

Title 15: Mississippi State Department of Health

Part 19: Bureau of Professional Licensure

Subpart 60: Professional Licensure

CHAPTER 15 — COMMUNITY HEALTH WORKERS

Subchapter 1 — General

Rule 15.1.1 Legal Authority.

The Mississippi Community Health Worker Certification Program, established by Miss. Code Ann. § 41-140-1 et seq., as enacted by 2025 Miss. Laws H.B. 1401, §§ 1–4, Mississippi Legislature Regular Session 2025 (eff. July 1, 2025), authorizes the Mississippi State Board of Health to adopt, amend, promulgate, and enforce such rules, regulations, and standards governing the certification of community health workers as may be necessary to further the accomplishment of the purpose of this act. The Mississippi State Department of Health shall administer the Community Health Worker Certification Program and may adopt policies, procedures, and forms necessary to implement this Chapter. Moreover, the Department may issue guidance, policies, and interpretive statements consistent with this Chapter.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.1.2 Purpose.

These regulations safeguard public health, safety, and welfare by establishing minimum qualifications, standards of practice, and disciplinary procedures for Certified Community Health Workers (CCHWs). A CCHW is a frontline public health paraprofessional who is a trusted member of, or has an unusually close understanding of, the community served and who applies the Core Competencies defined in Rule 15.1.3 to provide non-clinical community health services, including outreach, health education, system navigation, advocacy, and support services. These regulations govern the use of the title “Community Health Worker” and “Certified Community Health Worker” and do not prohibit individuals from performing similar non-clinical services under other job titles as provided in this Chapter. These regulations do not create a clinical license and do not authorize the practice of any profession requiring licensure under Mississippi law.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.1.3 Definitions.

The following terms shall have the meaning set forth below for purposes of this Part, unless the context otherwise requires:

- A. **Applicant** means an individual applying to be certified or recertified as a community health worker.

- B. **Board** means the State Board of Health.
- C. **Care Team** means a coordinated group of individuals, which may include Licensed Healthcare Providers, public health professionals, and support personnel, working collaboratively to deliver services to a client or population.
- D. **Certificate** means the document issued by the Department to a qualified applicant evidencing certification as a Certified Community Health Worker.
- E. **Certification** means the process by which the Department grants recognition and use of a credential to individuals who are certified community health workers.
- F. **Certified Community Health Worker (CCHW)** means an individual who holds a current, valid certification issued by the Department in accordance with Miss. Code Ann. § 41-140-1 et seq. and this Chapter.

The terms “Certified Community Health Worker,” “CCHW,” “Community Health Worker,” and “CHW” are synonymous for purposes of this Chapter and refer to the same individual.

The titles “Certified Community Health Worker,” “CCHW,” “Community Health Worker,” and “CHW” are protected titles under Mississippi law and may be used only by individuals holding a current, valid certification issued by the Department.

- G. **CHW Specialty Designation** means a notation recorded on a Certified Community Health Worker certificate and in the Department registry indicating successful completion of a Department-approved specialty training pathway established under Rule 15.4.1(C). A CHW Specialty Designation is not a separate certification, license, or credential and does not expand the scope of practice established under Rule 15.1.5.
- H. **Community Health Worker Services** means non-clinical services delivered using the Core Competencies defined in this Chapter. Community Health Worker Services do not include diagnosing, prescribing, providing clinical treatment, or providing psychotherapy, except as otherwise authorized under other Mississippi professional licensure laws.
- I. **Core Competencies** means the knowledge and skills that Certified Community Health Workers are expected to demonstrate to carry out the missions and goals as defined by the Department in this Chapter, and includes:
 - 1. Communication;
 - 2. Use of public health concepts and approaches;
 - 3. Organizational and community outreach;
 - 4. Advocacy and community capacity building;

5. Care coordination and system navigation;
 6. Health coaching;
 7. Documentation, reporting, and outcome management; and
 8. Legal, ethical, and professional conduct.
- J. **Days** means calendar days unless otherwise specified in this Chapter.
- K. **Department** means the Mississippi State Department of Health.
- L. **Department-Approved Competency-Based Training Program** means an education and training program approved by the Department under Subchapters 4 and 7 that includes a curriculum aligned with the Department's Core Competencies and includes a documented method for assessing competency.
- M. **Direct Services** means non-clinical assistance and support services that do not require a professional license under Mississippi law (e.g., basic health education, screening for basic needs, support with appointments, reinforcement of care plans, and delivery of supplies), and that are performed within the CCHW scope of activities and training.
- N. **Endorsement** means the issuance of a certificate by the Department to an applicant who holds a current certification in good standing as a community health worker from another U.S. jurisdiction or a Department-recognized private certifying body, in accordance with Subchapter 2.
- O. **Grandfathering** means a time-limited pathway to certification, in lieu of standard certification requirements, based on an applicant's documented prior practice and experience as a community health worker before January 1, 2026, in accordance with Subchapter 2.
- P. **Inactive, Lapsed, and Reinstatement** refer to certificate statuses and processes as defined and governed in Subchapter 2.
- Q. **Licensed Healthcare Provider** means an individual who is licensed, certified, or otherwise authorized to provide clinical health care services under the laws of the State of Mississippi and who is acting within the scope of such licensure or authorization.
- R. **Paraprofessional** means an individual who is trained to perform non-clinical services in support of licensed or credentialed professionals and who does not independently diagnose, treat, or provide clinical care.
- S. **Perinatal Community Health Worker (PCHW)** means a Certified Community Health Worker who has successfully completed the Department-approved Perinatal Community Health Worker specialty training pathway established under Rule 15.4.1(C)(2) and holds the corresponding CHW Specialty Designation.

