

New CHW profile in the Occupational Outlook Handbook

External Briefing

**CAPT David Wong, MD, FAAP
HHS Office of Minority Health**

**Georgia Simpson, MScM
HHS Office of the Assistant Secretary for Health, R1**

September 15, 2023



Agenda

- 1 •— HHS CHW Sustainability Workgroup
- 2 •— Occupational Outlook Handbook
- 3 •— Updated CHW Profile
- 4 •— Q&A
- 5 •— Promotional messages & tweets



The HHS CHW Sustainability Work Group

9 Agencies, 35 Representatives





Community Health Worker Profile Occupational Outlook Handbook Bureau of Labor Statistics

September 15, 2023

Jacqueline Rodrigue, MSW
Stephen Pegula, MS
Bureau of Health Workforce (BHW)

Ryan Farrell, BS
Bureau of Labor Statistics (BLS)

Betsy Rodriguez, BSN, MSN, DCES, FADCES
Centers for Disease Control and
Prevention (CDC)

Vision: Healthy Communities, Healthy People



Community Health Workers Occupational Outlook Handbook and Standard Occupational Classification

Ryan Farrell
Economist

Occupational Employment Projections
Outreach and Publications



Occupational Outlook Handbook (OOH) Background

- Published in 1949 to provide career guidance to WWII veterans looking to enter the civilian workforce
- Published in print until 2012
- The redesigned web-only version was released in March 2012
- Also available as an app as of October 2019
- Currently is most viewed product on the BLS website
- Has over 300 occupational profiles with information on over 500 occupations, covering about 4 out of 5 jobs in the economy

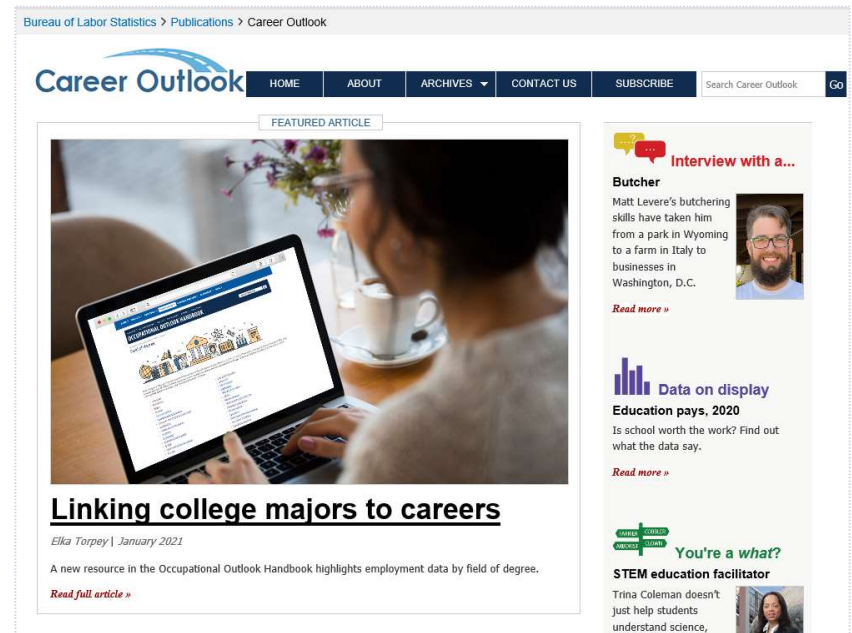


Career Outlook

- *Career Outlook* is published throughout the year and includes practical information on jobs and careers
- Includes feature articles, interviews with workers, and “you’re a what?” – describes careers people may not know about

- CHW Interview August 2022

<https://www.bls.gov/careeroutlook/2022/interview/community-health-worker.htm>



The screenshot shows the Career Outlook website homepage. At the top, there is a navigation bar with links for HOME, ABOUT, ARCHIVES, CONTACT US, and SUBSCRIBE. A search bar is located on the right side of the navigation bar. Below the navigation bar, there is a featured article section with a large image of a person using a laptop. The featured article is titled "Linking college majors to careers" and is dated January 2021. To the right of the featured article, there are three smaller article teasers: "Interview with a... Butcher", "Data on display Education pays, 2020", and "You're a what? STEM education facilitator".



