

CHICAGOLAND  
HEALTHCARE  
WORKFORCE  
COLLABORATIVE

**JUNE 2024 QUARTERLY MEETING**

**6.11.24, 8:30-10AM**

*welcome!*



## 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. CHWC - Malcolm X - CWFA Grant

- Kylin Decker, Program Director: Employer-led Workforce Solutions, Chicagoland Workforce Funder Alliance
- Joel McFarland, Director of Research and Planning, Malcolm X College

## II. CHWC Updates

- Youth Pathways - Matt McClintock, Health Workforce Systems Manager, Health & Medicine Policy Research Group
- Good Jobs Challenge - Sasha Ongtenco, Pathways Program Coordinator, CHWC

## III. Women Employed Research Project

- Chris Warden, Efrata Sasahulih, and Morgan Kelley from Women Employed

## IV. Table Discussions

## V. Community Announcements

# Advancing Equitable Career Pathways

Funding provided by:  **National Fund**  
for Workforce Solutions

# Black Male Labor Force Participation

Chicago Cook Workforce Partnership data shows that black male labor force participation in Chicago has not recovering post-covid at the same rate as other cities.

-----

Fathers, Families, and Healthy Communities & Equity and Transformation (EAT) are leading a series of focus groups to delve into the factors contributing to unemployment rates among this demographic, with a specific focus on the impact of incarceration history on employment opportunities.



**EQUITY AND TRANSFORMATION**



# Early Focus Group Findings

- Many participants are engaged in the informal economy, including construction, delivery driving, and various trades.
- Participants are reluctant to pursue formal employment due to:
  - Low compensation/unlivable wages
  - Limited career progression opportunities
  - Inaccessibility to formal employment due to past incarceration
- Participants shared that informal work, while financially rewarding at times, also leads to income inconsistency and strains on family relationships.

**“Even when I find a job that accepts my background,  
pay is too low to make ends meet.”**

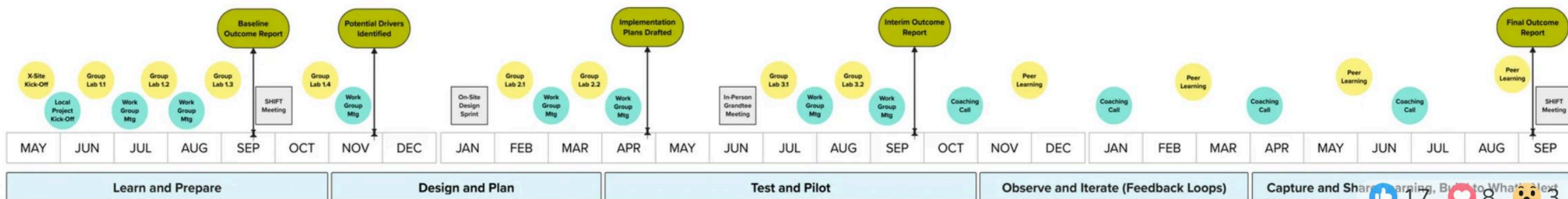
# The Grant

**The Problem:** People of color are underrepresented in many career pathways that lead to middle and high wage jobs. This is not a result of inherent preferences, but of various structural drivers. Community colleges and workplaces often uphold these drivers of inequity.

**The Request:** Convene local community college and industry partners to design and test strategies that aim to increase the proportion of people of color that enroll in and complete credential or degree programs that lead to high quality jobs — particularly jobs in which they have historically been underrepresented.

**4 Cites:** Chicago, Cleveland, Springfield, Syracuse

**Grant Award:** \$225,000 for the 28-month project period





# Chicago's Project

**Lead:** Chicagoland Workforce Funder Alliance

**Partners:** CHWC, Malcolm X College, EAT, and Fathers, Families and Healthy Communities

**The Project:** focus on bringing men of color, particularly Black men, into healthcare pathways. We have begun the process of looking at Malcolm X's data to determine where along the career pathway we would like to focus on for this grant.

**How you can engage:** Employer focus group and review of hiring success from focus pathways.

MXC offers more than 20 Healthcare CTE Programs. Black and Latino male representation varies at each stage of our **Healthcare CTE Program Pathways.**

103 Black male students  
(4% of pre-program total)

Pre-program  
Enrollment

170 Latino male students  
(7% of pre-program total)

207 Black male applicants  
(4% of applicants)

Program  
Applicants

340 Latino male applicants  
(6% of applicants)

630 Black male students  
(8% of program total)

Program  
Enrollment

935 Latino male students  
(12% of program total)

46 Black male students  
(4% of program completers)

Program  
Completions\*

113 Latino male students  
(9% of program completers)

Unofficial data for discussion purposes only

\*2022-23 program completions. All other data points are from 2023-24.

Representation varies widely among CTE programs. For example, in 2022-23, the percentage of program completers who were Black or Latino males was

- 36% for EMT II Paramedic (advanced certificate),
- 36% for Personal Fitness Trainer (basic certificate),
- 10% for Nursing (associate degree),
- 4% for Medical Assisting (advanced certificate), and
- 0% for Medical Billing (basic certificate)

---

While Black and Latino male students are underrepresented among CTE program applicants, their acceptance rate in 2023-24 was roughly 3 percentage points higher than that of their peers.

