

Meeting Minutes

Community Health Worker Task Force Training & Education Workgroup Tuesday March 5, 2024

Call to Order

Members in Attendance

Wendy Schmidt – Medical Services Division

Shannon Bacon – Federally Qualified Health Centers (FQHC)

Tasha Peltier – Tribal Nations Representative

Mandy Dendy – Medical Services Division

Facilitator

Brian Barrett - APT, Inc

Discussion Items:

The group began by reviewing Minnesota and South Dakota CHW competencies which led to a discussion centering around training and education.

Training Discussion

- Members of the Task Force discussed utilizing an “experience pathway”. The members determined this presents numerous challenges, such as quantifying what kind of experience would count as well as how that experience is tracked, that would make certification very complex.
- During the discussion, the group focused on trainings that are provided by an approved agency or educational system. The Medicaid state plan would require a description of what makes a CHW qualified so the group discussed having the trainings be described in general terms to allow for flexibility. Ideally, it would be beneficial if the ND Administrative Rules are written so the Department of Health & Human Services, or a different certifying body, has the authority to approve programs. For now, the group decided to focus on basic competencies and determine what training is appropriate.

- The work group believes certified Community Health Representatives (CHR) will automatically qualify for CHW certification. CHR training appears more comprehensive and extensive than typical CHW training.
- The group discussed the benefits of having a completely virtual option with an internship that requires approval from an authorized person such as a supervisor.
- The group agreed that it is unrealistic to think North Dakota will develop its own training program in the near future. ND CHW training will most likely utilize the MN and/or SD courses.

Competencies

- The group reviewed CHW competencies outlined by the Minnesota Department of Health:
 - Roles, Advocacy and Outreach (2 credits)
 - Organization and Resources (1 credit)
 - Teaching and Capacity Building (2 credits)
 - Legal and Ethical Responsibilities (1 credit)
 - Coordinating and Documentation (1 credit)
 - Communication and Cultural Competency ((2 credits)
 - Health Promotion Competencies (3 credits)
 - Practice Competencies-Internship (2 credits)
- Members also reviewed South Dakota's competencies and noticed that they are the same as MN except that they do not include cultural competency training.
- The group explored cultural competency training currently offered in ND and found a training is offered through the ND Department of Health & Human Services. This training (i.e., ND Train) has 9 different modules - cultural competency and American Anyone are two of the nine. The American Anyone module is 14 minutes, and the Cultural Competency module is 90 minutes.
- The group agreed to present the MN competency list to the entire Task Force but questioned if the Legal and Ethical Training offered by MN, would apply to North Dakota? Wendy Schmidt indicated she would look into this.

Action Items

- Wendy will investigate the MN legal and ethical training course. Is this course specific to MN laws and rules?
- Tasha will investigate the American Anyone and Cultural Competency modules and see if the group should pass along this recommendation (for certification or as continuing education).
- Shannon will review a copy of the Community Connect Curriculum to see if the Care Coordinator training aligns or overlaps with what was discussed.

Adjourn 2:56pm CST

Date Posted: 3/14/24