

ENVIRONMENTAL SCAN OF COMMUNITY HEALTH WORKER TRAINING ASSETS (ENACT) IN ILLINOIS



Summary of results for the State of Illinois, September 2023 – June 2024
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TABLE OF CONTENTS

Page

3	List of Figures
3	List of Tables
4	List of Appendices
5	Acronyms
6	Acknowledgements
7	Executive Summary
9	Introduction
10	<i>Community Health Worker Landscape and Legislation in Illinois</i>
10	<i>Identification of CHW Training Assets in Illinois</i>
11	<i>Environmental Scan of Community Health Worker Training Assets (ENACT) in Illinois Project</i>
11	ENACT Working Group
13	Methodology
13	<i>Data Sources, Collection, and Verification</i>
13	ENACT WG Initial Name Generator File
14	CHW Training Organization Review Forms
14	CHW CI and Training Experiences Survey
14	Member Checking and Verification
14	Regulatory Oversight
15	Results: CHW Training & Professional Development Assets in Illinois
15	<i>Overview of CHW Training and Professional Development Assets in Illinois</i>
16	<i>CHW Core 101 Training Organizations</i>
16	Characteristics of CHW Core 101 Training Organizations
17	Geographic Distribution of CHW Core 101 Training Organizations
18	Mode of CHW Core 101 Training Delivery
18	CHW Core 101 Training Duration
18	Cost of CHW Core 101 Training
19	<i>Organizations Providing CHW Professional Development Only Opportunities</i>
19	Characteristics of CHW Professional Development Only Organizations
20	Geographic Distribution of CHW Professional Development Only Organizations
21	<i>Other Organizations Named in Scan</i>
21	CHW Core 101 Training Programs in Development
21	Additional Organizations Named by CHWs in the Survey
21	Network Analysis
21	<i>Rationale</i>
22	<i>Methods</i>
22	Metrics
23	Analysis
23	<i>Results</i>
23	Network Map
24	Network Statistics
25	Descriptive Characteristics of Surveyed Organizations
25	Associations: Organizational Characteristics with # of Inter-Org. Relationships
26	<i>Network Analysis Limitations</i>
26	ENACT Project Strengths & Limitations
27	Conclusion
28	Appendices

LIST OF FIGURES

Page

11	Figure 1: IDPH Health Regions
13	Figure 2: Environmental Scan Timeline
15	Figure 3: Organizations Identified in the ENACT Environmental Scan, September 2023-April 2024
16	Figure 4: CHW Core 101 Training Organization Type
17	Figure 5: Distribution of CHW Core 101 Training Organizations, by IDPH Region
17	Figure 6: Organizations Providing CHW Core 101 Training in Illinois (n=17)
19	Figure 7: CHW Professional Development Only Organization Type
20	Figure 8: Distribution of CHW Professional Development Only Organizations, by IDPH Region
20	Figure 9: Organizations Providing CHW Professional Development Only in Illinois
24	Figure 10: Network Visualization

LIST OF TABLES

Page

12	Table 1: The ENACT Working Group
13	Table 2: Data sources for the ENACT Environmental Scan
16	Table 3: Organizations Identified as CHW Core 101 Training Organizations in the ENACT Scan of CHW Training Assets in Illinois, September 2023 – May 2024
18	Table 4: Cost of CHW Core 101 Training (n=14)
19	Table 5: Organizations Identified as Offering CHW Professional Development Only Opportunities in the ENACT Scan of CHW Training Assets, Sept. 2023 – May 2024
21	Table 6: Organizations Identified to be in the Process of Developing a CHW Core 101 Training Program (n=9)
24	Table 7: Descriptive characteristics of surveyed organizations (n =128)
25	Table 8: Associations of Organizational Characteristics with Number of Inter-Organizational Relationships

LIST OF APPENDICES

Page

28	Table A: Organizations in Illinois identified as Offering CHW Core 101 Training and Other Professional Development Opportunities
31	Table B : Organizations Offering CHW Core 101 Training and/or Professional Development in the IDPH WESTCHESTER Region, by County and Organization Type
32	Table C: Organizations Offering CHW Core 101 Training and/or Professional Development in the IDPH ROCKFORD Region, by County and Organization Type
33	Table D: Organizations Offering CHW Core 101 Training and/or Professional Development in the IDPH PEORIA Region, by County and Organization Type
34	Table E: Organizations Offering CHW Core 101 Training and/or Professional Development in the IDPH METRO EAST Region, by County and Organization Type
35	Table F: Organizations Offering CHW Core 101 Training and/or Professional Development in the IDPH MARION Region, by County and Organization Type
36	Table G: Organizations Offering CHW Core 101 Training and/or Professional Development in the IDPH CHAMPAIGN Region, by County and Organization Type
37	Table H : Characteristics of CHW Core 101 Trainings Programs by Organization in Illinois
39	Table I: Additional Organizations Named in the CHW Survey as Providing Training Services
40	Table J: Additional Organizations Outside Illinois Named in the CHW Survey as Providing Training Services
41	Table K: Acronyms Used in the Network Analysis to Depict Organizational Names

ACRONYMS

CBO	Community-based organization
CI	Common Indicator
CHW	Community Health Worker
ENACT	Environmental Scan of Community Health Worker Assets
HFS	Illinois Department of Healthcare and Family Services
IDPH	Illinois Department of Public Health
WG	Working Group

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The ENACT team would like to acknowledge the work of Dr. Margaret Wright Geise and Ekas Singh Abrol from the University of Illinois Cancer Center's Data Integration Shared Resource for their contributions to this report, which included the geospatial visualizations.

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EXECUTIVE SUMMARY

Background: The Environmental Scan of Community Health Worker Training Assets (ENACT) in Illinois Project was a state-wide initiative to identify opportunities that enable career and professional development for Community Health Workers (CHWs) in Illinois. The scan was completed to inform the development of the Illinois Department of Public Health (IDPH) CHW Certification Program. The ENACT Working Group (WG), facilitated by the University of Illinois Cancer Center (Cancer Center), was formed to support the goals of the scan. Nine Illinois organizations were selected to be WG members based upon their geographic reach and their expertise in supporting CHWs. WG members identified and invited CHW stakeholders to participate in information gathering and dissemination efforts, provided perspectives on CHW development and training, and shared information about the IDPH CHW Certification and Reimbursement Program.

Methodology: The environmental scan was completed between September 2023 and May 2024 and used multiple different data sources: the ENACT WG initial name generator file, CHW Training Organization Review Form, CHW Common Indicators (CI) and Training Experiences Survey; and WG member checking and verification. Data was collected from each of these sources through an iterative process of data collection, subsequent follow up through website review, and member checking with the ENACT Working Group, CHW training partners, and follow up with representatives from organizations identified.

Results: A total of 128 organizations were reviewed. Of these organizations, 112 organizations identified as offering CHW training and professional development opportunities, 17 of which offer CHW Core 101 training and 95 provide CHW professional development opportunities (but not CHW Core 101 training). The other 16 were found to not provide CHW training at this time. The 23 organizations that were not reviewed were quickly identified as either out-of-state (n=16), virtually based out-of-state (n=5), or paused/closed (n=2).

Of the CHW Core 101 training organizations, 53% (n=9) were academic institutions, 24% (n=4) were community-based, and 24% (n=4) were healthcare organizations. The identified CHW Core 101 training organizations are located in the Westchester, Peoria, Metro East, and Marion IDPH regions. The mode of training delivery, duration of delivery and cost of delivery varied between the identified CHW Core 101 training organizations.

Of the 95 organizations identified as providing CHW training and professional development opportunities, but not CHW Core 101 training, 48% (n=44) were community-based organizations, 25% (n=23) were academic institutions, 18% (n=20) were healthcare facilities or systems, and 9% (n=8) were government agencies. Organizations offering CHW professional development opportunities were identified in all six IDPH geographic regions. Amongst these organizations, nine academic organizations were identified to be in the process of developing a CHW Core 101 training program. These organizations are located in the Peoria, Champaign, Metro East, and Marion regions potentially adding more opportunities across the state. In the CHW CI and Training Experiences Survey, CHW respondents named an additional 116 organizations in the state of Illinois and 61 out-of-state /national organizations from which they received CHW-related training.

Network Analysis: To understand the landscape for CHW certification in Illinois, we examined the relationships across organizations committed to training CHWs. Network data, organizational attribute data and data on reach between CHWs and organizations were collected. The network analysis metrics included: organizational type, organizational training capacity, organizational reach of CHWs, number of interorganizational relationships, network density, and eigenvector (EV) centrality. Our findings suggest a fairly unconnected network of the 128 surveyed organizations; however, given a large amount of missing data, the findings from our network analysis should be interpreted with caution.

Conclusion: The ENACT Environmental Scan of CHW Training Assets provides a snapshot of CHW training opportunities throughout the state of Illinois. It identified training opportunities by training type, including 17 organizations providing CHW Core 101 training and 95 organizations providing other professional development opportunities. Several organizations noted they are in the process of developing a CHW Core 101 training program. The scan also highlighted the locations of training organizations throughout the state by IDPH region, revealing the current geographic landscape of training, where gaps remain and the distribution of training organizational type including academic institutions, community-based organizations, healthcare facilities or systems, and government agencies. The scan also gathered other information on training including cost, duration, frequency, mode of delivery, and details on training provider requirements. The results of the environmental scan and network analysis will be useful for the IDPH Certification Program, CHW training organizations, CHW advocates, and CHWs themselves as it provides an overview of training assets in the state and can inform future advocacy, policy, and initiatives to support the valuable work of CHWs.

INTRODUCTION

Community Health Workers (CHWs) have been recognized as front-line public health workers for several decades. After the 1999 publication of the groundbreaking report, *Weaving the Future*,¹ the American Public Health Association passed a policy statement, *Recognition and Support for Community Health Workers' Contributions to Meeting our Nation's Health Care Needs*, which included what is now a widely accepted definition of CHWs:

***“A 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 worker 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.”*²**

A 2023 survey estimated that, nationally, there were 58,550 CHWs in the United States and 1,890 in Illinois.³ This figure is likely to be an undercount as the work of CHWs is performed under a wide variety of job titles, including *promotoras/promotores de salud*, community health representatives, health navigators, health educators, advocates, citizen scientists, and outreach workers. This situation has been created by a variety of factors – cultural and organizational – and the fact that many CHWs work as volunteers in their communities.⁴ Further, the slow uptake of national standards in training and certification has contributed to the current situation.

While CHWs are widely recognized as essential to addressing disparities in health care delivery and health outcomes,⁵⁻⁶ the sustainability of the workforce is threatened by low wages, poor job security, and limited opportunities for comprehensive training and advancement within the profession. Despite these structural obstacles, a 21% increase in occupational demand for CHWs is projected by 2030,⁷⁻⁸ a figure higher than for many U. S. occupations.

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- ¹ Rosenthal EL, Wiggins N, Brownstein JN, et al. The final report of the national community health advisor study: Weaving the Future. A policy research project of the University of Arizona funded by the Annie E. Casey Foundation. Tucson, Ariz: University of Arizona. 1998. <https://crh.arizona.edu/sites/default/files/2022-04/CAHsummaryALL.pdf>
- ² American Public Health Association. Community health workers. 2024. <https://www.apha.org/apha-communities/member-sections/community-health-workers>
- ³ U.S. Bureau of Labor Statistics. Occupational employment and wages: Community health workers. May 2023. <https://data.bls.gov/oes/#/occGeo/One%20occupation%20for%20multiple%20geographical%20areas>
- ⁴ National Association of Community Health Workers. Frequently asked questions about the national association of community health workers. January 13, 2020. <https://nachw.org/frequently-asked-questions-about-the-national-association-of-community-health-workers/>
- ⁵ Smithwick J, Nance J, Covington-Kolb S, Rodriguez A, Young M. Community health workers bring value and deserve to be valued too: Key considerations in improving CHW career advancement opportunities. *Front. Public Health*, March 7, 2023; 11. <https://doi.org/10.3389/fpubh.2023.1036481>
- ⁶ Ignoffo S, Gu S, Ellyin A, Benjamins MR. A review of community health worker integration in health departments. *J Community Health*. 2024;49(2):366-376. doi:10.1007/s10900-023-01286-6
- ⁷ Jones TM, Jeung C, Schulte A, Lewis CM, Maddox PJ. Hourly wages and turnover of community health workers according to US state certification policy and Medicaid reimbursement 2010–2021. *Am J Pub Health*. 2022;112:1480-1488. <https://doi.org/10.2105/AJPH.2022.306965>
- ⁸ Bureau of Labor Statistics. Occupational projections, 2020–30, and worker characteristics. Available at: <https://www.bls.gov/emp/tables/occupational-projections-and-characteristics.htm>. Accessed September 8, 2024.

