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CHAPTER 410
OREGON HEALTH AUTHORITY
HEALTH SYSTEMS DIVISION: MEDICAL ASSISTANCE PROGRAMS

FILING CAPTION: Amend Traditional Health Workers Rules to Make Necessary Changes for Compliance with CMS Medicaid Requirements.

EFFECTIVE DATE: 04/22/2022

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RULES:

410-180-0305, 410-180-0315, 410-180-0320, 410-180-0325, 410-180-0326, 410-180-0340, 410-180-0350, 410-180-0370, 410-180-0375

AMEND: 410-180-0305

NOTICE FILED DATE: 01/31/2022

RULE SUMMARY: OAR 410-180-0305 – OAR 410-180-0375: The Equity and Inclusion Division has requested a proposed amendment to Chapter 410 Division 180 to make highly needed changes to current program operation for traditional health workers in Oregon, make changes that are necessary to be in compliance with Medicaid requirements with CMS, eliminate loopholes and other issues regarding THW workforce certification to meet the Oregon training standards and to improve process for processing application for applicants and implement safeguards for the rules.

CHANGES TO RULE:

410-180-0305
Definitions ¶¶

The following definitions apply to OAR 410-180-0300 through 410-180-0380:¶¶

- (1) "Authority" means the Oregon Health Authority.¶¶
- (2) "Authority Approved Training Program" means an organization that provides an education in the core curriculum that meets Authority standards for one or more types of traditional health workers and is approved by the Authority to train those types of traditional health workers.¶¶
- (3) "Birth Doula" means a birth companion who provides personal, nonmedical support to ~~women and birthing person and their~~ families throughout a ~~women~~ birthing person's pregnancy, childbirth, and post-partum experience.¶¶
- (4) "Birth Doula Certification Organization" ~~means~~ is an entity ~~nationally or internationally recognized for training and certify~~ recognized and approved by the Authority for training birth doulas whose educational requirements includes the core curriculum topics described in these rules.¶¶
- (5) "Community-Based Organization (CBO)" means a public or private nonprofit organization that is representative of a community or significant segments of a community and engaged in meeting that community's

needs in the areas of social, human, or health services.¶

(6) "Community Health Worker" has the meaning given that term in ORS 414.025.¶

(7) "Contact Hour" means an hour of classroom, group, or distance learning training. Contact hour does not include homework time, preparatory reading, or practicum.¶

(8) "Competencies" mean key skills and applied knowledge necessary for THWs to be effective in the work field and carry out their roles.¶

(9) "Equivalent Credit" means an individual fulfills the requirements of a course or combination of courses by completing a relatively comparable course or combination of courses.¶

(10) "Family Support Specialist" means an individual who meets qualification criteria adopted under ORS 414.665 and may be either a peer support specialist or a peer wellness specialist who, based on similar life experiences, provides support services to and has experience parenting a child who:¶

(a) Is a current or former consumer of mental health or addiction treatment; or¶

(b) Is facing or has faced difficulties in accessing education, health, and wellness services due to mental health or behavioral health barriers.¶

(11) "Grandfathered Legacy Clause for Traditional Health Workers" means an individual ~~certified before June 30, 2019, by the Authority~~ who has never been certified with the Authority before and gets recognition for Certification as a result of their prior training and work experience and fulfillment of all additional requirements for grandfathering the Legacy clause as set forth in these rules.¶

(12) "Means Counseling" means the use of individual or family, in case of a child, strategies designed to reduce the access, by an individual who is at an elevated risk for suicide, to lethal means, including but not limited to firearms. Application of terms is in ORS 743A.168 and OAR 836-053-1403-~~(7)~~.¶

(13) "Peer Support Specialist" means an individual providing services to another individual who shares a similar life experience with the peer support specialist (addiction to addiction, mental health condition to mental health condition, family member of an individual with a mental health condition to family member of an individual with a mental health condition. A peer support specialist shall be:¶

(a) A self-identified individual currently or formerly receiving addictions or mental health services;¶

(b) A self-identified individual in recovery from an addiction disorder who meets the abstinence requirements for recovering staff in alcohol or other drug treatment programs;¶

