

The Task Force recommends that a statewide CHW Collaborative be developed and sufficiently resourced to support CHW workforce development, training, and technical assistance. This will be crucial to the success of this new profession in North Dakota.

The Task Force recommends that the Health Promotion & Chronic Disease Prevention Unit, housed within the Public Health Division of the North Dakota Department of Health and Human Services, in partnership with the Tribal Health Directors, be the initial conveners and leaders to develop a statewide Collaborative framework for implementing CHWs in the state during the 2025-27 biennium. During that time, the Health Promotion & Chronic Disease Prevention Unit and the Tribal Health Directors may work with stakeholders to determine a long-term plan for where the Collaborative will be housed. Recommended roles of the Collaborative include:

- Awareness
 - Educate health care and community-based organizations about the role of a CHW and best practices for developing and implementing a CHW program.
 - Produce patient education materials introducing the role of a CHW.
 - Act as a central communication hub to provide timely information and updates to CHWs, CHW agencies, and other stakeholders on issues such as training opportunities, provider/agency enrollment and reimbursement processes, certification updates, etc.
- Training
 - Develop, or assist organizations in developing, in-state CHW training programs
 - Maintain lists of approved CHW training programs and schedules
 - Develop a library of resources for CHWs to access and utilize.
 - Provide CHW continuing education opportunities
- Workforce Development
 - Provide technical assistance to agencies implementing a CHW program, such as:
 - Template documents (i.e. Sample job descriptions, sample home visit protocols, sample workflows, documentation templates and electronic health record functions, etc.)
 - Return on investment and sustainability (i.e. using data to identify CHW focus areas and target populations, developing evaluation metrics, demonstrating measurable impact and cost savings, etc.).
 - Human Resources best practices (i.e., Supervising a CHW, recommended wage ranges, etc.)
 - Collaborate with CHR programs to support continued workforce development and optimized reimbursement opportunities.
 - Facilitate peer learning and networking among CHWs.

- Sustainability and Return on Investment
 - Identify additional funding sources to sustain the CHW Collaborative.
 - Collaborate with commercial payers to develop coverage of CHW services.

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