

CONNECTICUT
HEALTHCARE
INNOVATION PLAN



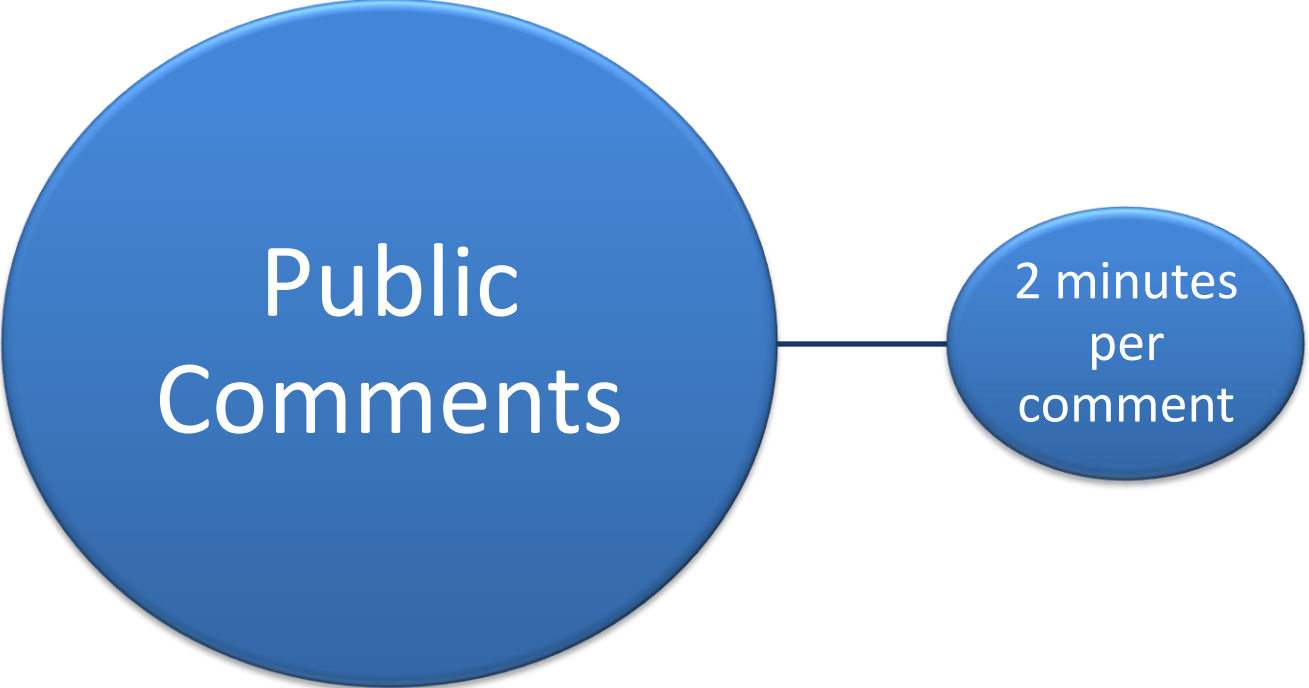
Community Health Worker Advisory Committee

February 21, 2017

Meeting Agenda

Item	Allotted Time
1. Call to Order	5 min
2. Public comment	10 min
3. Approval of the Minutes	5 min
4. Certification Decision Process Overview	10 min
5. Certification Recommendation Overview	15 min
6. Explanation of Recommendation and Discussion	45 min
7. Legislative Update	10 min
8. Recommendation- Discussion to Approve	10 min
9. Next Steps and Adjourn	10 min

Call to Order



Approval of the Minutes

Certification Decision Process Overview

Certification Discussion Process

- Two CHW Committee meetings
- Three Certification Design Group meetings
- Reviewed Certification Discussion from CHW Symposium
- Engaged in a Survey on Certification Preferences
- Assessed certification processes and considerations in 19 states
- Reviewed detailed assessments of certification in New Mexico, Massachusetts, Florida, Rhode Island, Oregon, and Minnesota
- Communicated with Chris Andresen and Commissioner Pino from DPH and the Connecticut Certification Board to gain an understanding of the differences in existing certification processes