(c) A self-identified individual in recovery from problem gambling.¶

(14) "Peer Wellness Specialist" has the meaning given that term in ORS 414.025.¶

(15) "Personal Health Navigator" has the meaning given that term in ORS 414.025.¶

(16) "Registry" means a list maintained by the Authority of traditional health workers certified under these rules.¶

(17) "Safety Planning" means a process of implementation of a document developed through a collaborative process in which the provider assisted the individual and family, in case of a child, that identified strategies to prevent suicide, overdose, or psychiatric emergency when the risk is elevated or following a period of crisis. Application of terms is in ORS 743A.168 and OAR 836-053-1403-~~(13)~~.¶

(18) "THW Applicant" means an individual who applies to the Authority for traditional health worker certification.¶

(19) "Traditional Health Worker (THW)" means a community health worker, peer wellness specialist, personal health navigator, peer support specialist, or birth doula not otherwise regulated or certified by the State of Oregon.¶

(20) "Training Program Applicant" means an organization or entity that applies for Authority approval of its training program and curricula for any of the traditional health worker types.¶

(21) "Verifiable Evidence" means a pay statement, services contract, student practicum, volunteer time log, or other documentation reflecting hours worked or volunteered.¶

(22) "Youth Support Specialist" means an individual who meets qualification criteria adopted under ORS 414.665 and may be either a peer support specialist or a peer wellness specialist and who, based on a similar life experience, provides supportive services to an individual who:¶

(a) Is not older than 30 years old, and¶

(b) Is a current or former consumer of mental health or addiction treatment; or¶

(c) Is facing or has faced difficulties in accessing education, health, and wellness services due to mental health or behavioral health barriers.;

Statutory/Other Authority: ORS 413.042, ~~ORS~~ 414.635, 414.665

Statutes/Other Implemented: ORS 414.635, 414.665, 181.537

AMEND: 410-180-0315

NOTICE FILED DATE: 01/31/2022

RULE SUMMARY: OAR 410-180-0305 – OAR 410-180-0375: The Equity and Inclusion Division has requested a proposed amendment to Chapter 410 Division 180 to make highly needed changes to current program operation for traditional health workers in Oregon, make changes that are necessary to be in compliance with Medicaid requirements with CMS, eliminate loopholes and other issues regarding THW workforce certification to meet the Oregon training standards and to improve process for processing application for applicants and implement safeguards for the rules.

CHANGES TO RULE:

410-180-0315

Birth Doula Certification Requirements ¶¶

(1) To be certified as a birth doula, an individual shall:¶¶

~~(a) Complete all required training specified in OAR 410-180-0375 through:¶¶~~

~~(A) A 28-hour birth doula training program offered by an Authority approved birth doula training program; or¶¶~~

~~(B) A and complete a combination of programs that results in meeting 12 additional hours: 6 hours of cultural competency, 1 hour of interprofessional collaboration, 1 hour of HIPAA, and 4 hours of Trauma Informed Care. Complete all the requirements through equivalent credit training specified in OAR 410-180-0375 and:¶¶~~

~~(ba) Complete an Authority approved oral health training;¶¶~~

~~(eb) Be CPR-certified for children and adults;¶¶~~

~~(dc) Create a community resource list on an Authority approved form;¶¶~~

~~(ed) Document attendance at a minimum of three births and three postpartum visits using an Authority approved form;¶¶~~

~~(fe) Complete all application requirements to be in the state registry;¶¶~~

~~(gf) Complete the Authority certification process; and¶¶~~

~~(hg) Be successfully accepted into the state registry.¶¶~~

(2) Individuals who hold national or non-Oregon state certification and are in good standing with their certifying body may be granted reciprocity or receive equivalent credit for previously completed training. The Authority shall determine the criteria for reciprocity and equivalent credit.

