

KEY:	COMMUNITY HEALTH WORKER WORK GROUP									
COMPLETE	RECOMMENDATIONS TO THE GOVERNOR'S HEALTH WORKFORCE COUNCIL									
PROGRESS MADE	PROGRESS DASHBOARD									
NO PROGRESS MADE	2018 completed by IDOH or Government Agency					INCHWA Response				
			2019	2020	2021	2022	2023			
Recommendation 1: Definition	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 CHW to serve as a liaison/link/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 (adapted from the American Public Health Association definition as of 2018).	Accepted and used for development of workforce	Continued development of workforce using this definition.	Accepted and used for development of workforce	Accepted and used for development of workforce	Accepted and used for development of workforce	Accepted and used for development of workforce nationally.			
Recommendation 2: Competencies and Associated Skills	Adopt community health worker competencies and associated skills defined in the Core Consensus (C3) project with Indiana amendments (as adopted by the workgroup on April 19th, 2018; found in Appendix A).	Competencies are used for the development of standards for vendors who provide CHW Certification	Competencies continue to be used for the development of standards for vendors who provide CHW Certification	Competencies continue to be used for the development of standards for vendors who provide CHW Certification.	Competencies continue to be used for the development of standards for vendors who provide CHW Certification.	Competencies continue to be used for the development of standards for vendors who provide CHW Certification.	Competencies continue to be used for the development of standards for vendors who provide CHW Certification.	Competencies continue to be used for the development of standards for vendors who provide CHW Certification.		
					Reviewing Competencies post pandemic	Reviewing Competencies post pandemic	Reviewing Competencies post pandemic	Reviewing Competencies post pandemic Target Q3 2024		
								Participating in C3 Development conversations		
Recommendation 3: Certification	State certification shall be required in order for an individual to use the title Certified Community Health Worker (CCHW); however, this does not preclude an individual from being employed as a community health worker in settings in which certification is not required by an employer.	Accepted and promoted	Accepted and promoted	Accepted and promoted	Accepted and promoted	Accepted and promoted	Accepted and promoted	Accepted and promoted		
Recommendation 4: Education and Training	Develop flexible education/training model which supports the development of customized curriculum, aligning with state-recognized competencies to certify community health workers.	Accepted and promoted	Accepted and promoted	Accepted and promoted	Accepted and promoted	Accepted and promoted	Accepted and promoted	Accepted and promoted		
	Develop a state-approved, standardized assessment and publicly publish aggregated assessment pass rates by vendor.	Developed recommendations for testing Parameters for Vendors	Maintain the recommendations for testing Parameters for Vendors	Maintain the recommendations for testing Parameters for Vendors	Maintain the recommendations for testing Parameters for Vendors	Reviewed the recommendations for testing Parameters for Vendors	Reviewed the recommendations for testing Parameters for Vendors	Reviewed the recommendations for testing Parameters for Vendors		
	Implement a curriculum review and approval process for training vendors to ensure alignment with identified competencies.	Completed and Recommended to approved vendors	Completed and Recommended to approved vendors	Completed and Recommended to approved vendors	Completed and Recommended to approved vendors	Completed and Recommended to approved vendors	Completed and Recommended to approved vendors	Completed and Recommended to approved vendors		
Recommendation 5: Grandfathering	Develop grandfathering provisions which facilitate certification for individuals who have previously completed training and experience.	Accepted. Created process and the provisions for grandfathering CHWs and rolled it out to the public	Created process and the provisions for grandfathering CHWs and rolled it out to the public	Created process and the provisions for grandfathering CHWs and rolled it out to the public	Created process and the provisions for grandfathering CHWs and rolled it out to the public	Created process and the provisions for grandfathering CHWs and rolled it out to the public	Created process and the provisions for grandfathering CHWs and rolled it out to the public	Closed on 1/1/23		
Recommendation 6: Registry	Maintain a registry of state-recognized Certified Community Health Workers.	Maintain a registry of students from INCHWA Approved vendors	Maintain a registry of students from INCHWA Approved vendors	Maintain a registry of students from INCHWA Approved vendors	Maintain a registry of students from INCHWA Approved vendors	Maintain a registry of students from INCHWA Approved vendors	Maintain a registry of students from INCHWA Approved vendors	Develop a database for ALL CHWs to register and make it accessible to Member organizations who sign up for membership. Target Q1 2025		
	Information maintained on Certified Community Health Workers may include but not be limited to: Name, Date of Birth, Social Security Number or evidence of work authorization, address, qualifying education/training provider information (name, address, date of completion, director's signature), and examination information.	Maintain a registry of students from INCHWA Approved vendors	Maintain a registry of students from INCHWA Approved vendors	Maintain a registry of students from INCHWA Approved vendors	Maintain a registry of students from INCHWA Approved vendors	Maintain a registry of students from INCHWA Approved vendors	Maintain a registry of students from INCHWA Approved vendors	Develop a database for ALL CHWs to register and make it accessible to Member organizations who sign up for membership for Target Q4 2025		
