

Georgia Board of Public Health

November 14, 2017

Call to Order

Cynthia Mercer, M.D., Board Chair



Roll Call

Robert Harshman, M.D., Board Secretary



Approval/Adoption of Minutes

Robert Harshman, M.D., Board Secretary



Commissioner's Update

J. Patrick O'Neal, M.D., Commissioner



Community Health Worker Initiative

Christine Wiggins, M.S., CHES/Chronic Disease Prevention, Planning and Partnerships



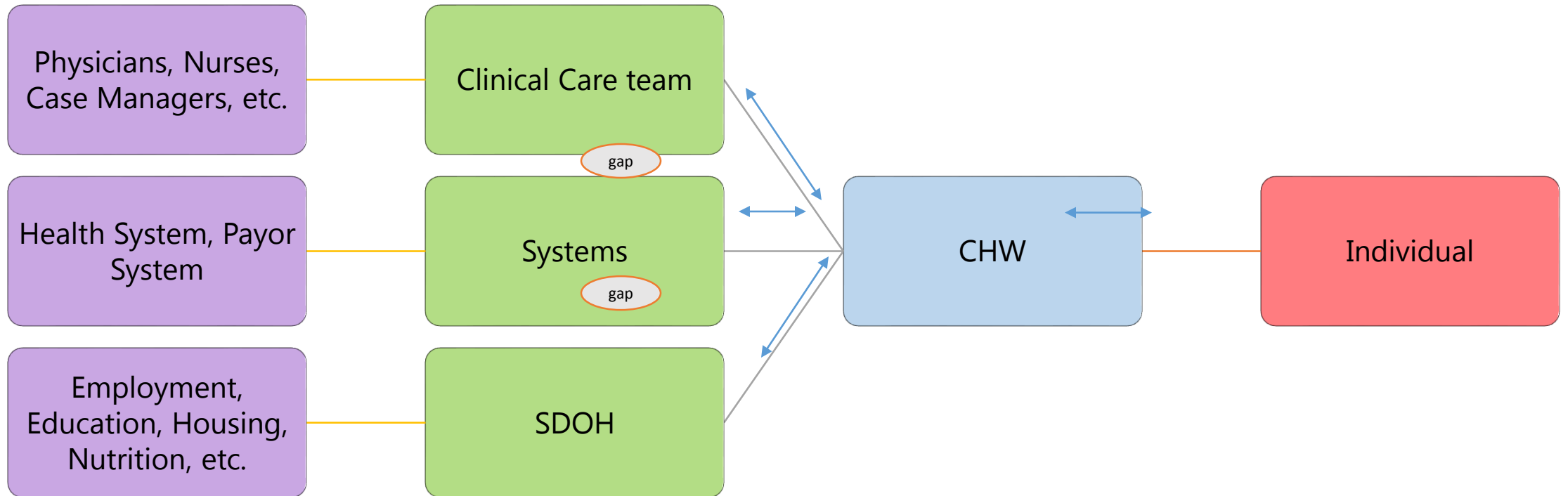
What is a Community Health Worker?

“A community health worker (CHW) is a frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community served” (APHA, 2017).

“Assist individuals and communities to adopt healthy behaviors. Conduct outreach for medical personnel or health organizations to implement programs in the community that promote, maintain, and improve individual and community health” (Bureau of Labor and Statistics, 2010).

CHWs are also known as navigators, lay health educators, community health advocate, promotoras, peer support specialists, and home visitors. Some groups, such as public health nurses and community paramedics sometimes refer to themselves as CHWs.

The Role of a CHW



How We Got Started

- Changes in federal payment policy promoting pay for performance rather than value model
- Recognition of the role of CHW models in controlling chronic diseases
- CHW Steering Team began meeting in the summer of 2016
- DPH, Kaiser Permanente, United Way of Atlanta, Morehouse School of Medicine, Grady Health System, ARC, ARCHI
- First CHW Forum- November 2016
 - 130 attendees
 - Presentations on CHW models, discussion of proposed definitions for CHW, baseline training needs

GEORGIA HEALTH POLICY CENTER



Meeting Summary

Georgia Community Health Worker Forum

November 2016



Action Steps

Feedback from first forum resulted in:

- Development of a CHW webpage
<https://dph.georgia.gov/community-health-workers>
- Statewide Advisory Board
- Planning for a 2nd Annual Forum in the Fall of 2017

CHW Advisory Board

- Advises the Department of Public Health
- 18 individuals from various sectors (health, public health, academia, CBO, CMO, physicians, nursing, CHWs, social workers)
- CHW definition for Georgia
- Developing a consensus document that includes recommendations on:
 1. Training
 2. Certification
 3. Payment and reimbursement of CHW services

Recommended CHW Definition for Georgia

“A Community Health Worker (CHW) is a frontline health worker who is a trusted member of and/or has a demonstrated working knowledge of the community and individuals served.”

