

**Tribally Lead Healthcare Systems
Addressing Workforce Development**

O c t o b e r 2 0 2 4

B e n d , O r e g o n



**Tribal Community Health Provider
Program**

Overview

- 1 History of CHAP
- 2 Intro to CHAP Disciplines
- 3 How CHAP addresses Workforce
- 4
- 5
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Raise your hand if:

1. You've lived in a **rural** setting and had trouble accessing health care (doctor, dentist...)
2. You've lived in an **urban** setting and had trouble accessing health care?
3. Lived in a rural or urban setting and **felt uncomfortable** seeking out care?
4. You or someone in your community has **encountered barriers** to higher education?

What kinds of barriers do you and your community face when trying to...

access care?

access education?



Historical Trauma and Lack of Culturally Affiliated Providers

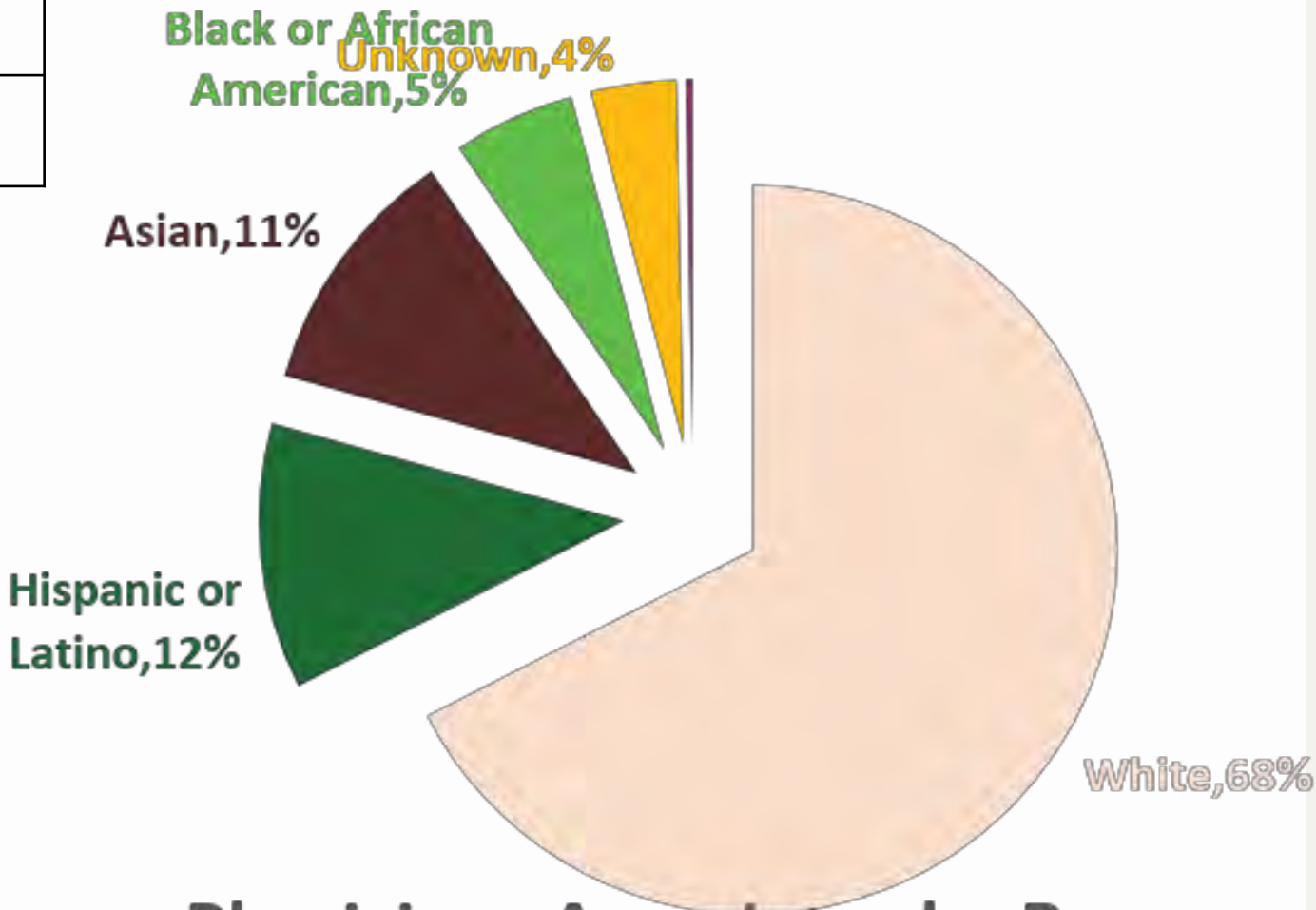
Dentists in the US by Race	
Native American	0.1%
Asian/Pacific Islander	7%
Black/African American	3.5%
Hispanic/Latino	3.5%
White/Caucasian	86%

Source: American Dental Association, Bureau of Health Professions, HRSA

Therapists in the US by Race	Percentages
White	76.4%
Asian	10.6%
Hispanic or Latino	6.3%
Black or African American	4.1%
Unknown	2.2%
American Indian and Alaska Native	0.4%

Source: <https://www.crossrivertherapy.com/therapist-statistics>

Out of the estimated 5.2 million American Indians and Alaska Natives (AI/ANs) in the U.S., about 3,400 are physicians, just 0.4% of the physician workforce, according to a 2018 AMA Council on Medical Education report, “Study of Declining Native American Medical Student Enrollment.”



Physicians Associates by Race

Source: <https://www.zippia.com/physician-assistant-jobs/demographics/>

Alaska Community Health Aide Program (CHAP) Origins

1950's Originated in response to the TB Epidemic

1960's Indian Health Service (IHS) established the Community Health Aide Program (CHAP) in Alaska.

1970's Congress amends the Indian Health Care Improvement Act (IHCIA) to authorize the CHAP expansion (PL 94-437)

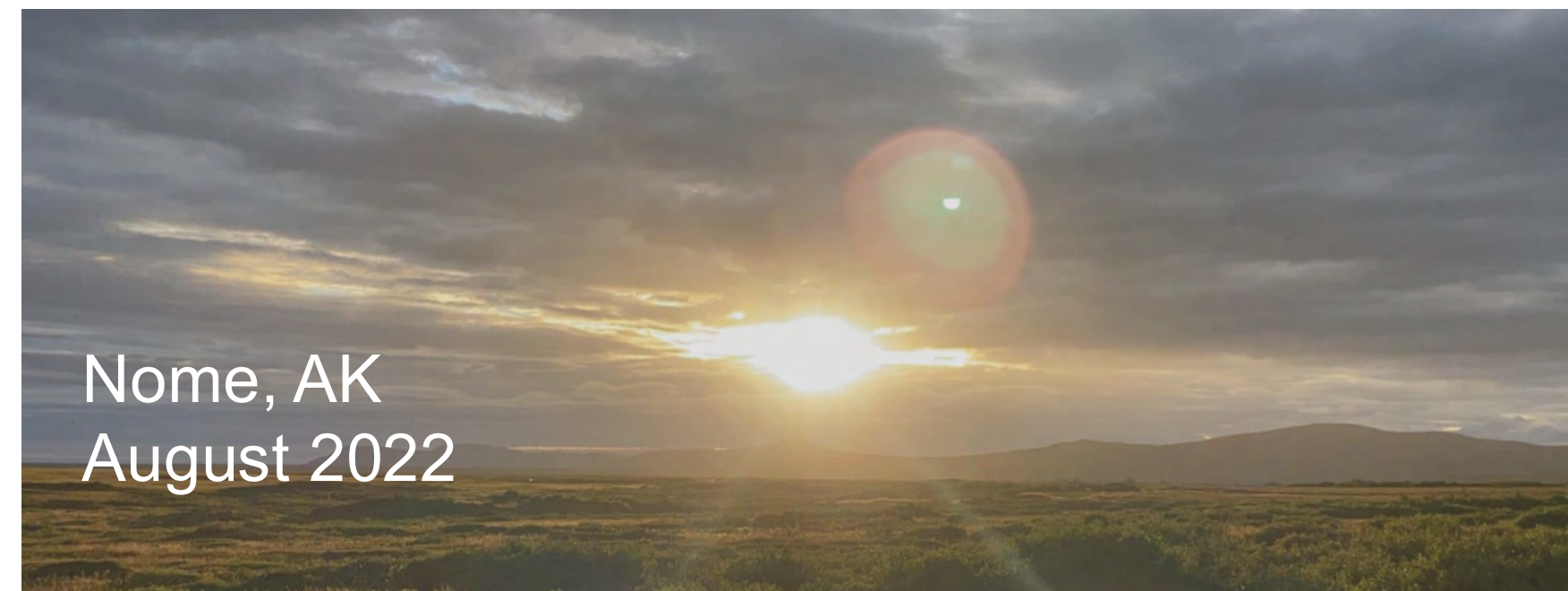
1990's Alaska CHAP Program Certification Board formalized.

<https://akchap.org/>



2000's Dental Health Aide and Behavioral Health Aide Programs created and certified

2020 Nationalization of the CHAP Program



Nome, AK
August 2022



CHAP Addresses Social Determinants of Health

- Accessible care
- Provider stability
- Improve systems of care



- Accessible Education



- Healthier communities



- Trauma-informed care
- Social influence
- Culturally competent workforce



- Healthcare careers



<https://www.cdc.gov/publichealthgateway/sdoh/index.html>



What are the components of CHAP? (a summary)

- **Community outreach and engagement**
 - Tribal leadership
 - Tribal Health Programs
 - Advocacy (federal, state, tribal)
 - ECHO
- **Student and Supervising provider support**
 - Support for students through the education program
 - Support for providers as they integrate a new provider type into their health programs
- **Regulatory Infrastructure**
 - Federal/State advocacy
 - Working with states on integration of CHAP providers into Medicaid programs
 - CHAP TAG
 - Certification Boards
 - Standards and Procedures
 - Academic Review Committees
 - Administrative Support
- **Clinic Implementation Support**
 - Support for tribal administrators as they integrate the program into their health organizations
- **Education Programs**
 - Development and ongoing support of education programs
 - Curriculum Development
 - Health Aide Manuals
 - Partnerships with education institutions
- **Providers**
 - Community Health Aides
 - Dental Health Aides
 - Behavioral Health Aides
 - Community Health Representative Programs as gateways to CHAP careers
- **Implementation Funding**
 - Grants, grant administration
- **Long-term Program Sustainability**
 - Federal/State Advocacy for funding
 - State Medicaid Program Collaboration
 - State Medicaid Billing Infrastructure
- **Area Office Collaboration**

PROGRAMS



EDUCATION PATHWAYS

there are many different
pathways into the CHAP
program, such as:



**Community Health
Representative
(CHR)**

certified medical assistant

high school diploma/GED

dental assistant

peer support



**Dental Health
Aide Program
(DHA/P)**



**Behavioral Health
Aide Program
(BHA/P)**



**Community Health
Aide Program
(CHA/P)**

**Primary Dental
Health Aide I
(PDHA I)**

PDHA II

**Expanded Function
DHA I (EFDHA I)**

EFDHA II

**DHA/Hygienist
(DHAH)**

**DHA/Therapist
(DHAT)**

BHA I

BHA II

BHA III

**BHA IV/Practitioner
(BHP)**

CHA (CHA I and II)

