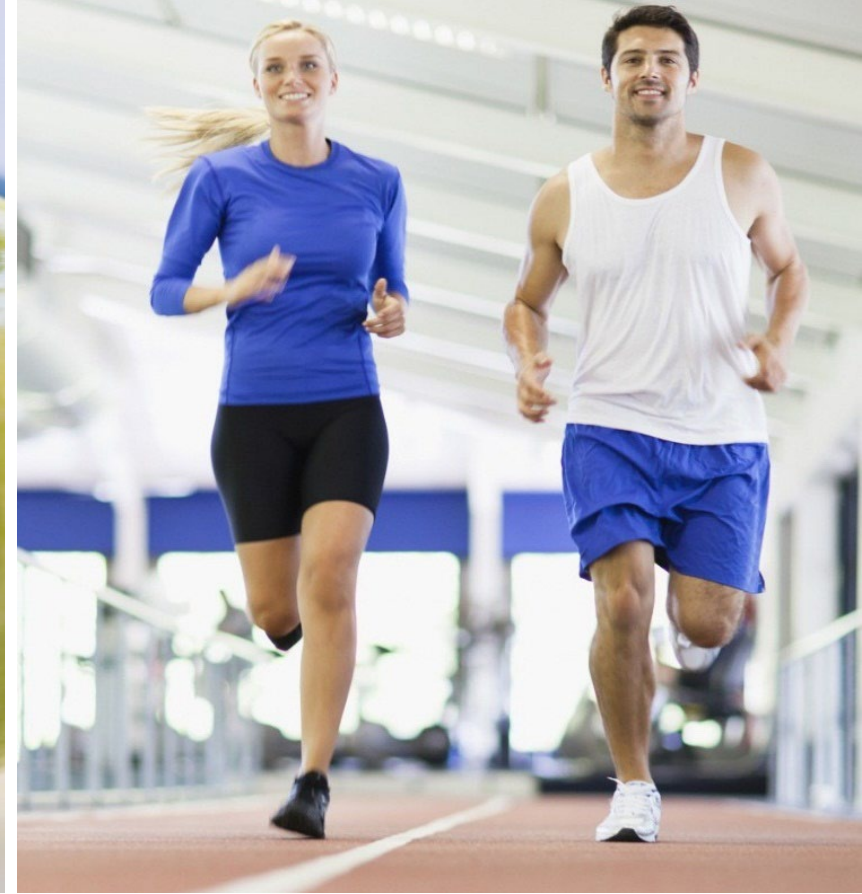




THE FUTURE OF COMMUNITY HEALTH WORKERS IN KANSAS:

PATHWAYS TO ACCESS, SUSTAINABILITY AND GROWTH

THE FUTURE OF COMMUNITY HEALTH WORKERS IN KANSAS: PATHWAYS TO ACCESS, SUSTAINABILITY, AND GROWTH

Learning Objectives:

By the end of this session, participants will be able to:

- Describe the current landscape of the Community Health Worker (CHW) workforce in Kansas.
- Identify innovative CHW training and workforce models in Kansas.
- Analyze emerging state and national policies that impact CHW sustainability, reimbursement, and professional recognition.
- Explore strategies to advance CHW workforce integration in diverse health systems through community-driven, equity-centered approaches.
- Develop ideas for scaling and replicating successful Kansas-based CHW initiatives in other states or settings.



CURRENT LANDSCAPE IN KANSAS

Currently approximately **364 Certified CHWs** in Kansas

Public registry of CHWs

Geographic Reach: Survey data shows CHWs in **all 105 Kansas counties** are serving clients

Population Focus: focus on **chronic disease, mental health, nutrition, maternal health under resourced populations**

Official Recognition: CHWs now have formal recognition under Medicaid

Strengths of CHW in Kansas

- Kansas CHW Coalition
 - Advocacy/Sustainability
 - Education
 - Symposium
 - Partnerships
- Training & Education
 - Core Competencies Training
 - 100 hours classroom, 60 hours service learning
- Clear Pathways: The multiple pathways to certification help accommodate people with training vs. experience.
- Diverse Settings: CHWs are employed in a variety of settings- health clinics, nonprofit organizations, public health departments, in rural and urban communities
- Official Recognition: CHWs now have formal recognition under Medicaid

