

Community Health Workers in Colorado

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Agenda

- Introduction to Community Health Workers
- Health Navigation History in Colorado
- CDPHE CHW Infrastructure
- CHW Umbrella Term
- CHWs in Colorado
- Questions

Poll

Which of the following describes your role/organization?

- Community Health Worker
- Employer of CHWs
- Public Health
- Community-based organization
- Payor/insurance
- Other



Definitions

- **Health Navigator:** A trained member of the health care team, typically employed by health delivery systems to assist individuals in reducing barriers to care and in negotiating complex health care systems.
- **Community Health Worker:** A lay member of the community who is trained to deliver an intervention to community members in community settings.
- **Promotora de Salud:** Trusted individuals who empower their peers through education and connections to health and social services in Latino Communities.

CHW Evidence base

- Based on the Community Preventive Services Task Force (CPSTF), CHW interventions are recommended:
 - CHWs improve blood glucose levels and lipid control and reduce health care use among patients with type 2 diabetes.
 - CHWs improve blood pressure and cholesterol.
 - CHWs increase breast cancer screening.
 - These interventions are considered to be cost-effective.

Health Navigation History in Colorado



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Health Navigation Workforce Initiative

GOAL:

Contribute to the attainment of health equity, strengthen the health care workforce and further develop the emerging role of the patient/health navigator.

STRATEGY:

- Voluntary credentialing for unlicensed health navigator training programs;
- Assessment of candidates who graduate from recognized training programs; and
- A voluntary registry of competency-based training programs and the health navigators who complete the training program and pass the competency evaluation.



Current Infrastructure

Recognized
Training
Programs

Assessment

CDPHE
Registry



CHW Umbrella Term



CHW Umbrella Term

Community Health Worker
*(term used for the training
and assessment)*

Nested titles:

- **Health Navigator**
- **Patient Navigator**
- **Promotoras de Salud**
- **Community Outreach Workers**
- **Other frontline public health workers**

- **More roles could potentially be reimbursed**
- **Does NOT change a specific job title**
- **Means that a person can show they meet agreed upon overarching competencies across these similar roles**
- **Specific roles can have additional qualifications or requirements within job descriptions**



Current State

Health Navigators (broadly defined) complete training from a CDPHE-recognized training program

Health Navigators pay for and complete the Center for Advancing Professional Excellence (CAPE) assessment based on 16 Colorado HN Competencies

Those that pass the assessment are placed on CDPHE's registry

Future State

Community Health Worker is used as umbrella term (aligns with other states and allows more opportunity for reimbursement)

Multiple job titles are nested within the umbrella term

Competencies for Community Health Worker term are updated and streamlined; the trainings and assessment are updated with new language

Community Health Workers that complete training and pass the assessment will continue to be listed on the registry



Finalized CHW Core Competencies

1. Community Assessment, Engagement and Capacity Building	2. Individual Assessment and Advocacy	3. Effective Communication	4. Cultural Responsiveness and Mediation
5. Education to Promote Healthy Behavior Change	6. Care Coordination	7. Use of Public Health Concepts and Approaches	8. Professional Skills and Conduct



Other Infrastructure Changes

- Updated process for CHW training program recognition
- New CHW competency assessment
- Updating the Colorado CHW Registry
- Exploring badging/upskilling
- Community of Practice for CHWs
- Increased career pathways - apprenticeships and/or internships



CHWs in Colorado



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**Nick Flattery - Associate Director
CPC Clinical Research and Community
Health**



