



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



70-hour Course of Study

-Page 2-

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