Comprehensive Skills Training for Community Health Workers
70-hour Course of Study

Course Introduction, Overview and Orientation
Introduction of Participants and Staff
Orientation/Ground Rules/Expectations
Training plan, schedule, guidelines

Health, Public Health and Healthcare
What is Health?
What is Public Health?
What is Medicine?
Primary, Secondary and Tertiary Care
Social Determinants of Health/Poverty

CHW History & CHW Roles, Skills, Tasks
History of CHWs
CHW Identity - Activity
  Definition - Qualities, roles, skills
  Workforce profile
  Core values - Code of Ethics
  Social Justice Perspective
Integrating CHWs
CHW supervision

Adult Learning Theory and Practice
Popular Education
Adult Learning Activity

Cognitive Behavioral Theory
Adult Development
  Human Behavior
  Dualism vs. Relativism
  Stage Theories/Life Span Theories
Moral Development
  Justice Reasoning
  Care Perspective, Emotions
  Faith
Dimensional Development

Communication I
Non-violent Communication
Compassionate Communication
Cognitive-Behavioral Approach
Making Observations
  Relevance to documentation
Conversation Blockers
Conversation Helpers

Communication II
Feelings/Needs
  Humanistic Psychology
Making Suggestions - Not Demands
Positive Action Statements
Magic Formula – “I” Statements

Communication III
Typical Responses
Giving Thanks
Non-verbal Communication

Positive Psychology - Informal Counseling I
Strength-Based Assessments
Self-Help and Human Potential
Empowerment Approach

Social Constructionism - Informal Counseling II
Privilege and Status
  Privilege and Power
  Ethical Use of Power
Power Inequalities
  Sanctity of Life
  Oppression/Dehumanization
  Labeling & Judging
Humanistic Psychology-Informal Counseling III
Interpersonal Relationships
  Building Relationships
  Confidentiality, Trust, Informed Consent
  Empathy, Respect
  Boundaries, Professionalism
Mentoring/Coaching/Counseling
  Effective Coaching
  Solution-focused coaching
  Appreciative Inquiry
Community Building
  Equality & Dignity
  Prejudices & Biases
  Stigma & Discrimination
  Social Isolation
  Labels and Judgments

Theories of Intelligence
Multiple Intelligences
Kolb Learning Styles
  Experience, Reflection & Abstraction

Behavior Change Theories and Practice
Stages of Change
Process of Change
Tailored Interventions
Transitions and Behavior Management
  What is a Transition?
  Transition Process
  Influencing Factors
  4S System
  Strategies and Supports
Goal Setting
  SMART Goals

Training & Group Facilitation
Roles of a Trainer
  Training Principles
Overcoming Fears of Training
  Individual fears & strategies
  Public speaking
Facilitation and Group Facilitation
  Principles of facilitation
  Fears & Concerns
  Popular education