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 CHW workforce and issued this report on July 26, 2013. The final report, "*Environmental Scan of Community Health Workers in Pennsylvania*" can be found on the PA DOH Cancer Division website (please scroll to the bottom of the webpage): http://www.portal.state.pa.us/portal/server.pt?open=514&objID=557834&mode=2
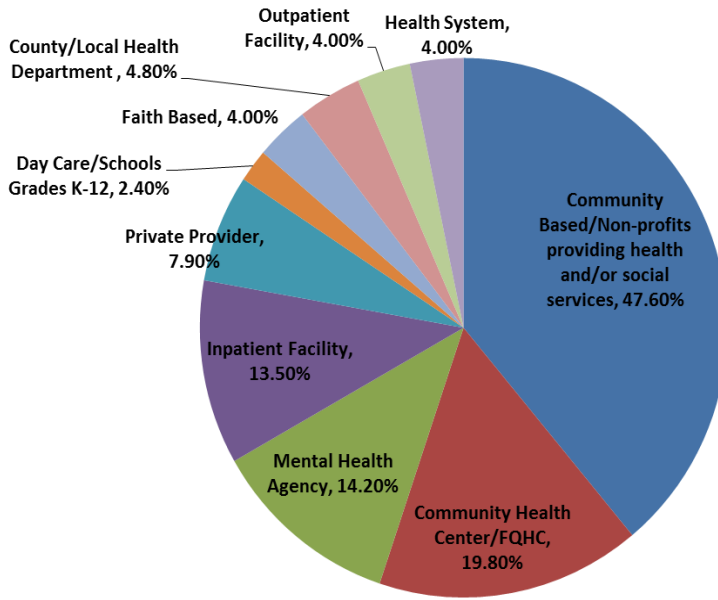
The report contains detailed information regarding the present CHW workforce in PA including eight key recommendations made by Alliance. We took those eight recommendations and broke these down into four major steps as mentioned in the proposed strategy diagram found on page 8.

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. **Specifics 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*)
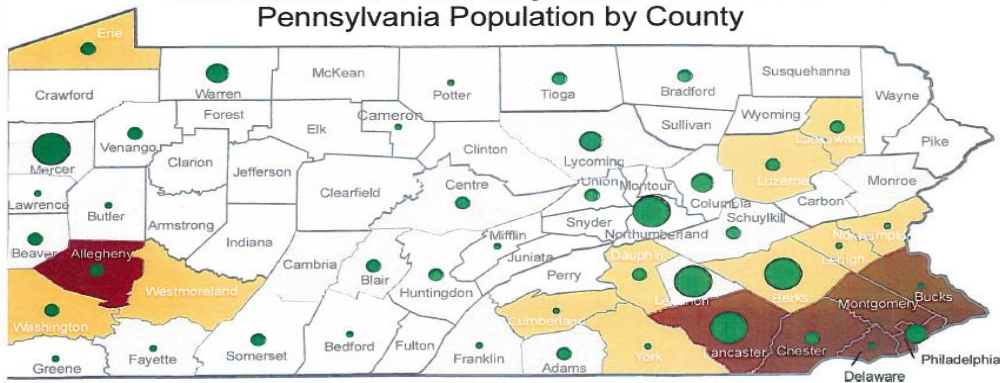9. **Proposed Strategy Diagram for CHW Workforce** (*Page 8*)

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.

Pie chart: Types of Organizations in PA that use CHWs:
- Community Based/Non-profits providing health and/or social services, 47.60%
- Community Health Center/FQHC, 19.80%
- Mental Health Agency, 14.20%
- Inpatient Facility, 13.50%
- Private Provider, 7.90%
- Day Care/Schools Grades K-12, 2.40%
- County/Local Health Department, 4.80%
- Faith Based, 4.00%
- Outpatient Facility, 4.00%
- Health System, 4.00%

