

VIRGINIA CHW WORKFORCE DEVELOPMENT COUNCIL  
MINUTES OF THE MEETING OF APRIL 22, 2020  
CONFERENCE CALL

Attendees

**Brita Bergland**, Virginia Health Catalyst; **Mark Blackwell**, VA Department of Behavioral Health and Developmental Services; **Pam Blankenship**, VDH, Oral Health; **Molly Brooks**, Capital Caring Health; **Stephanie Carrington**, C-CHW, Richmond City Health District; **Abby Charles**, IPHI; **Anjanette Farmer**, South Central AHEC; **Jill Feldstein**, University of Pennsylvania Center for Community Health Workers; **Shanteny Jackson**, C-CHW, VA CHW Association; **Mary Jo Mather**, Virginia Certification Board; **Valerie McAllister**, VDH; **Christopher Nye**, IPHI; **Ben Paul**, VCH Health Services; **Polly Raible**, Virginia Hospital and Healthcare Association; **Andrew Ramsey**, Department of Medical Assistance Services; **Saraya Perry**, Virginia Center for Health Innovation; **Adyam Redae**, VDH; **Mike Royster**, IPHI; **Patrice Shelton**, C-CHW, Sr.; Richmond City Health District; **Arthur Spivy**, Kinergy Care; **Michelle Taylor**, VA Association of Free and Charitable Clinics; **Michelle White**, Health Quality Innovators; **Amanda Young**, Institute for Advanced Learning and Research; **PerCilla Zeno**, C-CHW, C-PRS, Zeno Wellness Group

Welcome and Introductions

The meeting began at approximately 2:35 p.m. with introductions from members present on the call.

Approval of Minutes of the January 22, 2020 Meeting

There were no edits or changes recommended to the January 22, 2020 meeting of the CHW Development Council Meeting as distributed. As a result, the minutes were adopted by consensus.

Open Discussion – CHWs and COVID-19

Participants were asked to comment or share information regarding the impact of the COVID-19 virus on the work of CHWs. The Institute for Public Health Innovation (IPHI) has been hosting a series of CHW webinars on COVID-19. CHWs are sharing information via the webinars. These webinars are archived (links to the webinars can be accessed via the April Council Newsletter under Webinar Resources [here](#)).

With the Richmond City Health District, Patrice Shelton noted that CHWs are supporting COVID-19 testing in Richmond's public housing communities. The CHWs are provided with the necessary personal protective equipment (PPE) they need to continue working with their clients.

Jill Feldstein, COO with the UPENN Center for CHWs, introduced herself as a new participant in Council meetings. The Center has a contract with VDH to provide additional technical assistance in supporting the development of the CHW workforce through the Center's [IMPACT Model](#). The Center also produced a webinar on CHWs as social first responders during the COVID-19 pandemic. That webinar can be accessed [here](#).

PerCilla Zeno, a certified CHW and certified Peer Recovery Specialist, has been hosting trainings free to the community through [www.thatzenlife.org](http://www.thatzenlife.org). These trainings focus on wellness and self-care. Capital Caring Health (Molly Brooks) has launched a CHW training model program that links younger veterans or veteran spouses that partner with older veterans to connect them to resources that help improve the veterans' quality of life. Art Spivy of Kinergy Care noted that CHWs employed through Kinergy Care is working with clients to make sure they have the social support that they need. With Virginia Health Catalyst, Brita Bergland noted that VHC is providing a list of resources to support persons during the pandemic. Those resources can be accessed [here](#).

Other comments included that many immigrants are reluctant to seek out resources that help them navigate resources that have become scarcer to them as a result of the pandemic. This community is particularly vulnerable.

#### Recommendations of the Committee on Curriculum, Training, and Certification regarding CHW Certification

The Committee on Curriculum, Training, and Certification finalized recommendations for education and training leading to certification for CHWs in Virginia. The recommendations were communicated to the Council before the meeting for consideration. The recommendations, as distributed, are listed in the tables below.

ITEM	RECOMMENDATION
Minimum Number of Hours for Certification based on Core Competency Guide	60
Method of providing education	All or a combination of online self-directed with pre and posttest. Online facilitated with posttest; classroom
Partial training of core competencies by training and education entities (i.e., not providing entire 60 hours)	Yes
Statewide exam required for certification?	No
Number of hours of Practicum required for certification	120
Experiential hours required for certification	2,000 hours over three years
Persons applying for certification residency requirement	Live or work in Virginia
Curriculum review entity approving and reviewing curriculum submitted to provide core competency training	Virginia Certification Board
Application fee for initial certification (current fee)	\$100
Continuing education hours required for recertification	30 hours over two years
Continuing education approval review required for certification (process remains the same)	No
Application fee for recertification (current fee)	\$50

Minimum hours recommended for each core competency domain were:

DOMAIN	HOURS
Community Health Concepts and Approaches	10
Service Coordination and System Navigation	10
Health Promotion and Prevention	8
Advocacy, Outreach, and Engagement	8
Communication	10
Cultural Humility and Responsiveness	8
Ethical Responsibilities and Professionalism	6
<b>TOTAL</b>	<b>60</b>

After reviewing the information in the tables above, the Council adopted the Committee's recommendations by consensus.

Council Charter Edits

During the January 22 meeting, the Council endorsed the idea that there should be no decision made or opinions promoted by the Development Council that is not supported by the CHW Association. As a result, edits were made to the Charter and distributed to members before the meeting. These edits included a required percentage of CHWs as members of the Council. The definition of "members" is the number of CHWs included on the distribution list for Council meetings, notifications, etc. Complementary to the inclusion of the percentage of CHWs participating in Council meetings, additional language was added to the Charter. This language is *"No decision of the Council impacting Community Health Workers in Virginia will be made without timely consultation with the Virginia Association of Community Health Workers and reasonable efforts to solicit the input of Virginia CHWs regarding any proposed item(s)."* This language is included in the Leadership and Decision-Making section of the Charter.

The recommended membership of CHWs on the Development Council was deferred based on more input from the Virginia Community Health Worker Association. The **complementary language regarding decision-making and consultation from the VCHWA was adopted by consensus.**

**ACTION ITEM: The Virginia CHW Association is tasked with exploring what percentage of CHWs should be required.**

Convene Strategic Plan Workgroup

The development of a Council strategic plan to guide priority activities is essential to the work of the Council. As such, members were asked to volunteer to form a Strategic Plan Workgroup. The following persons volunteered to serve as initial members of the workgroup.

- Amanda Young, CHW Project Manager, Institute for Advanced Learning and Research
- Antwyne Calloway, C-CHW, Pathways HUB Manager, Healthy Roanoke Valley
- Art Spivy, Kinergy Care, Inc.
- Anjanette Farmer, PATHS FQHC and South Central AHEC Executive Director
- Brita Bergland, Program Manager, Virginia Health Catalyst

- PerCilla Zeno, C-CHW; C-PRS; Zeno Wellness Group
- Kerry Redican, Ph.D., MSPH, MPH, Virginia Tech
- Pam Blankenship, BSDH, RDH, Adult Oral Health Coordinator, VDH
- Abby Charles, Program Director, IPHI
- Christopher Nye, CHW Program Consultant, IPHI

Members will be polled for the workgroup's initial meeting to be held in May.

#### Nominations for Council Chair and Vice-Chair Update

At the time of the April 22 meeting, there had been no nominations for Council positions of Chair and Vice-Chair. A second notice for submissions will be sent via Survey Monkey link.

#### Next Council Meeting Dates

July 22, 2020 (Site to be determined)

October 28, 2020 (Site to be determined)

The meeting adjourned at approximately 4:00 p.m.