

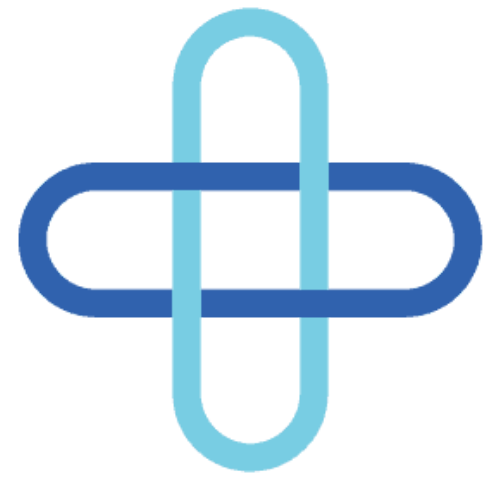
CHICAGOLAND  
HEALTHCARE  
WORKFORCE  
COLLABORATIVE

## SEPTEMBER 2023 QUARTERLY MEETING

9.12.23, 8:30-10AM

*welcome!*

Please introduce yourself in the chat:  
Name, title, organization



# 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

# EMPLOYER-LED SECTOR PARTNERSHIP

- 12 employer partners
- 20+ strategic partners





## I. Youth Pathways Committee Updates

- Results of info session for high school students, **Janna Eudave, Northwestern Medicine**
- Speakers Bureau campaign
- Hiring Health Workforce Systems Manager

## II. New Website Preview

## III. Fair Chance Hiring Cohort

- Testimony, **Bridget Borum, Advocate Aurora**
- Preview of next cohort, **Liana Bran, Cara Collective**

## IV. CNA Training Hub

Updates and career advancement discussion, **Sasha Ongtengco, Career Pathways Coordinator**

## V. Community Announcements

# CHWC Youth Pathways Committee



**CAREER  
LAUNCH  
CHICAGO**



- Focused on exposing youth to career opportunities in health
- Hosts virtual events to expose students to internship and other opportunities

# HEALTHCARE CAREER PROGRAMS INFO SESSION

For high school  
students, parents, and  
teachers



- Wednesday August 30th, 5-6pm on Zoom
- Recording on YouTube
- 3 students won \$100 Amazon gift cards



- Featured 2 school-year internships, 1 mentorship program, & 1 volunteer program
- Included overview of RAPID-IL's inventory of 100+ high school programs



- **154** attended, about 83% HS students
- **357** people registered & received materials



- **75%** rated the event "excellent" (5/5)
- **88%** said they intended to apply to one of the featured programs

# Speakers Bureau Campaign

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

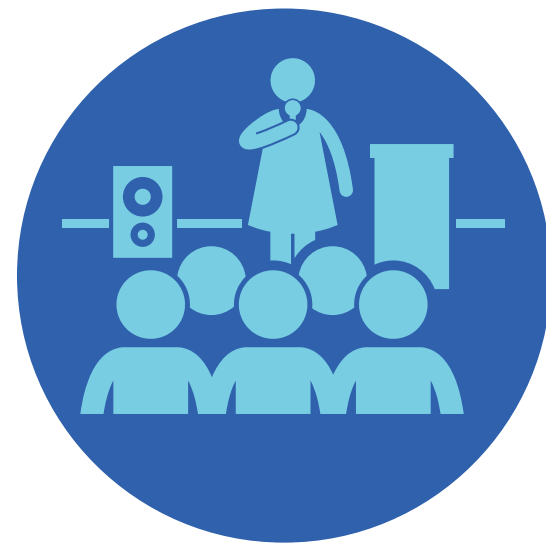


# SPEAKERS BUREAU CAMPAIGN



## GOAL #1: RECRUIT SPEAKERS

- Increase from 36 active speakers to **70** by September (we're stuck 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!*





## Health Workforce Systems Manager

- Position funded through Good Jobs Challenge grant
- Will work with both CHWC & the Public Health Workforce Collaborative
- Will support development, implementation, and tracking of Good Jobs Challenge training programs
- Will coordinate the Youth Pathways Committee

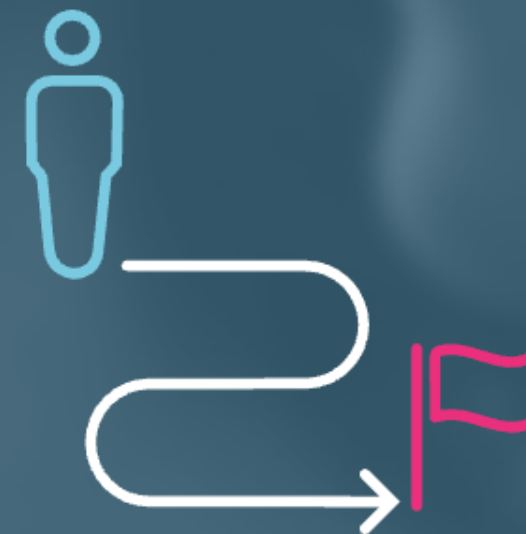
Health & Medicine  
POLICY RESEARCH GROUP

NEW WEBSITE  
LAUNCHING NEXT  
WEEK!



