

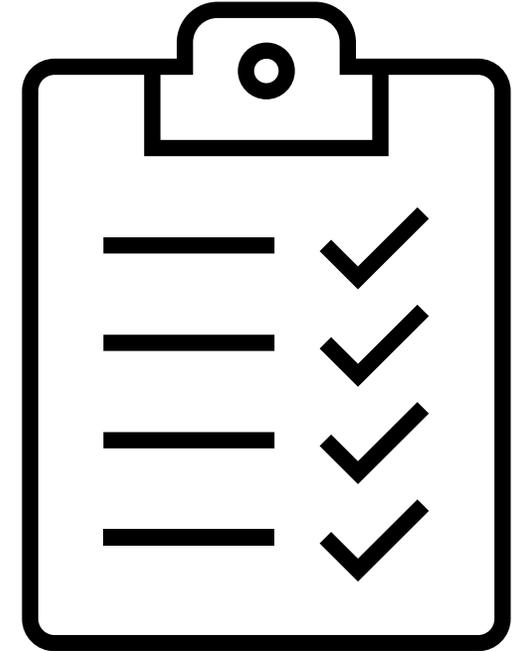
Achievements in EHE

Prioritizing Leadership Development of Community

May 6, 2024

Agenda

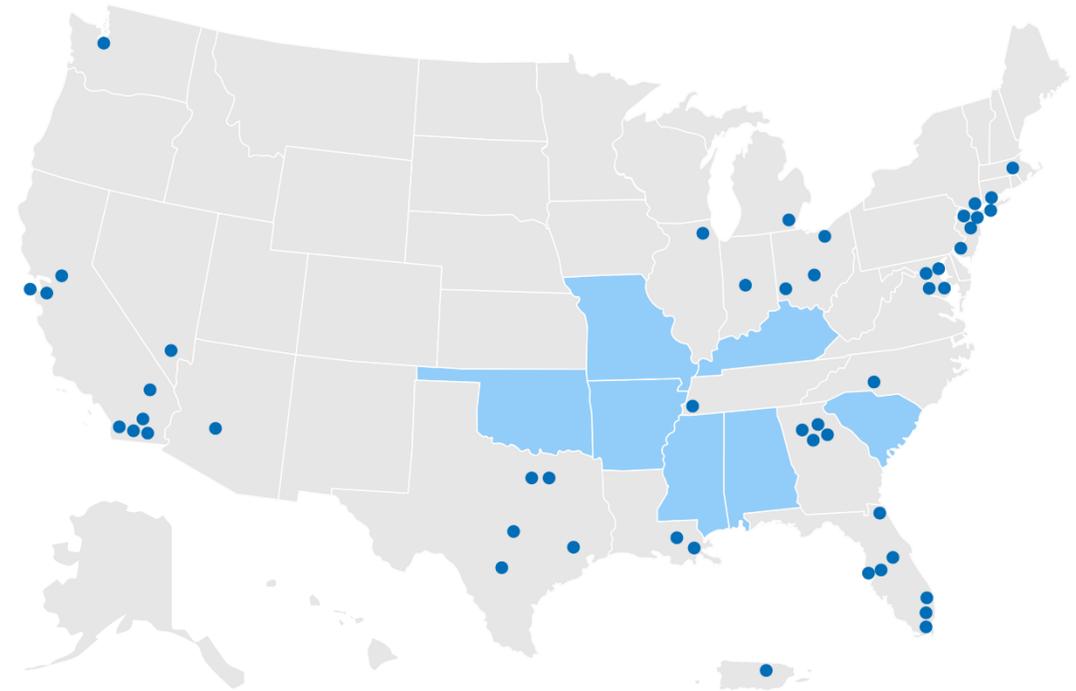
- Welcome & Overview
- Presentations
 - South Carolina Department of Health Environmental Control
 - Maricopa County Public Health
- Q&A and Discussion
- Wrap Up



NASTAD EHE PROGRAM

NASTAD is a **Technical Assistance (TA) provider** funded through *CDC PS19-1906 Component A: National Level Strategic Partnerships, Communication, Policy Analysis, and Interpretation*

