



CHW Workforce Development and the Oregon Community Health Workers Association



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Objectives

By the end of the presentation, participants will know more about:

- Origins of the Oregon CHW Association (ORCHWA)
- How ORCHWA is funded
- How ORCHWA interacts with Oregon Coordinated Care Organizations (CCOs)
- ORCHWA's work in training and workforce development with CHWs
- ORCHWA's work in evaluation and research with and about CHWs

ORCHWA Definition of CHWs



- CHWs are trusted community members who participate in capacitation (empowering training) so that they can promote health in their own communities (Farquhar, Michael and Wiggins, 2005).
- Communities can be defined by race/ethnicity, geography, age, sexual orientation, disability status, other factors, or a combination of factors.

Origins of the CHW Profession



- Natural healing and helping systems have existed in all communities.
- Formalized where people were systematically denied health care and the conditions for health.
- Has been dedicated to increasing health equity.



ORCHWA Origins



- 1960s – present: Oregon’s long history of successful CHW/promotor/a programs
- 1994: First statewide CHW network organized
- 2011: ORCHWA organized

Mission: To serve as a unified voice to empower and advocate for Community Health Workers and our communities

ORCHWA Funding



- Originally received in-kind support from the Oregon Latino Health Coalition and the Community Capacitation Center at the Multnomah County Health Department
- In 2017, received a major investment from Health Share of Oregon, Oregon's largest CCO
- Currently, 13+ different funding sources including grants, contracts, fee for service

ORCHWA's work with CCOs



- CCO = Oregon's version of an accountable care organization (loose translation!)
- HSO investment supports ORCHWA to develop infrastructure to act as a broker between health systems and community based organizations (CBOs)
- ORCHWA provides: training for CHWs and supervisors, online case management platform, research and evaluation services
- Currently developing contracts with Kaiser Permanente and pursuing contracts with other systems

Training and Workforce Development at ORCHWA



- Assessment of training needs
 - Happens informally and formally in the context of ORCHWA's Collaboratives
 - Statewide needs assessment recently conducted
- Methodology/philosophy of training:
 - Popular/people's education
 - Both cross-cultural and culturally specific

Training and Workforce Development at ORCHWA



■ Initial training:

- Based on curriculum developed at the Community Capacitation Center, which was based on the 8 skills clusters identified in the 1998 Natl. Community Health Advisor Study
- Prepares CHWs to play a full range of roles
- Qualifies CHWs for certification in OR

■ On-going training:

- Developed based on demand from CHWs and employers
- Helps to meet continuing education requirements for certified CHWs/promotores/as



Research and Evaluation (R&E) at ORCHWA

ORCHWA is committed to:

- Contributing to the body of academically credible research and evaluation about CHWs and CHW programs
- Doing R&E in partnership with CHWs
- Building CHWs' skills as researchers
- Creating the next generation of CHW researchers, who are themselves CHWs (an essential part of workforce development!)

National CHW Common Indicators Project



- ORCHWA is lead organization.
- Goal: To strengthen the science regarding CHW contributions to health and health care by identifying and promoting uptake of common process and outcome indicators for CHW practice
- Project team includes 50+ CHW leaders; researchers; health agency leaders; and leaders of culturally specific community based organizations employing CHWs.

Thank you!