CHWs in the OOH

- Stand alone OOH profile (New)
 - ▶ Previously combined with Health Education Specialists
- Added to the OOH in 2015
- 10-year employment projections data
 - ▶ 14% growth rate (compared to 3% for all occupations)
- Pay, employment and other BLS data
- Part of the community and social services section

OCCUPATIONAL OUTLOOK HANDBOOK
Search Handbook
Go

Community Health Workers PRINTER-FRIENDLY


Summary
What They Do
Work Environment
How to Become One
Pay
Job Outlook
State & Area Data
Similar Occupations
More Info

Summary

Quick Facts: Community Health Workers	
2022 Median Pay ?	\$46,190 per year \$22.21 per hour
Typical Entry-Level Education ?	High school diploma or equivalent
Work Experience in a Related Occupation ?	None
On-the-job Training ?	Short-term on-the-job training
Number of Jobs, 2022 ?	67,200
Job Outlook, 2022-32 ?	14% (Much faster than average)
Employment Change, 2022-32 ?	9,400

What Community Health Workers Do

Community health workers promote wellness by helping people adopt healthy behaviors. They implement programs and advocate for people who may have limited access to health resources and social services.



<https://www.zoomgov.com/j/1614919196?pwd=OVZIYkR1cnNjRXlvROZFZ1VSNkJ1Zz09>



Standard Occupational Classification

- Standard Occupational Classification (SOC)
- Federal statistical standard
- 867 detailed occupations
- 459 broad occupations, 98 minor groups, and 23 major groups
- Last updated in 2018



CHWs in the SOC

- Added to the SOC as part of the 2010 update
 - ▶ Part of the Community and Social Service occupations group
- Definition updated as part of the 2018 update
- Future SOC update
 - ▶ Most likely 2028
 - ▶ Soliciting comments 2024
 - ▶ SOC@bls.gov





Updated CHW Profile

September 15, 2023

Jacqueline Rodrigue, MSW

Stephen Pegula, MS

Bureau of Health Workforce (BHW)

Vision: Healthy Communities, Healthy People



Occupational Outlook Handbook

› PURPOSE

- Separate the Health Education Specialists and Community Health Workers into two profiles
- Expand the Community Health Worker Profile
- Be inclusive of other professions (such as peer support specialists, community health representatives, promotores) also classified as CHWs by the United States Department of Labor

› GOALS

- Better document the unique roles and duties of CHWs
- Defined the qualities of CHWs
- Outlined career advancements and opportunities for CHWs



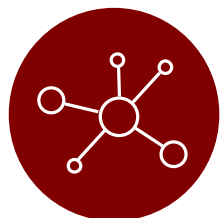
CHW Profile Major Updates



**How to Become a
Community Health
Worker**



**What Community
Health Workers Do**



Important Qualities



Advancement



Comparison of Major Changes: Then and Now

- **Published in 2015**
 - **How to Become a Health Education Specialist or Community Health Worker**
 - Health education specialists typically need at least a bachelor's degree.
 - Community health workers typically need at least a high school diploma and a brief period of on-the-job training. Certification may be required or preferred for some health education specialists and community health workers.
- **Updated in 2023**
 - **How to Become a Community Health Worker**
 - To enter the occupation, community health workers typically need at least a high school diploma; some employers prefer to hire candidates who have postsecondary education. To attain competency, they typically complete a brief period of on-the-job training, and some states require certification.



Comparison of Major Changes: Then and Now (Cont'd)

2015

What Health Education Specialists and Community Health Workers Do

- Teach people about behaviors that promote wellness. They develop strategies to improve the well-being of individuals and communities.
- Community health workers advocate for residents' needs with healthcare providers and social service organizations.
- Implement wellness strategies by collecting data and discussing health concerns with members of specific populations. Although the two occupations often work together, the responsibilities of health education specialists and community health workers are distinct.

