

COMMUNITY HEALTH WORKER Work Environment

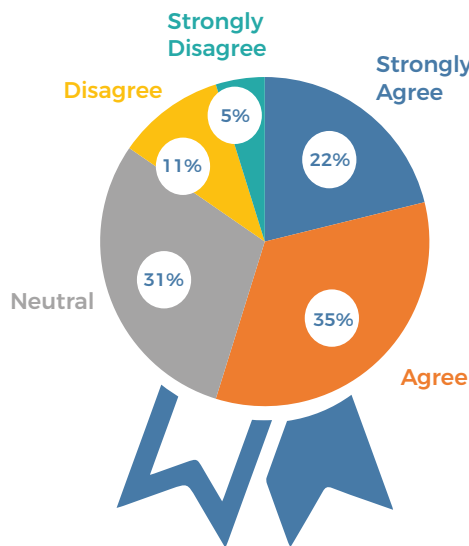
The National Association of Community Health Workers (NACHW) implemented a Community Health Worker (CHW) survey in 2021 to advance the national professional identity, policy leadership and organizational capacity of CHWs in the United States. This infographic highlights responses to our national survey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

CHWs (772 English and 95 Spanish respondents) from 859 unique zip codes.

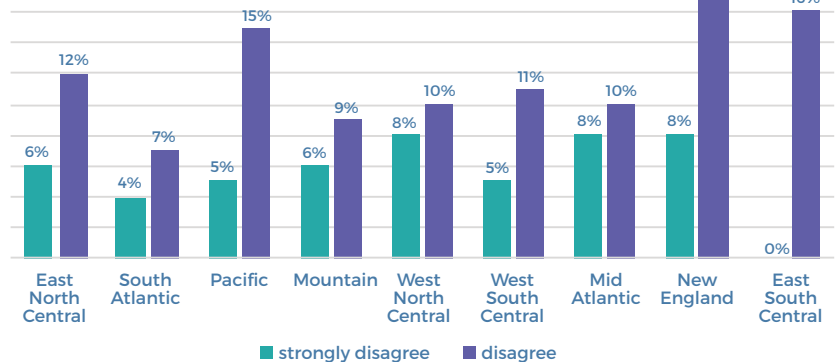
We learn in this infographic our agency to shape careers, how non-chws perceive us as CHWs, career advancement opportunities and our experiences with leading discussions across care teams.

Championing sustainable, healthy and anti-racist CHW driven workforce environments is critical in organizational infrastructure, policy, and practices. CHWs advancement provides upstream capacity to effectively combat social determinants of health.

Non-CHWs where I work see me as a community health expert



by Region



Only 57% of CHWs Strongly agree or agree that at work, non-CHWs see us as a community health expert.

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).

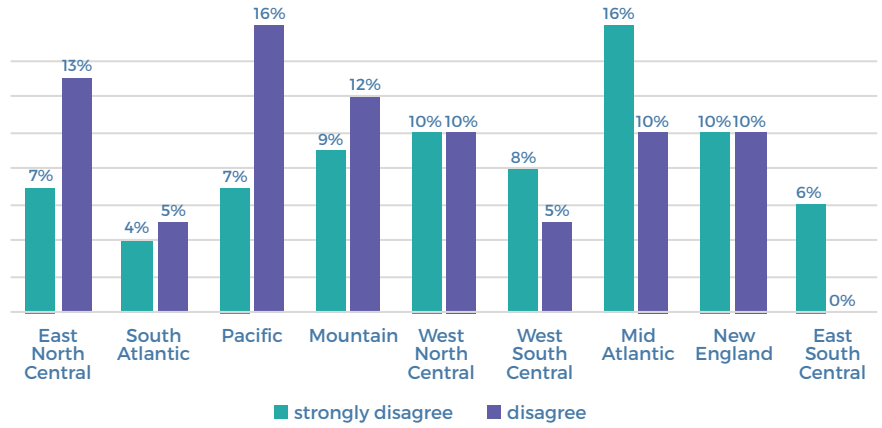
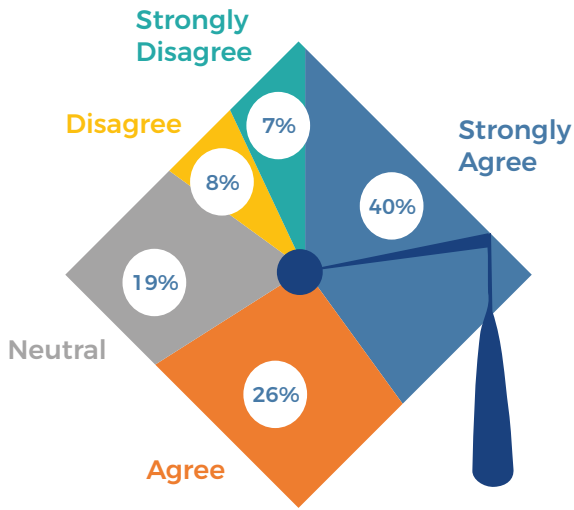
CHWs' integration within medical, public health and social service initiatives are essential to eradicate racial and social injustice and health inequities disproportionately experienced by people of color. This data should be used for action to reverse harmful practices and barriers to CHW self-determination,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