**CHA/P (CHA III
and IV)**



Standards and Procedures

**PORTLAND AREA COMMUNITY HEALTH AIDE PROGRAM
CERTIFICATION BOARD
STANDARDS AND PROCEDURES
AMENDED [3/30/2022]**

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Community Health Aide Program



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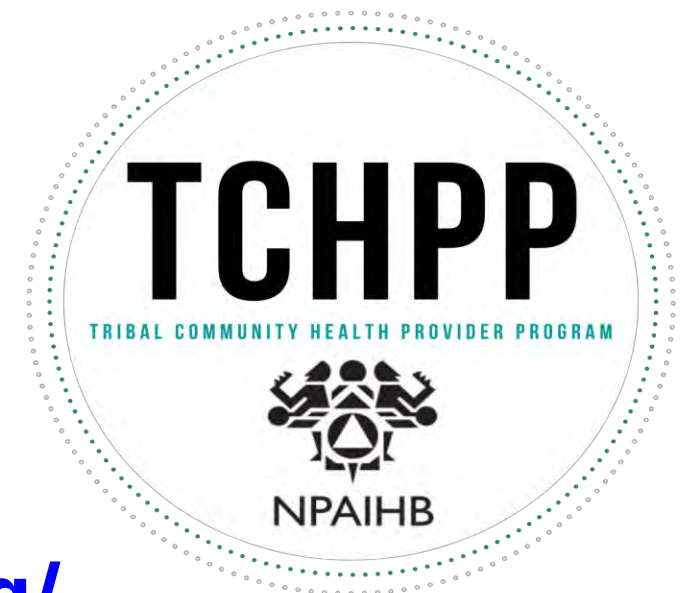
Community Health Representative



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<https://www.tchpp.org/>



Dental Health Aide Program (DHA/P)



Behavioral Health Aide Program (BHA/P)



Community Health Aide Program (CHA/P)

Community Health Aides (CHAs) are **certified primary and emergency care clinicians** who have close cultural ties and connections to the communities they serve.

CHAs practice under the supervision of a licensed clinical provider, such as a physician or advanced practice provider. Examples of CHA duties includes **physical exams, taking vital signs, medication management** and **family planning**.



NORTHWEST COMMUNITY HEALTH REPRESENTATIVE TRAINING



**NORTHWEST PORTLAND AREA
INDIAN HEALTH BOARD**

PRESENTERS



Stephannie Christian
TCHP Education Director



MorningRose Louie
TCHP Education Data Coordinator

COMMUNITY HEALTH REPRESENTATIVE INTRODUCTION

- ▮ **CHRs are considered the original CHW workforce program**
- ▮ CHR Program is a unique concept for providing health care, health promotion, and disease prevention services
- ▮ CHRs have demonstrated how they assist and connect with the community, and their work has become essential to the spectrum of Tribal community-oriented primary healthcare services
- ▮ CHRs are great advocates, in part, because they come from the communities they serve and have tribal cultural competence
- ▮ Their dedicated work has assisted many in meeting their healthcare needs. By providing health education and reducing hospital readmissions, CHRs have contributed to lowering mortality rates. **The demand for CHRs continues to grow**



WHAT IS THE CHR PROGRAM?

The Community Health Representative (CHR) Program is a unique concept for providing health care, health promotion, and disease prevention services. CHRs have demonstrated how they assist and connect with the community, and their work has become essential to the spectrum of Tribal community-oriented primary health care services. CHRs are great advocates, in part because they come from the communities they serve and have tribal cultural competence. Their dedicated work has assisted many to meet their healthcare needs. The health promotion and disease prevention efforts that CHRs provide have also helped people from the community improve and maintain their health. By providing health education and reducing hospital readmissions, CHRs have contributed to lowering mortality rates. The demand for CHRs continues to grow. **CHRs are frontline public health workers who are trusted members of the community with a close understanding of the community, language, and traditions.**

EXAMPLES OF CHR TASKS

- ▶ Provides health screenings and basic medical care
- ▶ Helps patients fill out medical forms
- ▶ Transports patients to and from appointments
- ▶ Advocates for individuals and communities
- ▶ Home checks for elders
- ▶ Coordinates care for community members
- ▶ Provides patient outreach

LEARN MORE

Please don't hesitate to reach out with questions!



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BENEFITS



Apply your knowledge as a CHR to advance in any discipline in the community health field! CHR topics apply to students of any age and a wide spectrum of health career paths.



CHR is a great place to advance in the Community Health Program. Recruiting for Community Health Aides, Behavioral Health Aides, and Dental Health Aides often happens through the CHR program.



Keep indigenous talent in your community and Tribal Health Organization rather than having it drawn out of the community. A thriving CHR program supports the entire health delivery system.



CORE COURSE



AT A GLANCE

Designed for students who are new to the medical field and are looking for an entry level position.

- Students receive educational supplies as part of student support.
- Northwest students receive priority enrollment.

Course Information:

Start Date: **October 3rd, 2024**

Completed over **8 weeks**

37 hours of online coursework

9 hours of interactive live Zoom sessions

6 live Zoom sessions on **Thursdays, 3-4:30pm PT**

Get paid while you learn!

New students are eligible to receive up to **\$1,000** in scholarship funding

COURSE TOPICS

Boundaries in Health Care

Cultural Competency

Communication Skills

Health Disparities

Outreach and Advocacy

Health Literacy

Interviewing

Health Insurance

Tribal Health Systems

Self-Care

Health Equity

For more information or questions contact:



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TCHP Education Data Coordinator

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Now recruiting!
Apply by **September 19th**

ADVANCED COURSE



Eligible for 40 hours of CEUs

AT A GLANCE

Designed for students who are already CHR's looking to advance their education into becoming a **Community Health Aide (CHA), Behavioral Health Aide (BHA), or Dental Health Aide (DHA).**

- Students receive educational supplies as part of student support.
- Northwest students receive priority enrollment.

Course Information:

Start Date: **August 6th, 2024**

Completed over **6 weeks**

38 hours of online coursework

14 hours of interactive live Zoom sessions

9 live Zoom sessions on **Tuesdays and Thursdays, 3-4:30pm PT**

Get paid while you learn!

New students and returning students from the CHR Core Course will receive **\$1k-3k** in scholarship funding

COURSE TOPICS

Introduction to CHA, BHA, and DHA

Ethics and Professionalism

Medical-Legal Informations

Indigenous Oral Health

Healing from Historical Trauma

Health & Wellness

Vital Signs

Emergency Preparedness

Aging and Elder Issues

Diabetes

For more information or questions contact:

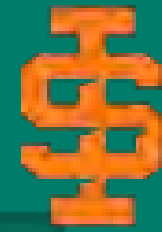


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Now recruiting!
Apply by **July 23rd**



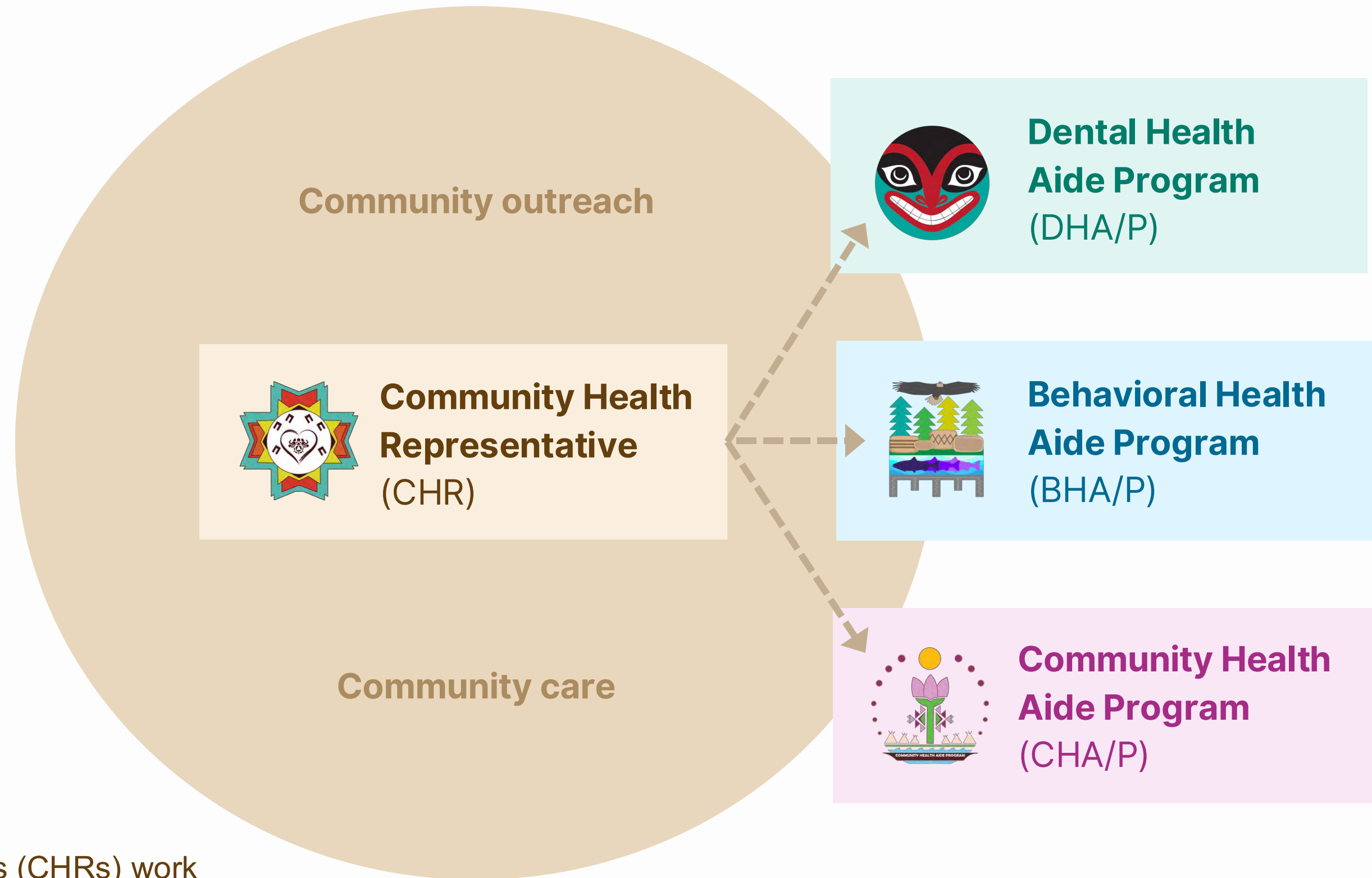
Idaho State
University

Now Recruiting!

Start date of October 3, 2024!

