

STRATEGIES TO SUPPORT COMMUNITY HEALTH WORKERS

What can your organization do?



PROVIDE FULL BENEFITS

CHWs are professionals. They should have access to the same benefits as other staff members, including paid time off, health and dental coverage, and retirement savings.

PROVIDE EQUITABLE COMPENSATION

CHWs make a unique contribution to their organizations and should make a living wage reflective of their efforts. CHWs with low or part-time pay may take on multiple jobs to support themselves and their family members, which can lead to burnout and turnover.

LISTEN TO CHW INPUT

CHWs have a special understanding of the needs and strengths of the individuals and communities they serve. Make sure to include CHWs in planning programs and adjust services based on their feedback.

SUPPORT CHW TRAINING AND CONTINUING EDUCATION

Make sure CHWs are trained in core competencies and encourage them to develop additional knowledge and skills over time. Continuing education and participation in conferences and professional groups are important to their professional development.

ALLOW CHWS TO CONNECT WITH ONE ANOTHER

CHWs may not realize that they are part of a large, national workforce. Participating in CHW professional groups and networking with other CHWs facilitates resource sharing, opportunities for mentorship, and support from other professionals who understand the unique challenges CHWs face.

ENCOURAGE SELF-CARE

Self-care is especially important for CHWs. They often work with clients and communities facing complex health and social circumstances. Promoting self-care can help CHWs avoid burnout and compassion fatigue and reduce turnover in your organization.