

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

Attendees were asked to place their name and affiliation in the chat function to generate a roster of attendants. Any person who attended and is not listed below is requested to indicate your attendance at cnye@institutephi.org.

Sara Farre-Miras, Virginia Premier Health Plan; **Michelle White**, HQL; **Art Spivy**, KinergyCare; **Mary Jo Mather**, Virginia Certification Board; **Kamya Sanjay**, DMAS OCMO; **Brita Bergland**, Virginia Health Catalyst; **Shanteny Jackson**, C-CHW, VA CHW Association; **Marian Turk**, VA CHW Association; **Consuelo Staton**, VDH, State Resource Mothers Program; **Kim Lewis**, VCU Health; **Dayana L. Camacho**, La Casa De la Salud; **Karen Winslow**, Virginia Pharmacists Association; **Richard Zucker**, Aetna; **Rick Shinn**, Virginia Community Health Care Association; **Cindy Warriner**, Virginia Pharmacists Association; **Valerie McAllister**, Virginia Department of Health; **Adyam Redae**, Virginia Department of Health; **Stephanie Carrington**, C-CHW, VA CHW Association; **Patrice Shelton**, C-CHW, Richmond City Health Department; **Dionne Henderson**, American Heart Association; **Abby Charles**, IPHI; **Polly Raible**, Virginia Hospital & Healthcare Association; **PerCilla Zeno**, C-CHW, C-PRS, Zeno Wellness Group; **Benjamin Barber**, VCU Health; **Anjanette Farmer**, PATHS and South Central AHEC; **Amanda Young**, Institute for Advanced Learning and Research; **Pam Blankenship**, VDH; **Kerry Redican**, Virginia Tech; **Joan Corder-Mabe**, VCU; **Putnam Ivey de Cortez**, Thomas Jefferson Health District (30 of 43 attendees according to Zoom)

The meeting began at 2:02 p.m.

April 22, 2020, Development Council Minutes

After asking for edits to the minutes, PerCilla Zeno referenced the accuracy of comments related to CHW certification and certification as a Peer Recovery Specialist. Acknowledging editing the remarks for accuracy, the minutes of the April 22 Development Council meeting were adopted by consensus.

Reports

Report from the Virginia CHW Association

Shanteny Jackson, President of the VCHWA mentioned four major projects that are included in the VDH Scope of Work for the Department's two CDC grants; 1) acquiring IRS not-for-profit status (application submitted to IRS with decision pending); 2) identifying where CHWs and CHW programs are via an interactive map located on the Association's website chwofva/locations.com; 3) efforts at community outreach addressing chronic disease education – cholesterol, hypertension, and diabetes through application to receive a "toolkit" (for any CHW in Virginia) that includes loaned blood pressure cuffs and education materials and; 4) hiring of a community outreach coordinator, Ms. Marian Turk. Ms. Turk will be reaching out to health care providers, CHW programs, and CHW stakeholders. Ms. Turk is also working on putting together a Virginia CHW gala on October 17 in Richmond. The gala will include an auction and speakers and recognition of friends of the Virginia CHW Association.

Committee on Curriculum, Training, and Certification

The legacy period for CHW certification ended effective July 1, 2020. New requirements are 60 hours of core competency training, 120 hours of a practicum, and 2,000 of experience as a CHW. The Virginia Certification Board will be approving entities offering the core competency training (whether online or classroom or a combination of both). All application materials related to certification will be on the VCB website (<https://www.vacertboard.org/certifications> - choose Community Health Worker). The Committee will be examining reciprocity between Virginia's certification requirements and other states. Later in the conversation, Mary Jo Mather, with the VCB, emphasized that reciprocity is becoming a popular issue with other states. The Committee will also be monitoring applications to the VCB for If there are contemporary issues or content that need adding to the core competency training. Mary Jo Mather provided a report on certified CHWs in Virginia. The report indicated localities, where certified CHWs are located (N=133). The report also included age, gender, ethnicity, places of employment, and the position titles that CHWs have. Mary Jo clarified that recertification was due on the date the CHW was initially certified. Ten CHWs had not recertified, and as it turned out, several were participating on the call. Email notifications for several more than likely went into the recipient's spam or junk folder.

Email should be set to ensure that communications from VCB end up in the recipient "In" box. Expectations are that the ten that did not recertify will indeed recertify. Mary Jo also explained that a one-year window where a CHW can recertify beginning on the date the CHW originally recertified. However, the CHW is not a "certified" CHW until they go through the recertification process. VCB sends out 90, 60, and 30-day reminders to CHWs before their recertification date. If the CHW still has not recertified one year past the original recertification date, they have to go through the entire current certification process again. Mary Jo mentioned that there is typically a lull period when a legacy period ends, and new certification requirements are in place.

