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A PROPOSAL FOR

Community Health Care Worker

beginning fall of 2017



LAKE AREA
TECHNICAL INSTITUTE

www.lakeareatech.edu

COMMUNITY HEALTHCARE WORKER

Executive Summary

Lake Area Technical Institute requests approval to start a Community Healthcare worker Program. The program will be eighteen months in length, award an Associate of Applied Science degree, and include a twelve month exit point with a diploma and a 6 month exit point for a certificate. Both the 6 month certificate and 12 month diploma will be stackable with each other and the AAS degree. Further the certificate, diploma and AAS will be latticed with the healthcare programs at LATI and the other technical institutes' health programs as appropriate. It is anticipated the program will also stack with BOR four year programs such as health sciences. Graduates would be employable as: Community Healthcare workers, social and human services assistant/specialist, Community health advocate; Eldercare advocate; weight loss advocate/coach; Diabetes coach; Addictions counselor assistant; and Casework specialist.

LATI is an excellent fit for this new program as we already have very strong Nursing, Medical Assisting, and Human Services Technician program, which could share some of their equipment. All of these programs have resources which could be utilized by Community Healthcare Worker, thus lowering program expenses.

IDENTIFICATION AND DESCRIPTION OF THE PROGRAM

The Affordable Care Act (ACA) included a range of provisions that may help enhance the role of community health workers (CHWs) in the U.S. healthcare system. Notably, section 5313 of the ACA authorized the Centers for Disease Control and Prevention to issue grants to organizations to improve health in underserved areas through the use of CHWs. First, the ACA has increased access to preventive health services under Medicaid, and implementing regulations have clarified that states may designate non-licensed providers (i.e., CHWs) to provide preventive services. Second, the ACA offers state Medicaid programs the opportunity to create "Health Homes" for beneficiaries living with chronic illness, and several states have taken the opportunity to design plans that explicitly include or refer to CHWs. Third, the ACA creates funding for State Innovation Models, which are intended to help states improve health outcomes and quality of care while slowing growth in health costs. A study by Harvard University provides additional insights into this new program:

<http://www.chlpi.org/wp-content/uploads/2013/12/ACA-Opportunities-for-CHWsFINAL-8-12.pdf>

The South Dakota Department of Health (SD DOH) and the South Dakota Department of Social Services (SD DSS) are working together on the introduction of a Community Health Worker/Representative (CHW/R) program in South Dakota. The Community Healthcare Worker Program is designed for students interested in a career as a Community Healthcare workers, social and human services assistant/specialist, Community health advocate, or Eldercare advocate, but also makes them employable as weight loss advocate/coach, Diabetes coach, Addictions counselor assistant, and Casework specialist.

OBJECTIVES AND PURPOSE OF THE PROGRAM

The primary purpose of the Community Healthcare Worker program would be to graduate students with the necessary skills to be employed in the medical field including positions community health adviser, health advocate, community health representative, health promoter or health educator.

Community healthcare workers are often responsible for the health of members of the community who may not be cared for by traditional medical institutions. This often includes the uninsured, migrant workers and immigrants. Those served include people of all different ethnicities and cultural backgrounds. Community healthcare workers may be responsible for ensuring that culturally diverse populations and underserved communities receive the proper medical attention. Community healthcare workers often provide some basic direct services as well, such as first aid and some types of health screening.

The program will articulate appropriate high school credits, whenever possible, however high school articulation will be limited due to the specialized nature and detail of Community Healthcare Worker curriculum. LATI will explore possible articulation agreements once the program is started.

Objectives will include the following. A graduate of this program should be able to:

- Demonstrate critical communication and leadership skills.
- Demonstrate exemplary computer skills.
- Practice safe, ethical, and legal field practice techniques.
- Demonstrate professionalism and related soft skills, including communicating with peers, supervisors and community members.
- Demonstrate excellent decision making skills
- Exhibit teamwork – coordination, communication and cooperation.
- Treat minor illnesses
- Care for pregnant women
- Care for children of various ages
- Care for the elderly
- Provide family planning services
- Promote sanitation and hygiene
- Screen for communicable diseases
- Perform health education activities
- Collect statistics
- Maintain records
- Provide health care referrals

Associates of Applied Science degree recipients will:

- Demonstrate problem-solving skills and critical thinking.
- Develop professionalism including team-working skills.

