



Community Health Worker Roles and Scope of Practice	
Role: Functions that CHWs serve in communities and the health care system. (ex: provide health education)	
Scope of Practice: An all-inclusive list of roles and tasks which an occupation includes in its scope of work. The exact mix of these roles and tasks for any one individual will vary based on the needs of those served and host organizations.	
1. Cultural Mediation Among Individuals, Communities, and Health and Social Service Systems	<ul style="list-style-type: none"> a. Educating individuals and communities about how to use health and social service systems (including understanding how systems operate) b. Educating systems about community perspectives and cultural norms (including supporting implementation of Culturally and Linguistically Appropriate Services [CLAS] standards) c. Building health literacy and cross-cultural communication
2. Providing Culturally Appropriate Health Education and Information	<ul style="list-style-type: none"> a. Conducting health promotion and disease prevention education in a manner that matches linguistic and cultural needs of participants or community b. Providing necessary information to understand and prevent diseases and to help people manage health conditions (including chronic disease)
3. Care Coordination, Case Management, and System Navigation	<ul style="list-style-type: none"> a. Participating in care coordination and/or case management b. Making referrals and providing follow-up c. Facilitating transportation to services and helping address barriers to services d. Documenting and tracking individual and population level data e. Informing people and systems about community assets and challenges
4. Providing Coaching and Social Support	<ul style="list-style-type: none"> a. Providing individual support and coaching b. Motivating and encouraging people to obtain care and other services c. Supporting self-management of disease prevention and management of health conditions (including chronic disease) d. Planning and/or leading support groups
5. Advocating for Individuals and Communities	<ul style="list-style-type: none"> a. Advocating for the needs and perspectives of communities b. Connecting to resources and advocating for basic needs (e.g. food and housing) c. Conducting policy advocacy



6. Building Individual and Community Capacity	<ul style="list-style-type: none">a. Building individual capacityb. Building community capacityc. Training and building individual capacity with peers and among CHW groups
7. Providing Direct Service	<ul style="list-style-type: none">a. Providing basic screening tests (e.g. height, weight, blood pressure)b. Providing basic services (e.g. first aid, diabetic foot checks)c. Meeting basic needs (e.g., direct provision of food and other resources)
8. Implementing Individual and Community Assessments	<ul style="list-style-type: none">a. Participating in design, implementation, and interpretation of individual-level assessments (e.g. home environmental assessment)b. Participating in design, implementation, and interpretation of community-level assessments (e.g. windshield survey of community assets and challenges, community asset mapping)
9. Conducting Outreach	<ul style="list-style-type: none">a. Case-finding/recruitment of individuals, families, and community groups to services and systemsb. Follow-up on health and social service encounters with individuals, families, and community groupsc. Home visiting to provide education, assessment, and social supportd. Presenting at local agencies and community events
10. Participating in Evaluation and Research	<ul style="list-style-type: none">a. Engaging in evaluating CHW services and programsb. Identifying and engaging community members as research partners, including community consent processesc. Participating in evaluation and research:<ul style="list-style-type: none">a. Identification of priority issues and evaluation/research questionsb. Development of evaluation/research design and methodsc. Data collection and interpretationd. Sharing results and findingse. Engaging stakeholders to take action on findings

NWRPCA and the Community Health Worker Institute want to acknowledge the work, skill, and wisdom of those who created the Community Health Worker Core Consensus Project. We deeply appreciate being able to use and share this information with you.