



2017 Annual Report

**As Required by
Chapter 48, Texas Health and
Safety Code Section 48.101(c)**

**Promotor(a) or Community
Health Worker (CHW) Training
and Certification Advisory
Committee
April 2018**



TEXAS
Health and Human
Services

**Administrative support provided by the
Department of State Health Services**

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Executive Summary

The 2017 Annual Report of the Promotor(a) or Community Health Worker (CHW) Training and Certification Advisory Committee (Committee) is prepared in compliance with Texas Administrative Code, Title 25, Part 1, [Chapter 146.3\(n\)](#).¹ The annual report, due to the Executive Commissioner not later than April 1, describes the Advisory Committee's composition, attendance, accomplishments in 2017, planned activities for 2018, and costs related to the committee.

Key Committee activities for 2017 include:

- Review of training program applications and recommended the approval of three new training programs.
- Review and feedback on the application for initial CHW certification revised by the Department of State Health Services (DSHS).
- Initiation of the review process for the Promotor(a) or CHW Training and Certification Program Rules.
- Participation in the review process for Advisory Committee vacancies.
- Development of an educational paper entitled "Medicaid/CHIP Reimbursement of CHW Services in Texas," which included recommendations for CHWs in Texas.

The Committee is supported by DSHS' Promotor(a) or Community Health Worker Training and Certification Program (CHW program), authorized by Health and Safety Code, [Chapter 48](#). The rule, referenced above, allows for the reporting of data related to CHW certification, renewal rates and trends, as well as initial certification and continuing education courses for CHWs and Community Health Worker Instructors (CHWI).

The number of certified CHWs in Texas continues to steadily increase over time. As of December 31, 2017, there were 4,033 certified CHWs, an increase of two percent compared to 3,956 certified CHWs at the end of 2016, and an overall

¹ [CHW Rules and Legislation](#)

increase of 92 percent over the past five years. Attrition is expected and 920 CHWs did not renew in 2017, a slight increase from 848, in 2016.

In 2017, there were a total of 285 certified CHW Instructors (CHWI), including 48 newly certified instructors in 2017, a decrease from the 82 newly certified instructors in 2016. The number of CHWIs who did not renew their certification decreased from 63 in 2016, to 46 in 2017.

In 2017, a total of 383 completed CHW evaluation surveys were submitted to the CHW program. The survey continues to show that the majority of certified CHWs see their certification as meaningful or valuable.

The Committee efforts helped increase awareness of CHW roles in Texas and the positive impact CHWs have on creating healthier communities. The CHW program expects the number of certified CHWs continue to grow as CHWs are increasingly integrated in health and social service systems across the state. The goals for 2018 include:

- Incentivizing CHW training and workforce engagement opportunities, and
- Creating compelling calls to action for CHW employers on the roles of CHWs and their value in the health care workforce.

1. Introduction

House Bill 2610, 82nd Legislature, Regular Session 2011, amended [Chapter 48, Texas Health and Safety Code](#) (HSC), to establish a statewide Promotor(a) or Community Health Worker (CHW) Training and Certification Advisory Committee (Committee)². Statute requires the Committee to advise the Department of State Health Services (DSHS) on issues such as implementation of standards, guidelines, and requirements, as well as employment and funding strategies for CHWs.

In compliance with Texas HSC Section 48.053, rules were adopted by the Executive Commissioner. The Texas Administrative Code, Section 146.3, outlines committee membership, duties, and requirements. The Committee consists of nine appointed members:

- Four DSHS certified CHWs.
- Two public members, which may include consumers of CHW services or individuals with paid or volunteer experience in community health care or social services.
- One member from the Texas Higher Education Coordinating Board or a higher education faculty member who has teaching experience in community health, public health, or adult education and has trained CHWs.
- Two professionals who work with CHWs in a community setting, including employers and representatives of non-profit community-based organizations or faith-based organizations.

See [Appendix A](#) for a list of current Committee Membership.

This report will summarize meeting activities, Committee accomplishments, the status of any recommendations made by the committee, planned upcoming activities, and committee costs. The report also evaluates CHW program certification and renewal rates and trends, as well as initial certification and continuing education courses for CHWs and CHWIs.

² [House Bill 2610, 82nd Legislature, Regular Session, 2011.](#)

2. Background

Community Health Workers (CHWs), also known as Promotores de Salud, are individuals who serve as liaisons and provide cultural mediation between health care and social services and their communities. They are members of the community and have a close understanding of the ethnicity, language, socio-economic status, and life experiences of the communities they serve. CHWs assist people with access to needed services and build individual, community, and system capacity by increasing health knowledge and self-sufficiency through various activities. CHWs demonstrate skills in the following eight core competencies:

- Communication
- Interpersonal skills
- Service coordination
- Capacity building
- Advocacy
- Teaching
- Organizational skills
- Knowledge base in specific health issues

House Bill 1864, 76th Legislature, Regular Session, 1999, directed the Department of State Health Services (DSHS) to establish a temporary committee to study issues related to the development of outreach and education programs for CHWs.³ Thus, making Texas the first state to pass legislation towards creating a statewide CHW or promotores training and certification program.

The Promotor(a) or Community Health Worker Training and Certification Program (CHW program) was established in May 2001 as a result of Senate Bill 1051, which directed DSHS to develop and implement a promotor(a) or community health worker training and certification program⁴ to enhance the development and implementation of statewide training and certification standards. The Community Health Improvement Division administers the CHW program.

³ [House Bill 1864, 76th Legislature, Regular Session 1999.](#)

⁴ [Senate Bill 1051, 77th Legislature, Regular Session, 2001](#)

3. CHW Training and Certification Advisory Committee and Program Activities

Advisory Committee Activities

The Committee met six times during calendar year 2017, three meetings were in person at the Department of State Health Services (DSHS) offices in Austin, and three via conference call and webinar. [Appendix B](#) shows the attendance record for the 2017 Committee meetings.

Committee members represent Promotor(a) or Community Health Workers (CHWs) in their communities and assist DSHS and the Health and Humans Services Commission (HHSC) with the CHW training and certification process to meet the needs in Texas. The Committee is charged with the following tasks:

- Advising DSHS and HHSC on the implementation of standards, guidelines, and requirements adopted under the Health and Safety Code, Chapter 48, relating to the training and regulation of persons working as CHWs;
- Advising DSHS on matters related to the employment and funding of CHWs;
- Providing recommendations to DSHS for a sustainable program for CHWs consistent with the purposes of Health and Safety Code, Chapter 48, Subchapter C;
- Reviewing applications from training programs/sponsoring organizations, and recommending certification to DSHS, if program requirements are met; and
- Carrying out any other tasks given to the committee by the Commissioner or Executive Commissioner.

2017 Advisory Committee Activities

To successfully carry out the charges above, the Committee has developed four sub-committees to address key topics including CHW Certification Program Rules, Communication and Outreach, Certification and Training and Workforce Solutions/Employment Opportunities. These sub-committees meet separately from the full Committee, but provide updates and recommendations to the full Committee for consideration.

