

Community Health Worker/ Promotores de Salud Training Needs Assessment Washington State



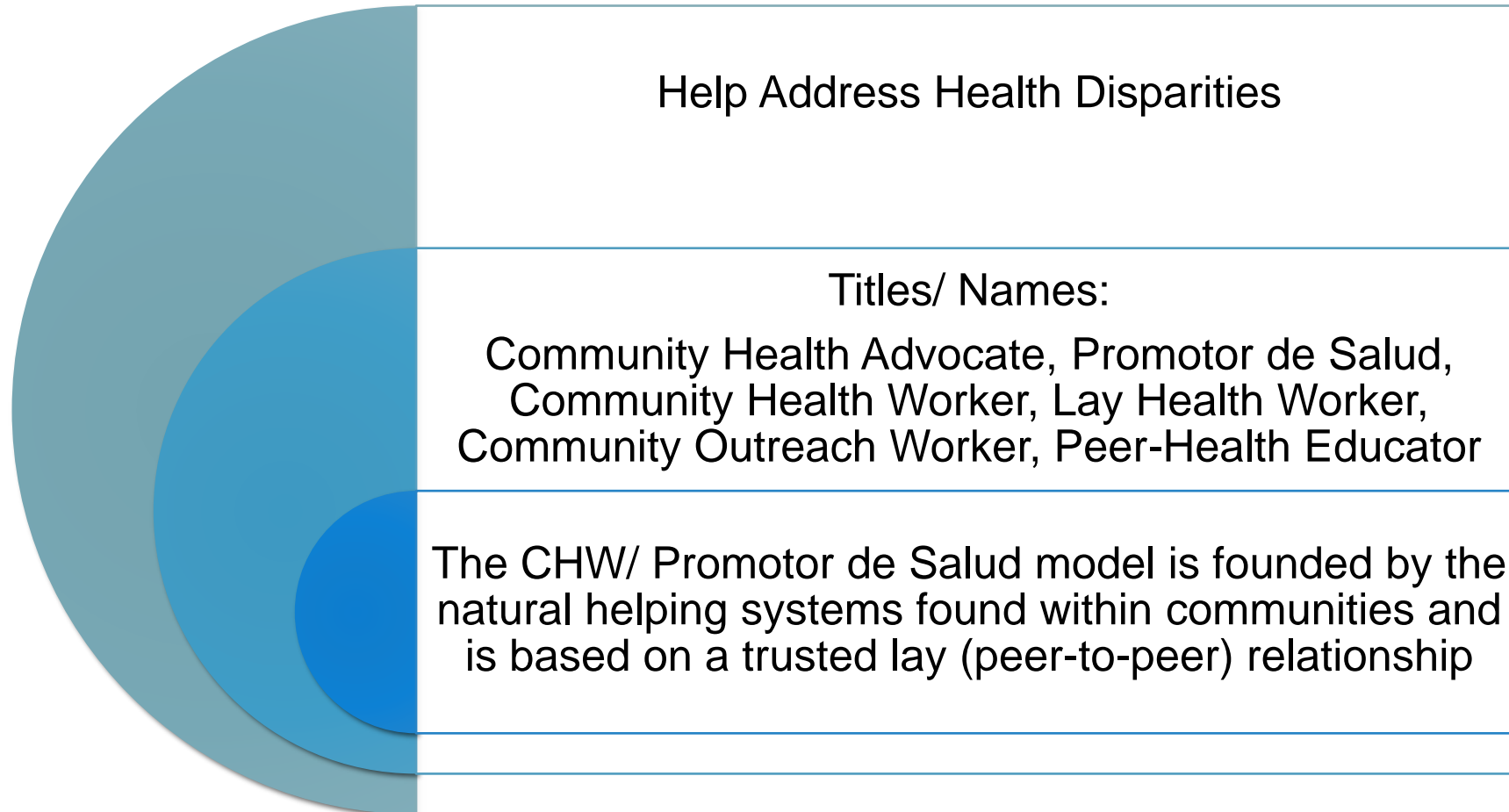
PC: Community Health Worker Coalition for Migrants and Refugees (CHWCMR)

