



State Community Health Worker Advisory Committee Meeting

**Kimberly Hiner, MPH, Director, Office of Population Health Improvement
Chair, State CHW Advisory Committee**

Spanish Interpretation - Call: 406-616-3120; PIN: 175 990 636 #

February 12, 2024

Welcome and Roll Call

Opening Remarks

Kimberly Hiner, MPH, Chair

HB0568 - Community Health Worker Appreciation Day

- Introduced on Jan. 24, 2023
- Hearing date: March 14 @ 1 p.m.
- Cross-file: TBD
- Sponsored by Delegates Bagnall and R. Lewis
- Synopsis: Requiring the Governor to annually proclaim May 8th as Community Health Worker Appreciation Day; and requiring the proclamation to urge educational and cultural organizations to observe community health workers with informative programs and activities.
- Bill page link:
<https://mgaleg.maryland.gov/mgaweb site/Legislation/Details/HB0568>

Meeting Minutes: November 13, 2023

CHW Certification Update

Certification Update: Sept. 1, 2019 – Feb. 12, 2024

# certifications	1537
# certifications renewed	624
# total CHW certificates issued	2161

CHW Webinars

- **CHW Certificate Renewal:** Jan. 8 and Feb. 5
- **Maryland Quality Reporting:** February 20, 12:00 pm - 1:00 pm
 - The Maryland Health Care Commission (MHCC) [Maryland Quality Reporting](#) webpage provides health care quality information for nursing homes, hospitals, commercial health plans, outpatient surgery centers and other health care settings.
 - [Pre-registration link](#)

Maryland CHW Workforce Profile Survey

- **Purpose:** To better understand the Maryland CHW workforce
- **Initial IRB approval** received
- **Eligibility:** All Maryland CHWs (certified, not certified, paid, or volunteer)
- **Availability:** English and Spanish
 - May be requested in other languages
- **Launch Goal:** February - March



Maryland Community Health Worker Workforce Profile Survey 2024

This survey is sponsored by the Maryland Department of Health (MDH), Office of Population Health Improvement for the purpose of creating Maryland's first Community Health Worker (CHW) Workforce Profile. The CHW Workforce Profile will provide a better understanding of the Maryland CHW workforce. The survey takes about 10 minutes to complete.



CHW Certification Training Program Accreditation Update

Accreditation Update: Jan. 1, 2020 – Feb. 12, 2024

Accreditation of CHW Certification Training Programs

# applications submitted:	24
# active applications in review process (under review and applicant receiving assistance): *	2
# accreditations issued:	20
# accreditation renewals:	5

* The applicant is actively working on their application.

Accredited CHW Certification Training Programs

1. Access to Wholistic and Productive Living, Inc.
2. Access to Wholistic and Productive Living, Inc. (LGBTQ Curriculum)
3. Asian American Center of Frederick in partnership with Hagerstown Community College
4. Baltimore City Community College
5. College of Southern Maryland
6. Community College of Baltimore County
7. Dr. Masica Jordan, LLC (Emphasis: Peer Recovery)
8. Heritage Care, Inc.
9. Howard Community College
10. Howard County General Hospital, Johns Hopkins Medicine

Accredited CHW Certification Training Programs

11. Institute for Public Health Innovation (IPHI)
12. Maryland Area Health Education Center Program
13. Montgomery College
14. Montgomery County Department of Health and Human Services (DHHS)
15. Mosaic Group, Inc.
16. Prince George's Community College
17. Sisters Together and Reaching, Inc.
18. Theeseeds, LLC
19. Voices of Hope, Inc. (Emphasis: Peer Recovery)
20. Washington County Commission on Aging, Inc.

Discussion: Accredited CHW Training Programs

- Engaging younger individuals in accredited CHW training programs or pathways to a career as a CHW

Discussion: Accredited CHW Training Programs

- Length of time after successfully completing an accredited training program to apply for CHW certification

MONTGOMERY COUNTY, MD

Latino Health Initiative

DHHS
MONTGOMERY COUNTY



“Vías de la Salud”

Community Health Worker
Certification Training Program

MARYLAND DEPARTMENT OF HEALTH
PRESENTATION
FEBRUARY 12, 2024

Program Description

Train community members to provide health promotion interventions and enhance clients' access to care and support services, improving the health and well-being of underserved communities.

- ❖ Accredited November 2023
- ❖ Curriculum based on LHI's 20+ years' experience
- ❖ Features MDH 9 core competencies
- ❖ 12 modules delivered in Spanish
- ❖ Hybrid Delivery (80% in person / 20% virtual)
- ❖ Module assignments, quizzes; final exam & presentation

Methodology



PARTICIPATORY,
INTERACTIVE
FRAMEWORK



CONNECTS
PERSONAL/PROFESSION
AL EXPERIENCES TO
CONCEPTS AND
THEORIES



ADAPTIVE
AND SPIRAL
LEARNING

Inaugural CHW Cohort

- ❖ January 2023 - June 2023 (MDH Grant Funded)
- ❖ 21 participants (20 successfully completed the program)
- ❖ High participant satisfaction from post cohort program evaluation (2 focus groups, 5 individual interviews).

