



State Community Health Worker Advisory Committee Meeting

Requested Spanish Interpretation Line
Call: 609-451-6074; PIN: 348 875 263#

February 13, 2023



Welcome and Roll Call

Opening Remarks

Kimberly Hiner, Chair

Welcome!

Kelly Umaña

Founder

Umana Public Health Solutions, LLC

- Public Member Familiar with Services of Community Health Workers seat

Nominations for Vice Chair and Secretary

Vice Chair & Secretary – suggested duties

Vice Chair:

1. Assumes the duties of the Chair in their absence.
2. Serves in other supportive capacities as requested by the Chair.

Secretary:

1. Along with the Chair, manages the assignment of Committee members to committees, as needed.
2. Coordinates with Committee staff regarding committees, as needed.
3. Performs such other administrative duties as assigned by the Chair such as meeting minutes.

Committee Vice Chair & Secretary

Nominations: Self-nominations accepted.

Each nominee may share their background and reasons for wanting to serve in the position. (3 mins)

Election: Vote by roll call

Meeting Minutes: November 14, 2022

CHW Certification Update

Certification Update: Sept. 1, 2019 – February 13, 2023

# certifications	1184
Certification based on training	289
# certifications renewed	402
# total CHW certificates issued:	1586

CHW Certification Training Program Accreditation Update

Accreditation Update: Jan. 1, 2020 – Feb. 13, 2023

Accreditation of CHW Certification Training Programs

# applications submitted:	21
# active applications in review process (under review and applicant receiving assistance): *	2
# accreditations issued:	17

* 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. Community College of Baltimore County
6. Dr. Masica Jordan, LLC (Emphasis: Peer Recovery)
7. Heritage Care, Inc.
8. Howard Community College

Accredited CHW Certification Training Programs

9. Howard County General Hospital, Johns Hopkins Medicine
10. Maryland Area Health Education Center Program
11. Montgomery College
12. Montgomery County Department of Health and Human Services
13. Mosaic Group, Inc.
14. Prince George's Community College
15. Theeseeds, LLC
16. Voices of Hope, Inc. (Emphasis: Peer Recovery)
17. Washington County Commission on Aging, Inc.

CHW Training Program Accreditation Renewal

Key Points

Initial Accreditation

- [COMAR 10.68.02](#): Initial accreditation requirements
- Accreditation is effective for three years

Reaccreditation Process

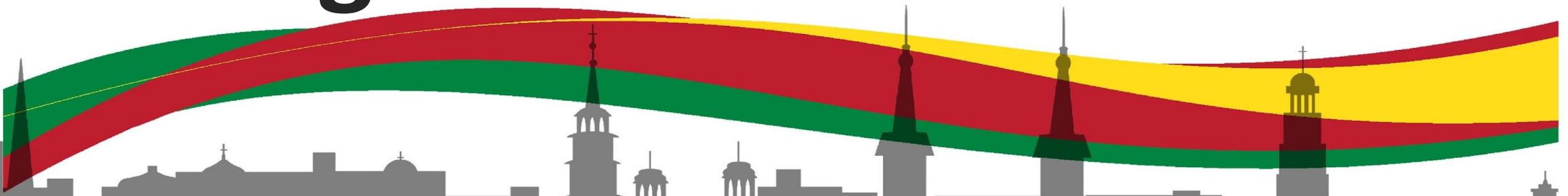
- See meeting materials for details

Accredited CHW Certification Training Programs: News from the Field

Accredited CHW Certification Training Programs

- Howard County General Hospital, Johns Hopkins Medicine
 - Esther Tenaglio, Senior Project Manager, Population Health, Howard County General Hospital, Johns Hopkins Medicine
 - Amanda Toohey, CCHW
- Heritage Care, Inc.
 - Aaron Sydor, BA, PMP, Director of Education & Development
 - Sulema Pacheco, CCHW
- Maryland Area Health Education Center
 - Susan Stewart
 - Paula Blackwell
 - Ashley Clark
 - Shalynn Cline, CPRS, CCHW

Howard County General Hospital (HCGH) Community Health Worker (CHW) Training Program



Program Overview and Structure

Accredited by MDH in September 2020. The program is administered by HCGH's Population Health team. The first cohort launched in January 2021.

