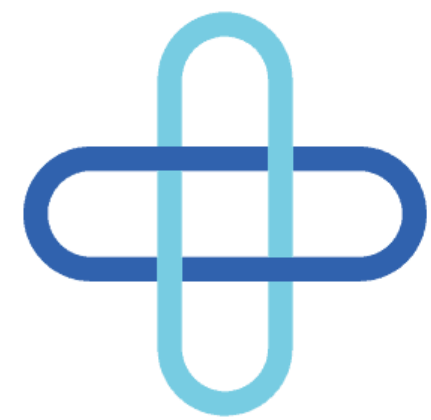




CHICAGOLAND
**HEALTHCARE
WORKFORCE
COLLABORATIVE**



HIRE CHICAGO

**CIVIC COMMITTEE
COMMERCIAL CLUB OF CHICAGO**

Aligning Health Employers & Workforce Organizations

A workshop designed to strengthen frontline employee referral partnerships

July 9th, 2026 | 2-4PM



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

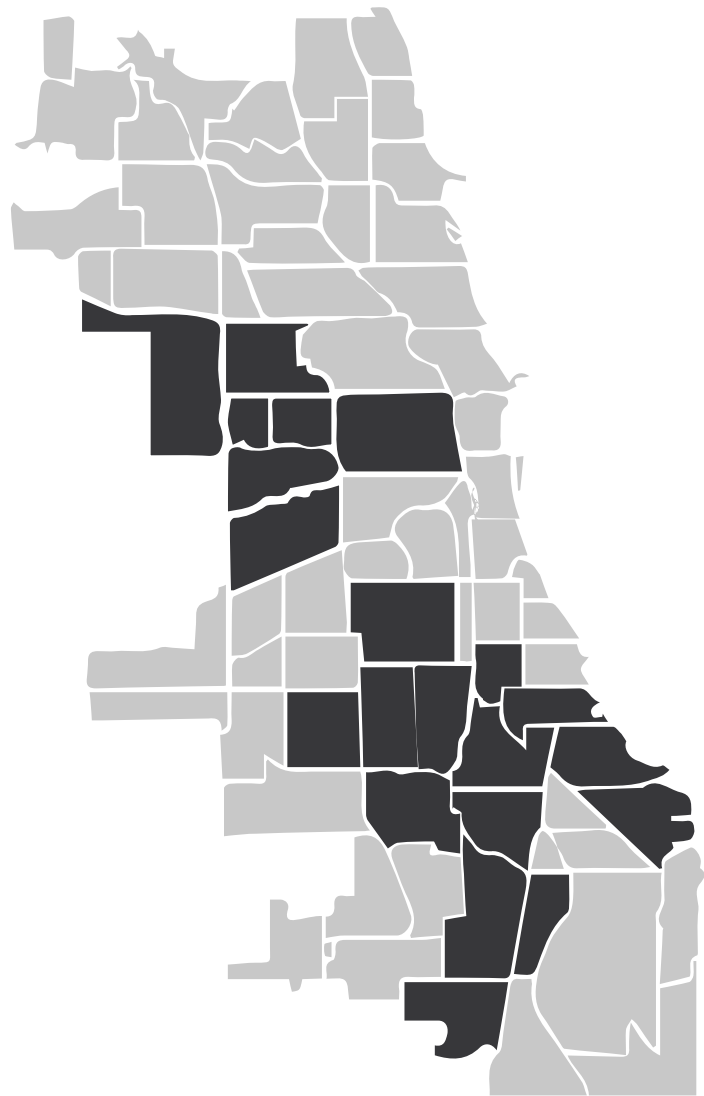
Retention & Career Pathways

Offering education & training opportunities to new career pathways for employees

Hire Chicago

Civic Committee's signature hiring program connects Chicagoland employers with job-ready talent through a powerful network of community partners and institutions. Employers that join this cross-sector initiative get custom sourcing support, access to overlooked talent pools, and services to attract and retain top candidates.

