

Appalachian Regional Commission Diabetes Consultation

The Time Has Come for National CHW Certification

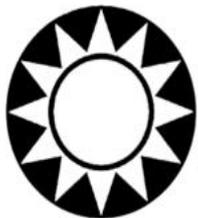
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The Time Has Come for National CHW Certification

Progression Toward Need for National Certification

- Recognition of CHW role and value
- Federal and Philanthropic Support
demonstration projects
research support
- Federal and state policy efforts
- State supported training/education programs and employment
- Community College education/training programs
- Hospital and managed care training programs and utilization
(Affordable Care Act)
- Population/disease specific training programs and utilization
- Proprietary education/training programs



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The Time Has Come for National CHW Certification

Using the thirteen state coalition of states in the Appalachian Regional Commission to establish national training program and certificates

- Engage national/regional/state CHW associations/coalitions/government/education
- Integrate core competencies from existing programs
- Identify generalist, disease and population specific certificate programs
- Integrate through community colleges
- Offer both academic credit and workforce development “credit” for completion of multiple levels of completion
- Develop conversion/integration process for existing programs
- Build into health and social services delivery teams
- Identify public and private insurance reimbursement mechanism



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US Bureau of Labor Statistics

Standard Occupational Classification

21-1094 Community Health Workers

Assist individuals and communities to adopt healthy behaviors. Conduct outreach for medical personnel or health organizations to implement programs in the community that promote, maintain, and improve individual and community health. May provide information on available resources, provide social support and informal counseling, advocate for individuals and community health needs, and provide services such as first aid and blood pressure screening. May collect data to help identify community health needs. Excludes "Health Educators" (21-1091).

Illustrative examples: *Peer Health Promoter, Lay Health Advocate*

Broad Occupation: 21-1090 [Miscellaneous Community and Social Service Specialists](#)

Minor Group: 21-1000 [Counselors, Social Workers, and Other Community and Social Service Specialists](#)

Major Group: 21-0000 [Community and Social Service Occupations](#)

Source: <http://www.bls.gov/soc/2010/soc211094.htm>



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US Bureau of Labor Statistics

Occupational Employment and Wages

Employment Estimate and Mean Wage Estimates for this occupation

Employment	Mean Hourly Wage	Mean Annual Wage
45,800	\$18.10	\$37,640

Industry Profile for this occupation

Industry	Employment	Hourly mean wage	Annual mean wage
Ind/Fam Services	8,750	\$15.25	\$31,710
Local Gov	6,480	\$19.14	\$39,820
Outpt Cnt	3,480	\$16.50	\$34,320
hospital	3,830	\$21.82	\$45,390
Phys Office	2,500	\$17.08	\$35,530

Adapted from <http://www.bls.gov/oes/current/oes211094.htm>



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US Bureau of Labor Statistics

Occupational Employment and Wages

States with highest employment level in this occupation

State	Employment	Hourly mean wage	Annual mean wage
California	6,420	\$20.07	\$41,750
Texas	3,480	\$16.61	\$34,550
Illinois	2,880	\$17.96	\$37,350
New York	2,370	\$18.77	\$39,039
Florida	2,120	\$15.74	\$32,740

Areas with highest employment level in this occupation

Metropolitan Areas	Non-Metropolitan Areas
Chicago-Joliet-Naperville	Rainbelt-Southwest Alaska
Los Angeles-Long Beach-Glendale	Northern Arizona
New York-White Plains	Southeast Alaska
Philadelphia	North & West Central New Mexico

Adapted from : <http://www.bls.gov/oes/current/oes211094.htm>

States with Select CHW Laws in Effect, 12/2012

State	Advisory Board	Scope of Practice	Certificate or Training	Core Skills	State Reimbursed	Integrated Team
AK		Yes			Required*	
CA						Authorized*
DC				Authorized+		
MD					Authorized	
MA	Yes	Yes	Authorized	Authorized	Authorized	Authorized
MN			Required+		Required+	
NM	Yes	Yes			Authorized	Authorized
NY					Authorized	Authorized

*State has multiple enacted laws with varying degrees of authority

+Law has exceptions or only applies in certain circumstances (i.e. tuberculosis control)

Adapted from http://www.cdc.gov/dhdsp/pubs/docs/CHW_State_Laws.pdf

States with Select CHW Laws in Effect, 12/2012

State	Advisory Board	Scope of Practice	Certificate/Training	Core Skills	State Reimburs	Integrated Team
OH		Yes	Required*	Required*		
OR	Yes	Yes+	Required*	Required*	Required*	Required*
RI	Yes	Yes				
TX	Yes	Yes	Required*	Required+	Authorized	
UT	Yes					
VA	Yes					
WA		Yes+		Authorized+	Required+	Authorized+
WV					Required+	Required+

*State has multiple enacted laws with varying degrees of authority

+Law has exceptions or only applies in certain circumstances (i.e. tuberculosis control)

