



CHW EDUCATION & CERTIFICATION IN MICHIGAN

The MiCHWA CHW Curriculum Pilots

Overview

In 2015, the Michigan Community Health Worker Alliance (MiCHWA) and its partners launched Michigan's first ever standardized Community Health Worker (CHW) training. Fifty-two CHWs completed the pilot classes and received a certificate from Grand Rapids Community College or Henry Ford College. The MiCHWA CHW Curriculum is an endeavor among MiCHWA partners to standardize CHW training in Michigan, with a goal to pursue sustainable financing and recognition of the profession.

Curriculum

Using the **Minnesota CHW curriculum** as a base, MiCHWA partners created a Michigan-specific curriculum. The 126-hour curriculum covers the following core competencies:

- Role, Advocacy and Outreach
- Organization and Resources: Community and Personal Strategies
- Teaching and Capacity Building
- Legal and Ethical Responsibilities
- Coordination, Documentation and Reporting
- Communication Skills and Cultural Competence
- Healthy Lifestyles
- Mental Health

Pilot Trainings

The first three training classes were pilots. Because the MiCHWA CHW Curriculum had not been taught before, the pilot classes gave MiCHWA the opportunity to evaluate the curriculum.

Pilot training courses:

- **Grand Rapids:** launched January 26, 2015; **15 CHWs** finished June 5, 2015
- **Detroit:** launched February 4, 2015; **Nine CHWs** finished March 27, 2015
- **Lansing:** part of the Michigan Primary Care Association's Linkages Project, launched March 16, 2015; **28 CHWs** completed August 27, 2015

A non-pilot training course launched in Macomb County on September 1, 2015; **18 CHWs** finished on October 6, 2015.

FAQ

I'm already a CHW. Do I have to do this training?

This training covers CHW core competencies. Many CHWs have already gone through core competency training in Michigan while other haven't. Some employers may have existing CHWs complete this training to solidify their core knowledge base. Currently, no CHW training program is required by law.

I'm an employer. If a CHW completes training, can I bill for their services?

MiCHWA's goal is that the certificate received from this training would result in the CHW being eligible for payment within an employer agency. Michigan does not currently have a structure to support direct reimbursement by Medicaid or other health plans for CHW services. The most recent Medicaid Rebid does mandate payment for CHW services, however, and listed CHW competencies align with our training.

Will additional training classes be offered in the future?

Yes! Check our website for updates. Historically, training launches when there is employer demand.

What are the next steps with the curriculum?

MiCHWA and its partners met in summer 2015 to review the curriculum based on evaluation results. MiCHWA continues to work on a full evaluation of all three sites and will use the results to tweak the curriculum for future trainings.



Michigan Community Health Worker Alliance (MiCHWA)