Supplemental Digital Content

**Parallel Trends Assumption**

We had conducted multiple analyses to test if the parallel trends assumption - the key underlying assumption of difference-in-differences - is (might be) violated.

First, based on the visual inspection of the level of “absolute” changes (not “percentage” changes listed in Table 3), the two groups were similar in the pre-trends.

Second, a formal test using multiple t-tests found that there were no significant differences in trends between CHCs with and without CHWs prior to the reporting change. The idea is following. We included the interactions of the year dummies (the last post-period serves as the baseline) and the treatment indicator. If the outcome trends between treatment and control group are the same, then β-3, β-2, and β-1 should be insignificant.

Yit = λi + δt + β-3Dit + β−2Dit + β−1Dit + β1Dit + β2Dit + ϵit

Below, the regression results appear to hold true.

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 | Robust

 other\_enable\_fte | Coef. Std. Err. t P>|t| [95% Conf. Interval]

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 chw#year |

 1 2013 | .3153261 .672621 0.47 0.639 -1.004114 1.634766

 1 2014 | .8050644 .576313 1.40 0.163 -.3254541 1.935583

 1 2015 | .6246908 .5832388 1.07 0.284 -.5194135 1.768795

 1 2016 | -.3924651 .4301893 -0.91 0.362 -1.236342 .4514113

 1 2017 | -.4472467 .3169622 -1.41 0.158 -1.069012 .174519

 1 2018 | 0 (omitted)

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 white\_nh\_pct | -.0265701 .0179227 -1.48 0.138 -.0617279 .0085877

 ins\_mdcd\_pct | -.0043671 .0090515 -0.48 0.630 -.0221229 .0133888

 female\_pct | .0069408 .0062964 1.10 0.270 -.0054105 .019292

 lep\_pct | -.0072132 .021629 -0.33 0.739 -.0496416 .0352152

 hiv\_pct | .0285972 .0194707 1.47 0.142 -.0095973 .0667916

 sud\_pct | -.0398325 .0453762 -0.88 0.380 -.1288442 .0491792

 tot\_visits\_k | .1255307 .02115 5.94 0.000 .084042 .1670194

 grant\_bphc\_pct | -.0281931 .0097461 -2.89 0.004 -.0473115 -.0090748

grant\_foundation\_pct | .0029241 .0134603 0.22 0.828 -.0234802 .0293284

 rural | .3709046 .3813661 0.97 0.331 -.3771982 1.119007

 dsrip\_approved | .7043441 .7038871 1.00 0.317 -.6764286 2.085117

 |

 year |

 2014 | 1.218537 .1572275 7.75 0.000 .9101135 1.526961

 2015 | 1.63092 .2362773 6.90 0.000 1.167429 2.094411

 2016 | 2.282706 .3334289 6.85 0.000 1.628639 2.936773

 2017 | 2.263902 .3448175 6.57 0.000 1.587495 2.94031

 2018 | 2.134901 .4184485 5.10 0.000 1.314055 2.955746

 |

 \_cons | 5.433388 1.649175 3.29 0.001 2.1983 8.668475

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 sigma\_u | 11.929479

 sigma\_e | 5.0380482

 rho | .84864176 (fraction of variance due to u\_i)

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**Full DD Regression of Use of Other Enabling Services Staff in CHCs**

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 | Robust

 other\_enable\_fte | Coef. Std. Err. t P>|t| [95% Conf. Interval]

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 chw\_post | -.8717285 .4350263 -2.00 0.045 -1.725093 -.0183637

 white\_nh\_pct | -.0265401 .0179177 -1.48 0.139 -.0616881 .008608

 female\_pct | .0070364 .006297 1.12 0.264 -.0053161 .0193889

 ins\_mdcd\_pct | -.0040328 .0091275 -0.44 0.659 -.0219377 .0138721

 lep\_pct | -.0072975 .0216492 -0.34 0.736 -.0497655 .0351704

 hiv\_pct | .0284006 .0194599 1.46 0.145 -.0097727 .0665738

 sud\_pct | -.0389313 .0453776 -0.86 0.391 -.1279459 .0500833

 tot\_visits\_k | .1256409 .0211576 5.94 0.000 .0841373 .1671445

 grant\_bphc\_pct | -.0279622 .0097345 -2.87 0.004 -.0470577 -.0088667

grant\_foundation\_pct | .0027596 .013442 0.21 0.837 -.0236088 .029128

 rural | .3857139 .3803159 1.01 0.311 -.3603289 1.131757

 dsrip\_approved | .7157964 .7032974 1.02 0.309 -.6638197 2.095412

 |

 year |

 2014 | 1.368159 .1461059 9.36 0.000 1.081552 1.654766

 2015 | 1.721694 .2234897 7.70 0.000 1.283287 2.1601

 2016 | 2.329541 .326427 7.14 0.000 1.689208 2.969873

 2017 | 2.291841 .3359295 6.82 0.000 1.632868 2.950813

 2018 | 2.304497 .3980814 5.79 0.000 1.523605 3.08539

 |

 \_cons | 5.487542 1.604395 3.42 0.001 2.340297 8.634787

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 sigma\_u | 11.966553

 sigma\_e | 5.0375247

 rho | .84946374 (fraction of variance due to u\_i)

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