

This document is intended to support the Washington State Department of Health’s efforts around community health worker (CHW) workforce development. The table summarizes 18 states’ CHW training standards and alignment with the core competencies set forth in the 2016 [CHW Core Consensus \(C3\) Project](#) recommendations. The resources and points of contact in the table were sourced through state health agency websites, information collected on the [ASTHO](#) and [National Academy for State Health Policy](#) webpages, and ASTHO’s subject matter expert team contacts. Additional cross-state resources are listed at the conclusion of this document.

State	CHW Training and Education Standards <ul style="list-style-type: none"> <li>Does C3 provide a framework?</li> </ul>	State Reports <ul style="list-style-type: none"> <li>Documentation how standards were developed, including those where the goal was to pursue CHW certification</li> </ul>	References <ul style="list-style-type: none"> <li>Point of contact</li> <li>Websites</li> </ul>
Arizona	<p>The Arizona Community Health Workers Association (AzCHOW) and state of Arizona <b>adopted the C3 competencies:</b></p> <ol style="list-style-type: none"> <li><b>Professional conduct</b></li> <li><b>Communication</b></li> <li><b>Outreach</b></li> <li><b>Relationship building</b></li> <li><b>Assessment</b></li> <li><b>Knowledge base</b></li> <li><b>Education and facilitation</b></li> <li><b>Service coordination</b></li> <li><b>Advocacy</b></li> <li><b>Capacity building</b></li> <li><b>Evaluation and research</b></li> </ol> <p>There are four voluntary certificate programs administered by community colleges and a nonprofit training center.</p> <p>AzCHOW worked with the Central Arizona College to develop a pilot process to approve training programs (application first opened in early 2018).</p>	<p><b>Legislation:</b> <a href="#">HB 2324 Voluntary Certification for CHWs</a>: Established a voluntary CHW certification process through the AZ Department of Health Services:</p> <ul style="list-style-type: none"> <li>Introduced in January 2018 by the House Health Committee Chair, Heather Carter, and signed May 2018. Advocated for by the CHW association.</li> <li>Directs the Department of Health Services to implement a CHW certification program and gives the department authority to define the scope of CHW services, core competencies, and criteria for granting/revoking/suspending/denying certification.</li> <li>Establishes a CHW advisory council (majority of the 9-member council must be CHWs) to advise the department.</li> </ul>	<p>Arizona Community Health Workers Association (<a href="https://www.azchow.org/">https://www.azchow.org/</a>)</p> <ul style="list-style-type: none"> <li>General contact (<a href="mailto:Info@AzCHOW.org">Info@AzCHOW.org</a>)</li> </ul> <p>Arizona Department of Health Services (AZDHS): Yanitza Soto (<a href="mailto:yanita.soto@azdhs.gov">yanita.soto@azdhs.gov</a>)</p>
Delaware	<p>A Curriculum Development Committee is being established, following recommendations by a CHW subcommittee (convened by Delaware Health and Social Services,</p>	<p><b>Report:</b> <a href="#">Development and Deployment of CHWs in Delaware</a> – Delaware Health and Social Services,</p>	<p>Center for Health Innovation (under the Department of Public Health):</p>

	<p>Delaware Center for Health Innovation, and Health Management Associates).</p> <p>Core competencies align with C3 (see <a href="#">Appendix J</a>):</p> <ol style="list-style-type: none"> <li>1. Community health <b>outreach</b> and <b>advocacy</b></li> <li>2. Effective, culturally competent <b>communication</b> skills (including interpersonal skills, documentation skills, and computer literacy)</li> <li>3. <b>Service coordination</b>, triage, and safety</li> <li>4. Health coaching and <b>education</b> to promote healthy behavior change</li> <li>5. Time and stress management</li> <li>6. Community knowledge and <b>assessment</b></li> </ol> <p>State does not yet have CHW certification.</p>	<p>Delaware Center for Health Innovation, and Health Management Associates (June 2017)</p> <ul style="list-style-type: none"> <li>• Drafted core competencies were provided to accountable care organizations, community health centers, educational institutions, and other community partners for feedback. (No formal state CHW association.)</li> </ul>	<ul style="list-style-type: none"> <li>• Julane Miller-Armbriester, Executive Director (contract through executive assistant, Dolores Waddell: <a href="mailto:dolores@dehealthinnovation.org">dolores@dehealthinnovation.org</a>)</li> </ul>
<p>Florida</p>	<p>The Florida Certification Board certifies training curricula and offers <a href="#">voluntary CHW certification</a> (developed in partnership with the Florida Community Health Worker Coalition Curriculum Subgroup).</p> <p>Requires a high school diploma or GED for certification.</p> <p>20 of 30 training hours from an <a href="#">approved training provider</a> must fall within the following five domains:</p> <ol style="list-style-type: none"> <li>1. <b>Communication and Education</b> (e.g., adult learning, presentation skills, effective listening skills, conflict resolution, behavioral change strategies)</li> <li>2. Resources (e.g., accessing health and social services, making formal and informal <b>referrals</b> to providers, awareness of cultural communities, building <b>community capacity</b> to access health and social services)</li> </ol>	<p>The Florida CHW coalition <a href="#">began</a> through a grant by the <a href="#">Florida Department of Health</a> (grant supported a taskforce to explore research, models, curriculum, and practices for CHW workforce development).</p> <ul style="list-style-type: none"> <li>• There are five subgroups, including one on curriculum development, which is chaired by a CHW and a CHW ally.</li> <li>• The curriculum subgroup established core standards for curriculums, established a curriculum review panel, and established requirements for training and certification.</li> </ul> <p><b>Report:</b> <a href="#">Florida CHW Certification Standards and Requirements</a> – Developed by Florida Certification Board (Oct. 2018)</p>	<p>Florida CHW Coalition Curriculum Subgroup:</p> <ul style="list-style-type: none"> <li>• Tonya Bell (<a href="mailto:tbell@healthystartjmt.org">tbell@healthystartjmt.org</a>)</li> <li>• Cheryl Kerr (<a href="mailto:kerr.cheryl@spcollege.edu">kerr.cheryl@spcollege.edu</a>).</li> </ul>

