

CHICAGOLAND
HEALTHCARE
WORKFORCE
COLLABORATIVE

MARCH 2025 QUARTERLY MEETING

3.4.25, 8:30-10AM

welcome!

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



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. 2025 Strategic Plan

2024 year-end survey results & 2025 strategic goals

II. Data & Discussion

Lightcast report presentation & discussion

III. Project Updates

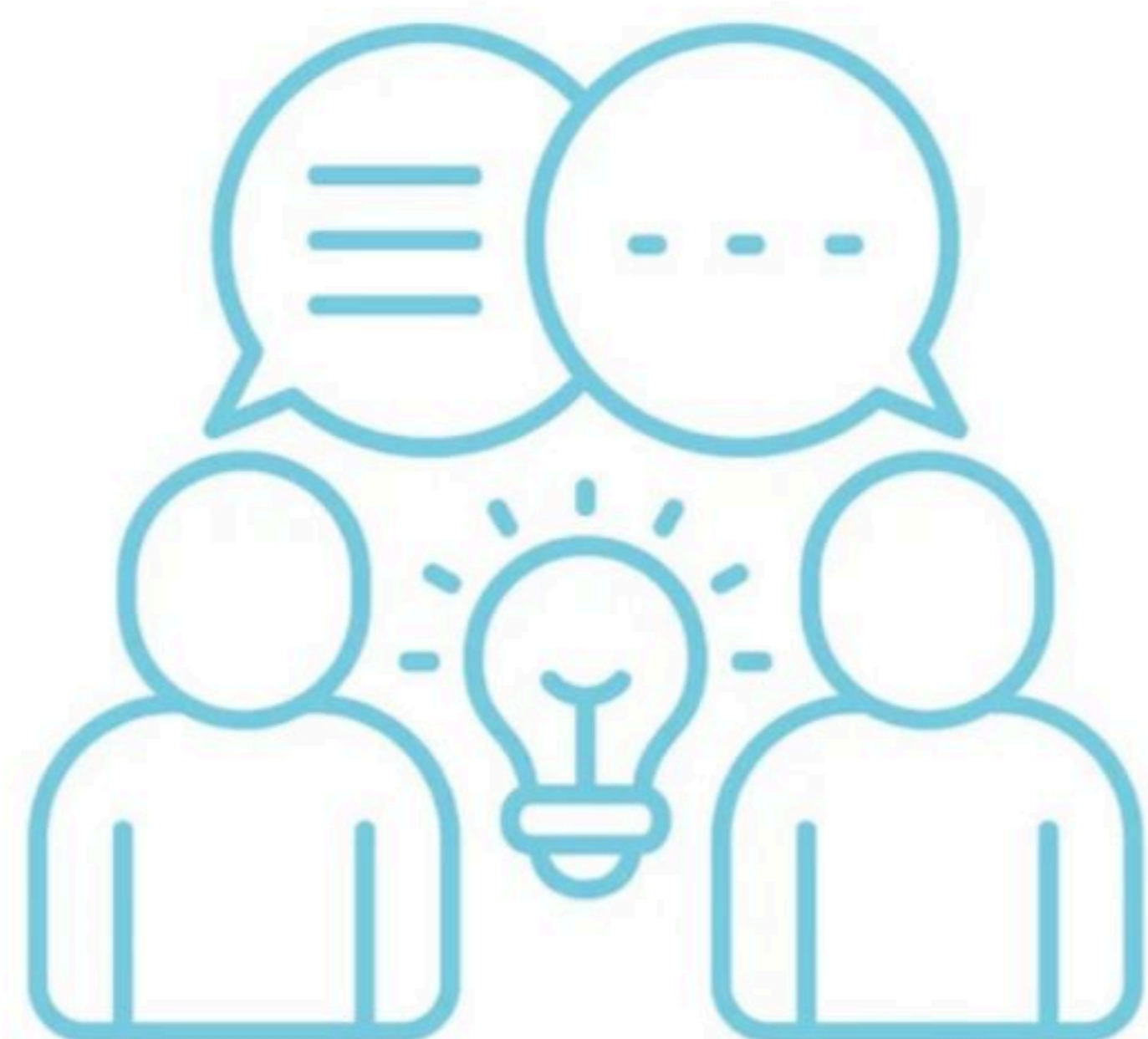
- Good Jobs Challenge Nursing Assistant Training Hub
- Equitable Career Pathways grant program

IV. Policy Update

Update on Federal & State policy priorities
Jordan Powell, Illinois Health and Hospital Association

Community Announcements

CHWC 5-YEAR VISION (2024-2029)

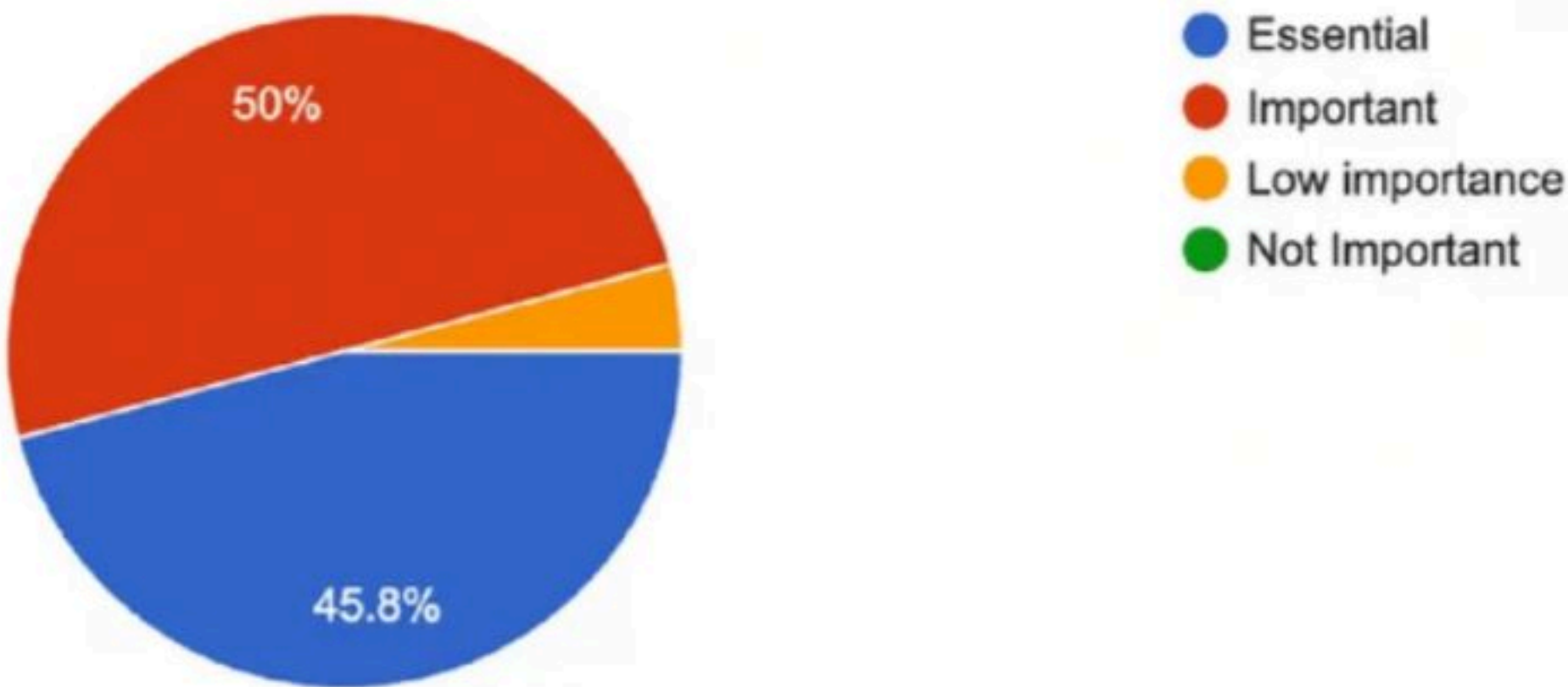


CHWC is a healthcare workforce development **think tank** led by exceptional healthcare leaders with experience in health equity, workforce development, community engagement, and diversity, equity, and inclusion.

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

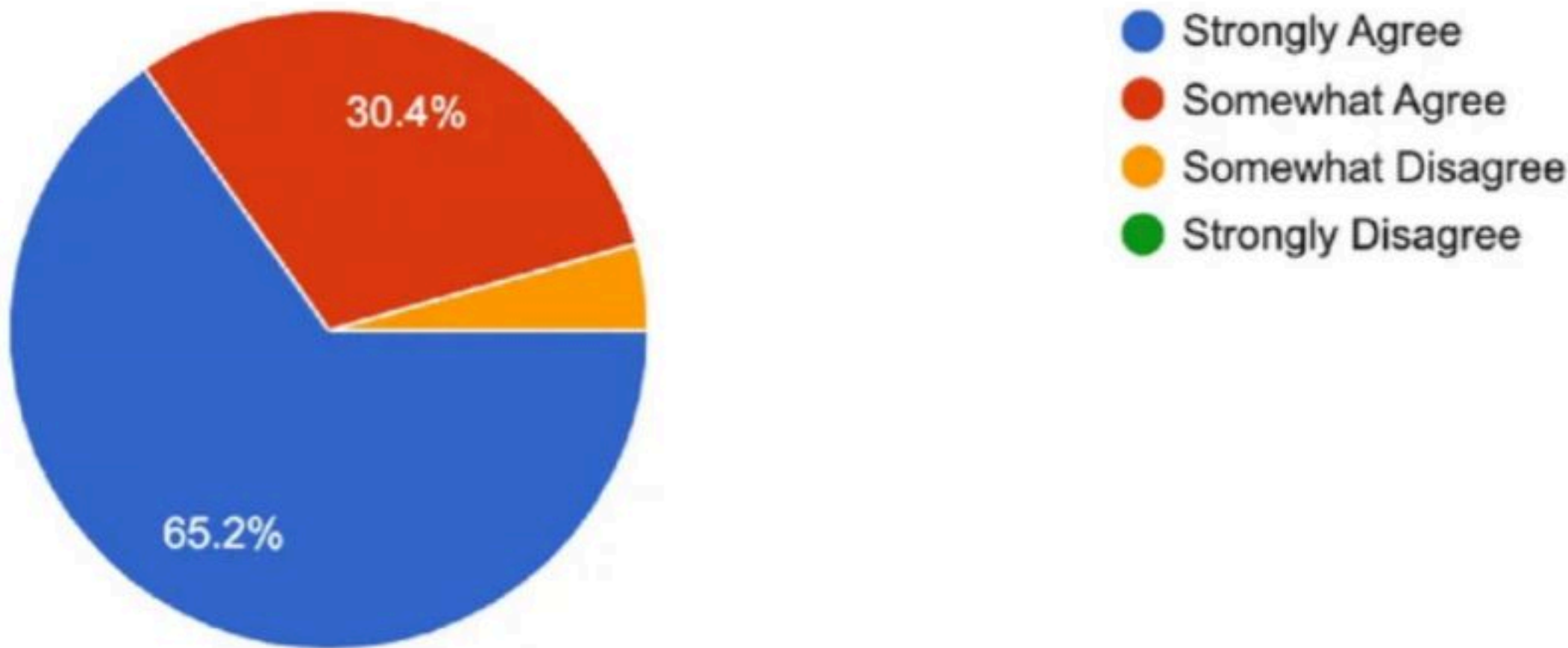
How important is your engagement with CHWC to meeting your organizational goals?

