**CHW Call Series: Certification and Licensure**

**March 3, 2016**

**Q&A Responses**

1. Could Carl define "provider of clinical care" further? Could you tell us more about non-clinical tasks/things that may require a license to practice?
2. Gail: Could you speak more about the dedication of resources to support CHW leadership when you get the chance? Who from, how much?
3. Question for Sergio: What does it mean to adopt the APHA definition of a CHW but yet embrace your own network's beliefs and values of what this should be?
4. Why are we worried about certification when it appears that employers are not terribly interested in certified CHWs and where there is not a lot of evidence that certification leads to insurance reimbursement?
5. Might it not make more sense to certify an organization to train and use CHWs in a way that improves care and lowers cost instead of certifying CHWs? CHWs would only be certified to perform activities that insurance would support? In other words, payers might offer a global payment to an organization to use CHWs to do specific tasks that have been shown to impact their costs and improve member health as opposed to fee for service such as is happening in MN.
6. Based on NY CHW employer feedback, you report that experienced employers not asking for certification. What do they say about CHW educational standards?
7. How can we continue to be involved? CHWAR?
8. For individuals who are now taking CHW training whether online or in a classroom setting, will certification be available or an option for them? Is it available statewide or is it only available to MiCHWs? Has it been decided or is it in discussion for now? Is it up to the providers/employers to decide?
9. Why can't you have a certification system that is more fluid and that can respond to changing needs and scope of work? So then is does not limit scope of work?
10. Is there discussion surrounding how much CHW is paid?
11. What kind of infrastructure development did Massachusetts Dept. of Public Health build/provide the Massachusetts Association of CHWs as they were forming an Association of CHWs?
12. For Sergio (and others): wondering if there was any discussion of protective service, quality or conflict of interest issues when considering the necessity/advisability of CHW certification?
13. Is there any realistic chance of moving beyond grant-based funding for CHWs (e.g., in integrated care teams) without CHW certification in the context of changing payment models under ACA?
14. Tell us more about MiCHWA's model for managing CHW certification in the state
15. What core competencies did you focus on?
16. How many states have undergone this certification process to date other than Tx and Minnesota?
17. To Gail Hirsh- What part has open enrolment community colleges played in the discussion around certification? Is a College certification of Completion equal a certification?
18. Also does anyone have information on the CHW training that took place at the Baltimore Health Department in November 2015? I would like to contact the person/ company that presented,
19. Gail can you further discuss title act versus practice act? Thanks.
20. How do states differentiate CHW roles with case or care management which may be provided by a variety of other entities and have their own training and standards around care navigation, increasing access to health and social determinants and patient engagement in health related activities?
21. For Sergio. Is DISRIP requiring any formal training for CHWs?
22. This is for Mr. Matos and Ms. Hirsh in terms of the CHW Advisory Boards what were lessons learned if any in terms of maintaining self-determination and making sure the voice of the CHWs was heard in the process?
23. After completion of training, how do CHW access jobs.
24. This is for Carl Rush. Can you share in terms of the C3 Project outreach you shared that AHA and ANA are groups that will provide input to what extent? Is there a concern that their input impede the value of self-determination and open the doors for a requirement of an MPH or Higher degree which takes away from the core of who they are?
25. can your criminal history stop you from getting a job
26. Is there any thought about the impact of having CHWs unionize
27. Would have liked to hear about the different skills needed for CHW's placed in the medical setting... can some comments be sent regarding this?