A MULTI-LEVEL WORKFORCE ANALYSIS OF CHWS IN TEXAS

CENTER FOR TRANSDISCIPLINARY COLLABORATIVE RESEARCH IN SELF-MANAGEMENT SCIENCE

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The following personal financial relationships with commercial interests relevant to this presentation existed during the past 12 months:

No relationships to disclose
**Presentation Outline**

- Overview of the Central Texas Workforce Analysis
- Who are the CHWs in Central Texas?
- How are they compensated?
- When and how do they get certified?
- Where do certified CHWs work if they’re not working as CHWs?
- Next steps
PROJECT OVERVIEW

• Funded by Michael & Susan Dell Foundation
• Project Term: 11/01/2016 – 10/31/2017
• Thank you to the Texas Department of State Health Services for helping with data collection
**Project Overview**

**Purpose:**
- To conduct an assessment of certification, training, work experience, roles and activities, and workplace satisfaction among certified CHWs.

**Methods:**
- Environmental scan
- Evaluation of existing data
- Electronic Survey of certified CHWs (n=142)
- Qualitative interviews of multilevel stakeholders (n=20)
Texas CHW Landscape

- Texas Certification Program
  - Began in 2001
  - ~4,000 certified CHWs

- DSHS Health Service Region #7
  - Austin, College Station, Waco, San Marcos
    - Total Population = 3,137,710 in 2013
    - Total certified CHWs = 240

- n = 142, response rate of 59%
Central Texas CHWs

Sample Demographics:
• 75% Female
• Avg. age 44, range 23-69
• 62% Hispanic/Latino
• 68% had at least some college
• 86% took the survey in English

Photo: Texas A&M: Healthy South Texas
**Jobs Held by Certified CHWs by Type of Certification (n=130)**

- **Current Paid CHW (n=55)**
  - Trained: 20
  - Grandfathering: 35
  - Total: 42.3%

- **Current Unemployed (n=43)**
  - Trained: 23
  - Grandfathering: 20
  - Total: 33.1%

- **Employed-Unrelated (n=32)**
  - Trained: 12
  - Grandfathering: 20
  - Total: 24.6%
CHW COMPENSATION
CHW Compensation

- 88.6% reported earning $15 or more per hour

- 43.6% of CHWs reported that their income did not meet their financial needs
Annual Wages – All CHWs

Trained

- < $20,000: 16%
- $20,000 - $30,000: 47%
- $30,001 - $40,000: 21%
- $40,000+: 16%

Grandfathered

- < $20,000: 6%
- $20,000 - $30,000: 15%
- $30,001 - $40,000: 47%
- $40,000+: 32%
### Uncompensated Expenses – Paid CHWs

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cell-phone</td>
<td>34.50%</td>
</tr>
<tr>
<td>Data plan</td>
<td>21.80%</td>
</tr>
<tr>
<td>Personal car</td>
<td>20%</td>
</tr>
<tr>
<td>Snacks/food for meetings</td>
<td>10.90%</td>
</tr>
<tr>
<td>Laptop/tablet</td>
<td>9.10%</td>
</tr>
<tr>
<td>Uniforms</td>
<td>9.10%</td>
</tr>
<tr>
<td>Teaching supplies</td>
<td>1.80%</td>
</tr>
</tbody>
</table>
NUMBER OF JOBS - PAID CHWs

- 1 Full Time: 76%
- 1 Full Time + 1 Part Time: 13%
- 1 or 2 Part Time: 11%
TIMELINE FOR CERTIFICATION
Work—Before or After Certification? By Type of Certification

χ² = 26.144, P < .001
**Work—Before or After Certification?**

![Graph showing the difference in years between certification and first year working as CHW.](image-url)
Work—Before or After Certification?
By Type of Employment

χ²=1.844, P.764
WORK—BEFORE OR AFTER CERTIFICATION?
DIFFERENCES IN GROUPS

<table>
<thead>
<tr>
<th>Groups</th>
<th>Time Between Work and Certification</th>
<th>t (p)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Std. Deviation</td>
</tr>
<tr>
<td>Grandfathering (n=68)</td>
<td>-7.22</td>
<td>8.44</td>
</tr>
<tr>
<td>Trained (n=44)</td>
<td>-1.73</td>
<td>3.87</td>
</tr>
<tr>
<td>Current paid (n=49)</td>
<td>-3.47</td>
<td>5.56</td>
</tr>
<tr>
<td>Unpaid/Unemployed CHW (n=63)</td>
<td>-6.30</td>
<td>8.54</td>
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</tbody>
</table>

- Significant difference in time between work and certification among groups.
- Grandfathering group shows a mean of -7.22 with a standard deviation of 8.44.
- Trained group shows a mean of -1.73 with a standard deviation of 3.87.
- Current paid group shows a mean of -3.47 with a standard deviation of 5.56.
- Unpaid/Unemployed CHW group shows a mean of -6.30 with a standard deviation of 8.54.
- All differences are statistically significant (p < .05).
CHWS WORKING IN AN UNRELATED FIELD
CHWs Working in an Unrelated Field

• n = 32
• Demographics mostly reflect the entire sample
• 90.6% have worked as a CHW before
• 100% took the survey in English
• 39.4% said income does not meet their financial needs
How Much Do They Earn?

<table>
<thead>
<tr>
<th>Income Range</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>$100,000 +</td>
<td>1</td>
</tr>
<tr>
<td>$75,001 - $100,000</td>
<td>2</td>
</tr>
<tr>
<td>$50,001 - $75,000</td>
<td>5</td>
</tr>
<tr>
<td>$40,001 - $50,000</td>
<td>5</td>
</tr>
<tr>
<td>$30,001 - $40,000</td>
<td>9</td>
</tr>
<tr>
<td>$20,001 - $30,000</td>
<td>5</td>
</tr>
<tr>
<td>LESS THAN $20,000</td>
<td>3</td>
</tr>
</tbody>
</table>
Would they rather be working as a CHW?

- Yes: 43%
- No: 7%
- No preference: 50%
Why Aren’t They Working as a CHW Now?

- Offered a better job: 3
- Low pay: 3
- Have other jobs: 6
- Went back to school: 7
- Could not find a position: 8
Limitations

• Online survey
  • Was optimized for mobile delivery
• Distributed by DSHS
• Variation in Regions
  • Expanding the survey statewide
RECOMMENDATIONS FOR FUTURE INVESTIGATION

• Relationship between employment and certification
• CHW career pathway
• Reasons for obtaining certification among those in non-CHW positions
• Usefulness of technology and tools
• Supervisory relationship and how it can be improved
QUESTIONS?

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