## Community- based approach to addressing the training, retention, and placement of community health workers using state workforce development funding. Yolanda R. Hill- Ashford, Claudia Canchola, Gloria Palmisano, Rebeca Guzman, Dina Kurz



# 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 Districtcurriculum development
- Wayne State University Skillman Center for Childrencurriculum 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

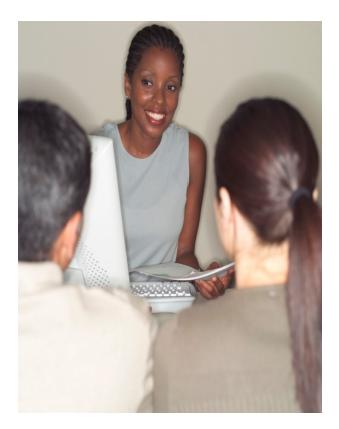
#### SURVEY RESULTS

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 BEHAVIROAL SCIENCE PROGRAMS

#### <u>HEALTH</u>

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 <u>27</u>