VCB will work with the Virginia CHW Association, and IPHI staff in the upcoming year to locate more CHWs regardless of certification status. The report that Mary Jo prepared is available for public use. Participants are asked to share certification information widely so that requirements are clearly understood.

Committee on Financing, Measurement, and Evaluation

The Committee met on May 13, and a draft of the Committee's minutes was distributed before the current Council meeting and included a summary of the Committee's priorities. These priorities included: 1) highlight CHW use cases, and return on investment, 2) disseminate evaluation standards, 3) distribute measurement tools, 4) highlight qualitative and quantitative methods for evaluating CHW programs. The Committee, similar to the other two Committees under the Council structure, will meet quarterly, at a minimum.

The Program Standards Group

The Program Standards Group was formed to develop system-level CHW standards. Standards development stress, and are inclusive of the CHW voice. The Group identifies challenges and successes, employers that are engaged, knowledge of the CHW work, inequities that the CHW's experience and how CHW are navigating system structures. The following standards call

was led by Shanteny Jackson based on information from the first meeting. The third meeting is scheduled for the fall in collaboration with the Development Council and relative Committees. Valerie will also be meeting with Brenden Rivenbark, Senior Policy Analyst, in the Office of the Commissioner at the Virginia Department of Health in promulgating regulations as a result of HB 688 (CHW Certification) being signed into law July 1, 2020. Regulations will purposefully reflect the Council's work and, in particular, the Committee on Curriculum, Training, and Certification in developing certification standards.

Organizations need to be aware of CHW core competency and continuing education expenses with the hope that organizations can absorb the cost of certification and continuing education expenses for CHWs similar to allowances that are also made available to other health care professionals.

Strategic Plan Workgroup

The Strategic Plan Workgroup has met twice since being formed as part of the April 22, 2020, Development Council meeting. The timeframe for the Strategic Plan is 18-24 months. Christopher Nye went through the goals and objectives of the current draft plan. The plan is located on google docs at

Build awareness of Community Health Workers (and programs) to strengthen and expand the CHW workforce in Virginia

Goal 2: Promote and support sustainable financing of CHW activities

Obj. 1- Include stakeholders in designing the CHW pilot program, demonstrating the value of CHW activities in achieving a variety of desired stakeholder outcomes.

Obj. 2 - Technical assistance to health care organizations in identifying and designing creative financing strategies for CHW programs

Obj. 3 - Engage research partners and connect with practices of CHWs to support policy, sustainability and program implementation.

Goal 3: Promote certification between Community Health Worker and Peer Recovery Specialist

Obj. 1 - Examine certification requirements of Peer Recovery Specialist and CHW to identify education and training gaps leading to reciprocity

PerCilla Zeno recommended that PRS representatives and trainers meet with CHW

“representatives” and core competency trainers to identify gaps in training content. Ms. Zeno believes the gap is a small one and can be closed, allowing for reciprocity between certification as a Peer Recovery Specialist and certification as a CHW. Mary Jo Mather mentioned that there are several hundred certified PRS in Virginia. Ms. Mather had recently been informed that the PRS peer training would move to online training in the next several weeks. The issue of classroom instruction and virtual instruction for core competency training was discussed in the context of COVID-19. Comments suggested that more core competency training across the country may be moving to virtual formats to accommodate persons during the pandemic. Abby Charles stressed increased involvement from representatives from the Department of Behavioral Health and Development Services in the Committee on Curriculum, Training, and Certification participate as a strategy for engaging in matters of dual certification between PRS and CHWs. Cindy Warriner, representing the Virginia Pharmacy Association mentioned that seven pharmacy technicians took a course that would add the title of Community Health Worker. Ms. Warriner cited the importance of pharmacy technicians as sources of information to

persons, especially in rural and underserved areas. Shanteny Jackson of the Virginia CHW Association supported the remarks of Ms. Warriner, citing how frequently clients visit their local pharmacies versus their primary care provider.

Abby Charles invited Development Council members to participate in the Strategic Plan process to capture the priorities, goals, and issues that are important to the Council.

Joan Corder-Mabe emphasized the importance of recognizing the various titles that CHWs work under and that it will be valuable in determining who and what roles "fit" under the larger Community Health Worker title. Based on prior work, Ms. Corder-Mabe identified approximately 70 titles that included roles consistent with the roles of CHWs.

Nominations for Chair and Vice-Chair for the Development Council

Amanda Young has stepped forward to serve as Chair of the Development Council, and Ms. Patrice Shelton has stepped forward to serve as Vice-Chair of the Development Council. Members on the call were very supportive of Ms. Young and Ms. Shelton, serving in the Chair and Vice-Chair capacities.

Next Meeting

The next Virginia CHW Development Council is October 28, 2020, at 2:00 p.m. Additional meetings are January 27, 2021, April 28, 2021, July 28, 2021, and October 27, 2021. Calendar holds will be sent to the distribution list.

The meeting adjourned at approximately 3:35 p.m.