

CHICAGO  
LAND  
**HEALTHCARE  
WORKFORCE  
COLLABORATIVE**

**JUNE 2023 QUARTERLY MEETING**

**6.13.23, 8-11AM**

# HOUSKEEPING



**WIFI** info is posted around the room

**BATHROOMS** are outside the office, past the elevators, down the hallway on the left. **CODE:** 9998#

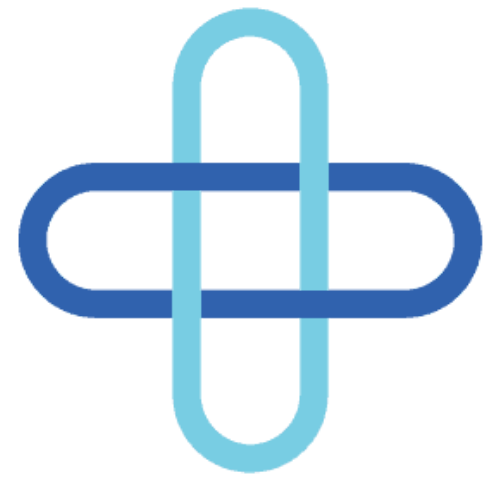
Please **SIGN-IN** on the clipboard

- This hour will be recorded
- 15 min break @ 9:45
- Break-outs will not be recorded
- Enjoy the breakfast!

# EMPLOYER-LED SECTOR PARTNERSHIP

- 13 employer partners
- 15+ strategic partners





# CHICAGOLAND HEALTHCARE WORKFORCE COLLABORATIVE

## MISSION

The Chicagoland Healthcare Workforce Collaborative unites employers and industry partners to support an inclusive healthcare workforce, provide accessibility for unemployed and underemployed populations, and develop innovative responses to the evolving needs of the healthcare industry.

## STRATEGIC PILLARS

1

### Local & Targeted Hiring

Focusing recruitment efforts in areas with higher concentrations of unemployment

2

### Education & Training

Bridging the gap by uniting a variety of partners across the healthcare industry

3

### Retention & Career Pathways

Offering education & training opportunities to new career pathways for employees



# AGENDA



## Presentations: 8:30-9:45

1. **Senator Durbin's HEAL Initiative:** workforce outcomes, goals for next phase
2. **CHWC Nursing Assistant Program & Good Jobs Challenge** updates
3. **CHWC Youth Pathways** Committee Updates

*Community announcements*

*15 min BREAK*

## Break-out Sessions: 10-11

1. How might we increase **employee retention** of HEAL hires?
2. How might we improve job quality and career pathways for **nursing assistants**?
3. How might we expose more **young people** to career opportunities in healthcare?

# REQUESTS



## **EMPLOYERS:**

Please sign & return the employer **MOU** to April as soon as possible!

## **ALL PARTNERS:**

Please send your **logo** to April for inclusion on the new website launching this summer

# HEAL Initiative Overview

Healthcare Career Pipelines Working Group



# HEAL Member Hospitals

The following hospital systems are members of the HEAL initiative:

- Rush
- Northwestern Medicine
- University of Illinois Hospitals
- Ascension Health (AMITA)
- Lurie Children's Hospital
- Sinai
- UChicago
- Advocate Aurora Health
- Cook Co. Health
- Loyola University Health System

# Introduction to the HEAL Initiative

Senator Dick Durbin's **Hospital Engagement, Action and Leadership (HEAL)** initiative is a three-year initiative to reduce violence and improve health through neighborhood engagement. 10 hospital systems committed to collaborate on 16 public commitments to reduce gun violence and health disparities in the neighborhoods with the highest rates of poverty, violence, and economic disinvestment.

