

Strategies to Support and Sustain the CHW workforce in Pennsylvania

Presentation to the PCMH Learning Network



Community Health Worker Role



PA CHW Definition

A CHW is a trusted member of their community who leverages lived experience to contribute to improved health outcomes. CHWs serve the communities in which they reside or communities with which they may share ethnicity, language, socioeconomic status, or life experiences.

Certification Requirements

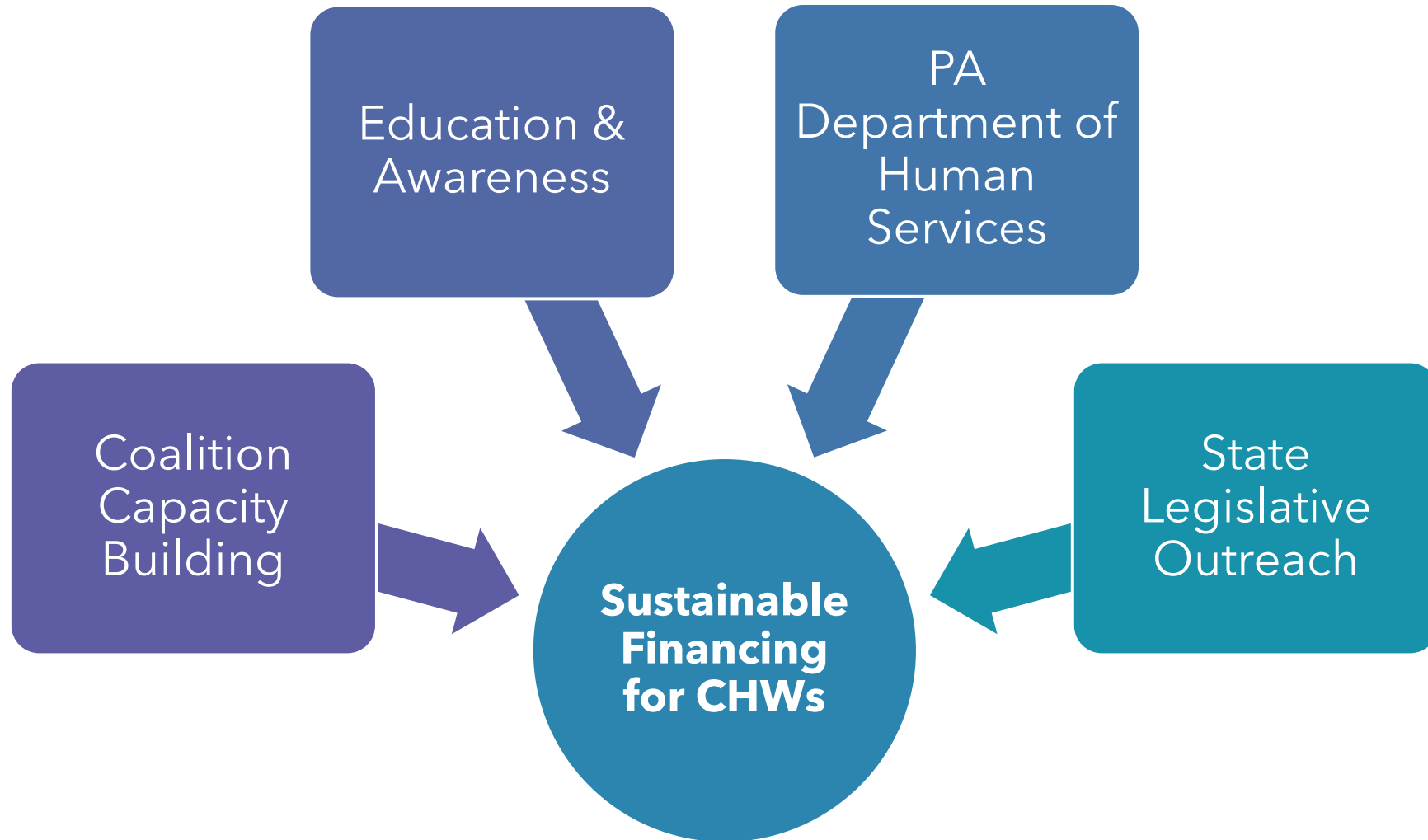
- 75 training hours from a PCB trainer
- 1 year of full-time volunteer or paid employment or 2000 hours of part-time
- 60 hours of on-the-job supervision
- Recertification every 2 years

Why Community Health Workers?