	<ol style="list-style-type: none"> <li>3. <b>Advocacy</b> (e.g., legal rights and responsibilities, advocacy skills)</li> <li>4. Foundations for Health (e.g., social determinants of health, primary risk factors and prevention, structure of the healthcare delivery system, data collection, <b>outreach</b> and <b>education</b>)</li> <li>5. Professional Responsibility (e.g., confidentiality, documentation, federal/state/local laws and regulations, personal safety, codes of ethics)</li> </ol>		
Louisiana	<p>The <a href="#">Louisiana CHW Training Institute</a> offers a core competency training program (not state sanctioned; no state legislation). The training develops skills <b>overlap in part with C3</b> and focus in the following areas:</p> <ol style="list-style-type: none"> <li>1. Community health <b>outreach</b></li> <li>2. Health promotion</li> <li>3. Individual and group <b>education</b> technique</li> <li>4. Effective <b>communication</b></li> <li>5. Team building and conflict resolution</li> <li>6. Stress management and self-care</li> <li>7. Individual and community <b>advocacy</b></li> <li>8. Cultural humility</li> <li>9. Leadership</li> <li>10. Service <b>coordination</b></li> </ol> <p>Louisiana does not have CHW certification.</p>	N/A	<p>Kate Andrus, Diabetes Program Manager (past ASTHO learning community point of contact), Louisiana Department of Health (<a href="mailto:kate.andrus@la.gov">kate.andrus@la.gov</a>)</p> <p>Ashley Wennerstrom, Louisiana CHW Training Institute (also a Louisiana Community Health Outreach Network co-founder and board member): 504-988-4007 or <a href="mailto:awenners@tulane.edu">awenners@tulane.edu</a> (note – Ashley’s contact information will be changing shortly)</p>
Massachusetts	<p><a href="#">Core competencies</a> align with <b>C3</b> and include:</p> <ol style="list-style-type: none"> <li>1. <b>Outreach</b> methods and strategies</li> <li>2. Client and community <b>assessment</b></li> <li>3. Effective <b>communication</b></li> <li>4. Cultural responsiveness and mediation</li> <li>5. <b>Education</b> for healthy behavior change</li> <li>6. <b>Care coordination</b> and system navigation</li> </ol>	<p><b>Report:</b> <a href="#">Community Health Workers in Massachusetts</a> was completed by the Department of Public Health in Dec. 2009:</p> <ul style="list-style-type: none"> <li>• Completed in response to <a href="#">Section 110 of Chapter 58</a></li> <li>• Offered recommendations to develop the CHW workforce, including expanding CHW</li> </ul>	<p>Massachusetts Office of Community Health Workers, Department of Public Health (<a href="https://www.mass.gov/community-health-workers">https://www.mass.gov/community-health-workers</a>)</p> <ul style="list-style-type: none"> <li>• Gail Hirsch, Director (<a href="mailto:gail.hirsch@state.ma.us">gail.hirsch@state.ma.us</a>)</li> </ul>

