

## COMPETENCY-BASED OCCUPATIONAL FRAMEWORK FOR REGISTERED APPRENTICESHIP

# Community Health Worker

ONET Code: [21-1091.00](#)

RAPIDS Code: [2002CB](#)

*Created: June 2016*

*Updated: December 2017*

This project has been funded, either wholly or in part, with Federal funds from the Department of Labor, Employment and Training Administration under Contract Number DOL-ETA-15-C-0087. The contents of this publication do not necessarily reflect the views or policies of the Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement of the same by the U.S. Government.

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# Work Process Schedule

WORK PROCESS SCHEDULE		ONET Code: 21-1091.00	
Community Health Worker		RAPIDS Code: 2002CB	
<b>JOB TITLE:</b>			
<b>LEVEL:</b>		<b>SPECIALIZATION:</b>	
STACKABLE PROGRAM <input type="checkbox"/> yes <input type="checkbox"/> no			
<b>BASE OCCUPATION NAME:</b>			
<b>Company Contact: Name</b>			
<b>Address:</b>		<b>Phone</b>	<b>Email</b>
<b>Apprenticeship Type:</b> <input type="checkbox"/> Competency-Based <input type="checkbox"/> Time-Based <input type="checkbox"/> Hybrid		<b>Prerequisites</b>	
<b>JOB FUNCTION 1:</b> Provides cultural mediation among individuals, communities and health and social service systems			
Competencies	Core or Optional	RTI	OJT
A. Educates individuals and communities about how to use health and social service systems (including explaining how systems operate)	Core		
B. Educates health and social service systems and providers about community perspectives and cultural norms (including supporting implementation of Culturally and Linguistically Appropriate Services (CLAS) standards	Core		
C. Expands health literacy among constituents served	Core		
D. Facilitates cross-cultural communication among individuals, communities and health/social service system workers	Core		
<b>JOB FUNCTION 2:</b> Provides culturally appropriate health education and information			

Competencies	Core or Optional	RTI	OJT
A. Conducts health promotion and disease prevention education in a matter that matches linguistic and cultural needs of participants or community	Core		
B. Provides necessary information and support to help individuals and communities learn the etiology, pathology and likely outcomes of health conditions, as well as appropriate prevention and management strategies, including for chronic disease	Core		
<b>JOB FUNCTION 3: Coordinates care, provides case management support and assists individuals and communities in navigating health and social service systems</b>			
Competencies	Core or Optional	RTI	OJT
A. Participates in care coordination or case management, including as part of a team	Core		
B. Provides referrals and follow-up support to ensure that services were obtained	Core		
C. Facilitates, obtains or coordinates transportation to services and helps ameliorate other barriers to services	Core		
D. Documents and tracks individual- and population-level data	Optional		
E. Identifies and informs people and systems about community assets and challenges	Core		
<b>JOB FUNCTION 4: Provides coaching and social support</b>			
Competencies	Core or Optional	RTI	OJT
A. Provides individual support and coaching	Core		
B. Motivates and encourages people to obtain care and other services	Core		
C. Supports self-management of disease prevention and management of health conditions, including chronic disease	Core		
D. Plans, organizes and/or leads support groups	Core		
<b>JOB FUNCTION 5: Advocates for individuals and communities</b>			
Competencies	Core or Optional	RTI	OJT

A. Determines and advocates for the needs and perspectives of communities	Core		
B. Connects individuals and communities to resources and advocates for basic needs (e.g. food and housing)	Core		
C. Identifies policy influencers and opportunities and provides advocacy for positive policy changes, including by engaging individuals and communities in grassroots support	Optional		
<b>JOB FUNCTION 6: Helps build individual and community capacity</b>			
Competencies	Core or Optional	RTI	OJT
A. Assists individuals in building and expanding their personal capacity to identify and manage their health conditions, obtain services as needed, identify opportunities to help others, and represent their needs through communication and advocacy	Core		
B. Assists communities in building capacity by identifying resources, coordinating service and support providers, linking groups or systems that provide synergistic support, and implementing advocacy strategies to address unmet needs	Core		
C. Identifies and works with CHW peers to help others grow professionally, act ethically and meet the needs of the individuals and communities served	Core		
<b>JOB FUNCTION 7: Provides direct health and social service assistance</b>			
Competencies	Core or Optional	RTI	OJT
A. Conducts and accurately reports and communicates results and implications of basic screening tests (height, weight, blood pressure, glucose level, etc.)	Core		
B. Provides basic health support services (e.g. first aid, diabetic foot checks)	Core		
C. Collects and distributes materials that meet basic needs (e.g. provides food, blankets, clothing to those in need)	Core		
<b>JOB FUNCTION 8: Implements individual and community assessments</b>			
Competencies	Core or Optional	RTI	OJT
A. Participates in design, implementation and interpretation of individual-level assessments (e.g. home environmental assessment)	Core		

B. Participates in design, implementation and interpretation of community-level assessments (e.g. windshield survey of community assets and challenges, community asset mapping)	Core		
<b>JOB FUNCTION 9: Conducts outreach to individuals, communities, service providers and groups</b>			
<b>Competencies</b>	<b>Core or Optional</b>	<b>RTI</b>	<b>OJT</b>
A. Identifies and recruits individuals, families and community groups to services and systems	Core		
B. Follows up on health and social service encounters with individuals, families and community groups	Core		
C. Conducts home visits to provide education, assessment and social support	Core		
D. Presents at local agencies and community events to share information and educate individuals and communities about health and social service concerns and resources	Core		
<b>JOB FUNCTION 10: Participates in evaluation and research</b>			
<b>Competencies</b>	<b>Core or Optional</b>	<b>RTI</b>	<b>OJT</b>
A. Evaluates CHW services and programs	Optional		
B. Identifies and engages community members as research partners, including community consent processes	Optional		
C. Identifies priority issues and evaluation/research questions	Optional		
D. Develops evaluation/research design and methods	Optional		
E. Collects and interprets data	Optional		
F. Shares results and findings	Optional		
G. Engages stakeholders to take action on findings	Optional		

# Specialization

Type of Specialization: \_\_\_\_\_

JOB FUNCTION 1:		
Competencies	RTI	OJT

  

JOB FUNCTION 2:		
Competencies	RTI	OJT

  

JOB FUNCTION 3:		
Competencies	RTI	OJT



# Related Technical Instruction Plan

<b>COURSE NAME</b>	<b>Course Number</b>
	Hours
<b>LEARNING OBJECTIVES</b>	
<b>COURSE NAME</b>	<b>Course Number</b>
	Hours
<b>LEARNING OBJECTIVES</b>	
<b>COURSE NAME</b>	<b>Course Number</b>
	Hours
<b>LEARNING OBJECTIVES</b>	
<b>COURSE NAME</b>	<b>Course Number</b>
	Hours



**LEARNING OBJECTIVES**

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**COURSE NAME**

Course Number

Hours

**LEARNING OBJECTIVES**

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