2017 CHW Forum

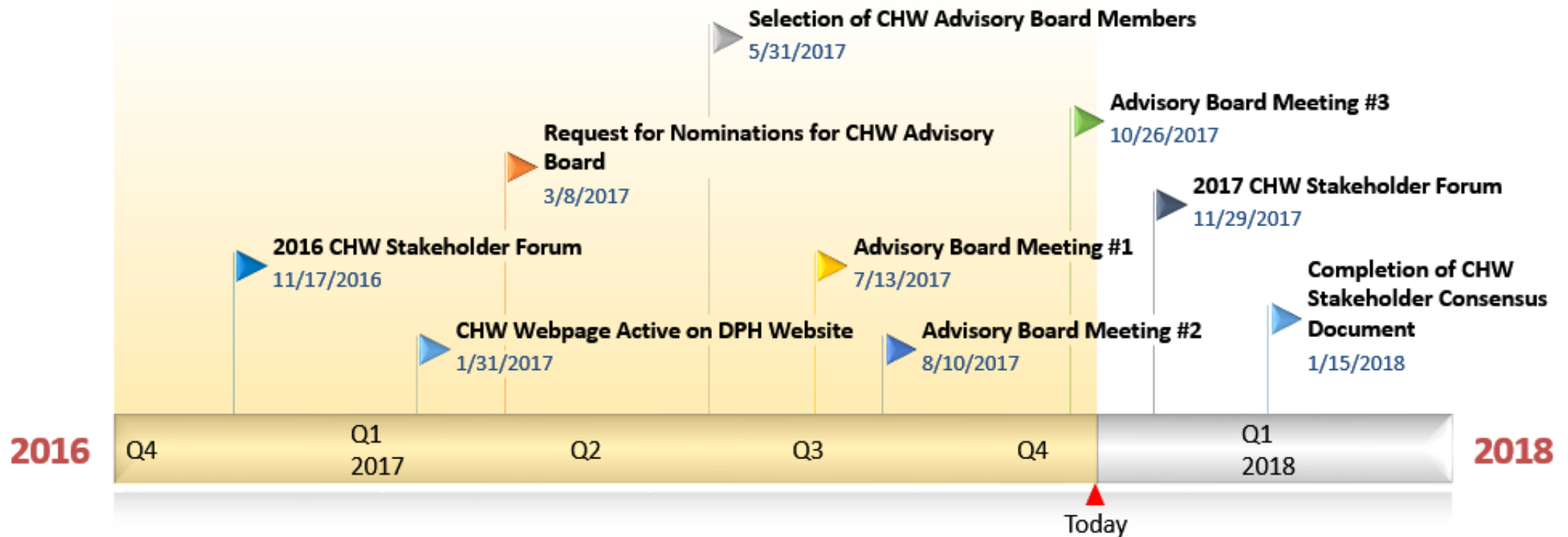
Nov. 29, 2017, Atlanta

Purpose: To gain input and support on the consensus document currently being developed

Desired Attendees:

- CHWs, physicians, nurses, social workers, and other members of the care team
- Health Systems, Health Plans, Payors
- Public Health, Behavioral Health, Community Health
- Community and Faith Based Organizations
- Academia
- Legislators

Timeline of Events



Looking Ahead

- January 2018 - create a document for legislators outlining the need for a CHW training and certification program