## HEAL History

## HEAL as a National Model

## HEAL 2.0: Refining the Commitment

**By many measures, this three-year effort has worked effectively—addressing root causes of violence by:**

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**21% Increase**

IN LOCAL HIRING (SINCE 2018)

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**27% Increase**

IN PROCUREMENT FROM LOCAL BUSINESSES (SINCE 2018)

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**28% Increase**

LOCAL STUDENTS WERE PROVIDED WITH AN INTERNSHIP AND OTHER PIPELINE PROGRAMS INTO HEALTH CAREERS (SINCE 2018)

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**130% Increase**

IN SERVING PATIENTS WITH POST-INJURY TRAUMA RECOVERY PROGRAMS (SINCE 2018)

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**242% Increase**

IN NUMBER OF EMPLOYEES TRAINED TO CONDUCT SCREENINGS FOR SOCIAL DETERMINANTS OF HEALTH (SINCE 2018)

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**That these achievements occurred amid the upheaval of the COVID-19 pandemic is nothing short of remarkable.**

# HEAL 2.0 Overview and Goals

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Narrowed the 16 original commitments to the four focus areas demonstrated to be “best practices”

---

Focus areas will be aligned with specific violence-prevention funding opportunities and delivered together with a standard set of key community partners

---

Developed working groups chaired by hospital members to address new targeted efforts

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Established more routinized and collaborative processes for each engagement

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For workforce development, targeted a 10% increase in HEAL zip code hires and a 5% increase in career pathway program participants

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Will continue to collect targeted metrics for annual reporting



HEAL Working Groups

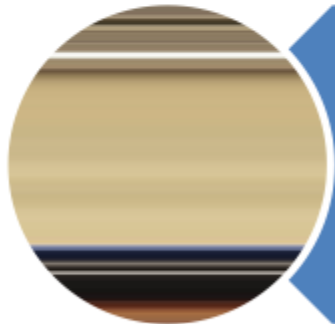
# 2022 Highlights and Results



Administered over 50 career pipeline programs and initiatives collectively



Hired 4,921 employees from the HEAL target zip codes on Chicago's South and West sides



Served over 4,000 community members, students, and employees annually



Employed a total of 15,468 individuals from HEAL zip codes



**'HEAL EMPLOYEE RETENTION'  
BREAK-OUT DISCUSSION SESSION:**

*How might we increase employee retention of  
HEAL hires?*

## Good Jobs Challenge Grant

"...providing access to **high-quality jobs** that include **good pay, benefits** and **career mobility** for Americans who need it most..." - US Economic Development Administration

- Chicago Cook Workforce Partnership is lead grantee
- **3-year grant** through August 2025 (spending permitted through 12/26)
- Health is one of **four sectors** included, Health & Medicine Policy Research Group is the health backbone organization
- Around \$4 million in training dollars are available for the health sector, to be split by CHWC and the Public Health Workforce Collaborative

# GOOD JOBS CHICAGO



## System Lead Entity



### Sector Partnerships

#### Healthcare



#### Information Technology



#### Manufacturing



#### TDL



Support Scaffolding

Technical assistance & community of practice for sector partnerships

*Network of Employer-Led Workforce Solutions*



Job quality resources and wraparound services for employers and workers

*Local Initiatives Support Coalition (LISC)*

*Women Employed*

*Other CBOs*



Employer engagement & recognition; coordination with Mayor's Office and City departments; data analysis

*World Business Chicago*



1

## SYSTEM DEVELOPMENT

Convene sector partnership, recruit partners, develop goals, structure, schedules, communications, etc.



2

## PROGRAM DESIGN Q1-Q2 2023

- Decide which pathway programs to pursue
- Hire additional staff or consultants to increase capacity
- Design programs, recruit partners, establish MOUs
- Submit detailed program application to The Partnership

3

## PROGRAM IMPLEMENTATION 2023 - AUG 2025

- Implement pathway programs, track outcomes
- Build long-term sustainability of CHWC

# Pathway Program Coordinator



## Sasha Ongtengco

- Workforce Development Contractor at the intersection of training development and facilitation, program design/implementation, organizational culture and retention
- 11+ years at Cara Collective leading and supporting strategic community engagement, social enterprise, and employer practice change initiatives

