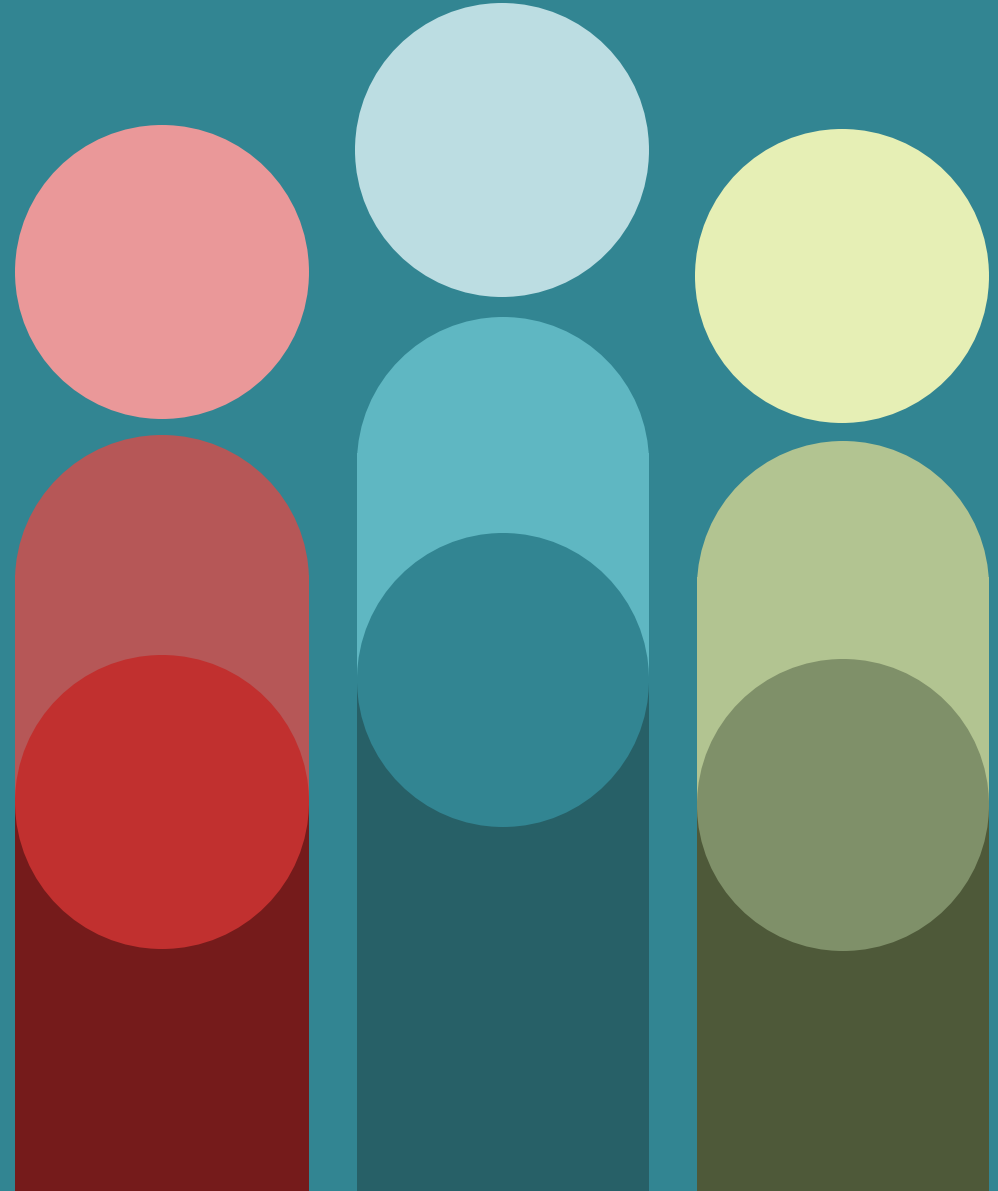




MNCHWA Quantitative Survey Results



CHW Survey



Table 1. CHW Respondent Roles (n=101)

Respondent Characteristics	Count	Percent
I currently work as a CHW in Minnesota, my title includes "Community Health Worker"	62	61.4%
I have a Minnesota CHW Certificate	43	42.6%
I have an NPI number as a CHW	21	20.8%
I work in a related field (e.g. public health or healthcare) but not in a CHW role	16	15.8%
I am currently enrolled in CHW Certificate classes	16	15.8%
I currently work as a CHW in Minnesota, my title does not include "Community Health Worker"	9	8.9%
I am not currently employed as a CHW, but I am looking for a CHW job	9	8.9%
I supervise other CHWs	8	7.9%
I manage a CHW program	6	5.9%
I have an UMPI number as a CHW	5	5.0%
I currently work as a CHW outside of Minnesota	3	3.0%
I am a Community Health Representative (CHR)	1	1.0%



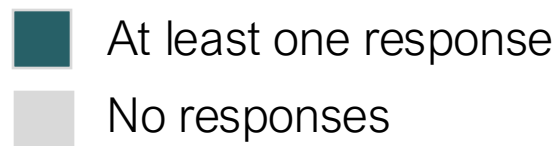
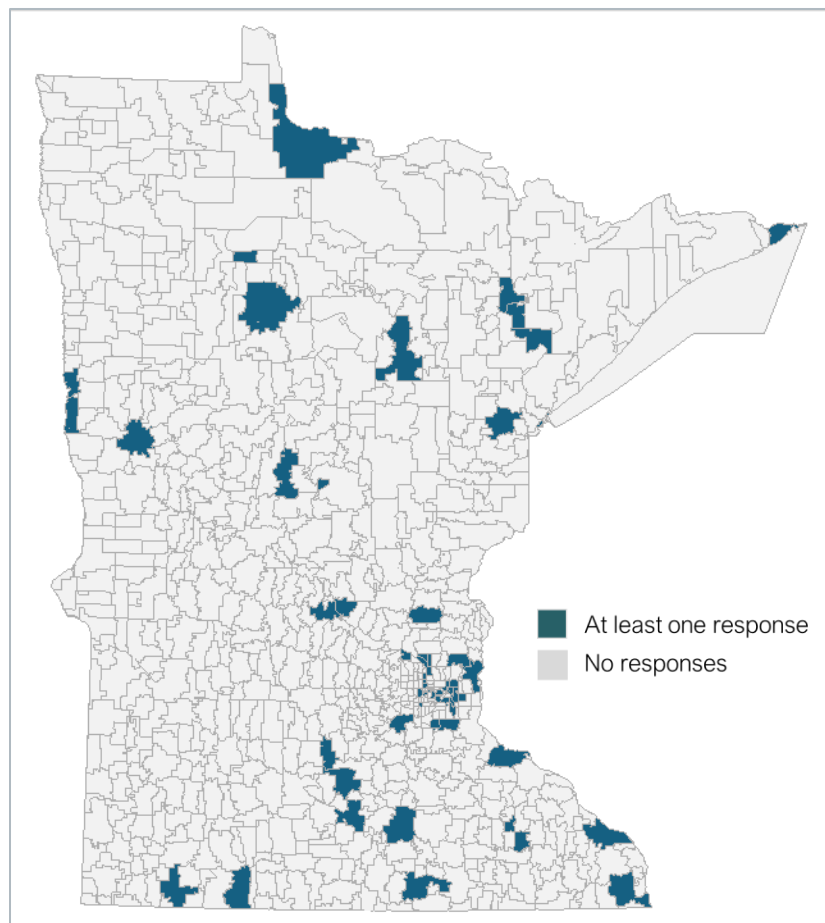


**Figure 1. Map of
CHW home zip
code (n=101)**



Figure 2. CHW Age in Years (n=101)

