

CHICAGOLAND
HEALTHCARE
WORKFORCE
COLLABORATIVE

SEPTEMBER 2025 QUARTERLY MEETING

9.9.25, 8:30-10AM | VALPARAISO UNIVERSITY

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





AGENDA

GOOD JOBS CHALLENGE



I. Welcome & Updates

II. Good Jobs Challenge Wrap-Up

1. Overview
2. Dashboard Outcomes and Survey Trends
3. PCT Apprenticeship deep dive & alumni panel
4. Lessons & takeaways
5. Audience Q&A

III. Community Announcements

IV. Adjourn and Tour

Chicagoland Healthcare Apprenticeships: An Overview & Spotlight on Medical Assisting

October 21st, 2025

10am-12pm

**Illinois Medical District,
2100 W. Harrison**

Join us for an engaging two-hour, in-person event to examine the state of healthcare apprenticeships in our region, learn from two different medical assistant apprenticeship models, gain access to local resources, and network with like-minded partners.

Register at chihealthworks.com

For this event, we are compiling an inventory of healthcare apprenticeship programs in our region. If you're running an apprenticeship, please email April at april@chihealthworks.com to add your program to the inventory!



Tonya Cody-Robinson, MA
Business Relations Specialist
Chicago Cook Workforce Partnership



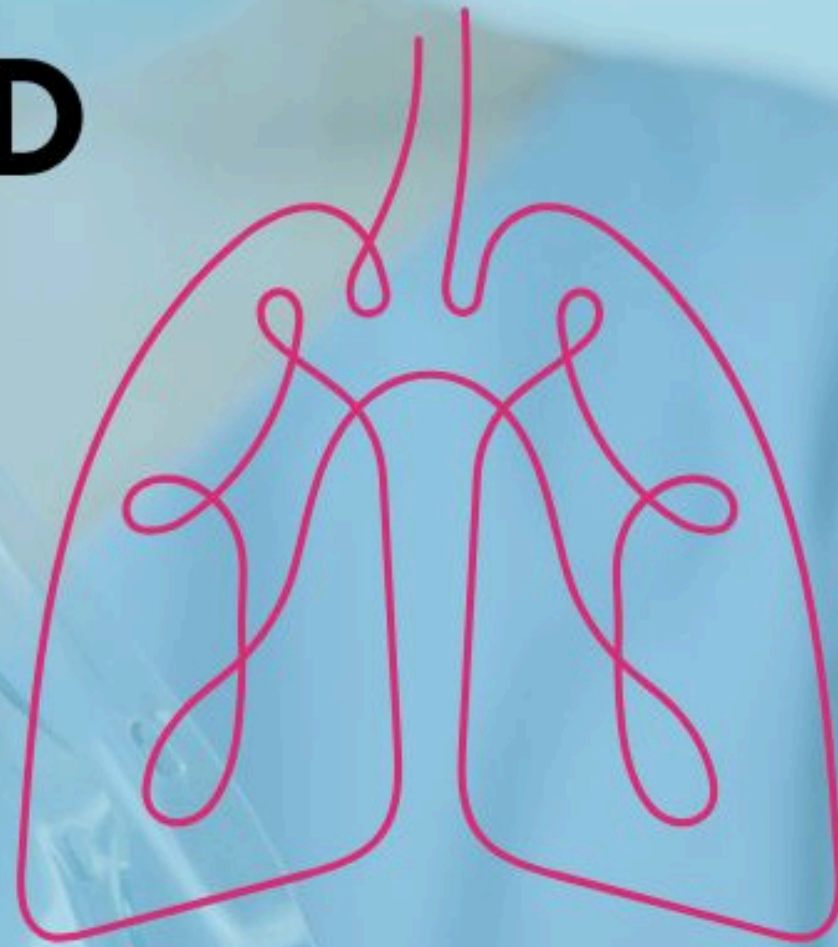
Amanda Spagnolo, MSN, RN, CNL
Manager, Medical Group Clinical
Education
Endeavor Health



Danielle Kuglin Seago
Manager, Project Hire-Ed
College of DuPage

CHICAGOLAND RESPIRATORY THERAPY WORKFORCE SUMMIT

NOV 4, 2025



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aarcc

American Association
for Respiratory Care

RUSH

Dräger

NBRC
The National Board for Respiratory Care®

MALCOLM X COLLEGE
CITY COLLEGES OF CHICAGO



Make sure your
Respiratory Therapy
leaders know about
our workforce
summit!

Sponsorships are still
available.

Data collection
deadline is Oct. 3rd.

Additional Updates

- Women Employed's report "**Navigating the Maze: Challenges in Healthcare Career Advancement**" has been published!
 - Download the report at womenemployed.org
 - A longer, more detailed report is forthcoming, plus a walk-thru webinar
- The **Career Pathways Resource**, outlining career pathways in health, is still in final editing and will be released soon.
- RAPID-IL is accepting new programs to the **Health Career Pathways Network**. Submit your program to be included in their inventory of over 100 career awareness and training programs, and help spread the word amongst youth! See flyers.
- New **Lightcast healthcare workforce data** for Cook County will be included in meeting follow-up and newsletter.

