Required Components for CHW Certification Curricula\*

**Curriculum Skills Scoring Matrix**

**CHW Core Competencies**

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| --- | --- | --- |
| 1. Cultural Mediation 2. Health Education 3. Care Coordination | 1. Social Support 2. Advocacy 3. Capacity Building | 1. Direct Services 2. Assessment 3. Outreach 4. Evaluation & Research |

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| --- | --- | --- |
| **Communication** | **Met Requirement:**  **0 or 1** | |
| a. Ability to use language confidently |  | |
| b. Ability to use language in ways that engage and motivate |  | |
| c. Ability to communicate using plain and clear language |  | |
| d. Ability to communicate with empathy |  | |
| e. Ability to listen actively |  | |
| f. Ability to prepare written communication including electronic communication |  | |
| g. Ability to document work |  | |
| h. Ability to communicate with the community served |  | |
| **Total** |  | |
| **Relationship-building** | | |
| a. Ability to provide coaching and social support |  | |
| b. Ability to conduct self-management coaching |  | |
| c. Ability to use interviewing techniques (e.g. motivational interviewing) |  | |
| d. Ability to work as a team member |  | |
| e. Ability to manage conflict |  | |
| f. Ability to practice cultural humility |  | |
| **Total** |  | |
| **Service Coordination** | | |
| a. Ability to coordinate care (including identifying and accessing resources and overcoming barriers) |  | |
| b. Ability to make appropriate referrals |  | |
| c. Ability to facilitate development of an individual and/or group action plan and goal attainment |  | |
| d. Ability to coordinate CHW activities with clinical and other community services |  | |
| e. Ability to follow-up and track care and referral outcomes |  | |
| **Total** |  | |
| **Capacity Building** | | |
| a. Ability to help others identify goals and develop to their fullest potential |  | |
| b. Ability to work in ways that increase individual and community empowerment |  | |
| c. Ability to network, build community connections, and build coalitions |  | |
| d. Ability to teach self-advocacy skills |  | |
| e. Ability to conduct community organizing |  | |
| **Total** |  | |
| **Advocacy** | | |
| a. Ability to contribute to policy development |  | |
| b. Ability to advocate for policy change |  | |
| c. Ability to speak up for individuals and communities |  | |
| **Total** |  | |
| **Education and Facilitation** | | **Met Requirement**  **0 or 1** |
| a. Ability to use empowering and learner-centered teaching strategies | |  |
| b. Ability to use a range of appropriate and effective educational techniques | |  |
| c. Ability to facilitate group discussions and decision-making | |  |
| d. Ability to plan and conduct classes and presentations for a variety of groups | |  |
| e. Ability to seek out appropriate information and respond to questions about pertinent topics | |  |
| f. Ability to find and share requested information | |  |
| g. Ability to collaborate with other educators | |  |
| h. Ability to collect and use information from and with community members | |  |
| **Total** | |  |
| **Assessment** | | |
| a. Ability to participate in individual assessment through observation and active inquiry | |  |
| b. Ability to participate in community assessment through observation and active inquiry | |  |
| **Total** | |  |
| **Outreach** | | |
| a. Ability to conduct case-finding, recruitment and follow-up | |  |
| b. Ability to prepare and disseminate materials | |  |
| c. Ability to build and maintain a current resources inventory | |  |
| **Total** | |  |
| **Professional Conduct** | | |
| a. Ability to set goals and to develop and follow a work plan | |  |
| b. Ability to balance priorities and to manage time | |  |
| c. Ability to apply critical thinking techniques and problem solving  d. Ability to use pertinent technology | |  |
| e. Ability to pursue continuing education and life-long learning opportunities | |  |
| f. Ability to maximize personal safety while working in community and/or clinical settings | |  |
| g. Ability to observe ethical and legal standards (e.g. CHW Code of Ethics, Americans with Disabilities Act [ADA], Health Insurance Portability and Accountability Act [HIPAA]) | |  |
| h. Ability to identify situations calling for mandatory reporting and carry out reporting requirements | |  |
| i. Ability to participate in professional development of peer CHWs and in CHW networking groups | |  |
| j. Ability to set boundaries and practice self-care | |  |
| **Total** | |  |
| **Evaluation and Research** | | |
| a. Ability to identify important concerns and conduct evaluation and research to understand root causes | |  |
| b. Ability to apply the evidence-based practices of Community-Based Participatory Research (CBPR) | |  |
| c. Ability to participate in evaluation and research processes | |  |
| **Total** | |  |
| **Knowledge Base** | | |
| a. Knowledge about social determinants of health and related disparities | |  |
| b. Knowledge about pertinent health issues | |  |
| c. Knowledge about healthy lifestyles and self-care | |  |
| d. Knowledge about mental/behavioral health issues and their connection to physical health | |  |
| e. Knowledge about health behavior theories | |  |
| f. Knowledge of basic public health principles | |  |
| g. Knowledge about the community served | |  |
| h. Knowledge about United States health and social service systems | |  |
| **Total** | |  |