



State Community Health Worker Advisory Committee Meeting

**Kimberly Hiner, MPH, Director, Office of Population Health Improvement
Chair, State CHW Advisory Committee**

Spanish Interpretation Call in: 262-674-7945; PIN: 140 005 565 #

May 19, 2025

Welcome and Roll Call

Opening Remarks

Kimberly Hiner, MPH, Chair

Welcome!

Newly appointed members to the Advisory Committee:

- Maryland Public Health Association Seat
 - Dr. Hanna Idriess, MD, MPH, MBA
- Community Health Worker Seat
 - Stephanie Ransom

Legislative Updates

- [HB65: Community Health Worker Appreciation Day](#) (did not pass)
- [HB871: Health Services Cost Review Commission - Community Benefits - Community Health Worker Workforce Program](#) (passed)

Meeting Minutes: February 24, 2025

CHW Certification Update

Certification Update: Sept. 1, 2019 – May 19, 2025

# current certifications	1473
# certifications renewed	1002
# total CHWs ever certified	2162

CHW Certification Training Program Accreditation Update

Accreditation Update: Jan. 1, 2020 – May 19, 2025

Accreditation of CHW Certification Training Programs

# active applications in review process (under review and applicant receiving assistance): *	4
# accreditations issued:	28
# accreditation renewals:	12

* The applicant is actively working on their application.

Accredited CHW Certification Training Programs

1. Access to Wholistic and Productive Living, Inc. (001-2020-G)
2. Access to Wholistic and Productive Living, Inc. (014-2022-G)
3. Asian American Center of Frederick in partnership with Hagerstown Community College
4. Baltimore City Community College
5. CASA, Inc.
6. College of Southern Maryland
7. Community College of Baltimore County
8. Dr. Masica Jordan, LLC (Emphasis: Peer Recovery)
9. Fenote Training Academy LLC

Accredited CHW Certification Training Programs

10. Healthcare Pathways LLC
11. Heritage Care Inc.
12. Holy Cross Health
13. Howard Community College
14. Institute for Public Health Innovation (IPHI)
15. Johns Hopkins Howard County Medical Center
16. Maryland Area Health Education Center Program
17. Montgomery College
18. Montgomery County Department of Health and Human Services
(DHHS)

Accredited CHW Certification Training Programs

19. Mosaic Group, Inc.
20. Mosaic Group, Inc. (Peer Recovery Health Navigator Training)
21. Prince George's Community College
22. Rebirth, Inc.
23. Sisters Together and Reaching, Inc.
24. Spring Forward
25. The Healthy Church
26. Theeseeds, LLC
27. Voices of Hope, Inc. (Emphasis: Peer Recovery)
28. Washington County Commission on Aging, Inc.

CHW Workforce Profile

Jenae Logan, John Hopkins PHASE Intern



Maryland's 1st Community Health Worker Workforce Profile



Community Health Worker Workforce Profile

Introduction

Community Health Workers in the US and in Maryland

Community health workers (CHWs) are important members of the public health workforce. A CHW is a frontline public health worker who is a trusted member of or has an unusually close understanding of the community served. Community Health Workers go by many titles, including promotor(a) de salud, health coach, community health advisor, community health coach, lay health advocate, family advocate, community health care worker, health educator, liaison, outreach worker, peer counselor, patient navigator, health interpreter, public health aide, community health representative, and more.

CHWs carry out a range of activities to support access to and experience with care and services, and they may be employed by a range of organizations (Sabo, 2017). According to the United States Bureau of Labor Statistics (BLS), there were an estimated 58,550 CHWs working across the country in 2023, with the highest levels of employment among Local Government and Individual and Family Services Organizations (BLS, 2023). BLS estimated that there were 2440 CHWs in Maryland as of May 2023, the fourth largest CHW workforce in the country (CHWs Empowerment Coalition of Maryland, 2023).

Goals for this Profile

This CHW Workforce Profile, the first of its kind in Maryland, details findings from a 2024 CHW Survey covering topics from demographics and geography to employment history and key activities. The Profile provides a snapshot of the CHW workforce in Maryland and aims to raise awareness of CHW activities, geographic reach, and employment patterns.

Issue Date: 4/29/2025

Maryland Department of Health | Office of Population Health Improvement
mdh.chw@maryland.gov | health.maryland.gov/pophealth/CommunityHealthWorkers/Pages/home.aspx



Figure 4: In which setting(s) do you work? (n=266)*

Percent of Respondents

Setting	Percent of Respondents
Client's home	27%
Community center	26%
community health center	26%
Faith-based organization	12%
Food pantry/bank	9%
Healthcare provider office	12%
Hospital	14%
Local health department	20%
Local Department of Health	16%
Mobile unit	4%
School	6%
Shelters & group housing	9%
Street	6%
Other**	13%
Other**	22%

able to select multiple work settings; 50% indicated working in multiple settings. Included remote/work from home, meeting patients where they are, social and community and assisted living facilities, and offices.

