**Certification Recommendation Comparison**

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|  | **Kansas City** | **St. Louis** | **Advisory Agreed Upon Wording** | **Certified Peer Specialist Standards** | **CHW Recommendations by MCB** |
| Certifying Department/Agency | TBD | MDHSS |  | Missouri Credentialing Board (MCB) | MCB |
| Advisory Board | Yes with 51% CHW representation | Yes with 51% CHW representation | Yes with 51% CHW representation | MCB with Peer Rep/Contract with DMH as outside advisory board | MCB with CHW Rep/Advisory Board MOU |
| Mandatory or Voluntary | Voluntary – Needed to represent oneself as a “certified” CHW. | Voluntary – Mandatory for those whose employers are being reimbursed by Medicaid | Voluntary – Mandatory for those whose employers are being reimbursed by Medicaid | Voluntary – Mandated by certain entities for reimbursement purposes | Voluntary – may be mandated by certain entities for reimbursement |
| Certification Period | 3 years | 3 years with a minimum of 60 hours/year of CHW work to maintain certification | 3 years | 2 years | 2 years |
| Certification Process | *Training Pathway:* CHWs may apply for certification upon completion of a state-approved training program that includes completion of a minimum number of hours of classroom instruction and supervised field experience, which can include both employed and volunteer experience.  *Work Experience Only:* Certification should include a grandfathering process that recognized CHWs with volunteer or employed work experience (with or without completion of a training course). CHWs who meet the grandfathering requirements are eligible for certification and will not be required to complete a training course. Once a CHW is certified through the grandfathering pathway, CHWs must only meet the continuing education requirements to be eligible for recertification.  Grandfathering process will be open for a period of 3 years. After the 3-year period, there will not be a grandfathering process and CHWs must complete the training pathway to receive certification. | *Training Pathway:* CHWs may apply upon completion of a state-approved training program. Application for certification should be verified with certificate of completion provided by training program provider.  *Work Experience Only:* Upon implementation of CHW certification, CHWs with work experience (with or without a completion of training course via community college) may be grandfathered in for a period of 3 years. | *Training Pathway:* CHWs may apply for certification upon completion of a state-approved training program that includes completion of a minimum number of hours of classroom instruction and supervised field experience, which can include both employed and volunteer experience. Application for certification should be verified with certificate of completion provided by training program provider.  *Work Experience Only:* Certification should include a grandfathering process that recognized CHWs with volunteer or employed work experience (with or without completion of a training course). CHWs who meet the grandfathering requirements are eligible for certification and will not be required to complete a training course. Once a CHW is certified through the grandfathering pathway, CHWs must only meet the continuing education requirements to be eligible for recertification.  Grandfathering process will be open for a period of 3 years. After the 3-year period, there will not be a grandfathering process and CHWs must complete the training pathway to receive certification. | * Apply for and be accepted for peer training program – this program is only provided by MCB. * Attend MCB peer training program * Take online Peer exam * Apply for CPS credential | Advisory board would help determine standards however here are thoughts:   1. Attend MCB approved CHW training program 2. Apply for CHW credential |
| Grandfather Process | CHWs shall be grandfathered into certification with:   * Verification of proficiency in core competencies set forth by the certifying department or agency. The verification may be completed by an organization with which a CHW is affiliated and that writes a letter of recommendation. * 2 letters of recommendation from an organization with which the CHW is affiliated. * Documentation of at least 2,000 hours of CHW (employed or volunteer) in the past 5 years. * Work or volunteer experience in another state may qualify for certification through the grandfathering process, provided that all grandfathering requirements listed above are met. | CHWs shall be grandfathered into certification with:   * 2 recommendations which can be from employers and/or community members served. Recommendations can be presented in a standard letter format or in a versatile approach including storytelling, photovoice, or film/video. * Verification of proficiency in core competencies. * Documentation of at least 60 hours of CHW (employed or volunteered with at least 1 year previous experience. | CHWs shall be grandfathered into certification with:   * Verification of proficiency in core competencies set forth by the certifying department or agency. The verification may be completed by an organization with which a CHW is affiliated and that writes a letter of recommendation. * 2 letters of recommendation from an organization with which the CHW is affiliated and/or community members. * Documentation of at least 800 hours of CHW (employed or volunteer) activities within the past 3 years. * Verification of proficiency in core competencies. * Work or volunteer experience in another state may qualify for certification through the grandfathering process, provided that all grandfathering requirements listed above are met. | There was no grandfather process | Conduct a grandfather process period of no more than 12 months to recognize those who already have CHW work experience. Advisory board would determine how much experience is needed to grandfather process. |
| Continuing Education | 25 hours every 3 years. Continuing education units can be related to core competencies or health specific trainings | 30 hours every 3 years. Continuing education units can be related to core competencies, health specific trainings or trainings relevant to CHW-specific work. | 25 hours every 3 years. Continuing education units can be related to core competencies or health specific trainings | 20 CEUs with 6 of those being live ethics every 2 years | 20 CEUs with 6 being live ethics every 2 years |
| Supervision Requirement | None for clinical | Tentative, recommend the requirement to be supportive and broad not rigid | Tentative, recommend the requirement to be supportive and broad not rigid | None | None |
| Licensing | None | N/A | None | None | None |
| State Residency Requirement | None | None | None | Live or work in Missouri 51% of time – volunteer time counts as work | Live or work in Missouri 51% of time – volunteer time counts as work |
| Background Check | None | None by certifying agency, employer responsibility | None by certifying agency, employer responsibility | Family Care Safety Registry (FSCR) background check – if disqualifying felony, need an exception from either MCB or DMH | FCSR background check – if disqualifying felony, need an exception from MCB |
| Age Requirements | None | Yes – recommend 18 and provide a provisional certification process for those under the age 17. | Yes – recommend 18 and provide a provisional certification process for those under the age 17. | 18 | 18 |
| Minimum Education Requirement | None | Yes – recommend high school diploma/GED. However, provisional path available for those who do not have minimum education but meet other qualifications for certification | Leave it to the discretion of the employer. | HSE or higher | HSE or higher or none?? |
| Language Requirement | None | None – however consider cultural competency training. U.S. Department of Health and Human Services provides a free course – <https://www.thinkculturalhealth.hhs.gov/education/nurses> | None – however consider cultural competency training. U.S. Department of Health and Human Services provides a free course – <https://www.thinkculturalhealth.hhs.gov/education/nurses> | None | None |
| Fees | $30 for initial application  $15 for recertification every 3 years | $30 for initial application  $15 for recertification every 3 years | $30 for initial application  $15 for recertification every 3 years | $75 for initial application  $70 for renewal every 2 years | $50 for initial application  $70 for renewal every 2 years |
| Reciprocity | The certifying department/agency shall accept certification from another state that offers CHW certification, provided the CHW satisfies documentation requirements set by the certifying department/agency to prove he/she has a valid and current certification from the other state.  The certifying department/agency would determine which states have equivalent CHW certification programs and which are eligible for reciprocity. |  | The certifying department/agency shall accept certification from another state that offers CHW certification, provided the CHW satisfies documentation requirements set by the certifying department/agency to prove he/she has a valid and current certification from the other state.  The certifying department/agency would determine which states have equivalent CHW certification programs and which are eligible for reciprocity. | Only good in Missouri | Advisory board could help determine |

Note: Individuals from grassroots organizations may not be eligible for certification because they are not capturing their hours or have supervision to provide recommendations.