

Community Health Workers in Mississippi

Building the Infrastructure for the CHW Workforce

Thursday, July 18, 2024

Kizmet Cleveland, MA, CHW
The Mississippi Community Health Workers Association



Community Health Workers

Community Health Workers (CHWs) are frontline public health workers who are trusted members of and/or have an unusually close understanding of the community served.

This trusting relationship enables CHWs to serve as a liaison/link/intermediary between health/social services and the community to facilitate access to services and improve the quality and cultural competence of service delivery.

CHWs also build individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities such as outreach, community education, informal counseling, social support and advocacy.

American Public Health Association(APHA)



Titles of CHWs

Community health workers go by many titles, depending on where they work, who they work for and what they do. Common titles include:

- Case Work Aide
- Community Care Coordinator
- Community Health Advisor
- Community Health Educator
- Community Health Promoter
- Community Health Representative
- Community Health Worker
- Community Outreach Worker
- Consejera/Animadora (counselor/organizer)
- Environmental Health Aide
- Family Service Worker
- HIV Peer Counselor
- Lactation Consultant/Specialist
- Lay Health Advisor
- Lead Abatement Education Specialist
- Maternal/Infant Health Outreach Specialist
- Neighborhood Health Advisor
- Outreach Specialist
- Patient Navigator
- Peer Educator
- Promotor (a) de Salud (health promoter)
- Public Health Aide



Community Health Workers History

National & State



26 Years of CHW History

1998

National Community Health Advisors Study

CHWs and their program managers identified a set of seven essential core roles and competencies.

1999

First Unity Conference

2000

New Professional SPIG Becomes the CHW SPIG at the American Public Health Association (APHA)

2007

Health Resources & Services Administration (HRSA) National CHW Workforce Study

A national study of the CHW workforce and the factors that have affected its utilization and development.

2009

CHW SPIG becomes the CHW Section at the American Public Health Association (APHA)

2010

CHWs Included in the Affordable Care & Patient Protection Act (ACA)

provides the CHW field with an extraordinary – perhaps unprecedented – research, policy and advocacy agenda.

2010

CHWs receive Standard Occupational Classification Code (SOC) 21-1094 Community Health Workers

2014

Centers for Medicare & Medicaid Services (CMS) Ruling Benefits CHWs

Medicaid will allow reimbursement for Community Health Worker preventive services

2018

CHR Program celebrates 50 years

2019

National Association of CHWs (NACHW) launched

2021

Center for Disease Control and Prevention (CDC) funds CHWs for Covid Response & Resilient Communities

enVision is created as a national CHW training and technical assistance center

2023

Medicare Physician Fee Schedule includes codes for Community Health Integration Services.

Some CHW services can be billed under these codes, which can help promote sustainable CHW positions.

2024

CHW Sustainability Summit

Spokane, WA
April 16-18

A national coordinating committee (NCC) of 20 CHW leaders and allies from around the country came together to make plans for a sustainable membership organization for CHWs—broadly defined to include CHWs, CHRs, promoters, other workforce members—and allies.

NACHW
NATIONAL ASSOCIATION OF
COMMUNITY HEALTH WORKERS

<https://nachw.org>



CHW History in Mississippi

Dr. Aaron Shirley, MD
MS State Department of Health
University of Southern Miss
Jackson State University
Tougaloo College
Aaron E Henry CHC
Jefferson Comprehensive HC
Delta Health Alliance
Boat People SOS-Biloxi (Vietnamese)

In 2020 we held a series of focus groups and community discussion groups with CHWs and allies from across the state via zoom. We also establish a Leadership Advisory Group (LAG) from the four regions of the state to assist with the development of the CHW Association.



