

# GARRETT COUNTY

## Community Health Worker

### Maryland Apprenticeship and Training Program

**LUMA Health Consulting, President:** Jennifer Newman Barnhart, MPH

**Area Health Education Center - West:** Catie Brenneman, MPA

**Garrett College:** Kaitlyn Glotfelty

Overview to Garrett County Local Health Department's Health Planning Council

February 25, 2021



## Re/Introductions

- LUMA Health Consulting
  - Jennifer Barnhart, MPH; President
- Area Health Education Center (AHEC) -West
  - Catie Brenneman, MPA; CHW Programs
- Garrett College
  - Kaitlyn Glotfelty; Workforce Development

# Agenda



Introductions



Background: Opportunity Youth



DLLR Maryland Apprenticeship & Training Program



Timeline



CHW Apprenticeship



Why?



Discussion

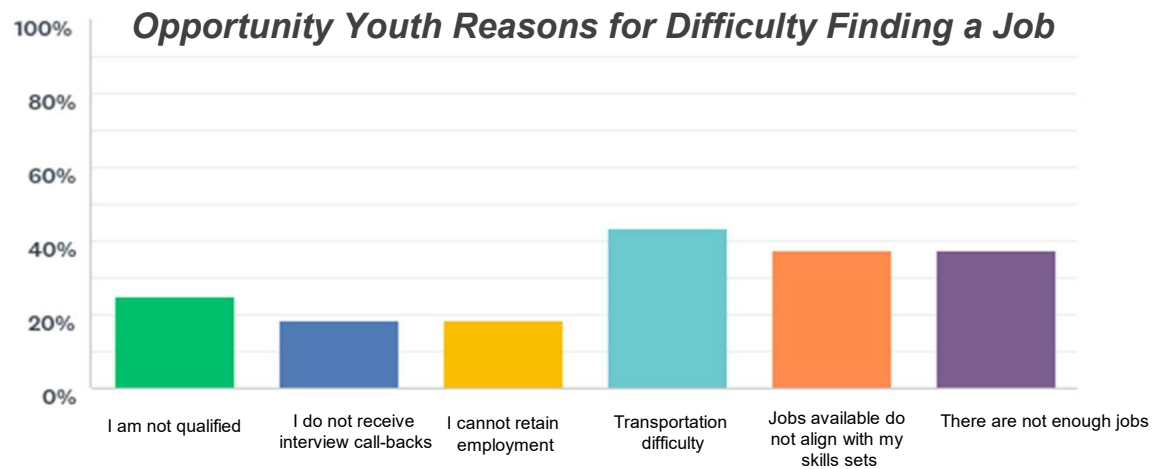
# Garrett County Opportunity Youth:

Community Needs  
Assessment and  
Strategic Planning

Summer 2019

- Garrett County Local Management Board Opportunity Youth
  - 16% of Garrett County's Youth ages 16-24 are disconnected (*not sufficiently employed or actively enrolled in school*)
  - 2018 American Community Survey data
  - **450 Opportunity Youth in Garrett County** (2800 youth ages 16-24)
- Objectives.
  - Improve Opportunity Youth health and social outcomes
- Intervention.
  - Develop Maryland Apprenticeship and Training Program to improve social outcomes for Opportunity Youth

# Opportunity Youth Employment Findings





### **Adult Apprenticeship Requirements:**

- Managed and Regulated by DLLR
  
- Requirements for Adult Apprenticeship:
  - Sponsors: Employer partner for on-the-job-training (OJT) and Full Time Employment
  
  - Training:
    - 144 hours of education/training
    - 2,000 hours of OJT (completion within 1 year)
    - Provide a progressive wage scale, starting at a percentage of the journey-person's rate with incremental increases to reflect the new skills the apprentice has attained.
  
  - Application:
    - Complete application that will be reviewed by Apprenticeship and Training Council meeting where application request will be decided.

## Apprenticeship Requirements

Maryland Department of Labor and Licensing (DLLR)

## Timeline of Activities

- September 2019: Garrett County Local Management Board adopt LUMA Health Consulting strategic recommendation to develop a DLLR-registered apprenticeship program
- October 2019: Garrett County Maryland Apprenticeship Committee launched, consisting of broad community representation - including Garrett County's LMB, LHD, Community Action, DSS, DJS, public schools, Western MD Consortium, Dept of Economic Development, Chamber, DLLR, Dept of Commerce, and MRHA.
- Winter 2020: Career tracks identified: hospitality and manufacturing
- March 2020: Public Health Emergency
- Summer 2020: Community Health Worker track identified
- Fall 2020: Establish training and employer sponsors
- January 2021: Western Maryland CHW Apprenticeship approved by DLLR
- February 2021: Operationalization and establishment of Western Maryland CHW Committee. Community stakeholders continue to convene on a bi-monthly basis.

## What is a Community Health Worker (CHW)?

Frontline public health worker who is a trusted member or has a particularly good understanding of the community served. CHW serves as liaison between health and social services, and the community to facilitate access to services and to improve the quality and cultural competence of service delivery (*CDC, Public Health Professionals Gateway*).

COVID-19: CHWs can play a critical role in contact tracing, vaccination, and associated social needs; leveraging their trusted position in local communities and simultaneously furthering efforts to assist patients with health-related social needs.



# Community Health Worker Apprenticeship

Career Track	Seat Hours 144 hour DLLR requirement	Practical Experience (OTJ: On the Job Hours)	Curriculum Partners	Employer Partners
CHW	<b>AHEC-West CHW Training</b> 100 hours (+40 field hours**) = 140 hours	2,000 hours (1 year)	-AHEC West  -Garrett College	-Garrett Regional Medical Center  -Mountain Laurel Medical Center
	<b>Garrett College Soft Skills Training</b> 18 hours = "Dynamics in the Workplace"			





## WHY?

- CHW Apprentices will have gone through MDH accredited CHW training program and will have very valuable on the job training. The CHW apprenticeship program will further Medicaid reimbursement initiatives.
- Maryland Primary Care Program's care management fees and performance payments can be used to hire/ employ CHWs, operationalize their work; there are no restrictions.
- Participating employers have a guaranteed pipeline of certified CHWs who also receive soft skill training.
- Progressive wage scale promotes retention.
- Supports employer goals for workforce development.
- CHWs can serve as a less expensive alternative to traditional healthcare workers and provide high value to your clients and patients.
- Employers receive funding opportunities from Maryland Department of Labor and Licensing.
- Recognition as community champions of social change.
- Support increased social, healthcare, and behavioral needs which have surged during the pandemic.



# Discussion



# Contact Information

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