

CHICAGOLAND
HEALTHCARE
WORKFORCE
COLLABORATIVE

DECEMBER 2025 QUARTERLY MEETING

12.2.25, 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





AGENDA

I. Year-End Reflection

1. Overview of 2025 accomplishments
2. Mini break-out room discussions

II. Respiratory Therapy Summit De-brief

Dana Evans, Regional Respiratory Director, Advocate;
President, American Association of Respiratory Care

III. Malcolm X Student Ambassador Intro

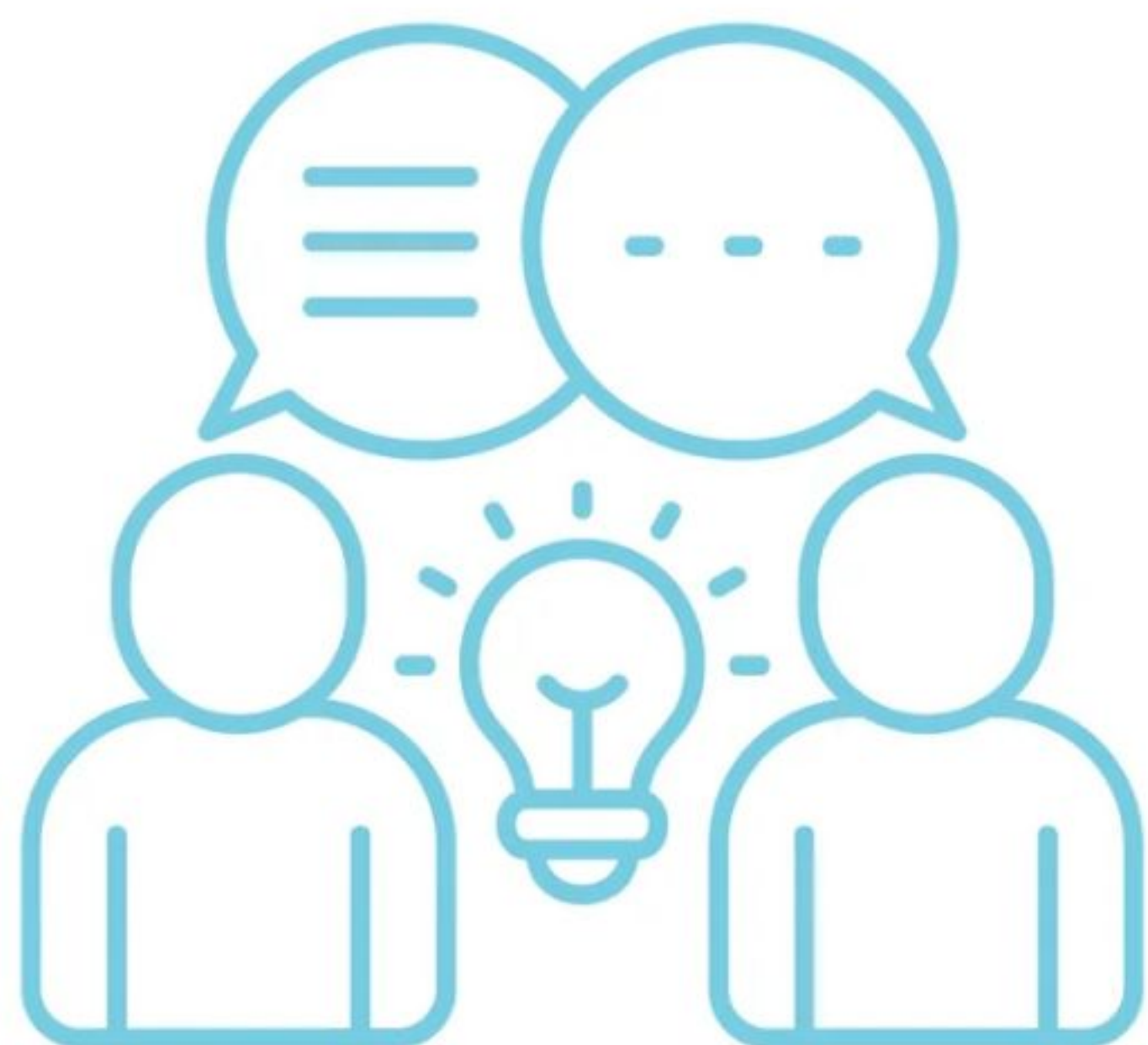
Darwin Archie-Pettis, Executive Director Career
& Workforce Development

Tony Hemphill & Lionel Riddle, Student Ambassadors

IV. 2026 Planning

V. 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.

CHWC 2025 Accomplishments

ENGAGEMENT & PEER LEARNING

- We hosted 4 virtual learning events featuring local and national workforce programs.
- We hosted an in-person employer peer learning event.
- We hosted an in-person event on healthcare apprenticeships.
- We hosted the **Chicagoland Respiratory Therapy Workforce Summit**, with over 100 RT leaders in attendance.