- T. **Supervision** means oversight by an individual or entity designated by the Department for purposes of CHW practice settings, including supervision required for Medicaid reimbursement, and includes review of documentation and periodic performance feedback.
- U. **Verifiable Employment** means employment that can be confirmed by the Department and that demonstrates, to the satisfaction of the Department, proficiency in the Core Competencies.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.1.4 Certification Required.

- A. From and after January 1, 2026, no person shall represent himself or herself as a “Community Health Worker,” “CHW,” “Certified Community Health Worker,” or “CCHW,” or use other words, letters, abbreviations, insignia, or designations indicating or implying that the person is a community health worker certified by the Department unless the person holds a current, valid certificate issued under this Chapter.
- B. Nothing in this Part authorizes a certified community health worker to engage in or perform any act or service for which a license issued by another Mississippi professional licensing board is required.
- C. Nothing in this Part shall be construed to prohibit individuals from performing community outreach, navigation, or education activities under other job titles, provided they do not hold themselves out to the public as certified under this Part.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.1.5 Scope of Practice; Prohibited Acts.

A Certified Community Health Worker is a paraprofessional who shall function as a member of a care team and shall not practice independently.

- A. A CCHW shall provide services in accordance with care plans, program protocols, or directives established by the employing or contracting entity. A CCHW’s scope of practice is limited to the following:
1. Providing cultural mediation among individuals, communities, and health and social systems;
 2. Providing culturally appropriate health education and information;
 3. Providing care coordination, case coordination, and system navigation;
 4. Providing supportive coaching and social support;
 5. Advocating for individuals and communities;

6. Building individual and community capacity;
 7. Providing non-clinical direct services consistent with this Chapter;
 8. Implementing non-clinical individual and community assessments based on standardized tools and primarily focused on social determinants of health;
 9. Conducting outreach; and
 10. Participating in evaluation and research by supporting participant outreach, administration of surveys, and data collection.
- B. In addition to the Core Competencies defined in this Chapter, a Certified Community Health Worker's roles and activities may include:
1. Diabetes education;
 2. Blood pressure education;
 3. Supporting disease prevention and management activities;
 4. Nutrition, specifically food preparation and purchasing;
 5. Parenting education;
 6. Community wellness partner;
 7. Connecting clients to health education and community resources;
 8. Delivery of medical supplies and equipment to assist client's needs;
 9. Outreach to clients who are out of care; and
 10. Other similar health and social services provided on behalf of healthcare providers, behavioral health providers, public health agencies, or community-based organizations.
- C. All activities must be completed with appropriate training and under defined protocols.
- D. Care Team Requirement. A Certified Community Health Worker shall provide services only as part of an integrated care team or public health delivery system and shall not practice independently.
1. A CCHW must be:
 - a. Employed by; or

- b. Contracted with; or
 - c. Formally affiliated, through a written two-party agreement, with a healthcare provider, healthcare organization, public health agency, or community-based organization.
2. A CCHW shall provide services only when the following conditions exist:
- a. Under the direction, coordination, or oversight of the employing or contracting entity; and
 - b. In collaboration with other members of a care team, which may include licensed healthcare professionals, social service providers, or public health personnel.
3. A CCHW shall not:
- a. Independently advertise or offer services to the public as a standalone provider;
 - b. Independently bill or receive direct compensation from clients for services; or
 - c. Operate an independent practice as a Community Health Worker.
4. A Certified Community Health Worker shall provide services only as part of a care team or organizational program that includes a licensed healthcare provider, public health entity, or community-based organization.

E. Prohibited Acts. A certified community health worker shall not:

- 1. Diagnose a medical, dental, or behavioral health condition;
- 2. Prescribe medications or alter medication regimens;
- 3. Provide clinical treatment or perform clinical procedures that require licensure;
- 4. Provide psychotherapy or other services that require independent behavioral health licensure;
- 5. Represent that the CCHW is a licensed nurse, physician, mental health professional, or other licensed clinician; or
- 6. Administer medications.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.1.6 Supervision and Oversight.

