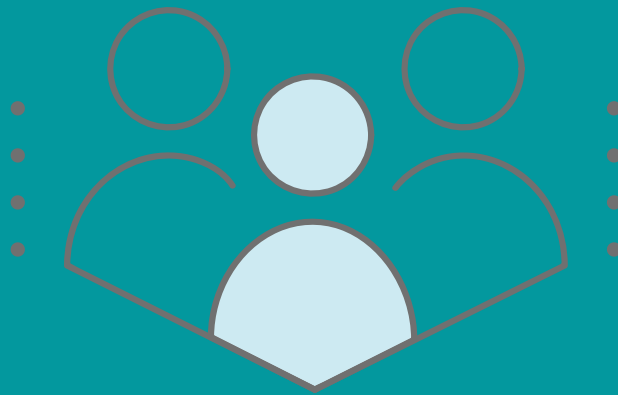




**MOREHOUSE**  
SCHOOL OF MEDICINE



# Adult Community Health Worker Training Program

**Digital Information Packet**



## Adult Community Health Worker Training Executive Summary

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The Morehouse School of Medicine’s Adult Community Health Worker Training curriculum created by the Innovation Learning Laboratory of Population Health enables individuals to take action in promoting health and well-being within their communities. According to the CDC, CHWs are trusted, respected members of the community who serve as a bridge between their community members and professionals in the field of health and human services.<sup>1</sup> Community Health Workers have been instrumental in increasing their community’s acceptance in medical care.

MSM has trained Community Health Workers/promotores/lay navigators for more than 10 years. The initial MSM training curriculum was developed in collaboration with the American Cancer Society/Southeast region and the Georgia Department of Public Health. To date, MSM has trained more than 500 CHWs to work in a variety of settings (community, clinics, academia, etc.) and in many healthcare areas, e.g., diabetes, cancer control, reducing Emergency Room visits from “frequent flyers”, and increasing the number of insured children and adults.

The Objectives of the ACHW training program are to:

- Increase the number of trained adult community health workers to assist with community health programs in underserved communities
- Support and promote the Community Health Worker field
- Promote health education and health literacy
- Support trained Community Health Workers with the design and implementation of community-based health initiatives
- Provide health monitoring and health literacy activities to underserved communities

The virtual training utilizing the Morehouse School of Medicine’s ACHW Digital Learning Curriculum, includes a combination of virtual shadowing experiences, self-guided and facilitated curriculum activities, and interactive virtual sessions led by medical and public health professionals. Upon successfully completing program requirements, a certificate of completion is given.

Our online curriculum can be purchased by individuals, schools, and community organizations, to train adults to become community health ambassadors.

[Contact us](#)

[More Information](#)

<sup>1</sup> “A Community Health Worker Training Resource” *Centers for Disease Control and Prevention*, available at, [https://www.cdc.gov/dhdsp/programs/spha/chw\\_training/index.htm](https://www.cdc.gov/dhdsp/programs/spha/chw_training/index.htm)

# Monitoring simple vital signs can actually save lives.

According to the Partnership to Fight Chronic Disease and the CDC, around 60% of Americans have one or more chronic diseases. Chronic diseases like hypertension are easy to diagnose, and often can be mitigated with simple lifestyle changes. The problem is that many people in underserved communities remain undiagnosed, and have difficulty taking the necessary steps to improve their health.

Community health workers (CHWs) are lay people who work in their own communities to provide a link between the medical establishment and residents who might otherwise—for cultural, financial or logistical reasons—not have access to medical care.

## Adult Community Health Worker Training Curriculum Information

Schools, community organizations, and enrichment programs use our online curriculum to train students to become community health ambassadors!

The Objectives of the Adult Community Health Worker training curriculum are to:

- Increase the number of trained community health workers to assist with health programs in underserved communities
- Support and promote the Community Health Worker field
- Promote health education and health literacy in underserved communities
- Support the design and implementation of community-based health initiatives
- Support ACHWs in providing health monitoring and health literacy activities to community members

The fun, interactive online training consists of 20 modules covering community health worker core competencies, focusing on supporting students' attainment of critical thinking, decision-making and communication skills.

Each module consists of a welcome video, pre-learning quiz, readings, activities and assignments and a post learning quiz. Students will create videos, presentations and interact with other students and community members.

Upon completion of all the modules, students will be able to download a **certificate of completion**. This certificate can be used toward school community service hours, to apply for community health worker and similarly skilled jobs, or as part the first step toward a health career. The course is offered using Canvas, a digital learning management system used by educational institutions worldwide. Students can navigate through the modules with a mix of teaching modalities to accommodate multiple learning styles. Additionally, participating students will have opportunities to interact with their peers by exchanging their beliefs, ideas and thoughts through sharing digital stories and presentations, and participating in group discussions.

This training program will introduce individuals to the field of community health and turn them into workers with the ability to take an active role in the health and wellness of their communities. Students will serve as ambassadors for healthy behaviors, healthcare access and a better quality of life in their communities.

# **CHW trainees serve as ambassadors for healthy behaviors, healthcare access, and a better quality of life in their communities.**

The Morehouse Community Health Training Program enables individuals to take an active role in the health and wellness of their communities. Students will learn about chronic illnesses, health issues, and basic health monitoring techniques, in addition to monitoring and setting health goals with community members. Students will deep drive into specific needs of their communities by completing windshield surveys to assess their community needs.