	<p>7. Use of public health concepts and approaches (including special health topics)  <b>8. Advocacy and community capacity building</b>                  9. Documentation  <b>10. Professional skills and conduct</b></p> <p>Competencies were developed over the course of two decades of multi-stakeholder consensus-building.</p> <p>The Department of Public Health refers CHWs and CHW supervisors to nine <a href="#">training programs</a> in community health education centers, community colleges, schools of public health, and other organizations.</p>	<p>training programs and developing a certification process.</p> <ul style="list-style-type: none"> <li>Led to the creation of the Offices of CHWs (largest funder of CHW training).</li> </ul> <p><a href="#">Chapter 322</a> (2010) created the Board of Certification of CHWs, which approved ten core competencies.</p>	<ul style="list-style-type: none"> <li>Board of Certification (<a href="mailto:Multiboard.Admin@state.ma.us">Multiboard.Admin@state.ma.us</a>)</li> </ul> <p>ASTHO State Success Story (reviewed and approved by MA):  <a href="http://www.astho.org/Maternal-and-Child-Health/AIM-Access-Mass-CHW-State-Story/">http://www.astho.org/Maternal-and-Child-Health/AIM-Access-Mass-CHW-State-Story/</a></p>
Michigan	<p>The Michigan CHW Association (MiCHWA) <a href="#">adopted the C3 competencies</a>:</p> <ol style="list-style-type: none"> <li>Communication</li> <li>Interpersonal and relationship-building</li> <li>Service coordination and navigation</li> <li>Advocacy</li> <li>Capacity building</li> <li>Professional conduct</li> <li>Outreach</li> <li>Individual and community assessment</li> <li>Knowledge base</li> <li>Education and facilitation</li> <li>Evaluation and research</li> </ol> <p>MiCHWA launched a <a href="#">core competency curriculum</a> in January 2015, which is modeled after Minnesota’s program and covers:</p> <ol style="list-style-type: none"> <li>Role, advocacy, and outreach</li> <li>Organization and resources</li> <li>Teaching and capacity building</li> </ol>	<p>MiCHWA includes four working groups, including an <a href="#">Education &amp; Workforce Working Group</a> that focuses on CHW curriculum, certification, and scope of practice.</p> <p><b>Report:</b> CHW curriculum objectives, developed by MiCHWA (<a href="http://www.michwa.org/wp-content/uploads/MiCHWA-Curriculum-Objectives_2018.pdf">http://www.michwa.org/wp-content/uploads/MiCHWA-Curriculum-Objectives_2018.pdf</a>)</p>	<p>MiCHWA CHW registry (<a href="http://www.michwa.org/michwa-chw-registry/">http://www.michwa.org/michwa-chw-registry/</a>)</p> <p>Contact MiCHWA:</p> <ul style="list-style-type: none"> <li>Priscilla Hohmann, Project Manager: <a href="mailto:priscilla@michwa.org">priscilla@michwa.org</a> or (734) 998-6042</li> <li>General email (<a href="mailto:info@michwa.org">info@michwa.org</a>)</li> </ul>

	<ol style="list-style-type: none"> <li>4. Legal and ethical responsibilities</li> <li>5. Coordination, documentation, and reporting</li> <li>6. Healthy lifestyles</li> <li>7. Communication skills and cultural competences</li> <li>8. Mental health</li> </ol> <p>CHWs who have completed training will be eligible for certification (policies and processes currently under development; no state legislation).</p>		
<p>Minnesota</p>	<p>Seven schools offer the <a href="#">state-approved, state-wide certificate program</a>. The Minnesota Medicaid program recognizes this certificate for reimbursement for Health Care Program enrollees. The 14-credit education program is overseen by seven <a href="#">state colleges and universities</a> and combines classroom and field education.</p> <p>A high school diploma or GED is required for training. Training is voluntary, and CHWs are not formally certified or licensed.</p> <p>Core competencies <b>align with C3</b> and include:</p> <ol style="list-style-type: none"> <li>1. Roles, <b>Advocacy</b>, and <b>Outreach</b></li> <li>2. Organization and Resources</li> <li>3. <b>Teaching</b> and <b>Capacity Building</b></li> <li>4. Legal and Ethical Responsibilities</li> <li>5. <b>Coordination</b>, Documentation, and Reporting</li> <li>6. <b>Communication</b> and <b>Cultural Competency</b></li> <li>7. (Optional) Health Promotion Competencies</li> <li>8. (Optional) Practice Competencies – Internship</li> </ol>	<p>The legislature funded the Healthcare Education-Industry Partnership (1998), which began to explore the role of CHWs in the early 2000s. This project brought together 21 healthcare, university, and non-profit partners and lead to the following developments:</p> <ul style="list-style-type: none"> <li>• 2003: Defined a CHW scope of practice (drawing on the <a href="#">1998 University of Arizona Community Health Advisory Study</a>).</li> <li>• 2005: Implemented a statewide curriculum and certificate program with higher education institutions.</li> </ul> <p><b>Legislation:</b> <a href="#">H.F. 1078</a> (2007) allowed CHWs to participate in the Medicaid program and be reimbursed for care coordination and patient education.</p> <ul style="list-style-type: none"> <li>• Required participating CHWs to have completed the MN State Colleges and University System’s CHW curriculum or be grandfathered following five years of supervised experience.</li> </ul>	<p>CHW curriculum (<a href="http://mnchwalliance.org/wp-content/uploads/2012/12/Minnesota-CHW-Curriculum-Outline-Updated-Feb-2015.pdf">http://mnchwalliance.org/wp-content/uploads/2012/12/Minnesota-CHW-Curriculum-Outline-Updated-Feb-2015.pdf</a>)</p> <p>MN CHW Toolkit – A Guide for Employers (<a href="http://www.health.state.mn.us/divs/orhpc/workforce/emerging/chw/2016chwtool.pdf">http://www.health.state.mn.us/divs/orhpc/workforce/emerging/chw/2016chwtool.pdf</a>)</p> <p>Minnesota Health Care Program Provider Manual (<a href="https://www.dhs.state.mn.us/main/idcplg?IdcService=GET_DYNAMIC_CONVERSION&amp;RevisionSelectionMethod=LatestReleased&amp;dDocName=dhs_16_140357">https://www.dhs.state.mn.us/main/idcplg?IdcService=GET_DYNAMIC_CONVERSION&amp;RevisionSelectionMethod=LatestReleased&amp;dDocName=dhs_16_140357</a>)</p> <p>Minnesota Department of Health: Will Wilson (<a href="mailto:will.wilson@state.mn.us">will.wilson@state.mn.us</a>)</p> <p>Minnesota CHW Alliance: Renae Oswald Anderson (<a href="mailto:renae@mnchwalliance.org">renae@mnchwalliance.org</a>)</p> <p>CHW Supervisors Roundtable:</p> <ul style="list-style-type: none"> <li>• Angie Stevens, CHES (<a href="mailto:angie.stevens@southsidechs.org">angie.stevens@southsidechs.org</a>)</li> </ul>