Community Health Worker Landscape and Legislation in Illinois

Currently many states, including Illinois, are addressing this complex situation by implementing training and certification policies designed to stabilize, support and develop the CHW workforce.⁶ The Illinois effort is being conducted under the auspices of specific legislation, [the 2021 CHW Certification and Reimbursement Act \(410 ILCS 67\)](#).⁹ This legislation calls for the Illinois Department of Public Health (IDPH) to establish a CHW Certification Program to address the recognized challenges and ensure that high quality, comprehensive, and ongoing professional development opportunities are available to the Illinois CHW workforce. The experiences of other U. S. states have demonstrated that the availability of such resources is critical to the success of certification programs and, further, training opportunities must include core training programs (often referred to as CHW Core 101 courses) and training programs that expand and enhance specific skills (often referred to as upskilling opportunities).

Section 5-17 of the CHW Certification and Reimbursement Act states:

There is created within the Department of Public Health the Illinois CHW Certification Program. The Department shall serve as the Program's regulatory body with the advice and recommendation of the Illinois CHW Review Board. This includes the development and oversight of initial CHW certification and certification renewals for individuals as well as community-based and academic training programs.

Importantly, the legislation called for the Illinois Department of Healthcare and Family Services (HFS) to pursue reimbursement for services provided by CHWs through the Illinois Medicaid program. In general, Medicaid reimbursement is only available to service providers who are either licensed, certified, or registered by an appropriate agency. Thus, a successful reimbursement strategy depends upon a recognized certification process.

Critical to the success of the Illinois CHW Certification Program is the availability of comprehensive, high quality, and accessible training opportunities.

Identification of CHW Training Assets in Illinois

In response to this legislation, and with funding and support from IDPH, the University of Illinois Cancer Center (Cancer Center) launched the Environmental Scan of CHW Training Assets (ENACT) in Illinois Project, a state-wide initiative to assess the landscape and networks of training and professional development opportunities available to Illinois CHWs. This report, *Environmental Scan of Community Health Worker Training Assets in Illinois*, presents ENACT findings including CHW Core 101 training programs, upskilling opportunities, webinars, and online courses. It includes those led by partners from a wide variety of organizations, including community-based organizations, academic institutions, healthcare facilities, health systems, and government agencies. The results of the ENACT project, presented herein, are intended to inform the IDPH CHW Certification Program, CHWs, and those invested in supporting the Illinois CHW workforce.

⁹ Community Health Worker Certification and Reimbursement Act, 410 ILCS 67. 2021.
<https://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=4090&ChapterID=35>

Environmental Scan of Community Health Worker Assets (ENACT) in Illinois Project

The ENACT Project was a state-wide initiative to identify opportunities that enable career and professional development for CHWs in Illinois. With funding and support from IDPH, the Cancer Center launched the project in February 2023 and implemented a range of activities and data collection methods to meet the following goals:

1. Identify best practices, processes, and strategies other states have used to inform statewide CHW certification
2. Conduct an environmental scan of CHW professional development resources and assets in Illinois
3. Inform IDPH for the development of the CHW Certification program

This report focuses on the results of the Environmental Scan of CHW assets in Illinois.

ENACT WORKING GROUP

The ENACT Working Group (WG), facilitated by the Community Engagement and Health Equity Office at the Cancer Center, was formed to meet the goals and deliverables of the project. In June 2023, the Cancer Center released a request for applications in order to identify WG member organizations to support the environmental scan across all of IDPH's health regions (**Figure 1**).¹⁰ The Cancer Center released a funding opportunity announcement to identify WG members. The WG members were selected based on their experiences supporting CHWs and their geographic reach in order to maximize opportunities for conducting a comprehensive environmental scan.

In total, nine organizations, out of 26 that applied, were selected to be WG members (**Table 1**). ENACT WG member organizations had extensive geographic reach, including some more localized and others statewide, and represented several different types of organizations.

Figure 1: IDPH Health Regions



¹⁰ Illinois Department of Public Health. Health regions and local health departments. 2024. <http://www.idph.state.il.us/LHDMAP/HealthRegions.aspx>

Table 1: The ENACT Working Group		
Organization	City	Members
<u>Community Health & Emergency Services, Inc.</u>	Carbondale	Joanie Bishop, Jessica Bradshaw, JP Champion & Kanci Houston
<u>Health & Medicine Policy Research Group</u>	Chicago	Angela Eastland & Anna Yankelev
<u>Illinois Migrant Council</u>	Crystal Lake	Esperanza Gonzalez, Diana Ramos, Maggie Rivera, Margarita Rivera & Miguel Sarmiento
<u>Illinois Primary Health Care Association</u>	Springfield	Paula Campbell, Ashley Colwell & Cheri Hoots
<u>Rainbow Cafe LGBTQ Center</u>	Carbondale	Claire Hughes & Carrie Vine
<u>Rincon Family Services</u>	Chicago	Angela Galiotto, Kimberly Skoczelas & Jane Norton
<u>University of Illinois Extension</u>	Urbana	Jennifer McCaffrey & Dee Walls
<u>Valley Kingdom Community Development Corporation</u>	Oak Forest	Runisia Henry, Kendall Henry, Ronda Wendford & Nathaniel Aikens
<u>West Central Illinois Area Health Education Center</u>	Carthage	Mary Jane Clark, Shelly Fox & Jordan Cary
<u>University of Illinois Cancer Center (Working Group Facilitator)</u>	Chicago	Leslie Carnahan, Noor Hasan, Yamilé Molina, Jeanette Santana Gonzalez, Judith Sayad, Brenda Soto, Ed Tsai, Anna Whelan & Hannah Williams

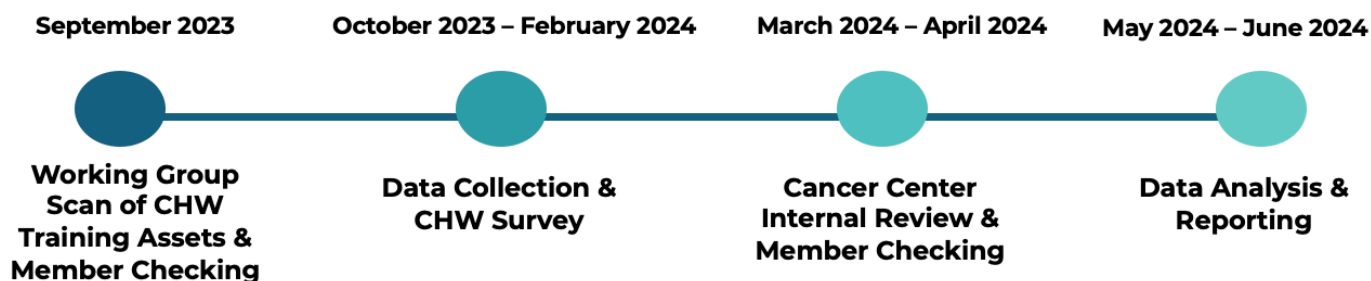
The WG members:

- Met on a monthly basis
- Actively participated in information gathering efforts to inform the scan results.
- Identified and invited CHWs and CHW educators, trainers, coaches, employers in their region to participate in information gathering and dissemination.
- Provided perspectives on enhancing the access and delivery of CHW professional development and training.
- Shared information about the IDPH CHW Certification and Reimbursement Program.

METHODOLOGY

The environmental scan activities were completed from September 2023 through May 2024 (**Figure 2**) and included data collection, analysis, and dissemination.

Figure 2: Environmental Scan Timeline



Data Sources, Collection, and Verification

Multiple data sources were used to assess CHW training assets in Illinois, including ENACT WG initial name generator file, the CHW Training Organization Review Form, the CHW Common Indicators (CI) & Training Experiences Survey, and member checking (**Table 2**).

Table 2: Data Sources for the ENACT Environmental Scan	
Data Source	Data Description
ENACT WG Initial Name Generator File	WG members provided list of organizations in region providing CHW professional development opportunities
CHW Training Organization Review Form	Organizational information on CHW training <i>Organization type, Trainings offered, Hours, Delivery, Instructor information, Costs</i>
CHW CI & Training Experiences Survey	CHWs experiences with CHW training <i>Organizations from which they had completed training</i>
Member checking and Verification	Communication with partners, collaborators, WG members to verify accuracy of information

ENACT WG Initial Name Generator File: After convening, ENACT WG members generated a list ¹¹ of all Illinois organizations that they knew conducted CHW training. This initial file served as a starting point for more comprehensive data collection of training organizations. The Cancer Center team performed a website scan of each organization on the list and re-organized the list into categories based on the likelihood each organization offered CHW training. The list was reviewed by representatives of two additional organizations that train CHWs to ensure the accuracy and completeness of the list.

¹¹ The use of name generator lists is common in network analysis methods and refers to an approach where respondents are asked to report the names of those in their networks. See: Eagle DE, Proeschold-Bell RJ. Methodological considerations in the use of name generators and interpreters. *Social Networks*. 2015;1(40):75-83.

CHW Training Organization Review Forms: The Cancer Center created a Training Review Form template for each WG member to use for data collection. Training organizations included those that offered CHW Core 101 training, specialized upskilling training, webinars, and online courses; a wide variety of organizations were surveyed, including: community-based organizations (CBOs), academic institutions, healthcare facilities, health systems, and government agencies. The form included the following data fields:

- Organization name
- Contact information: Contact name, Email, Website, Address, Phone
- Organization information: Type (Academic, CBO, Healthcare, Government), Organization employs CHWs (Y/N)
- Training information: CHW Core 101 training (Y/N), CHW Core 101 training duration and frequency, Training delivery, CHW Core 101 training cost, Competency assessment, Upskilling opportunities (Y/N), and Description of trainers
- Awareness of other organizations: List ALL of the organizations that the organization states they are aware of that provide CHW trainings for CHWs in Illinois

The ENACT WG members piloted the form by completing data collection with 1-2 assigned organizations prior to a comprehensive launch. After pilot testing, the list of organizations was divided and assigned to WG members and the facilitator. Organizations were contacted using an email or phone communication template and asked to provide the information described above. During the data collection period, the Cancer Center managed data cleaning and compiled the completed review forms. Technical assistance and updates were provided via back-and-forth discussion in emails, one-on-one virtual meetings, and in WG meetings. Notably, there was a large amount of missingness in the data due to the inability to connect with organizations to receive information.

CHW CI and Training Experiences Survey: The survey included one question asking CHWs to name up to three organizations from whom they had received training.¹²

Member Checking and Verification: Throughout the data collection and analysis period, the Cancer Center communicated with partners, collaborators, and WG members to verify the accuracy and completeness of information. Organizations provided by the name generator, or any additional organization provided by working group members through member checking, were incorporated into the review process. The Cancer Center team also completed an internal review of all submitted forms noting discrepancies between what websites advertised, incomplete review forms, and unverified organizations due to lack of timing, lack of response, or lack of clarity on training.

Regulatory Oversight: No financial incentives were provided for participation in the CHW CI & Training Experiences Survey or the CHW Training Organization Review. This project (Study ID#2023-0402) received a formal determination of quality improvement status according to University of Illinois at Chicago institutional research policy.

