



State Community Health Worker Advisory Committee Meeting

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

Spanish Interpretation Call in: 405-655-8345; PIN: 346 186 119 #

August 19, 2024

Welcome and Roll Call

Meeting Minutes: May 6, 2024

CHW Certification Update

Certification Update: Sept. 1, 2019 – Aug. 19, 2024

# current certifications	1231
# certifications renewed	859
# total CHWs ever certified	1840

CHW Certificate Renewal Requirements

- 20 hours of professional development
- Required information:
 - Activity title
 - Activity date
 - Activity hours
 - Activity sponsor
 - Activity location
 - A written explanation of acquired knowledge and/or skill application of duties
 - The CHW core competency or health principle associated with the activity.

Maryland OneStop Applications - Current Process

- Online submissions completed through:
 - Manually entering information in designated field **AND/OR**
 - Uploading a [Professional Development Tracking Sheet](#)

Choose one or both options on how you would like to verify your Professional Development Activity*

- Upload the Professional Development Tracking sheet(s)
- Manually enter Professional Development Activity

Maryland OneStop Direct Entry Fields

Professional Development Activity

Activity Title

Number of Activity Hours

Activity Date(s)

Activity Sponsor or Organization

Activity Location

Explanation of acquired knowledge
and/or skill application of duties

**Core Competencies or health principles
addressed:**

Effective oral and written communication
skills

Advocacy and community capacity building
skills

Cultural competency

Professional Development Tracking Sheet

- Would continue to be available for personal reference

Individual Professional Development Activity Tracking Sheet (duplicate form for each activity)

Certified Community Health Worker (CCHW) Name: _____

Activity Title: _____

Activity Date(s): _____ Number of Activity Hours: _____

Activity Sponsor or Organization: _____

Activity Location: _____

Core competencies or health principles the activity addressed:

- Advocacy and community capacity building skills
- Effective oral and written communication skills
- Cultural competency
- Understanding of ethics and confidentiality issues
- Knowledge of local resources and system navigation
- Care coordination support skills
- Teaching skills to promote health behavior change
- Outreach methods and strategies
- Understanding of public health concepts and health literacy

Health principles addressed (specify): _____

Return



Explain the knowledge you acquired from this activity and / or the skill application of duties:

Preliminary Suggested Revision to the OneStop Application

- **Manually entering information in designated fields ONLY**
 - The seven elements are required fields
- **The revision does not change renewal requirements.**

Benefits to the Application Revision

- Anticipate a higher rate of successful completion!
- Applicants will be prompted to provide ALL required information
- Reduce staff time following up with applicants
 - Technical assistance provided for incomplete applications
 - Most missing information is about the professional development
 - # individuals receiving assistance:
 - 2024: 100
 - 2023: 70

CHW Certification Training Program Accreditation Update

Accreditation Update: Jan. 1, 2020 – Aug. 19, 2024

Accreditation of CHW Certification Training Programs

# applications submitted:	28
# active applications in review process (under review and applicant receiving assistance): *	4
# accreditations issued:	20
# accreditation renewals:	8

* 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.

CHW Training Program Application Review Committee

Duties:

1. Review CHW certification training program accreditation applications
2. Ensure applications meet requirements of [COMAR 10.68.02](#)
3. Recommend qualifying training programs to the Secretary for accreditation
4. Provide technical assistance to applicants, as needed

CHW Training Program Application Review Committee

- **State Community Health Worker Advisory Committee member**
 - **Seeking an alternate to review applications as needed**
- A community health worker
- A health professions educator with expertise in curriculum development
- MDH CHW certification program staff member; and
- As deemed necessary by the Department, an MDH program staff member with subject matter expertise in specialty areas.

CHW Training Program Application Review Committee **State CHW Advisory Committee Seat - Alternate**

Advisory Committee members:

- Send an email to Kim Hiner and Tina Backe if interested or for more information:
 - kimberly.hiner@maryland.gov
 - tina.backe@maryland.gov