- Form a CHW Coalition in 2018 (external from DPH)
- Primary goal- bring standardization and credibility to a profession that currently exists, but is often not recognized and is undervalued

Questions?

Georgia DPH

A Regulatory Organization

Sid Barrett, J.D., General Counsel

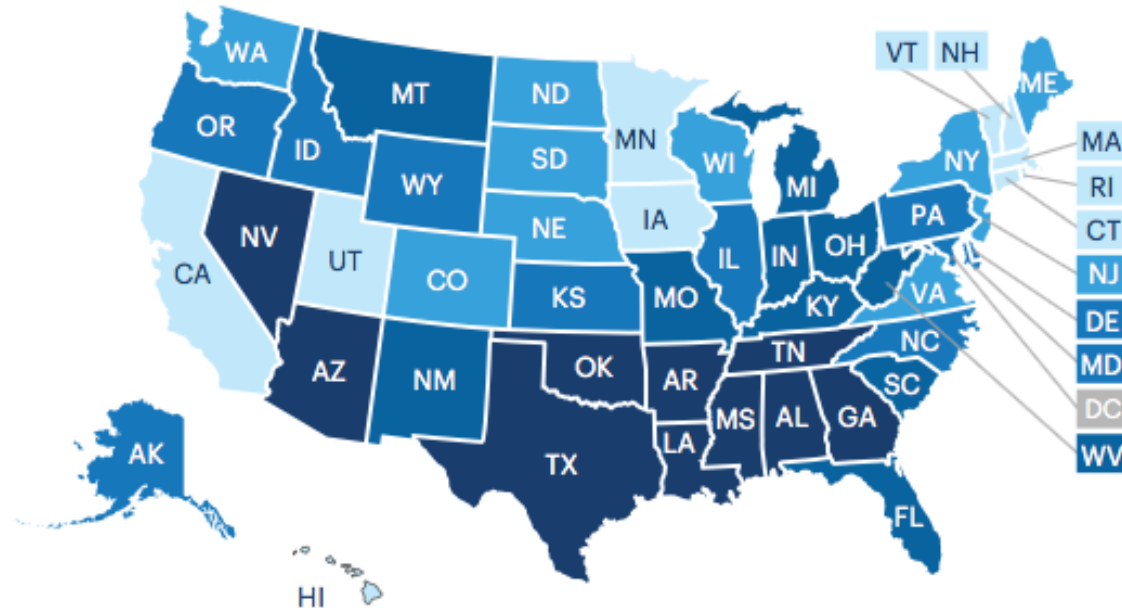


Infant Mortality

Lara Jacobson, M.D., Director of Health Promotion

America's Health Rankings

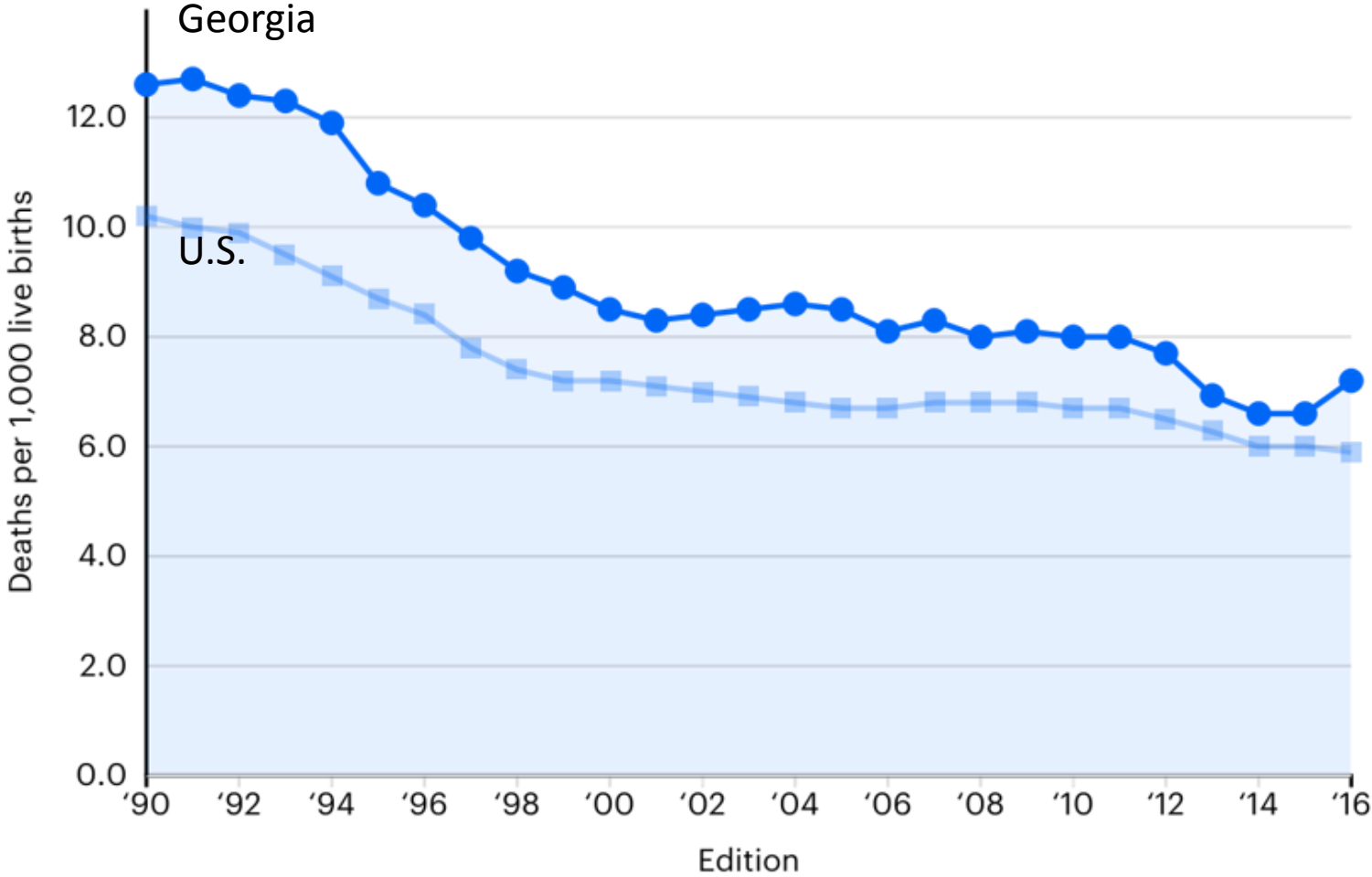
Overall Rankings for Women and Children's Health



