured work experience related to a student's major and/or career goal
- An experience that should enhance a student's academic, career, and personal development
- Supervised by a professional in the field
- An experience that can be one academic term (summer, spring, fall) or multiple academic terms in length
- Paid or unpaid, part-time or full-time
- An experience that is mutually agreed upon by the student, supervisor and/or faculty member
- Meets registration requirements for 0 credit hour or academic internship course
- Depending on the field the experience might also be called a practicum or co-op
- An opportunity for students to observe and practice core CHW skills and services in the field, and to receive additional training, supervision and feedback from public health professionals

<https://careers.uiowa.edu/students/benefits-internship>

<https://www.ccsf.edu/en/educational-programs/school-and-departments/school-of-health-and-physical-education/health-education-and-community-health-studies0/CommunityHealthWorkerCertificate/The-CHW-Internship-Placement.html>

Internship - Massachusetts

Holyoke Community College

This 3 credit class offers students an opportunity to learn in a work setting while obtaining practical experience in community health work (CHW). Students will contract for a minimum of **125 hours** at an internship placement and participate in a weekly seminar to discuss their fieldwork and apply academic theory to practice. Students will work in settings that familiarize them with concrete examples of the core competencies of CHWs studied in HTH 104 and in class through readings and discussions. Students will also gain an understanding of industry and organizational structures, cultures, and ethics, and will strengthen their critical thinking, research, and problem solving skills. They will keep logs of their activities and complete other written assignments for class. Students will be able to apply these hours towards the required hours of work experience for state certification.

Prerequisites: HTH 104 with a grade of C or better; BUS 115 or concurrent; permission of Department Chair

Internship - Minnesota

Minnesota West Community and Technical College, Worthington (CMHW.1400) Community Health Worker Internship (2 Credits)

Supervised practical experience (72-80 hours) allowing the CHW student to explore opportunities for independent work in the Community Health Worker role. The student may choose to do all internship hours at one organization (All sites and supervisors must be approved by the instructor prior to student participation). **Prerequisite:** Students should have experience and trust within diverse communities.

Normandale Community College, Bloomington (CHWN 2096) (2 Credits)

The goal of the Community Health Worker/Navigator Internship is to provide students the opportunity to use the skills and tools they have learned and apply them to assigned agency's needs. Students will apply these skills of advocacy and outreach to help individuals and families reduce health disparities. Students will be required to complete 80-90 hours of on the job training and coursework. The on the job weekly hours requirement will be an agreement between the organization, student and faculty advisor.

Internship

State	Internship Hours	Who?
Florida	NA	
Massachusetts	125	Holyoke Community College
Rhode Island	Not required	
Texas		
Minnesota	72-80 80-90	Minnesota West Community and Technical College, Normandale Community College
California	128	City College of San Francisco



Should Connecticut require an Internship?
Should it be included as part of the CHW Training?
How many hours should be recommended for an
Internship?

Training
Modality/Methodology &
Training Delivery

Training Modality/Methodology & Training Delivery



Training Modality/Methodology & Training Delivery



Training Modality/Methodology & Training Delivery



“CHW education should at least be based on adult learning principles.”

Recommendation from Carl Rush

“In-person is always best, and individual (independent) online learning is not a good idea, but hybrid and interactive TV modes can work, in recognition of the needs of smaller states and rural areas.”

Recommendation from Carl Rush

Training Modality/Methodology & Training Delivery - Massachusetts

- Center for Health Impact CHW Training – utilizes adult learning principles, in-person training
- DPH offers Patient Navigator training course offered as a hybrid class
- Community Health Education Center offers a Comprehensive Outreach Education Program as a hybrid (80 hours in-person core skills training, 18 hours of health module sessions)
- Holyoke Community College offers a hybrid model CHW Certificate Program

Training Modality/Methodology & Training Delivery – Rhode Island

- Primarily use a didactic training model
- Use different speakers for each section based on presenter expertise
- All in-person training
- No online modules at this time

Training Modality/Methodology & Training Delivery – Texas

- Training available face to face or online depending on the training program offering the course
- Over 30 trainings offered throughout the state



What training modality/methodology should be recommended?

Adult Learning Principles?



How should it be recommended that CHW training be delivered?

In-person – yes or no?

Hybrid – yes or no?

Online – yes or no?

Training Vendor Criteria

Timeline

Timeline

April 17th

Design Group 3 Meeting (In-person)

Key Decisions Points

Number of Training Hours

Internship

Training

Modality/Methodology & Delivery

Training Vendor Criteria

Date TBD

Design Group 3 Phone Call *Between in-person meetings

Key Decisions Points

Training Vendor Criteria

Instructor Qualifications

How to assess proficiency?

Type of Assessment

May 15th

Design Group 3 Meeting (In-person)

Key Decisions Points

Anything still undecided or needing further discussion

Next Steps