# Nursing Assistant Pipeline & Pathway Program

UPSKILLING +  
ADVANCEMENT  
SUPPORT



Strengthens & expands  
existing programs



Allows employers to maintain  
**customized models** & work  
with preferred partners

CERTIFIED  
NURSING  
ASSISTANT

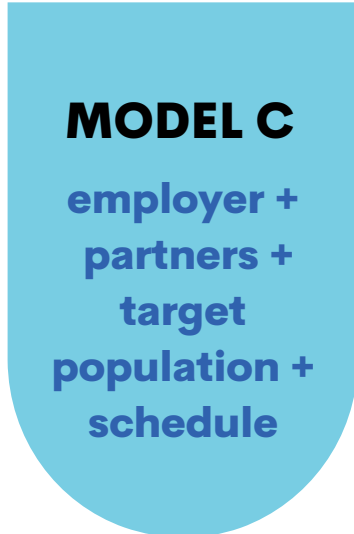
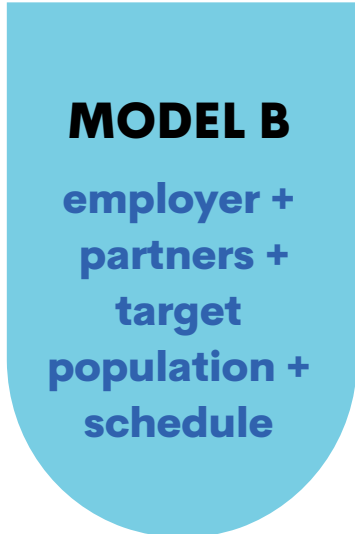
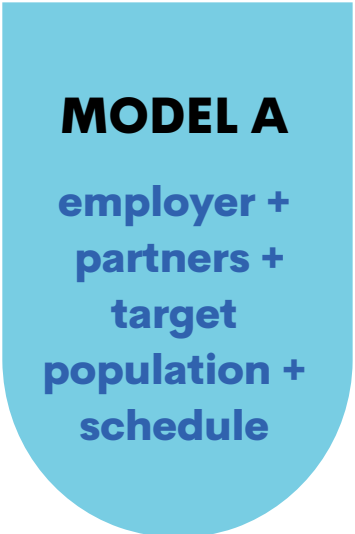
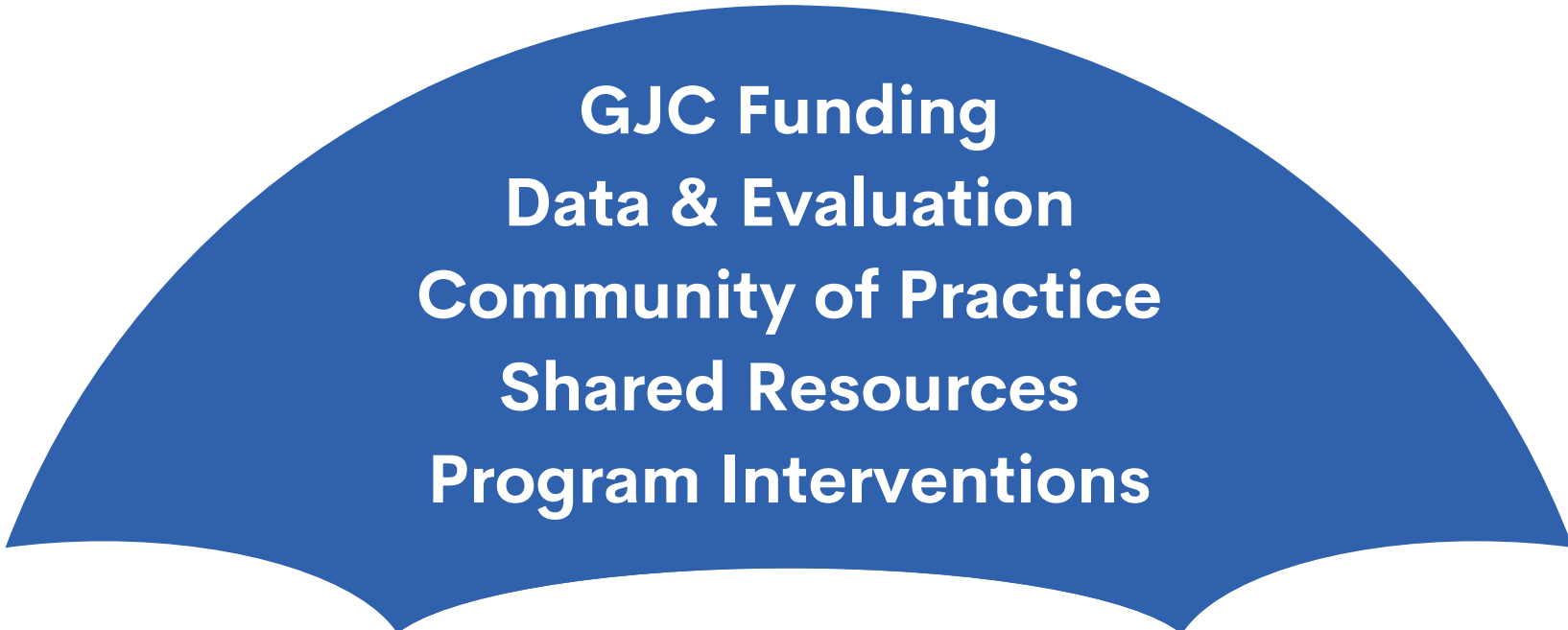


