

Community or Public Health Workers and Aides
Montana Workforce Needs Assessment
General Questions

1. Is your organization currently employing Community Health Workers or Aides (provide a list of terms –Promotoras, navigators, public health paraprofessionals)?
 - a. If you do not employ CHWS, how likely are you to employ them in the future?

(all remaining questions are for organizations that do employ CHWs)

2. How many full time positions and how many part time positions?
3. Would you be likely to hire additional CHWs in the future?
 - a. Definitely within the next 12-18 months
 - b. Unsure
 - c. Lack funding to hire additional
 - d. Have no need of additional CHWs
4. What job titles are used for the CHW positions
 - a. Community Health Worker
 - b. Outreach Worker
 - c. Health Educator
 - d. Patient Advocate
 - e. Other
5. How long have you employed CHWs?
6. What is the main method you use for recruiting?
 - a. Internal recruiting

- b. Newspapers
 - c. Community events
 - d. Online
 - e. Employment Agencies
 - f. Other
7. Qualifications of CHWs: What are the required qualifications for the CHWs you employ (list or get copy of job description). Is there a difference in qualifications for entry level or experienced?
8. Wages and Benefits: Minimum and Maximum Salaries. What are the factors that affect wages and benefits for CHWs?
9. Benefits: What benefits are offered to full time CHWs? To part time CHWs?
10. What type of training is offered by your organization to CHWs? Which training is provided internally and which is external?
11. Do you agree or disagree that there should be a standardized training for CHWs?
12. Would you be willing to send your CHWs for to a standardized training program? If not, why?
13. Funding: What is the source of funding for financing CHW positions?
- a. Government grants
 - b. Foundation grants
 - c. Internal funds
 - d. Reimbursable cost
 - e. Other
14. Service Focus: What services are provided by the CHWS you employ:

- a. Underserved populations
- b. Conduit for health care information and services
- c. Health promotion
- d. Chronic disease management (which diseases?)
- e. Education to clients on how to navigate and get access to healthcare
- f. Promote preventive care
- g. Conduct health screenings
- h. Link uninsured to healthcare coverage
- i. Help clients with paperwork
- j. Education on nutrition
- k. Other services

15. What populations are served?

- a. Non-English speakers
- b. American Indians
- c. Rural residents
- d. Elderly residents
- e. New mothers
- f. Other

16. Organization Information

- a. Name
- b. Address/Phone/Contact
- c. Size

- d. Type –County/City Health, nonprofit, Tribal, State Agency, hospital, other
- e. Other