

CHW ACADEMY NEWSLETTER

CHARLES R. DREW UNIVERSITY OF MEDICINE & SCIENCE



In 2019, national experts, clinical partners, CHWA directors, and students, pictured above, came to CDU for a retreat to provide input on the development plans for the CHW Academy.

WELCOME TO THE ACADEMY NEWSLETTER

Made possible through funding from Cedars-Sinai, the Academy Newsletter is part of a Community Health Worker Academy initiative to create shared-learning communities based on our experience of developing and implementing our C3-based core curriculum along with our key partner, Providence, resulting in the training and placement of 26 Community Health Workers along with 17 clinical partners.

In providing this quarterly newsletter to all stakeholders of the Academy community (trainees, interns, alumni, partners and funders), we will share:

- Career progression advice from CHWA Alumni
- Challenges, successes & best practices from clinics on CHW integration
- Progress on cutting-edge, funded program development initiatives

We are so excited for our newsletter readers to get a behind-the-scenes look at all the work that goes on at our Academy.

Welcome to the CHW Academy Community! Please share this widely!

Newsletter Highlights

*Letter from the Editor:
Welcome to the
Academy Newsletter*

Page 2

Who Are We?

Page 3

*Our Partnership,
Curricula & Program*

Page 4

*Celebrating Two
Successful Cohorts*

Page 5

*The Proof is in the
Pudding: Evaluation
Wins*

Acknowledgements

WHO ARE WE?

The Charles R. Drew University of Medicine and Science (CDU), Community Health Worker Academy in collaboration with Providence is dedicated to the development of Community Health Workers (CHWs) as a health care force through:

- a) development and implementation of standards-based curricula that is responsive to the needs of clinical settings that serve multicultural, under resourced populations in partnership with health care organizations;
- b) conducting research to address gaps in the knowledge of strategies to train and integrate CHWs into health care settings;
- c) engagement in educating health systems and health professionals about CHWs, in advocacy and in the development of policies to support this emerging workforce.



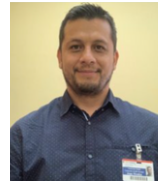
Dr. Sheba George
Program Director
CDU



Dr. Hector Balcazar
Program Advisor
CDU



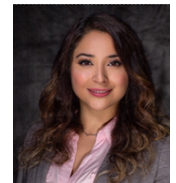
Jim Tehan
Regional Director,
Community Health LA
Service Area, Providence



Juan Mendez
Manager, Community
Health
Providence



Justin Joe
Director, Community
Health
Providence



Rosalva Salazar
Project Manager
Providence



Nazaret Núñez
Program Manager, CDU



Daniela Cruz
Master Trainer, CDU


MEET OUR CDU INTERNS

Our programmatic support interns are an integral part of the CHW Academy. They offer their support in various aspects of the Academy such as data evaluation, live training assistance, and curriculum revisions. They bring a variety of backgrounds and experiences to the team.




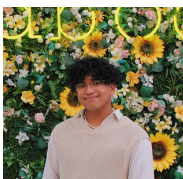
Christa Helms (she/her):
University: UCLA, CDU Pre-Medicine Post Baccalaureate
Time at the Academy: 2 Years, Current Academy Focus: Data & Evaluation
Fun Fact: I want to try adventure racing.

Jessenya Reyes (she/her)
University: UCLA, Current Academy Focus: CHW Instructional Assistance
Time at the Academy: 2 Years
Fun Fact: I weight lift and my combined weight for squat, deadlift, and bench is 365 lbs.





Sydni Brown (she/her):
University: UCLA
Time at Academy: 1 Year, Current Academy Focus: Social Media & Communications
Fun Fact: I can play 3 musical instruments!

Amani Khan (she/her)
University: Scripps College
Time at Academy: 1 Month, Current Academy Focus: CHW Instructional Assistance
Fun Fact: I grew up in Southeast Asia.

Ryan Factora (he/him):
University: UCLA
Time at Academy: 1 Month, Current Academy Focus: CHW Instructional Assistance
Fun Fact: I love to cook!