- A. A Certified Community Health Worker shall operate under the direction and oversight of the employing or contracting organization.

B. The employing or contracting organization shall:

1. Ensure that the CCHW performs only duties within the scope as defined by the Department;
2. Provide orientation, training, and ongoing supervision appropriate to the services provided;
3. Maintain policies and procedures governing CCHW activities;
4. Ensure coordination of CCHW services with other members of the care team;
5. Be responsible for the quality and appropriateness of services delivered by the CCHW; and
6. Ensure compliance with applicable laws and regulations.

C. A CCHW shall not provide services without such organizational oversight.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.1.7 Confidentiality and Client Information.

- A. A certificate-holder shall maintain confidentiality of information in accordance with applicable federal and state law and employing-entity policies.
- B. Information obtained in the course of CHW activities and services shall not be disclosed except as permitted by law and shall be treated as confidential for purposes of public records disclosure, consistent with applicable state and federal laws, inclusive of the Health Insurance Portability and Accountability Act.
- C. A certificate-holder shall not access records without authorization and shall complete training on confidentiality and boundaries as required by Rule 15.4.1 and Rule 15.5.2.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.1.8 Publication.

The Department shall make available, upon request and payment of a fee, a list of Certified Community Health Workers that includes the individual's name, certificate number, status (active, inactive, or lapsed), expiration date, county or region of practice or employing organization, and any CHW Specialty Designation held by the certificate-holder. The Department shall not include information regarding disciplinary actions or outcomes unless specifically requested. Upon such request, the Department may provide information regarding disciplinary actions or outcomes (e.g., suspension, revocation, or denial of renewal) but shall not disclose confidential investigative materials except as required by law.

Source: Miss. Code Ann. § 41-140-1 et seq.

Subchapter 2 — Certification

Rule 15.2.1 Qualifications for Initial Certification.

A. General Qualifications. An applicant shall:

1. Be at least eighteen (18) years of age;
2. Hold a high school diploma or its equivalent;
3. Submit a complete application in the manner prescribed by the Department;
4. Pay the applicable fee in the amount and manner prescribed in this Chapter;
5. Complete the background check requirements in Rule 15.2.3; and
6. Meet at least one (1) of the eligibility pathways in subsection B.

B. Eligibility Pathways.

1. **Training Pathway.** Provide documentation of successful completion, within five (5) years prior to application, of a Department-approved competency-based training program that:
 - a. Meets minimum training hours and curriculum requirements in Subchapter 4; and
 - b. Includes documented competency assessments as described in Subchapter 4.
2. **Experience Pathway.** Provide documentation of at least two thousand (2,000) hours of community health worker services or comparable volunteer experience obtained within the five (5) years preceding application, verified under Subchapter 2, and completion of a Department-approved bridge module on Mississippi CCHW law, ethics, and confidentiality (minimum of six (6) hours).
3. **Endorsement (Reciprocity) Pathway.** Meet the requirements of Rule 15.2.5.
4. **Grandfathering (Transitional) Pathway.** Meet the requirements of Rule 15.2.6.

C. Additional Requirements for Experience and Endorsement Pathways. Applicants qualifying through a pathway other than the Training Pathway shall provide:

1. Employer or supervisor verification using a Department-approved form;
2. A competency mapping attestation demonstrating experience across each Department Core Competency; and
3. At least two references, including one employer or supervisor and one community partner or client-facing collaborator.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.2.2 Competency Verification.

- A. Training Pathway. For applicants qualifying through the Training Pathway, a Department-approved training program shall provide verification directly to the Department that the applicant has successfully completed the program and demonstrated competency in each Core Competency.
- B. Experience and Endorsement Pathways. For applicants qualifying through the Experience or Endorsement Pathway, the applicant shall submit a Department-approved competency mapping attestation, signed by a supervisor or other qualified verifier, demonstrating experience across each Core Competency.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.2.3 Criminal History Screening.

- A. Prior to issuing an initial certificate, the Department shall require each applicant to submit to state and national criminal history screening through fingerprints or other Department-approved method. The results shall be received and approved by the Department before a certificate can be issued.
- B. The Department shall require rescreening for:
 - 1. Reinstatement of a lapsed certificate; and
 - 2. Recertification every four (4) years (i.e., every other biennial renewal), unless waived for good cause.
- C. Applicants with criminal history shall receive individualized review. Grounds for denial shall be limited to convictions directly related to CCHW duties and public protection, with written notice of reasons and an opportunity to be heard under Subchapter 7.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.2.4 Application Processing.

- A. The Department shall notify applicants of approval, denial, or incompleteness within thirty (30) business days of receipt of a complete application.
- B. If approved, the Department shall issue the certificate within ten (10) business days after completion and receipt of required background check results, unless further review is required. However, no certificate shall be issued until the Department has received criminal history screening results in accordance with Subchapter 2.
- C. The Department may grant one (1) extension of up to ninety (90) days for renewal documentation upon written request submitted prior to expiration.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.2.5 Certification by Endorsement (Reciprocity).