Class Lead: Amanda Toohey, Certified Community Health Worker

Format: Ten weeks of hybrid virtual instruction (asynchronous + synchronous)

- Curriculum focuses on the state required nine core competencies
- Utilize expert community partners to teach some synchronous elements
 - Suicide Prevention
 - Opioid Overdose Training

Program Overview and Structure, Continued

A 40 hour practicum at Howard County General Hospital (HCGH) offers a variety of experiences. Our CHWs meet patients:

- Bedside at HCGH
- In their homes in Howard County
- In public places throughout Howard Count (i.e. Library, Senior Center)
- At various Primary Care Offices in Howard County
- Virtually via video and phone appointments

The practicum element of our course is continually ranked as students' favorite element!

HCGH CHW Program Data

- **Number of cohorts:** 8
- **CHWs enrolled at HCGH:** 76*
- **CHWs certified by HCGH:** 60
- **Currently training:** Additional 41 learners
- **Satisfaction:** 93% of students rate 4 or 5 star satisfaction on a 5 point scale
- **Scholarships Awarded in 2021-2022:** 28

**Attrition reasons vary, they have all been personal/extenuating circumstances.*

3.9% of students fail the course

Successes

- Curriculum built around employed HCGH CHW onboarding
- Students are paired with HCGH CHWs for practicums
- Scholarships were offered in 2021-2022
- In 2023 it is no-cost to students, thanks to HRSA grant funding
- We have hired a student from our training
- Training is taught by an alumni of the program, who was formerly CHW at HCGH
- Leverage strong community partners for asynchronous learning
- Partnering with Howard County Health Dept.

Challenges

- Varying levels of tech literacy with students
- 40-hour practicum is a barrier for interested folks
 - Child care, work commitments, lost wages
- Demand for program (previously had long waitlists)

What's on the Horizon?

- Current cohort has five faith leaders!
- HRSA funding and collaboration with Johns Hopkins University (JHU)
- Expanded offerings for students due to JHU partnership
 - Vaccine hesitancy and Covid trainings
 - Additional professional and upskilling offerings
- Partnerships with Baltimore Corps and Howard County Health Dept.

Any questions?



Program and Personal Contact Information

- **Website:** <http://bit.ly/chw-training>
- **Email:** HCGH_CHWTraining@jhmi.edu
- **Phone:** 410-720-8788

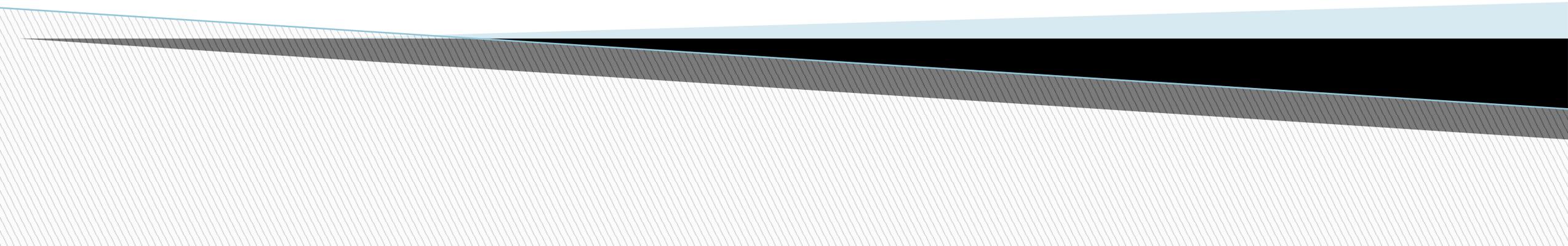
Esther Tenaglio: eduvall3@jhmi.edu

Senior Project Manager, Population Health Dept.



HERITAGECARE

Community Health Worker Training Program



□ Program Overview

- Instruction Hours - 192
- Practicum Hours - 40
- Approved by MDH in Spring 2021
- Grant-Funded Cohorts for Community Members
- Hybrid Delivery
 - Zoom
 - In-person

□ Experiences Thus Far

- What is a CHW? What kind of jobs do CHWs work?
- Very broad spectrum of concepts and material
- A lot of organizations interested in sponsoring training
- High need in vulnerable communities
- Positive response from the hybrid model's flexibility



□ Future Outlook

- Increasing demand
 - 12% over the next 10 years (bls.gov)
- Who will be the main employer of CHWs?
 - MD Department of Labor apprenticeships for CHWs
- CHW specializations recognized by MDH?