CHW Workforce Profile Survey

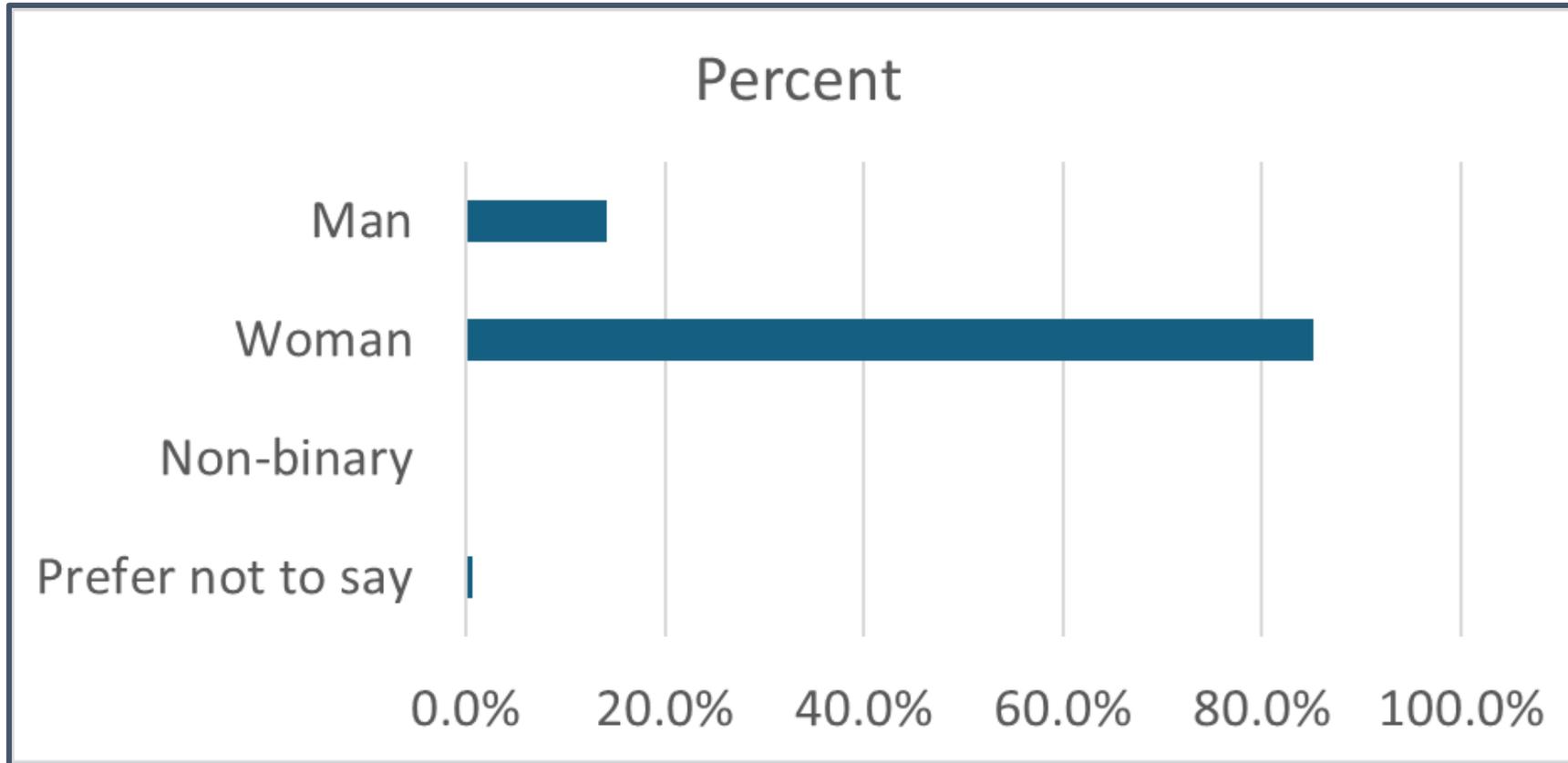
CHW Workforce Profile Survey - Draft Preliminary Data

- Open: April 17 - May 10 in English and Spanish
- Outreach
 - All community health workers
 - Accredited CHW certification training programs
 - CHW employers
 - CHW stakeholders
- Average number of respondents/question: 266
 - English: 249
 - Spanish: 17

DRAFT Preliminary Data: Age (n = 290)

Median Age	47.5 years
Average Age	46.5 years
Range	19 years - 76 years

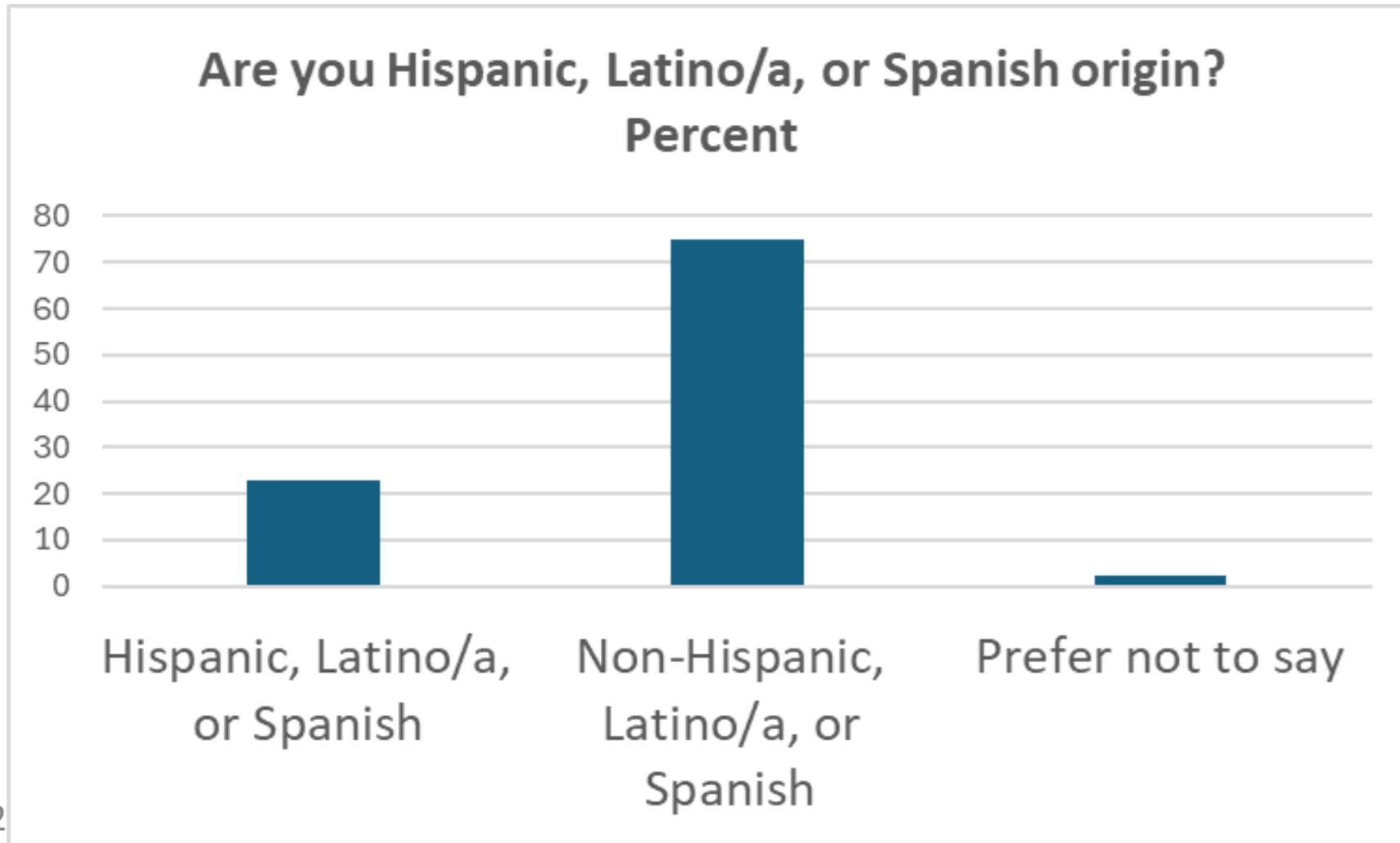
DRAFT Preliminary Data: Gender (n = 288)