2023

What Community Health Workers Do

- Promote wellness by helping people adopt healthy behaviors. They implement programs and advocate for people who may have limited access to health resources and social services.



Comparison of Major Changes: Then and Now (Cont'd)

2015

Community Health Workers Do the Following:

- Discuss health concerns with community members;
- Educate people about the importance and availability of healthcare services, such as cancer screenings;
- Provide basic health services such as first aid, diabetic foot checks, and height and weight measurements;
- Collect data to help identify community needs;

2023

Community Health Workers Do the Following:

- Coordinate care among individuals, communities, and health and social service systems;
- Conduct outreach, such as through home visits;
- Provide culturally appropriate health and informational resources;
- Oversee case management and resource access;
- Advocate for individuals and communities regarding housing, food security, and other needs;



Comparison of Major Changes: Then and Now (Cont'd)

2015

Community Health Workers Do the Following:

- Report findings to health education specialists, healthcare workers, or social service providers;
- Provide informal counseling and social support;
- Conduct outreach programs;
- Make referrals, provide transportation, and address other barriers to healthcare access, and
- Advocate for individual and community needs

2023

Community Health Workers Do the Following:

- **Provide coaching and social support**, such as nutrition training, recovery services for mental health and substance use disorders, and chronic disease management and prevention;
- **Provide services**, such as basic health screenings and first aid, and
- Increase individual and community participation in assessments and education to improve health and well-being



Comparison of Major Changes: Then and Now (Cont'd)

2015

Community Health Workers

Not included

2023

Community Health Workers

They may have different titles, depending on the population they serve.

- Community health representatives increase health knowledge and access to care for Tribal communities.
- Promotores de la salud reduce barriers to healthcare and social services in Spanish-speaking communities.
- Peer support specialists have experienced a mental health or substance use disorder and are in recovery while providing support to others experiencing similar challenges.



Comparison of Major Changes: Then and Now (Cont'd)

2015

Important Qualities

- Analytical skills
- Communication skills
- Instructional skills
- Interpersonal skills
- Problem-solving skills

2023

Important Qualities

- Communication skills
- Cultural sensitivity
- Instructional skills
- Interpersonal skills
- Problem-solving skills



Comparison of Major Changes: Then and Now (Cont'd)

2015

Job Advancement

- Overall employment of health education specialists and community health workers is projected to grow 13 percent from 2019 to 2029, much faster than the average for all occupations.
- Growth will be driven by efforts to improve health outcomes and to reduce healthcare costs by teaching people healthy behaviors and explaining how to use available healthcare services.

2023

Job Advancement

- Employment of community health workers is **projected to grow 14 percent from 2022 to 2032, much faster than the average** for all occupations.
- About **8,000 openings for community health workers are projected each year**, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.



Relevant Websites for Additional Information - 2015

Health education specialists and community health workers

- [Society for Public Health Education](#)
- [American Public Health Association](#)
- [National Association of Community Health Workers](#)

Credentials for health educators

- [Certification Board for Diabetes Care and Education](#)
- [National Commission for Health Education Credentialing, Inc.](#)
- [CareerOneStop](#)

Career videos on health education specialists and community health workers

- [Health education specialists](#)
- [Community health workers](#)



Relevant Websites for Additional Information - 2023

Community health workers:

- [American Public Health Association](#)
- [Association of State and Territorial Health Officials](#)
- [National Association of Community Health Representatives](#)
- [National Association of Community Health Workers](#)
- [National Association of Peer Supporters](#)
- [Visión y Compromiso](#)

Occupational Requirements Survey

For a profile highlighting selected BLS data on occupational requirements, see

- [Community health workers \(PDF\)](#)
- [O*NET](#)



Workgroup Members

Michelle M. Washko, PhD (Co-Lead)

Director, National Center for Health Workforce Analysis
Bureau of Health Workforce
Health Resources and Services Administration

Jacqueline Rodrigue, MSW (Co-Lead)

Senior Advisor
Office of Associate Administrator
Bureau of Health Workforce
Health Resources and Services Administration

