



TEXAS DEPARTMENT OF STATE HEALTH SERVICES

**Promotor(a) or Community Health Worker
Training and Certification Advisory Committee
Meeting Minutes
Friday, January 29, 2016
10:00 a.m. – 12:30 p.m.**

Texas Department of State Health Services
Moreton Building
Conference Room M-100
1100 W 49th Street
Austin, Texas 78756

Table 1: Promotor(a) or Community Health Worker Training and Certification Advisory Committee member attendance at the Friday, January 29, 2016 meeting.

MEMBER NAME	YES	NO	MEMBER NAME	YES	NO
Bustos, Claudia	X		Hansford, Bobby D.	X	
Diebolt, Jean	X		Muñoz, Oscar J.	X	
Eagleton, Gary Glenn	X		Rosing, Richard	X	
Escobar, Mérida	X		St. John, Julie	X	
Ginés, Venus	X				

Yes: Indicates attended the meeting

No: Indicates did not attend the meeting

P: Indicates attended meeting via phone/webinar

Agenda Item 1: Welcome and Introductions

The Promotor(a) or Community Health Worker (CHW) Training and Certification Advisory Committee meeting commenced with Ms. Claudia Bustos serving as Presiding Officer. Ms. Bustos welcomed participants to the meeting. Table 1 notes committee member attendance at the meeting.

DSHS Staff present: Caly Fernández, Beverly MacCarty, Monica Maldonado, Paige Menking, and Beatrice Smith

Stakeholders present: 11 stakeholders attended the meeting in person and an additional 37 stakeholders joined the meeting via webinar/phone.

Ms. MacCarty, on behalf of Evelyn Delgado, Assistant Commissioner for Family and Community Health Services, presented plaques and certificates to three members whose terms expired January 2016: Ms. Venus Ginés, Ms. Jean Diebolt, and Mr. Richard Rosing.

Agenda Item 2: Approval of Minutes

The committee reviewed minutes from the November 20, 2015 CHW Advisory meeting. Mr. Oscar Muñoz moved to approve the minutes from the meeting, and Ms. Ginés seconded the motion. With no nays and no abstentions, the motion was approved with a unanimous vote.

Agenda Item 3: Public Comment

Mr. Edwin Marty, Food Policy Manager, Office of Sustainability, City of Austin provided public comment. The Office of Sustainability currently works on the development of a local, sustainable food system that has the potential of working with CHWs to address food insecurity and food justice in the area. The Office of Sustainability has partnered with the Health and Humans Services Commission (HHSC) and Travis County to support school and community-based farm stand initiatives in as many locations as possible in the region, with the goal of hiring CHWs to work in the stands to advocate for health access and health navigation services to the community. A Request for Proposal (RFP) will be posted in the next month and will be shared with committee members. In an attempt to collaborate with as many organizations as possible, the Office of Sustainability is looking into opportunities for integrating CHWs including continuing education, a toolkit on healthy food, and Project Brighter Bites, a pilot program in the Houston area to provide access to fresh produce to kids and their families.

ACTION ITEM:

- Mr. Marty will email the RFP and contact information to DSHS to share with committee members and CHW stakeholders

Agenda Item 4: Committee Business

- *Finalize Advisory Committee 2015 Accomplishments and 2016 Planned Activities*

Ms. Beatrice Smith referenced the *Advisory Committee 2015 Accomplishments and 2016 Planned Activities* handout related to the development of the annual report of the CHW Training and Certification Program. The handout details the workgroups and activities accomplished in calendar year 2015 and projected activities for calendar year 2016.

Motion:

Ms. Ginés moved to approve the finalization of the 2015-2016 planned activities, and Mr. Rosing seconded the motion. The motion passed with a unanimous vote, and activities were finalized.

- *Review and recommend to DSHS application for certification of training institutions*
The committee reviewed an application from Gateway to Care to add continuing education for instructors to their current CHW training program. Members were referred to review the Gateway to Care Training Program Application information and a sample training module in their packets. Mr. Angel Rivera Gonzalez presented further information on Gateway to Care's CHW programs.

