



South Carolina EACH Mom & Baby Collaborative



CENTER FOR
COMMUNITY HEALTH
ALIGNMENT

3. Resources required

It's critical to ensure perinatal community health worker (PCHW) models of care are fully funded; inadequate resources put the programs' sustainability and effectiveness at risk. Each of the three PCHW models discussed here have unique budgets, but there are many commonalities.

1. **PCHW salaries** – As one of the essential components of PCHW models, PCHWs must have a salary that is considered high enough to prevent frequent turnover and provide a living wage.
2. **Supervisor salaries** – Another essential component, the supportive supervision and mentoring of PCHWs requires dedicated time. Some suggest that supervision should be budgeted at 40% of the CHW salary⁵⁸.
3. **Office space** – Although PCHWs spend much of their time in the community, they can use, at least, a “landing spot” (such as a cubicle or shared desk) in a physical space. This will help them store materials, meet with colleagues, and focus on data entry and other reporting duties.
4. **Communication equipment** – Because PCHWs are mobile – entering clients' homes and visiting sites in vulnerable communities – they need reliable cell phones and coverage in all the areas that they may be visiting. They also use text and app features to communicate with participants and colleagues.
5. **Computer and / or tablet** – PCHWs use computers to communicate with clients and colleagues, enter data and encounter notes, research information for their clients, and typical office work.
6. **Mileage** – Travel costs for home visits and community activities cover PCHW's gas and car maintenance costs and are often one of the highest costs of a PCHW program.
7. **Technical Assistance** – BirthMatters, SCORH / Family Solutions, and PASOs each have centralized program support activities, which help consistently improve the programs and keep costs low through economy of scale. Each organization that implements one of these models becomes a program affiliate, and benefits of affiliation include:
 - Marketing and communications – program branding and coordinated statewide messaging
 - Training and professional development – assistance with the hiring process, new staff orientation and training, continuing education, and regular meetings for updating collective knowledge and sharing resources
 - Evaluation – staff and software to collect and analyze program data, and report findings
 - Coaching and support – personalized consultation to support strategic planning, grant management and fundraising, quality improvement, and problem-solving

This cost will vary according to the number of team members, program growth, and size of each affiliate, and EACH Collaborative will support sites to plan for sustainability.