DRAFT Preliminary Data: Race (n = 281)

American Indian or Alaska Native	2.1%
Asian	5.0%
Black or African American	46.3%
Native Hawaiian or Other Pacific Islander	0%
White	37.7%
Prefer no to say	8.9%

DRAFT Preliminary Data: Ethnicity (n = 289)



DRAFT Preliminary Data: Languages Spoken (n = 375)

English	72.3%
Spanish	17.1%
Tagalog	2.7%
Dari, Farsi, or Pashto	1.6%
Other: ASL, Haitian Creole , Hindi, Russian; others	4.8%
Languages < 1%: Burmese, French, Korean	<0.1%

DRAFT Preliminary Data: Education and Certification (n=289)

Some high school, no diploma or GED	0.7%
High school graduate, diploma, or the equivalent (ie, GED)	13.1%
Some college, no degree	25.6%
Trade, technical or vocational training	5.2%
Associate's degree	11.4%
Bachelor's degree	26.3%
Master's degree	15.2%
Doctorate degree	0.7%
Professional degree (ie, MD, JD, PharmD)	1.7%

DRAFT Preliminary Data: Pay

	Hourly Income	Annual Income
Minimum	\$15.00/hr	
Maximum	\$50.00/hr	\$100,000/year
Median	\$21.00/hr	\$ 50,000/year
# of respondents	142	77

ASTHO Center for Health Care Strategies

Opportunities for Public Health Agencies to Advance Sustainable Financing of Community Health Worker Programs (July 2024)

- How state, territorial, and freely associated state health agencies (S/THAs) can play key roles as funders, administrators, and policy design champions for CHW programs and ultimately advance sustainable financing of CHW services

CHW Grant and Other Activities

CDC 2103 Disparities Grant

- Completed
 - Grants to 5 organizations to become accredited training programs
 - Grants to 2 accredited training programs to train underserved students and to add COVID modules
 - Grant to 4 to develop specialty trainings
 - Grants to 9 accredited training programs to reduce barriers
- Ongoing
 - Grant to package/design/edit speciality trainings (then translation)
 - Grant to expand access to training programs

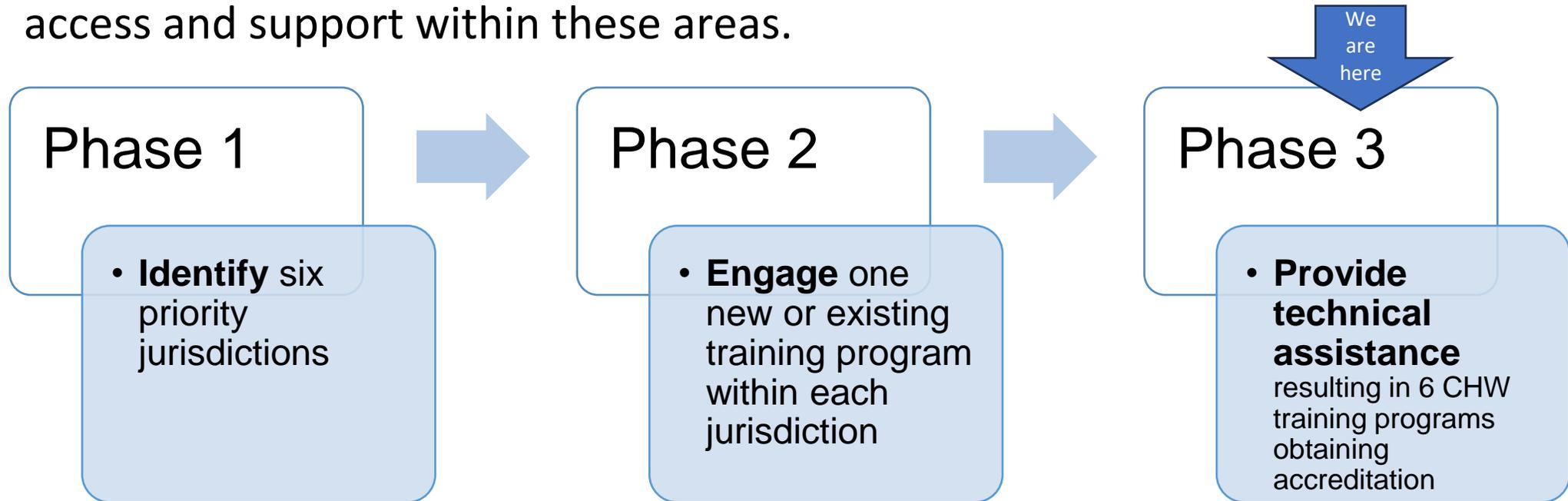
Expanding Access to Community Health Worker Certification Training Programs Across Maryland: Assessment and Development

August 19, 2024

Mosaic Group Foundation

Project Overview

Goal: By October 31, 2024, expand the number of accredited Community Health Worker training programs in six high-need jurisdictions to increase access and support within these areas.