		<p>MN shared a CHW Employer Survey (2016) to solicit feedback on the C3 competencies and found employers strongly identifying interpersonal skills (98%) and communication skills (95%) as critically important skills needed in their practices.</p>	<ul style="list-style-type: none"> <li>Jean Gunderson (<a href="mailto:gunderson.jean@mayo.edu">gunderson.jean@mayo.edu</a>)</li> </ul>
Missouri	<p>Certificate programs are provided through the community college system.</p> <p>There are 12 <a href="#">core competencies</a> identified and approved by the Department of Health and Senior Services, which <b>overlap with C3:</b></p> <ol style="list-style-type: none"> <li><b>Professionalism</b> and Conduct</li> <li>Self-awareness</li> <li><b>Service Coordination</b> and System Navigation</li> <li><b>Education</b> to Promote Healthy Behavior Change</li> <li><b>Advocacy</b></li> <li><b>Individual and Community Capacity-Building</b></li> <li>Effective <b>Communications</b> Strategies</li> <li><b>Cultural Responsiveness</b></li> <li>Documentation and Reporting</li> <li>Use of Public Health/Community Health Concepts and Approaches</li> <li><b>Individual Assessment</b></li> <li><b>Community Assessment</b></li> </ol> <p>Missouri does not have a state certification program, though it is under discussion by the Statewide CHW Advisory Committee and <a href="#">Department of Health and Senior Services</a>. No related state legislation.</p>	<p>A pilot program is under development in Kansas City (<a href="#">Kansas-Missouri CHW Partnership</a>):</p> <ul style="list-style-type: none"> <li>Will advise Kansas and Missouri on core competencies, scope of practice, and certification.</li> </ul>	<p>Missouri Department of Health and Senior Services: Curriculum Overview (<a href="https://health.mo.gov/professionals/community-health-workers/curriculum.php#C2">https://health.mo.gov/professionals/community-health-workers/curriculum.php#C2</a>)</p> <p>Kansas City Regional CHW Collaborative:</p> <ul style="list-style-type: none"> <li>Marlene Nagel (<a href="mailto:mnagel@marc.org">mnagel@marc.org</a>)</li> </ul>
New York	<p>No state-defined core competencies, scope of practice, training or curriculum, or certification.</p>	<p>The <a href="#">CHW Network of New York City</a> led a State CHW Initiative, which recommended that the NYC core skills and competencies-based training be the</p>	<p>Community Health Worker Network of NYC:</p>