Employment/Volunteer Status

Respondents (66%) work full-time; a few (6%) work part-time as paid CHWs (Figure 5). Most work as volunteers, 7% work full-time. Eighteen percent do not fit into these statuses included retired, as a CHW, or carrying out part of a different role.

Figure 5: What is your current employment or volunteer status as a CHW? (N=276)

Status	Percent
Full-time, paid	66%
Part-time, paid	6%
Part-time, volunteer	7%
Other	18%
Full-time, volunteer	3%

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- [Community Health Worker Workforce Profile](#)
- Posted to the [CHW Resources Webpage](#)

Survey

- All CHWs eligible to respond
- Developed in collaboration with MDH and CHW stakeholders
- 29 questions (open-ended and multiple choice)
- Distributed to organizations that employ or potentially employ CHWs in Maryland, all Maryland certified CHWs, and other CHW partners and stakeholders
- Available in English and Spanish (other languages on request)

Findings

- Three main sections:
 - Who are CHWs?
 - Where do CHWs work?
 - What do CHWs do?
- 284 respondents included in analysis
 - 265 English and 19 Spanish
 - Respondents could skip any question
 - Total # responses to each question varies
- Results not representative of all CHWs in MD

Who are CHWs?

Previewed at 2.24 meeting

Table 1	Number of respondents	Percent of respondents
Gender	280	
Male	38	13.6%
Female	242	86.4%
Age	284	
18-25 years	20	7.0%
26-35 years	48	16.9%
36-45 years	63	22.2%
46-55 years	74	26.1%
56-65 years	58	20.4%
Older than 65	21	7.4%

Table 2	Number of respondents	Percent of respondents
Race	255	
Black or African American	119	46.7%
White	101	39.6%
Asian	12	4.7%
American Indian or Alaska Native	5	2.0%
Native Hawaiian or Other Pacific Islander	0	0.0%
Prefer to self-describe	9	3.5%
Multiple races	9	3.5%
Spanish Origin	277	
Not Hispanic/Latino	211	76.2%
Hispanic/Latino	66	23.8%

Who are CHWs?

Language*	284	
English	265	93%
Spanish	64	23%
Yoruba, Twi, Igbo, or Other	8	3%
West African		
French	6	2%
Multiple languages	78	27%
Other**	18	6%

Future surveys will ask for the languages in which CHWs deliver services.

**Languages included in options but receiving < 5 responses: Burmese; Chinese; Dari, Farsi, or Pashto; Korean; and Tagalog*

***American Sign Language, Arabic, Haitian Creole, Hindi, German, Gujarati, Portuguese, Russian, Swahili, Ukrainian, and more.*