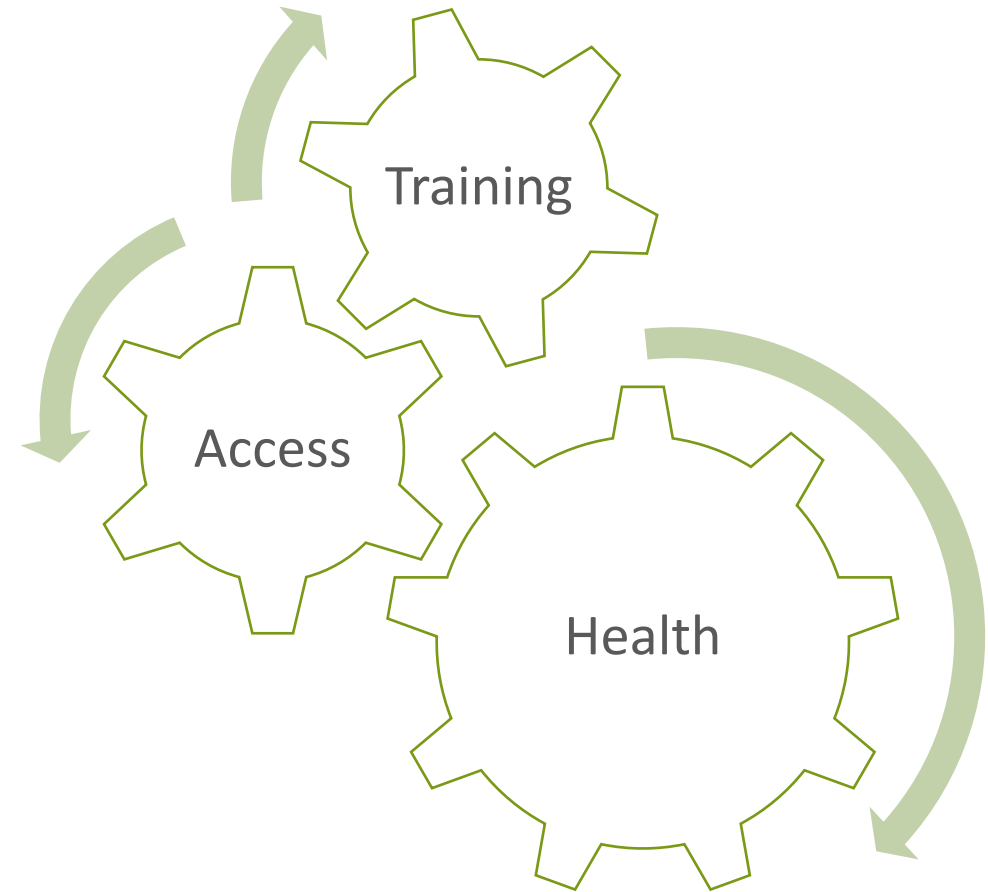
INNOVATIVE CHW TRAINING AND WORKFORCE MODELS IN KANSAS

- Justice involved
- Prenatal and Postnatal care
- Community Doulas
- Dental
- Mental / SUD
- Interpreter
- Chronic Disease Management
- Research projects



STATE AND NATIONAL POLICIES THAT IMPACT CHW *SUSTAINABILITY*, REIMBURSEMENT, AND PROFESSIONAL RECOGNITION.

- Medicare
- Medicaid
- Private Insurance
- Certification
- Training
 - Core Competencies
 - Continuing Education
 - Specialty training



Challenges & Gaps

- **Workload, Role Clarity, Burnout:**
 - job expectations, scope of responsibilities
- **Language & Cultural Services**
 - While Spanish curricula are developing, other language remain limited

- Sustainability of funding
 - Termination of grants
- Workforce Numbers
 - Decline in workforce due to funding
- Reimbursement & Rates
 - While Medicaid pays, ensuring that reimbursement rates and billing structures are workable

Strategies to Advance CHW Workforce

- KS CHW Coalition
 - Restructuring to put more focus on support for employers of CHWs
 - Additional support for individual CHWs
- Partnerships & Networking
 - Existing partners
 - New partners
- Professional Development
 - CE
 - Specialized trainings
 - Skill building
 - Mentorship
- Policy & Advocacy
 - Sustainable payment models
 - Scope of practice (clarity)
 - Workforce development