Committee and sub-committee members participated in the following activities during calendar year 2017:

Full Advisory Committee

- Reviewed training program applications and recommended that DSHS approve the following:
 - Adding instructor continuing education for one existing training program, Cardea Services.
 - University of Texas Health Science Center at Tyler's application to provide CHW certification training and continuing education.
 - University of Texas at Arlington, Health Career Institute's application to provide CHW certification and continuing education.
 - DSHS office of Border Public Health's application to offer CHW and instructor continuing education.

Program Rules Sub-committee

- Developing a definition for Community Health Worker Instructor (CHWI).
- Discussed changes to the Promotor(a) or CHW Training and Certification Program Rules.
 - The Committee recommends removing the self-study option from the continuing education opportunities.
 - The Committee also recommends changing the experience required to be certified from 1,000 hours in the last six years, to 1,000 in the last three years., to ensure experience is recent and reflects skills that keep up with a dynamic set of public health and prevention methods, policies, and techniques.

Communication and Outreach Sub-committee

- Increased communication with CHWs by:
 - Distributing information regarding continuing education opportunities, and webinars, as well as information regarding local and national conferences.
- Identified and explored additional opportunities for outreach and information regarding the Promotor(a) or CHW Training and Certification Program and the Committee.
- Encouraged stakeholder participation in Committee meetings through the use of webinars. A total of 283 individuals attended the Committee meetings in 2017.

- Assisted in distributing information regarding scholarships for attendance and CHW recognition awards for the University of Mississippi Unity Conference held in Dallas, Texas.
- Assisted with the development of the Annual Report.

Certification and Training Sub-committee

- Increased access to CHW and instructor training and continuing education by exploring new technologies to disseminate CHW and instructor continuing education via distance learning (i.e., Undex, Google, Canvas, etc.).
- Recommended setting up a task force to put together guidelines to build a quality skill-based instructor continuing education curricula.
- Ended the CHW/Promotor(a) Evaluation Survey on October 1, 2017. The survey, available in English and Spanish, explored CHWs' perspectives regarding the value and benefits of certification. Recommended in-depth survey data analysis for future action.
- Reviewed and provided feedback on the application for initial CHW certification revised by DSHS.
- Evaluated the CHW Common Core (C3) Project findings and made recommendations on CHW skill development and core competencies.

Workforce Solutions and Employment Opportunities Sub-committee

- Engaged partners and stakeholders to consider potential reimbursement for CHW services through sub-committee meetings that included presentations by DSHS, HHSC Medicaid staff and sub-committee members. Presentations included an update on the Medicaid 1115 Delivery System, Reform Incentive Payment (DSRIP) Program, CHW DSRIP Projects, the utilization of CHWs in Family Planning and Breast and Cervical Cancer Clinics in Texas, and a local survey of the CHW workforce in Central Texas.
- Developed an educational paper entitled "Medicaid/CHIP Reimbursement of CHW Services in Texas" including funding and employment recommendations for CHWs in Texas.

2018 Advisory Committee Activity Plan

The Committee and its sub-committees plan to participate in the following activities in calendar year 2018.

Full Advisory Committee

- Make recommendations to DSHS concerning qualifying training programs/sponsoring organizations.

Program Rules Sub-committee

- Solidify a definition for community health worker instructor to be included in the Texas Administrative Code, Title 25, Part 1, Chapter 146.
- Continue to evaluate current Promotor(a) or CHW Training and Certification Program rules.
- Make recommendations for program rule changes.

Communication and Outreach Sub-committee

- Assist with the development of the Annual Report
- Create and manage an *in memoriam* to honor deceased CHWs and instructors and highlight their work.
- Increase communication with CHWs by working with stakeholders and CHW organizations.
- Increase promotion of awards and scholarships for CHWs.
- Identify and explore additional opportunities for outreach and information regarding the Promotor(a) or CHW Training and Certification Program and the work of the Advisory Committee.

Training and Certification Sub-committee

- Increase access to CHW and instructor certification training and continuing education.
- Develop guidelines to build quality skill-based instructor continuing education curricula.
- Develop educational and awareness materials on CHW's definition, roles and value in the community.

Workforce Solutions and Employment Opportunities Sub-committee

- Promote and explore employment and funding opportunities for CHW services.
 - Review annual data from the U.S. Department of Labor, Bureau of Labor Statistics, related to the CHW standard occupational classification code.
 - Continue discussions with stakeholders to consider potential reimbursement for CHW services.

- ▶ Communicate with DSHS Commissioner to promote the recommendations for funding and employment in Medicaid for CHWs.
- ▶ Discuss with stakeholders ways to utilize CHWs to decrease health disparities, address social determinants of health, and improve health outcomes.
- ▶ Identify and share CHW services/programs which demonstrate cost avoidance, cost savings, and return on investment.

Expense Reporting

Following Health and Safety Code, Section 1001.027, reimbursement of expenses for advisory committee members, out of funds appropriated, is limited to members who represent either the general public or consumers. These include two public members and four certified CHW members. Three other members provide in-kind contribution to the work of the Committee by paying their own travel and related expenses while serving on the committee.

Committee expenses, including travel reimbursement, totaled \$2,023.05 in 2017.

Promotor(a) or Community Health Worker Training and Certification Program

Community Health Workers

The number of certified CHWs in Texas continues to steadily increase. As of December 31, 2017, there were 4,033 certified CHWs, an increase of 92 percent over the past five years, and an increase of two percent compared to 3,956 certified CHWs at the end of 2016 (Figure 1).⁵

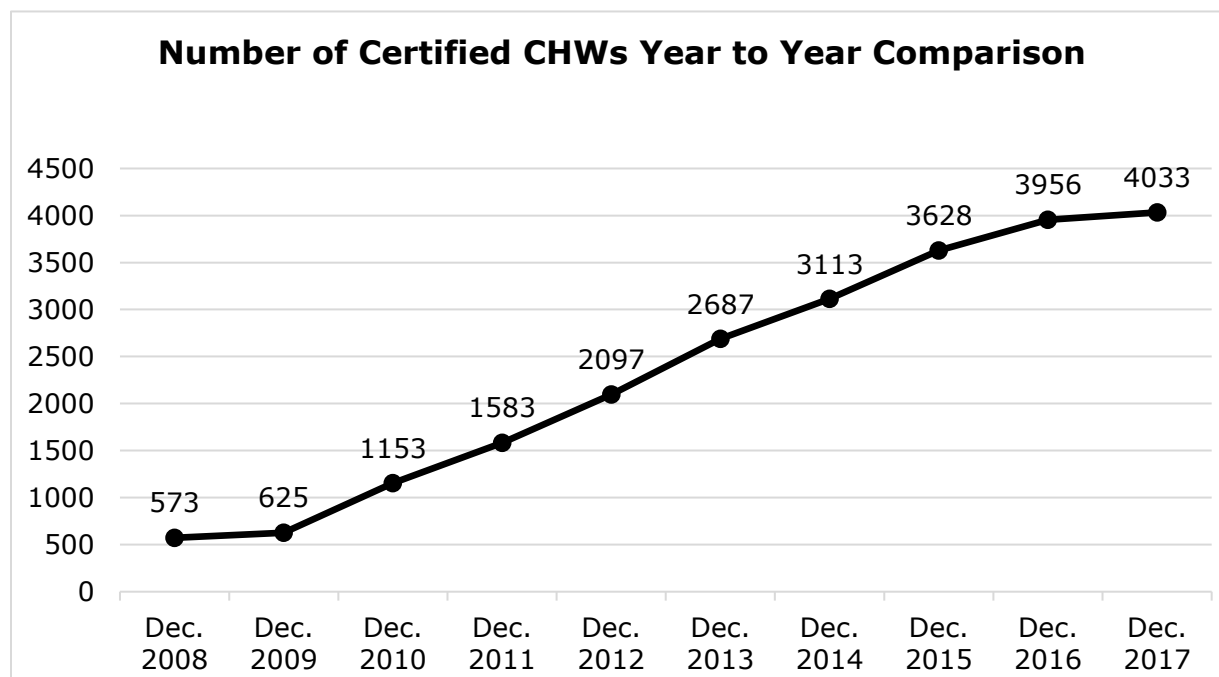
Community Health Workers Newly Certified in 2017

