



Endeavor  
Health<sup>SM</sup>

# ASPIRE Evanston

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January 2024

# Agenda

1 Introduction to ASPIRE

3 Future of ASPIRE

2 Impact of ASPIRE Evanston

4 Lessons Learned

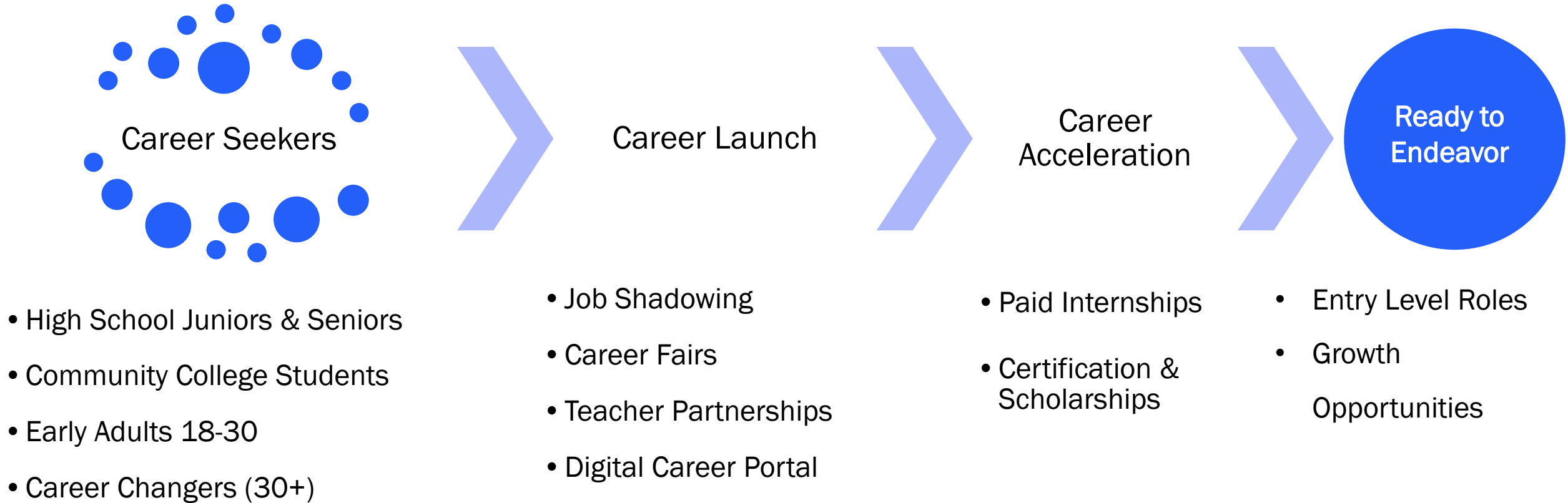


# Introduction to ASPIRE Evanston

# What is the ASPIRE Program?

- In 2021, NorthShore committed to accelerating opportunity, inclusion, and health equity by creating new opportunities for personal, professional, and economic growth across our communities
- ASPIRE Evanston received funding over three years (2022 – 2024) from an Endeavor Health Community Investment Fund Grant, City of Evanston, and The Finnegan Family Foundation
- Build a diverse talent pipeline for qualified candidates for healthcare roles and providing opportunities to underrepresented members of our communities

# ASPIRE - A Holistic Vision and Framework for Community Workforce Development



# Key to Success - Collaboration



iKit Program



# Collaboration

- What Workforce Development collaborations have you formed?
- What successes and challenges have you had in building collaborative partnerships?



# ASPIRE Areas of Focus

- Job Shadowing
- Summer Internships
- Scholarships
- Career Fairs and Events







# Impact of ASPIRE

# ASPIRE Evanston - Community Impact

**6**  
2022 - 2023 = \$11,250 in scholarships

**15**  
2023 - 2024 = \$37,500 in scholarships

January 2024 – Launch of the Evanston Community Foundation ASPIRE Scholarship



**4**  
2021

**33**  
2022

Total number of interns within the City of Evanston participating in the summer internship program in 2023

**48**  
2023

Departments

- Anesthesiology
- Cardiac Imaging
- Central / ED Registration
- Dental Clinic
- Finance
- Health IT
- Laboratory
- Marketing
- Medical Group
- Medical Records
- Nursing
- Pharmacy
- Physical Medicine & Rehabilitation
- Sterile Processing

Populations Represented

- WE Rising Seniors
- Recent ETHS Graduates
- WE Alums
- 18-30 Year Old Community Members