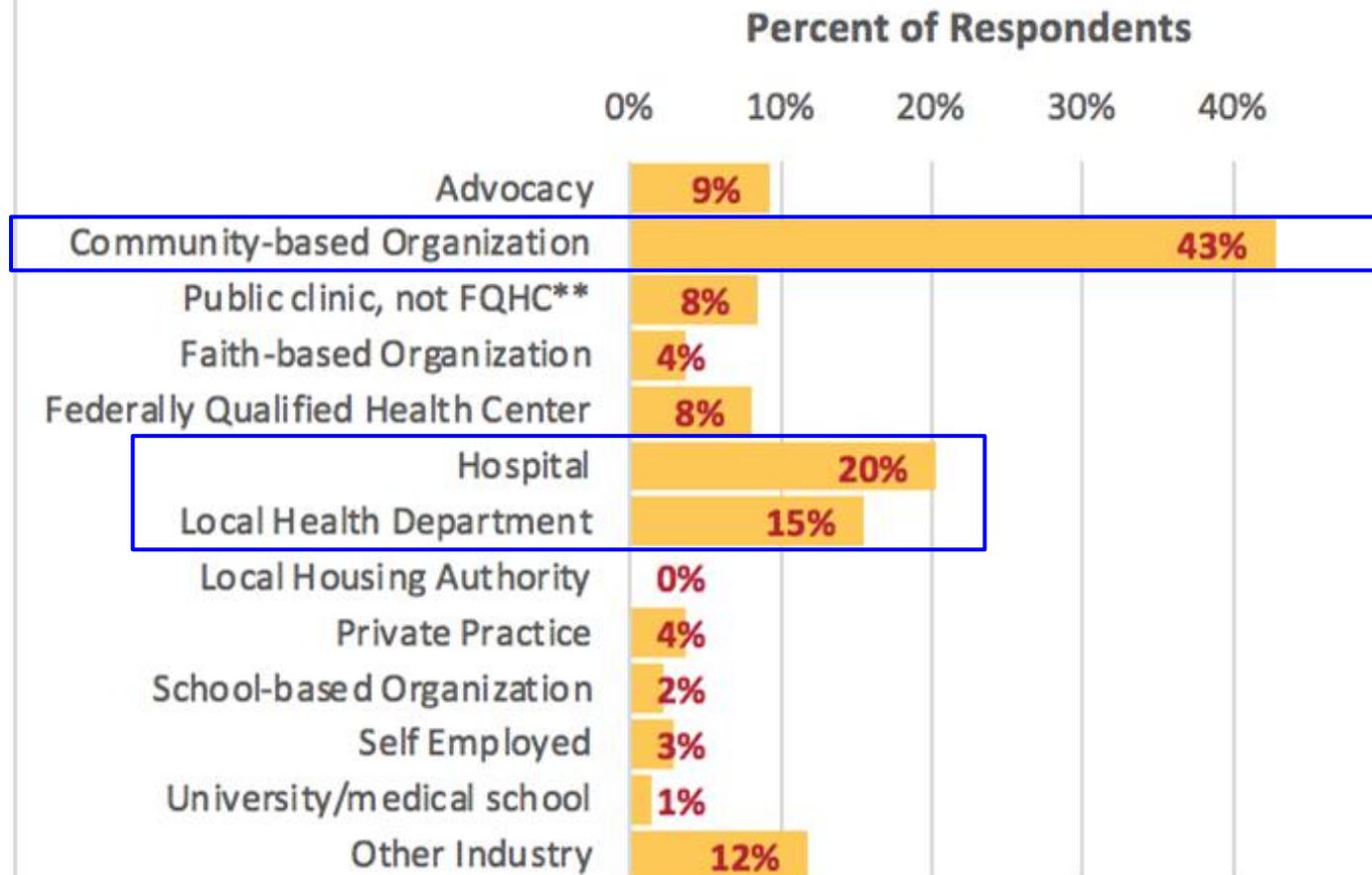
Who are CHWs?

Education	283	
Some high school, no diploma or GED	<5	NA
High school diploma or GED	37	13%
Some college, no degree	74	26%
Trade, technical, or vocational	17	6%
Associate's degree	31	11%
Bachelor's degree	72	25%
Master's degree	43	15%
Doctorate degree	<5	NA
Professional degree (i.e., MD, JD, PharmD)	5	2%

- ~¾ of respondents were CHWs certified by MDH.
- Many additional trainings and certifications among respondents - CNA, mental health, phlebotomy, RN, dentistry, physical therapy, and more.

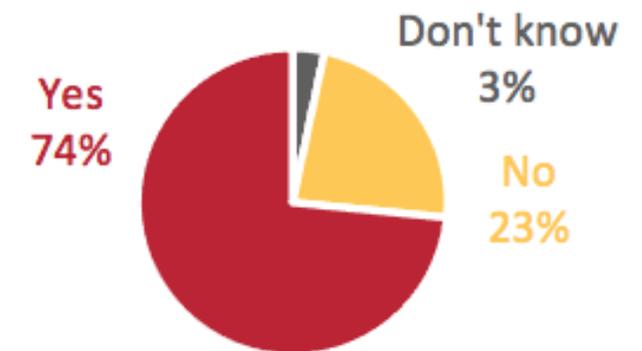
Where do CHWs work?

