

Meeting Minutes

Community Health Worker Task Force Education & Training Workgroup Thursday May 2, 2024

Call to Order

Members in Attendance

Jolyn Rising Sun – Hospital Association Representative

Shannon Bacon – Federally Qualified Health Centers (FQHC)

Tasha Peltier – Tribal Nations Representative

Mandy Dendy – Medical Services Division

Rebecca Quinn – UND School of Medicine and Health Sciences Center for Rural Health

Melissa Reardon – NDSU State University School of Public Health

Facilitator

Brian Barrett - APT, Inc

Discussion Items:

CHR Training Curriculum

- Tasha Peltier advised that she was unable to connect with the person who oversees Community Health Representative (CHR) training. Tasha advised that she sent an email and inquired about CHR training being available to CHWs. To date, there has been no response.

Out of State CHW Training

- Shannon reviewed syllabi from other states and found out that CHW training topics were similar across various states. For example, Kentucky has a 40-hour competency-based training and 8 hours of mental health first aid training along with a 40 hour verifiable mentorship.
- South Dakota has a 200 hour training. Shannon advised that she didn't notice any "big difference" in content or with key competencies. The number of training hours was the most significant difference.

- Shannon discussed a “tiered based approach” and mentioned this idea to the Health Centers who thought that a topic-based specialization training would be reasonable and way to get a potential CHWs through foundational training.
- Mandy Dendy reviewed CHR training and is fairly confident it cannot be used outside of Indian Health Services (IHS). She explained that this would require an IHS account and so it would be accessible to non-IHS employees.
- Tasha shared a presentation from a nationally recognized CHR consultant who presented at the recent CHR conference in North Dakota. Melissa mentioned that the CHR training is based on the C3 Project and the competencies “cross walk” with those identified by the Task Force. Tasha reviewed the CHR “standards of practice” and how they correspond with the CHW role guidelines, skills required and social determinants of health. The group reviewed the modules for basic CHR Training (which Mandy found as part of an online report) listed below:
 - Anatomy & Physiology
 - CHR Basic Skills
 - Infectious Control
 - Communicable Diseases
 - Chronic Disease
 - Mental Health
 - Emergency Preparedness
 - Public Health
 - CAN Videos

CHW Basic Training Discussion:

- The group discussed CHW training and what courses should be listed as basic. During this discussion, the Task Force explored the idea of obtaining information from existing CHWs regarding training.
- The Task Force discussed a wide range of ideas concerning basic training and what this should look like. The need to identify a minimum number of training hours, key subject matters, and time elements (e.g., 2 training hours in ethics) was suggested. Rebecca Quinn suggested outlining this framework so there would be a matrix for quick decision making.

- Mandy Dendy made the motion that the group adopt a proposal outlining three different CHW training pathways leading to certification and bring it to the full Task Force on May 20th 2024. The proposal is listed below:

1) Training that is 40 or more hours and covers core competencies the Task Force already approved as “draft competencies” with the option to add on to those before finalizing that pathway (allow for changes based on suggestions from CHWs).

2) Create an experienced pathway to certification. This would need to have an identified minimum number of hours and possibly a requirement that there is somehow an attestation/showing that the work experience has created competency in all the areas of core competencies, and

3) A CHR pathway to accept proof of completion of IHS - CHR training as sufficient for CHW certification.

Jolyn Rising Sun seconded the motion.

Roll Call Vote:

- Melissa Reardon, Aye
- Jolyn Rising Sun: Aye
- Shannon Bacon: Aye
- Rebecca Quinn: Aye
- Tasha Peltier: Aye
- Mandy Dendy: Aye

Discussion about creating a CHW Focus Group

- Mandy suggested creating a CHW Focus Group and obtain recommendations on the proposed training pathways. The Task Force agreed that it would be beneficial to invite every CHW working in North Dakota to this meeting. The Task Force members estimate that there are currently 8 CHWs in North Dakota (i.e., 3 with CHI, 1 with Sanford, 3 with Health Centers).
- For those CHWs who cannot attend the Focus Group, Brian will send the draft core competencies and training pathways for feedback and recommendations.
- The group reviewed dates and decided to have CHWs select one of the following 3 dates: May 29th (1-2pm) May 30th (1-2pm) and June 6th from (2-3pm).
- Task Force members who have a direct connection with CHWs will forward a Doodle Poll created by Brian.

- CHWs that cannot attend the focus group will be contacted by Brian who will provide the necessary information for feedback.

Action Items

- Brian will create a Doodle poll for the CHW focus group meeting and Task Force members who have a direct connection with CHWs will forward Brian's Doodle poll.
- Brian will email CHWs who cannot attend the focus group and request feedback regarding the competencies and training pathways.

Adjourn 3:06pm CST

Date Posted: 5/9/24