# ASPIRE Evanston: 2022 – 2023 Impact

Year	Spring Break Job Shadow Students	Summer Internships	# of Hires	Roles Hired Into
2022	7	33	6*	<ul style="list-style-type: none"> <li>• Rehabilitation Tech, Outpatient Rehab</li> <li>• Staff Support Tech (SST), Sterile Processing</li> <li>• Anesthesia Tech</li> <li>• SST, Nursing</li> </ul>
2023	16	48	4*	<ul style="list-style-type: none"> <li>• Dental Assistant, Dental Clinic</li> <li>• Pharmacy Tech, In-Patient Pharmacy</li> <li>• Environmental Services, Aramark</li> </ul>

\*Seven former interns are currently employed by Endeavor Health

# Summer Intern Testimonials

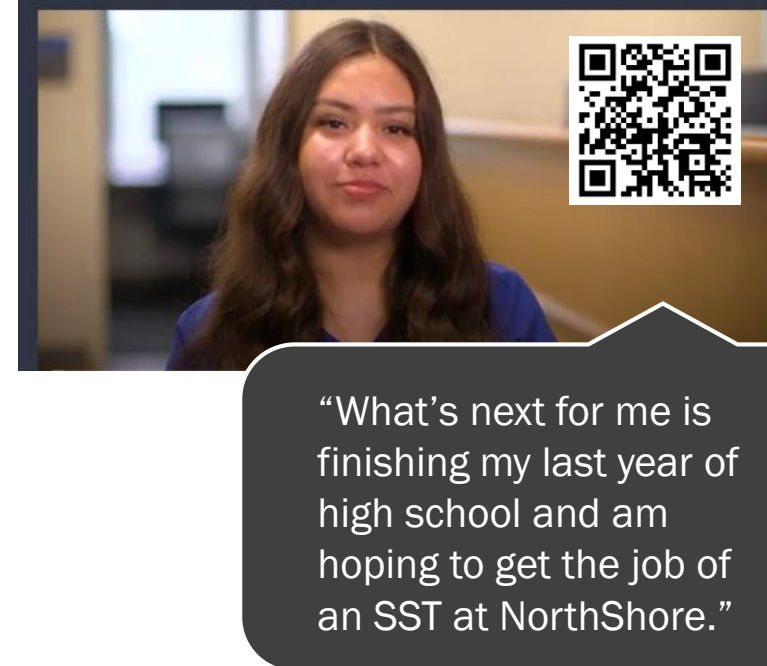
**Aiyana J.**  
Diversity, Equity & Inclusion Team



**Juritza E.**  
Vascular Lab and Cardiac Imaging Lab



Nichole Valdez-Arauz | ASPIRE Evanston



# Manager Testimonial

“It allows my team to showcase their professional expertise, mentor “aspiring” individuals, and demonstrate the diverse opportunities within healthcare careers.....The internship allows us to pour into the community, and they, in turn, pour back into us through the skills, elements of culture, and perspective that our workforce lends to the way we deliver patient care.”

~ Pat Lyons, Program Manager, Health Equity  
Former Practice Manager, Neurosciences Institute



# Expansion into Lake County

Target Lake County geographical areas based on underrepresented communities, academic and community partnerships:

Grayslake	Deerfield
Round Lake	Waukegan
Highland Park / Highwood	North Chicago



University  
Center of  
Lake County  
Internship &  
Job Fair



# Lessons Learned – What's Really Important?

- Having a day-to-day point of contact for interns
- Creating an internship training plan prior to intern start date
- Giving interns exposure to all areas of the department wherever possible
- Delegating mentorship and training as a growth opportunity for team members
- Managers keeping in touch and escalating concerns to the ASPIRE point of contact
- Professional Development sessions
- Meeting with Recruiters about entry level jobs available

# Opportunities

- Setting realistic expectations for interns on what to expect and for managers on the skill set of an intern
- Connecting interns to entry level jobs upon completion of their internship
- Connecting with community members 18 and older who are interested in healthcare for job shadowing and internship opportunities



# Collaboration Questions

- How do you connect with community members looking for workforce development opportunities?
- What successes and/or challenges do you face when building workforce development programs?

# WORKFORCE DEVELOPMENT DIVISION

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Evanston<sup>TM</sup>  
Workforce Development

# ABOUT EVANSTON'S WORKFORCE DEVELOPMENT DIVISION

## OUR MISSION

The City of Evanston's Workforce Development Division aims to support local businesses and develop a diverse skilled workforce by empowering, educating, training and equipping participants with in-demand skills required to obtain sustainable career and advancement opportunities leading to economic prosperity in Evanston.