Statutory/Other Authority: ORS 413.042, ORS 414.635, 414.665

Statutes/Other Implemented: ORS 414.635, 414.665, 181.537

AMEND: 410-180-0320

NOTICE FILED DATE: 01/31/2022

RULE SUMMARY: OAR 410-180-0305 – OAR 410-180-0375: The Equity and Inclusion Division has requested a proposed amendment to Chapter 410 Division 180 to make highly needed changes to current program operation for traditional health workers in Oregon, make changes that are necessary to be in compliance with Medicaid requirements with CMS, eliminate loopholes and other issues regarding THW workforce certification to meet the Oregon training standards and to improve process for processing application for applicants and implement safeguards for the rules.

CHANGES TO RULE:

410-180-0320

Traditional Health Worker Continuing Education Requirements ¶¶

- (1) To maintain certification status, all THWs shall complete at least 20 hours of Authority approved continuing education during every three-year renewal period.¶¶
 - (2) Family support specialists and youth support specialists shall complete at least 40 hours of Authority approved continuing education during every three-year renewal period. Two topics must be included within the 40 hours: ¶¶
 - (a) The application of "means counseling" and "safety planning;" ¶¶
 - (b) The use of lived experience and ethical practice.¶¶
 - (3) Continuing education hours taken in excess of the total number required may not be carried over to the next three-year renewal period.¶¶
 - (4) Requests for approval of continuing education courses may come from the hosting organization or from a certified THW attending the training or event.¶¶
 - (5) Foundational trainings of the same training type cannot be used in place of the required CEUs.
- Statutory/Other Authority: ORS 413.042, ORS 414.635, 414.665
Statutes/Other Implemented: ORS 414.635, 414.665, 181.537

RULE SUMMARY: OAR 410-180-0305 – OAR 410-180-0375: The Equity and Inclusion Division has requested a proposed amendment to Chapter 410 Division 180 to make highly needed changes to current program operation for traditional health workers in Oregon, make changes that are necessary to be in compliance with Medicaid requirements with CMS, eliminate loopholes and other issues regarding THW workforce certification to meet the Oregon training standards and to improve process for processing application for applicants and implement safeguards for the rules.

CHANGES TO RULE:

410-180-0325

Application and Renewal Process for Traditional Health Worker (THW) Certification and Registry Enrollment ¶

(1) Individuals seeking THW certification and registry enrollment shall:¶

(a) Be at least 18 years of age;¶

(b) Not be listed on the Medicaid provider exclusion list;¶

(c) Successfully complete all training requirements for certification in a traditional health worker category as outlined in these rules;¶

(d) Pass a background check as described in OAR 410-180-0326;¶

(e) Beginning August 31, 2018, successfully complete an Authority approved oral health training;¶

(f) Submit to the Authority all required documentation and a completed application on an Authority prescribed form.¶

(2) An individual applying for certification or renewal as a peer support specialist as that term is defined in OAR 410-180-0305~~(1)(b)(c)~~ may can have their background check completed by an outside entity pursuant to OAR 410-180-0326 and be verified by that entity to the Authority:¶

(a) The entity's certification requirements shall include all peer support specialist's certification and renewal requirements set forth in these rules;¶

¶

(b) For Authority certification or renewal and entry into the registry, peer support specialists shall either:¶

(A) Have the outside entity submit their certification and background check information to the Authority; or¶

(B) Submit to the Authority all required documentation and a completed application on an Authority prescribed form.¶

(3) Individuals seeking THW certification and registry enrollment as a grandfathered Legacy Clause for community health worker, peer wellness specialist, personal health navigator, or peer support specialist, or birth doula shall:¶

(a) Be at least 18 years of age;¶

(b) Not be listed on the Medicaid provider exclusion list;¶

(c) Pass a background check as described in OAR 410-180-0326;¶

(d) Submit to the Authority all required documentation and a completed application on an Authority prescribed form by June 30, 2024, 5 including:¶

(A) A minimum of one letter of recommendation from any previous employer for whom THW services were provided between January 1, 2008, and June 30, 2024, 5; and¶

(B) Verifiable evidence of working or volunteering in the capacity of a community health worker, peer wellness specialist, or personal health navigator for at least 3000 hours between January 1, 2008, and June 30, 2024, 5; or¶

(C) Verifiable evidence of working or volunteering in the capacity of a peer support specialist for at least 2000 hours between January 1, 2008, and June 30, 2024, 5.¶

