

# Maryland Community Health Worker Advisory Committee Meeting

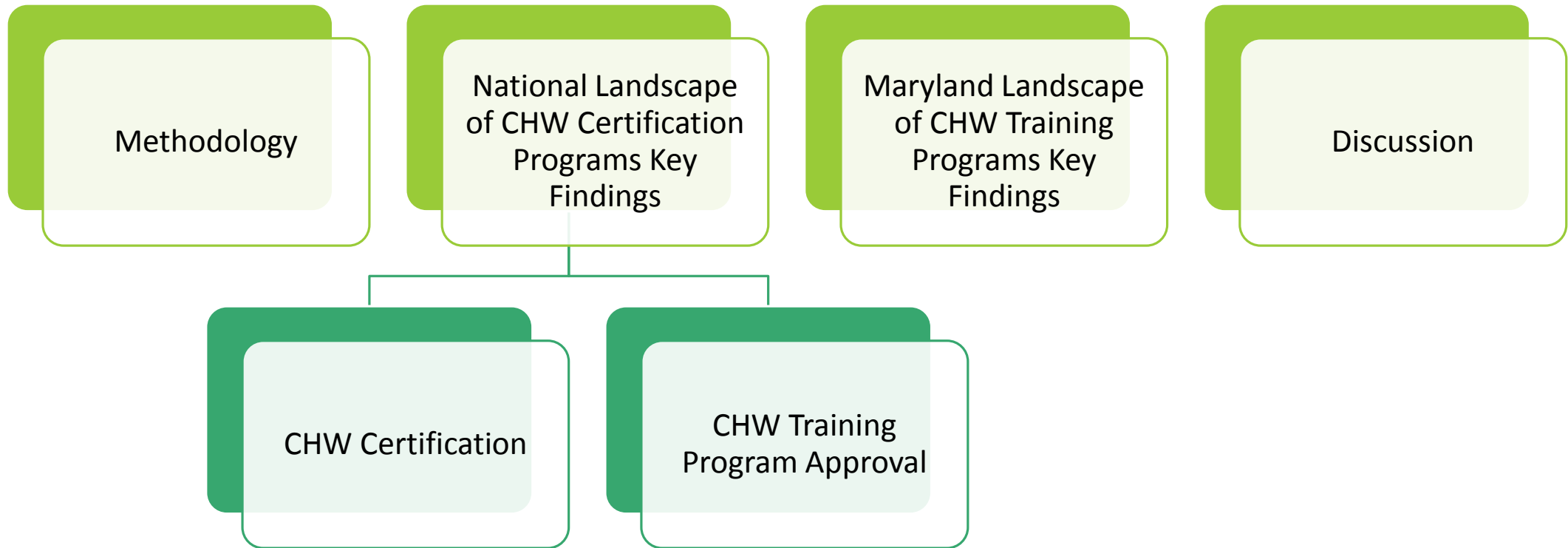
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MONDAY, APRIL 22, 2019



# Overview

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# Objectives and Methodology

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## Landscape Objectives

- Review the national landscape of CHW certification programs as well as the statewide landscape of CHW trainings offered in Maryland.
- Ensure all options for the development of a Maryland CHW certification program are benchmarked against national best practices and responsive to the structure of statewide CHW trainings.

## Methodology

- Assessment of primary and secondary data:
  - Phone Interviews
  - Surveys
  - Literature Reviews
  - Web-Based Research
- National Landscape included an assessment of states with a CHW certification program, such as Florida, Indiana, Massachusetts, New Mexico, Ohio, Oregon, Rhode Island, and Texas.

# National Landscape of CHW Certification: Summary of Findings

## Eligibility for CHW Certification

- **Age:** 18 Years of Age
- **Education:** High School Diploma or GED Equivalent
- **Training:** Successful Completion of an Approved Training Program
  - Training Hours Range from 70 to 160 Hours
  - Tiered Approach
- **Practicum:** Successful Completion of a Practicum – Hours Range from 40 to 500 Hours

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- **Out of State Applicants:** Non-Residents are eligible to apply
- **Reciprocity:** Eligible to apply if certification meets the state requirements and proof of certification is provided along with two reference letters from a former CHW supervisor

# National Landscape of CHW Certification: Summary of Findings

## Eligibility for Grandfathering

### Work Experience:

- Hours range from 1,000 to 4,000 hours of paid or volunteer experience within the past 5 or 10 years.
- Validated by 2 or 3 letters of reference from a current or former supervisor.