- NPAIHB is offering the CHR core course through Idaho State University
- Training offers a culturally specific curriculum designed for Indigenous students
- Students taking only the Core Course will be eligible for up to \$1,000, students who continue onto the Advanced Course will receive an additional \$3,000
- Northwest students (ID, OR, WA) will receive priority enrollment

EDUCATION PATHWAYS

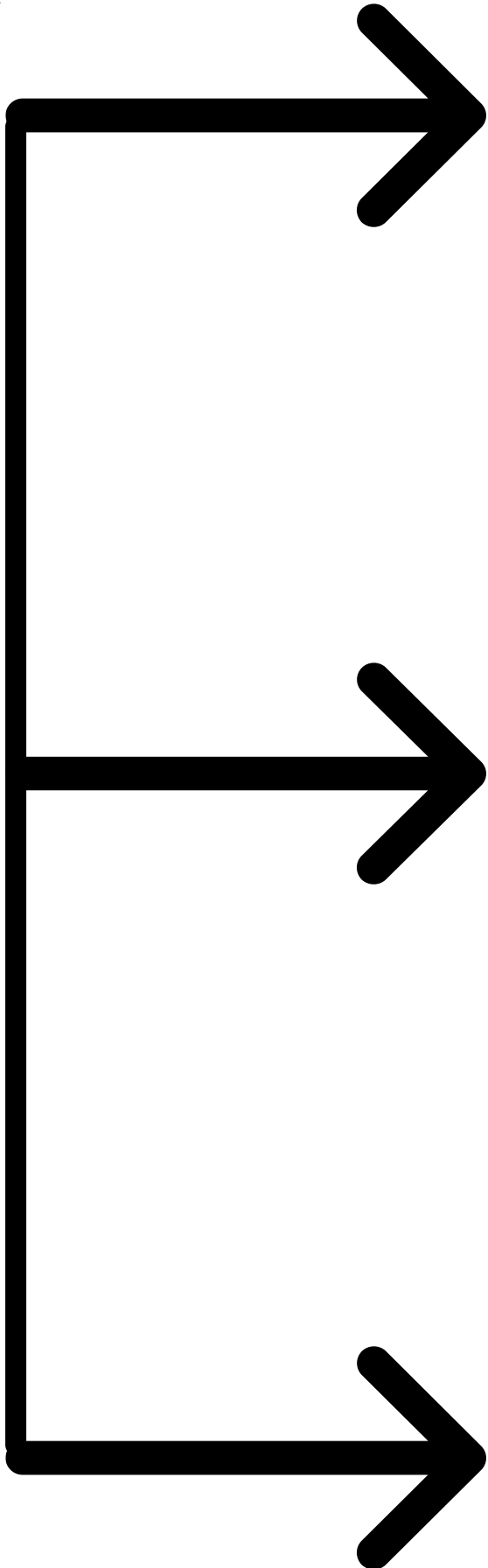


Community Health Representatives (CHRs) work alongside and between these three programs to improve the health of the entire community.

CHR Education Pathway
Student Retention



COMMUNITY HEALTH
REPRESENTATIVE PROGRAM
Powered by NPAIHB



Dental Health Aide Program

▮ Students have not yet entered the DHA Program

BEHAVIORAL HEALTH
AIDE PROGRAM



▮ 3 students have entered the BHA Program



▮ 8 students will be selected for CHA Program
2 from each Pilot site

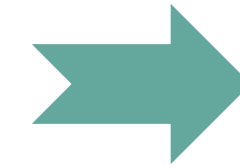
Northwest Community Health Representative Training

Training Outline

Core training- 48 hours coursework, 12 hours of live Zoom

Advanced Training- 48 hours online course, 12 hours live Zoom

Total: 120 hours total to earn a CHR Advanced Completion



CHR

Community Health Representative

CHA

Community Health Aide

CHP

Community Health Practitioner

Scope of Work

Care Coordination

Outreach and Advocacy

Community Support

Assessment and Evaluation

Home Visits

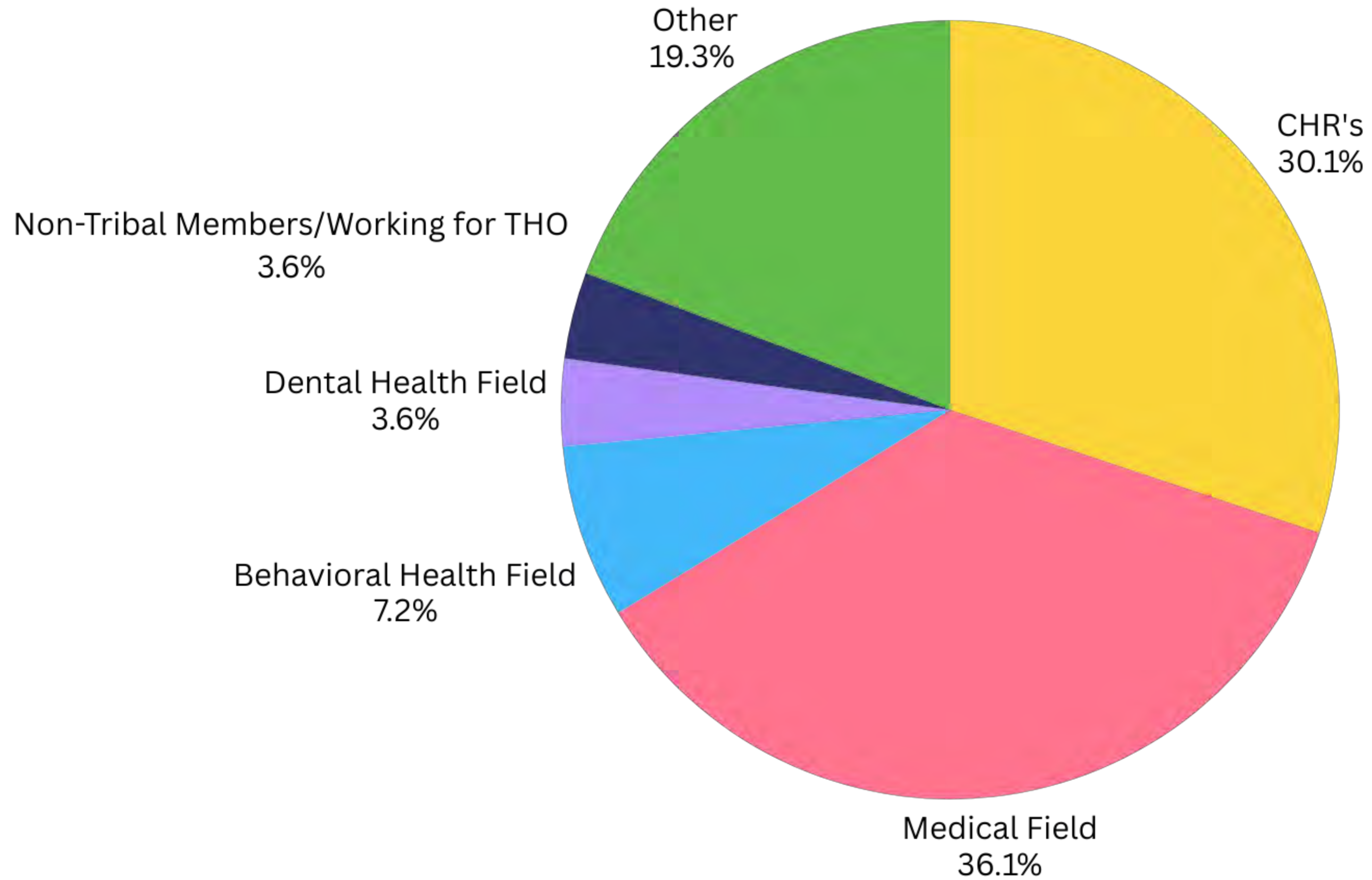
Transportation



84 Students have completed
both the core and upskill
training since August 2023



Student Recruitment



Student Tribal Representation

Northwest Tribes

- ▣ Ceour'd Alene
- ▣ Lummi
- ▣ CTUIR
- ▣ Puyallup
- ▣ Sauk-Sauiatlle
- ▣ Shoshone-Bannock
- ▣ Shoshone-Paiute
- ▣ Yakama
- ▣ Quinalt
- ▣ Colville
- ▣ Warm Springs
- ▣ Tulalip
- ▣ Quileute

Tribes Outside Northwest

- ▣ Navajo
- ▣ Assiniboine-Sioux
- ▣ Salish-Kootenai
- ▣ Blackfeet
- ▣ Cherokee
- ▣ Pueblo
- ▣ Wichita
- ▣ Choctaw
- ▣ Kiowa
- ▣ Apache
- ▣ Paiute
- ▣ Cheyenne Arapaho
- ▣ Chickasaw
- ▣ Northern Cheyenne
- ▣ White Mountain Apache

Tribal Health Organization Student Representation

Northwest THO's

- ▮ Marimn Tribal Health
- ▮ Shoshone Bannock Tribes HH&S
- ▮ Shoshone Bannock Community Health Center
- ▮ Yellowhawk Tribal Health
- ▮ Port Gamble S'Kallam Clinic
- ▮ Stillaguamish Tribes Wellness Clinic
- ▮ Fort Hall IHS Dental Clinic
- ▮ Warm Springs Health & Wellness Clinic
- ▮ Owyhee Community Health Facility
- ▮ Quileute Health Center
- ▮ Siletz Community Health Clinic
- ▮ Klamath Tribal Health
- ▮ Roger Saux Health Center- Quinault
- ▮ Sauk Suiattle Indain Health

THO's outside the NW

- ▮ Wichita Health Program
- ▮ CSKT Tribal Health
- ▮ Four Corners Detox & Recovery
- ▮ Hopi Tribe Community Health
- ▮ Clinton Indian Health Center
- ▮ Cibola Family Health Center
- ▮ Navajo Public Health
- ▮ Navajo IHS
- ▮ Taos Pueblo Health & Community Services