Figure 2: What type of industry/organization do you work in?
(n=271)*



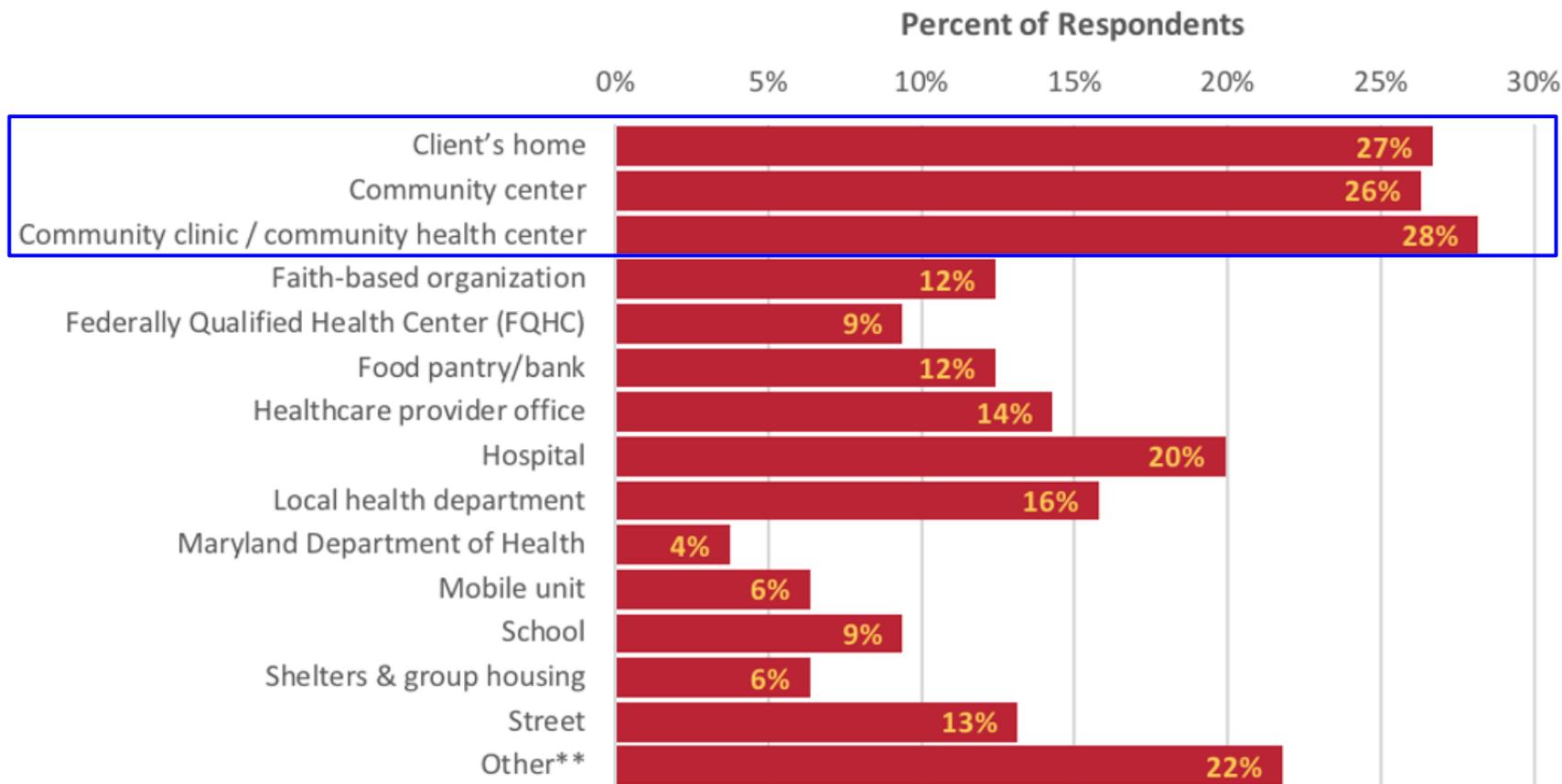
Previewed at 2.24 meeting

Figure 3: Do you work on a multidisciplinary team? (n=271)



Where do CHWs work?

