

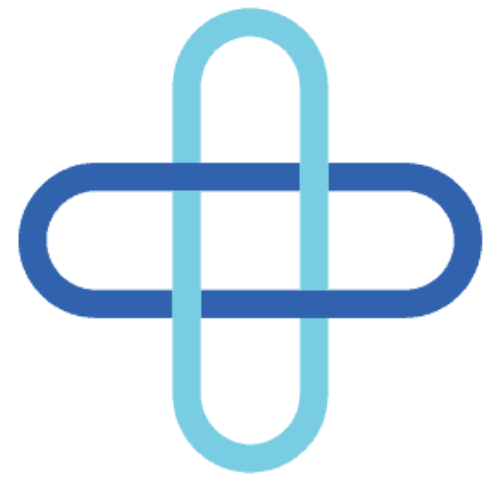
CHICAGOLAND  
HEALTHCARE  
WORKFORCE  
COLLABORATIVE

## DECEMBER 2023 QUARTERLY MEETING

12.12.23, 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. Reflection & Planning

- Celebrate 2023 accomplishments
- Review strategic priorities for 2024
- Break-out rooms to share your ideas for 2024

## II. Youth Pathways Committee Updates

- New leadership & strategic planning

## III. Good Jobs Challenge Updates

- Updates on CNA Pathway Hub
- Overview of RUSH's PCT apprenticeship program and PCT >> ADN >> BSN pathway program

## IV. Community Announcements

# CHWC 2023 Accomplishments

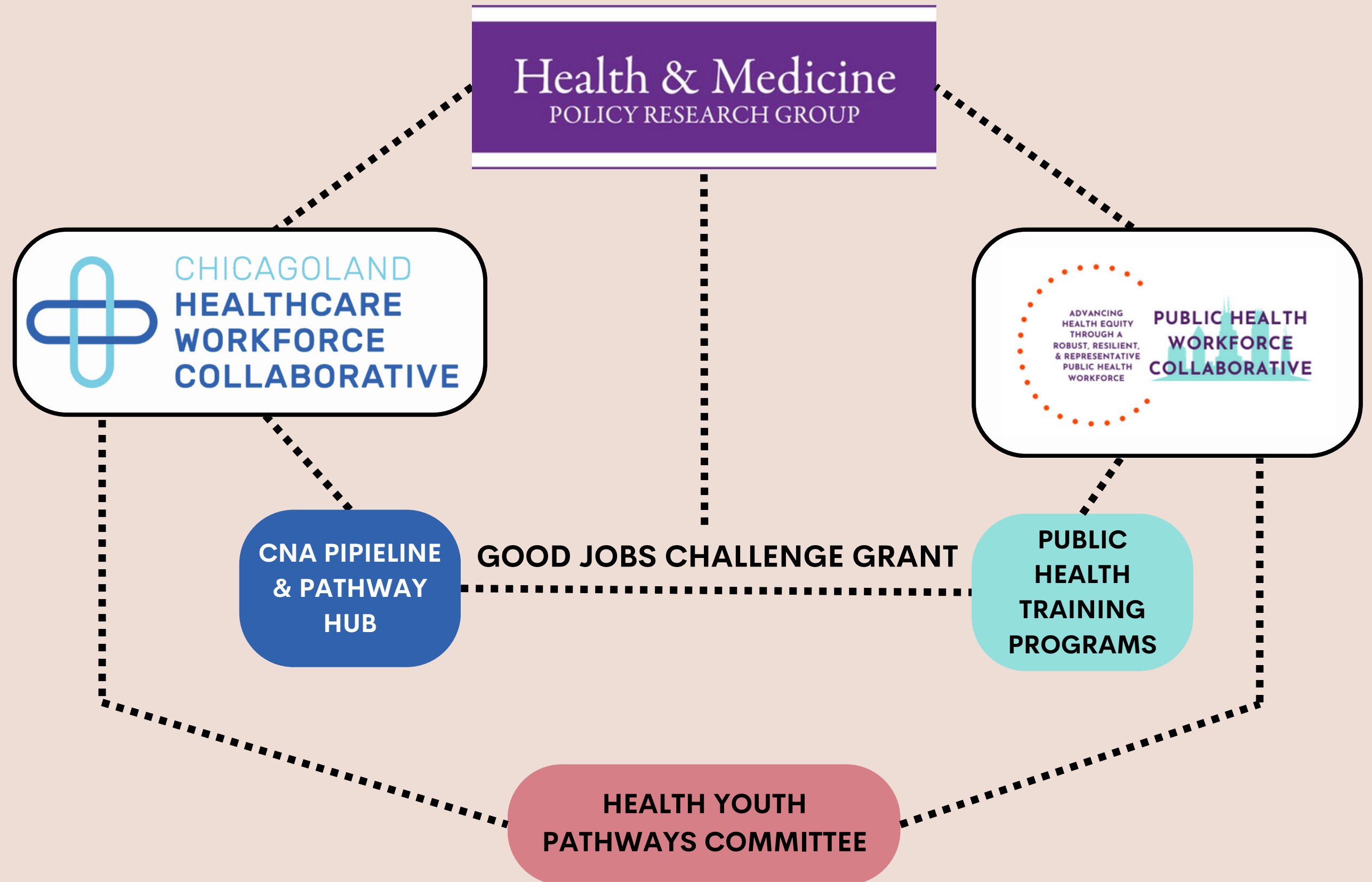
- Good Jobs Challenge **CNA Pathway Hub** has hired its first cohort
- **Research** report "What Opportunities?" Understanding Committed Frontline Healthcare Workers' Perceptions of Career Advancement Opportunities, conducted by Workforce & Organizational Research Center, was completed
- Our Steering Committee hosted four **learning events** to share best practices and new workforce strategies
- The **Youth Pathways Committee** hosted two virtual info sessions reaching more than 200 high school youth, and grew the AHEC Speakers Bureau from 36 to 50 active speakers
- A new **website** was launched!
- Strengthened connection with **Senator Durbin** and the HEAL (Hospital Engagement, Action, and Leadership) initiative



