



COMMUNITY HEALTH WORKER (CHW) WORKGROUP

CHAIR: JUDY HASSELKUS, INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

CO-CHAIR: LAURA HEINRICH, INDIANA STATE DEPARTMENT OF HEALTH

February 13th, 2018





APPROVAL OF PREVIOUS MEETING MINUTES AND ROLL CALL





UPDATE ON FSSA CHW INITIATIVES

DERRIS HARRISON, OFFICE OF MEDICAID POLICY AND PLANNING





INTRODUCTION OF PROPOSED COURSE OF ACTION FOR WORKGROUP

JUDY HASSELKUS, CHAIR

LAURA HEINRICH, CO-CHAIR





BEST PRACTICES IN EDUCATION AND CREDENTIALING

MARY ANNE SLOAN, IVY TECH COMMUNITY COLLEGE OF INDIANA





Roles, Skills, Competencies, Certifications... Oh MY!

Presented to the
CHW Workgroup
Tuesday, February 13, 2018

By
Mary Anne Sloan

Roles, Competencies and Skills

Roles

Jobs or positions that have a specific set of expectations. Within each role are the “essential functions” – or those “tasks” expected of an individual within that role.

Competencies

Observable and measurable knowledge, skills and abilities that demonstrate success of a job/role. Competencies define “success” within a job.

Skills

Specific learned tasks or activities. Specific skills may be required to perform a specific role. Knowing a person’s skills allows us to know if they are prepared to do a specific job.

Certificates, Certification, License

Certificate – awarded by a training provider, i.e. school or training program, after completion of required coursework, exams and other performance evaluation. As an academic award not time limited. ARE NOT a professional designation.

i.e. – Certified Nursing Assistant. State required 105 hours of education, once successfully passed can take the CNA exam and if passed become a “CNA”.

Certification – awarded by a certifying body (not a government agency or school). Requires an examination by the certifying body and is time limited. Evaluates the knowledge and skills of an individual to ensure a desired level of competence.

i.e. – Certified Medical Assistant – awarded by the American Association of Medical Assistants. Certification must be renewed through reexamination or CEU’s every 5 years.

License – permits an individual to practice in a specific field. awarded by a governmental agency based on pre-determined criteria which may include, minimal education, certification, certificates, work experience, etc. Licenses are time limited.

i.e. – Licensed Clinical Social Worker – Licensed through the Professional Licensing Agency. Requires graduation from applicable program, successful passing of an exam, 2 years post degree full time work experience.

Stackable Credentials

Definition

Part of a sequence of credentials that can be accumulated over time to build up an individual's qualifications and help them to move along a career pathway or up a career ladder to different and potentially higher paying jobs. (Department of Labor)

Stackable Credentials – An Example Long-Term Care Specialist

Certificate Totaling 16 Credit Hours

- Certified Nursing Aide (CNA) – 5 Credits
- Dementia Care – 3 Credits
- QMA – 5 Credits
- **Choose One of the Following:** (3 Credits)
 - Restorative Aide
 - Meal Planner



SMALL GROUP DISCUSSIONS





NEXT STEPS

JUDY HASSELKUS, CHAIR

LAURA HEINRICH, CO-CHAIR





CLOSING AND ADJOURNMENT

JUDY HASSELKUS, CHAIR

LAURA HEINRICH, CO-CHAIR



NEXT MEETING DETAILS

- Tuesday, March 20th
- 10:00am-11:30am
- Indiana Government Center South, Conference Room C