Georgia Ranking:
Infant mortality: #43
Maternal mortality: #48

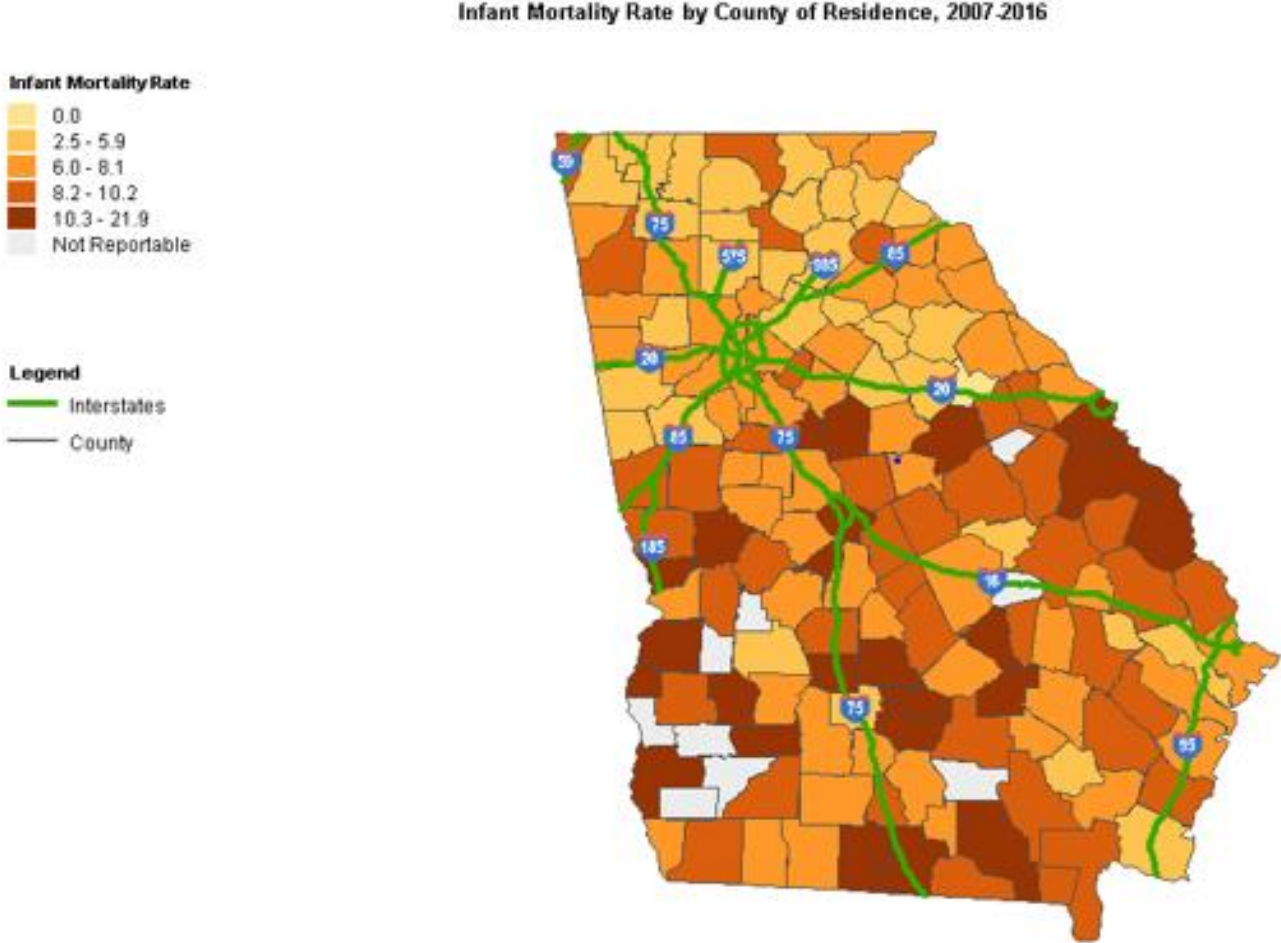
Infant Mortality

Trend: Infant Mortality Georgia, U.S. 2016 Annual Report



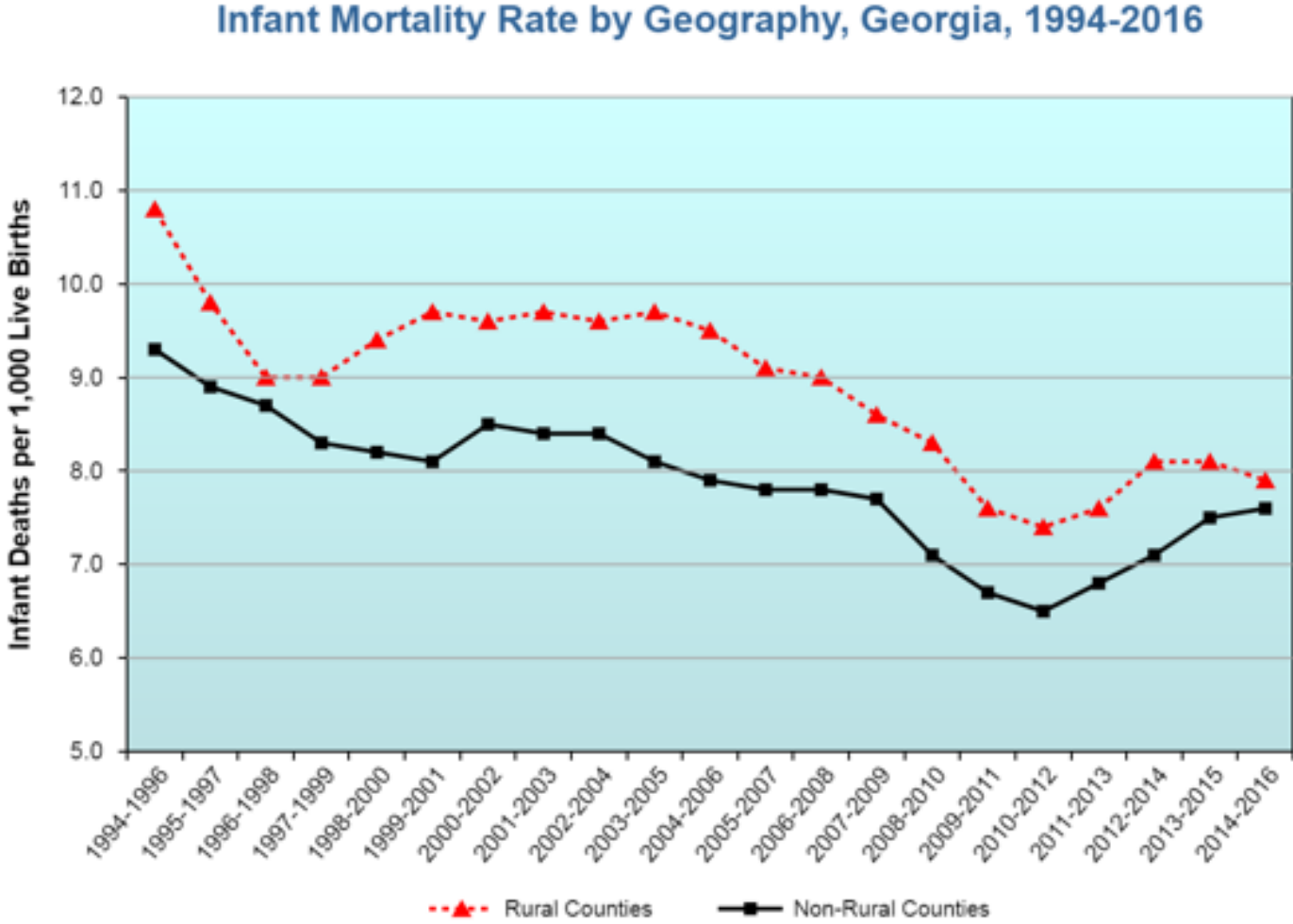
Source: CDC National Vital Statistics

