



## **Comprehensive Skills Training for Community Health Workers 35-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

### **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  
Typical Responses

### **Cognitive Behavioral Theory**

Human Behavior  
Dualism vs. Relativism  
Stage Theories/Life Span Theories

### **Adult Learning Theory and Practice**

Popular Education  
Adult Learning

### **Theories of Intelligence**

Multiple Intelligences  
Kolb Learning Styles

### **Positive Psychology - Informal Counseling**

Strength-Based Assessments  
Empowerment Approach  
Power Inequalities  
*Power and Privilege*  
*Ethical Use of Power*  
*Sanctity of Life*  
*Oppression/Dehumanization*  
*Labeling & Judging*

### **Behavior Change Theories and Practice**

Stages of Change  
Process of Change  
Tailored Interventions  
Goal Setting