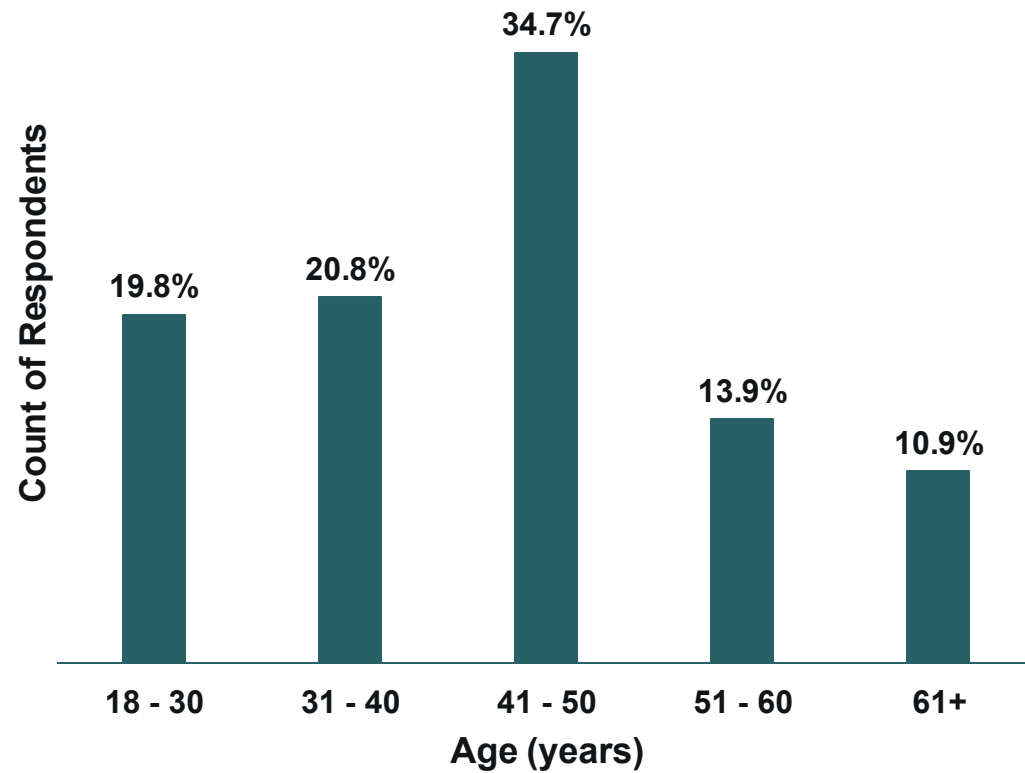


Table 2. CHW Respondent Organization Type (n=101)

Organization Type	Number	Percent
Health system or community-based clinics	40	39.6%
Community-based organization	21	20.8%
Local public health agency	19	18.8%
Other healthcare providers	5	5.0%
Other	16	15.8%



Table 3. CHW Respondent Gender Identity (n=101)

Gender Identity	Count	Percent
Female	88	87.13%
Male	10	9.90%
Prefer not to answer.	2	1.98%
Agender	1	0.99%



Table 4. Respondent Racial and Ethnic Identity (n=101)

Racial or Ethnic Identity	Count	Percent
White	33	32.67%
Hispanic, Latino, or Latino origin	23	22.77%
Black, African, or African American	22	21.78%
American Indian or Alaska Native	9	8.91%
Prefer not to answer	6	5.94%
East Asian	3	2.97%
Other Asian	3	2.97%
Other race	1	0.99%
South Asian	1	0.99%

33% of respondents also identified as a member of another specific community.

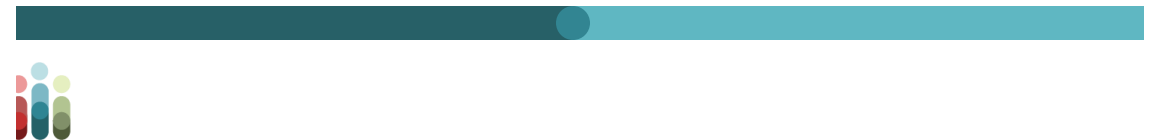
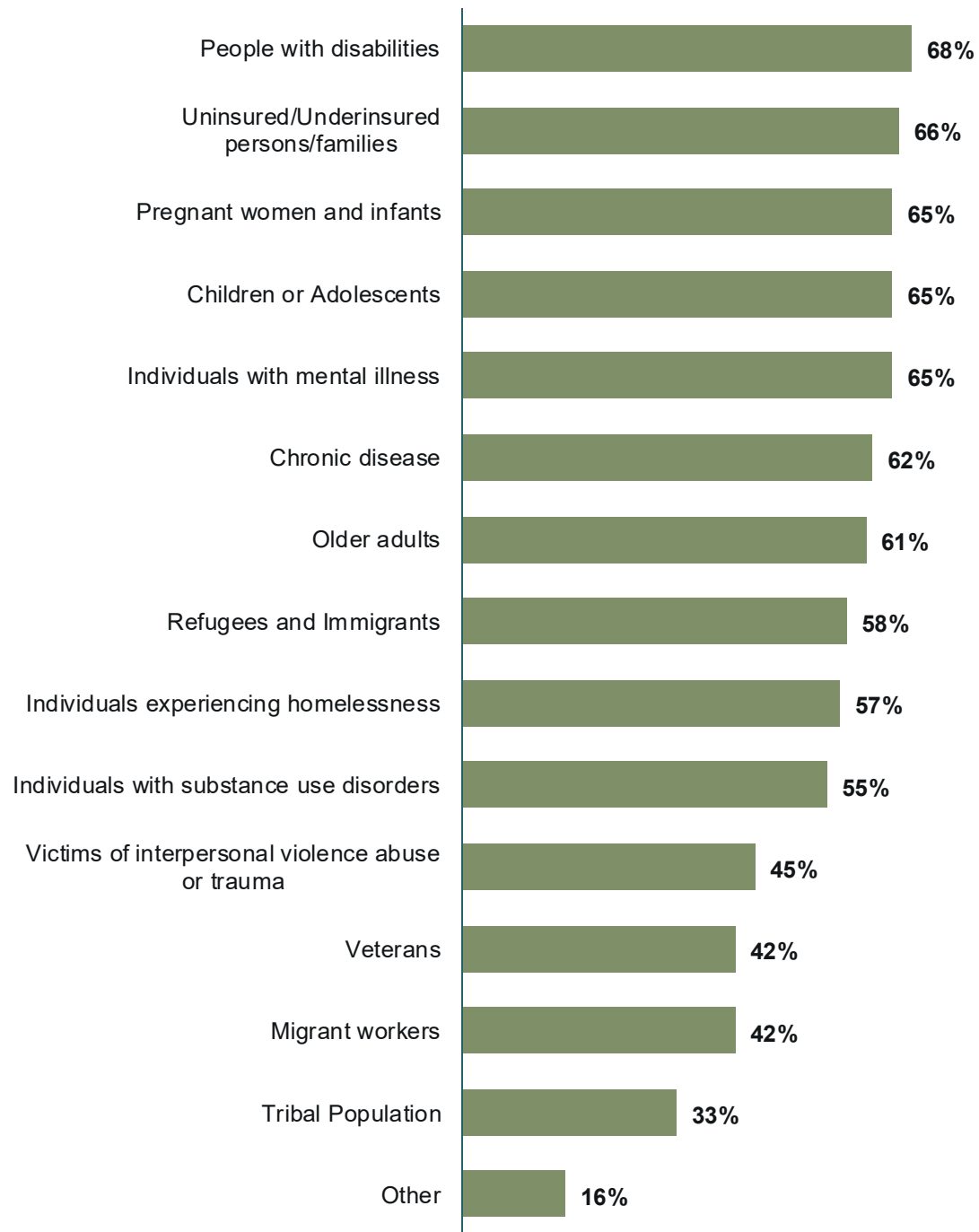


Table 4. CHW Respondent Language Proficiencies (n=101)

Language	Count	Percent
English	87	86.1%
Spanish	25	24.8%
Somali	6	6.0%
ASL	4	4.0%
French	3	3.0%
Hmong	2	2.0%
Ojibwe	2	2.0%
Other	7	6.9%



Figure 3. Communities Served at Employment Setting (n=101)



CHW Wages and Benefits

Current Hourly			Starting Hourly	
Mean	28.77886598		Mean	23.82835052
Standard Error	1.023597281		Standard Error	0.795995625
Median	26		Median	22.18
Mode	26		Mode	24
Standard Deviation	10.08126407		Standard Deviation	7.839647723
Sample Variance	101.6318852		Sample Variance	61.46007642
Kurtosis	9.404167344		Kurtosis	19.48826122
Skewness	2.720759465		Skewness	3.569559873
Range	60		Range	61
Minimum	15		Minimum	14
Maximum	75		Maximum	75
Sum	2791.55		Sum	2311.35
Count	97		Count	97
Confidence Level(95.0%)	2.031824544		Confidence Level(95.0%)	1.580038828

- 61.4% reporting being eligible for promotions.
- 77.3% have received a raise since starting their current position.