Infant Mortality Rate by County 2007-2016



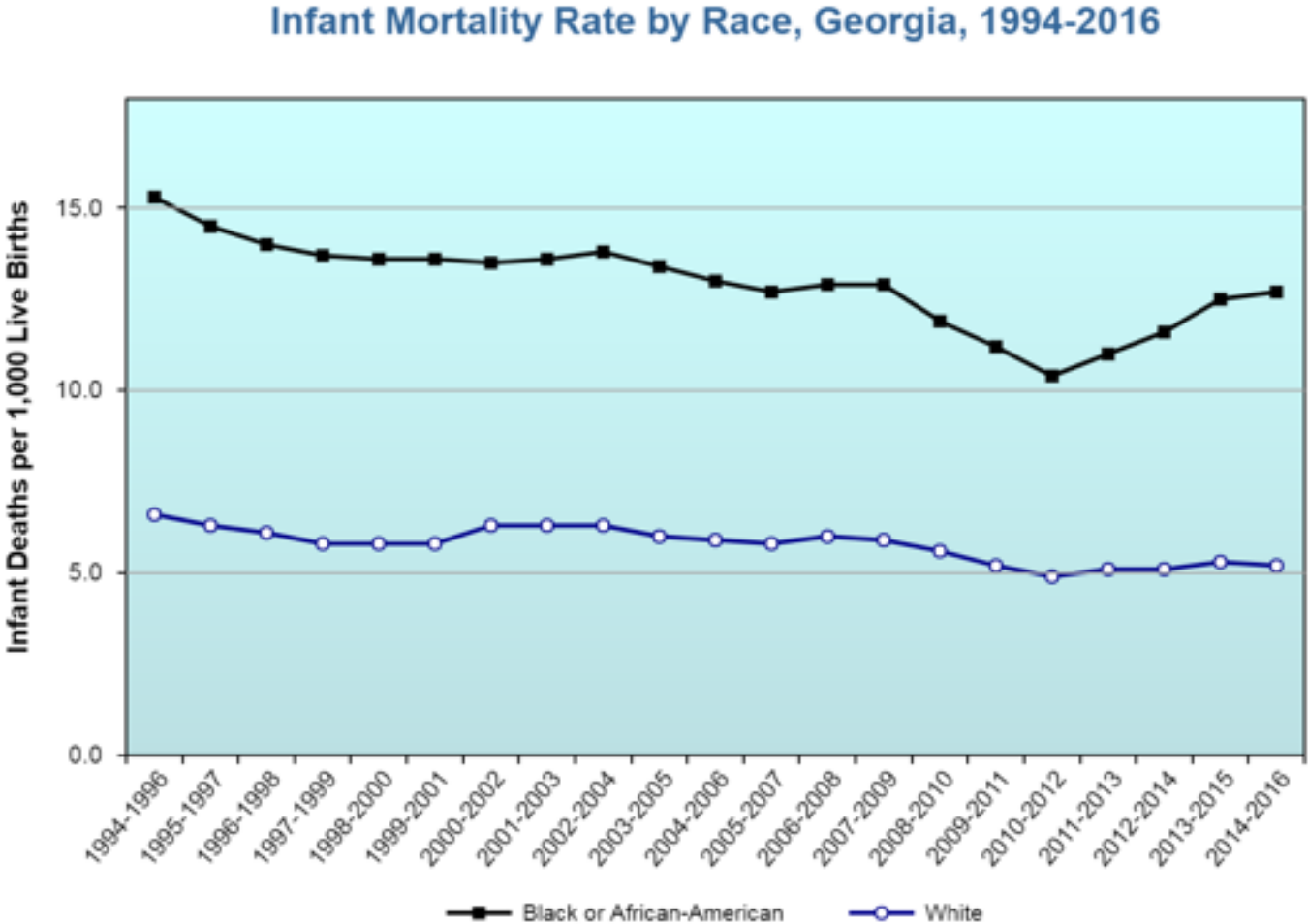
Source: DPH OASIS

Infant Mortality by Geography 1994-2016



Source: DPH OASIS

Infant Mortality by Race 1994-2016

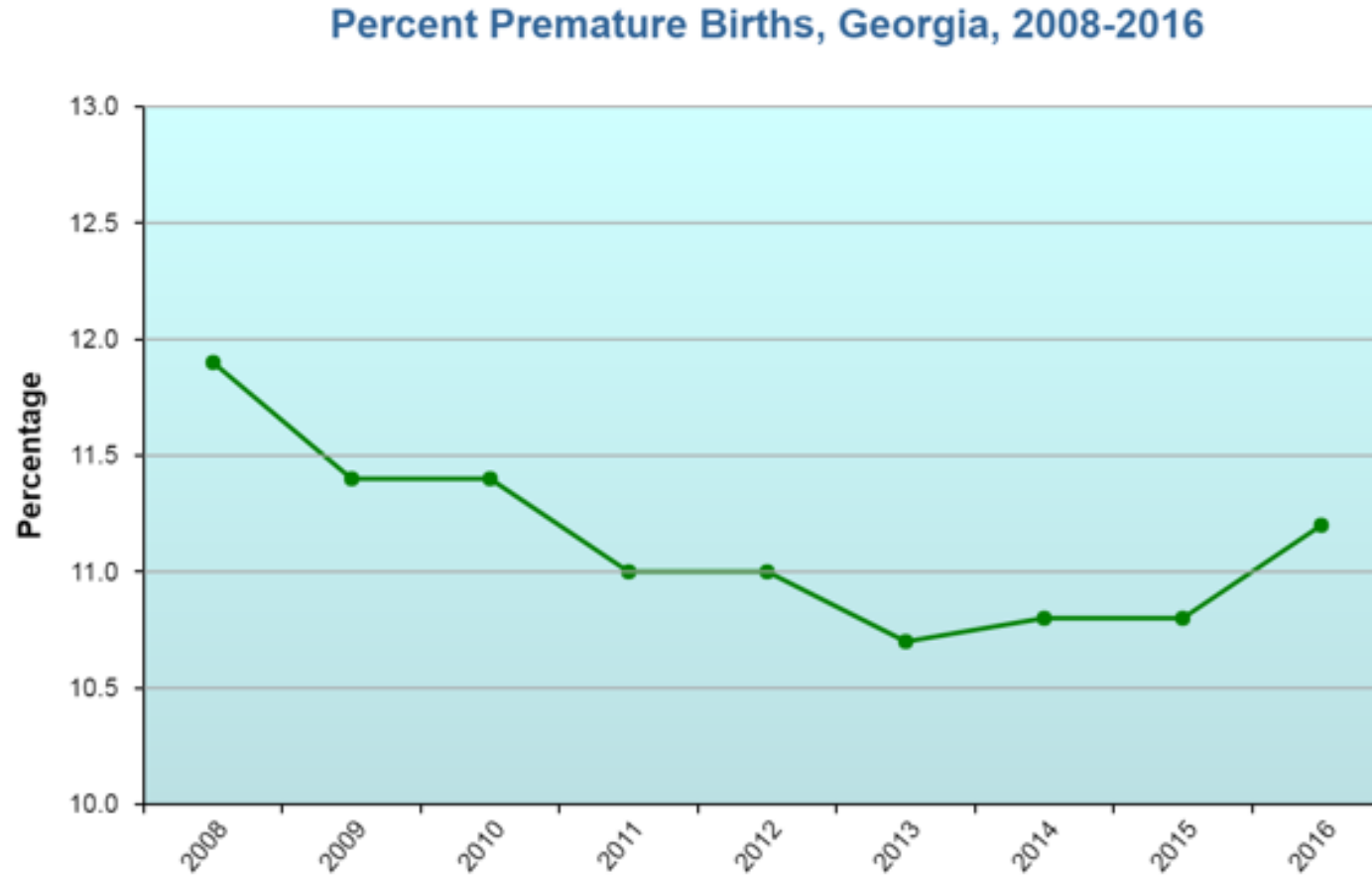


Source: DPH OASIS

Top Causes of Infant Mortality In U.S.