Priority Jurisdictions

- Through a data-driven process, identified 6 priority jurisdictions, which included the following:
 - Anne Arundel County
 - Caroline County
 - Charles County
 - Montgomery County
 - St. Mary's County
 - Worcester County

Partner Organizations

- The following partners are actively working to develop their CHW Training Programs to be submitted for accreditation by October 2024:
 - Rebirth, Inc.
 - Holy Cross Hospital
 - HealthPort (formerly known as Lower Shore Clinic, Inc.)
 - The Healthy Church
 - CASA

Technical Assistance

Technical Assistance includes, but is not limited to:

- Establishing a Standard Operating Procedure
- Providing resources, advisement and tools to develop the CHW curriculum to align with Maryland's nine core competencies for CHW and requirement for instructional hours
- Establishing an objective knowledge assessment and pass/file criteria
- Identifying partners to offer the required 40-hour practicum
- Establishing internal processes for the partner to offer a practicum
- Providing resources and tools to enhance the knowledge and training skills of Trainers
- Providing project management to coordinate and manage the project timeline per partner

Anticipated CHW Training Programs

- Five new training programs will submit an application by 10/31 to become accredited
- Once accredited, trainings will be:
 - Virtual and In-Person
 - Two partners will include Mental Health First Aid in their curriculum
 - Offered in English with one partnering considering offering their training in Spanish and/or French Creole

Partners

Seeking one additional organization that we can assist with becoming an accredited CHW Training Program.

**Inquiries can be submitted to:
kbillups@groupmosaic.com**



CHW TRAINING

IS YOUR ORGANIZATION COMMITTED TO MAKING A LASTING IMPACT ON COMMUNITY HEALTH?

Seeking organizations interested in enhancing their existing CHW training programs to become accredited and/or organizations who are just getting started

Thank You

For more information contact:

Krystal Billups, MPH

Executive Managing Director

kbillups@groupmosaic.com

(443) 509-9930



Mosaic Group Foundation

TEACH



TEACH

TOGETHER ELEVATING AND ADVANCING COMMUNITY HEALTH

HealthHIV

HealthHIV is a national non-profit working with healthcare organizations, communities, and providers to advance effective HIV, HCV, STI and LGBTQ health care, harm reduction and health equity through education and training, technical assistance and capacity building, advocacy, communications, and health services research and evaluation.

HealthHCV

National Coalition for
LGBTQ Health

HealthHIV Key Programs



Harm Reduction Learning Institute
<https://reduceharmdc.org>



Effi Barry Training Institute
 for DC Health
effibarryinstitute.org



National E-Learning Center for
 HIV Prevention Workforce
 Excellence
healthhiv.org/elearningcenter



DC Engage
healthhiv.org/dc-engage



Partnering and
 Communicating Together
 (PACT)
healthgbtq.org/pact



HealthHIV's HIV Prevention
 Certified Provider Certification
 Program™
www.hivpcpcertification.org

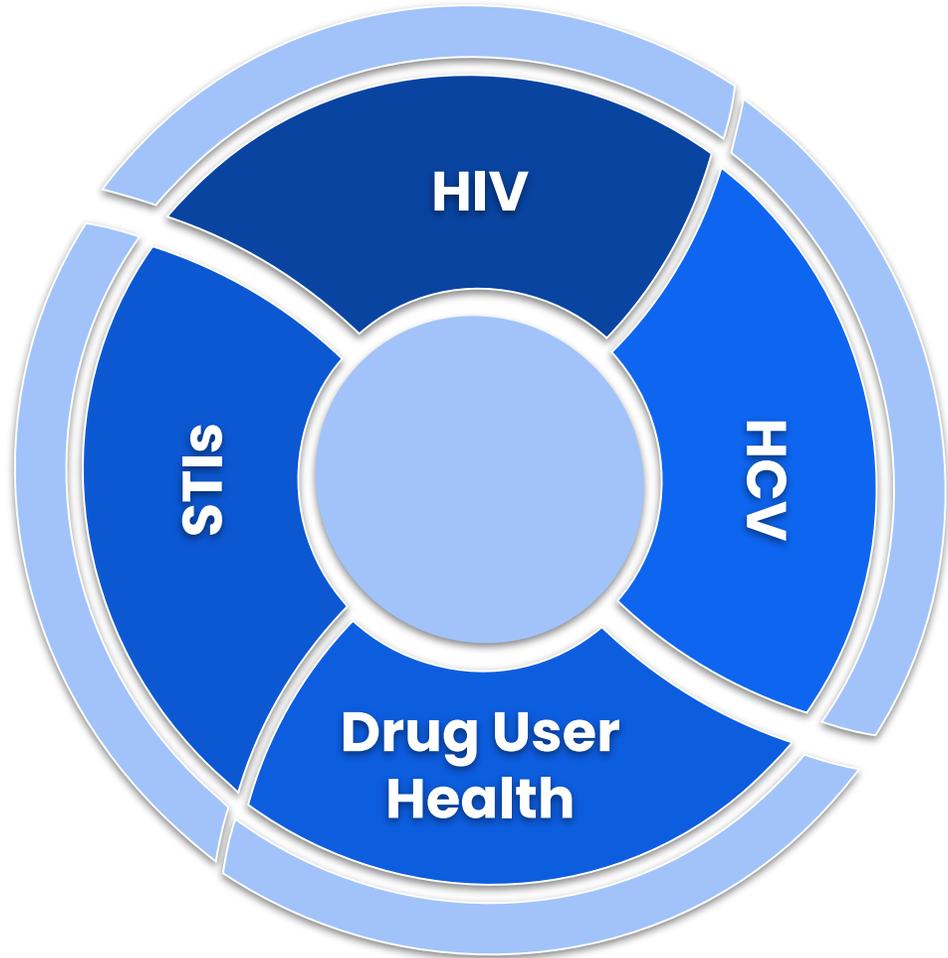


HealthHIV's HIV PrEP Navigation
 Certification Program™
<https://healthhiv.org/hivpnc/>



National Conference for HIV, HCV,
 STIs, Harm Reduction and LGBTQ
 Health
synconference.org