		<p>standard for all CHW training throughout the state.                  The training curriculum covers:</p> <ul style="list-style-type: none"> <li>• CHW role and <b>advocacy</b></li> <li>• <b>Teaching and communication skills</b></li> <li>• Clinical skills training</li> <li>• Disease-specific trainings</li> <li>• Health promotion training</li> <li>• <b>Research skills</b></li> </ul> <p><b>Report:</b> New York State CHW Initiative: Paving a Path to Advance the CHW Workforce in New York State – A New Summary and Recommendations (2011)                  (<a href="http://www.chwcentral.org/paving-path-advance-community-health-worker-workforce-new-york-state-new-summary-and-recommendations">http://www.chwcentral.org/paving-path-advance-community-health-worker-workforce-new-york-state-new-summary-and-recommendations</a>)</p> <ul style="list-style-type: none"> <li>• The C3 recommendations are based in part on this report.</li> </ul>	<ul style="list-style-type: none"> <li>• Sergio Matos, National CHW Association Board Member                  (<a href="mailto:sergio@chwnetwork.org">sergio@chwnetwork.org</a>)</li> </ul>
<p>New Mexico</p>	<p>The <a href="#">Office of Community Health Workers</a>, in collaboration with community partners, has developed a standardized CHW training curriculum and certification process based on a defined set of core competencies, which <b>overlaps with C3:</b></p> <ol style="list-style-type: none"> <li>1. The CHW Profession</li> <li>2. Effective <b>Communication Skills</b></li> <li>3. <b>Interpersonal Skills</b></li> <li>4. Health Coaching Skills</li> <li>5. Service <b>Coordination Skills</b></li> <li>6. <b>Capacity-building Skills</b></li> <li>7. <b>Advocacy Skills</b></li> <li>8. Technical Teaching</li> <li>9. Community Health <b>Outreach Skills</b></li> <li>10. Community Knowledge and <b>Assessment</b></li> <li>11. (Optional) Clinical Support Skills</li> </ol>	<p>The Office of CHWs was established by the Department of Health in 2008.</p> <ul style="list-style-type: none"> <li>• Office of CHWs now offers core competency trainings (100 hours) and approves curriculum.</li> </ul> <p><b>Legislation:</b> <a href="#">S.B. 58</a> (2014) gave the Department of Health the authority to offer voluntary certification for CHWs, including a grandfathering process for practicing CHWs.</p>	<p>Resources from the Office of CHWs                  (<a href="https://nmhealth.org/about/phd/hsb/ochw/">https://nmhealth.org/about/phd/hsb/ochw/</a>)</p> <p>CHW Scope of Work – Roles and Related Tasks                  (<a href="https://nmhealth.org/publication/view/general/3730/">https://nmhealth.org/publication/view/general/3730/</a>)</p> <p>Office of Community Health Workers: Carol Hanson, Director (<a href="mailto:carol.hanson@state.nm.us">carol.hanson@state.nm.us</a>)</p>

<p>Nevada</p>	<p>The Nevada CHW Association defined <a href="#">core competencies</a> that align with C3:</p> <ol style="list-style-type: none"> <li>1. <b>Communication</b></li> <li>2. <b>Interpersonal relationships</b></li> <li>3. <b>Knowledge</b> base about the community, health issues, and available resources</li> <li>4. <b>Service coordination</b></li> <li>5. <b>Capacity building</b></li> <li>6. <b>Advocacy</b></li> <li>7. <b>Teaching and education</b></li> <li>8. <b>Organization</b></li> </ol> <p>There are two approved CHW training programs, including one through the <a href="#">Nevada Division of Public and Behavioral Health</a>.</p>	<p><b>Report:</b> <a href="#">Community Health Worker Return on Investment Study Final Report</a> - A study submitted to the Nevada Department of Health and Human Services on the financial impacts of embedding CHWs within a managed care organization.</p>	<p>Nevada CHW Association:</p> <ul style="list-style-type: none"> <li>• Training (Note the association recommends Washington State’s training program): <a href="https://chwnv.org/workforce-development/training-education/">https://chwnv.org/workforce-development/training-education/</a></li> <li>• Contact: Quinn Cartwright (<a href="mailto:qcartwright@nevada.unr.edu">qcartwright@nevada.unr.edu</a>)</li> </ul> <p>Nevada Division of Public and Behavioral Health: CHW Program Overview: <a href="http://dpbh.nv.gov/Programs/CHW/Community_Health_Worker_-_Home/">http://dpbh.nv.gov/Programs/CHW/Community_Health_Worker_-_Home/</a></p>
<p>Ohio</p>	<p>The Board of Nursing approves <a href="#">training programs</a> based on standards set forth in administrative code.</p> <p>A high school diploma is required. Curriculums must at a minimum include courses on the follow areas (though these are technically distinct from individual CHW core competencies):</p> <ol style="list-style-type: none"> <li>1. Healthcare</li> <li>2. Community resources</li> <li>3. Communication skills</li> <li>4. Individual and community advocacy</li> <li>5. Health education</li> <li>6. Services skills and responsibilities</li> </ol>	<p><b>Legislation/code:</b></p> <ul style="list-style-type: none"> <li>• Ohio Administrative Code: “Standards for CHW Training Programs” (<a href="http://codes.ohio.gov/oac/4723-26-12">http://codes.ohio.gov/oac/4723-26-12</a>)</li> <li>• <a href="#">H.B. 95</a> (2003): allows the Board of Nursing to issue CHW certifications.</li> </ul> <p><b>Report:</b> UHCAN Ohio: “<a href="#">Integrating Community Health Workers in Ohio’s Health Care Teams</a>” (Aug. 2016):</p> <ul style="list-style-type: none"> <li>• Recommends standardization of scope of practice and roles for certified and non-certified CHWs.</li> </ul> <p><b>Reports:</b> Ohio Board of Nursing CHW Statewide Assessment findings (2018):</p> <ul style="list-style-type: none"> <li>• <a href="#">Training Fact Sheet</a></li> <li>• <a href="#">Certification Fact Sheet</a></li> </ul>	<p>Ohio CHW Association (through the Wright State University Boonshoft School of Medicine): <a href="https://medicine.wright.edu/pediatrics/center-for-healthy-communities/ohio-community-health-workers-association">https://medicine.wright.edu/pediatrics/center-for-healthy-communities/ohio-community-health-workers-association</a></p> <ul style="list-style-type: none"> <li>• General contact (<a href="mailto:ochwa1@gmail.com">ochwa1@gmail.com</a>)</li> </ul> <p>Ohio Board of Nursing: General contact (<a href="mailto:chw@nursing.ohio.gov">chw@nursing.ohio.gov</a>)</p>



