

Community Health Worker (CHW) Initiative

CHW Environmental Scan Report Data Highlights

An environmental scan (survey) of the PA CHW workforce was coordinated by PA Department of Health (DOH), and completed by the Alliance of PA Councils (Alliance). Alliance gathered information from approximately 160 organizations that used or potentially used CHWs. Report was issued on July 26, 2013.

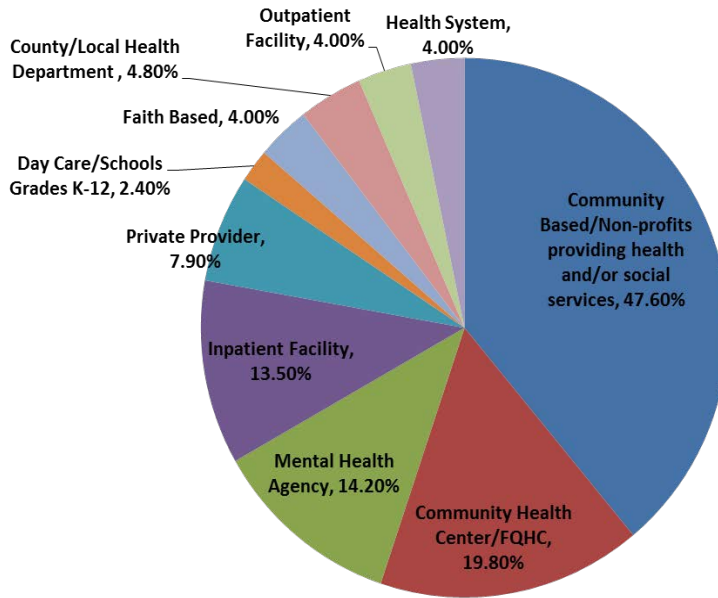
The report contains detailed information regarding the present CHW workforce in PA including key recommendations made by Alliance. Based on these recommendations, survey responses and feedback from partners, a strategy was developed to promote the CHW workforce. Please refer to page 8 for this strategy.

The following charts and graphs are based on the data that was collected from the environmental scan

1. **Types of Organizations in PA that use CHWs** (*Page 2*)
2. **Locations of CHWs in PA** (*Page 2*)
3. **CHW Roles and Activities** (*Page 3*)
4. **Specific diseases and risk factors that CHWs focus on in PA** (*Page 4*)
5. **CHW Education** (*Page 5*)
6. **CHW Training and Eight Core Skills** (*Pages 5 and 6*)
7. **CHW Average Hourly Salary** (*Page 6*)
8. **Primary Funding Sources for CHWs in PA** (*Page 7*)
9. **Proposed Strategy Diagram for CHW Workforce** (*Page 8*)

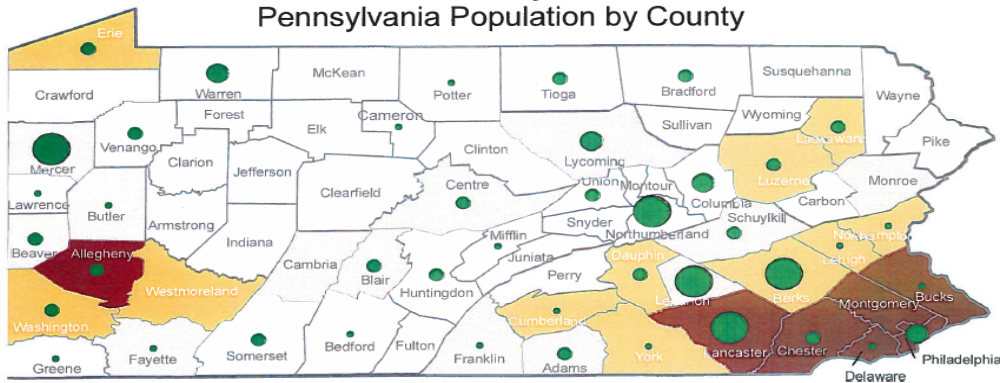
Types of Organizations in PA that use CHWs in PA

What types of Organizations in PA use CHWs? Community based/non-profits was reported as the most reported type of organization.