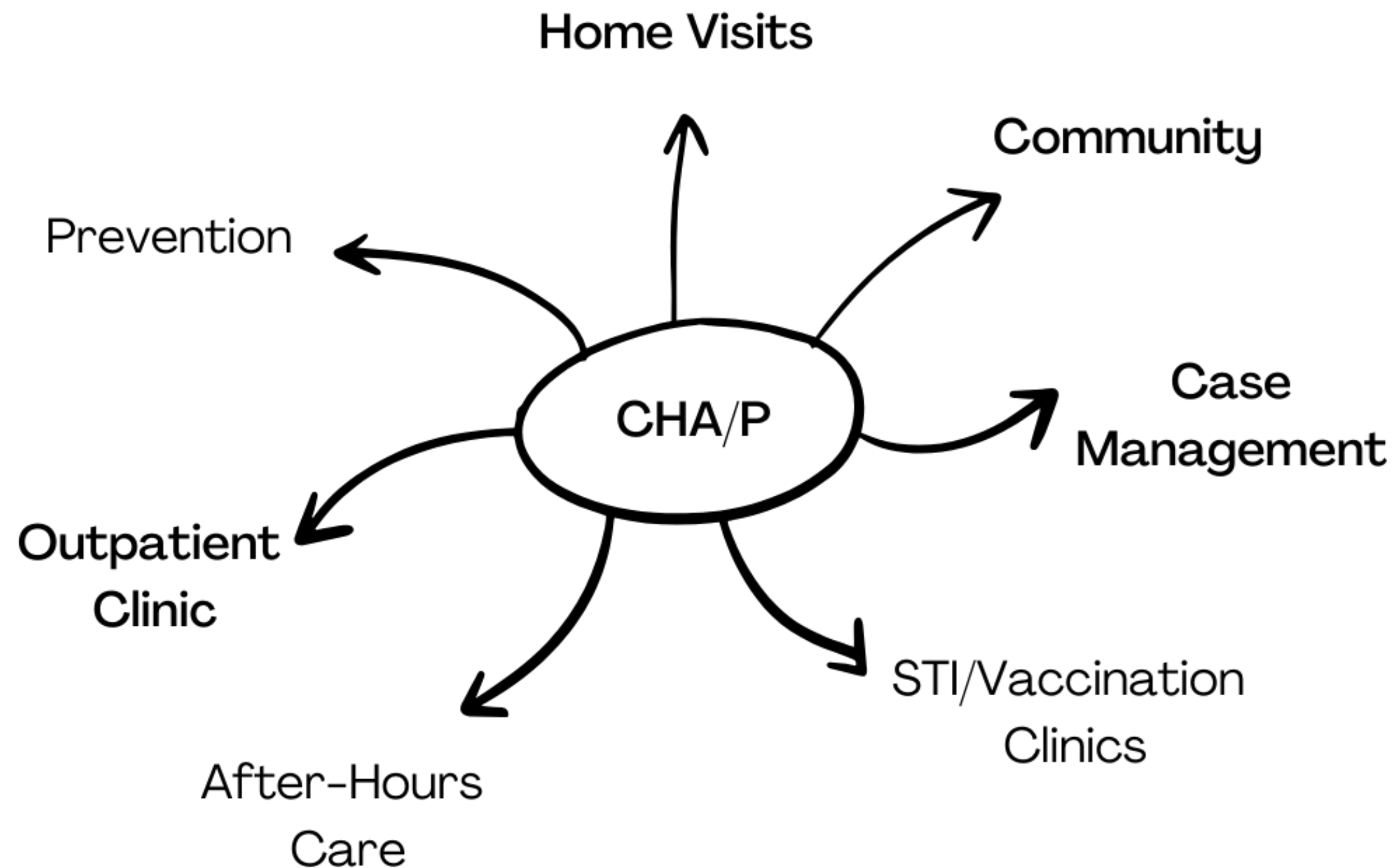
Community Health Aide/Practitioner

Community Health Aide Practitioners (CHA/P) are certified primary care clinicians who have close cultural ties and connections to the communities they serve. In Oregon, Washington, and Idaho they are community members of AI/AN communities who attend CHA/P educational programs approved by the Portland Area CHAP Certification Board and work within the Tribal Health and Human systems.

- *A CHA/P practices under the supervision of a licensed clinical provider, such as a physician or advanced practice provider (PA, NP).*
- *Basic education for CHA/P includes didactic learning, skills practice and training, and clinical time providing patient care with the guidance of an advanced practice provider or physician.*

Where can a CHA/P work?

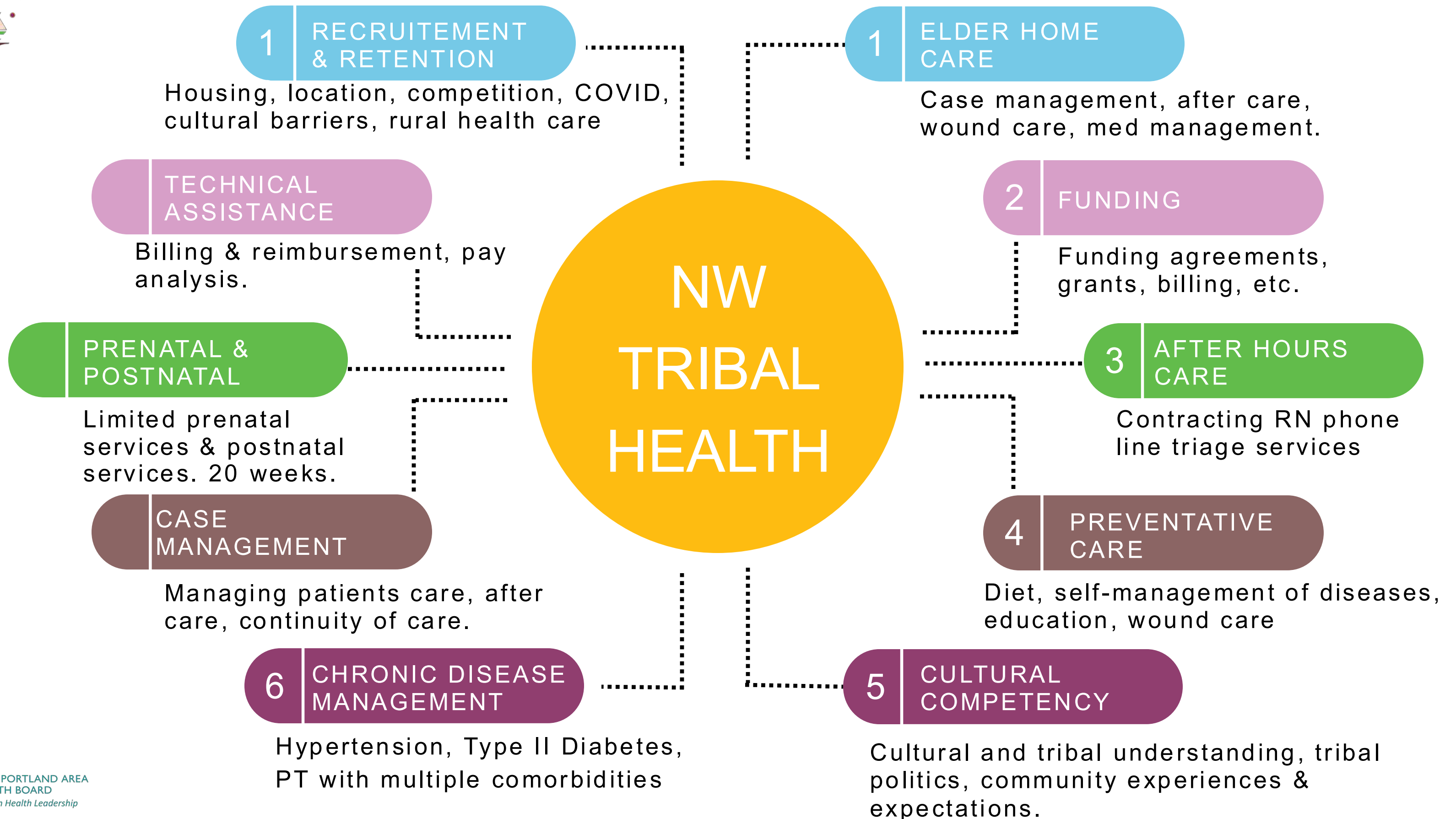
Tribal Health Organization or Indian Health Service Clinic implementing the CHA/P program and employing a CHA/P.





NORTHWEST TRIBAL HEALTH NEEDS

MARCH 2022 - CURRENT



Community Health Aide/Practitioner Scope of Practice

Scope of Practice	Community Health Representative	Community Health Aide	Community Health Practitioner
Care Coordination	X	X	X
Outreach & Advocacy	X	X	X
Community Support	X	X	X
Assessment & Evaluation	X	X	X
Home Visits	X	X	X
Transportation	X	X	X
Acute Care Visits		X	X
Chronic Care Visits		X	X
Diabetic and HTN		X	X
Elder Care		X	X
STI Screening		X	X
Recheck Visits		X	X
Emergency Triage		X	X
Emergency Care			X
Prenatal Care			X
Well Child Care			X
Addiction Medicine			X
Preventative Visits			X

Northwest Community Health Aide Training

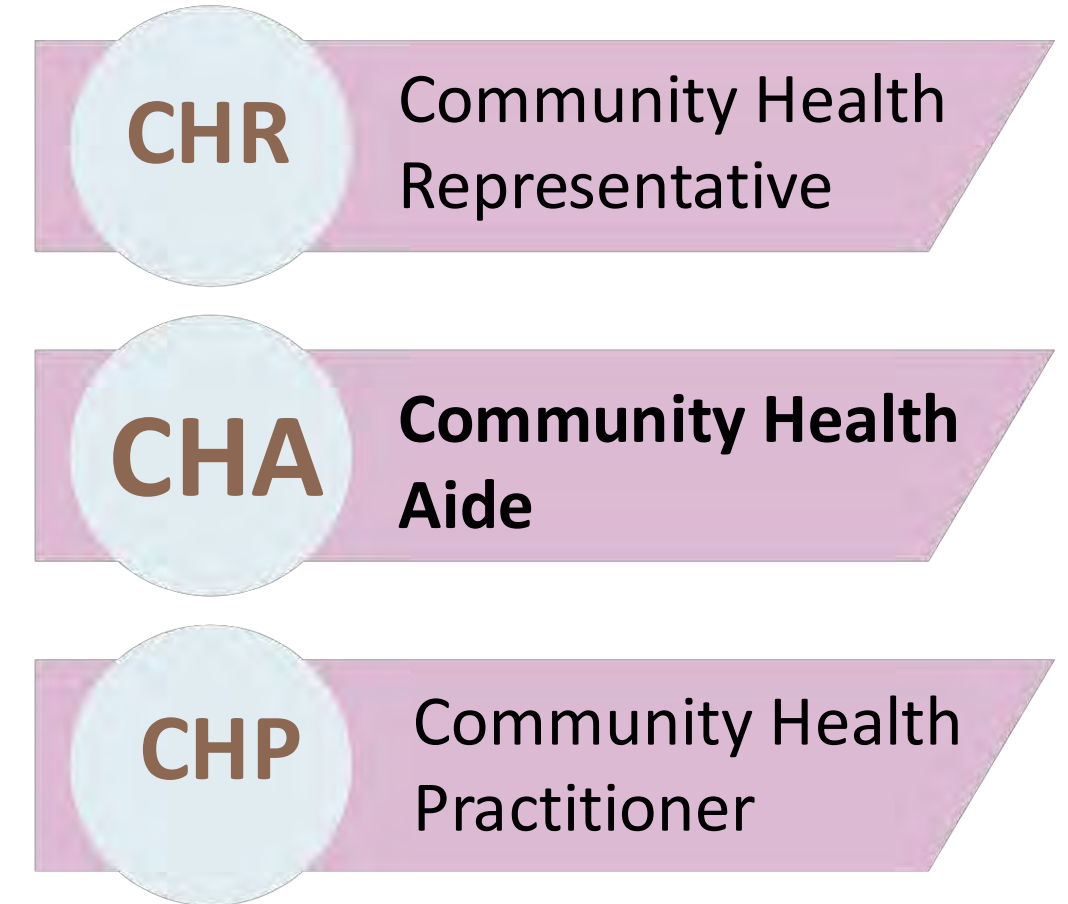
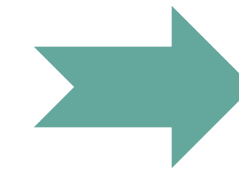
Training Outline