IMPACT & COLLABORATION

- Through our Good Jobs Challenge **Nursing Assistant Training Hub**, 211 individuals completed a training program, and at least 121 secured jobs as CNAs. Nine more individuals began a pathway toward becoming RNs.
- We strengthened **collaboration with Malcolm X College** through an initiative to support Black male participation and success in health career pathways.
- We supported **career navigation solutions** by contributing to Women Employed's research project and working with Health & Medicine and Innovation Nexus on career navigation tools.



MINI BREAK-OUT ROOMS

1. Introduce yourself
2. What are you currently working on to support the healthcare workforce?
3. What workforce partnerships would you like to build or strengthen in 2026?

10 MIN



CHICAGOLAND RESPIRATORY THERAPY WORKFORCE SUMMIT

NOV 4, 2025 | Malcolm X College

*Debrief presented by **Dana Evans**, Regional Respiratory Director,
Advocate; President, American Association of Respiratory Care*

What was the Chicagoland Respiratory Therapy Workforce Summit?

PURPOSE To develop an action plan and launch working groups aimed at increasing the number of respiratory therapists in our region

- GOALS**
- Increase our shared understanding of the causes and impacts of the RT workforce shortage
 - Co-design solutions, forge new partnerships, and commit to future actions that will:
 - Increase recruitment of RT students
 - Increase training provider capacity
 - Increase RT retention and career advancement

AUDIENCE 100+ Respiratory Therapy hospital leaders, HR leaders, community college program directors, and other relevant stakeholders

National demand for RTs is growing

13% 

2023-2033

Employment of RTs is projected to grow 13% (2023-2033, BLS)¹

87% 

Report Shortage

87% of leaders report current shortage; 84% expect future shortage (AARC)³

-6,480 

by 2037

National shortage projected: 6,480 RTs by 2037 (HRSA)²

¹<https://www.bls.gov/ooh/healthcare/respiratory-therapists.htm>

²<https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/data-research/respiratory-therapists-2016-2030.pdf>