Consensus from August 30 Committee Meeting

Majority Agreed:

- CT should pursue Certification for CHWs
- Voluntary Certification
- Include a “grandparenting” process
- One certifying entity
- Board with Multi-Stakeholders to decide skills, training, & experience

Components of Certification Identified at October 20 Committee Meeting

- Code of Ethics
- Not creating a barrier for CHW upward mobility
- Not punitive at the state level

Questions:

- Should there be disqualifying factors for obtaining certification, such as a felony?
- Should there be tiered certification?

Consensus from November 30 Design Group Meeting

Majority Agreed:

- Multi-stakeholder board/commission/advisory committee should include **CHWs, CHW employers, policy makers, and representatives of higher education**
- Agreed on a **set of tasks** for which the certifying entity should be responsible (developing training and experience standards, scope of practice, assessment process, renewal process, code of ethics, etc.)
- Certification process should be established **within one year**
- Certification rules and processes should be updated **every two years**

Certification Recommendation

CHW Certification Principles

The ideal Certification process for CHWs:

- Ensures individual CHWs have achieved core competencies
- Develops a sense of professionalism and workforce identity amongst CHWs
- Can be recognized by employers or payers
- Does not prohibit experienced CHWs from continuing their work
- Does not hold CHWs to unfair standards
- Is not cost-prohibitive for CHWs
- Empowers CHWs to control their own future

Recommendations

The CHW Certification Design Group recommends that DPH establish a CHW certification program. Under this program CHWs will receive an individual 24-month certification from DPH and be placed on a CHW Registry if they complete a) an approved training program and b) pass a standardized competency-based assessment.

Key Elements are as follows:

- DPH shall designate CHW training programs as “DPH approved”, based on a standardized curriculum review conducted by agency staff or a contractor
- DPH shall establish a standardized competency assessment process that assesses both skills and knowledge by June 30, 2018
- The standardized competency assessment shall be administered by one or more DPH approved entities
- DPH shall issue individual certifications to CHWs who have completed an approved training program AND demonstrated proficiency through the standardized competency assessment

Recommendations

- Certification shall be granted for 24 months. Re-certification will require evidence of the completion of continuing education hours and evidence of experience providing CHW services, either through employment or volunteer work as a Community Health Worker in the past 24 months
- The continuing education and employment verification process shall be administered by DPH or its contractor
- DPH shall allow for grand-fathering: For the first two years, DPH shall issue certifications to CHWs who demonstrate knowledge of the core competencies and experience of the CHW field based on either a) completion of a designated number of hours as a CHW and recommendations from current or previous employers or b) passing the standardized competency-based assessment
- DPH shall establish a Certified CHW Registry listing all of the individuals who have ever received certification and the status of such certification. The purpose of the registry is to enable employers to identify certified CHWs and to screen out individuals who may have lost certification for reasons of misconduct
- Certification shall be voluntary

Additional Recommendations

- DPH shall be established as the CHW certification authority under statute. Such statute shall designate a Certified CHW as one who has received an individual certification from DPH. Only CHWs who have received this certification may use the title “Certified CHW”
- DPH shall use the definition and scope of practice developed by the CHW Advisory Committee (based on the National C3 Recommendations for Community Health Workers) as the basis for developing curriculum standards
- DPH shall establish a CHW Advisory Committee to advise it on development of the training program and competency assessment standards and corresponding certification procedures. At least 50% of the seats on the Advisory Committee shall be reserved for CHWs. The Advisory Committee shall also include representatives of DSS, DMHAS, CHWACT, CHW employers, a CHW training program and a commercial payer.

Explanation of Recommendation

Recommendations- Part 1

The CHW Certification Design Group recommends that DPH establish a CHW certification program. Under this program CHWs will receive an individual 24-month certification from DPH and be placed on a CHW registry if they complete a) an approved training program and b) pass a standardized competency-based assessment.