# NEW ORGANIZATIONAL STRUCTURE

CHWC meets quarterly and hosts learning events, managed by an employer Steering Committee, and April Harrington: [april@chihealthworks.com](mailto:april@chihealthworks.com)

PHWC meets bi-monthly and working groups meet bi-monthly, managed by Anna Yankelev: [ayankelev@hmprg.org](mailto:ayankelev@hmprg.org)



# STEERING COMMITTEE CHANGE



Thank you **Eileen Boyle, Sr.**  
Director of Talent Acquisition, for  
your year of service!

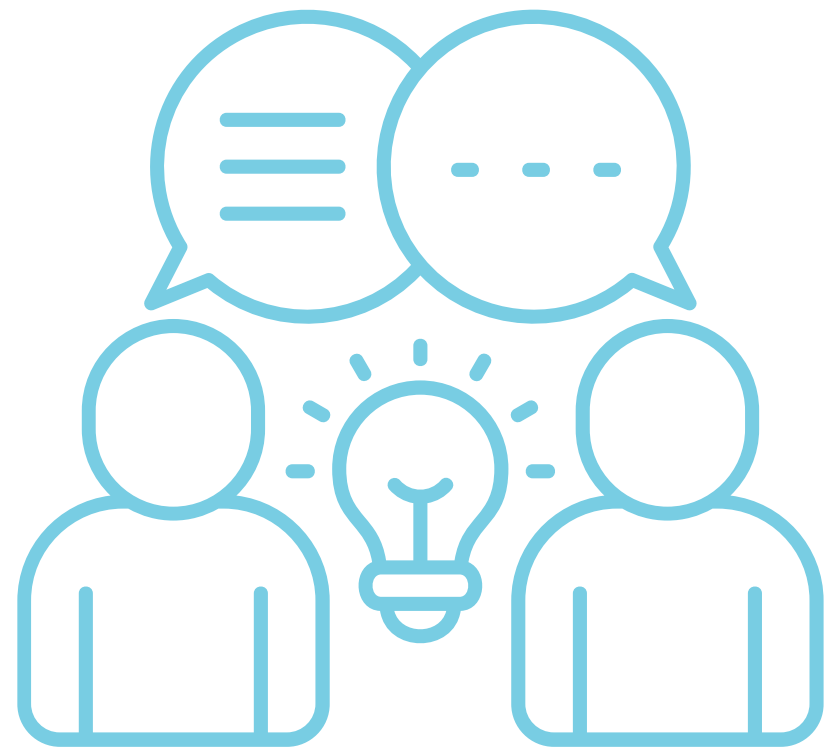


 Ann & Robert H. Lurie  
Children's Hospital of Chicago®

Welcome **Tasha Gill**, Associate  
Director, Diversity & Workforce  
Initiatives!



# CHWC 2024 STRATEGIC PLAN 5-YEAR VISION

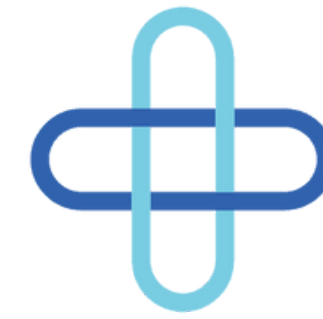


CHWC is a healthcare workforce development **think tank** led by exceptional healthcare leaders with experience in health equity, workforce development, community engagement, and diversity, equity, and inclusion.

