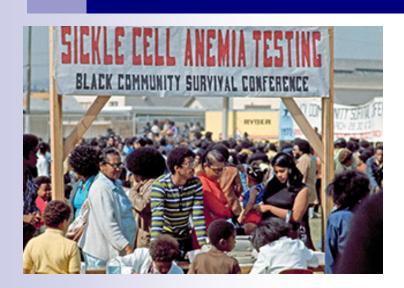




CHW Workforce Development and the Oregon Community Health Workers Association



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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.





 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





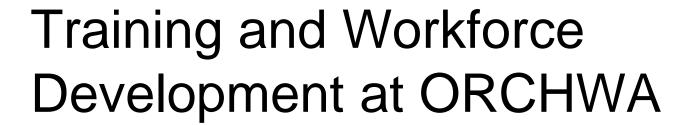
- Originally received in-kind support from the Oregon Latino Health Coalition and the Community Capacitation Center at the Multnomah County Health Department
- In 2017, received a major investment from Health Share of Oregon, Oregon's largest CCO
- Currently, 13+ different funding sources including grants,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





- 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





- 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!)





- 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!