³2020 AARC Human Resource Survey

Nationally, training programs are not reaching full capacity

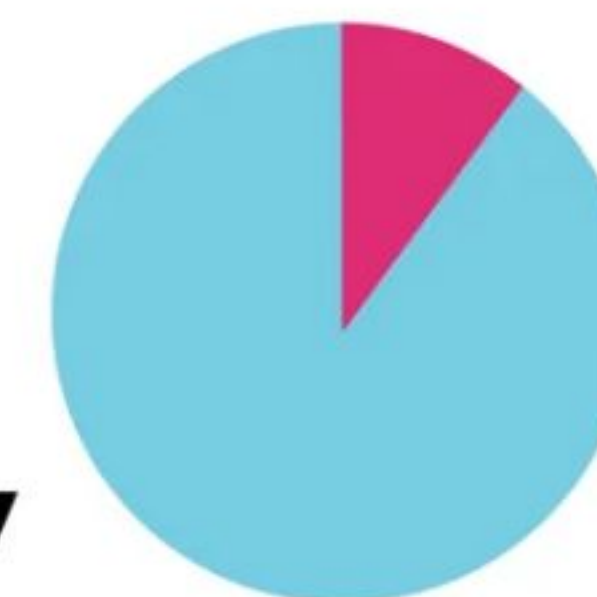
37% 

since 2011

Applications to RT programs decreased 37% between 2011-2023

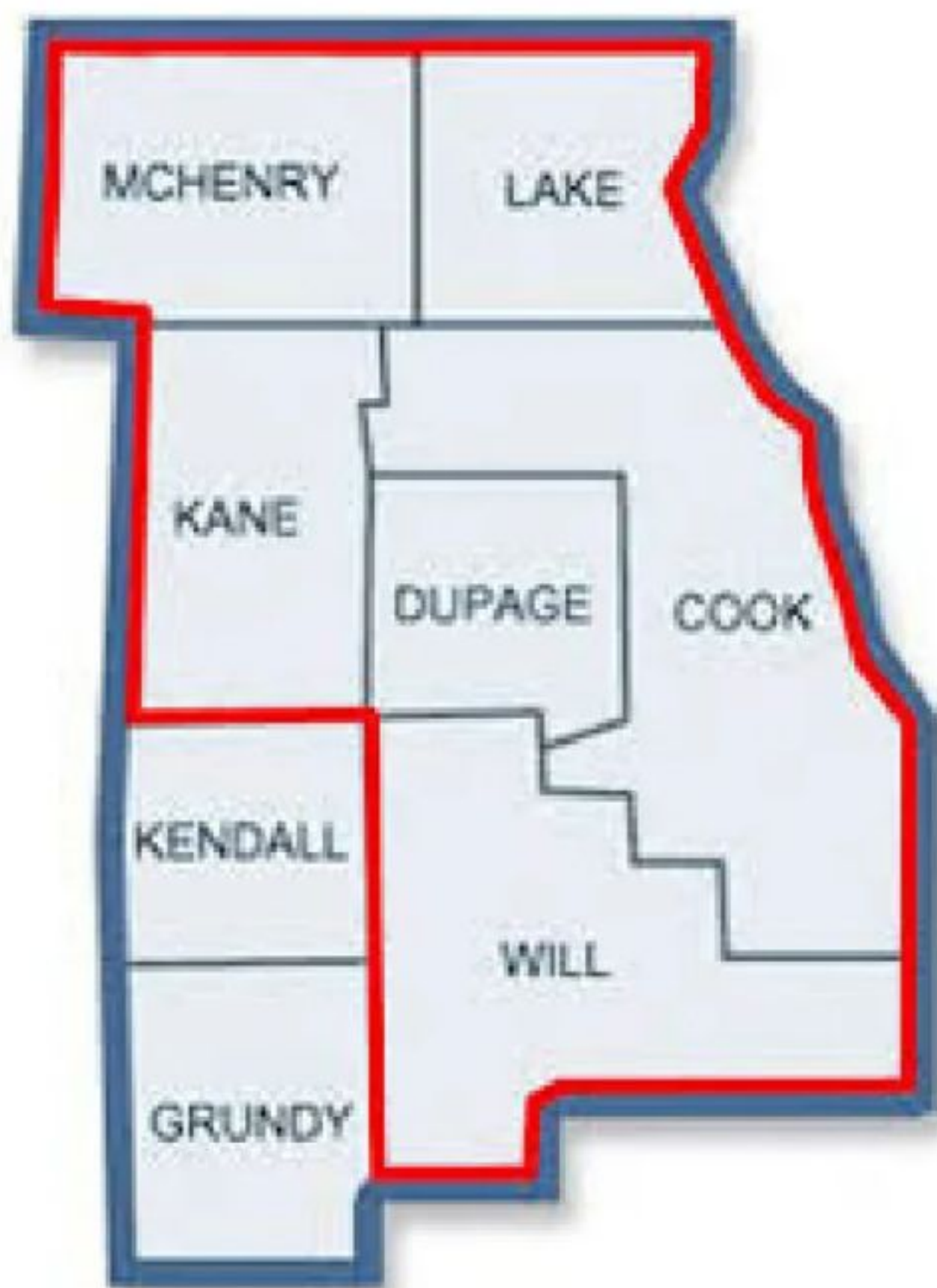
