



State Community Health Worker Advisory Committee Meeting

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

February 24, 2025

Welcome and Roll Call

Opening Remarks

Kimberly Hiner, MPH, Chair

Legislative Updates

- **HB65: Community Health Worker Appreciation Day**
 - Hearing Date: March 13
- **HB871: Health Services Cost Review Commission - Community Benefits - Community Health Worker Workforce Program**
 - Hearing Date: Feb. 26
- **HB1306: Public Health - Sickle Cell Disease - Specialized Clinics and Scholarship Program for Medical Residents**
 - Hearing Date: March 10

§1115 Waiver and Reimbursement Study

- [Maryland Department of Health receives CMS approval for reentry services and statewide expansion of housing supports](#)
 - [Maryland HealthChoice Program § 1115 Waiver Amendment: Reentry Demonstration](#)
- [Providing Reimbursement for Services Provided by a Certified Community Health Worker](#)

Meeting Minutes: November 18, 2024

CHW Certification Update

Certification Update: Sept. 1, 2019 – Feb. 24, 2025

# current certifications	1382
# certifications renewed	948
# total CHWs ever certified	2026

CHW Certification Training Program Accreditation Update

Accreditation Update: Jan. 1, 2020 – Feb. 24, 2025

Accreditation of CHW Certification Training Programs

# active applications in review process (under review and applicant receiving assistance): *	5
# accreditations issued:	25
# accreditation renewals:	10

* The applicant is actively working on their application.

Accredited CHW Certification Training Programs

1. Access to Wholistic and Productive Living, Inc. (001-2020-G)
2. Access to Wholistic and Productive Living, Inc. (014-2022-G)
3. Asian American Center of Frederick in partnership with Hagerstown Community College
4. Baltimore City Community College
- 5. CASA, Inc.**
6. College of Southern Maryland
7. Community College of Baltimore County
8. Dr. Masica Jordan, LLC (Emphasis: Peer Recovery)
9. Heritage Care, Inc.

Accredited CHW Certification Training Programs

10. Holy Cross Health

11. Howard Community College

12. Institute for Public Health Innovation (IPHI)

13. Johns Hopkins Howard County Medical Center

14. Maryland Area Health Education Center Program

15. Montgomery College

16. Montgomery County Department of Health and Human Services
(DHHS)

10. Mosaic Group, Inc.

11. Mosaic Group, Inc. (Peer Recovery Health Navigator Training)

Accredited CHW Certification Training Programs

19. Prince George's Community College
20. Sisters Together and Reaching, Inc.
21. Spring Forward
- 22. The Healthy Church**
23. Theeseeds, LLC
24. Voices of Hope, Inc. (Emphasis: Peer Recovery)
25. Washington County Commission on Aging, Inc.

Accreditation Application Forms - Revisions

- CHW Accreditation Application Materials Workgroup
 - State CHW Advisory Committee
 - Samantha Sailsman, MS, CCHW
 - Tiffany Scott, BA, CCHW
 - CHW Training Program Application Review Committee
 - Natasha Few, CCHW
 - Kathleen Ogle, Ph.D., RN, FNP-BC, CNE
 - CHW Program
 - Latiqua Holley and Tina Backe
- Completed updates to the Curriculum Framework and Objective Knowledge Assessment Forms

Community Health Worker Grants

CDC 2103 Disparities Grant

- Ongoing Grants
 - Maryland Accredited CHW Certification Training Programs - Implementation of an Enhanced or New Accredited CHW Certification Training Program
 - Supporting Organizations in the Development of a New CHW Certification Training Program
 - Expanding access to CHW training programs
 - Mosaic Group Foundation working with 6 organizations to submit for accreditation
- Upcoming
 - CHW Virtual Statewide Professional Development Specialty Module Trainings
 - Translation of CHW specialty training modules