Establishing a MS CHW Association



501c3 State Association



Establish Policy/Procedures



Regional Development



Regional Leadership



State Certification

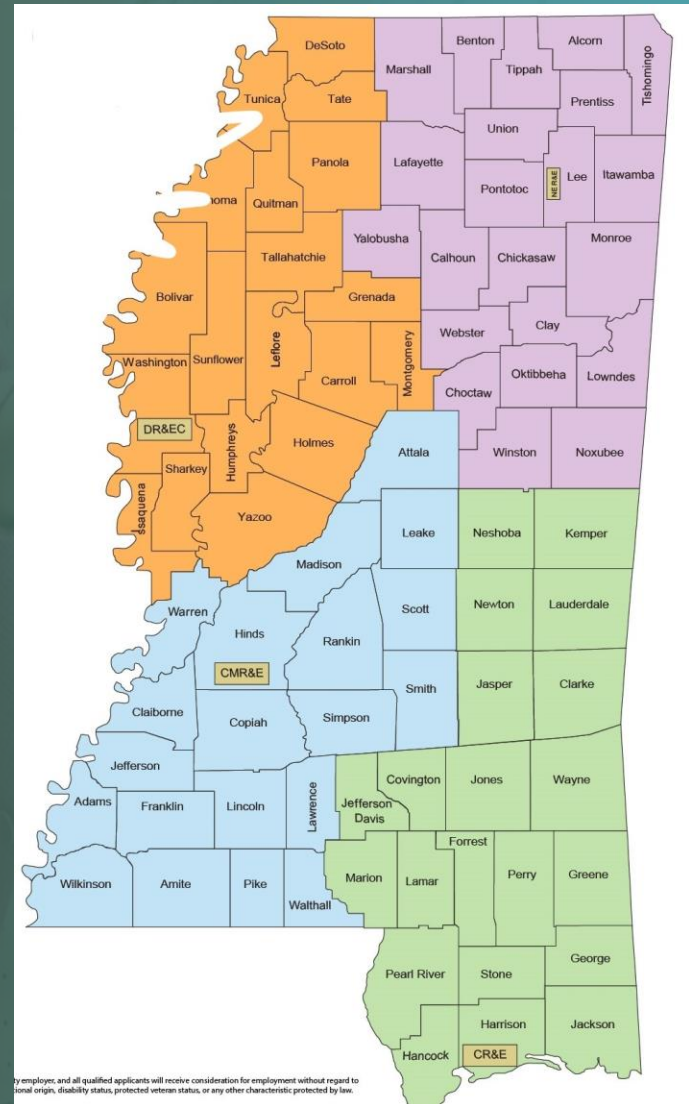


Technical Assistance



Four Regions of Networks

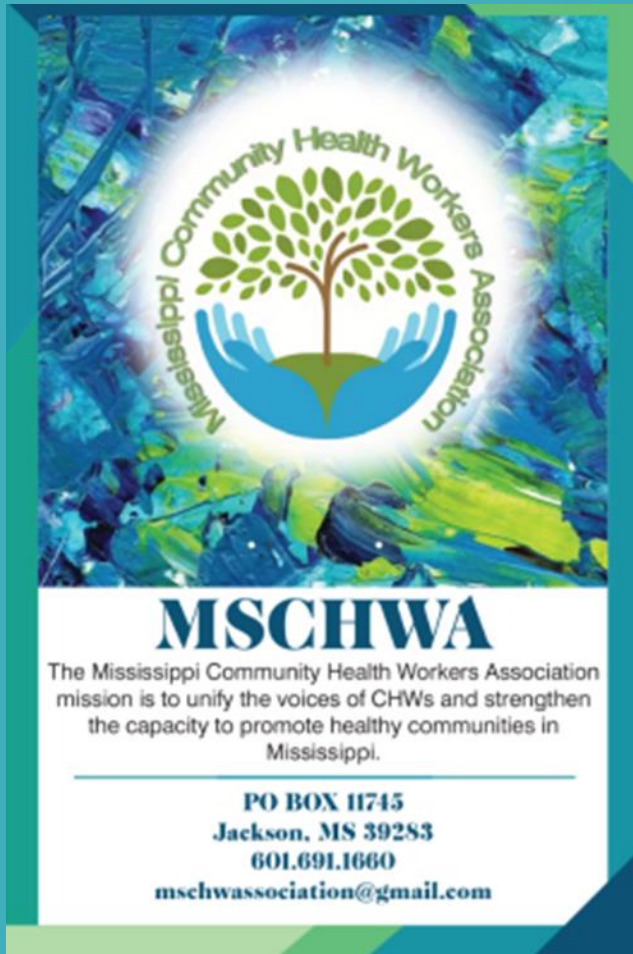
- Region 1 – Purple
- Region 2 – Orange
- Region 3 – Blue
- Region 4 - Green



Every employee, and all qualified applicants will receive consideration for employment without regard to race, color, sex, age, religion, national origin, disability status, protected veteran status, or any other characteristic protected by law.



Mississippi Community Health Workers Association (MSCHWA)



Established by 12 CHWs/Allies on June 30, 2021 as a 501 (c) (3) non-profit organization.

The goals of MSCHWA are:

- Organize networks locally, regionally and statewide so CHWs would have a place where we can come together to share resources and challenges
- Meet colleagues and develop solidarity with others in the field
- Promote training and professional



Benefits of Community Health Worker (CHWs) measured through return on investment (ROI)



The Benefit of CHWs



Reduced Emergency Department Use
Fewer hospital readmissions
Reduced Nursing Home placements
Social Services Assistant
Outreach and Enrollment Navigators
Health Education Provider/Coach

Programs administered by health systems, clinics, community-based organizations, managed care organization (MCO), and government agencies



CHW Impact

Without CHWs, community members would likely...

- Show up to the clinic for unplanned visits.
- Would demand a same-day appointment because he does not feel well.
- Run out of insulin. His blood sugar will likely be over 300.
- Would refuse to go to urgent care.
- Not be Medication adherent
- Experience unmet need for support services (food assistance, transportation, legal, housing, etc.)

With CHW, community members would likely...

- Receive motivation and education for adherence to treatment
- Have transportation support, accompaniment and motivation to make regular appointments and obtain lab work
- Receive motivation, support and care coordination to obtain mental health and substance use services
- Be provided support for finding more stable housing
- Support participants in starting productive relationships with clinic's support staff
- Get referrals from CHWs to nearby services with whom clinic can build long term relationships
- Hopefully have better health outcomes



What Happens next for Mississippi CHWs?



Next Steps?