Liaison: Ryan Farrell, Economist, Occupational Employment Projections

- Steve Pegula, MS, Branch Chief, Workforce Analysis Branch, National Center for Health Workforce Analysis, HRSA
- Marline Vignier, MPH, MCHES, Regional Minority Health Analyst, OASH Region 2
- Judith Dey, PhD, Economist, Office of the Secretary, ASPE
- Michelle Archuleta, MS, MA, Public Health Advisor, IHS
- LCDR Shondelle Wilson-Frederick, PhD, Chief Engagement Officer, National Heart, Lung, and Blood Institute, NIH
- Betsy Rodríguez, BSN, MSN, DCES, FDCES, Senior Public Health Advisor, CDC
- Rochelle Rollins, PhD, MPH, Senior Policy Advisor, OASH
- David Awadalla, MSW, BSHP, Public Health Advisor, Center for Substance Abuse Prevention, SAMHSA
- Sheila James, (former) Regional Minority Health Analyst, OASH Region 9



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Contact Us

Stephen Pegula

Chief, Workforce Analysis Branch
National Center for Health Workforce
Analysis (NCHWA)

Bureau of Health Workforce (BHW)
Health Resources and Services
Administration (HRSA)

Email: spegula@hrsa.gov

Website: www.bhw.hrsa.gov

Jacqueline Rodrigue

Senior Advisor
Office of the Associate Administrator
Bureau of Health Workforce (BHW)
Health Resources and Services
Administration (HRSA)

Email: jrodrigue@hrsa.gov

Website: www.bhw.hrsa.gov





A new chapter begins: Community Health Worker (CHW) profile in the Occupational Outlook Handbook (OOH)

Betsy Rodriguez, BSN, MSN, DCES, FADCES

Senior Public Health Advisor

Centers for Disease Control and Prevention

National Center for Chronic Disease Prevention and Health Promotion

Division of Diabetes

Health Education and Promotion Team

Disclosure Statement

The information presented here is for training purposes and reflects the views of the presenters. It does not necessarily represent the official position of the Centers for Disease Control and Prevention.





How Community Health Workers Can Reinvent Health Care Delivery, Social Services, and Communities in the US?



- CHWs are the Bridge
- They wear many hats and have many titles
 - CHWs can be defined by what they are not!
 - CHWs are not physician extenders, nor are they unskilled labor.
 - Community Health Workers have a long and proud history of accomplished service in the U.S. and abroad in reaching traditionally underserved populations within communities that typically have both complex medical and social needs.





What is the alignment of the profile with the CHW Core Consensus Project (C3)?



1	Coordinate care among individuals, communities, and health and social service systems
2	Conduct outreach, such as through home visits
3	Provide culturally appropriate health and informational resources
4	Oversee case management and resource access
5	Advocate for individuals and communities regarding housing, food security, and other needs
6	Provide coaching and social support, such as nutrition training, recovery services for mental health and substance use disorders, and chronic disease management and prevention
7	Provide services, such as basic health screenings and first aid
8	Increase individual and community participation in assessments and education to improve health and well-being

Eight out of ten C3 CHW roles are reflected in the new profile!

Core CHW Roles	
1.	Cultural Mediation Among Individuals, Communities, and Health and Social Service Systems
2.	Providing Culturally Appropriate Health Education and Information
3.	Care Coordination, Case Management, and System Navigation
4.	Providing Coaching and Social Support
5.	Advocating for Individuals and Communities
6.	Building Individual and Community Capacity
7.	Providing Direct Service
8.	Implementing Individual and Community Assessments
9.	Conducting Outreach
10.	Participating in Evaluation and Research

[Community Health Workers : Occupational Outlook Handbook: : U.S. Bureau of Labor Statistics \(bls.gov\)](https://www.bls.gov/occupational-outlook-handbook/)

<https://www.c3project.org>

Now the CHW profile can be used to...