□ Challenges

- Funding CHW trainings (without charging students)
- Recruitment
- Job placement
- Recruiting students from vulnerable communities that have the academic skills to complete the course at a high level
- Completing practicum hours
 - Work
 - Childcare

- CHW Training for the Latino Community
 - HCI's efforts to recruit Spanish-speaking CHW students
 - HCI's English-Spanish hybrid CHW instruction
 - Why hybrid?
 - Challenges with the hybrid model
 - Improving health outcomes in the Latino community
 - Health outcomes for Latinos
 - Insurance coverage for Latinos

Residents with Health Insurance, 2017

	Prince George's	Maryland
HP 2020 Goal: 100.0%		
Race/Ethnicity		
Black	92.4%	92.5%
Hispanic	66.8%	75.5%
White, non-Hispanic	94.6%	95.9%
Asian	89.3%	91.6%

- CHW Training for the Latino Community
 - HCI's Partner Organizations (Recruiting & Practicums)
 - Missions of Love Charities
 - Maryland Latinos Unidos
 - Salud Holistica
 - Employ Prince George's (Recruiting only)



□ Interview with CHW program graduate Sulema Pacheco



Questions?

Maryland AHEC Training Programs



Community Health Worker Advisory Committee
FEBRUARY 13, 2023

Center AHEC Directors



AHEC West
Susan Stewart, BS
Executive Director
susan.stewart@ahecwest.org

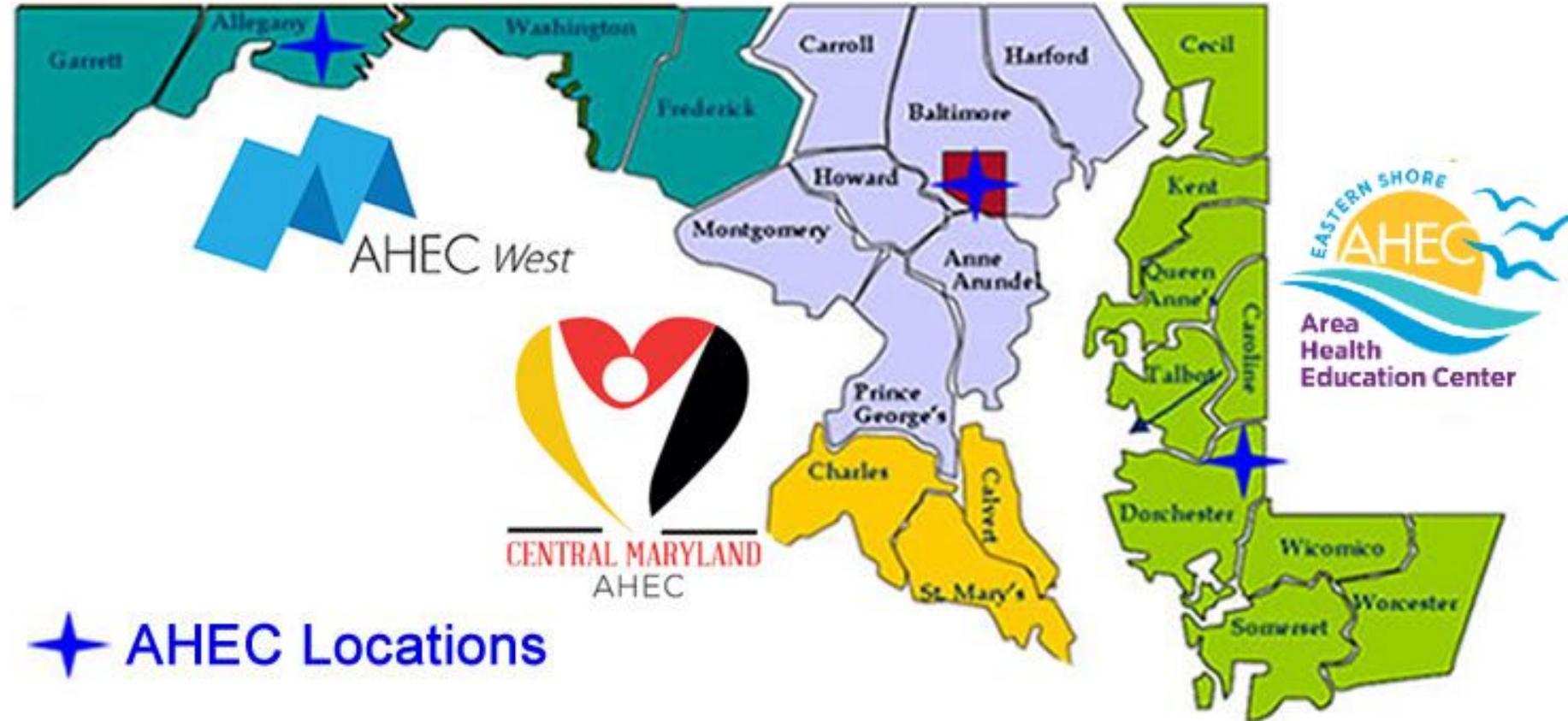


Central Maryland AHEC
Paula Blackwell, MBA, MHA
Executive Director
pblackwell@centralmarylandahec.org



