Advancing the Community Health Worker Workforce through Law and Policy

June 20, 2019

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Moderator

Colleen Healy Boufides, Deputy Director, Network for Public Health Law – Mid-States Region

- J.D., Duke University School of Law
- Research interests/areas of expertise:
  - Legal issues affecting the CHW workforce
  - Health equity
  - Medical-Legal Partnership & policy development
  - Public health statutory and regulatory authority
  - Environmental health and climate change
Colleen Barbero, Health Scientist, Centers for Disease Control & Prevention

- Ph.D., Saint Louis University
- Research interests/areas of expertise:
  - Economic, community development, and health systems policy analysis and research
  - Community health worker workforce development
  - Stakeholder engagement in policy and research processes
Siobhan Gilchrist, Health Policy Analyst, IHRC, Inc.

- J.D., Georgia State University
- M.P.H., Emory University
- Research interests/areas of expertise:
  - Legal epidemiology and policy
  - CHW
  - Nurse Practitioner and pharmacist scope of practice
  - Stroke systems of care
  - Policy issues related to cardiovascular health
**Presenter**

**Durrell Fox**, CHW and Equity Consultant, John Snow, Inc.

- Research interests/areas of expertise:
  - CHW Leadership Development
  - CHW Network/Association Development
  - CHW roles in HIV and Diabetes Prevention and Care
  - CHW Training and Education
Presenter

Carl Rush, Public Health Policy Specialist, Community Resources LLC

- M.R.P., Cornell University
- Research interests/areas of expertise:
  - State policy on CHWs
  - CHW workforce development
  - Supervision of CHWs in healthcare organizations
THE ROLE OF EVIDENCE IN INFORMING STATE COMMUNITY HEALTH WORKER LAWS

Colleen Barbero, PhD
Siobhan Gilchrist, JD, MPH

CENTERS FOR DISEASE CONTROL AND PREVENTION

NATIONAL CENTER FOR CHRONIC DISEASE PREVENTION AND HEALTH PROMOTION

DIVISION FOR HEART DISEASE AND STROKE PREVENTION
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CHW Workgroup at CDC
CDC 1305 and 1422 Program Recipients
DISCLAIMER

The information presented here is for training purposes and reflects the views of the presenters. It does not necessarily represent the official position of the Centers for Disease Control and Prevention. This presentation provides a summary of laws in effect as of September 2016 and January 2019 and is not intended to promote any particular legislative, regulatory, or other action.
AGENDA

1. Who is a Community Health Worker (CHW)?
2. Discuss early evidence in support of CHW policy interventions
3. Provide the landscape of evidence-informed state CHW laws
4. Provide resources for policy intervention implementation
WHO IS A COMMUNITY HEALTH WORKER?
WHO IS A COMMUNITY HEALTH WORKER?

American Public Health Association Definition (APHA):

- is a trusted member of and/or has an unusually close understanding of the community served
- serves as a liaison/link/intermediary between health/social services and the community
- facilitates access to services
- improves the quality and cultural competence of service delivery
- builds individual and community capacity by increasing health knowledge
WHO IS A COMMUNITY HEALTH WORKER?
DIVERSE TITLES

- community health worker
- community health representative
- promotor(a) de salud
- lay health worker
- peer support worker
- community connector
- outreach specialist
- patient navigator
- street outreach worker
- home visitor

...and many more!
# DIVERSE ROLES AND SKILLS

**CHW ROLES**

1. Serving as a cultural mediator
2. Providing culturally appropriate health education and information
3. Coordinating care, assisting with system navigation, etc.
4. Providing coaching and social support
5. Advocating
6. Building individual and community capacity
7. Providing direct services
8. Implementing assessments
9. Conducting outreach
10. Participating in evaluation and research

**CHW SKILLS**

1. Communication
2. Interpersonal and relationship-building
3. Service coordination and navigation
4. Capacity-building
5. Advocacy
6. Education and Facilitation
7. Assessment
8. Outreach
9. Professional Skills and Conduct
10. Evaluation and research
11. Knowledge base

The Community Health Worker Core Consensus (C3) Project 2018:c3project.org
DIVERSE ISSUES

- Chronic Disease
  - Asthma
  - Cancer
  - Cardiovascular Disease
  - Type 2 Diabetes
- Infectious Disease
  - HIV / AIDS
  - Hepatitis C
  - Tuberculosis
- Emergency Preparedness
- Early Childhood intervention
- Parenting Education and Support
- Violence
  - Domestic
  - Sexual
  - Suicide
DIVERSE SETTINGS

• Hospitals
• Community health centers
• Managed Care Organizations
• State and local health departments
• Public housing authorities
• Community-based organizations
CHW EVIDENCE IN THE POLICY PROCESS
WHAT IS THE COMMUNITY GUIDE?

