



Health Care in the Community: Community Health Workers as an Emerging Profession

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DHHS Region V
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Outline



- Overview of HRSA and Bureau of Health Workforce (BHW)
 - BHW Cross Cutting Workforce Priorities
 - Grants Supporting CHW Education and Training
- ACA Provision for CHWs
- Growing Expectations
- Emerging Issues
 - CHW Definitions
 - CHW Work Settings
- HHS Efforts
 - HHS Plan to Reduce Health Disparities
 - HHS Interagency CHW Workgroup
- Closing



Health Resources and Services Administration



- HRSA focuses on improving access to health care services for people who are economically, geographically or medically vulnerable
- **Mission:** To improve health and achieve health equity through access to quality services, a skilled health workforce and innovative programs

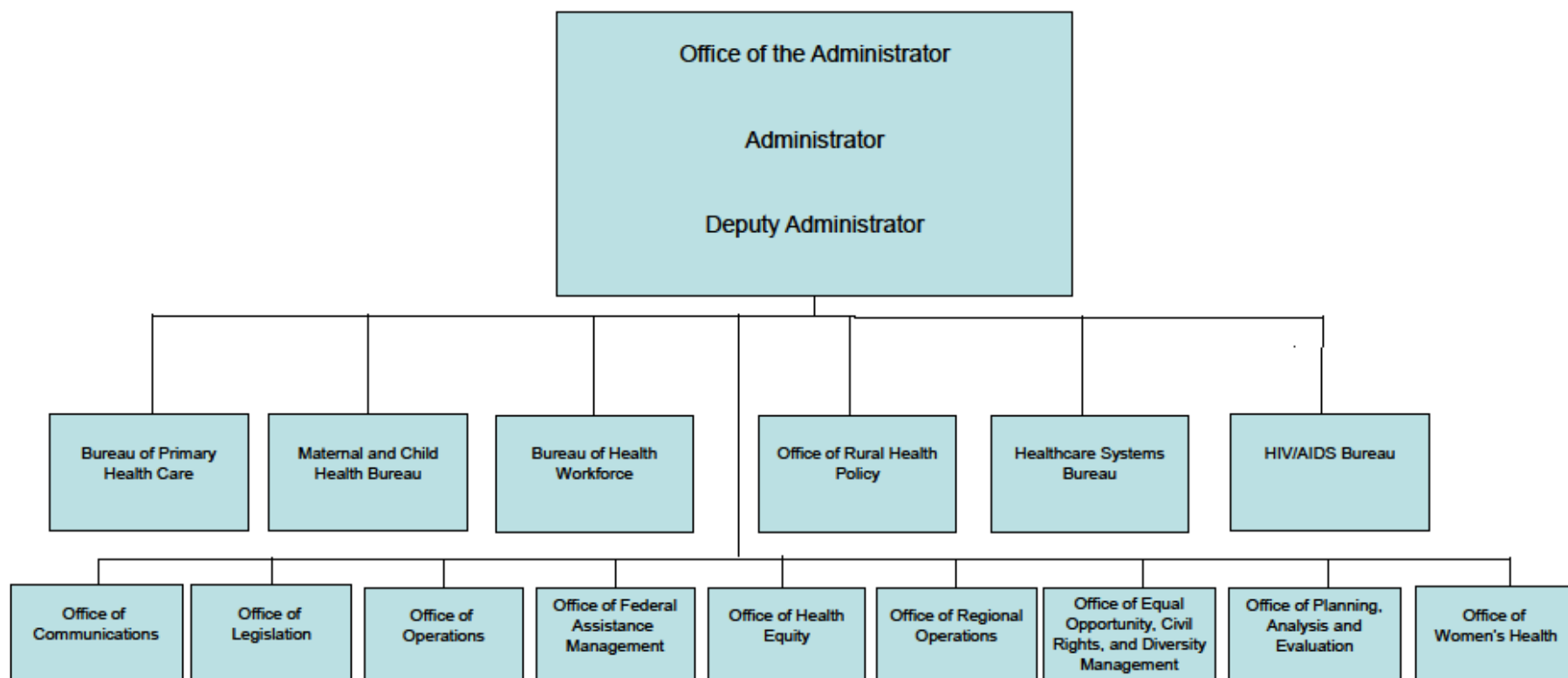
Goal I: Improve Access to Quality Care and Services

Goal II: Strengthen the Health Workforce

Goal III: Build Healthy Communities

Goal IV: Improve Health Equity

Health Resources and Services Administration





Bureau of Health Workforce (BHW)

- Created in May 2014, the Bureau of Health Workforce brings together HRSA's key workforce programs previously housed in two bureaus: Health Professions and Clinician Recruitment and Service
- Better meets the need for a well-trained, well-distributed 21st century workforce through realignment and built in connectivity
- Annual Appropriation of more than \$1 Billion that supports over 40 workforce programs and a staff of more than 450 people
- Supports the health care workforce across the entire training continuum – from academic training of nurses, physicians, and other clinicians to clinicians currently providing health care in underserved and rural communities across the United States