¹² Illinois Community Health Worker Common Indicators and Training Experiences Survey Team. (2024). *Community Health Worker Common Indicators and Training Experiences Survey Report*. Unpublished report

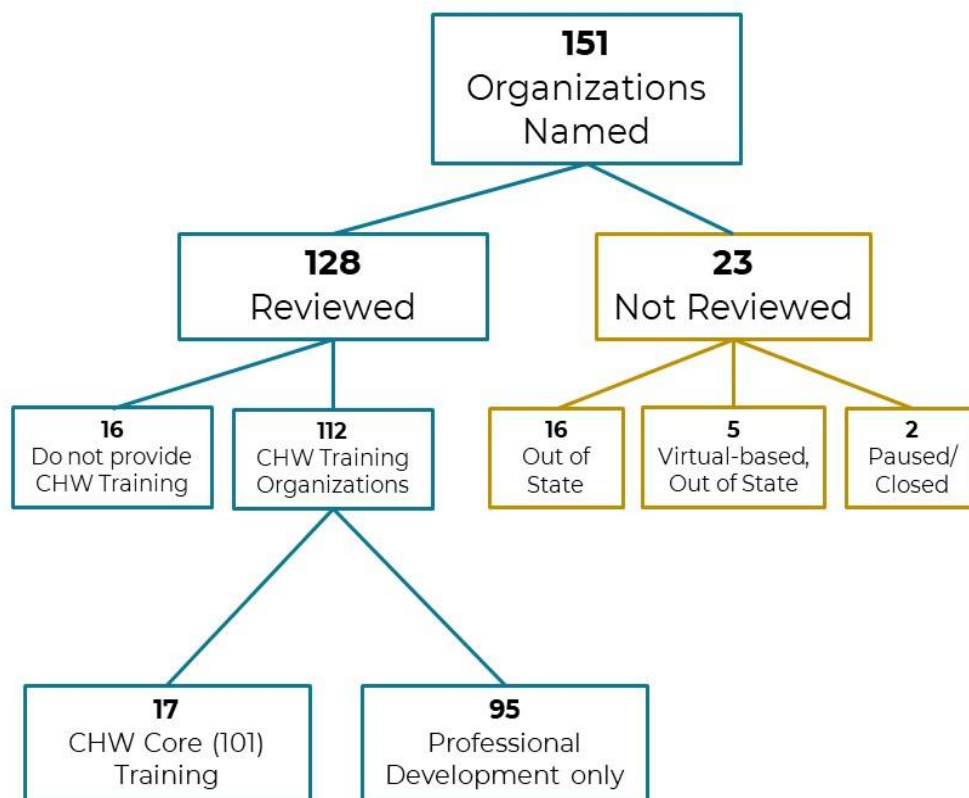
RESULTS: CHW TRAINING & PROFESSIONAL DEVELOPMENT ASSETS IN ILLINOIS

This section presents the results of the environmental scan of CHW training and professional development assets, including CHW Core 101 training and other professional development opportunities and assets.

Overview of CHW Training and Professional Development Assets in Illinois

A total of 151 organizations were identified by the end of April 2024 (**Figure 3**). From the total identified, 128 organizations were included for further review and 23 were excluded. From the 128 Illinois-based organizations included for review, 112 training organizations were identified as offering CHW training and professional development opportunities, including 17 offering CHW Core 101 training and 95 providing CHW professional development opportunities, but not CHW Core 101 training. Sixteen of the 128 organizations reviewed were found to not offer CHW professional development or training upon additional review. All organizations identified as offering professional development or training across all IDPH health regions can be found in the appendices (**Appendix Tables A-G**).

Figure 3: Organizations Identified in the ENACT Environmental Scan, September 2023 – April 2024

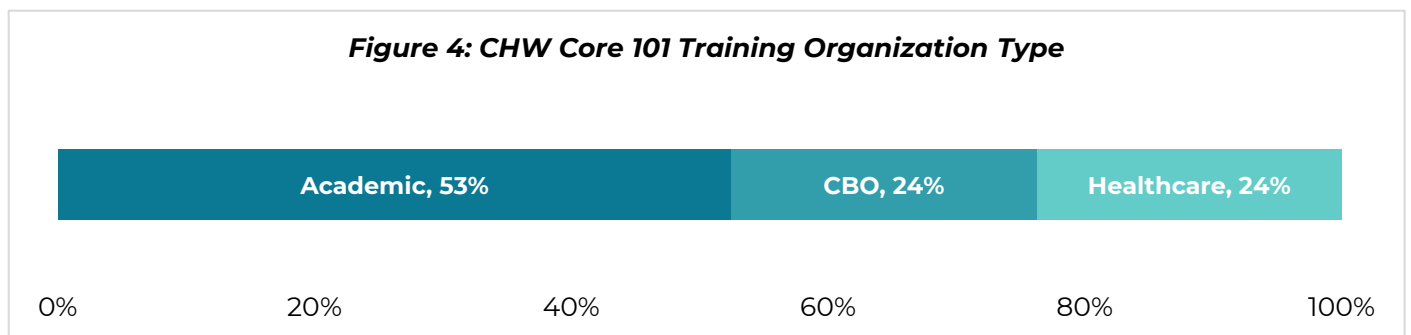


CHW Core 101 Training Organizations

In total, 17 CHW Core 101 training organizations were identified in Illinois (**Table 3**).

Table 3: Organizations Identified as CHW Core 101 Training Organizations in the ENACT Scan of CHW Training Assets in Illinois, September 2023 – May 2024		
Organization Name	Type	City
Arturo Velasquez Institute	Academic	Chicago
Center for Health and Social Care Integration (CHASCI) at Rush University Medical Center	Academic	Chicago
Centro San Bonifacio	CBO	Chicago
Community Health Partnership	Healthcare	Harvard
Enlace Chicago	CBO	Chicago
Harper College	Academic	Palatine
Illinois Central College	Academic	Peoria
Illinois Public Health Association (IPHA)	CBO	Springfield
Malcolm X College	Academic	Chicago
Shawnee Health Murphysboro	Healthcare	Murphysboro
Sinai Urban Health Institute (SUHI)	Healthcare	Chicago
South Suburban College	Academic	South Holland
Southern Illinois University (SIU) School of Medicine	Academic	Carbondale
Southwestern Illinois College	Academic	Belleville
University of Illinois Chicago Office of Community Engagement and Neighborhood Health Partnerships (OCEAN-HP) CHW Connect	Academic	Chicago
West Central Illinois Area Health Education Center at Memorial Hospital	Healthcare	Carthage
Youth Crossroads	CBO	Berwyn

Characteristics of CHW Core 101 Training Organizations: Just over half (53%) of the CHW Core 101 training organizations were academic organizations, 24% were CBOs, and 24% were healthcare organizations (**Figure 4**). Additional information about the CHW Core 101 training organizations are in the appendix (**Appendix table H**).



Geographic Distribution of CHW Core 101 Training Organizations:

Nearly two-thirds (n=11) of the identified CHW Core 101 training organizations are located in the IDPH Westchester region, the remaining are in the Peoria, Metro East, and Marion regions (**Figure 5** and **Figure 6**). No CHW Core 101 training organizations were identified in the Rockford or Champaign regions.

Figure 5: Distribution of CHW Core 101 Training Organizations by IDPH Region

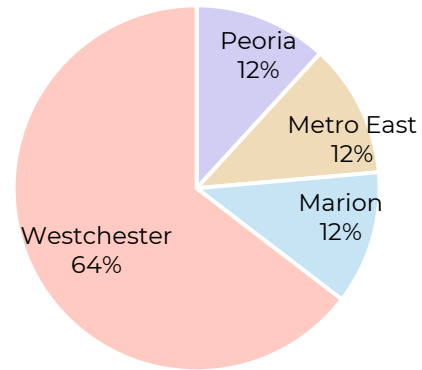
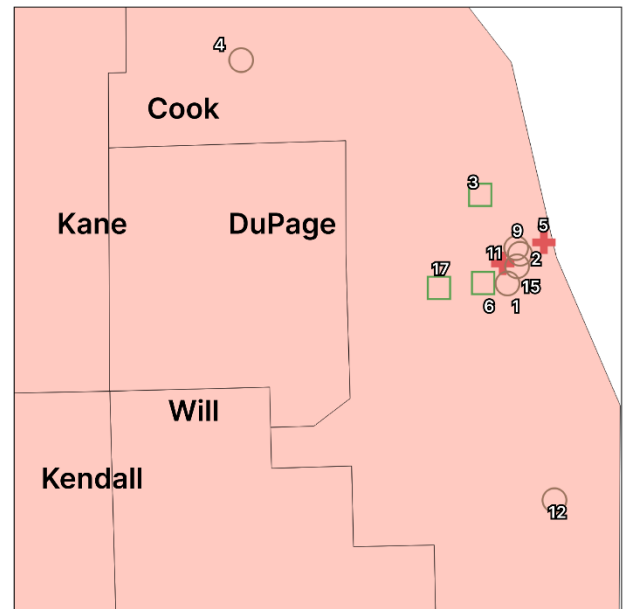
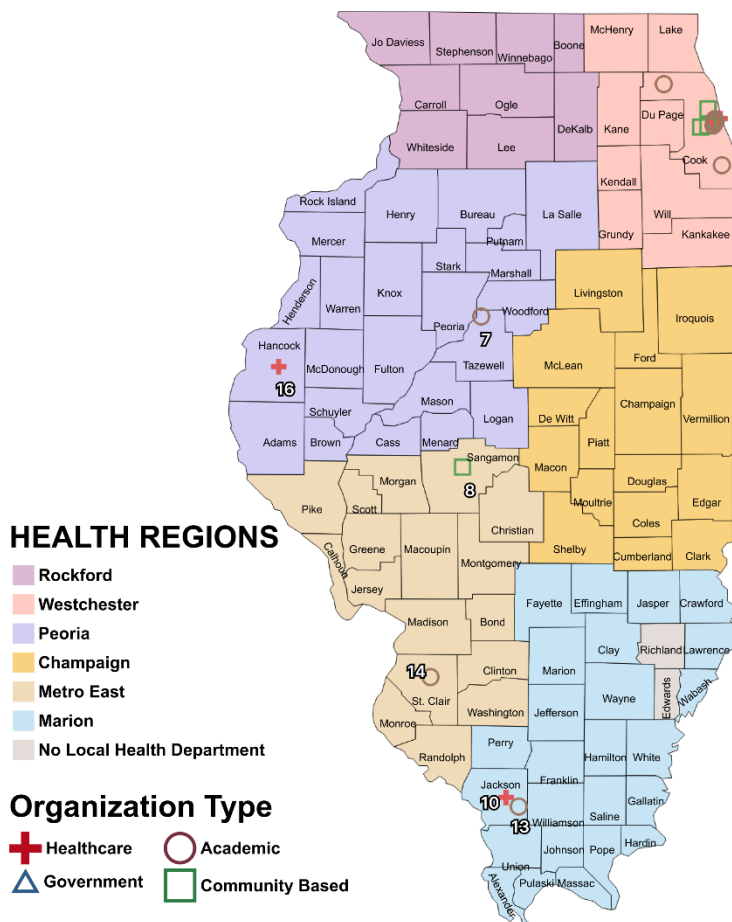


Figure 6: Organizations Providing CHW Core 101 Training in Illinois (n=17)



CHW Core 101 Training Organizations:

- Arturo Velasquez Institute
- Center for Health and Social Care Integration (CHASCI) at Rush
- Centro San Bonifacio
- Harper College
- Community Health Partnership of Illinois
- Enlace Chicago
- Illinois Central College
- Illinois Public Health Association
- Malcom X College
- Shawnee Health Murphysboro
- Sinai Urban Health Institute
- South Suburban College
- Southern Illinois University (SIU) School of Medicine
- Southwestern Illinois College
- University of Illinois Chicago (UIC) Office of Community Engagement and Neighborhood Partnerships (OCEAN-HP) CHW CONNECT
- West Central Illinois Area Health Education Centers at Memorial Hospital
- Youth Crossroads

Mode of CHW Core 101 Training Delivery: Most (n=16) CHW Core 101 training organizations provided information on the mode of training delivery. Many organizations (n=10) described their training as having both in-person and virtual components. Several organizations (n=6) described their training as both in-person and virtual while four organizations (n=4) described the mode of delivery as in-person or virtual. Six organizations (n=6) described their training as solely virtual with three (n=3) providing details that these sessions are synchronous and three (n=3) organizations providing that sessions are a mix of both synchronous and asynchronous training. A few organizations (n=3) described their training as virtual synchronous training without an in-person component. Additionally, several organizations (n=6) provided information on instructor qualifications; responses varied across organizations; most reporting organizations required CHW experience. Additional information on the mode of delivery of CHW Core 101 training can be found in **Appendix Table H.**

CHW Core 101 Training Duration: Most organizations (n=16) provided information on the duration of their CHW Core 101 training by reporting credit hours (for academic organizations) and/or hours. Responses varied and a wide range of hours was reported. Among academic organizations reporting training duration by credit hours (n=6), there was a range of 15-17 credit hours (estimated to be 200 – 226 hours). Three other academic organizations reported hours, all of which were 24. Four healthcare organizations (n=4) reported hours, which ranged from 16 – 100 hours. Finally, three community-based organizations reported their training hours which ranged from 9 - 80 hours. Details on training duration can be found in **Appendix Table H.**

Cost of CHW Core 101 Training: The cost of CHW Core 101 training varied across the organizations that provided cost information (n=14). **Table 4** shows the distribution of cost of CHW101 training across academic, community-based, and healthcare organizations. In general, average training costs were highest among academic institutions (\$2,340), followed by CBOs (\$375) and healthcare organizations (\$385).