- Represent the community served
- Share "lived experience"
- Improve communities
- Reduce hospitalizations
- Contribute to improved health outcomes
- Control Medicaid spending - \$2.47 ROI

Integrated Strategy to Support and Sustain



PA CHW Collaborative - 501c3

Mission Statement

To unite and empower Pennsylvania's Community Health Workers through active collaboration, education, advocacy, and support. We champion the development of a strong professional identity through leadership in statewide advocacy and policy change to impact the communities we serve.



Vision

A future where all of Pennsylvania's Community Health Workers have the opportunity to actively shape policies, decisions, and resources that impact the social drivers of health in Pennsylvania. We strive to create healthy communities and improve health outcomes through inclusivity, accessibility, and whole-person care.



For information, email David Wiles at Dwiles@cornerstonecare.com.





2023 PA CHW Employer Financing Survey Results

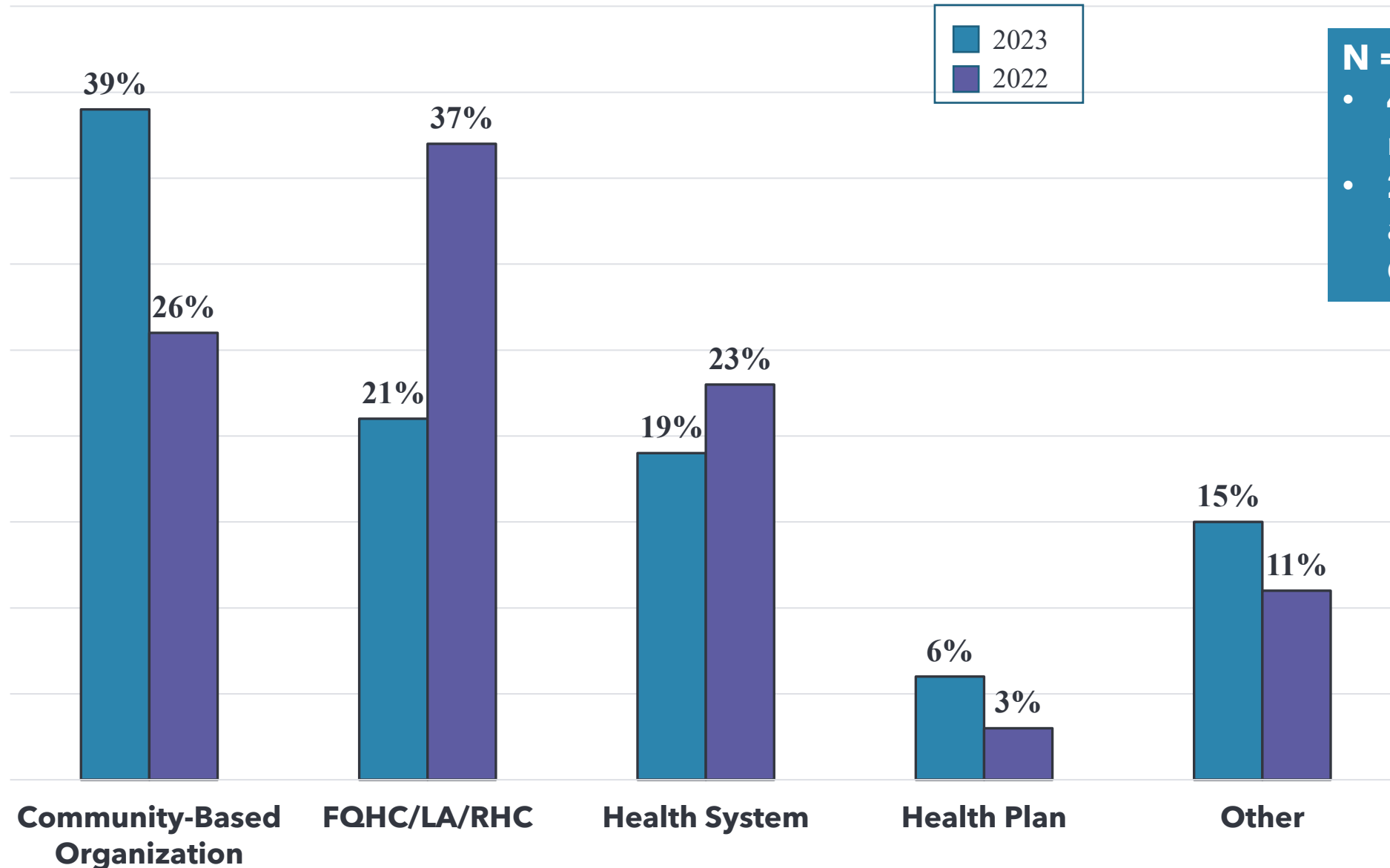


ACCT PennMedicine
AIDS Resource
Allegheny Health Network
AHN Center for Inclusion Health
Allegheny Intermediate Unit (AIU)
Alliance for Nonprofit Resources
Alleghenies United Cerebral Palsy
Beginnings Inc.
Birmingham Free Clinic
Blueprints
Bradbury-Sullivan LGBT Community Center
Bucks County Opportunity Council
CareStar
Caring For You Home Care
Center of Life
Center for Family Services
Centerville Clinics, Inc
ChesPenn Health Services
Children's Hospital of Philadelphia
Clairton Family Center
Community Action Partnership of Cambria County
Community Health and Dental Care
Community Progress Council
Contact to Care/Hamilton Health Center
Cornerstone Care, Inc.
Crossroads Treatment Center
CSO Community Action Agency
Dasher Services Inc.
Delaware Valley Community Health
Dress for Success Pittsburgh
Drexel Center for Non Violence and Social Justice
