

Community Health Worker Career Pathway Model

	CHW I	CHW II	CHW III	Supervisor	Program Director	Department Head
Wage Range						
Specific CHW Activities*						
Knowledge of Populations**						
Core Competencies***						
Job Responsibilities						
Education						
Work Experience						

*Activities: Client advocacy, health education, outreach, health care system navigation, care coordination, translation/interpretation, insurance enrollment, support for medication adherence, health screening, chronic disease self-management, emergency preparedness, etc.

**Populations: Geographic areas, persons with substance abuse disorders, homeless persons, persons with disabilities, immigrant/refugees, older adults, persons at risk of or living with HIV/AIDS, pregnant women, adolescents, infants/children, migrant workers, GLBT persons, domestic and sexual violence survivors, person with mental illness, previously incarcerated individuals, etc.

***10 Core Competencies: Outreach methods and strategies, Client and community assessment, Effective communication, Culturally based communication and care, Health education for behavior change, Support, advocate and coordinate care for clients, Apply public health concepts and approaches, Community capacity building, Writing and technical communication skills, Special topics in community health

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	CHW I	CHW II	CHW III	Supervisor	Program Director	Department Head
Wage Range	Up to \$11.95 an hour or \$24,859 a year	\$11.95-\$16.82 an hour or \$25,000-\$35,000 a year	\$16.82-\$19.23 an hour or \$35,000-\$40,000 a year	\$19.23-\$20.67 an hour or \$40,000-\$43,000 a year	\$20.67-\$24.03 an hour or \$43,000-\$50,000 a year	\$24.03+ an hour or \$50,000+ a year
Specific CHW Activities*	Potential for developing expertise in activities areas	Demonstrate expertise in at least 3 activities areas	Demonstrated expertise in at least 5 activities areas	Demonstrated expertise in at least 7 activities areas	Demonstrated expertise in at least 7 activities areas	Demonstrated expertise in at least 7 activities areas
Knowledge of Populations**	Strong knowledge of at least 1 population	Strong knowledge of at least 3 populations	Strong knowledge of at least 5 populations	Strong knowledge of at least 7 populations	Strong knowledge of at least 7 populations	Strong knowledge of at least 7 populations
Core Competencies***	Demonstrated aptitude in 2 core competencies	Demonstrated aptitude in 4 core competencies	Demonstrated aptitude in 6 core competencies	Demonstrated aptitude in 6 core competencies	Demonstrated aptitude in 9 core competencies	Demonstrated aptitude in 9 core competencies
Job Responsibilities	Work under strong direct supervision; manage less complex case loads of participants; provide outreach and education, participate in street outreach	All activities as before plus: Work independently to manage larger case loads of participants; able to manage more complex cases without direct supervision; provide education to both individuals and groups	All activities as before plus: Assist in a variety of activities designed to promote and grow the program, orient and train new staff, complete service plans and participant evaluations.	All activities as before plus: Supervise CHWs and offer guidance and structure to their work, communicate both organizational information to CHWs and thoughts/concerns back to the organization.	All activities as before plus: Oversee all components of education, outreach or other relevant programs, including the work of the CHWs.	All activities as before plus: Oversee all activities of the department, including the work of the CHWs.
Education	High school diploma or GED	Same as before plus: Comprehensive Outreach Educator Certificate (COEC), equivalent training or documented competencies, college course work, some specific health topic training	Same as before plus: Advanced COEC, equivalent training or documented competencies, Associates Degree, broad range of health topic trainings	Same as before plus: Supervisory training	Same as before plus: Bachelors Degree	Same as before plus: Master's Degree
Work Experience	Up to 1 year	1 to 4 years	4+ years	5+ years	6+ years	10+ years

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