

Design Group 1: Certification Requirements

Meeting 4 Notes

Date: May 1, 2018

Participants via phone: Randy Domina, Maria Millan, Milagrosa Seguinot, Mayce Torres

Facilitator: Katharine London. Staff: Maggie Litwin, Fatawu Mahama, Fernando Morales, Ula Uszynski

Absent: Thomas Buckley, Juan Carmona, Darcey Cobbs-Lomax, Terry Nowakowski, Lori Pasqualini

Summary of decisions made:

- Certification should be good for 2 years
- Renewal should require 20 hours of continuing education, but no other requirements. Design Group 3 may want to consider whether there should be any specific requirements for those 20 hours.
- Group discussed the idea of grandfathering/grandmothering experienced CHWs, but decided that they prefer two paths to certification, rather than a time-limited path. The two recommended paths to certification are:

Path 1: Requirements for certification for new CHWs

- (a) **Training.** Training as recommended by Design Group 3 (90 hours training plus 50 hours internship;
- (b) **Experience.** 1000 hours experience working as a CHW, paid or unpaid, in the last 3 years
- (c) **Optional Portfolio.** Applicants *may* submit a portfolio including 3 of the 8 items on Rhode Island's list (we will use the same list), at their option. (Recommend that training programs help participants assemble their portfolios)
- (d) **Professional reference.** At least one supervisor, who has at least 3 years' experience supervising Community Health Workers (or other staff titles who perform CHW Roles) must attest that in the last 3 years the applicant has at least 1000 paid or volunteer hours performing at least 5 CHW Roles and demonstrated proficiency in at least 4 CHW skills (not including #11 knowledge base)
- (e) **Personal reference.** At least one personal reference must attest that the applicant has "an in-depth understanding of the experience, language, culture and socioeconomic needs of the community"

Path 2: Requirements for certification for experienced CHWs

- (a) **Training.** 20 hour refresher course. Design Group 3 may want to consider whether there should be any specific requirements for those 20 hours.
- (b) **Experience.** At least 5 years of experience working as a CHW
- (c) **Portfolio.** A resume documenting years of experience plus a portfolio including 3 of the 7 other items on Rhode Island's list. (Rhode Island's list includes a resume)
- (d) **Professional reference.** [still need to consider what the professional reference will attest to]
- (e) **Personal reference.** At least one personal reference must attest that the applicant has "an in-depth understanding of the experience, language, culture and socioeconomic needs of the community"