- Credible source of systematic reviews and findings of the Community Preventive Services Task Force (CPSTF)
- Focus on population-based interventions
  - Communities
  - Health care systems

https://www.thecommunityguide.org/content/community-health-workers
COMMUNITY GUIDE
CHW INTERVENTION FINDINGS

- **CHWs & CVD prevention**: Recommended (March 2015) & Cost-effective (April 2017)
- **CHWs & type 2 diabetes prevention**: Recommended (March 2015) & Cost-effective (April 2017)
- **CHWs & type 2 diabetes management**: Recommended (April 2017) & Cost-effective (April 2017)
- **CHWs & breast cancer screening**: Recommended (April 2019)
- **CHWs & cervical cancer screening**: Recommended (April 2019)
- **CHWs & colorectal cancer screening**: Recommended (April 2019)

https://www.thecommunityguide.org/content/community-health-workers
COST SAVINGS AND RETURN ON INVESTMENT

- The Community Guide found the median change in healthcare cost per patient per year was -$82 for cardiovascular disease prevention and -$72 for type 2 diabetes management.
- CMS found cost savings of $138 per beneficiary per quarter\(^2\).
- $1.12-2.40 and $1.03-2.31 ROI for asthma interventions\(^3\)\(^-\)\(^4\).
- 2:1 ROI for chronic diseases\(^5\).

CHW EVIDENCE: HOW CAN IT BE USED?

- **Support Existing Programs**
- **Plan New Programs**
- **Evaluate**
- **Implement Policies**
- **Foster Dialogue**
EVIDENCE-INFORMED CHW POLICY INTERVENTIONS

- **Recommendations** and **practice-based evidence** can inform policy in the absence of research evidence.
- Need to show policy **benefits** and mitigate **unintended consequences**.
A FRAMEWORK FOR EVIDENCE THAT REFLECTS THE POLICY PROCESS

EARLY EVIDENCE ASSESSMENT FOR CHW POLICY INTERVENTIONS
Policy interventions supported by “best” or “promising” evidence:

1. CHWs provide chronic disease services (2014) *(Community Guide-recommended)*
2. Inclusion of CHWs in care teams (2014) *(Community Guide-recommended)*
3. Core competency certification (2014)
4. CHWs supervised when providing healthcare services (2014)
5. Standard core competency curriculum (2014)
6. Medicaid payment for CHW services (2014)
7. Specialty area certification (2016)
8. Inclusion of CHWs in decision making (2014)
10. Defining a CHW scope of practice (2016)

Policy interventions supported by “emerging” evidence:

1. Private insurance coverage (2014)
2. Educational campaigns about CHWs (2014)

*No policy interventions were found to be harmful*
LANDSCAPE OF EVIDENCE-INFORMED STATE CHW LAWS
LAW AS A TOOL

- Help engage CHW stakeholders to decide on a workforce development approach
- Rulemaking processes may formally include CHWs in decision making
- State Plan Amendments may help to cover CHW services
STATE LAW ANALYSIS

State Legislative Branch
- Statutes, Session Laws, amendments to State Constitutions (where relevant)

State Executive Branch
- State Agency Regulations or Rules
- Executive Orders (where relevant)
- Administrative Hearings (limited)

State Judiciary Branch
- Case Law (limited)

Not Included
- Pending bills/regulations; contracts; federal, tribal, county, or local laws/regulations, etc.
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<tr>
<th>Community health worker</th>
<th>Community care coordinator</th>
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<tr>
<td>Lay health worker</td>
<td>Community health educator</td>
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NUMBER OF STATES WITH CHW POLICY INTERVENTIONS BY YEAR

CHW Certification Recognized and/or Provides Specific Benefits
* Defines CHW
* Specifies CHW Roles, Responsibilities, or Functions
  * Creation of a standardized core curriculum
  * Includes CHWs in certification or curriculum development
  * CHWs in Medicaid managed or team-based care models
  * Authorizes CHW core certification process
* Authorizes standardized specialty area/disease-specific curriculum
* Private insurers integrate CHWs into managed or team-based care...
  * Medicaid reimbursement for CHW services
  * CHW supervised by other health care professionals
  * Authorizes specialty area/disease-specific certification
  * Authorizes CHWs to provide chronic disease care services
Establishes commission or body to study CHWs
Educational campaign to raise awareness of CHWs
Authorizes multiple levels of CHW certification
Incentives or grants for CHW training, support, or workforce...
Private insurers to reimburse for CHW services