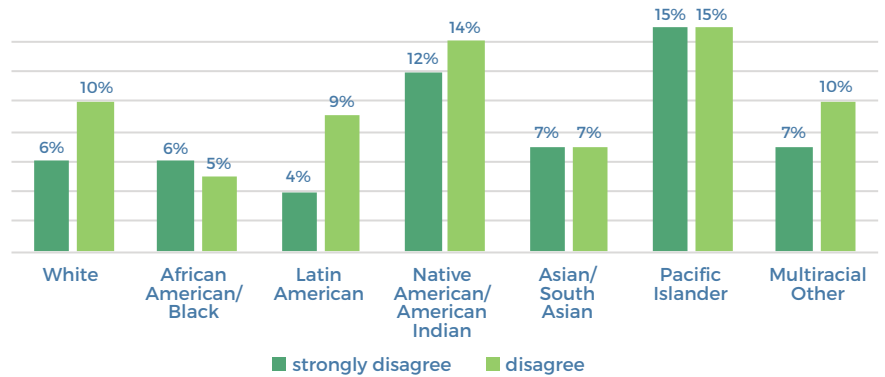


WORK ENVIRONMENT (CONTINUED)

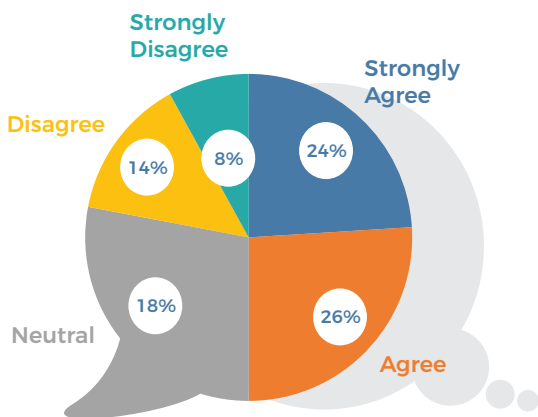
Opportunities for continuing education and career advancement where I work



Two-thirds (66%) of CHWs Strongly Agree or Agree that at work, we experience opportunities for continuing education and career advancement.

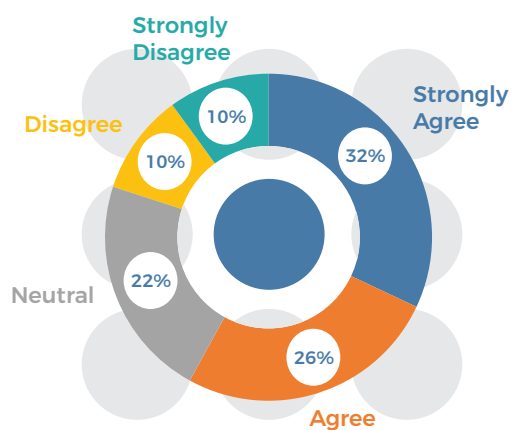


Lead discussions and plan to improve CHW services provided where I work



Half (50%) of CHWs Strongly Agree or Agree that at work, CHWs can lead discussions and plan to improve services.