- National partner to enhance state and local health departments' capacity to end the epidemic through **technical assistance and capacity building**.
 - Technical assistance for PS20-2010, Component A Phase 1 Jurisdictions implementing EHE activities.
- **Systems Coordination Provider**
 - Technical assistance for HRSA-20-078 funded health departments



nastad.org/ehe

Save the Date

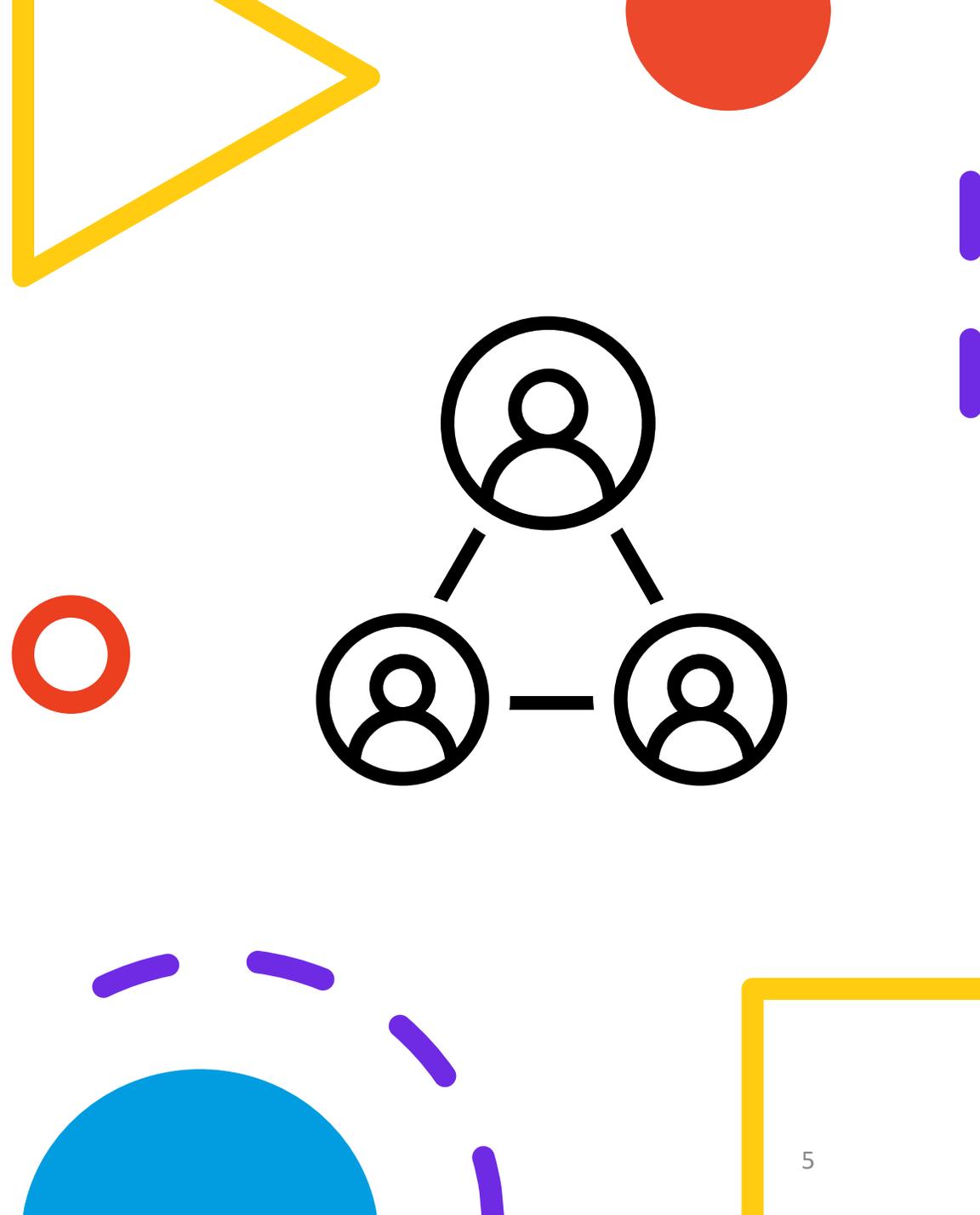
Promising Procurement Practices for
HIV Prevention and Care Programs

Tuesday, May 14
2:00 PM ET/11:00 AM PT



Leadership and Workforce Development of Community

- Parity, Representation and Inclusion
- Capacity Building
- Sustainability of HIV programs
- Progression of HIV prevention and care efforts





Achievements in EHE

South Carolina Community Health Worker Program

South Carolina Department of Health and Environmental Control

Healthy People. **Healthy Communities.**

Objectives

- Provide an overview of the SC CHW program
- Discuss program development and how it fits into the SC EHE plan
- Explain real-world activities of the program
- Highlight successes, challenges, and best practices
- Share future plans



Program Overview

- DHEC's initial CDC EHE application included a "PrEP Champion" position, one in each of DHEC's four public health regions. This was supposed to be a "DIS-like" position, but not a DIS.
- The position evolved from CY 2020 until early in CY 2022. Finally, when all needs were assessed, it was decided that the community health worker model was the most appropriate to address gaps in services and to achieve the EHE goals.
- The decision to develop the EHE community health worker program was made with active input from multiple discipline areas (nursing, social work, DIS, health education, management) at the local, regional, and state levels of DHEC.
- The program is 100% CDC EHE funded.