Duquesne University, Center for Integrative Health
East Liberty Family Health Center
Education Plus Health
Einstein Care Partners/ Einstein Healthcare Network
Epilepsy Association of Western and Central PA
Erie County Department of Health
Esperanza Health Center
Every Child Counts
Family First Health
Family Health Council of Central PA
Family Links
Geisinger
Gino J. Merli Veterans Center
Greater Philadelphia Health Action, Inc
Greater Wyoming Valley Area YMCA
Harrisburg Area YMCA Center For Healthy Living
Hazelton Integration Project
Healthcare Council of Western PA

CHW Employer Survey Respondents

Health Federation of Philadelphia
Health Ministries of Christ Lutheran Church
Health Partners Plans
Healthy Start, Inc.
Highmark Wholecare
Jefferson Health
Jefferson Health, P-CHE
Keystone Health Center
Latino Connection
Lehigh Valley Health Network
Main Line Health
Maternity Care Coalition
Metro Community Health Center
Neighborhood Resilience Project
North Side Christian Health Center
New Kensington Community Development Corporation
PA Department of Health
Penn Center for CHWs
Penn State College of Medicine
Penn State Health St. Joseph
Pennsylvania Peer Support Coalition
Project Home
Primary Care Health Services, Inc.
Project Destiny, Inc.
Public Health Management Corporation
Regional Integrated Human Services, Inc.
River Valley Health and Dental Center
Sadler Health Center
Spectrum Health Services
St. Christopher's Hospital for Children
St. Luke's University Health Network
St Luke's University Hope Program
Sto-Rox Neighborhood Health Council
Squirrel Hill Health Center
Temple University Health System
The Primary Health Network
The University of Pittsburgh
The Wright Center for Community Health
United Neighborhood Centers of NEPA
UPMC
UPMC Children's Hospital of Pittsburgh Diabetes Wraparound
UPMC Lawrenceville Family Health Center
Valley Health Partners
WellSpan Population Health
Women for a Healthy Environment