A total of 891 new CHWs were certified in 2017. Of these, 495 (56 percent) were certified through training, an increase from 46 percent in 2016. The remaining 396

⁵ CHWs are eligible to be certified in Texas by completing a certified DSHS training course of at least 160 hours, or based on experience, through verification of at least 1,000 hours of community health work experience demonstrating competence in the eight core competencies in the most recent six years.

(44 percent) became certified based on experience. This represents a decrease of 18 percent compared to 2016, when 1,086 CHWs received their initial certification.

Figure 1. Certified CHWs, 2008-2017



Community Health Worker Certification Training Graduates 2017

CHW certification training programs graduated 519 individuals in 2017. The number of graduates decreased by 18 percent compared with 2016 when 642 individuals graduated from a DSHS-approved CHW certification training program. See [Appendix C](#) for information about the number of certification training courses and graduates by county.⁶

Community Health Worker Instructors

Instructors can be certified in Texas by completing a certified DSHS instructor training course of at least 160 hours or based on experience, through verification of

⁶ Some graduates from DSHS-approved training programs did not apply for certification; therefore, the number of graduates is not the same as the number that applied for certification based on training.

at least 1,000 hours of providing training to CHWs or other health care paraprofessionals and professionals in the most recent six years.

As of December 31, 2017, there were 285 certified instructors as compared to 269 certified instructors at the end of 2016. There was a total of 48 newly certified instructors in 2017, a decrease from the 82 newly certified instructors in 2016. Of the newly certified instructors approximately 35 percent (n=17) certified based on experience and 65 percent (n=31) certified based on completion of training. The percentage of instructors newly certified based on completion of training reflects an increase from the percentage certified in 2016 (55 percent).

Community Health Worker Instructor Certification Training Graduates 2017

In 2017, there were 27 graduates of DSHS-approved instructor certification training programs (Table 1). This is a decrease from 49 graduates from DSHS-approved instructor certification training programs in 2016.

Table 1. 2017 Instructor Certification Training

| Location | Training Program/Sponsoring Organization | Graduates |
|-------------------|--|------------------|
| Dallas | Baylor Scott and White Health and Wellness Center | 8 |
| Distance Learning | Día de la Mujer Latina, Inc. | 1 |
| Distance Learning | Día de la Mujer Latina, Inc. | 1 |
| Distance Learning | The National CHW Training Center, Center for Community Health Development, Texas A&M School of Public Health | 9 |

| Location | Training Program/Sponsoring Organization | Graduates |
|-----------------------------------|--|-----------|
| Distance Learning | The National CHW Training Center, Center for Community Health Development, Texas A&M School of Public Health | 8 |
| Total Instructor Graduates | | 27 |

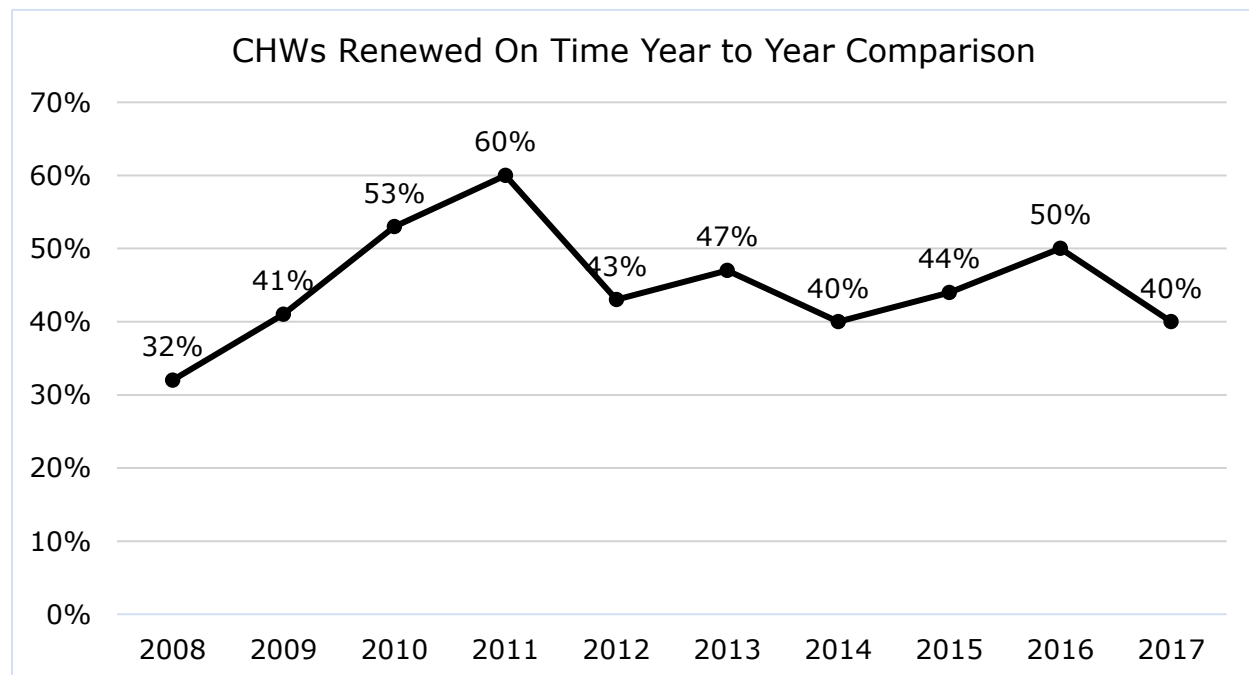
Certification Renewals

Community Health Worker Renewals and Expired Certificates

The percentage of CHWs renewing their certifications decreased from 50 percent in 2016 to 40 percent in 2017.⁷

⁷ CHWs must complete at least 20 hours of continuing education every two years to renew their certificates, including at least ten DSHS-certified contact hours.

Figure 2. CHW Renewal Rates, 2008-2017



A total of 920 CHW certifications expired in 2017, an increase from 2016 when 848 certifications expired.⁸ The total number of certified CHWs was also higher in 2017 (4,033) than in 2016 (3,956). The majority of certifications that expired in 2017 were for CHWs initially certified in 2015 (71 percent). Of those expired in 2017, the majority were for individuals certified as CHWs based on experience (57 percent), while 43 percent of expired certifications were initially certified based on completion of training.