Dominic Choo (he/him)
University: Washington University in St. Louis,
Time at Academy: 1 Month, Current Academy Focus: CHW Instructional Assistance
Fun Fact: I was in an acappella group in college.



THE BIRTH OF A STRONG PARTNERSHIP

The Academy, consistent with [CDU's mission](#), was founded with the intent to reduce health disparities by training Community Health Workers (CHWs) to become effective and valued members of health care teams across LA County.

Seed funding from the [Cedars-Sinai](#) initiated the development of our curriculum and a fortuitous partnership between CDU, the Academic House, and Providence, the Clinical House. Additional funding from the [CA Governor's Office of Business and Development](#) allowed us to start training our first cohorts of CHWs. Providence had utilized CHWs for more than a decade; however, they did not have standard-based training for clinical settings. This identified need prompted the CHWA to develop such curricula, train CHWs and build a career pipeline for them.

Academic-Clinical Partnership

Academic House



Clinical House



CURRICULA

Our innovative standards-based core curriculum is comprised of [ten modules](#), which span [three key areas of focus](#):

1. *Establishing a professional CHW identity and Competencies*
2. *Outlining the context, processes and key actors in health care settings with whom CHWs will engage*
3. *Identifying the main forces that shape the health and health care outcomes of patients/families and communities*

Our [Continuing Education sessions](#) cover Electronic Health Records & Documenting, Collecting & Evaluating Health Data, Facilitating Patient Education & Preventative Care, Enrollment Assistance Services, and Referring & Linking Patients.

[Use this link to read our paper about our curriculum development.](#)

HOW IT WORKS: 4 MONTHS TO SUCCESS

CORE EDUCATION WEEKS 1-3

- INTERACTIVE ONLINE SESSIONS
- HANDS-ON SKILLS LAB
- GUEST SPEAKERS AND TECH-SKILLS
- STANDARDS-BASED ASSESSMENTS

INTERNSHIP + CORE EDUCATION HYBRID WEEKS 4-7

- ALL CORE EDUCATION ELEMENTS
- COACHING AND HANDS-ON EXPERIENCE AT CLINICAL SITE

INTERNSHIP + CONTINUING EDUCATION WEEKS 8-16

- 5 CONTINUING EDUCATION MODULES
- CONTINUED COACHING
- COHORT MEETINGS & CHECK-INS

CELEBRATING TWO COHORTS | 24 OF 26 GRADUATES FULLY EMPLOYED

ACADEMY TRAINING & INTERNSHIP HIGHLIGHTS

- 17 Clinical Partner Sites
- 24,005 Services Provided
- 14,476 Patients Seen

ALUMNI TESTIMONIES

“To anyone wondering if they should apply for the CHW Academy, do it! It will change your perspective on things and if nothing else, it will help you be more patient and understanding... If you have the heart and want to help make a change in your community, this is a wonderful place to start.” (Kimberly Avila Gutierrez, Cohort 2)

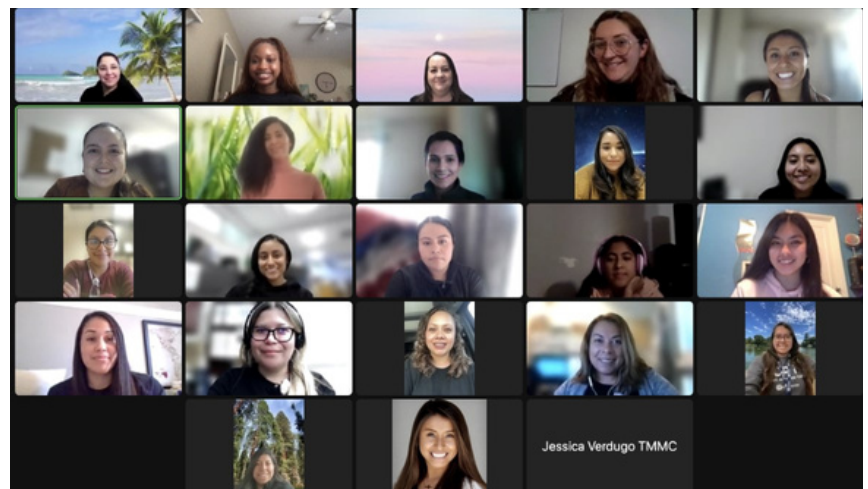
“Through this experience I was able to encounter opportunities to grow as an individual, as a student, and as a CHW. The academy refueled the passion of serving others and gave me the opportunity to meet amazing individuals from different walks of life.” (Rebeca Gonzalez, Cohort 2)

