



Kap'olani Community College (KapCC) Community Health Worker (CHW) Program Alumni Evaluation for CDC 2109

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CDC 2109

The Hawai'i Department of Health (DOH) partnered with KapCC's CHW program and other partners on CDC 2109, a 3-year cooperative agreement to train, deploy, and engage CHWs for COVID-19 response and resilient communities. The Healthy Hawai'i Evaluation Team (HHET) evaluated grant activities.

KapCC CHW Program

KapCC's CHW Program prepares students to work as CHWs who connect community members to healthcare resources. Graduates complete 16 credit hours and receive a CHW Certificate of Competence. During CDC 2109, KapCC ran five CHW program cohorts, using the funds to provide students with free tuition, stipends, and resources to help them enroll in and complete the program.

Evaluation Overview

In Spring 2023, HHET conducted an evaluation to understand what impact the KapCC CHW Program CDC 2109 training and deployment activities had on the CHW workforce and community resiliency to COVID-19 and other health disparities from the perspectives of CHW Program alumni. HHET held focus groups and interviews with 6 of 48 (13%) CHW Program alumni.



CHW Program Workforce Impacts

- Exposed to new job opportunities
- Formal training to do CHW work
- Provided job resources and supports
- Certificate helped with pay raises & to get jobs



Building Community Resiliency to COVID-19

- Skills gained have helped them to constructively speak with communities about vaccines
- COVID-19 Training helped alumni to work with communities for other infectious diseases and to take steps to protect themselves and other CHWs
- Limited COVID-19 training and impact because participants were from cohorts when the COVID-19 public health emergency had ended

Key Findings



Most Valuable Program Lessons for CHW Work

- Motivational Interviewing & co-decision making
- Cultural humility
- Self-reflection on biases
- Importance of building trust & showing empathy



Program Impacts on Working with Communities to Address Health Disparities

- Learned skills and approaches to more effectively work with communities (e.g., cultural humility, strength-based approaches)
- Gained knowledge of resources to address social determinants of health and how to connect people to them

Limitations

Findings are not representative of all CHW Program alumni experiences, as only 6 alumni participated in the focus groups and all were from the two 2023 cohorts.

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Questions about this evaluation project can be referred to Meghan McGurk at mcgurkm@hawaii.edu.