Expired certifications in 2017 reflect a different pattern when comparing CHWs based on language preference (Table 2). Expired CHW certification initially based on training where Spanish was the preferred language had a higher percentage (79 percent) than those with English as a preferred language (38 percent). Expired CHW certifications initially certified based on experience was higher for those with

⁸ CHWs may renew a certificate that has been expired for less than one year by submitting a renewal application documenting the completion of the required continuing education. When a certificate has been expired for one year or more, a CHW may request to regain certification by submitting a new initial application.

English as the preferred language (62 percent) than those with Spanish as a preferred language (21 percent).

Table 2. 2017 Expired CHW Certifications by Preferred Language

| CHW Certification | Spanish | Spanish Percentage | English | English Percentage |
|--------------------------|----------------|---------------------------|----------------|---------------------------|
| Experience | 25 | 21% | 498 | 62% |
| Training | 93 | 79% | 304 | 38% |
| Total | 118 | | 802 | |

Community Health Worker Instructor Renewals and Expired Certificates

In 2017, 63 percent of instructors renewed their certification compared to 52 percent in 2016.⁹ Individuals who were first certified in 2015, comprised 46 percent of those who allowed their certification to expire in 2017. There were 46 certified instructors who did not renew their instructor certifications in 2017, compared to 32 in 2016.

Training Programs

Organizations approved to provide training for CHWs and instructors include: community colleges, other academic centers such as health science centers, Area Health Education Centers (AHECs), Federally Qualified Health Centers (FQHCs), regional CHW associations, and community-based programs. CHWs residing in rural areas may be unable to attend on-site training located in urban areas. Some training programs provide training in areas other than their primary locations to address this. Additionally, several training programs have implemented training through distance learning to increase access for CHWs in all parts of the state.

Training programs have expanded the availability of certification training courses and continuing education opportunities for CHWs and instructors. As of December 31, 2017, there were 41 training programs in Texas – 29 provide both certification

⁹ An instructor may renew a license if a renewal application is submitted within one year of the expiration date and documents the completion of the required continuing education.

training courses and continuing education for CHWs, an additional 12 training programs provide only continuing education for CHWs. Additionally, five training programs in Texas provide both certification training courses and continuing education for instructors.

Texas Health Steps offers free online modules for healthcare providers, including CHWs. These courses offer updated clinical, regulatory, and best practice guidelines for a range of topics including preventive health, oral health, mental health, and case management.

In 2017, DSHS Office of Border Public Health was approved to provide continuing education to both CHWs and instructors. The University of Texas at Arlington was approved in 2017 to provide certification training courses and continuing education courses to CHWs. The University of Texas Health Science Center at Tyler was approved to provide certification training courses to CHWs as well as continuing education to CHWs and instructors. Cardea Services was approved to offer instructor continuing education courses. Texas Area Health Education Center East Northeast discontinued offering certification training courses and continuing education to CHWs during 2017. As a result, it will no longer be a DSHS-approved training program.

Continuing Education for Community Health Workers

DSHS-approved training programs or sponsoring organizations provided 320 continuing education opportunities for CHWs, offering over 853 DSHS-certified contact hours, including face-to-face events and distance learning continuing education. See [Appendix D](#) for a breakdown of providers and continuing education hours provided. Training occurred in 20 counties and through distance learning. Over 10,000 participants attended continuing education in 2017. Not all participants attending continuing education events were certified CHWs.

Continuing Education for Instructors

DSHS-approved training programs or sponsoring organizations provided 35 continuing education opportunities for instructors in 2017, offering 154 DSHS-certified instructor contact hours. Both distance learning and on-site opportunities were available for instructor continuing education. See [Appendix E](#) for additional information about certified continuing education for instructors provided in 2017.

Community Mapping

Location of Certified Community Health Workers

As of December 31, 2017, Texas had 4,033 certified CHWs in 142 counties (by county of residence). Harris County has the most certified CHWs with 989 and Bexar County has the second largest number of certified CHWs with 378. See [Appendix F](#) for information on counties with certified CHWs and [Appendix G](#) for a map of these counties.

Certified Community Health Worker Demographics

Approximately 88 percent of Texas certified CHWs are women and 12 percent are men. Certified CHWs in Texas are racially and ethnically diverse. See Table 3 below for a breakdown of CHW demographics by ethnicity and gender.

Table 3. Ethnicity Breakdown for Certified CHWs, By Gender

| Ethnicity | Male | Female | Total |
|-----------------------------|-------------|---------------|--------------|
| Hispanic (62.5%) | 259 | 2260 | 2519 |
| Black (23%) | 114 | 812 | 926 |
| White (11%) | 68 | 378 | 446 |
| Asian (2.4%) | 18 | 78 | 96 |
| Native American (<1%) | 2 | 10 | 12 |
| Other (<1%) | 8 | 26 | 34 |
| Total | 469 | 3564 | 4033 |

Certified Instructors Location and Demographics

As of December 31, 2017, Texas had 285 certified CHW instructors in 42 counties (based on county of residence). Sixteen percent of CHW instructors reside in Harris County. Approximately 86 percent of Texas CHW instructors are women and 14 percent are men. Certified CHW instructors in Texas are also racially and ethnically diverse: Hispanic – 57 percent, Black – 20 percent, White – 20 percent, Asian - one percent, Other - one percent, and Native American – less than one percent.

Certified Training Programs

By the end of the year 2017, there were 41 CHW and instructor training programs in 18 counties across the state. See [Appendix H](#) for a map of counties with a CHW training program.

2017 Community Health Worker Evaluation Survey

The Committee continues to explore CHWs perspectives on the benefits of certification and the reasons that affect their decision to renew. The survey, which was first conducted in 2015, was disseminated again in 2017.

DSHS emailed CHWs a link to the online survey or mailed a paper survey and collected responses throughout 2017. A total of 383 surveys in English and Spanish were received. Preliminary findings indicate that a large majority of CHWs consider their certification meaningful or valuable and feel that they make a difference in the community with 87 percent of English respondents (n=216) and 85 percent of Spanish respondents (n=111) responding favorably.

The Committee recommended to discontinue the survey for 2018 to further evaluate the results and determine if the survey should be modified. When completed, the full report of the 2017 CHW Evaluation Survey will be shared with the Committee and posted on the CHW Program website: [Community Health Worker Training and Certification Program](#).

Community Health Worker Program Rules

Program staff and the Committee initiated preliminary rules review activities in 2017 meeting with stakeholders to discuss possible changes to the rules. The formal rules revision will begin in 2018.

4. Conclusion

The Promotor(a) or Community Health Worker (CHW) Training and Certification Advisory Committee continues to dedicate time and effort to creating awareness of the CHW workforce to the public and employers, while also acting as a voice for the CHW communities they represent. The number of certified CHWs in Texas continues to increase as awareness and utilization of the CHW workforce grows. In December 2009, Texas had 625 certified CHWs, by the end of 2017 the total was 4,033. Survey results will help identify areas to develop or strengthen retention and training efforts. Goals for 2018 include incentivizing CHW training and workforce engagement opportunities, and creating compelling calls to action for CHW employers on roles and value of CHWs in the health care workforce.

