



## IDAHO COMMUNITY HEALTH WORKER (CHW) PROJECT CHW TRAINING COMMITTEE RECOMMENDATIONS

### Background and Introduction

The CHW Training Committee was charged with determining the recommended CHW training curriculum and delivery model for Idaho. The Committee consisted of over thirty Idaho stakeholders, and included representation from various divisions of the Idaho Department of Health and Welfare, and several health districts, hospitals, clinics, post secondary institutions, and other key partners from across the state. A national CHW training expert was also consulted to advise this effort.

On October 15, 2015, the Committee identified the key competencies necessary for Idaho's CHWs, and then systematically analyzed the training curricula and delivery models offered in four states. The Committee came to consensus on the training curricula and delivery method(s) that would best meet Idaho's current needs for CHW development.

### CHW Training Recommendations for Idaho

The CHW Training Committee recommends a training model that closely mirrors the State of Massachusetts' curriculum, with some adaptations. It recommends that Idaho CHW's receive a core curriculum, estimated at 64 hours, accompanied by electives to allow for flexibility in meeting the specific needs of Idaho's regions and agencies.

#### Part 1: Core Curriculum - Required

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|----------------------------------|-------------------------------|
| 1. Outreach education            | 8. Emergency care             |
| 2. Community organizing          | 9. Motivational interviewing  |
| 3. Leadership skills             | 10. Health insurance benefits |
| 4. Assessment techniques         | 11. Mental health             |
| 5. Public health                 | 12. Substance abuse           |
| 6. Harm reduction and prevention | 13. Chronic disease           |
| 7. Cross-cultural communication  |                               |

#### Part 2: Three Electives – Options Including, but not Limited to:

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|---|---------------------|
| • Tobacco                                     | • Personal safety   |
| • Cancer                                      | • Crisis management |
| • Methods for serving underserved populations | • Advanced diabetes |
| • Team-based care                             | • Children          |
|   | • Weight management |

The Committee agrees the following *supporting considerations* should be integrated:

- An organizational/agency readiness assessment (and accompanying provider training, if needed)
- Process evaluation and outcome measures
- The role of Regional Collaboratives in coordinating and refining the training, electives, etc.

The Committee recommends the following Idaho CHW *training delivery methods*:

- Core training delivered in person, whenever possible
- Utilizing technology, such as podcasts and online discussion boards, to facilitate learning and optimize face-to-face classroom time
- Electives possibly offered online to facilitate accessibility (see Regional Collaboratives' role)
- A train-the-trainer system to support local relevance and training accessibility/sustainability