- **Diversity**
- **Interprofessional Practice and Training**
 - Drive the integration of practice and training
 - Bring practice and academia together
 - Role of practice leadership: change starts at the top
- **Placement in Underserved and Rural Areas**
 - Require training programs to prepare students for placement in underserved communities
- **Supply – data-driven approach to establish priorities**



HRSA - BHW

PERSPECTIVES ON

COMMUNITY HEALTH WORKERS



Grants Supporting CHW Education and Training



Area Health Education Centers (AHEC) Program

- **AHEC – Behavioral Health Integration in Primary Care (Pilot Project) to Texas AHEC East (FY 2012-2016) - Funded through HRSA/SAMHSA/OASH**
 - **Programs Offered:** State-certified CHW and promotores training, CHW instructor training, CHW training curriculum development, CHW – Behavioral Health, CHW continuing education, Manager/Supervisor training.
 - **Focus Areas:** General health, health literacy, patient navigation, chronic disease management, behavioral health
 - **Registered Apprenticeship Model**
 - **Community-based Practice Sites:** Pilot sites for the CHW training are in community health center
 - **Evaluation & Dissemination**



Grants Supporting CHW Education and Training Cont'd.



Health Careers Opportunity Program (HCOP)

HCOP – Skills Training and Health Workforce Development for Paraprofessionals - awarded September, 2014

- Recruits and trains students from disadvantaged backgrounds in a health paraprofessional field that can lead to an associate's or bachelor's degree.
- Expands the health paraprofessional workforce to meet the employment needs of the community, with a focus on team-based care.
- Supports students in community, technical, and tribal colleges and universities, who are seeking to obtain formal training in a health paraprofessional field
- Provides paraprofessional certificate training programs to include: community health worker, promotora, patient navigator, medical assistant, nursing assistant, home health aide, outreach worker, care coordinator.
- 13 grantees from 11 states and 7 of the 10 HHS Regions



Grants Supporting CHW Education and Training Cont'd.



Public/Behavioral Health

- **Behavioral Health Workforce Education and Training Paraprofessional Grant - grants awarded September, 2014 (Supported through HRSA/SAMHSA)**
 - Supports the White House's "Now is the Time Initiative" - to improve behavioral health services for children, adolescents, and transitional-age youth at risk for developing or who have developed a recognized behavioral health disorder
 - Develops and expands the paraprofessional behavioral health workforce that is committed to serve the targeted populations listed above
 - Trains in behavioral health-related paraprofessional fields including: CHW, outreach worker, social services aide, mental health worker, substance abuse/addictions worker, youth worker, promotora, peer paraprofessional
 - 18 grants awarded – covering all 10 HHS Regions



- Explicit roles for Community Health Workers(CHWs) in:
 - Preventive Services
 - Health Homes
 - State Innovation Models



- Improve patient engagement in care
- Bridge language, culture, social supports and health care
- Coordinate care across sectors
- Advance population health
- Allow primary care and other providers to focus more on patient care
- Decrease costs of care



Emerging Issues for CHWs



- Variation in definitions
- Inconsistent education and training requirements, competencies
- State certification
- Scope of practice
- Role on teams
- Funding – payment sources
- Career ladder



CHW Definitions



■ American Public Health Association

Source: American Public Health Association. (2009). *Community Health Worker Section Definition of CHW*. Retrieved from

<http://www.apha.org/membergroups/sections/aphasections/chw/>

■ Health Resources and Services Administration

Source: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professionals. (2007). *Community health worker National Workforce Study*. Retrieved from

<http://bhpr.hrsa.gov/healthworkforce/reports/chwstudy2007.pdf>

■ Patient Protection and Affordable Care Act

Source: U.S. Government (2010). *The Patient Protection and Affordable Care Act of 2010, PL. 111-148, sec 5101, 5102, 5313, 5403, and 3509*. Washington, DC: U.S. Government Printing Office. Retrieved from

<http://www.gpo.gov/fdsys/pkg/CPRT-111HPRT61643/pdf/CPRT-111HPRT61643.pdf>



Summary of CHW Definitions by CHW Characteristics



CHW CHARACTERISTICS	CHW DEFINITION		
	APHA	HRSA	PPACA
Identity			
From the communities they serve and/or share commonalities	X	X	X
Functions			
Serve as link between communities and health/social service agencies	X		X
Facilitate access and information to services and resources	X	X	
Improve/provide culturally competent/appropriate education and service delivery	X	X	X
Enhance community residents' ability to effectively communicate with healthcare providers			X
Offer interpretation and translation services		X	X
Build individual and community capacity	X		
Conduct outreach and health education	X	X	X
Provide informal counseling and social support on health behavior	X	X	
Advocate for individual and community health	X	X	X
Provide services such as first aid and blood pressure		X	X
Provide referral and follow-up services or otherwise coordinating care			X
Identify and enroll eligible individuals in Federal, State, local, private or nonprofit health and human services programs.			X



CHW Work Settings



- Federally Qualified Health Centers
- Home Health Agencies
- Health Departments
- Hospital Systems
- Accountable Care Organizations
- Health Plans