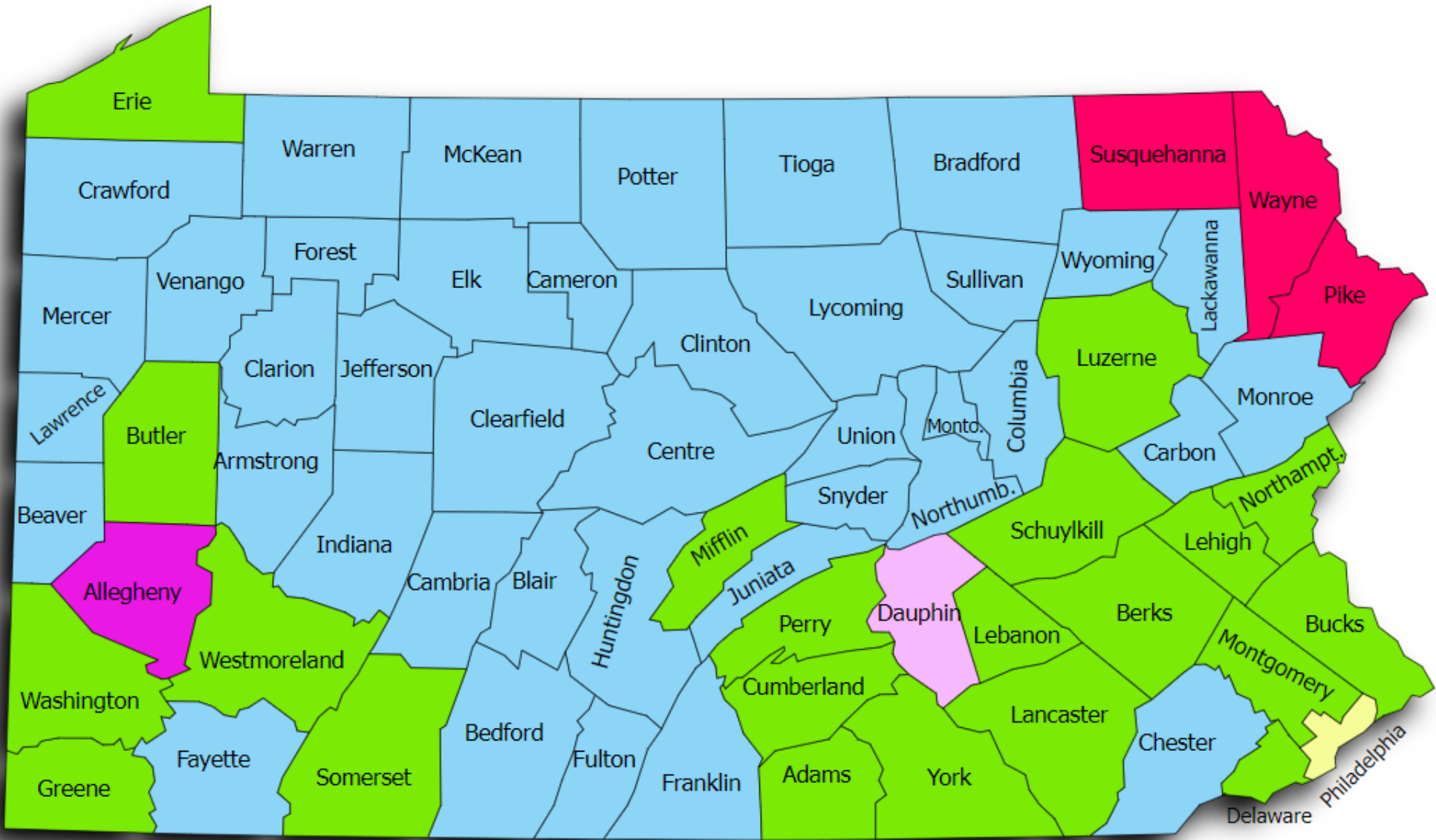
PA CHW Employer Classification (2023 v. 2022)



N = 100, 2023

- **478** CHWs represented
- **242** of those are Certified CHWs

CHW Service Coverage by County



Number of Sites Providing CHW Services by County

- 26-30
- 21-25
- 16-20
- 11-15
- 6-10
- 2-5
- 1

**N = 100
Spring 2023**

Populations Served by CHWs (2023)

ALL Populations (50 employers)

Chronic disease/Medical

- Cancer (2)
- Dementia (1)
- Dental
- Diabetes (3)
- General/ED admissions (1)
- HIV/AIDS (3)
- IDD, Autism (1)
- Prevention (1)
- Primary Care (2)
- Substance Use Disorder (2)

Health plan members

- Highmark Wholecare (4)
- Magellan
- United
- UPMC (2)