(4) Registry applications are available on the THW program webpage or by request to the Oregon Health Authority Office of Equity and Inclusion Verifiable evidence of attending 10 births and providing 500 hours of community work supporting birthing persons and families in the capacity of a birth doula.¶

(E) Submit a completed renewal application on an Authority prescribed form no later than six months after the expiration of the current certification period.¶

(5) An individual may withdraw from the application process for certification and enrollment or from the registry by submitting written notification to the Authority unless a complaint investigation or revocation proceeding is underway.¶

(6) Except for birth doulas, a Applicants shall apply for certification within three years of completing a training program to be eligible for certification and registry enrollment.¶

(7) Except for birth doulas, a Applicants denied certification because they completed a training program more than three years prior to application may file an appeal with the Authority for an exemption.¶

(87) If the Authority determines that an applicant meets the requirements of this section, the Authority shall notify the applicant in writing granting the individual certification as a THW and adding the individual to the registry. ¶

(98) Certification is valid for 36 months from the date of certification. ¶

(109) A THW seeking certification renewal shall: ¶

(a) Submit a completed renewal application on an Authority prescribed form no less than 30 days before the expiration of the current certification period; ¶

(b) Pass a background check as described in OAR 410-180-0326; ¶

(c) Provide written verification indicating that the certificate holder meets the applicable requirements for continuing education set forth in OAR 410-180-0320; and ¶

(d) ~~During the renewal period occurring between October 2017 and October 2020; Submit verifiable evidence of completion of an oral health training ;~~ ¶

(Ae) ~~Completeion of an Authority approved oral health training; and shall need to occur only one time;~~ ¶

(Bf) ~~Submit proof of completion with their renewal application~~ An individual applying for renewal as a THW, whose certification lapsed for more than 6 months will be required to take a competency skills test administered by the Authority in addition to providing proof of completion of the number of CEUs required for their worker type. ¶

(110) The Authority shall remove a THW from the registry if the THW fails to renew certification within the three-year renewal period. ¶

(121) THWs removed from the registry following certification expiration shall be denied renewal unless they file an appeal with the Authority within 60 calendar days of certification expiration and are granted an exemption.

Statutory/Other Authority: ORS 413.042, ORS 414.635, 414.665

Statutes/Other Implemented: ORS 414.635, 414.665, 181.537

AMEND: 410-180-0326

NOTICE FILED DATE: 01/31/2022

RULE SUMMARY: OAR 410-180-0305 – OAR 410-180-0375: The Equity and Inclusion Division has requested a proposed amendment to Chapter 410 Division 180 to make highly needed changes to current program operation for traditional health workers in Oregon, make changes that are necessary to be in compliance with Medicaid requirements with CMS, eliminate loopholes and other issues regarding THW workforce certification to meet the Oregon training standards and to improve process for processing application for applicants and implement safeguards for the rules.

CHANGES TO RULE:

410-180-0326

Background Check Requirements ¶¶

(1) For all new or renewal applications for THW certification, the Authority shall:¶¶

(a) Conduct a background check in accordance with OAR 943-007-0010 through -0501, specifically incorporating and limited to OAR 407-007-0200 to 407-007-0250 and 407-007-0340 to 407-007-0370 and expressly not incorporating OAR 407-007-0275 and 407-007-0277;¶¶

(b) Consult with the Office of the Inspector General to determine if the applicant is excluded from participation in the medical assistance program.¶¶

(2) New or renewal THW applicants may be denied certification or renewal of certification based on a fitness determination that applies a weighting test for potentially disqualifying convictions or conditions.¶¶

(3) New or renewal THW applicants shall be denied certification if they are excluded from participating in the medical assistance program.¶¶

(4) To be certified, enrolled in the registry, and eligible for reimbursement under Medicaid, peer support specialists as defined in OAR 410-180-0305~~(1)(b) and (c)~~ are required to pass a background check. The background check may be conducted by the Authority or by an entity contracting with the Authority to provide background checks:¶¶

(a) If the Authority conducts the background check, the Authority's fitness determination shall comply with the provision of section (1) of this rule and shall include the application of a weighting test for potentially disqualifying convictions or conditions;¶¶

(b) If a contracting entity conducts the background check, the provisions of OAR 407-007-0277 shall apply;¶¶

(c) Peer support specialists described in this section may choose ~~which~~ an Authority approved entity that conducts the background check.