Location of CHWs in PA

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

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
- 1000,000 to 199,999 residents
- 200,000 to 499,999 residents
- 500,000 or more residents
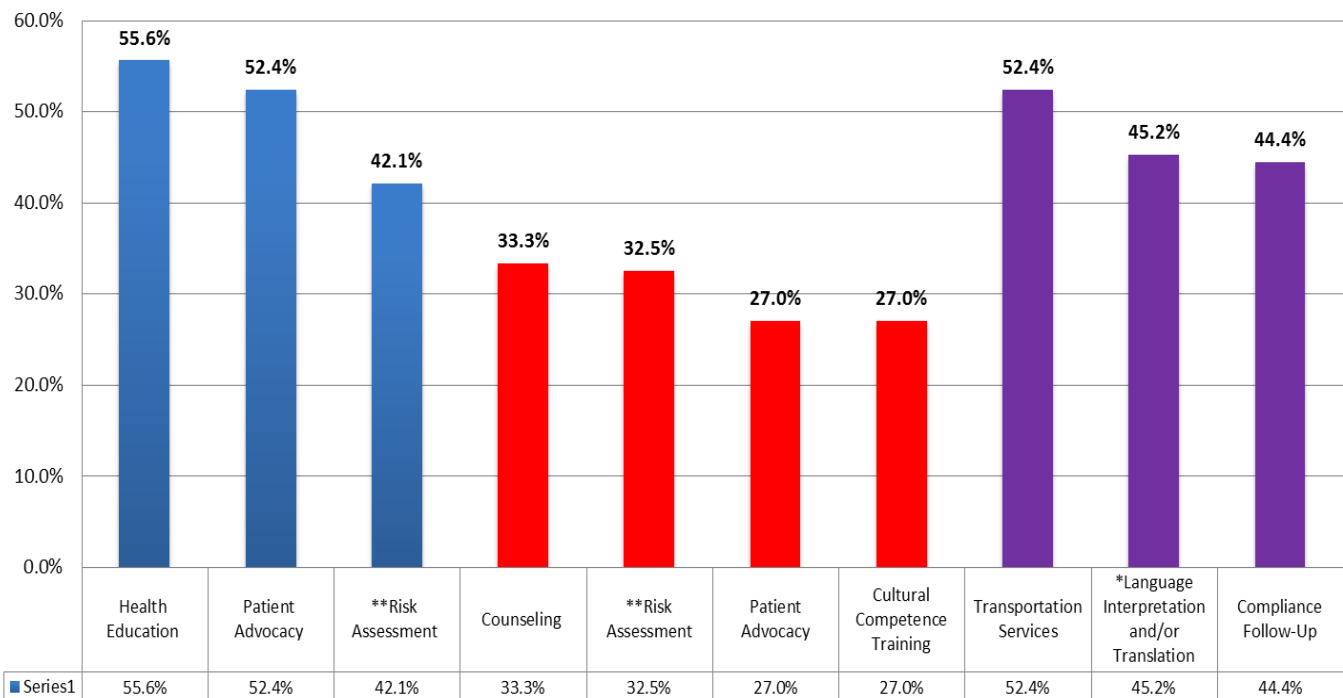
* Data source: 2013 CHW Survey

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

Data from Environmental Scan of Community Health Workers in Pennsylvania – July 2013 Report

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%).**
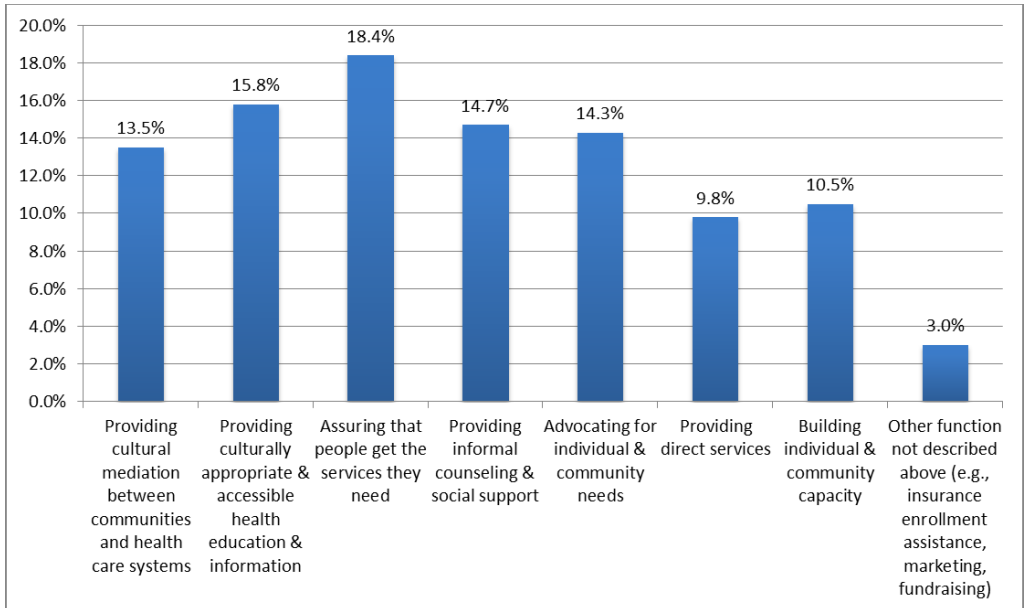
CHW Activities