Other marginalized populations

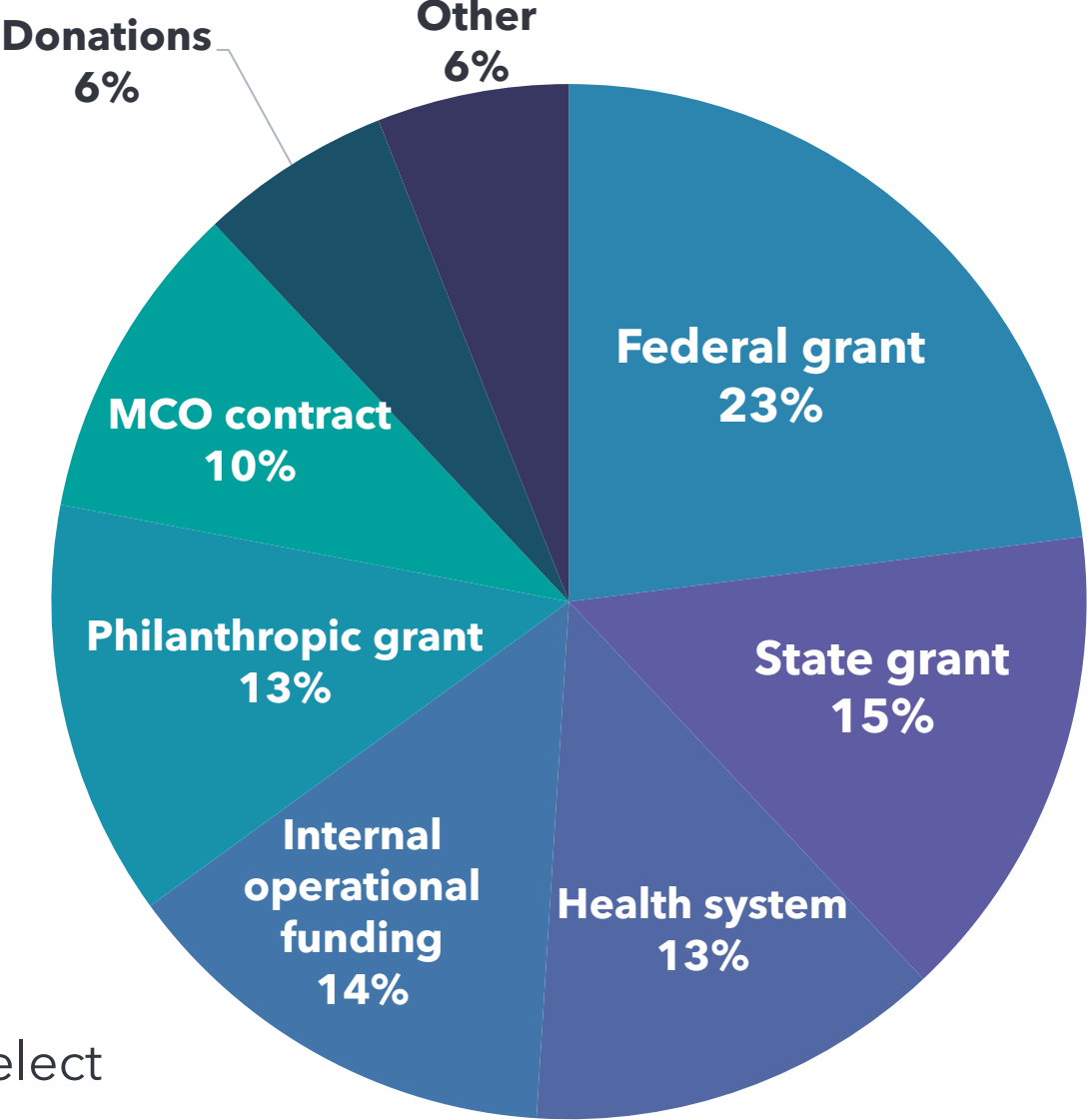
- Environmental justice communities (1)
- Gun violence/trauma (1)
- Homeless (3)
- Immigrants & refugees (4)
- Post-incarceration
- Seniors (1)
- Spanish-speaking
- Under/uninsured (2)
- Veterans (1)

Women's Health

- General (2)
- Postpartum
- Pregnant (6)

Children, school districts (4)

Employer CHW Funding Sources (2023)



N = 157*
Spring 2023
*This question was 'select all that apply.'

How are your CHW positions funded?
Select all that apply.

Education and Awareness

Community Health Worker (CHW) Impact in Pennsylvania

JANUARY 2024

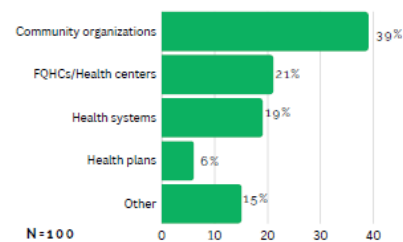
COMMUNITY HEALTH WORKERS

A community health worker (CHW) is a frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community served. This trusting relationship enables the worker to serve as an intermediary between health/social services and the community to facilitate access to services and improve the quality and cultural competence of service delivery.

A CHW also builds individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities such as outreach, community education, informal counseling, social support and advocacy.