A. The Department may issue a Mississippi CHW certificate by endorsement to an applicant who:

1. Holds a current, in-good-standing CHW certification from another U.S. jurisdiction or a Department-recognized private certification;
2. Was required to satisfy minimum education, training, or experience requirements or pass a competency assessment to obtain that certification;
3. Meets Mississippi background check requirements;
4. Has held the out-of-state credential for at least one (1) year immediately preceding the application; and
5. Has been actively engaged in the provision of Community Health Worker Services, as defined in this Chapter, for at least one (1) year within the five (5) years immediately preceding application.
6. Verification of certification status and active practice shall be submitted directly to the Department by the issuing authority and/or employer on Department-approved forms and shall include, at a minimum:
 - a. Dates of employment or engagement;
 - b. Description of duties demonstrating provision of Community Health Worker Services;
 - c. Average hours worked or level of engagement; and
 - d. Attestation by a supervisor or authorized representative that the applicant performed such services in a competent and ethical manner.

B. The Department may require completion of a Mississippi-specific orientation module on Mississippi CHW law/rules, confidentiality, and available referral systems.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.2.6 Grandfathering (Transitional Certification).

A. For applications submitted on or before December 31, 2027, an applicant may qualify through transitional certification if the applicant:

1. Demonstrates CHW practice prior to January 1, 2026, through written employer/supervisor verification on Department-approved forms;

2. Documents at least 2,000 hours of CHW work or volunteer experience during the five (5) years prior to application;
 3. Submits two references (one supervisor/employer; one community partner); and
 4. Completes a Department-approved bridge module covering Mississippi CCHW law/rules, ethics, confidentiality, and documentation standards.
- B. Transitional certificates shall be subject to the same renewal and continuing education requirements as standard certificates.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.2.7 Denial of Certification.

The Department may deny certification based on criminal history that is directly related to the duties of a Community Health Worker, including but not limited to offenses involving fraud, abuse, neglect, or exploitation.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.2.8 Conditional/Restricted Certification.

The Department may issue a certificate subject to conditions, limitations, or probationary status as necessary to protect the public.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.2.9 Biennial Certification.

Certifications issued under this Chapter shall expire two (2) years from the date of issuance.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.2.10 Procedure for Renewal of Certificate.

Approximately sixty (60) days prior to the expiration of a certificate, an electronic renewal notice shall be sent to the email address registered by the certificate-holder with the Department. For purposes of renewal, prior to expiration of the certificate an applicant shall:

- A. Complete the online renewal form;
- B. Submit proof of continuing education units as required under Subchapter 5; and
- C. Pay the required renewal fee online.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.2.11 Abandonment.

An application for certification or renewal shall be considered abandoned if the applicant fails to submit all required materials to the Department within six (6) months of the initial submission date. Upon abandonment, the application shall be closed without further action by the Department. An applicant whose application is abandoned must submit a new application and pay all applicable fees to be considered for certification or renewal.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.2.12 Notification of Denial.

Written notice will be provided to all applicants regarding denial of an application for certification or renewal. Such notice shall contain the reason(s) therefor and provide the applicant an opportunity to cure the deficiency for a second review by the Department.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.2.13 Reinstatement.

- A. Lapsed certificate (expired 12 months or less): Reinstatement upon payment of reinstatement fee and completion of continuing education required for the prior term.
- B. Lapsed certificate (expired more than 12 months): Requires reapplication under initial certification rules, unless the Department grants a waiver for good cause.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.2.14 Duty to Report Changes.

A certificate-holder shall notify the Department within thirty (30) days of any of the following:

- A. Change in name;
- B. Change in contact information;
- C. Change in employment or affiliation, including a change of employer or qualifying entity;
- D. Termination of employment or affiliation with a qualifying entity; or
- E. Any criminal conviction.

Source: Miss. Code Ann. § 41-140-1 et seq.

Subchapter 3 — Fees

Rule 15.3.1 Schedule of Fees.

The following non-refundable fees are established under this Chapter and shall be paid to the Department in the manner prescribed by the Department, including electronic payment:

- A. Initial Application Fee: \$40.00.
- B. Renewal Fee: \$25.00.
- C. Reinstatement Fee (lapsed certificate): \$25.00.
- D. Training Program Approval Fee (if applicable): \$300.00.
- E. Fee Waiver/Reduction: The Department may waive or reduce fees for applicants demonstrating financial hardship, as defined in Department policy.

Source: Miss. Code Ann. § 41-140-1 et seq.