Location of CHWs in PA

**Community Health Worker (CHW) Survey Results:
Total Number of Community Health Workers and
Pennsylvania Population by County**



Where are CHWs located in PA? The map shows the number of full time CHWs in PA.

Number of FTE CHW positions per county (Mapped according to organization's base of operations. NOTE: many organizations utilize CHWs that conduct interventions beyond their base county.)*

- 0.5 - 9.9 FTEs
- 10.0 - 49.9 FTEs
- 50.0 - 99.9 FTEs
- 100.0 or more FTEs

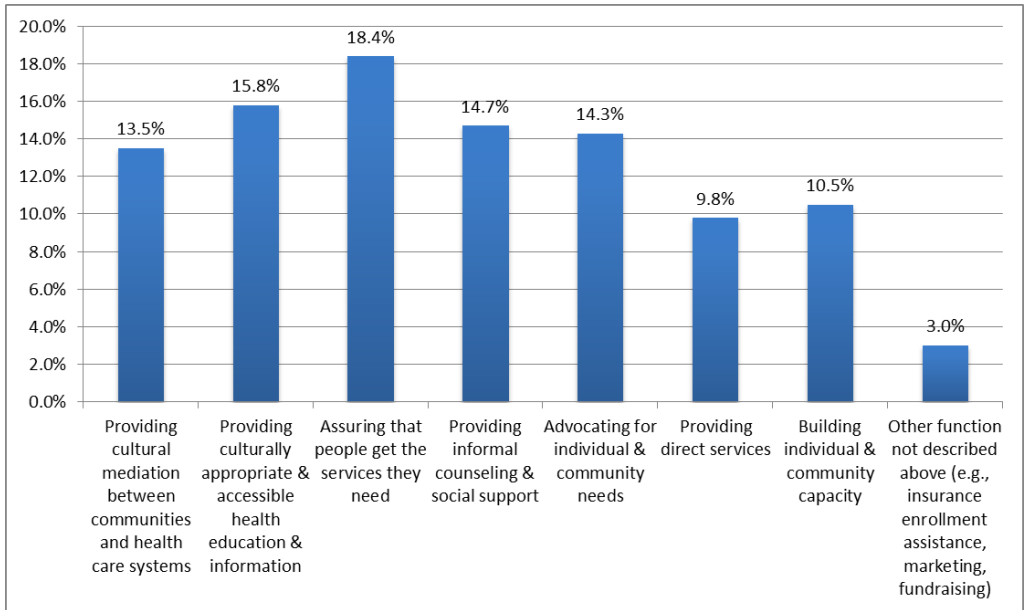
Estimated 2012 County Population**

- Less than 100,000 residents
- 100,000 to 199,999 residents
- 200,000 to 499,999 residents
- 500,000 or more residents