- 320 hours of didactic training
- 200 hours of clinical
- 80 patient encounters

Total: 520 hours total to earn a CHA Completion

Scope of Work:

- Acute Care Visits
- Chronic Care Visits
- Diabetic and HTN
- Elder Care
- STI Screening
- Recheck Visits
- Emergency Triage



Northwest Community Health Practitioner Training

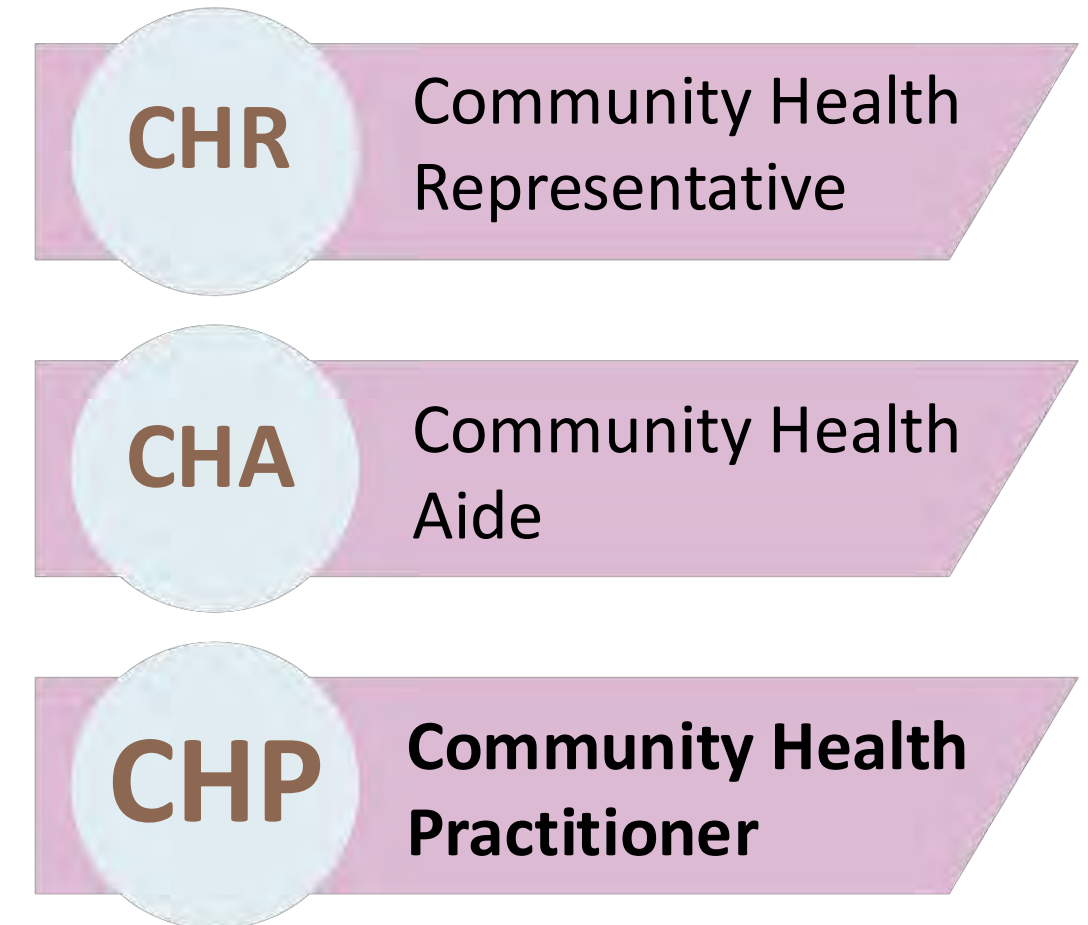
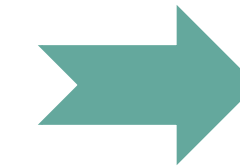
Training Outline

- 320 hours of didactic training
- 400 hours clinicals
- 132 patient encounters

Total: 720 hours total to earn a Community Health Practitioner Certification

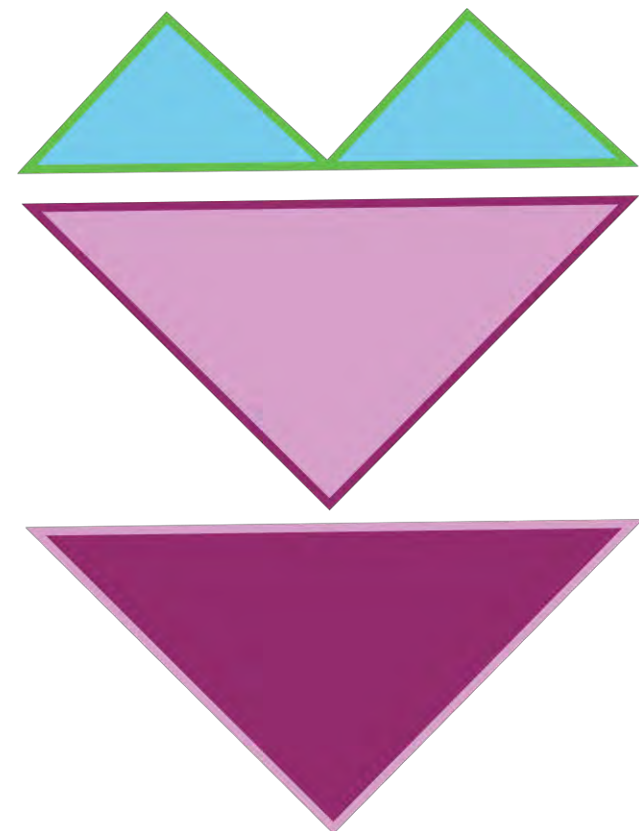
Scope of Work:

- Acute Care Visits
- Chronic Care Visits
- Diabetes and HTN
- Elder Care
- STI Screening
- Recheck Visits
- Emergency Care
- Prenatal Care
- Well Child Care
- Addiction Medicine
- Preventative Visits



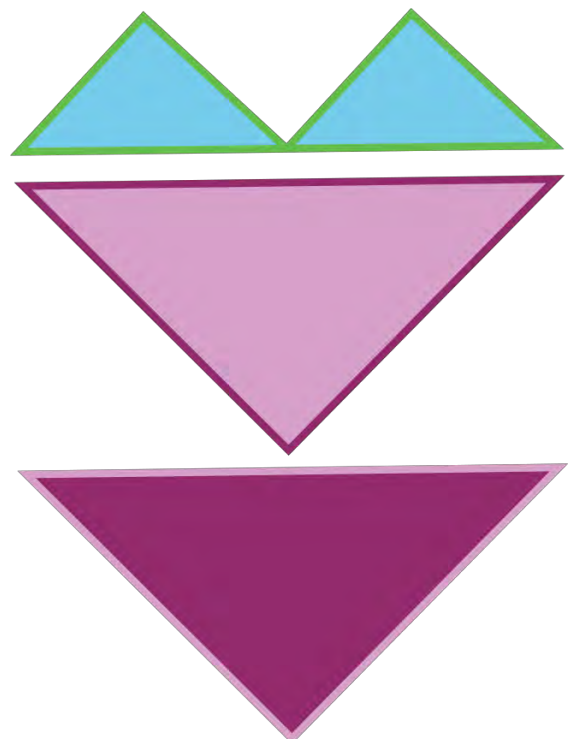
Comparison to Medical Providers

	<u>Physicians</u>	<u>Nurse Practitioners & Physician Associates</u>	<u>Community Health Aide Practitioners</u>
Practices under their own license	Yes	Yes	No
Visit length	15-30 minutes	15-30 minutes	1 hour
Training in Primary Care, Emergency Medicine, Women's Health/Prenatal Care, Elder Care, Pediatrics.	Yes	Yes	Yes
Certification requires Continuing Medical Education	~ 100 hours every two years	~ 100 hours every two years	~ 40 hours every two years
Take call	Yes	Yes	Yes
Work in clinic alone	Yes	Yes	Yes
Services can be billed with Medicare and Medicaid	Yes	Yes	Yes
Services can be billed with third party insurances	Yes	Yes	Some
Administers Vaccinations	Yes	Yes	Yes
Education	HS Diploma Bachelor's Degree Medical Degree Varying residency Certification/Board Exam(s)	HS Diploma Bachelor's Degree Master's or Doctoral Degree Varying residency Certification/Board Exam(s)	HS Diploma 6-8 grade reading/math proficiency 3 training sessions Post Session pt visit # & type req't 2 Week Preceptorship/Cert Exam
Medication privileges	Prescribes	Prescribes	Dispenses
Diagnostic skills	Make Diagnoses	Make Diagnoses	Make Assessments
Performs sports physicals	Yes	Yes	No
Interprets complex labs (CBC, CMP, HgA1c, etc.)	Yes	Yes	No
Interprets basic labs (UA, Pregnancy Test, Rapid Strep or Flu Test, etc.)	Yes	Yes	Yes
Performs pap smears	Yes	Yes	After additional training with supervising physician



Comparison To Members of Healthcare Team

	<u>Medical Assistant</u>	<u>Nurse</u>	<u>Community Health Aide Practitioner</u>
Takes Vital Signs	Yes	Yes	Yes
Pushes IV Meds	No	Yes	No
Places Urinary Catheters	No	Yes	No
Draws Blood	Yes	Yes	Yes
NG Tubes	No	Yes	No
Patient Education	Yes	Yes	Yes
Required Continuing Medical Education	No	Yes	Yes
Administers Vaccinations	Yes	Yes	Yes
Interpret Simple Labs (UA, Pregnancy Test, Blood Sugar, etc)	Some	Yes	Yes
Interpret Complex Labs (CBC, CMP, HgbA1c, etc)	No	Some	No
History Taking Skills	Basic	Nursing Model	Medical Model
Physical Exam Skills	Basic	Nursing Model	Medical Model
Diagnostic Skills	No	Nursing Model	Assessments
Education	HS Diploma One semester program	HS Diploma AD, BS, MS Board Certification	HS Diploma 6-8 grade reading/math proficiency 4 training session 3-4 weeks each Post Session pt visit # & type req't 2 week preceptorship/cert exam



How to become a CHA/P?



Potential Methods of CHA/P Integration

- ▶▶ Acute care visits
- ▶▶ Triage/case management
- ▶▶ Basic chronic care visits
- ▶▶ Well and sick child visits
- ▶▶ Wound care visits
- ▶▶ Prenatal care visits
- ▶▶ STI clinics
- ▶▶ Vaccination Clinics
- ▶▶ Extending clinic hours
- ▶▶ Providing on-call services
- ▶▶ Seeing after-hours acute visits/phone consultations to reduce ER visits





Medical Supervision for CHA/P's

Supervisory Roles for CHA/P's

▶ 1. Supervising Physician

- ▶ Must be an MD or DO
- ▶ Responsible for signing the Consulting Provider Agreements (CPA's)
- ▶ Hold the license under which the Health Aides practice
- ▶ May collaborate with the CMP

▶ 2. Consulting Medical Provider (CMP)

- ▶ Can be a Physician Associate (PA-C), Nurse Practitioner (NP/ANP), Medical Doctor (MD), or Doctor of Osteopathy (DO) that work for the tribal health organization or the Federal Government and must hold a current license in the practicing state.
- ▶ Responsible for the day to day consultation of patients.
- ▶ Quarterly patient chart review
- ▶ Responsible for Individual Clinical Learning Needs (ICLN's) after each quarter
- ▶ May offer recommendations on the CPA's to the Supervising Physician
- ▶ Can oversee a max of 6 CHA/P's per provider

▶ 3. Mentors/Skills Instructors (Provided by NPAIHB CHAP Education Center)

- ▶ Can be a PA, NP, ND, MD, or DO that work with the NPAIHB
- ▶ Responsible for the skills training and knowledge education of the CHA/P.
- ▶ Provide weekly mentor check-ins.

