



**Building Healthy
Communities**

mhpsalud.org

**Sustaining and creating opportunities for
professional growth**

Facilitators



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OUR PURPOSE

MHP Salud embraces the strengths of our communities to support more individuals and families to live full, healthy lives.

Deeply embedded in the communities we serve, MHP Salud works to develop trust among our neighbors, understanding that it's up to all of us to create a strong, healthy foundation for today ... and tomorrow. Leading the Community Health Worker model, we believe in serving communities in which we live, work and play and we believe stronger tomorrows come through stronger collaboration.

When we come together to share education, resources, and support, we can remove the barriers threatening to interfere with health, well-being, and joy

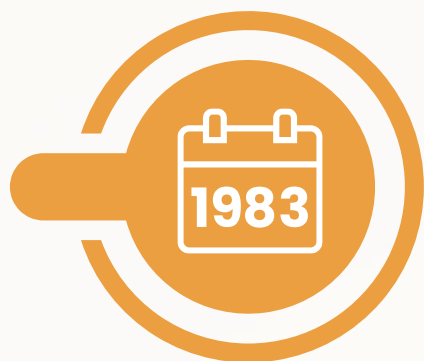
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OUR LEGACY

OUR IMPACT

Founded by Catholic sisters in Michigan to increase health care access for Migratory and Seasonal Agricultural farmworkers.



Began expanding to serve the Rio Grande Valley, reaching underserved individuals and families in isolated border communities and colonias.



Began evolving and growing to meet community needs, offering additional services to help older adults and families.



Launched national training and technical assistance to support health centers, community-based organizations and others, strengthening and growing the CHW profession while improving care to the underserved.



Expanded into Florida and developed the state's first certified CHW certification and apprenticeship program, training and equipping the next generation of CHWs to serve our communities.



123,000
Individuals reached annually



7,000+
Participants find hope and access to mental health and healthcare, nutrition, parenting education and support, older adult well-being and connections, *and more*



50+
Training and technical assistance sessions impacted hundreds of health centers and organizations



Nearly **100**
Community Health Workers trained through the certification and apprenticeship program



HRSA NTTAP

MHP Salud is a HRSA-funded National Training & Technical Assistance Partner (NTTAP) and Health Center Resource Clearinghouse TA partner.

Through this work, MHP Salud provides training and technical assistance to FQHCs and look-alike programs to build or enhance Community Health Worker (CHW) programs to better serve Migratory and Seasonal Agricultural Workers.

For training or technical assistance, please contact: nttap@mhpsalud.org

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A Four-Session Small Group Training

Thurs, 9/11/25

Session 1:
Community Health
Worker Career
Pathways

Thurs, 9/25/25

Session 2:
Exploring
Apprenticeship
& Training
Programs

Thurs, 10/9/25

Session 3:
Professional
Development Support

Thurs, 10/25/25

Session 4:
Sustaining and
Creating Opportunities
for Professional Growth



**YOU ARE
HERE**

Small Group Training Expectations

Attendance:

- We kindly ask that you attend all four sessions.
- If you can't make it, please invite a colleague from your health center to join in your place, as it's important that everyone has a voice.

Engagement:

- Be present and engage actively; *your insight matters!*
- Please keep your cameras on to foster a sense of connection.
- Feel free to ask questions and participate through chat, by raising your hand, or unmuting to share your thoughts.
- Let's respect and support one another throughout our discussions.

Thank you for being a part of this small group learning experience!

Objectives

By the end of this session,
participants will be able to:

- ❑ **Objective 1:**
Reflect on and evaluate your current progress and goals
- ❑ **Objective 2:**
Strengthening your career knowledge base
- ❑ **Objective 3:**
Use AI to explore your career options
- ❑ **Objective 4:**
Embracing life transitions (self-care, workforce re-evaluation)

Dinamica Time

Gratitude reflection
Type one thing you
are grateful for into
the chat.





Re-Evaluating Where You Are

Values-Based Career Decision Making Aligning Your Work With What Matters Most

Key Idea:

Career satisfaction comes from aligning not just with **interests** and **skills**, but also with **personal values**.