24 responses



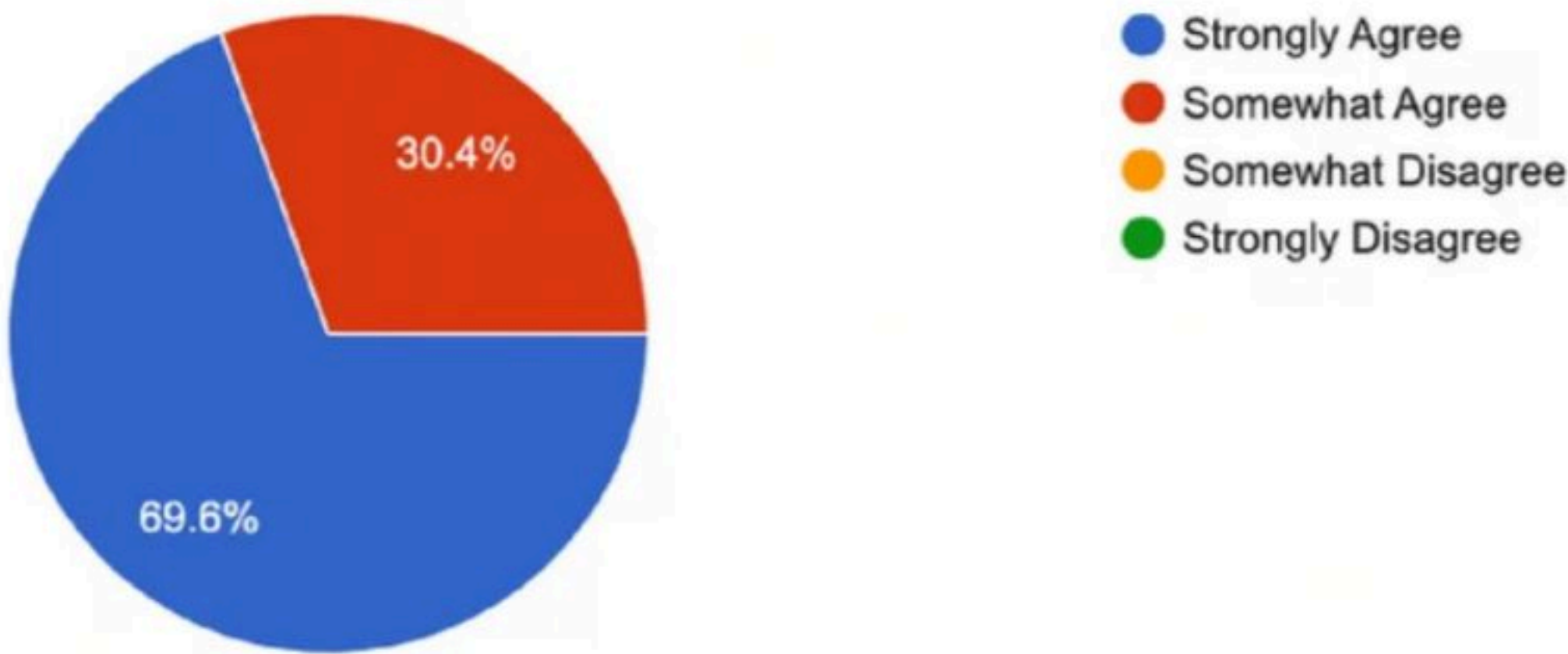
I am able to make meaningful connections with my peers and other healthcare stakeholders through CHWC.

23 responses



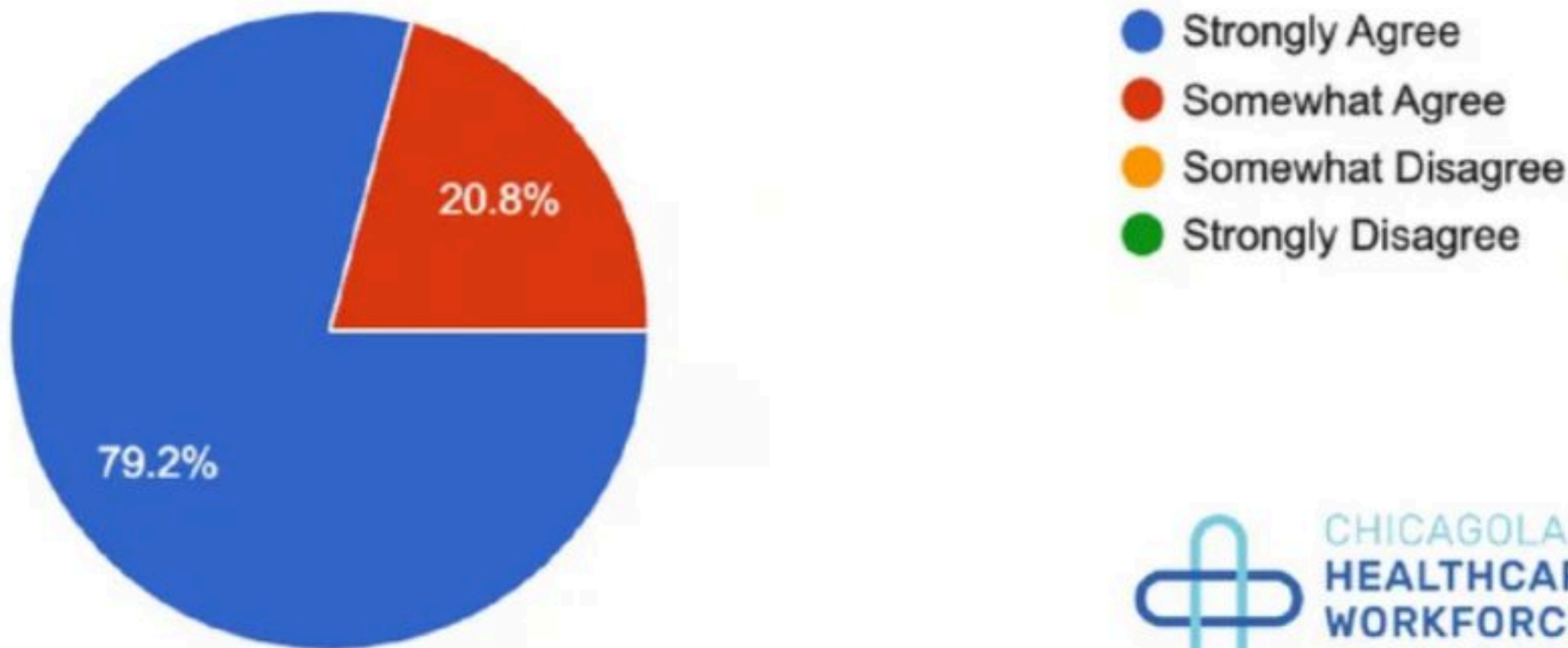
I have taken things I have learned at CHWC back to my organization.

23 responses



I view involvement with CHWC as a means of making significant positive impact.

24 responses



"In 2025, what topics would you find useful for CHWC to provide learnings and trainings on?" *Most popular topics:*

1. Apprenticeships
2. Career Pathway Building
3. Career Exposure and Navigation & Workforce Programming Funding
4. Frontline Employee Retention, Workforce Data, & Workforce Programming ROI

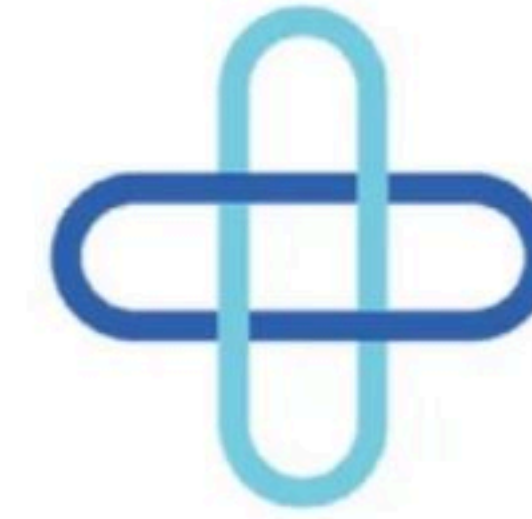
"What is one additional thing CHWC could do or do better to help you reach your organizational goals?"

- "A shared contact list if everyone agrees"
- "continue to identify funding opportunities"
- "Find alignment across the target roles to focus on in 2025 (i.e. RT, MA, PCT, Imaging, etc) and address pipeline attraction"
- "Add another in-person event"
- "Help my institution to find opportunities to launch nursing programs"

"Is there anything else you would like the CHWC team to consider as they develop plans for next year?"

- "Celebrating success of Participants"
- "involving those that have benefited from these programs (apprenticeships, students, employees) more to speak or share at some of the meetings; would like to hear their voices. This would allow all stakeholders to see what we have been working towards and for"

CHWC 2025 STRATEGIC PLAN PRIORITIES



Facilitate Peer Learning & Foster Connections

- Host at least 6 **learning events** on hot topics
- Host an in-person event on **Apprenticeships**
- Host a **Respiratory Therapy Workforce Summit** to examine the shortage of respiratory therapists in our region and co-design solutions and strategies
- Host an in-person **employer peer learning** event

Disseminate Regional Workforce Data & Lead Data- Informed Discussions

- Share Lightcast **workforce data reports** on Cook County Hospitals & Health Systems with all partners on a quarterly basis
- Bring occupation- and program-specific Lightcast data into learning events as appropriate

Increase CHWC Visibility & Build Reputation

Leverage Our Collective Voice

Support Efforts to Fund Workforce Projects

CHWC 2025 STRATEGIC PLAN PROJECTS



CHICAGOLAND
HEALTHCARE
WORKFORCE
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Youth Pathways Committee

- Increase the number of outreach events to youth
- Host lunch and learns to facilitate more peer learning and collaboration around youth career awareness and engagement
- Recruit more organizations to the YPC and clearly delineate roles

Good Jobs Challenge

Career Pathways Resource

Advancing Equitable
Career Pathways Grant

PCT to ADN Pathway
Program Exploration

Career Pathway Programs Across the Nation Series: Nursing Pathways in Vermont & North Carolina

University of Vermont Medical Center's Licensed Nursing Assistant to Associate's Degree Registered Nurse Pathway Program

- Support completing prerequisites before beginning the nursing curriculum
- Wrap around supports and paid study time each week
- Unique funding mechanism with an employer funded loan program that UVMMC pays off while employed.