* Data source: 2013 CHW Survey

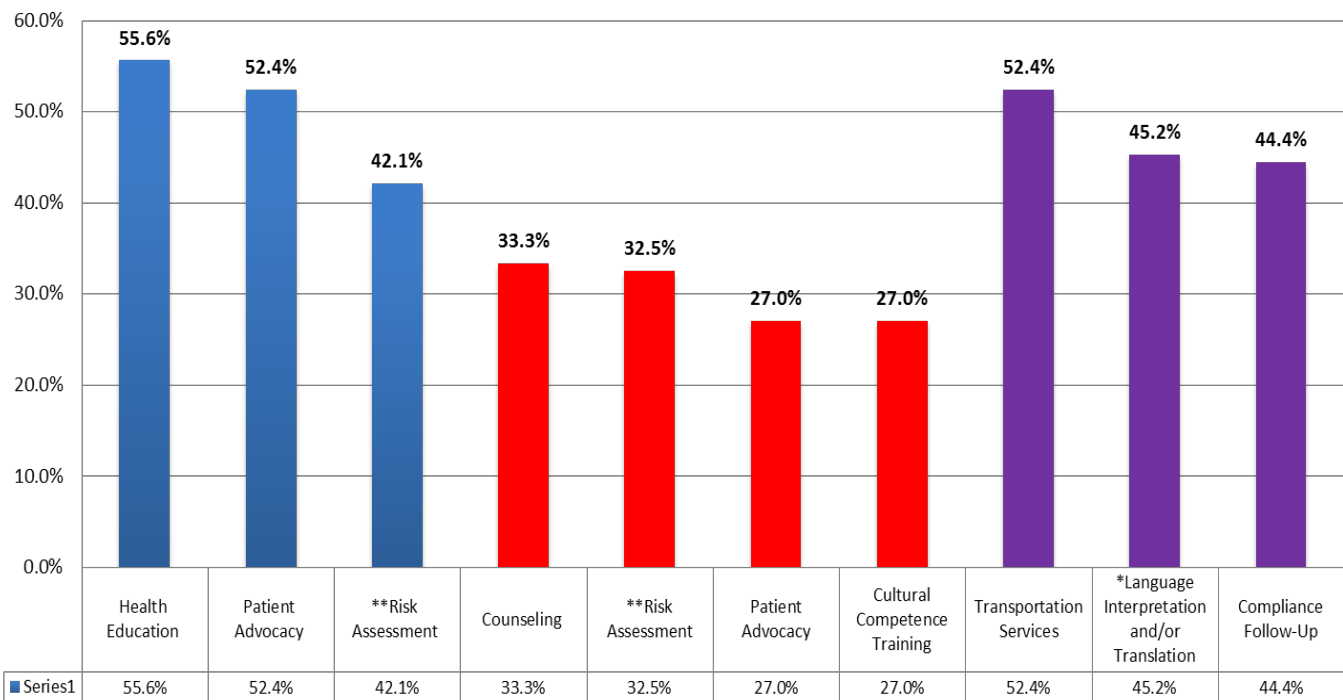
CHW Roles

What roles do CHWs perform? According to the results, the role most performed was to *assure that people get the services they need (18%)*, followed by *providing culturally appropriate & accessible health education & information (16%)* and then *providing informal counseling & social support (15%)* and *advocating for individual & community needs (14%)*.



CHW Activities

What are some of the specific activities that CHWs perform and do not perform? Participant was asked to indicate whether the activity is a core function (blue bars), secondary function (red bars) or not a function (purple bars) performed by CHWs at the participants' organization. The most indicated activity as a **core activity** is **health education**, **counseling** was reported as the most selected **secondary activity** and **transportation services** was ranked the highest as **not a function**.