Table 4: Cost of CHW Core 101 Training (n=14)				
Organization Type	Mean ± SD	Median	Range (Low)	Range (High)
Academic (n=8)	\$2,340 + \$2,199	\$2,207	\$0	\$7,166
Community-based (n=2)	\$375 ± \$530	\$375	\$0	\$750
Healthcare (n=4)	\$385 ± \$469	\$270	\$0	\$1,000

Organizations Providing CHW Professional Development Only Opportunities

In total, 95 organizations that provide CHW professional development opportunities in Illinois were identified in the environmental scan and reviewed for additional information. A list of these organizations can be found in the appendix (**Appendix Table A**).

Characteristics of CHW Professional Development Only Organizations: Nearly half of the CHW professional development only organizations were CBOs (48%), 25% were academic institutions, 18% were healthcare organizations, and 9% were government agencies (**Figure 7** and **Table 5**). Compared to the CHW Core 101 training organizations, there was an increase in the proportion of CBOs represented among professional development only organizations and there was also the presence of government organizations providing professional development opportunities.

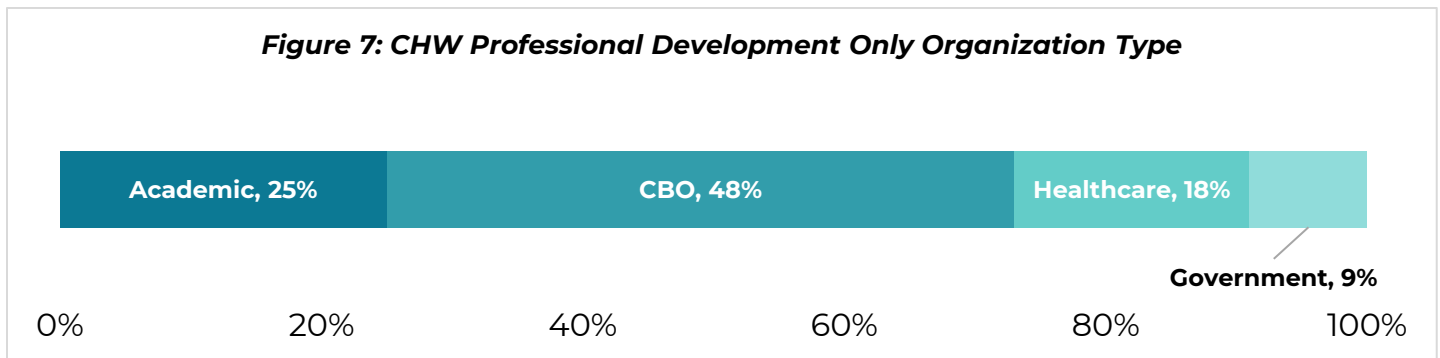


Table 5: Organizations Identified as Offering CHW Professional Development Only Opportunities in the ENACT Scan of CHW Training Assets in Illinois, September 2023 – May 2024		
Characteristic	n	%
Organization type		
Academic	22	24.7
Community-based	41	46.1
Government	10	11.2
Healthcare	16	18.0
Location, by IPDH region		
Champaign	4	4.5
Marion	12	13.5
Metro East	11	12.4
Peoria	4	4.5
Rockford	2	2.2
Westchester	56	62.9

Geographic Distribution of CHW Professional Development Only Organizations:

Organizations that only offered CHW professional development opportunities were identified in all IDPH's six regions. Nearly two-thirds (63%) of the identified organizations are located in the IDPH Westchester region (Figure 8). Additionally, 14% and 12% of the identified organizations are in the Marion and Metro East regions, respectively. Figure 9 shows the geographic disbursement of the organizations in Illinois.

Figure 8: Distribution of CHW Professional Development Only Organizations, by IDPH Region

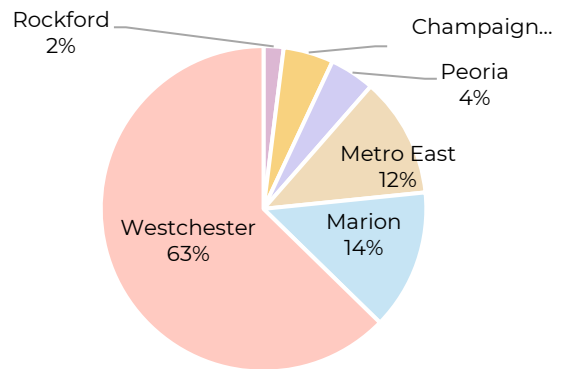
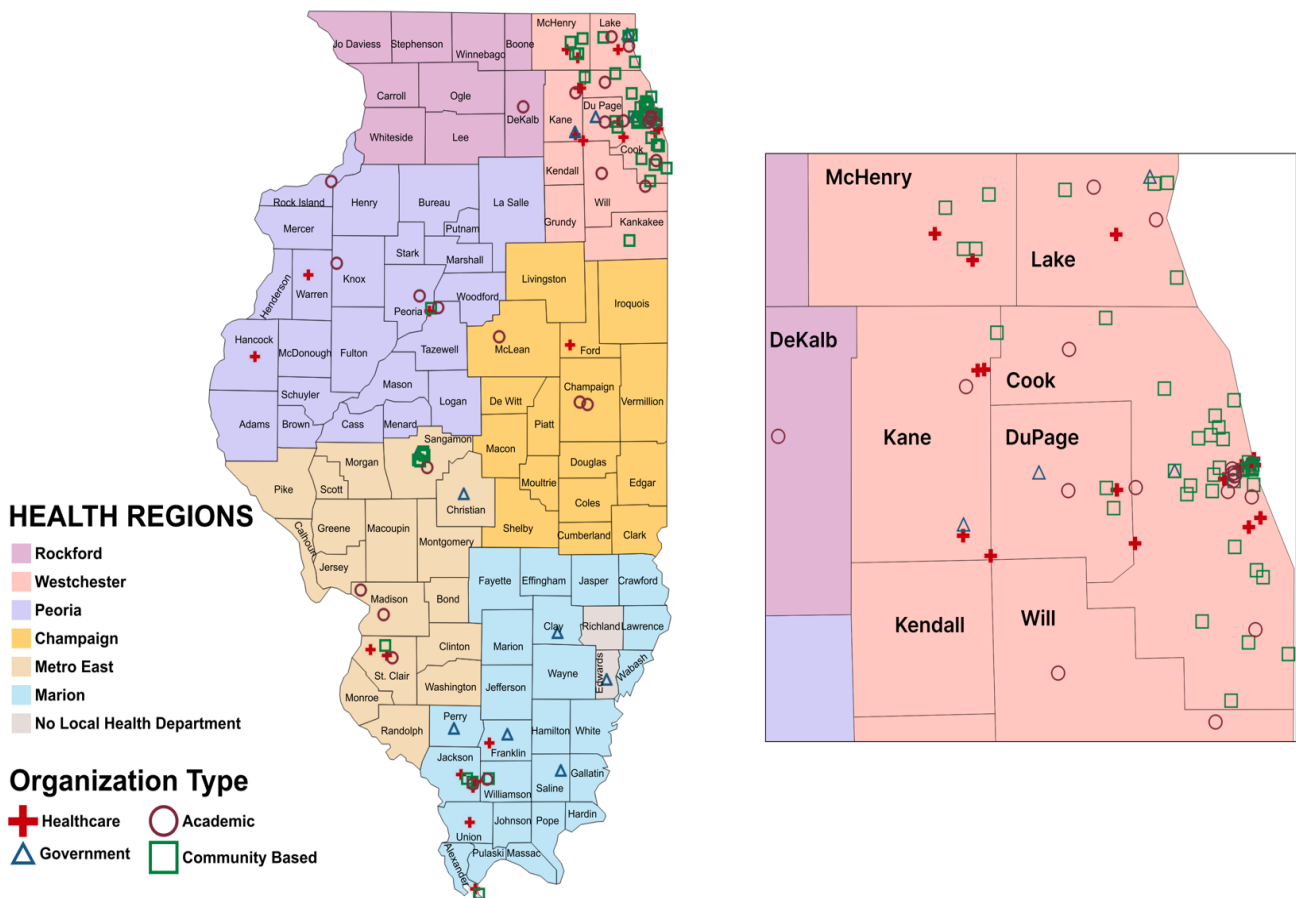


Figure 9: Organizations Providing CHW Professional Development Only in Illinois



Organization Names: Adapt of Illinois, Advocate Condell Medical Center, Advocates for Community Wellness, Aetna, Alzheimer's Association Illinois Chapter, American Academy of Pediatrics - Illinois Chapter, American Cancer Society - Illinois, Association for Professionals in Infection Control and Epidemiology (APIC) Chicago Chapter, Aunt Martha's Aurora Community Health Center, Aunt Martha's Woodstock Community Health Center, Blackhawk College, Blue Cross Blue Shield, Calumet Area Industrial Commission, Caregiving Years Training Academy, Carl Sandburg College, Catholic Charities in the Diocese of Rockford, Centerstone, Centro de Informacion, Centro Romero, Chicago House and Social Service Agency, Christian County Health Department, Christopher Rural Health Center, CHW Werks, Clay County Health Department, College of DuPage, College of Lake County, Community Action Place, Inc. (TCAP), Community Health & Emergency Services (CHES), Cook County Department of Public Health, Daughters of Destiny, Inc., DuPage County Health Department, Eagle View Community Health System, Edwards County Health Office, Egyptian Area Agency on Aging, Egyptian Health Department, Elgin Community College, Family First Center of Lake County, Family Health Partnership Clinic, Fifth Street Renaissance, Friend Family Health Center, Gibson Area Hospital, Governors State University, Greater Family Health, Haymarket Center, Health & Medicine Policy Research Group, Heartland Alliance, Heartland Community College, Highwood Library & Community Center, Hispanic Women of Springfield, Hoyleton Youth & Family Services, Illinois Coalition for Immigrant and Refugee Rights, Illinois Community Health Worker Association, Illinois Department of Healthcare and Family Services Medicaid Technical Assistance Center Learning Center, Illinois Department of Human Services, Illinois Institute of Technology, Illinois Migrant Council, Illinois Primary Health Care Association, John A. Logan College, Kane County Health Department, Lake County Health Department and Community Health Center, Latino Alzheimer's and Memory Disorders Alliance, Lewis and Clark Community College, Life4Lali, Lincoln Land Community College, Mano a Mano Family Resource Center, Meridian Health, Methodist College, Molina Healthcare, National Alliance on Mental Illness of McHenry County, National Association for the Advancement of Colored People - Alexander/Pulaski Counties Branch, National Association for the Advancement of Colored People - Carbondale Branch, National Association for the Advancement of Colored People - Kankakee County Branch, National Association for the Advancement of Colored People - Springfield Branch, National Kidney Foundation of Illinois, Next Move Community Services, Northern Illinois University (DeKalb), Northwest Center, Northwestern Memorial Hospital, OAI Chicago Southland, OSF Healthcare, Parkinson's Foundation Midwest Chapter, Parkland College, Perry County Health Department, Rainbow Cafe LGBTQ Center, Rincon Family Services, Rosalind Franklin University, Rural Health, Inc., SGA Youth and Family Services, SIHF Healthcare, South Side Healthy Community Organization, South Suburban Cook County American Job Center, Southern Illinois Healthcare (SIH), Southern Illinois University (SIU) Edwardsville, Southern Seven Health Department, The HAP Foundation, Thinking Beyond, University of Illinois Center Center, University of Illinois Chicago (UIC) Center for Clinical and Translational Science CHW Research Advocate Program, University of Illinois Chicago (UIC) Community Outreach Intervention Project (COIP), University of Illinois Chicago ChiTracing Public Health Citizen Scientist Certificate Program, University of Illinois College of Medicine at Urbana-Champaign, University of Illinois Extension, University of St. Francis, Valley Kingdom Community Development Corporation, VNA Health Care, Waukegan Library, Well Child Clinic, Wellness West Workforce, Western Illinois Dreamers, World Relief, Youth and Family Center of McHenry Co

Other Organizations Named in Scan

CHW Core 101 Training Programs in Development: Several academic organizations (n=9), all of whom currently offer CHW professional development opportunities, were also noted to be in the process of developing a CHW Core 101 training program (**Table 6**). Notably, as of the time of this scan, there were not any organizations identified to be currently providing CHW Core 101 training in the IDPH Peoria region, so monitoring the development of these organizations is important in regard to training availability and access.