		<ul style="list-style-type: none"> <li>• <a href="#">Employment Fact Sheet</a></li> <li>• <a href="#">Funding Fact Sheet</a></li> </ul>	
Oregon	<p>Oregon’s core competencies are not defined in state legislation but were recommended by the Oregon Health Authority:</p> <ol style="list-style-type: none"> <li>1. <b>Outreach</b> and mobilization skills</li> <li>2. Community and cultural liaison skills</li> <li>3. Case management, <b>care coordination</b>, and system navigation skills</li> <li>4. Health promotion and coaching skills</li> </ol> <p>Training centers are certified (voluntarily) through the <a href="#">Traditional Health Worker Commission</a>.</p> <ul style="list-style-type: none"> <li>• “Traditional Health Workers” (THWs) encompass CHWs, birth doulas, peer support specialists, peer wellness specialists, and personal health navigators.</li> <li>• THWs who are certified are eligible for Medicaid funding through coordinated care organizations.</li> </ul>	<p><b>Legislation:</b> <a href="#">H.B. 3650</a> (2011) required the Oregon Health Authority to develop education and training requirements. Much of the policy decisions were established through <a href="#">regulation</a>.</p> <ul style="list-style-type: none"> <li>• The Oregon Health Policy Board established the Non-Traditional Worker Subcommittee to create core competencies and education/training requirements.</li> <li>• Subcommittee recommended 80 hours of core curriculum training.</li> </ul> <p><b>Report:</b> Oregon Health Authority: “The Role of Non-Traditional Health Workers in Oregon’s Health Care System: Draft Recommendations for Core Competencies and Education and Training Requirements for Community Health Workers, Peer Wellness Specialists, and Personal Health Navigators” (<a href="https://www.oregon.gov/oha/oei/Documents/nthw-report-120106.pdf">https://www.oregon.gov/oha/oei/Documents/nthw-report-120106.pdf</a>)</p>	<p>Oregon CHWs Association:</p> <ul style="list-style-type: none"> <li>• Edna Nyamu, Deputy Director (<a href="mailto:ednaglena@orchwa.org">ednaglena@orchwa.org</a>)</li> </ul> <p>Oregon Health Authority Office of Equity and Inclusion:</p> <ul style="list-style-type: none"> <li>• Mohamed Abdiasis, Traditional Health Worker Program Coordinator (<a href="mailto:MOHAMED.ABDIASIS@state.or.us">MOHAMED.ABDIASIS@state.or.us</a>)</li> </ul>
Pennsylvania	<p>Eight core skills were recommended through the <a href="#">National Community Health Advisory Study</a> (June 1998). Most Pennsylvania training programs include the eight skills, which <b>overlap with C3</b> and include:</p> <ol style="list-style-type: none"> <li>1. <b>Communication</b> skills</li> <li>2. <b>Interpersonal</b> skills</li> <li>3. <b>Knowledge of the community</b>/specific health issues/health and social services systems</li> <li>4. <b>Service coordination</b> skills</li> <li>5. <b>Capacity-building</b> skills</li> <li>6. <b>Advocacy</b> skills</li> </ol>	<p>The PA Department of Health developed an environmental scan in the spring of 2013 to guide work on CHW workforce development. This work, and subsequent discussions with internal and external stakeholders at a May 2015 Statewide Summit, led to the creation of three taskforces and an additional Steering Group, which includes a <a href="#">Training CHW Takes Force</a>:</p> <ul style="list-style-type: none"> <li>• The Training Task Force established various roles for CHWs and the difference competencies (core vs. specialization).</li> </ul>	<p>Activity driven through the Jewish Healthcare Foundation:</p> <ul style="list-style-type: none"> <li>• Robert Ferguson, Director of Government Grants and Policy</li> <li>• <a href="mailto:info@jhf.org">info@jhf.org</a> or contact form online (<a href="https://www.jhf.org/contact-us">https://www.jhf.org/contact-us</a>)</li> </ul>

