



**Community Health Representative Certification, Reimbursement &
Sustainability for Healthy Communities:
The Future is NOW!
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Who are Community Health Workers?

CHWs: A long standing, yet emerging workforce



Tribal CHRs

Promotores

Outreach
Workers

Community
Educators

Peer Health
Promoters

Community Health
Advocates

Patient
Navigators

Community
Connectors

Lay Health
Advisors

Health
Educators

Why are CHWs Important?

As an Example-New Mexico Characteristics:

- Ranks at or near bottom of many national health statistics
- Population is one of the most diverse in the nation
- Critical shortage of primary, oral, mental health care providers, particularly in frontier, rural and inner-city areas
- More than 1/3 of population lives in frontier areas, including tribal areas
- Poverty level above the national average
- Health disparities among racial and ethnic groups

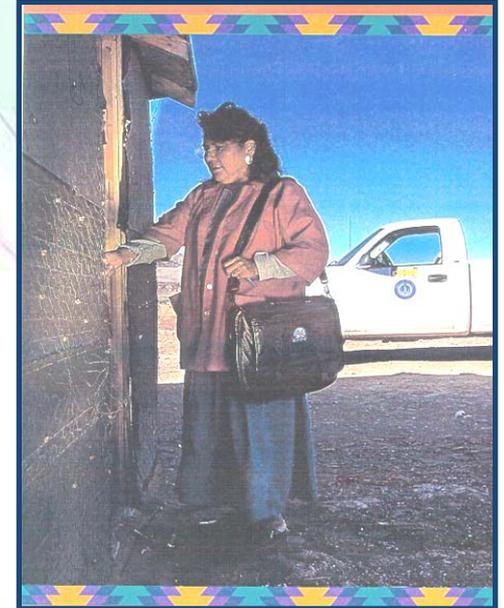
CHWs Help Improve Health Status

□ Critical role in:

- Increasing access to care
- Reducing health disparities
- Coordinating comprehensive care
- Promoting healthy lifestyle changes

□ Research demonstrates:

- Reduce health care costs
- Extend reach and quality of health care
- Improve individual health status
- Third party reimbursement:



Role of Personal Care Service Providers

Hire CHWs

Support and Integrate CHW into clinic and hospital teams, health & social systems of care

Primary care provider gives a warm hand-off to the CHW so he or she can provide more in depth education to the patient, provide home follow ups with patients, assure that medical appointments are kept

CHWs can provide clinical support skills, blood pressure checks, A1c checks, body mass indexing, cholesterol, etc., as needed during home visits and in clinic settings



Getting Started On the Road to Certification

- Formation of an advisory committee:
A diverse group of individuals representing many people and entities
 - ~Tribal health programs & agencies
 - ~Community based organizations
 - ~Institutions of higher education
 - ~Health clinics
 - ~Hospitals
- Most importantly-CHRs and CHWs

The advisory committee helps to shape and drive this community driven process.

All stakeholders have a valued voice

What do we mean by certification?

Certification: credential received after successful completion of DOH core competency training or an accredited training program

- Grandfathering option for individuals currently working as experienced CHWs
- Renewal required every 2 years

NOT *licensure*

Accreditation: Endorse current and future training programs that meet core competencies & specialty tracks

Registration: NMDOH CHW Registry

- List of certified CHWs serving NM communities
- Recognition of CHW workforce

 **Voluntary**

Expected Health Care Reform Opportunities/Possibilities

❑ HHS Action Plan to reduce racial and ethnic disparities, using CHWs

❑ NM Centennial Care identifies provider classification codes for CHWs

❑ Federal Patient Protection and Affordable Act (PPACA) emphasizes need for CHWs as member of care teams

❑ PPACA CHW considerations:

- ~ Education/enrolling families in appropriate programs
- ~ Coordinating access to care/services for hard-to-reach & vulnerable
- ~ Education to prevent/control chronic diseases
- ~ Expansion of health care workforce