Table 6: Organizations Identified to be in the Process of Developing a CHW Core 101 Training Program (n=9)

Organization	Type	City	IDPH Region
Black Hawk College	Academic	Moline	Peoria
Carl Sandburg College	Academic	Galesburg	Peoria
Heartland Community College	Academic	Normal, Lincoln, and Pontiac	Champaign
John A Logan College	Academic	Carterville	Marion
Lewis and Clark Community College	Academic	Godfrey	Metro East
Lincoln Land Community College	Academic	Springfield	Metro East
Methodist College	Academic	Peoria	Peoria
Parkland College	Academic	Champaign	Champaign
University of Chicago Medicine	Academic	Chicago	Westchester

Additional Organizations Named by CHWS in CI and Training Experiences Survey: In the CHW CI and Training Experiences Survey, CHWs were asked to name organizations from whom they had received any CHW training. CHWs named additional organizations both in Illinois (**Appendix Table I**) and outside of the state (**Appendix Table J**) that were not previously identified in the initial scan.

NETWORK ANALYSIS

Rationale

To understand the landscape for certification, we examined the relationships across diverse, multi-sectoral organizations committed to training CHWs. Network methods are a useful tool for program planning, as they can highlight **how** resources – e.g., certification training, continuing education, skill maintenance resources – may be optimally disseminated and adopted.

For example, in networks wherein organizations are well connected, CHW certification resources may be more likely to be shared and re-shared between organizations, beyond the initial distribution by the state and other entities. There are also more likely to be shared norms and practices across organizations, which can be efficiently targeted to improve uptake of evidence-based resources. In this landscape, diffusion of CHW resources can be done through efficient, mass distribution (e.g., state-wide webinars), given shared norms (e.g., certification materials designed in line with inter-organizational values, practices), and can have major impacts, given underlying relationships between organizations are likely to reinforce initial reach (e.g., organizations resharing with others) and promote uptake, as part of shared practices.

Conversely, in networks wherein organizations are relatively isolated, more effort may be needed for contacts within individual organizations, to ensure reach and uptake of resources through outreach that is tailored to organizational norms and practices. In this type of landscape, there is a need for “hub-and-spoke” models, wherein organizations that are centrally positioned and well-connected to others may need to be engaged for effective distribution of certification resources. These organizations are similar to gatekeepers, key champions, and other roles within community settings, in that they may be most likely to be (1) early adopters of certification; and (2) effective promoters of certification, especially if there are efforts for their early “buy-in.” Importantly, positions within organizational networks may be due to geographic proximity (e.g., regional hubs) or may reflect differences in organizational capacity, due to sectoral differences (e.g., availability of formal trainings for CHWs; successful reach of CHWs, due to more institutional resources).

Regardless, in this landscape, working groups may be recommended, with identified “hub” organizations that can co-tailor resources and skills to align with the practices and norms within localized networks. Thus, especially in the case of sparsely connected networks, it is key to understand which organizations may have the most relationships with other organizations (“inter-organizational relationships”) and *which* factors may predict their connectivity with other organizations.

Methods

Network data were collected through asking core working group member organizations to nominate organizations they were aware of that were involved in CHW training in Illinois. Organizational attribute data were gathered through the ENACT training review data collection form, publicly available information about the organizations available through their official websites, or other available information sources (**Table 2**). Data on reach between CHWs and organizations were collected in the CHW survey (**Table 2**).

Metrics: The following metrics were used in the network analysis: organizational type, organizational training capacity, organizational reach of CHWs, number of interorganizational relationships, network density, and eigenvector (EV) centrality.

Organizational type. We classified organizations as (1) academic (education and training are primary focus e.g., universities, colleges); (2) healthcare (provision of care is the primary focus e.g., hospitals, healthcare systems); (3) community-based (primary focus is community health promotion, associations, and social services); and (4) government-based (non-academic agencies e.g., local health departments, departments of human services).

Organizational training capacity. We classified organizations based on availability of a CHW Core 101 training program (0 = No, 1 = Yes) and / or the availability of other professional development opportunities for CHWs (0 = No, 1 = Yes).

Organizational reach among CHWs. We operationalized the organizational reach among CHWs as the proportion of CHWs who named an organization as one from which they had taken a training from the CHW Survey (**Table 2**).

Number of inter-organizational relationships. We calculated the total number of relationships that each organization had with the other organizations that completed surveys. The possible range was 0 – 128, reflecting the total number included in the analysis.

Network density. Network density highlights how well organizations are connected with each other. To measure network density, we first examined if an organization named other organization (0 = No, 1 = Yes). Next, we calculated the proportion of active / actual relationships between organizations, when considering all possible relationships between organizations. The possible range was 0 – 1.00, wherein 0 would reflect no actual relationships between organizations and 1.0 would reflect that all organizations have working relationships with each other.

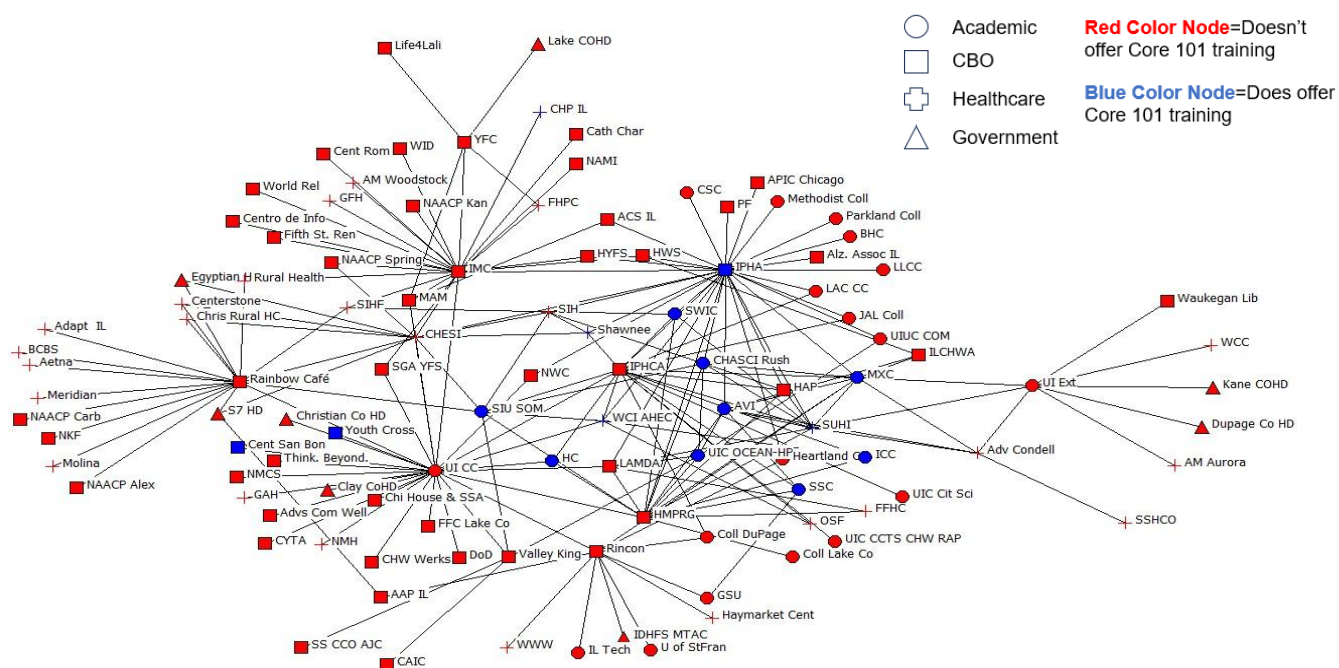
Eigenvector (EV) Centrality. This is a measure of centrality that provides an indication of the level of influence of an organization within the overall network. In general, higher scores (on a scale of 0-1) indicate a greater level of influence in the network, and scores are relative to the number of connections an organization has to other organizations. Connections to organizations that are themselves highly connected to other organizations contribute more to the EV centrality score of an organization, than do equal connections to organizations that are less connected.

Analysis: To characterize the existing network of organizations committed to CHW training and professional development, we first visualized relationships among surveyed organizations (**Figure 10**). Second, we provided descriptive statistics regarding organizational (e.g., type, training capacity, reach) and relational characteristics (e.g., # of relationships, density, EV Centrality; **Table 7**). Finally, we examined which organizational factors (type, training capacity, reach) may predict the greatest number of inter-organizational relationships.

Results

Network Map: Figure 10 depicts existing relationships across the 128 surveyed organizations, connected by 218 total ties. The visualization of relationships highlighted a fairly unconnected network, with organizations varying widely in how well they were connected with one another. In line, the overall network density was 0.013 – meaning only 1% of possible inter-organizational relationships among CHW training organizations was observed in this survey. The full names of organizations depicted in the figure below as acronyms can be found in the appendix (**Appendix Table K**).

Figure 10. Network visualization



Network Statistics: Network statistics were calculated to describe the network, identify nodes, and identify the role of well-connected nodes within the network. For inter-organizational relationships, most organizations reported at least one relationship (56%) or more (30%) with other surveyed organizations (**Table 7**). Concerning density, most organizations reported 1-3% of relationships they *could* have with other CHW training organizations. The highest observed density (0.17) was one organization, wherein they had 17% of all possible relationships with other organizations. Strikingly, 60% of organizations were not named by any CHWs in the survey. These findings align with the network visualization (**Figure 10**) and overall density reported above.

Table 7. Descriptive characteristics of surveyed organizations (n = 128)

Characteristics	n	%
Number of Inter-Organizational Relationships		
None	19	14.8
1 relationship with another organization	71	55.5
2+ relationships with other organizations	38	29.7
Density		
0 – i.e., no relationships of all possible inter-organizational relationships	19	14.8
0.01-0.03 – i.e., 1-3% relationships of all possible inter-organizational relationships	101	78.9
.04 – 0.17 – i.e., 4-17% relationships of all possible inter-organizational relationships	8	6.3
Organizational Reach Among CHWs		
0% - No CHWs identified organization as a trainer	77	60.2
1-25% of CHWs identified organization as a trainer	23	18.0
26-50% of CHWs identified organization as a trainer	9	7.0
51-75% of CHWs identified organization as a trainer	4	3.1
75-100% of CHWs identified organizations as trainer	15	11.7

When looking at the role of specific organizations within the overall CHW training network, the top five EV centrality ¹³ scores for organizations were IPHA (.418), IPHCA (.288), UICC (.251), MXC (.224), and CHASCI Rush (.205), indicating that these organizations were disproportionately connected to organizations themselves that were highly connected and thereby occupy important roles structurally within the network.

Descriptive Characteristics of Surveyed Organizations: Descriptive characteristics of the organizations in the ENACT Environmental Scan, including IDPH region, type, and provision of CHW Core 101 training and / or professional development opportunities are reported in **Figures 4-5 and 7-8** and **Table 6**.

Associations of Organizational Characteristics with Number of Inter-Organizational Relationships: **Table 8** provides results from a multivariable, ordinal regression model to understand which organizational characteristics were associated with greater inter-organizational relationships. Given how widely organizations varied in their relationships with each other, we examined associations in terms of what predicted having no relationships, one relationship with another organization, and two or more organizations.