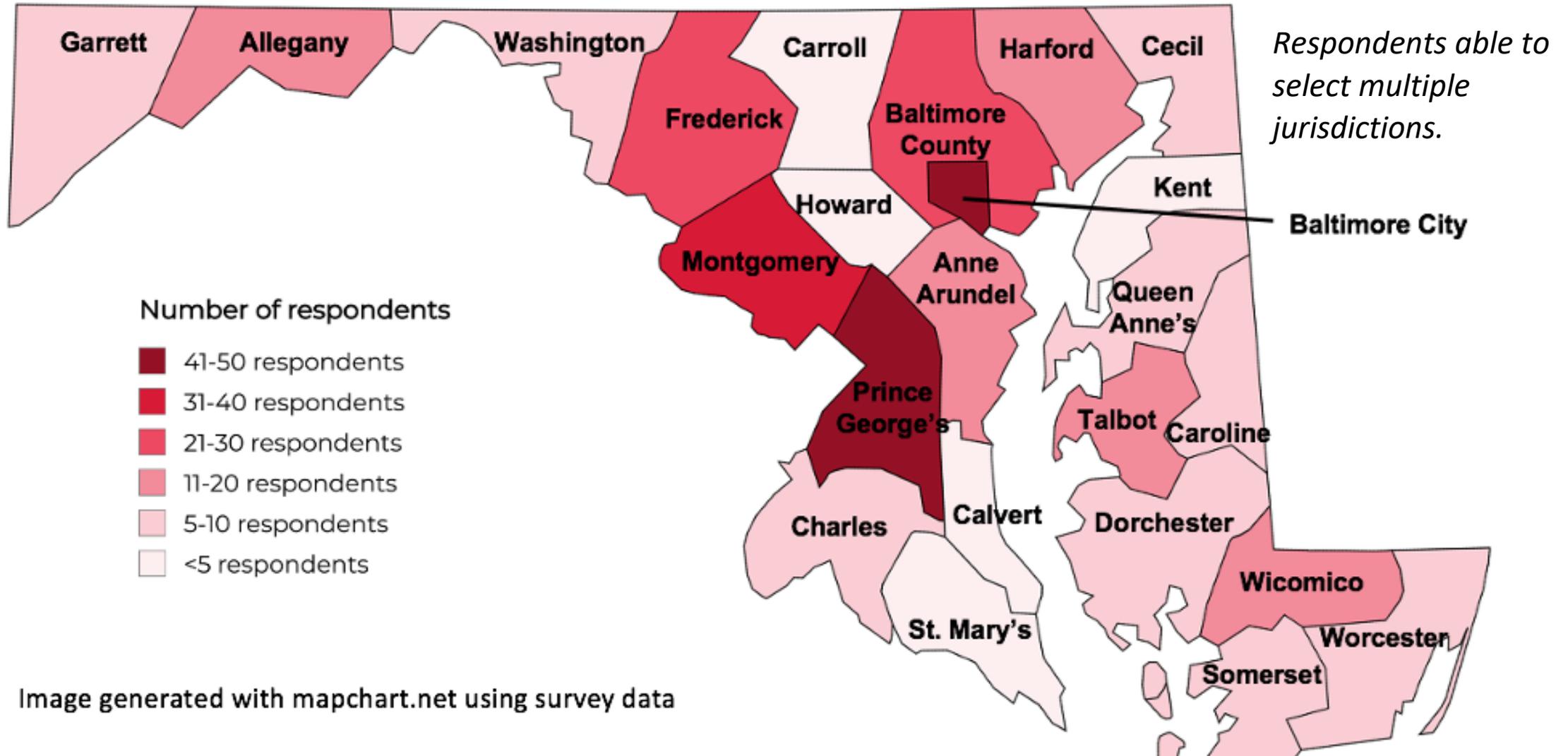
Figure 4: In which setting(s) do you work? (n=266)*



**Respondents able to select multiple work settings; 50% indicated working in multiple settings.*

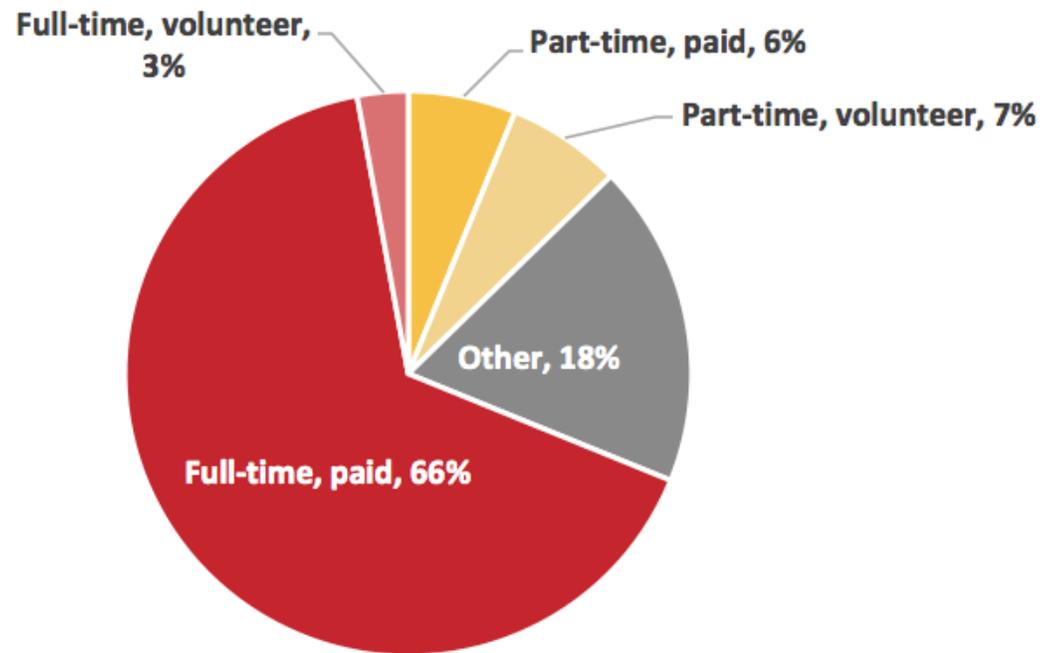
*** "Other" settings included remote/work from home, meeting patients where they are, social and community events, residential and assisted living facilities, and offices.*

Where do CHWs work?