HHS Action Plan to Reduce Racial and Ethnic Health Disparities

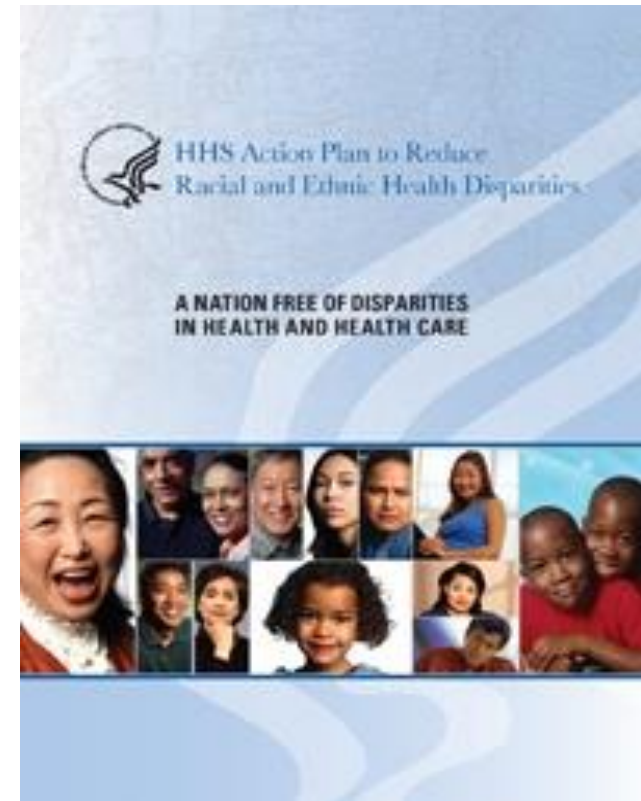


Vision:

“A Nation free of disparities in health and health care.”

Goals:

- I. Transform Health Care
- II. Strengthen the Nation’s Health and Human Services Infrastructure and Workforce
- III. Advance the Health, Safety, and Well-Being of the American People
- IV. Advance Scientific Knowledge and Innovation
- V. Increase Efficiency, Transparency, and Accountability of HHS Programs



http://minorityhealth.hhs.gov/npa/files/Plans/HHS/HHS_Plan_complete.pdf



HHS Action Plan to Reduce Racial and Ethnic Health Disparities



- Strategy II.B: Promote the use of community health workers and promotores
 - Action II.B.1: Increase the use of Promotores/CHWs to promote participation in health education, behavioral health education, prevention, and health insurance programs.
 - Action II.B. 2: Promote the use of CHWs by Medicare beneficiaries – as members of interdisciplinary teams.

- HHS *Promotores de Salud Initiative* recognizes CHWs roles and contributions in reaching low income and underserved Latino/Hispanic populations and promotes the use of CHWs.



- **Formed out of the Secretary's Workforce Initiative**

Overall goals:

- Support CHWs in its programs and policies
- Approximately 80 members representing 15 offices, agencies, and centers within HHS

- **Co-Leads:**

- Health Resources and Services Administration
- Office of Minority Health



Discussion Items



- Enhanced training and employment opportunities
- Expanded training and employment opportunities for CHWs in healthcare support, behavioral-mental health, team-based care, care coordination, and health insurance navigation
- Programmatic policy strategies to promote expanded use of the CHW workforce



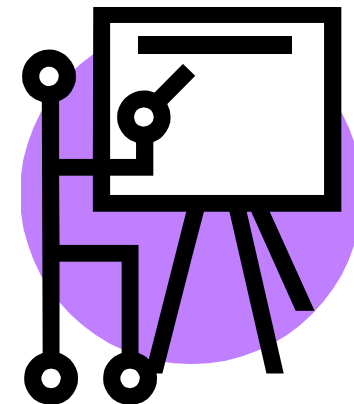
Forum for Sharing



- Centers for Medicare & Medicaid Services - Innovation Community Health Worker Learning Collaborative
- Centers for Disease Control Prevention - Chronic Disease State Policy Tracking System and State Law Fact Sheet
- Area Health Education Centers - CHW training initiatives
- Office of Rural Health Policy Toolkits
- U.S. Department of Labor - CHW Competencies

Listening Session:

- Opportunity to meet with and listen to CHWs
- Roundtable discussions, idea/suggestion boards
- Consistent themes from participants





Consistent Themes



CHW Practice

- Role and scope of practice
- Standardization of training, practice, and definition
- Developing competence
- Best practice models
- Quality improvement

CHW Role in Society

- Relationships with the federal, state, and local governments
- Threats to practice
- Recognition of competence
- Fiscal mechanisms
- Relationships with other healthcare team members



What Next?



- Several states are considering the need for CHW certification, training and competencies - continue to monitor and learn from the actions states are taking
- Review the benefits of certification and credentialing
- Recommend standardized definition, training and competencies
- Conduct evaluation studies including impact on quality of care and cost effectiveness
- Provide career development resources
- Develop a prototype Scope of Practice
- Integrate CHWs into inter-professional teams
- Collect workforce data that include CHWs



The Health Insurance Marketplace

The next open enrollment period is
November 15, 2014- February 15, 2015

www.healthcare.gov



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