



Community Health Worker
Collaborative of South Dakota

**Integrating and Sustaining
Community Health Workers in
Clinical Practice: Sustaining the
CHW Workforce through
Medicaid/Medicare
Reimbursement**



A photograph of three students in a classroom. Two students are in the background, one on the left looking down at a book and one on the right looking towards the camera with a slight smile. In the foreground, a student on the right is smiling and writing in a notebook with a pen. They are all wearing casual clothing. The background shows bookshelves.

TITLES USED IN SOUTH DAKOTA

COMMUNITY HEALTH WORKER TITLES

CHWs in South Dakota

- **Certified CHW** – A Certified CHW is an individual who has completed an approved CHW training program and applied for and received CHW Certification in South Dakota. A Certified CHW in South Dakota works under the APHA definition of a CHW.
- **Community Health Representative (CHR)** – A CHR is an individual who has completed an approved CHR training program through Indian Health Service (IHS) and works under the APHA definition of a CHW and the IHS definition of a CHR.

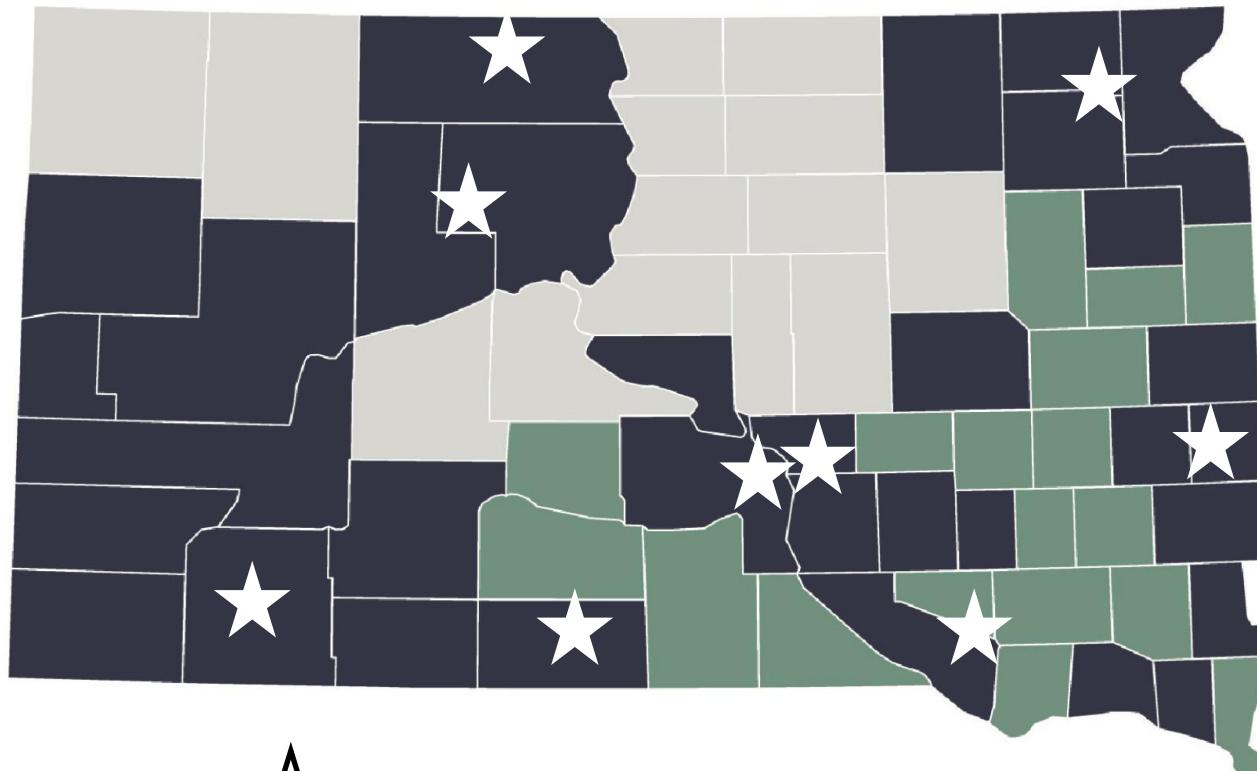
CHW AND CHR CERTIFICATION

Voluntary Certification Requirements

- Completion of Approved Training Program
 - Certification Committee Training Requirements
 - Minimum number of 200 hours of training
 - Minimum number of 40 hours of shadowing
- Supervisor Reference
- Background Check
 - Employee Background Check
 - Fingerprint Background Check
- CEUs – 12 credits every two years, \$50 initial and recertification fee
- Certification is voluntary for all individuals unless the CHW/CHR Agency is seeking Medicaid and/or Medicare reimbursement for CHW/CHR Services