9%

at capacity



Only 9% of programs reached full accredited capacity in 2023

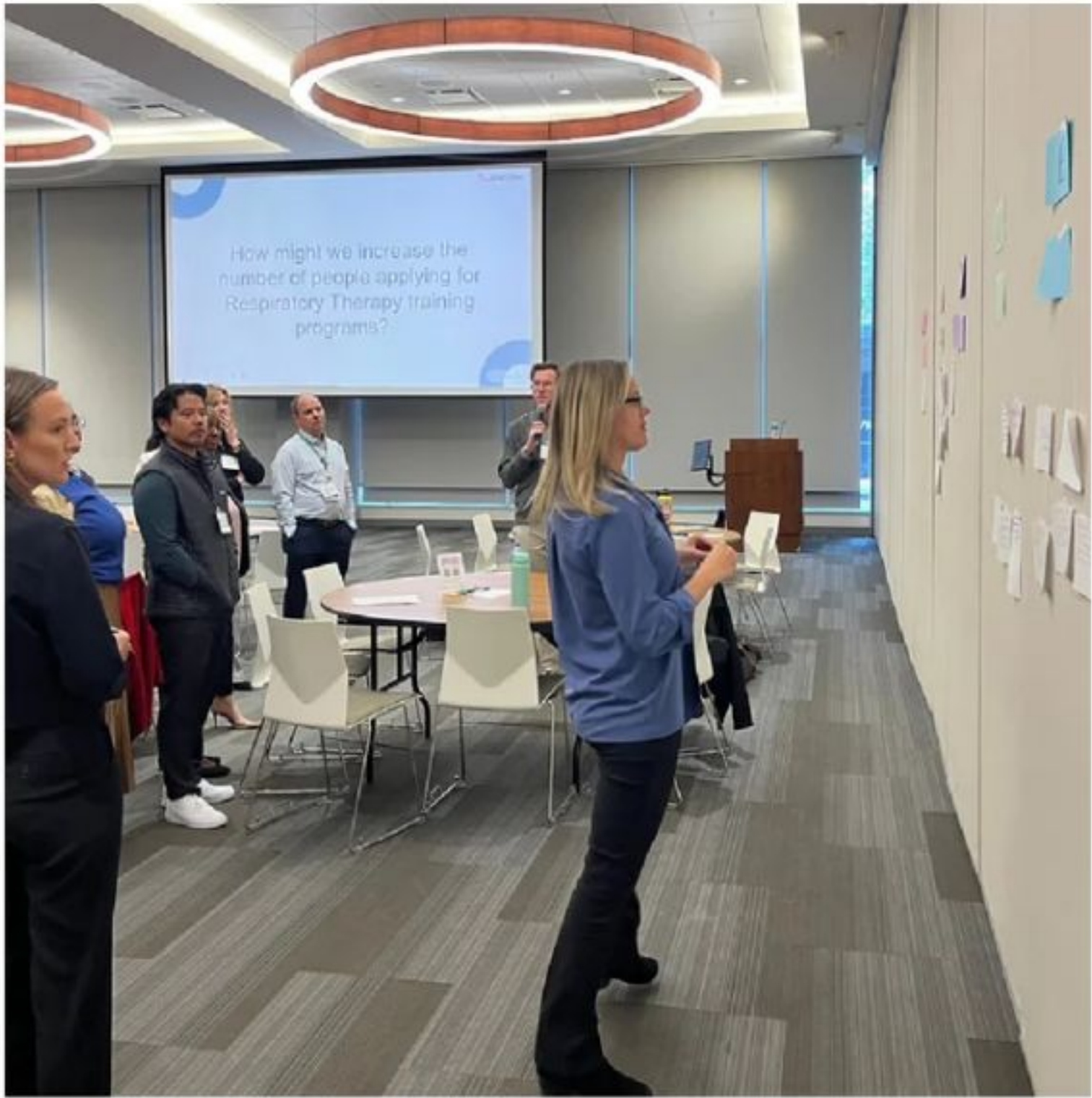
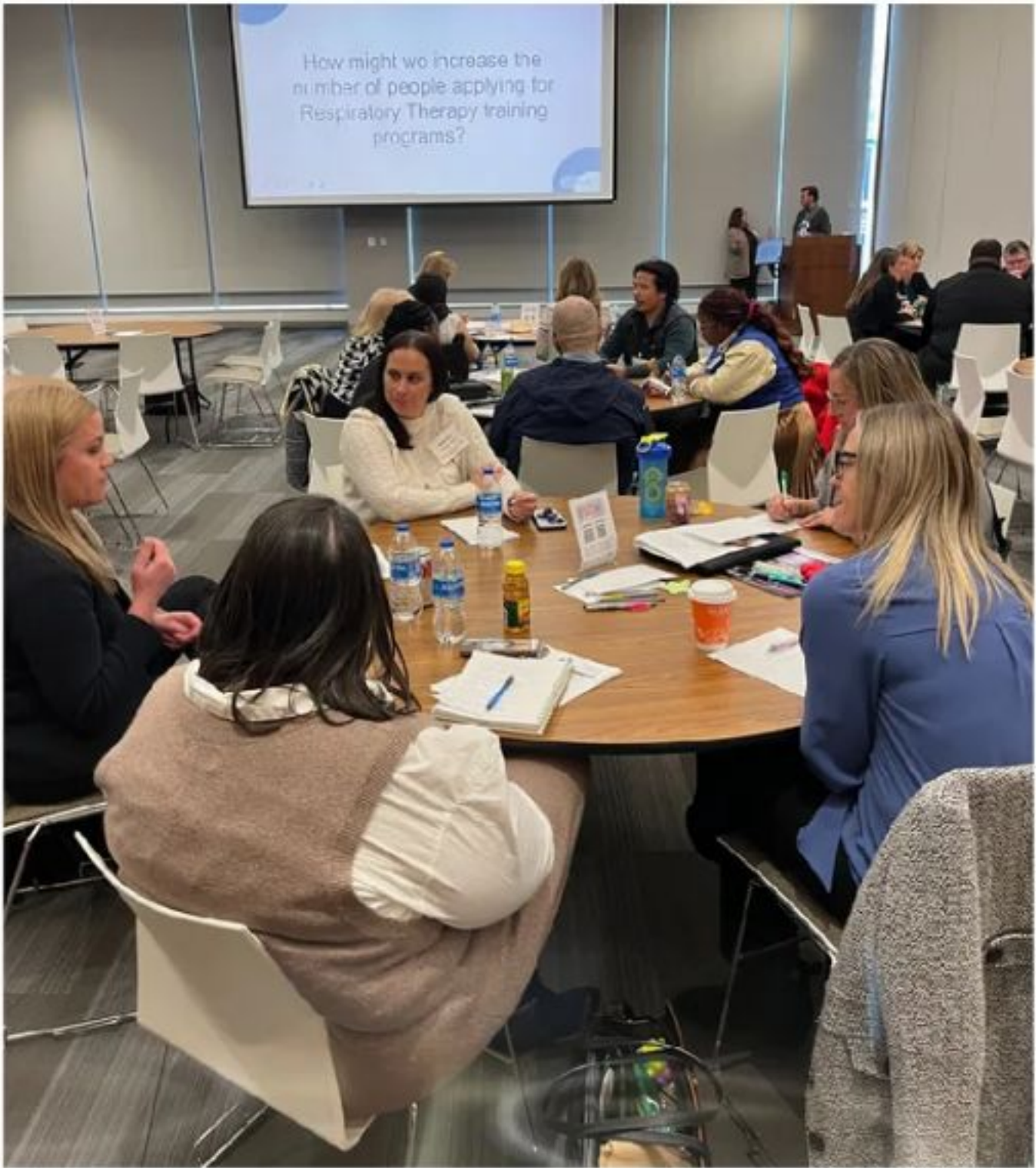
Local demand for RTs is high, and new graduates are not meeting the demand

