



# CHW CERTIFICATION

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## “An Act Establishing a Board of Certification of Community Health Workers”

- **Established 11 member Board**
  - Chaired by the Commissioner or her designee and 10 members appointed by governor
  - Includes 4 seats for CHWs recommended by MACHW
  - The Board convened in 2012 and meets regularly on a monthly basis

# The Important Role of CHWs

Distinguished from other health professionals in that they:

- **Hired primarily for their understanding of the populations and communities** they serve
- Experience **serving in community settings** and **conduct outreach** a significant portion of the time
- **Bridge between healthcare systems and patients** to support well-being and prevention





# Value of Certification

## ➤ For the Public:

- Protect the health and safety of the citizens of the commonwealth
- Competency based
- Standardize training of 10 core competencies

## ➤ For Providers & Employers:

- Set practice standards
- Set training standards
- Build access to culturally competent support for vulnerable populations to reduce barriers

## ➤ For CHWs:

- Builds professional identity
- Voluntary certification
- Workforce growth and development
- Multiple Pathways
- No minimum educational requirements

## ➤ Public & Private Insurers:

- Scope of practice, training
- Workforce data for evaluation, planning and research
- Aligned with value-based payments for ACO roll out



# Authority of the Board

- ✓ **Develop and administer a certification program that:**
  - Sets education, training, experience and other qualifications for CHWs
    - including a “grandparenting” process and assessment of “good moral character”
  - Develops application requirements
  - Establishes standards of practice
- ✓ **Set standards for board approval of CHW training programs for certification**
- ✓ **Set standards for continuing education requirements for biennial renewal**
- ✓ **Establish reciprocity rules with other states**
- ✓ **Establish grounds for complaints and set disciplinary process**
- ✓ **Establish fees**



# Certification Timeline



## Drafted Regulations 272 CMR

- 2.0: Purpose, Authority, Severability, Definitions
- 3.0: Privileges, Scope of Practice, and Responsibility of CHW
- 4.0: Certification of CHW
- 5.0: CHW Education and Training Program
- 6.0: Reserved
- 7.0: Continuing Education
- 8.0: Professional and Ethical Standards of Conduct for CHWs
- 9.0: Investigations, Complaints, and Board Action

## Public Hearing Comments

- ◆ GMC CORI Policy
- ◆ Education & Training Program
- ◆ Wage & Salary



## Highlights of CHW Certification

- To qualify, an individual must:
  - Be 18 years of age or older
  - Be of “good moral character”
  - Satisfy the training and work requirements
  - Be competent in each of the 10 core competencies
    - Attested to by at least 3 professional references
- Voluntary certification -- not a license



## Highlights of CHW Certification

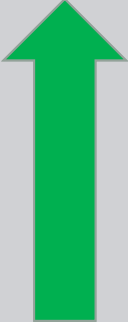

- Defines a CHW as:
  - Providing culturally appropriate health education, information, and outreach in community-based settings, such as homes, schools, clinics, shelters, local businesses, and community centers;
  - Bridging/culturally mediating between individuals, communities and health and human services, including actively building individual and community capacity;
  - Assuring that people access the services they need;
  - Providing direct services, such as informal counseling, social support, care coordination, and health screenings; and
  - Advocating for individual and community needs
  - And other roles that may be identified by the board





## Highlights of CHW Certification

### Training & Experience Requirements: 2 Pathways

<b>Combined Training &amp; Work Experience</b>	<b>Work Experience Only</b>
<ul style="list-style-type: none"> <li>• 80 hours of training</li> <li>• 2,000 hours of work experience</li> </ul> 	<ul style="list-style-type: none"> <li>• 4,000 hours work experience</li> <li>• Only an option for first 3 years of certification</li> </ul> 
<p>Available once Board approves CHW Training Programs</p>	<p>Available as soon as regs are promulgated</p>



## Highlights of CHW Education and Training Programs

- Board must approve all training programs for certification
- Dual oversight in partnership with the Division of Professional Licensure
- Board will review :
  - Mission and Governance
  - Compliance with State Regulations on For-Profit and Occupational Schools
  - Curriculum
  - Faculty



# Highlights of CHW Education and Training Programs

## Core Competencies

- ① Outreach Methods and Strategies
- ② Individual and Community Assessment
- ③ Effective Communication
- ④ Cultural Responsiveness and Mediation
- ⑤ Education to Promote Healthy Behavior Change
- ⑥ Care Coordination and System Navigation
- ⑦ Use of Public Health Concepts and Approaches
- ⑧ Advocacy and Community Capacity Building
- ⑨ Documentation
- ⑩ Professional Skills and Conduct



## Highlights of CHW Education and Training Programs

### Key Components for Board Approval

- Training programs must provide 80 hours of core training:
  - 80% core competencies (64 hours)
  - 20% health topics (16 hours)
- 40% of the training must be taught or co-taught by CHW trainers
- Training methodology is inclusive, accessible and culturally competent
- Training program evaluates students knowledge for successful completion



# Implementation Plan

- **Communications**
  - Announcements
  - Fact Sheets
- **Training**
  - CHW Annual Conference
  - Webinars for stakeholders
- **Next Steps**
  - Draft Reserved Section