CHWS AND CHRS IN SOUTH DAKOTA

South Dakota CHW/CHR Site Map



Tribal CHR Program Offices



Counties where CHWs/CHRs are employed



Additional counties served by CHWs/CHRs

As of April 1, 2024

- 85 Tribal CHRs
- 140 CHWs
- ~10 CHWs currently in training
- 10+ CHWs planning to begin training in mid-May 2024



CHW SCOPE OF WORK

CHW SCOPE OF WORK

South Dakota-Specific

- **Health system navigation and resource coordination** including helping a patient/client find providers to receive a service, helping a patient/client make an appointment for a service, arranging transportation to a medical appointment, attending an appointment with the patient/client for a service, helping a patient/client find other relevant community resources and programs such as support groups, food pantries, or utilities assistance programs, and addressing a Social Determinant of Health (SDoH).
- **Health promotion and coaching** including providing information or education to patients/clients that makes positive contributions to their health status such as cessation of tobacco use, reduction in the misuse of alcohol or drugs, improvement in nutrition, improvement of physical fitness, family planning, control of stress, pregnancy and infant care including prevention of fetal alcohol syndrome.
- **Health education to teach or promote methods and measures that have been proven effective in avoiding illness and/or lessening its effects** such as immunizations, control of high blood pressure, control of sexually transmittable disease, prevention and control of diabetes, control of toxic agents, occupational safety and health, and accident prevention. The content of the education must be consistent with established or recognized healthcare standards.



MEDICAID REIMBURSEMENT IN SOUTH DAKOTA

QUALIFYING CONDITIONS AND/OR QUALIFYING BARRIERS

Qualifying Conditions

- Asthma
- Cancer
- COPD
- Depression
- Diabetes
- Heart Disease
- High Blood Pressure
- High Cholesterol
- Mental Health Conditions
- Obesity
- Musculoskeletal and neck/back disorders
- Prediabetes
- High Risk Pregnancy
- Substance Use Disorder
- Tobacco use
- Use of multiple medications (6 or more classes of drugs)

Qualifying Barriers

- **Geographic distance from health services**
- **Lack of phone** (results in the individual going to the emergency department instead of scheduling a medical appointment)
- **Cultural/language communication barriers**
- **SDoH Barriers**

REIMBURSEMENT BASICS

Overview of Reimbursement Rates

- No more than 4 units (2 hours) of service per day per Medicaid recipient
- No more than 104 units (52 hours) of service per year
- Up to 5 units can take place in the clinic setting
 - before transitioning to home, community, telehealth, or telephone encounter – with documented barrier
- Requires provider referral and service plan (MD, DO, PA, CNP, CNM, or dentist)
- Can be billed at an individual or group rate (group rates often used for families)
- Billed using CPT Codes – 98960, 98961, and 98962
 - \$64.86 individual per hour equivalent

SD MEDICAID REIMBURSEMENT

Data – July 1, 2023 – April 18, 2024

Processed Claims

- 8,939 units have been paid through claims
- \$235,676.71 total in reimbursed claims

CHW Agencies Billing

- 14 agencies have billed so far, representing all 6 target organization types:
 - Medical/Clinical
 - FQHC
 - Community-based organization
 - EMS/CHW Program
 - Dental Program
 - CHR Program

MEDICARE REIMBURSEMENT

MEDICARE

What we know so far...

- **CHW Certification Requirement:**
 - CHWSD certification
- **Eligible Conditions:**
 - Unmanaged SDoH needs
 - Chronic Disease Management/Long-term Illness Management
- **Covered Services:**
 - Coordinating receipt of needed
 - Communication with practitioners
 - Coordination of care transitions
 - Facilitating community based social services
 - Health Education
 - Building patient self-advocacy skills
 - Health care access / health system navigation
 - Facilitating behavior change
 - Leveraging lived experience to support and mentor

MEDICARE

What we know so far... (Cont.)

- **Initiating Service:**
 - PCP E/M visit with SDOH assessment or PCP E/M visit addressing Chronic Disease/Long-term Illness
 - SDOH need(s) identified
- **Reimbursement:**
 - \$79/hour first hour
 - \$49 for each subsequent 30 minutes (no frequency limit)
- **Encounter documentation/coding:**
 - ICD-10 Z-codes
 - G-Codes for Billing – G0019, G0022, G0023, G0024

A photograph of a classroom scene. In the foreground, a student with long dark hair is smiling and writing in a notebook with a pen. Behind them, another student is visible, looking towards the camera. The background shows other students and classroom elements like bookshelves.