List of Acronyms

| Acronym | Full Name |
|----------------|---|
| AHEC | Area Health Education Centers (AHECs) |
| CHW | Community Health Worker |
| CHWI | Community Health Worker Instructors (CHWI) |
| DSRIP | Delivery System, Reform Incentive Payment (DSRIP) |
| DSHS | Department of State Health Services (DSHS) |
| HHSC | Health and Humans Services Commission (HHSC) |

Appendix A. Advisory Committee Membership

| Member | Position | County | Affiliation | Term |
|--|-----------------|---------------|--|-----------------------|
| Claudia Bustos Presiding Officer | CHW | Lubbock | Community Health Center of Lubbock | 1/1/2015- 1/1/2018 |
| Mérida Escobar | CHW | Hidalgo | South Texas Promotora Association, Inc. | 1/1/2017- 1/1/2020 |
| Bobby D. Hansford Assistant Presiding Officer | CHW | Harris | Harris Health System, Health Care for the Homeless Program | 1/1/2015- 1/1/2018 |
| Tasha Whitaker | CHW | Dallas | Baylor Scott and White Health System | 1/1/2017- 1/1/2020 |
| Sonja Kim Bush, MPA | Public | Smith | University of Texas Health Northeast | 3/1/2016- 1/1/2019 |
| Jeri Hallberg Harmon Griffin, M.Ed. | Public | El Paso | International Business College | 3/1/2016- 1/1/2019 |

| Member | Position | County | Affiliation | Term |
|-------------------------------|--------------------------------|---------------|--|-------------------|
| Oscar J. Muñoz, MPA | Professional Working with CHWs | Bexar | Colonias Program, Texas A&M University | 1/1/2015-1/1/2018 |
| Julie St. John, MA, MPH, DrPH | Professional Working with CHWs | Taylor | Graduate School of Biomedical Sciences, Texas Tech University Health Sciences Center | 1/1/2017-1/1/2020 |
| Rosalia Guerrero-Luera | Higher Education | Harris | University of Texas School of Public Health | 3/1/2016-1/1/2019 |

Appendix B. Advisory Committee Attendance

| Committee Member | Jan 27 | Mar 24 | May 19 | July 28 | Sept 29 | Nov 17 |
|--|--------|--------|--------|---------|---------|--------|
| Claudia Bustos, Presiding Officer | ✓ | ✓ | ✓ | X | ✓ | ✓ |
| Mérida Escobar | ✓ | ✓ | ✓ | X | ✓ | ✓ |
| Bobby D. Hansford, Assistant Presiding Officer | ✓ | ✓ | ✓* | ✓ | X | ✓ |
| Tasha Whitaker | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Sonja Kim Bush, MPA | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Jeri Hallberg Harmon Griffin, M.Ed. | ✓* | ✓ | ✓* | ✓ | X | ✓ |
| Oscar J. Muñoz, MPA | ✓ | ✓ | X | ✓ | ✓ | ✓ |
| Julie St. John, MA, MPH, DrPH | ✓ | ✓ | ✓* | ✓ | ✓ | ✓ |
| Rosalía Guerrero-Luera | ✓ | X | ✓ | ✓ | ✓ | ✓ |

Key

✓

Attended

X

Absent

| Key | |
|-----|---|
| N/A | Not Applicable (vacant position or not yet appointed) |
| ✓* | Unable to attend in person/ not part of quorum |

Appendix C. 2017 CHW Certification Training

| County | Name of Training Program/ Sponsoring | Graduates |
|-----------------------------------|--|-----------|
| Health Service Region 1 | | |
| Lubbock | Community Health Center | 8 |
| Lubbock | Texas Tech Health Sciences Center - School | 37 |
| Lubbock | West Texas AHEC | 10 |
| Health Service Region 2/3N | | |
| Dallas | Baylor Scott and White | 46 |
| Dallas | El Centro College | 8 |
| Tarrant | Community Health | 11 |
| Health Service Region 4/5N | | |
| Gregg | Texas AHEC East – | 9 |
| Houston | Texas AHEC – Northeast | 8 |
| Nacogdoches | Texas AHEC East – Piney Woods | 8 |
| Smith | Texas AHEC East – | 11 |
| Health Service Region 6/5S | | |

| County | Name of Training Program/ Sponsoring | Graduates |
|-----------|--|-----------|
| Galveston | University of Texas School of Public Health - Houston | 3 |
| Harris | Día de la Mujer Latina, | 11 |
| Harris | Gateway to Care | 12 |
| Houston | Houston Community College – Coleman College for Health | 8 |
| Harris | Texas AHEC East – Greater Houston | 5 |
| Harris | University of Texas School of Public Health - Houston | 57 |

Health Service Region 7

| | | |
|----------|--|-----------|
| Brazos | National CHW Training Center/ Center for Community Health Development, Texas A&M | 18 |
| McLennan | Texas AHEC East – Waco Region | 9 |
| Travis | EBS Leadership Institute – Samaritano Episcopal | 8 |
| Travis | PromoSalud | 10 |

Health Service Region 8

| County | Name of Training Program/ Sponsoring | Graduates |
|--|--|------------|
| Bexar | Northwest Vista College | 20 |
| Bexar | Presa Community Center | 8 |
| Maverick | Texas AHEC South - South Coastal Region | 17 |
| Health Service Region 9/10 | | |
| El Paso | Familias Triunfadoras | 69 |
| Health Service Region 11 | | |
| Cameron | Texas AHEC South – | 6 |
| Hidalgo | South Texas College | 21 |
| Nueces | Texas AHEC South - | 27 |
| Distance Learning | | |
| The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | | 51 |
| Texas AHEC East - Coastal Region 9 | | 3 |
| Total CHW Graduates | | 519 |

Appendix D. Certified Continuing Education for CHWs

| County | Name of Training Program/ Sponsoring Organization | #of CEU classes offered | # of CEU contact hours | # of participants |
|-----------------------------------|--|-------------------------|------------------------|-------------------|
| Health Service Region 1 | | | | |
| Lubbock | Community Health Center of Lubbock | 1 | 2 | 30 |
| Lubbock | DSHS Health Service Region 1 | 4 | 6 | 80 |
| Lubbock | Texas Tech University Health Sciences Center – School of Nursing | 4 | 19 | 62 |
| Lubbock | West Texas AHEC | 12 | 12 | 126 |
| Potter | West Texas AHEC | 1 | 2 | 31 |
| Health Service Region 2/3N | | | | |
| Dallas | Baylor Scott and White Health and Wellness Center | 7 | 16.5 | 182 |
| Dallas | Community Health Training Center | 1 | 2 | 60 |
| Dallas | Día de la Mujer Latina, Inc. | 1 | 3 | 8 |
| Dallas | Texas A&M University, Colonias Program Training Academy | 1 | 5 | 11 |