CHWC is **recognized** locally and nationally as an exemplary model of **peer learning** and **collective problem solving**.



# CHWC 2024 STRATEGIC PLAN PRIORITIES



CHICAGOLAND  
HEALTHCARE  
WORKFORCE  
COLLABORATIVE

## Facilitate Peer Learning & Foster Connections

- Host at least 6 **learning events** on hot topics
- Provide in-person opportunities for **networking**
- Connect employers to workforce partners and opportunities

## Increase CHWC Visibility & Build Reputation

- Build a **LinkedIn** presence
- Increase newsletter reach & website traffic

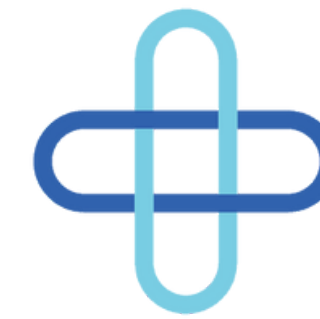
## Leverage Our Collective Voice

- Explore **policy solutions** to workforce challenges
- Cultivate relationships with local legislators
- Utilize our collective voice to advocate for policy solutions

## Support Efforts to Fund Workforce Projects

- Help coordinate **collaborative funding** applications
- Host peer learning events to discuss workforce funding challenges & opportunities

# CHWC 2024 STRATEGIC PLAN PROJECTS



CHICAGO LAND  
HEALTHCARE  
WORKFORCE  
COLLABORATIVE

## Youth Pathways Committee



- Operate as a joint committee of CHWC and the Public Health Workforce Collaborative
- Adopt clear mission, vision, and goals (*currently underway*)

## Good Jobs Challenge

- Train 300 individuals in 2024-2025 through the **Certified Nursing Assistant Pipeline and Pathway Training Hub**
- Create a career navigation tool for CNAs and others to explore opportunities to advance
- Seek additional funding to expand and continue model

## **MINI BREAK-OUT ROOMS**

- 1. Introduce yourself: name, preferred pronouns, position, organization**
- 2. Why do you participate in CHWC?**
- 3. What healthcare workforce challenges or opportunities would you like CHWC to address in a peer learning event next year?**

**10 MIN**

# 2024 Calendar

## **EMPLOYER ONLY PEER LEARNING & PLANNING EVENT**

February 15th, 8:30–10:30am

IN-PERSON, TBD

- Discussion based
- In small groups, share your observations, what's working, and what's not
- Help set the 2024 CHWC learning event agenda

## **QUARTERLY MEETINGS**

*all partners are welcome!*

March 12th, 8:30–10am VIRTUAL

June 11th, 8:30–10am IN-PERSON

September 17th, 8:30–10am TBD

December 10th, 8:30–10am TBD

**Registration & details will be added to website and sent out in newsletters and calendar invites this month**

## LUNCH & LEARN

### ASPIRE Evanston: How Public-Private Partnerships Can Advance Healthcare Career Pathways

**January 24, 2024**

**12pm- 1pm**

**ZOOM**

Join us to learn how Endeavor Health (formerly NorthShore – Edward-Elmhurst Health) partnered with the City of Evanston, Evanston Township High School (iKIT Workforce Program), the Evanston Work Ethic (WE) Program, and Oakton College to build ASPIRE Evanston, a workforce pipeline program.

Launching in 2022, this partnership has led to job shadowing, summer internships and scholarships for Evanston residents ages 17-30 years old interested in learning more about healthcare career pathways. Presenters will share how this impactful partnership was forged, what has been achieved so far, and plans for the future.



**Susan Plattner**

Manager, Diversity, Equity, & Inclusion  
Endeavor Health



**Jessica Cooper**

Workforce Development Coordinator  
City of Evanston



**Jeremy Brown**

ASPIRE Evanston Program Coordinator  
City of Evanston

**YOUTH PATHWAYS  
COMMITTEE  
ACCOMPLISHMENTS  
2021- 2023**



Launched searchable Youth Pathways Directory with **36** programs listed  
*(now replaced with RAPID-IL inventory)*



Hosted **two** virtual 'College Healthcare Opportunities Showcases' reaching **185-500** students



Hosted **three** virtual info sessions for high school students reaching **225-580** students



Increased number of active speakers in Healthcare Speakers Bureau from **36 to 50**

# Youth Pathways Committee Members



CAREER LAUNCH  
CHICAGO

I AM ABEL FOUNDATION



WEST SIDE UNITED



RUSH EDUCATION  
and CAREER HUB



# Youth Pathways Committee Updates

- Now a shared committee with the Public Health Workforce Collaborative
- Matt McClintock, the new Health Workforce Systems Manager at Health & Medicine Policy Research Group, will take over managing the committee
- Currently undergoing strategic planning to develop mission, vision, and goals
- Anyone invested in exposing youth to career opportunities in health is welcome to join!



