

CHW Voluntary Certification (VC) Evaluation

Levels of CHW VC Impact

1. **The CHW workforce:** recognition, compensation, job security & career development opportunity.
2. **CHW Employers:** service quality, sustainability, effectiveness and efficiency.
3. **Communities:** increased health care access improved health outcomes & health equity.

Key Evaluation Findings

- There is consistent growth in the number of certified CHWs in Arizona.
- The \$300 certification fee and \$200 recertification fee are an ongoing barrier to certification.
- Few clinics or community-based agencies are billing Medicaid/AHCCCS for CHW reimbursement.
- Precarious funding and low salaries threaten the CHW workforce.

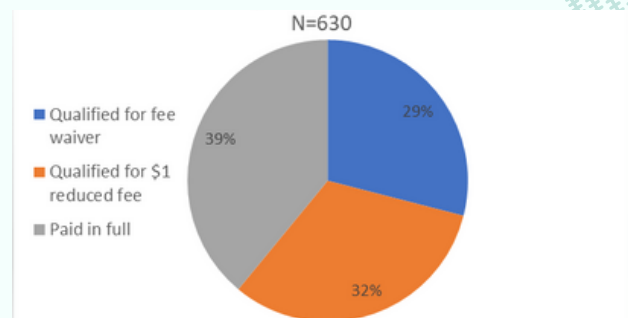
CHW Certification and Renewal

- As of June, 2025, 630 CHWs, or ~45% of the total CHWs have been certified in Arizona.
- Certified CHWs are currently working in 15 Arizona counties.
- Among CHWs up for renewal, 83% (119 CHWs) applied within the 3-month time frame.



Cost of CHW Certification and Renewal

- 81% of surveyed CHWs (n=163) reported that the certification fee would be a burden.
 - "I would probably prioritize essential bills, i.e. rent, water, gas, and diapers, over paying \$300. If that fee was waived then I would no doubt renew my application and proceed with CHW duties."



CHW Job Security and Compensation

CHW Annual Salary			
	2021	2023	2025
Arizona	\$38,604	\$43,660	\$48,050
U.S.	\$46,144	\$46,190	\$51,030

Funding cuts to federal agencies that provide grant funding for CHWs has a has a direct impact on the job security of CHWs.

Moving Forward

- Support CHW workforce in certification/renewal efforts including advocating for lowering fees
- Protect CHW jobs and advocate for higher salaries.
- Address barriers to AHCCCS/Medicaid reimbursement for community-based organizations.
- Increase CHW presence in rural areas.
- Encourage organizations to support CHW certification.