Motion:

Ms. Ginés moved to recommend Gateway to Care for DSHS approval as a training institution for instructors, and Ms. Mérida Escobar seconded the motion.

Mr. Gonzalez responded to a question from Mr. Rosing, and clarified that the instruction focuses on content as well as the process to teach. The plan is to offer both leadership and teaching strategies. With no nays and no abstentions, the motion carried with a unanimous voice vote.

Agenda Item 5: Financing for CHW Services in Medicaid

Ms. Carisa Magee, Special Advisor, Medicaid/CHIP, HHSC, presented on *Financing for Community Health Worker Services in Medicaid*. Highlights of the presentation include:

- Sources for funding with Medicaid clients include Medicaid fee-for-service (traditional Medicaid), Medicaid Managed Care, Medicaid 1115 Demonstration Waiver, and State Innovation Model (SIM) funds.
- Changes to Medicaid regulations related to preventive services allow practitioners other than a physician or other licensed professional to provide recommended preventive services. While this change created a potential avenue for financing CHW services, as of November 2016, no state had requested a state plan amendment to cover CHW services under the preventive services regulatory change.
- Texas Medicaid reviewed the activities of CHWs in Medicaid managed care and 1115 waiver projects with Centers for Medicare and Medicaid Services (CMS). CMS suggested most activities would be deemed outreach or case management, while only a limited set of services might qualify if sufficient condition-specific medical education was involved. Input on how Medicaid can deliver preventive services using non-licensed practitioners is encouraged and can be submitted at the HHSC website at <http://www.hhsc.state.tx.us/medicaid/MPR/index.shtml>.
- Some states have incorporated CHWs into their Medicaid programs including Minnesota, South Carolina and New Mexico.
 - The Minnesota Medicaid Program is one of the only states that has an approved Medicaid state plan to reimburse CHW health services through the fee-for-service component of the Medicaid program, and the same services can also be billed for members in Medicaid managed care. Less than 100 claims are submitted annually.
 - South Carolina includes CHWs as part of care teams to improving patient follow-through with screenings, office visits, and medications. Nineteen primary care practices participate in a grant-funded pilot program that bills under physician education codes already authorized under the Medicaid state plan. The state is discussing options for a preventive services state plan amendment with CMS.
 - In New Mexico, managed care plans may offer CHW services as part of care coordination. Payment methods include direct employment of CHWs, fee-for-service payments to contracted CHWs, and per-member-per-month (PMPM) payments to providers employing CHWs. New Mexico is conducting a pilot with two federally qualified health centers (FQHCs) that receive PMPM for three levels of care for high-needs clients.
- The Texas 1115 Demonstration Waiver is a Medicaid mechanism to fund innovative projects designed to deliver health services that meet the CMS aim of quality care. These projects have been negotiated for five years of funding and require providers to meet performance goals. CHW Delivery System Reform Incentive Payment (DSRIP) projects include CHW integration in care teams, such as for behavioral health services, patient navigation, particularly to divert nonemergent Emergency Department visits, disease-specific prevention and education, such as for asthma and diabetes, and compliance with appointments and following care regimens, such as prenatal care.
- Mr. Oscar Muñoz expressed concern that while it is time to look at the CHW as a viable employee, it is not their job to be part of a medical care team. The CHW primary role is to refer, outreach, and assist with preventive education, not to provide a specialized role of evaluation. He expressed that caution was needed on this front. Ms. Magee stated that while some coordination roles can be financed in a more limited way, mainstream funding requires medical ties.
- Ms. Ginés stated that a focus in conferences over the past four years is expanding the role of promotores. Many promotores have expressed interest in clinical advocacy, care coordination, and medical research. The Affordable Care Act has allowed CHWs to work as

navigators. Additionally, all community cancer centers are now required to have patient navigators. As the role is expanding, there is funding for patient navigation, and there are funding opportunities from agencies other than CMS. Ms. Magee noted that her area of expertise is Medicaid funding, and the role of Medicaid is to partner with those other funding opportunities.