REIMBURSEMENT TO SUPPORT POSITIONS AND SUSTAINABILITY

REIMBURSEMENT = SUSTAINABILITY

Sustaining Wages and Programs

Hourly
Reimbursement -
\$64.86 per hour

1 Hour Reimbursement Per Day

- $\$64.86 / 8 \text{ hours} = \8.11 per hour

2 Hours Reimbursement Per Day

- $\$129.72 / 8 \text{ hours} = \16.22 per hour

3 Hours Reimbursement Per Day

- $\$194.58 / 8 \text{ hours} = \24.32 per hour

REIMBURSEMENT = SUSTAINABILITY

Sustaining Wages and Programs (Cont.)

Hourly Reimbursement
- \$64.86 per hour

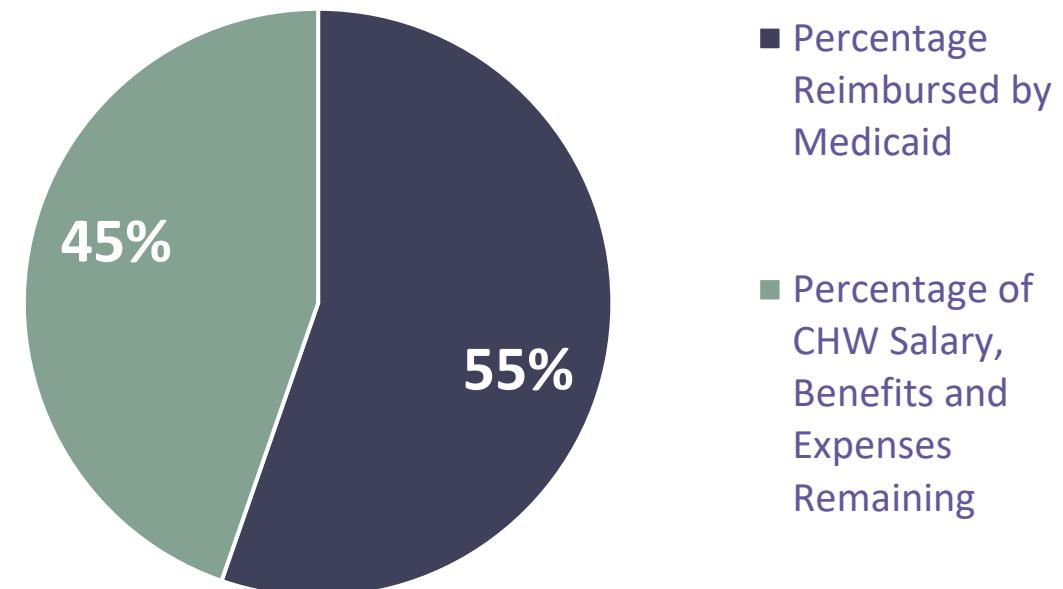
\$25 per hour CHW
wage (including
benefits)

47/52 weeks per year
worked

\$2,500 mileage, \$600
cell phone

2 Hours Reimbursement Per Day

Percentage of CHW Salary, Benefits, and Expenses
Reimbursed by Medicaid (Projected Annually)



REIMBURSEMENT = SUSTAINABILITY

Sustaining Wages and Programs (Cont.)