- Support CHW recruitment, retention, and career advancement
- Help non-CHW work colleagues and supervisors understand the roles and duties of CHWs
- Build appropriate CHW position descriptions based on specific duties and personal qualities outlined in the profile
- Increase public awareness of the CHW profession



“The secret of the team’s success is easy
– unity and hard work.” David Beckham

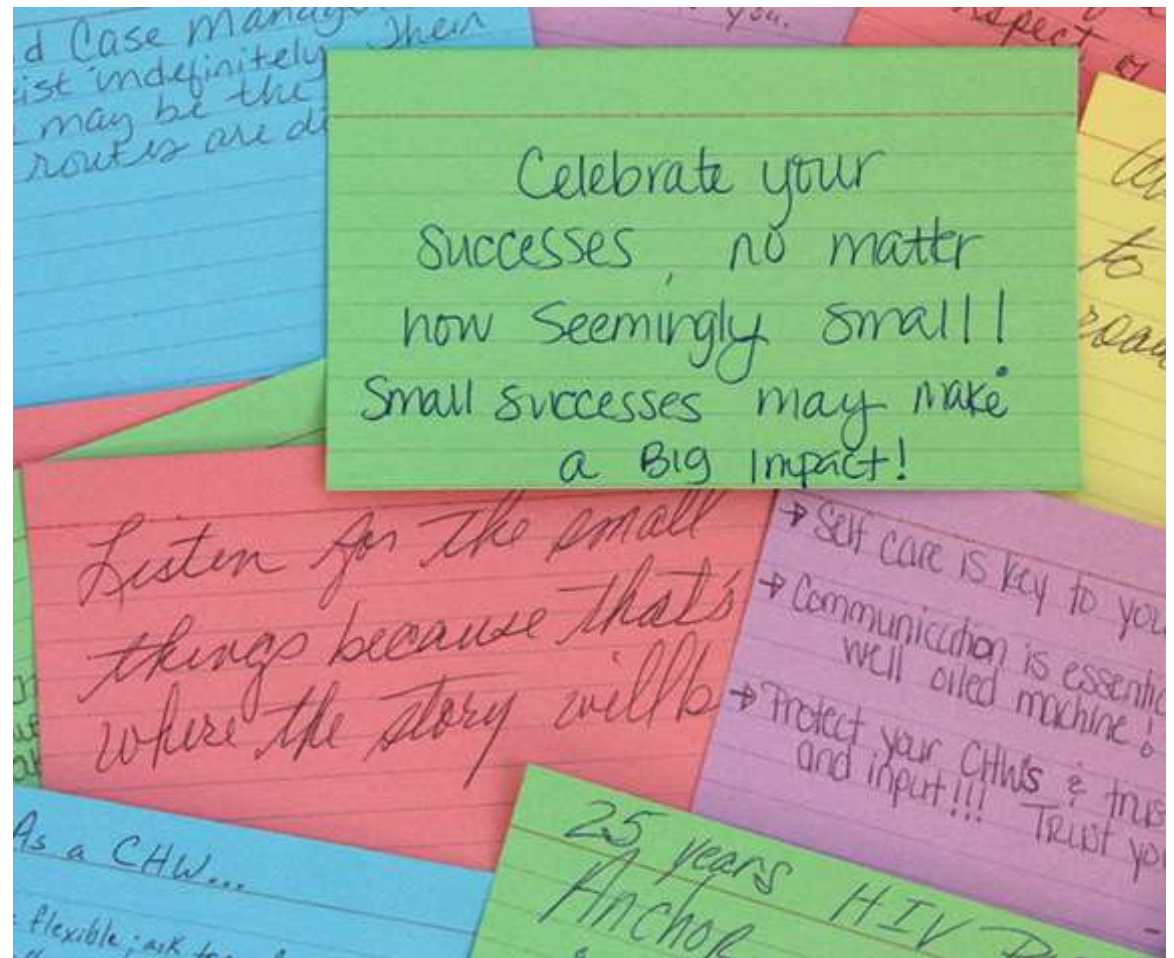


“Connecting is the most important thing. Connect with providers regularly so they remember what you do. Connect with other departments so you know who to ask for resources. And connect with your clients in a genuine way..” — *CHW supervisor, Houston, TX*