- Ms. Magee expressed the importance of partnering with agencies such as DSHS and CMS to do evidence-based research studies to show how CHWs make positive impact.
- HHSC is currently implementing a new survey with Medicaid Managed Care Organizations (MCOs) to provide additional information about current practices, opportunities, and challenges related to incorporating of CHWs in the health plans.

ACTION ITEM:

- Ms. Smith will send out Ms. Magee's contact information to the committee.
- Ms. MacCarty will email information from the webinar, specific to Medicaid, to members.

Agenda Item 6: CHW Spotlight

- CHW Partnership through Dia de la Mujer Latina (DML) and Houston Health and Human Services (HHS)
Since December 2010, DML has trained 865 promotores. The City of Houston selected the program, through an RFP, to train employees who work within their community. DML has held two CHW certification classes for City of Houston staff, one of which has already graduated. DML is putting together a White Paper to see if other cities will put together similar CHW training for their employees as this has the potential to set the stage for health departments across the country. The program success is attributed to learning from and partnering with other community organizations and associations, such as South Texas Promotora Association, Familias Triunfadoras, and Community Health Center of Lubbock. The collaborative efforts have enhanced the program, showing participants how to work with their communities, creating a greater balance, and emphasizing the importance of passion into their training.
- El Paso CHW/Promotor(a) Training Program Highlight: Familias Triunfadoras (FT)
Ms. Maria Covernali and Ms. Leticia Espinoza presented information about Familias Triunfadoras, Inc. in San Elizario, Texas. FT is a women-led organization partnered with Día de la Mujer Latina and South Texas Promotora Associations. The organization has developed programs, such as CHW training, requiring the completion of 160 hours of training competencies plus 1,000 hours of community work to enhance their education. Community education focuses on competency-based curriculum as well as promotores/CHWs participating in outreach and health fairs. CHWs also conduct support groups for women experiencing domestic violence and assist youth programs. The program has achieved recognition and service awards from all over the country. To date FT has graduated over 300 CHWs, many of whom experienced domestic violence situations, thereby improving the quality of their lives.
Ms. Escobar noted that FT also works with teenagers and she hopes to organize a teen conference in El Paso.

Agenda Item 7: Oral Health Trainings for CHWs

- Ms. Diane Rhodes, Senior Policy Manager, Texas Dental Association (TDA) presented information on developing an oral health training for CHWs. A goal of the program is to leverage the critical connection CHWs have with the community.

The initial curriculum will be in English and translated to Spanish once the curriculum is finalized. There will be two-hour modules grouped by age, one for children and one for adults. TDA intends to collaborate with CHW training programs to offer this curriculum for free or for a nominal charge by the training program to offer certificates. The intention of the program is not to make a profit.

TDA sees this as a collaborative process, seeking feedback and input along the way. The goal is to provide this curriculum as an online module with written content, embedded forms that can be printed, and embedded videos. TDA will share the detailed outline with DSHS by the end of March 2016 and request more specific feedback on topics that need to be included or removed. Once the formal outline is approved, TDA will design the online module that can be accessed by CHWs any time.

- **Train the Trainer Oral Health**

Ms. Elaine Vivens, Coordinator, Children's Oral Health Coalition, shared information on the oral health trainings provided for community. The committee members and the public were invited to attend a community training scheduled on March 3, 2016, in the Fort Worth area. Ms. Vivens is open to discussing amending the training into a training program for CHW CEUs.

ACTION ITEM:

- Ms. Vivens will send information to Ms. Smith on the community training scheduled for March 3, 2016, to share with members.