Program Overview (Continued)

To expedite the process to get CHW positions posted and filled, DHEC's state HIV office developed a sample position description (PD).

Key job duties were identified and aligned with all four EHE pillars:

1. Assists with reducing barriers to HIV testing among populations vulnerable for acquiring HIV. Identifies potential sites for mobile testing services provided by community partners.
2. Assists with reducing barriers to accessing PrEP services. Conducts highly targeted communities' promotion of services. Promotes referrals.



Program Overview (continued)

3. Assists with linkage to care for persons diagnosed with HIV who are not in a system of care. Refers these PWH to the “Data to Care” program staff.
4. Assists with HIV cluster response activities as appropriate in collaboration with the region’s DIS management and lead staff.

Preferred qualifications: Knowledge of and experience working with LGBTQ communities and with persons with substance use disorders. DHEC also noted a preference for bilingual applicants.



Program Developments and Implementation

- SC CHW program was developed as an offshoot of the Midlands CHW program (pilot).
- Staff recruitment was intentional and reflective of the community they serve to include bilingual (Spanish and English) and people with lived experience.
- An orientation/training session was organized to explain the SC EHE plan and discuss the epidemiology of HIV as well as prevention and treatment modalities.
- CHWs met with each EHE lead staff to discuss the respective pillars of the SC EHE plan- diagnose, treat, prevent, and respond. Follow-up emails with additional training material and tools were distributed.



Expansion Phase

- Other SC Public Health Regions (PHRs) were brought on board and their staff trained.
- Stakeholders- CBOs, HIV prevention and treatment providers, substance use and mental health counselors, DHEC program staff were brought together for a seamless program implementation.
- CHWs meet semi-annually in joint DHEC Regions and Central Office STD/HIV/Viral Hepatitis prevention meetings.
- Depending on where they work, SC CHWs function as peer navigators, linkage to care coordinators, patient navigators, health system navigators, counselors, and “promotoras”.
- HIV home testing training was completed recently, and additional training events have been planned.



Community Integration and EHE

- DHECs community health workers were trained to address the whole person, focusing on SDOH and meeting people where they are
- Not limited to addressing just HIV/STI risk factors
- Integrated into communities, viewed as a trusted resource and familiar face
 - Saluda county and their large Hispanic population - existing bilingual CHW staff

Community Health Worker Successes

- Individual focused outreach to high-risk populations
 - Sex workers, unhoused individuals, racial and ethnic minorities, the LGBTQIA+ community, and intravenous drug users
- Community focused outreach
 - Condom distribution in partnership with local businesses and organizations
 - Raising awareness of testing, treatment, and prevention options
 - Planning mobile testing events



Community Health Worker Challenges

- Individual:
 - Addressing high priority needs first such as housing, food insecurity, substance abuse
 - Limited knowledge of HIV and STI
 - Stigma
- Community:
 - Mobile unit participation- stigma, lack of interest, time constraints
 - Cultural barriers

Future Plans

- Collaborate with University of South Carolina, Arnold School of Public Health, and the SC AETC (at USC/Prisma Health) to provide an HIV-specific, community health worker, certification program.
- Through this certification, more DHEC staff (not just those funded with CDC-grant funds) will be qualified to provide HIV CHW services in gap areas around South Carolina.
- Also, through certification, CHWs (outside of DHEC, from CHCs/FQHCs) will be available to expand the state's workforce into additional rural areas of South Carolina.



Contact Us

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CHAMP Community Health Worker Training

Jen Bailey : Ending the HIV Epidemic : 05/06/24



CHAMP CHW Training Program

COMMUNITY HEALTH ACROSS MARICOPA AND PINAL

- Open to people with HIV ages 18 and up who live in Arizona, have completed High School/GED and are able to read and write in English
- Online, 8 module training program prepares students to enter the field as a CHW
- Content covers the Core Competencies required of CHWs for state voluntary licensure

Program Overview

EHE FUNDED



Respond quickly to potential HIV outbreaks to get needed prevention and treatment services to people who need them.