2023 CHW EMPLOYERS



CHW IMPACT

- Reduce healthcare spending. Annual return on investment of \$2.47 for Medicaid (Kangovi, 2020).
- Improve health outcomes and chronic disease control.
- Reduce hospitalizations and ED visits.
- Reduce mental health symptoms.
- Improve communities.
- Address Health Related Social Needs.
- Provide preventative health services.

575

Certified CHWs in PA (2022)

\$2.47

Medicaid Return on Investment

67

PA Counties served by CHWs

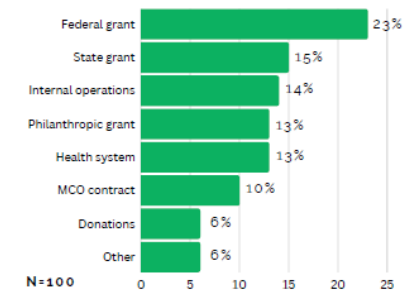
Sustainable Financing for Pennsylvania Community Health Workers (CHWs)

JANUARY 2024

PA CHW COLLABORATIVE

The Pennsylvania Community Health Worker Collaborative exists to unite and empower PA CHWs through active collaboration, education, advocacy, and support. We champion the development of a strong professional identity and leadership in advocacy and policy change that impacts the communities we serve. We believe that the Commonwealth should support CHWs by ensuring the forthcoming state plan amendment aligns with the following promising practices to ensure an equitable development of the workforce.

2023 CHW FUNDING SOURCES



PROMISING PRACTICES

- Provide adequate financing for full-service preventive coverage and minimize limits on number of billable units.
- Minimize barriers for all CHW employers to participate in billing, including allowing community-based organizations to enroll as CHW billing providers or MA providers.
- Expand the Pennsylvania definition of Licensed Practitioners of the Healing Arts by including Licensed Social Workers to minimize barriers for qualifying CHW referrals.
- Include all populations in service coverage and recognize social determinants of health as a qualifying condition.

WWW.PACHW.ORG

pachw
collaborative

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724.802.0321

Pennsylvania Endorsing Organizations

Delaware Valley
Community Health, Inc.

Jefferson
HOME OF SIDNEY KIMMEL MEDICAL COLLEGE

St Luke's
UNIVERSITY HEALTH NETWORK

Department of
Public Health
CITY OF PHILADELPHIA

PennState Health
St. Joseph

ERIE COUNTY
DEPARTMENT OF HEALTH

EDUCATION PLUS HEALTH
SCHOOL BASED HEALTH CENTERS

Hamilton
Health Center

Bucks County
OPPORTUNITY COUNCIL

PA AHEC
AREA HEALTH EDUCATION CENTER

Keystone Rural Health Consortia, Inc.
One Team Working Together For Better Community Health Care

aiu
Allegheny Intermediate Unit

Center for Community Resources
Connecting People to Services

HEALTH FEDERATION
OF PHILADELPHIA
The keystone of community health since 1983

PENNSYLVANIA
PSYCHIATRIC INSTITUTE
A Collaboration of Penn State Health & UPMC Pinnacle

Sadler
Health Center

center of life
hazelwood · pittsburgh

Maternity Care
Coalition
Strengthening families, inspiring change

EPILEPSY
ASSOCIATION
OF WESTERN AND CENTRAL PA

HIGHMARK
WHOLECARE

The Primary
Health
NETWORK
Embracing Excellence in Healthcare

THE WRIGHT
CENTER
COMMUNITY HEALTH
SHAPING THE FUTURE OF HEALTHCARE

FAMILYFIRST
HEALTH

Penn
UNIVERSITY OF PENNSYLVANIA
Penn Center for CHWs

Community
HEALTH & DENTAL
Care

Allegheny
Health Network

the
YMCA

PARTNERSHIP
for Better Health

community
Action
PARTNERSHIP
Helping People. Changing Lives.

PCHS
Primary Care Health Services Inc.

PROJECT
DESTINY
INC.

CORNERSTONE CAR
COMMUNITY HEALTH CENTER

HEALTHY
START

Center For
Family Services

WOMEN
for a Healthy
ENVIRONMENT

1889 Jefferson
Center for
Population Health

BIRMINGHAM
FREE CLINIC

latinoconnection

familylinks
Strong For Life™

ALLEGHENY COUNTY
HEALTH DEPARTMENT

CENTERVILLE CLINICS
Total Health Care for the Entire Community

East Liberty
Family Health Care Center
A CHRISTIAN MINISTRY OF
WHOLE PERSON HEALTH CARE

healing
hurt
people
philadelphia

PITTSBURGH
MERCY
A HERITAGE OF HOPE

midwife
center
FOR BIRTH & WOMEN'S HEALTH

BRADBURY-SULLIVAN
LGBT COMMUNITY CENTER

SQUIRREL HILL
HEALTH CENTER

STO-ROX
Neighborhood Health Council, Inc.

