



State Community Health Worker Advisory Committee Meeting

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

Spanish Interpretation: Call 252-379-2874; PIN: 764 262 465 #

August 21, 2023

Welcome and Roll Call

Opening Remarks

Kimberly Hiner, MPH, Chair

Nominations for Secretary

Secretary – suggested duties

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.

Secretary nominations

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: May 15, 2023

CHW Certification Update

Certification Update: Sept. 1, 2019 – Aug. 21, 2023

# certifications	1371
Certification based on training	461
# certifications renewed	493
# total CHW certificates issued	1864

CHW Certification Training Program Accreditation Update

Accreditation Update: Jan. 1, 2020 – Aug. 21, 2023

Accreditation of CHW Certification Training Programs

# applications submitted:	21
# active applications in review process (under review and applicant receiving assistance): *	2
# accreditations issued:	19
# 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. Community College of Baltimore County
6. Dr. Masica Jordan, LLC (Emphasis: Peer Recovery)
7. Heritage Care, Inc.
8. Howard Community College
9. Howard County General Hospital, Johns Hopkins Medicine

Accredited CHW Certification Training Programs

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

Three Year Spotlight on Maryland's Accredited CHW Training Programs: A Preview

Lauryn Dunkwu, OPHI Intern

Preliminary results. The Final Report will be posted on the CHW Resources webpage:
<https://health.maryland.gov/pophealth/Community-Health-Workers/Pages/Resources.aspx>



Accredited CHW Training Programs: A Three-Year Spotlight

- IRB approved protocol
- Purpose:
 - Describe successes, challenges, and future goals
 - Assess interest in participating in peer networking and resource sharing
 - Develop a report highlighting strengths and opportunities

Accredited CHW Training Programs: A Three-Year Spotlight

- Opportunities:
 - Discuss the potential training program needs and how we might support them
 - Identify training programs in high need areas based on geography, median income, student funding, language access
- Data/information collected from:
 - Responses to the three-year Spotlight survey
 - Follow-up staff and student interviews

Preliminary results. The Final Report will be posted on the CHW Resources webpage:
<https://health.maryland.gov/pophealth/Community-Health-Workers/Pages/Resources.aspx>

Methodology

Sample

- 17 accredited CHW training program organizations representing 18 CHW certification training programs
- 94% survey response rate
- Interviews scheduled with 16 programs that indicated interest

Data Collection

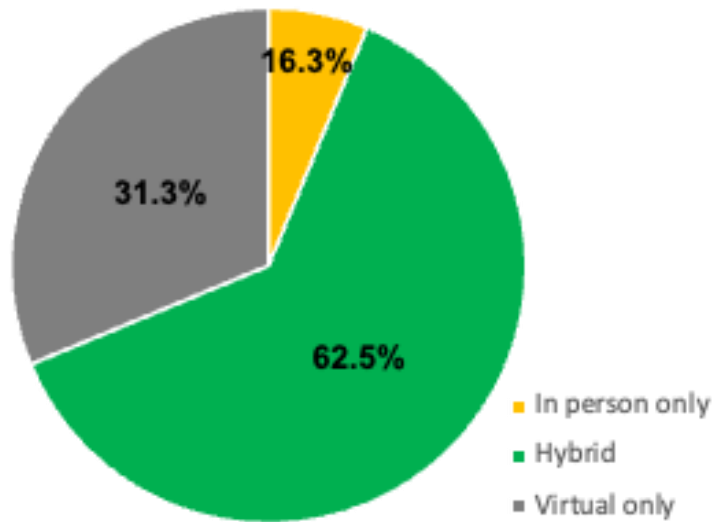
- Training program accessibility, challenges, successes, goals, interest in networking & resource sharing
 - Google Form Survey
 - Virtual interviews

