

ATTACHMENT 9:
MASTER TRAINER (MT) INTERVIEW PROTOCOL

Master Trainer Interview Protocol

[Phone Script – Attachment 22]

[Verbal Informed Consent – Attachment 5]

Introduction

First we'd like to confirm some information about your participation in the WHLI program and ask about your current job.

<Confirm which years they participated in the program, the number of trainings they did, and other information we have and plan to use.>

1. Can you please briefly tell us about your current job?

Master Trainer Impact

First we'd like to ask about whether the program has had any long-term impacts.

1. Has participating in the WHLI training had any impact on the work you do today? If yes, please explain. If not, why not?

Potential probes:

- a. Have you applied lessons or skills you learned through the WHLI in your current work? E.G. In any teaching or training activities? How about any other types of leadership activities? Can you give an example?
2. Do you continue to keep in touch with any of the CHW? If you do, are you aware of any systems-level changes that the CHWs have made because of their CAPs or the WHLI training in general?
3. Do you think the program should be reinstated?
 - a. If yes, what elements of the program would have to be included to make it successful? What elements should be removed?
 - b. If no, why not?

WHLI MT Training

Next we'd like to ask about your experience in the training.

1. Can you please briefly tell us how you heard about the WHLI program?
2. What motivated you to apply?
3. What was the most helpful part of the MT training?
4. How do you think the MT training could have been improved?
5. Is there anything else you'd like to share about the master trainer training?
 - a. Potential probes: things that worked well, things that didn't work well?
6. Do you think the WHLI program was designed in a way to prepare CHWs to make system-level changes in the community? why or why not?

7. Do you feel the WHLI program has achieved that goal? Why or why not? Do you think the training had an impact on the CHWs?
 - a. If yes, how? (E.g. improved leadership skills, improved communication skills, better able to assess community needs, more able to focus activities at systems-level)
 - b. If no, why not?
8. What types of CHWs do you think were most likely to benefit from the training?
9. Could you tell me about your experience recruiting CHWs to participate in the WHLI trainings?
 - a. Overall, were you able to recruit appropriate candidates (if no, how were the candidates different than expected?)
 - b. What are some of facilitators or challenges of recruitment?
 - c. How do you think the recruitment process could be improved?
10. How do you think the WHLI training for CHWs could be improved?
 - a. Specifically, how could the training better facilitate CHWs' engagement in leadership activities, such as partnering with other organizations and advocate for changes that will reduce community health disparities or inequities?
 - b. Is there any other skill that CHWs need in order to make a systems-level change in their community that was not taught in the WHLI curriculum?
 - c. Do you think a follow-up training would have been helpful to the CHWs?
 - i. If so, what format should it be hosted, e.g. webinar, in person?
 - ii. What should it focus on?
 - iii. How many sessions will it need?
11. Is there anything else you'd like to share about the CHW training?

CAP Technical Assistance (if MT provided TA)

Did you provide TA to CHWs completing Community Action Projects? If yes...

1. What kind of problems did you run into when you tried to provide TA for CAPs?
2. What qualities do you think make a CHWs successful at completing a CAP?
3. Do you have any suggestions for improving the facilitation of CAPs?
 - a. Regarding: The instructions given to CHWs, the TA provided to CHWs, the support CHWs receive from their workplace

Thank you so much for your time. Is there anything else you'd like to share with us about your experience in the WHLI program, the impact it's had, or how it can be improved?

Thank you again for your time.