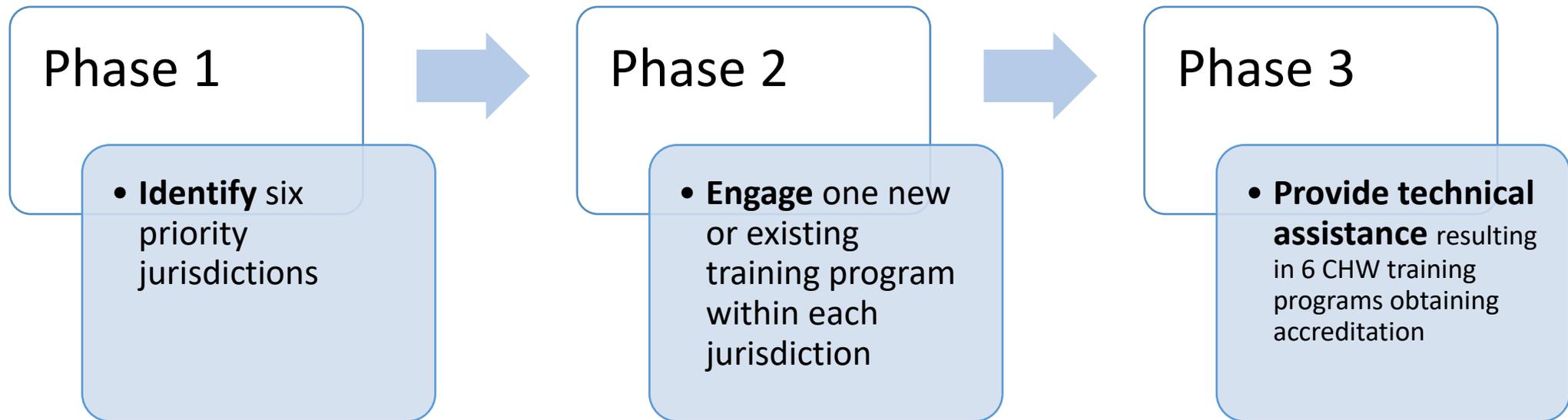
Expanding Access to Community Health Worker Certification Training Programs Across Maryland: Assessment and Development

February 24, 2025

Mosaic Group Foundation

Project Overview

Goal: By March 1, 2025, expand the number of accredited Community Health Worker training programs in six high-need jurisdictions to increase access and support within these areas.



Status of Accreditation

Organization	Status of Application Submission
CASA	Accredited
Holy Cross Hospital	Accredited
The Healthy Church	Accredited
Healthcare Pathways	Submitted – Under Review
Rebirth, Inc.	Submitted – Under Review
The Jude House	In Progress

Brief Overview of Training Programs

Organization	Language Offered	Training Method	Specialty Topics
CASA	English and Spanish	In-Person and Virtual	Understanding Chronic Diseases, Professionalism, Career Readiness
Holy Cross Hospital	English	In-Person and Virtual	Health Equity, Professional Development, Mental Health First Aid
The Healthy Church	English	In-Person and Virtual	Mental Health First Aid
Healthcare Pathways, LLC.	English	Virtual (Synchronous and Asynchronous)	Motivational Interviewing, Stress Management
Rebirth, Inc.	English	In-Person and Virtual	Diabetes Education and Coaching
The Jude House	English	Virtual (Synchronous)	Peer Recovery Support

Technical Assistance

Technical Assistance included, but was not limited to:

- Curriculum development
- Establishing a Standard Operating Procedures
- 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

Thank You

For more information contact:

Krystal Billups, MPH

Executive Managing Director

kbillups@groupmosaic.com

(443) 509-9930



Mosaic Group Foundation

Panel Presentation: Recently Accredited CHW Certification Training Programs

- Holy Cross Health
 - Kimberley McBride
Vice President, Community Health
- The Healthy Church
 - Kirk Rookwood
Executive Director



Study on Providing Reimbursement for Services Provided by a Certified Community Health Worker