Strategies to Advance CHW Workforce

Strengthen CHW Roles Within Health Systems

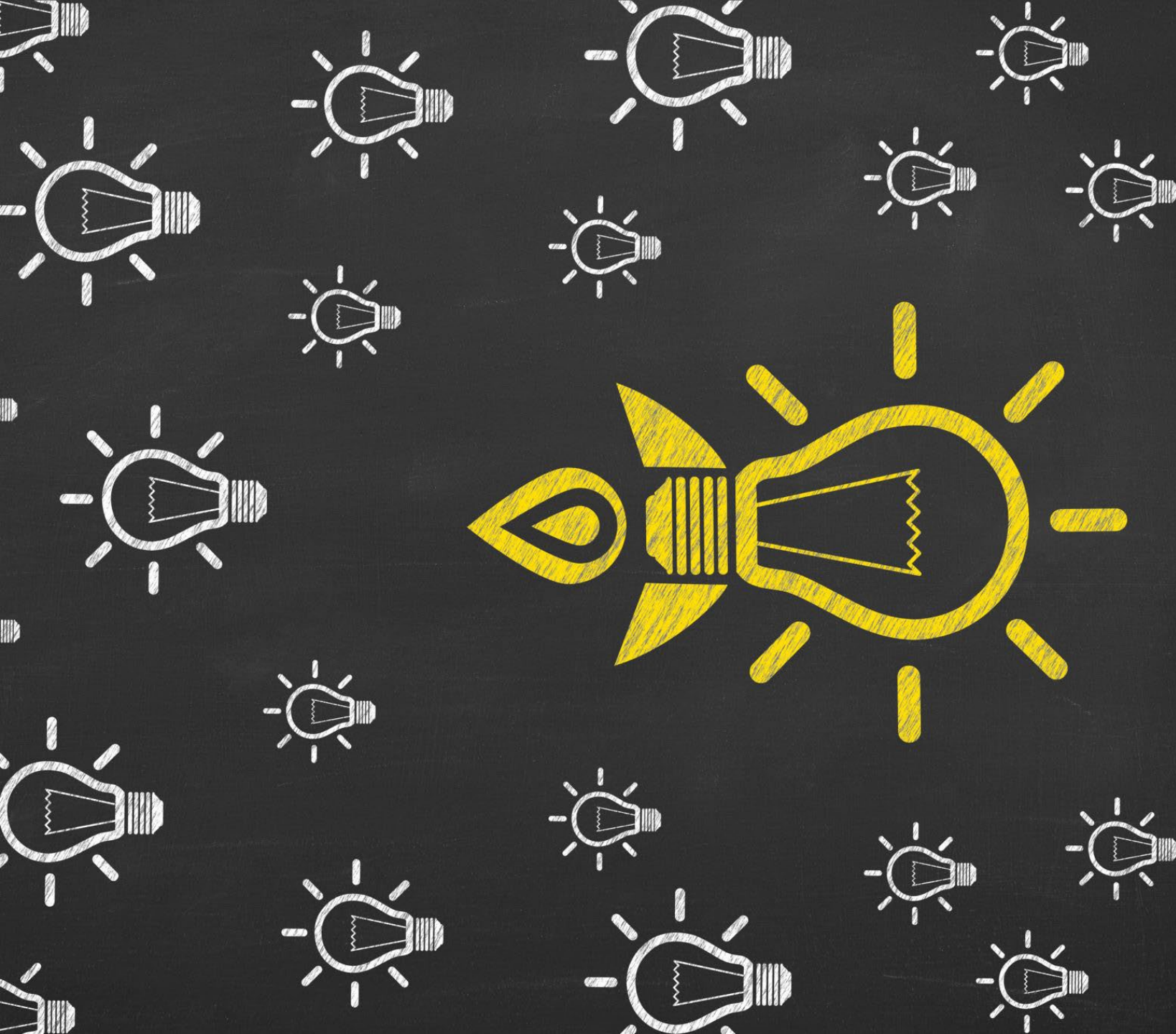
- Make CHWs visible, valued, and embedded across health sectors (clinical, public health, behavioral health, social services).

Ensure Community Voice Drives CHW Programs

- Use Community-Based Participatory Approaches (CBPA) to design CHW initiatives that reflect community priorities.

Foster Leadership and Policy Advocacy Among CHWs

- Provide CHWs with advocacy training to engage in local and state policy processes.
- Include CHWs in advisory boards and planning committees.
- Evaluate and Share Impact Through an Equity Lens



DEVELOP IDEAS FOR CHW INITIATIVES

- Are there any key initiatives or ideas we've missed?
- What is your organization currently doing that could be scaled or shared with others?
- Have you seen successful CHW models or strategies in other states that Kansas could learn from or adapt?

THANK YOU FOR EXPLORING *THE FUTURE OF COMMUNITY HEALTH WORKERS IN KANSAS*

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