**CHW Employers GRID**

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| **Organization and Contact Information** | **CHW Services Provided--in what context and for whom** | **Training/education Requirements and Performance Standards for CHWs** | **Provider Training/Preparation to Integrate CHWs** | **Funding Mechanism that Supports CHWs** | **Plan for Sustainability** |
| **Primary Care Practices** |  |  |  |  |  |
| Colbert Family Health and Wellness  Raeven Smith, CHW  [Raeven.smith@wright.edu](mailto:Raeven.smith@wright.edu) | Patients are referred to CHWs by physician using the CHW Script to address SDH, and connect patients to community based health and social services resources. CHWs develop Patient Support Plan to track interventions with patients. | CHWs be high school graduates and completed Ohio Board of Nursing approved CHW curriculum within the first year of employment. | Practice Team competes a four hour orientation which reviews roles and responsibilities of CHWs, goals for improved clinical and quality outcomes and ROI, and documentation procedures for CHW. | MEDTAPP HCA CHW grant | Demonstrate improved clinical outcomes and ROI so practice hires CHW after grant ends |
| Pediatrics PriMed Wright Dunbar  Raeven Smith, CHW  [Raeven.smith@wright.edu](mailto:Raeven.smith@wright.edu) | Patients are referred to CHWs by physician using the CHW Script to address SDH, and connect patients to community based health and social services resources. CHWs develop Patient Support Plan to track interventions with patients. | CHWs be high school graduates and completed Ohio Board of Nursing approved CHW curriculum within the first year of employment. | Practice Team competes a four hour orientation which reviews roles and responsibilities of CHWs, goals for improved clinical and quality outcomes and ROI, and documentation procedures for CHW. | MEDTAPP HCA CHW grant | Demonstrate improved clinical outcomes and ROI so practice hires CHW after grant ends |
| Wright State Physicians, Family Medicine Clinic  Michelle Nelson, CHW  [michelle.nelson@wright.edu](mailto:michelle.nelson@wright.edu) | Patients are referred to CHWs using a warm hand-off in the office, and through an in-box in the practice EHR to address chronic disease management, prevention services and SDH while also connecting patients to community based health and social services resources. CHW chart interventions with patients in the practice HER. | CHWs be high school graduates and completed Ohio Board of Nursing approved CHW curriculum within the first year of employment. | Practice Team competes a four hour orientation which reviews roles and responsibilities of CHWs, goals for improved clinical and quality outcomes and ROI, and documentation procedures for CHW. | MEDTAPP HCA CHW grant | Demonstrate improved clinical outcomes and ROI so practice hires CHW after grant ends |
| Wright State Physicians Geriatric Practice  Pam Macha, CHW  [Pamela.macha@wright.edu](mailto:Pamela.macha@wright.edu) | Patients are referred to CHWs using a warm hand-off in the office, and through an in-box in the practice EHR to address chronic disease management, advanced directives, and SDH while also connecting patients to community based health and social services resources. CHW chart interventions with patients in the practice HER. | CHWs be high school graduates and completed Ohio Board of Nursing approved CHW curriculum within the first year of employment. | Practice Team competes a four hour orientation which reviews roles and responsibilities of CHWs, goals for improved clinical and quality outcomes and ROI, and documentation procedures for CHW. | MEDTAPP HCA CHW grant | Demonstrate improved clinical outcomes and ROI so practice hires CHW after grant ends |
| **Hospitals** |  |  |  |  |  |
| Dayton Children’s Hospital Asthma Clinic  Tiffany Huber, CHW  [Tiffany.huber@wright.edu](mailto:Tiffany.huber@wright.edu) | CHWs work with a team that includes a Regional Air Pollution Control Agency representative, a respiratory therapist, and a physician, conducting home assessments and follow-up to assist families with accessing needed resources. | CHWs be high school graduates and completed Ohio Board of Nursing approved CHW curriculum within the first year of employment. | Practice Team competes a four hour orientation which reviews roles and responsibilities of CHWs, goals for improved clinical and quality outcomes and ROI, and documentation procedures for CHW | MEDTAPP HCA CHW grant | Demonstrate improved clinical outcomes and ROI so practice hires CHW after grant ends |
| **Health Care Systems** |  |  |  |  |  |