Main Line Health

Beginnings, Inc

NORTH SIDE CHRISTIAN
HEALTH CENTER

Legislative Outreach

Mass mailing to 253
PA representatives
& senators (Jan '23)

Majority Chairman,
House Human Services
Committee responded

Met with PA House and
Senate Health and
Human Services
Committees

Held first PA CHW Rally
Day @ the State
Capitol in October
2023

Continue to meet w/
legislators to educate
and work on legislative
opportunities



pa chw
collaborative

Join the PA CHW Collaborative to spread awareness about the impact of CHWs in Pennsylvania!

PA CHW RALLY DAY @ THE CAPITOL

October 17, 2023 | 9 AM - 3 PM
Pennsylvania State Capitol | Harrisburg



Learn more and register!

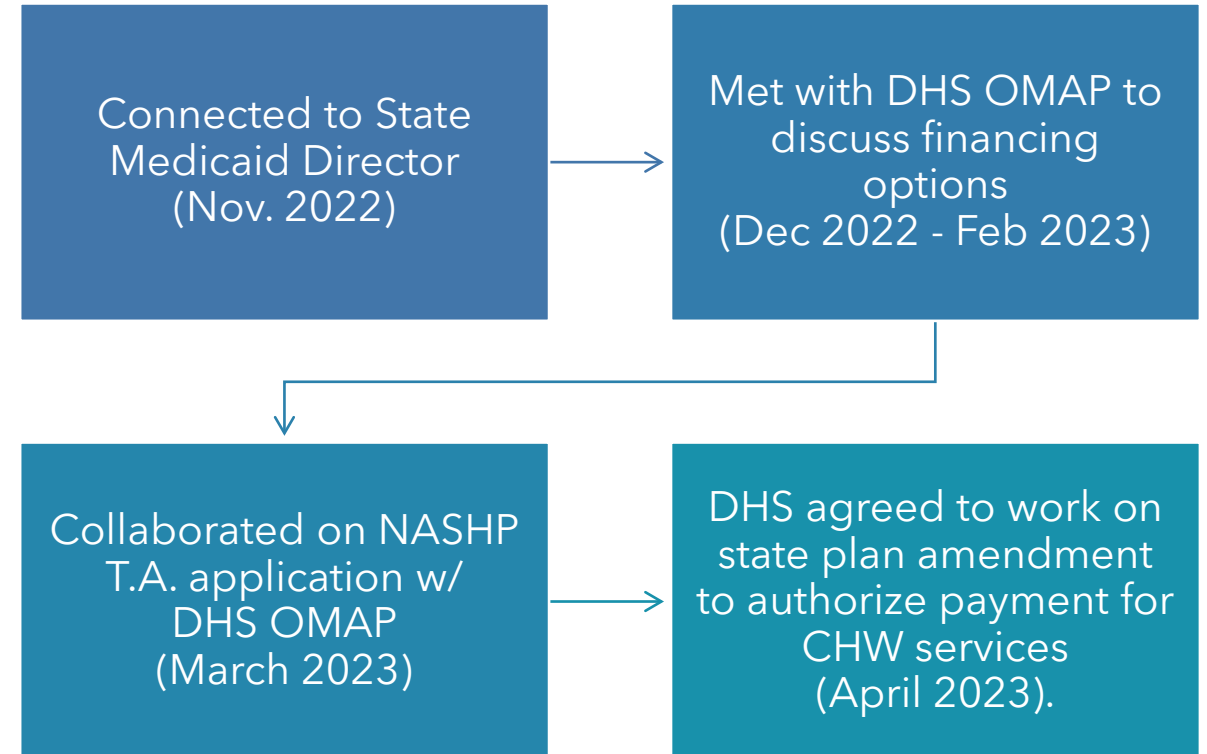


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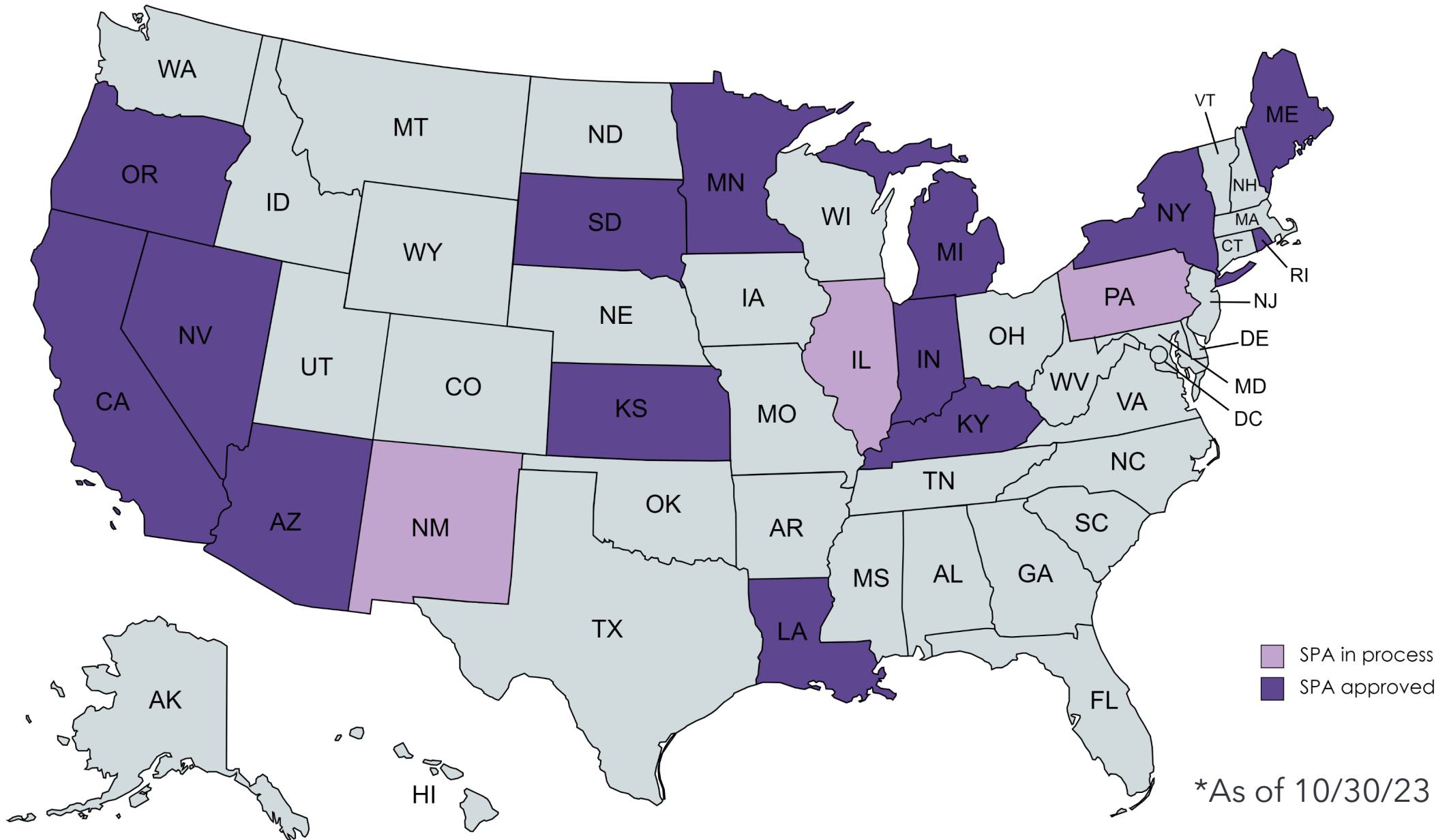
PA CHW Rally Day



Dept. of Human Services Outreach

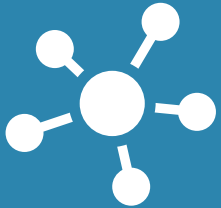


State Plan Amendment - CHW services*



Promising Practices: State Plan Amendments

Establish an equitable billing rate.



Expand LPHA definition of who can order services to LSWs.



Allow CBOs who employ CHWs to enroll as MA providers.



Impose no limit on number of billable units.



Advocacy for CHW Financing



1/1/2024

Medicare Reimbursement

1/1/2024

PA HealthChoices CBCM

1/1/2025
(anticipated)

Medicaid Reimbursement

1/1/2025
(anticipated)

1115 Demonstration Waiver