Data Analysis

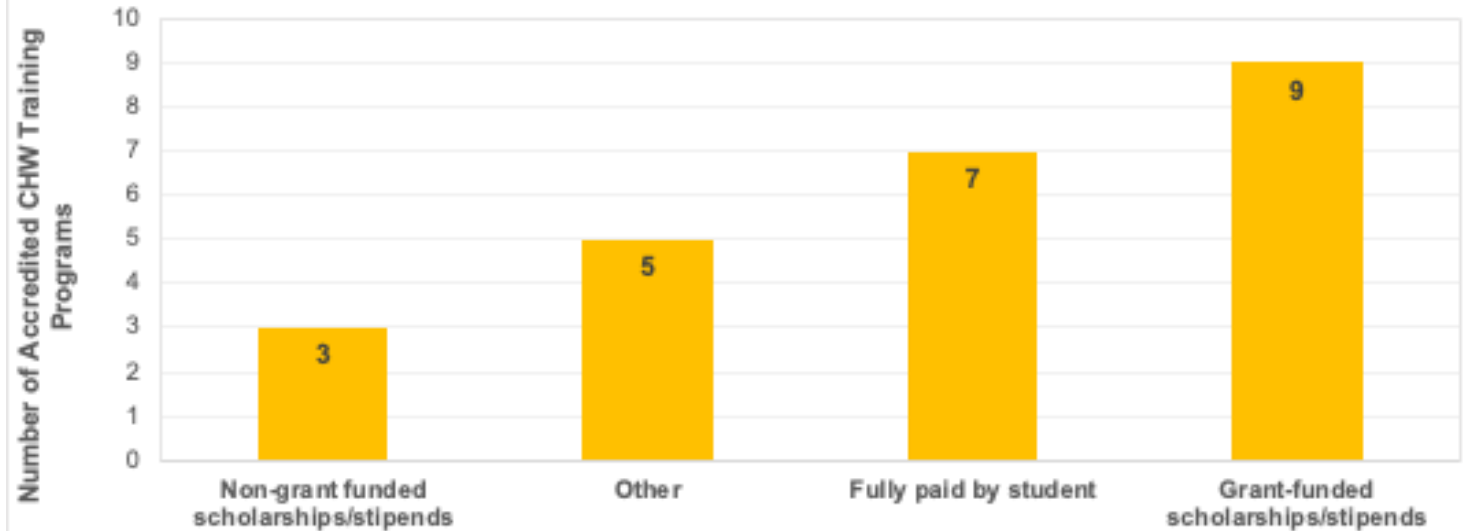
- Quantitative and qualitative analyses
- GIS analysis: QGIS

Training modalities and funding options

Training delivery formats



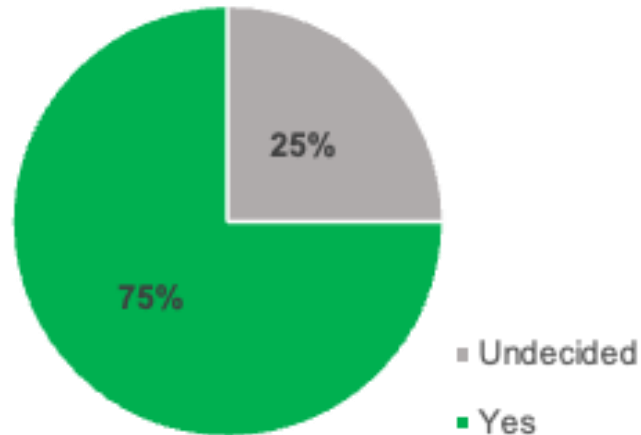
Funding options available to students



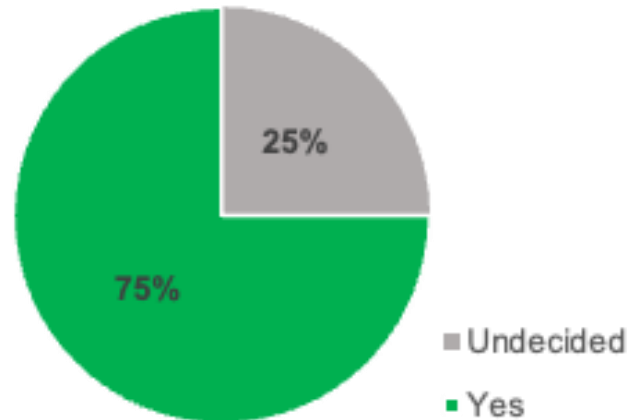
- Instructional and practicum components delivered in hybrid, in-person, and virtually
- Multiple funding options available to students including employer-sponsorships