Statutory/Other Authority: ORS 413.042, ORS 414.635, 414.665

Statutes/Other Implemented: ORS ~~181.537~~, 414.635, 414.665, 181.537

AMEND: 410-180-0340

NOTICE FILED DATE: 01/31/2022

RULE SUMMARY: OAR 410-180-0305 – OAR 410-180-0375: The Equity and Inclusion Division has requested a proposed amendment to Chapter 410 Division 180 to make highly needed changes to current program operation for traditional health workers in Oregon, make changes that are necessary to be in compliance with Medicaid requirements with CMS, eliminate loopholes and other issues regarding THW workforce certification to meet the Oregon training standards and to improve process for processing application for applicants and implement safeguards for the rules.

CHANGES TO RULE:

410-180-0340

Standards of Professional Conduct ¶¶

(1) An Authority certified THW shall comply with Standards of Professional Conduct set forth in this rule. The violation of the standards may result in the suspension or revocation of certification or denial of an application for renewal.¶¶

(2) THWs shall:¶¶

(a) Acquire, maintain, and improve professional knowledge consistent with THW standards and competence using scientific, clinical, technical, psychosocial, governmental, cultural, and community-based sources of information;¶¶

(b) ~~Represent all aspects of professional capabilities and services honestly and accurately;~~ Adhere to Authority standards within the scope of service provision, documentation, and billing, as described in OAR 410, division 120.¶¶

(c) Ensure that all actions are within their scope of practice with community members and are based on understanding and implementing the core values of caring, respect, compassion, ethical boundaries, and appropriate use of personal power;¶¶

(d) Develop positive collaborative partnerships with community members, colleagues, and other health care providers to provide care, services, and supports that are safe, effective, and appropriate to a community member's needs;¶¶

(e) Regardless of clinical diagnosis, develop and incorporate respect for diverse community member backgrounds when planning and providing services, including lifestyle, sexual orientation, race, gender, ethnicity, religion, age, marital status, political beliefs, socioeconomic status, ~~or any other preference or disability,~~ personal characteristic, condition, or state;¶¶

(f) Act as an advocate for community members and their needs;¶¶

(g) Support self-determination for community members in a culturally responsive, or culturally appropriate, trauma informed manner;¶¶

(h) Make decisions and act based on sound ethical reasoning and current principles of practice in a way that supports empowerment and respect for community members' culture and self-defined health care goals;¶¶

(i) Maintain individual confidentiality;¶¶

(j) Comply with laws and regulations involving mandatory reporting of harm, abuse, or neglect while making every effort to involve the individuals in planning for services and ensuring that no further harm is done to family members as the result of the reporting;¶¶

(k) Recognize and protect an individual's rights as described in section (3) of this rule.¶¶

(3) Individuals have the right to:¶¶

(a) Dignity and respect;¶¶

(b) Freedom from theft, damage, or misuse of personal property;¶¶

(c) Freedom from neglect and abuse, whether verbal, mental, emotional, physical, or sexual;¶¶

(d) Freedom from financial exploitation;¶¶

(e) Freedom from physical restraints;¶¶

(f) Freedom from discrimination in regard to race, color, national origin, disability, gender, sexual orientation, socioeconomic status, size, type of diagnosis criminal history or religion;¶¶

(g) Confidentiality of their information and records; and¶¶

(h) Give voice to grievances or complaints regarding services or any other issue without discrimination or reprisal for exercising their rights.

Statutory/Other Authority: ORS 413.042, ORS 414.635, 414.665

Statutes/Other Implemented: ORS 414.635, 414.665, 181.537

RULE SUMMARY: OAR 410-180-0305 – OAR 410-180-0375: The Equity and Inclusion Division has requested a proposed amendment to Chapter 410 Division 180 to make highly needed changes to current program operation for traditional health workers in Oregon, make changes that are necessary to be in compliance with Medicaid requirements with CMS, eliminate loopholes and other issues regarding THW workforce certification to meet the Oregon training standards and to improve process for processing application for applicants and implement safeguards for the rules.

