



State Community Health Worker Advisory Committee Meeting

April 4, 2022



Welcome and Roll Call

Agenda

1. Welcome and Roll Call
2. Opening Remarks
3. February 28, 2022 Meeting Minutes
4. Review of Maryland's CHW certification
5. Access to CHW certification and CHW certification training programs
6. Advisory Committee Discussion

Opening Remarks

Kimberly Hiner, Chair

Meeting Minutes: February 28, 2022

Letters Overview

1. **Representatives and Latinx community health workers** feedback to CHW Advisory Committee on:
 - a. Access to equitable accredited training programs for CHWs
 - b. Data on Race/Ethnicity of certified community health workers

2. **Maryland Legislative Latino Caucus** supporting request

CHW Certification Background

Background

2014 - 2015, Workgroup on Workforce Development for Community Health Workers (CHWs)

[HB 856](#)/SB 592 of 2014 established a stakeholder workgroup to study and make recommendations regarding the Workforce Development for Community Health Workers in Maryland. The Maryland Department of Health and the Maryland Insurance Administration completed the workgroup process in April 2015. [Final Report \(English\)](#) / [Final Report \(Spanish\)](#)

Key Workgroup Recommendations:

Certification be based on the completion of tiered training requirements.

Exemption from training requirement (formally referred to as grandfathering) **should be permitted** for individuals with 80 hours of training and 4,000 hours of CHW experience, which must have been accumulated prior to the establishment of the certification program. The experience be recent (within 2-4 years), and the grandfathered CHW must meet current competency standards. **The opportunity should end two years after the establishment of a state certification program.**

Background (2016 - 2018)

MDH CHW Advisory Committee, organized by the MDH Office of Minority Health and Health Disparities (non-legislative)

2017 Legislation - HB1113 / SB988 - Health Occupations – Maryland Community Health Worker Act (did not pass)

Report to General Assembly on CHW Workforce

Work with Senator Shirley Nathan-Pulliam and Senator Clarence Lam (then Delegate) on requirements of legislation

2017 Legislative meeting in Annapolis pulling wide variety of stakeholders

Key takeaways related to training program access: There should be several options and pathways for CHWs to obtain training, based on their needs, their employer's needs, and other various factors.

Background (2018)

[SB0163](#) (Chapter 441) - *Public Health – Community Health Workers – Advisory Committee and Certification*

- Established the State Community Health Worker Advisory Committee to advise the Department regarding training and certification of CHWs
- Accreditation of training programs and apprenticeship programs by the Department
 - Training exemption for CHWs working as a CHW on Oct. 1, 2018
- Voluntary certification of CHWs
- Act effective October 1, 2018

Background (2018-2019)

Process to Maryland's CHW Certification Model

Advisory Committee and MDH engagement

- Built model on past research, work, and recommendations
- Consultant provided national landscape and best practices
- Worked with hundreds of stakeholders to build a model that fit Maryland's CHWs

Initial regulations engagement

- 169 comments received during informal comment period
- 12 comments received during formal comment period

COMAR Training Exemption ([10.68.01](#))

A qualified CHW applicant:

- Successfully completed a CHW certification training program accredited by the Dept
- Is eligible to be exempt from the training requirements

The Department may exempt an individual from the completion of an accredited CHW certification training program, if:

- The individual was **occupied as a CHW on October 1, 2018;**
- Completed **2000 hours of CHW experience 5 years prior to October 1, 2018 or the application date;** and
- **Proficiency in core competencies** verified through letter of validation forms signed by a current or former CHW employer, supervisor, or agency representative.
- The **deadline** for exemption is **March 31, 2020.**

[COMAR 10.68.01](#)

Training exemption extension

Suspension of the effect of COMAR 10.68.01.03.C.(2), which sets the deadline for submission of a CHW certification application for exemption from the training program requirements as of March 31, 2020

- Signed by Sec. Neall acting pursuant to the Proclamation of Governor Lawrence J. Hogan, Jr. dated March 5, 2020 proclaiming a state of emergency and a catastrophic health emergency related to COVID-19
- **Effective March 24, 2020**
- **Ended June 30, 2021**

CHW Workforce and Forward Progress

Certified CHW Race / Ethnicity Data Request

Total number of certified community health workers as of 3/31/22 = 763

Are you Hispanic or Latino?	N
Yes	154
No	501
No response	108
Total	763

Certified CHW Race / Ethnicity Data Request

Please specify your race (select all that apply)	N
Black or African American	407
White	192
Some other race	36
Asian	20
American Indian or Alaska native	4

Black or African American, White	4
Black or African American, American Indian or Alaska native	3
Asian, White	2
Black or African American, White, American Indian or Alaska native	1
White, Some other race	1
White, Native Hawaiian or other Pacific Islander	1
No response	92
Total	763

Certified CHW Race / Ethnicity Data Request

Some other race (please specify)	N
Afro-Latino	1
Bi racial	1
Brazilian	1
Brown	1
Central America	1
Hispana	1
Hispanic	5
Hispano/Latino	1

Latina	4
Latino	5
Mestizo	1
Mexican	1
Middle Eastern	1
Mixed race	1
Moorish American	1
Multiracial	1
Other	1

Puerto Rican	1
West Indian	1
No response	733
Total	763

Accredited CHW certification training programs

Accredited CHW certification training programs	11
CHW training program applications in review process	4

Full list of accredited CHW Certification Training Programs [can be viewed here](#).

Accredited programs can list training program languages, if they choose.

Accredited training program information survey

Question	Answer	Additional Information
Is your training program currently offered in language(s) other than English?	Yes: 2	Spanish
If requested, could your training program be offered in language(s) other than English?	Yes: 4 Teaching assistant for interpretation by request: 1	Training in other language: Spanish Teaching assistants: Spanish, Korean, Arabic

Ten accredited CHW training programs responded to the survey.

Accredited Training Program Information Survey

Question	Answer
Challenges or barriers to offering the training program in languages other than English	<ul style="list-style-type: none">● Cost to translate curriculum, training materials, and website● Lack of faculty, bilingual instructors, and lack of support services in other languages● Recruitment of students● English proficiency is a requirement for the Maryland HS Diploma or GED equivalent● Low English Proficiency is a SDoH<ul style="list-style-type: none">○ Because low English proficiency is a major challenge for many residents, a CHW with English language skills is necessary for successful outcomes.○ CHWs must be able to navigate in English● Without an intermediate level of English there is a barrier for coordinating practicums and communicating with practicum hosts● CHWs must be able to advocate and navigate services that are primarily in English and with English speakers in healthcare and social service.

Current efforts to expand CHW training opportunities

- **Grant funds** from the CDC 2103 Grant “National Initiative to Address COVID-19 Health Disparities Among Populations at High-Risk and Underserved, Including Racial and Ethnic Minority Populations and Rural Communities”
 - **Development of accredited CHW certification training programs**
 - **Scholarship funds** for under served / under resourced CHW students
 - Development of **specialty training resources**
- **Collaboration** with the Prevention and Health Promotion Administration on the development of specialty training resources for CHWs

Potential options to expand training access

- Leverage grant and other funding resources
- Support training program efforts to offer trainings in other languages including materials translation and bilingual trainers
- Outreach to CHW employers to support CHW training in other languages
- Sharing and communication of strategies
 - Recruitment
 - Engagement with employers and training programs
 - Better understanding issues and challenges

Advisory Committee Discussion

CHW Program Contact Information

Maryland CHW Phone Line

410-767-5971

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Adjournment

Thank you for your time today!