Subchapter 4 — Training Program Approval and Standards**Rule 15.4.1 Minimum Training Standards.**

- A. A Department-approved training program shall include at least:
 - 1. At least one hundred sixty (160) total hours, including eighty (80) contact hours of classroom or synchronous distance-learning instruction, and eighty (80) hours of supervised practicum/field experience; and
 - 2. An examination or objective competency assessment component for each Department core competency.
- B. Training programs shall maintain competency checklists or equivalent records for each trainee and shall retain such records for six (6) years, subject to Department audit.
- C. The curriculum shall, at minimum, cover:
 - 1. Communication and cross-cultural communication;
 - 2. Outreach and relationship building;
 - 3. Individual and community assessment based on standardized tools and primarily focused on social determinants of health;
 - 4. Navigation of public and private health and human service systems;
 - 5. Advocacy and community capacity building;

6. Health coaching, adult learning principles, and behavior change strategies;
 7. Documentation, reporting, and outcome management;
 8. Confidentiality, privacy, and professional boundaries;
 9. Legal and ethical responsibilities;
 10. Social determinants of health and health equity;
 11. Trauma-informed care principles and minimizing re-traumatization;
 12. Crisis identification and safety planning appropriate to CHW scope, including suicide risk identification and overdose/intoxication response referral protocols;
 13. Self-care and burnout prevention; and
 14. Behavioral health and substance use basics (warning signs, when to escalate to licensed providers).
- D. Faculty requirements. At least forty percent (40%) of training hours shall be taught or co-taught by experienced CCHWs or CCHW trainers approved by the Department.
- E. CHW Specialty Training Pathways.
1. General. The Department may establish specialty training pathways for Certified Community Health Workers serving defined populations or specialty practice areas. Completion of a Department-approved specialty training pathway shall result in the applicable CHW Specialty Designation being recorded on the certificate-holder's certificate and in the Department registry. A CHW Specialty Designation supplements, but does not replace, Certified Community Health Worker certification, does not expand the scope of practice established under Rule 15.1.5, and does not authorize the holder to perform any act requiring professional licensure under Mississippi law. A specialty designation shall remain valid only while the certificate-holder maintains an active Certified Community Health Worker certificate. The Department may establish additional specialty designations through rulemaking. Each specialty designation shall identify:
 - a. The specialty designation title;
 - b. The population served or specialty practice area;
 - c. Required specialty training content; and
 - d. Any specialty-specific continuing education requirements.

2. **Perinatal Community Health Worker Specialty Training Pathway.** A Department-approved Perinatal Community Health Worker specialty training pathway shall prepare Certified Community Health Workers to provide non-clinical education, outreach, care coordination, and support services for pregnant, postpartum, and infant populations within the Community Health Worker scope of practice established under Rule 15.1.5. The specialty curriculum shall include instruction in at least the following subject areas:
 - a. Maternal-child health;
 - b. Pregnancy, childbirth, postpartum, and interconception support;
 - c. Infant feeding support awareness and referral;
 - d. Perinatal mental health awareness and referral;
 - e. Maternal warning signs and emergency referral;
 - f. Care coordination and escalation protocols; and
 - g. Available maternal and infant community resources.
3. **Acceptance of Existing Curricula.** The Department may accept nationally recognized evidence-informed maternal support curricula, including DONA International or equivalent programs, toward satisfaction of specialty pathway requirements upon determining that the curriculum substantially addresses the subject areas required by this Rule. The Department may require supplemental instruction to address identified deficiencies.
4. Specialty pathway requirements supplement, and do not replace, the minimum training standards established by this Rule.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.4.2 CHW Specialty Designations.

- A. **Issuance.** The Department shall record the applicable CHW Specialty Designation on a certificate-holder's certificate and in the Department registry upon verification that the certificate-holder has successfully completed the requirements of a Department-approved specialty training pathway established under Rule 15.4.1(C).
- B. **Maintenance; Effect of Lapse, Suspension, or Revocation of Underlying Certificate.** A CHW Specialty Designation shall remain valid only while the certificate-holder maintains an active Certified Community Health Worker certificate in good standing. If a certificate-holder's CCHW certificate lapses, is suspended, or is revoked, all CHW Specialty Designations held by that certificate-holder shall be simultaneously suspended or removed, as applicable, for the duration of the lapse, suspension, or revocation. A certificate-holder whose CCHW certificate

has lapsed, been suspended, or been revoked shall not represent themselves as holding a CHW Specialty Designation during such period.

