

Re: Final Definitions of New and Upskill for CHWTP Portfolio

Date: March 28, 2024

Expansion: Establish educational training curriculums and recruit, train and enable **new** CHWs and health support workers candidates to acquire core competencies for CHWs and Public Health certifications that follow state, local, or entity guidelines and support essential public health services.

- **New CHWs/HSWs** are individuals with no CHW/HSW training, or work experience in the field or in that role.

Extension Provide additional training for **current** CHWs and health support workers to include the core competencies for Public Health and Essential Public Health Services.

- **Upskilling:** are individuals with CHW/HSW training, skills, or work experience in the field (whether certified or not) who will receive additional training to include CHW core competencies, including, but not limited to, emergency response education, prevention, treatment, and vaccine hesitancy research, used for the upskilling of current CHWs and health support workers.

****The role of the CHW or HSW may vary and is dependent upon the work setting:***

Community Health Worker: A member of the community that is not licensed to practice as a fully qualified health care professional, who works in association with the local health care system as a frontline agent of change, helping to reduce health disparities in underserved communities.

CHWs act as outreach workers or patient navigators who can facilitate individuals connection to care, facilitate patient follow-up, completing medical insurance applications, addressing food insecurity, transportation and housing issues, health literacy, and providing informal counseling and emotional support.

Health Support Worker: A person who provides various health promotion services which meet the needs of a particular recipient or community, to whom a particular aspect of a professional task is delegated but who is not licensed to practice as a fully qualified health care professional. Health support workers include but not limited to patient navigators, health care aids, peer support specialists, health education specialists, doulas, and promotores de salud/promotoras.

Health support workers are trained lay persons that work in tandem with licensed health care professionals to provide a mixture of basic health care patient services in settings such as hospitals, health clinics, schools, physician offices, nursing care facilities, and patient homes. In behavioral health settings, support workers can include peer support counselors/mentors, outreach workers, social services aides, and substance use disorder recovery coaches. In these roles, individuals perform a variety of preventive health promotion activities, including health care education and helping patients access care and resources according to their individual needs.

Grantees are to follow their grant requirements **and** State regulations, which vary across the country, to determine the types of health care services CHWS and HSWs can provide and determine the length and type of training that they must have.