Atrium's (now part of Advocate) RN Educational Assistance Program

- Targets employees already accepted into an Associate's Degree in Nursing or Bachelor's Degree in Nursing program
- Provides up to three years of prepaid coverage of tuition, books and fees up to \$14,000 per year, as well as paid education time.
- Since 2018, the program has accepted 157 participants with 38 teammates successfully graduating and moving into ADN or BSN roles, and the current retention rate amongst participants is impressive at 93%.

○

THURSDAY MARCH 27th, 11AM-12PM



"At Lightcast, we collect millions of labor market data points every day. In order to make use of them, we need to recognize how they connect. Our taxonomies are how: by organizing skills, occupations, and jobs into an understandable system, we can enable greater efficiency and optimization throughout the world of work and unlock new possibilities in the labor market.

An **occupation** describes the role a person performs, a **title** is what the individual's job is called (by employers or employees) and the **skills** are used to accomplish it."

SOURCES:

- US Census Bureau Quarterly Workforce Indicators
- US Census Bureau American Community Survey
- US Bureau of Labor Statistics Local Area Unemployment Statistics
- Characteristics of the Insured Unemployed (CIU; Dept. of Labor, Employment and Training Administration)
- More than 65,000 job posting sites worldwide

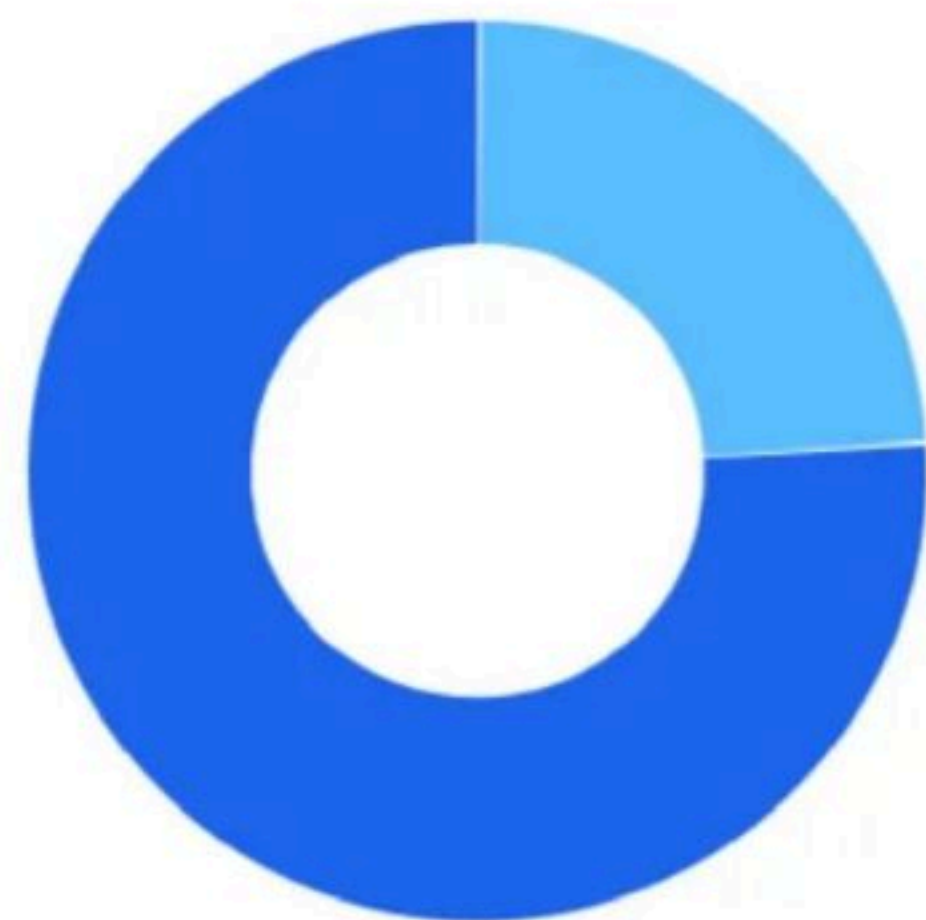
Who is working in Cook County's General Medical and Surgical Hospitals?

Industry Age Breakdown



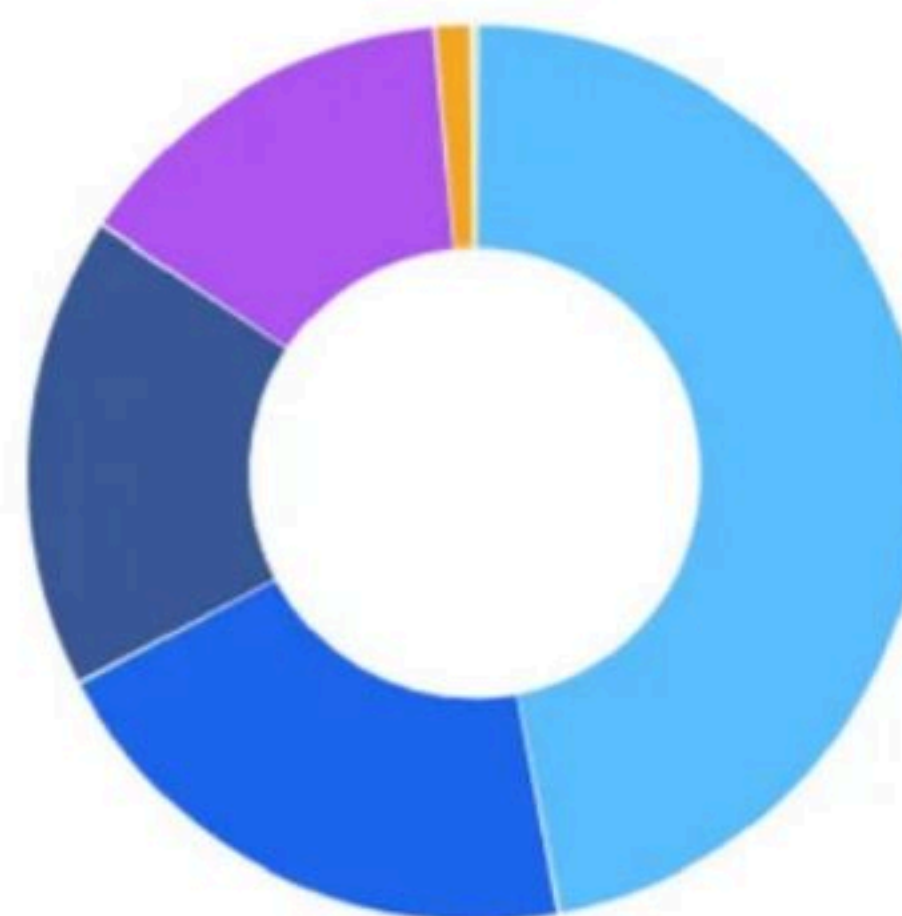
	% of Jobs	Jobs
14-18	0.1%	127
19-24	6.3%	6,828
25-34	27.9%	30,375
35-44	23.1%	25,142
45-54	19.6%	21,280
55-64	16.6%	18,023
65+	6.5%	7,035

Industry Gender Breakdown



	% of Jobs
Males	23.9%
Females	76.1%

Industry Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	46.9%	51,040
Black or African American	20.3%	22,037
Hispanic or Latino	17.1%	18,627
Asian	14.2%	15,481
Two or More Races	1.3%	1,400
American Indian or Alaska Native	0.1%	122
Native Hawaiian or Other Pacific Islander	0.1%	101

Top Posted Occupations

Total/Unique (Feb 2024 - Jan 2025)

Registered Nurses	15,091 / 5,042
Health Technologists and Technicians, All Other	3,568 / 1,237
Medical Assistants	2,592 / 1,038
Medical and Health Services Managers	1,898 / 827
Nursing Assistants	1,402 / 555
Respiratory Therapists	1,843 / 520
Radiologic Technologists and Technicians	1,260 / 438
Cardiovascular Technologists and Technicians	1,056 / 407
Magnetic Resonance Imaging Technologists	1,113 / 394
Diagnostic Medical Sonographers	1,118 / 386
Clinical Laboratory Technologists and Technicians	946 / 380
Phlebotomists	967 / 354
Pharmacy Technicians	933 / 335
Surgical Technologists	869 / 297

Top Job Titles

Unique Postings

Patient Care Technicians	284	<div></div>
Phlebotomists	274	<div></div>
Respiratory Therapists	256	<div></div>
Registered Nurses	243	<div></div>
Medical Surgical Registered Nur...	215	<div></div>

Who are we hiring in Cook County's General Medical and Surgical Hospitals?

Who is hiring and how many openings are posted?