Are you a **healthcare employer** or **industry partner** looking for innovative workforce solutions?

JOIN US



Are you a **student** or **job seeker** looking for career opportunities in healthcare?

START YOUR SEARCH

## For Employers & Industry Partners

Register for upcoming events & access recordings & slides from past events

Events

Sign up to be a guest speaker or mentor for students in healthcare

Speaking & Mentoring

Find healthcare workforce organizations, publications, toolkits, and more

Resources

## For Students & Job Seekers

Links to job boards for each CHWC employer partner

Jobs in Healthcare

Directory of apprenticeship, training, and mentorship programs

Pathways Directory

Links to career exploration tools focused on healthcare

Exploring Careers

Easy newsletter sign up

Contact

Mission, partner logos, steering committee, current projects

About

## FOR EMPLOYERS / RESOURCES

The healthcare workforce development landscape is rich with research, tool kits, resources, collaborative tables, and other supports.

View By Category

Select All

- Healthcare Workforce Organizations & Collaboratives ^
- Publications, Toolkits, & Other Resources ^
- CHWC Archived Materials & Recordings ^

## CHWC June 2023 Quarterly Meeting

Resources

June 2023 Quarterly Meeting

Watch later Share

**REQUESTS**

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

**PARTNERS:**  
Find your **logo** to April for inclusion on the new website launching this summer

Watch on YouTube

CHICAGO LAND HEALTHCARE WORKFORCE COLLABORATIVE

In-person meeting held on June 13th, 2023: - Senator Durbin's HEAL initiative - Good Jobs Challenge Certified Nursing Assistant Hub - Youth Pathways Committee

June 2023 Quarterly Slides



# Report Publication & Learning Event



## "What opportunities?": Understanding Committed Frontline Healthcare Workers' Perceptions of Career Advancement Opportunities

How do frontline workers perceive their opportunities for advancement in healthcare? Find out what we've learned through our year-long "Career Pathway Mapping Project" with CHWC employer partners.

Ellen Frank-Miller, PhD., founder and CEO of the Workforce & Organizational Research Center (WORC), will present our findings in a Zoom webinar on **October 17th, 12-1pm**. Join us!



# Today's Conversation

1. What is Fair Chance Hiring?
2. Highlight: Advocate Aurora Health
3. What is the Fair Chance Hiring cohort?
4. Q&A

# What is Fair Chance Hiring?

Fair chance hiring is built on the premise that everyone, regardless of their background, has the right to be fairly assessed for a role they're qualified to fill.<sup>1</sup>

Nearly **1 in 3** U.S. adults have a criminal record: **70-100MM** people



Employers hire from this talent pool for many reasons – including the **business and moral cases**, alignment with HR and DEI strategies, as well as **higher retention and strong performance**

1. How Fair Chance Hiring Benefits Businesses and Candidates, BambooHR 2023; The Business Case for Criminal Justice Reform, US Chamber of Commerce, 2021; Capitol Ideas, The Council of State Governments, 2016

# What Fair Chance Hiring Is NOT

**Effective fair chance hiring is not *just about* shifts to your background check process**



Fair Chance Hiring in a  
Healthcare Context

**Bridget Borum**

*Talent Acquisition Diversity and Inclusion, Director*



# What is the fair chance hiring cohort?



*Works with companies that are changing their internal processes and policies to more effectively recruit, hire, retain and advance fair chance talent at their organization*



Learn tactical steps to better reach and retain justice-impacted individuals



Get support to test practices tied to the business outcomes that matter to you



Build relationships and troubleshoot challenges with other business leaders

# The Fair Chance Hiring Cohort launched in January 2023

**8 cohort members joined, representing a range of industries, sizes, and stages. Coming out of the experience, companies are making changes, like:**

- Identifying specific roles within their organization to start a fair chance hiring program
- Ensuring job postings and career landing page communicate their background check approach
- Reviewing their background check processes and revisiting the types of criminal records that disqualify individuals from working in specific jobs
- Partnering (more effectively) with workforce development organizations that can help to recruit and support a fair chance talent pool
- Assessing the benefits and wraparound supports their organization offers and if additional resources are needed for fair chance talent to be successful