Where do CHWs work?

Figure 5: What is your current employment or volunteer status as a CHW? (n=276)



“Other” included no longer working as CHWs, retired, or carried out CHW activities as part of a different role.

Where do CHWs work?

Years Worked as a CHW

Of 261 respondents:

- **30%** had worked as a CHW for 0-1 years
- **31%** had worked as a CHW for 2-4 years
- **24%** had worked as a CHW for 5-10 years
- **9%** had worked as a CHW for 11-20 years
- **6%** had worked as a CHW for >20 years

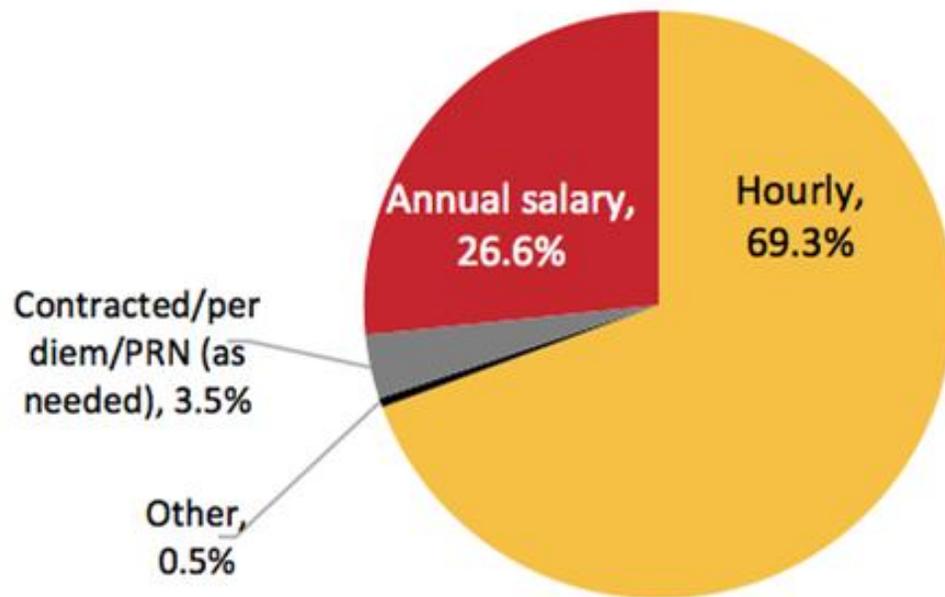
Years Worked in Current Role

Of 259 respondents:

- **35%** had worked in current role for 0-1 years
- **37%** had worked in current role for 2-4 years
- **19%** had worked in current role for 5-10 years
- **4%** had worked in current role for 11-20 years
- **4%** had worked in current role for >20 years

How are CHWs paid?

Figure 6: If you are a paid CHW, how are you paid for your services? (n=199)



Previewed at 2.24 meeting

	Median	Range
Annual (n=42)	\$54,000 / year	\$23,000-\$100,000 / year
Hourly (n=116)	\$21.00 / hour	\$15-\$43 / hour

Only those who answered that they were paid for their services and chose the corresponding compensation type were included in the analysis.

What do CHWs do?

Previewed at 2.24 meeting

Table 5: Activities Carried Out by CHWs (n=265)*

Activity	Percent of respondents
Discuss social determinants of health (SDOH) needs and barriers	69%
Participate at health fairs	69%
Contribute to data collection, analysis, and reporting	65%
Teach skills to promote healthy behavior change	60%
Demonstrate advocacy and community capacity building skills (e.g., advocate for policy change, encourage client self-advocacy)	59%
Provide culturally and linguistically appropriate disease prevention and other health information	49%
Identify and respond to high-risk behaviors	43%

What do CHWs do?