CHANGES TO RULE:

410-180-0350

Training Program Requirements ¶¶

(1) All Authority approved training programs shall:¶¶

- (a) Meet the curriculum requirements for the THW type being trained;¶¶
- (b) Demonstrate active efforts to establish equivalency for students who have previously completed training that meets one or more training requirements for their THW type;¶¶
- (c) Require experienced THWs of their THW certification type be involved in developing and teaching the core curriculum;¶¶
- (d) Demonstrate that the organization has sufficient cultural diversity or collaborates with an organization devoted to cultural diversity to address the needs of a culturally diverse population both in training traditional health workers and in training traditional health workers to administer to the needs of the culturally diverse population served;¶¶
- (e) Demonstrate the use of various teaching methodologies, including but not limited to popular education and adult learning;¶¶
- (f) Demonstrate the use of various training delivery formats, including but not limited to classroom instruction and group and distance learning;¶¶
- (g) Demonstrate efforts to make training inclusive and accessible to individuals with different learning styles, education backgrounds, and needs;¶¶
- (h) Demonstrate efforts to remove barriers to enrollment for students;¶¶
- (i) Include any combination of written, oral, or practical cognitive examinations to evaluate and document the acquisition of knowledge and mastery of skills required by the curriculum designed to instruct in the THW competencies;¶¶
- (j) Demonstrate the inclusion of a method or process for individuals trained by the program to evaluate and give feedback on the training experience;¶¶
- (k) Maintain an accurate record of everyone's attendance and participation in training for at least five years after course completion;¶¶
- (l) Agree to verify and provide the Authority with names of individuals who successfully completes the training program when those individuals apply for certification and registry enrollment;¶¶
- (m) Agree to issue a certificate of completion or a certificate of attendance to all successful training program participants. Only a certificate of completion is acceptable as verification of Authority approved training for placement on the registry. A certificate of completion indicates that the participant meets all required instruction, demonstrates achievement of all competency requirements, and has life experience as defined in OAR 410-180-0305 if applying for PSS, PWS, FSS, or YSS certification or if applying for CHW and has experiential knowledge from the same community in which they serve as a CHW as defined by race, ethnicity, geography, age, disabilities, language or culture;¶¶
- (j) The certificate of completion must have the name of the person taking the training, the date range of the training, the specific worker type and/or sub worker type, the number of hours of the training, the trainer's name, and the name of the organization.¶¶

(2) Individuals or entities applying to become an Authority approved training program shall submit information to the Authority that includes at minimum:¶¶

- (a) Contact information for the individual or entity, including director name and contact information;¶¶
- (b) Syllabus, curriculum guide, and course materials that demonstrate the curriculum covers the required competencies;¶¶
- (c) Indication of the training type and curriculum, including specialized training to be offered for community health workers, peer wellness specialists, peer support specialists, family support specialists, youth support specialists, personal health navigators, and birth doulas;¶¶

- (d) An overview of the teaching philosophy and methodology;¶
 - (e) A description of the method of final examinations;¶
 - (f) Description of the criteria for providing a certificate of attendance or a certificate of completion;¶
 - (g) A list of instructors, including experienced THWs for that THW type;¶
 - (h) A description of the geographic area served;¶
 - (i) A signed agreement describing a CBO partnership, if the applicant is not a CBO;¶
 - (j) A description of the approach for recruiting and enrolling a diverse student population to meet the needs of the community, including any strategies for reducing barriers to enrollment; and¶
 - (k) An indication of whether academic credit may be given for successful completion of the training program.¶
- ¶
- (L) A description of training and attendee recordkeeping.

Statutory/Other Authority: ORS 413.042, 414.635, 414.665

Statutes/Other Implemented: ~~ORS 414.635, 414.665, 181.537~~

AMEND: 410-180-0370

NOTICE FILED DATE: 01/31/2022

RULE SUMMARY: OAR 410-180-0305 – OAR 410-180-0375: The Equity and Inclusion Division has requested a proposed amendment to Chapter 410 Division 180 to make highly needed changes to current program operation for traditional health workers in Oregon, make changes that are necessary to be in compliance with Medicaid requirements with CMS, eliminate loopholes and other issues regarding THW workforce certification to meet the Oregon training standards and to improve process for processing application for applicants and implement safeguards for the rules.

