



NDMA 2025 Policy Forum

October 3, 2025

Policy No. 6

Submitted By: Joan Connell, MD

Subject: Community Health Workers

Summary:

The Community Health Worker Task Force, formed by the ND 2023 Legislature, created administrative rules outlining the requirements for community health workers. It was a good start, but it appeared that the rules were developed without meaningful input from physicians or community health workers themselves. The ND Legislative Administrative Rules Committee heard the rules on September 2, 2025, which took effect on October 1, 2025.

Relevant Information:

Community Health Worker-supported interventions have been shown to be especially beneficial in underserved populations, including increasing the likelihood of accessing primary care, enhancing mental health improvements, and reducing the likelihood of multiple 30-day readmissions from 40% to 15.2%.¹

There are several issues with the current administrative rules as adopted:

- The rules do not allow billing for any services that require licensure or training beyond what is required for community health worker certification.
- The requirements for training and recertification as a community health worker are quite onerous, considering the actual work they will be doing.
- Training requirements will vary with the tasks necessary to perform to benefit each community. It is reasonable to define the scope of practice as anything that a provider could expect a patient or family member to do after a visit to their provider, hospitalization, or completion of treatment.
- Reimbursement of CHWs will require additional funding beyond what is available through Medicaid. The solution may involve partnerships between local public health agencies, university systems, and healthcare organizations.

¹ <https://www.astho.org/globalassets/pdf/community-health-workers-summary-evidence.pdf>

Proposed Action:

NDMA will follow the incorporation of new community health worker administrative rules with plans to introduce any necessary amendments during the 2027 legislative session.

Adopted November 25, 2025

Joan M. Connell, MD

Policy Forum Chair