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CHW/ Promotor De Salud Model



Core Roles of CHWs



- 1) Cultural mediation between communities and Health and Human Services system
- 2) Informal counseling and social support
- 3) Providing culturally appropriate health education
- 4) Advocating for individual and community needs
- 5) Assuring that people get the services they need
- 6) Building individual and community capacity
- 7) Providing direct services

Project Goals



Work with members of the Community Health Worker Coalition for Migrants and Refugees (CHWCMR)



Center the voices of Community Health Workers (CHWs)/ Promotores de Salud who are often excluded in conversations about their scope of practice and training needs



Identify needs and assets of membership for capacity building and support

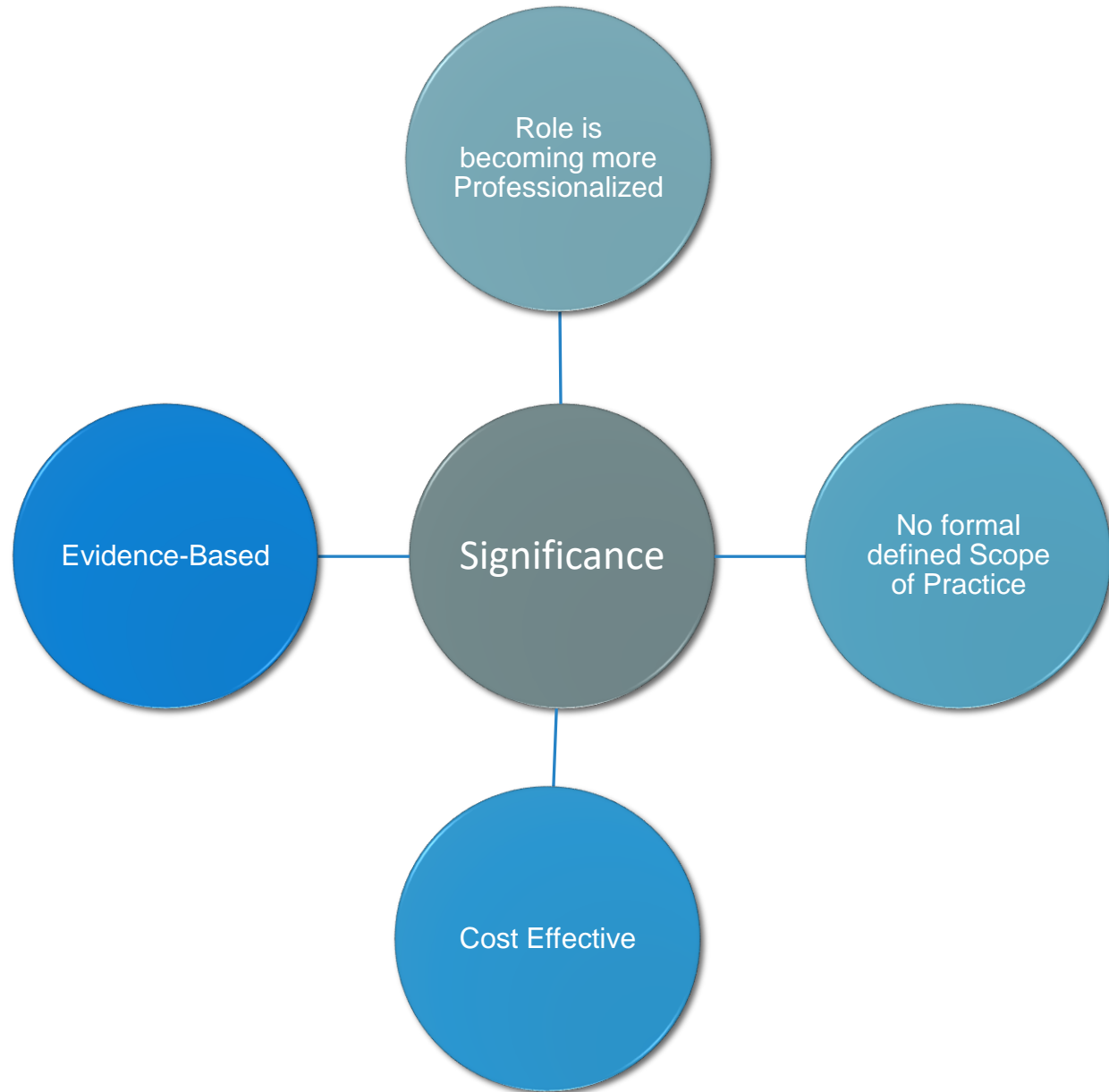


“Un Promotor es como un árbol, es lindo y le da a uno sombra cuando lo necesitamos. Y como un árbol necesita que lo rieguen y le den cariño y lo respeten para que nos siga dando sombra.”

“A Promotor de Salud is like a tree. It gives us shade when we need it. And like a tree it needs to be watered and cared for with kindness and respect so it can continue to give us shade.”