Overview

- House Bill (HB) 290, Public Health – Dental Services – Access (Chapter 377 of the Acts of 2023)
 - Required a Medicaid study related to providing reimbursement for services provided to Medicaid participants by a community health worker (CHW)*
- HB 290 was specific to CHWs assisting participants with access to dental care
 - Medicaid recognizes the value and scope of CHWs is not limited to one category of care
 - Study assesses the impact of reimbursing CHWs for services within their scope of practice



*<https://health.maryland.gov/mmcp/Documents/JCRs/2024/CHWdentalJCRfinal12-24.pdf>

CHW Coverage through Medical Assistance

According to a January 2024 environmental scan on CHWs, 24 state Medicaid programs currently reimburse for CHW services and three additional states are working to implement reimbursement for CHW services.*

Federal Authority:

- State Medicaid programs must receive federal approval for the way in which the program is administered. Reimbursing for CHW services will require federal approval - either in the State Plan, which lays out the rules of a state's Medicaid program or in in a §1115 Demonstration, which waives certain federal requirements.
 - State Plan: Statewide coverage, 90 day CMS review and approval period, does not expire
 - §1115 Demonstration: Limited statewide demonstration, public comment requirements, time limited based on demonstration period

Reimbursement Models:

- Reimbursement to CHWs as their own provider type
- Primary care incentive payments for primary care providers who integrate CHWs into the organization (enhanced per member per month payments)

*<https://www.cthealth.org/wp-content/uploads/2024/01/CHW-Medicaid-Policies-and-Reimbursement-Approaches-by-State.pdf>

Model Research and Assumptions

- The Department's model assumes coverage for CHWs would be statewide (state plan option)
- Services would be available for all Medical Assistance Participants (HealthChoice & fee-for-service)
 - Controlled based on the number of CHWs certified in the state as of April 2024: 1,044 CHWs (1,056 hours per year based on productivity estimate, see below)
- Due to the similarities between services provided by Certified Peer Recovery Specialists (CPRS), adopted those rates for the analysis
 - \$18.77 per 15 minutes of individual services and \$5.22 per 15 minutes of group services (note, this is in the middle range of what other states reimburse for CPT code 98960 (individual patient))
 - 50/50 split between individual and group services

Fiscal Impact and Other Considerations

- Fiscal Impact
 - Medicaid estimates the total impact of reimbursing for CHWs (services and necessary system changes) amounts to \$53.0 million total funds (\$32.2 million federal funds / \$20.8 million state general funds)
 - Fiscal impact of the reimbursement of services: \$52.9 million total funds (\$32.1 million federal funds / \$20.8 million state general funds)
 - System costs for enrolling CHWs: \$104,233 total funds (\$78,175 federal funds / \$26,058 state general funds)
 - Potential future savings
- Operational Considerations
 - Federal authority
 - Provider enrollment
 - System updates
 - Stakeholder engagement

CHW Workforce Profile

Jenae Logan, John Hopkins PHASE Intern



Draft Preliminary | CHW Workforce Profile

- EXECUTIVE SUMMARY/RESULTS IN BRIEF
 - CHWs In Maryland
 - Goals for this Profile
- METHODS
- RESULTS
 - Who are CHWs?
 - Where do CHWs work?
 - What do CHWs do?
- REFERENCES

Draft Preliminary | CHW Workforce Profile: Who are CHWs?*

Table 1	Number of respondents	Percent of respondents
Gender	280	
Male	38	13.6%
Female	242	86.4%
Age	284	
18-25 years	20	7.0%
26-35 years	48	16.9%
36-45 years	63	22.2%
46-55 years	74	26.1%
56-65 years	58	20.4%
Older than 65	21	7.4%

Table 2	Number of respondents	Percent of respondents
Race	255	
Black or African American	119	46.7%
White	101	39.6%
Asian	12	4.7%
American Indian or Alaska Native	5	2.0%
Native Hawaiian or Other Pacific Islander	0	0.0%
Prefer to self-describe	9	3.5%
Multiple races	9	3.5%
Spanish Origin	277	
Not Hispanic/Latino	211	76.2%
Hispanic/Latino	66	23.8%

*Based on respondents to the 2024 CHW Workforce Survey; results are not representative of all CHWs in MD

Draft Preliminary | CHW Workforce Profile: Where do CHWs work?