“CHWs and case managers can co-exist indefinitely. Their end game may be the same but the routes are different.” — *CHW supervisor, Mobile, AL*

“Listen to the small things, because that’s where the story will be.” — *CHW, Baltimore*

“Clearly define the roles and functions of the CHWs. This will avoid any role confusion.” — *CHW supervisor, Las Vegas, NV*



Taken from :

[Words of Wisdom from Community Health Workers on Developing and Sustaining a Program - Center for Innovation in Social Work & Health \(ciswh.org\)](https://www.ciswh.org/)

Important resources

- The Community Guide - CHW section- provides systematic reviews that use rigorous methods to find, select, and synthesize all the available evidence on effectiveness of CHWs in cardiovascular diseases, diabetes management and diabetes prevention and cancer
<https://thecommunityguide.org/search/?query=community%20health%20workers&dpage=1>
- CHW Core Consensus Project (C3) - The C3 Project defines comprehensive CHW roles, skills, qualities, establishes national consensus and provides guidance for improving CHW practice and policy.
<https://www.c3project.org/>
- APHA CHW Definition <https://www.apha.org/apha-communities/member-sections/community-health-workers/>
- The Community Health Worker (CHW) Common Indicators Project: Engaging CHWs in Measurement to Sustain the Profession <https://chwcentral.org/resources/the-community-health-worker-chw-common-indicators-project-engaging-chws-in-measurement-to-sustain-the-profession/>
- CHW Document Resource Center- This is the nation's largest searchable collection of documents on policies around CHWs- <https://nachw.org/chw-document-resource-center/>

Thanks

Betsy Rodriguez, BSN, MSN, DCES, FADCES

bjr6@cdc.gov

For more information, contact CDC
1-800-CDC-INFO (232-4636)
TTY: 1-888-232-6348 www.cdc.gov

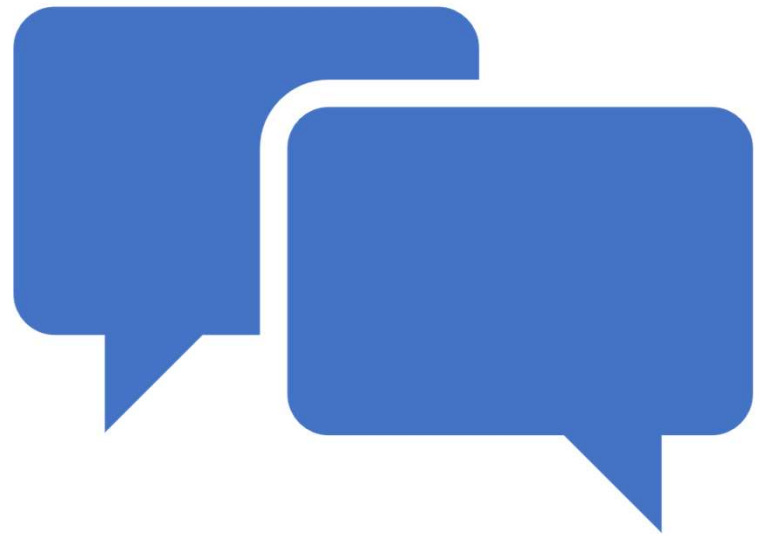
The findings and conclusions in this report are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.



Questions



Messages & Tweets!



Have feedback on the profile?

For example, suggestions for improvement or positive feedback, send them through...

oohipfo@bls.gov

OOH profiles are typically updated every 5-6 years.

HHS CHW Sustainability Work Group Contacts

CAPT David Wong, MD

Chief Medical Officer
Lead, Community Health Worker (CHW)
Sustainability
Co-chair, HHS CHW Sustainability Work Group
HHS Office of Minority Health

Email: David.Wong@hhs.gov

Website: www.minorityhealth.hhs.gov

Georgia M. Simpson

Regional Minority Health Analyst, Region 1,
New England
Co-Chair, HHS CHW Sustainability Work Group
HHS Office of the Assistant Secretary for Health
(OASH)

Email: Georgia.Simpson@hhs.gov

Website: www.minorityhealth.hhs.gov

Thank You!