

# COMMUNITY HEALTH WORKER Career Gateways, Requirements, Pathways, and Barriers

The National Association of Community Health Workers (NACHW) implemented a Community Health Worker (CHW) survey in 2021 to advance the national professional identity, policy leadership and organizational capacity of CHWs in the United States. This infographic highlights responses to our national survey from 867 CHWs (772 English and 95 Spanish respondents) from 859 unique zip codes.

This infographic explores training, requirements for continuing education, barriers to success as a CHW and their desired options to include in their career paths.

Despite CHWs' completion of numerous training related to nationally endorsed competencies, CHWs express challenges of employment and career advancement that include funding, certification, and higher education requirements. CHWs want access to continuing education related to the social determinants of health, advocacy and health and racial equity. Offering free certification and continuing programs can increase CHWs professional development.

The NACHW Advance CHWs project began in 2021 and is funded by Johnson and Johnson to advance the national professional identity, policy leadership and organizational capacity of Community Health Workers. CHWs is used as an umbrella term to describe community health representatives, promotores, aunties, outreach workers, peers and dozens of different work titles. CHWs are a diverse, capable, proven, frontline public health workforce, whose trust and cultural alignment with marginalized communities facilitates their roles as community educators, capacity builders, advocates and liaisons between under-resourced communities and health and social services systems (APHA, 2014).

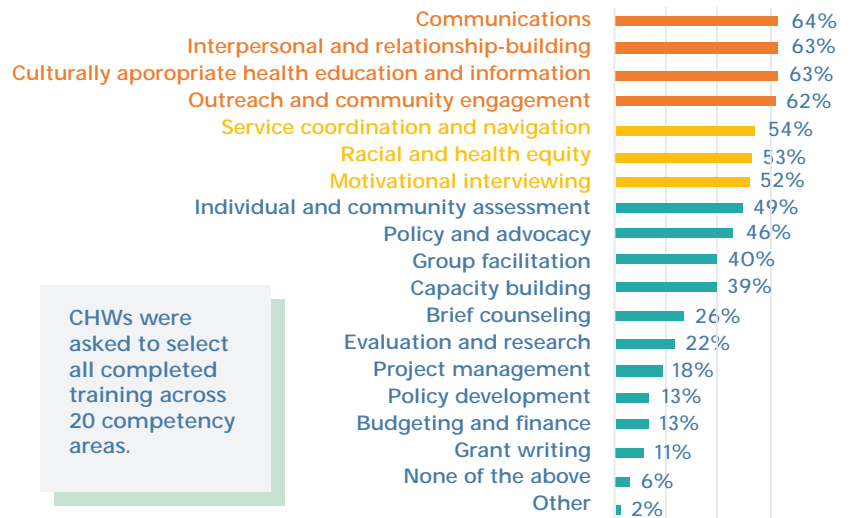
CHWs' integration within medical, public health and social service initiatives are essential to eradicate racial and social injustice and health inequities disproportionately experienced by people of color. This data should be used for action to reverse harmful practices and barriers to CHW self-determination, leadership advancement and sustainability.

The survey, analysis and narratives were developed by NACHW staff and CHW leaders from across the country who are part of the Advance CHWs Project.

Special thanks to our advisors and contributors to project phases. To learn more about the CHWs in this project and download all infographics and the full report please visit <https://nachw.org/>



## I have completed training in the following competencies



CHWs were asked to select all completed training across 20 competency areas.

## The following trainings should be available to all CHWs