| TriHealth  [patricia\_bacchus@trihealth.com](mailto:patricia_bacchus@trihealth.com)  [jennifer\_brodbeck@trihealth.com](mailto:jennifer_brodbeck@trihealth.com)  [karen\_henderson@trihealth.com](mailto:karen_henderson@trihealth.com) | Through TriHealth Women’s Services CHWs attend health fairs and provide health screenings.  Through TriHealth Outreach Ministries Language Services Program CHWs provide language services for Burundi refugees and help connect patients to health care resources.  Through TriHealth Outreach Ministries Start strong Program CHWs work to reduce infant mortality in specific zip codes in Cincinnati connecting pregnant women to available resources and pre-natal care.  Through TriHealth Outreach Ministries HOPE Program CHWs work to decrease infant mortality by assisting women in sobriety and opioid addiction.  Through TriHealth Advancing Career Pathways, Enhancing the Talent Pipeline Program incumbent and/or prospective employees are assessed, identified and trained as certified CHWs at TriHealth. | CHW certification preferred  CHW certification preferred  CHW certification preferred  CHW certification preferred  CHW certification preferred | Supervisory training for CHWs.  Supervisory training of for CHWs  Supervisory training for CHWs  Supervisory training for CHWs  CHW training for CHWs | TriHealth  Good Samaritan Foundation  Bethesda Children’s Hospital  TriHealth  JP Morgan grant and TriHealth |  |
| **Medicaid Managed Care** |  |  |  |  |  |
| Buckeye Health Plan  Michael Craun, MSA, CRT  Manager, Member Connections  [mcraun@centene.com](mailto:mcraun@centene.com)  866-246-4356 x24248  419.764-3705 | CHWs primarily work one to one with our member population (i.e. Medicaid plan members) by providing ongoing support thru face-to-face in home visits, gathering health assessment information, HEDIS gap closure, and social service resource assistance.  By assisting members to access doctors and other resources that address social determinants of health to improve health outcomes while increasing quality of care and reducing overall cost of care.  CHWs also plan and lead member and community events and programs such as Baby Showers, Diaper Days, health fairs, Adopt-A-School, Homeless Outreach/Adopt-A-Shelter. | CHWs must have completed Ohio Board of Nursing approved CHW training program or complete the program within the first year of hire; and comply with Ohio State Board of Nursing standards and guidelines as it pertains to CHWs. | Care Management staff (i.e. RN, LPN, LSW) are educated on the role of the CHW and how they fit into the integrated care team. | CHW training is paid by Buckeye Health Plan if candidate does not have certification upon hire. | CHWs are integrated into our overall care management model and are a vital part of assisting our intensive and high risk members.  Centene Corp. is working to adopt this model for all Centene health plans throughout the U.S. |
| **Pathways HUBS** |  |  |  |  |  |
| Hospital Council of Northwest Ohio  The Northwest Ohio Pathways HUB  3231 Central Park West  Toledo, OH 43617  Barbara Gunning, Performance Manager, [bgunning@hcno.org](mailto:bgunning@hcno.org)  419-842-0800 | The Northwest Ohio Pathways HUB does not directly hire CHWs; however, we contract with agencies for CHWs. The agencies that we contract with include:   1. ProMedica 2. Mercy Health 3. University of Toledo 4. Senior Independence 5. Neighborhood Health Association 6. Dental Center of Northwest Ohio 7. East Toledo Family Center 8. Economic Opportunity Planning Association (EOPA)/Pathway 9. Sandusky County Emergency Medical Services   10. University Church  11. Toledo/Lucas County CareNet  12. Heart Beat/Your First Look  13. Toledo-Lucas County Health Department  14. Adelante  15. Baby University | All CHW are certified through the Ohio Board of Nursing. We also accept CHW students currently enrolled in the training program and individuals who are prepared to attend the next program that is offered. Generally, there are Spring and Fall training programs offered through the University of Toledo AHEC program funded by MedTAPP. | All CHW supervisors are required to attend an initial training session and they are asked to attend monthly meetings as well.  In addition, a Pathways HUB staff member will meet with supervisors one-on-one and have telephone conversations with them to problem solve or for planning purposes.  Pathways HUB staff also communicate with new, potential CHW employers and referral sites. This communication can occur via email, telephone but almost always this is followed by a face-to-face meeting or presentation. | Grants and contracts fund the work of CHWs working through the certified Pathways HUB.  The Medicaid Managed Care Plans provide funding through negotiated contracts for outcomes. The plans are billed only for agreed upon positive client outcomes. | By requesting funding only for positive client outcomes, funding agencies are willing to provide funding for the work of CHWs.  It is necessary for the Pathways HUB to document all CHW activity and continually strive to improve client outcomes. This results in a win/win situation for the client (improves health), the CHW (maintains employment), the funding agency (obtains required outcomes) and the HUB (sustains and further develops the model of care). |