Interest in Peer Networking and Resource Sharing

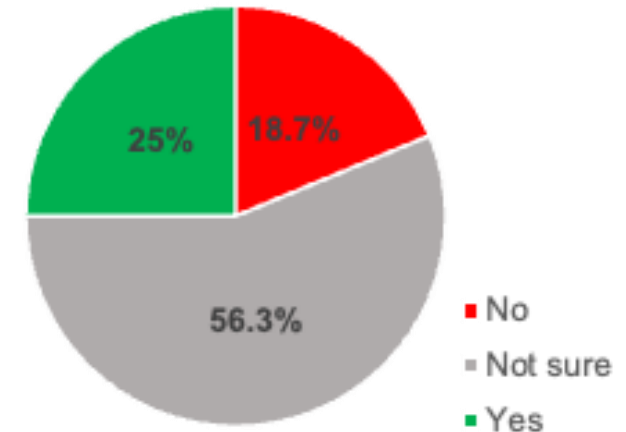
Interest in joining a peer network



Interest in having access and contributing to a shared platform



Ability to host a resource sharing platform






Areas of interest:

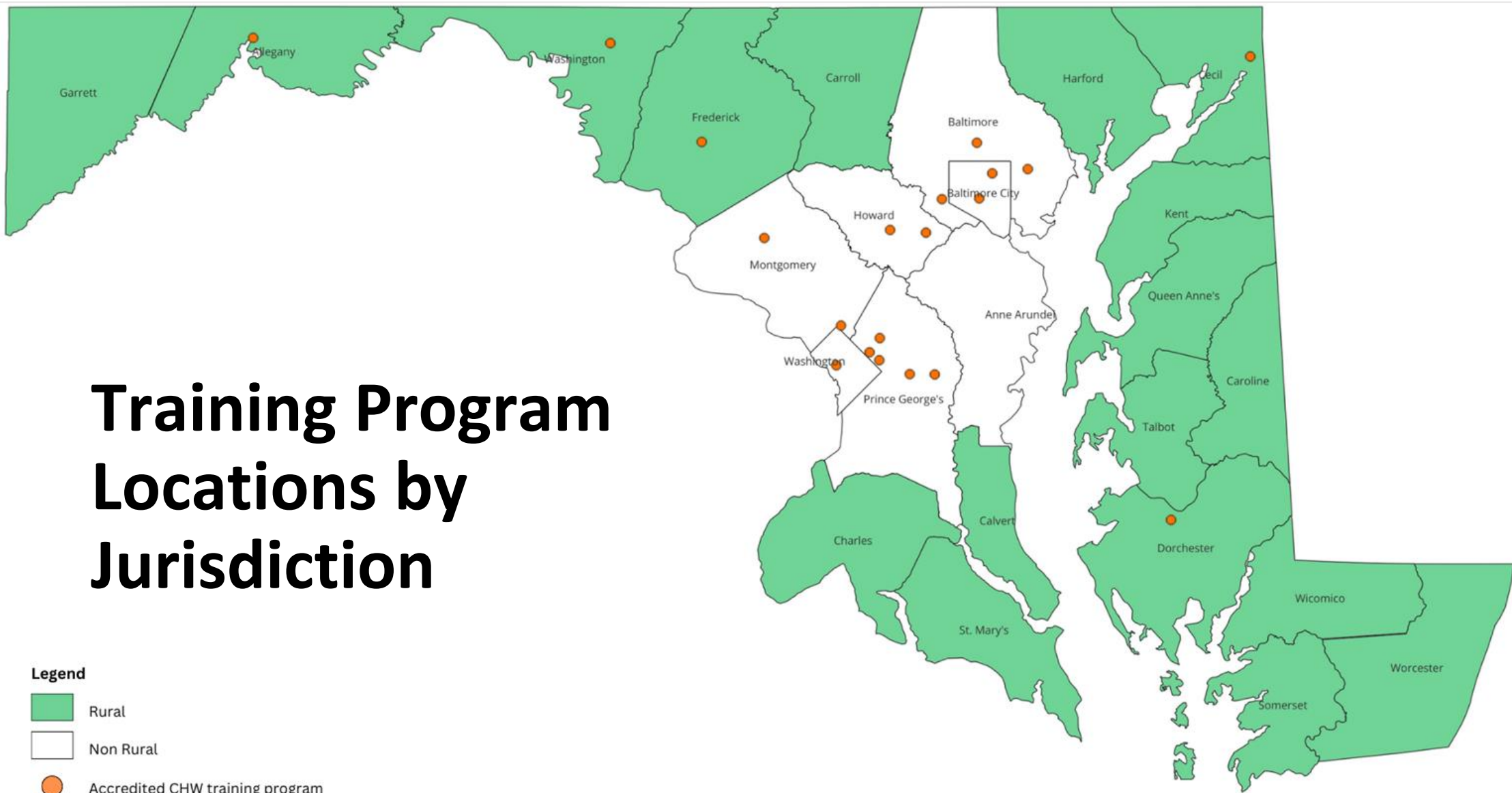
- Workshops on certification procedures; best practices; leveraging technology; building specialty curricula; understanding the needs of CHWs, their communities, and potential employers
- Networking events with potential funding, practicum and employing partners
- Collaborative learning

