**Community Health Worker Advisory Committee - CERTIFICATION Worksheet**

**Required:** All members are to review and complete the following **Certification Worksheet.**

**Instructions:** Please answer each question based on your experience and observations regarding CHW practice and select your responses by clicking on the checkbox or selecting from the dropdown options provided. Please provide any additional comments/explanations/suggestions in the comment section provided for all questions. Your feedback will be used to guide the conversation during the August 30 meeting on certification and training for CHWs.

Use the State Reforum’s “**State Community Health Worker Models**” document as a reference. It is strongly encouraged that you review this document before and refer to this document during the completion of the following **Certification Worksheet**.

***Important Definitions to know:***

**Certification:** General term for meeting predetermined standards; requires education and professional exam (e.g. certified medical assistant, certified nursing assistant, certified occupational therapy assistant)

**Licensure:** Designation giving formal permission to perform certain tasks; generally granted by government agencies; requirements may vary from state to state (e.g. Dentist, Licensed practical/vocational nurse, Dental hygienist)

**Registration:** Placement on official list after meeting predetermined standards (e.g. Registered nurse, registered respiratory therapist, and registered medical assistant)

**Reference:**

**Rush, C. H. (2016). Decisions in the certification of Community Health Workers [PowerPoint slides]. The University of Texas, Health Science Center at Houston.**

**Section 1: Initial Questions on CERTIFICATION**

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| --- | --- | --- | --- |
|  | Questions | Current Position | Comments |
| 1 | **Potential Benefits**  In your opinion what are some potential benefits of CHW certification from the perspective of a CHW and an Employer/Payer? | For **CHWs,** certification will:  Add clarity to the scope of practice boundaries  Improve wages and working conditions  Increase respect and acceptance in the health care system  Increase respect for CHWs within the community  Increase career opportunities  Create sustainable, stable employment  Other (Please write in comment box)  For **Employers/Payers**, certification will:  Clarify scope of practice boundaries  Simplify recruitment and selection; fluid job market  Reduce on-the-job training costs  Clarify rationale for integration of CHWs into care teams  Reduce dependence on short term funding  Other (Please write in comment box) |  |
| 2 |  |
| 3 | **Potential Problems**  In your opinion what are some potential problems with CHW certification perspective of a CHW and an Employer/Payer? | For **CHWs**, certification will:  Create barriers to entry  Create a “class” system among CHWs  Further marginalize volunteers  Make CHW practice more clinical/academic  Other (Please write in comment box)  For **Employers/Payers,** certification will:  Generate pressure to increase wages  Impose new regulations and restrictions  Increase overall training costs  Disconnect CHWs from the community  Other (Please write in comment box) |  |
| 4 |  |

**Section 2: Considerations around Certification**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Questions | Current Position | Comments/Explanations |
| 1 | Do you think certification should be mandatory or voluntary in CT?  *If mandatory, only certified CHWs could be paid for providing CHW services. If voluntary, a payer could choose to pay only certified CHWs or not, and an employer could choose to employ only certified CHWs or not.* | Choose an item. |  |
| 2 | Should experienced CHWs be exempt from some or all training requirements for certification? (e.g. “Grandfathering” or “Grandparenting”) Why or why not? | Choose an item.  **Please explain in comment box. →** |  |
| 3 | Who/what entity should decide what skills, training, and experience are required for certification? | Choose an item.  **Please explain in comment box. →** |  |
| 4 | Should there be one certifying entity in the state or could there be more than one? | Choose an item.  **Please explain in comment box. →** |  |
| 5 | Who/what entity should administer a certification program (e.g. determine whether an individual has met all requirements for certification)? | Choose an item.  **Please explain in comment box. →** |  |
| 6 | How would you define success? | *Open response.*  **Please explain in comment box. →** |  |
| 7 | How would you ensure that certification is successful in CT? | *Open response.*  **Please explain in comment box. →** |  |
| 8 | Given what you know, and assuming this group reaches consensus on the questions above, do you believe Connecticut should pursue Certification for CHWs? | Choose an item.  **Please explain in comment box. →** |  |