Table 8. Associations of Organizational Characteristics with Number of Inter-Organizational Relationships (0 = None, 1 = One Relationship, 2 = 2 or More Relationships)			
	OR¹	95%CI¹	p-value
Organizational type			
Academic	5.75	1.57, 21.05	0.008
Healthcare / Public health	4.95	1.32, 18.49	0.02
CBOs	2.83	0.85, 9.41	0.09
Government	REF	REF	REF
Training Capacity			
Had CHW Core 101 Training	0.78	0.26, 2.34	0.66
Had Other Professional Development Opportunities	1.04	0.433, 2.49	0.93
REF = Referent group or group to which other groups were compared. OR = Odds Ratios. 95%CI = 95% Confidence Intervals (CI). ¹ ORs greater than 1.0 with 95% CI that don't include 1.0 reflect positive relationship (e.g., greater odds of having more relationships), whereas numbers lower than 1.0 with 95% CI that don't include 1.0 reflect negative relationships (e.g., lower odds of having more relationships).			

Initial findings suggest that academic institutions and healthcare / public health organizations invested in training CHWs have more relationships with other CHW training organizations than government agencies that offer training. CBOs were also slightly more likely to have more relationships, though this relationship was not statistically significant. Descriptively, 46% of academic institutions, 36% of healthcare / public health organizations, and 20% of community-based organizations had 2 or more relationships, relative to 15% of government agencies focused on CHW training. Examples of organizations that had the greatest numbers of ties were academic include MXC (10 relationships) and SIU School of Medicine (8 relationships). Examples of healthcare / public health organizations with the greatest number of ties were IPHA (13 relationships) and SUHI (8 relationships).

¹³ EV Centrality provides an indication of the level of influence of an organization within the overall network. In general, higher scores (on a scale of 0-1) indicate a greater level of influence in the network, and scores are relative to the number of connections an organization has to other organizations.

Network Analysis Limitations

Findings from this network analysis should be interpreted with caution. First, there was a considerable amount of missingness in data collected about organizations' training capacity and opportunities. While some missing information was able to be accessed on organizational websites, it was not always possible to ascertain comprehensive details. Second, the network analysis was led by an academic organization in partnership with several healthcare and public health organizations and this may have limited its reach, especially among organizations from other sectors.

ENACT PROJECT STRENGTHS & LIMITATIONS

The *Environmental Scan of CHW Training Assets in Illinois* has several strengths and limitations. Strengths draw from the diverse and wide range of CHW stakeholders located across the state of Illinois. These individuals and organizations were critical to this process as each provided their own expertise and networks that aided the project's process and outcomes in completion of the scan. For example, the working group members were able to contact several trainers directly via email or phone. Likewise, the Cancer Center was able to serve as a connector to various CHW stakeholders evidenced by the Network Analysis and simultaneously grow and expand their networks. These deliverables, including this environmental scan of professional development, will be utilized for IDPH certification program and can be helpful for CHW stakeholders, including funders, employers, and CHWs themselves in identifying training organizations and opportunities throughout the state.

Limitations include the degree to which the ENACT project was able to obtain information from CHW stakeholders. The goal of the scan was to have training organizations verify their own training information; however, this goal proved difficult due to incomplete review forms, lack of responses from organizations, and the lack of engagement with the name generator questions on the review form.

Therefore, the Cancer Center completed document review of each identified organization's website to member-check, but lack of updated information and transparency on websites was another issue. With a quick timeline in this dynamic landscape, each organization was not able to be contacted. Additionally, there was confusion on ownership of the training materials. These limitations were addressed by internal review and using Cancer Center's connections with known trainers in the state and the working group.

CONCLUSION

Overall, the ENACT deliverables including this *Environmental Scan of CHW Training Assets in Illinois*, can be utilized to inform the development of the IDPH CHW certification program. Additionally, this environmental scan can be helpful for those with a vested interest in Illinois's CHW workforce, including funders, employers, and CHWs themselves who are interested in identifying training organizations as it provides a snapshot of CHW training assets throughout Illinois.

The environmental scan visualizes CHW professional development opportunities throughout the state according to a wide variety of characteristics. Though, the difficulty in contacting the trainers is noted as a limitation, it also allows us to conclude that CHWs and other stakeholders may also have a challenging time contacting or finding up-to-date information regarding training and professional opportunities and their characteristics. We hope our findings provide a more comprehensive list of available training opportunities in Illinois for these relevant groups. Furthermore, we hope that this report encourages other organizations that provide CHW professional development opportunities to share what services they offer and connect with other training collaborators throughout the state.

The ENACT project utilized the power of collaboration across nine working group organizations to generate the environmental scan and the network analysis as well as a variety of other documents. While the network analysis shows that organizations supporting CHWs are currently isolated, ENACT provided opportunities for the WG organizations to strengthen ties among themselves and with organizations in their region. Further, ENACT generated a wide range of information which can facilitate organizational efforts to create connections and combine efforts towards CHW professional development.

Findings from this scan will be used to inform the development of the of the CHW Certification Program, including using this information to begin building a registry CHW Core 101 training and other professional development providers. This will help to ensure that CHWs in Illinois have access to comprehensive and quality training and professional development opportunities.

APPENDICES

Table A: Organizations in Illinois identified as offering CHW Core 101 training and other professional development opportunities

Organization Name	Type	CHW Core 101 Training	Other Professional Development
Adapt of Illinois	Healthcare	N	Y
Advocate Condell Medical Center	Healthcare	N	Y
Advocates for Community Wellness	CBO	N	Y
Aetna	Healthcare	N	Y
Alzheimer's Association Illinois Chapter	CBO	N	Y
American Academy of Pediatrics - Illinois Chapter	CBO	N	Y
American Cancer Society - Illinois	CBO	N	Y
Arturo Velasquez Institute	Academic	Y	Y
Association for Professionals in Infection Control and Epidemiology (APIC) Chicago Chapter	CBO	N	Y
Aunt Martha's Aurora Community Health Center	Healthcare	N	Y
Aunt Martha's Woodstock Community Health Center	Healthcare	N	Y
Black Hawk College	Academic	N	Y
Blue Cross Blue Shield	Healthcare	N	Y
Calumet Area Industrial Commission	CBO	N	N
Caregiving Years Training Academy	CBO	N	Y
Carl Sandburg College	Academic	N	Y
Catholic Charities in the Diocese of Rockford	CBO	N	Y
Center for Health and Social Care Integration (CHASCI) at Rush	Academic	Y	Y
Centerstone	Healthcare	N	Y
Centro de Información	CBO	N	N
Centro Romero	CBO	N	Y
Centro San Bonifacio	CBO	Y	Y
Chicago House and Social Service Agency	CBO	N	N
Christian County Health Department	Government	N	Y
Christopher Rural Health Center	Healthcare	N	N
CHW Werks	CBO	N	Y
Clay County Health Department	Government	N	N
College of DuPage	Academic	N	Y
College of Lake County	Academic	N	Y
Community Action Place, Inc. (tCAP)	CBO	N	Y
Community Health & Emergency Services (CHESI)	Healthcare	N	Y
Community Health Partnership of Illinois	Healthcare	Y	Y
Cook County Department of Public Health	Government	N	Y
Daughters of Destiny, Inc.	CBO	N	Y
DuPage County Health Department	Government	N	N
Eagle View Community Health System	Healthcare	N	N
Edwards County Health Office	Government	N	N
Egyptian Area Agency on Aging	CBO	N	Y
Egyptian Health Department	Government	N	Y
Elgin Community College	Academic	N	Y
Enlace Chicago	CBO	Y	Y
Family First Center of Lake County	CBO	N	Y
Family Health Partnership Clinic	Healthcare	N	N
Fifth Street Renaissance	CBO	N	Y
Friend Family Health Center	Healthcare	N	Y
Gibson Area Hospital	Healthcare	N	Y
Governor's State University	Academic	N	Y
Greater Family Health	Healthcare	N	N
Harper College	Academic	Y	Y
Haymarket Center	Healthcare	N	Y

Table A: Organizations in Illinois identified as offering CHW Core 101 training and other professional development opportunities

Organization Name	Type	CHW Core 101 Training	Other Professional Development
Health & Medicine Policy Research Group	CBO	N	Y
Heartland Alliance	CBO	N	Y
Heartland Community College	Academic	N	Y
Highwood Library & Community Center	CBO	N	Y
Hispanic Women of Springfield	CBO	N	N
Hoyleton Youth & Family Services	CBO	N	Y
Illinois Central College	Academic	Y	Y
Illinois Coalition for Immigrant and Refugee Rights	CBO	N	Y
Illinois Community Health Worker Association	CBO	N	Y
Illinois Department of Healthcare and Family Services Medicaid Technical Assistance Center Learning Center	Government	N	Y
Illinois Department of Human Services	CBO	N	Y
Illinois Institute of Technology	Academic	N	Y
Illinois Migrant Council	CBO	N	Y
Illinois Primary Health Care Association	CBO	N	Y
Illinois Public Health Association	CBO	Y	Y
John A. Logan College	Academic	N	Y
Kane County Health Department	Government	N	Y
Lake County Health Department and Community Health Center	Government	N	Y
Latino Alzheimer's and Memory Disorders Alliance	CBO	N	Y
Lewis and Clark Community College	Academic	N	Y
Life4Lali	CBO	N	Y
Lincoln Land Community College	Academic	N	Y
Malcolm X College	Academic	Y	Y
Mano a Mano Family Resource Center	CBO	N	Y
Meridian Health	Healthcare	N	N
Methodist College	Academic	N	Y
Molina Healthcare	Healthcare	N	Y
National Alliance on Mental Illness of McHenry County	CBO	N	Y
National Association for the Advancement of Colored People - Alexander/Pulaski Counties Branch	CBO	N	Y
National Association for the Advancement of Colored People - Carbondale Branch	CBO	N	Y
National Association for the Advancement of Colored People - Kankakee County Branch	CBO	N	Y
National Association for the Advancement of Colored People - Springfield Branch	CBO	N	Y
National Kidney Foundation of Illinois	CBO	N	Y
Next Move Community Services	CBO	N	N
Northern Illinois University (DeKalb)	Academic	N	Y
Northwest Center	CBO	N	Y
Northwestern Memorial Hospital	Healthcare	N	Y
OAI Chicago Southland	CBO	N	Y
OSF Healthcare	Healthcare	N	Y
Parkinson's Foundation	CBO	N	Y
Parkland College	Academic	N	Y
Perry County Health Department	Government	N	Y
Rainbow Cafe LGBTQ Center	CBO	N	Y
Rincon Family Services	CBO	N	Y
Rosalind Franklin University	Academic	N	Y
Rural Health, Inc.	Healthcare	N	Y
SGA Youth and Family Services	CBO	N	Y
Shawnee Health Murphysboro	Healthcare	Y	Y
SIHF Healthcare	Healthcare	N	Y
Sinai Urban Health Institute (SUHI)	Healthcare	Y	Y

Table A: Organizations in Illinois identified as offering CHW Core 101 training and other professional development opportunities

Organization Name	Type	CHW Core 101 Training	Other Professional Development
South Side Healthy Community Organization	Healthcare	N	Y
South Suburban College	Academic	Y	Y
South Suburban Cook County American Job Center	CBO	N	N
Southern Illinois Healthcare (SIH)	Healthcare	N	Y
Southern Illinois University (SIU) Edwardsville	Academic	N	Y
Southern Illinois University (SIU) School of Medicine	Academic	Y	Y
Southern Seven Health Department	Government	N	Y
Southwestern Illinois College	Academic	Y	Y
The HAP Foundation	CBO	N	Y
Thinking Beyond	CBO	N	Y
University of Illinois Cancer Center	Academic	N	Y
University of Illinois Chicago (UIC) Center for Clinical and Translational Science CHW Research Advocate Program	Academic	N	Y
University of Illinois Chicago (UIC) Community Outreach Intervention Project (COIP)	Academic	N	Y
University of Illinois Chicago (UIC) Office of Community Engagement and Neighborhood Health Partnerships (OCEAN-HP) CHW CONNECT	Academic	Y	Y
University of Illinois Chicago ChiTracing Public Health Citizen Scientist Certificate Program	Academic	N	Y
University of Illinois College of Medicine at Urbana-Champaign	Academic	N	Y
University of Illinois Extension	Academic	N	Y
University of St. Francis	Academic	N	Y
Valley Kingdom Community Development Corporation	CBO	N	Y
VNA Health Care	Healthcare	N	N
Waukegan Library	CBO	N	Y
Well Child Clinic	Healthcare	N	Y
Wellness West Workforce	Healthcare	N	Y
West Central Illinois Area Health Education Centers at Memorial Hospital	Healthcare	Y	Y
Western Illinois Dreamers	CBO	N	N
World Relief	CBO	N	Y
Youth and Family Center of McHenry County	CBO	N	Y
Youth Crossroads	CBO	Y	Y

