



Michigan Community Health Worker Alliance (MiCHWA) 2021 CHW Survey Results

What is a CHW?

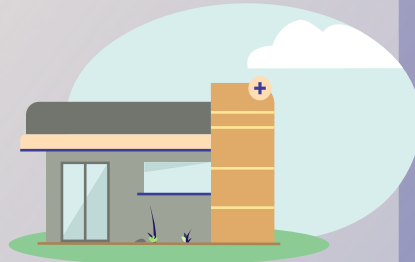
A community health worker (CHW) is a frontline public health worker who is a trusted member of the community served. CHWs help build individual and community health knowledge and self-sufficiency by increasing access to health and social services and providing culturally-appropriate health education, social support and advocacy.



The 2021 Community Health Worker Survey represents **239** CHWs providing services in **80** of Michigan's 83 counties.

Roughly **88%** of survey respondents identified as female. **43%** identified as Black, **38%** identified as White, Non-Latinx, and **16%** as Latinx.

Nearly **30%** of respondents worked for a Federally Qualified Health Center.



CHW Employment

67%

had worked as a CHW < 5 years

86%

work full time as a CHW

Among those paid hourly, 83% earn

\$15.01 – \$22.49

per hour

What do CHWs do?

CHWs make a difference in their communities in many ways. The 2021 CHW Survey found that, of the 10 core CHW roles, the following 5 are the most common:

82%

Care coordination, case management, and system navigation

"I help people enroll in Medicare, ACA & all programs offered through Medicaid. I am also MiBridges navigator and help my clients understand and benefit from all the programs they are eligible for."

75%

Providing health education

"[I have been] educating people on the importance of being vaccinated."

74%

Advocating for individuals and communities

"[I have been able] to advocate for quality health care/services for families."

70%

Providing direct services

"I have been performing blood pressure checks and high blood pressure prevention awareness each week for the last four months during COVID-19 testing."

70%

Providing coaching and social support

"I have been working with a recovering alcoholic for over a year and he has been sober for 6 months."



Training, Continuing Education, and Certification

CHWs frequently utilize MiCHWA for certification, training, and continuing education. 93% of respondents indicated that they are included in the MiCHWA registry.

92%

indicated completing the **MiCHWA certification** training program, either before or after being hired.

95%

indicated they had received **continuing education** training from MiCHWA.

There was high support for Michigan to formally recognize CHW certification (85%).

Top Perceived Values for State-Recognized CHW Certification

Help to obtain more stable funding	94%
Learn new skills	93%
Win respect from other professionals	92%
Increase CHW compensation	88%

CHW Career Stability

Low pay and limited opportunities for advancement emerged as CHWs' top concerns, which may limit the sustainability of the CHW profession. **Even after working for 10 or more years as a CHW, nearly a third of CHWs earned \$18.00 an hour or less.** Fewer than half of CHWs planned on being a CHW for the rest of their careers.



59% of respondents indicated low pay as a potential reason to leave the field, and



52% of respondents cited burnout as another possible reason.

Less than 1/2

of CHWs said they were eligible for raises and promotions, even though, in the 2020 CHW Employer Survey, 98% of employers stated CHWs were eligible for raises and promotions.

Only about **40%** of CHWs agreed they had opportunities for promotion, advancement, or to assume leadership roles. However, **80%** of CHWs were interested in a continuing education opportunity that would prepare them for advancement as a CHW or leadership as a CHW supervisor.

The majority of CHWs agreed that their opinions are sought from people influencing change in both their community and their organization. However, few CHWs identified as members of groups that make or influence policy.

How can you get involved?

- 1 Read the full 2021 CHW Survey Report
- 2 Follow MiCHWA on our socials to stay up to date
- 3 Join the MiCHWA Workgroups
- 4 Join the MiCHWA Registry
- 5 Advocate for CHW sustainability with employers and policymakers



To learn more about MiCHWA, please visit: www.michwa.org
For other questions or information, contact info@michwa.org.