- C. Reinstatement. Upon reinstatement of a lapsed or suspended CCHW certificate in accordance with Rule 15.2.13, any CHW Specialty Designation that was in good standing at the time of the lapse or suspension shall be simultaneously reinstated, provided that the certificate-holder has satisfied any applicable specialty-specific continuing education requirements for the period of the lapse.
- D. Independent Disciplinary Action. Disciplinary action may be taken against a CHW Specialty Designation independently of the underlying CCHW certificate pursuant to Subchapter 7 if the certificate-holder has engaged in conduct violating this Chapter within the applicable specialty practice area. Such independent disciplinary action shall not preclude concurrent or subsequent disciplinary action against the underlying CCHW certificate.
- E. Establishment of Additional Specialty Designations. The Department may establish additional CHW Specialty Designations through rulemaking conducted pursuant to the Mississippi Administrative Procedures Act, Miss. Code Ann. §§ 25-43-1.101 et seq. Each rulemaking establishing a new CHW Specialty Designation shall specify the requirements enumerated in Rule 15.4.1(C)(1).

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.4.3 Training Program Approval; Reapproval; Site Visits.

- A. Initial Approval. A training program seeking approval shall submit:
 - 1. A Department training program approval application;
 - 2. A program approval fee under Rule 15.3.1 (if applicable);
 - 3. Curriculum materials and assessment instruments;
 - 4. Policies on attendance, grading/competency thresholds, remediation, and record retention;
 - 5. A description of the method of final examination/competency assessment (written, skills-based, or mixed), including passing thresholds and remediation;
 - 6. A list of instructors, including experienced CCHWs/CCHW trainers, and their qualifications;
 - 7. Practicum site standards and supervision plan;
 - 8. A plan for recruiting and enrolling a diverse student population and reducing barriers to enrollment (cost, schedule, language, disability access); and

9. Attendee recordkeeping and graduation verification process used to report completions to the Department.
- B. Approval Term. Program approval shall extend for two (2) years from the date of the initial approval.
- C. Reapproval. Programs shall apply for reapproval not later than ninety (90) days before expiration.
- D. Monitoring. The Department may conduct site visits, desk audits, or records audits at any time during the approval term.
- E. Deficiency Correction; Provisional Approval; Withdrawal. If deficiencies are identified, the Department shall issue a written deficiency report and allow remedy through a plan of correction accepted by the Department. The Department may grant provisional approval, deny approval, or withdraw approval consistent with due process.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.4.4 Publication of Approved Training Providers.

The Department shall publish and maintain a public list of Department-approved training program providers.

Source: Miss. Code Ann. § 41-140-1 et seq.

Subchapter 5 — Continuing Education

Rule 15.5.1 Requirements.

A CCHW shall complete fifteen (15) hours of continuing education during each two-year certification term.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.5.2 Required CE Topics.

Of the fifteen (15) hours required:

- A. At least one (1) hour shall address Mississippi CCHW law/rules and ethics;
- B. At least one (1) hour shall address confidentiality/privacy and professional boundaries;
- C. At least two (2) hours shall address social determinants of health and cultural responsiveness and health equity; and
- D. At least one (1) hour of the required continuing education during each biennial renewal period shall address mandatory reporting obligations applicable to Certified Community Health

Workers under Mississippi law, including recognition of suspected abuse, neglect, exploitation, applicable reporting requirements, legal protections, and documentation responsibilities. This requirement shall be satisfied within, and shall not increase, the fifteen (15) hours of continuing education required under Rule 15.5.1.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.5.3 Content Criteria.

Continuing education shall:

- A. Directly relate to CHW core competencies including services, skills, and knowledge that:
 - 1. Facilitates access to quality of care delivery and health outcomes for individuals receiving services; and
 - 2. Expands health and wellness in diverse communities to reduce health disparities;
- B. Have educational objectives that exceed an introductory level of knowledge related to health and community services; and
- C. Consist of courses related to core competencies, such as:
 - 1. Health and social service systems;
 - 2. Disease prevention to help manage health conditions;
 - 3. Health promotion education;
 - 4. Health literacy and cross-cultural communication;
 - 5. Referrals and providing follow-up;
 - 6. Individual support and coaching;
 - 7. Outreach methods and strategies;
 - 8. Client and community assessment;
 - 9. Health education for behavior change;
 - 10. Provision of direct services;
 - 11. Home visits to provide education, assessment, and social support; and
 - 12. Support, advocacy, and health system navigation.

D. CE Content Requirements for Certificate-Holders Holding CHW Specialty Designations.

1. A certificate-holder holding a CHW Specialty Designation shall complete continuing education relevant to the applicable specialty during each biennial renewal period. Such continuing education shall satisfy the general content standards of this Rule and shall count toward the fifteen (15) hours required under Rule 15.5.1.
2. For holders of the Perinatal Community Health Worker Specialty Designation, specialty continuing education shall include topics related to:
 - a. Prenatal and postpartum support;
 - b. Infant feeding support awareness and referral;
 - c. Perinatal mental health awareness;
 - d. Maternal warning signs;
 - e. Newborn care education and referral;
 - f. Trauma-informed care in the perinatal setting; and
 - g. Maternal and infant resource navigation.
3. Unless otherwise established by Department guidance, at least three (3) of the fifteen (15) required continuing education hours shall address the applicable specialty designation.
4. The Department may establish specialty-specific continuing education requirements and approve specialty continuing education providers through published guidance or rulemaking.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.5.4 Sources of Continuing Education.