Convenes **community of  
practice** to facilitate best  
practice sharing and  
collaborative problem-solving

JOB  
SEEKER



Introduces **program  
interventions** or supplements  
to strengthen job quality and  
career pathways



*strengthening job quality and career pathways for CNAs*

# NURSING ASSISTANT PIPELINE & PATHWAY PROGRAM



## *Features & Benefits*

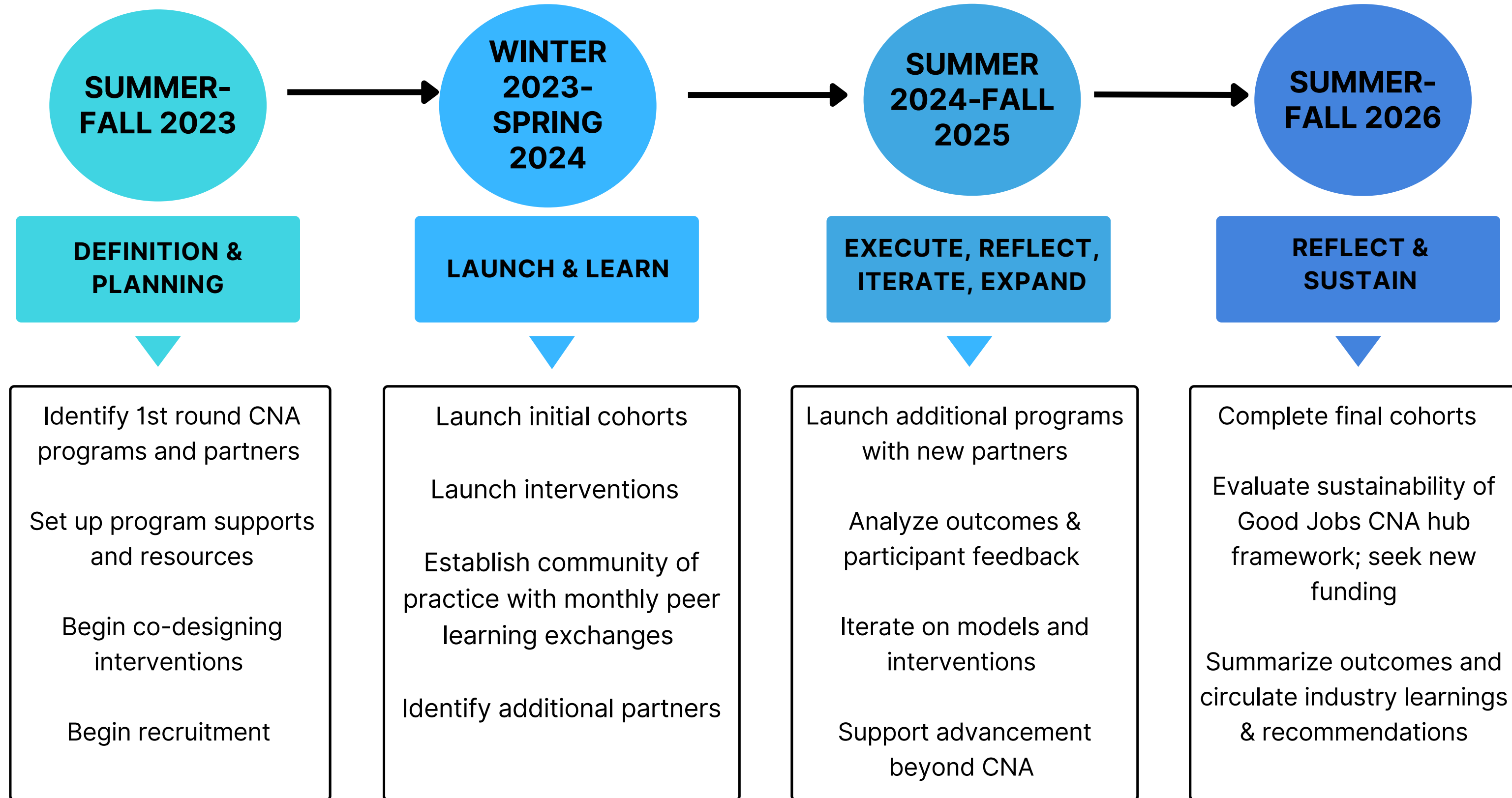
- 1** Access to capacity building funds to improve existing CNA programs through a participant/employee-centric lens using a "good jobs" and pathway enhancement framework
- 2** Strengthen and improve training, job, and pathway experience by incorporating stakeholder and CNA graduate input, and sharing best practices through a community of practice, to implement possible interventions
- 3** Expose and upskill current CNAs for diverse roles through education & supportive opportunities with GJC resource partners

**Up to \$2 million to invest through 2026**

**Goal to train or upskill 150 Certified Nursing Assistants through 2026**

# Certified Nursing Assistant Programs Job & Career Pathway Enhancement







**'NURSING ASSISTANT PATHWAYS'  
BREAK-OUT DISCUSSION SESSION:**

*How might we improve job quality and career pathways for nursing assistants?*

# CHWC Youth Pathways Committee



- Focused on exposing youth to career opportunities in health
- Created searchable **Youth Pathways Directory** with over 30 programs currently listed
- Hosts **virtual events** such as info sessions and 'opportunity showcases' to expose students to internship and other opportunities

# Speakers Bureau Campaign

- **Health & Medicine Policy Research Group** runs one of two Area Health Education Centers (AHEC) in Chicago
- The **AHEC Speakers Bureau** links professionals representing diverse health careers—from nursing and medicine, to public health and psychology—to career seekers to inform, motivate, and empower them to pursue attainable health career goals.
- The Bureau maintains a roster of interested speakers, which they draw upon to fulfill speaker requests from schools, teachers, and other partners