(Niles, 2025)

Values-Based Career Decision Making

Why Values Matter:

- Provide long-term meaning and fulfillment
- Reduce burnout & improve decision-making
- Guide choices in job search & career planning

How to Identify Your Values:

- Self-Reflect – ask big questions, talk with mentors & peers
- Prioritize – journaling exercise to narrow top 5 values
- Use Tools – online assessments (e.g., Career OneStop)

Examples of Core Values:

Core Values

- Provide long-term meaning and fulfillment
- Reduce burnout & improve decision-making
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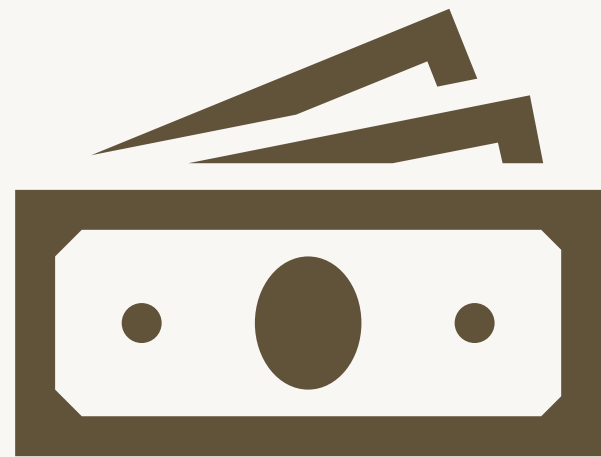
Community Health Workers are often called....

- Promotor(a) de salud
- Patient Navigator
- Peer Educator/Peer Health Educator
- Community Health Representative
- Health Coach
- Health Aide



What is Return on Investment (ROI)

ROI
(Return On Investment)



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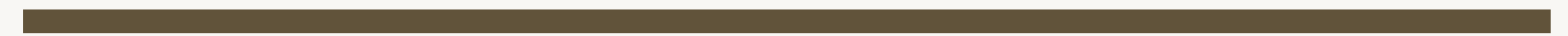


