Policy and other approaches to establish community health worker certification

Centers for Disease Control and Prevention

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Colleen Barbero, PhD (vrm5@cdc.gov)
Siobhan Gilchrist, MPH, JD
Sharada Shantharam, MPH
Erika Fulmer, MHA
Disclaimer

The findings and conclusions in this presentation are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.

The purpose of this session is to share information about policies that are already being implemented by states. Neither the authors nor the Centers for Disease Control and Prevention are promoting the policies discussed today.
Today’s session

1. Background on CHW certification and related state policies
2. Context for implementing CHW certification policies
3. Group discussion
Background

- What is CHW “certification”?  
- How do states support CHW certification?  
- Do state CHW certification laws align with evidence?  
- What is next for CHW certification policy research?
What is CHW “certification”? 
Purpose of certification is to improve CHW skills through training, assessment, & continuing education

Could affect CHW titling, practice, and/or compensation

CHW graduates of the Texas Public Health’s Community Health Worker Certification/Continuing Education Program:
https://www.unthsc.edu/research/texas-public-health-training-center/community-health-worker-training-program/
How do states support CHW certification?
Some states have legal requirements

Some states have training/certification programs

Some states have CHW organizations who certify or offer certificate programs for CHWs
Do state CHW certification laws align with evidence?
Let’s see what the early evidence says

<table>
<thead>
<tr>
<th>POLICY RESEARCH CONTINUUM</th>
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<tr>
<td>Early Evidence Assessment</td>
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<tr>
<td>Policy Surveillance</td>
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Early Evidence Assessment with QuIC

<table>
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<tr>
<th>PROMISING IMPACT</th>
<th>BEST</th>
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<tbody>
<tr>
<td>- Stronger Evidence for Potential Public Health Impact</td>
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## State CHW Scope of Practice Laws

### Intervention Approach

1. **Define a Scope of Practice**
   - Stipulate settings, define professional roles, functions, and/or activities, and/or set supervision requirements
   - *Example:* Massachusetts law defines CHW roles and competencies and distinguishes between a CHW and other health professionals

### Evidence Assessment Results

- Evidence for Potential Public Health Impact: **VERY STRONG**
- Evidence Quality: **VERY HIGH**
- Final Evidence Score: **BEST**

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Thank you to Amy Lowry, Dr. Marvia Jones, and Preetha Swamy from the CDC Office of the Associate Director for Policy for completing this assessment.
<table>
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<th>Intervention Approach</th>
<th>Evidence Assessment Results</th>
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<tr>
<td>2. Establish Certification Process</td>
<td>Evidence for Potential Public Health Impact: STRONG</td>
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<tr>
<td>- Describe education, training, core competencies, and/or involvement of CHWs in certification and/or certification’s link to reimbursement</td>
<td>Evidence Quality HIGH</td>
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<tr>
<td>- <em>Example:</em> Texas law established a voluntary certification program on core competencies for CHWs</td>
<td>Final Evidence Score BEST</td>
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What’s next?
Develop implementation guidance
Evaluate outcomes

Setting the stage