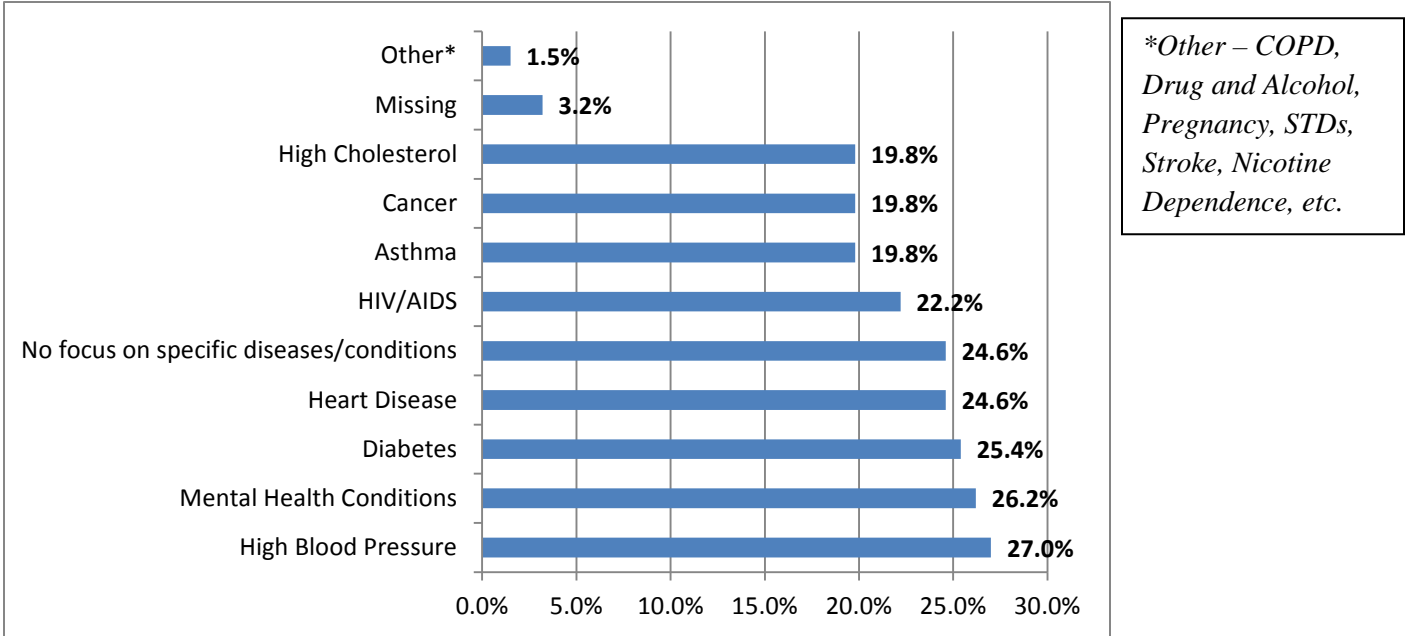


The graph displays the top three activities identified in each category. There were two that tied in the secondary category – so, there are four secondary categories listed (the red bars).

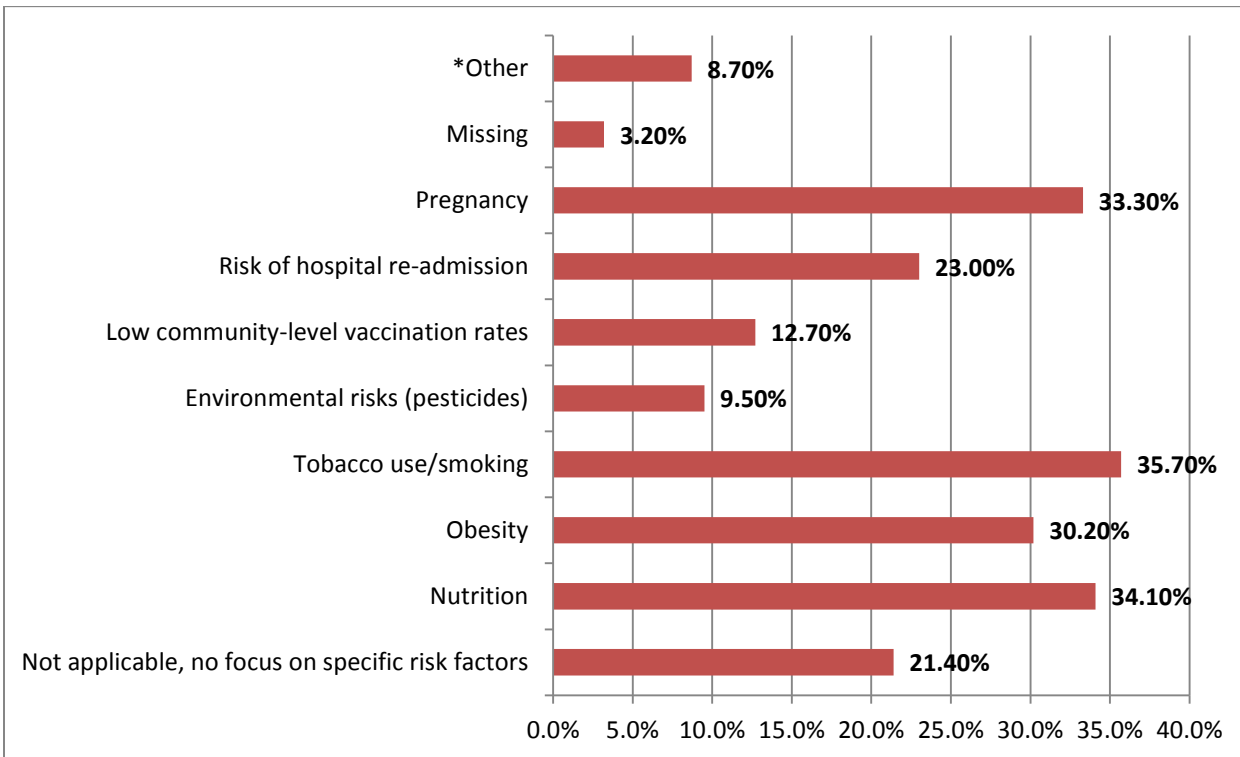
Specific Diseases and Specific Risk Factors that CHWs focus on in PA