Figure 4. Benefits Received (n=101)

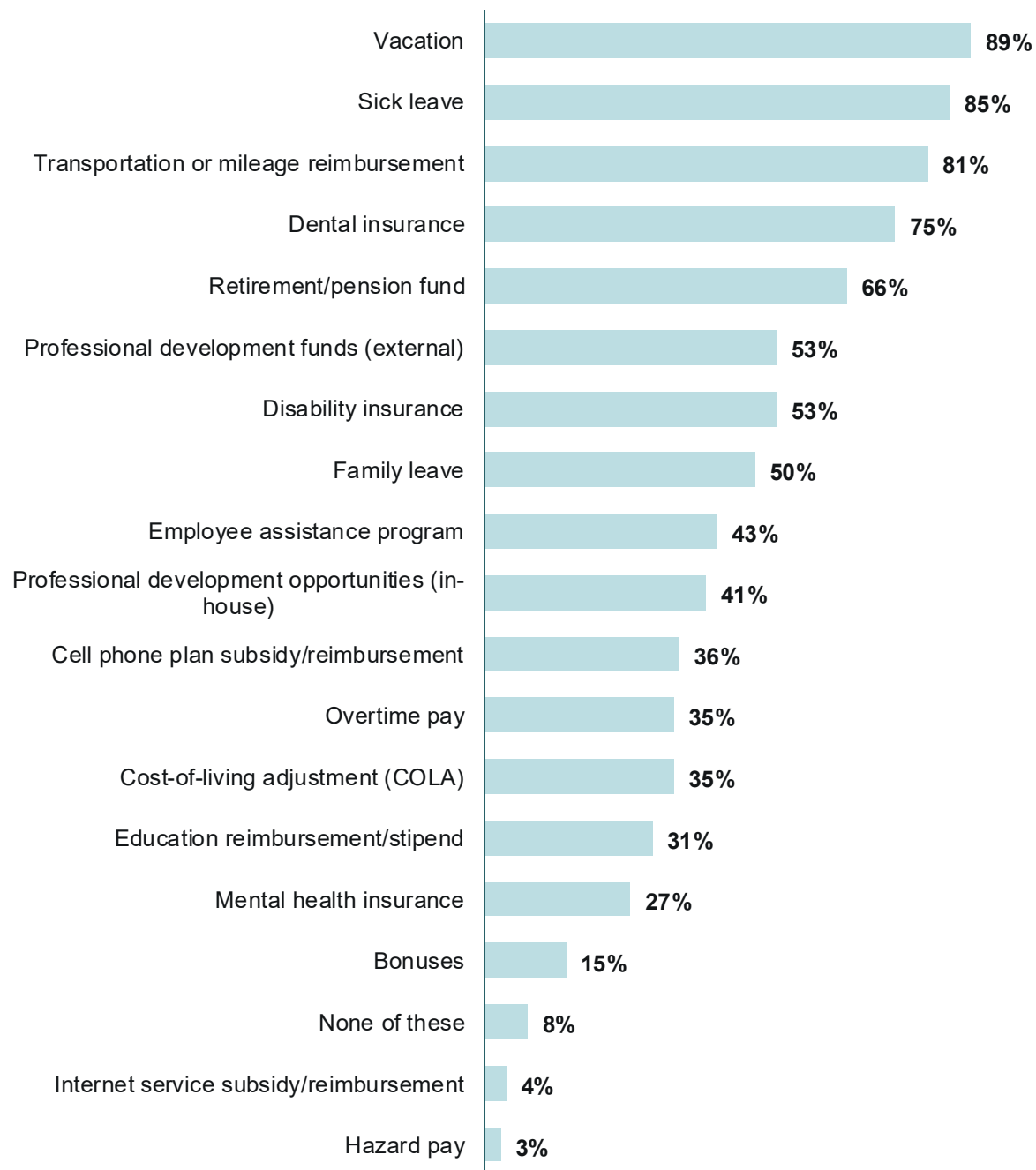
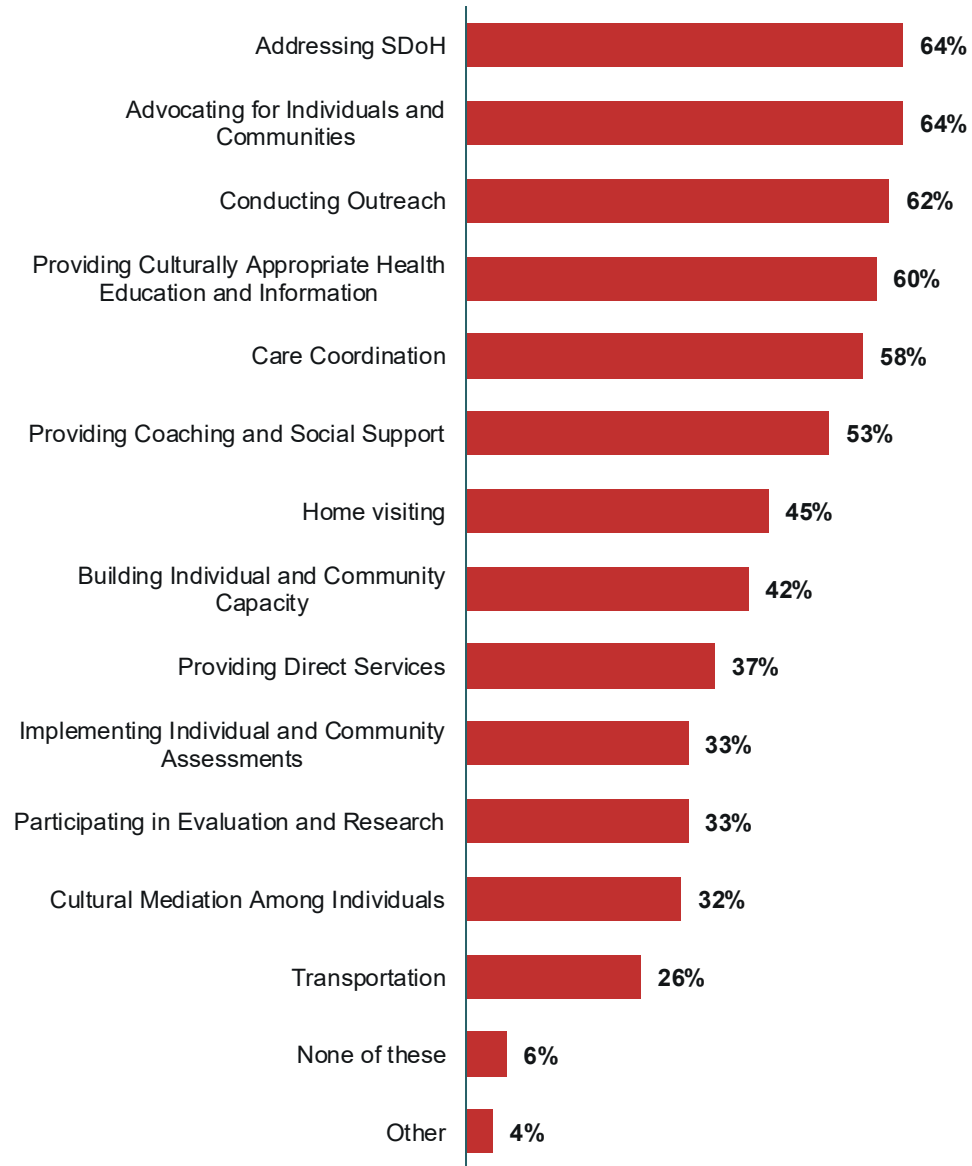


Figure 5. Primary job responsibilities of CHWs at their organization (n=101)