Key Elements are as follows:

- DPH shall designate CHW training programs as “DPH approved”, based on a standardized curriculum review conducted by agency staff or a contractor
- DPH shall establish a standardized competency assessment process that assesses both skills and knowledge by June 30, 2018
- The standardized competency assessment shall be administered by one or more DPH approved entities
- DPH shall issue individual certifications for a period of 24 months to CHWs who have completed an approved training program AND demonstrated proficiency through the standardized competency assessment

Recommendations Part 1- Explanation

The CHW Certification Design Group recommends that DPH establish a CHW certification program. Under this program CHWs will receive an individual 24-month certification from DPH and be placed on a CHW registry if they complete a) an approved training program and b) pass a standardized competency-based assessment.

- DPH
 - DPH has stature and is recognized as the certifying entity for most health professions in the State
 - DPH has the existing infrastructure and knowledge of certification processes
 - There is interest on the part of DPH to provide CHW certification
- 24 months
 - This was the timeframe the majority of the CHW Committee chose in the Certification Survey
- Registry
 - A registry will enable employers to identify CHWs who have obtained certification
 - A registry will also enable the removal of CHWs who have violated the Code of Ethics

Recommendations Part 1- Explanation

Key Elements are as follows:

- DPH shall designate **CHW training programs** as “DPH approved”, based on a standardized curriculum review conducted by agency staff or a contractor
- DPH shall establish a **standardized competency assessment** process that assesses both skills and knowledge by June 30, 2018
- **CHW Training Programs**
 - Approving training programs reduces the administrative burden of reviewing individual applicants’ training experiences
 - Approving training programs encourages existing training programs to enhance their curriculum
- **Standardized Competency Assessment**
 - A Standardized Competency Assessment will ensure an unbiased review of skills and knowledge. Separating this Assessment from the curriculum is an important way to keep the reviewer impartial.

Recommendations Part 1- Explanation

Key Elements are as follows:

- The standardized competency assessment shall be administered by one or more **DPH approved entities**
- DPH shall issue **individual certifications** for a period of 24 months to CHWs who have completed an approved training program AND demonstrated proficiency through the standardized competency assessment
- **DPH Approved Entities**
 - The administration of the assessment by approved entities reduces the administrative burden on DPH
- **Individual Certifications**
 - Individual Certifications issued by DPH provide stature to the CHW profession
 - The Individual Certification will recognize not only the completion of the training program, but also of the Standardized competency assessment

Recommendations Part 2

- Certification shall be granted for 24 months. Re-certification will require evidence of the completion of continuing education hours and evidence of experience providing CHW services, either through employment or volunteer work as a Community Health Worker in the past 24 months
- The continuing education and employment verification process shall be administered by DPH or its contractor
- DPH shall allow for grand-fathering: For the first two years, DPH shall issue certifications to CHWs who demonstrate knowledge of the core competencies and experience of the CHW field based on either a) completion of a designated number of hours as a CHW and recommendations from current or previous employers or b) passing the standardized competency-based assessment
- DPH shall establish a Certified CHW Registry listing all of the individuals who have ever received certification and the status of such certification. The purpose of the registry is to enable employers to identify certified CHWs and to screen out individuals who may have lost certification for reasons of misconduct
- Certification shall be voluntary

Recommendations Part 2- Explanation

- Certification shall be granted for 24 months. Re-certification will require evidence of the completion of **continuing education hours** and **evidence of experience** providing CHW services, either through employment or volunteer work, in the past 24 months
- The continuing education and employment verification process shall be administered by DPH or its contractor
- **Continuing Education Hours**
 - Continuing Education Hours were recommended by the Committee
 - The number of hours will need to be determined- it ranges by states
- **Evidence of Experience**
 - Evidence of experience was recommended by the Committee
 - The documentation process will need to be determined