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- \$64.86 per hour

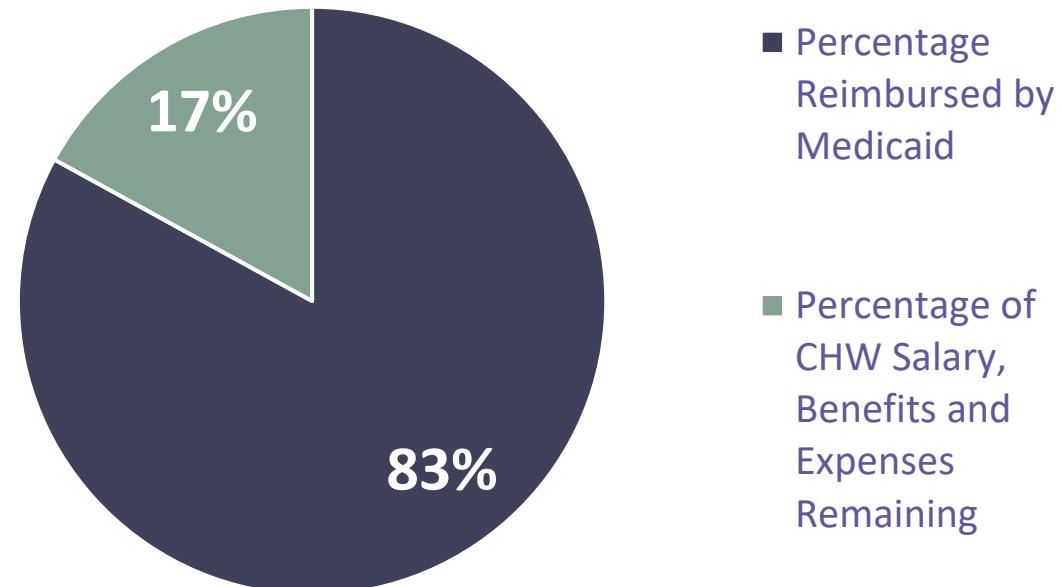
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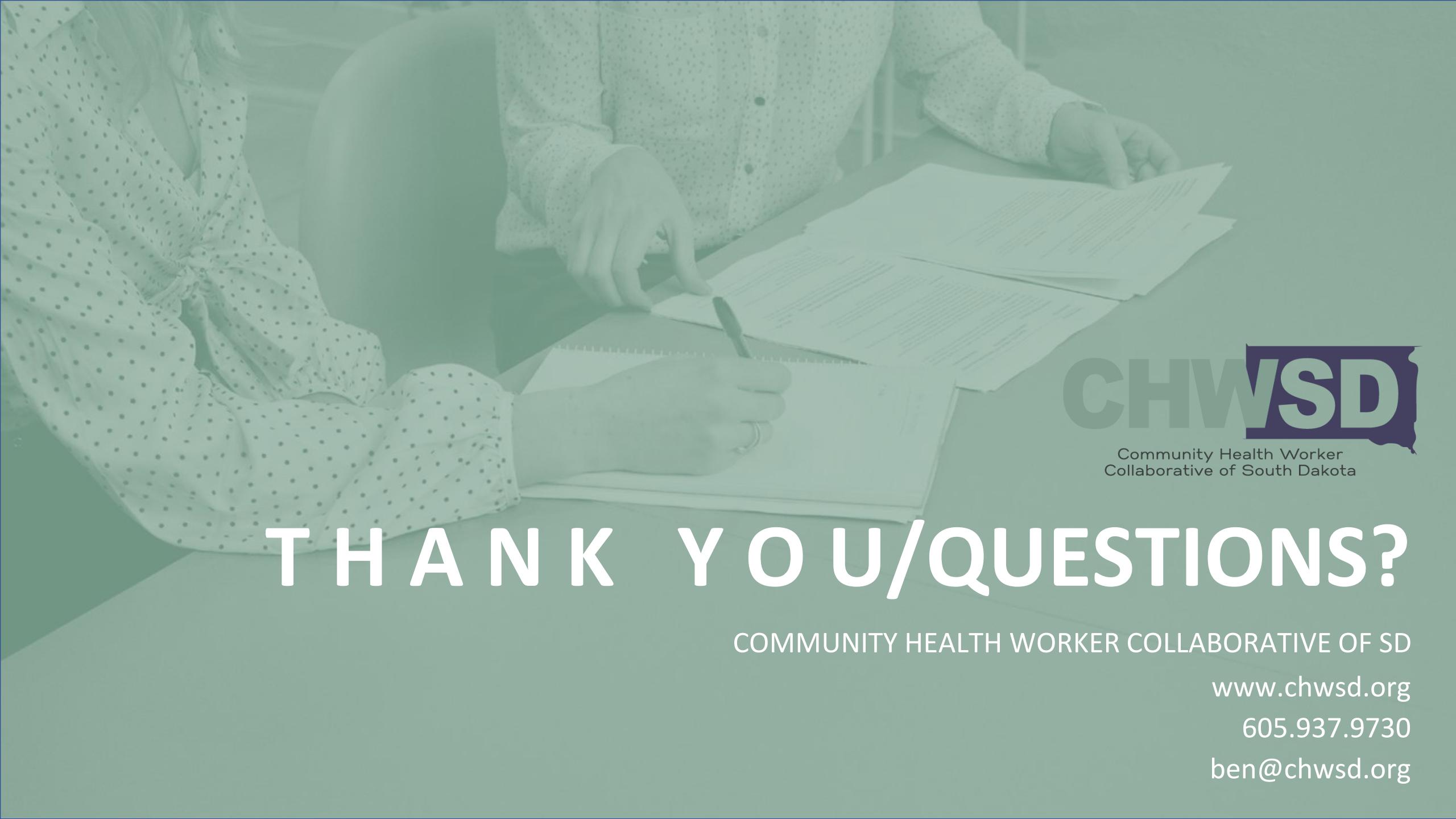
3RD ANNUAL SD CHW CONFERENCE

May 21 and 22, 2024, Sioux Falls, SD



- May 21 and 22, 2024 in Sioux Falls at the Convention Center
- 3 Keynotes, 16 breakout sessions (over 4 breakouts)
- \$75 – includes lunch on May 22nd

www.chwsd.org/2024-sd-chw-conference/



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THANK YOU/QUESTIONS?

COMMUNITY HEALTH WORKER COLLABORATIVE OF SD

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