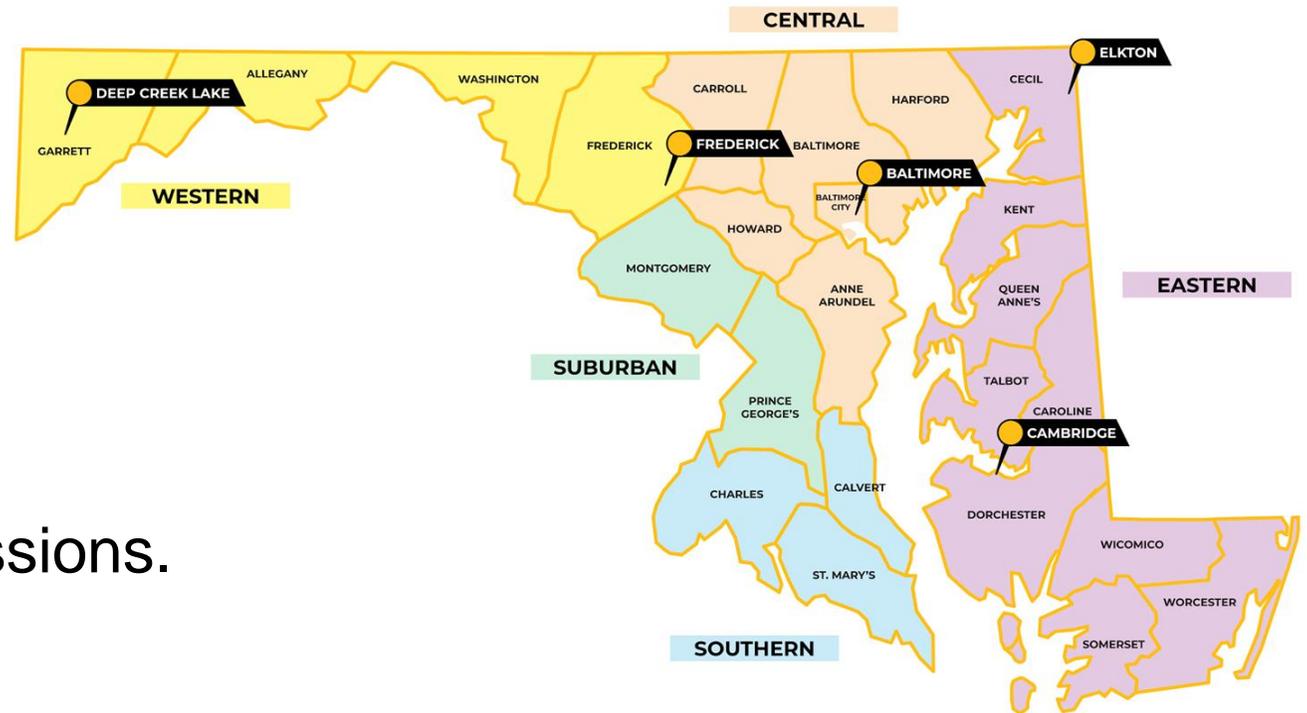
About TEACH CHW



- Together Elevating and Advancing Community Health
- Competency based curriculum with eLearning and in-person training
- Comprehensive training including:
 - Train the Trainer Guide
 - Simulation based learning
 - Tailored resources

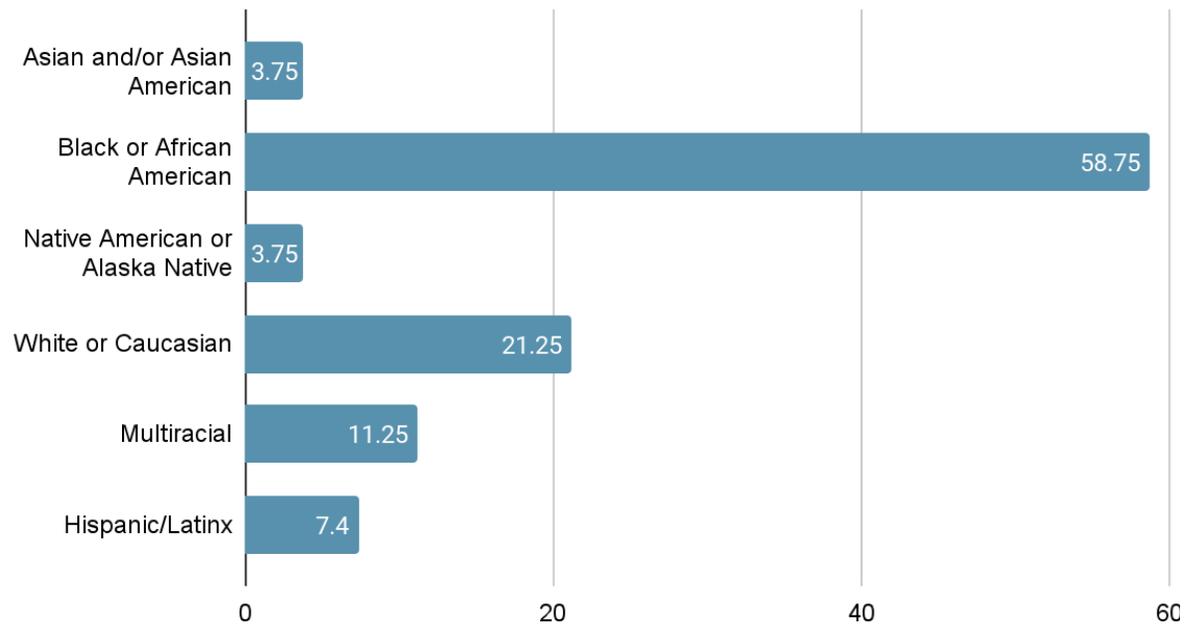
TEACH Training at a Glance

- Conducted five (5) in-person TOT sessions in:
 - Deep Creek
 - Baltimore
 - Cambridge
 - Gaithersburg
 - Lexington Park
- Conducted five (5) virtual TOT sessions.
- Trained 90 individual CHWs