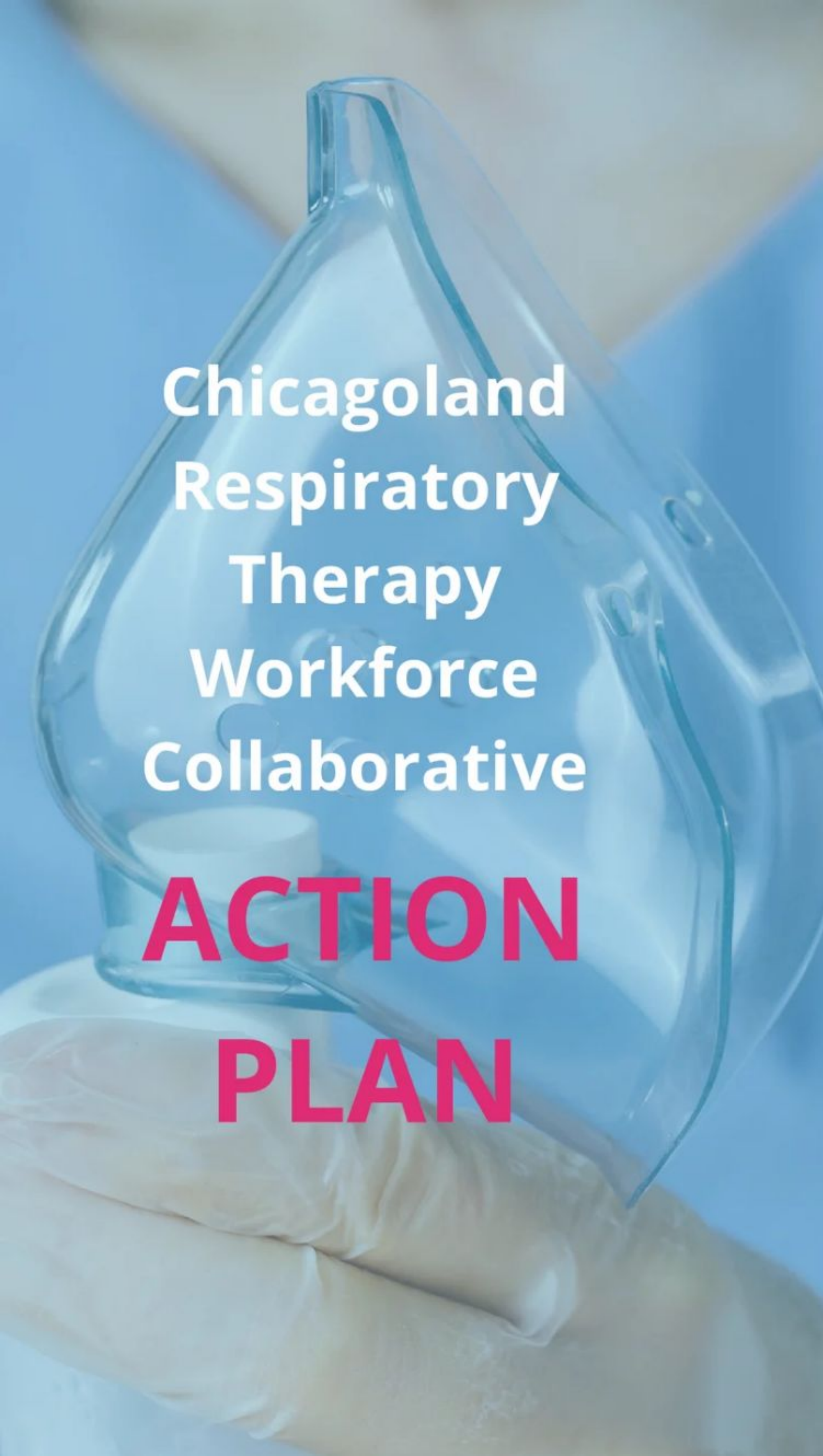


384 
vacancies

72 
2024 grads

- In a recent survey of 46% of Cook & collar county hospitals, there are 176 RT vacancies.¹
- Assuming this sample is representative of the whole, we have **approximately 384 RT vacancies** in our region (not including home health).
- Last year, 63 new AAS grads and 9 new MS grads entered the field.²





Chicagoland Respiratory Therapy Workforce Collaborative **ACTION PLAN**

1

OBJECTIVE #1: OUTREACH

Increase the number of people applying to Respiratory Therapy (RT) programs in our region by:

- Increasing awareness of RT careers, especially amongst middle and high schoolers.
- Showcasing & highlighting varied career pathways.