22,012

Unique Postings

58,528 Total Postings

Top Companies Posting

Northwestern Memorial Healthcare

Rush University Medical Center

Trinity Health

Northwestern Medicine

Sinai Health System

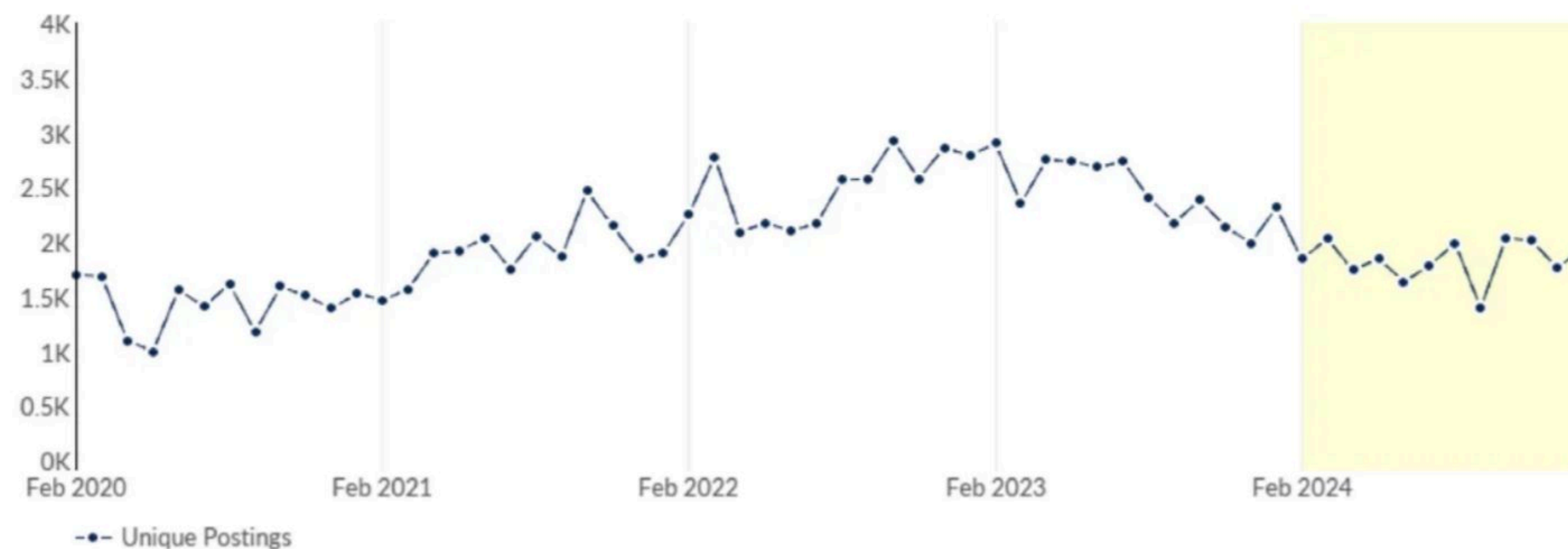
Edward-Elmhurst Health

University of Chicago Medical Center

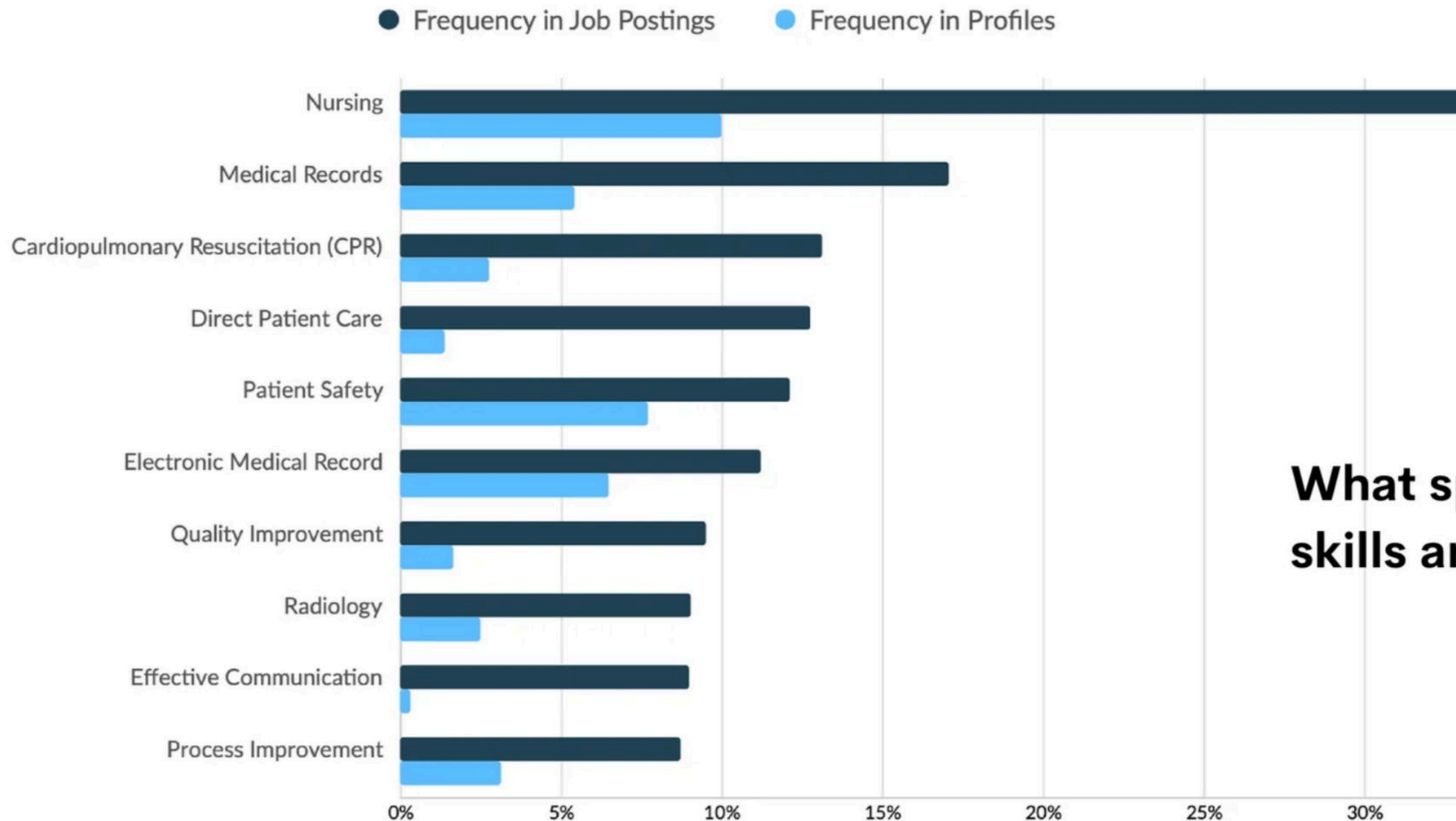
ScionHealth

Cook County Government

Unique Postings Trend

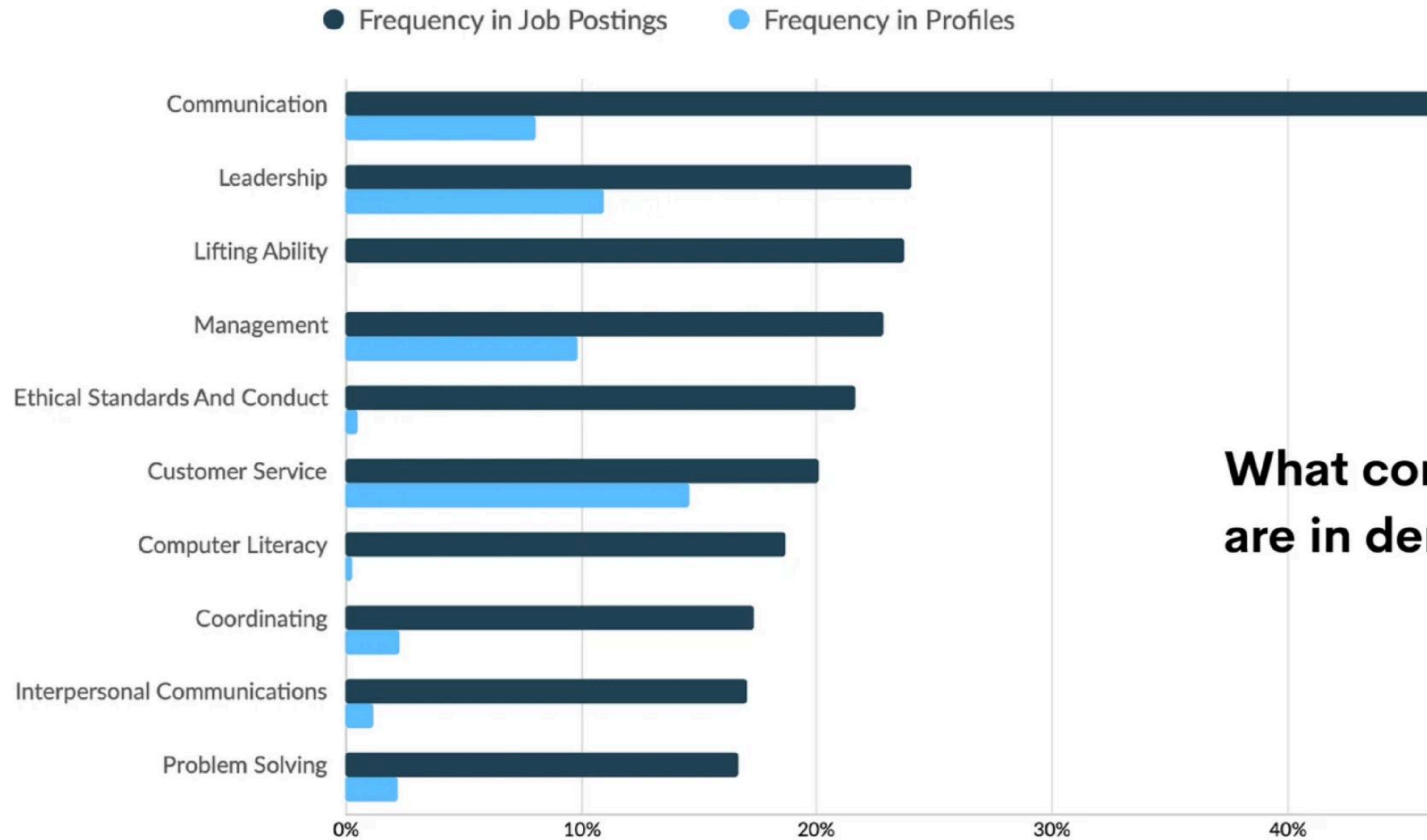


Top Specialized Skills



What specialized skills are in demand?

