

Community- based approach to  
addressing the training, retention,  
and placement of community  
health workers using state  
workforce development funding.

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## **The Community Health Michigan Regional Skills Alliance**

A collaborative effort of organizations across the public health system to engage in workforce development for Community Health Workers.

Partners include



- Michigan Public Health Training Center- convener
- Detroit Department of Health and Wellness Promotion- manager, as well as employer
- Wayne County Community College District- curriculum development
- Wayne State University Skillman Center for Children- curriculum development
- Baker College
- Advantage Health Centers (FQHC)
- Friends of Parkside (CBO)
- St. John Health System
- Michigan Primary Care Association
- University of Michigan School of Social Work
- Greater Detroit Area Health Council, Inc.
- Warren and Conner Development
- Southeast Michigan Long Term Health Care (MiRSA)
- Southeast Michigan Community Alliance (SEMCA)- Michigan Works agency
- Detroit Workforce Development Dept.- Michigan Works Agency
- Community Health and Social Services (CHASS) – FQHC
- Detroit Community Health Connection

## What is Michigan Regional Skills Alliance



- The MiRSA initiative provides a framework to organize the workforce development needs of the Michigan business community by industry clusters. MiRSAs are business-driven, business focused partnerships that address workforce issues in a specific region and industry sector

## HOW WE GOT STARTED

BUILDING A LEADERSHIP TEAM

IDENTIFYING CHW SKILL SET

- Recognizing the strength that all partners bring
- Communication
- Setting group norms
- Selecting a chair
- Utilizing the core competencies of the Arizona study
- Identified employers of CHW's
- Developed an employer survey
- Distribution of survey

## **SURVEY RESULTS**

Skill set that employers found most useful

- How many respondents
- Survey results
- How results impacted the curriculum development

## **CHW- Curriculum**

Wayne County Community College



- Utilizing survey results as an outline for course development
- Certificate program started at Community college in Detroit, Wayne County Community College District
- Educational ladders
- Informational with community health workers

## WHAT'S NEXT?

COMMUNITY HEALTH MICHIGAN  
REGIONAL SKILLS ALLIANCE  
CH-MiRSA

- Strategic Planning/  
Implementation
- Work groups
- Adding more employers
- State recognition of CHW  
occupation



## LESSONS LEARNED

- LESSONS LEARNED
- Importance of Participatory planning process
- Action strategies tailored to employer and community needs
- Need of constant updating and reflection

# CHW CURRICULUM

## EDUCATIONAL LADDER

## HEALTH AND BEHAVIORAL SCIENCE PROGRAMS

### HEALTH

Dental Lab Tech

Dental Assisting

Dietetic Technology

Emergency Medical Tech

Food Service Management

Medical Billing Specialist

Nursing

Occupational Therapy Assistant

Pharmacy Assistant Tech

Surgical Tech

Veterinary Tech

### BEHAVIORAL SCIENCE

Child care training

Gerontology

Mental health

Addiction studies

- Course Description-Allied Health
- 240- Health and Wellness
- 250- Community Health issues
- 260- Community health Resources
- 110- Terminology for the Health Professions
- 130- Fundamentals of Nutrition (DT)
- 110- Introduction to the study of Aging (GER)
- 130- Social Problems (SOC)
- 225- Computer applications in Business (BUS)
- 215- Intercultural Communication (SPH)
  
- TOTAL CREDITS 27