Return

—



Investment



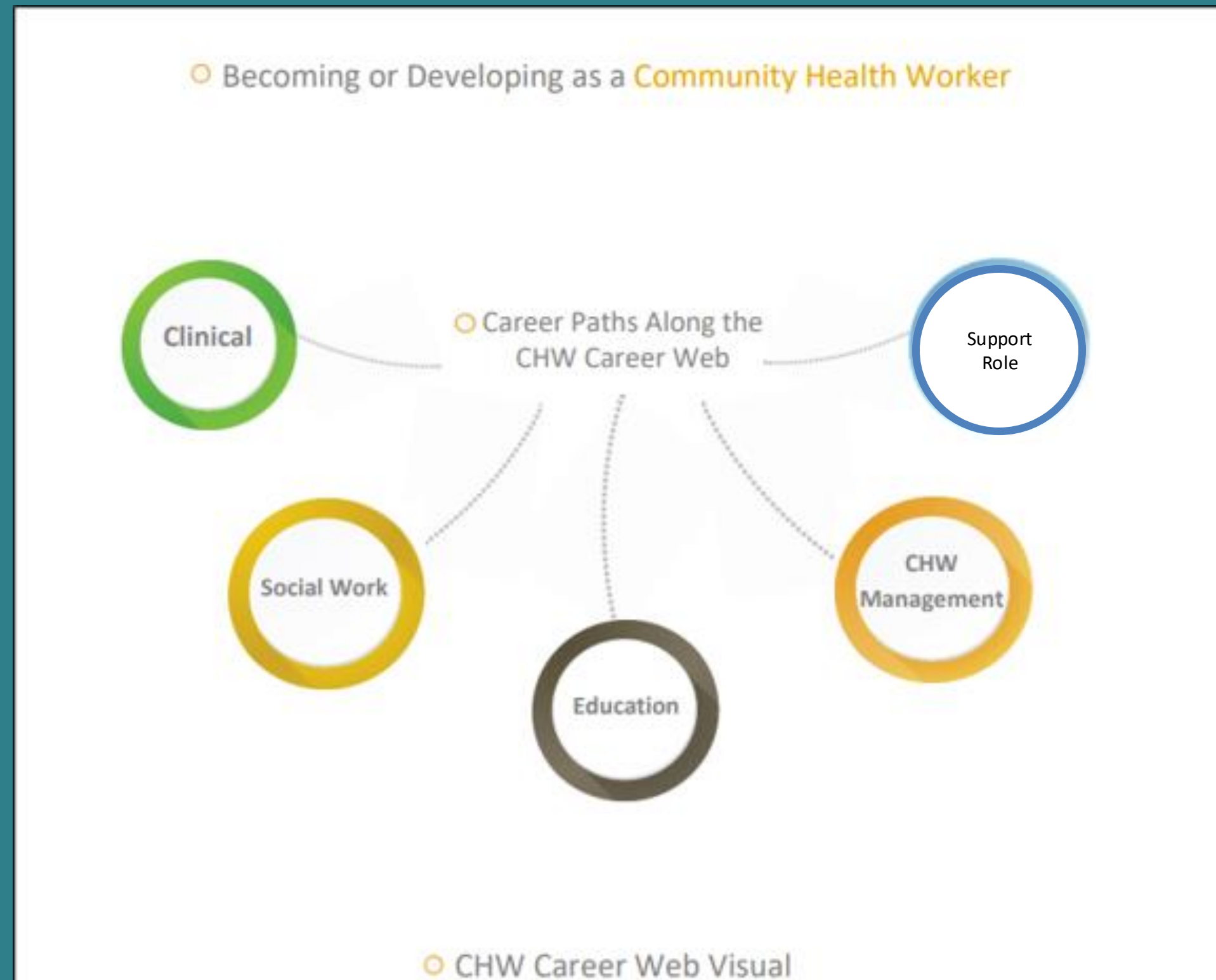
Investment

ROI: Why is it Beneficial to Health Centers

- Increased Retention & Reduced Turnover
- Improved Service Quality
- Stronger Workforce Pipeline
- Higher Organizational Performance
- Community Return
- Funding & Partnership Opportunities