| Mahoning County Pathways HUB,  Michelle Edison-HUB Coordinator  [medison@mahoninghealth.org](mailto:medison@mahoninghealth.org)  330-270-2855 ext. 136 | The HUB contracts with local care coordination agencies that employ CHWs in order to connect women to healthy pregnancies by ensuring that they receive the services and support available to promote positive birth outcomes.  The CHWs directly engage clients through home visits, face-to-face meetings, and other communication strategies. | CHWs complete certification training through the Ohio Board of Nursing within 6 months of hire. They must follow the appropriate performance standards as determined by the state and by their respective agencies.  The HUB also employs quality improvement strategies that directly involve CHWs that are assigned to the HUB. | All care coordination agencies employ supervisors that are competent professionals who work within the scope of their license to oversee and support CHWs.  The care coordination agencies have specific policies and procedures, curricula, and protocols for their programs. | CHWs are employed by care coordination agencies which receive funding through public and private sources. | Local care coordination agencies have provided needed services for at-risk populations for years. With the implementation of the HUB, other agencies that provide services and support to targeted populations may also see the benefit of employing CHWs in order to engage in care coordination. |
| **Public Health Departments** |  |  |  |  |  |
| Clark County Public Health  Carlisa Parker  [cparker@ccchd.org](mailto:cparker@ccchd.org)  937 207 7299 | CHWs work with pregnant women, young children and families providing per-natal education, and the Healthy Family Curriculum. | Clark County serves as a placement site for CHWs completing training through North Central State Community College on a path toward certification. | Clark County Health Department staff supervise CHW students so are knowledgeable about how to use CHWs. | CHWs are funded through an OMRI program grant and an MCH grant. | Continued grant funding for the present. |
| Summit County Public Health  Heather Pierce, Director of Administrative Services  (330) 926-5605 | Summit County Public Health is one of several Care Coordination Agencies (CCAs) providing services through the Summit County Pathways HUB. The HUB has contracts with CCAs to provide community based services to at-risk pregnant women utilizing Community Health Workers and the “Pathways” model. The Pathways model is a standardized process that identifies, defines, and resolves an at-risk individual’s needs through one system that tracks outcomes. | CHWs must be Certified through Ohio Board of Nursing approved CHW training program. | Community Agencies interested in providing Care Coordination Services through the Summit County Pathways HUB receive information on CHW certification programs, scholarship information, HUB software training and ongoing technical assistance. | CHWs employed by Summit County Public Health are funded through a contract with the Summit County Department of Job and Family Services.  Overall funding for the Pathways HUB initiative in Summit County is provided by the Ohio Commission on Minority Health and Ohio Medicaid. | The HUB is negotiating contracts with the 5 Medicaid MCOs in Ohio to establish outcome based payment for services provided by CHWs |
| **Social Services Organizations** |  |  |  |  |  |
| Columbus Cancer Clinic – a program of LifeCare Alliance  Christin Brown, Director  [cbrown@lifecarealliance.org](mailto:cbrown@lifecarealliance.org)  614-437-2840 | The CHW’s primary role is to assist in community outreach to underserved populations. The CWH provides education and care coordination to increase access to cancer screening and prevention services. We are working to develop a care pathway for best practice. Our CHW works both in the community and with our Nurse Practitioner in our clinic. | Our Community Health Worker went through the OSU School of Nursing CHW training with certification provided by the Ohio Board of Nursing. Performance standards for CHW’s are defined by the Ohio Revised Code section 4723. | This is a work in progress for us. We are working in conjunction with Komen to develop a care pathway for best practice. | Komen and agency funding through LifeCare Alliance. | Research funding opportunities for certification and implementation of care pathways to improve outcomes. The Division of Cancer Prevention and Control’s (DCPC’s) National Comprehensive Cancer Control Program (NCCCP) provides funds to help states, tribes/tribal organizations, and territories establish coalitions, assess the burden of cancer, determine priorities, and develop and implement comprehensive cancer control (CCC) programs. |