19 **Preliminary results. The Final Report will be posted on the CHW Resources webpage:**
<https://health.maryland.gov/pophealth/Community-Health-Workers/Pages/Resources.aspx>

Training Program Locations by Jurisdiction

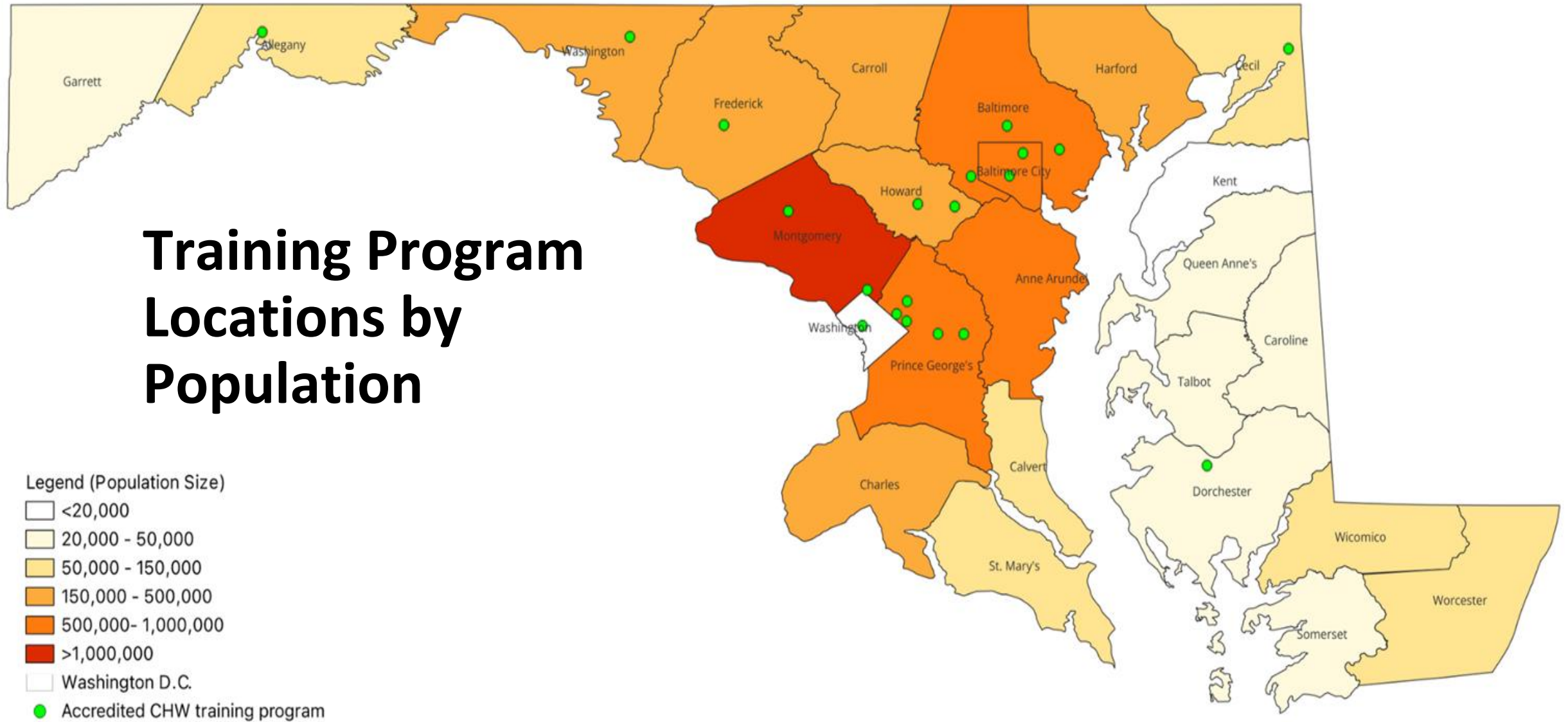
Legend

-  Rural
-  Non Rural
-  Accredited CHW training program

