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CONNECTICUT  
HEALTHCARE  
INNOVATION PLAN



Community Health Worker  
Advisory Committee  
*Design Group 3 - Training*

**June 28, 2018**

# Agenda

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- Training Vendor Approval
- Training Vendor Review and Approval
- Internship
- Instructor Qualifications
- Training Vendor Criteria
- Core Competencies/Curriculum
- Accreditation

# Training Vendor Approval

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- For a training vendor to provide CHW Training for CHW Certification, do we want to approve the training vendors?

# Reviewing & Approving Training Vendors

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- Florida
  - FL Certification Board reviews and approves training vendors
  - FL CHW Coalition works with the FL Certification Board via meetings, phone calls, sharing documents
  - FL CHW Coalition regrets not being the approval entity for curriculum, wishes they had a bigger piece of the pie
  - CHW Certification is recognized by the state

# Reviewing & Approving Training Vendors

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- Texas
  - DSHS reviews and approves training vendors
  - State Advisory Body
  - Renew status every two years (no fee to apply)

# Reviewing & Approving Training Vendors

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- Michigan
  - Michigan CHW Alliance reviews and approves training vendors
  - Facilitate monthly CHW network meetings
  - Liability is with CHW employers
  - Michigan CHW Alliance provide training for CHW instructors

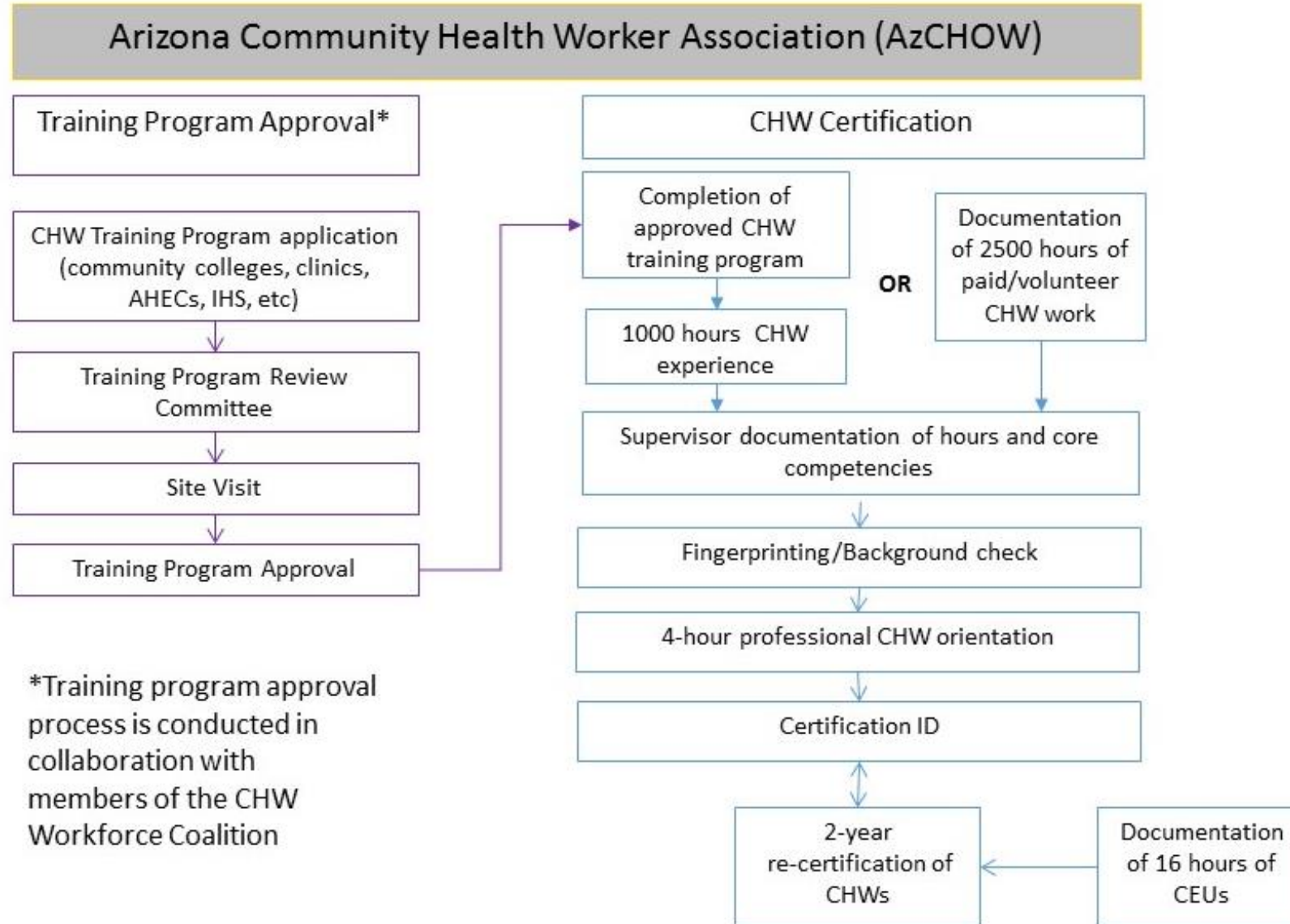
# Reviewing & Approving Training Vendors