CHANGES TO RULE:

410-180-0370

Community Health Workers, Peer Wellness Specialists, Personal Health Navigators, and Peer Support Specialists Certification Curriculum Standards ¶

(1) All community health workers, peer wellness specialists, and personal health navigators shall receive training from an Authority approved training program whose curriculum includes:¶

(a) A minimum of 80 contact hours addressing the core curriculum set forth in section (2) of this rule and any additional curriculum topics specific to the type of worker being trained;¶

(b) All the major roles and core competencies listed and defined in the Oregon Health Policy Board Report "The Role of ~~Non~~-Traditional Health Workers in Oregon's Health Care System" at <https://www.oregon.gov/oha/oei/Documents/nthw-report-120106.pdf>.¶

(2) An Authority approved core curriculum for community health workers, peer wellness specialists, peer support specialists and personal health navigators shall, at a minimum, introduce students to the key principles of the following topics:¶

(a) Community engagement, outreach methods, and relationship building;¶

(b) Communication, including cross-cultural communication, active listening, and group and family dynamics;¶

(c) Empowerment techniques;¶

(d) Identification of community resources;¶

(e) Cultural competency, cultural humility, cultural responsiveness, and cross-cultural relationships, including bridging health system and community cultures;¶

(f) Conflict identification and problem solving;¶

(g) Conducting individual strength and needs based assessments;¶

(h) Advocacy;¶

(i) Ethical responsibilities in a multicultural context;¶

(j) Legal responsibilities;¶

(k) Crisis identification and problem-solving, including suicide prevention, overdose/intoxication, psychiatric crisis, and safety planning;¶

(~~l~~) Professional conduct, including culturally appropriate relationship boundaries and maintaining confidentiality;¶

(m) Navigating public and private health and human service systems, including federal, state, regional, and local systems;¶

(n) Working with caregivers, families, and support systems, including paid care workers;¶

(o) Trauma-informed care, including screening and assessment, recovery from trauma, and minimizing re-traumatization;¶

(p) Self-care;¶

(q) Social determinants of health;¶

(r) Building partnerships with local agencies and groups;¶

(s) The role and certified scope of practice for traditional health workers;¶

(t) Roles, expectations, and supervisory relationships for working in multidisciplinary teams, including supervisory relationships;¶

(u) Data collection and types of data;¶

(v) Organization skills, documentation, and use of health information technology;¶

(w) Introduction to disease processes, including chronic diseases, mental health, tobacco cessation, and addictions, including warning signs, basic symptoms, and when to seek medical help;¶

(x) Health across the life-span;¶

(y) Adult learning principles, including teaching and coaching;¶

(z) Stages of change;¶

- (aa) Best practices for health promotion; and¶
- (bb) Health literacy issues.¶
- (3) In addition to the core curriculum set forth in section (2) of this rule, training programs for community health workers shall include the following topics:¶
 - (a) Self-efficacy;¶
 - (b) Community organizing;¶
 - (c) Group facilitation skills;¶
 - (d) Conducting community needs assessments;¶
 - (e) Popular education methods; and¶
 - (f) Principles of motivational interviewing.¶
- (4) In addition to the core curriculum set forth in section (2) of this rule, training programs for peer wellness specialists shall include the following topics:¶
 - (a) Self-efficacy;¶
 - (b) Group facilitation skills;¶
 - (c) Cultivating individual resilience;¶
 - (d) Recovery, resilience, and wellness models; and¶
 - (e) Principles of motivational interviewing.¶
- (5) An Authority approved curriculum for peer support specialists shall include a minimum of 40 contact hours that include:¶
 - (a) The core curriculum set forth in section (2)~~(a) through (p)~~; of this rule; ¶
 - (b) The role and scope of practice for peer support specialists; and¶
 - (c) Recovery, resilience, and wellness.¶
- (6) In addition to the core curriculum training programs for PSS or PWS set forth in section (2)~~(a) through (p)~~ and (4) or (5) of this rule, an Authority approved curriculum for family support specialists and youth support specialists shall include the following topics:¶
 - (a) The role of the family support specialist in the system serving children and youth;¶
 - (b) Pre-K through post-secondary educational programs;¶
 - (c) Physical and emotional development for ages 0-25;¶
 - (d) Parenting principles, protective factors, and developmental assets to promote resilience; and¶
 - (e) Systems of care principles.¶
- (7) In addition to the core curriculum for PSS or PWS, set forth in section (2)~~(a) through (p)~~ and (4) or (5) of this rule, training programs an Authority approved curriculum for youth support specialists shall include the following topics:¶
 - (a) The role of the youth support specialist in programs serving children, youth, and young adults;¶
 - (b) Collaborative problem-solving principles;¶
 - (c) Protective factors and developmental assets to promote resilience; and¶
 - (d) System of care and positive youth development principles.