Exploring a Community Health Worker's Career Pathways



CHW Career Web



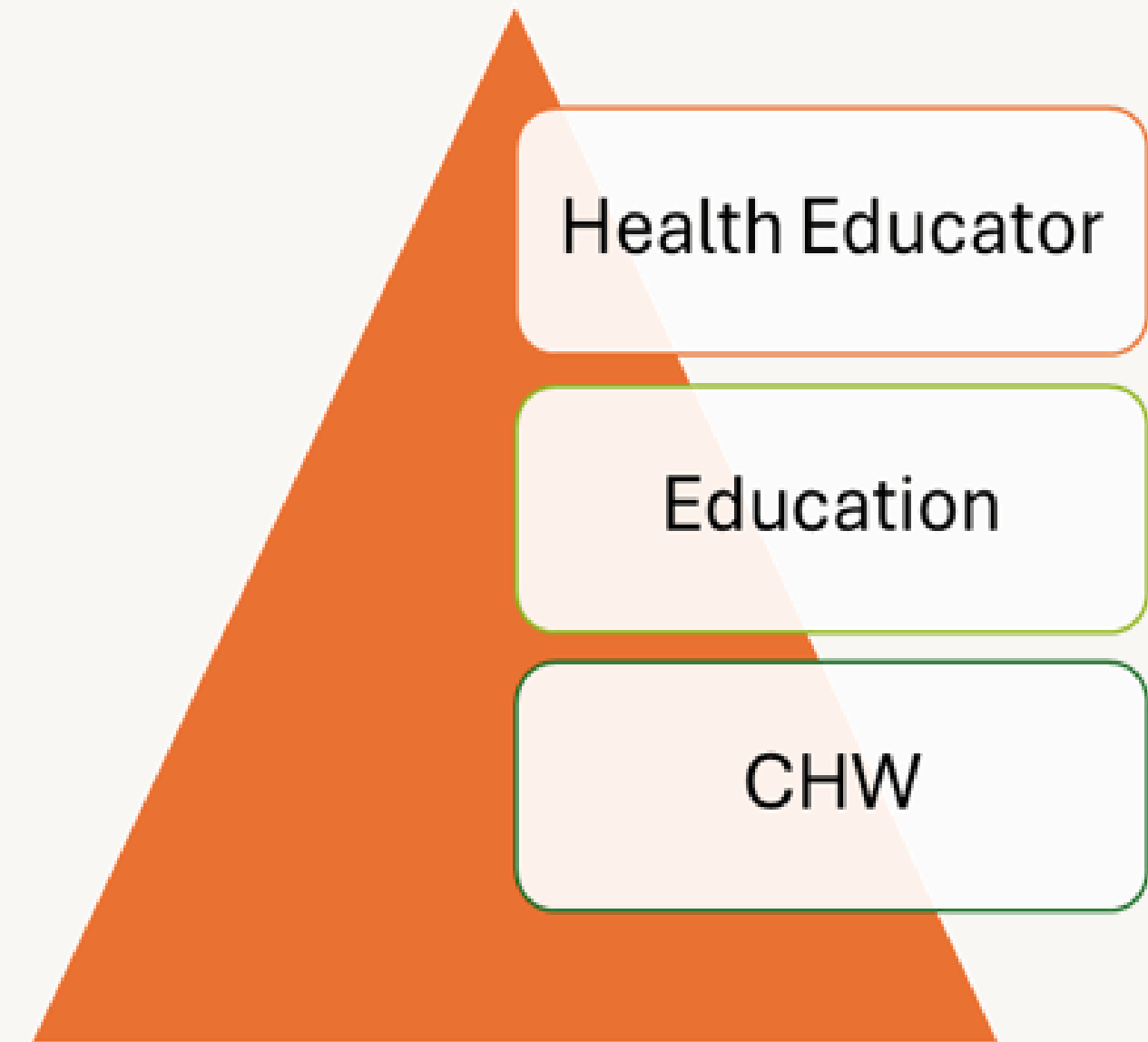
Community Health Worker's Career Web

Education-Focused Career Paths for CHWs

3 Key Pathways:

- **CHW → Health Educator:** Stay within the health field, teaching health topics
- **CHW → Teacher:** Transition to education roles focused on youth
- **CHW → Corporate Trainer:** Train staff within organizational settings

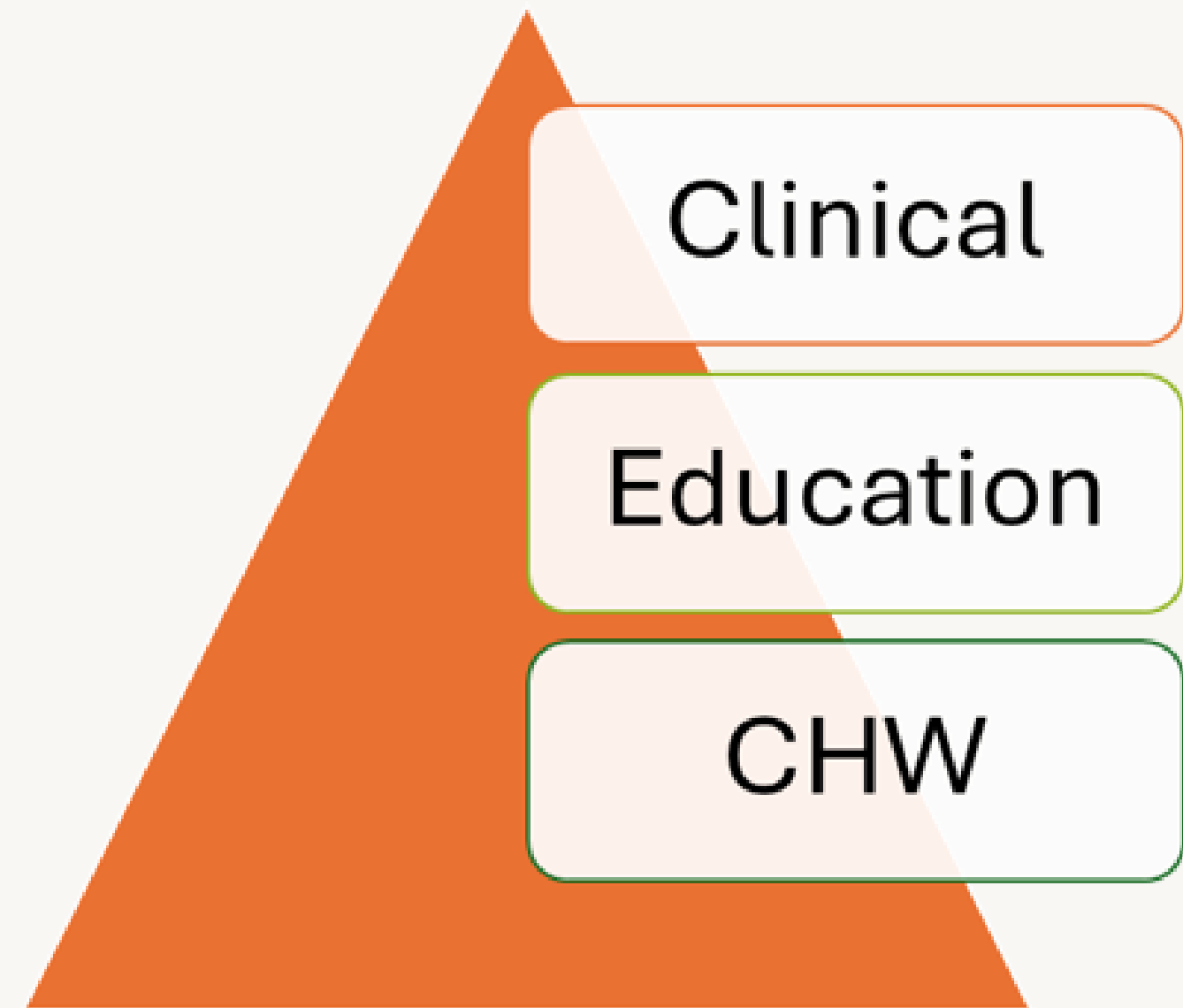
All paths typically require additional education or credentials