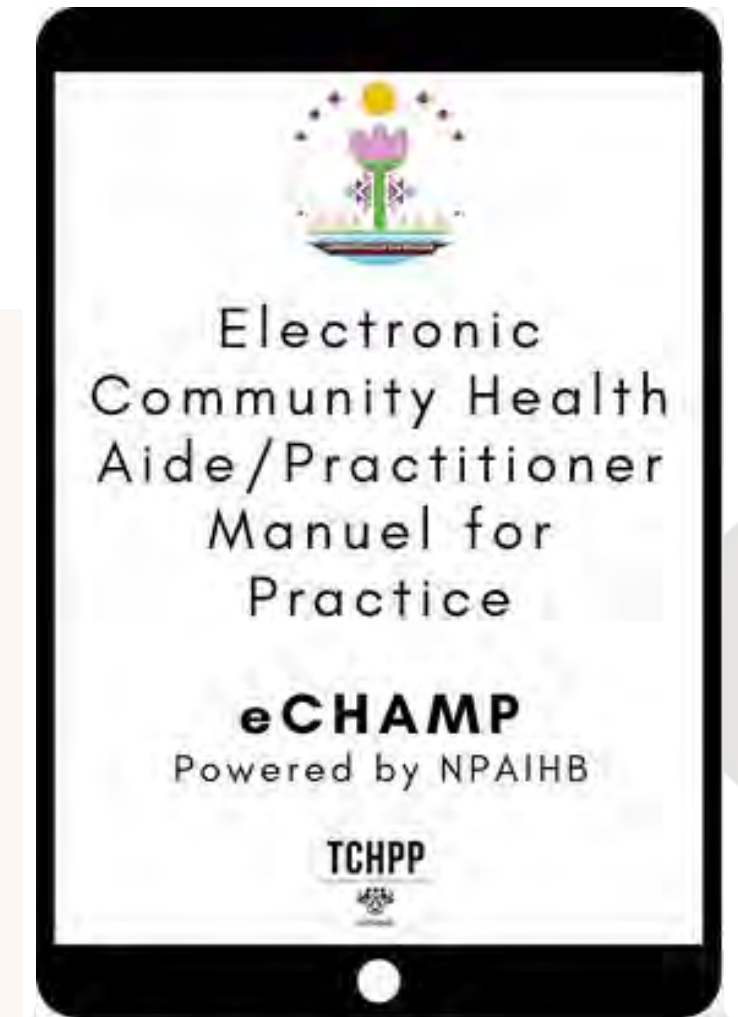
▶ 4. On Sight Supervisor

- ▶ Someone in a managerial or human resource role at the sight the CHA/P is practicing.
- ▶ In charge of day to day, on sight issues such as approving time sheets and leave.

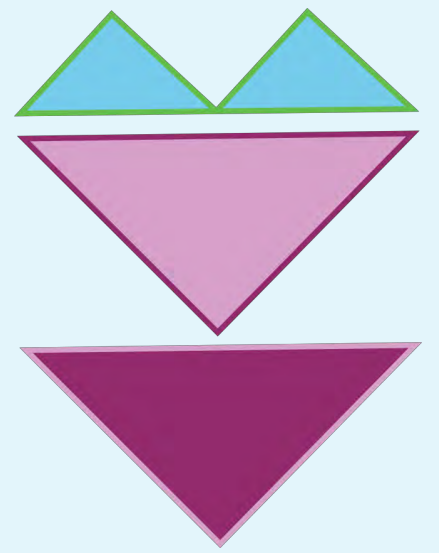
What is a CHA/P's Scope of Practice?

A CHA/P's Scope of Practice includes any knowledge or skill they have proven competent during training, AND that is covered in the eCHAMP, AND that their licensed Consulting Medical Provider (CMP) can perform themselves.

- The Electronic Community Health Aide Manual for Practice (eCHAMP) is a manual that guides the CHA/P through every patient encounter.
 - It must be used with every patient visit.
 - Training on how to use the eCHAMP is taught every Quarter.
 - The eCHAMP guides the Health Aide with history questions and appropriate exams for each specific patient complaint.
 - The eCHAMP provides Assessment charts to guide in the correct Assessment of patient condition.
 - Plans for each Assessment offer step-by-step care instructions.
 - The entire visit has safety protocols embedded throughout, to allow for the patient to risk out if their needs exceed the CHA/P's scope of practice and require CMP consultation.



FRAMEWORK FOR NW Tribal-Based Community Health Aide/Practitioner (CHAP) Implementation



▶▶ Formal Processes

▶▶ MOU, Resolutions, Timelines, THO funding agreement discussions.

▶▶ CHA/P Curriculum & eCHAMP Build

▶▶ Curriculum development, (May 2024), Dakota Systems.

▶▶ Logistics

▶▶ Training format, skills, hybrid, space, equipment, THO CHAP teams, CHAP orientation and training.

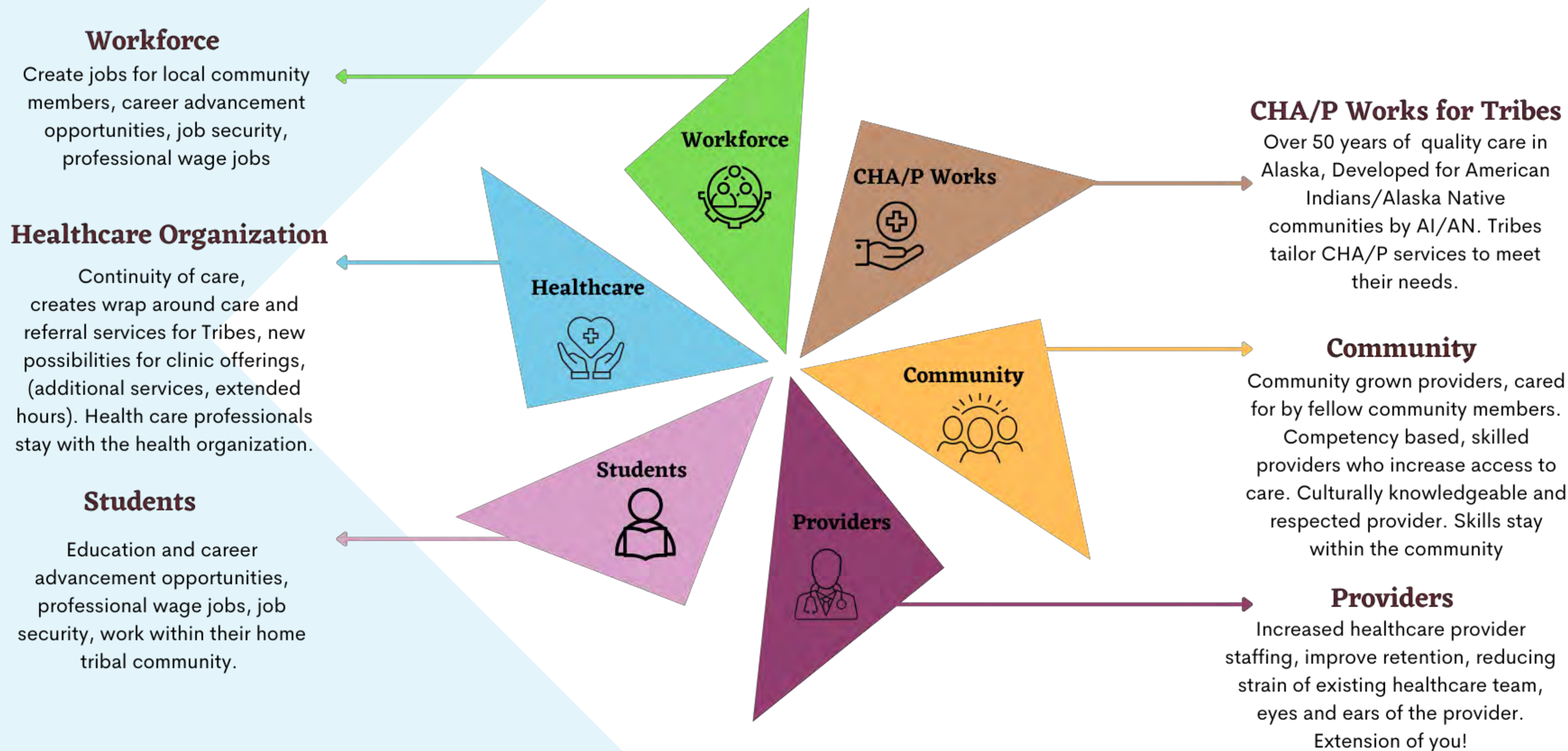
▶▶ Student Recruitment

▶▶ THO to recruit 2 CHA students with 1 alternate, THO will employ, Tribal or community member, to meet the minimum requirements for entry, THO will provide clinical supervision.

▶▶ Certification Framework

▶▶ THO member to participate in regulatory bodies, CHARC, PACCB review & approves training sites, PACCB review & approve provider certification.

Benefits of a Community Health Aide/Practitioner



SCAN ME



TO VIEW the CHA/P FAQ

NORTHWEST PORTLAND AREA INDIAN HEALTH BOARD

COMMUNITY HEALTH
AIDE/PRACTITIONER

FREQUENTLY ASKED QUESTIONS



HOW TO BECOME A COMMUNITY HEALTH AIDE PRACTITIONER?

CHA/Ps attend 614 hours of didactic education and skills of the series of six quarter and perform 836 hours of clinical time. The minimum required hours total 1450 hours.

