

CHW Integration into Local Health Departments (LHD) Roadmap

BUILD THE FOUNDATION	ORGANIZATION PLANNING	LAUNCH	MAINTENANCE
<ul style="list-style-type: none"> • Identify need for CHW within LHD services: <ul style="list-style-type: none"> ◦ Review the County Health Needs Assessment (CHNA) with CHW <u>core competencies</u> to see where skills align to meet the needs of the CHNA; ◦ Review grants and contracts and identify where CHWs are currently being deployed on soft funds to meet county priorities; ◦ Identify unique contributions of CHWs in meeting <u>LHD mission</u>; ◦ Reach out to <u>community partners</u> to see how CHWs can improve access to LHD services (i.e. county places CHWs in service organizations). • Conduct an <u>assessment</u> of which <u>funding models</u> are feasible for the current system (i.e. <u>bundling services</u>; <u>HUBs</u>; <u>reimbursement</u>). • Create a CHW <u>integration plan</u> with objectives and <u>evaluation</u> indicators that meet mandated services, <u>CHIP</u>, strategic plan, and/or based on surveillance activities. • Present preliminary plan to Board of Health (BOH) and integrate feedback. • Work with BOH to recommend a funding line w/in general fund with CHW position. • Present formal plan/<u>budget</u> to Board of Supervisors. 	<ul style="list-style-type: none"> • Create a <u>pay structure</u> that reflects <u>CHW expertise</u>. • Collaborate across depts. to develop position that connects to LHD mission. • Standardize <u>job description</u> across departments to lessen barriers to apply for internal positions. • Build in <u>CHW tiers</u> for advancement. • Work with HR to develop CHW <u>salary structure</u> and <u>screening criteria</u>. • Determine if certification will be required/preferred. • Conduct an <u>in-service on the CHW role</u> with staff across LHD departments to ensure integration. • Work with community partners to develop a <u>referral system</u>. • Engage HD leadership in organizational planning process by providing regular updates/input. • Identify opportunities and <u>trainings</u>, for CHW <u>core competency</u> <u>training/professional development</u>. • Create <u>communication plan/campaign</u> to highlight CHW role within LHD to increase public awareness of CHW role • Identify potential <u>CHW supervisor(s)</u>. 	<ul style="list-style-type: none"> • Prepare CHW supervisor: <ul style="list-style-type: none"> ◦ Provide <u>training</u>; ◦ Create a <u>performance feedback system</u>. • Include CHW from internal or partner organization on <u>hiring committee</u>. • <u>Recruit</u> through CHW networks and coalitions, provide presentations • Provide <u>core competency training or refresher</u>. • Familiarize CHWs about relevant county services and programs. • Create <u>CHW training cohorts</u> for peer support. • Provide hands-on CHW opportunities for <u>practice</u> and reflection • Establish opportunities for <u>CHW mentoring</u> . • Establish CHW safety protocol. • Establish a <u>bidirectional evaluation</u> process. • Develop <u>evaluation process</u> with CHW input. • Investigate structures for <u>CHW reimbursement</u>. 	<ul style="list-style-type: none"> • Launch or support existing <u>CHW networks</u>. • Strategically develop grants to <u>address specific issues</u> . • Revisit <u>evaluation indicators and measures</u> annually. • Review and incorporate <u>evaluation findings</u> for quality improvement. • Implement individualized <u>professional development</u> plans. • Annual refresher training of importance of <u>CHW integration</u>. • Create wellness program for secondary trauma and <u>CHW burnout</u>; establish a way to evaluate effectiveness of the program. • Implement and evaluate new <u>funding streams</u> with CHW involvement. • Implement CHW mentoring plans and individual career conversations. • <u>Assess CHW professional growth</u> • Present evaluation findings to county leadership. • Evaluate effectiveness of efforts to <u>increase public awareness of CHW role</u>. • Obtain <u>feedback on pay structure</u> to ensure it is reflective of CHW expertise. • Conduct needs assessment every few years; provide recommendations based on identified health priorities.

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