- Communicate effectively.
- Find and use information

METHODS OF OBTAINING THE OBJECTIVES OF THE PROGRAM

The program will include classroom instruction and lab experiences, along with industry field trips, guest speakers, and capstone projects. The curriculum will incorporate a variety of instructional methods including use of LATI's Innovation Center to enhance instructional materials with virtual instruction, streaming video, etc.

The program will also utilize the LATI simulation lab, the LATI cadaver lab, and various community healthcare facilities for their training.

The Community healthcare worker program will work closely with an industry advisory board composed of representatives from potential employers. The Advisory Board will approve the curriculum, discuss and recommend equipment purchases and assist in forming partnerships to assist LATI with innovative curriculum and cost-sharing.

CURRICULUM DESIGN

See Appendix A for Curriculum Outline

DESCRIPTION OF THE NEEDS BASED ON LABOR MARKET DEMANDS IN THE UNITED STATES AND SOUTH DAKOTA

As defined by the U.S. Bureau of Labor Statistics (BLS), employment growth for community healthcare workers will be 15% from 2014-2024, which is above-average rate. In 2015, community healthcare workers earned a median of \$36,300 per year.

Stakeholders for Community healthcare workers include: independent hospitals, integrated healthcare systems, behavioral health, federally qualified health centers, Indian health services, Tribal health, Veterans administration, and urban Indian health, and Good Samaritan Society.

POPULATION TO BE SERVED BY THE PROGRAM

The program will be available to all interested individuals who successfully meet the established LATI admission criteria. The program will be full-time. All applicants must be high school graduates and must take an admission test to establish reading and math abilities. No restriction will be made regarding race, creed, gender, or age. The program will draw individuals from South Dakota primarily, and will be of particular interest to students who wish to complete their training and certification in the state of South Dakota. The opportunities for employment will be statewide.

Because of the nature of the program, interested individuals will be subject to prescreening tests including, but not limited to, drug testing and a background check.

PROJECTED THREE-YEAR BUDGET

The program will be located on the campus of LATI and begin the fall of 2017. Extensive cooperation and synergism is anticipated between the Medical Assisting, Human Service Technician and Nursing programs and this program. Although LATI has much of the equipment needed, procurement of additional equipment will be a cost factor for this program. The program will start with 18 – 20 students in the first year.

	FY 18	FY 19	FY 20
Instructor Salary/benefits	\$52,500	\$105,000	\$109,200
Related Adjuncts and Instructor overload costs	\$12,000	\$12,000	\$20,000
Equipment	\$20,000	\$20,000	\$5,000
Supplies	\$3,000	\$6,000	\$7,000
Travel	\$1,000	\$2,000	\$2,500
PR/Misc	\$1,000	\$1,000	\$1,000
Contracted Services	\$2,000	\$3,000	\$3,000
Totals	\$91,500	\$149,000	\$147,700

PROGRAM COMPETENCIES AND ENTRY AND EXIT POINTS

Entry point: Fall 2017

Exit point: Graduation with a 6 month certificate, 1-year diploma or an Associate of Applied Science degree in Community Healthcare Worker.

Job Titles: Community health adviser, health advocate, community health representative, health promoter, health educator, Social and human services assistant/specialist.

STATEMENT OF NONDUPLICATION

If approved, this would be the first Community Healthcare Worker program in South Dakota offered by one of the four technical institutes. Creation of this program will encourage South Dakota residents to stay in South Dakota to pursue their education, as opposed to going to adjoining states. South Dakota Area Health Education Centers, the Department of Social Services, and the SD Dept of Health are involved in the development of the CHW program to address their workforce needs.

SUGGESTED CIP CODE

19.0710

Title: Developmental Services Worker.

Definition: A program that prepares individuals to apply practical knowledge and skills to support individuals with a variety of physical, mental or developmental disabilities in a family or community setting. Includes instruction in health care, basic nutrition, pharmacology, nursing, autism, mental health, psychology, sociology, behavioral analysis, communication, intervention, counseling and community services, and developmental services, such as literacy and life skills training.