CHR	Course Title	Hour Commitment	Additional Info
	CHR Core	52 hours over an 8-weeks	Employer should allow 1.5 hours a week for live zoom courses
	CHR Advanced	52 hours over a 6-weeks	Employers should allow 3 hours a week for live zoom courses
	CHA Foundations	60-80 hrs over a 6-8 weeks	Employer should allow 10 hours a week for this course
CHA Perp	Course Title	Hour Commitment	Additional Info
	BLS	4-12 hours depending on course	NPAIHB Approved healthcare provider BLS course. In person or hybrid online with in person skills
	E.H.R Training	Time Commitment dependent on employers usual training	
CHA	Course Title	Hour Commitment	Additional Info
	CHA 101	186 hrs online coursework + 30 hrs onsite skills + 24 hrs clinicals. Total of 240 hours over 12 weeks	Employer should allow 20 hours a week for this course
	CHA 102	112 hrs online coursework + 56 hrs onsite skills + 72 hrs clinicals. Total of 240 hours over 12 weeks	Employer should allow 20 hours a week for this course
	CHA Internship	200 hours of clinicals that includes being an active participant* and the primary provider*	CHA/P's have 5 weeks to finish this. Employers can decide how to arrange hours that is best for the CHA/P and Consulting Medical Provider
CHP	Course Title	Hour Commitment	Additional Info
	CHP 201	80 hrs online coursework + 40 hrs onsite skills + 120 hrs clinicals. For a total of 240 hours over 12 weeks	Employer should allow 20 hours a week for this course.
	CHP 202	72 hrs online coursework + 48 hrs onsite skills + 120 hrs clinicals. For a total of 240 hours over 12 weeks	Employer should allow 20 hours a week for this course
	CHP Internship	200 hours of clinicals that includes being an active participant* and the primary provider*	CHA/P's have 5 weeks to finish this. Employers can decide how to arrange hours that is best for the CHA/P and Consulting Medical Provider
	CHP Preceptorship	60 Hours (combined assessment, skills & clinicals) over a 2-week time period	Additional 5 hours of written testing will be proctored by NPAIHB staff



Dental Health Aide Program (DHA/P)

Dental Health Aides (DHAs) are **primary dental providers** that focus on **prevention** and **basic oral health procedures**.

There are four categories of dental health aides, all of which work under the direct, indirect, or general supervision of a licensed dentist.

DHAs focus on prevention in clinic and through **outreach** and can provide procedures such as fluoride treatments, dental assistant functions, and coronal prophylaxis



Behavioral Health Aide Program (BHA/P)



Community Health Aide Program (CHA/P)

Northwest Dental Health Program (NW DHAP)



Dental Health Aide/Therapist (DHA/T)



Dental Health Aide Program

PDHA I & II

- OHI, motivational interviewing
- Fluoride and topical treatments
- Dental Assisting
- Coronal prophylaxis

EFDHA I & II

- PDHA I & II Skills
- Simple and Complex Restoration
- Coronal prophylaxis

DHAH

- RDH Procedures
including Local Anesthetic

DHAT

- PDHA and EFDHA Skills
- Prep teeth and place restorations
- Non-surgical extractions
- Exams

Why do we need Dental Health Aide Providers?



01

AI/AN people experience disproportionately high oral disease

02

By the age of 5, AI/AN children experience triple the incidence of caries that white children experience

03

83% of AI/AN people 40-64 suffer tooth loss

04

80% of AI/AN children 6-9 have a history of caries, compared to 45% of the general U.S. population

05

Severe periodontal disease affects 17% AI/AN adults over the age of 35 (28% for those who smoke)

06

Almost half of AI/AN children have untreated dental caries compared to just 17 % of general U.S. population



dəx^wǰayəbus-Dental Therapy
Program



Become a Dental Therapist!

- Classes start Fall 2025
- Applications due **June 1, 2025**
- 3 academic years (9 quarters)
 - AAS degree in 28 months
- CODA Accredited

Contact: Miranda Davis at
mdavis@npaihb.org for more information



Skagit Valley College

Dental Health Aide/Therapist (DHA/T)



Dental Health Aide Program

PDHA I & II

- OHI, motivational interviewing
- Fluoride and topical treatments
- Dental Assisting
- Coronal prophylaxis

EFDHA I & II

- PDHA I & II Skills
- Simple and Complex Restoration
- Coronal prophylaxis

DHAH

- RDH Procedures
including Local Anesthetic

DHAT

- PDHA and EFDHA Skills
- Prep teeth and place restorations
- Non-surgical extractions
- Exams

NW TRIBAL INPUT: DHA Program



DHA CHAP
Analysis



DHA Advisory
Workgroup



TCU Feasibility
Study

PDHA Training Pathways

PDHA I

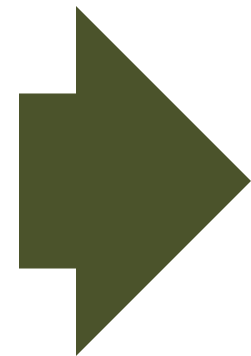
Virtual didactic education	72 hours
On site lab/clinic hours	60 hours
Basic Life Support	4 hours
Preceptorship	100 procedures + 40 hours

PDHA II

Training will vary based on which skill set the PDHA II takes -
PDHA IIs must take ONE or MORE skill sets ~

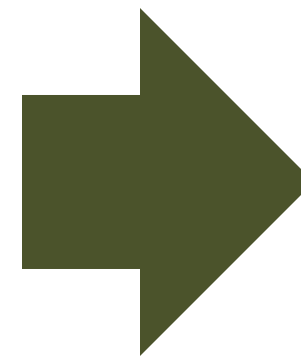
Virtual Didactic Education

- Advanced Dental Procedures
- Community-Based Dental Practice



Skill Sets Hybrid - Virtual & In-Person

- Sealant Procedure
- Dental Assistant Functions
- Radiology
- Prophylaxis
- Atraumatic Restorative Treatment



Preceptorship

- Based on Skill Set Taken
- Completed in student's dental clinic
- Based on number of procedures

Dental Assistant

- Can be trained in clinic or DA program
- Can be state licensed
- Works under direct supervision of a dentist
- Procedures limited by state practice laws

Dental Health Aide Levels

PDHA & EFDHA

- Trained in community
- Certified by CHAP
- Many procedures can be done under general supervision
- Work outside of state practice laws, allowing them to provide more procedures for Tribal communities

Providing
quality care for
our
communities



Dental Health Aide Program (DHA/P)



Behavioral Health Aide Program (BHA/P)



Community Health Aide Program (CHA/P)

Behavioral Health Aides (BHAs) are **counselors, health educators, and advocates**. They help address individual and community-based behavioral health needs, including those related to **alcohol, drug, and tobacco misuse**.

They also provide trauma-informed approaches to **mental and spiritual health care** such as depression and anxiety resources, suicide prevention, grief support, and self-care tools.

**BEHAVIORAL HEALTH
AIDE PROGRAM**



THE PACIFIC NORTHWEST'S

**BHA
EDUCATION
PROGRAM**



BEHAVIORAL HEALTH AIDE (BHA)

A BACKGROUND

BHAs have a wide variety of skills, knowledge, and talents. They are advocates, natural healers, counselors, empaths, and natural helpers who are responsive to the need for mental/behavioral health services in their Tribal communities. They are individuals whom are committed to providing individual and community support to address the challenges that Native peoples face in regards to substance misuse, mental health struggles and other health disparities.

THE CREATION OF THE NW BEHAVIORAL HEALTH AIDE (BHA) EDUCATION PROGRAM



- The creation of this program is rooted in the guidance, expertise, input, and voices of tribal communities and leaders
- Tribal consultation across 3 NW states
 - BHA Advisory Workgroup -> Behavioral Health Academic Review Committee
- Grant funding that supports Indigenous approaches and strategies
 - Evidence-based practice transforming to practice-based evidence



BHA STUDENT OVERVIEW OF ALL COHORTS

COMMUNITY IMPACT AND NUMBERS



Total BHAs = 56



States Represented =
Oregon, Idaho, and
Washington, Oklahoma,
Montana



PACCB Certification
Eligible BHA Students =
34

ANTHC PILOT

Timeline

2019

Tribes become a part of BHA Advisory Workgroup to assist in development and recruitment of NW programming. 2 students recruited to attend Ilisagvik College.

2020

8 students from YNBH are recruited through a site visit to pursue schooling at ANTHC at various BHA levels.

2021

- 6 students progress deeper into schooling at ANTHC.
- 2 students near finish line at Ilisagvik College

2023

BHAs at ANTHC and Ilisagvik College (8 students total) complete AK's BHA Program and honored/blanketed at CHAP Symposium.



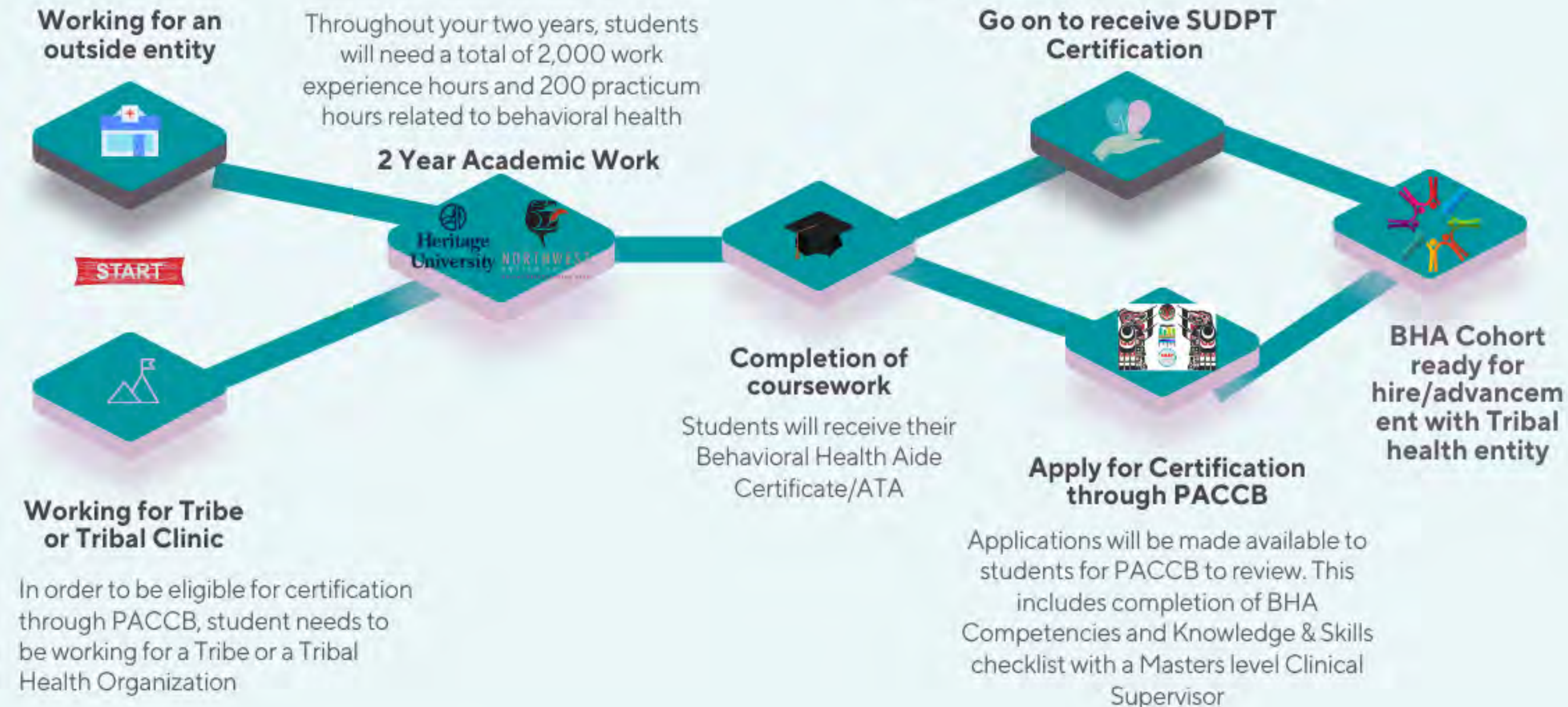
VISUAL REPRESENTATION OF 2 YEAR BHA EDUCATIONAL PATHWAY

BHA Route : 2022-2028



Those working for an outside entity need to have a signed contract with a local Tribe to complete work experience hours through their mental health or behavioral health department

An additional SUDPT Certification is available to you for an additional semester through Heritage University and NWIC



*Note: PACCB stands for Portland Area CHAP Certification Board
BHA stands for Behavioral Health Aide
SUDPT stands for Substance Use Disorder Professional Trainee

BHA SCOPE OF PRACTICE

BHA levels 1-4/P vary depending on coursework, work experience, and incoming credits for higher education. All work must be completed under a Master's level or above clinician.

