CHW Field-Building in Minnesota

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New Horizons in Community Health Conference

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About the Alliance

*Catalyst, convener, go-to resource, partner, consultant*

We’re a broad-based statewide partnership of CHWs and stakeholder organizations, governed by a voluntary nonprofit board.

**Our Vision**

Equitable and optimal health outcomes for all communities

**Our Mission**

Build community and systems’ capacity for better health through the integration of community health worker strategies

[www.mnCHWalliance.org](http://www.mnCHWalliance.org)
MNCHWA Values

Trust
Honesty
Community-Based
CHW Character
Social Justice
Minnesota CHW Building Blocks

- Payments Under Minnesota Health Care Programs
- Statewide Standardized Competency Based Curriculum
- Scope of Practice
GPS System

CHW: “I am the GPS system of my organization.”

The Alliance is the GPS system of the CHW Field in Minnesota.

CHWs improve health care access and outcomes and increase social justice in our communities.
CHW Definition and Scope of Practice

MN CHW Definition

A Community Health Worker (CHW) is a trusted frontline health professional who applies his or her training and unique understanding of the experience, language and/or culture of the populations he or she serves.

APHA CHW Definition

The Community Health Worker (CHW) is a frontline public health worker who is a trusted member of or has an unusually close understanding of the community served.

CHW roles are based on the Minnesota CHW Scope of Practice
CHW Certificate Curriculum

- Manage the CHW Certificate Program to ensure standardized training and high quality across the state of Minnesota.
- CHW Education Committee with representatives of each school offering the curriculum. It meets monthly and reviews/updates curriculum each summer.

- Schools
  - Minneapolis College
  - MinnWest Community College
  - Normandale Community College
  - NorthWest Tech
  - Rochester Community and Technical College
  - St Catherine’s University
  - Summit Academy
CHW Certificate Curriculum

- Was reviewed as part of the C-3 CHW Core competency project and informed the project.
- Organizations in 16 states are using the curriculum.
- In February a health care consortium in New Jersey purchased the curriculum and is adding it to 11 community colleges.
- Training on the curriculum provided in South Carolina, North Dakota and New Jersey.
CHW Education in Minnesota
First state in US with statewide standardized CHW curriculum based in higher education

- Model competency-based, standardized curriculum including internship
- Offered by network of 7 post-secondary schools
- Online and in-person formats available
- Adult learning & “popular education” (Paulo Freire)
- Credits provide educational pathway to college degree and other health careers
- Leads to certificate recognized by the Minnesota Dept of Human Services (DHS) for payment for patient education
- Over 800 graduates to date
- Aligns with the C-3 Core Competency Project Findings
CHW Circle

Facilitated monthly by CHW Certificate Holder LaShawna McKinney with a call in option.

CHWs share successes, problem solving, expertise and camaraderie.

CHW Supervisor’s Roundtable

Facilitated every other month by Jean Gunderson and Angie Stevens with a call in option.

Current supervisors mentor new CHW supervisors, share successes and problem solving, expertise and camaraderie.

Camaraderie: mutual trust and friendship among people who spend time together.
CHW Leadership Development
CHW Leadership Development

Two cohorts of CHWs (31) have been through the program.
Builds strengths based leadership skills and knowledge
New connections between CHWs and stakeholders
Empowering connections between CHWs
Participants engage with policy makers, media, state agency staff and more
CHWs create goals for their own leadership.
Resources and Communications

Web site and Enewsletter

- Informative
- Resource rich
- Connections
- CHW Voice
Looking Ahead

Curriculum updates and enhancements

- Maintain standardization and core competencies verified by the C-3 Project
- Consider specialized tracks: MCH, diabetes, etc.
- Articulation to more degrees
- Continuing Education

Investigating and implementing the right model for certification for CHWs in Minnesota

- Inclusive process to convene stakeholders
- CHW Voice
- Certification process, certifying body and registry for tracking of CHWs; how many, where they are, etc.
Looking Ahead

Ensure reimbursement works as original legislation intended

Expand Reimbursement to reflect the 3:1 Return on Investment 3:1 Net Return
Looking Ahead

Promote and extend the work of CHWs

- Schools
- Rural Health
- Oral Health
- Mental/Behavioral Health
- Jails
- Faith Communities
- Elders
- Community Settings
- Participatory Research
Looking Ahead

CHW Voices and Leadership

• Involve more CHWs in the alliance
• Involve CHWs in all decision made about them:
  “Nothing about us with out us.”

Increase the Numbers of CHWs across Minnesota

• Focus on Greater Minnesota
• Connecting CHWs
• Home Visits
Looking Ahead

Health Care – Community Gap

• Community-centered vision for health
• As CHW field grows, maintain the community connection
• Inclusive
• Collaborative Learning
Looking Ahead

Transform health care and social services to achieve health equity

- Infrastructure
- Capacity
- Relationships
to sustain CHW programs
Looking Ahead

Optimal health outcomes and health equity for all

Achieved by integrating CHW strategies into health care teams and communities
Case Management and Care Coordination • Community-Cultural Liaison • Health Promotion and Health Coaching • Home-based Support • Outreach and Community Mobilization • Participatory Research • System Navigation*


Minnesota Community Health Worker Alliance
Thank you!