### Knowledge Assessment:

- Narrative assessment of core competencies.

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### Trends in CHW Certification Renewal

- Renew certification every 2 or 3 years.
- Complete 15 to 30 hours of continuing education units.

# National Landscape of CHW Trainings: Summary of Findings

## Training Program Approval

- **Training Hours:**
  - Range from 70 to 160 Hours
  - Tiered Approach
- **Practicum Hours:**
  - Practicum required
  - Offered directly by the training program or CHW identifies a practicum
- **Training Experience:**
  - Demonstrated track record of conducting trainings
  - Proof of qualified Instructors
- **Knowledge Assessment:**
  - Knowledge assessment at completion of training

# National Landscape of CHW Core Competencies- Summary of Findings

## Core Competencies

The core competency domains identified in the literature reviews, in addition to the common core competencies that are consistent across states with certification programs and align with Maryland, include:

1. Advocacy and Community Capacity Building Skills
2. Effective Oral and Written Communication Skills
3. Cultural Competency
4. Understanding of Ethics and Confidentiality Issues
5. Knowledge of Local Resources and System Navigation
6. Care Coordination Skills
7. Teaching Skills to Promote Healthy Behavior Change
8. Outreach Methods and Strategies
9. Understanding of Public Health Concepts and Health Literacy

# Maryland Landscape of CHW Training Programs - Key Findings

## Total of 22 CHW Training Programs Identified Statewide

- **Core Competencies:** More than half of the Training Programs identified address the following core competencies:
  - 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 Skills
  - Teaching Skills to Promote Healthy Behavior Change
  - Outreach Methods and Strategies
  - Understanding of Public Health Concepts and Health Literacy
- **Training Hours:** Varies across programs (Ranges from 8 to 120 Hours)
- **Practicum Hours:** Varies across programs (Ranges from 18 to 375 Hours)
- **Age and Education:** More than half of the Training Programs identified require participants to have a High School Diploma or GED Equivalent and be at least 18 years of age



# Areas to Consider for Maryland

## Eligibility for CHW Certification

- **Age:** 18 Years of Age
- **Education:** High School Diploma or GED Equivalent
- **Training:** Explore a tiered CHW certification process
  - Tier I: 80-hour core competency based curriculum
  - Tier II: 120-hour core competency based curriculum

## Eligibility for Grandfathering

- **Work Experience:** 2,000 hours of paid or volunteer experience as a CHW within the past 5 years, which is validated by 2 letters of reference from a current or former supervisor
  - Grandfathering will align with tiered approach
- **Knowledge Assessment:** Successfully demonstrate knowledge of core competencies and skills via brief narrative questions

# Areas to Consider for Maryland

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## Eligibility for CHW Training Program Approval

- **Training Hours:**
  - Tier I: 80-hour core competency based curriculum.
  - Tier II: 120-hour core competency based curriculum.
- **Practicum Hours:** Training programs include a practicum of at minimum 40 hours. The practicum may be offered directly via the training program or be incumbent upon the CHW to identify a practicum or an internship that is approved by the training program.
- **Training Experience:** Training program has experience conducting CHW trainings and qualified instructors.
- **Knowledge Assessment:** Curriculum includes knowledge checks or an assessment at the completion of the training.

# Areas to Consider for Maryland

## Other Components

- **Out of State Applicants:**
  - Non-Residents are eligible to apply
- **Reciprocity:**
  - Eligible to apply if certification meets the state requirements and proof of certification is provided along with 2 reference letters from a former CHW supervisor
- **CHW Certification Renewal**
  - Renew certification every 2 years
  - Complete 20 hours of continuing education units

# Discussion

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1. Are there any questions about the national or statewide key findings?
2. Are there any additional best practices that would give Maryland the most optimal opportunity to achieve the highest level of quality in training and certification standards?
3. Are there any areas that the Committee anticipates will be a barrier for CHWs or Training Programs that we should consider?