# 2024 Fair Chance Cohort Experience



## **Phase I: Build capacity**

Learn best practices and identify the focus of your fair chance efforts



## **Phase II: Prepare the way**

Map what needs to be in place before you open (or widen) the door to talent



## **Phase III: Move to action**

Deploy new practices and activate (new) pipelines to reach fair chance talent

# Want to learn more?

Liana Bran, Cara Plus

[Lbran@carachicago.org](mailto:Lbran@carachicago.org)

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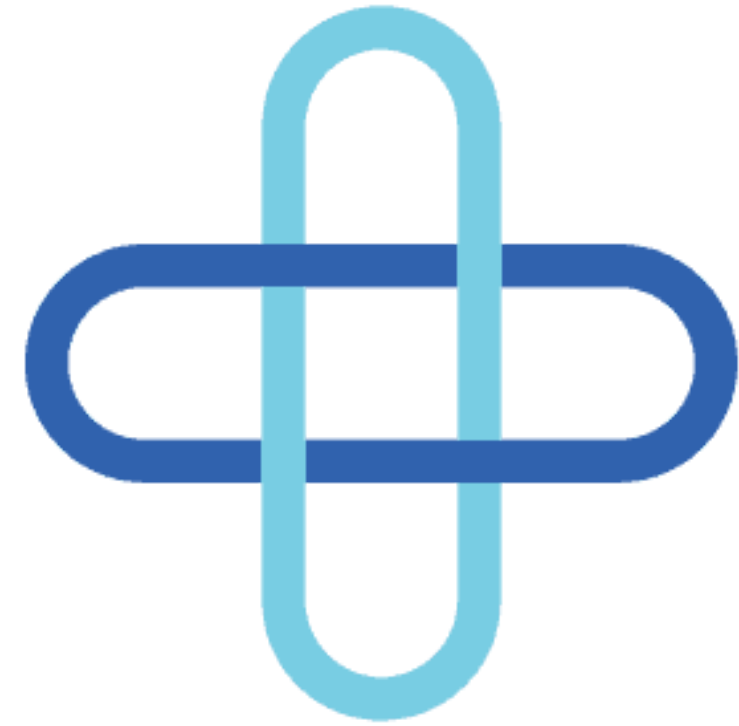
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CHICAGOLAND  
**HEALTHCARE  
WORKFORCE  
COLLABORATIVE**

**Good Jobs Challenge Update**

**Exploring Nursing Assistant Career Pathways**

# UPDATES

*Proposal draft submitted 9/1/23. Awaiting input and approval from the Partnership.*

## **Good Jobs Nursing Assistant Program Hub proposal highlights:**

- Sustain 5-6 nursing assistant training or pathway advancement programs
- Train 180-200 new and incumbent workers in nursing assistant or upskill programs
- Launch Good Jobs Community of Practice to disseminate collective learning
- Build a bench of nursing assistant alumni consultants to inform program improvement
- Develop a systems level visual tool for healthcare career pathway navigation
- Explore a systems level career pathway navigator role for the region

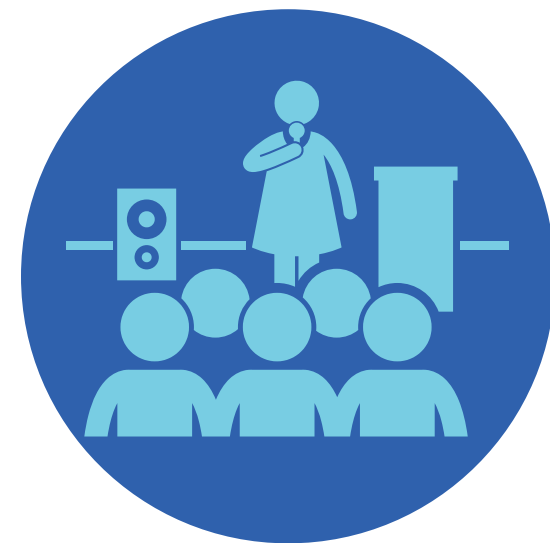
# NURSING ASSISTANT PIPELINE AND PATHWAY EXPERIENCE

## Challenges & Obstacles



## DISCOVERY & RECRUITMENT

- Lacking trauma-informed engagement
- Vetting foundational soft skills more effectively
- Balancing family or household priorities with training
- Providing greater access to wraparound supports
- Conveying realistic job and wage expectations
- Lacking awareness of career advancement options