Reason for Training Needs



Methods

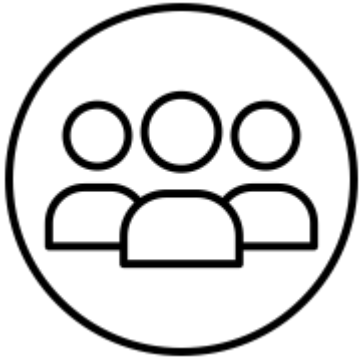
SURVEY



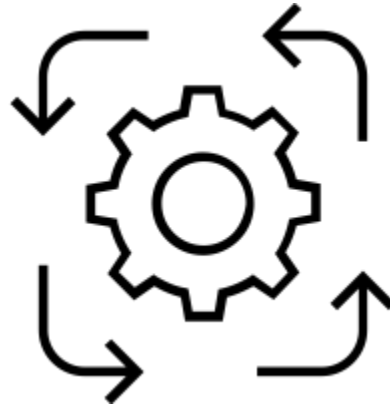
KEY INFORMANT INTERVIEWS



CHW/ Promotores de Salud Advisory Group



Informal CHW/
Promotores de Salud
Advisory Group



Helped Direct Project



Helped Ensure the Project
Would be Culturally and
Linguistically Appropriate

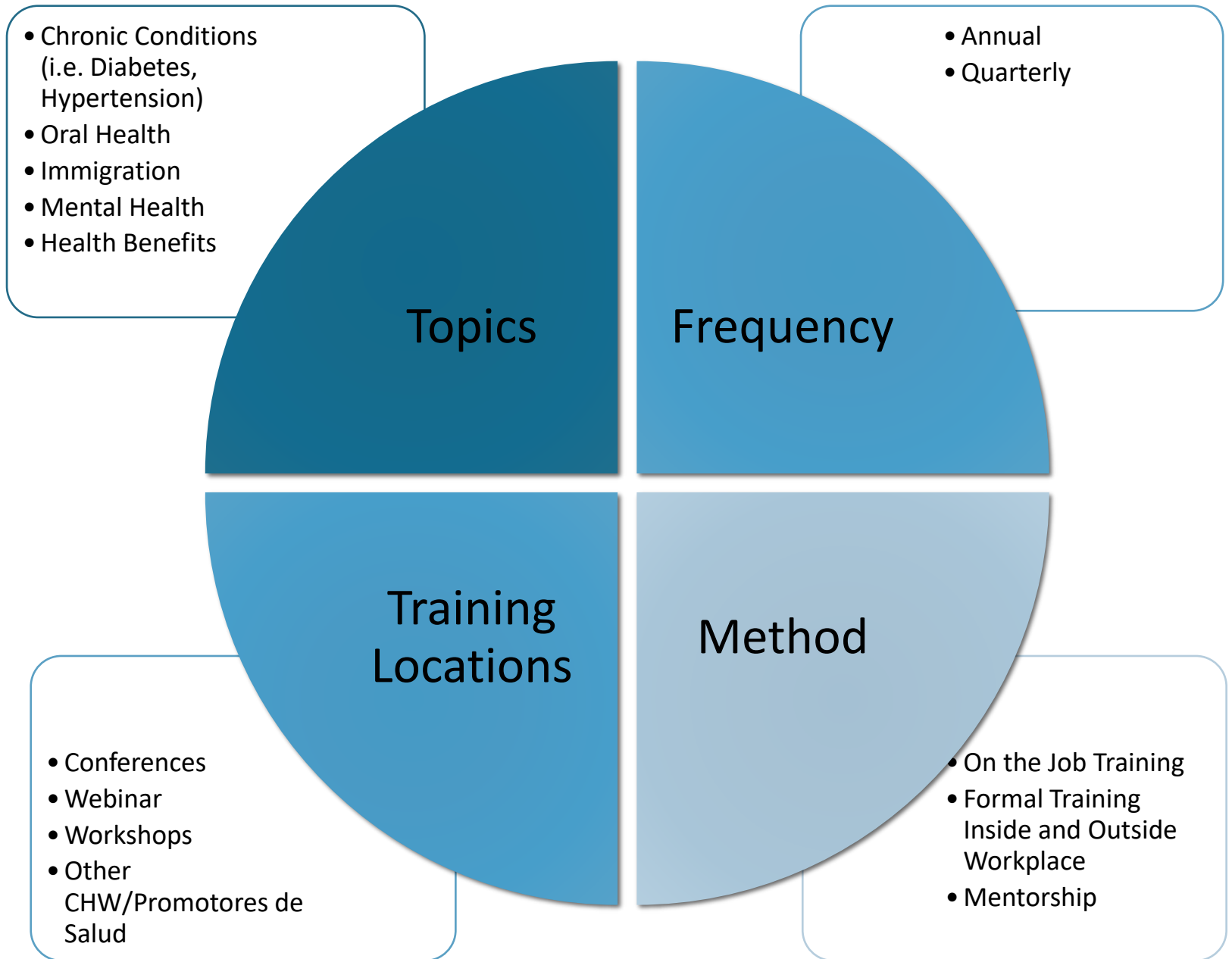
		n	%
Job Title	Promotor de Salud	26	48
	Community Health Worker (CHW)	9	17
	Health Educator	1	2
	Community Advocate	5	9
	Outreach Coordinator	3	6
	Other Title	10	19
	Missing	1	2
Volunteer	Paid	20	38
	Volunteer	31	58
	Paid and Volunteer	2	4
	Missing	1	2
Promotor de Duración	Less than a year	13	25
	1 to 3 years	13	25
	3 to 5 years	8	15
	5 years or more	7	13
	10+ years	11	21
	Missing	2	4