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- Rhode Island
  - Rhode Island Certification Board reviews and approves training vendors
  - CHW Subject Matter Experts advises the Rhode Island Certification Board

# Reviewing & Approving Training Vendors

- Arizona





# Reviewing & Approving Training Vendors

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- Indiana
  - Have specific criteria training vendors need to meet
  - Indiana CHW Association reviews and approves training vendors applications (with a fee)

# Reviewing & Approving Training Vendors

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- Massachusetts
  - Board of Certification of CHWs reviews and approves training vendors

# Training Vendors

- Who should be reviewing and approving the training vendors?

State	Entity Approving Training Programs/Curriculum	Advisory Body
Florida	FL Certification Board	FL CHW Coalition
Texas	DSHS	State Advisory Body
Michigan	Using MiCHWA approved training curriculum, MiCHWA trains CHWs and the trainers	NA
Rhode Island	Rhode Island Certification Board follows CHW Subject Matter Experts recommendations	CHW Subject Matter Experts
Arizona	AZCHWA and CHW Workforce Coalition	NA
Indiana	INCHWA	NA
Massachusetts	Board of Certification of CHWs (under MA Dept of Public Health)	NA

# Internship

*In the last meeting there was some clarification needed around the language for the internship.*

- Should the internship coincide with the training or follow after the completion of the training?

- Suggested internship description –

*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.*

\*Adopted from City College of San Francisco.

- Anything else? Any modifications to this description?

# Instructor Qualifications

- Qualifications for a **CHW** and **non-CHW** instructor (must be verifiable and possible)
  - **CHW**: Who qualifies as a CHW instructor?
    - *Eventually could say “needs to be a certified CHW” (in 2 or 3 years).*
    - Should it be based on the following:
      - 3-5 years experience working as a CHW (full-time)
      - Proof of Completion of a CHW Core Competency Training
      - Preferred resident with knowledge of the community and community resources
  - **Non-CHW**: How do we decide who qualifies as a non-CHW instructor?
  - Should the CHW or non-CHW instructor meet this experience criteria?
    - *“Experience – At least 1000 cumulative hours of experience training individuals who provide community health work services including promotores, community health workers, and other health care paraprofessionals and professionals in the previous six (6) years.” Adapted from Texas.*

# Training Vendor Criteria

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*Based on discussion from the last meeting...*

- Should the recommendation below be a part of the recommendation for training vendor criteria, rather than recommended with instructor qualifications?
  - At least 40% of the hours of instruction shall be taught or co-taught by faculty who are Community Health Workers.
  - *\*Removed “or Community Health Worker Trainers”*

# Core Competencies/Curriculum

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- C3 Core Competencies approved by SIM CHW Advisory Committee
- U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship
  - New Competency-Based Occupational Framework for the occupation of Community Health Worker
  - Includes 10 Core Competencies

# Accreditation

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- Texas approves Community Colleges, AHECs, Community Health Centers, and others sites for training
- Asks training vendors if they have accreditation, but does not require it
- Requiring may create barriers to community-based organizations
- Thoughts?