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.

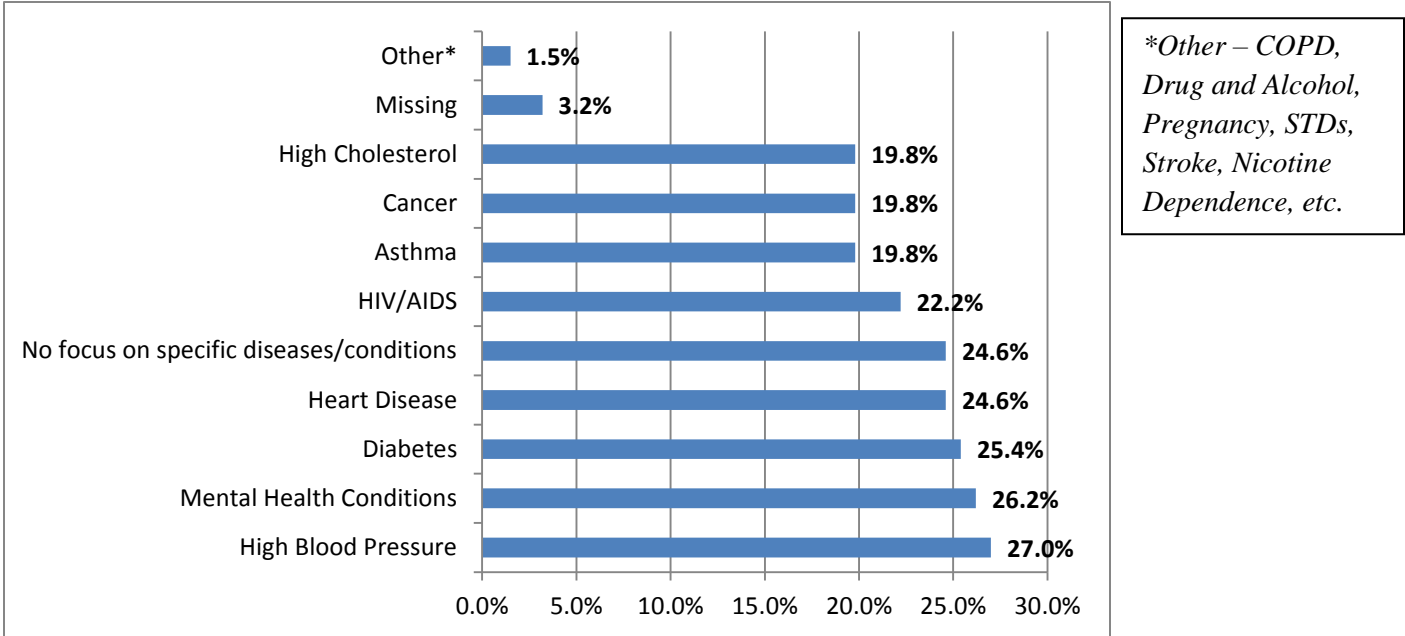|	Health Education	Patient Advocacy	**Risk Assessment	Counseling	**Risk Assessment	Patient Advocacy	Cultural Competence Training	Transportation Services	*Language Interpretation and/or Translation	Compliance Follow-Up
■Series1	55.6%	52.4%	42.1%	33.3%	32.5%	27.0%	27.0%	52.4%	45.2%	44.4%

