

COMMUNITY HEALTH WORKER SKILL MATRIX BY CAREER LEVEL			
	Early	Middle	Advanced
Outreach	Attend events (e.g. health fairs) and conduct individual outreach	Understands different modes of community outreach, engages with different systems to connect with community members	Coordinate volunteers, advocate, manage outreach teams, builds community coalitions
Health advocacy	Coordinate patient care, address family needs, navigate systems	Coordinate advocacy campaigns, provide expertise, helps maintain coalitions	Guide others in the community to advocate, address representatives, raise awareness, consult on bills
Community advocacy	Foster connection to community	Leverage existing community connections for advocacy	Convene community members for advocacy
Health education	Individual, patient-centric health education (e.g. diabetes prevention, cardiovascular health)	Conducting health education classes, conducting evaluations, collecting data	Developing programs and materials, curriculum design, collecting and analyzing evaluation data
Research recruitment	Recruitment that can be conducted at events and during typical community outreach	Study needs >1 point of contact (e.g. initial survey, interview); exclusion criteria >1 that will partially limit participant pool	Highly complex (>2 exclusion criteria that will limit potential pool of participants), highly specialized sub-population. Includes retention
Research Activities	Gather and organize simple data (e.g. surveys)	Gather and organize more complex data (e.g. interviews, focus groups). Support data analysis	Gather, organize, and conduct data analysis. Contribute to publications, presentations, and other research activities
Research	Organize and manage meetings, create reports, and manage compliance for a single-site study	Coordinate more complex studies (multiple sites, larger participant pool, etc.)	Coordinate complex studies (e.g. clinical trials), conduct quality control and evaluation, and oversee research activities
Consulting	Serve on focus groups, provide feedback on programs	Recommend strategies, collaborate to determine metrics, and assist with program design	Policy advisory, refine mission and vision, understands systems in operations, understand how program fits in different areas
Program	Contributing expertise based on lived experience as part of a program development team	Part of team implementing the program, understand models	Leading program development – identify places where CHW will need support, training to build capacity
Program	N/A	Team manager – administration and coordination	Managing programs, high-level work strategizing, coordinating with other programs to implement organizational vision and mission
Subject matter expertise	N/A	Sit on panels, present, teach courses, guide instruction, public speaking, feedback on community and CHW perspective	Facilitating or moderating panel, reviewing papers, posters, other products, advise on curriculum design