The Department may approve or deny continuing education providers and courses. Continuing education shall be earned through Department-approved CE providers or CE programs meeting Rule 15.5.3. The Department shall maintain and publish a list of approved CE providers/programs and approval terms.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.5.5 CE Provider Approval; Audits; Record Retention.

- A. The Department shall approve CE providers or CE programs for purposes of satisfying renewal requirements, including the criteria and approval term for CE providers.
- B. Certificate-holders shall retain documentation of CE completion for at least six (6) years and shall produce documentation upon Department auditing request.
- C. The Department may audit continuing education compliance and require documentation. Failure to comply may result in disciplinary action.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.5.6 Emergency and/or Hardship Exceptions.

An exception to the continuing education requirements, including waiver of all or a portion of these requirements or an extension of time in which to complete these requirements, shall be granted to a certificate-holder upon a finding of good cause by the Department following receipt of a written request for exception based upon emergency and/or hardship including, but not limited to, the following:

- A. Long-term personal illness or illness involving a close relative or person for whom the certificate-holder has caregiving responsibilities;
- B. Where the certificate-holder can demonstrate that the required course(s) are not reasonably available; and
- C. Other demonstrated hardships that substantially relate to the ability to perform or complete the continuing education requirements.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.5.7 Recordkeeping and Audit.

A certificate-holder shall:

- A. Maintain documentation of certification, continuing education, and employment or affiliation;
- B. Retain records for a period of not less than six (6) years; and
- C. Provide such records to the Department upon request.

Source: Miss. Code Ann. § 41-140-1 et seq.

Subchapter 6 — Conduct Standards

Rule 15.6.1 Code of Ethics.

- A. All CCHWs shall comply with the American Association of Community Health Workers Code of Ethics (effective 2008), as adopted by the Department and incorporated by reference. If the Code of Ethics conflicts with the laws of the State of Mississippi or the rules in this Chapter, the state law or rules govern the matter.
- B. Each applicant or certificate-holder is responsible for familiarity and compliance with the Code of Ethics.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.6.2 Unprofessional Conduct.

Unprofessional Conduct includes but is not limited to the following acts or practices:

- A. Practicing, condoning, facilitating, collaborating with, or engaging in discrimination against prospective or current clients, students, employees, supervisees, or research participants based on age, culture, disability, ethnicity, race, religion, sex, gender identity, sexual orientation, marital status/partnership, language preference, socioeconomic status, immigration status, or any basis proscribed by law;
- B. Being convicted of any crime an essential element of which is larceny, embezzlement, obtaining money, property, or credit by false pretenses, or other offenses involving dishonesty, fraud, or moral turpitude (e.g., unauthorized disclosure of patient information; improper alteration of a patient record; inappropriate or unlawful use of drugs or alcohol; assault, battery, or abuse of a patient; sexual contact with a patient; gross or repeated malpractice or negligence; improper professional financial dealings);
- C. Performing, or pretending to be able to perform, professional services beyond one's scope of practice and one's competency as defined by education, training, supervised experience, state and national professional credentials, and appropriate professional experience;
- D. Procuring, attempting to procure, or renewing a Certificate by bribery or by fraudulent misrepresentation;
- E. Aiding or assisting another person in violating any provision of the Act or this Chapter;
- F. Misrepresenting educational background, training, credentials, competence, or professional memberships;
- G. Exploiting a client for personal advantage, profit, or interest, including engaging in the sexual exploitation of clients;
- H. Failing to maintain the confidentiality of any information received from a client, unless otherwise authorized or required by law;
- I. Advertising in a matter that is deceptive, misleading, or false;
- J. Submitting fraudulent claims for services to any person or entity including, but not limited to, health insurance companies or health service plans or third-party payors;
- K. Habitual or excessive use or addiction to alcohol, narcotics, stimulants, or any other chemical agent or drug which results in inability to practice with reasonable skill, judgment, or safety; and
- L. Receiving discipline by another governmental agency or unit of government, by any jurisdiction of the United States, or by a foreign nation, if at least one of the grounds for the discipline is the same or substantially equivalent to those set forth in this Chapter.

Source: Miss. Code Ann. § 41-140-1 et seq.

Subchapter 7 — Disciplinary and Administrative Proceedings

Rule 15.7.1 Complaints.

Any person may file a complaint against a Certified Community Health Worker (CCHW). A person wishing to report a complaint or alleged violation shall notify the Department in writing in the manner prescribed by the Department.

The Department may accept anonymous complaints; however, the absence of identifying information may limit the Department's ability to investigate or take disciplinary action.