Number of States

CHW Policy Intervention

Number of States with CHW Policy Interventions by Year
Number of “Best” or “Promising” Law Interventions by State, January 2019
States with Law Authorizing CHW Certification Recognition, Core Certification Process, Medicaid/Private Reimbursement, and/or CHWs in Managed or Team-based Care (January 2019)

Certification Recognized
Medicaid/Private Reimbursed
Core Certification Process
Team-based Care
IMPLEMENTATION RESOURCES
STRATEGIES FOR INCLUDING CHWS DURING CONSIDERATION/IMPLEMENTATION

- Including CHWs in state and public health department plans, priorities, and programs
- Holding annual CHW summits and conducting statewide surveys
- Requiring a majority CHW members in decision making groups
- Supporting the development of state and regional CHW associations and networks
CDC CHW POLICY RESOURCES

- **Policy Evidence Assessment Reports**
  - 2014
  - 2016
- **State Law Factsheets**
  - 2016
  - 2019: Coming soon!
- **CHW Certification Technical Assistance**
- **CHW Forum Report**

The full CHW Toolkit can be found at: https://www.cdc.gov/dhdsp/pubs/toolkits/chw-toolkit.htm
THANK YOU

COLLEEN BARBERO, PHD  VRM5@CDC.GOV
SIOBHAN GILCHRIST, JD, MPH  SMG0@CDC.GOV
Embracing CHW Leadership & Equitable and Meaningful Engagement in CHW Policy Development

The Network for Public Health Law - Webinar

Advancing the CHW Workforce through Law and Policy

Durrell Fox, CHW-Health Equity Consultant @ JSI (John Snow Inc.)
The urgent and critical need to support CHWs role in Policy, Law…

- Nothing about us without us, CHW Self Determination (Kujichagulia) – More than just a mantra (don’t just talk about it, be about it)

- Everyone listening to this webinar can play a role in supporting CHWs role in policy and legislation development

- CHWs also need support to develop the knowledge and tools to guide policy efforts
Building policy development and advocacy skills within the workforce

- Advocacy is one of the core roles and skills for CHWs (C3...)
- Policy development is not a CHW core role but becoming more common
- Case example – CHW developed CHW Advocacy toolkit (de-mystifying policy processes and language)
CHWs have increased capacity and tools, what’s next?

- Finding an “equitable seat at the policy table”
- Applying new skills in the field
- CHWs leading efforts to draft legislation
- CHWs developing and understanding the evidence that informs policy and laws
- Other meaningful CHW engagement strategies
- Exploring your role in supporting CHW leadership in policy development
State policy for CHWs: observations on implementation

Carl H. Rush, MRP
Community Resources, LLC
San Antonio, Texas
What patterns have we seen?

- Slow and steady vs. “impatient”
- State- vs. stakeholder-driven
- State government role-seeking and role-avoidance
- The role of Medicaid
- Connections between state and federal policy
- Common stumbling blocks
Slow and steady vs. “impatient”

- Deliberate, patient – and frustrated: MA, FL, AZ, PA, CT
- Ready, fire, aim: OH, TX, RI, IN
- Hurry up and wait: IL, MD, WA, NM
- Chipping away at it: NV, CA, ND, MN
State- vs. stakeholder-driven

- State-driven: MA, CT, RI, TX
- State riding shotgun: FL, MI, CA, AZ
- State as experimenter: OR, MO, NY, ND, MN
State government role-seeking and role-avoidance

- The anti-regulation climate
- The cost of administering certification
- Who controls training?
- The convening power
- The role of demand for hiring CHWs: does current (or expected) demand drive workforce development (WD)? Or is it part of the WD function to stimulate demand?
The role of Medicaid

- Does the potential for state Medicaid funding drive creation of employment policies for CHWs?
- Does CHW certification lead to Medicaid financing?
- What role does the State Medicaid Office play in defining the CHW profession?
- Is fee-for-service reimbursement a futile pursuit?
Connections between state and federal policy

- The myth of ACA “support” for CHWs
- The cautionary tale of §440.130
- The dilemma of the FQHCs: enabling services and “flipping visits”
- The opportunities of DSRIP and Health Homes
Common stumbling blocks

- Who may call themself a CHW?
- How do you assess “shared life experience” as a qualification in public policy?
- What do stakeholders think ”certification” means?
- What beliefs underlie their support for, or opposition to, certification?
- How do you assure CHW participation and leadership in policy development?
Contact info

- carl@chrllc.net
- (210) 775-2709
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ACA Under Threat: The Potential Impacts of Repealing the Affordable Care Act
June 26, 1:00 – 2:30 p.m. EST

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