

**The Impact of State Certification of Community Health Workers on
Registered Nurses Perception of Team Climate**
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Objectives

1. Increase knowledge of the impact of state certification of community health workers (CHWs) on the perceptions of Team Climate among registered nurses (RNs) in the U.S.
2. Discuss the implications of CHW state certification on the diffusion and adoption of CHWs within the health care system.
3. Discuss how Public Health Nurses (PHNs) can help to promote the adoption and diffusion of community health workers as members of interdisciplinary health care teams.

Research Question

The purpose of this study was to determine if there is a difference in the team climate between RNs who work in states with CHW certification programs and RNs who work in states without CHWs certification programs.

Background Information

- The Patient Protection and Affordable Care Act of 2010 (PPACA) includes language that supports CHW programs to improve access to health care and decrease health disparities in underserved populations.
- While many CHW training programs have been developed, there are currently no national standards for CHW training. CHWs are not required to be certified in most states. Five states: Massachusetts, New Mexico, Ohio, Oregon, and Texas have established state regulations for CHW certification, and other states have established or are considering statewide CHW certification programs (see Figure 1).
- The lack of certification and standardized education may cause some health care professionals to be unclear about the role CHWs have in the health care system.

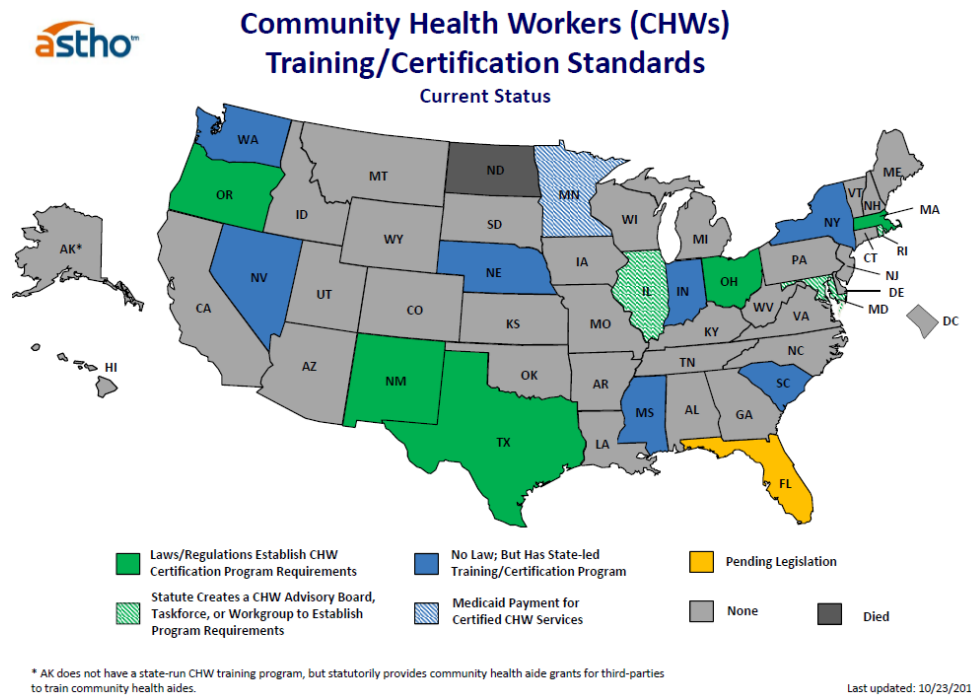


Figure 1. CHW training and certification (ASTHO, 2015, p. 1).

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1. **Research question 1** - Is there a difference in perception of team climate for RNs who work with state-certified CHWs and RNs who work with non-state-certified CHWs?
2. **Research question 2** -What factors predict perceptions team climate for RNs who work with CHWs?

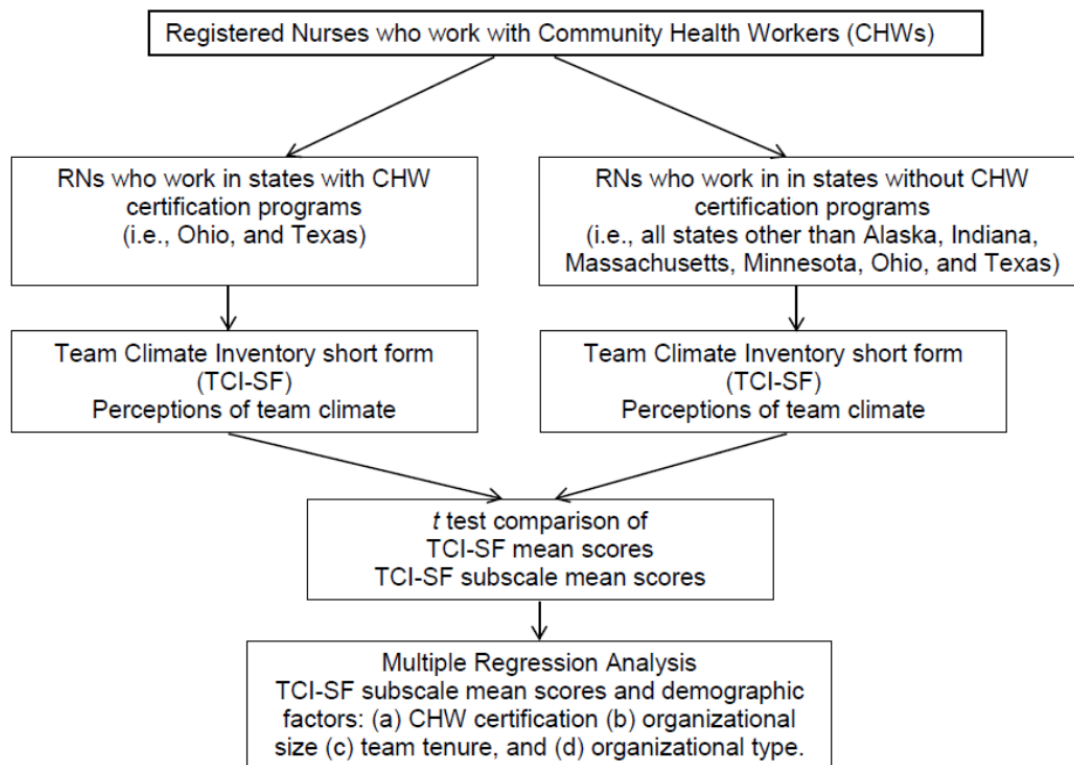


Figure 2. Study Design

Results

1. **Research question 1** - There were no significant differences found in the overall mean TCI survey score or mean scores for TCI subscale variables between RNs from states with CHW certification and states without CHW certification.
2. **Research question 2** - Multiple regression analysis found no significant predictive value of CHW certification in multiple regression models for overall TCI score and TCI subscale scores.

A significant difference was found in the mean scores to survey question 25 - *State certification of CHWs increases or would increase the ability of my team to provide quality care*, with RNs from states with CHW certification having a significantly higher mean score, 3.90, when compared to RNs from non-CHW certification states, 3.56.

Implications

- ✓ There does not appear to be any significant impact of state certification of CHWs on RNs' perception of team climate.
- ✓ State certification of CHWs does appear to influence the perceptions the quality of care delivered by primary health care teams of RNs who work with CHWs.
- ✓ The results of this study may be useful for policy makers in deciding whether to develop state CHW certification programs.

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