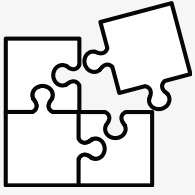


ARIZONA COMMUNITY HEALTH WORKER JOB OPPORTUNITY ANALYSIS

Takeaways



Job announcements do not take the full breadth of CHW skills into account



CHW positions in AZ include many job titles; job seekers may have a hard time identifying CHW positions



Job requirements emphasize professional skills over close/trusting relationship with community served

Methods

From October-December of 2019, 45 job announcements that could be filled by a Community Health Worker (CHW) were systematically gathered from online job boards in Arizona and analyzed for information on CHW Core Competencies, job requirements, benefits, and organization type and location.

Key Findings

5 out of 10

Average number of core competencies mentioned in announcements

77%

Organizations required high school diploma or higher.

24

Number of different job titles for 45 CHW positions

20%

Job Descriptions included a focus on chronic diseases

16%

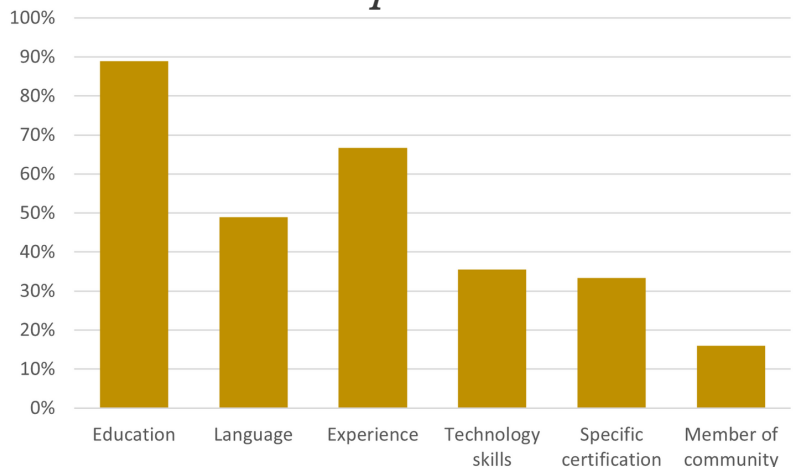
Announcements indicated "member of community" as a job requirement

Frequency of Core Competencies

Most frequently mentioned ↑
↓
Least frequently mentioned

- Education and Facilitation
- Service Coordination
- Communication
- Relationship Building
- Professional Conduct
- Outreach
- Knowledge Base
- Assessment
- Capacity Building
- Advocacy

% of Organizations that Specify Selected Job Requirements



Bottom Line

Community Health Workers are effective in improving health outcomes, particularly for chronic diseases. This analysis indicates that CHW positions may not be utilizing the full skills and capacities of this evidence-based workforce.

Interested in learning more about best practices for hiring, training and supporting the CHW Workforce in Arizona? Contact info@azchow.org

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