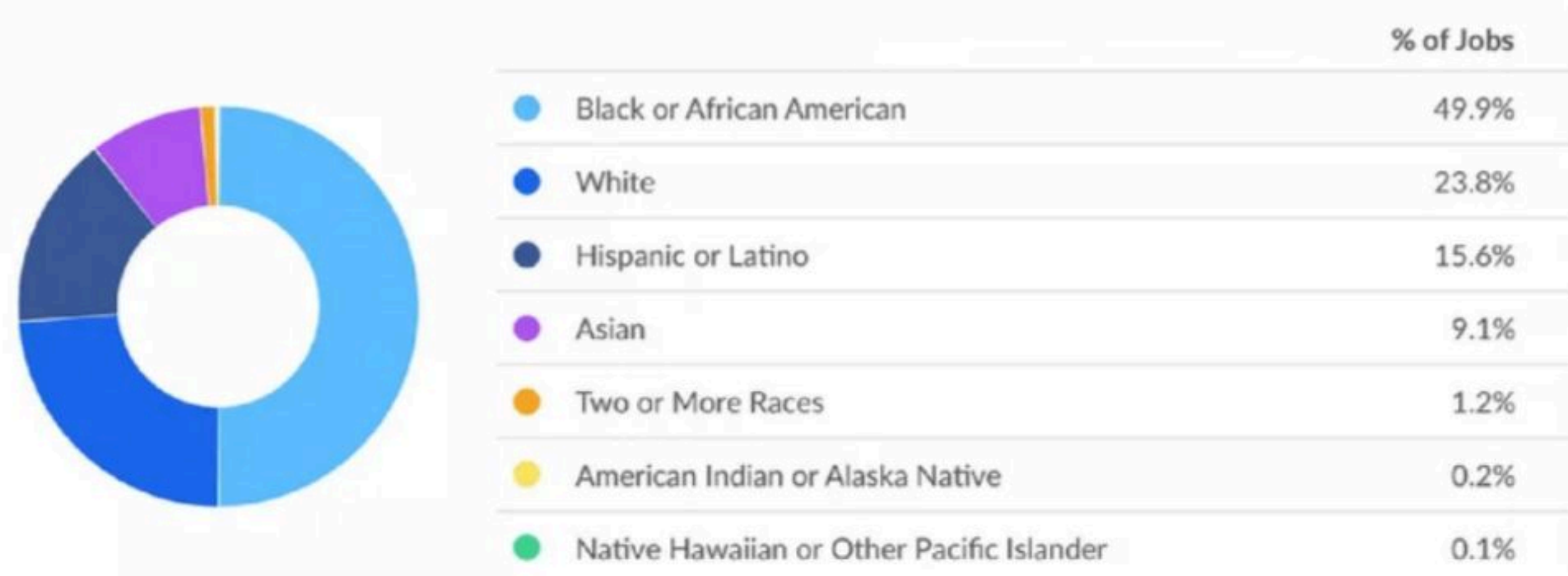
Top Common Skills



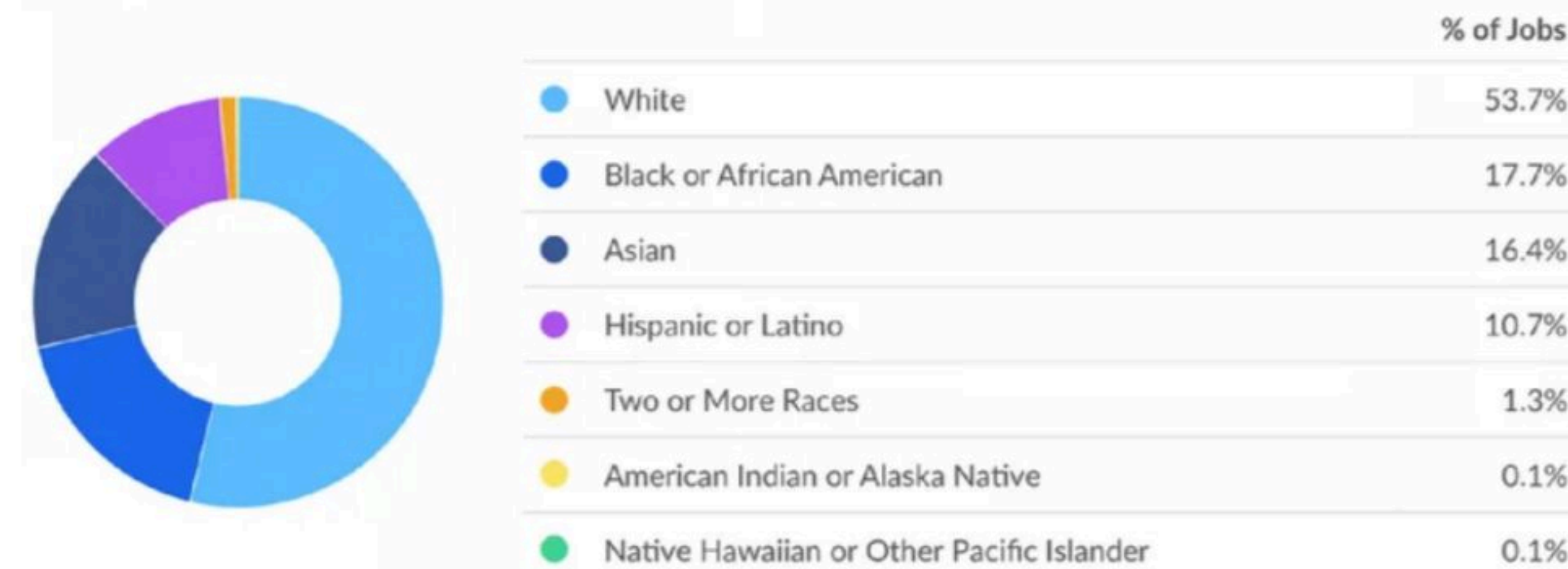
**What common skills
are in demand?**

Who are our nurses?

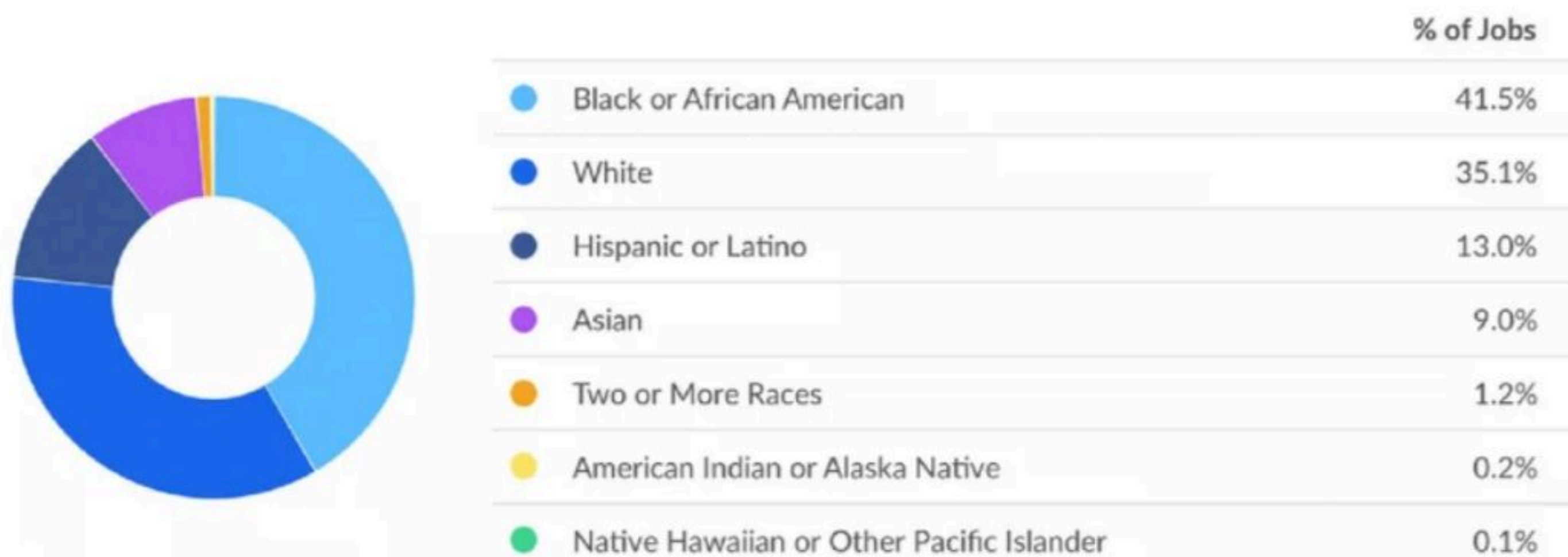
Nurse Assistants: \$20.42/hr



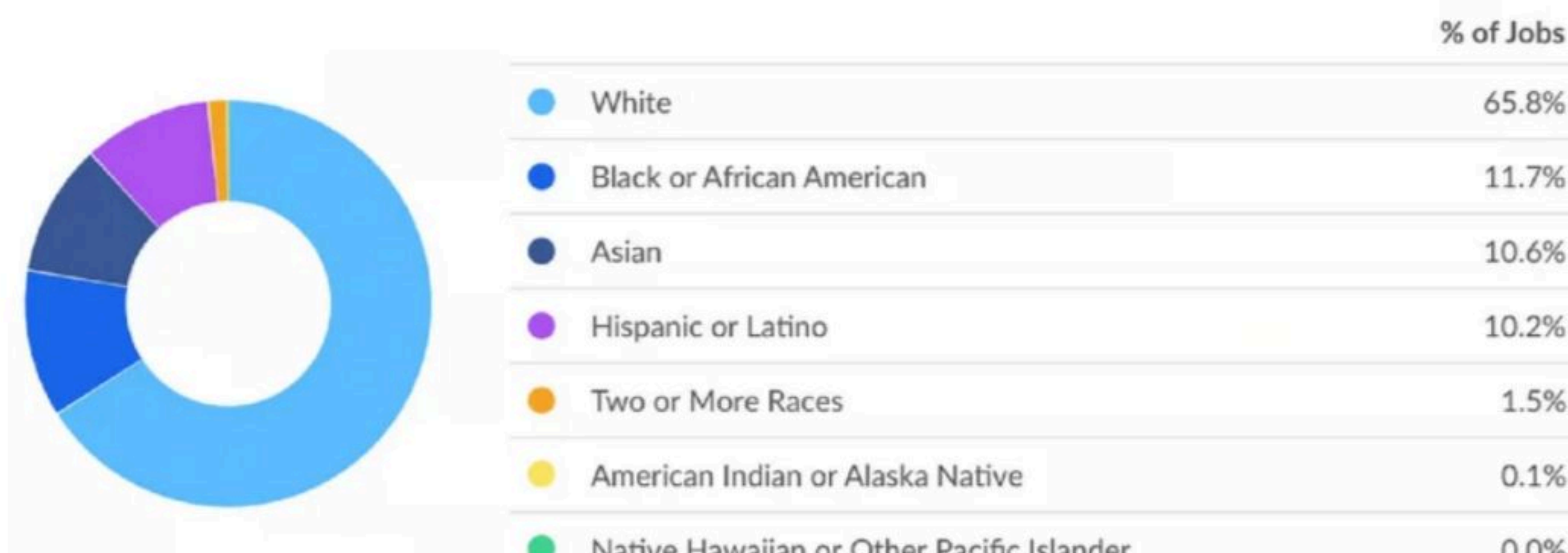
Registered Nurses: \$40.48/hr



Licensed Practical Nurses: \$31.72/hr



Nurse Practitioners: \$60.32/hr



MINI BREAK-OUT ROOMS

Introduce yourself

What did you find interesting, surprising, or
though-provoking about the data shared?