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).
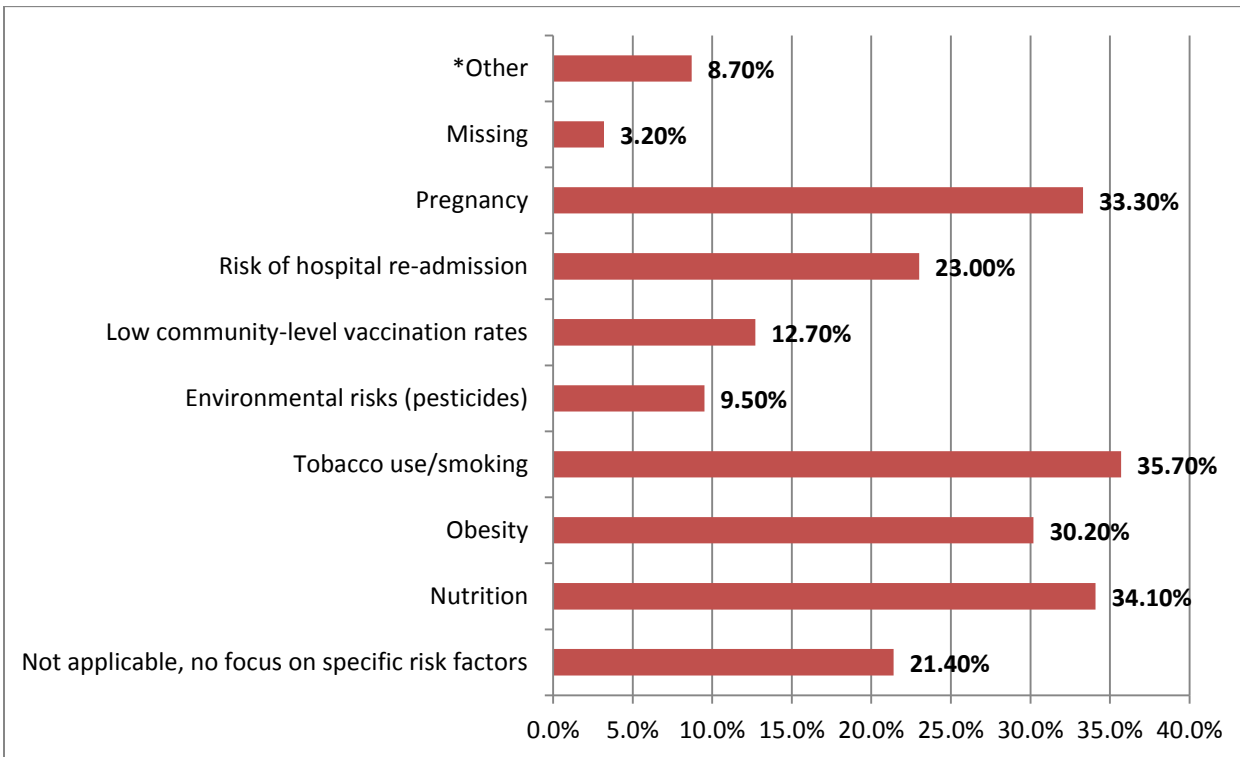
Data from Environmental Scan of Community Health Workers in Pennsylvania – July 2013 Report

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

Category	Percentage
Other*	1.5%
Missing	3.2%
High Cholesterol	19.8%
Cancer	19.8%
Asthma	19.8%
HIV/AIDS	22.2%
No focus on specific diseases/conditions	24.6%
Heart Disease	24.6%
Diabetes	25.4%
Mental Health Conditions	26.2%
High Blood Pressure	27.0%

Other – COPD, Drug and Alcohol, Pregnancy, STDs, Stroke, Nicotine Dependence, etc.

