



**Community Health Worker  
Training Program**



@hschwprogram



## Executive Summary

According to the American Public Health Association, Community Health Workers are frontline public health workers who are trusted members of and/or have an unusually close understanding of the community served. This trusting relationship enables CHWs to serve as a liaison, link or intermediary between health/social services and the community to facilitate access to services and improve the quality and cultural competence of service delivery. CHWs also build individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities such as outreach, community education, informal counseling, social support and advocacy.<sup>1</sup>

During the summer of 2016, Morehouse School of Medicine (MSM) with the support of the Atlanta Regional Collaborative for Healthcare Improvement (ARCHI), piloted and implemented an innovative High School Community Health Worker Training Program, **the first in the country to be implemented!** The thought was that high school students could provide vital health information to the underserved community and school population. The program has achieved great outcomes and the program model is highly sought after by universities and community-based organizations. From 2016 to 2022, MSM has trained 160 high school students from the metro Atlanta, GA, Columbus, GA Florida, California & New York. Participants in the program are rising sophomores to recent graduates, ages 15 to 18. An additional 378 students have been trained nationwide utilizing our digital training curriculum.

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 HS & YA CHW training program are to:

- Increase the number of trained student community health workers to assist with community health programs in underserved communities
- Provide a health careers pipeline program and mentorship for underserved students
- Support and promote the Community Health Worker field
- Promote health education and health literacy in schools and community
- Assist trained HS CHWs with the design and implementation of school and community-based health initiatives
- Provide health monitoring and health literacy activities to students’ family members and community members

During MSM HSYACHW Training, students undergo a 7-week training utilizing the Morehouse School of Medicine HSYACHW Digital Learning Curriculum. The MSM HSYACHW training 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, students receive a certificate of completion and engage in 50 additional hours of monthly continuing education as part of the school year engagement component. During the school year, students meet monthly to receive educational booster sessions, discuss family/community monitoring activities, and work on the implementation of their community project.

See our feature in YES!  
Magazine

Contact us

More information

<sup>1</sup> Community Health Workers Section, American Public Health Association. Available at: <http://www.apha.org/apha-communities/member-sections/community-health-workers>



# Community Health Worker Training Program

For High School Students & Young Adults

# 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.




# 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 introduces a new cadre of emerging adults to the field of community health and turns them into ambassadors able to take an active role in the health and wellness of their communities. High school students and young adults undergo a five-week intensive summer training to learn about chronic illnesses, health issues and basic health monitoring techniques. For the rest of the academic year they monitor and set health goals with community members, and work in teams to organize a community project, such as a health fair.

Students shadow professional medical workers, learn about medical career options and learn how to conduct motivational interviews. They learn about food as medicine, visiting urban farms and taking cooking courses. Upon completion of the program, students receive a certificate of completion. This certificate can be used toward school community-service hours, to apply for community health worker & similarly skilled jobs, or as part of their college applications and the first step toward a health career.



A woman with long, curly brown hair, wearing a black leather jacket, is sitting on a light-colored couch. She is looking towards a person whose back is to the camera; they are wearing a light-colored lab coat. The setting appears to be an indoor space with a brick wall and a window in the background. The text is overlaid on the right side of the image.

**“It isn’t someone  
in a lab coat  
judging me or  
not understanding  
my culture.”**

In many cases, families and community members found it easier to talk to the high-schoolers than to medical professionals.



# 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 train high school students and young adults to become certified Community Health Workers. Choose from three affordable, fully-customizable packages to meet your specific needs.

To download a demo & purchase the program just scan the QR code with your smartphone camera.



Scan the  
QR Code





**“We believe every high school student should be trained as a community health worker.”**

Arletha Livingston launched the Morehouse Community Health Worker Training Program for High School Students & Young Adults—the first in the U.S. to train high-schoolers. The initial cohort came from four schools in East Point, Georgia, where Livingston conducted her earlier studies on chronically ill residents.

**For more information about purchasing the program please contact us at: [hschwprogram@msm.edu](mailto:hschwprogram@msm.edu)**



## High School & Young Adult Community Health Worker Training Curriculum Information

Schools, pipeline programs, community organizations, enrichment programs use our online curriculum to train your students to become community & family health ambassadors!

The Objectives of the High School and Young Adult Community Health Worker training curriculum are to:

- Increase the number of trained student community health workers to assist with community health programs in underserved communities
- Provide a health careers pipeline program and mentorship for underserved students
- Support and promote the Community Health Worker field
- Promote health education and health literacy in schools and community
- Assist trained HS CHWs with the design and implementation of school and community-based health initiatives
- Support students in providing health monitoring and health literacy activities to students' family members and 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 of their college applications and the first step toward a health career. The course is offered using Canvas, a 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 a new cadre of emerging adults to the field of community health and turn them into workers able 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. Ideally students will also see this as a pathway to a career in healthcare, not only as a community health worker but also health technician, therapist, nurse, physician, or other related roles.

## Core Competencies

By the end of the training, 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, public speaking.
- 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.(20 modules) 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 High School and Young 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:

- 1) The **Basic Package** includes: Curriculum access for up to 30 students + 1 Facilitator, Canvas course customer support, 1 pass to TOT training
- 2) The **Standard Package** includes: Curriculum access for up to 60 students + 2 Facilitators, Canvas course customer support and:
  - Community project & health monitoring support
  - Certificate of completion for each student
  - 2 passes to TOT training (held 4 times per year, virtually)
- 3) The **Premium Package** includes: Curriculum Access for up to 120 students + 4 Facilitators, Canvas course customer support and
  - Community project & health monitoring support
  - Certificate of completion for each student
  - 4 passes to TOT training (held 3 times per year, virtually)
  - Expert implementation technical assistance training session (2 virtual planning/technical assistance sessions)
- 4) **Virtual Train the Trainer (TOT) 1-day workshop** (+optional ½ day session) are for those who want to learn the elements of developing health-focused engagement programs and activities for High School students as well as implement the HSCHW digital training curriculum. Workshops are offered three times per year: 2<sup>nd</sup> Friday in March, 3<sup>rd</sup> Friday in June, and 2<sup>nd</sup> Friday in October. Continuing education units are available.

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 March, 3<sup>rd</sup> Friday in June, and 2<sup>nd</sup> Friday in October. The 1<sup>st</sup> day is the main curriculum training day and 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. The 2<sup>nd</sup> Day is an optional ½ day where participants will spend half a day with the High School & Young Adult Community Health Worker students during one of their Saturday sessions.

Do you have more questions about the training or  
want to schedule a zoom meeting?

Contact Us

More Information



Scan to see  
the demo

[Click for more info](#)