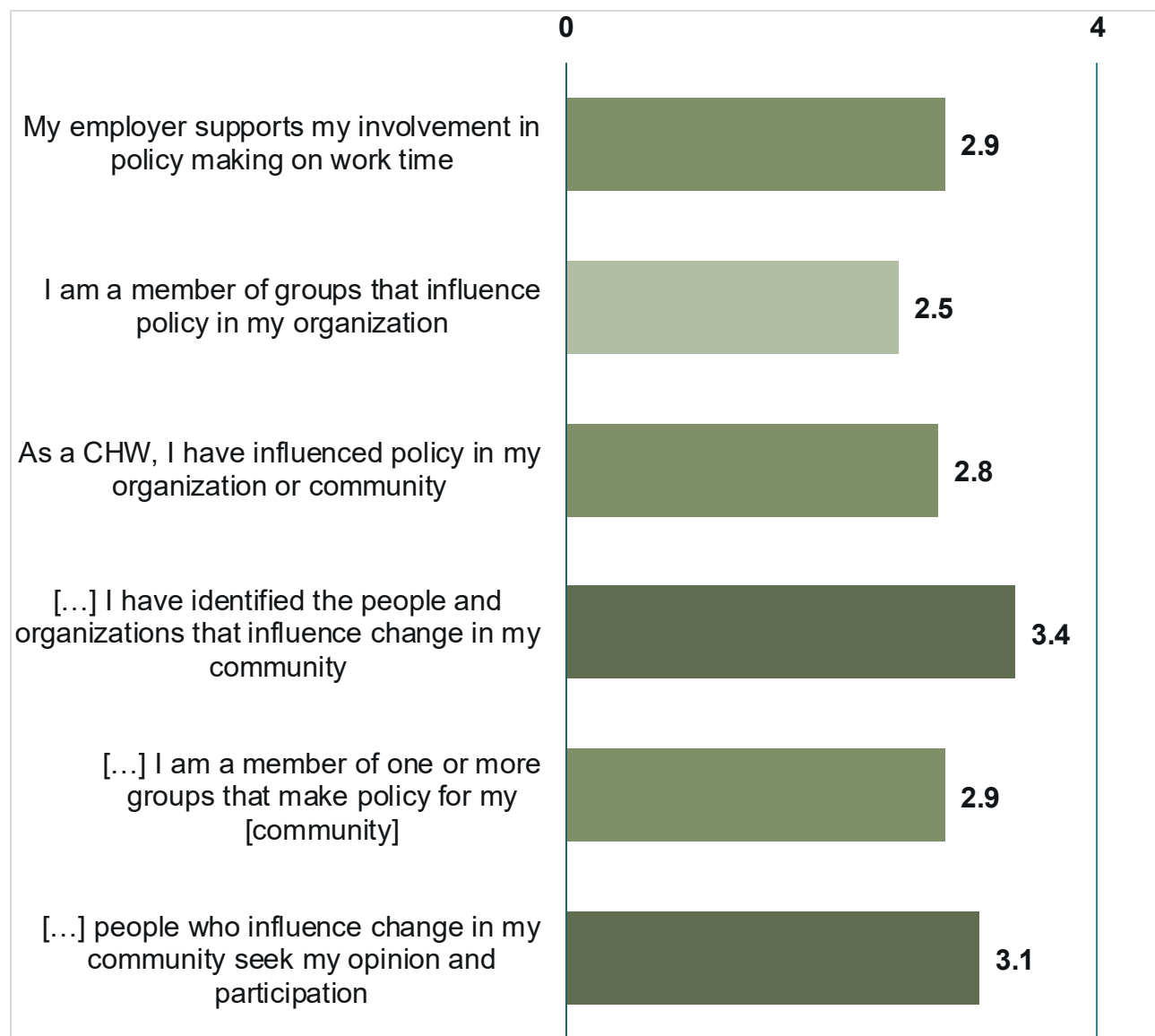


Figure 6. CHW involvement in decision- and policy-making; mean score by statement (n=101)

Scale Range	Count	Percent
1.0 to 1.99	2	1.98%
2.0 to 2.99	48	47.52%
3.0 to 3.99	43	42.57%
4	8	7.92%



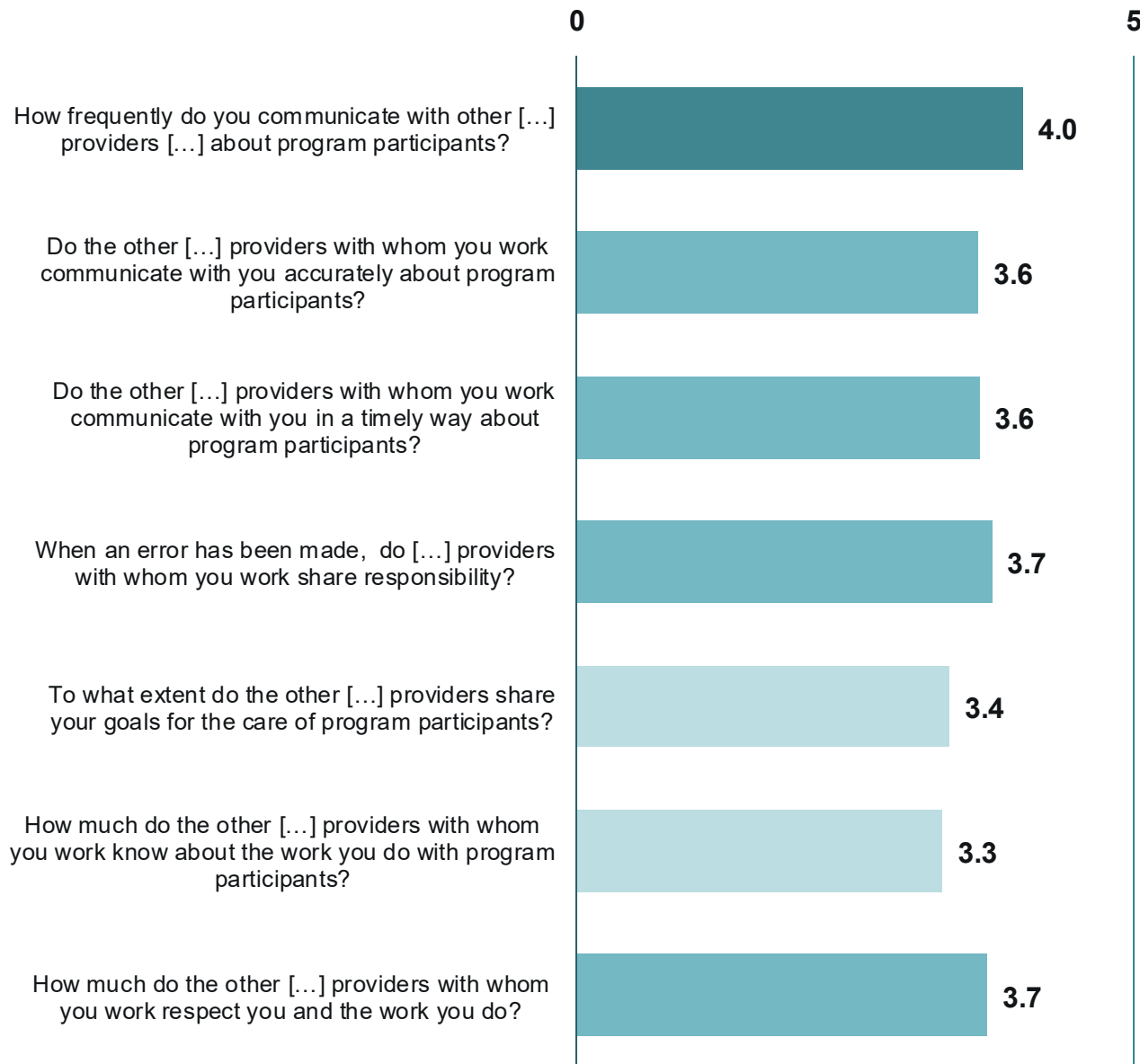
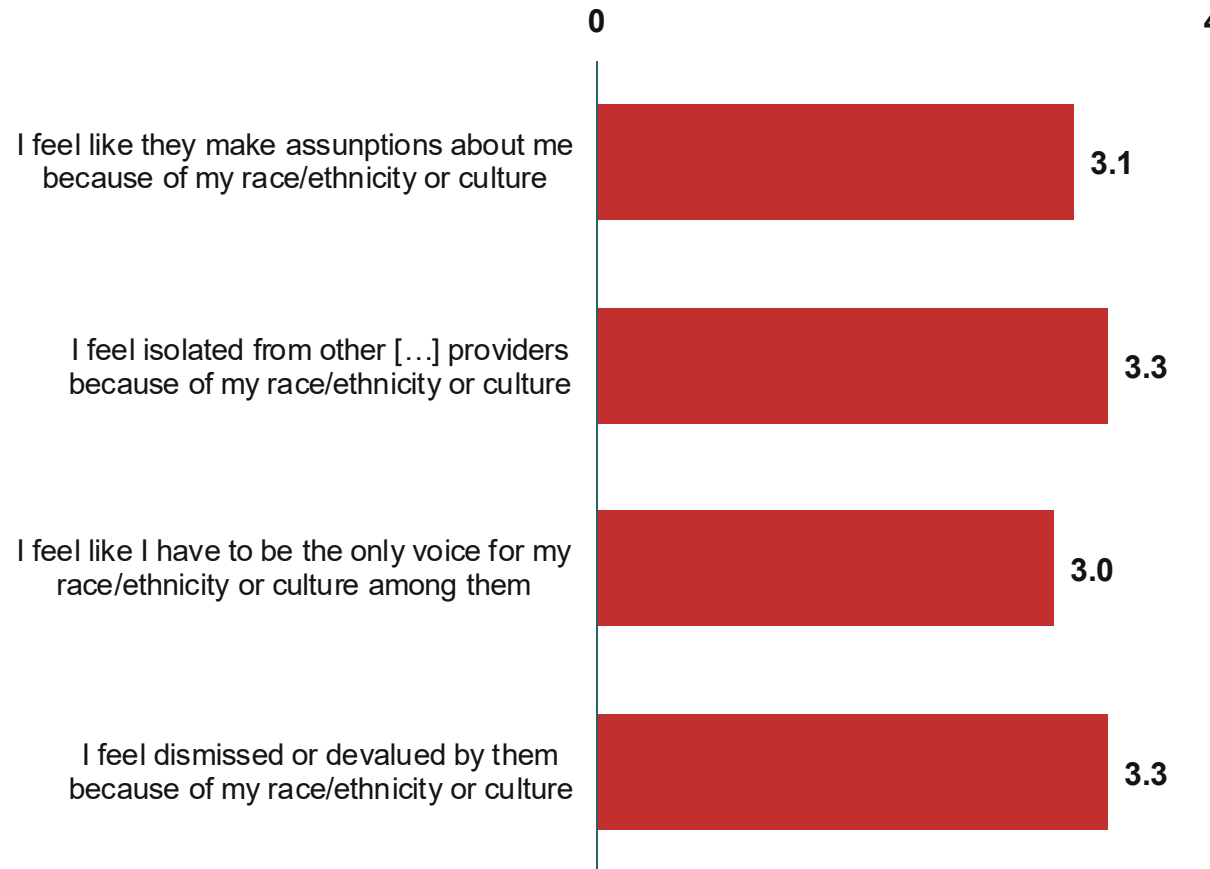