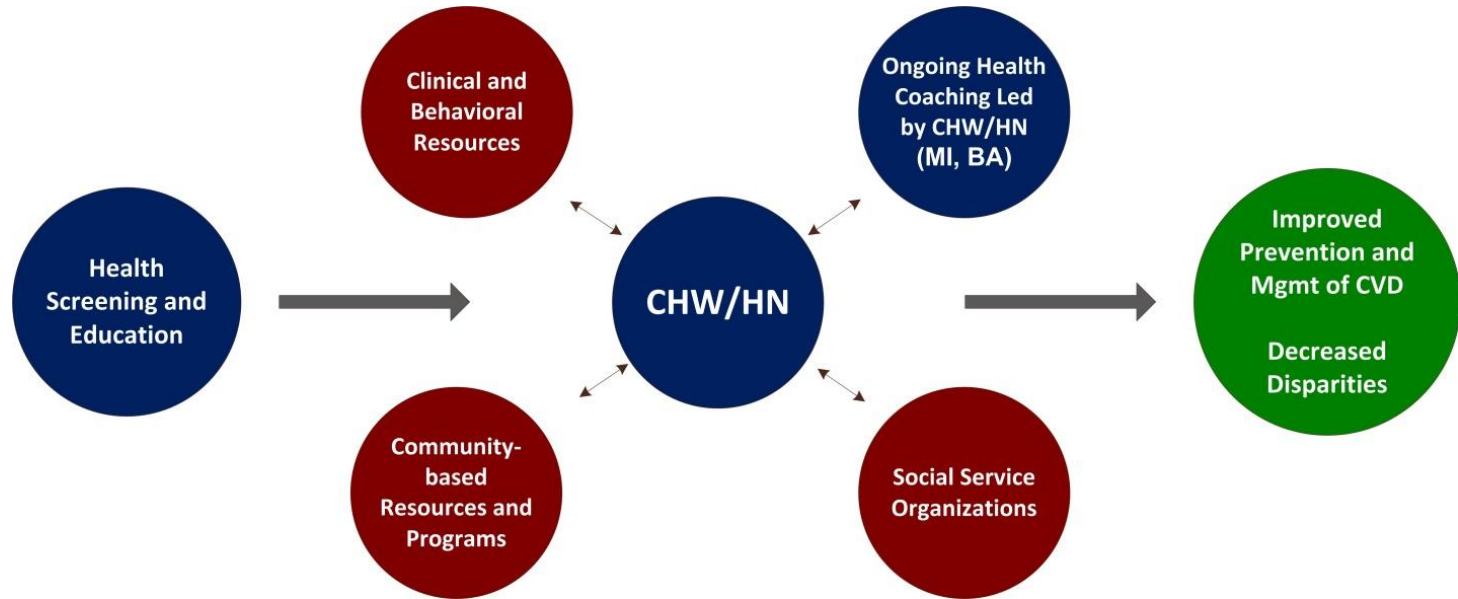
CPC COMMUNITY HEALTH DEPARTMENT PROGRAMS