Table 1:
Participant
Characteristics

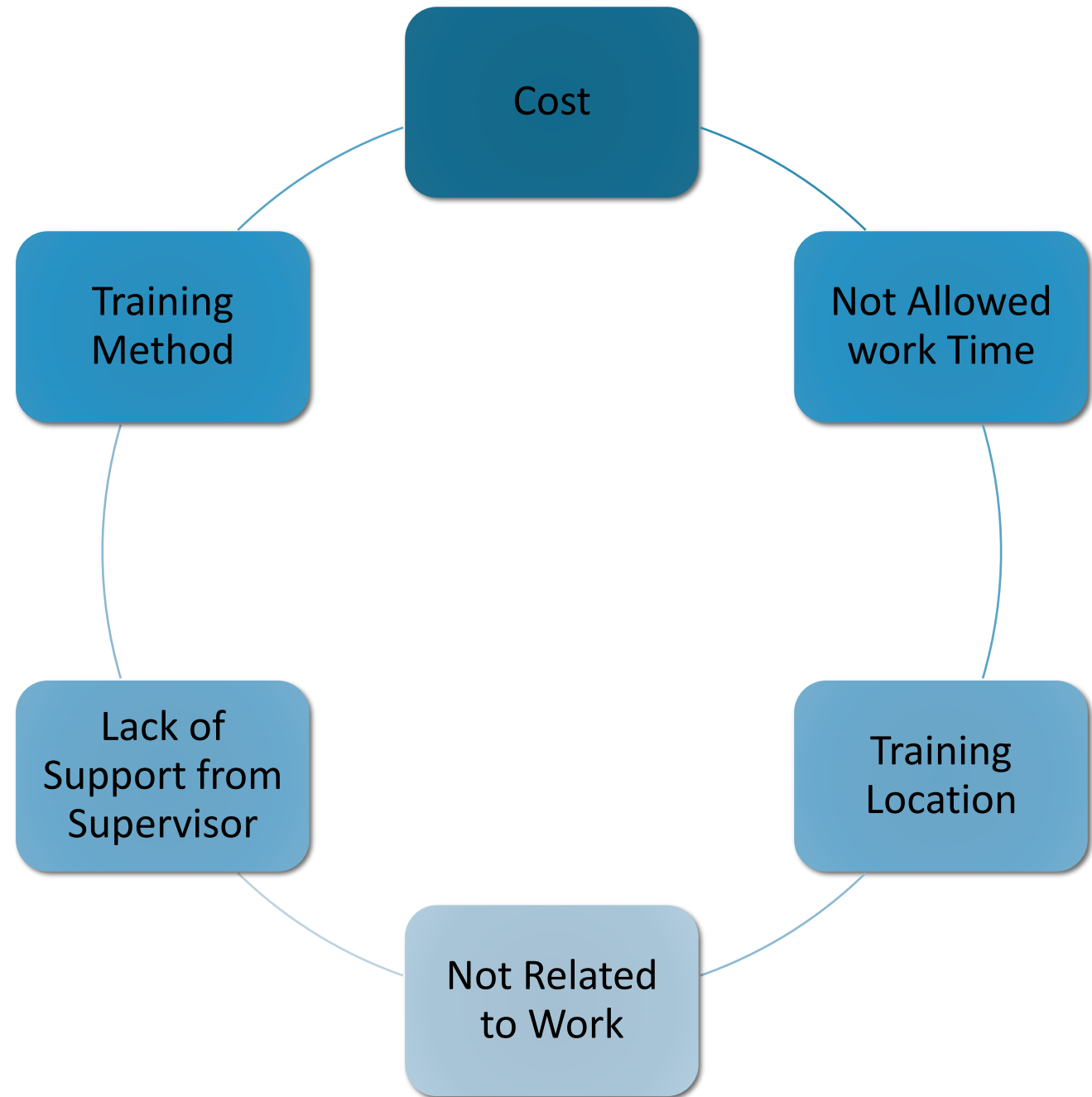
Quotes

- “The value CHW/ Promotor de Salud lies on their **relationships** to the community.”
- “CHWs/ Promotores de Salud are the **link** between the **community and systems.**”
- “People (Government) often believe that a degree makes you an expert but with Promotores de Salud it’s your lived experience, cultural background that makes you the expert in supporting your community. **Because you are the community.**”
 - **Promotores should have:**
 - “Un **Corazón** de Servicio” “A **Heart** of Service”
 - “**Respeto** para su comunidad” “**Respect** for their Community”
 - “La **confianza** de su comunidad” “The **trust** of their community”

Current Training



Barriers



Training Needs

- Free, Interactive and In-person
- Training Topics Relevant To Community Needs
- Platform for CHWs/ Promotores de Salud to Train Each Other
- Training for CHWs/ Promotores de Salud Supervisors

Observations Overview

- The CHWCMR members are diverse and have incredible experiences, passion, and dedication to their community
- Several of the CHWCMR members have received training in the current roles in a variety of topics and would be interested in training other CHWs/ Promotores de Salud
- Multiple Barriers are faced which include, Cost, Not Allowed Work Time, Trainings Are Often Not Related to Work, and Lack of Supervisor Support
- Vision for CHWs/ Promotores de Salud is to be recognized and compensated for their valuable work

Summary of Recommendations

- Provide and Identify Trainings that are Free, Interactive and In-person
- Create a Platform for CHWs/ Promotores de Salud to Train Each Other
- Identify and Provide Training for CHWs/ Promotores de Salud Supervisors
- Identify Funding Opportunities for CHWs/ Promotores de Salud
- Conduct Another Assessment for Advocacy Needs of CHWCMR Members

Acknowledgements

- Members of the Community Health Worker Coalition for Migrants & Refugees
- Community Health Worker/ Promotores de Salud Advisory Group
- Northwest Public Health Training Center
- Cohort members
- Family and Friends
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Questions?

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