Good Jobs Challenge Grant

"By providing access to **high-quality jobs** that include **good pay, benefits** and **career mobility** for Americans who need it most and simultaneously serving vital industries, these grants will support flourishing regional economies that in turn benefit the nation's growth, competitiveness and resilience." - US Economic Development Administration

- Lead applicant is Chicago Cook Workforce Partnership
- \$18.5 million over three years, split between 4 sectors
- \$2 million in training dollars for Health, split between CHWC and the Public Health Workforce Collaborative

TALENT SHORTAGES

ALL employers cited nurses #1 in demand and nursing assistants as #2 or #3.

NURSE
2,943

**NURSING
ASSISTANT/ PATIENT
CARE TECHNICIAN**
1,133

**MEDICAL
ASSISTANT**
264

Data compiled from 8
CHWC employers in 2022

WORC RESEARCH

155 CNA/PCT respondents

Respondents agreed:

- "I see my current job as a stepping stone to the job I really want." (3.9/5)
- "My career prospects look good at my healthcare system." (3.8/5)
- Very interested in becoming a nurse (4.1/5)
- "I can't afford the education/training I would need to reach my career goals" (3.5/5)

And disagreed:

- "I can advance at my healthcare system without earning a new certification or degree." (2.4/5)

CHWC's Good Jobs Challenge Nursing Assistant Training Hub




NURSING ASSISTANT PROGRAMS DASHBOARD

	Target #	# Started	# Active	# Completed	# Hired	# Retained
LOYOLA	78	54		41	41	41
UI HEALTH	55	72		69	11	7
RUSH-PCT	80	57		54	45	36
RUSH-ADN	11	9	9			
UCM - MXC UCM- PSC	21	15		13	12	12
	12	6		4	4	4
LURIE	76	37		28	11	10
ACTUAL		252	9	211	121	103
BUDGETED	333	340		300	270	

 **211**

*Completed
CNA Training*

 **121**

*Secured CNA
employment*

Average Starting Wage: \$18.30 [\$17 - \$22 range across all programs]

GEOGRAPHIC BREAKDOWN

Top Participant ZIP Codes	Neighborhood(s) in Represented Zip Codes	Location
60644	Austin	West Side
60607	University Village (Little Italy, Near West Side)	Near West Side
60617	East Side, South Chicago, South Deering	Far South Side
60632	Brighton Park, Archer Heights, Gage Park	Southwest Side
60624	West Garfield Park	West Side
60619	Chatham, Avalon Park, Greater Grand Crossing	South Side

DEMOGRAPHIC BREAKDOWN

Race	Count	% Total
Asian	16	7%
Black	113	46%
Latino	74	30%
Multi-Racial	8	3%
White	5	2%
Did not provide	29	12%
Total	245	100%

Gender	Count	% Total
Female	173	71%
Male	39	16%
Non-binary	4	2%
Did not provide	29	12%
Total	245	100%

Age	Count	% Total
18-21	88	36%
22-29	79	32%
30-39	40	16%
40-49	6	2%
50+	3	1%
Did not provide	29	12%
Total	245	100%

DEMOGRAPHIC INSIGHTS

Good Jobs Healthcare programs served a younger workforce overall:

- Majority of all CNA trainees under 40 years old (95%)
- Largest age group was 18–21 years old (88 CNAs, 41%), followed by 22–29 (79 CNAs, 37%)
- Very few CNAs were 40+ (only 9 total ~4%)

Female CNAs were the majority in every age group

- Top age categories were 18–21 (72 CNAs) and 22–29 (62 CNAs)
- Male CNAs were most represented in the 18–21 (14 CNAs) and 22–29 (14 CNAs) age groups
 - # of Male CNAs increased throughout the grant period (19 in 2023–2024, 19 in 2025 alone)

Racial diversity was highest within youngest age groups

- Black-identifying CNAs were majority in all age groups, most represented in 22–29 group (53 CNAs)
- Latino and Asian-identifying CNAs most represented in 18–21 group (42 and 11 CNAs respectively)

Post-Completion Survey (66 responses)

As a result of this training program, I have...

Clearer understanding of the CNA Role

Strongly agree: 82.8%

Agree: 17.1%

Confidence CNA Role is a Fit

Strongly agree: 74.3%

Agree: 22.9%

Neutral: 2.9%

Confidence Healthcare Career is a Fit

Strongly agree: 85.7%

Agree: 11.4%

Neutral: 2.9%

Gained More Awareness of Career Advancement Options

Strongly agree: 62.9%

Agree: 22.9%

Neutral: 8.6%

Greater Clarity on 3–5 Year Life Goals

Strongly agree: 65.7%

Agree: 25.7%

Neutral: 5.7%



ALUMNI INTERVIEW THEMES

7 Good Jobs CNA grad interviews conducted in Spring 2025: 5 female/2 male, all POC

Training Experience

- Supportive instructors → Caring, passionate, engaging/used Kahoot, role play
- Hands-on learning → Simulation labs + hospital clinicals most valuable
- Challenges → Scheduling confusion, shifting timelines, transport barriers
- Onboarding → Smooth overall, but duplicative processes were noted
- Barrier Removal → Paid training and transportation assistance made this possible

Job Placement

- Hospital clinical experience was valuable → better preparation with different scenarios
- Smooth job transition → Built-in job offers & placements
- Workload concerns → Heavy patient ratios, short staffing overwhelming

ALUMNI INTERVIEW THEMES (continued)

Community Support

- Peer support → Strong cohort bonds, study groups were invaluable
- Family encouragement → Parents/siblings motivated, inspired, and supported

Career Aspirations

- CNA programs brought clarity → Direct patient care solidified long-term goals.
- Employer support → Mixed experiences—some were hands on, others navigated solo.