| Northeast Ohio Medical University AmeriCorps HPAC program  Chelsey Bruce  [cbruce1@neomed.edu](mailto:cbruce1@neomed.edu)  330-325-6787 | If a member does not have their CHW certificate, AmeriCorps will provide the training. During their service, they will obtain all needed 130 hours of the practicum. The CHWs also receive support in the field by a manager and fellow members. | The members need to be over 18 and have a high school diploma. Performance standards for CHWs are defined by the Ohio Revised Code section 4723.88. | When the members go out into the communities, they help advocate for CHWs and provide informal provider training. | The CHWs are supported through multiple grants. They are trained and reimbursed for mileage through the MEDTAPP grant. Their HPAC supplies and living stipends are provided through the AmeriCorps, Serve Ohio Grant. Other various grants also support various projects and efforts. | We are hoping to secure stable funding for the AmeriCorps program through various funders |
| Equitas Health  Jodi Startup, Clinical Supervisor  [jodistartup@equitashealth.com](mailto:jodistartup@equitashealth.com)  419-525-2437 | CHWs work with all patients to support adherence with treatment plans, keeping dentist and primary care apts., and follow-up, connecting patients with community based health and social services resources. | CHWs be high school graduates and completed Ohio Board of Nursing approved CHW curriculum within the first year of employment. | Practice Team competes a four hour orientation which reviews roles and responsibilities of CHWs, goals for improved clinical and quality outcomes and ROI, and documentation procedures for CHW. | MEDTAPP HCA CHW grant | Demonstrate improved clinical outcomes and ROI so practice hires CHW after grant ends |
| Miami Valley Housing Opportunities in partnership with Five Rivers Community Health Center  Carl Hartman, CHW  [Carl.hartman@wright.edu](mailto:Carl.hartman@wright.edu)  937-775-8248  Gwen Cooper, CHW  [Gwen.cooper@wright.edu](mailto:Gwen.cooper@wright.edu) | CHW are part of a primary care outreach team visiting patients in their homes to determine health and social services needs, and following up with patients to connect them to needed services. | CHWs be high school graduates and completed Ohio Board of Nursing approved CHW curriculum within the first year of employment. | Practice Team competes a four hour orientation which reviews roles and responsibilities of CHWs, goals for improved clinical and quality outcomes and ROI, and documentation procedures for CHW. | MEDTAPP HCA CHW grant | Demonstrate improved clinical outcomes and ROI so practice hires CHW after grant ends |
| Wellbridge Health,  Rachel Hersh, Program Point of Contact,  [rhersh@wellbridgehealth.com](mailto:rhersh@wellbridgehealth.com)  412-508-2502 | This is a 6 month project dubbed REACH, (**R**ole in improving member **E**xperience, **A**ccess/Utilization and **C**ost) exploring preventative care access and utilization outcomes when using (licensed and unlicensed) CHWs. CHWs will assess the health care needs of a select cohort of Health plan members between the ages of 18 and 64 who have been identified as having challenges in obtaining medical care and is focused on 4 predetermined urban neighborhoods to access resources and minimize barriers of social determinants and improve access to preventative services and improve health outcomes. | CHWs have received compliance training and REACH Program training by the Health plan. Wellbridge Health has provided HIPAA, Safety, Motivational Interviewing and Mandated Reporter Training.  Performance standards and expectations have been defined by the Health Plan and Wellbridge Health. | N/A | Wellbridge Health bills the Health plan for CHW service time and Point of Contact management hours. | After completion of this program, its impact will be evaluated, looking at indicators such as whether participating members had an increase in recommended preventive healthcare visits, appropriate access to acute care, utilization of social and community services, reduction in overall healthcare costs, etc. Program outcomes will inform decisions about continuation and/or expansion of the program. |

The following organizations have advertised Community Health Worker positions in the last six months:

Care Source

Cincinnati Children’s Hospital

Corps for Rural Success and Health

Firelands Regional Medical Center

Homeport

Mercy Health

UC Health

United Health Care

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