Adapted from http://www.cdc.gov/dhdsp/pubs/docs/CHW_State_Laws.pdf

Community Health Worker Certificate Programs through Community Colleges

AZ: Maricopa Community College

CA: City College of San Francisco

East Los Angeles College

Mission College

Santa Rosa Junior College

MA: Bunker Hill Community College

MN:* St. Catherine University

Minneapolis Community and Technical College

Northwest Technical College

Rochester Community and Technical College

South Central College

Summit Academy OIC

+MN has statewide curriculum



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Community Health Worker Certificate Programs through Community Colleges

NY: LaGuardia Community College
New York University

NC: North Carolina Community College System

OR: Community College of Denver

OH: Chatfield Community College*
Cincinnati State Tech and Community College*
Christ College of Nursing and Health Sciences*
North Central State College*
Ohio State University College of Nursing*
Sinclair Community College+
Cuyahoga Community College+

*Must be authorized through Ohio Board of Nursing

+Working in partnership



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State Level Education/Training Programs

- AK: Community Health Aid Program Certification Board
- IN: Integrated Care CHW training through the Affiliated Services Providers of Indiana
- MA: Board of Certification through State Dept. of Health and Human Services (HB 4692 in 2010)
- MN: “Implied Credentialing Requirement” through and reimbursed through Medicaid
- NYC: CHW Training through CHW Network of NYC
- NY: [Community Health Worker Program through Department of Health*](#)
- NM: through the CHW Association
- OH: [Certificate to Practice through Board of Nursing \(Rule 4723-26\) and provided through community colleges](#)
- OR: Certification through Dept. of Human Services
- TX: Certification through Dept. of State Health Services (HB 1864 in 1999, voluntary; SB1051 in 2001, mandatory if paid)
- WA: CHW Training System through State Dept. of Health

*contracts with private firm



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Partial Summary of CHW Competencies

Outreach Methods and strategies	MA				OH				
Client and community assessment	MA		NYC		OH				
Effective communication	MA	TX	NYC	NM	OH				
Cultural responsiveness	MA				OH				
Educ. to promote healthy behaviors	MA	TX	NYC						
Care coord., system navigation	MA	TX			OH				
Public health concepts	MA		NYC						
Advocacy and comm. Capacity building	MA	TX	NYC						

Partial Summary of CHW Competencies

Core competencies									
Writing and work-based communication	MA				OH				
Professional skills and conduct	MA				OH				
Interpersonal skills		TX	NYC		OH				
Organizational skills		TX							
Knowledge base		TX							
Behavioral change			NYC						
Maternal child health				NM					
Substance abuse				NM					
Community resources				NM	OH				
Computer literacy					OH				

Ohio: A Case Study

- Ohio Community Health Worker Association
- Ohio Department of Health CDC funded statewide initiative
- Ohio Board of Nursing CHW Certificate of Practice
- Sinclair Community College and Cuyahoga Community College Healthcare Navigator Certificate
- Cleveland Clinic hospital based CHW training program
- Care Source CHW training program
- Membership in CHW Region V (IL, IN, MI, MN, OH, WI) Conference Planning group
- Community Health Worker programs in Ohio
- CHW job title
- Patient Navigators



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Additional ARC State Projects

- AL: Community Health Worker Training Institute with the University of South Alabama is under development
- KY: Centers of Excellence in Rural Health Homeplace Program trains CHWs
- MS: Tougabo College and Central MS AHEC working with MS Department of Health Office of Prevention Health to develop CHW certificate
- MD: Institute for Public Health provides training to already employed CHWs; Eastern Maryland AHEC trains CHWs



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Summary Slide

- ❖ Tens of thousands of people are CHWs
- ❖ Evidence based research demonstrates CHW effectiveness with multiple populations and numerous disease conditions across multiple settings
- ❖ Increased educational opportunities for CHWs through community colleges
- ❖ Increased training opportunities through state departments of health
- ❖ Consensus established around CHW competencies
- ❖ The time has come for national CHW certification accompanied by health insurance reimbursement for CHW services



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Discussion

- Yea, right...
- What was left out?
- Errors?
- Inspired ideas?

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Bibliography, selected

<http://chw-nec.org/resources.cfm> CHW National Educational Center Collaborative

<http://www.usm.edu/csho/> Center for Sustainable Health Outreach

<http://www.law.georgetown.edu/clinics/hi/ClientsProjects-HealthPolicy.htm>

Harrison Institute for Public Law, Georgetown University Law Center

<http://www.chwnna.org> CHW National Network Association

<http://chrtriennial.com/index.htm> National Association of Community Health Representatives

http://www.cdc.gov/dhdsp/docs/chw_brief.pdf *Addressing Chronic Disease Through CHWs*

<http://www.cdc.gov/diabetes/projects/comm.htm>

Community Health Workers/Promotores: Critical Connections in Communities

<http://www.ncsl.org/print/health/CHWBrief.pdf>

Community Health Workers: Expanding the Scope of the Health Care Delivery Team



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