Community Health Workers: Partners in Helping to Create Health Equity

Trusted, culturally-competent workforce reduces health disparities

MPHA Annual Conference
June 13, 2013
Joan Cleary, Executive Director - Interim
Minnesota Community Health Worker Alliance
Presentation Outline

- Overview of CHW Role and Minnesota’s Building Blocks
- CHW Strategies and Health Equity
- Panel Discussion
- Q & A
Minnesota CHW Alliance

www.mnchwalliance.org

We’re a broad-based partnership of CHWs and stakeholder organizations, governed by a 14-member nonprofit board, who work together to build community and systems capacity for better health through the integration of community health worker strategies.

Our vision: equitable and optimal health outcomes for all communities.
CHWs: An Emerging Profession

- Trusted and knowledgeable members of the communities they serve, with shared culture and life experiences
- Work under different titles & in many settings across and beyond the US
- Educate and connect underserved communities to care, coverage and support
- Provide outreach, advocacy, patient education, care coordination, navigation, social support and informal counseling
CHW Strategies: Evidenced-based best practices

- Effectively address barriers related to culture, language, literacy, ability, place, socioeconomic and other factors
- Increase access and improve quality, cost-effectiveness and cultural competence of care
- Expand and diversify our health care workforce
- Organize and advocate for healthier communities
- Well-documented outcomes: asthma, diabetes, HIV/AIDS, hypertension, maternal and child health as well as cancer outreach and immunizations
- ROI studies average return of $3 for every $1 invested
CHWs partner with providers, plans & public health in many ways

- Coordinate care and reduce costs
- Find coverage options for the uninsured
- Educate, empower and activate patients for better health
- Deliver culturally-sensitive services
- Reach those who are vulnerable, underserved or isolated
- Effectively tackle health disparities
- Link to community services and resources
CHW employer types in Minnesota

- Community-based Nonprofits
- Clinics and Hospitals
- Federally Qualified Health Centers
- Public Health Departments
- Dental Services
- Community Mental Health
- Faith-based Networks
MN CHW Building Blocks

Recently recognized by the Agency for Healthcare Research & Quality
http://innovations.ahrq.gov/content.aspx?id=3700

- CHW scope of practice
- Standardized competency-based 14 credit curriculum leading to certificate with face-to-face and online learning options available through growing network of post-secondary schools
- Minnesota CHW Peer Network for continuing education
- CHW payment legislation successfully introduced leading to Medicaid coverage for specific CHW certificate holder services
- Minnesota CHW Alliance
Minnesota CHW Scope of Practice

- **Role 1:** Bridge the gap between communities and the health and social service systems.
- **Role 2:** Promote wellness by providing culturally appropriate health information to clients and providers.
- **Role 3:** Assist in navigating the health and human services system.
- **Role 4:** Advocate for individual and community needs.
- **Role 5:** Provide direct services.
- **Role 6:** Build individual and community capacity.
MN CHW Curriculum

- **Core Competencies**: 9 credit hours
  - Role, Advocacy and Outreach - 2
  - Organization and Resources - 1
  - Teaching and Capacity Building - 2
  - Legal and Ethical Responsibilities - 1
  - Coordination and Documentation - 1
  - Communication and Cultural Competency - 2

- **Health Promotion Competencies**: 3 credit hours

- **Practice Competencies – Internship**: 2 credit hours
CHW Certificate Program

- Currently five schools offer the certificate program:
  - Minneapolis Community and Technical College
  - Rochester Community and Technical College
  - St. Catherine University, St. Paul
  - South Central College, Mankato (online version)
  - Summit Academy OIC, Minneapolis

- Normandale Community College and Northwest Technical College, Bemidji to introduce the program in 2013-2014

- Over 500 graduates to date
Subd. 49. **Community health worker.** (a) Medical assistance covers the care coordination and patient education services provided by a community health worker if the community health worker has:

(1) received a certificate from the Minnesota State Colleges and Universities System approved community health worker curriculum; or

(2) at least five years of supervised experience with an enrolled physician, registered nurse, advanced practice registered nurse, or dentist, or at least five years of supervised experience by a certified public health nurse operating under the direct authority of an enrolled unit of government.

