



# Vermont Community Health Worker

## Scope of Practice and Core Competencies

October 15, 2020

## Overview of Process

Well-articulated scope of practice and competency guidelines for Community Health Workers, as in other professions, can help to give the Community Health Worker field more tools to guide education, practices and policies that impact the workforce across the state. In the Fall of 2019, the Vermont Community Health Worker Workforce Development Subcommittee performed a cross walk of roles and competencies from eight other states (Massachusetts, Minnesota, Ohio, Arizona, Maryland, Indiana, Oregon, Kentucky, and Texas), using the [Community Health Worker Core Consensus \(C3\) Project](#) as a guide. Recommendations were submitted to the Vermont CHW Steering Committee for further review and comment. The final scope of practice and core competency list was included in the Vermont Community Health Worker Landscape Assessment, which occurred in Summer 2020, to further assess the alignment in practice with the workforce.

## Concepts Defined<sup>1</sup>

### ROLE

Functions and/or purpose(s) that Community Health Workers serve in their communities, their organization, and the health care system. For example, Community Health Workers, as part of the healthcare team, provide health education.

### SCOPE OF PRACTICE

An all-inclusive list of roles and tasks which an occupation includes in its scope of work. The exact mix of these roles and tasks for any one individual will vary based on the individual skills, experience/expertise, needs of those served and host organizations.

### CORE COMPETENCIES

Core competencies identify behaviors and skills a Community Health Worker is expected to learn and demonstrate to carry out the mission and goals of their profession. These core competencies form career readiness and help guide a Community Health Worker throughout his/her/their career to operate within his/her/their scope of practice. The ability, coming from one's knowledge, practice, and aptitude, to do something well. A core role or a task that must be performed may be supported by multiple skills.

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<sup>1</sup> The Community Health Worker Core Consensus Project: <https://www.c3project.org/roles-competencies>

## Scope of Practice

1. Bridging the Gap Between Individuals, Communities and the Health and Social Service Systems
2. Providing Culturally and Linguistically Appropriate Health Education and Information
3. Care Coordination and System Navigation
4. Case Management
5. Providing Health Coaching and Social Support
6. Advocating for Individuals and Communities
7. Building Individual and Community Capacity
8. Providing Direct Service
9. Conducting Individual and Community Assessments
10. Conducting Outreach
11. Participating in Evaluation and Research

## Core Competencies

1. Communication Skills
2. Interpersonal and Relationship-Building Skills
3. Service Coordination and Navigation Skills
4. Capacity Building Skills
5. Advocacy Skills
6. Education and Facilitation/Coaching Skills
7. Individual and Community Assessment Skills
8. Outreach Skills
9. Legal, Ethical and Professional Skills and Conduct
10. Evaluation and Research Skills
11. Use of Public Health Concepts and Approaches
12. Cultural and Linguistic Competency