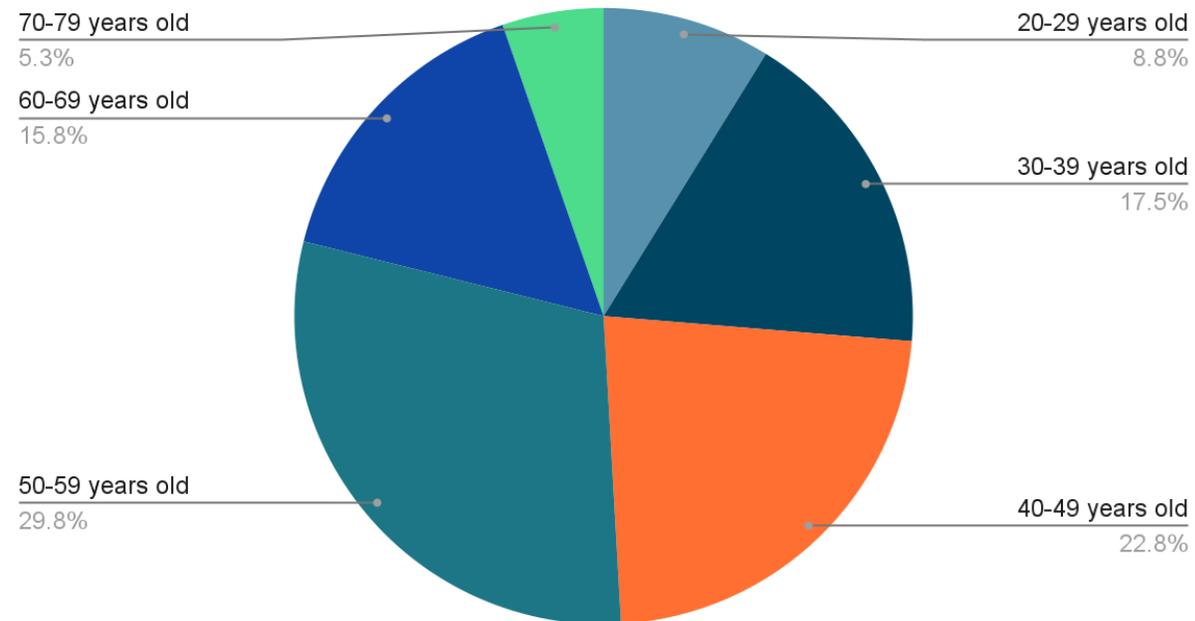


Participant Demographics

Race/Ethnicity

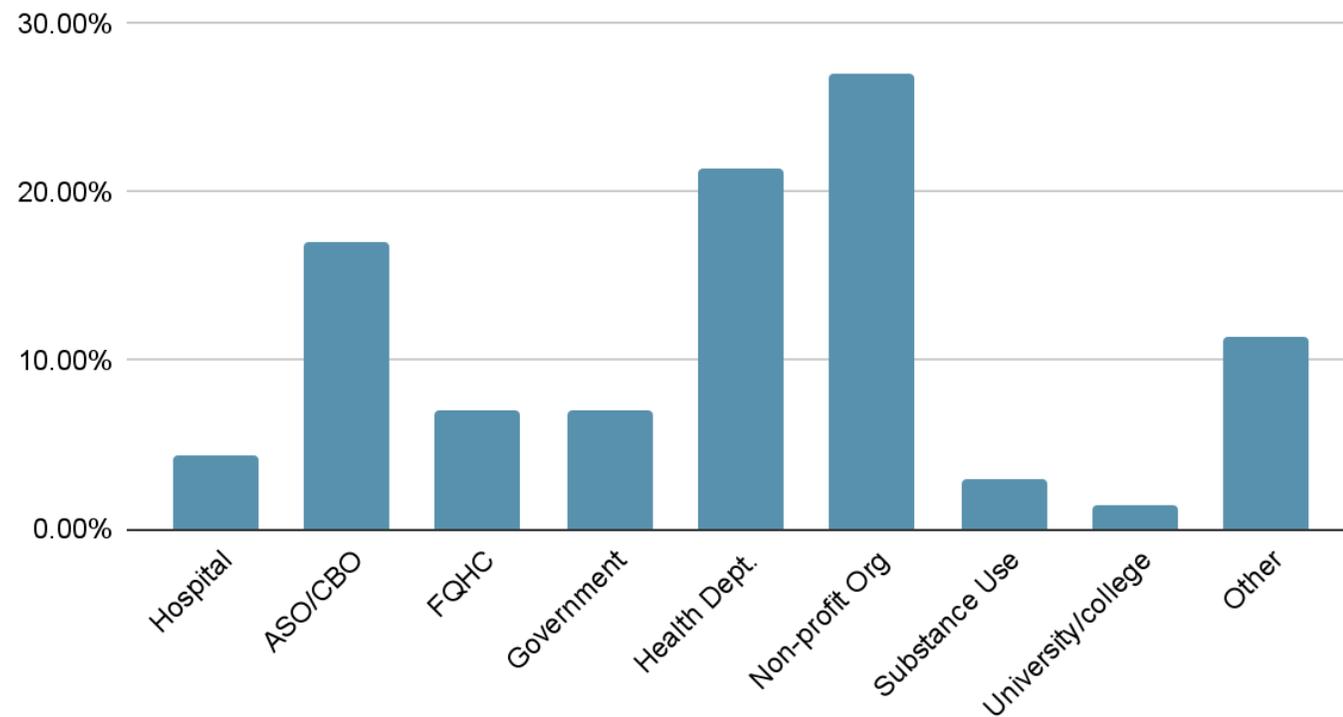


Age



Participant's Professional Roles & Locations

Organization Type



Professional Title

- Administrator 6.6%
- Advocate 11.5%
- Case Manager 4.9%
- CHW 39.3%
- Consultant 1.6%
- Coordinator 13.1%
- Director 6.6%
- Linkage to Care Specialist 1.6%
- Nurse 1.6%
- Outreach Specialist 6.6%
- Physician 1.6%
- Program Manager 4.9%

Program Highlights

- Demonstrated successful knowledge transfer for all participants - each post-test completed received a passing score.
- All materials were produced in English and Spanish.
- Trainers worked collaboratively and relied on each other's expertise to elevate sessions and ensure optimal learning took place.