A focus on 20 Community Areas with the highest rates of unemployment in the city:



Auburn Gresham
Austin
Chatham
Chicago Lawn
East Garfield Park
Englewood
Greater Grand Crossing
Humboldt Park
Near West Side
New City
North Lawndale
Roseland
South Chicago
South Lawndale
South Shore
Washington Park
West Englewood
West Garfield Park
West Pullman
Woodlawn

A suite of services to help employers meet their unique talent goals:



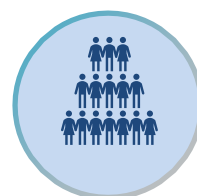
Consultative Talent Services

Co-Marketing and Branding



Monthly Talent Workshops

Candidate Sourcing & Vetting



Access to New Talent Pools

A flexible set of sourcing solutions and partners to meet employers' needs:

Apprenticeship Programs

CITY COLLEGES
OF CHICAGO



NATIONAL LOUIS
UNIVERSITY
Accelerate U™

CHICAGO APPRENTICE NETWORK

Direct-to-Hire



Third Party Provider Hiring



Join us on our journey to 20,000 hires

Hire Chicago employer partners:



Three steps to join the program:

1

Identify internal point-of-contact to work with Civic Committee on program participation. We'll co-create a plan for success with each employer.

2

Join the program which will support each employer to increase their annual Chicago-based hiring from the program's talent providers or equivalent pipelines.

3

Review your organization's workforce data for the city of Chicago. If possible, share de-identified, aggregate program hiring data to help us track toward our collective goal.

Welcome Employers!



Welcome Workforce & Education Partners!





I. Celebrate Success

II. Peer Perspectives: Understanding the Disconnect

Peer groups discuss where candidate experience and job requirements diverge and surface ideas for better alignment.

III. Partnership Alignment Lab

Cross-stakeholder teams map partnership pain points and develop practical strategies to improve communication, workflows, and placement success.

IV. Moving to Action



Success Story: Keevon

Keevon's journey to healthcare began as a child caring for his grandmother through serious health challenges—a role that sparked his passion for caring for others.

After earning his **CNA Certification** through TTI, Kevon connected with **Skills for Chicago**, where he received coaching and interview preparation using the STAR method to help him secure a **Patient Care Technician** role at **Northwestern Memorial Hospital**, the same hospital that once cared for his grandmother.

Today, Keevon is celebrating one year at Northwestern while pursuing his nursing degree.



Success Story: Fantasia

Fantasia came in as a participant seeking support, clarity, and change. Showing commitment to her own growth, she progressed through **Cara Collective**'s job readiness training.

Through Cara's wrap around supportive services, and in collaboration with our training partners, Fantasia was able to overcome obstacles and completed the **CNA Certification** program in April and is now working full-time at **Shirley Ryan Ability Lab**.



Success Story: Isabella

Isabella joined **JumpHire** with a positive attitude, a strong work ethic, and a genuine eagerness to learn. Having already built experience as a caregiver in a nursing home, she was determined to take the next step in her career by strengthening her job readiness skills and earning her **CNA certification**.