Specific diseases/conditions? Top three specific diseases that CHWs focus on are high blood pressure (27%), mental health conditions (26.2%) and Diabetes (25.4%). **Specific risk factors?** The top three risk factors that CHWs focus on are Tobacco use/smoking (35.7%), Nutrition (34.1%) and Pregnancy (33.3%).

Specific Diseases that CHWs focus on in PA



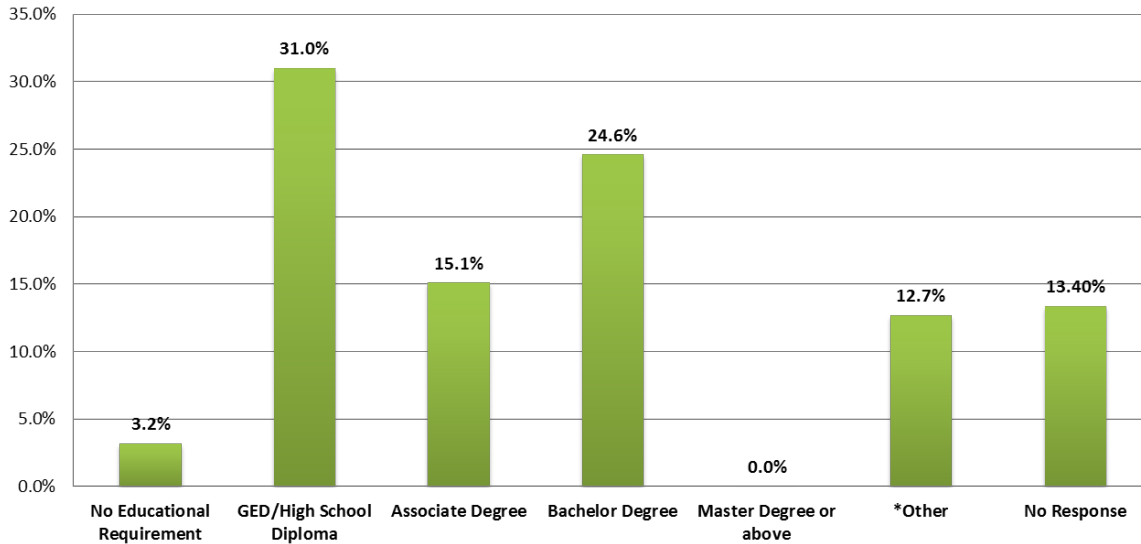
Specific risk factors that CHWs focus on in PA



*Other – Risks for HIV, STDs, Substance Abuse, self-harm, physical inactivity, etc.