Figure 2: What type of industry/organization do you work in? (n=271)*

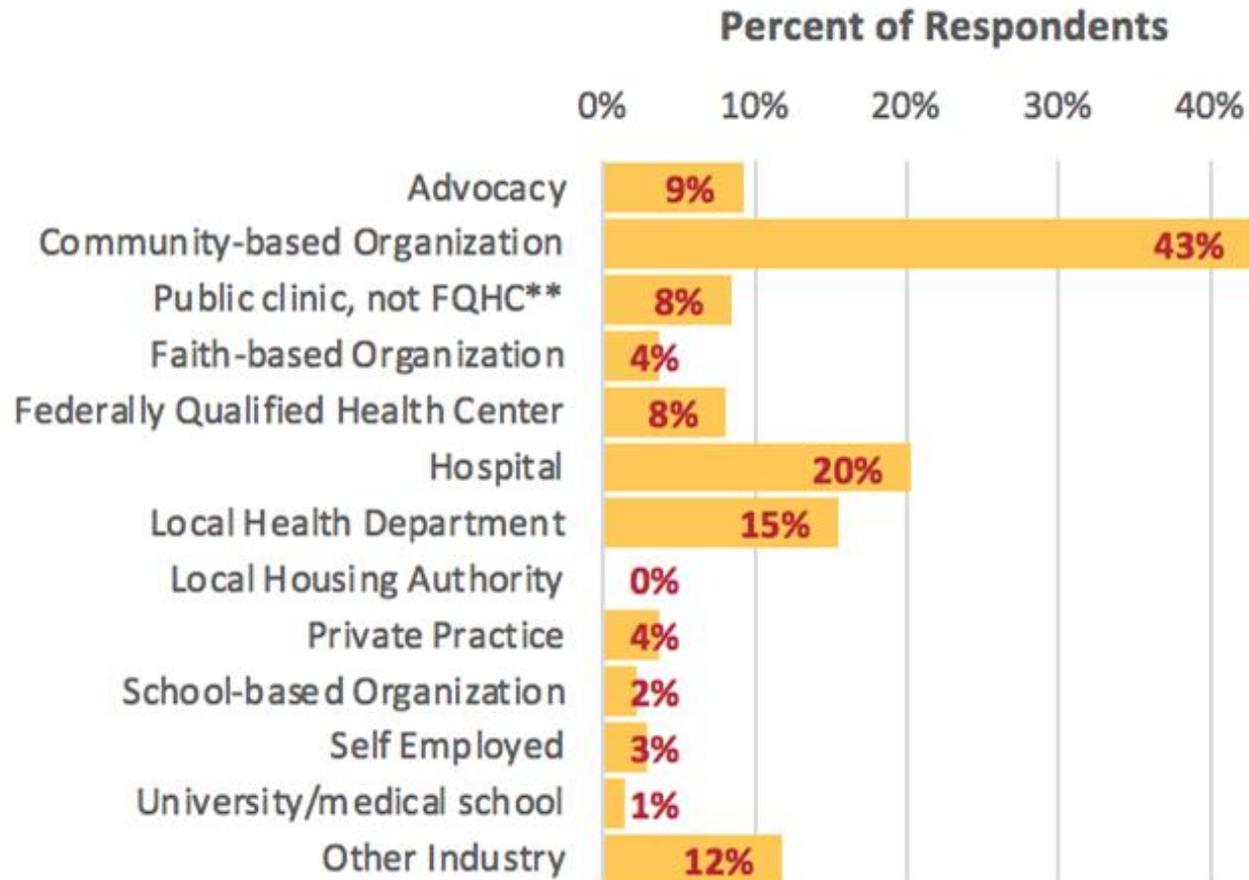
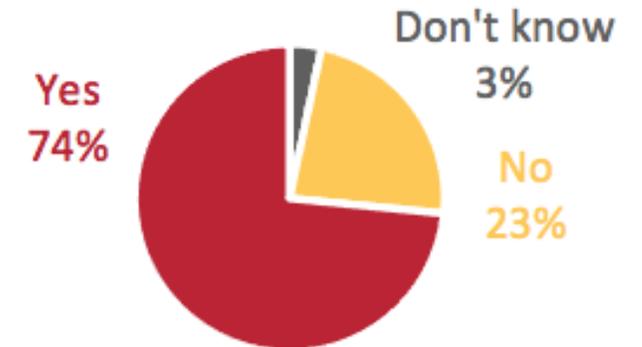
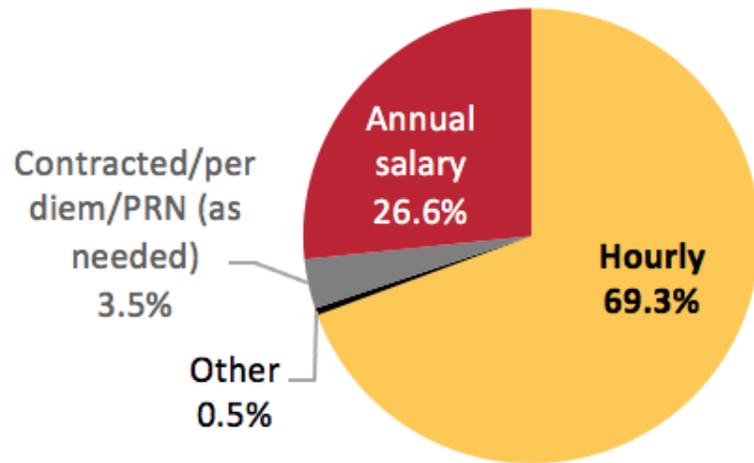