Cohort Evaluation - Results

Personal / Professional Fulfillment

- Access to a culturally competent program **in Spanish** was highly motivating
- Learning and applying **technology tools** was a source of high satisfaction
- Recognition of certification as a tool for **future employment opportunities**

Effectiveness of Methodology

- Classroom **hands-on learning** enhanced confidence, skills development
- Course concepts **consistently reinforced**, developed throughout modules

High Value of Practicum

- **Networking** / collaboration opportunities with diverse partner organizations
- Unique experience to reinforce coursework, skills, in a **professional setting**
- Participants honed skills, interest, capacity to be effective **community leaders**

Testimonials

"The fact that they're offering this training in our language is a great benefit for us, because we get the chance to better prepare ourselves and look for better opportunities.... It raised our hope of self-improvement and to aspire to a better job"

"What motivated me the most was to become a health worker, to obtain my certification, to be more prepared and perform better in the community.... I feel like I've accomplished a lot more than I expected..."

In Conclusion

- ❖ Success rooted in LHI's deep community health experience
- ❖ Funding limitations impact ability to meet significant demand
- ❖ Demonstrated community interest to confront health needs
- ❖ Commitment to ongoing quality improvement:
 - incorporate participant feedback
 - enhance curriculum content
 - improve program design (e.g. practicum tracks)
 - develop high impact partnerships
 - CHW advocacy  Advance health equity

Thank You!

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CHW Grant Activities

HealthHIV's TEACH CHW Update

- Approach:
 - Syndemic approach
 - Status Neutral
- Topics:
 - Mental Health
 - Communication Skills
 - HIV
 - STIs
 - Hepatitis A, B, & C
 - Drug User Health
 - Harm Reduction
- Training held to date:
 - Deep Creek 1/22 & 1/23/24
 - Baltimore 1/23 & 1/24/24
- 21 individuals trained
- Significant and profound skills development was acquired by trainees to elevate community health in Maryland

This training qualifies towards the 20 hours of professional development required for CHW certificate renewal.

Upcoming Training

- In-Person:
 - Cambridge: Feb. 13-14, 2024
 - Gaithersburg: April 29-30, 2024
 - Lexington Park: May 2-3, 2024

- Virtual Training:
 - March 12-13, 2024
 - March 19-20, 2024
 - April 18-19, 2024
 - May 9-10, 2024
 - June 4-5, 2024

TEACH Train the Trainer Curriculum Overview

Module Title	Delivery Method	Time	Target Audience
TRAINING AND FACILITATION SKILLS			
Presentation Skills	Online	45 Min	Maryland CHWs with an interest in becoming trainers for other CHWs
Instructional Skills	Online	30 Min	Maryland CHWs with an interest in becoming trainers for other CHWs
Facilitation Skills	Online	30 Min	Maryland CHWs with an interest in becoming trainers for other CHWs
SPECIALTY TOPIC CURRICULUM			
HIV From Prevention to Treatment: HIV Basics for Community Health Workers	Online	45 Min	All Maryland CHWs
Sexually Transmitted Infections	Online	45 Min	All Maryland CHWs
ABCs of Viral Hepatitis	Online	45 Min	All Maryland CHWs
For Yourself, For the Community: Mental Health, Bias, and Values	Online	45 Min	All Maryland CHWs
IN PERSON EXPERIENTIAL CURRICULUM			
Day One <ul style="list-style-type: none"> • Communication Skills • HIV • HIV Messaging • Syphilis, Chlamydia, Gonorrhea • STI Messaging 	In Person	6 Hr	All Maryland CHWs who have completed the online curriculum
Day Two <ul style="list-style-type: none"> • Hepatitis • Hepatitis Messaging • Drug Use Terminology • Drug User Health • Harm Reduction • Stigma 	In Person	6 Hr	All Maryland CHWs who have completed the online curriculum

CDC 2103 Disparities Grant

- 12 awards have closed out
 - 9 newly accredited CHW training programs
 - 186 “under-served/ resourced/ high risk” students recruited
 - 162 received tuition support
 - 148 students completed newly accredited training program
 - 5 specialty trainings developed
- 10 accredited CHW training programs receiving funds to reduce barriers to access
- Will be sharing success stories with CDC and other recipients
- Award for expanding access to accredited CHW TP

CHW Advisory Committee – Upcoming Meetings

Upcoming CHW Advisory Committee Meetings

Quarterly meetings, 1 PM – 3 PM, held virtually or at MDH:

- May 6 (1st Monday)
- August 19
- November 18

Discussion

CHW Program Contacts and Links

Maryland CHW Certification Website

<https://pophealth.health.maryland.gov/Community-Health-Workers/Pages/Home.aspx>

Maryland CHW Phone Line

410-767-5971

Maryland CHW Email Addresses

MDH.CHW@Maryland.gov

MDH.CHWApplications@Maryland.gov

Contacts

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Adjournment

Thank you for your time today!