Several key discussions on the state level need to be in place:

- Policy Change
- Clear boundaries in the scope of practice between CHWs and other professions
- Establishment of standards for preventive care benefits in all health plans
- Community Health Worker State Certification



COMMUNITY HEALTH WORKER PROGRAM CATALOG: EDUCATION, CERTIFICATION, PRACTICE, AND PAYMENT

Executive Brief

Catalog Overview

- Recognizes community health worker (CHW) value in reducing risks that contribute to poor health outcomes
- Establishes foundations for CHW certification program
- Provides additional supporting information needed to successfully implement effective CHW programs
- Supports deployment of well-trained, skilled, population-sensitive CHW in Mississippi communities
- Assists business needs of organizations wanting to expand CHW workforce

Community Health Workers

- Trained public health staff, serve as bridge between communities, health systems, and public health departments
- Practice complies with roles, skills, competencies, and scope of practice designations as delineated by the Community Health Worker Core Consensus Project
- Frontline public health workers and community members
- Improve quality and cultural competence of service delivery
- Fill gap in interdisciplinary practice relationship
- Supplement nurse and social worker efforts
- Work individually with patients to address social determinant of health needs



Social Drivers of Health

- Nonmedical factors influencing health outcomes Conditions in which people are born, grow, work, live, and age
- Influenced by economic policies and systems, development agendas, social norms, social policies, racism, climate change, and political systems

Certification & Education

- Structure proposed for CHW certification
- Examples of training curriculums and materials
- Structure and outline of requirements for CHW trainers, and approved CHW training organizations
- Certification and renewal fees proposed

Documentation & Reimbursement

- Guidance provided to assist health- and community-based organizations better understand the importance of properly documenting CHW activities in health records.
- Current best practices for acquiring payment reimbursement from payers such as Medicaid

Extensive supporting materials are included in Appendices

Mississippi State Department of Health Office of Community Health Workers

The MS CHW education curriculum follows the C3 Project's recommended training activities, including core competencies, roles, and scope of practice.

WHAT'S THAT BILL?

MS SENATE BILL 2883

MS CHW CERTIFICATION

AN ACT TO ESTABLISH A
COMMUNITY HEALTH WORKER
CERTIFICATION PROGRAM
IN THE STATE

CONTACT YOUR
LOCAL STATE REPRESENTATIVE

TO READ THIS BILL VISIT:

[HTTPS://LEGISCAN.COM/MS/BILL/SB2883/2024](https://legiscan.com/MS/BILL/SB2883/2024)

<https://legiscan.com/MS/bill/SB2883/2024>





Mississippi Community Health Workers Association

Save the DATE
 February 15, 2024
 8am - 11 am
 CHWs @the STATE CAPITOL
 Capitol Exhibit Station C



Plug into MSCHWA

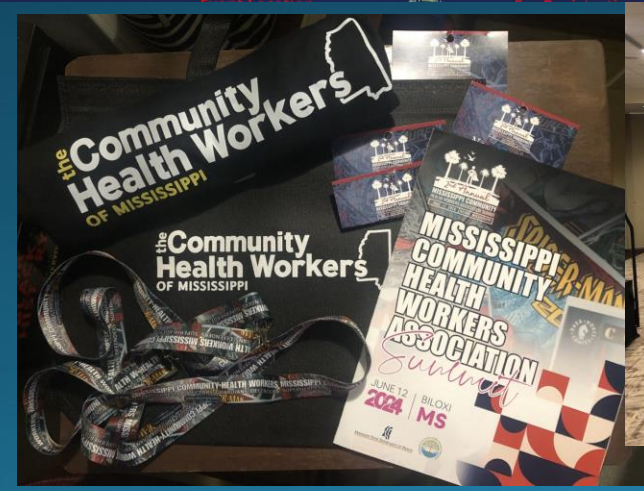
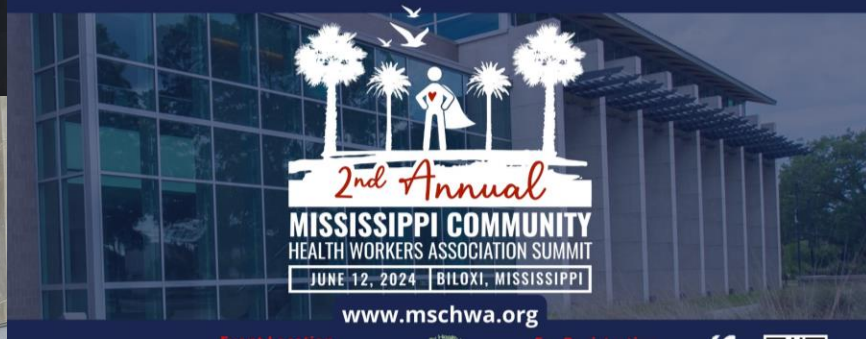


Community Health Workers Statewide SUMMIT



Jackson Medical Mall
December 6, 2022





COMMUNITY HEALTH WORKER REGISTRY

Link/QR <https://chcams.org/careers/candidate-profile-form-2>



<https://www.facebook.com/Mschwa.chw>

www.MSCHWA.org



Thank You

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