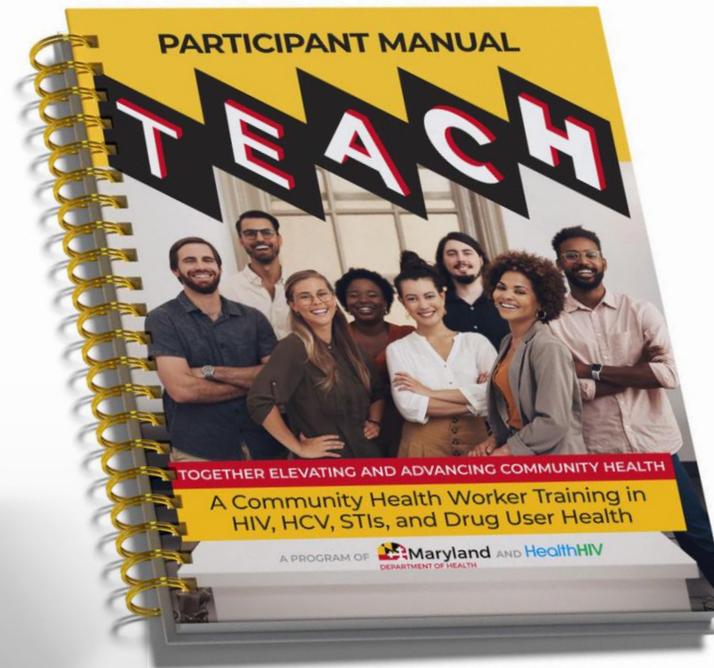
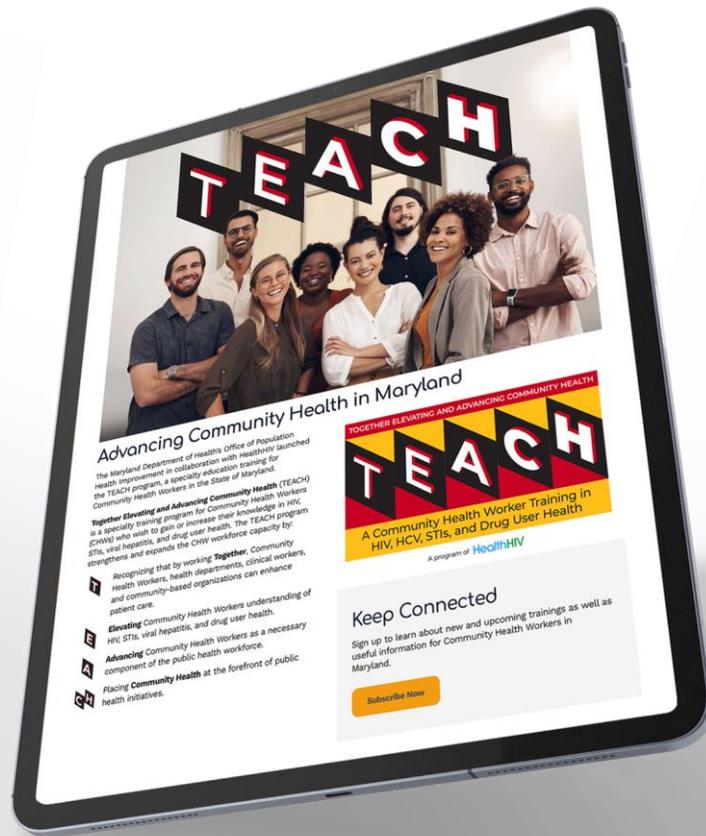
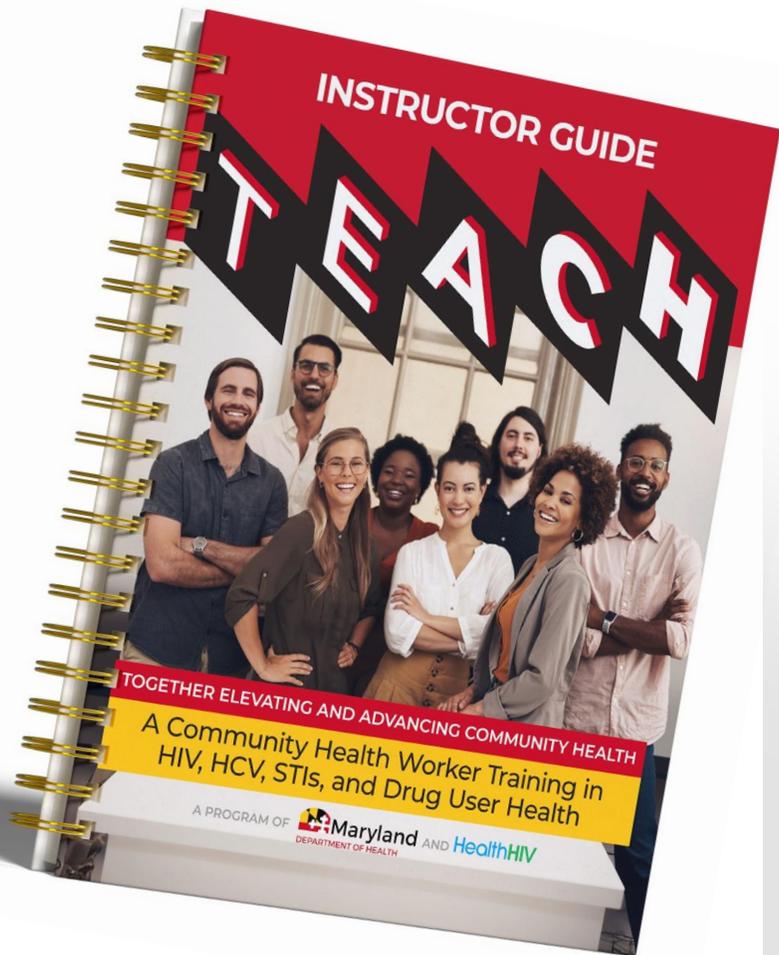


Program Highlights

- Evaluation data indicated satisfaction with the trainer's varied styles and openness to discuss topic areas in depth.
- The topics that were most well received by participants:
 - motivational interviewing
 - stigma
 - drug user health



Curriculum



Spanish Translation

- Translated all CHW Materials, including eLearning modules, print materials and handouts into Spanish.