Abbreviations: CBO, Community-based organization, N, No; Y, Yes

Table B: Organizations Offering CHW Core 101 Training and/or Professional Development in the IDPH WESTCHESTER Region, by County and Organization Type

Cook County
Academic: Arturo Velasquez Institute; Center for Health and Social Care Integration (CHASCI) at Rush; Harper College; Illinois Institute of Technology; Malcolm X College; South Suburban College; University of Illinois Cancer Center; University of Illinois Chicago (UIC) Center for Clinical and Translational Science CHW Research Advocate Program; University of Illinois Chicago (UIC) Community Outreach Intervention Project (COIP); University of Illinois Chicago (UIC) Office of Community Engagement and Neighborhood Health Partnerships (OCEAN-HP) CHW CONNECT); University of Illinois Chicago ChiTracing Public Health Citizen Scientist Certificate Program; University of Illinois Extension
Community-based: Advocates for Community Wellness; Alzheimer's Association Illinois Chapter; American Academy of Pediatrics - Illinois Chapter; American Cancer Society – Illinois; Calumet Area Industrial Commission; Caregiving Years Training Academy; Centro Romero; Centro San Bonifacio; Chicago House and Social Service Agency; CHW Werks; Daughters of Destiny, Inc.; Enlace Chicago; Health & Medicine Policy Research Group; Heartland Alliance; Illinois Coalition for Immigrant and Refugee Rights; Illinois Community Health Workers Association; Life4Lali; National Kidney Foundation of Illinois; Next Move Community Services; Northwest Center; OAI Chicago Southland; Parkinson's Foundation Midwest Chapter; Rincon Family Services; SGA Youth and Family Services; South Suburban Cook County American Job Center; Thinking Beyond; Valley Kingdom Community Development Corporation; World Relief; Youth Crossroads
Government: Cook County Department of Public Health; Illinois Department of Human Services
Healthcare: Aetna; Blue Cross Blue Shield; Community Health Partnership of Illinois; Friend Family Health Center; Greater Family Health; Haymarket Center; Northwestern Memorial Hospital; Sinai Urban Health Institute (SUHI); South Side Healthy Community Organization; Wellness West Workforce
DuPage County
Academic: College of DuPage
Community-based: Association for Professionals in Infection Control and Epidemiology (APIC) Chicago Chapter; The HAP Foundation
Government: DuPage County Health Department
Healthcare: Aunt Martha's Aurora Community Health Center; Meridian Health; Molina Healthcare
Kane County
Academic: Elgin Community College
Community-based: Centro de Información
Healthcare: Well Child Clinic
Government: Kane County Health Department
Kankakee County
Academic: -
Community-based: National Association for the Advancement of Colored People - Kankakee County Branch
Healthcare: -
Government: -
Lake County
Academic: College of Lake County; Rosalind Franklin University
Community-based: Family First Center of Lake County; Highwood Library & Community Center; Latino Alzheimer's and Memory Disorders Alliance; Mano a Mano Family Resource Center; Waukegan Library
Government: Lake County Health Department & Community Health Center
Healthcare: Advocate Condell Medical Center
McHenry County
Academic: -
Community-based: Illinois Migrant Council; National Alliance on Mental Illness of McHenry County; Youth and Family Center of McHenry Co
Government: -
Healthcare: Aunt Martha's Woodstock Community Health Center; Family Health Partnership Clinic
Will County
Academic: Governors State University; University of St. Francis
Community-based: -
Government: -
Healthcare: -
Counties in the IDPH WESTCHESTER region without any identified CHW training and professional development opportunities: Grundy, Kendall

Table C: : Organizations Offering CHW Core 101 Training and/or Professional Development in the IDPH ROCKFORD Region, by County and Organization Type
DeKalb County
Academic: Northern Illinois University
Community-based: Catholic Charities in the Diocese of Rockford
Healthcare: -
Government: -
Counties in the IDPH ROCKFORD region without any identified CHW training and professional development opportunities: Boone, Carroll, Jo Daviess, Lee, Ogle, Stephenson, Winnebago, Whiteside

Table D: Organizations Offering CHW Core 101 Training and/or Professional Development in the IDPH PEORIA Region, by County and Organization Type

Hancock County
Academic: -
Community-based: -
Healthcare: West Central Illinois Area Health Education Centers at Memorial Hospital
Government: -
Knox County
Academic: Carl Sandburg College
Community-based: -
Healthcare: -
Government: -
Peoria County
Academic: Illinois Central College; Methodist College
Community-based: Western Illinois Dreamers
Healthcare: OSF Healthcare
Government: -
Rock Island County
Academic: Black Hawk College
Community-based: -
Healthcare: -
Government: -
Warren County
Academic: -
Community-based: -
Healthcare: Eagle View Community Health System
Government: -
Counties in the IDPH PEORIA region without any identified CHW training and professional development opportunities: Adams, Brown, Bureau, Cass, Fulton, Henderson, Henry, La Salle, Logan, Marshall, Mason, Mc Donough, Menard, Mercer, Putnam, Schuyler, Stark, Tazewell, Woodford

Table E: Organizations Offering CHW Core 101 Training and/or Professional Development in the IDPH METRO EAST Region, by County and Organization Type

Christian County
Academic:
Community-based:
Healthcare: -
Government: Christian County Health Department
Madison County
Academic: Lewis and Clark Community College; Southern Illinois University (SIU) Edwardsville
Community-based:
Healthcare: -
Government:
Sangamon County
Academic: Lincoln Land Community College
Community-based: Fifth Street Renaissance; Hispanic Women of Springfield; Illinois Primary Health Care Association; Illinois Public Health Association; National Association for the Advancement of Colored People - Springfield Branch
Healthcare: -
Government: Illinois Department of Healthcare and Family Services Medicaid Technical Assistance Center Learning Center
St. Clair County
Academic: Southwestern Illinois College
Community-based: Hoyleton Youth & Family Services
Healthcare: Adapt of Illinois; SIHF Healthcare
Government: -
Counties in the IDPH METRO EAST region without any identified CHW training and professional development opportunities: Bond, Calhoun, Clinton, Greene, Jersey, Macoupin, Monroe, Montgomery, Morgan, Pike, Randolph, Scott, Washington

Table F: Organizations Offering CHW Core 101 Training and/or Professional Development in the IDPH MARION Region, by County and Organization Type

Alexander County
Academic:
Community-based: National Association for the Advancement of Colored People - Alexander/Pulaski Counties Branch
Healthcare: Community Health & Emergency Services, Inc.
Government:
Clay County
Academic: -
Community-based: -
Healthcare: -
Government: Clay County Health Department
Edwards County
Academic: -
Community-based:
Healthcare: -
Government: Edwards County Health Office
Franklin County
Academic:
Community-based: -
Healthcare: Christopher Rural Health Center
Government: -
Jackson County
Academic: Southern Illinois University (SIU) School of Medicine
Community-based: Community Action Place, Inc. (tCAP); National Association for the Advancement of Colored People - Carbondale Branch; Rainbow Cafe LGBTQ Center
Healthcare: Centerstone; Shawnee Health Murphysboro; Southern Illinois Healthcare (SIH)
Government: -
Perry County
Academic:
Community-based: -
Healthcare: -
Government: Perry County Health Department
Pulaski County
Academic: -
Community-based: -
Healthcare: -
Government: Southern Seven Health Department
Saline County
Academic: -
Community-based: -
Healthcare: -
Government: Egyptian Health Department
Union County
Academic:
Community-based: -
Healthcare: Rural Health, Inc.
Government: -
Williamson County
Academic: John A. Logan College
Community-based: Egyptian Area Agency on Aging
Healthcare:
Government: -
Counties in the IDPH METRO MARION region without any identified CHW training and professional development opportunities: Crawford, Effingham, Fayette, Gallatin, Hamilton, Hardin, Jasper, Jefferson, Johnson, Lawrence, Marion, Massac, Pope, Richland, Wabash, Wayne, White

Table G: Organizations Offering CHW Core 101 Training and/or Professional Development in the IDPH CHAMPAIGN Region, by County and Organization Type

Champaign County
Academic: Parkland College; University of Illinois College of Medicine at Urbana-Champaign
Community-based:
Healthcare:
Government:
Ford County
Academic:
Community-based: -
Healthcare: Gibson Area Hospital
Government: -
McLean County
Academic: Heartland Community College
Community-based:
Healthcare:
Government: -
Counties in the IDPH CHAMPAIGN region without any identified CHW training and professional development opportunities: Clark, Coles, Cumberland, DeWitt, Douglas, Edgar, Iroquois, Livingston, Piatt, Macon, Moultrie, Shelby, Vermilion

Table H: Characteristics of CHW Core 101 Trainings Programs by Organization in Illinois

#	Type	Credit Hours ¹	Hours	Frequency	Delivery	Trainers' Credentials	Cost
1	Academic	16 credit hours	213 hours	Twice per year	In-person & virtual	Bachelor's degree (master's preferred); ≥ 2 years working in a community setting as a CHW OR in a role demonstrating CHW roles and competencies.	In-District: \$2,336 Out-of-District: \$6,144 Books: \$480
2	Academic	Not applicable	24 hours	As needed	In-person or virtual synchronous	CHW Supervisor, lead CHWs, social work clinical leaders, a public health professional, or a public policy professional	Organizational cost base package price: \$12,000 for <10 trainees + \$250/additional trainee
3	Academic	15 credit hours + 1 credit hour practicum field experience	200 hours	Fall semester	In-person & virtual	Faculty trained in nursing and health education who meet college credentialing statements.	In-District: \$138.50 per credit hour + fees; Out-of-district: \$395.50 per credit hour + fees
4	Academic	16 credit hours	213 hours	3 times per year	In-person & virtual synchronous & asynchronous	Bachelor's degree (master's preferred); At least 2 years working as a CHW in a community setting OR in a role demonstrating CHW roles and competencies.	\$2,336 (In-District). \$6,144 (Out-of-District); \$480 Books
5	Academic	Not applicable	24 hours	2 times per year	Virtual, synchronous	Mixed trainers: Experienced CHWs with degrees (some advanced), with experience in training, program development, and program evaluation	\$0
6	Academic	17 credit hours	226 hours	Fall and Spring Semesters	Virtual, synchronous instruction	-	\$7,166
7	Academic	16 credit hours	213 hours	Fall and Spring Semesters	In-person & virtual	-	\$3,054.75
8	Academic	Not applicable	24 hours (12 sessions x 2 hours)	Multiple times per year	Virtual synchronous sessions	-	\$549
9	Academic	17 credit hours	226 hours	Fall and Spring Semesters	In person and/or virtual	-	-
10	CBO	Not applicable	36 hours; 20 hours field experience	Twice per year	In-person or virtual synchronous	Organizations to help for instructors or they hire a CHW with experience in the topic they are going to instruct	\$0 for community members

Table H: Characteristics of CHW Core 101 Trainings Programs by Organization in Illinois

#	Type	Credit Hours ¹	Hours	Frequency	Delivery	Trainers' Credentials	Cost
11	CBO	Not applicable	80 hours (12 synchronous, 68 asynchronous)	Multiple times per year	Virtual asynchronous & synchronous sessions	Trainers have CHW backgrounds and public health experience	\$750
12	CBO	Not applicable	9-12 hours	-	Virtual synchronous and asynchronous	-	-
13	CBO	-	-	-	-	-	-
14	Healthcare	Not applicable	40 hours	Once per year	In-person & virtual synchronous	University professors, other employees, other organizations, etc.	\$500
15	Healthcare	Not applicable	100 hours onboarding and training; 80 hours field experience	As needed	Virtual asynchronous modules & synchronous discussion	Clinical Case Management Coordinator	\$0
16	Healthcare	Not applicable	40 hours	6 times per year	In person and/or virtual	CHW professionals with relevant experience, Adult Educators	\$1,000
17	Healthcare	Not applicable	16 hours	-	In-person & virtual synchronous	-	\$40