	Information made publicly available for verification of certification: Name, Certification Number, Occupation Title, Certification Status, Certification Issue Date, Certification Expiration							Target Q4 2025		
Recommendation 7: Regulatory Oversight	The Indiana State Department of Health shall provide regulatory oversight for Certified Community Health Workers. As the certifying authority, ISDH shall oversee the following functions:	Development of mechanism for oversight of training vendors to ensure quality of training and adherence to recommendations on core competencies appropriate for the CHW workforce.	Deployment of mechanism for oversight of training vendors to ensure quality of training and adherence to recommendations on core competencies appropriate for the CHW workforce.	Deployment of mechanism for oversight of training vendors to ensure quality of training and adherence to recommendations on core competencies appropriate for the CHW workforce.	Deployment of mechanism for oversight of training vendors to ensure quality of training and adherence to recommendations on core competencies appropriate for the CHW workforce.	Review of mechanism for oversight of training vendors to ensure quality of training and adherence to recommendations on core competencies appropriate for the CHW workforce.	Review of mechanism for oversight of training vendors to ensure quality of training and adherence to recommendations on core competencies appropriate for the CHW workforce.	Deployment of modified mechanism for oversight of training vendors to ensure quality of training and adherence to recommendations on core competencies appropriate for the CHW workforce.		
	Establish an advisory body to provide counsel and guidance, in a frequency to be determined, on aspects of Certified Community Health Worker regulation. The advisory body shall be limited to 8-10 members and shall include representatives from the following: Stakeholder agencies: FSSA (OMPP/DMHA), ISDH, DWD-Employer of Certified Community Health Worker-Certified Community Health Worker-Rural Health Association-Primary Care Association-Hospital Association-Education-Consumer-Representative of Community Health Worker Association	Established Curriculum Review Pool for review of Training Vendor applicants	Established Curriculum Review Pool for review of Training Vendor applicants	Established Curriculum Review Pool for review of Training Vendor applicants	Established Curriculum Review Pool for review of Training Vendor applicants	Modified Curriculum Review process for review of Training Vendor applicants	Modified Curriculum Review process for review of Training Vendor applicants	Developing model to begin providing improved guidance in Target Q4 2024		
	Adopt Competencies and Skills for Certified Community Health Worker (CCHW)	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval		
	Establish baseline criterion (hour, modes of delivery, etc) for CCHW training	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval		
	Establish review criterion for CCHW curriculum	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval		
	Review CCHW curriculum to ensure alignment	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval	Done in rubric for vendor approval		
								Reviewing post pandemic relevant changes needed for Indiana CHWs and comparing to development of C3 nationally Target Q2 2025		
	Generate assessment for CCHWs	Recommendations developed for approved vendors	Recommendations developed for approved vendors	Recommendations developed for approved vendors	Recommendations developed for approved vendors	Recommendations developed for approved vendors	Recommendations developed for approved vendors	Recommendations developed for approved vendors		
	Develop strategy for implementation of electronic assessment required for Certified Community Health Workers	Recommendations developed for approved vendors	Recommendations developed for approved vendors	Recommendations developed for approved vendors	Recommendations developed for approved vendors	Recommendations developed for approved vendors	Recommendations developed for approved vendors	Recommendations developed for approved vendors		
	Develop strategy to report pass rates for assessment by training program/vendor	Recommendations developed for approved vendors	Recommendations developed for approved vendors	Recommendations developed for approved vendors	Recommendations developed for approved vendors	Recommendations developed for approved vendors	Recommendations developed for approved vendors	Recommendations developed for approved vendors		
	Consider a process for reciprocity							Conversations with Region V states started. Waiting for the states to finish defining their criteria. Target Q3 2024		
	Develop and oversee application process for Community Health Workers certification	Development: Application Process for Training Vendors to be certified	Deployment: Application Process for Training Vendors to be certified	Deployment: Application Process for Training Vendors to be certified	Deployment: Application Process for Training Vendors to be certified	Adjustment to vendor Application Process - removing barriers and making the vendors recognized vendors when accepted.	Adjustment to vendor Application Process - removing barriers and making the vendors recognized vendors when accepted.	Deployment of Adjustment to vendor Application Process - removing barriers and making the vendors recognized vendors when accepted.		
								Develop a way for vendors to report efficacy and pass rate data to us Target Q3-2024		
	Maintain a registry of Certified Community Health Workers.							Discovering Needs for registry Target Q1 2024		
	Perform ongoing assessment of regulatory schema for Certified Community Health Workers to ensure alignment with state needs.							Discovering Needs for assessment compliance Target Q1 2024		