Figure 7:
Relational
Coordination
Scale; mean
score by
statement
(n=101)

Scale Range	Count	Percent
1.0 to 1.99	3	2.97%
2.0 to 2.99	10	9.90%
3.0 to 3.99	55	54.46%
4.0 to 4.99	32	31.68%
5	1	0.99%



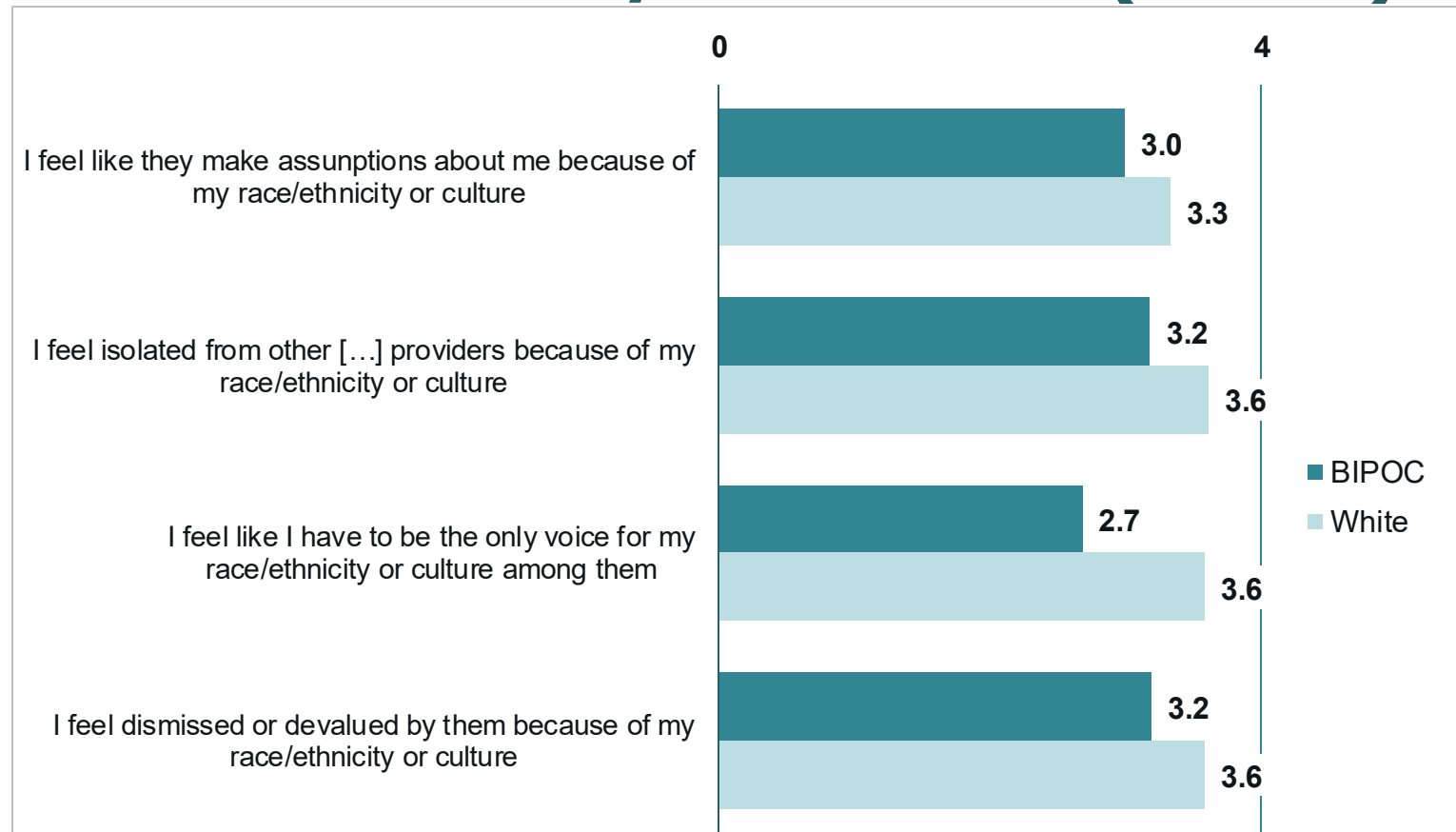
Figure 8: Influence of Racism and Other Forms of Discrimination on CHW Integration Scale; mean score by statement (n=101)



Scale Range	Count	Percent
1.0 to 1.99	2	1.98%
2.0 to 2.99	32	31.68%
3.0 to 3.99	43	42.57%
4	24	23.76%



Figure 9: Influence of Racism and Other Forms of Discrimination on CHW Integration Scale for BIPOC CHWs; mean score by statement (n=101)