## TRAINING & SKILLS DEVELOPMENT

- Identifying optimal training program length
- Avoiding burnout between employment and training
- Overcoming training program costs
- Accessing transportation and childcare support
- Meeting program skills requirements (bridge resources)
- Navigating too many training program options



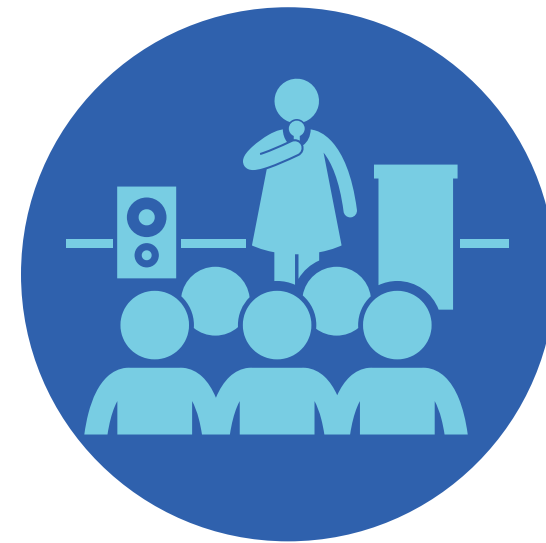
# NURSING ASSISTANT PIPELINE AND PATHWAY EXPERIENCE

## Challenges & Obstacles



## HIRING & ONBOARDING

- Sustaining interest in the role
- Overcoming low wages and benefits cliffs
- Navigating a lengthy & complicated onboarding
- Ensuring adequately staffed HR/recruitment teams
- Meeting job experience requirements
- Passing pre-employment screenings



## RETENTION & ADVANCEMENT

- Maintaining work/life balance
- Managing an unmanageable workload
- Choosing between earning income or upskilling
- Overcoming low wages and benefits cliffs
- Lacking awareness of career advancement options
- Identifying and utilizing emotional/self care supports

## Nursing Career Path Categories

1. Diagnostic
2. Therapeutic
3. Administrative

Possible "next step" jobs for CNAs

Category	Job	Wage (ONet Chicago-Naper ville-Elgin)	Additional Experience & Education needed
Therapeutic	CNA	\$37,460	Certificate
Therapeutic	CNA Supervisor		
Therapeutic	Emergency Medical Technicians (EMT)	\$37,500	Certificate, 1 semester
Therapeutic	EMT-Paramedic		Certificate, 2 semester (?)
Administrative	Medical secretary/ admin assistant	\$39,520	Certificate, 1 semester
Therapeutic	<a href="#">Phlebotomist</a>	\$41,650	Certificate, 1 semester
Therapeutic	Medical Assistant	\$41,970	Certificate, 3 semesters
Diagnostic	Pharmacy Technician	\$39,900	Certificate, 3 semesters
Therapeutic	Lincensed Practical Nurse	\$62,380	Certificate, 3 semesters
Therapeutic	<a href="#">Respiratory therapist</a>	\$73,530	Associate's degree
Therapeutic	Physical Therapist Assistant	\$66,990	Associate's degree
Diagnostic	<a href="#">Surgical / OR Technician</a>	\$57,820	Associate's degree
Therapeutic	Registered Nurse	\$80,150	Associate's degree
Diagnostic	<a href="#">Radiology Technician</a>	\$70,760	Associate's degree
Diagnostic	Ultrasound Tech		
Therapeutic	Dietician		
Therapeutic	Physical Therapist Assistant		
Diagnostic	EEG		
Diagnostic	Mammography		
Diagnostic	MRI		
	Sleep tech		

## BREAKOUT QUESTIONS

- *Do similar career navigation tools already exist within your organization or are there others you're aware of? If so, what's effective or ineffective about them?*
- *What valuable information is still missing that would support and drive a job-seeker's advancement?*
- *If this sheet evolved into a career navigation resource, how would it look? What would make it equitably user-friendly?*

## Partner Opportunities

### **CareerSTAT Frontline Healthcare Worker Champion Recognition Program**

applications are open. The program recognizes organizations that create good jobs and build equitable workplaces by making significant investments in frontline workers.

Applications due **September 22nd**.

### **The 2nd Annual Workforce Development Symposium, Moving Equity from**

**Concept to Reality**, will be held at Malcolm X College on **October 12th**, 8am-4pm,

free. Hosted by Chicagoland Workforce Funder Alliance, World Business Chicago,

Cook County Bureau of Economic Development, Chicago Cook Workforce

Partnership, Chicago Jobs Council, Origami Works Foundation, and The Innovation

Nexus

# COMMUNITY ANNOUNCEMENTS