2

OBJECTIVE #2: TRAINING

Increase the number of students entering and completing RT degrees in our region by:

- Coordinating & leveraging resources (financial and other) to maximize student access to academic & career support.
- Providing training & professional development to faculty & clinical preceptors to successfully support students.

3

OBJECTIVE #3: RETENTION & ADVANCEMENT

Increase the number of RTs staying in the field and advancing by:

- Supporting or creating systems that increase evidence-based RT autonomy & decision-making.
- Supporting leaders in fostering psychologically safe work environments where RTs are appreciated and encouraged to grow.



NEXT STEPS



A follow-up meeting with educators will dive deeper into challenges facing programs including faculty & clinical site shortages.



5 working groups, led by Co-Chairs, are currently being formed to meet monthly and tackle the action plan together.



Working group Co-Chairs and the Steering Committee will meet quarterly to report out on progress.



CHWC will support the collab through 2026, while passing off “ownership” to RT-specific organizations or groups.



QUESTIONS



Email April at april@chihealthworks.com to get
involved in a working group

Advancing Equitable Career Pathways

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

The Grant

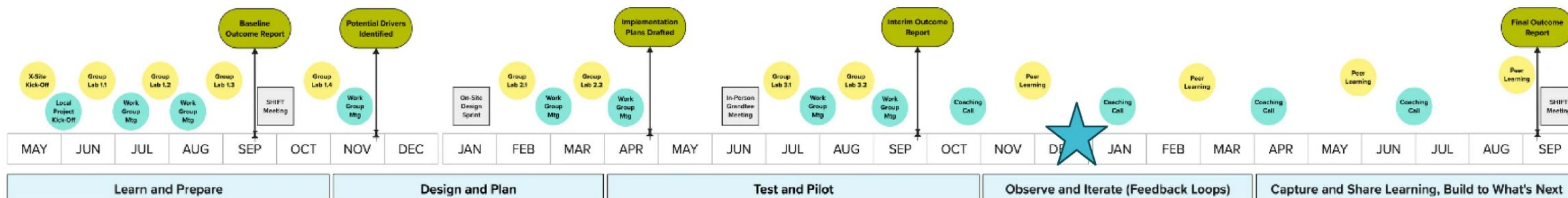
The Problem: People of color are underrepresented in many career pathways that lead to middle and high wage jobs. This is not a result of inherent preferences, but of various structural drivers. Community colleges and workplaces often uphold these drivers of inequity.

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



The Pilot

Our Goal: How might we engage Black men in career exploration that is tailored to their interests, motivations, and needs so that they can envision themselves succeeding in a healthcare career?

Our Strategy: To design a "Peer Ambassador" student position to empower and compensate student leaders to:

- Facilitate a peer network to support students entering or thinking about entering healthcare programs at Malcolm X.
- Plan programming that supports potential healthcare students as they navigate opportunities and envision themselves in healthcare careers.
- Offer feedback on college policies and practices to better serve students.

