

While Community Health Workers (CHW) have garnered increased recognition and there are efforts to develop and establish baseline standards for the profession, there is a need to think in terms of Community Health Workers/Promoter (CHW/P) careers and not merely as a "steppingstone" to another occupation or career. Historically, CHWs were employed under short-term grants and contracts with little incentive for employers or payers to think in terms of career development. Furthermore, there is need for advocacy groups to leverage and amplify the voices of CHWs in their respective setting or place of employment.

Therefore, this proposed initiative aims to contribute to the infrastructure needed for sustainable and long-term employment of CHWs, including guidelines or framework for career pathways and advancement opportunities for CHWs.

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## PROJECT HIGHLIGHTS

- 75 CHWs complete Basic or Advanced CHW Training and earn Certification of Completion.
- Development of a CHW Advocacy Committee with charter, goals, and advocacy action plan.
- CHW Financial Sustainability Report, including reimbursement opportunities (e.g. CalAIM).
- Increased Readiness to Engage and Employ CHWs.
- Regional CHW Capacity Building Consortium with at least five organizational partners.
- Regional Map/Landscape of CHW Engagement and Employment.
- Development of CHW Career Advancement Framework with career advancement milestones.

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## KEY PARTNERS

- El Sol Neighborhood Educational Center
  - Latino Health Access (LHA)
  - Public Health Institute
  - San Bernardino County Medical Society
  - Arrowhead Regional Medical Center
  - Loma Linda University
  - National Association of Community Health Workers
  - Riverside and San Bernardino County Department of Public Health and Behavioral/Mental Health
  - Inland Intercultural Health Equity Coalition
  - San Bernardino Workforce Development Board
  - Riverside Workforce Development Board
  - IE Community Collaborative
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