

CHICAGOLAND
**HEALTHCARE
WORKFORCE
COLLABORATIVE**

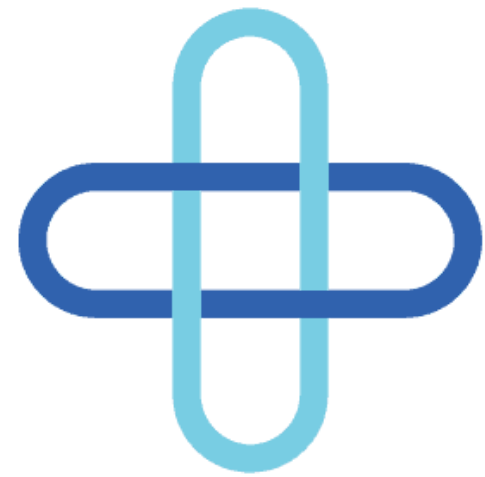
MARCH 2023 QUARTERLY MEETING

3.14.23, 8:30-10AM

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



CHWC Updates

- **2023 Strategic Plan:** Michele Smith
 - Discussion Breakouts
- **New MOUs & website:** April Harrington
- **Youth Pathways Committee:** Mande Polonsky

Good Jobs Challenge Updates

- **Goals, Requirements, Timeline:** Dominic Martin
- **Syncing up with Health & Medicine Policy Research Group:** Anna Yankelev
- **Pathway Planning:** April Harrington

Partnership Opportunities

- **Generation Work Employer Cohort:** Marcos Gonzales

Community Announcements

CHWC Updates > 2022 Accomplishments

- Increased **employer engagement** from 36 to 57 indiv participants
- Hosted two **industry convenings** on Best Practices in Community Recruitment and Progressive Pathways in Nursing
- CHWC **supported legislation** to launch a Task Force on Internationally Trained Healthcare Professionals in IL
- Youth Pathways Committee held two events **reaching over 200 youth**, and grew web Directory of programs
- Launched Career Pathway Mapping Project to **research career mobility** for nurse assistants, medical assistants, and patient service representatives
- Awarded the Good Jobs Challenge grant to **build new pathway programs** that lead to good jobs

CHWC 2023 STRATEGIC PLAN



ONE-YEAR VISION

CHWC is the go-to organization for employers and community partners seeking to create a more **inclusive healthcare workforce**, share best practices, and **build the workforce pipeline** together.

Employers and strategic partners share their unique perspectives, experiences, and data in an **open forum**, and are **actively engaged** in projects that build **collaborative solutions** to shared challenges.

CHWC 2023 STRATEGIC PLAN



CHICAGOLAND
HEALTHCARE
WORKFORCE
COLLABORATIVE

ONGOING PRIORITIES

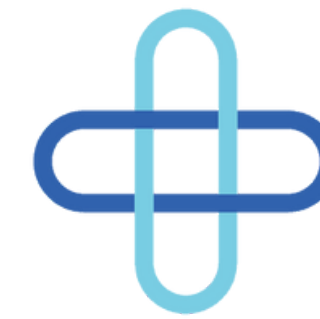
Build Employer
Engagement

Facilitate Peer
Learning & Foster
Connections

Leverage our
Collective Voice

Strengthen
Organizational
Capacity &
Sustainability

CHWC 2023 STRATEGIC PLAN



CHICAGOLAND
HEALTHCARE
WORKFORCE
COLLABORATIVE

ONGOING PRIORITIES

Specific Activities/ Goals

- Increase employer leadership by designating employer chairs for committees/ projects, and hosting employer-led events
- New employer MOUs
- Facilitate discussions & information sharing about workforce funding opportunities
- Staff up CHWC management & support with Good Jobs Challenge funding
- Launch new website

CHWC 2023 STRATEGIC PLAN

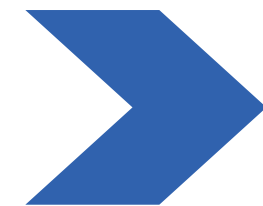


CHICAGO LAND
HEALTHCARE
WORKFORCE
COLLABORATIVE

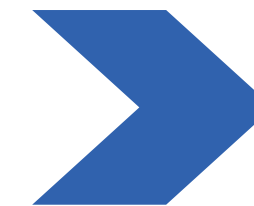
Promote Healthcare
Careers

Strengthen Career
Pathways

CORE PROJECTS



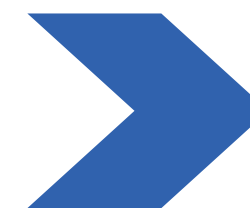
Amongst youth through
Youth Pathways Committee