Complaints will be reviewed and evaluated by the Department to determine whether the complaint alleges a possible violation of this Chapter. Each complaint received shall be logged, recording at a minimum the following information:

- A. Name of the individual CCHW;
- B. Name of the CCHW's employer, if known;
- C. Name of the complaining party, if provided;
- D. Date of complaint; and
- E. Brief description of the complaint.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.7.2 Investigations.

The Department shall have full authority to investigate all applicants and certificate-holders for compliance with this Chapter.

- A. The Department may commence an investigation whenever it has reason to believe that a violation of this Chapter has occurred.
- B. In conducting investigations, the Department may:
 - 1. Issue subpoenas;
 - 2. Examine witnesses;
 - 3. Administer oaths; and
 - 4. Seek injunctive relief against unlicensed practice.

- C. If grounds for discipline are established, the Department may impose sanctions as provided under Rule 15.7.3.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.7.3 Sanctions.

Upon finding that a violation of this Chapter has occurred, the Department may impose one or more of the following sanctions:

- A. Denial or refusal to renew a certificate;
- B. Suspension or revocation of a certificate;
- C. Issuance of a warning or reprimand;
- D. Placement of the certificate on probation with conditions, which may include:
 - 1. Regular reporting to the Department;
 - 2. Completion of continuing education to achieve competency; or
 - 3. Compliance with other reasonable requirements or restrictions; and/or
- E. A fine of not less than One Hundred Dollars (\$100.00) or more than One Thousand Dollars (\$1,000.00) for each violation.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.7.4 Administrative Proceedings.

Any person aggrieved by a decision regarding the initial application for certification, the renewal of certification, or the imposition of sanctions shall have the right of administrative appeal as set forth in this Rule.

- A. Right to Hearing.
 - 1. Any applicant or certificate-holder aggrieved by denial, refusal of renewal, suspension, revocation, or other disciplinary action may request a hearing by filing a written request with the Department within fourteen (14) days of receipt of notice of the action.
 - 2. If requested in writing within the specified time frame, a hearing shall be provided at which the applicant or certificate-holder may show cause why the certificate should be granted, renewed, or that sanctions would be improper.
- B. Scheduling and Procedure.

1. Within thirty (30) days of receipt of a timely request for hearing, the State Health Officer shall appoint a Hearing Officer who shall schedule the hearing at a time and place convenient to all parties.
2. Hearings shall be conducted in accordance with due process requirements and may be confidential unless otherwise required by law.
3. The certificate-holder may appear personally, may be represented by counsel at their own expense, and shall have the right to present witnesses and evidence, and to cross-examine opposing witnesses.
4. A court reporter shall attend and transcribe the proceeding.

C. Burden of Proof and Standard of Evidence.

1. Applicant Proceedings. An applicant bears the burden of establishing, by a preponderance of the evidence, that the applicant meets the requirements for certification, endorsement, grandfathering, renewal, or reinstatement under this Chapter.
2. Disciplinary Proceedings. In any proceeding seeking denial, suspension, revocation, reprimand, or other disciplinary action against a certificate-holder, the Department bears the burden of proving, by a preponderance of the evidence, that grounds for the proposed action exist under this Chapter.
3. Affirmative Defenses. A certificate-holder asserting an affirmative defense bears the burden of proving such defense by a preponderance of the evidence.
4. Standard of Proof. Unless otherwise specified by law, the standard of proof in all proceedings under this Chapter shall be a preponderance of the evidence.
5. Judicial Review. Nothing in this Rule alters the standard of judicial review applicable to final agency actions under Mississippi law.

D. Findings and Recommendation. Within sixty (60) days of the hearing, or such other period as determined during the hearing, the Hearing Officer shall submit written findings of fact and a recommendation for action on the certificate in question to the State Health Officer.

E. Final Decision. The State Health Officer shall decide what action will be taken on the recommendation within ten (10) days of its receipt. The decision of the State Health Officer shall constitute the Department's Final Order.

1. Written notice of the decision shall be provided to the applicant or certificate-holder at the address or email on record with the Department. It is the duty of each certificate-holder to maintain current contact information with the Department.

2. An appeal of the Final Order shall be in accordance with applicable state law. Failure to timely appeal shall render the decision final and unappealable.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.7.5 Summary Suspension.

The Department may summarily suspend a certificate issued under this Chapter without a hearing, simultaneously with the filing of a formal complaint and notice of hearing, if it determines that:

- A. The health, safety, or welfare of the general public is in immediate danger; or
- B. The individual's physical capacity to practice his/her profession is in issue; or
- C. The individual's mental capacity to practice his/her profession is in issue.

Source: Miss. Code Ann. § 41-140-1 et seq.

Rule 15.7.6 Right to Appeal.

An appeal of a Final Order of the Department shall be in accordance with applicable state law. Failure to timely appeal shall render the decision final and unappealable.

Source: Miss. Code Ann. § 41-140-1 et seq.

August 2026