Specific risk factors that CHWs focus on in PA

Category	Percentage
*Other	8.70%
Missing	3.20%
Pregnancy	33.30%
Risk of hospital re-admission	23.00%
Low community-level vaccination rates	12.70%
Environmental risks (pesticides)	9.50%
Tobacco use/smoking	35.70%
Obesity	30.20%
Nutrition	34.10%
Not applicable, no focus on specific risk factors	21.40%

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

Data from Environmental Scan of Community Health Workers in Pennsylvania – July 2013 Report

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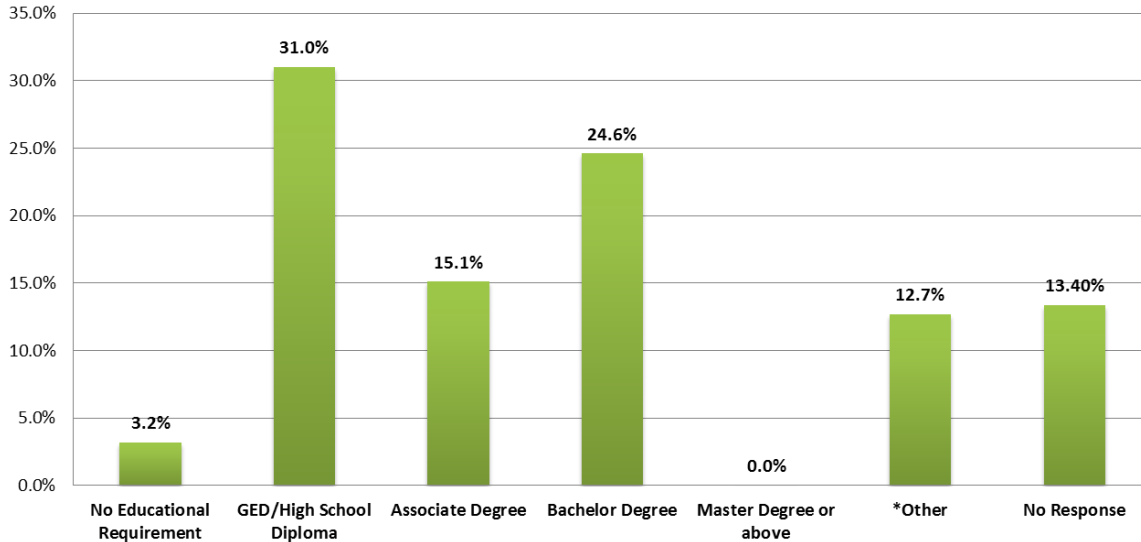
Other: Civil Service Qualified; Individually Determined; Must be bilingual; no educational requirements, but minimum of 5 years' experience OR minimum of bachelor degree and 3 years experience; nursing license; peer support specialist certification; RN and MSW; varies with position, etc.