Through Career Pathway
Mapping Project

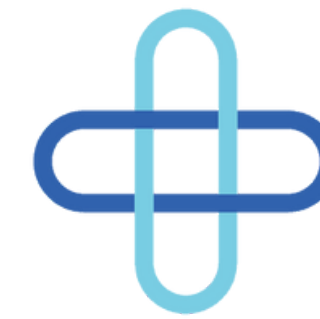


Amongst adults in
partnership with community
organizations



By launching new pathway
programs with Good Jobs
Challenge funding

CHWC 2023 STRATEGIC PLAN



CHICAGOLAND
HEALTHCARE
WORKFORCE
COLLABORATIVE

ONGOING PRIORITIES

Specific Activities/ Goals

- Youth Pathways Committee (YPC) will continue to host events and build the Directory
- YPC will promote the Area Health Education Center Speakers' Bureau to bring more guest speakers into CPS classrooms
- CHWC will host an event to facilitate partnerships between employers and workforce orgs
- CHWC will create career exploration content for new website



BREAK-OUT DISCUSSION

What are your top workforce priorities this year?

*How might CHWC help you address your
workforce priorities?*

CHWC Updates > New Employer MOUs

- Commitment to participate in CHWC through **Dec. 31st 2025**, with ability to terminate if desired
- Employers must appoint a **lead liaison**, send **one rep to each Quarterly** meeting, and send **logo** for inclusion in CHWC materials
- To participate in the **ideation, development, and management of CHWC projects** as they arise
- To **engage openly and meaningfully** in the work of CHWC by sharing internal challenges and successes, contributing to **data** studies, pursuing collaborative solutions in **partnership with other employers**, contributing **staff time** and other internal resources towards CHWC initiatives

DUE DATE: MAY 12th

CHWC Updates > New Website

FOR EMPLOYERS & WORKFORCE PARTNERS

- About us & our projects
- Calendar of events
- Library of resources
- Speaking & mentoring opportunities

FOR STUDENTS & JOB SEEKERS

- Youth Pathways Directory
- Links to CHWC partner job boards
- Career exploration content

**LAUNCHING THIS
SPRING!**

Requested:

- Logos (vector file) from all partners
- Job board links
- Speaking & mentoring opportunities

CHWC Updates > Youth Pathways Committee



CAREER LAUNCH CHICAGO



- Focused on supporting healthcare career awareness initiatives for high school and post-secondary students
- 12+ partners
- Share resources & best practices
- Created searchable Youth Pathways Directory with over 30 programs currently listed

CHWC Updates > High School Info Session




Learn about summer internships, training programs, and volunteer opportunities at Chicago's leading hospital systems!

- **5** diverse internship, volunteer, mentorship, and training programs were highlighted
- **180** students registered, around **50** people on the call, over **40** views of recording so far
- **88%** of survey respondents rated the event **5/5**
- **75%** of survey respondents found a program they intend to apply to




CHWC Updates > Speakers' Bureau Promotion



Inspire
the Next
Generation of
Healthcare
Workers!

*by becoming a guest
speaker today*



- A campaign to recruit healthcare professionals from all fields to join the Area Health Education Speakers' Bureau
- Speakers can sign up in minutes and schedule opportunities around their availability
- Speakers will go into CPS classrooms to share their professional journeys in an effort to inform and motivate students to pursue healthcare career goals
- A subsequent campaign will promote this opportunity to more CPS teachers

Help us recruit speakers with our marketing materials!



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)
- Healthcare is one of **four sectors** included
- \$733,450 is designated for **capacity building** for the healthcare sector partnerships: CHWC and the Public Health Workforce Collaborative
- Multi-million dollar pool of **training dollars** available

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 budget & scope to EDA

3

PROGRAM IMPLEMENTATION

2023 - AUG 2025

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



CHICAGOLAND
HEALTHCARE
WORKFORCE
COLLABORATIVE

Good Jobs Challenge Grant

PATHWAY PROGRAM #1: CNA Pipeline

- Leverages existing programs
- Adds focus on opportunities to advance beyond CNA
- Currently hiring consultant to build

PATHWAY PROGRAM #2: Reach MD

- Partnership with I Am Abel Foundation
- Trains aspiring physicians for frontline clinical roles
- Provides exposure & experience to future doctors while filling immediate labor needs