Recommendations Part 2- Explanation

- DPH shall allow for **grand-fathering**: For the first two years, DPH shall issue certifications to CHWs who demonstrate knowledge of the core competencies and experience of the CHW field based on either a) completion of a designated number of hours as a CHW and recommendations from current or previous employers or b) passing the standardized competency-based assessment
- DPH shall establish a Certified CHW registry listing all of the individuals who have ever received certification and the status of such certification. The purpose of the registry is to enable employers to identify certified CHWs and to screen out individuals who may have lost certification for reasons of misconduct
- Certification shall be **voluntary**
- **Grandfathering**
 - This was a recommendation from the majority of the Committee based on the Certification Survey, and included demonstration of knowledge and recommendations from employers
- **Voluntary Certification**
 - This was a recommendation from the majority of the Committee based on the Certification Survey.

Additional Recommendations

- DPH shall be established as the CHW certification authority under statute. Such statute shall designate a Certified CHW as one who has received an individual certification from DPH. Only CHWs who have received this certification may use the title “Certified CHW”
- DPH shall use the definition and scope of practice developed by the CHW Advisory Committee (based on the National C3 Recommendations for Community Health Workers) as the basis for developing curriculum standards
- DPH shall establish a CHW Advisory Committee to advise it on development of the training program and competency assessment standards and corresponding certification procedures. At least 50% of the seats on the Advisory Committee shall be reserved for CHWs. The Advisory Committee shall also include representatives of DSS, DMHAS, CHWACT, CHW employers, a CHW training program and a commercial payer.

Additional Recommendations- Explanation

- DPH shall be established as the CHW certification authority under **statute**. Such statute shall designate a **Certified CHW** as one who has received an individual certification from DPH. Only CHWs who have received this certification may use the title “Certified CHW”
- DPH shall use the **definition and scope of practice** developed by the CHW Advisory Committee (based on the National C3 Recommendations for Community Health Workers) as the basis for developing curriculum standards
- **Statute**
 - DPH as the certifying entity would have to be approved through the legislature.
- **Certified CHW**
 - Certification will remain voluntary, which will enable many CHWs to continue their work. However, the designation of “Certified CHW” will differentiate those who have completed an approved training program and successfully completed the Assessment. This designation may stand out to employers over time.
- **Definition and Scope of Practice**
 - DPH should use the definition and scope of practice as has been agreed upon by the CHW Committee.

Additional Recommendations- Explanation

- DPH shall establish a **CHW Advisory Committee** to advise it on development of the training program and competency assessment standards and corresponding certification procedures. At least 50% of the seats on the Advisory Committee shall be reserved for CHWs. The Advisory Committee shall also include representatives of DSS, DMHAS, CHWACT, CHW employers, a CHW training program and a commercial payer.
- **CHW Advisory Committee**
 - This Committee could be the existing SIM CHW Advisory Committee
 - If the SIM CHW Advisory Committee became the advisory committee to the DPH Certification process, additional members may need to be added

Legislative Update

2017 Legislative Updates

- A bill was proposed, considered through Public Comment on February 10, and will be fully drafted:
 - SB-126: An Act Concerning Community Health Workers*
To define the roles and responsibilities of Community Health Workers in the State.
- This bill was proposed separately from the SIM process., however, the SIM CHW Advisory Committee recommendations can be passed on as option for inclusion.

Recommendation- Discussion to Approve

Next Steps

White Paper on CHW Advisory Committee Recommendations

The White Paper will detail:

- The process undertaken by the Committee
 - Committee and Design Group members
 - Resources and Research assessed and reviewed during the process
 - Final recommendations on Definition, Scope, and Certification
 - Explanation for the recommendations
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- A Draft will be developed for the March 9 Steering Committee
 - Additional sections will be added to the White Paper on sustainable funding recommendations at a later date

Next Steps

- Present Final Recommendation to the Steering Committee on March 9
- Develop Final Draft of White Paper Recommendations in advance of the Steering Committee meeting
- Schedule Webinar to discuss sustainable funding strategies, specifically related to Primary Care Payment Models, for the first week of March

Adjourn