| County | Name of Training Program/ Sponsoring Organization | #of CEU classes offered | # of CEU contact hours | # of participants |
|-----------------------------------|--|--------------------------------|-------------------------------|--------------------------|
| Dallas | The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | 4 | 2 | 73 |
| Dallas | Texas AHEC East – DFW Region | 2 | 5.5 | 34 |
| Dallas | West Texas AHEC | 2 | 2 | 25 |
| Grayson | Texas AHEC East – DFW Region | 1 | 4.5 | 7 |
| Tarrant | Community Health Training Center | 1 | 8 | 21 |
| Tarrant | Día de la Mujer Latina, Inc. | 2 | 6 | 39 |
| Tarrant | Texas AHEC East – DFW Region | 3 | 3 | 59 |
| Taylor | West Texas AHEC | 1 | 4.5 | 53 |
| Health Service Region 4/5N | | | | |
| Smith | The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | 1 | 8 | 104 |
| Smith | Texas AHEC East – Northeast Region | 8 | 8 | 292 |

| County | Name of Training Program/ Sponsoring Organization | #of CEU classes offered | # of CEU contact hours | # of participants |
|-----------------------------------|--|--------------------------------|-------------------------------|--------------------------|
| Smith | University of Texas Health Science Center at Tyler | 4 | 3 | 162 |
| Health Service Region 6/5S | | | | |
| Harris | Día de la Mujer Latina, Inc. | 17 | 32 | 646 |
| Harris | Gateway to Care | 11 | 25.5 | 229 |
| Harris | Harris Health System | 7 | 13 | 344 |
| Harris | South Texas Promotora Association, Inc. | 2 | 6 | 83 |
| Harris | The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | 1 | 2 | 40 |
| Harris | Texas AHEC East – Coastal Region | 3 | 5 | 190 |
| Harris | Texas AHEC East – Greater Houston | 2 | 7.5 | 127 |
| Harris | University of Texas School of Public Health - Houston | 16 | 74.5 | 171 |

Health Service Region 7

| County | Name of Training Program/ Sponsoring Organization | #of CEU classes offered | # of CEU contact hours | # of participants |
|---------------|--|--------------------------------|-------------------------------|--------------------------|
| Brazos | The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | 4 | 28 | 16 |
| Travis | Día de la Mujer Latina, Inc. | 1 | 3 | 18 |
| Travis | Texas A&M University, Colonias Program Training Academy | 1 | 1 | 32 |
| Travis | The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | 2 | 7 | 13 |
| Travis | Texas AHEC East – Capital Region | 1 | 4.5 | 4 |

Health Service Region 8

| | | | | |
|-------|---|----------|-----------|-----------|
| Bexar | Día de la Mujer Latina, Inc. | 1 | 3 | 20 |
| Bexar | Northwest Vista College | 2 | 10 | 93 |
| Bexar | Texas A&M University, Colonias Program Training Academy | 2 | 6 | 23 |

| County | Name of Training Program/ Sponsoring Organization | #of CEU classes offered | # of CEU contact hours | # of participants |
|---------------|--|--------------------------------|-------------------------------|--------------------------|
|---------------|--|--------------------------------|-------------------------------|--------------------------|

| | | | | |
|------|---|----------|----------|-----------|
| Kerr | University of Texas School of Public Health – Houston | 1 | 9 | 18 |
|------|---|----------|----------|-----------|

| | | | | |
|----------|--|----------|----------|-----------|
| Victoria | The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | 1 | 7 | 10 |
|----------|--|----------|----------|-----------|

Health Service Region 9/10

| | | | | |
|---------|-----------------------|----------|----------|-----------|
| El Paso | Familias Triunfadoras | 1 | 5 | 43 |
|---------|-----------------------|----------|----------|-----------|

| | | | | |
|---------|---|----------|----------|-----------|
| El Paso | South Texas Promotora Association, Inc. | 1 | 5 | 46 |
|---------|---|----------|----------|-----------|

| | | | | |
|---------|---|----------|----------|-----------|
| El Paso | University of Texas School of Public Health - Houston | 2 | 4 | 61 |
|---------|---|----------|----------|-----------|

| | | | | |
|---------|-----------------|----------|------------|-----------|
| El Paso | West Texas AEHC | 2 | 5.5 | 63 |
|---------|-----------------|----------|------------|-----------|

Health Service Region 11

| | | | | |
|---------|---------------------|----------|-----------|-----------|
| Cameron | Proyecto Juan Diego | 1 | 24 | 13 |
|---------|---------------------|----------|-----------|-----------|

| | | | | |
|---------|---|----------|-----------|------------|
| Cameron | South Texas Promotora Association, Inc. | 8 | 24 | 729 |
|---------|---|----------|-----------|------------|

| | | | | |
|---------|---|-----------|-----------|------------|
| Cameron | Texas A&M University, Colonias Program Training Academy | 11 | 39 | 195 |
|---------|---|-----------|-----------|------------|

| County | Name of Training Program/ Sponsoring Organization | #of CEU classes offered | # of CEU contact hours | # of participants |
|---------------|--|--------------------------------|-------------------------------|--------------------------|
| Cameron | The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | 1 | 8 | 25 |
| Cameron | Texas AHEC South – Coastal Region | 3 | 15 | 80 |
| Cameron | University of Texas School of Public Health - Houston | 3 | 23 | 54 |
| Hidalgo | South Texas Promotora Association, Inc. | 8 | 17 | 354 |
| Hidalgo | Texas A&M University, Colonias Program Training Academy | 31 | 66 | 718 |
| Hidalgo | The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | 1 | 8 | 26 |
| Hidalgo | Texas AHEC South – Coastal Region | 1 | 3 | 32 |
| Nueces | The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | 2 | 11 | 53 |

| County | Name of Training Program/ Sponsoring Organization | #of CEU classes offered | # of CEU contact hours | # of participants |
|--|--|--------------------------------|-------------------------------|--------------------------|
| Nueces | Texas AHEC South – Coastal Region | 1 | 5 | 23 |
| Nueces | University of Texas School of Public Health – Houston | 1 | 8 | 20 |
| Starr | South Texas Promotora Association, Inc. | 1 | 5 | 21 |
| Webb | Gateway Community Health Center | 1 | 20 | 9 |
| Webb | South Texas Promotora Association, Inc. | 1 | 3 | 55 |
| Webb | The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | 1 | 7 | 31 |
| Distance Learning | | | | |
| Cardea Services | | 3 | 3 | 155 |
| Migrant Clinician Network | | 6 | 6 | 438 |
| The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | | 15 | 66 | 562 |
| Texas A&M Health Science Center School of Public Health, Office of Special Programs | | 12 | 38 | 1487 |

| County | Name of Training Program/ Sponsoring Organization | #of CEU classes offered | # of CEU contact hours | # of participants |
|---------------|--|--------------------------------|-------------------------------|--------------------------|
| | Texas Health Steps Online Provider Education Modules | 74 | 100.75 | 1139 |
| | University of Texas School of Public Health - Houston | 3 | 4 | 75 |
| | West Texas AHEC | 1 | 2 | 3 |
| Total | | 320 | 853.25 | 10,046 |