APPENDIX

- A. Curriculum outlines
- B. Wage/labor statistics
- C. Letters of Support



Community Health Worker Certificate Option

Semester Course Outline 2017 – 2018 Revised: 6/22/16
4 – 6 Months Credits Required for Graduation: 17.5

Course Number	Course Title	Clock Hours	Credits
CHW 100	Intro to Community Health	56	2
CHW 105	Outreach Techniques and Strategies	56	2
CHW 110	Health and Wellness	45	3
CHW 115	Health Issues and Resources	30	2
CPR 112	Basic Life Support (BLS) for Health Care Workers	14	.5
HAZ 100	Hazardous Materials Safety	14	.5
HST 159	Diversity Studies	56	2
MA 115	Medical Terminology	42	1.5
MA 165	Pharmacology	56	2
MA 125	Medical Law and Ethics	56	2
Total		425	17.5



Community Health Worker

Diploma Option

Semester Course Outline 2017 – 2018 Revised: 6/22/16

9 Months Credits Required for Graduation: 35

Fall Semester

Course Number	Course Title	Clock Hours	Credits
CHW 100	Intro to Community Health	56	2
CHW 105	Outreach Techniques and Strategies	56	2
CHW 110	Health and Wellness	45	3
• CHW 120	Practicum I	120	2
CHW 200	Documentation	28	1
ANAT 142	Anatomy	45	3
HST 136	Medication Administration	14	.5
MA 115	Medical Terminology	42	1.5
MA 125	Medical Law and Ethics	56	2
Total		462	17

Spring Semester

Course Number	Course Title	Clock Hours	Credits
CHW 115	Health Issues and Resources	30	2
• CHW 125	Practicum II	120	2
CHW 215	Patient Care	56	2
CHW 225	Health Disorders	45	3
CPR 112	Basic Life Support (BLS) for Health Care Workers	14	.5
HAZ 100	Hazardous Materials Safety	14	.5
HST 159	Diversity Studies	56	2
MA 165	Pharmacology	56	2
PHGY 210	Human Physiology	60	4
Total		451	18

- Students who return for their Associate of Applied (A.A.S.) degree will substitute CHW 120 – Practicum I and CHW 125 – Practicum II for CHW 230 – Practicum for Community Health Worker.



Community Health Worker

Semester Course Outline 2017 – 2018 Revised: 6/22/16

18 Months Credits Required for Graduation: 66
Associate of Applied Science (A.A.S.) Degree

First Year – Fall Semester

Course Number	Course Title	Clock Hours	Credits
CHW 100	Intro to Community Health	56	2
CHW 105	Outreach Techniques and Strategies	56	2
CHW 110	Health and Wellness	45	3
ANAT 142	Anatomy	45	3
CIS 102	Windows Applications for Technicians	45	3
MA 115	Medical Terminology	42	1.5
MA 125	Medical Law and Ethics	56	2
Total		345	16.5

First Year – Spring Semester

Course Number	Course Title	Clock Hours	Credits
CHW 115	Health Issues and Resources	30	2
CPR 112	Basic Life Support (BLS) for Health Care Workers	14	.5
HAZ 100	Hazardous Materials Safety	14	.5
HST 159	Diversity Studies	56	2
MA 165	Pharmacology	56	2
PHGY 210	Human Physiology	60	4
<ul style="list-style-type: none"> Selected Communications Course (Choose one) COMM 101 – Communications and Career Strategies ENGL 101 – Composition * (CSS 100 – Career Search Strategies .5 credit) SPCM 101 – Fundamentals of Speech * (CSS 100 – Career Search Strategies .5 credit) 		45	3
<ul style="list-style-type: none"> Selected Mathematics Course (Choose one) MATH 100 – Applied General Math MATH 101 – Intermediate Algebra MATH 102 – College Algebra * 		45	3
Total		320	17

Community Health Worker Semester Course Outline 2017 – 2018

Second Year – Fall Semester

Course Number	Course Title	Clock Hours	Credits
CHW 200	Documentation	28	1
ECON 105	Leadership in the Global Workplace	45	3
HST 136	Medication Administration	14	.5
HST 134	Child Growth and Development	56	2
HST 139	Death and Dying	28	1
HST 176	Casework Skills and Resources	84	3
HST 188	Chemical Dependency	45	3
MLT 135	Principles of Phlebotomy	28	1
<ul style="list-style-type: none"> Selected Behavioral Science Course (Choose one) PSYC 100 – Psychology of Human Relations PSYC 101 – General Psychology * 		45	3
Total		373	17.5