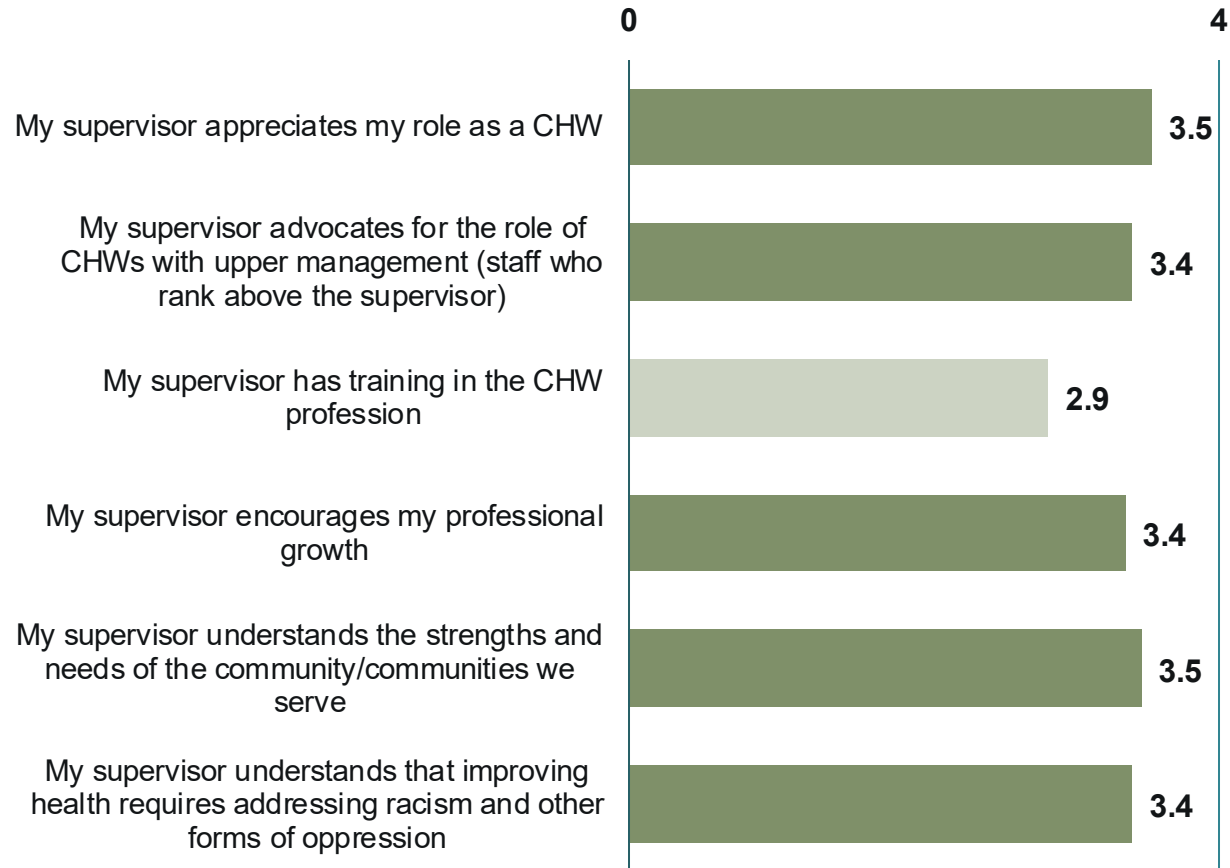


CHW Integration into Teams

- 75.3% Agree or Strongly Agree that other providers understand their role as a CHW.
- 91.1% Agree or Strongly Agree that they feel comfortable talking with other providers about their participants needs.
- 71.3% have access to main data system for participant tracking.
- 86.1% have an adequate, dedicated workspace.



Figure 9: Supervisor Attitudes and Knowledge Scale; mean score by statement (n=101)



CHW Supervision

- 57.4% have separate clinical and administrative supervision.
- 67.3% feel the quality of their *individual* supervision is Good or Excellent.
 - Average of 4.1 hours/month, median 2, range 0 to 25
- 62.4% feel the quality of their *group* supervision is Good or Excellent.
 - Average of 2.9 hours/month, median 1, range 0 to 32
- 56.5% of CHWs work for organization where CHWs participate in hiring panels.



Employer Survey



Table 5. Employer Respondent Roles (n=34)

Respondent Characteristics	Count	Percent
CHW supervisor (I directly supervise CHWs)	24	70.6%
Organizational administrator in an organization with a CHW program	10	29.4%
CHW program administrator	9	26.5%
Certificate holding CHW	4	11.8%
CHW mentor	3	8.8%
CHW without a CHW Certificate	2	5.9%



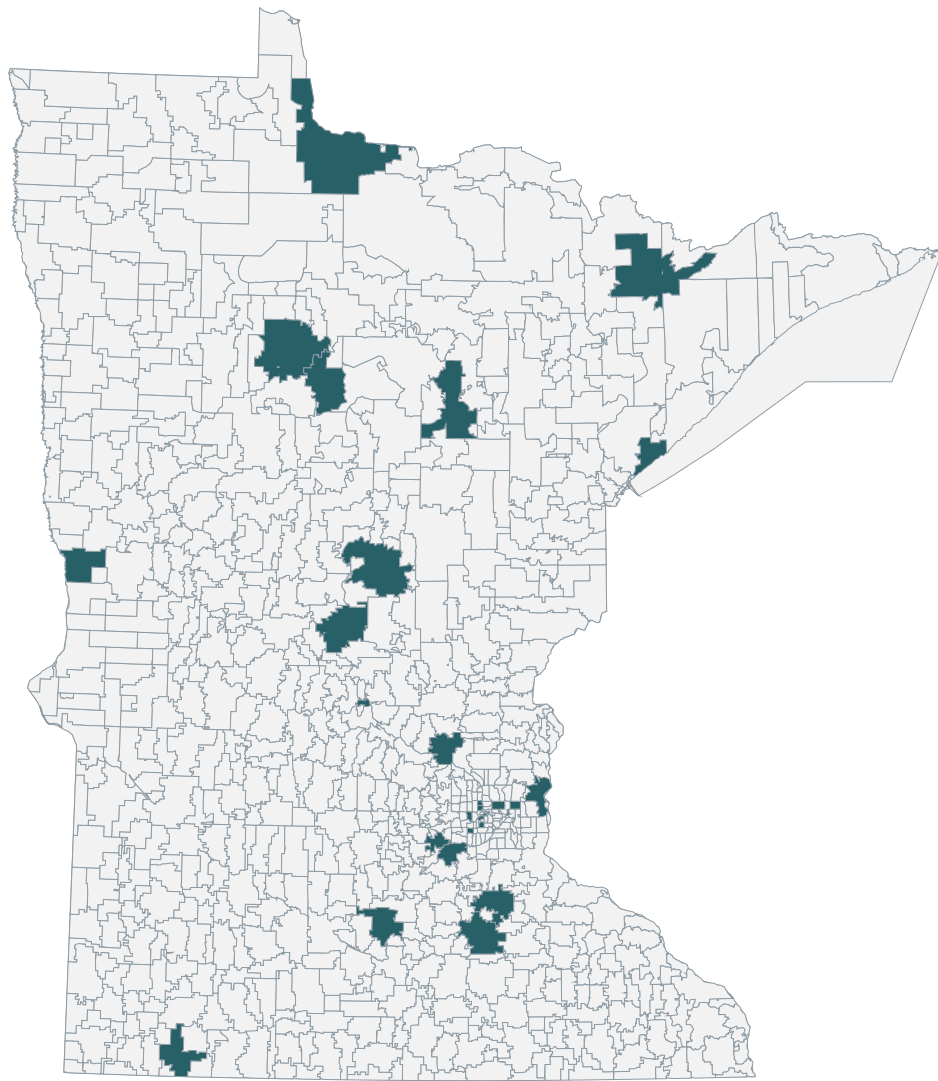


Figure 10. Map of zip codes with a CHW employer respondent (n=34)

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Table 6. Employer Respondent Organization Type (n=34)

Organization Type	Number	Percent
Health system or community-based clinic	15	44.1%
Community-based organization	7	20.6%
Local public health agency	7	20.6%
Other	5	14.7%