Capacitación de instructores- TEACH

VIH, ITS, hepatitis viral y salud de los consumidores de drogas

Capacitación de 2 días en persona



UN PROGRAMA DE Maryland y HealthHIV



Participant Feedback

- Overall, participants reported incredibly positive experiences with the training.
 - Most comments described knowledge gain, appreciation for presenters, and satisfaction with the format and delivery of training.
- Constructive feedback included a preference for in-person training over online modules and a suggestion to a review harm reduction content to ensure the use of the most current stigma-free language.



Feedback

"I would recommend this training to all public health professionals! This training will allow me to teach my team and others in the behavioral health community the key strategies to support individuals and connect them to services."

Monica White, MS, CAC-AD, CCDC, RPS
Executive Director, MISHA House, LLC

"Despite 7 years in community healthcare, I learned completely new aspects during this training. The facilitators took the time to ensure that the information was presented in a clear manner for everyone. The interactive, engaging nature of the training truly prepares participants for teaching on these important topics."

Carla Copper, CNA, GNA, CHW, CMT
Johns Hopkins Healthcare

"This curriculum was valuable to me as a nurse to enhance the care I provide, and also as an educator to share the training to others in the nursing community."

Heather Dignan, PhD, MSN, RNC-LRN, IBCLC
UPMC Western Maryland Health System
West Virginia University



Evaluation

Behavior Change Metrics	
Skill Building	
% Gained practical skills/strategies:	94%
% Planning to implement changes:	68%

Key Evaluation Metrics <i>SA/A = Strongly Agree/Agree</i>	
Content	
% SA/A: The educational material provided useful information for my practice.	100%
% SA/A: The information presented in the meeting met my organization's training needs.	100%
% SA/A: The activity enhanced my current knowledge base	100%
%SA/A: The content of this activity was fair, balanced, objective, and free of bias	100%

The Future of TEACH

- Building upon the success of TEACH, HealthHIV is bringing CHW training to other locations nationwide.
 - **Audience:** This program can be tailored to support a broad spectrum of community facing organizations
 - **Flexibility and Adaptability:** The curriculum is designed to be adaptable to various learning styles and environments, ensuring inclusivity and accessibility. We can accommodate different educational levels and settings, whether urban or rural, ensuring that client facing workers across the country can benefit.
 - **Timeline:** The curriculum routinely takes two days to cover, however adjustments can be made to accommodate group schedules.
 - **Delivery Methods:** Our options to deliver this program online or in-person makes administering this training to anyone anywhere.





Engaging Youth in the Community Health Worker (CHW) Workforce and CHW Training

Arenal Haut, B.A.
Public Health Workforce Development Internship Program

August 19, 2024

About the Project

Methodology and Deliverables

Methodology

- National and state landscape
 - Web-based research using government sources, academic articles, and publicly available program websites
- Stakeholder input
 - Informal conversations about interest and feedback
 - 25 Maryland stakeholders and 5 stakeholders from across the country

Deliverables:

- Write summary report
 - Benefits, challenges, case studies, best practices, and recommendations
- Create a brief on youth engagement in the CHW workforce and CHW training

Overview of Preliminary Findings

National Landscape

- Youth-focused CHW programs are not new, but they are growing!
- National Academies of Science, Engineering, and Medicine [workshop](#) highlighted youth CHW programs (2023)
- Builds on peer education, youth participatory action research, and positive youth development
- Existing programs led by academic institutions, local health departments, nonprofit organizations, and more. Examples include:
 - Morehouse School of Medicine [High School and Young Adult CHW curriculum](#)
 - Fairfax County Health Department's [Public Health Youth Ambassador Program](#)

Benefits

- Supports youth participants
 - Skill development (e.g., leadership and communication skills)
 - Career development especially in the health sector
- Supports the public health workforce
 - Creates a pipeline for CHWs and other public health workers
 - Diversifies the public health workforce
- Advances community health
 - Improves health equity in high need communities
 - Benefits for adolescent health

Challenges

- Similar challenges for CHWs and CHW programs
 - CHW integration in health systems, grant-based program funding
- Ageism
- Liability
- Confidentiality
- Logistical challenges
 - Transportation
 - Scheduling

Best Practices

- Build partnerships
 - Especially with public schools and community organizations
- Make programs interesting for youth
 - Tailored to local communities
 - Incorporate interactive elements, shadowing, and community-based learning
 - Emphasize mentorship
- Provide wraparound youth support
- Be intentional about program structure, components, and logistics

Conclusion and Recommendations

Conclusion:

- Engaging youth is good for the CHW workforce!

Recommendations:

- Continue discussions with stakeholders
 - Connect varied types of stakeholders with shared interests
- Discuss how to support current and future efforts to engage youth in the CHW workforce
 - Youth Apprenticeship Programs
- Develop a formal process to gather information on existing and future youth engagement in the CHW workforce and CHW training

Questions?

CHW Advisory Committee – Upcoming Meetings

Upcoming CHW Advisory Committee Meetings

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

2024: November 18

Proposed 2025 dates:

- February 24 (4th Monday)
- May 1
- August 18
- November 17

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

Kimberly Hiner

Director, OPHI

Chair, State CHW Advisory Committee

Kimberly.Hiner@Maryland.gov

Tina Backe

Coordinator, CHW Program, OPHI

Staff, State CHW Advisory Committee

tina.backe@Maryland.gov

Adjournment

Thank you for your time today!