Second Year – Spring Semester

Course Number	Course Title	Clock Hours	Credits
CHW 205	Community Health Education	56	2
CHW 210	Case Studies	56	2
CHW 215	Patient Care	56	2
CHW 220	Human Development	56	2
CHW 225	Health Disorders	45	3
CHW 230	Practicum for Community Health Worker	240	4
Total		509	15

- Students will select a course in each of the areas listed to meet general education requirements. Courses marked with an asterisk (*) can be transferred directly to the university system and may be substituted for recommended courses on the outline. Students should speak with an advisor before doing so.

Students who select to take transferable communications course ENGL 101 or SPCM 101, must also register for CSS 100 – Career Search Strategies for .5 credit. This curriculum is required for all Lake Area Tech graduates and is included in the COMM 101 course but is separate from the university system.



Community Health Worker
Third Year Option for Human Services Technician Grads
Semester Course Outline 2017 – 2018 Revised: 6/22/16 9
Months Credits Required for Graduation: 31

Fall Semester

Course Number	Course Title	Clock Hours	Credits
CHW 100	Intro to Community Health	56	2
CHW 105	Outreach Techniques and Strategies	56	2
CHW 110	Health and Wellness	45	3
CHW 200	Documentation	28	1
ANAT 142	Anatomy	45	3
MLT 135	Principles of Phlebotomy	28	1
Total		258	12

Spring Semester

Course Number	Course Title	Clock Hours	Credits
CHW 205	Community Health Education	56	2
CHW 210	Case Studies	56	2
CHW 215	Patient Care	56	2
CHW 225	Health Disorders	45	3
CHW 230	Practicum for Community Health Worker	240	4
MA 165	Pharmacology	56	2
PHGY 210	Human Physiology	60	4
Total		569	19



Community Health Worker

Third Year Option for Medical Assisting Graduates

Semester Course Outline 2017 – 2018 Revised: 6/22/16

9 Months Credits Required for Graduation: 36

Fall Semester

Course Number	Course Title	Clock Hours	Credits
CHW 100	Intro to Community Health	56	2
CHW 105	Outreach Techniques and Strategies	56	2
CHW 110	Health and Wellness	45	3
CHW 200	Documentation	28	1
ANAT 142	Anatomy	45	3
HST 134	Child Growth and Development	56	2
HST 139	Death and Dying	28	1
HST 188	Chemical Dependency	45	3
Total		359	17

Spring Semester

Course Number	Course Title	Clock Hours	Credits
CHW 205	Community Health Education	56	2
CHW 215	Patient Care	56	2
CHW 220	Human Development	56	2
CHW 225	Health Disorders	45	3
CHW 230	Practicum for Community Health Worker	240	4
HST 159	Diversity Studies	56	2
PHGY 210	Human Physiology	60	4
Total		569	19

Community Health Care Worker Employment Projections

SOC	Occupational Title	2014 Base Employed	2024 Projected Number of Jobs	2014-2024 Projected Change	Avg Annl Demand for Workers	Current Online job listings in SD	Percentage Wages 2015		
							25th	Mean	75th
21-1022	Health Care Social Worker	500	546	46	0.9%	25	\$ 15.85	\$ 19.38	\$ 22.32
21-1023	Mental Health and Substance Abuse Social Worker	225	245	20	0.9%	12	\$ 15.20	\$ 17.64	\$ 20.07
21-1091	Health Educators	163	180	17	1%	17	\$ 17.39	\$ 23.02	\$ 27.87
21-1094	Community Health Workers	Confidential	Confidential	Confidential	Confidential	164	\$ 14.86	\$ 18.62	\$ 22.01
21-1798	Community and Social Service Specialists, All Other	Confidential	Confidential	Confidential	Confidential	164	\$ 14.86	\$ 18.62	\$ 22.01

Source: SD Department of Labor & Regulation, Labor Market Information Center (LMIC), 2016

