

Community Health Worker Task Force Regular Meeting Monday, June 17, 2024

Call to Order

Members in Attendance

Mandy Dendy - Medical Services Division

Rebecca Quinn – UND School of Medicine and Health Sciences Center for Rural Health

Tyler Kientopf – EMS Representative

Melissa Reardon - NDSU School of Public Health

Jolynn Rising Sun - Hospital Association Representative

Shannon Bacon - Federally Qualified Health Centers (FQHC)

Chris Price – Public Health Division

Absent: - Tribal Nations Representative

Facilitator

Brian Barrett - APT, Inc

There were many members of the public in attendance with expertise in community health work and community health representative work.

Discussion Items:

Scope of Practice

The Task Force reviewed the Scope of Practice Definition and compared it to the feedback received from the focus group. The conversation centered around the CHW performing assessments. Although the Task Force may revisit this language in future, it was decided to not make any changes at this time.

Focus Group Review: Competencies

The Task Force reviewed the Focus Group's recommendation to add "motivational interviewing" and "trauma informed care" to the competencies. After much discussion, the group did not make changes because they felt these would fall under the "Communication and Cultural Competencies".

Focus Group Review: Training Pathways

The Task Force reviewed the Focus Group's recommendation of a 40-hour training. The Task Force discussed ways to make the training more "time focused" (e.g., 40 hours) rather than having applicants complete a 2-semester academic program. It was suggested to keep the core competencies and define the number of hours vs. credits. After some discussion, it was concluded that assigning a minimum number of hours would be most beneficial. The Task Force discussed assigning hours to each competency or going with 40 hours with an hour requirement for ethics training only. Tyler Kientopf made a motion to approve the first 7 competencies listed below for a minimum of 40 hours with at least 2 of these being specified into the Legal and Ethical Competency.

- Roles, Advocacy and Outreach
- Organization and Resources,
- Teaching and Capacity Building,
- Legal and Ethical responsibilities,
- Coordination and Documentation,
- Communication and Cultural Competency,
- Health Promotion Competency

The Task Force briefly discussed the motion and debated assigning 1 or 2 hours in ethics. It was agreed that 2 hours would be appropriate.

Mandy Dendy seconded Tyler's motion.
Roll call vote: All Aye.

The Task Force agreed to keep the internship competency as a piece within the training and discussed the number of hours required. After some deliberation, the Task Force liked the idea of having 200 hours of internship.

Tyler Kientopf made the motion to require a 200-hour minimum internship as part of the CHW training.

Jolynn Rising Sun seconded the motion.
Roll Call: All Aye

Public Comment:

- The Task Force received feedback regarding the number of internship hours required by other states.
- The Task Force discussed MN and SD internship because there was a concern with the number of hours required by the Task Force. It was concluded that

those who complete the MN or SD programs could possibly be certified through reciprocity.

- The Task Force engaged in a lengthy conversation with the public regarding the 3 proposed pathways and reciprocity. Although it seems like most CHW's could qualify under the experience pathway or reciprocity, some members of the public felt that it would be better to require a 200-hour training and a 40-hour internship. One member of the public advised that internship hours typically need to be performed outside of the student's employment agency (e.g., 20 hours being with the employer and 40 hours being from an outside agency). The Task Force explored allowing all internship hours being with the employer. One member of the Task Force suggested replacing "internship" with "supervised work". This topic was tabled until the next meeting.

Medicaid Presentation: Sarah Aker, ND Medicaid Director

Sarah Aker, the Medicaid director for the State of North Dakota, discussed considerations for new services in Medicaid as it relates to implementing CHW coverage. Sarah identified areas where Task Force input will be helpful, such as whether CHWs will be able to enroll with ND Medicaid as individuals or through CHW agencies. Sarah reviewed the advantages and disadvantages to both. The discussion also included the complexities of setting up a new service plan for CHW's Medicaid enrollment, the need for standardized billing codes, and the importance of fiscal impact analysis.

Sarah advised that the provider qualification piece will be important such as structuring the training, credentialing, and the scope of practice along with all the coverage criteria. The Task Force will need to identify who they anticipate will be accessing the service. The service limits piece also needs to be considered. What will be the true scope of service somebody will receive?

Finally, the group discussed the role of CHWs in both community and clinic settings, the potential for fraud, waste, and abuse, and the need for ongoing monitoring and evaluation of new services.

Concluding Discussion

The Task Force concluded with a discussion centering around the Medicaid work group. Mandy advised that it would be very helpful to bring ideas and/or documents/drafts to meetings. She stressed the importance of knowing what population is eligible for this service. Also, it will be beneficial to have information from other state plans which is available to Task Force members on the Share Point site through the CHW Medicaid tracker. It was suggested that a list of questions be created so Task Force members can provide input. Mandy will create this list and send it to Brian for distribution to work group members.

Action Items:

Mandy will send Brian an email listing dates and times she is available for the CHW Medicaid work group meeting in addition to the list of questions for the work group. Brian will relay this information to the other Task Force members for consideration.

Adjourn 3:00pm CST

Date Posted: June 27, 2024