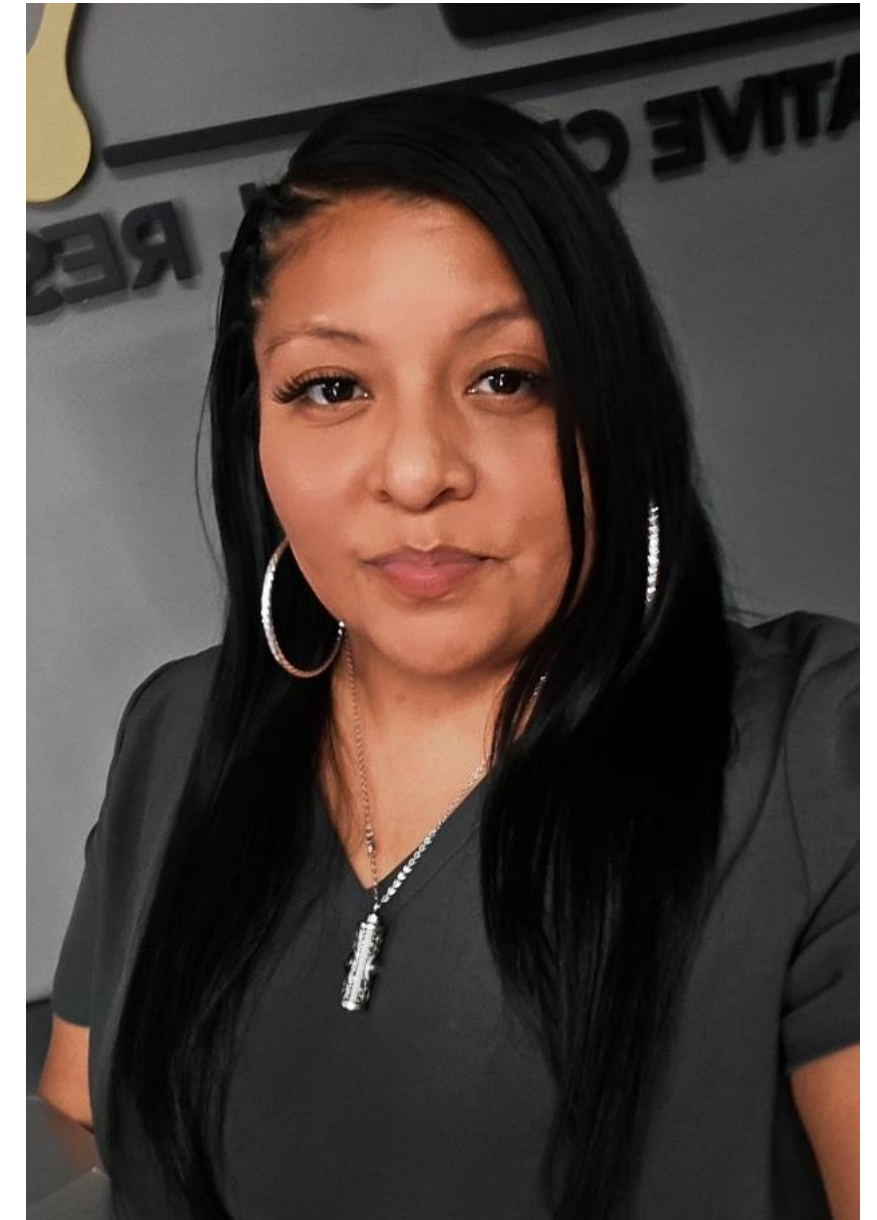
Throughout the program, Isabella embraced every opportunity to grow. She showed up each day, on time, and her hard work paid off when she accepted a position as a **Patient Care Technician** at **Northwestern**, through our partnership program, and she begins her orientation this week!