CHW Training

How are CHWs trained in PA? On-the-Job training was the most noted type of training for CHWs in PA.
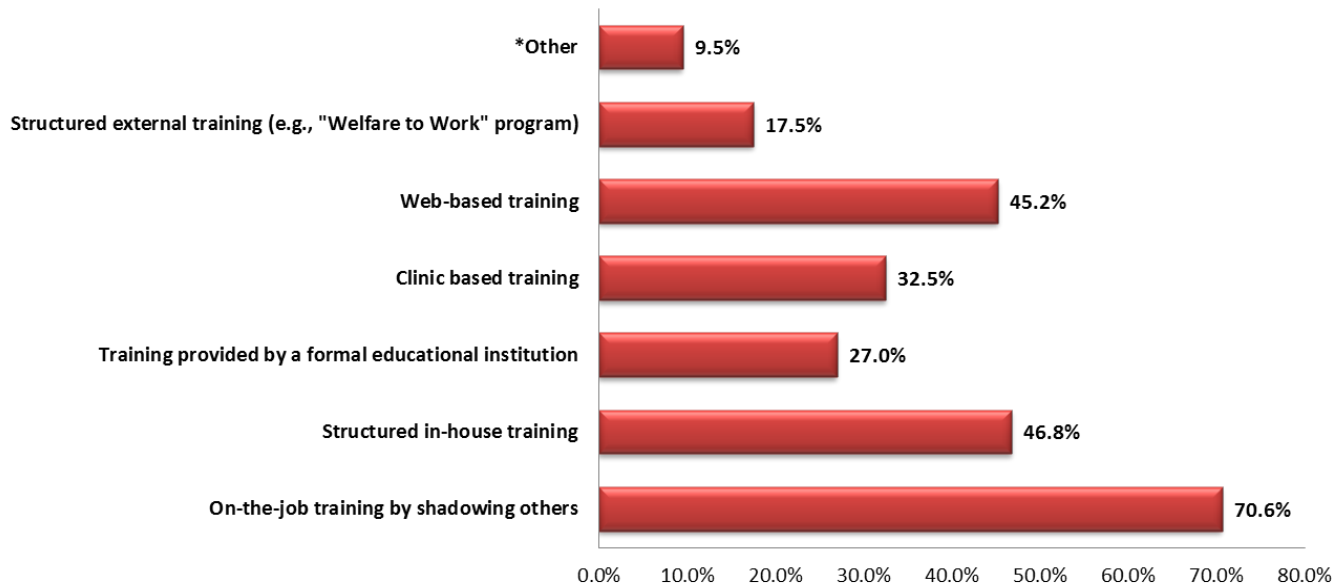
Other: Conferences; 10 week courses; Tobacco Cessation Certification/Training; Peer Support Specialist Certification; OMHSAS Training; Health Dept. etc.

Data from Environmental Scan of Community Health Workers in Pennsylvania – July 2013 Report

CHW Training: Eight Core Skills Identified

National Community Health Advisor Study
• 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   • Organizational Skills
Most existing training programs in PA include the eight core 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.

Data from Environmental Scan of Community Health Workers in Pennsylvania – July 2013 Report
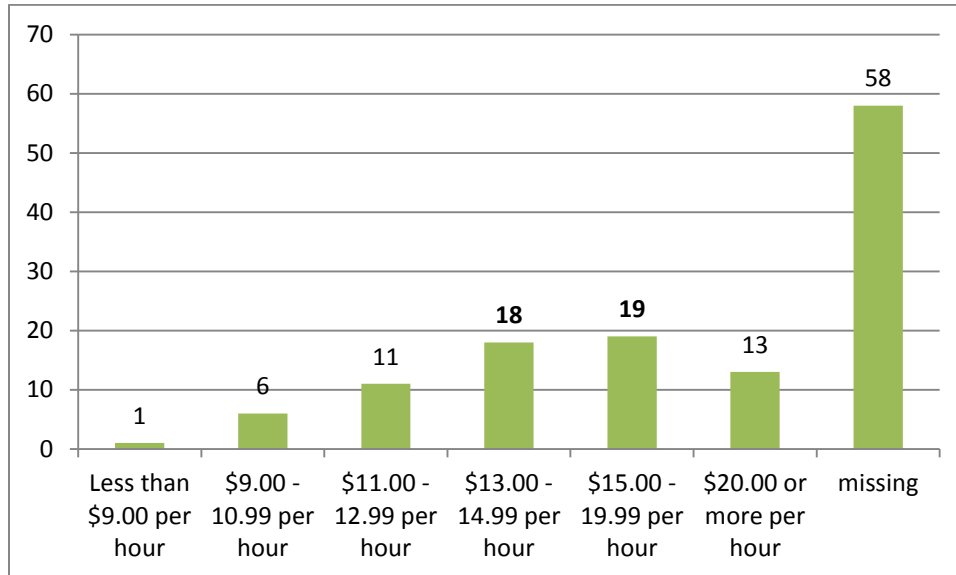
Primary Funding Sources for CHW Programs