CHAMP Program Goals:

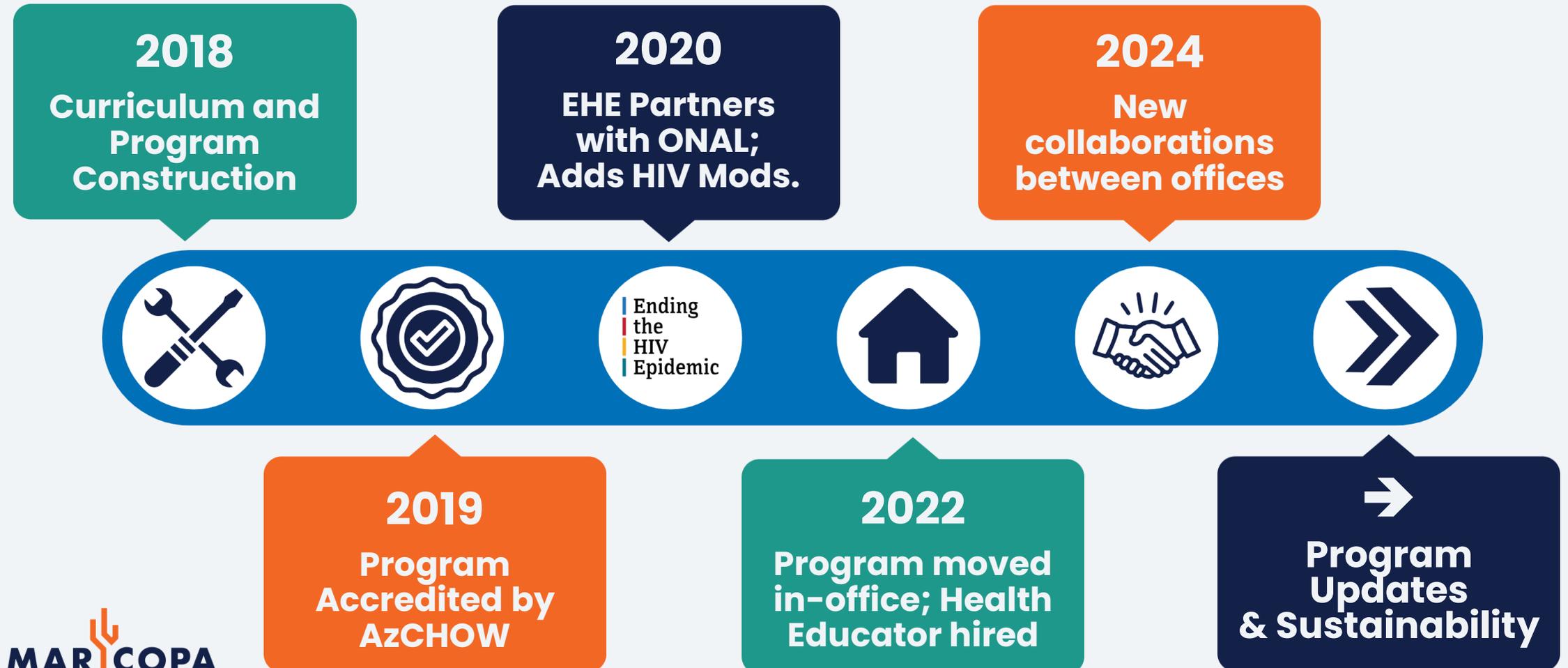
- Grow and develop the HIV Workforce
- Train people with lived experience and connect them to positions in the field
- Help graduates get AZ CHW Voluntary License

At-A-Glance



CHW Training at Maricopa County

HISTORY & TIMELINE



Program Development



Curriculum and Program Construction

Stakeholders & Staff

- CHW Development Specialist (CHW Trainer)
- Topic Specialists (Motivational Interviewing, HIV Testing, Substance Use, and more)
- Community member feedback

Tools

- TalentLMS
- Articulate
- Storyline 360
- PowerPoint
- Zoom, WebEx
- Airtable

Content & Program

- CHW Core Competencies
- HIV Modules
- Ryan White Program information
- Hours/Schedule
- Vendors for some topics

Program Development



How do we know we're hitting the mark during development?

By making sure to incorporate information and input from:

CHW Data

- Bureau of Labor Statistics
- O*NET OnLine
- C3 Project



AzCHOW & State Requirements

- CHW Core Competencies
- Program Guidelines
- Field Hours*
- CHW Involvement*



CHW Involvement Program Feedback

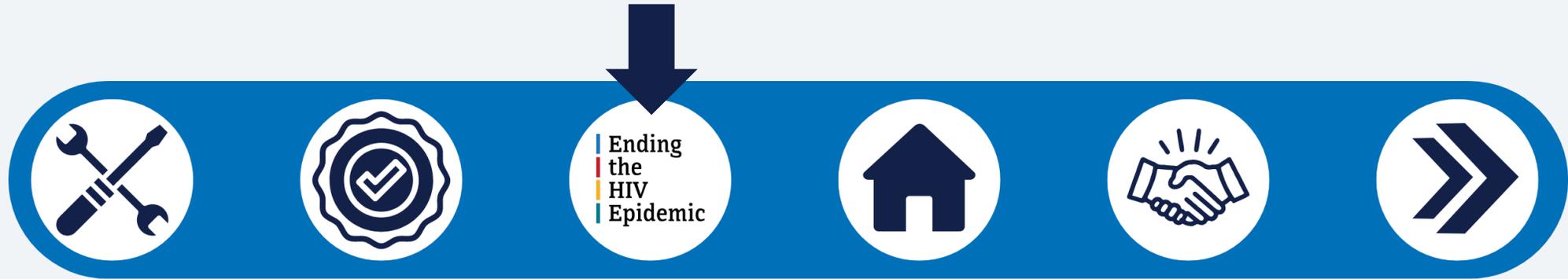
County Requirements

Local CHW Postings



Program Development

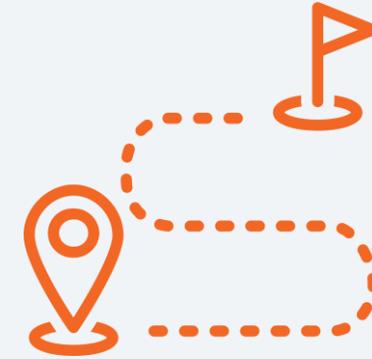
STEPS TO IMPLEMENTATION



1. Create Application for Students
2. Promote & Advertise Program
3. Receive & review applications
4. Begin cohort / enroll eligible students
5. Identify internship locations
6. Evaluation

A Student's Experience

GOING THROUGH THE PROGRAM



- Applicants visit EHECHAMP.com and complete the online application
- CHW Trainer Reviews Application and reaches out for a phone introduction
- Student is enrolled in online
- Participate in bi-weekly 1:1s
- Complete all modules and final exam
- Trainer signs Graduation Certificate and completion of study-hours form
- Trainer assists students with CHW License Application, job searches, and continuing learning opportunities
- Optional application for internship