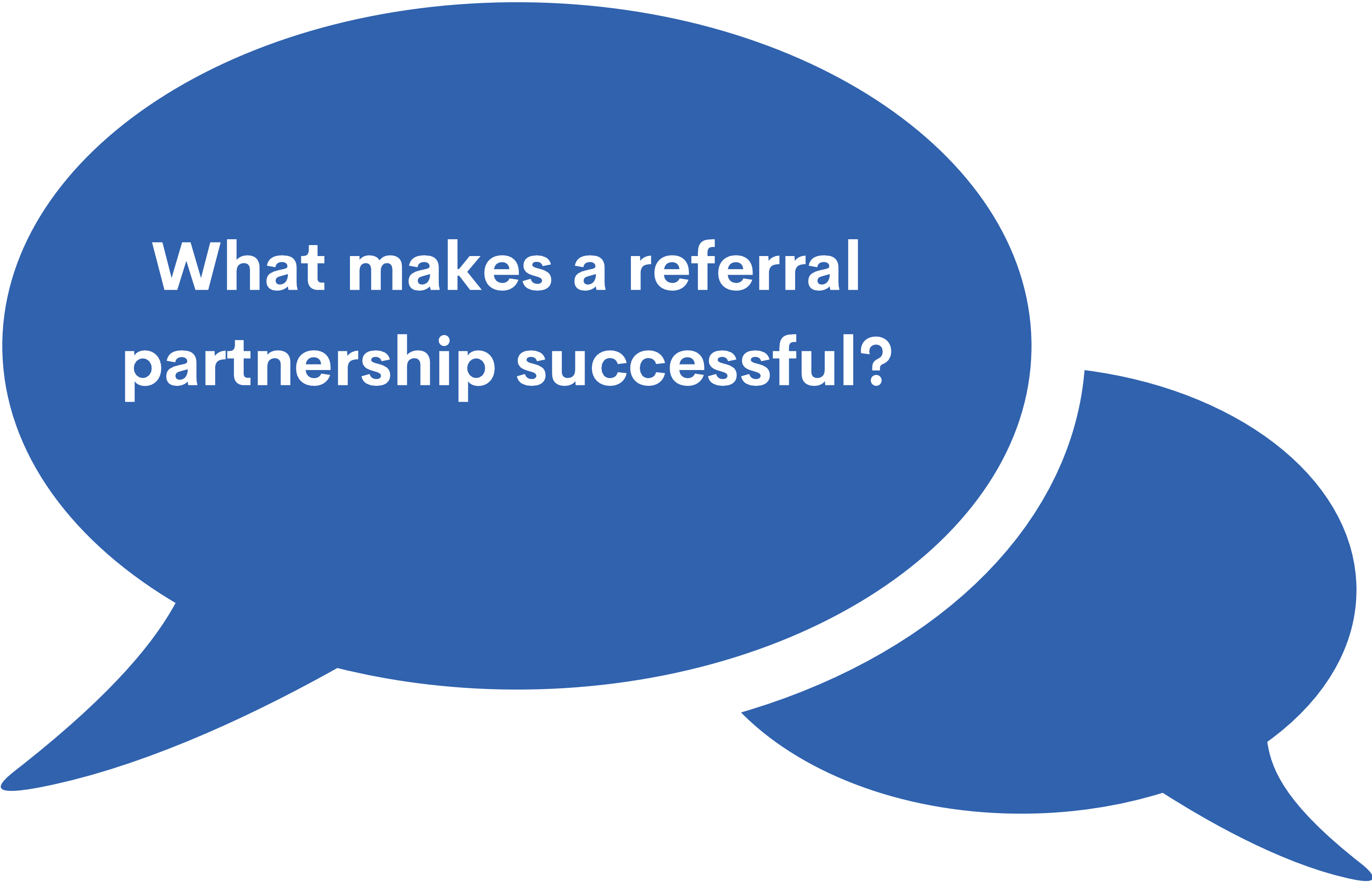


Success Story: Ruth

Ruth connected with **Proactive Community Services** seeking assistance in obtaining employment in the healthcare field. Throughout her job search, PCS staff worked closely with her by providing career coaching, job readiness support, interview preparation, and employment guidance to help her achieve her goals.

Through her determination and commitment to professional growth, Ruth successfully secured a position as a **Research Coordinator** with **NextICR**. In this role, she will support health research initiatives that help improve health outcomes and expand opportunities for underserved communities.





**What makes a referral
partnership successful?**

Top Challenges

#1: Aligning candidate experience & job requirements

#2: Partnership communication, procedure, workflow, etc.