Eastern Shore
Ashley Clark, MPH, MAHS
Executive Director
aclark@esahec.org

Target Regions



MISSION & VISION



MISSION

- The mission of the MAHEC Program is to improve the health of all Marylanders, by recruiting, training, and retaining a qualified and diverse health workforce in underserved areas.

VISION

- We envision a Maryland where every individual has access to a diverse and qualified health workforce who strives for equity in caring for all.

Five C's of MAHEC



- Committed to serving Maryland's rural and/or underserved communities
- Committed to developing strategic partnerships
- Committed to creating pathways to health careers
- Committed to meeting people where they are
- Committed to cross-training employees to build their skills

MAHEC Community Health Worker Training Program



- 2009 – 2012 Efforts made to raise awareness of the benefits of Community Health Workers (CHW) and curriculum development
 - 2013 – First CHW trainings occurred in Western Maryland and on the Eastern Shore. AHECs had separate training programs
 - 2016 – Orientation for facilitators of CHW Training and Development with Carl Rush; discussions started about a joint MAHEC training program
 - 2018 – MAHEC CHW Training Center established
 - 8/2020 - The Maryland Area Health Education Center (MAHEC) CHW Training Program is accredited by the Maryland Department of Health, **Accreditation No. 004-2020-G**
- 



CHW Training Program Impact

Community Health Workers

Total trained since 2013 = 574



AHEC CHW Training Formats



CHW Training Facts

- 100 hours of coursework
- In person-Typically 25 hours a week for one month
- Hybrid – Combination of in-person and active on-camera engagement in our virtual classroom
- Virtual-Combination of virtual classroom, webinars, and directed online and group assignments.
- Supported by instructor/student coaching & office hours

Time Commitment

- Training is generally offered during the week.
- When possible, cohorts are offered that include evening and weekend classes



Community Health Worker Advisory Committee MAHEC 2023

MAHEC CHW Certification Training

Each training addresses the health indicators, disparity profiles, and SDoH of the populations students will serve.

- Statewide training cohorts.
- Regional training cohorts.
- Cohorts sponsored by agencies and organizations.
- Cohorts comprised of a mixture of students already employed as CHWs and individuals seeking employment as CHWs.

Field Practicum



Practicum Process

- Students submit a field practicum proposal for approval
- Supervised by an agency that employs CHWs
- Mentored by CHW instructor throughout the field practicum

Special consideration for employed CHWs completing “practicum in place”

- Be qualitatively different from student’s current job duties
- Requires skills beyond student’s current position
- Results in a product or service employer considers to have value to its mission.



Innovation in CHW Usage in Maryland

RESPONSE TO COVID-19

- COVID Outreach Project - Collaboration between AHEC West, CMAHEC, and ESAHEC to improve vaccination rates by utilizing Community Health Workers (CHW) to target resources to families with children 6 – 18 years old

- **Hired and trained 30 CHWs, 10 per region**



- Trained 200 CHWs as Contact Tracers

CHWs in the Public Health



REACH Program CHW Community Outreach Efforts

- Reduce disparities
- Educate minorities
- And encourage individuals to take charge of their health through
- Community collaboration and
- Healthy living
- This initiative uses the Community Health Worker (CHW) model to deliver screenings and education to the target population to eliminate health inequities, improve health outcomes and close disparity gaps so that every resident has the tools and power to achieve optimal health.

CHW Training Enhancement Opportunities

- Specialized training topics outside of the 8 week program.
- Provides CHWs with additional training in health disparities they may encounter while in the field.
- Topics include:
 - Diabetes
 - Women's Health
 - Stress and Your Body
 - Sickle Cell Disease

CHW Apprenticeship Program



- AHEC West's CHW Apprenticeship Program was approved in January 2021; 2nd CHW apprenticeship in the State and the first to train CHWs!
 - AHEC West partnered with Garrett College and two employers: Garrett Regional Medical Center and Mountain Laurel Regional Medical Center
 - AHEC West is the main related instruction partner and Garrett College provides instruction on soft skills training
 - 84 CHWs trained to date; including 5 apprentices
 - CMAHEC Apprenticeship Program approved November 2022!
 - ESAHEC Apprenticeship Program Pending!
- 



A Word from Shalynn Cline

MAHEC CHW Program Alumni, Certified CHW and Certified Peer Recovery Specialist

THANK YOU!