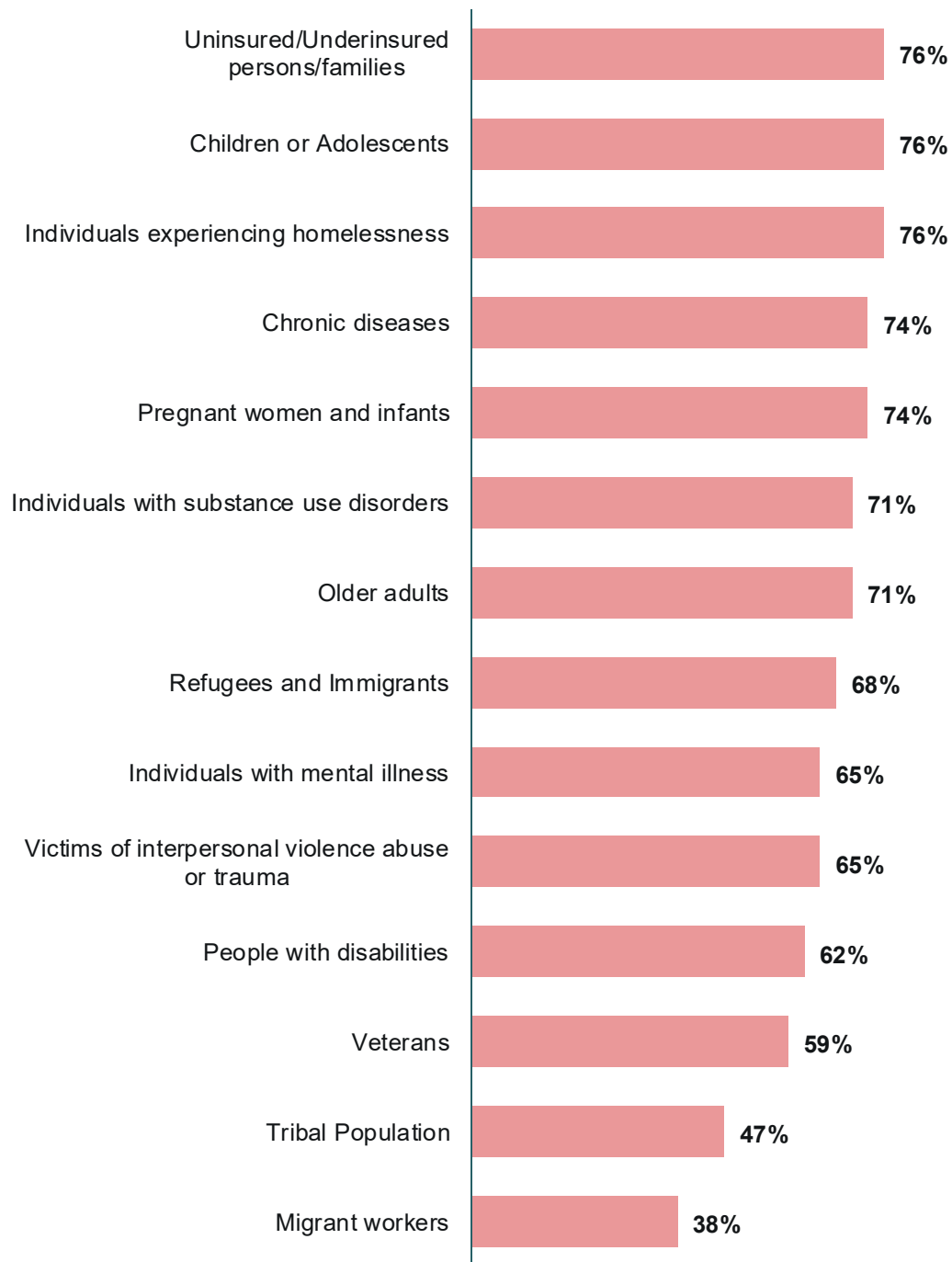


Figure 11.
Communities Served
by Organization
(n=34)



CHW Wages and Benefits

<i>Hourly Rate</i>	
Mean	27.02833333
Standard Error	0.902983619
Median	26.5
Mode	21
Standard Deviation	4.692040519
Sample Variance	22.01524423
Kurtosis	-0.261417789
Skewness	0.418258023
Range	19
Minimum	19
Maximum	38
Sum	729.765
Count	27
Confidence Level(95.0%	1.856109411
Weighted Average	27.2982069

- Responding employers reported 173 paid CHWs, average of 5.1 CHWs per organization with a median of 2, range 1 to 28.
- 85.3% (29 of 35) of employers reported that CHWs were eligible for promotions and step ups.



Figure 12. Benefits Offered to Full Time CHWs (n=34)

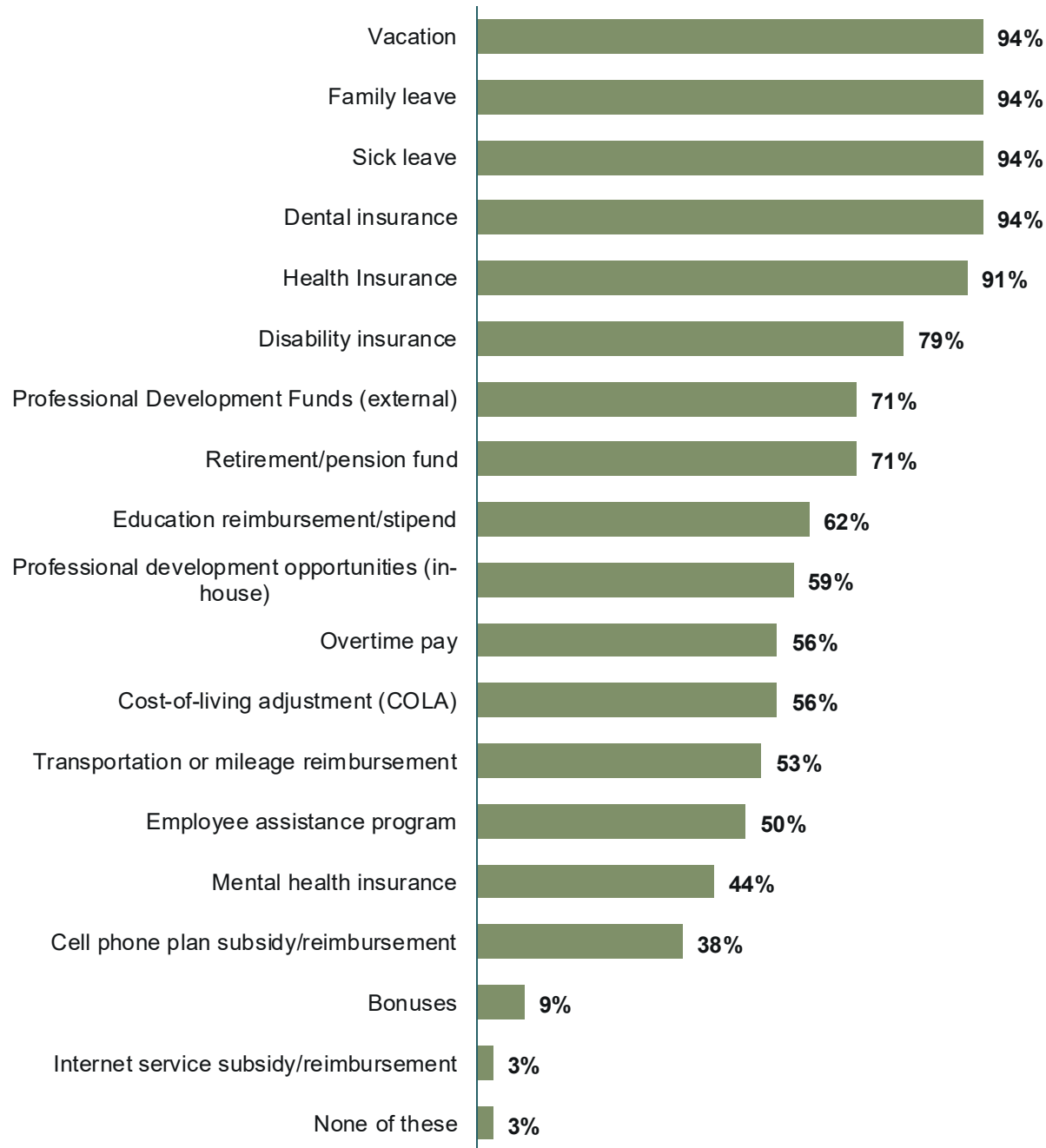
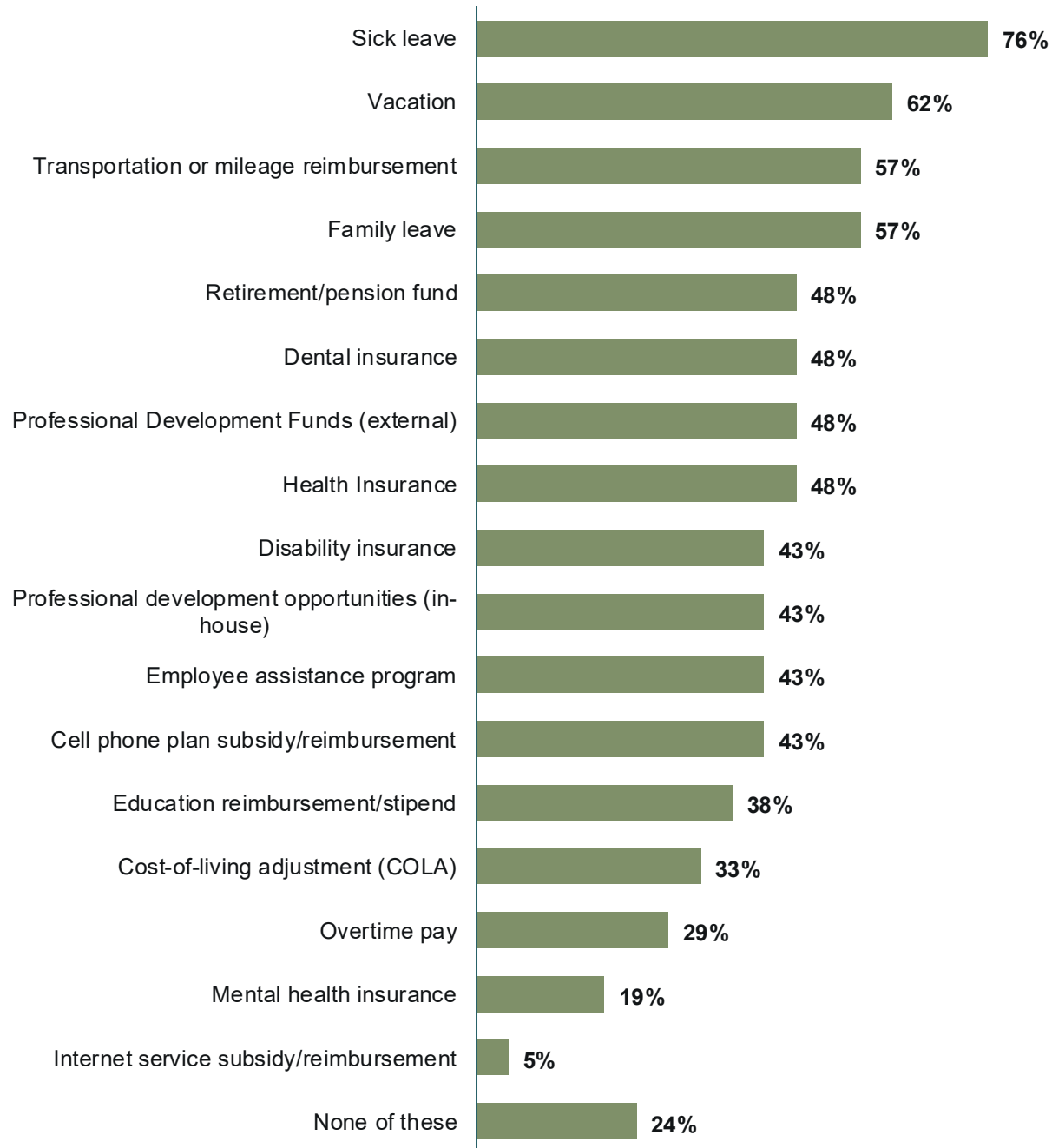