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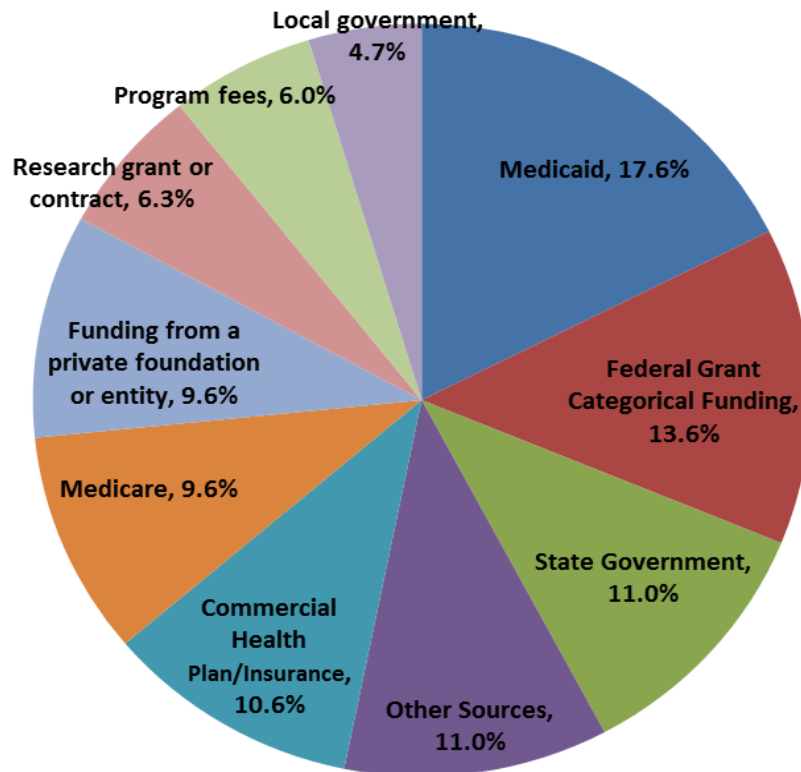
Examples of "Other Sources" of Funds to Support CHW program identified in the survey: Community Development Block Grant; Community Health Center Funding; Contractual & Fundraising; County MH/ID Office; General Operations; Head Start; HRSA; Hospital; Wellspan; State Tobacco Settlement Fund

Data from Environmental Scan of Community Health Workers in Pennsylvania – July 2013 Report

Based on the Environmental Scan Report and feedback from partners, DOH has developed a proposed strategy to support the CHW workforce. DOH, along with key strategic partners at the state and community level will promote policy, program development, program evaluation and growth of the CHW field.

Proposed Community Health Worker (CHW) Project Strategy

Definition and Scope of CHW Roles	Workforce Development	Guidelines for Research & Evaluation	Funding
GOAL: Develop a more explicit and concrete definition of CHWs in PA. Develop and use one common CHW definition in all communications pertaining to CHWs. Job title *"Community Health Worker"* will be used consistently in communications as an umbrella term that encompasses the following job titles: Allied Health Providers, Community Health Advisors, Peer Counselos, Peer Leaders, Promotores de Salud, Community Lay Workers, etc. *There are many job titles that fall under Community Health Worker.*	**GOAL:** Establish a statewide infrastructure to support standardized training for CHWs. CHWs should receive proper training and disease-specific education Trainings will be based on national standards: •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 •Organizational Skills ***Successful Completion of Training = Certification***	**GOAL:** CHW related programs, definitions, roles, scope of practice, training, and certification will be grounded in evaluation research. Performance Measures Examples: • # of consumers who receive information • # of CHW program activities consumers engage in • # of referrals made by CHWs • # of consumers screened • # of education programs facilitated by CHWs • Improved Health outcomes • Cost savings	**GOAL:** Create a sustainable funding stream for CHWs Use Medical Assistance administrative match funds Expand Medicaid Fee-for-Service reimbursable CHW services beyond scope of mental health Providers should be able to bill Medicaid, Medicaid Managed Care & CHIP for CHW services. Determine use of Section 1115 & Section 1915 Medicaid waivers

Draft — Proposed CHW Project Strategy, BHPRR, Division of Cancer Prevention & Control

pennsylvania DEPARTMENT OF HEALTH

1) Define CHW (APHA, ACA definitions), have a common job title used in all communications
2) Workforce Development (develop minimum standards for training and address certification)
3) Develop Guidelines for Research and Evaluation
4) Identify Funding Opportunities

Data from Environmental Scan of Community Health Workers in Pennsylvania – July 2013 Report