

Department of Health Care Access and Information
Proposed Trailer Bill Legislation (Draft)

Community Health Worker Certification

Welfare and Institutions Code (WIC)
Division 9. Public Social Services
Chapter 7. Aid and Medical Assistance
Article 1.7. Community Health Workers

14048. – DEFINITIONS

“Community health worker” means a liaison, link, or intermediary between health/social services and the community to facilitate access to services and improve the access and cultural competence of service delivery, who is a frontline public health worker either trusted by or has a close understanding of the community served. Community health worker includes Promotores, Promotores de Salud, Community Health Representatives, Navigators and other non-licensed public health workers with the qualifications specified, including Violence Prevention Professionals. Community Health Workers’ lived experience will align with and provide a connection to the community being served.

“Core competencies” means the foundational and essential knowledge, skills, and abilities required for community health workers, which include:

Communication skills

Interpersonal and relationship-building skills

Service coordination and navigation skills

Capacity building skills

Advocacy skills

Education and facilitation skills

Individual and community assessment skills

Outreach skills

Professional skills and conduct

Evaluation and research skills

Knowledge base including basic public health principles, social determinants of health and related disparities, and of the community to be served.

“Cultural competence” means a set of congruent behaviors, attitudes, and policies that come together in a system or agency that enables that system or agency to work effectively in cross-cultural situations. A culturally competent system of care acknowledges and incorporates, at all levels, the importance of language and culture, intersecting identities, assessment of cross-cultural relations, knowledge and acceptance of dynamics of cultural differences, expansion of cultural knowledge, and adaptation of services to meet culturally unique needs to provide services in a culturally competent manner.

“Department” means the Department of Health Care Access and Information.

“Lived Experience” means personal knowledge of a specific health condition or circumstances, which include Alzheimer’s and other related dementia, climate impact on health, disability, foster system placement, homelessness, justice involved, LGBTQ+

status, mental health conditions or substance use, military service, and pregnancy and birth.

“Specialty Certificate” means the next level of training that concentrates on specific program focus areas, with learning objectives and topics tailored to the skills required for distinct program and population needs.

14048.1

By July 1, 2023, the department shall do the following:

Develop statewide requirements for the community health worker certificate programs, in consultation with stakeholders, including community health workers. This includes:

Consult evidenced-based materials.

Determine necessary curriculum to meet certificate program objectives.

Determine criteria for specialty certificate programs, and specialized training requirements that build on the lived experience of individuals.

Determine a structure of statewide oversight that reduces barriers to training.

Determine how past experience as a community health worker can provide a pathway to certification, and how to verify past experience.

Approve statewide requirements for the development of certificate programs for community health workers.

Approve the curriculum required for programs to certify community health workers.

(d) Seek stakeholder input from, but not limited to, the Department of Health Care Services, the Department of Public Health, community health workers, Promotores and Promotores de Salud, or representative organizations, in implementing this article and the development certificate requirements.

(e) Review, approve, or renew evidence-based curricula for core competencies, specialized programs or training.

14048.2

An organization may seek approval of a community health worker certificate program in accordance with this article and any standards approved by the department. That organization shall oversee and enforce the requirements developed pursuant to this article.

When an organization seeks approval or renewal of the community health worker certificate program, an organization shall do the following:

Submit a community health worker certificate program plan describing how the community health worker certificate program meets the state requirements for the training and certificate of community health workers.

Submit to periodic reviews conducted to ensure adherence to state requirements.

Submit annual community health worker certificate program reports on participant training and employment. The annual report shall include data determined by the department, in consultation with stakeholders, as needed to ensure the certificate curriculum maintains community health worker diversity, and to address future workforce needs.

14048.3

The department, in consultation with stakeholders, may request that program participants submit data consistent with section 502 of the Business and Professions Code.

(a)The department's identification and specification of this information and data shall be exempt until June 30, 2024, from the requirements of the Administrative Procedure Act (Chapter 3.5 (commencing with Section 11340) of Part 1 of Division 3 of Title 2 of the Government Code).

(b)The department shall determine the frequency and manner of data submission consistent with this section to ensure program needs are met.

(c) The department shall maintain the privacy of data provided consistent with all relevant federal and state laws.

14048.4

The department may contract with a vendor or vendors to implement this article.

14048.5

The department may implement, interpret, or make specific this article by means of policy letters, provider bulletins, or other similar instructions, without taking regulatory action. The department shall consult with affected stakeholders before acting pursuant to this subdivision.