



WAYNE STATE
UNIVERSITY

Community Health
Worker Academy



MISSION OF THE ACADEMY

Mission: To recruit, certify, upskill, supervise, and provide professional development to Community Health Workers employed by diverse public health, health care, managed health, and community-based organizations to enhance the effectiveness and cost effectiveness in optimizing population health and advancing health equity.

The Academy is supported by not only community health workers, but a vast array of other professionals from a variety of disciplines, including physicians, master trainers, psychologists, social workers, counselors, health coaches, researchers, dietitians, health economists, university faculty, and many others.



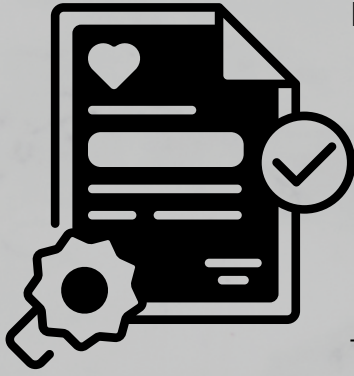
SERVICES OFFERED BY THE ACADEMY

In September 2022, the Academy was awarded a **\$2.6 million** dollar grant from the federal Health Resources and Services Administration (HRSA) to enhance and expand the Community Health Worker (CHW) public health and health care workforce throughout Michigan. The award enables the Academy to provide comprehensive CHW education and development services to many different types of agencies that employ CHWs and related personnel. In particular, the Academy is now able to offer the following services at **NO COST** to CHW employers:



If an agency seeks to hire new CHW employees, the Academy can assist with advertising, recruiting, and interviewing them.

Next, the Academy can conduct the 126-hour CHW initial certification program (developed by the Michigan Community Health Worker Alliance) to get them officially certified, and then work with the agency to identify 24 additional hours of specialized trainings that the CHWs would need to excel in their specific work at the agency. Last, if needed, the Academy can provide trainings and resources for agency personnel who would be supervising the CHW(s).



If an agency already employs uncertified individuals who were hired under the job title of Community Health Worker, or under different but similar job titles, and wants those workers to gain official CHW certification and upskilling, the Academy can conduct the 126-hour CHW initial certification program to get them officially certified, and then work with the agency to identify 24 additional hours of specialized trainings that the CHWs would need to excel in their specific work at the agency. The Academy could also provide trainings and resources for the agency's CHW supervisor(s).



Last, if an organization already employs certified CHWs but would like them to participate in additional education and development (upskilling), in collaboration with the organization's leadership and the CHW(s), the Academy can jointly develop a 150-hour training program that would incorporate trainings included in the Academy's diverse and extensive CHW training catalogue.

BENEFITS FOR EMPLOYERS AND CHWs

- All costs associated with the certification and specialized training process are covered by the Academy (an agency savings of \$2,000 for each trained CHW).
- All CHWs who complete the 150 hours of certification and specialized trainings receive a \$6,500 stipend.
- CHW trainees receive a tablet computer and other resources to support their success.
- CHW trainees receive multiple forms of stackable credentials to document their development and expanded knowledge and skills (e.g., certificates, digital badges, transcripts, etc.).
- Flexible training programs to accommodate agency and CHW needs (e.g., online live, online on-demand, in-person formats; tailored trainings to meet agency and CHW work needs and career aspirations, etc.).

THE ACADEMY'S SPECIALIZED TRAINING FOCUS

In addition to leading official CHW initial certifications, the Academy provides an array of specialized trainings that foster their development far beyond their initial certifications. Sample specialized training topics include:

- Training experiences in a range of diverse community-based, public health, and medical care settings
- Trainings on specific health conditions for prevention and/or treatment (e.g., diabetes, hypertension, heart disease, asthma, COVID-19, vaccinations, immunizations, obesity, oral health, sudden infant death syndrome, HIV, HPV, sexual health, ADHD, cancer)
- Trainings on a range of mental health and well-being issues (e.g., stress, anxiety, bi-polar disorder, suicide prevention, alcohol/drug/prescription medicine use and abuse, mindfulness)
- Effective communication strategies (e.g., motivational interviewing, patient self-management, presentation and facilitation skills, implicit bias training, trauma informed care)
- Cultural competence education for working with diverse populations and communities (e.g., urban/suburban/rural, racial/ethnic groups, sexual and gender orientations, individuals with disabilities, lifespan age groups, socio-economic status)
- Training in evaluating and improving social determinants of health (e.g., health disparities, health equity, linkages to care, accessing health care/public health/ social services, mobile health units, housing, employment, community/patient advocacy)
- Technology and digital literacy training (e.g., computer/tablet/mobile/connectivity access and use, linkage to care repositories, patient medical records, standard software platforms, remote monitoring devices, telehealth)



THE ROLE OF COMMUNITY HEALTH WORKERS

Community Health Workers are increasingly playing vital roles in integrated public health and clinical care settings. Some of their important contributions include:

- providing effective community outreach with diverse populations and locations to advance health equity
- building trust with the communities they serve
- understanding the social determinants of health that impact mental health and disease prevention and treatment
- supporting residents' access to and retention in medical care and public health support services
- serving as health coaches to assist with lifestyle assessments and culturally-relevant lifestyle modifications
- assisting communities with responding to and recovery from the COVID-19 pandemic and other public health emergencies



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