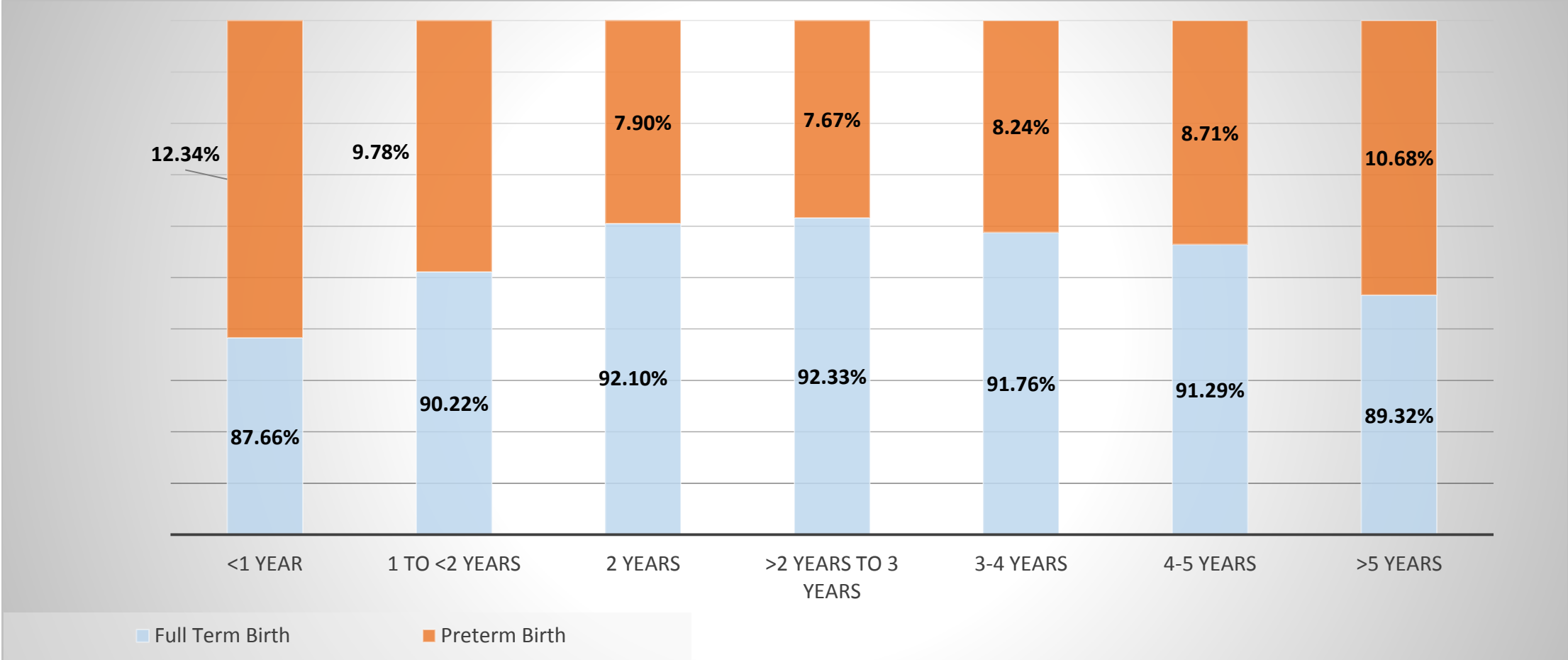
1. Birth defects (21%)
2. Preterm/ LBW (18%)
3. Maternal factors (7%)
4. Sleep-related (7%)
5. Other

Percent Preterm Births 2008-2016



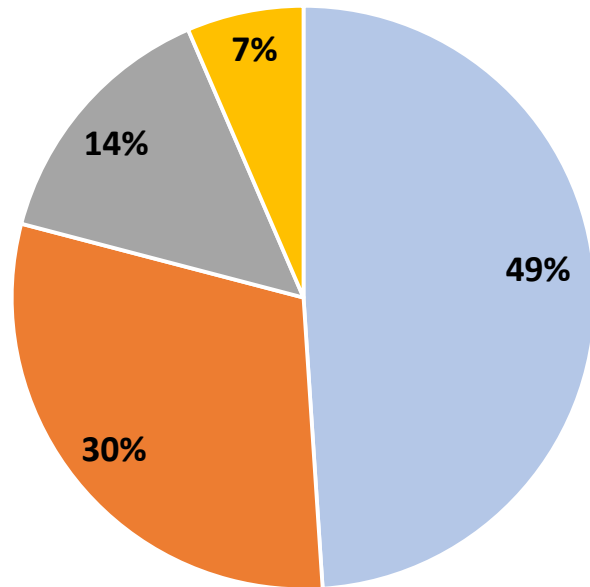
Source: DPH OASIS

Interpregnancy Interval 2014-2015



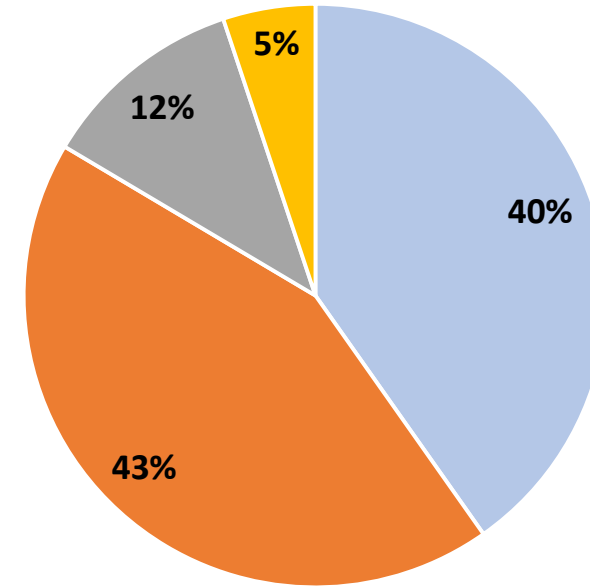
Birth by Maternal Race & Ethnicity 2014-2015