10 MIN

What additional data would help us in our efforts to create a stronger, more inclusive healthcare workforce?

1 Submission

2 Voting (0)

3 Result

1 Qualitative data on barriers to advancement

👍 0

1 Year over year trends

👍 0

1 The data is there, action toward systemic changes need to be made.

👍 0

1 Those that do advance, how quickly does this happen

👍 0

1 I've always been interested in the significance of CPS data dashboards and how they can be

👍 0

1 The gender and zip code breakdown for employment in NA, LPN, RN, APRN categories.

👍 0

1 Age of participants, is this a second career for them

👍 0

1 Tracking of males entering and in the field with age and race.

👍 0

1 Barriers to advancement

👍 0

NURSING ASSISTANT PROGRAMS DASHBOARD

		Target total participants	# Started Training	# In Training	# Completed Training	# Hired	# Retained
LOYOLA-Valpo	TRINITY-LOYOLA	78	14		13	13	7
UI HEALTH-TTI	UI HEALTH	55	53	16	37	11	7
RUSH-PCT	RUSH-PCT	80	57		54	45	36
RUSH-ADN	RUSH-ADN Upskill	11	9	9			
UCM-Malcolm X	U CHICAGO MEDICINE	21	7		6	5	5
UCM-Prairie State		12	2		2	1	1
LURIE-TTI	LURIE CHILDREN'S	76	30	19	5	3	3
<i>ACTUAL outcomes as of 2/28/25</i>	<i>ACTUAL outcomes as of 2/28/25</i>		172	44	117	78	59
<i>TOTAL budgeted</i>	<i>TOTAL budgeted</i>	333	340		300	270	

Average Starting Wage: \$18.48

Full Time Hires: 78

Union Hires: 51 / Non-Union: 27



GOOD JOBS UPDATES AND UPCOMING EVENTS

JANUARY

- Good Jobs Nursing Assistant Community of Practice Retreat at IMD - Jan 21

FEBRUARY

- Interviews with program alumni (ongoing)

APRIL 2025

- CNA Career Exploration Workshop at Valparaiso University
- CNA Recruitment and Hiring event at Tukiendorf Training Institute

Advancing Equitable Career Pathways

Funding provided by:



The Grant

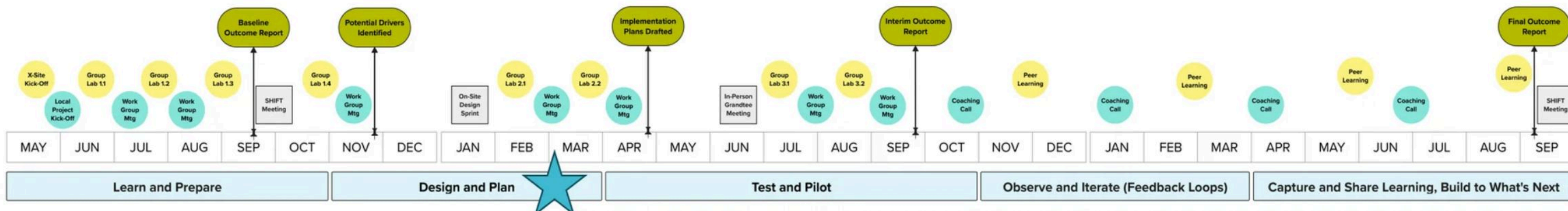
The Problem: People of color are underrepresented in many career pathways that lead to middle and high wage jobs. This is not a result of inherent preferences, but of various structural drivers. Community colleges and workplaces often uphold these drivers of inequity.

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 Team: Chicagoland Healthcare Workforce Collaborative, Malcolm X College, and Chicagoland Workforce Funder Alliance