Appendix E. 2017 DSHS-Certified Continuing Education for Instructors

| County | Training Program/Sponsoring Organization | # of CEU classes offered | # of CEU contact hours | # of participants |
|-----------------------------------|--|---------------------------------|-------------------------------|--------------------------|
| Health Service Region 1 | | | | |
| Potter | West Texas AHEC | 1 | 5 | 8 |
| Health Service Region 2/3 | | | | |
| Dallas | Baylor Scott and White Health and Wellness Center | 1 | 6 | 10 |
| Dallas | West Texas AHEC | 2 | 2 | 9 |
| Health Service Region 4/5N | | | | |
| Smith | University of Texas Health Science Center at Tyler | 4 | 3 | 24 |
| Health Service Region 6/5S | | | | |
| Harris | Día de la Mujer Latina, Inc. | 4 | 11 | 42 |
| Harris | Houston Community College | 1 | 10 | 17 |
| Harris | South Texas Promotora Association, Inc. | 2 | 6 | 13 |
| Harris | The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | 2 | 3 | 14 |
| Harris | University of Texas School of Public Health – Houston | 1 | 8 | 7 |
| Health Service Region 7 | | | | |
| Brazos | The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | 3 | 21 | 3 |

| County | Training Program/Sponsoring Organization | # of CEU classes offered | # of CEU contact hours | # of participants |
|---------------------------------|--|---------------------------------|-------------------------------|--------------------------|
| Travis | Día de la Mujer Latina, Inc. | 1 | 3 | 1 |
| Health Service Region 8 | | | | |
| Kerr | University of Texas School of Public Health - Houston | 1 | 12 | 3 |
| Health Service Region 11 | | | | |
| Cameron | South Texas Promotora Association, Inc. | 4 | 11 | 24 |
| Cameron | University of Texas School of Public Health - Houston | 3 | 19 | 12 |
| Hidalgo | The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | 1 | 8 | 10 |
| Nueces | University of Texas School of Public Health | 1 | 8 | 10 |
| Distance Learning | | | | |
| | Día de la Mujer Latina, Inc. | 1 | 5 | 6 |
| | The National CHW Training Center /Center for Community Health Development, Texas A&M School of Public Health | 2 | 13 | 50 |
| Total | | 17 | 154 | 263 |

Appendix F. Counties with Certified CHWs

By County of residence, as of December 31, 2017

| Count y | # | Count y | # | Count y | # | Count y | # |
|--------------|-----|---------------|---|----------------|---|---------------|---|
| Harris | 989 | Ector | 9 | Colora do | 3 | Irion | 1 |
| Bexar | 378 | Midlan d | 9 | Hockle y | 3 | Presidi o | 1 |
| Dallas | 283 | Jasper | 9 | Harris on | 3 | Mills | 1 |
| El Paso | 276 | Rusk | 8 | Van Zandt | 3 | Bowie | 1 |
| Tarran t | 234 | Houst on | 8 | Bee | 3 | Whart on | 1 |
| Camer on | 225 | Bastro p | 7 | San Jacinto | 3 | Robert son | 1 |
| Hidalg o | 162 | Guada lupe | 7 | Caldw ell | 3 | Blanco | 1 |
| Travis | 154 | Potter | 7 | Palo Pinto | 3 | Kerr | 1 |
| Nuece s | 134 | Ellis | 7 | Callah an | 3 | Jeff Davis | 1 |
| Fort Bend | 123 | Kaufm an | 7 | Coryell | 3 | Brewst er | 1 |
| Smith | 108 | Upshu r | 7 | Austin | 3 | Gray | 1 |
| Lubbo ck | 85 | Matag orda | 6 | Rockw all | 2 | Sabine | 1 |
| Maveri ck | 74 | Jim Wells | 6 | Grays on | 2 | Archer | 1 |

| Count y | # | Count y | # | Count y | # | Count y | # |
|--------------------|----------|--------------------|----------|--------------------|----------|--------------------|----------|
| Webb | 60 | Hende rson | 6 | Kendal l | 2 | Gillesp ie | 1 |
| Brazor ia | 47 | Wood | 6 | Grime s | 2 | Hutchi nson | 1 |
| Jeffers on | 39 | Titus | 6 | Orang e | 2 | Cochra n | 1 |
| Dento n | 34 | Cham bers | 6 | Madiso n | 2 | De Witt | 1 |
| Galves ton | 33 | Parker | 6 | Hale | 2 | San Saba | 1 |
| Brazos | 29 | Kleber g | 6 | Parme r | 2 | Deaf Smith | 1 |
| Willia mson | 29 | Aransa s | 6 | Hood | 2 | Shack elford | 1 |
| Collin | 27 | Angeli na | 5 | Tyler | 2 | Castro | 1 |
| Montg omery | 23 | Waller | 5 | Hudsp eth | 2 | Lampa sas | 1 |
| Gregg | 22 | Uvalde | 5 | Frio | 2 | Jacks on | 1 |
| Wichit a | 20 | Liberty | 5 | Brooks | 2 | Colem an | 1 |
| McLen nan | 16 | Comal | 5 | Cass | 2 | Duval | 1 |
| Tom Green | 12 | Randal l | 5 | Jack | 1 | Bande ra | 1 |
| Victori a | 12 | Morris | 5 | Limest one | 1 | Motley | 1 |
| Hays | 12 | Trinity | 5 | Willac y | 1 | Swish er | 1 |

| Count y | # | Count y | # | Count y | # | Count y | # |
|---------------------|----|--------------|---|----------------|---|------------|---|
| Nacog doche s | 12 | Lamar | 4 | Floyd | 1 | Wise | 1 |
| Bell | 12 | Anders on | 4 | Freest one | 1 | Lavaca | 1 |
| Starr | 11 | Burles on | 4 | Washi ngton | 1 | Young | 1 |
| San Patrici o | 10 | Marion | 4 | Hardin | 1 | Goliad | 1 |
| Val Verde | 10 | Walker | 3 | Bailey | 1 | Terry | 1 |
| Taylor | 10 | Wilson | 3 | Burnet | 1 | | |
| Chero kee | 9 | Shelby | 3 | Fayett e | 1 | | |
| Johnso n | 9 | Atasco sa | 3 | Erath | 1 | | |