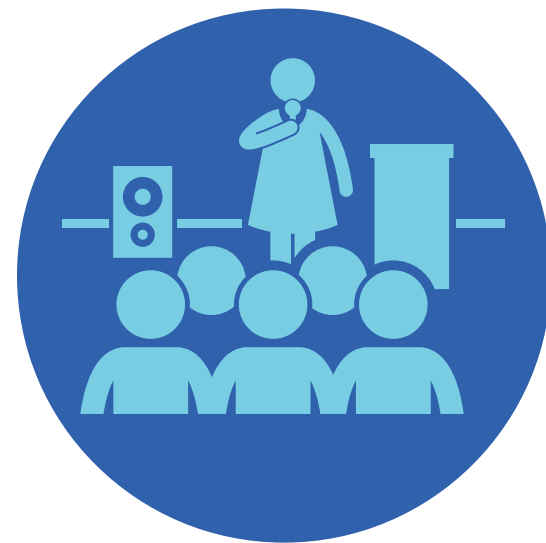


# SPEAKERS BUREAU CAMPAIGN



## GOAL #1: RECRUIT SPEAKERS

- Increase from 36 active speakers to **70** by September (we're already at 45!)
- Increase diversity of speakers
- **HOW:** promote program to healthcare professionals using our marketing toolkit



## GOAL #2: INCREASE SPEAKING ENGAGEMENTS

- Increase from 6 speaking engagements in Spring 2023 to **24** in Summer/Fall 2023
- **HOW:** promote within CPS & other school systems and partners using our marketing toolkit

*Help us by circulating our marketing materials throughout your organizations and networks!*

# Future of CHWC Youth Pathways Committee

- Through the Good Jobs Challenge, CHWC is now supported by **Health & Medicine Policy Research Group** as the health backbone organization
- Health & Medicine hosts the **Public Health Workforce Collaborative**, facilitated by Anna Yankelev
- Health & Medicine is hiring a **Youth Career Pathways Coordinator** who will develop, implement, and track training programs and supplemental services for youth entering the health workforce, and coordinate the broader youth career pathway ecosystem, aligning relevant resources and services.

Health & Medicine  
POLICY RESEARCH GROUP



The logo consists of a purple rectangular box with a thin white border. Inside the box, the text "Health & Medicine" is written in a large, white, serif font, and "POLICY RESEARCH GROUP" is written in a smaller, white, sans-serif font below it.

Health & Medicine  
POLICY RESEARCH GROUP

Health & Medicine is an independent policy center that conducts research, educates, and collaborates with other groups to advocate policies and impact health systems to improve the health status of all people.

**Our mission** is to build power and momentum for social justice and health equity in Illinois.

**Our vision** is a society free of social and health inequities so that all people can attain their full potential.



# Public Health

## Workforce Collaborative

**Mission:** To coordinate, expand, and sustain the systems, structures, and supports necessary to assure a skilled, sustainable, responsive, and permanent public health workforce.

**Vision:** a robust, representative, and resilient public health workforce that advances health equity within Chicagoland organizations and communities.

- **Robust:** Public health workers are valued, appreciated, and integrated into and across organizations and sectors.
- **Representative:** Accessible career pathways and other opportunities facilitate a public health workforce that values the lived experiences of workers, promotes racial equity, and reflects the diversity of our communities, especially in leadership positions.
- **Resilient:** Public health workers and organizations are equipped to successfully navigate ever-changing community needs and funding landscapes without damaging individual, organizational, or community health.



**'YOUTH PATHWAYS'  
BREAK-OUT DISCUSSION SESSION:**

*How might we expose more young people to  
career opportunities in healthcare?*

# REMEMBER!

## REQUESTS



Help us recruit guest speakers & promote the Speakers Bureau!

### **EMPLOYERS:**

Please sign & return the employer **MOU** to April as soon as possible!

### **ALL PARTNERS:**

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# COMMUNITY ANNOUNCEMENTS



# BREAKOUT SESSIONS: 10-11AM

**PULLMAN ROOM** **HEAL Employee Retention:** *How might we increase employee retention of HEAL hires?*

**BOARD ROOM**  
(here) **Nursing Assistant Pathways:** *How might we improve job quality and career pathways for nursing assistants?*

**BUCKINGHAM ROOM** **Youth Pathways:** *How might we expose more young people to career opportunities in healthcare?*