	<p>7. <b>Teaching</b> skills                  8. Organization skills</p> <p>Trainings are offered by academic institutions, health systems, and Area Health Education Centers.</p> <p>No state legislation.</p>	<ul style="list-style-type: none"> <li>• Certification and CHW definition were delegated to the Policy Task Force.</li> </ul> <p><b>Report:</b> Pennsylvania Department of Health Environmental Scan: <a href="#">CHW Initiative</a>:</p> <ul style="list-style-type: none"> <li>• Identified roles and activities, education, and training of CHWs in the state (July 2013).</li> </ul> <p><b>Report:</b> State Health Improvement Plan (2015-2020):</p> <ul style="list-style-type: none"> <li>• Includes a suggested activity to “Standardize training and certification programs for CHWs.”</li> </ul>	
<p>Rhode Island</p>	<p>The state does not have a standardized curriculum, but the <a href="#">Department of Health</a> endorses the CHW Association of Rhode Island’s training program (30 hours in the classroom and 80 hours of field experience). The training includes:</p> <ol style="list-style-type: none"> <li>1. Advocacy</li> <li>2. Current workforce issues</li> <li>3. Working with children and families</li> <li>4. Communication skills</li> <li>5. Cultural competency</li> </ol> <p>Certification is voluntary and requires both field experience and 70 hours of education in areas that <b>overlap with C3</b>:</p> <ol style="list-style-type: none"> <li>1. Engagement methods and strategies</li> <li>2. Individual and community <b>assessment</b></li> <li>3. Culturally and linguistically appropriate responsiveness</li> <li>4. Promotion of health and wellbeing</li> <li>5. <b>Care coordination and system navigation</b></li> <li>6. Public health concepts and approaches</li> <li>7. <b>Advocacy and community capacity building</b></li> <li>8. Safety and self-care</li> <li>9. Ethical responsibilities and <b>professional skills</b></li> </ol>	<p>The training <a href="#">domains</a> were developed in 2016 by the Rhode Island Certification Board in collaboration with a committee of subject matter experts (including CHWs).</p> <p><b>Report:</b> Rhode Island Department of Health: “Community Health Workers in Rhode Island: Growing a Public Health Workforce for a Healthier State”  <a href="http://health.ri.gov/publications/reports/CommunityHealthWorkersInRhodeIsland.pdf">http://health.ri.gov/publications/reports/CommunityHealthWorkersInRhodeIsland.pdf</a></p> <p><b>Report:</b> Rhode Island Certification Board: “Certified Community Health Worker Job Analysis and Standards”  <a href="http://health.ri.gov/materialbyothers/CommunityHealthWorkerJobAnalysisAndStandards.pdf">http://health.ri.gov/materialbyothers/CommunityHealthWorkerJobAnalysisAndStandards.pdf</a></p>	<p>Rhode Island Department of Health: “Community Health Workers”  <a href="http://health.ri.gov/communities/about/workers/">http://health.ri.gov/communities/about/workers/</a></p> <p>Contact: Rhode Island Department of Health Training Coordinator  <a href="mailto:doh.community@health.ri.gov">doh.community@health.ri.gov</a></p>

