



Supporting the workforce of Indiana's CHWs as part of the health care delivery system.

Facts and Information about the CHW Profession

- According to the [Bureau of Labor Statistics](#), the median wage for a CHW is \$23.17/hr. To retain the workforce here in Indiana, we recommend CHW Wages of \$24.00/hr., calculated based on the average cost of rent, food, daycare, and daily living expenses.
- According to [the NIH Study on the CHW Profession](#) in the United States, this profession works face-to-face with clients/patients in a clinic or home and is keenly aware of community resources to support everyday wellness.
- The book "[The Boundaries of Care](#)" by Ryan Logan, Associate Professor of Medical Anthropology at California State University, Stanislaus, details the lived experience of community health workers (CHWs) – a present yet often invisible facet of the healthcare workforce. These workers provide nonclinical services to enhance the health and well-being of their communities beyond the walls of clinics and social service agencies. Logan examines the boundaries of and barriers to care in the experiences of CHWs, their relationships with clients, issues of professionalization, the impacts of burnout and self-care, and the critical impact of CHW advocacy. Told through first-hand accounts and interwoven with theory, Logan presents the key challenges facing this workforce and their potential to foster even greater well-being within their communities. The findings and recommendations from participants found within Boundaries of Care can inform and shape CHW programs both in the United States and abroad.



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- [Accreditation for CHW Programs](#) has been shown to reduce turnover and burnout and improve outcomes in clinics and hospitals. CHW Program Accreditation is a formal review process that shows that a CHW employer meets the standards and regulations set by an external accreditation organization. It makes organizations hire authentic CHWs, pay competitive wages, cap caseloads, provide career advancement, and create a space for CHWs to speak and be heard. Accreditation protects the identity of the CHW workforce.
- [Presidential Executive Order Make America Healthy](#) Again includes some of the health issues and conditions the administration is focused on. These health conditions/issues are of importance to CHWs and your organization.