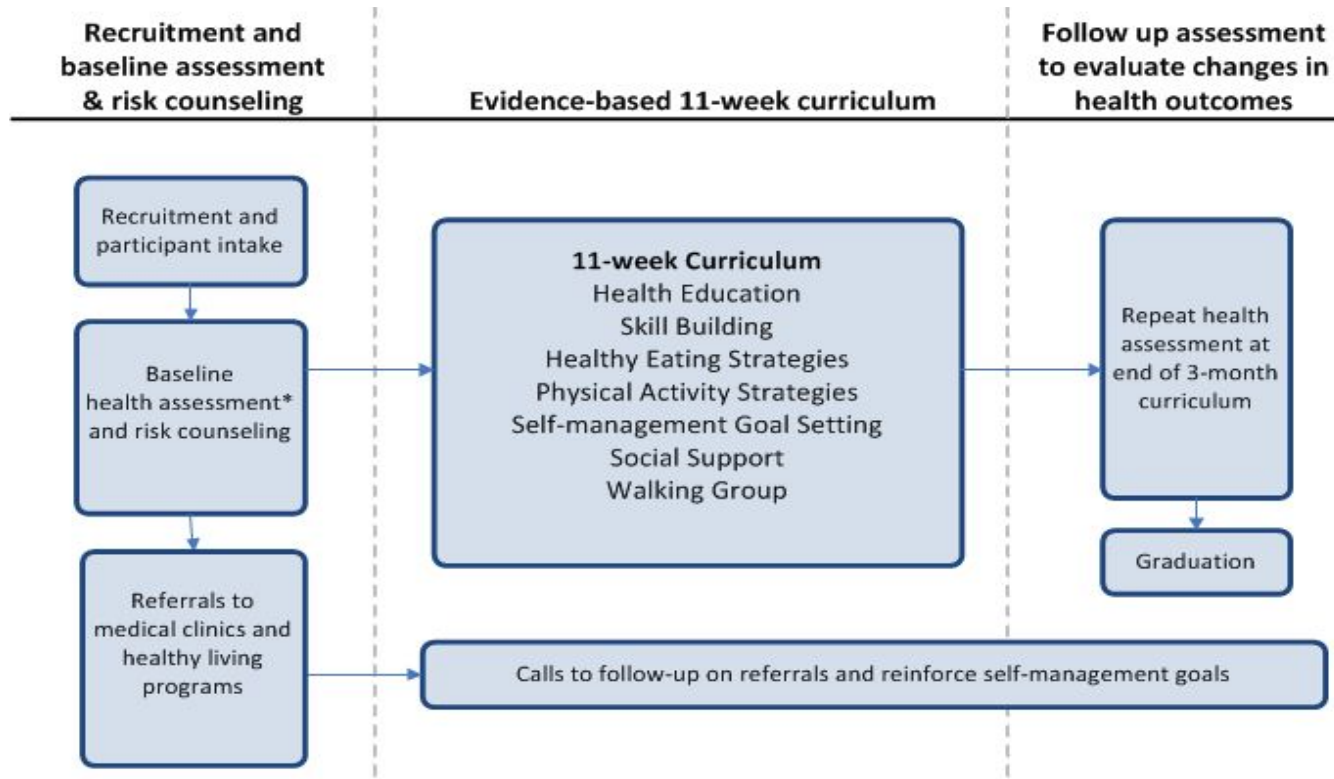
CHWS AND PROMOTORES – WHAT THEY OFFER

- Health Assessments:
 - BMI, BP, Glucose and Lipid (HDL, LDL, Triglycerides, Total) testing
 - Behavioral health assessment for anxiety and depression
 - Global risk score calculation
- Referrals to Community and Medical Agencies
- Evidence Based Education and Tailored Recommendations
- Health Goal Setting
- Follow Ups
- Retesting of Biometric Markers and Health Behaviors
- Class Instruction

