



LOS ANGELES COUNTY
CHW/P/R CONSORTIUM
A Network of CBOs

LA COUNTY CHW/P/R CONSORTIUM
STRATEGIC PLAN
(2024-2028)

January 28, 2025



**Center for
Strategic
Partnerships**



Acknowledgments



We extend our heartfelt gratitude to our strategic partners and the members of the Advisory Committee for their invaluable contributions to the development of this strategic plan. Your expertise, insights, and dedication have been instrumental in shaping a comprehensive and impactful vision for the Los Angeles CHW/P/R Consortium.

Special thanks to our esteemed strategic partners and advisors:

Kate Anderson and Olivia Celis

Adriana Carillo
Dr. Jennifer Hunt
Dr. Rosalie Finer
Ana Goins-Ramirez
Savann DOUNG

Diego Rodriguez

Maria Sanchez

Papu Togafau

Osas Otasowie

Ahana Singh

Dr. Kathy Jenkins

Steven Angel

Juan Quintanilla

Dr. Sharlene Gonzalians

Myron Quon

Veronica Montenegro

Mehnaz Khan

'Alisi Tuala

Bryan Guino

Karen Mendoza

Melinda Cordero-Barzaga

Richard L. Zaldivar

Center for Strategic Partnerships, L.A. County

Department of Mental Health, L.A. County
Department of Public Health, L.A. County
Health Services, L.A. County

Alma Family Services

AltaMed Health Services

Asian Pacific Islander Forward Movement

The Children's Center of Antelope Valley

Community Clinic Association of L.A. Co.

Cynthia Perry Ray Foundation

Drumming for Your Life Institute

Give for a Smile

L.A. Co. Perinatal & Early Childhood Home
Visitation Consortium

Pacific Asian Counseling Services

Rising Communities

SAHARA

SoCal PICRT


United American Indian Involvement

Via Care Community Health

Vision y Compromiso

The Wall Las Memorias

This plan reflects the strength of our collective efforts and the profound impact of your leadership. We are deeply grateful for your partnership and look forward to continuing this journey together.



About the Los Angeles CHW/P/R Consortium

02

The Los Angeles Community Health Worker/Promotores/Representatives (CHW/P/R) Consortium was established in 2024 as a strategic response to address systemic social disparities across Los Angeles County. Building upon the foundational work of the 2022/2023 Alliance for Health Integration Assessment and the One-Year Action Plan for the Community Health Worker Workforce (2023–2024), the Consortium emerged to strengthen partnerships with Community-Based Organizations (CBOs) and enhance CHW/P/R workforce capacity.

The Los Angeles CHW/P/R Consortium consists of membership from the three Health Departments and their community partners for the purpose of convening an additional 150 to 200 CBOs to i) create a hub to foster peer support, work groups, networking, communities of practice, regional cohorts, and/or other opportunities to help CBO's learn from each other; ii) identify areas and strategies for delivering training and capacity building both programmatically and administratively; iii) provide technical assistance to identify and access longer-term and flexible funding to increase organizational stability and CHW/P/R retention; iv) create tools and access to a variety of resources; v) identify and address other issues that support the well-being of the CBO's and CHW/P/Rs. The initial scope of this work will focus on the three health departments; however, additional departments, such as the Department of Children and Family Services and the Department of Public Social Services, may be integrated as the work progresses.



STRATEGIC RECOMMENDATIONS

03



Ensure Sustainable Funding

Advocate for multi-year funding commitments and consistent contracts to provide stability for CHW/P/R programs and the CBOs that employ them.



Develop Data and Technology Infrastructure

Invest in modernizing the data and technology infrastructure that supports CHW/P/R and CBO work.



Policy Advocacy for Systemic Change

Engage in policy advocacy at the county and state levels to secure long-term support for CHW/P/Rs.



Foster Collaborative Partnerships:

Strengthen partnerships between CBOs and the county health departments to ensure that CHW/P/Rs are effectively supported and integrated into public health initiatives.



Capacity Building for CBOs

Enhance the capacity of CBOs that employ CHW/P/Rs by providing technical assistance, training, and resources to build organizational infrastructure.



Enhance Training and Support

Develop robust training programs that equip CHW/P/Rs in Los Angeles County with the necessary skills to address complex community health needs.



Strengthen Professional Recognition and Career Pathways

Establish a structured certificate process and clear career pathways for CHW/P/Rs in Los Angeles County to ensure they are recognized as essential healthcare professionals.

Timeline Summary

2024–2026: Laying the Foundation

1. Recruit and onboard at least 150 Los Angeles County CBOs to ensure representation across all Service Planning Areas (SPAs).
2. Establish Work Groups to drive key initiatives, conduct assessments, and develop actionable plans.
3. Assess funding patterns among member agencies, establishing baseline metrics to measure future improvements.
4. Identify and explore diverse funding opportunities, including viable cost-offset models blending CHW benefits with CalAIM funding streams.

2025 -2026: Implementing Pilot Initiatives

1. Pilot innovative funding models, such as Pay-for-Performance initiatives, and implement shared data systems tailored to Consortium members.
2. Assess CBOs' data infrastructure and pilot AI-driven referral systems and centralized data tools to improve service delivery and decision-making.
3. Develop standardized training focused on core competencies, integrating feedback mechanisms to refine the training process.

2027–2028: Scaling and Sustaining Initiatives

1. Scale successful pilot initiatives across CBOs, expand referral networks to include non-traditional partners (e.g., businesses, schools, housing agencies), and strengthen collaborative financing models.
2. Secure long-term funding commitments to support CHW/P/R programs and capacity-building efforts for smaller CBOs.
3. Establish a sustainability plan for post-2028 initiatives, focusing on leadership development, continuous funding, and technological upgrades.



THANK YOU

The Los Angeles County CBO CHW/P/R Consortium is a project that aims to unite CHW/P/R-focused CBOs across LA County for capacity building, infrastructure development, networking, and collaboration.

**Center for
Strategic
Partnerships**




**LOS ANGELES COUNTY
CHW/P/R CONSORTIUM**
A Network of CBOs

 **El Sol**
COMMUNITY HEALTH WORKERS AND PROMOTORES
TRAINING CENTER

1535 S D St, San Bernardino, CA 92408 | (909) 884-3735 | www.elsolnec.org