Health & Medicine  
POLICY RESEARCH GROUP





# YPC Strategic Planning Session Take-aways

- Students need hands-on, in-person experiences
- We'd like to see more low-touch options for students to gain exposure to health careers, like career fairs or media, while we continue to support high-touch opportunities like summer internships
- There is a desire for more centralized, standardized resources
- We want to work to assure employers that investing in youth is an investment in their community
- We can connect more students to opportunities by forging stronger connections between employers/programs with school champions, mentors, families, and youth
- Throughout our work, we need to center youth voices and engage them in planning

# CHWC's Good Jobs Nursing Assistant Pathway Program Hub

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** co-created with  
program alumni to strengthen  
job quality and career pathways



*strengthening job quality and career pathways for CNAs*

<b>CNA PIPELINE PROGRAMS</b>	 <b>LOYOLA MEDICINE</b>			 	
<b>Recruitment</b>	Community members; far West Side and suburban communities of color	Alumni from youth programs; community members; incumbent non-clinical workers	TBD; Active hospital volunteers; community members; Champions Program; target zip codes	Community members; target South Side zip codes; communities of color; Skills' participants	Community members; target West Side zip codes; communities of color
<b>Training</b>	5 weeks, full-time 	16 weeks, part-time  	16 weeks, part-time  	16 weeks, part-time 	5 weeks, full-time 
<b>Employment</b>	Employed full-time prior to training start	Eligible to apply for job at Lurie upon successful program completion + placement support from TTI	Internal job placement support from Volunteer Services team + placement support from TTI	Paid apprentice during training; guaranteed interview for union position upon completion	Hired as FT apprentice prior to training; ongoing FT role at full pay rate upon certification
<b>Supportive Services</b>	TBD; exploring external community partnership(s); considering a "flex spending fund"	TBD; prior supports included stipend for completing 4 PD sessions, biweekly coaching, transportation stipend	TBD	Case management, career and financial coaching, and wraparound services through Skills partnership	\$250 "flex spending fund" per apprentice for pre-approved supportive service expenses (laptops, transportation, etc)
<b>Career Exploration</b>	TBD; exploring a FTE career coach for future internal nursing assistant program	CNA professional development support and career coaching available through TTI	CNA professional development support and career coaching available through TTI	2-part process in development: incumbent worker skills/interest inventory followed by job shadow/department immersion	Apprenticeship program includes professional development support

Cohort 1 in progress!

Rush University Medical Center

# Assistive Personnel to Registered Nurse: Cultivating Growth and Success

Jacqueline Cwiok, MSN, APN, FNP-BC, AGNP, LSSGB  
Director Performance Improvement and Innovation



# AP to RN: Overview



**Purpose** - Support professional advancement for existing RUSH Assistive Personnel (APs) to attain the status of Registered Nurse (RNs)

**Partners**- This collaborative endeavor brings together esteemed partners: Malcolm X College, Chicagoland Healthcare Workforce Collaborative, University of Illinois at Chicago, and RUSH

**Duration**- Over the course of several years, participants will sustain continuous employment at RUSH while working towards their RN designation. This journey begins with an Associate's Degree in Nursing (ADN) and post-BSN progresses to a Bachelor's Degree in Nursing (BSN).

**Commitment** - Participants must commit to maintaining employment at RUSH throughout the program, extending to two (2) years post BSN completion.



# AP to RN: Timeline



	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	
Education		MXC ADN Program			UIC BSN Program								
RUSH Employment	PCT			ADN RN					BSN RN				

## MXC ADN Program

- 2.5 years PT

## UIC BSN Program

- 2-6 years PT
  - Program duration varies depending on transfer credits and corequisites taken during the ADN Program

## RUSH Employment

- PCT 3 years PT or FT
- ADN RN 2-6 years PT or FT
- BSN RN (clawback) 2 years FT

## Total RUSH Employee 8-11 years

- 5-7 yrs PT or FT
- 2 years FT

# AP to ADN: Employment Requirement



## MXC ADN RN Program

- Participants will maintain continuous employment at RUSH as a PCT
  - May drop to PT if desired
- Duration 2.5 years

## UIC BSN PROGRAM

- Participants will maintain continuous employment at RUSH as an ADN RN
  - May drop to PT if desired
- Duration 2-6 years
- BSN must be completed by January 2033
- Must maintain continuous enrollment in BSN Program

## Service Commitment

- Participants will maintain continuous full-time employment at RUSH as a BSN RN for two (2) years after BSN completion
- *Failure to fulfill the service commitment will result in the repayment of BSN tuition funds*

**Total program / employment commitment is 8 -11 years**

# COMMUNITY ANNOUNCEMENTS