Social Work Career Paths for CHWs

3 Key Pathways:

- **Direct vs. Clinical Social Work:**
 - *Direct:* Community-based, ideal for CHWs
 - *Clinical:* Requires advanced degrees and licensure; clinical setting
- **Case Manager:** Coordinates services and supports for individuals and families
- **Eligibility Specialist:** Helps link individuals to government programs and benefits



Linking CHW Skills to Future Career Paths

Current Skills/Job Tasks

- Conduct Outreach
- Collect Data
- Excel Expert
- Quality Assurance

Career Options

- Evaluation & Research
- Project Manager

Current Skills/Job Tasks

- Monitor Vitals
- Draw Blood
- Meds Management
- Triage
- Health Education
- Chronic Disease Management

Career Options

- Licensed Vocational Nurse
- Registered Nurse
- Dietician

Current Skills/Job Tasks

- Facilitating Goal setting
- Providing patient family support
- Counseling

Career Options

- Social Worker
- Case Management
- Coaching
- Ombudsman

Key Take Aways

- Community Health Worker's skills and qualities are the foundation to their success
- Supporting career pathways is beneficial to both CHWs and Health Centers
- ROI helps view advancement as investment not an expense

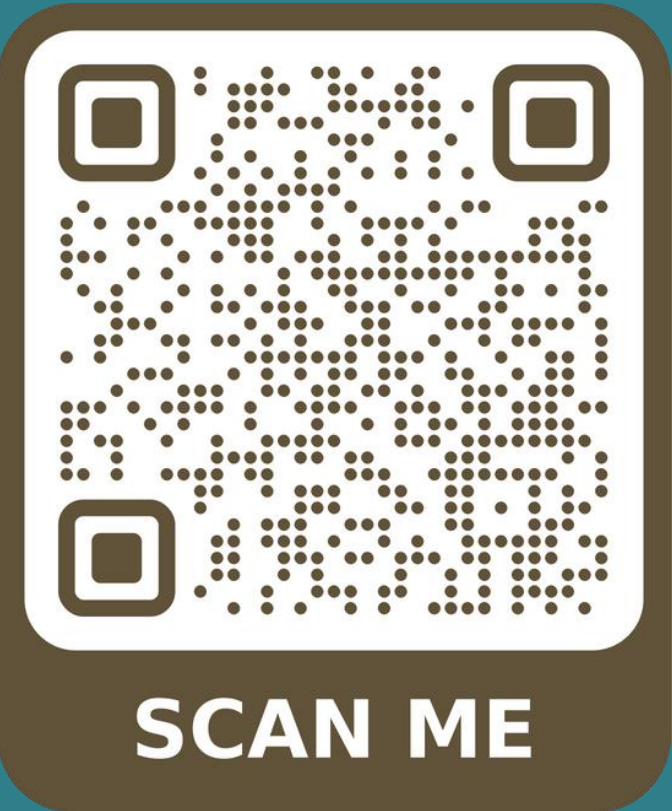
We encourage you to continue the exploration of identifying opportunities to grow CHWs in your health center!



Questions?

Free Resources for CHWs and Health Centers

mhspalud.org/online-resources



CHWs in Action: Building Community Connections



Published On: January 3, 2025

"This shows how we are all connected by having similar life or work experiences. It does not matter how far we live from each other; we are still connected in some form. It also shows a common denominator, which is the willingness to help others ... the fact that we are willing to help others can become a positive life changer for someone in need." — Monica Alvarez, CHW, MHP Salud, on using her favorite Dinámica, "Unity Web."

Building Healthy Communities: Community Health Worker Impact on Older Adults in Texas



Impact Evaluation Study by MHP Salud
August 2024

Person-Centered Mental Health Awareness

A two-part article series that explores a CHW-driven community initiatives strategic response to identified mental health challenges that impact MSAWS

Thank you!

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