



# 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 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

## 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 24<sup>th</sup> 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