

An early-career CHW:

Experience: <3 years of CHW-specific experience

Education: One certificate in community health work. Early-career CHWs may have an undergraduate or even graduate degree (e.g. Masters of Public Health), but generally do not have community-level experience in those cases.

General salary range: \$21-\$25 per hour

When you should hire them: When you are conducting relatively simple outreach and research; when you need expertise in a particular community; when you need someone to provide individual patient-focused health education.

A mid-career CHW:

Experience: Between 3-12 years

Education: Holds more than one certificate and has training in various areas (e.g. diabetes prevention), has completed continuing education courses relevant to their work. May or may not have an undergraduate or graduate degree.

Abilities: Proven ability to gather resources, build partnerships, foster connection to community

General salary range: \$26 - \$39 an hour

When you should hire them: When you are developing a grant relevant to the population that the CHW serves. Mid-career CHWs are also great partners in grant development, and can also be involved in recruitment, data collection, budgeting, reporting, evaluation, and other similar tasks.

An advanced-career CHW:

Experience: 12+ years

Education: Has had considerable continuing education and training in various areas. However, even more prominent than education are deep and longstanding ties to communities of interest. Has established networks of resources and allies.

Abilities: Management and leadership experience; can serve on coalitions and advisory boards; present to policymakers; experiencing heading or helping with health initiatives; direct programs and develop grants

General salary range: \$40 - \$100 an hour, depending on complexity of task

When you should hire them: You need an established CHW with robust networks and a wealth of experience across different programs and initiatives.