OTHER POSSIBILITIES

- CNA to LPN or RN
- Sterile Processing Techs
- Pharmacy Techs

**DON'T MISS OUR IN-PERSON
JUNE QUARTERLY MEETING!**

June 13th, 8am- 11am

location TBD





HEALTH & MEDICINE POLICY RESEARCH GROUP UPDATES

ANNA YANKELEV, MPH, MBA

MARCH 14, 2023



HEALTH & MEDICINE POLICY RESEARCH GROUP

- **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.
- Current Programs:
 - Center for Long-term Care Reform
 - Freestanding Birth Centers
 - Health Reform and Safety Net Transformation
 - Health Workforce Initiatives
 - Center for Public Health Equity
 - Illinois ACES Response Collaborative

HOW WE WORK

- Legislation
- Coalition building
- Research
- Policy Development
- Work with Governmental bodies, health care providers, and community-based orgs
- Education/forums
- Systems reform

HEALTH & MEDICINE WORKFORCE INITIATIVES

- Schweitzer Program
- AHEC- CPS/Scholars/BMWC
- Active listening/trauma-informed care training
- CHW model development and innovations
- **Public Health Workforce Collaborative**

PUBLIC HEALTH WORKFORCE COLLABORATIVE (PHWC)

- CHWC's sister coalition
- Dedicated to building a robust, representative, and resilient public health workforce
- Relaunching PHWC, building out strategic priorities and action plan
- Join us!

OUR ROLE IN THE GOOD JOBS CHALLENGE

- Longstanding relationships with many local organizations, including The Partnership, Chicago Workforce Funders Alliance, and many health organizations in Chicago and Illinois
- Backbone organization for the Good Jobs Challenge Health Sector
- Strategic and technical assistance for participating organizations
 - Convener/Coalition Facilitator
 - Support development and implementation of pathway programs
 - Monitor job training, placement, retention
 - Liaison to GJC team

CHWC AND HEALTH & MEDICINE

- Moving CHWC under Health & Medicine's portfolio of work
 - Better alignment of partners, resources, and consolidation of related efforts
- Health & Medicine increasing capacity for management of the Good Jobs Challenge grant
 - Youth Pathways Program Coordinator
 - Full-time CHWC Facilitator
 - Marketing/Communications support
 - Additional training pathway coordinator/support

QUESTIONS?

- Anna Yankelev
- ayankelev@hmprg.org
- T: (312) 372-4292 x41



cara
PLUS



MARCH 14, 2023

GENERATION WORK

INTRODUCING GENERATION WORK

Generation Work is an eight-year, five-site initiative launched by the Annie E. Casey Foundation in 2016 to explore new ways of connecting youth of color with the knowledge and experience necessary to succeed in today's job market.



IMPROVE HIRING, RETENTION, AND RESILIENCY PRACTICES



Learn tactical steps to increase hiring and reduce turnover among young adults of color



Get support to develop a measurable pilot focused on the metrics that matter to you



Build relationships and troubleshoot challenges with other business leaders

THE GENERATION WORK EXPERIENCE



April-May

Learn best practices
around inclusive hiring
and resiliency



May-August

Select and plan
a sustainable pilot,
including measurement



September-December

Launch pilot and
receive support and 1-1
coaching

EXAMPLE PILOTS

Restaurant Group

- Pilot: Codify onboarding best practices across restaurant group
- Outcome: decreased back of house turnover, increased communication with new hires in first 30 days

Hotel Chain

- Pilot: Shift to new standard procedures for interviews (e.g., team interviews)
- Outcome: reduced time to offer from 7 days to <1 day

OUR RESULTS

100%

of participants felt more confident in their ability to implement new inclusive hiring and/or resiliency practices in their industries (hospitality, food, manufacturing, and automotive resale)

9/10

participants would recommend this experience to a colleague

“The value you will receive from a program like this is tremendous; the outcomes are worth much more than the time you put in.”

-Chief People Officer, Cornerstone Restaurant Group

ELIGIBILITY

- ❖ 2-4 leaders per company who can influence internal employment practices
- ❖ Senior level sponsorship or support for hiring or supporting young adults of color
- ❖ Interest in supporting young adults of color towards pathways to employment
- ❖ Time to commit to biweekly or monthly sessions

OTHER WAYS TO ENGAGE

- ❖ 2nd Fair Chance Learning Cohort (Tentatively planned for 2024)
- ❖ 3rd Generation Work Cohort (Tentatively planned for 2024)
- ❖ 4th Chicago Resiliency Network Cohort (Tentatively planned for 2024)
- ❖ 1-1 Inclusive Hiring/Supportive Workplaces Support with Cara Plus
- ❖ Inclusive Hiring/Supportive Workplaces Lab Experiences for Your Teams



QUESTIONS?