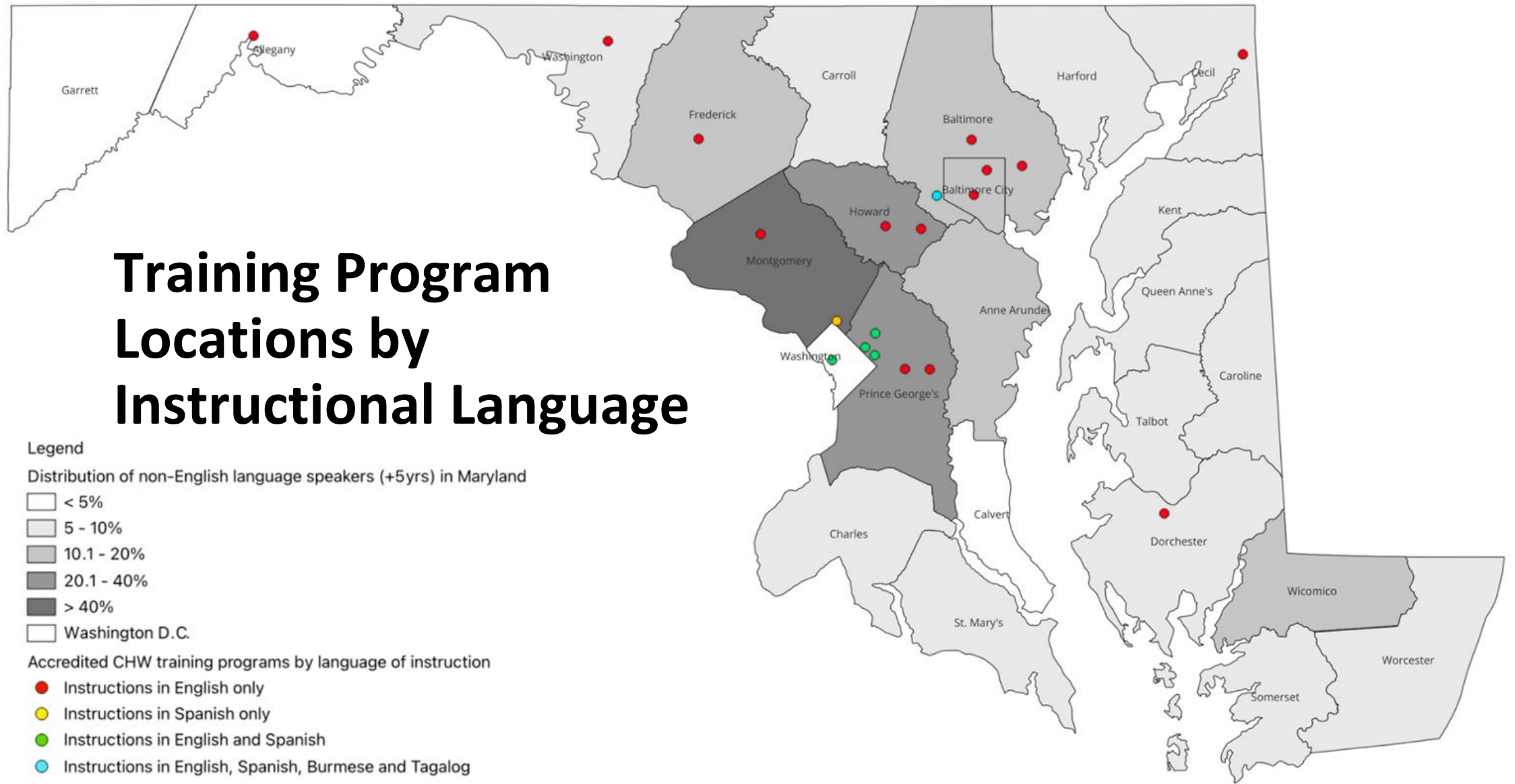


Source: U.S. Census Bureau's (USCB's) American Community Survey (ACS), 2021; CHW Program, Maryland Department of Health <https://health.maryland.gov/pophealth/Community-Health-Workers/Pages/Accredited-Community-Health-Worker-Training-Programs.aspx>