CHHS PROGRAM MODEL



CHARLAR PROGRAM MODEL

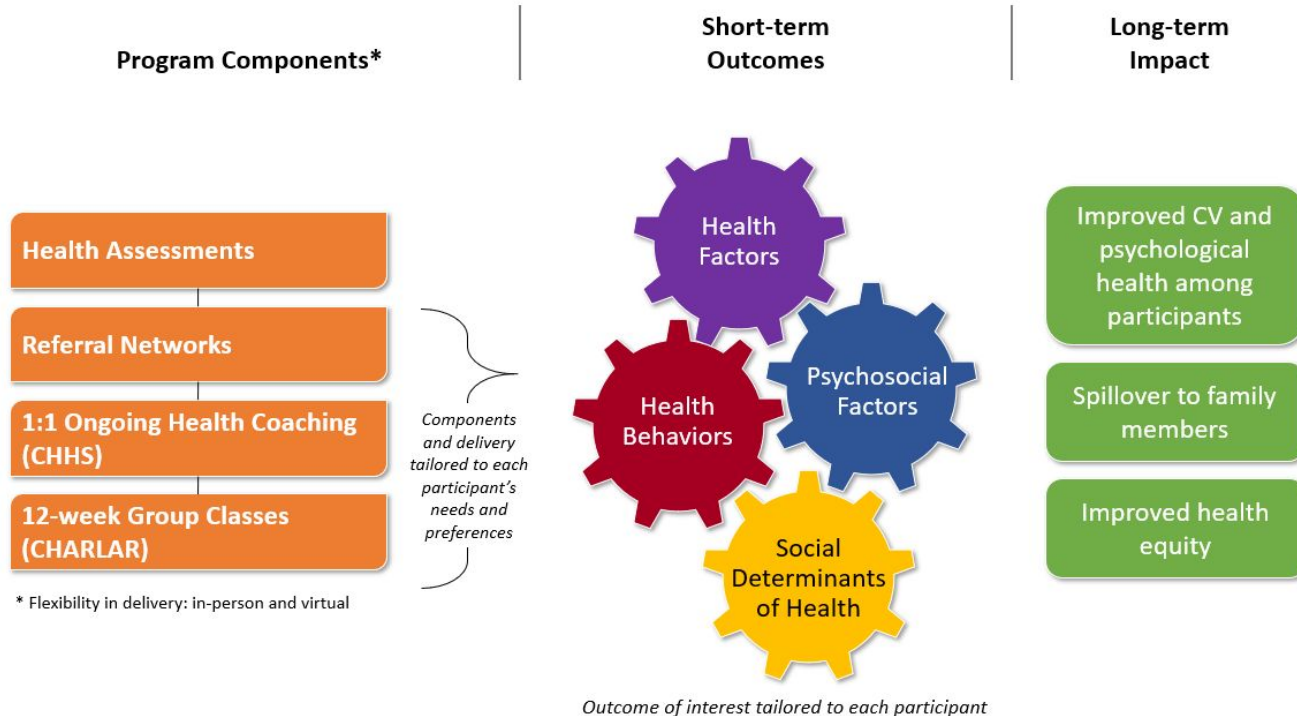


INTEGRATED SOLUTIONS AND PROGRAMS THAT IMPROVE EQUITY IN CARDIOVASCULAR
HEALTH

INSPIRE CVH



INSPIRE CVH



Gore, M. O., Krantz, M. J., Albright, K., Beaty, B., Coronel-Mockler, S., Bull, S., Estacio, R. O., (2018). A controlled trial of mobile short message service among participants in a rural cardiovascular disease prevention program. *Preventive Medicine Reports, 13* (2019) 126-131.

Gore, M.O., Estacio R.O., Dale R, Coronel-Mockler S, Krantz M. Cardiovascular Risk Factor Knowledge among Monolingual Hispanics. *Journal of Health Care of the Poor and Underserved.* 2021;32(2):688-699.

Iglesias, A., Ambrose, A., Coronel-Mockler, S., Kilbourn, K., Bonaca, M.P., Estacio, R.O., Krantz, M.J. (2022). Impact of Transitioning to Virtual Delivery of a Cardiovascular Health Improvement Program for Latinos During the COVID-19 Pandemic. *BMC Public Health, 22*:1935.

Krantz, M. J., Coronel, S. M., Whitley, E. M., Dale, R., Yost, J., & Estacio, R. O. (2013). Effectiveness of a community health worker Cardiovascular Risk Reduction Program in public health and Health Care Settings. *American Journal of Public Health, 103*(1). <https://doi.org/10.2105/ajph.2012.301068>

Krantz, M. J., Beaty, B., Coronel-Mockler, S., Leeman-Castillo, B., Fletcher, K., & Estacio, R. O. (2017). Reduction in cardiovascular risk among Latino participants in a community-based intervention linked with clinical care. *American Journal of Preventive Medicine, 53*(2). <https://doi.org/10.1016/j.amepre.2017.04.012>

Smith, L., Atherly, A., Campbell, J., Flattery, N., Coronel, S., & Krantz, M. (2019). Cost-effectiveness of a statewide public health intervention to reduce cardiovascular disease risk. *BMC Public Health, 19*(1). <https://doi.org/10.1186/s12889-019-7573-8>

Joshua DeO'compos, Care Navigator - Denver Health

Opportunities to Engage

- HCPF Stakeholder Engagement Sessions in January and February 2024 (dates on next slide)
- The first two webinars will include an overview of the legislation, timeline, a high-level overview of how other states have reimbursed CHW services, and time for stakeholder questions and feedback.
- HCPF will summarize stakeholder questions/feedback and the final two webinars will include an overview of the draft proposal for federal authorization.

<https://hcpf.colorado.gov/communityhealthworkers>



Opportunities to engage

- Webinar #1: January 9th, 10AM
- Webinar #2: January 23rd, 10AM
- Webinar #3: February 13th, 10AM
- Webinar #4: February 27th, 10AM

<https://hcpf.colorado.gov/communityhealthworkers>

Questions?

Contact Morgan Anderson at morgan.anderson@state.co.us



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Questions

How do I move up as a CHW?

What are the similarities and differences between CHWs and direct care workers?

Questions



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Thank you!

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<https://cdphe.colorado.gov/health-navigation-workforce-development>