# Good Jobs Challenge:

**Health and Medicine is seeking employer partners for the following Public Health roles:**

All Good Jobs Challenge Graduates are equipped with access to wraparound support and career coaching to ensure they succeed and thrive at your organization.

## **Community Health Workers**

CHW's are trained either through SUHI's Population Health Curriculum or Chicago House and Social Service Agency's STI/HIV Navigation

## **Certified Alcohol and Drug Counselors**

CADC's are trained through Rincon Family Services and possess the Illinois CADC credential

## **Certified Recovery Support Specialists**

CRSS's are trained through Human Resource Development Institute and possess the Illinois CRSS credential

## **Crisis Response Workers**

EMT – Basic and Paramedics are trained through the Black Fire Brigade and are NREMT certified

Email [mmcolintock@hmprg.org](mailto:mmcolintock@hmprg.org) to learn more!



HEALTH CAREERS  
**YOUTH** ▶▶▶  
**PATHWAYS**  
**COMMITTEE**

A project of the

**HEALTH &  
MEDICINE**  
POLICY RESEARCH GROUP

# Youth Pathways Committee

## The Youth Pathways Committee met on April 25, 2024

- Reimagining the AHEC Speaker's Bureau
- Currently Recruiting: Youth Advisory Council
  - Information Session Thursday, June 13<sup>th</sup> at 6PM
  - Applications open until July 12<sup>th</sup>

## NEXT MEETING ON THURSDAY, JUNE 27<sup>TH</sup>

1 pm – 2pm

- This will be an opportunity to contribute to the structure, operations, and planning of the Youth Advisory Council
- There will be time to network and collaborate with other agencies in the Health Career Youth Pathways ecosystem



Email [mmcclintock@hmprg.org](mailto:mmcclintock@hmprg.org) to learn more!

# CHWC's Good Jobs Nursing Assistant Pathway Program Hub



*strengthening job quality and career pathways for CNAs*

**CNA  
PIPELINE  
PROGRAMS**



<b>Common recruitment sources</b>	Community members from Chicago's West Side and suburban Cook communities of color; WIOA referrals	Hospital community engagement and youth development programs	South Side and West Side "anchor mission" target zip codes; CBO workforce training program participants
-----------------------------------	---	--	---

<b>Training and Employment</b>	5 weeks in-person. Applicants complete interview process and hired on as full-time apprentices	16 weeks part time hybrid. Interview-eligible for Lurie and UIH CNA positions upon program completion	8 weeks in-person, interview-eligible for Nursing Support Assistant roles at UCMC and Ingalls hospitals
--------------------------------	--	---	---

<b>Career Coaching &amp; Supportive Services</b>	CBO partnerships include Skills for Chicagoland's Future, West Suburban American Job Center (WIOA), Phalanx, LISC/Metropolitan Family Services	Training partner enhancements include weekly coaching and wraparound supports such as transportation assistance and laptop loan/wifi hot spot provision	Hospital enhancements include career exploration & PD modules, department shadowing, and internal learning & development resources
--	--	---	--

<b>Outcomes Dashboard</b> <i>October 2023 to June 2024</i>	<b>75</b> started nursing assistant training <b>53</b> apprentices hired	<b>51/300</b> completed training <b>22</b> actively training	<b>46/53</b> still employed (86.8% retention )
---	---	---	---

Did you begin your career in healthcare as a nursing assistant? Do you enjoy helping others navigate career growth?

## Become a Career Pathways Advisor with the Chicagoland Healthcare Workforce Collaborative!

Share your career growth story in periodic speaking events to help inform and inspire career advancement for today's nursing assistants!

### Apply Today!

As a Career Pathways Advisor, you will:

- Participate in virtual and in-person panel discussions
- Provide feedback on career pathways tools and programs through focus groups