Previewed at 2.24 meeting

Table 5: Activities Carried Out by CHWs (n=265)*

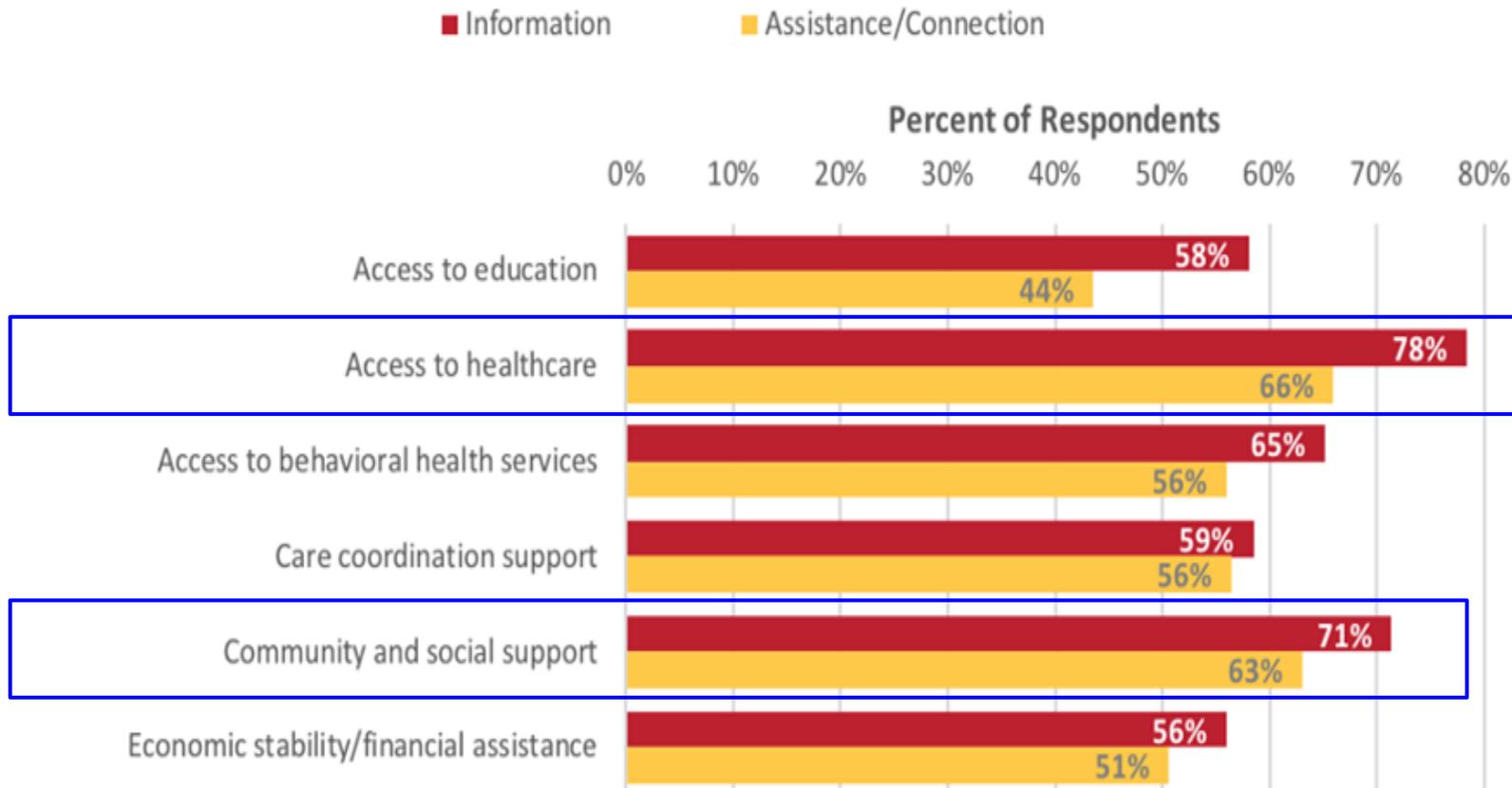
Activity	Percent of respondents
Educate/train other CHWs or providers	39%
Engage in community-driven research	36%
Facilitate focus groups	24%
Evaluate CHW service quality and effectiveness	23%
Fundraise and write grants	7%
Other**	9%

* Respondents were able to select multiple activities.

** Other activities respondents reported carrying out included home visiting, connecting patients to resources, interpretation, health insurance enrollment, and training in job skills or life skills.

