

# PAVING THE WAY TO CHW SUSTAINABILITY: 2020 Arizona CHW Employer Survey

Community Health Workers (CHWs) are essential workers in clinical and community settings that strive to improve community health. There are currently over 1000 CHWs in Arizona.

The Arizona CHW Employer Survey helps us to understand the current employment and compensation landscape for the CHW workforce in Arizona to identify priorities for workforce development and sustainability.

## METHODS

- Online survey was sent to organizations in Arizona that employ CHWs
- Survey completed by managers and supervisors

## RESPONSES

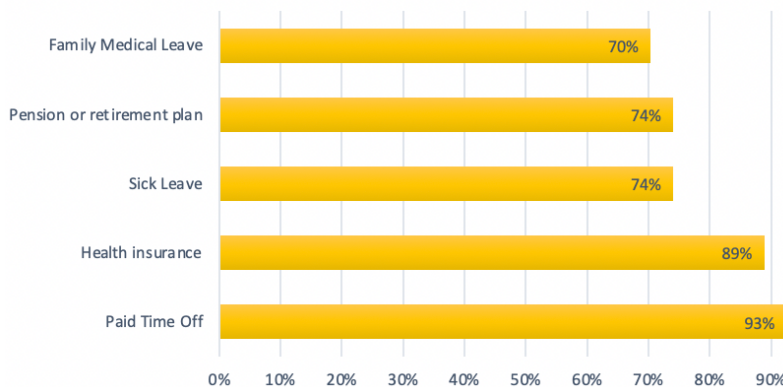
Survey included 27 organizations employing 371 CHWs across all 15 Arizona counties

Includes Health centers, tribal and county health departments, non-profits, hospitals, and health plans



## RESULTS

Percent of organizations that provide benefit (n=27)



## WORKFORCE CHALLENGES

48%  
of CHW  
positions paid  
\$15 or less

52%  
of positions did  
not have formal  
career ladder

**72%** of organizations want to expand their CHW programs

**44%** of organizations have sustainable funding mechanisms for their CHW programs

## TAKEAWAYS

- CHWs receive basic benefits, but opportunities for advancement are limited.
- CHWs need to be better compensated to achieve a livable wage.
- Employers will benefit from financial and technical assistance to expand CHW programs
- CHW Voluntary Certification and Medicaid reimbursement are the cornerstones of a sustainable CHW workforce

Learn more about developing a sustainable and effective CHW workforce in your organization!

Contact AzCHOW at [info@azchow.org](mailto:info@azchow.org)