Figure 3: Do you work on a multidisciplinary team? (n=271)



Draft Preliminary | CHW Workforce Profile: Where do CHWs work?

Figure 6: If you are a paid CHW, how are you paid for your services? (N=199)



	Median	Range
Annual (n=42)	\$54,000 / year	\$23,000-\$100,000 / year
Hourly (n=116)	\$21.00 / hour	\$15-\$43 / hour

Only those who answered that they were paid for their services and chose the corresponding compensation type were included in the analysis.

Draft Preliminary | CHW Workforce Profile: What do CHWs do?

Table 5: Activities Carried Out by CHWs (n=265)*

Activity	Percent of respondents
Discuss social determinants of health (SDOH) needs and barriers	69%
Participate at health fairs	69%
Contribute to data collection, analysis, and reporting	65%
Teach skills to promote healthy behavior change	60%
Demonstrate advocacy and community capacity building skills (e.g., advocate for policy change, encourage client self-advocacy)	59%
Provide culturally and linguistically appropriate disease prevention and other health information	49%
Identify and respond to high-risk behaviors	43%

Draft Preliminary | CHW Workforce Profile: What do CHWs do?

Table 5: Activities Carried Out by CHWs (n=265)*

Activity	Percent of respondents
Educate/train other CHWs or providers	39%
Engage in community-driven research	36%
Facilitate focus groups	24%
Evaluate CHW service quality and effectiveness	23%
Fundraise and write grants	7%
Other**	9%

* Respondents were able to select multiple activities.

** Other activities respondents reported carrying out included home visiting, connecting patients to resources, interpretation, health insurance enrollment, and training in job skills or life skills.

CHW Advisory Committee – Upcoming Meetings

Upcoming CHW Advisory Committee Meetings

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

Next meetings:

- May 19
- 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!