- **Maryland Area Health Education Centers (MAHEC)**

- *AHEC West – Susan Stewart, BS, Executive Director*
- *Eastern Shore – Ashley Clark, MPH, MAHS, Executive Director*
- *Central Maryland AHEC – Paula Blackwell, MBA, MHA, Executive Director*



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CHW Grants and other opportunities



February Maryland Community Health Worker Advisory Committee Meeting

2109 CCR Program Team
Center for Chronic Disease Prevention and Control

February 13, 2023



MISSION AND VISION

MISSION

The mission of the Prevention and Health Promotion Administration is to protect, promote and improve the health and well-being of all Marylanders and their families through provision of public health leadership and through community-based public health efforts in partnership with local health departments, providers, community-based organizations, and public and private sector agencies, giving special attention to at-risk and vulnerable populations.

VISION

The Prevention and Health Promotion Administration envisions a future in which all Marylanders and their families enjoy optimal health and well-being.

Community Health Workers for COVID Response and Resilient Communities (CCR) Program Update

Year 2 Implementation Updates: Train

- The Health Equity and Resilience Ad Hoc work group has met regularly since February 2022.
 - Members discuss upcoming priorities for the program, as well as provide feedback on proposed activities.
 - The CCR 2109 team is seeking additional CHWs to participate in the group to ensure at least 50% of participants are CHWs.

Year 1 Implementation Updates: Deploy

- The local health departments in the three target jurisdictions (Allegany, Dorchester and Somerset counties) have onboarded CHWs to work on the COVID-19 response.
 - Each jurisdiction aims to have at least 2 CHWs working under the CCR program.
 - Counties continue to tailor their programs to their needs and expand work to addressing the underlying risk factors for COVID-19.

Year 1 Implementation Updates: Engage

- The LHDs continue to utilize the tracking system to monitor engagement and client referrals. The program continues to refine the tool to fit the needs of CHWs and CCR programs.
- The CCR program developed a community event form to track CHW outreach and education efforts at community events and through neighborhood canvassing.

Thank you!
Any Questions?

Prevention and Health Promotion Administration

Miranda Ouellette, MPH, CHES
Inclusion Coordinator

Center for Chronic Disease Prevention and Control

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<https://phpa.health.Maryland.gov>

<https://health.maryland.gov/bhm/DHIP/Pages/home.aspx>

CDC-RFA-OT21-2103

National Initiative to Address COVID-19 Public Health Disparities among Populations at High-Risk and Underserved, Including Racial and Ethnic Minority Populations and Rural Communities

CHW Grant Awards

CHW Training Program Development, Accreditation, and Implementation

- Five awardees; three accreditations to date
 - Voices of Hope, Inc., Access to Wholistic and Productive Living, Inc. (AWPLI), Montgomery County DHHS

Accredited CHW Certification Training Programs - COVID-19 Module Development, Implementation and Training

- Four COVID modules added
 - AWPLI; Asian American Center of Frederick; Washington County Commission on Aging; Heritage Care, Inc.

Grant - Awarded to Maryland Area Health Education Center

CHW Specialty Training Resources and Materials Development

- Behavioral Health;
- Chronic Disease Management: Asthma;
- Older Adults and Aging;
- Infectious Disease: COVID-19; and
- Maternal and Child Health.

Culturally and linguistically appropriate materials on COVID-19

Draft received February 7, 2023

Undergoing internal review

New Funding Opportunity: Accredited CHW Certification Training Programs

Goal: Support the capacity of the CHW workforce and expand access to accredited CHW certification training programs in languages other than English

- Funding opportunity sent to accredited CHW training programs
 - Materials translation
 - Video production
 - Audio recording

- Proposals due February 17, 2023

CHW Advisory Committee – Upcoming Meetings

Upcoming CHW Advisory Committee Meetings

Quarterly CHW State Advisory Committee meetings, 1 PM – 3 PM, to be held virtually or at MDH:

- February 13, 2023 - Note: This is the 2nd Monday.
- May 15, 2023
- August 21, 2023
- November 13, 2023 - Note: This is the 2nd Monday.

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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Chair, State CHW Advisory Committee

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Tina Backe

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State CHW Advisory Committee Staff

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Adjournment

Thank you for your time today!