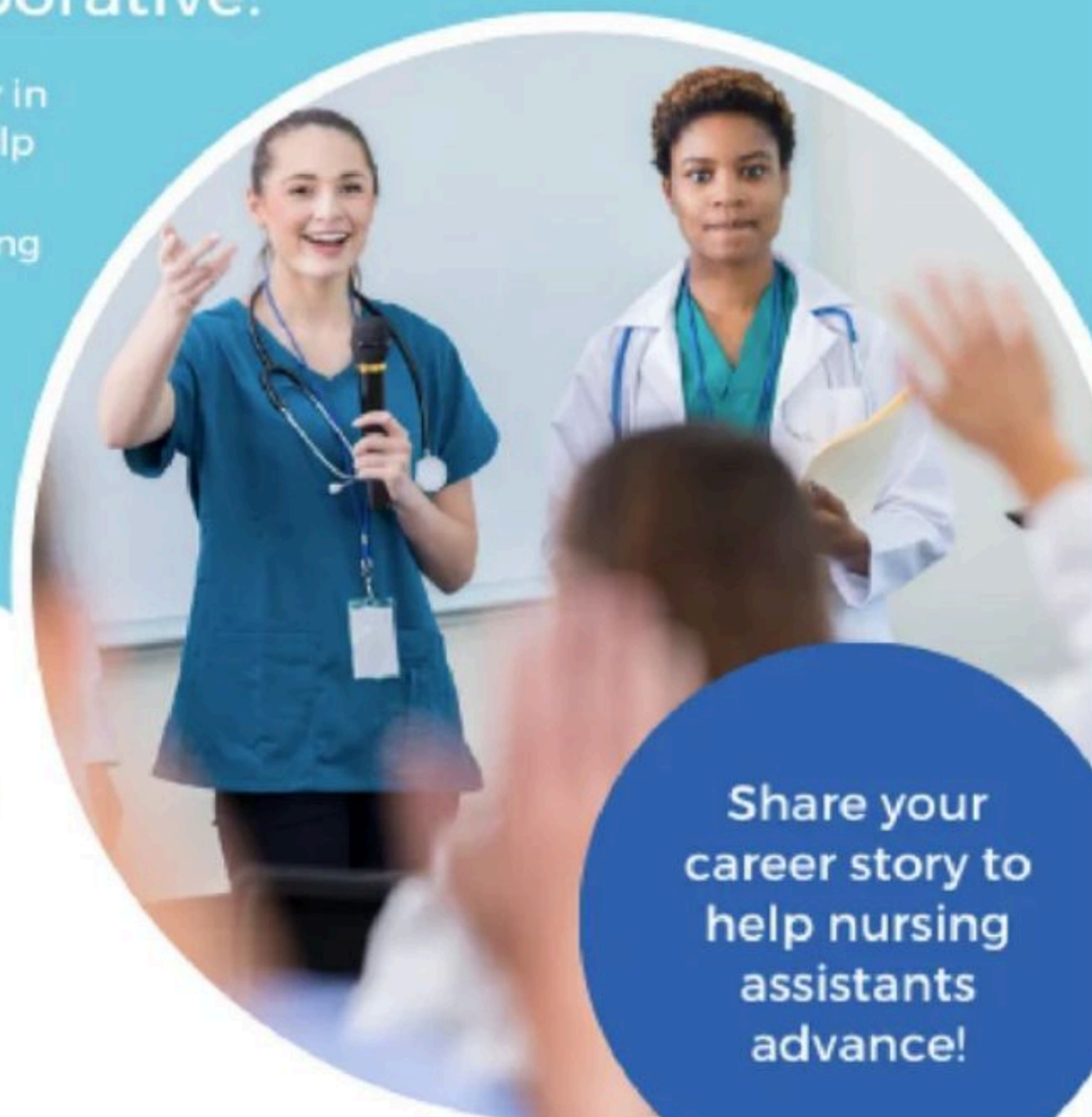
We are looking for healthcare professionals who:

- Worked as a nursing assistant in Chicagoland for at least 2 years
- Are currently working in a higher paying role
- Have strong communication skills

**Approx 10 hours total  
June 2024- Sept 2025  
Stipend provided**

Learn more & apply here:

<https://bit.ly/CareerPathwaysAdvisor>



Share your career story to help nursing assistants advance!

# Please help us recruit!

*Former Nursing Assistants or Patient Care Techs who have advanced into higher-paying roles in healthcare to serve as paid Career Pathways Advisors*

<https://bit.ly/CareerPathwaysAdvisor>





Lifting Up Best Practices  
and Systems-Barriers  
Around Healthcare Careers  
and Economic Mobility

# Project Overview

- › Highlight best practices and effective career pathway models
- › Identify and understand barriers to worker mobility
- › Locate and promote opportunities for systems change
- › Provide framework that leads to positive change in outcomes for both employers and workers

WORC produced a report with CHWC in 2023

WE is building off that study and partnering with WORC to do additional analysis

# Benefits of Engagement

- › Deeper understanding of employee experience
- › Amplify staffing strategies to address retention, recruitment & hiring, training, and workforce development
- › Strengthen innovative employer practices



# We want your input!

# What would be most useful for you to learn from your healthcare workers who have advanced along a career path?

1 Submission

2 Voting (61)

3 Result

1 What motivated them to advance  
What steps did they take  
Who influenced their decisions

👍 7

2 The role managers played in supporting or limiting advancement

👍 6

2 What resources helped them advance?  
What support mechanisms were

👍 6

4 What education pathways were most accessible?

👍 5

5 How did they learn about the role that they are in now?

👍 4

6 What are the cultural factors that created challenges for you or your peers in terms of recruitment,

👍 3

6 What did they wish employers knew Or understood during their career transit

👍 3

8 What examples or mentors did they have.

👍 2

8 What worked for you?  
What credentials did you obtain

👍 2

# TABLE DISCUSSIONS

1. Introduce yourselves: 3 minutes each
  - What does your organization or department do to help people move into wealth-building careers in healthcare?
2. What actions can we take together to ensure that more healthcare workers can reach wealth-building careers?

**30 MIN**

# COMMUNITY ANNOUNCEMENTS

