

State Health Department Support for Community Health Worker (CHW) Workforce Development and Engagement

Association of State and Territorial Health Officials
Technical Assistance
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Guiding principle: “Nothing about us without us.”



General areas of state health department support for CHW workforce development



Development and support for CHW leadership

- Convening stakeholders to support development of a state CHW association
- Serving on board or advisory board of state association at the behest of CHW leaders
- Mentoring of CHW leadership
- Providing technical assistance
 - Strategic planning
 - Board development
 - Policy development
 - Training
- Grant support for operations and special projects



Public promotion of CHWs by state health officials and leadership team

- Defining the role of CHWs in healthcare reform
- Engaging in national planning for public health roles (such as through ASTHO, Robert Wood Johnson Foundation, CDC)
- Hosting regional health convenings or “dialogues” across the state
- Presence at CHW conferences and events
- Coordination and support from the state health officials’ office



Commitment of public health staff and resources

- Assign dedicated staffing to coordinate CHW workforce development activities:
 - Program and policy development across divisions and programs
 - Stakeholder engagement
 - Support for CHW organizing and/or association
 - Research and information dissemination
 - Partnerships
- Dedicate website to CHW resources and information
- Employ CHWs through state health department purchased services
- Employ consultants as needed



Resources

Promotion of financing, grant, and investment opportunities

- Federal contracts (such as MCH, chronic disease):
 - CDC 1305 and 1422
 - Prevention block grant, Ryan White, etc.
- Medicaid policy:
 - State plan amendments, Section 1115 waivers (Delivery System Reform Incentive Payment)
- Federal demonstration grants:
 - State Innovation Model Initiatives, Department of Labor workforce development, etc.
- Foundation grants
- Hospital community benefits funding
- Other public and private sector opportunities:
 - Direct investment by providers and employers
 - PIC and other state workforce development grants



Resources

Policy development

in collaboration with CHWs and other stakeholders

- Development and dissemination of CHW definition, scope of practice, core competencies, and training standards
- Leadership of multi-sector stakeholder engagement to explore and pursue certification and financing opportunities
- CHW workforce studies
- Adopt standard language across state health department purchased service contracts to promote quality CHW supervision and training



Policy &
Program

Mechanisms for CHW employment

- State health department direct employment:
 - State and federal funds
 - Disease-specific programs
 - Population-specific programs
- Purchased services:
 - Community-based service providers
 - CHW training programs
 - Community health centers



Policy &
Program

Examples of public health programs with CHW employment and contract opportunities:

- Chronic disease
 - Asthma
 - Cancer
 - Cardio-vascular
 - Diabetes
- Community-based primary care
- Early intervention
- Environmental health outreach and education
- Family initiatives
- Immigrant and refugee health
- Infectious disease
 - Hepatitis C
 - HIV/AIDS
 - Sexually transmitted infections
 - Tuberculosis
- Lead poisoning prevention
- Maternal and child health
- Men's and women's health
- Nutrition services
- Tobacco control
- Violence
 - Domestic violence
 - Sexual assault
 - Suicide
 - Youth violence

**Policy &
Program**

Training and curriculum development in collaboration with CHWs and other stakeholders

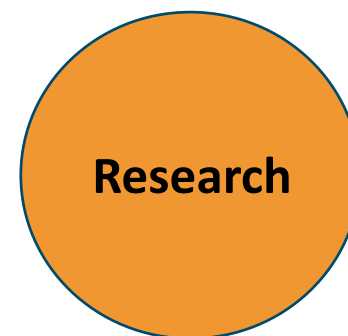
- Promotion of established training programs and specialized curricula
 - Currently no national training standards
 - Most CHW trainings are proprietary
 - See ASTHO's website for trainings in the public domain
- Support of new training programs



Policy &
Program

Research and publications

- State health departments can assist with CHW workforce development through research and publication.
- Conduct a workforce study in your state
- Contribute to the development and publication of research:
 - Policy reports, issue briefs, etc.
 - Contribute to national literature and research
- Disseminate useful research to stakeholders and serve as a clearinghouse. Examples of journals:
 - *Health Affairs*
 - *American Journal of Public Health*
 - *Journal of Ambulatory Care Management*



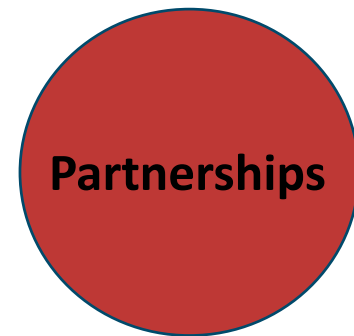
Strategic partnerships

- CHW associations—state, regional, and municipal levels
- CHW training providers
- Universities and community colleges
- Health policy advocates (e.g., state APHA affiliate)
- Foundation-funded initiatives
- Healthcare providers, e.g.:
 - Community health centers
 - Hospitals
- Health plans
- Private Industry Councils



Convening and leading public-private initiatives

- Convene a CHW advisory council or other advisory groups
- Hold study groups
- Host policy development meetings and strategic planning meetings with relevant stakeholders



National networking and workforce development

- Join and engage with the APHA CHW Section
- Present at national conferences
- Network with national policy organizations
- Engage in federal agency partnerships
- Support development of the National Association of CHWs
 - Grant-funded initiative currently underway



Partnerships

Additional ASTHO Resources are available at:
www.astho.org/community-health-workers.

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