

Community Health Worker Field Placements at Community & Faith-Based Organizations



TCCN – Meharry Partnership

- ▶ 3-year program
- ▶ 240 Community Health Worker (CHW) trainees
- ▶ 40-hours of supervised field experience

Benefits of Participation

- ▶ Increased CHW workforce capacity
- ▶ Development and learning for your current CHWs
- ▶ Leadership development for CHWs or other team members
- ▶ A pool of potential CHW candidates for future recruitment & employment
- ▶ No direct expense to your organization for participating in this program

Your Organization's Role

- ▶ Provide 40-hour, supervised field experience for each CHW trainee
- ▶ Provide each trainee experiences that align with the Meharry CHW core competencies
- ▶ Provide a performance evaluation within 14 days after the placement

The Ideal Supervisor

- ▶ Understands community outreach
- ▶ Can be, but does not have to be a CHW, but should understand the work of a CHW (social workers, outreach workers, community workers)
- ▶ Time to provide orientation and feedback to trainee
- ▶ Motivating and Encouraging, Interested in the Opportunity to Mentor CHW Trainees
- ▶ Ability to nurture skills and share feedback with trainee

The Field Placement should include these CHW Core Competencies

- ▶ Client screening
- ▶ Effective, culturally competent interpersonal communication skills
- ▶ Health coaching and education
- ▶ Facilitate access to services
- ▶ Health outreach and advocacy methods and strategies
- ▶ Community assessment, knowledge of resources, and system navigation
- ▶ Implement community health activities and engage community partners
- ▶ Professional responsibility

Trainees will have completed these Curriculum Modules

- ▶ CPR / First Aid with AED training
- ▶ Intro to US Health Care System and Community Health Work
- ▶ Intro to Public Health
- ▶ Communication and Community Health Practice
- ▶ Care Coordination & Community Outreach
- ▶ COVID-19 & Impact on Vulnerable Communities
- ▶ Vaccine 101
- ▶ Barriers to Vaccine Uptake
- ▶ Vaccine Acceptance & Uptake: Role of CHW
- ▶ Putting Community Health Work into Practice
- ▶ Applying CHW Practices
- ▶ Chronic Disease Management
- ▶ Mental Health
- ▶ Motivational Interviewing

7 Easy Steps for Hosting a CHW Field Placement

1. First Shift: **Introduce** CHW to other staff and ensure everyone is clear about CHW's role.
2. Provide **Orientation** to your organization, review the CHW competencies and how your organization will help the CHW practice these skills during their placement.
3. Define any **expectations** and/or timelines for the CHW's work at your organization.
4. Provide quick **counsel** if expectations are not met and find opportunities to check in about accomplishments and frustrations the CHW may experience.
5. Ensure that CHW trainee completes a **daily log** after each shift
6. Upon the completion of the 40-hour placement, **reflect** with the CHW about what aspects of the training they liked or did not like, provide **feedback** on accomplishments or areas for the CHW to improve.
7. Submit written **performance evaluation** within 14 days of training completion

Scheduling

- ▶ Using Bookings to schedule
 - ▶ Pages divided by region (West, Middle, East, Upper East)
 - ▶ 4 hours blocks (morning/afternoon shifts)
 - ▶ 10 – 4-hour shifts
 - ▶ Set up schedules for participating members
 - ▶ Send weekly reminders

- ▶ Example of Bookings page: [Middle TN CHW Placements](#)

Documentation

- ▶ Student
 - ▶ Daily Log
- ▶ Supervisor
 - ▶ Evaluation to be submitted within 14 days of training completion

Get Started!

- ▶ Decide who will supervise your CHW trainees and schedule supervisor training with TCCN staff
- ▶ Review CHW competencies and identify opportunities for CHWs to practice those skills during their placement at your organization (staff to shadow, activities and events to participate in)
- ▶ Complete the Jotform to indicate your organization's availability for placements: <https://form.jotform.com/232536363965161>