

Indiana Community Health Worker Scope of Practice

A scope of practice (SoP) defines the parameters within which a professional practices. A SoP describes the who, what, where, and when of a profession, which provides assurances for both those practicing within the profession and for those they serve.

Indiana chose to adopt the American Public Health Association's definition of a community health worker (CHW), which is:

The CHW is a frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community served. This trusting relationship enables the CHW to serve as a liaison/link/intermediary between health/social services and the community to facilitate access to services and improve the quality and cultural competence of service delivery.

Common titles used by a CHW include:

Abuse Counselor	Enrollment Specialist	Lay Health Worker/Advisor
Access Worker	Family Advocate	Maternal & Child Health Case Manager
Adult Case Manager	Family Education Coordinator	Medical Representative
Case Coordinator	Family Support Worker	Mental Health Worker
Care Coordinator	Financial Counselor	Outreach Advocate
Certified Recovery Specialist	Health Advisor	Outreach Case Manager
Community Coordinator	Health Advocate	Outreach Coordinator
Community Counselor	Health Agent	Outreach Educator
Community Health Educator	Health Assistant	Outreach Worker
Community Health Representative	Health Coach	Parent Aide
Community Liaison	Health Educator	Parent Liaison/Advocate
Community Organizer	Health Insurance Counselor	Promotor/Promotor(a) de Salud
Community Outreach Manager	HIV Peer Advocate	Roving Listener
Community Outreach Worker	HIV Prevention Coordinator	Street Outreach Worker
Community Social Worker	Home Care Worker	Youth Development Specialist
Discharge Planner	Home Visitor	Youth Worker
	Intake Specialist	

Roles and Core Competencies

Nationally, a successful CHW is proficient in 10 specific roles. These roles include:

- Cultural mediation among individuals, communities, and health and social service systems
- Providing coaching and social support
- Providing culturally-appropriate health education and information
- Care coordination, case management, and system navigation
- Providing direct service
- Building individual and community capacity
- Advocating for individuals and communities
- Implementing individual and community assessments
- Conducting outreach
- Participating in evaluation and research

Additionally in the state of Indiana, a successful CHW is proficient in the following core competencies:

- Communication skills
- Interpersonal and relationship-building skills
- Service coordination and navigation skills
- Capacity building skills
- Advocacy skills
- Education and facilitation skills
- Individual and community assessment skills
- Outreach skills
- Professional skills and conduct
- Evaluation and research skills
- Knowledge base