Term



■ Non-Hispanic White ■ Non-Hispanic Black ■ Hispanic ■ Other

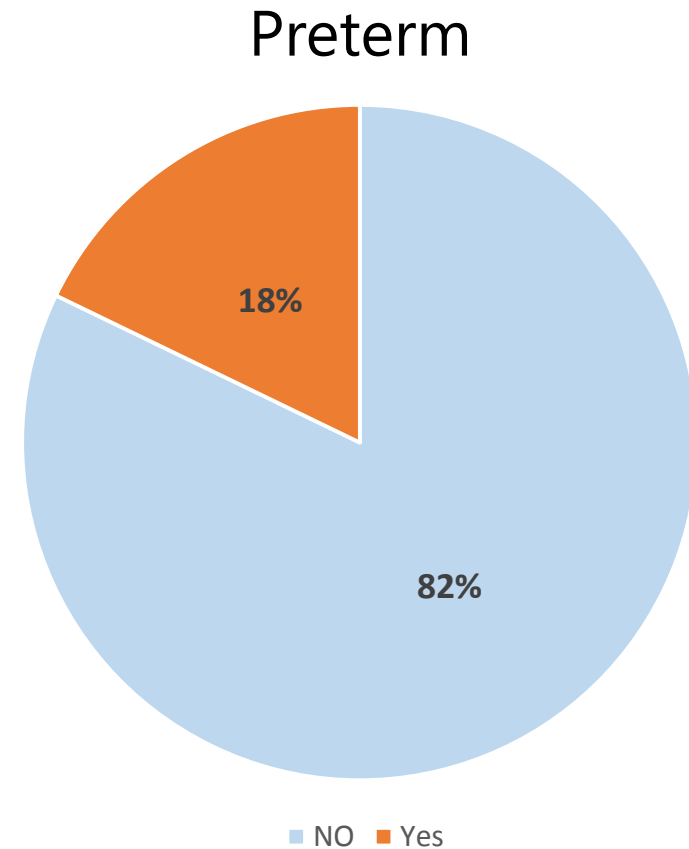
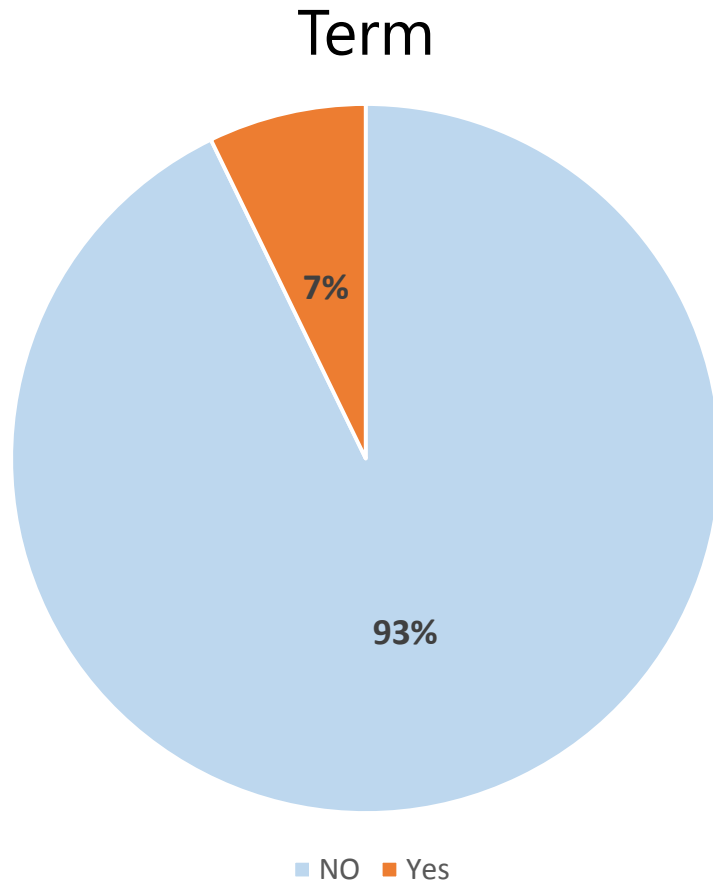
Preterm



■ Non-Hispanic White ■ Non-Hispanic Black ■ Hispanic ■ Other

Source: College of Public Health, University of GA in partnership with March of Dimes

Maternal Complications 2014-2015



Source: College of Public Health, University of GA in partnership with March of Dimes

Questions?

Workforce Development

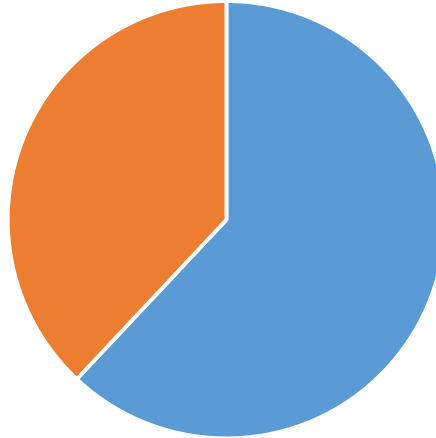
Lee Rudd, Chief Workforce Management Officer

Agenda

- Workforce Snapshot
- Evolution of DPH Human Resources
- Workforce Development Goals
- DPH Workforce Management Results
- Workforce Challenges

Current Workforce Projections

38% Exit



62% Retention

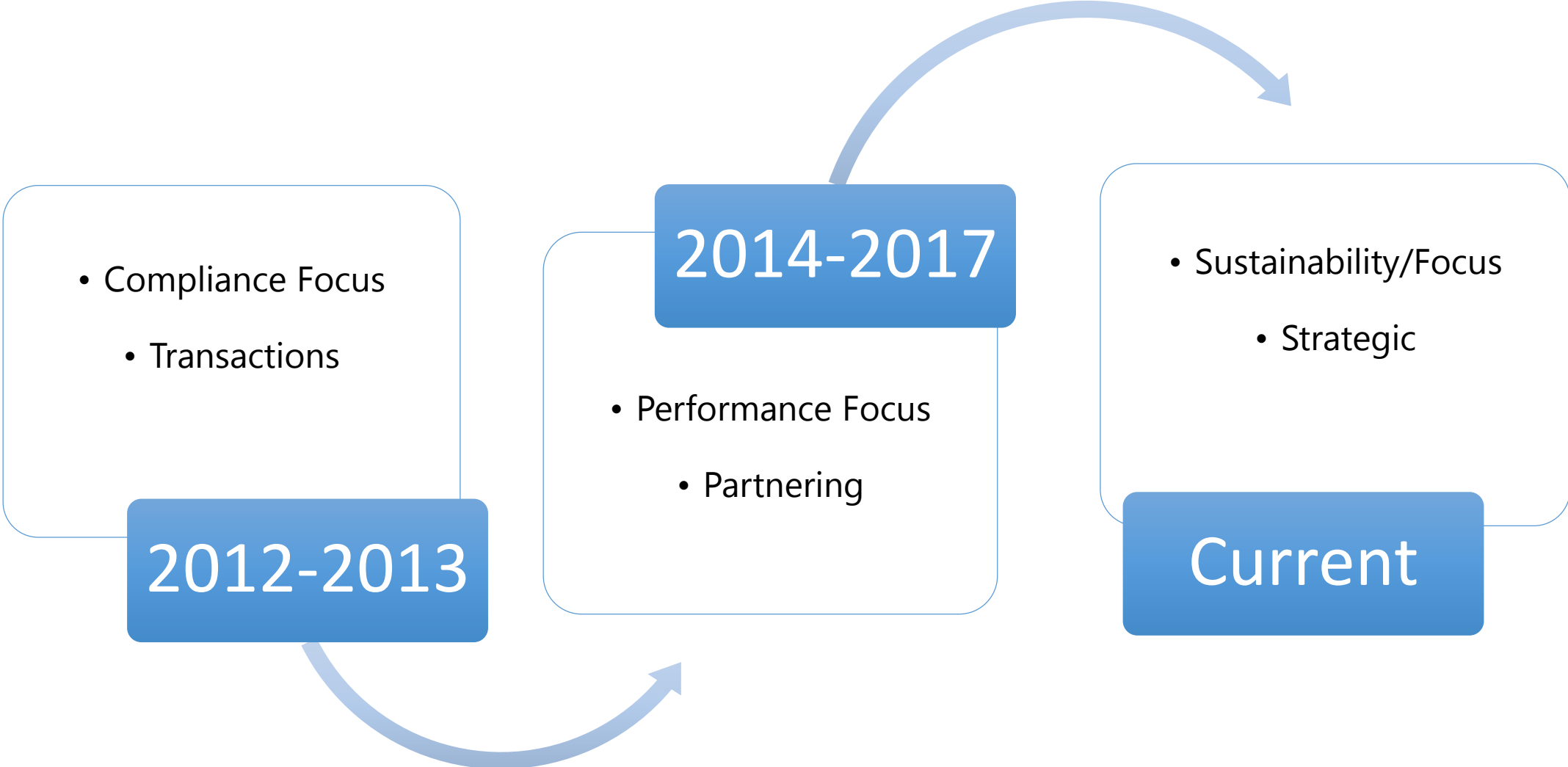
- Career Opportunities/Development
- Compensation/Benefits
- Relationship with Supervisor/Peers
- Retirement

