

CONNECTICUT  
HEALTHCARE  
INNOVATION PLAN



**Community Health  
Worker Advisory  
Committee**  
*Design Group 1*

April 3, 2018

# Agenda

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- 1. Introductions ..... 5 mins**
- 2. Review decisions from March 20 meeting ..... 10 mins**
- 3. Review experience and verification requirements in other states ..... 10 mins**
- 4. Discussion ..... 30 mins**
- 5. Next Steps ..... 5 mins**

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# Decisions from March 20

# Decisions made by Design Group 1 in March 20 Meeting (1 of 2)

Design Group 1 decided it will make recommendations on the following topics:

1. **Required work experience** and how to verify work experience (e.g. through references)
2. **Portfolio** of accomplishments and required documentation
3. **Length of time** for certification, **continuing education** required for renewal, any other renewal requirements
4. **Alternative pathways** to certification for
  - Experienced CHWs (**grandparenting**/grandfathering process)
  - **Reciprocity** for CHWs certified in another state
  - Individuals with **related certification/training**

# Decisions made by Design Group 1 in March 20 Meeting (2 of 2)

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Design Group 1 agreed to recommend **NOT** to include the following requirements:

- 1. Certification exam** – rejected by the full committee because an exam would not assess key CHW skills
- 2. Background checks** – should be conducted by employers because the type of background checks required may vary by the specific job duties (consider the background checks required to make home visits to frail elders vs. engaging justice-involved individuals in treatment)
- 3. Education** - should be conducted by employers because the type of education required may vary by the specific job duties (consider the education required to assist clients in implementing very specific treatment protocols vs. connecting migrant worker to services)

# Code of Ethics Question

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All other states require applicants to agree to abide by a CHW Code of Ethics as part of the Certification application form. CHWACT has a Code of Ethics.

- Should we add Code of Ethics to the list of topics Design Group 1 will review?
- Or does this topic belong more appropriately in another group?

Any other issues?

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# Experience and Verification Requirements in Other States

# Rhode Island: Experience and Verification Requirements

**EXPERIENCE:** Six months of full-time experience or 1000 hours of experience specific to the domains within the past five years. Experience may be paid or volunteer.

- Volunteer and part-time experience is acceptable if it is provided under direct supervision. Actual time spent in a supervised internship, or practicum may be applied toward the employment requirement.
- Supervised work experience must be in the nine CCHW domains.
- Current job/volunteer description dated and signed by supervisor and applicant. This is provided to the applicant by the organization. RICB does not supply template job descriptions to applicants.

**SUPERVISION:** 50 hours specific to the domains. While a minimum number of hours per domain is not required, applicants and supervisors are encouraged to work towards supervision in all domains throughout the span of the CHW's work/volunteer experience.



# Massachusetts: Experience and Verification Requirements

**EXPERIENCE:** 2000 hours of professional work experience as a Community Health Worker whose documented job duties include each of the 10 core competencies in the past 10 years. Both paid and unpaid work may count toward work experience hours.

**REFERENCES:** Submit references from at least three individuals; among them they must deem the applicant competent in each of the 10 core competencies

- At least three professional references must be provided by individuals who have direct knowledge of the applicant's work experience as a community health worker;
- At least one professional reference must be provided by an individual who is a current or former supervisor of the applicant while the applicant was working as a community health worker at a setting within the United States;
- At least two professional references must be based on work experience in the United States; and
- Professional references may not be provided by an individual who is a family member of the applicant or current or former client of the applicant in the applicant's capacity as a community health worker.

# Florida: Experience and Verification Requirements

**EXPERIENCE:** 500 clock hours of formal work and/or volunteer experience providing community health worker services in any of the following domains of practice:

1. Communication and Education: tasks related to community education.
  2. Resources: tasks related to linking community members with available health/social services.
  3. Advocacy: tasks related to advocating for the community's health/social service needs.
- Experience is documented and verified by the applicant's immediate work or volunteer supervisor(s) on FCB provided forms.
  - Experience must have been gained within the last 5 years.

**RECOMMENDATIONS:** Submit 3 letters of recommendation. One letter must be from an individual who supervised the applicant's paid or volunteer work in the field, 2 letters can be character/personal recommendations

# Texas: Experience and Verification Requirements

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**EXPERIENCE:** At least 1000 cumulative hours of community health work services within the most recent six years. Applicants check off which of 16 job duties they perform. Employer must attest to this. [Experience may be submitted *instead of* completing a DSHS approved CHW certification course of at least 160 hours]

- Experience may be volunteer or paid
- DSHS verifies community health work experience with the supervisory contacts listed on the application

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# Discussion

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# Next Steps