Student voices are key to a successful programs

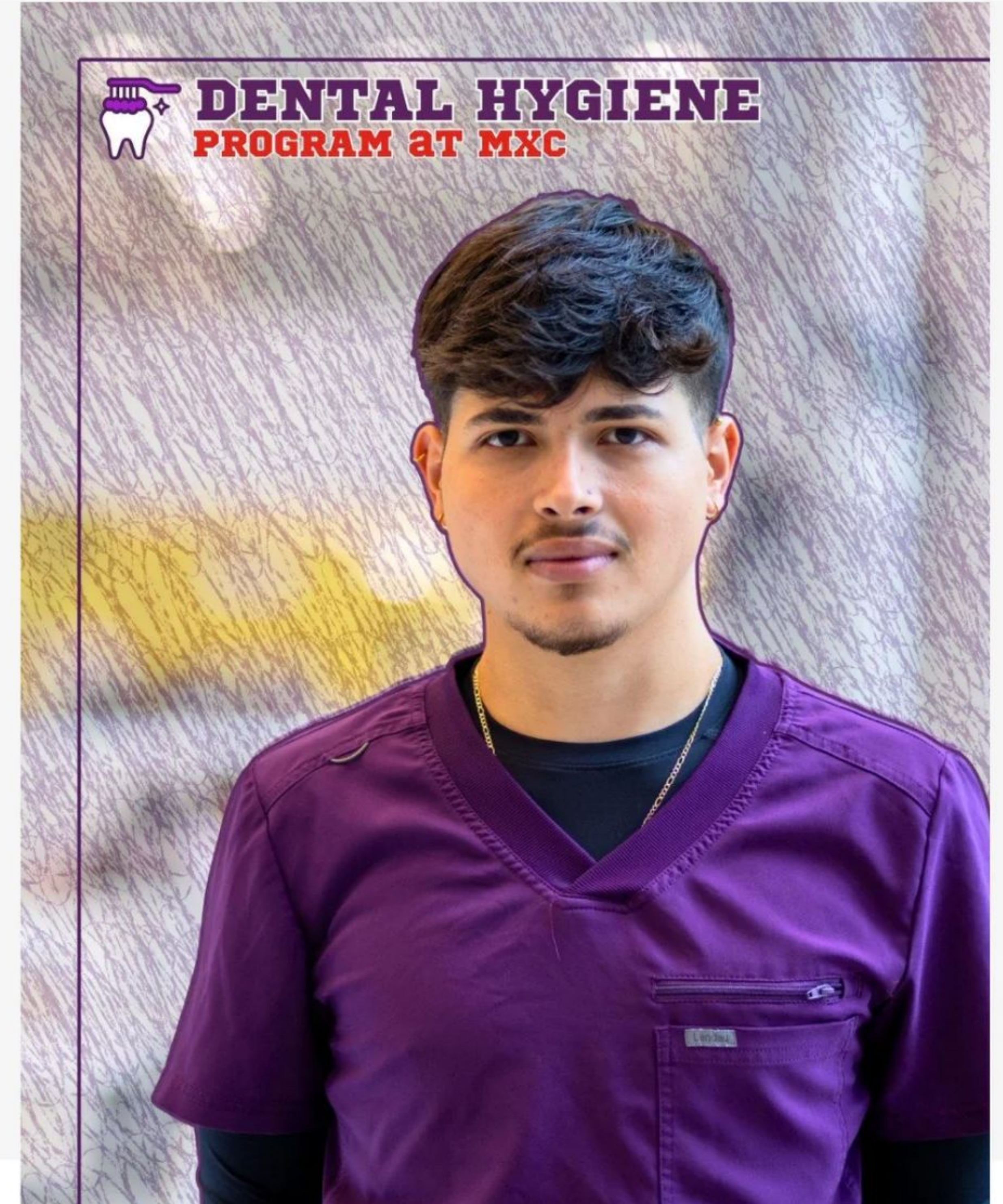
Focus groups

Ambassadors + Health Sciences Director building blocks

Scrubbed in for Success

Pre-Game Violence Prevention Panel

I AM male mentor program Open house

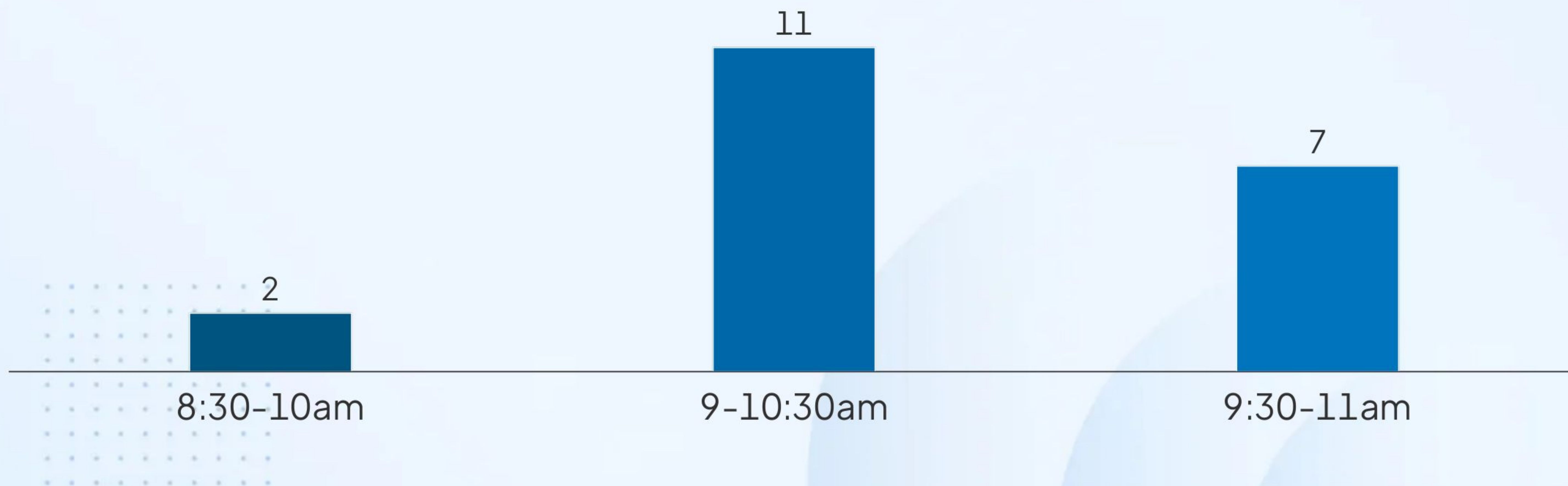




Ways employers can better support students?