## OUR PRIORITIES

The WFD Division seeks to introduce WFD initiatives that are based in equity and enable Evanston residents to experience economic vitality.

### PRIORITY #1 :

Expand workforce opportunities for underserved populations in the City of Evanston and the broader community, particularly 18 to 30 years old.

### PRIORITY #2 :

Reduce barriers that prevent job seekers from successfully entering the workforce by empowering Evanston's underserved community members that are unemployed, underemployed, have disabilities or reentering citizens impacted by the carceral system.

### PRIORITY #3 :

Enhance public-private partnerships through better connectivity and alignment.

### PRIORITY #4 :

Increase the opportunities for Minority and Women-owned businesses (MWEBEs) to thrive and grow in Evanston.

## WRAP AROUND SUPPORT SERVICES

- Credential Attainment
- Financial Literacy Education
- Mental Health Wellness
- Outreach & Engagement
- Re-entry Support

## CAREER INDUSTRIES

- Business & Finance
- Childcare & Education
- Healthcare
- Hospitality & Customer Service
- Public Safety & Security
- Skilled Trades
- Technology
- Transportation & Logistics

## PROFESSIONAL DEVELOPMENT

- Workforce Training
- Career Counseling and Coaching
- Career Development and Business Support
- Collaborative Community Partnerships

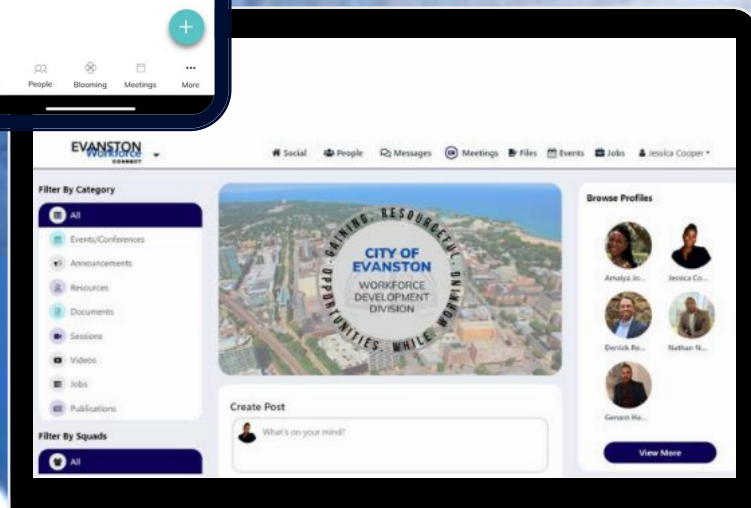
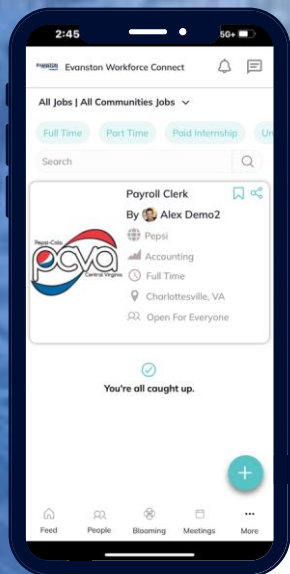
## EMPLOYMENT

- Salary
- Benefits
- Financial Stability
- Continuing Education

## ASSESSMENT

- Experience
- Skills
- Interests
- Needs





# THE FUTURE OF THE WORKFORCE IS HERE

Evanston WorkforceConnect is a dynamic professional social platform designed to foster community, ignite awareness, and boost engagement within the Evanston Community's thriving job market. Whether you're a job seeker, employer, or resource partner, Evanston WorkforceConnect is your go-to destination for all things related to career development and employment opportunities in Evanston.

## CONNECT WITH THE COMMUNITY



Stay informed about local career fairs, workshops, community forums and networking events happening in Evanston. Expand your knowledge and skill set with valuable resources.



## BOOST YOUR EMPLOYABILITY

Connect with local businesses and organizations actively seeking talent. Learn about their culture, job openings, and hiring processes directly from the source.

## ELEVATE YOUR FUTURE



Build your professional network by connecting with experts, mentors, and peers in your field. Forge meaningful relationships to propel your career forward.





# ASPIRE Evanston Program Contacts



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City of Evanston



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Endeavor Health



Endeavor  
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Thank You