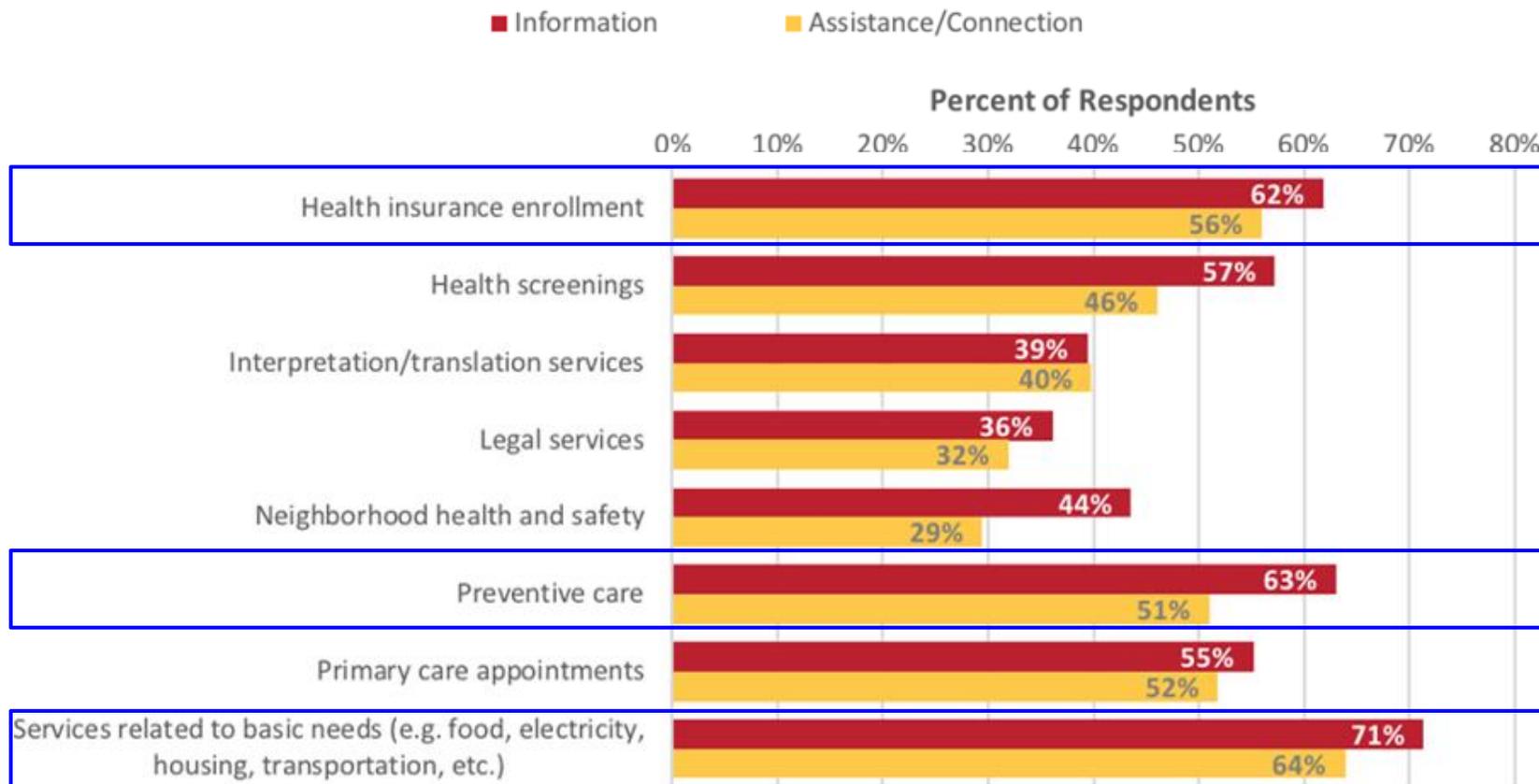
What do CHWs do?

Figure 7: Which of the following do you provide information on, or provide assistance with/connect clients to? (n=241)*



What do CHWs do?

Figure 7: Which of the following do you provide information on, or provide assistance with/connect clients to? (n=241)*



Generally more likely to provide information than assistance/connection on a given topic.

Recommendations

- Strive for even greater representation of geographic and demographic groups
- Add questions related to team integration, professional development, burnout, and career progression/advancement
- Utilize data validation and flow logic in the online survey to increase response consistency

CHW Advisory Committee – Upcoming Meetings

Upcoming CHW Advisory Committee Meetings

Quarterly meetings, 1 PM – 3 PM, held virtually or at MDH:

Next meetings:

- August 18
- November 17

Discussion

CHW Program Contacts and Links

Maryland CHW Certification Website

<https://pophealth.health.maryland.gov/Community-Health-Workers/Pages/Home.aspx>

Maryland CHW Phone Line

410-767-5971

Maryland CHW Email Addresses

MDH.CHW@Maryland.gov

MDH.CHWApplications@Maryland.gov

Contacts

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Adjournment

Thank you for your time today!