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CONNECTICUT  
HEALTHCARE  
INNOVATION PLAN



Community Health Worker  
Advisory Committee  
*Design Group 2-CHW Certification*

**April 10, 2018**

# Agenda

- 1. Introductions ..... 5 min**
- 2. Review Accepted decisions from March 20 meeting ..... 1 min**
- 3. Review other States CHW Certification Board structure & Member List  
..... 10 min**  
**Discussion..... 15 min**
- 4. Application Process in other States ..... 10 min**  
**Discussion..... 15 min**
- 5. Summary and Next Steps ..... 5 min**

# Decisions from March 20

# Design Group 2 Decisions in March 20 Meeting

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- No decisions were made

# Decision Points Accepted by Design Group 2 during March 20 Meeting

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- Determine Certifying entity
- CHW Certification Board structure
- Registry
- Application Process: eligibility and steps
- Who is responsible for Assessment?

# Today's Decision points for Design Group 2

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- CHW Certification Board structure
- Application Process: eligibility and steps

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# Certification Board Structure

# Florida – Certification Board Structure

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- Is a non-profit organization with an 8 member, Board of Directors (no CHWs)
- Function: designs, develops and manages programs for 32 health and human services professions and certifies more than 20,000 professionals statewide.
- CHW Certification is one of the Certification programs. Currently 500+ CHWs are certified.
- The Florida CHW Alliance (CHW State network) advises the Florida Certification Board on CHW certification standards



# Certification– Certification Board Structure-Florida

<b>1. Irvin Williams, Ph.D., Certified Addiction Professional</b>	<b>Director of Specialty Programs at Lakeview Center Inc</b>
<b>2. Tom Olk, Certified Addiction Professional</b>	Chief Executive Officer of DISC Village, Inc.,
<b>3. Kay Doughty, Certified Addiction Professional, and Certified Prevention Professional</b>	Vice President of Family and Community Services at Operation PAR, Inc.,
<b>4. Lauren Pagel, Certified Master’s Level Addition Professional, Certified Mental Health and Prevention Professional</b>	Chief Executive Officer at Starting Point Behavioral Healthcare
<b>5. Ray Berry, Certified Criminal Justice Addiction Professional</b>	Founder and Chief Executive Officer of Health Business Solutions
<b>6. Timothy Nugent, Med, Certified Addiction Professional, Certified Prevention Professional</b>	Substance Abuse Consulting Specialist with the Children’s Network of Southwest Florida
<b>7. Glen Casel, Child Welfare Case Manager</b>	President and Chief Executive Officer of Community Based Care of Central Florida
<b>8. Stewart Martin, Insurance Solutions</b>	Executive Vice President at Seitlin, A Marsh & McLennan Agency

# Massachusetts Certification Board Structure

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- Consists of 11 Board members
- Reviewing regulations for Certification now!
- Have developed criteria defining Certification standards for CHWs regarding:
  - Education and training
  - Training program curricula
  - Requirements for certification and renewal of certification

# Massachusetts Certification Board Structure

Board Member	Seat
<b>1. Jean Zotter, Chair</b>	Director, Office of Integrated Policy, Planning and Management for the Division of Prevention and Wellness, Commissioner's Office
<b>2. Joanne Calista, Vice-Chair</b>	Community Health Worker Training Organization Representative
<b>3. Henrique O. Schmidt, Secretary</b>	Community Health Worker 4
<b>4. Catherine Bourassa</b>	Community-Based Community Health Worker Employer
<b>5. Patricia Edraos</b>	Massachusetts League of Community Health Centers Representative
<b>6. Sheila Och</b>	Community Health Worker 2
<b>7. Maritza Smidy</b>	Community Health Worker 1
<b>8. Denise Lau</b>	Public Member
<b>9. Vacant</b>	Community Health Worker 3
<b>10. Steven Bucchianeri</b>	Massachusetts Association of Health Plans Representative

# Rhode Island – Certification Board Structure

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- Consists of 8 Certification Board members
- Appointed 10 CHW Subject Matter Experts that advise the Certification Board
  - Subject Matter Experts are Community Health Workers and Allies who represent a diversity of practices, agencies, experience, geographic regions and education

# Certification– Certification Board Structure- Rhode Island

<b>1. Richard Froncillo</b>	CAADC, CCS, Patient Advocate, Chair
<b>2. Lee Dalphonse</b>	CAADC, CCS, Organizational Consultant -Vice Chair
<b>3. Sandra Del Sesto</b>	CPSS, Treasurer
<b>4. Brenda Amodei</b>	CPSS - Secretary
<b>5. Christine Barrett</b>	CADC, CCJP
<b>6. Lora Spalt</b>	CAADC, CCS, Substance Abuse Counselor
<b>7. Marie Moore</b>	CADC, CCS
<b>8. Christine Bandoni</b>	SAC
<b>9. George O'Toole</b>	CPRS