The Department of Health draws a rough draft of the CHW bill

The DOH obtains a sponsor for the bill

The sponsor will have the legislative council draft the bill in the proper form

The sponsor introduces the bill to the senate or house

The Speaker of the House or Senate Pro Tem will assign the bill to the proper committees

The sponsor has to present the bill to the assigned committees

Obtain buy-in from Native American Legislators, tribal council, CHW Advocates

Advisory committee advocates for the bill

CHW Legislation-Senate Bill 58

**Allows the New Mexico Department of Health
to offer voluntary
Community Health Worker Certification**

Legislation passed and signed in 2014 by New Mexico Governor



CHW Legislation

Develop / create:

- ◆ Certification board
- ◆ Certification application process
- ◆ Grandfathering and renewal of certification status
- ◆ Public awareness campaign
- ◆ Statewide CHW Registry to include IT support

◆ Offer incentives to CHWs to defray costs

- ◆ Promote CHW Workforce
 - Core competency curriculum
 - Endorse other curricula, including specialty tracks
 - Develop health career pipelines for CHWs

**Evaluate long-term
impact of NM CHW
Model**

CHW Rule & Regulations

**TITLE 7
CHAPTER 29
PART 5**

**HEALTH
PRIMARY AND RURAL HEALTH CARE SERVICES
CERTIFICATION OF COMMUNITY HEALTH WORKERS**

7.29.5.1 **ISSUING AGENCY:** New Mexico Department of Health.
[7.29.5.1 NMAC - N, 1/30/15]

7.29.5.2 **SCOPE:** This rule applies to any person seeking to practice as a certified community health worker in the state of New Mexico.
[7.29.5.2 NMAC - N, 1/30/15]

7.29.5.3 **STATUTORY AUTHORITY:** These rules are promulgated pursuant to the following statutory authorities: 1) the Department of Health Act, Subsection E of Section 9-7-6 NMSA 1978, which authorizes the secretary of the department of health to “...make and adopt such reasonable and procedural rules and regulations as may be necessary to carry out the duties of the department and its divisions,” and; 2) the Community Health Workers Act, Sections 24-30-1 through 24-30-7 NMSA 1978, which authorizes the department to adopt regulations to carry out the provisions of the act.
[7.29.5.3 NMAC - N, 1/30/15]

The New Mexico Register is available at <http://www.nmcpr.state.nm.us/nmregister>

Certification Requirements

Certification through Grandfathering: As a Generalist

- ~Proof that applicant is at least 18 yrs. of age by submitting a copy of color photo, gov't I.D. or CIB card
- ~Verification of proficiency in the 10 core competencies through training or experience signed by a current or former supervisor
- ~Documentation of 2000 hours of work or volunteer experience as a CHW in the 2 years prior to application or documentation of at least half-time paid or volunteer employment as a CHW in the 5 years prior to application
- ~Two current reference letters on agency or community organization letterhead
- ~The appropriate application fee
- ~A background check

Certification through Training

- *Proof that applicant is at least 18 years of age by submitting a copy of a color photo gov't issued I.D. or CIB Card
- *Proof of completion of the DOH CHW core competency training or a credentialed training program that contains an examination component for each of the core competencies
- *The appropriate fee
- *A background check

Levels of Certification through Specialty Tracks

Generalist is an applicant who provides proof of completion of an accredited training program or a DOH core competency training.

Specialist I is an applicant who meets the requirements for generalist and who demonstrates additional training in at least one specialty area.

Specialist II is an applicant who meets the requirements for generalist and who demonstrates additional training in at least two specialty areas.

Specialist III is an applicant who meets the requirements for generalist and who demonstrates additional training in at least three or more specialty areas.

Generalist	\$45.00
Specialist I	\$55.00
Specialist II	\$65.00
Specialist III	\$75.00

Office of Community Health Worker Contact Information

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