Community health workers eligible for payment under clause (2) must complete the certification program by January 1, 2010, to continue to be eligible for payment.

(b) Community health workers must work under the supervision of a medical assistance enrolled physician, registered nurse, advanced practice registered nurse, or dentist, or work under the supervision of a certified public health nurse operating under the direct authority of an enrolled unit of government.

(c) Care coordination and patient education services covered under this subdivision include, but are not limited to, services relating to oral health and dental care.
Covered Services

- Signed diagnosis-related order for **patient education** in patient record
- Face-to-face services, individual and group
- Standardized education curriculum consistent with established or recognized health or dental care standards
- Document all services provided
## Provider Types Authorized to Bill for CHW Services

<table>
<thead>
<tr>
<th>Advanced Practice Nurses</th>
<th>Hospitals</th>
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<tr>
<td>Clinics</td>
<td>Indian Health Services Facilities</td>
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<td>Critical Access Hospitals</td>
<td>Mental Health Professionals</td>
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<td>Dentists</td>
<td>Physicians</td>
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<tr>
<td>Family Planning Agencies</td>
<td>Public Health Clinic Nurses</td>
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<td>Tribal Health Facilities</td>
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To learn more, contact: Susan.Kurysh@state.mn.us
CHW Profession & Benefits: Recognized by Leading Public & Private Authorities

- American Public Health Association
- Centers for Disease Control
- Health Affairs
- Health Resources and Services Administration
- Institute of Medicine
- National Conference of State Legislatures
- U.S. Dept. of Labor Standard Occupational Classification
Health Equity Across the Life Course

Within the broad context of government policies and cultural norms:

Social Determinants of Health
(Economic opportunities, physical environment, social factors)

+ Health Factors
(Health behaviors & conditions; mental health; access, utilization & quality care)

___________________________________________
Population Outcomes
(QOL, morbidity, mortality, and life expectancy)
Public Health’s Role in Addressing the Social Determinants of Health

- Public policies to achieve health equity
- Coordinated interagency efforts
- Supportive organizational environments to enable change
- Data collection, monitoring, surveillance
- Population-based interventions to address individual factors
- Community engagement and capacity-building

Colorado Dept of Public Health
CHWs: Essential part of the solution to achieving Health Equity

• Work upstream and downstream

• Foster community engagement and capacity-building and individual activation and empowerment

• Address social determinants of health and individual/family health factors
Challenges and Opportunities

- Minnesota: increasingly diverse and rapidly aging
- ACA will increase access to thousands of uninsured Minnesotans
- Status quo will not lead to better outcomes
- SIM award and other health care reform efforts provide opportunities and incentives to achieve the Triple Aim and health equity
Looking Ahead

- Fully integrate the CHW role into state-funded health and human services programs, local public health and human services, and health care systems redesign efforts.

- Incorporate CHW workforce into:
  - Health care home programs & community care teams
  - MNsure consumer assistance and outreach partners
  - ACO models

- Build greater awareness of the role and its impacts including health equity.
Call to Action

CHW strategies are an integral part of the response to the challenges facing our nation’s health and to the major health needs facing our state.

Let’s work together to integrate and scale up sustainable CHW strategies to help make Minnesota the healthiest state for all our communities.
Panel Discussion

- Trena Allbritton, BSN, PHN
  NorthPoint Health & Wellness Center
- Diana DuBois, MPH, MIA
  Wellshare International
- Fosiyo Mohamud, CHW, Wellshare International
- Peggy Moore, CHW Certificate Holder, NorthPoint Health & Wellness Center
Selected Resources

For more information:
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Trena Allbritton, Public Health Nurse and Community Outreach and Peggy Moore, CHW Certificate Holder, NorthPoint Health & Wellness Center, tallbritton@northpoint.org

Thank you!