For more testimonies see our website

COHORT 1



COHORT 2



CELEBRATING OUR CLINICAL PARTNERS



THE PROOF IS IN THE PUDDING: EVALUATION WINS

STUDENTS STRONGLY VALUE THE SAFE & SUPPORTIVE LEARNING ENVIRONMENT AND PEER-LEARNING OPPORTUNITIES

Implementation Debriefs

Purpose: Process evaluation to help the Academy improve the curriculum content, delivery format, and to address any concerns or feedback posed by learners or facilitators.

I felt like I could participate and ask questions along the way if I needed to. *

1 2 3 4 5

Strongly disagree Strongly agree

Do you have any additional concerns or feedback?

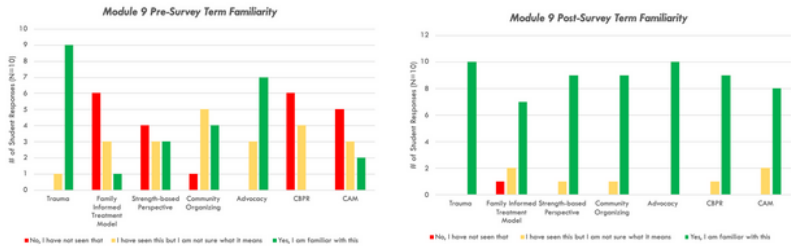
Long answer text

Did we provide definitions for any words you didn't already know? If not, which words would you have liked more explanation of?

Short answer text

Pre & Post Module Surveys

Purpose: Outcome evaluation to understand the change in familiarity with topic(s) and terms found within each of the modules.



CONCEPT FAMILIARITY FROM PRE TO POST SURVEYS INCREASED BY 94% ACROSS BOTH COHORTS

100% OF GRADUATES RATED THEIR EXPERIENCE AT THE ACADEMY AT 4 OUT OF 5 OR BETTER

Academy Satisfaction Surveys

Purpose: Outcome evaluation to measure interns' satisfaction and general experience in the educational program.

How would you rate your experience so far with the CHW Academy?

5

Please describe why you chose that star rating:

I chose a five because I really enjoyed the purpose behind this course to really prepare us and advocate for CHWs. I enjoyed learning from my peers' experiences as well and now feel like I have a great support group along my side even though we will all be in different locations I know that I am not alone.

Please add any comments, questions, and/or suggestions you may have.

Thank you for everything so far!!

ACKNOWLEDGING OUR FUNDERS & ALLIES

The CHW Academy was initiated with funding from Cedars-Sinai to develop our Community Health Worker core curricula. With pioneering medical research achievements, education programs defining the future of health care, and wide-ranging community benefit activities, Cedars-Sinai has helped the CHW Academy set new standards for quality and innovation in patient care. We also extend our gratitude to the National Institutes of Health (NIH) and the California Governor's Office of Business and Development for providing additional seed funding which allowed us to further develop our program. We are also very excited and grateful to have received renewed funding through Cedars-Sinai and new funding from the UniHealth Foundation. We are also immensely thankful for the indispensable contributions of Senior Vice President Angela Minniefield and the CDU Office of Strategic Advancement, alongside our former team members Lucero Silva, Carla Truax, and Veronica Sepulveda.

Thank you for exploring our first Academy newsletter! To give us your feedback or write a "Letter to the Editor" for a chance to be featured in our January newsletter, please use the links below. Until next time!