

Direction/Vision for the Future of the Community Health Worker (CHW) Occupation in Indiana

Indiana has a CHW workforce:

- employed in a variety of settings where they support patient and community health and positively affect health outcomes
- with access to high-quality, low cost, short-term training which results in a recognized credential (Certified Community Health Worker or CCHW)
- with minimal regulation to reduce barriers to entry in the occupation, but with sufficient oversight to ensure quality, safety, employer confidence, and alignment with reimbursement opportunities

Community health workers:

- may serve their communities without certification but will have access to a State-recognized credential* to increase recognition of their profession and to improve their employment opportunities
- serve in an entry level health sector occupation that offers opportunities for advancement through career pathways and additional education and training

Health care providers, community organizations, and others who *employ* CHWs:

- have access to a talent pipeline for the CHW workforce with a baseline skillset that has been validated
- may build upon existing skill sets of certified individuals to meet the needs of their patients and communities

Implications for State Policies and Agencies:

State CHW certification policies provide a supportive framework that positively affects the CHW workforce and patient and community health outcomes.

- Certified Community Health Workers (CCHWs) are deployed in communities across Indiana in various roles, including supporting patient and community health by serving as a liaison and/or uniquely qualified connector to healthcare and community resources (ISDH)
- The State of Indiana provides reimbursement for selected supportive healthcare services provided by CCHWs (FSSA)
- CCHW is part of a health sciences career pathway and is a stackable credential. Opportunities exist for CCHWs seeking career advancement (DWD/DOE/CHE)

*Note: Explore legacy provision to allow community health workers who earned a certificate prior to implementation of State-recognized credential to earn the State-recognized credential without requirement of additional training.