Promotion & Advertisement



Flyers



Client Newsletters



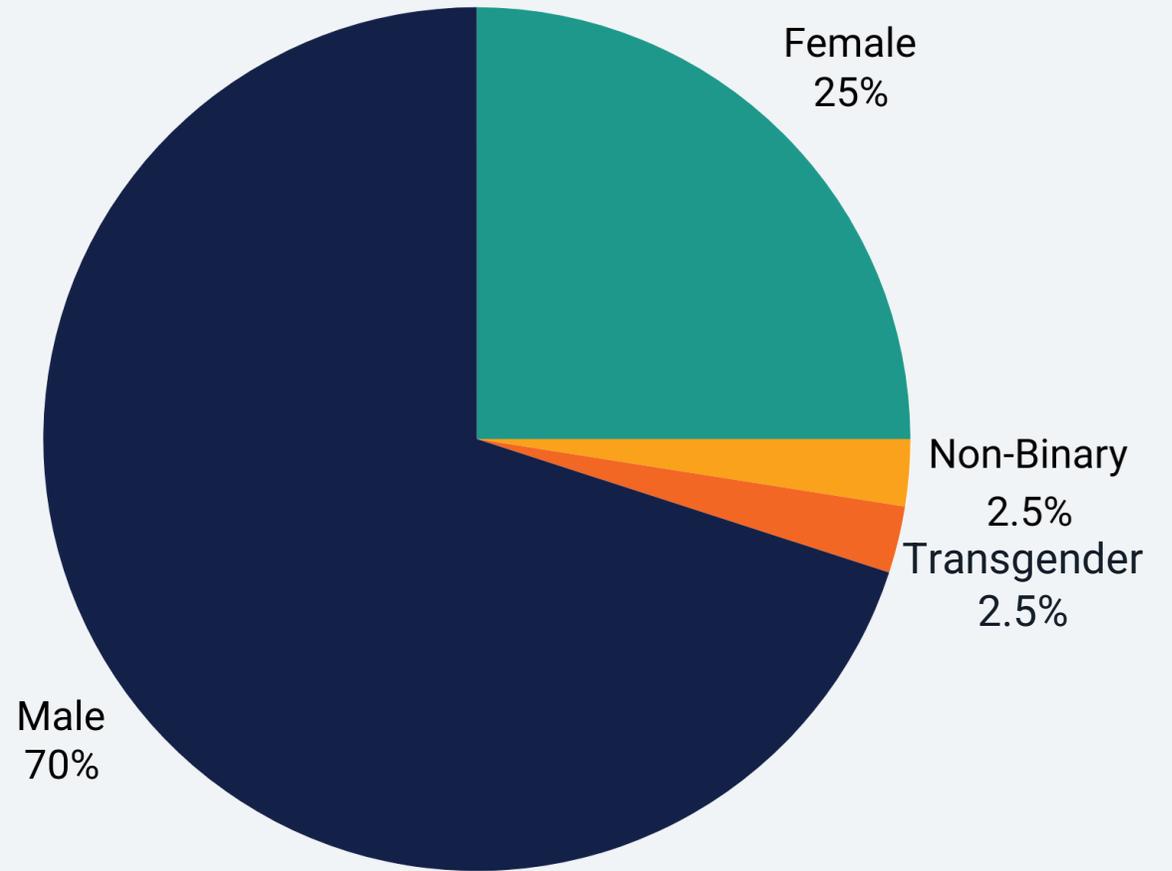
Social Media

Data & Demographics

ALL TIME



46 applicants → 36 enrolled

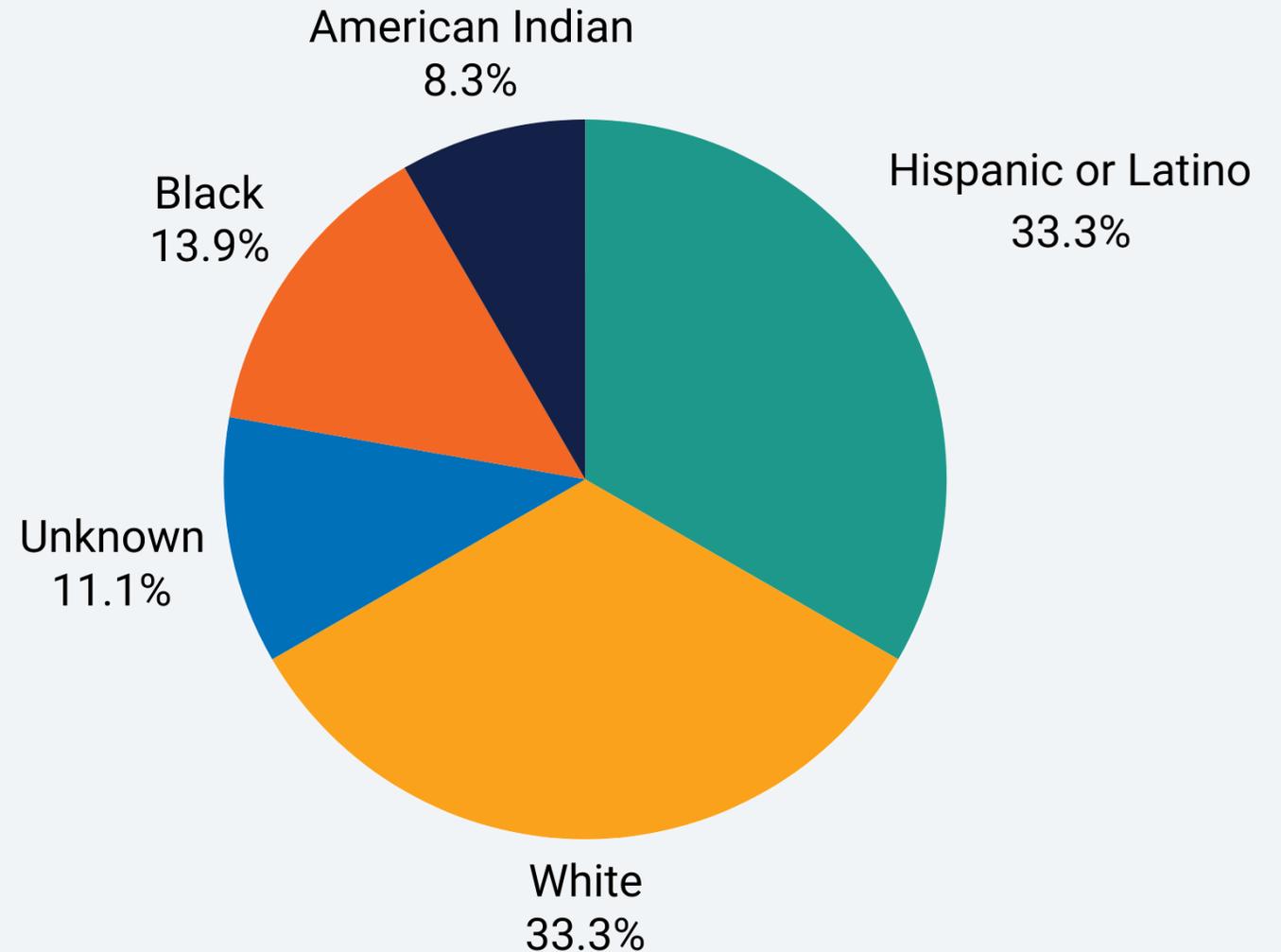


Data & Demographics

ALL TIME



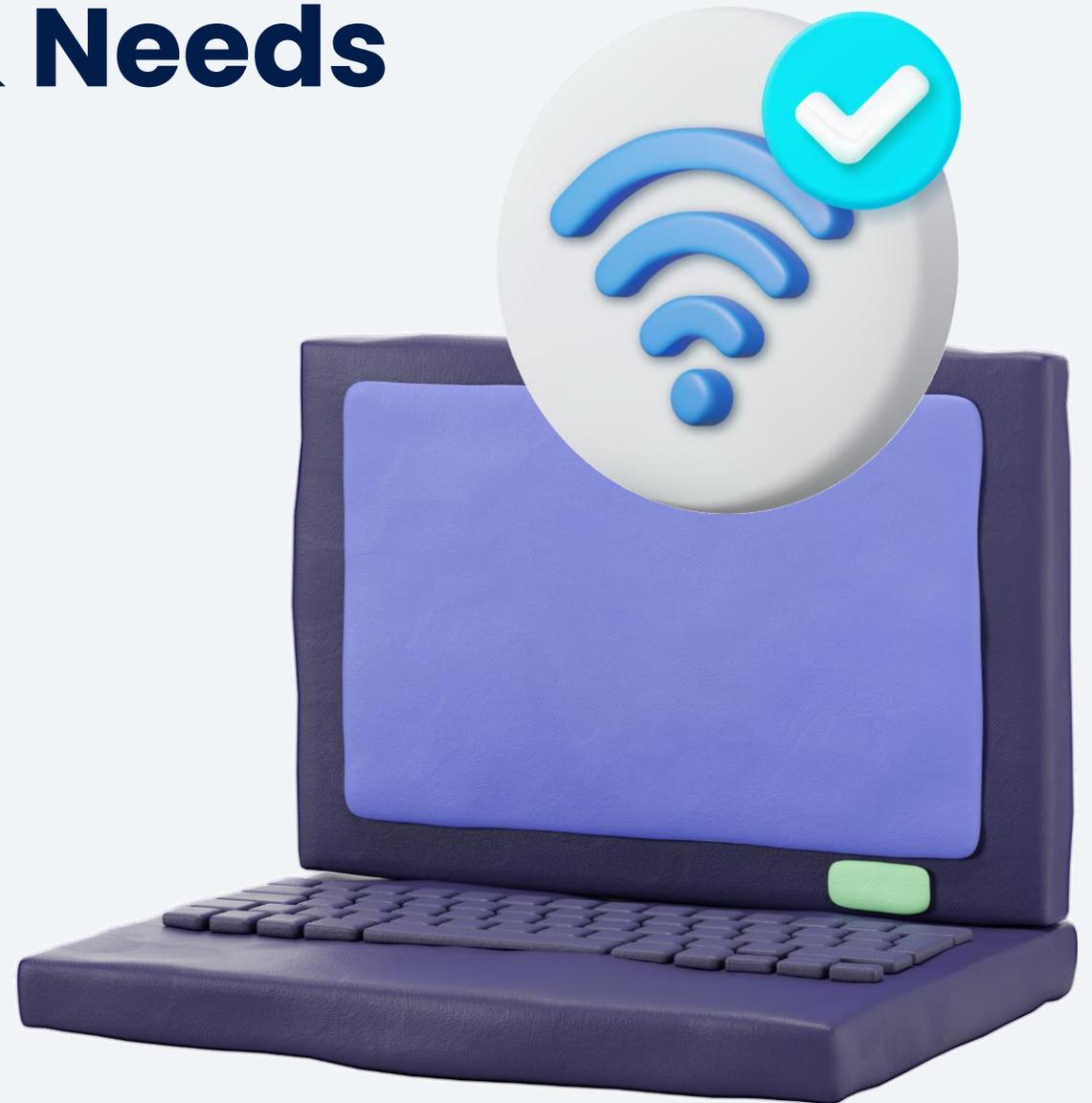
46 applicants → 36 enrolled



Considerations & Needs

EMPOWERING STUDENTS

- Time & Schedules
- Overcoming the digital divide
- Computer & WiFi access
- Mobile device use
- Job Help
- Accessibility



Qualitative Data

COMMENTS FROM THE STUDENTS



How does this program prepare you for the field?

“This knowledge is invaluable in my role as a community health worker, allowing me to contribute to the early detection and management of health issues.”

“I learned that you can be supportive and caring while being helpful and informative, which seems to be the main concept of being a CHW. This will be a concept utilized everyday.”

“I learned a lot about cultural diversity, I believe this will be useful knowledge for a CHW because we will be working with so many different cultures.”