Agenda Item 8: CHW Program Update

Ms. Monica Maldonado provided an update on the CHW program for November and December 2015. Highlights of the update as of December 3, 2015 include:

- Certified CHWs as of December 31, 2015: 3,628
- On-time renewals: November - 44%; December - 46%
- CHW and Instructor Applications Received: November -154; December -191
- Application denials: November - 7; December - 2
- Instructor applications certified: November - 3; December - 1
- Certified CHW Instructors - 241
- Certified Training Sites - 38

Ms. Smith added that all the training data will be included in the 2015 CHW Program Annual Report.

Ms. MacCarty shared that April 13, 2016 DSHS Grand Rounds will focus on CHWs. The Grand Rounds will include three case studies focused on international, clinical, and community, and a brief overview of Texas CHW certification.

Ms. MacCarty updated members on the 2015 CHW Evaluation Survey (implemented May through December, 2015). There will be a standalone evaluation report and information will be incorporated into the annual report.

Agenda Item 9: Committee Member Updates

- Ms. Diebolt is starting another clinic health center in San Augustine, Texas. She has already gotten a few grants totaling a commitment of \$60,000.
- Mr. Gary Eagleton gave an update as a CHW instructor, noting that the UTSPH Spring 2016 class has the largest number of participants since he has joined the program.

- Ms. Escobar informed the committee that teens have partnered with the American Heart Association to raise heart health awareness. Six teens are following up with 100 individuals for weekly progress and monitoring their blood pressure. The teens have also taken heart health awareness to their schools, encouraging their friends to monitor their blood pressure. The annual Heart Health Conference is scheduled on February 27, 2016. The *It Takes a Village to Raise a Child* Conference, scheduled on April 30, 2016, will focus on parents who have children with special needs and will provide information on how to access resources locally and federally.
- Ms. Ginés shared that ten promotores were trained and certified through DML to become navigators and were offered jobs in Houston. Six promotores have become certified navigators in San Antonio. The program is well-funded, giving the promotoras jobs until September. Additionally, the University of Houston, Prevent Blindness, and DML have partnered to conduct a special training for nine selected promotores to do vision tests at six of the multi-service centers, and will refer clients to the University of Houston for their underserved population program. The 12th generation DML class of promotores will graduate on February 20, 2016.
- Mr. Muñoz shared that the Texas A&M Colonias Training Academy is in the process of scheduling four regional conferences in May, June, July, and August 2016, with tentative sites being El Paso, San Antonio, Laredo, and Weslaco. Texas A&M San Antonio has been approved as a four-year university and has announced approval for a Bachelor of Science and a Master's Program in Community Health. The University is also discussing a potential development path between courses taken for CHW certification and a Bachelors Program in Community Health. Mr. Rosing shared that Houston Community College (HCC) will start a CHW certification course in spring. Other instructors and Mr. Rosing will meet to determine the 2016 CEU course offerings for instructors.
- Dr. St. John shared that the American Public Health Association (APHA) is releasing their CHW of the Year Award and CHW Group Award, to be sent out February 1, 2016. Anyone who wants the nomination form can contact her directly. Attendees were encouraged to nominate a person or group. The Unity Conference, the annual national CHW conference, will be held July 17-20, 2016, in Atlanta, Georgia. Scholarships for CHWs to attend may be made available. The Esther B. Holderby Award will be presented during the conference.
- Ms. Bustos shared information about the Northern Texas Community Health Worker Resource Coalition meeting on February 5, 2016. Two DSHS approved hours will be given to participants. The coalition combines Regions 1, 2, and 3, so they expect approximately 60-70 people to attend the meeting.

ACTION ITEM:

- Ms. Smith will send out the nomination form for the CHW of the Year Award and the CHW Group Award to members.

Agenda Item 12: New Business for Consideration at Next Meeting

The next meeting will be held Friday, March 11, 2016.

New agenda items were as follows:

- Annual report
- 2015 CHW Evaluation report
- Orientation of newly appointed committee members

Agenda Item 13: Adjourn

The meeting was adjourned by Ms. Bustos at 12:34. Ms. Smith thanked participants and reminded them to take the survey.