Modules are dedicated to shadowing health professional medical workers to help the students learn how to conduct motivational interviews. Upon completion of the program, students receive a certificate of completion. This certificate can be used to apply for community health worker & similarly skilled jobs.

## Core Competencies

By the end of the program, CHW's will be able to demonstrate knowledge and skills in the following core competency areas:

### 1. Introduction to Community Health Work

- a. **The Role of the CHW** includes discussion of the CHW in Health Promotion, the Healthcare Continuum.
- b. **Organizational Skills** include the ability to set goals, to develop an action plan, and to manage time wisely.
- c. **Capacity Building Skills** include empowerment skills and leadership skills.
- d. **Leadership Skills** include the ability to set and achieve goals, the ability to motivate others, and the ability to delegate. Some characteristics include honesty, creativity, and courage.
- e. **Self-care skills** include managing stress, health, and personal life balance.

### 2. Communications & Ethics

- a. **Communication Skills** in including the ability to listen and speak the language of the community being served, motivational interviewing.
- b. **Interpersonal Skills** include friendliness, counseling, and relationships skills.
- c. **Teaching Skills** include the ability to share information one-on-one and the ability to conduct a class or presentation.
- d. **Ethical Considerations** include issues in privacy, confidentiality, and Health Insurance Portability and Accountability Act (HIPAA) and related regulations.

### 3. Health & Health Disparities

- a. **Health Knowledge Skills** include concepts in health and healing, disparities, specific disease areas, behavioral/mental health interventions to care and knowledge of health and social service systems.
- b. **Cultural Competency skills** include the respect, knowledge of and sensitivity to behaviors and knowledge of all populations.
- c. **Advocacy Skills** include the ability to overcome barriers and the ability to speak up for communities and to withstand intimidation.

### 4. Care Management & Coordination

- a. **Care Management skills** include vital signs, blood pressure measurement, diabetes interactions, basic CPR certification, conducting home visits, HIPAA certificate, data technology, all forms/protocol, etc.

- b. **Service coordination Skills** include the ability to identify and access resources, the ability to coordinate patient care, and the ability to make referrals. (includes patient insurance navigation)
- c. **Data management skills** include citi certificate, electronic health records, data collection, data entry, the use of mobile devices, use of epi-info and data analytics.

## 5. Community Engagement & Supports

- a. **Community engagement skills** include community history, community culture, coalition–building, community organizing and working with Community advisory boards.
- b. **Community support skills** include linkages to community services and supports.
- c. **Community safety skills** include personal safety, safety protocols.

### FAQ's

How long does it take students to complete the training? Most students average 1-2 hours completion time for each module. Some students may take longer and should be given additional time to complete modules if necessary.

How much instructional time is needed to assist students with training? Instructional times vary based on the organization's instructional goals and settings. Technology instruction plans and pacing plans are discussed during the Training of Trainers (TOT) workshops.

What equipment do students need to complete the training? Students will need access to a smart phone, computer or tablet and internet access, as well as access to a blood pressure cuff, a thermometer, a tape measure, and a portable scale.

Do you offer technical support? Canvas support is included with all curriculum purchases by email, chat and phone at no additional charge, Monday through Friday 8am-8pm EST

Is the training aligned with educational standards? The Adult Community Health Workers Training Curriculum is aligned to national, international, and Georgia Standards. Standards mapping information is provided with curriculum purchase and during TOT workshops.

Is it possible to view a demo module? Yes, please visit our website: <https://www.msm.edu/Education/PipelinePrograms/chw-online.php> click the demo button at the bottom of the page.

How much does the training cost? We offer three different curriculum packages and Train the Trainer (TOT) workshops to fit your needs:

## Adult Community Health Worker Packages:

Individual Seats

Group Discounts

### ACHW-TOT Manager Workshop

Train the Trainer (TOT) workshop is for individuals who will serve as supervisors of CHWS, it encompasses day-to-day managerial duties as well as defines the CHWs role on the team, the duties of the CHW, CHW mobilization, data collection & analysis, documentation, and evaluation. (Continuing education units available for all TOTs)

- January: 2<sup>nd</sup> Friday in January
- April: 2<sup>nd</sup> Friday in April
- August: 2<sup>nd</sup> Friday in August

How do I purchase the training? [Click here to go to our store](#) and select the package/workshop that fits your needs.

What will we learn at the Train the Trainer workshop? The virtual Train-The-Trainer Workshop occurs three times per year: 2<sup>nd</sup> Friday in January, 2<sup>nd</sup> Friday in April, and 2<sup>nd</sup> Friday in August. This training day will teach participants how to develop youth health community engagement programs and activities as well as how to prepare and execute the online training curriculum. Participants will receive electronic program and training manuals and will be given hands on access to the training curriculum.



# **When there's a limited professional healthcare workforce, Community Health Workers help bridge the gap and fulfill basic medical roles.**

We've developed a curriculum packaged in an easy-to-use digital program. The program has everything you need to become certified Community Health Workers.



**To learn more just scan the QR code with your smartphone camera.**