Suggested Improvements

- Invest in mentoring → More opportunities to discern next career steps while at work
- Workload balance → Address patient-to-staff ratios for
- Expand pathways → Provide more structure to discover beyond clinical/nursing roles

Partner Solutions

Bill Spakowski, Chief Revenue Officer

Partner Solutions

Workforce Development Programs for Non–Degreed, Certified Positions currently focused in Healthcare

“Partner Solutions has successfully introduced over 380 certified net new employees into the healthcare industry!”

Current Programs

- **Certified Nursing Assistant,**
Registered Phlebotomy Tech,
Certified Medical Assistant, and
Medical Laboratory Scientist.
- Partnering with several major
hospital systems in the
Chicagoland area and nationally
since July 2022.
- Chicagoland Healthcare Workforce
Collaborative Partner.



180 N. Wabash Ave., Chicago IL

Certified Nursing Assistant Program

- Full-time, fully paid work–study program for 5 weeks depending on what best fits the needs of the organization.
- Partners hire the learners in full-time positions with benefits while enrolled in program.
- Partners pay for learners' education cost and pay them while attending class.
- Intense program to prepare the individual to take and pass the IL state CNA certification exam. This does include a review to prepare for certification.

Partner Solutions

- Formal weekly cohort project meetings.
- Helps to recruit through community outreach and connections.
- Job postings will be listed on our website and emailed to potential learners.
- Sample Tuition Agreement Form can state that the learner commits to 2 years of employment if accepted to this program.

We manage the program framework, which can be customized to your organization.

Private cohorts and you pick the start date

Turnkey Solution





Pathways to Patient Care: Equitable Recruitment & Apprentice Success at Loyola Medicine



LOYOLA
MEDICINE



VALPARAISO
UNIVERSITY

- *Recruited from Chicago's west side zip codes and western suburban Cook County communities of color; WIOA referrals*
- *Trainees hired as full-time non-certified patient care tech (PCT) apprentices prior to training; ongoing full-time role at MacNeal, Gottlieb or LUMC hospitals*
- *Loyola Medicine incorporated more touchpoints with PCT apprentices during the training period for a smoother classroom-to-workplace transition*

Presented by: **Shawnda Morris, MBA, PHR**
Sr. Workforce Development Program Partner



CNA Training Success: Valparaiso + Loyola Partnership Impact



- 54 started training
- 54 completed training
- 95 % pass rate
- 41 retained employees



- 5 week paid full time training at Valparaiso
- Clinicals at Loyola
- IDPH CNA certification



- Transportation assistance
- Career assessment and coaching access available after successful program completion



LOYOLA
MEDICINE



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Loyola Medicine PCT Alumni Panel



Sadie Sifuentes, Loyola University
Medical Center, Abdominal
Transplant Unit

Diamond White, Loyola University
Medical Center, Trauma and General
Surgery Unit

Lessons & Takeaways

- Collaborative grants and public-private partnerships have several layers of complexity
- Set clear expectations with all partners, follow through as much as possible, and communicate especially when things don't go as intended
- The greater the challenge, the greater the reward and impact, although it may not be felt in the short term



Lessons & Takeaways

- Remain nimble and be able to pivot or apply non-traditional approaches oriented to participant needs and their success
- Even with a very large grant that required and budgeted for wraparound services, the amount of funding for these supports wasn't enough
- Ultimately, this program brought hope by removing barriers and connecting individuals to opportunities they might not otherwise have had





AUDIENCE

Q & A

COMMUNITY ANNOUNCEMENTS



Upcoming Events

- **Public Health Workforce Collaborative Meeting**
 - 9/11 | 1-2:30 | Zoom | Email Anna at ayankelev@hmprg.org
- **Youth Pathways Committee Meeting**
 - 9/25 | 1-2:30 | Zoom | Email Matt at mmcclintock@hmprg.org
- **Chicagoland Healthcare Apprenticeships: An Overview & Spotlight on Medical Assisting**
 - 10/21 | 10-12 | In-person @ IMD | chihealthworks.com
- **Chicagoland Workforce Development Symposium**
 - 10/23 | 9-4 | In-person @ Malcolm X | theinnovationnexus.org
- **Chicagoland Respiratory Therapy Summit**
 - 11/4 | 9-4 | In-person @ Malcolm X | chihealthworks.com
- **CHWC Decemeber Quarterly Meeting**
 - 12/2 | 8:30-10 | Zoom | chihealthworks.com