Training Program Locations by Population



Source: U.S. Census Bureau's (USCB's) American Community Survey (ACS), 2021; CHW Program, Maryland Department of Health <https://health.maryland.gov/pophealth/Community-Health-Workers/Pages/Accredited-Community-Health-Worker-Training-Programs.aspx>



Source: U.S. Census Bureau's (USCB's) American Community Survey (ACS), 2021; CHW Program, Maryland Department of Health <https://health.maryland.gov/pophealth/Community-Health-Workers/Pages/Accredited-Community-Health-Worker-Training-Programs.aspx>

Training Program Successes



Key successes

- Improved student employability
- Building partnerships
- Positive participant feedback
- Improved skills and knowledge
- Successfully trained CHW students
- Funding support

Training Program Challenges



Key challenges

- Low student demand
- High student demand but limited training program resources & capacity
- Students not completing the program
- Varying student reading comprehension levels
- Language barriers
- Availability of jobs for CHWs
- Other scheduling demands for students
- Securing practicum placements

Training Program Future Goals



Future goals

- Build interest in program
- Build and strengthen partnerships
- Expand curriculum
- Offer continuing education and specialty programs
- Increase program accessibility (languages, locations)
- Increase program capacity
- Secure funding
- Provide more class scheduling options for flexibility

Strengths of CHW Training Program Accreditation

- Growing visibility and demand for CHWs as a vital part of the workforce in improving community health outcomes
- Trusting relationship between the CHW program and accredited CHW training programs

Ways to support the training programs

- Establish a platform for collaborative learning and networking (e.g., conferences and webinars)
- Initiate a digital resource sharing mechanism
- Develop specialty training curricula
- Identify community needs for CHWs
- Identify CHW specialty areas of high need by CHW employers

Questions?

Expanding Access to CHW Certification Training Programs Across Maryland: Assessment and Development

Funded by the CDC 2103 Disparities Grant (RFA closed 7.31)

- Identify 6 jurisdictions in high need of a new CHW certification training program
- Identify one organization in each jurisdiction to collaborate on a new CHW training program
- Provide TA through the accreditation process
- Provide services to the organization to reduce barriers for successful completion by the student

NACHW Unity Conference: Snapshot

Tiffany Scott, CCHW, Vice Chair CHW Advisory Committee
La Kerry Dawson, CCHW



UNITY CONFERENCE

The annual meeting and interactive event designed for our CHW and ally members making a difference. CHWs and allies gather for keynotes, awards presentations, networking, and voting for open board positions. Organizations are invited to partner with us as official sponsors of the conference.

This year's theme is "The workforce we need for the world we want."

August 3 – 5, 2023

Austin, Texas

www.nachwunity.org



NACHW
NATIONAL ASSOCIATION OF
COMMUNITY HEALTH WORKERS

Latino CHW '23 Conference: Snapshot

Community Health Workers' Pathways to Success Conference and Career Fair



CHWs' Pathways to Success Conference and Career Fair



Save the Date

Community Health Workers'
Pathways to Success
Conference & Career Fair

SEPTEMBER 14, 2023

in Washington, DC
9am - 4pm



INFORM. INVOLVE. INSPIRE.

Date: Thursday, September 14th from 9am-4pm

Location: National Union Building, 918 F St. NW,
Washington, DC

Fee: \$30

Description: Conference and career fair for CHWs in the DMV area. One-day conference including continuing education sessions, professional development workshops, and employers eager to hire CHWs.

Registration Link:

<https://institutephi.salsalabs.org/2023chwconference/index.html>



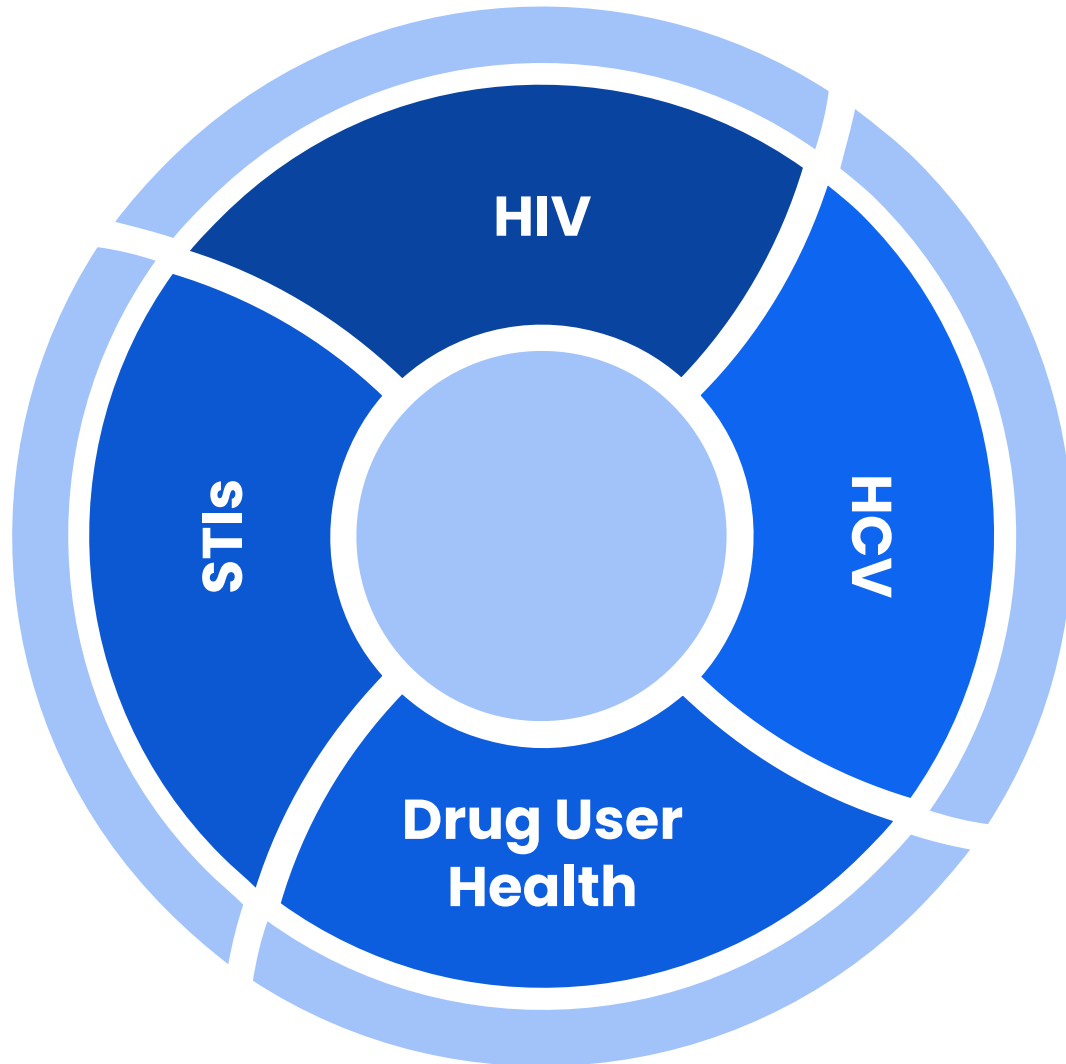
Community Health Worker Specialty Training Curriculum

**A Part of the TEACH Program
Community Health Worker Training in HIV,
HCV, STIs, and Drug User Health**

08.21.2023

HealthHIV
Putting Health First

About the TEACH Program



- 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

HealthHIV

HealthHCV

National Coalition for
LGBTQ Health

HealthCBA

Relevant Programs



Effi Barry
Training
Institute

please
PrEP
me
.org

HealthHIV

Why do we need this curriculum?

- Maryland ranked 12th among states and territories in adult/adolescent HIV diagnosis rates
- Rates of reportable STIs (chlamydia, gonorrhea, and syphilis) have risen between 2010 - 2019
- Maryland ranks in the top 9 states for congenital syphilis rates
- Estimated 72,000 Marylanders are chronically infected with HCV
- Harm reduction relates to all of the above and needs a larger dedicated focus
- CHWs are crucial in their communities and are increasingly taking on more roles in the preventive, linkage, and on-going care systems

Our Development Approach

- Create two complementary curriculums that help the trainer focus on developing CHWs competencies and skills while developing the trainers group facilitation and delivery skills.
- Preparing trainers to support CHWs so that they have an appropriate foundation for helping their communities
- Preparing CHWs to support, guide, and lead community members by engaging in conversations about their sexual and mental health
 - Eliminate discomfort and bias
 - Encourage individuals to be more open and inclusive in sexual health conversations.
 - Engaging persons with different social and cultural attitudes and beliefs