Statutory/Other Authority: ORS 413.042, ~~ORS~~ 414.635, 414.665

Statutes/Other Implemented: ORS 414.635, 414.665, 181.537

AMEND: 410-180-0375

NOTICE FILED DATE: 01/31/2022

RULE SUMMARY: OAR 410-180-0305 – OAR 410-180-0375: The Equity and Inclusion Division has requested a proposed amendment to Chapter 410 Division 180 to make highly needed changes to current program operation for traditional health workers in Oregon, make changes that are necessary to be in compliance with Medicaid requirements with CMS, eliminate loopholes and other issues regarding THW workforce certification to meet the Oregon training standards and to improve process for processing application for applicants and implement safeguards for the rules.

CHANGES TO RULE:

410-180-0375

Birth Doula Certification Curriculum Standards ¶¶

(1) Beginning October 1, 2022 all doula training organizations will be required to submit a birth training curriculum in order to provide birth doula trainings in the state of Oregon.¶¶

(2) All birth doulas seeking certification with the state shall complete a minimum of 40 contact hours from an Authority approved training program that includes the following:¶¶

(a) A minimum of 28 in-person contact hours addressing the core curricula topics set forth in section (2) of this rule through an Authority approved training program for birth doulas or through another training program provided by a birth doula certification organization; and other organizations that are only providing the following trainings below:¶¶

(b) Six contact hours in cultural competency training; and¶¶

(c) Six contact hours in one or more of the following topics as they relate to birth doula care:¶¶

(A) One hour of Inter-professional collaboration;¶¶

(B) One hour of Health Insurance Portability and Accountability Act (HIPAA) compliance; and¶¶

(C) Four hours of Trauma-informed care.¶¶

(2) All core curriculum for training birth doulas shall, at a minimum, introduce students to the key principles of the following topics:¶¶

(a) Anatomy and physiology of labor, birth, maternal postpartum, neonatal transition, and breastfeeding;¶¶

(b) Labor coping strategies, comfort measures, and non-pharmacological techniques for pain management;¶¶

(c) The reasons for, procedures of, and risks and benefits of common medical interventions, medications, and Cesarean birth;¶¶

(d) Emotional and psychosocial support of women birthing persons and their support team;¶¶

(e) Birth doula scope of practice, standards of practice, and basic ethical principles;¶¶

(f) The role of the birth doula with members of the birth team;¶¶

(g) Communication skills, including active listening, cross-cultural communication, and inter-professional communication;¶¶

(h) Self-advocacy and empowerment techniques;¶¶

(i) Breastfeeding support measures;¶¶

(j) Postpartum support measures for the mother birthing person and baby relationship;¶¶

(k) Perinatal mental health;¶¶

~~(L)~~ Family adjustment and dynamics;¶¶

(m) Evidence-informed educational and informational strategies;¶¶

(n) Community resource referrals;¶¶

(o) Professional conduct, including relationship boundaries and maintaining confidentiality; and¶¶

(p) Self-care.

Statutory/Other Authority: ORS 413.042, 414.635, 414.665

Statutes/Other Implemented: ~~ORS~~ 414.635, 414.665