What The Data Tells Us

CNAs in Cook County

Occupation Gender Breakdown



Occupation Race/Ethnicity Breakdown



Registered Nurses in Cook County

Occupation Gender Breakdown

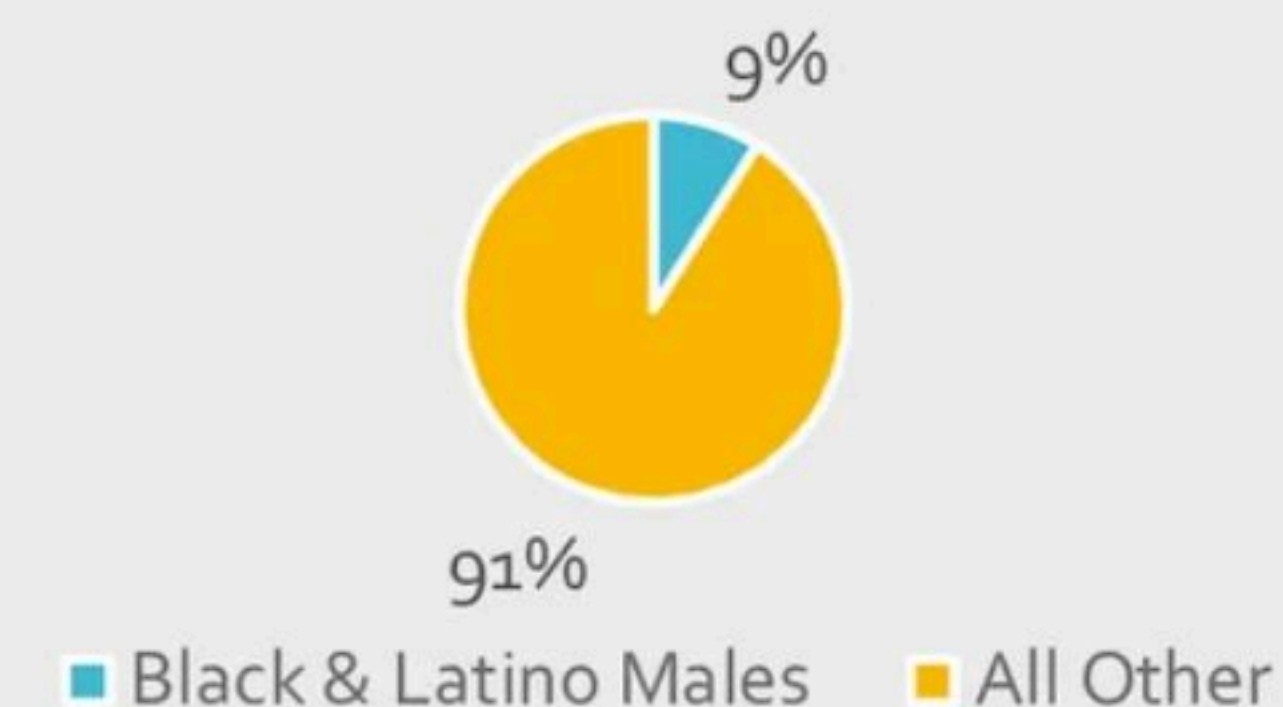


Occupation Race/Ethnicity Breakdown

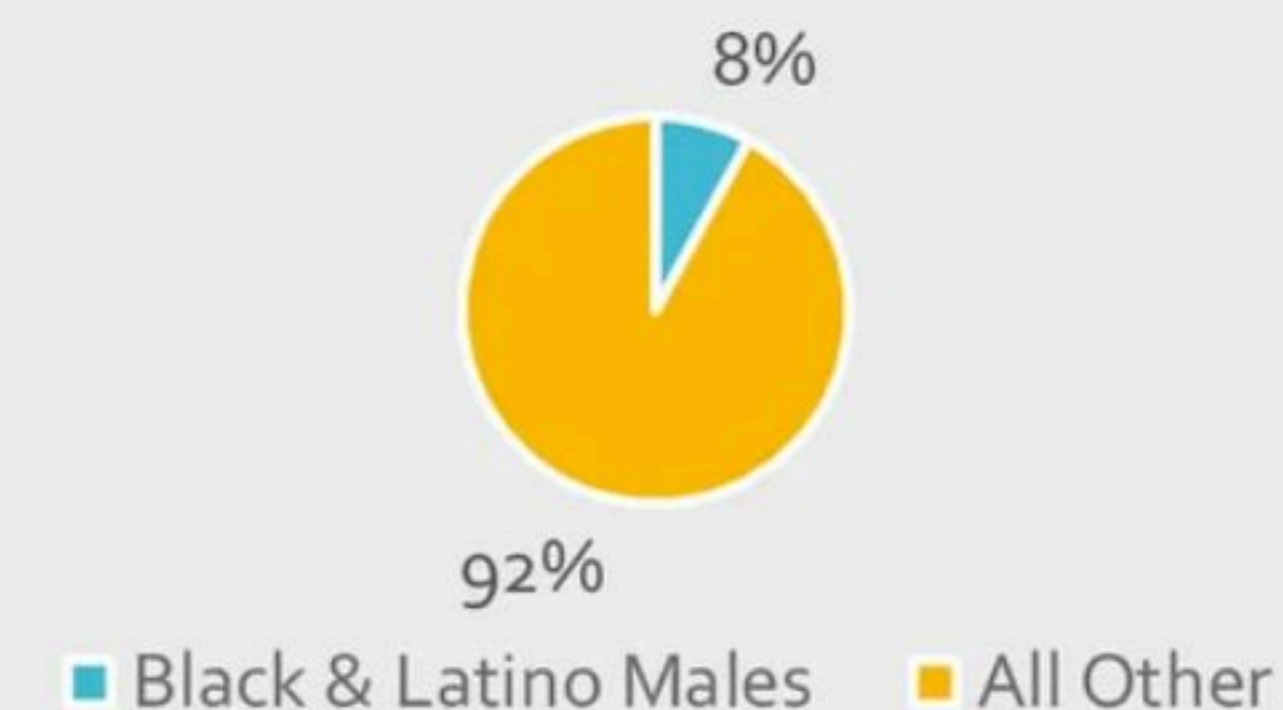


2023-24 MXC Program Applicants

BNA



Nursing

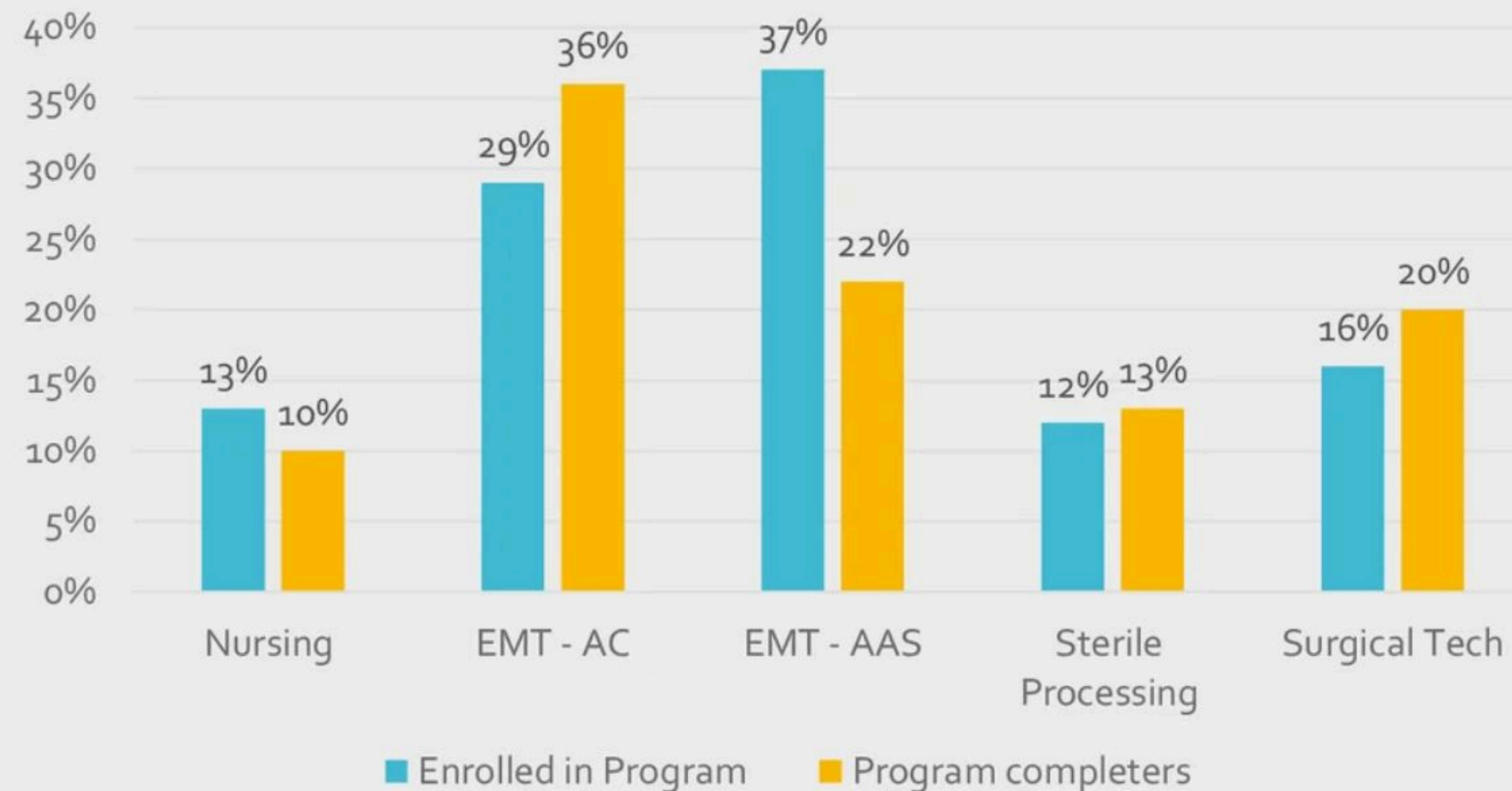


What The Data Tells Us (Part 2)

**2023-24 Acceptance Rates
By MXC Selective Admissions Programs**



**Black & Latino Males Share of
Enrollment and Completion of
MXC Selective Admission Programs**

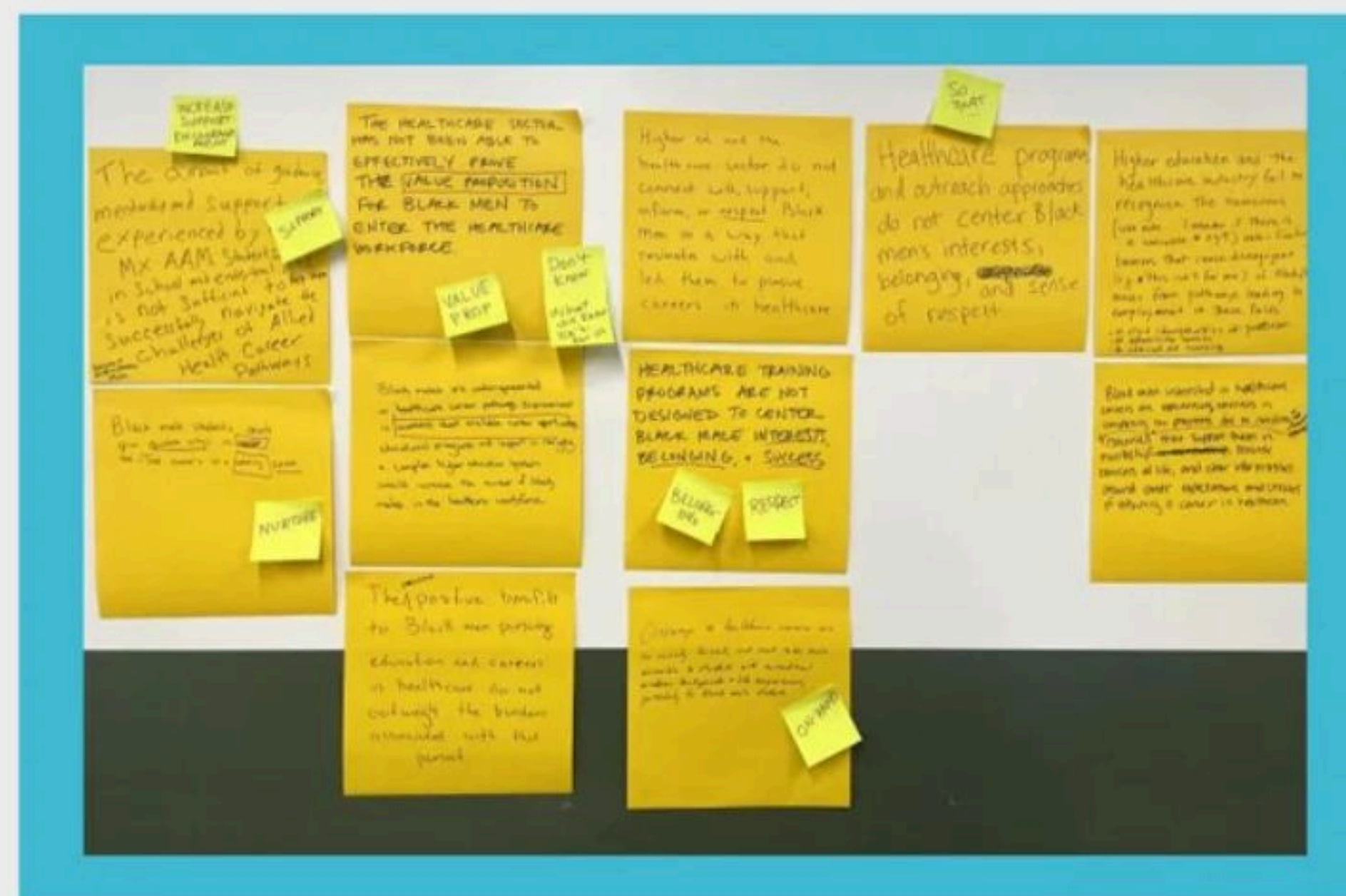


Design Sprint – Day 1

The Problem Statement

Statement 1

Careers in healthcare are in demand and offer pathways to good jobs; however, Black men are underrepresented in healthcare roles. While Malcolm X college boasts high completion rates for credential programs that lead to healthcare occupations like EMT/paramedic, surgical tech, and registered nurse, Black men enrolled in courses at Malcolm X do not enroll in healthcare programs at proportionate rates to their peers.