Our Development Approach

- Handling sensitive topics and engaging in a status-neutral approach and including a focus on social determinants of health
- Multimodal to support different learning styles and lifelong learning
 - eLearning pre-work to level-set learners
 - Resources for easy access to information about uncommon topics
 - In-person training developed and structured by CHWs
 - Ongoing TA to support trainers in curriculum delivery and skills building

Approach to Collaborative Development

- Stakeholder group consisting of Maryland CHWs and Subject Matter Specialists
- Outreach and engagement with organizations and working groups
 - Mid-Atlantic CFAR Consortium Latino/a/x Committee
- Engage with other CHW Core Curriculum providers
- Data from Maryland Statewide Needs Assessments
- Engagement with State Community Health Worker Advisory Group
 - Feedback from the CHW Advisory Group is welcome and valued
- Training is available to all CHWs and CCHWs in Maryland
- English and Spanish version of materials

Components of a Specialty Training Curriculum

1	Information for CHWs to gain specific knowledge and skills in the focus areas
2	Information that addresses health disparities among populations at high-risk and in underserved locations
3	Number of anticipated instructional hours
4	Domain areas
5	Learning objectives for each domain
6	Detailed content for each domain

Components of a Specialty Training Curriculum

7	The incorporation of virtual simulation technology in each focus area
8	Description of the instructional delivery method(s)
9	Minimum suggested hours and required components of practicum, if applicable
10	Objective knowledge assessment(s) to determine proficiency in the instructional content in each domain and, if applicable, the practicum component by the CHW
11	Educational content levels for use by accredited CHW training programs, community colleges, and other training organizations and entities
12	Format options appropriate for CHW training programs including: online only, traditional classroom, and hybrid of online and classroom
13	A method for trainees to provide feedback and evaluate the trainings

Training Objectives by Topic

- HIV
 - Appropriate amount of information to engage in conversation about HIV prevention, transmission, and treatment; facts and myths; social determinants and culturally appropriate conversation
- STIs
 - Appropriate amount of information to engage in conversation about STI prevention, infection, treatment
- Viral Hepatitis
 - Information to differentiate the unique risks of different strains of hepatitis and engaging in conversation about prevention methods, infection, and treatment
- Mental and Sexual Health
 - Guiding the engagement of difficult conversations about sex and sexual behavior
- Drug User Health
 - Providing knowledge and training for CHWs to comfortably engage individuals and groups in topics regarding harm reduction and drug use, prevention of other infectious diseases, access to care and clean works, and reduce stigma

Train the Trainer

- In addition to the CHW curriculum, trainers will receive skills-building:
 - Effective speaking
 - Non-verbal communication
 - Time management
 - Adult learning principles
 - Leading engaging discussions
 - Giving feedback to learners
 - Promoting learner participation
 - Maintaining group dynamics
 - Interpreting non verbal communication
 - Handling problematic situations

Group Training

- Virtual component
 - Foundational
- In-person component
 - Focused on the delivery of messaging
- Two in-person trainings in each of the five HIV planning regions
 - On-going TA afterwards to support the curriculum delivery by trainers
- Tailored guide, handouts, resources
 - Available on dedicated website
- Continued access to eLearning
 - Self paced, can revisit modules
- Access to foundational material

Benefits of this Training for CHWs and their Networks

Questions and Comments from the CHW Advisory Committee

Contact Information

TJ Moore	tj@healthhiv.org	202-507-4727
Melissa Kelley	melissa@healthhiv.org	
Leo Sheridan, MLS, CCHW	leo@healthhiv.org	

CDC 2103 Disparities Grant

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

- 5 awards granted for new training programs
 - 48 students have completed a newly accredited program
 - 79 “under served/under resourced” CHW candidates recruited
- 4 awards granted for adding COVID module
 - 87 students completed
 - 93 “under served/under resourced” CHW candidates recruited

CHW Advisory Committee – Upcoming Meetings

Upcoming CHW Advisory Committee Meetings

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

- November 13, 2023 - Note: This is the 2nd Monday.

2024!

- February 19
- Proposed: 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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State CHW Advisory Committee Staff

tina.backe@Maryland.gov

Adjournment

Thank you for your time today!