	10. Submission of a portfolio of professional and personal achievements (to demonstrate community involvement/connections)		
South Carolina	<p>Core competencies are defined by the <a href="#">South Carolina CHW Association</a> (no state legislation) and <b>overlap with C3</b>:</p> <ol style="list-style-type: none"> <li>1. <b>Outreach</b> methods and strategies</li> <li>2. Client and community <b>assessment</b></li> <li>3. Effective <b>communication</b></li> <li>4. Culturally based <b>communication</b> and care</li> <li>5. <b>Health education</b> for behavior change</li> <li>6. Support <b>advocacy</b> and <b>coordination</b> of care for clients</li> <li>7. Application of public health concepts and approaches</li> <li>8. <b>Community capacity-building</b></li> <li>9. Writing and technical <b>communication</b> skills</li> <li>10. Ethics</li> </ol>	The South Carolina CHW Association (SCCHWA) is pursuing development of a certification process. SCCHWA is also working with the South Carolina Area Health Education Consortium (South Carolina AHEC) to develop training for organizations and providers who are integrating CHWs into their practices.	<p>South Carolina Department of Health and Environmental Control:</p> <ul style="list-style-type: none"> <li>• Suzanne Sanders, Manager, External Systems (ASTHO learning community point of contact) (<a href="mailto:sandersh@dhec.sc.gov">sandersh@dhec.sc.gov</a>)</li> </ul> <p>CHW representatives:</p> <ul style="list-style-type: none"> <li>• Terry Jowers, SCCHWA (<a href="mailto:tjowers@gmail.com">tjowers@gmail.com</a>)</li> <li>• Julie Smithwick, PASOS (<a href="mailto:julie@scpasos.org">julie@scpasos.org</a>)</li> </ul>
Texas	<p>The Texas Department of State Health Services (DSHS) <a href="#">approves</a> CHW certification courses, consisting of an approved training program, approved curricula, and a certified CHW or <i>promator(a)</i> serving as the instructor. Courses may include distance learning and be at least 160 hours.</p> <p>Courses must cover the eight <a href="#">core competencies</a>, which <b>overlaps with C3</b> and include:</p> <ol style="list-style-type: none"> <li>1. <b>Communication</b> skills</li> <li>2. <b>Interpersonal</b> skills</li> <li>3. Service <b>coordination</b> skills</li> <li>4. <b>Capacity</b> building skills</li> <li>5. <b>Advocacy</b> skills</li> <li>6. Teaching skills</li> </ol>	<p><b>Legislation:</b> <a href="#">H.B. 2610</a> (2011) established a statewide <i>Promator(a)</i> of CHW Training and Certification Committee to advise DSHS of expanding the use of and sustainability of CHWs.</p> <p><b>Report:</b> <i>Promator(a)</i> of CHW Training and Certification Committee 2017 Annual Report (<a href="http://www.dshs.texas.gov/chw/docs/2017DSHS-CHWAnnualReport3-1-18.pdf">http://www.dshs.texas.gov/chw/docs/2017DSHS-CHWAnnualReport3-1-18.pdf</a>)</p>	<p>ASTHO State Success Story (<a href="http://www.astho.org/Maternal-and-Child-Health/Texas-CHW-State-Story/">http://www.astho.org/Maternal-and-Child-Health/Texas-CHW-State-Story/</a>)</p> <p>CHW Program Contact: <a href="mailto:chw@dshs.texas.gov">chw@dshs.texas.gov</a> or (512) 776-2570</p>

	7. Organizational skills 8. Knowledge base on specific health issues		
Utah	The <a href="#">Utah CHW Broad-Based Coalition</a> Advisory Board approved a statewide curriculum that uses the <b>C3 competencies</b> (drafted by a Workforce Development Work Group). <a href="#">Core competencies</a> are: <ol style="list-style-type: none"> <li>1. <b>Advocacy</b></li> <li>2. <b>Outreach</b></li> <li>3. <b>Capacity building</b></li> <li>4. Individual and community <b>assessment</b></li> <li>5. <b>Coordination</b> and navigation</li> <li>6. Interpersonal skills and <b>relationship building</b></li> <li>7. <b>Education and facilitation</b></li> <li>8. <b>Professional conduct</b></li> <li>9. <b>Communication</b></li> <li>10. <b>Knowledge</b></li> </ol>	<p><b>Report:</b> Community Health Workers in Utah (n.d.) (<a href="http://choosehealth.utah.gov/documents/pdfs/chw/UDOH_CHW_final_report.pdf">http://choosehealth.utah.gov/documents/pdfs/chw/UDOH_CHW_final_report.pdf</a>)</p> <p><b>Report:</b> Utah Community Health Worker Coalition Strategies (<a href="http://health.utah.gov/mcac/Files/2017Minutes/CHWC_Strategies.pdf">http://health.utah.gov/mcac/Files/2017Minutes/CHWC_Strategies.pdf</a>)</p>	Utah CHW Broad-Based Coalition: <ul style="list-style-type: none"> <li>• Anna Guymon: <a href="mailto:aguymon@utah.gov">aguymon@utah.gov</a> or (801) 538-6423</li> <li>• McNell Drury: <a href="mailto:mdrury@utah.gov">mdrury@utah.gov</a> or (801) 538-6896</li> </ul>

**Additional cross-state resources:**

1. ASTHO (n.d.). "Community Health Workers." Accessed 11-19-18. Available at: <https://www.astho.org/community-health-workers>.
2. Connecticut Health Foundation (Feb. 2016). "Community Health Worker Certification Requirements by State." Accessed 11-19-18. Available at: <https://www.cthealth.org/wp-content/uploads/2016/02/CHW-Certificaiton-by-State-Final-Final.pdf>
3. National Academy of State Health Policy (Aug. 2017). "State Community Health Worker Models." Accessed 11-19-18. Available at: <https://nashp.org/state-community-health-worker-models/>
4. Rural Health Information Hub (n.d.). "CHW Toolkit: Module 3: Training Approaches." Accessed 11-19-18. Available at: <https://www.ruralhealthinfo.org/toolkits/community-health-workers/3>