CHW Education

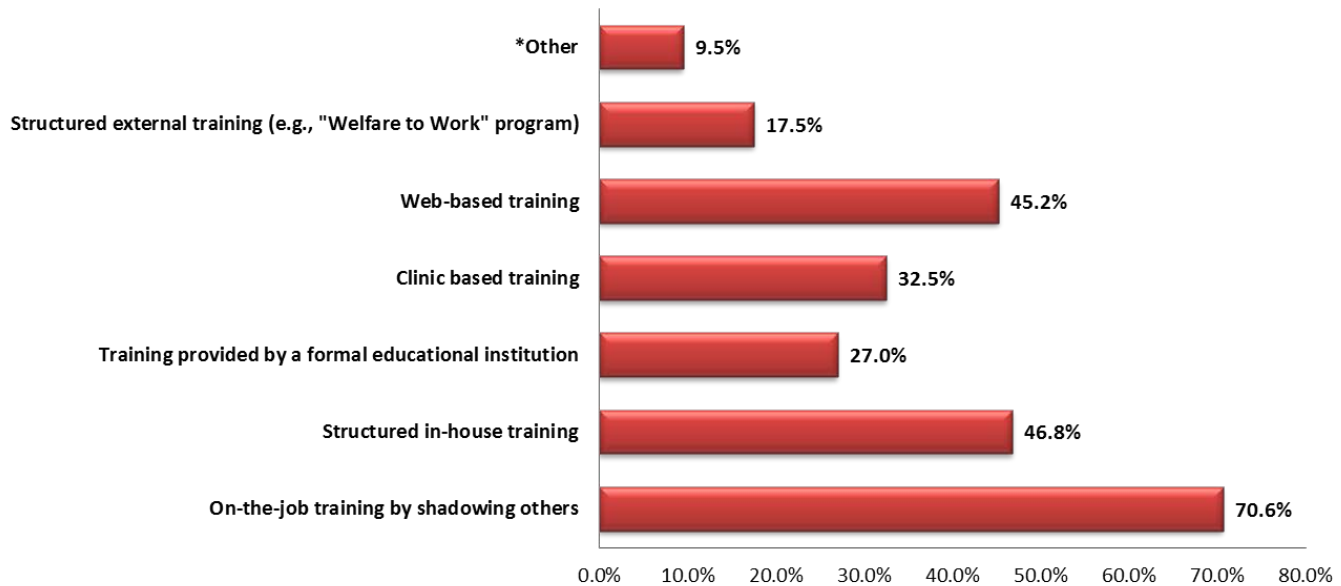
What are the educational requirements to be a CHW? Organizations varied on what they required, but the most required educational requirement was to have a GED or high school diploma.



**Other: Civil Service Qualified; Individually Determined; Must be bilingual; no educational requirements, but minimum of 5 years' experience OR minimum of bachelor degree and 3 years experience; nursing license; peer support specialist certification; RN and MSW; varies with position, etc.*

CHW Training

How are CHWs trained in PA? On-the-Job training was the most noted type of training for CHWs in PA.



**Other: Conferences; 10 week courses; Tobacco Cessation Certification/Training; Peer Support Specialist Certification; OMHSAS Training; Health Dept. etc.*

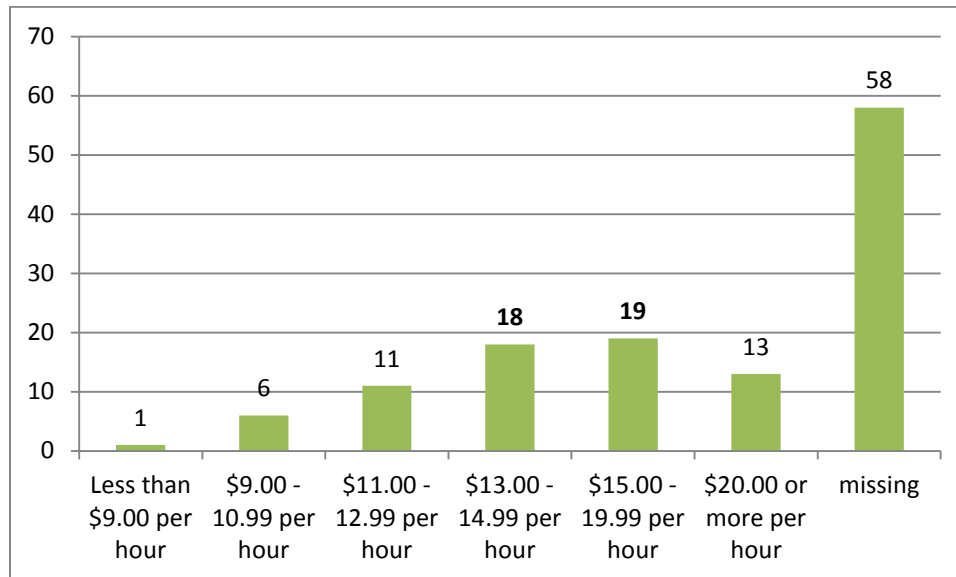
CHW Training: Eight Core Skills Identified