## **SUBJECT MATTER EXPERTS (All CHWs from diverse practices)**

<b>Cindy Ariza</b>	Clement Shabani Wabenga
<b>Lori Bettencourt</b>	Lynne-Marie Shea
<b>Deb Garneau, RIDOH</b>	Damaris Rosales
<b>Lisa Conlan</b>	Michael Nina
<b>Deborah Ann Powers</b>	Dannie Ritchie, MD

# Texas Certification Board Structure

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- State of Texas Department Health and Human Services provides Certification CHWs
- Texas has no Certification Board
- “Promotor(a) and CHW Training and Certification Advisory Committee” defined by statute.
  - Consists of 9 members
  - advises the on issues such as the implementation of standards, guidelines, and requirements as well as employment and funding of CHWs.

# **Certification– Promotor(a) or CHW certification advisory committee**

<b>S. Kim Bush, MPA</b>	<b>Public Member, CHW Program Manager</b>
<b>Jeri Hallberg Harmon Griffin, M. Ed.</b>	Public Member Instruction Specialist
<b>Claudia Bustos</b>	Presiding Officer, CHW Member: Outreach Coordinator
<b>Tasha Whitaker</b>	CHW Member, Community Health Worker II
<b>Bobby D. Hansford</b>	Assistant Presiding Officer, CHW Member
<b>Mérida Escobar, CHW Member</b>	CEO/Founder South Texas Promotora Association, Inc.
<b>Julie St. John, MA, MPH, DrPh</b>	Professional Working with CHWs Assistant Professor, Department of Public Health, Univ. of Texas
<b>Oscar J. Muñoz</b>	Professional Working with CHWs Director
<b>Beaulia Guerrero</b>	Higher Education Member, CHW Program

# Connecticut Proposed Certification Board Structure (CHW Advisory)

**The SIM CHW Advisory Committee recommends that to advise on the above, there should be an Advisory Committee established.**

The Committee should consist of 14 members, state residents, three year terms.

- (a) A representative from the Department of Public Health
- (b) A representative from the Department of Social Services
- (c) A representative from the Department of Mental Health and Addiction Services
- (d) 7 Community Health Workers
- (e) 1 representative of the CHW Association of Connecticut
- (f) 1 representative of a CHW training organization
- (g) 1 representative of a Commercial Payer
- (h) 1 CHW employer (Hospital or Community Health Center)



# Connecticut – Certification Board Structure



Should there be a Certification Board?

What is it's structure?

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# Application Process

# Florida Certification Application Process

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The Florida Certification Board does not assign applications until three criteria are met:

- The applicant has established an online certification system account.
- The APPLICATION FOR CERTIFICATION is received including:
  - Documentation of formal education/degree
  - Training verification forms and supporting documentation
  - 3 letters of recommendation for certification
  - On-the-job supervision verification form(s) and supporting documentation
  - Work experience verification form(s) and supporting documentation
- The application fee has been paid and processed

# Massachusetts Certification Application Process

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- Not released yet

# Rhode Island Certification Application Process

- Official transcripts or High School Diploma/GED proof is needed
- Copy of Certificates of attendance for trainings
- Portfolio
- Documentation to support volunteer or paid experience (i.e. letters from former employers verifying employment, current job description, signed and dated by applicant and supervisor).
- Signed, dated and notarized acknowledgements
- Supervision form completed and signed by supervisor.
- Fee of \$125. This is refundable if application is denied
- Mail-in application
- Timeline: 5-10 days

# Texas Certification Application Process

- Education/ State of Texas Professional License/Certificate
- Current Employment or Volunteer Work –  
**ALL APPLICANTS MUST COMPLETE ONE OF THE FOLLOWING:**
  - (1) Application based on completion of DSHS Certified Training OR
  - (2) Application based on Experience
- Application Signature
- Mail-in application
- No fee to apply
- A recent color passport photo
- Timeline: (90) days; most processed (3) to four (4) weeks

# Summary

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## Certification Board Composition:

- Certification Board member composition ranges from 8 and 12 members
  - At least 3 or more CHWs are members (FL is exception)
  - At least 3 or more members are working directly with CHWs (supervisors)
  - At least 2 or more are CHW employers
  - Certification Advisory Committee in place of Certification Board in Texas

## Applications for Certification

- Application processes differ on requirements
- All application processes require at least 1 to 3 recommendation letters
- All applications require work experience
- 1 state, Florida, requires an on-line, electronic application

# Connecticut – Certification Application Process



What is the Application Process?



## **NEXT STEPS**