Qualitative Data

COMMENTS FROM THE STUDENTS



**Why do some students become inactive?
Students report multiple reasons:**

- Health Issues/Events
- Getting new jobs
- Busy schedules
- Moving out of state

Program Successes

- 6 Graduates
 - All graduates have completed the additional 480 hours of field work
- Increased promotion
 - Applicants are coming from provider referrals
 - Community excitement for internship openings
- Applications for Voluntary Licenses in progress



Present & Future



- Partnering with other offices at Public Health to offer general CHW Training pathways
- Updating and Editing program
 - All curriculum through Articulate
 - Re-introduction of cohorts
 - Strong focus on trainer training & resources



- Re-Accreditation through AzCHOW this summer
- Translation to Spanish
- **CHAMP (EHE) Program students become interns for Re(Connect) Program!**

Questions?

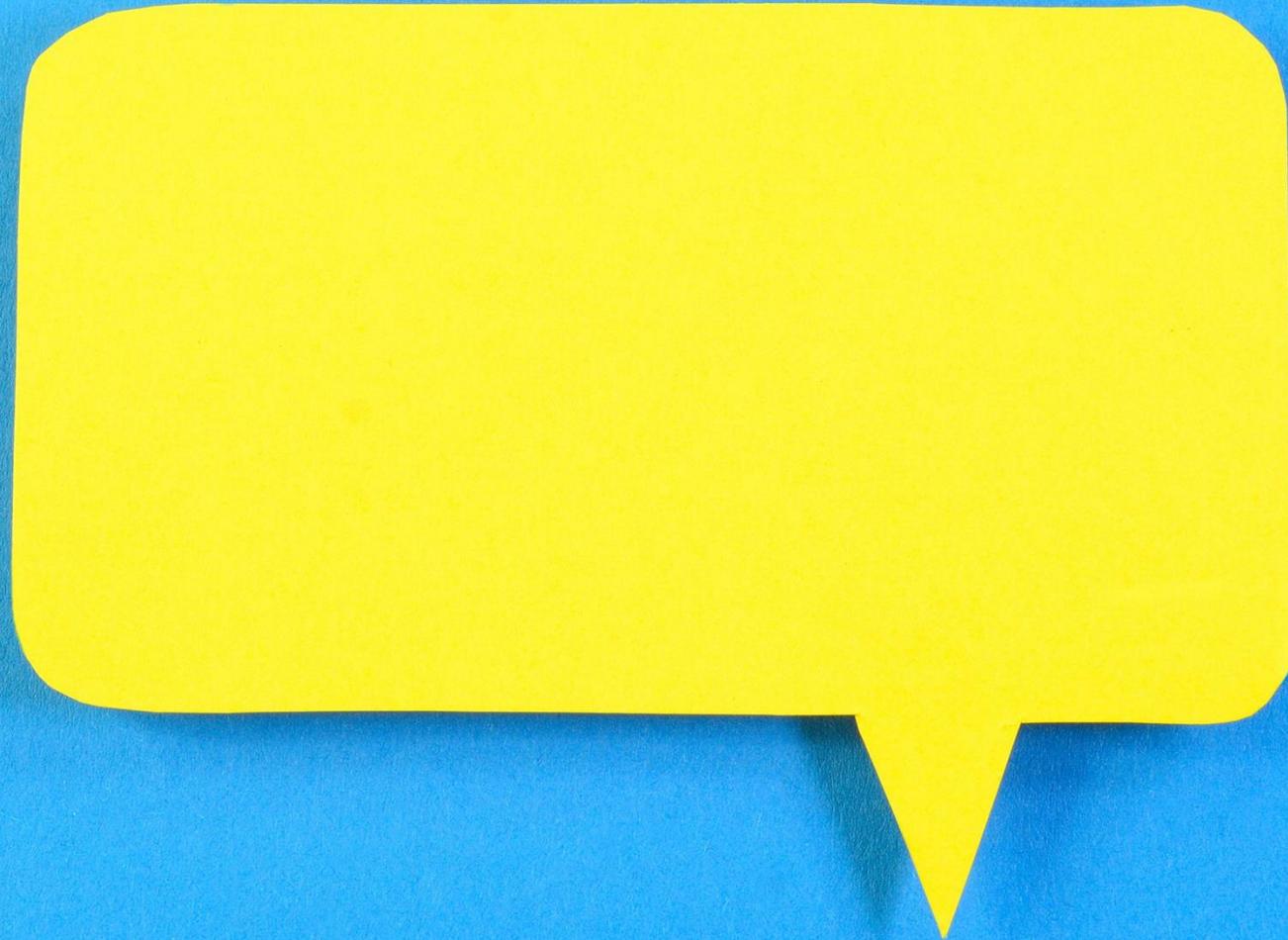
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EHECHAMP.com



Thank You

Q&A



Contact

Request technical assistance (TA):

- www.cdc.gov/hiv/programresources/capacitybuilding/
- www.nastad.org/technical-assistance

NASTAD's EHE TA

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