

**Charter**

The Community Health Worker Advisory Committee will develop recommendations for the Healthcare Innovation Steering Committee with respect to the training, promotion, utilization and certification of Community Health Workers (CHWs), as well as establishing a framework for sustainable payment models for compensation. ~~The Committee's work will support the recommendations of the Practice Transformation Task Force with respect to the role of CHWs in care delivery reforms. The Committee will also examine critical issues for employers with regard to CHWs relating to including hiring, supervision and technical support.~~ The Committee will also examine key success factors for employers of CHWs including basic understanding of the nature of the workforce, requirements for successful integration of CHWs into clinical operations, distinctive considerations in hiring and supervision, and provision of technical/clinical backup to CHWs in home and community settings. The goal of the Committee is to support the integration of and effective support for CHWs in the healthcare system and the communities that they serve. ~~The Advisory Committee will consist of community health workers, providers, state agencies, consumers/advocates, health plans, and employers. Specific recommendations and deliverables (outcomes) may include: a definition and scope of work for Community Health Workers, a process for certification, and recommendations for sustainable payment.~~

**Key focus of this group:****CHW Advisory Committee charge:**

1. Recommend a policy framework that examines a range of issues relevant to establishing a CHW workforce, which may include:
  - a) Definition of CHW, **which properly represents the diversity of individuals who work in the field**
  - b) Scope of Practice
  - c) Skill requirements, nationally recognized competencies/standards, and criteria and mechanisms for accreditation of training programs
  - d) Certification Process
  - e) Options for sustainable financing of CHWs, **especially as part of the reforms recommended by the Practice Transformation Task Force**
2. Propose a toolkit for CHW utilization that will provide strategies for:
  - a) Integration of CHWs into health care systems and teams
  - b) Supervision and support of CHWs
  - c) Inclusion of CHWs in staffing under value-based payment models
  - d) Access to CHW assistance for providers and patients: who receives their services and how the services are implemented
  - e) CHW Career Ladder
3. Facilitate integration of the Community Health Worker Association of Connecticut into the process of developing the CHW workforce in the state

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The Community Health Worker Advisory Committee will develop recommendations for the Healthcare Innovation Steering Committee with respect to the training, promotion, utilization and certification of Community Health Workers (CHWs), as well as establishing a framework for sustainable payment models for compensation. The Committee's work will support the recommendations of the Practice Transformation Task Force with respect to the role of CHWs in care delivery reforms. The Committee will also examine key success factors for employers of CHWs including basic understanding of the nature of the workforce, requirements for successful integration of CHWs into clinical operations, distinctive considerations in hiring and supervision, and provision of technical/clinical backup to CHWs in home and community settings. The goal of the Committee is to support the integration of and effective support for CHWs in the healthcare system and the communities that they serve.

**Key focus of this group:****CHW Advisory Committee charge:**

1. Recommend a policy framework that examines a range of issues relevant to establishing a CHW workforce, which may include:
  - a) Definition of CHW which properly represents the diversity of individuals who work in the field
  - b) Scope of Practice, including practice within a comprehensive care team
  - c) Skill requirements, nationally recognized competencies/standards, and criteria and mechanisms for accreditation of training programs
  - d) Certification Process
  - e) Options for sustainable financing of CHWs, especially as part of the reforms recommended by the Practice Transformation Task Force
2. Propose a toolkit for CHW utilization that will provide strategies for:
  - a) Integration of CHWs into health care systems and teams
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  - c) Inclusion of CHWs in staffing under value-based payment models
  - d) Access to CHW assistance for providers and patients: who receives their services and how the services are implemented
  - e) CHW Career Ladder
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# PROPOSED COMPOSITION AND CRITERIA FOR COMMUNITY HEALTH WORKER ADVISORY COMMITTEE PARTICIPATION

## CHW Advisory Council

- 5 CHWs
- 1 Advanced Network/ACO
- 1 FQHC
- 1 Physician
- 1 Nurse
- 1 Social Worker
- 4 Consumers/Consumer Advocates\*
- 1 Community College Representative
- 1 DSS Representative
- 1 DPH Representative\*\*
- 2 Health plans
- 1 Self-funded Employer
- 2 Employers of CHWs †

## Preferred Qualifications For Membership

- Ability to work collaboratively on ground-breaking initiative
- Knowledge of the CT healthcare environment and healthcare reform
- Ability to contribute to CHW preliminary draft model
- Ability to contribute to Workforce Development criteria
- Experience working with/employing CHWs
- Physician, Nurse and Social Worker should have role representing state professional organization
- Experience with community-based non-profit services, behavioral-health/recovery experience, or peer-support experience
- Represent the geographic diversity of the State
- Represent diverse communities, especially communities that may be harder to engage

## CHW Project Team Support

- 1 PMO member
- CT AHEC
- CHW Consultants

- Expertise in public health and healthcare
- Knowledge of CT SIM
- Experience navigating legislative process
- Ability to facilitate collaborative activities

\*Nominated by the Consumer Advisory Board

\*\* DCF, DMHAS, and DOL representatives will be invited as needed

† An organization with a demonstrated commitment to CHWs and who currently employs CHWs