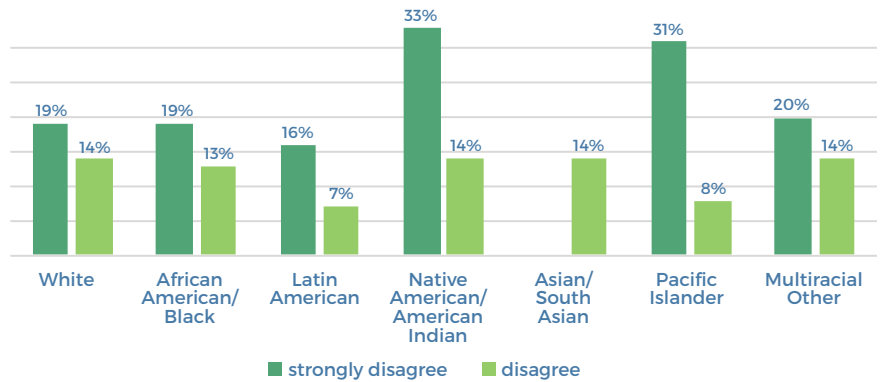
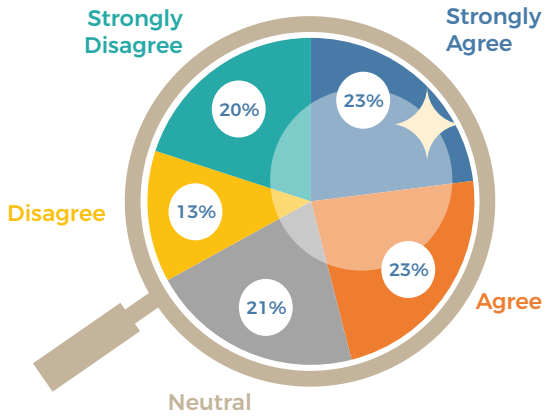
CHW role is unique and does not duplicate the role of others in the organization



Slightly over half, 58% of CHWs Strongly Agree or Agree that our role is unique and does not duplicate the role in the work environment.

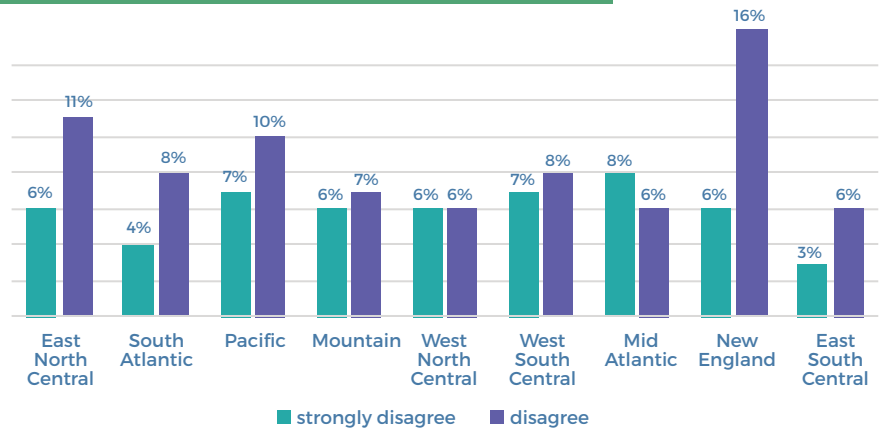
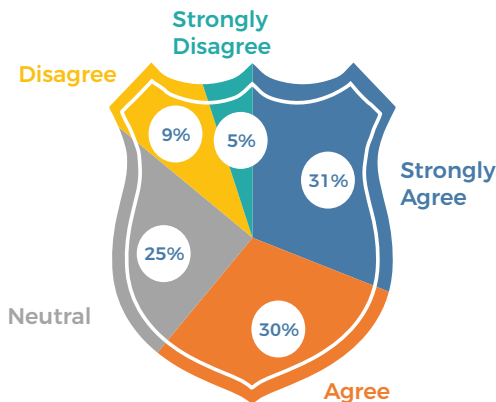
WORK ENVIRONMENT (CONTINUED)

Voice counts in decisions about hiring and the roles of CHWs



Less than half (46%) of CHWs feel that their voice counts in decisions about hiring and the roles of CHWs

Authority to shape my role and career as a CHW where I work



61% of CHWs Strongly agree or Agree that at work, we have the authority to shape our roles and career.

OPPORTUNITIES FOR ACTION

- **Educate non-CHWs in the workplace** on the value, roles and leadership of CHWs as community experts
- **Integrate CHWs into the care teams**, in conversations where clinical and community health decisions are made.
- **Teams can engage CHW employees** in discussions about and goal setting to ensure their integration, career goals, and organizational advancement
- **Incorporate CHW leadership** in the design, development, implementation and monitoring of programs and services impacting the communities where they live and serve
- **Invest in the unique role of CHWs** and community-based organizations that preserve and promote the fidelity of the CHW profession who employ us
- **Protect CHW achievements** and advancements across sectors
- **Enhance research** to better understand social, community, organizational health environments among CHWs