Potential Workforce

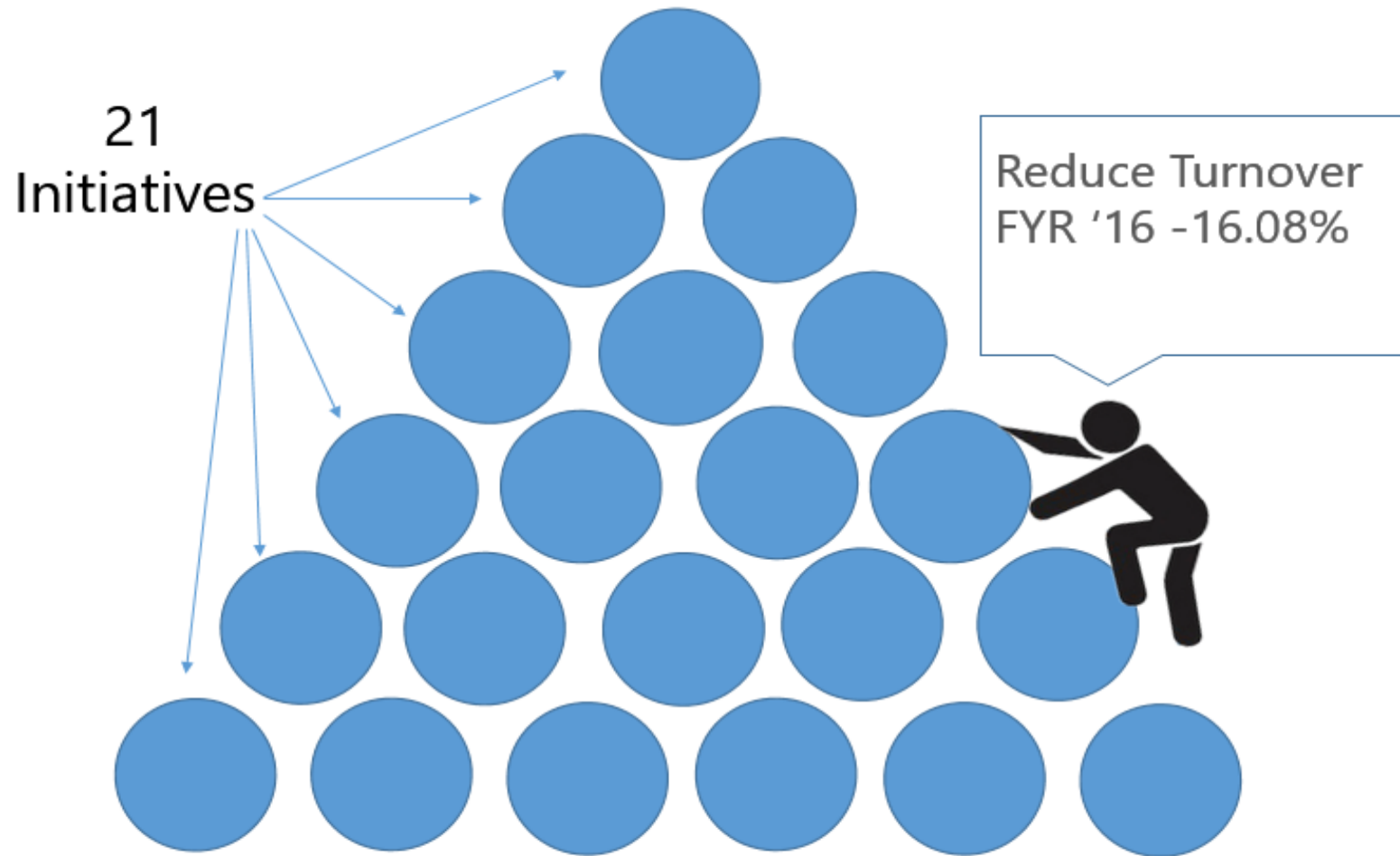
- Want to Positively Impact World
- Desire Work & Life Balance
- Less Hierarchy/Participative Decision Making
- Require Access to Technology

Source: PH Wins Survey (ASTHO)

Evolution of DPH Human Resources



Workforce Development Goal



2017 Workforce Management Results

Implemented Career Paths

- Career Ladders for Nursing, Environmental, EPIs
- New Compensation Approach (Compa Ratio)

Accelerated Learning & Development

- 4 Mandatory Training Classes
- 21 Instructor Led Classes
- 41 Web Based Training Classes

Created New Recruitment/Selection Processes

- Focuses on Branding
- Use of Social Media (Linked In)
- Behavioral Interviews

Ongoing Challenges

Funding for Compensation Needs

- Competitive Salaries for Specific Disciplines
- State Lab Workforce
 - Certified Technologists (8% - 10% Below Market)
 - Salary Compression

Workforce Composition Changes

- Growing Diversity
- Boomerang Employees
- Gig Workers (Not On Payroll)

Questions?

Closing Comments

Cynthia Mercer, M.D., Board Chair



The next Board of Public Health meeting is scheduled for Tuesday, January 9, 2018 @ 1 P.M.

To be added to the notification list for upcoming meetings,
e-mail: huriyyah.lewis@dph.ga.gov