National Community Health Advisor Study

- Knowledge of the community/specific health issues/health and social service systems
 - Communication Skills
 - Interpersonal Skills
 - Service coordination skills
 - Capacity-building skills
 - Advocacy Skills
 - Teaching Skills
 - Organizational Skills

CHW Average Hourly Salary

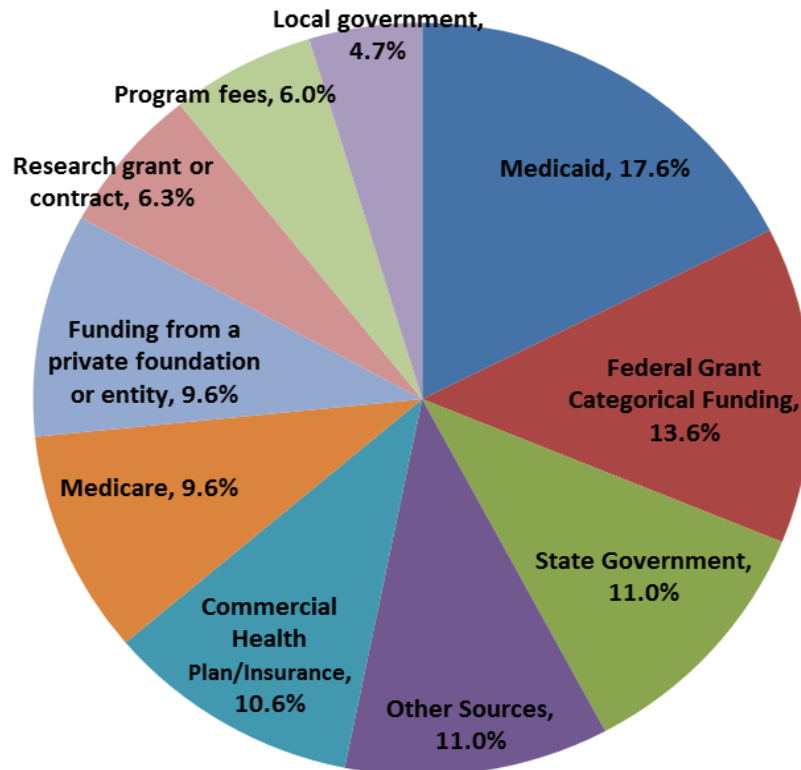
What is the average hourly salary for CHWs? Of the survey participants that responded to this specific question, 18 participants reported that CHWs make \$13.00 to \$14.99 per hour and 19 participants reported that CHWs make \$15.00 to \$19.99 per hour.



Primary Funding Sources for CHW Programs

- Government Agency and Charitable Foundation Grants and Contracts
- Private or Public Insurance (with a particular focus on Medicaid)
- Hospital, Managed Care Organizations and Employer Budgets

How are CHWs paid in PA? Medicaid is noted as the biggest source of payment for CHWs.