¹For academic programs reporting credit hours, the number of hours was estimated using the following formula HOURS = TOTAL # CREDIT HOURS * 13.33 hours

Abbreviations: CBO, Community-based organization; CHASCI, Center for Health and Social Care Integration; CHW, Community health worker; IPHA, Illinois Public Health Association; OCEAN-HP, Office of Community Engagement and Neighborhood Health Partnerships; SUHI, Sinai Urban Health Institute

Table I: Additional Organizations Named in the CHW Survey as Providing Training Services

Organization Name		
ACCESS Community Health	Friend Health	One Lawndale
AgeOptions	Full Gospel Church of God and Christ	P.A.S.O.- West Suburban Action Project
Aging Care Connections	Gateway Foundation	Pillars Community Health
Alas-Wings	Grand Prairie Services Integrated Healthcare	PODER Immigrant Integration Center Chicago
Alliance Care360	Greater West Town Community Development Project	Preferred Family Healthcare
American Red Cross	Hancock County Health Department	Prevent Child Abuse Illinois
Arab American Family Services	HealthConnect One	Puerto Rican Cultural Center
Archdiocese of Chicago	Healthy Hood Chicago	Quincy Medical Group
Ascension Healthcare	Henderson County Health Department	Regional Office of Education #26
Association of Clinical Research Professionals	Howard Brown Health Center	Respond Now
Association of Diabetes Care & Education Specialists	Illinois Critical Access Hospital Network	Safer Foundation
Blessing Health System	Illinois Department of Human Services	Saint Anthony Hospital
Blue Door Neighborhood Center	Illinois Department of Public Health	Sarah Bush Lincoln
Bridgeway, Inc.	Illinois Department on Aging	Sertoma Star Services
CARA Collective	Illinois Federation of Families for Children's Mental Health	Shriver Center on Poverty Law
Centers for Medicaid & Medicare Services	Illinois Pathways to Health	Sista Afya Community Mental Wellness
Centers for New Horizons Inc.	Illinois State Police	Sisters Working it Out
Chestnut Health Center	Illinois Unidos	Southeastern Illinois College
Chicago City Colleges	Immigrant Solidarity DuPage	Southern Illinois Center for Independent Living
Chicago Cook Workforce Partnership	Increase the Peace	Southern Illinois Healthcare
Chicago Department of Public Health	Institute for Workforce Education	Southwest Organizing Project
Chicago Workers Collaborative	La Villita Community Church	Spanish Coalition for Housing
Chicagoland Community Engagement Alliance	Lawrence Hall	Springfield Police Department
City Colleges of Chicago	Loretto Hospital	Start Early
City of Chicago	Loyola University	Tazewell County Emergency Management Agency
Community Health Care, INC	Lutheran Social Services of Illinois	Tazewell County Health Department
ComWell Behavioral Health Services	Macoupin County Public Health Department	TCA Health Inc.
Cook County Health	McHenry County Mental Health Board	The Immigration Project
Cook County Health Ruth M. Rothstein CORE Center	McHenry Health Department	The Resurrection Project
Cook Workforce Partnership	Medical Home Network	Triage Cancer
Cultivating Health Ministries	Memorial Health	Un Nuevo Despertar- A New Awakening
Douglas County Health Department	Mercer County Health Department	Universidad Popular
DuPage County Health Department	Midwest AIDS Training + Education Center	University of Chicago
El Sol Neighborhood Educational Center	Moraine Valley Community College	University of Chicago Medicine
Equal Hope	Mujeres Latinas en Acción	University of Illinois in Chicago Hospital Health Sciences System
Erie Neighborhood House	North Lawndale Employment Network	Warren Barr Gold Coast
Esperanza Health Center	North Shore Hospital	West Side Health Authority
EverThrive	Oak Street Health	

Table J: Additional Organizations Outside Illinois Named in the CHW Survey as Providing Training Services

Organization Name		
American Cancer Society	Maryland University Extension	Relias
American Diabetes Association	MCD Global Health	REM Occupational Health & Wellness
American Heart Association	Mental Health Training Consultants	Rhode Island Department of Health
American Lung Association	MercyOne	Richmond State School
American Parkinson Disease Association	National Alliance for Hispanic Health	Southern New Hampshire University
Arizona State University	National Association for Alcoholism and Drug Abuse Counselors	St. Alphonsus Health System
Association of Clinical Research Professionals	National Association of Community Health Centers	Stanford University
Association of State and Territorial Health Officials	National Association of Community Health Workers	Substance Abuse and Mental Health Services Administration
Care Coordination Systems	National Council for Behavioral Health	Susan G. Komen: Breast Cancer Foundation
Caring Communities Cape Girardeau MO School District	National Council for Mental Wellbeing	Telligen
Centene Corporation: Managed Care & Healthcare Solutions	National Council of Wellbeing	Texana Center
Centers for Disease Control and Prevention	National HIV Classroom Learning Center	Trauma Resource Institute
Centers for Medicaid & Medicare Services	National Institute for Medical Assistant Advancement	Trinity Health Oakland Hospital
Christian Healthcare Ministries	National Institutes of Health	University of Arkansas
Emory School of Nursing	National Latina Institute for Reproductive Justice	University of Pennsylvania
Health Network Solutions	National Rural Health: Delta Region Community Health Systems Development Program	Utah State University
HealthLinc	National Youth Advocate Program	Utah State University Extension
Idaho State University	New England Public Health Training Center	Vaccinate Your Family
Indiana University	Ovation Healthcare	YWCA
John Hopkins University	Overlook Medical Center	
Livingston Dermatology	Parkinson's Foundation	

Table K: Acronyms Used in Network Analysis to Depict Organizational Names

Acronym	Organization Name
Adapt IL	Adapt of Illinois
Adv Condell	Advocate Condell Medical Center
Adv Com Well	Advocates for Community Wellness
Aetna	Aetna
Alz. Assoc IL	Alzheimer's Association Illinois Chapter
AAP IL	American Academy of Pediatrics - Illinois Chapter
ACS IL	American Cancer Society - Illinois
AVI	Arturo Velasquez Institute
APIC Chicago	Association for Professionals in Infection Control and Epidemiology (APIC) Chicago Chapter
AM Aurora	Aunt Martha's Aurora Community Health Center
AM Woodstock	Aunt Martha's Woodstock Community Health Center
BHC	Blackhawk College
BCBS	Blue Cross Blue Shield
CAIC	Calumet Area Industrial Commission
CYTA	Caregiving Years Training Academy
CSC	Carl Sandburg College
Cath Char	Catholic Charities in the Diocese of Rockford
CHASCI Rush	Center for Health and Social Care Integration (CHASCI) at Rush
Centerstone	Centerstone
Centro de Info	Centro de Informacion
Cent Rom	Centro Romero
Cent San Bon	Centro San Bonifacio
Chi House & SSA	Chicago House and Social Service Agency
Christian Co HD	Christian County Health Department
Chris Rural HC	Christopher Rural Health Center
CHW Werks	CHW Werks
Clay CoHD	Clay County Health Department
Coll DuPage	College of DuPage
Coll Lake Co	College of Lake County
tCAP	Community Action Place, Inc. (tCAP)
CHESI	Community Health & Emergency Services (CHESI)
CHP IL	Community Health Partnership of Illinois
CookCo DPH	Cook County Department of Public Health
DoD	Daughters of Destiny, Inc.
Dupage Co HD	DuPage County Health Department
E.V CHS	Eagle View Community Health System
Ed Co HO	Edwards County Health Office
Egyptian AAA	Egyptian Area Agency on Aging
Egyptian HD	Egyptian Health Department
Elgin CC	Elgin Community College
Enlace	Enlace Chicago
FFC Lake Co	Family First Center of Lake County
FHPC	Family Health Partnership Clinic
Fifth St. Ren	Fifth Street Renaissance
FFHC	Friend Family Health Center
GAH	Gibson Area Hospital
GSU	Governor's State University
GFH	Greater Family Health
HC	Harper College
Haymarket Cent	Haymarket Center
HMPRG	Health & Medicine Policy Research Group
Heart Alli	Heartland Alliance
Heartland CC	Heartland Community College

Table K: Acronyms Used in Network Analysis to Depict Organizational Names

Acronym	Organization Name
Highwood Lib	Highwood Library & Community Center
HWS	Hispanic Women of Springfield
HYFS	Hoyleton Youth & Family Services
ICC	Illinois Central College
ICIRR	Illinois Coalition for Immigrant and Refugee Rights
ILCHWA	Illinois Community Health Worker Association
IDHFS MTAC	Illinois Department of Healthcare and Family Services Medicaid Technical Assistance Center Learning Center
IDHFS	Illinois Department of Human Services
IL Tech	Illinois Institute of Technology
IMC	Illinois Migrant Council
IPHCA	Illinois Primary Health Care Association
IPHA	Illinois Public Health Association
JAL Coll	John A. Logan College
Kane COHD	Kane County Health Department
Lake COHD	Lake County Health Department and Community Health Center
LAMDA	Latino Alzheimer's and Memory Disorders Alliance
LAC CC	Lewis and Clark Community College
Life4Lali	Life4Lali
LLCC	Lincoln Land Community College
MXC	Malcolm X College
MAM	Mano a Mano Family Resource Center
Meridian	Meridian Health
Methodist Coll	Methodist College
Molina	Molina Healthcare
NAMI	National Alliance on Mental Illness of McHenry County
NAACP Alex	National Association for the Advancement of Colored People - Alexander/Pulaski Counties Branch
NAACP Carb	National Association for the Advancement of Colored People - Carbondale Branch
NAACP Kan	National Association for the Advancement of Colored People - Kankakee County Branch
NAACP Spring	National Association for the Advancement of Colored People - Springfield Branch
NKF	National Kidney Foundation of Illinois
NMCS	Next Move Community Services
NIU	Northern Illinois University (DeKalb)
NWC	Northwest Center
NMH	Northwestern Memorial Hospital
OAI	OAI Chicago Southland
OSF	OSF Healthcare
PF	Parkinson's Foundation
Parkland Coll	Parkland College
Perry CO HD	Perry County Health Department
Rainbow Café	Rainbow Cafe LGBTQ Center
Rincon	Rincon Family Services
RFU	Rosalind Franklin University
Rural Health	Rural Health, Inc.
SGA YFS	SGA Youth and Family Services
Shawnee	Shawnee Health Murphysboro
SIHF	SIHF Healthcare
SUHI	Sinai Urban Health Institute (SUHI)
SSHCO	South Side Healthy Community Organization
SSC	South Suburban College
SS CCO AJC	South Suburban Cook County American Job Center
SIH	Southern Illinois Healthcare (SIH)
SIU Ed.	Southern Illinois University (SIU) Edwardsville

Table K: Acronyms Used in Network Analysis to Depict Organizational Names

Acronym	Organization Name
SIU SOM	Southern Illinois University (SIU) School of Medicine
S7 HD	Southern Seven Health Department
SWIC	Southwestern Illinois College
HAP	The HAP Foundation
Think. Beyond.	Thinking Beyond
UI CC	University of Illinois Cancer Center
UIC CCTS CHW RAP	University of Illinois Chicago (UIC) Center for Clinical and Translational Science CHW Research Advocate Program
UIC COIP	University of Illinois Chicago (UIC) Community Outreach Intervention Project (COIP)
UIC OCEAN-HP	University of Illinois Chicago (UIC) Office of Community Engagement and Neighborhood Health Partnerships (OCEAN-HP) CHW CONNECT
UIC Cit Sci	University of Illinois Chicago ChiTracing Public Health Citizen Scientist Certificate Program
UIUC COM	University of Illinois College of Medicine at Urbana-Champaign
UI Ext	University of Illinois Extension
U of StFran	University of St. Francis
Valley King	Valley Kingdom Community Development Corporation
VNA HC	VNA Health Care
Waukegan Lib	Waukegan Library
WCC	Well Child Clinic
WWW	Wellness West Workforce
WCI AHEC	West Central Illinois Area Health Education Centers at Memorial Hospital
WID	Western Illinois Dreamers
World Rel	World Relief
YFC	Youth and Family Center of McHenry Co
Youth Cross	Youth Crossroads