

Advancing California’s Community Health Worker & Promotor Workforce in Medi-Cal

Resources and Tools for Developing and Financing CHW/P Programs and Partnerships

CHW/P Program Design and Development

RESOURCE TITLE	BRIEF DESCRIPTION
Community Health Worker (CHW) Toolkit: A Guide for Employers (PDF)	This toolkit, from the Minnesota Department of Health, is designed to provide employers and prospective employers with practical guidance for organizational and practice integration of CHWs, as well as how to understand the education and competencies of CHWs.
Managing Community Health Worker Contracts	This resource, created by two researchers from the Harvard Business School, highlights the importance of contract design in the development of the CHW workforce.
Coordinated Care Organizations (CCO 2.0) Contract 2020–2024 Traditional Health Worker Section (PDF)	This document is a contract from the Oregon Health Authority for health systems interested in partnering with CBOs.
Diffusion of Community Health Workers Within Medicaid Managed Care: A Strategy to Address Social Determinants of Health	This case study, published in <i>Health Affairs</i> , delves into how New Mexico Medicaid implemented a CHW/P program for their managed care members.
Including Community Health Workers (CHWs) in Health Care Settings: A Checklist for Public Health Practitioners (PDF)	This checklist, produced by the CDC, presents a general framework for public health practitioners to lead or assist in including CHWs and integrating the CHW scope of practice in health care settings.
Asian Health Services: Innovative Services	This resource, from the Asian Health Services (AHS), offers recommendations to coordinate with AHS for the recruitment of CHWs and offers tips for CHWs to engage with Asian American clients.
Integrating the Promotores Model to Strengthen Community Partnerships (PDF)	This issue brief, by the Center for the Study of Social Policy, is meant to provide organizations with a deeper understanding of the <i>Promotor</i> Model — including its purpose, history, and contributions to community capacity-building efforts.
Recognizing and Sustaining the Value of Community Health Workers and Promotores (PDF)	This brief, by the Center for Health Care Strategies, highlights examples of the value that CHW/Ps provide and how their work is financed, as well as emerging opportunities to scale and sustain that work within California.
Building a Community Health Worker Program: The Key to Better Care, Better Outcomes, & Lower Costs (PDF)	This toolkit, developed by the American Hospital Association and the National Urban League, is intended to help administrative and clinical leaders across the United States implement successful and sustainable CHW programs.

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Rural Health Information Hub: CHW Toolkit	This resource, supported by the US Department of Health and Human Services, describes the role of CHWs in a rural setting.
State Community Health Worker Models	This map, produced by the National Academy for State Health Policy, highlights state activity to integrate CHWs into evolving health care systems in key areas such as financing; education and training; certification; and state definitions, roles, and scope of practice.
Integrating Community Health Workers into Primary Care Practice: CHWs and Health Care for the Homeless	This toolkit, supported by the US Department of Health and Human Services, discusses the roles of CHWs for members experiencing homelessness, includes hiring, training, and integration tips.
Addressing Social Determinants of Health through Community Health Workers: A Call to Action (PDF)	This list, created by the Hispanic Health Council and its expert policy research panel, contains 20 recommendations in seven broad CHW policy categories.
Traditional Health Worker Toolkit (PDF)	This tool from the Oregon Health Authority's Office of Equity and Inclusion details the scope of practice and benefits of different roles under the traditional health workforce, which includes CHW/Ps. It also describes best and promising practices for coordinated care organizations and health systems interested in integrating this workforce.
Readiness Assessment Tool to Secure Financing for Community Health Workers (PDF)	This Readiness Assessment Tool, developed by the CDC, will allow chronic disease programs and their partners to assess current initiatives for securing financing for CHWs in their state and identify sustainability strengths and challenges.

Payment and Financing Examples from Other States

RESOURCE TITLE	BRIEF DESCRIPTION
Community Health Worker Payment Model Guide (PDF)	This report developed by the Oregon Community Health Workers Association is a guide of payment models for integrating and utilizing community health worker services.
Sustainable Financing Models for Community Health Worker Services in Connecticut: Translating Science into Practice (PDF)	This report created by the Connecticut Health Foundation demonstrates how payer or provider organizations can apply findings from published peer-reviewed studies to develop evidence-based, cost-effective CHW interventions in their own organizations.
Community Health Workers in Delivery and Payment Transformation: How New Delivery and Payment Models Can Incentivize and Support the Use of CHWs (PDF)	This case study by Families USA highlights how health system transformation initiatives implemented in Vermont and Oregon aligned with the value that CHWs provide and can incentivize CHW integration.
Community Health Worker Financing Webinar	This recorded webinar from the CDC covers topics such as community clinical linkages, CHWs' financing approaches, Medicaid and CHW financing opportunities, and the New Mexico story for financing CHWs.
How States Can Fund Community Health Workers through Medicaid to Improve People's Health, Decrease Costs, and Reduce Disparities (PDF)	This brief, produced by Families USA, discusses key questions regarding sustainable funding for the integration of CHW/Ps through Medicaid reimbursement for states that want to start or expand such programs.

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CHW: Billing and Reimbursement	This resource, from the Minnesota Department of Health, outlines how CHWs are reimbursed through the state's Medicaid program.
Community Health Worker Documentation and Billing Work Flow in an Electronic Health Record: Lessons Learned (PDF)	This resource, from Hennepin Healthcare in Minnesota, outlines CHW documentation and billing workflows.
South Dakota Medicaid Billing and Policy Manual: Community Health Worker (PDF)	This resource from South Dakota Medicaid outlines the CHW covered and noncovered services as well as billing codes.
Sustainable Financing Models for Community Health Worker Services in Maine (PDF)	UMass Medical School health policy experts have developed sustainable financing models for the state of Maine to support four CHW interventions that focus on patients with the greatest, and most costly, health care needs.

Learn More

This resource is part of the *Advancing California's Community Health Worker & Promotor Workforce in Medi-Cal* Resource Center. The Resource Center and accompanying Resource Guide are a compilation of resources and information gathered by the California Health Care Foundation as part of a project to better integrate community health workers and *promotores* (CHW/Ps) into California's health system. To learn more, visit www.chcf.org/chwps-medi-cal.