01

- Wellness promotion
- Education delivery
- Community needs assessment
- Screening/initiation/assessment
- Case management
- Case management
- Orientation to services
- Life skills development
- Psycho-education
- Individual & group interventions

02

- Substance use disorder (SUD) assessment
- SUD diagnosis
- SUD treatment planning
- SUD treatment implementation
- Community readiness assessment
- Individual/group/family counseling

03

- Treatment planning & implementation for co-occurring disorders
- Child/youth services
- Clinical case review
- Quality assurance case review

04

- BHA mentoring
- Child-centered interventions

BHA/P 1-4 Clinical Practicum Requirements

Level	Hours	Details
BHA 1	1.25 hours 2.25 hours 3.35 hours	1. Providing initial intake and client orientation to services, including screening and initial intake paperwork with appropriate case documentation. 2. Providing case management and referral with appropriate case documentation. 3. Providing Tribal based community education, prevention, & early intervention with appropriate case documentation.
BHA 2	1.35 hours 2.30 hours 3.25 hours	1. Providing client substance use assessment and treatment planning using DSM patient placement criteria with appropriate case documentation. 2. Providing rehabilitative services with appropriate case documentation. 3. Providing community readiness evaluation & prevention plan development with appropriate case documentation.
BHA 3	1.25 hours 2.25 hours 3.35 hours	1. Providing initial intake and client orientation to services, including screening and initial intake paperwork with appropriate case documentation. 2. Providing case management and referral with appropriate case documentation. 3. Providing Tribal based community education, prevention, & early intervention with appropriate case documentation.
BHA 4 (Practitioner)	1.20 hours 2.25 hours 3.30 hours	1. Engaging, mentoring and supporting, as well as participating in supervision and evaluation of BHA 1, 2, and 3s based on their understanding of supervisee's level of knowledge and skills, professional goals, and behavior. 2. Providing clinical team leadership by leading clinical team case review. 3. Building cultural competence and relationality by learning about Native Tribal cultural context and developing a wellness framework within which positive therapeutic relationships can be developed.

NOTE: All BHA trainees must be supervised by a Master's level Clinical Supervisor. Clinical Practicum hours may be completed through their academic institution practicum, as well as their behavioral work within their Tribal Health Organization.

NORTHWEST BHA EDUCATION PROGRAM

HERITAGE UNIVERSITY

- Private university in Toppenish, Washington near Yakama Nation
- Behavioral Health Aide Certificate
- Semester-Based
- Some in-person classes with some online sessions
- 2 year program



NORTHWEST INDIAN COLLEGE

- Tribal College on Lummi Nation in Bellingham, Washington
- Associate in Technical Arts in Behavioral Health Aide
- Quarter/Term-based
- Mostly online courses
- 2 year program



HERITAGE UNIVERSITY



BHA Certificate outcomes:

1. Understand the history and culture of the indigenous population in which the BHA intends to work and live.
2. Develop intervention programs rooted in indigenous culture.
3. Identify and analyze appropriate resources for individuals, families, and the indigenous community as a whole.
4. Develop indigenous community evaluation and prevention plan.
5. Collaborate with the indigenous community to develop community-based education plans and access behavior health resources.
6. Implement interventions from an ethical perspective for the individual, family, and community.
7. Utilize effective written and oral communication and professional behaviors to foster shared decision-making and accountability among the indigenous population.
8. Articulate applicable confidentiality, privacy, and consent laws and regulations.
9. Evaluate client needs and treatment planning using DSM & ASAM criteria.
10. Prioritize removing barriers to the provision of culturally inclusive behavioral health care.



NORTHWEST INDIAN COLLEGE



Program Catalog Description:

The Behavioral Health Aide Associates of Technical Arts embodies a holistic competency-based instruction, with emphasis in clinical instruction and skills, awareness of cultural influences, emphasis on a positive learning environment, and respect for the unique needs of the adult learner while promoting self-directed leadership, communal responsibility, indigenous value, ethics and responsibility. The Behavioral Health Aide Associates of Technical Arts Degree reflects the nature of enhancing quality Tribal Health Care to create diverse economic opportunities within Tribal Communities.

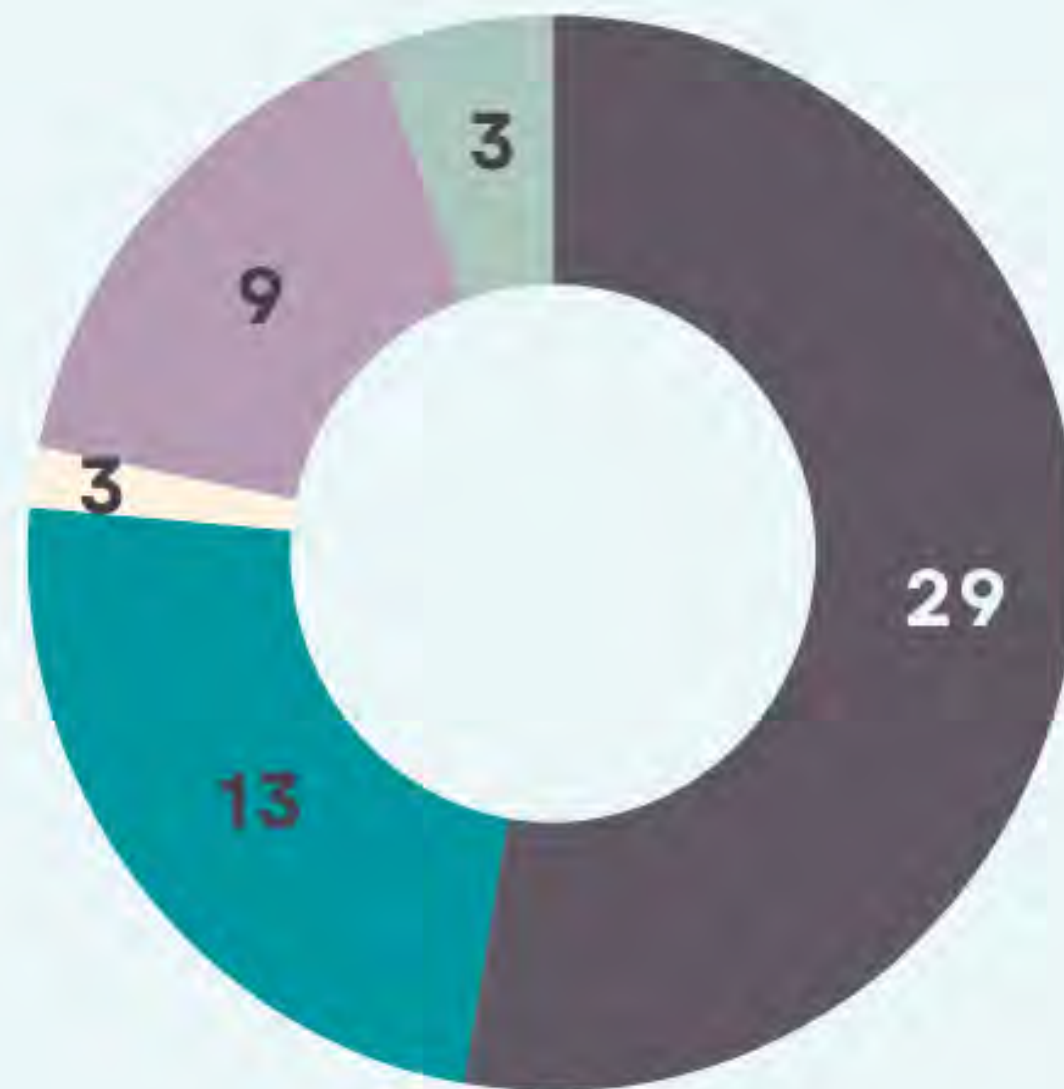


Friday, June 21 @ 2 pm
NWIC Lummi Main Campus, Health & Wellness Center
Bellingham, WA



Pie Chart of Student Retention

2020-2024



- STUDENTS CURRENTLY IN SCHOOL
- STUDENTS WHO HAVE GRADUATED
- STUDENTS WHO HAVE BEEN NATIONALLY CERTIFIED TO DATE
- STUDENTS WHO HAVE STEPPED OUT
- STUDENTS WHO HAVE TAKEN A BREAK FROM SCHOOL FOR WORK

TOTAL # OF STUDENTS: 55

An Example of BHAs in the State of Washington:

- Serving “womb to tomb” – pregnant women, children’s mental health systems of care, school based mental health, elders programs, SUD, crisis support, domestic violence, warming centers/shelters.
- WA has a tribal option for their 988 line, a BHA is among the responders.

- Providing students with an Elder/Mentor, Knowledge Holder, Culture Keeper to walk alongside them throughout their journey
- Cultural Connection for knowledge exchange of behavioral health strategies for implementation
 - Horse medicine
 - Acudetox
 - Basket weaving // talking circles
 - Approaches to care with Elders and youth
- Creating spaces to connect with Elder/Mentors and other BHAs

ELDER/MENTOR



NW Elders, Knowledge holders & Culture keepers ECHO

Join our multidisciplinary team focused on creating space for Elders and knowledge keepers to connect and support one another.



Built to bring together and broaden a community of support to share stories, receive kinship support, and build relations.



Health Aide students have an opportunity to submit a case for guidance utilizing a wellness wheel.



Honor and celebrate our tribal traditional tools and weave in time to connect with one another.

OPEN TO EVERYONE

Designed for Health Aides, Elders, Knowledge Keepers, clinicians, I/T/U staff, dental providers, medical providers, medical students, clinicians serving AI/AN people, advisory groups, DHAs, BHAs, community health students and providers, and others are welcome.

JOIN OUR SAFE SPACE

WWW.INDIANCOUNTRYECHO.COM

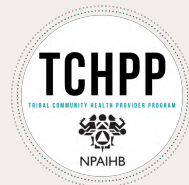


Lessons Learned

- Student support is essential
- Value of relationship building
- Trauma Informed Care
- Change is inevitable
- "Nothing About Us Without Us"
- Social marketing and Community Readiness
- Tribal Based Practices
- Celebrate the wins
- Birthing a new paradigm
- Decolonizing



PROGRAM STAFF



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THANK

YOU!

<https://www.tchpp.org/>