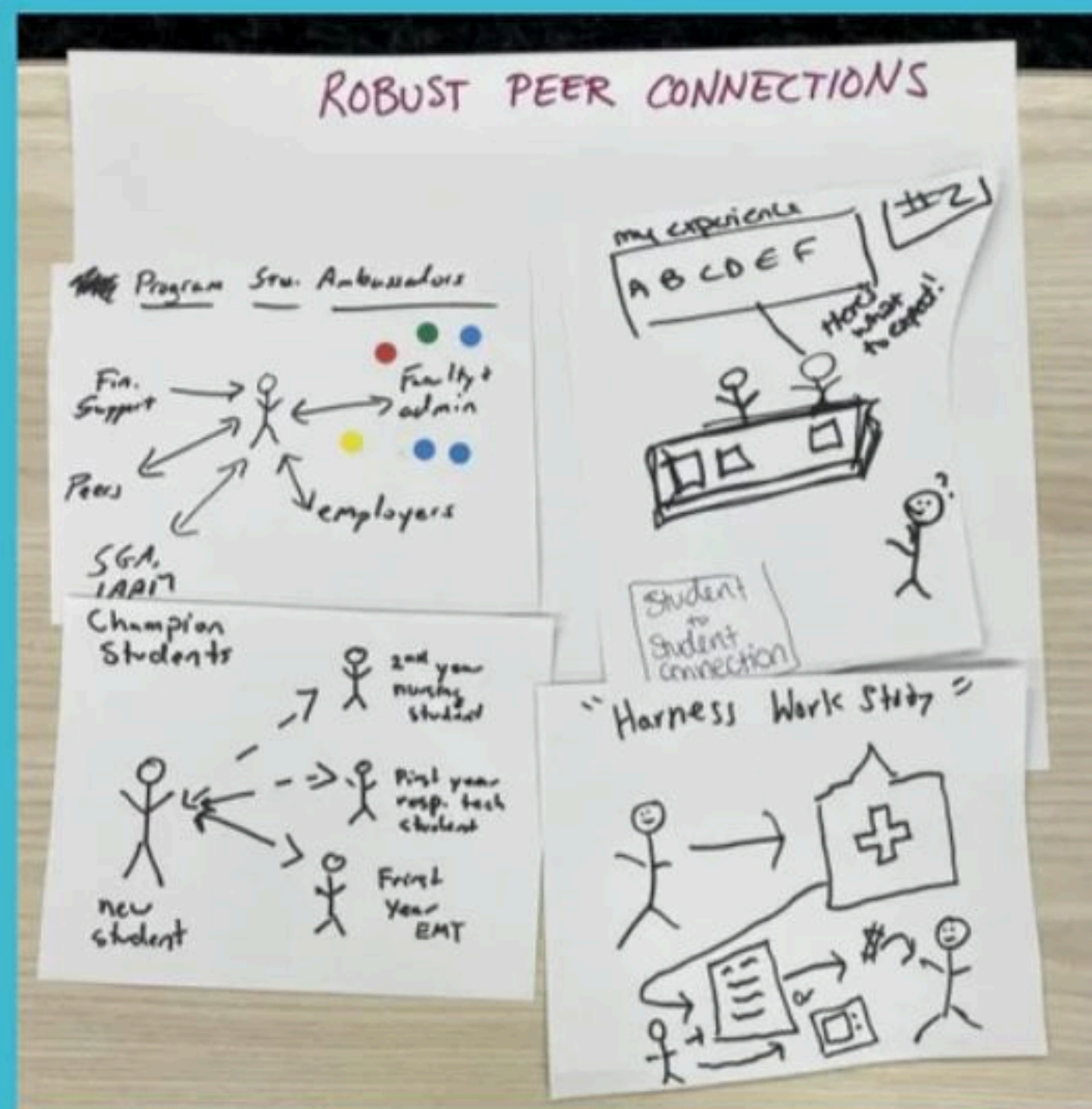


Statement 2

Malcolm X and its industry partners do not engage Black men in a way that helps them envision themselves being successful in a healthcare career or nurtures their career navigation (e.g. helps them decide if pursuing a healthcare career is for them)

Design Sprint – Day 2

Our Top 4 Ideas



★ Design a work-study "peer champion/ambassador" position that facilitates a peer network to support students entering or thinking about entering healthcare programs at Malcolm X.

Design a web-based platform that connects a diverse group of healthcare professionals with Black men interested in entering healthcare programs at Malcolm X

Design a long-term social network for Black men pursuing healthcare careers that focuses on bringing healthcare professionals into the community, as well as bringing Black men into healthcare settings.

Develop a student-led communications strategy that helps students understand what careers in healthcare offer them

Next Steps

Checking our assumptions: Conducting 4-8 empathy interviews with MXC students to check key assumptions underpinning the Peer Ambassador plan

Working out the logistics: Work with stakeholders both in and out of MXC to check feasibility of Peer Ambassador plan

Drafting the Implementation Plan: Due in April, will outline the tangible steps to launch pilot program

Pulling ideas from the sand box: The design sprint generated several other ideas that would be outside the scope of the grant but would be good projects for CHWC and MXC to work on together. We will be connecting with CHWC members to see which ideas should become realities.



Illinois Health and Hospital Association

IHA Advocacy Update

Jordan Powell, Senior Vice President, Health Policy and Finance

March 4, 2025

GOP Budget Framework Includes \$880B in Potential Medicaid Cuts

Republicans argue Medicaid reform is necessary

Republicans control the House and Senate, and Medicaid reform is expected to be included in one or two budget reconciliation bills that require only simple majorities to pass and avoid the risk of a Senate filibuster.



"There's some talk about work requirements and various aspects."

— House Speaker Mike Johnson, R-La. (Axios)



"We have to have savings. . . .I'm sure Medicaid reform is going to be a part of it."

— House Energy & Commerce Committee Chair Brett Guthrie, R-Ky. (Axios)



"Without (changes), we will watch this country sadly enter into fiscal collapse."

— House Budget Committee Chair Jodey Arrington, R-Texas (KFF Health News)

Illinois' Medicaid “Trigger Law” Impacts 750,000 ACA Adults

(305 ILCS 5/2) Illinois Public Aid Code.

If Illinois' federal medical assistance percentage (FMAP) is reduced below 90% for persons eligible for medical assistance under this paragraph 18, eligibility under this paragraph 18 shall cease no later than the end of the third month following the month in which the reduction in FMAP takes effect.

IHA CEO Sounds Alarm on Medicaid Cuts

Crain's Forum on What's Ahead for Medicaid

Commentary: More Illinois hospitals will close if Congress cuts Medicaid funding

By A.J. Wilhelmi

[Reprints](#) [Share](#)



A healthcare worker at Perry Memorial Hospital in Princeton.

CRAIN'S CHICAGO BUSINESS

A CRAIN FAMILY BRAND

This commitment is especially critical for the 3.4 million Illinois residents who rely on Medicaid for access to health care. Medicaid is not just a program. It is a lifeline for low-income families, children, seniors and individuals with disabilities. It is the cornerstone of health care access in our state, and Illinois hospitals have been steadfast partners in ensuring its success.

FORUM
CRAIN'S

That is why the menu of proposed Medicaid changes now being circulated on Capitol Hill is so concerning to our membership. The underlying financial objective of many of these proposals is to offload billions of dollars in federal health care funding obligations to the states, which will ultimately jeopardize health care coverage for millions of Americans.



A.J. Wilhelmi is president and CEO of the Illinois Health & Hospital Association.

Historically, federal levels of health care funding for Illinois have been among the lowest in the nation, a significant reason why Illinois sends more tax dollars to the federal government than it receives in federal aid. For this reason, Illinois' current Medicaid rates do not come close to covering the cost of care.

Pritzker Proposed Health Care Spending: \$45.3B

Investing in What Matters: Health and Social Service Programs



Healthcare and Family Services

Caring for Illinois Families

FY26 Proposed Budget: \$45.302 billion All Funds, including \$9.359 billion General Funds

- Estimated **\$29.3 billion** (\$1.7 billion or 6.1% increase) general revenue and related funds liability associated with medical assistance to 3.5 million Illinoisans, including:
 - Approximately 1.6 million children;
 - Almost 550,000 seniors and adults with disabilities;
 - More than 590,000 non-disabled adults; and
 - More than 785,000 adults eligible through the Affordable Care Act.
- Includes full annualized costs, an increase of over **\$300 million** from prior year levels, of Medicaid program rate increases and programmatic changes enacted last spring, most of which are effective mid-FY25.
- **\$191.8 million** for comprehensive behavioral health services integrated with physical healthcare.
 - Expands access and invests more resources in mental health and substance use treatment services.
- **\$132.8 million** to continue implementation of the Pathways to Success Program to provide care coordination, mentoring, and support services to eligible children.
- **\$27.7 million** to develop an in-state network of Psychiatric Residential Treatment Facilities (PRTFs).
- **\$132 million** for the Health Benefits for Immigrant Seniors (HBIS) program, of which \$110 million is appropriated from GRF.
 - Health Benefits for Immigrant Adults (HBIA) is not funded in the proposed budget.
- Ensures 100% pass-through of child support collected on behalf of clients receiving Temporary Assistance for Needy Families (TANF) assistance.
- **\$15 million** appropriation for the Medical Debt Relief Pilot Program Fund.

Embargoed until 12:00 PM, Wednesday, February 19, 2025

20

Advocacy Priority: 340B

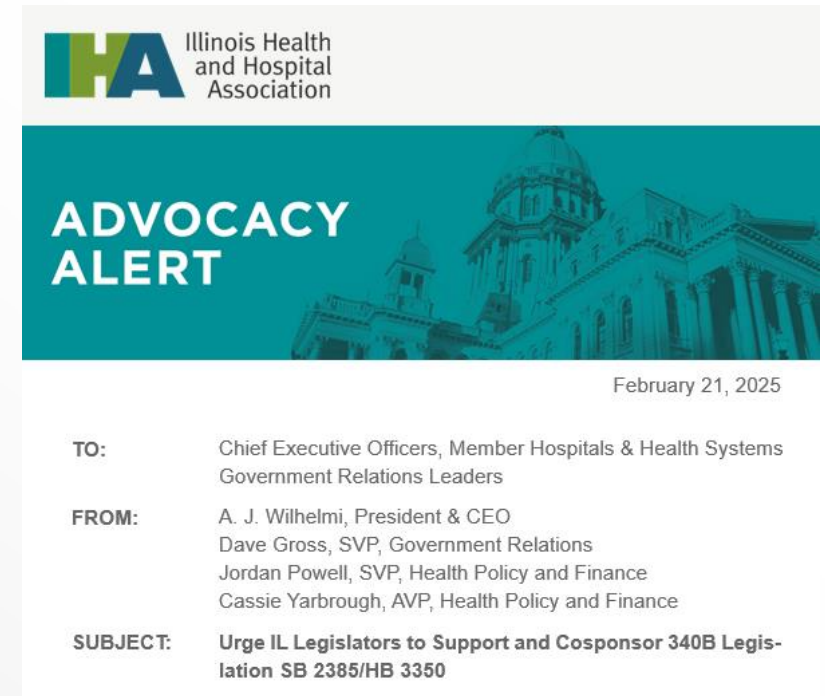


Patient Access to Pharmacy Protection Act

- HB 3350 (Moeller) and SB 2385 (Koehler)
- Bill prohibits pharmaceutical manufacturers from prohibiting, restricting or interfering with contract pharmacy's ability to dispense 340B-acquired medications
- IHA partnering with FQHCs
- PhRMA heavily opposed

IHA Steps

- Engaged key legislative leaders
- One-on-one education with lawmakers
- Advocacy alert to members





Advocacy Priority: **Workforce**

Healthcare Workforce Commission Act

- HB 3649 (L. Davis) and SB 1770 (Glowiak-Hilton)
- Language being circulated with Governor's Office and key legislators
- Establishes a workforce commission of stakeholders to address longstanding workforce challenges (licensure, violence, recruitment/retention, etc.)
- Commission to provide specific recommendations to Illinois General Assembly

Bill Status of HB3649 104th General Assembly

[Full Text](#) [Votes](#) [Witness Slips](#) [View All Actions](#) [Printer-Friendly Version](#)

Short Description: HEALTH CARE WORKFORCE-TECH

House Sponsors

Rep. [Lisa Davis](#)

Last Action

Date	Chamber	Action
2/18/2025	House	Referred to Rules Committee

Statutes Amended In Order of Appearance

New Act

Synopsis As Introduced

Creates the Health Care Workforce Commission Act. Contains only a short title provision.

Actions

Date	Chamber	Action
2/7/2025	House	Filed with the Clerk by Rep. Lisa Davis
2/18/2025	House	First Reading
2/18/2025	House	Referred to Rules Committee

COMMUNITY ANNOUNCEMENTS