- Mentors from beginner stage employment (2-5 years)
- Summer intern program between nursing school
- Incentives for attraction

At what time should 2026 Quarterlies be held?



In 2026, what topics would you like CHWC to convene learning events around?

1 Submission

2 Voting (41)

3 Result

1 Shifts in federal funding and impact on workforce

👍 6

2 Best practices for partnering with community colleges

👍 5

3 Fair chance hiring for those who have been involved in the criminal justice system

👍 4

4 Youth programs

👍 3

4 Career pathways for non-clinical roles

👍 3

4 Fair chance

👍 3

7 Internships

👍 2

7 Workforce Retention

👍 2

7 Discussions on federal changes

👍 2



Public Health Workforce Collaborative 2025

Progress

Email ayankelev@hmprg.org to join!

Supporting Workers

Conducted research
on Worker-Led
Workforce
Development
Strategies

Survey of early-career
PH worker
training/support needs

Career Pathways

Completed the Good
Jobs Challenge

Developed Career
Pathways Resource—
almost ready for
distribution!

Capacity Building

Steering Committee
and Employer Learning
Cohort on CHW
Medicaid
Reimbursement

Seminars on
Apprenticeships and
Advancement
Pathways



1



YOUTH PATHWAYS COMMITTEE

2025 in review

Outreach and Exposure

- Two Bus Tours (Feb & Jul) connecting youth to colleges, hospitals, and health professionals

Youth-Led Content

- YAC interview with Dr. Symphony Fletcher (publishing Dec 2025)
- Upcoming Youth-led virtual event (Dec 19th, 2025)
 - Promoting career navigation tools, resources and supports, and gathering widespread youth voice

Community of Practice:

- Two Dialogue Sessions between Youth Advisory Council and program leaders
- Panels on Supporting Young Men of Color and Barrier Reduction

Workforce Ecosystem

- New partners added across education, government, health systems, nonprofits, and tech
- Clearer roles and coalition structure in development for 2026

YOUTH PATHWAYS COMMITTEE

Engaging in Research in 2026

Project Overview

- CCT-funded research to understand youth access to health career pathways
- Focus on geography, school context, culture, mentorship, and social determinants shaping preparation and entry into health careers
- Examines current pathway programs, experiential learning opportunities, and the systems that support or hinder participation
- Identifies equity gaps and highlights promising practices across education, workforce, and health system partners
- Aims to produce shared insights that strengthen alignment, improve program design, and support a more equitable health talent pipeline

The YPC will continue to convene partners quarterly, produce community of practice/peer learning events, and elevate youth voice to build culturally responsive exposure and outreach

YOUTH PATHWAYS COMMITTEE

Connecting CHWC partners: Calls to Action

Join the Speaker's Bureau:

- Help meet rising demand for health career speakers in CTE, option schools, and community events

Promote the YAC Virtual Event (December 19th, 4PM-5PM):

- Share with youth ages 14-22 to boost engagement and reach
- Follow RAPID-IL on Instagram to learn more

Engage in Research:

- Seeking interviewees to share best practices in mentorship and experiential learning

Participate in the Research Steering Committee

- Help interpret findings in equitable youth outreach and development
- Your organization to help shape the future of youth pathways and early talent pipeline development

Recruit New YPC Partners

- Especially major health systems and youth development organizations

NEXT YPC MEETING:
DECEMBER 16, 1:00-2:30

Contact

Matt McClintock

mmcclintock@hmporg.org

Member Spotlight: UIHealth Volunteer Services

January 21st, 2026
3-4pm | Virtual

UIHealth boasts one of the largest volunteer departments in Illinois. The department not only provides support to staff and patients, but also serves as a talent pipeline. In recent years, **over 350 volunteers have transitioned to employment** within the health system!

Join Kinga Keilman, Senior Director, Volunteer Services, Workforce Development & Clinical Rotations, and her colleagues on January 21st (3-4PM, virtual) to learn more about UIHealth's Volunteer Services Workforce Development initiatives, including:

- **Monthly Workshops:** Focused on career readiness, professional development, communication skills, and workplace expectations
- **Volunteer-to-Employment Pathways:** CNA, MA, Phlebotomy, and an upcoming Surgical Tech program
- **Personalized Support:** Interview preparation, resume building, and direct connections to hiring managers
- **Shadow a CNA Program:** In partnership with Nursing Leadership, offering firsthand exposure to clinical workflows and patient care
- **Mentoring Educational Development:** Connecting students from partner schools with early exposure to healthcare careers
- **Community Empowerment:** Creating volunteer opportunities that support career pathways for individuals from underrepresented communities

[Register at chihealthworks.com](https://chihealthworks.com)

COMMUNITY ANNOUNCEMENTS