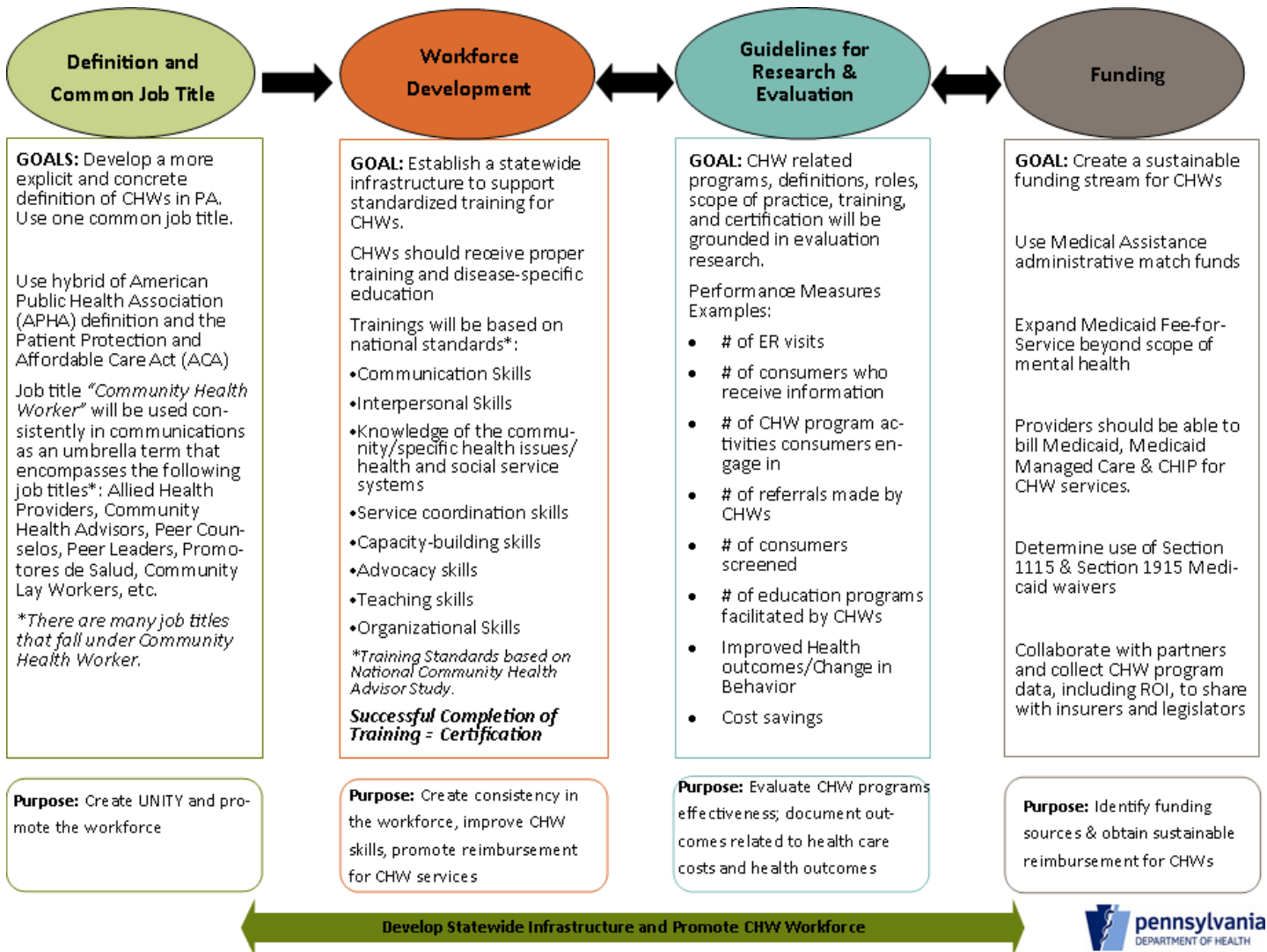


Examples of “Other Sources” of Funds to Support CHW program identified in the survey: Community Development Block Grant; Community Health Center Funding; Contractual & Fundraising; County MH/ID Office; General Operations; Head Start; HRSA; Hospital; Wellspan; State Tobacco Settlement Fund

Strategy Diagram for CHW Workforce

Based on responses from over 160 Pennsylvania organizations to the CHW environmental scan study and feedback from partners, a strategy was developed to support the CHW workforce. DOH, along with partners at the state and community level will promote policy, program development, program evaluation and growth of the CHW field.

Community Health Worker (CHW) Project Strategy



- 1) Recommend a **common job title** (Community Health Worker) and a **common definition of a CHW** (hybrid of APHA and ACA definitions)
- 2) Recommend **minimum training standards** for CHWs. There are eight core skills that the National CHW Advisory Study recommends (communication skills, interpersonal skills, knowledge of the community/specific health issues/health and social service systems, service coordination skills, capacity building skills, advocacy skills, teaching skills and organizational skills).
- 3) Recommend **guidelines for research and evaluation** for the CHW workforce.
- 4) Obtain **sustainable reimbursement for CHWs**. Data needs to be presented to insurers and legislators to garner support for reimbursement of CHW services. Data also needs to be collected and shared with potential and future employers to expand the workforce.
- 5) Develop a **statewide infrastructure** for CHWs and create a website (livehealthypa.com) that will be used as a hub for CHW related information and resources.