YOUR HEALTH : OUR MISSION

August 3, 2016

Tiffany Sanderson, Director
Office of Career and Technical Education
800 Governors Drive
Pierre, SD 57501

RE: LATI Community Health Care Worker Program

Prairie Lakes Healthcare System, Watertown, SD supports Lake Area Institute (LATI) is their effort to start a Community Health Care Worker degree program. This type of healthcare worker will fill a gap in our healthcare delivery system as healthcare increasingly moves out of the hospital and into the community. In addition, as a result of the Affordable Care Act of 2010, the focus of healthcare is shifting to population health. Population health management is broader than doctor visits and hospital care. It involves addressing disparities such as poverty and limited access to services as well as the social determinants of health such as poor nutrition, coping skills, inadequate housing, and health literacy.

Not only are we faced with significant workforce shortages in healthcare, but our present day workforce is concentrated in the brick and mortar facilities of clinics and hospitals. The development of Community Health Care Worker will help meet our objective as healthcare providers to improve population health. The community healthcare workers with skills in social services, advocacy, addiction services, and case management will improve our ability to address social issues and meet the needs of underserved populations.

Prairie Lakes Healthcare System has a long-standing relationship with LATI. We hire graduates of their existing healthcare programs, serve on advisory committees, and provide scholarship support. We do all of this because LATI has an outstanding record of meeting workforce needs identified by industry and producing outstanding graduates.

We urge you to join us in our support of the Health Care Worker program. Please feel free to contact me if I may be of further assistance.

Sincerely,



Jill Fuller
President and CEO





August 9, 2016

Tiffany Sanderson, Director
Office of Career and Technical Education
800 Governors Drive
Pierre, SD 57501

RE: LATI Community Health Care Worker Program

Huron Regional Medical Center supports Lake Area Institute (LATI) in their effort to start a Community Health Care Worker degree program. I am very grateful for the leadership of our technical institutions in our state. This recent decision is very forward thinking and will be very important for rural areas.

With the vision of the Affordable Care Act of 2010 to move most of health care to a value based payment system and the need for rural areas to have an affordable means to provide population health to our communities, our primary care providers will need a competent work force to assist them with coordinating the chronic conditions in our rural communities. Yet, our area is experiencing a shortage of licensed professionals. If we don't have additional professionals, the shortage for population health workers will have to come from already employed hospital and nursing home nurses. This will increase the burden on hospitals and nursing homes due to shortages and be an inappropriate underutilization of the nursing skills set.

In addition, even while South Dakota has not yet mandated the participation of Community Health Care Workers in its Medicaid Health Home program, it has specifically encouraged providers to hire a "health coach/care coordinator" to be part the team.

Huron Regional Medical Center has aligned many of our strategic work force goals with LATI and I am thankful for their commitment to our future. They have my full support for the Community Health Care Worker degree program.

Sincerely,

David Dick, President/CEO

Huron Regional Medical Center



205 Orchard Drive
Sisseton, SD 57262

Hospital: (605) 698-7647
Clinic: (605) 698-7681

August 22nd, 2016

Subject: Community Health Care Worker Program

To Whom It May Concern,

Coteau des Prairies Health Care System supports Lake Area Technical Institute's application to start a Community Health Care Worker program in Watertown, SD. This program will help support health care across the state and the Midwest. After reviewing the objectives and purpose of the program, as well as the course outline, we feel that this new program will be a valuable education launching pad for increasing the overall health of our region. The CHW program design is structured in a way to ensure the student has a well-rounded academic base and will prepare students to have the practical knowledge to asset individuals in a variety of settings.

As South Dakota continues to improve population health, this program will be a vital tool producing students that can help support underserved populations in diabetes coaching, lifestyle improvements, addiction education and overall health maintenance.

The CDP Health Care System acknowledges that LATI has produced many outstanding graduates that have been very successful in their careers. We fully expect that the CHW program will be another successful program by the area's leader in educational services.

We urge you to endorse LATI in this new program and support rural health care in South Dakota.

With All Respect,

A handwritten signature in black ink, appearing to read "Michael Coyle", is written over a light blue horizontal line.

Michael Coyle
CEO

Coteau des Prairies Health Care System
Sisseton, South Dakota