Key factors to consider when choosing a CHW training program

Certificate programs help community health workers build skills and knowledge to serve their communities effectively. This document serves to provide guidance when researching and selecting a CHW training program.

Care Connections stipend requirements

* Confirm the cost of the training program including tuition and any supplies or books that may be required.
* Organizations will be reimbursed up to $2,500 for tuition. If tuition expenses are below $2,500, remaining funds can be used to purchase required supplies such as textbooks. Requests to use remaining funds for other expenses will be evaluated on a case-by-case basis.
* Consider the timeline to completion and ensure that the CHW will completion the training before May 2026.
* Have a mission that aligns with the ethical principles, tenets and teachings of the Roman Catholic faith, according to the [Mother Cabrini Health Foundation](https://cabrinihealth.org/catholic-values/#:~:text=Rooted%20in%20Catholic%20Values&text=Mother%20Cabrini's%20lifelong%20commitment%20to,the%20work%20of%20the%20Foundation.&text=Other%20key%20principles%2C%20such%20as,of%20serving%20vulnerable%20New%20Yorkers.).

Eligibility requirements

* Ensure the CHW trainee meets the necessary educational and/or experience criteria to enroll.

Training delivery and instructors

* Consider whether the training meets the needs of your organization and the CHW being trained. Discuss whether a virtual, in-person or hybrid option makes the most sense.
* Look up the instructor’s credentials to ensure they are qualified to train CHWs. Are the trainers healthcare professionals or community leaders, or are they experienced CHWs?

Curriculum and skills development

* Does the training cover the core CHW competencies like outreach, advocacy, health education, case management, communication, organizational skills, cultural competency and referral services?
* Does the training provide hands-on experience or real-life scenarios to build knowledge and expertise?
* Does the training include literacy skills for electronic health records or other relevant technology?

Community relevance

* Does the training incorporate a cultural sensitivity approach and help build language skills needed to engage with diverse communities?
* Does the training address prevalent health issues within your area, such as chronic disease management, access to healthcare, and health related social needs?
* Does the training cover information specific to your community's demographics and health concerns?

Standards and certification

* Is the training organization reputable and does it meet quality and competency standards?
* Does the training lead to a CHW certification that can enhance employment opportunities?

Feedback and evaluation

* Look for programs that value and collect feedback from trainees and use it to improve their curriculum and training methods.