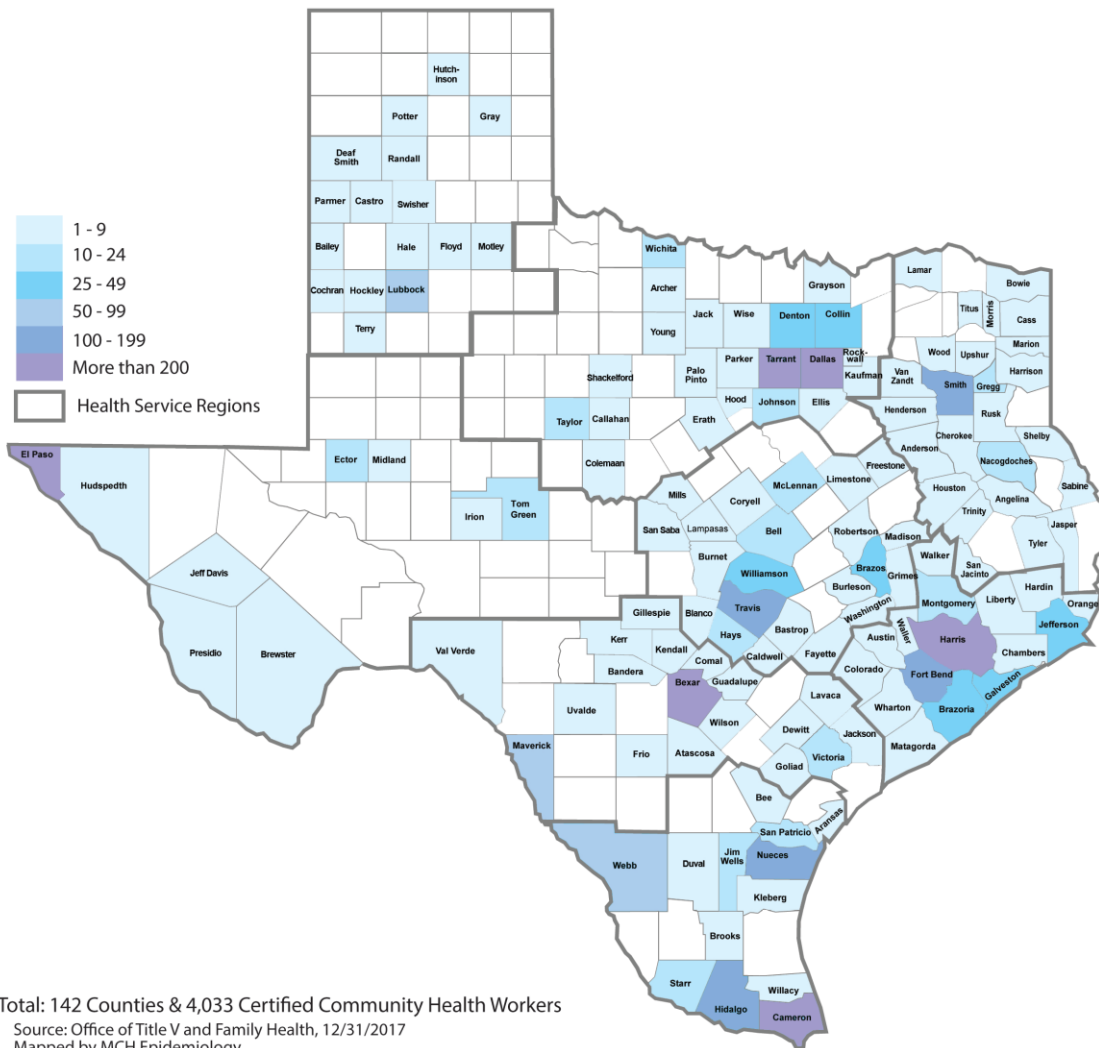
Total Counties with Certified CHWs

142

Appendix G. Map of Counties with Certified CHWs

Promotor(a)/Community Health Worker Training and Certification Program Location of Certified Community Health Workers by county of residence

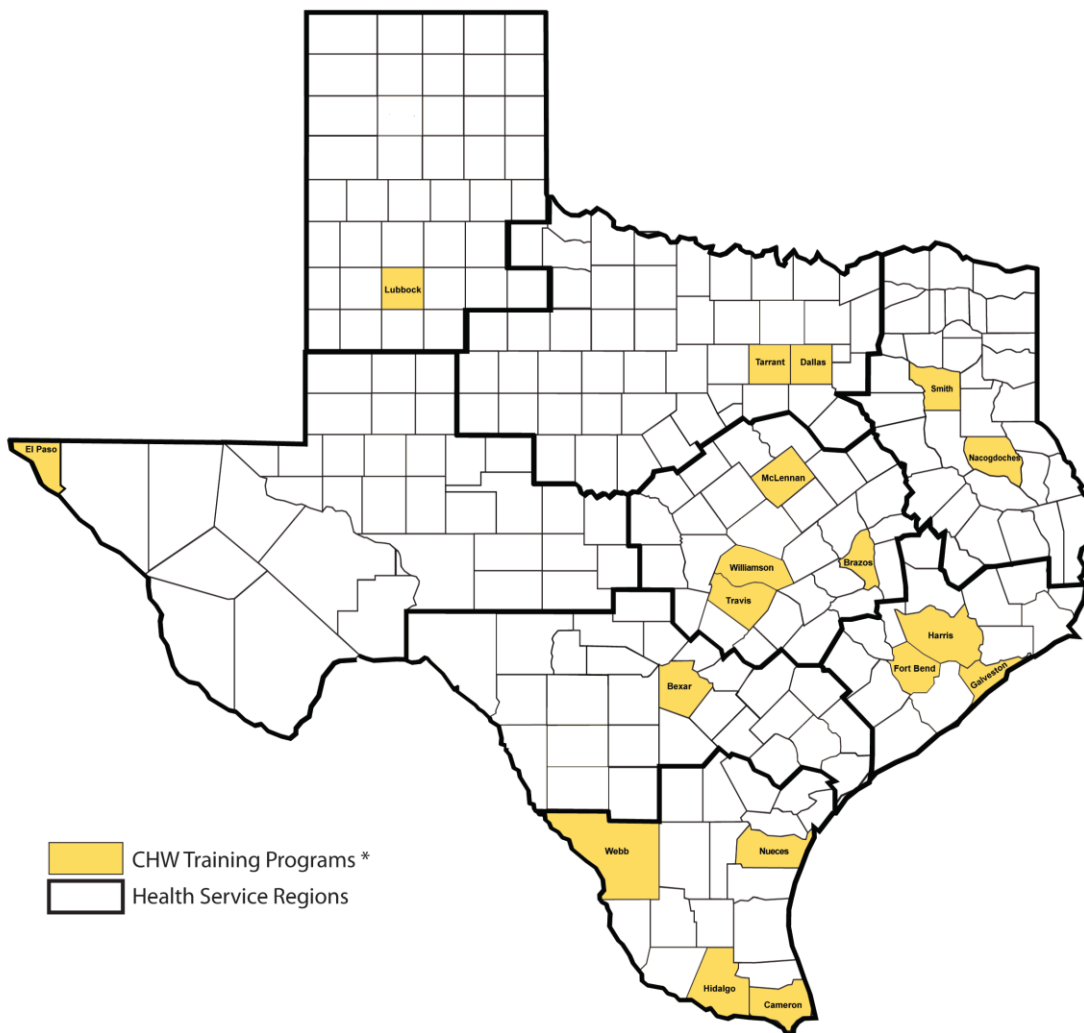
Data as of December 31, 2017



Appendix H. Map of Counties with CHW Training Programs

Promotor(a)/Community Health Worker Training and Certification Program Location of CHW Certification and Continuing Education Training Programs

Data as of December 31, 2017



* includes programs offering both 160 hour certification training and continuing education, and those offering continuing education only.

Source: Office of Title V and Family Health, January, 2018
Mapped by MCH Epidemiology