Figure 13. Benefits Offered to Part Time CHWs (n=20)



Policy and Systems Change

- 70.6% of responding employers reported using the APHA's CHW definition or a similar definition.
- 73.5% of employers reported requiring CHWs to have a CHW certification or obtain one upon hire.
- 70.6% track who has completed a CHW certificate.
- 38.2% of employers reported requiring CHW supervisor training.
- Respondents reported 150 trained and certified CHWs employed (86.7% of total).



Table 7. Support Provided to CHWs to complete CHW Certificate (n=34)

Supports	Count	Percent
Allow CHWs to use office space/supplies to complete class work	22	64.7%
Act as the CHW's Field Placement Site for their Certificate	22	64.7%
Secure funding to pay for the entire program cost	19	55.9%
Allow paid time to complete classwork	19	55.9%
Secure funding to pay for part of the program cost	4	11.8%
We only hire Certificate holding CHWs	4	11.8%
Reduce FTE for CHWs completing the program	2	5.9%
Other	2	5.9%
None of the above	1	2.9%



Figure 14. Core roles included in the CHW scope of work (n=34)

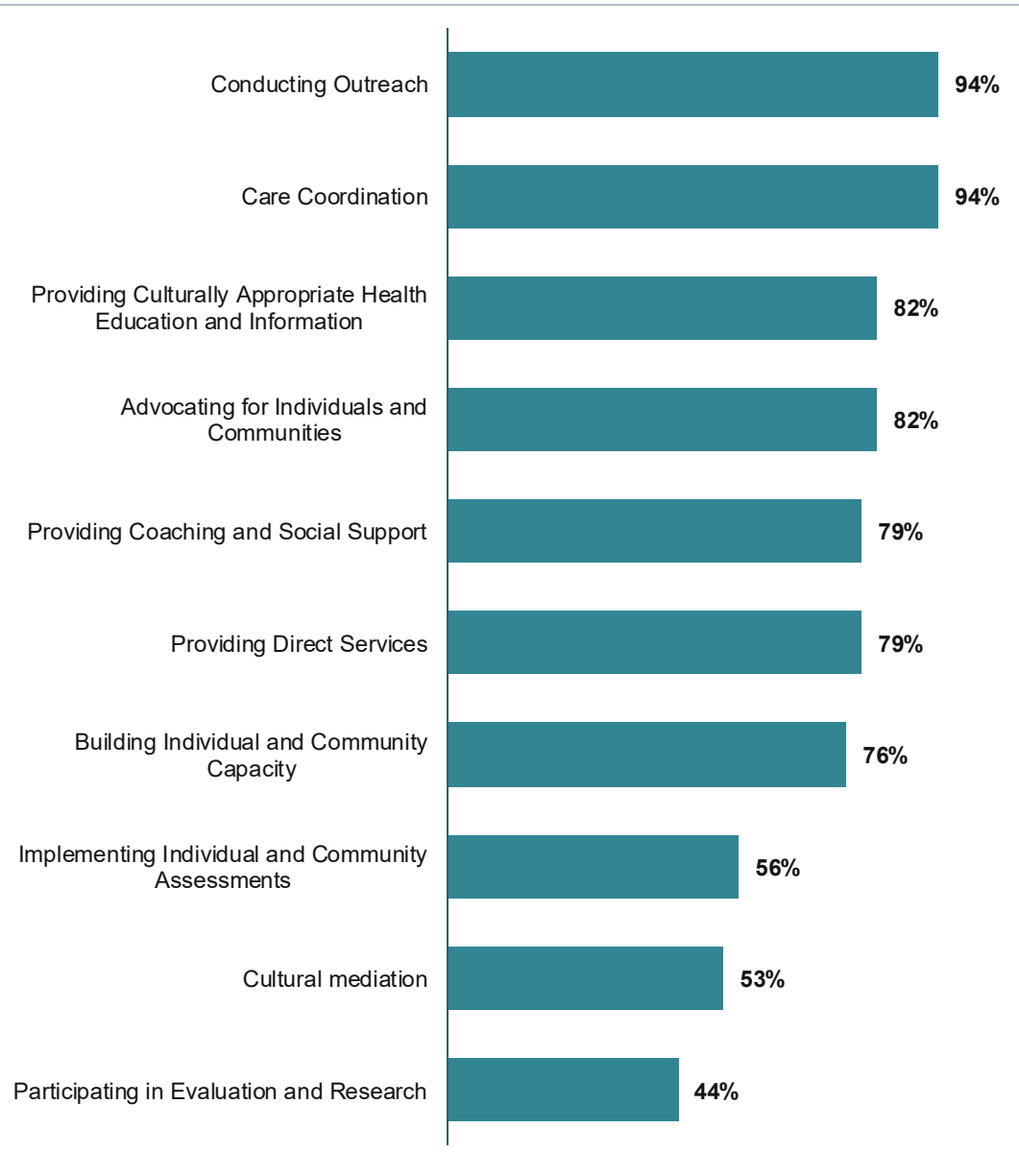


Table 8. Sources of sustainable funding for CHW programs (n=34)

Funding Type	Count	Percent
None of the above	19	55.9%
Medicaid Reimbursement/CHW Education Codes	7	20.6%
Sustainable public funding sources	5	14.7%
Other health plan reimbursement	5	14.7%
Other	5	14.7%
FQHC prospective payment systems	3	8.8%
Healthcare reform related Alternative Payment Structures	2	5.9%
Pathways Community Hub Institute or Community Care Hub reimbursement models	1	2.9%
Blended/braided funding	1	2.9%
Internal financing by providers in anticipation of ROI	1	2.9%

Only 4 employers reported active sustainable funding sources for their programs.



CHW Supervision (n=24)

- 50% of respondents reported being trained in trauma informed supervision.
- 54% reported being trained in supportive and reflective supervision.
- 66.7% reported receiving good or excellent support from their supervisor to supervise CHWs.
- 62.5% reported receiving good or excellent support from their organization culture to supervise CHWs.



Table 9. What supports are needed to sustain CHW positions? (n=34)

Supports Needed	Count	Percent
How to financially sustain a CHW position	22	64.7%
How to track CHW program outcomes	14	41.2%
Strategies for CHW career development	12	35.3%
How to integrate a CHW as a part of a well-established team	11	32.4%
How to implement a supportive supervision and program management structure	9	26.5%
How to increase CHW retention	9	26.5%
How to create on-the-job training for CHWs	8	23.5%
Identify how CHWs will add value to our organization and meet the needs of the population we serve	6	17.6%
Best hiring practices for CHWs	5	14.7%
How to effectively recruit a CHW	4	11.8%
None of the above	3	8.8%
How to create the CHW role	2	5.9%
Other	2	5.9%
How to set up a new CHW position within our organization	1	2.9%