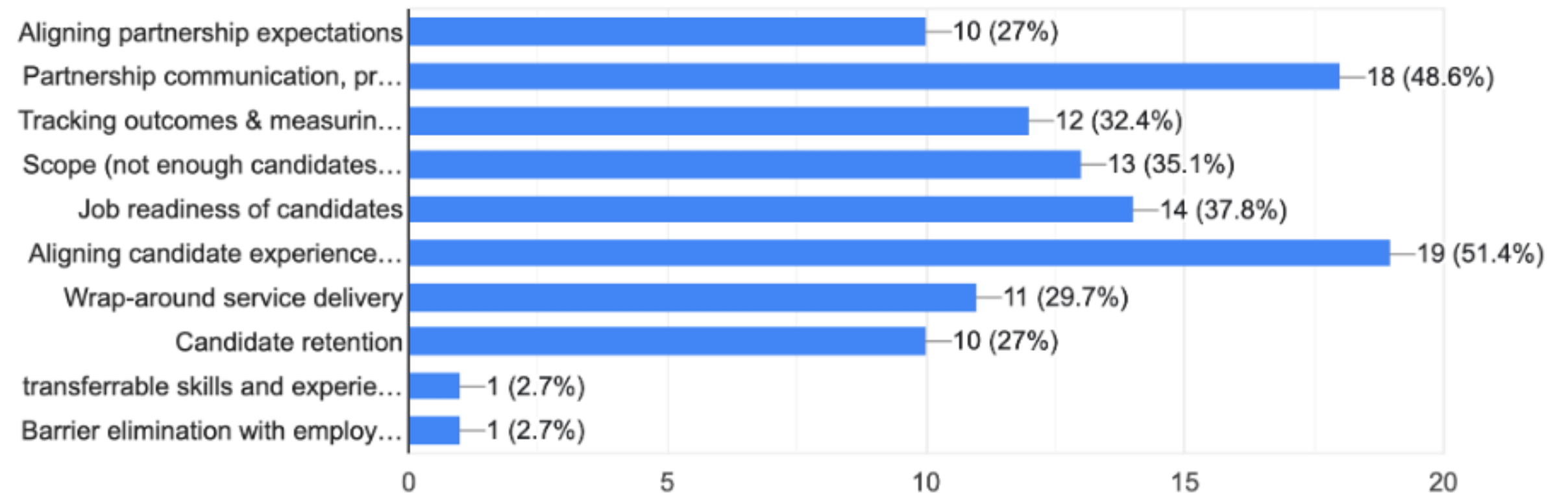
#3: Job readiness of candidates

#4: Scope (not enough candidates or open positions)

#5: Tracking outcomes & measuring ROI

What are the top challenges you face in building & managing successful candidate referral partnerships between hospital employers and workforce organizations? (check up to 3)

37 responses



Peer Perspectives: Understanding the Disconnect

GAPS

What gaps do you most commonly see
between candidates and the requirements
for open positions?

Peer Perspectives: Understanding the Disconnect

CHANGES- US

What could we change that would help close that gap?

CHANGES- PARTNERS

What could our partners change that would help close that gap?

Peer Perspectives: Understanding the Disconnect



Distill your group discussion
into a 60-second headline

Partnership Alignment Lab

Part 1: Identifying Challenges & Sharing Perspectives

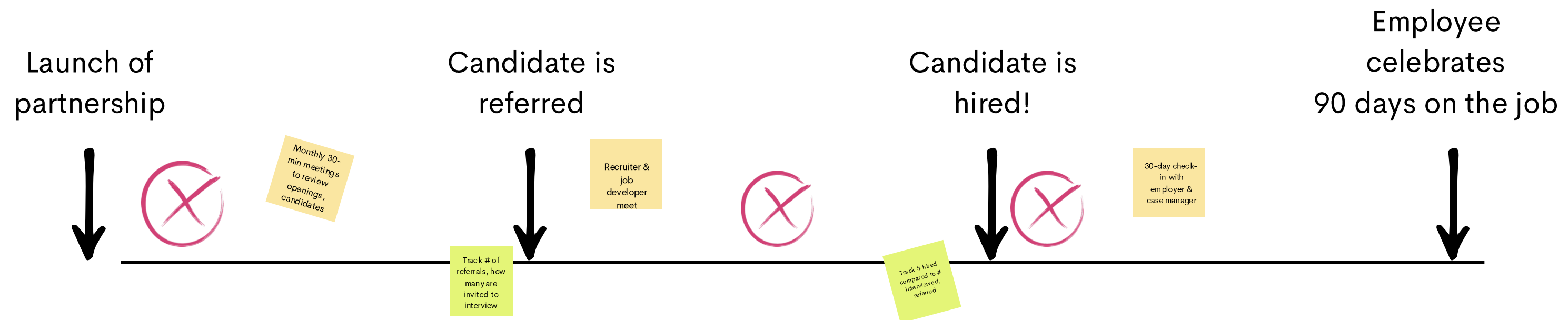
- 1 Employer challenge brief:**
 - Identify 2-3 points on the partnership journey map where you experience the biggest gaps in alignment with workforce partners.
 - Mark them on the map and share those challenges with your group.
- 2 Workforce partner perspectives:**
 - Choose one of the pain points identified by the employer.
 - Share your perspective about that stage in the partnership journey. What challenges do you face? What works well for you?



Partnership Alignment Lab

Part 2: Co-Designing Solutions

1. What might need to shift to address these pain points, ensure a smooth candidate experience, and support successful placements?
 2. How can we operationalize these shifts in our partnership? **Add specific communication, procedure, and workflow touchpoints to the map.**
1. Where might we hit roadblocks in this operationalization? What would be necessary to put in place to overcome those obstacles?
 2. At each stage, what would both partners measure to know it's working? Add to map.



Partnership Alignment Lab



Employers: share one strategy
(60 secs) to improve
communication, procedure,
and workflow with partners

Moving to Action

1

Self Reflection: What 1 or 2 actions will you take as a result of today's discussions?

2

Connect & Share: Find someone you haven't met yet. Introduce yourself and share your 1-2 actions.

THANK YOU FOR JOINING US!



Please take a couple of minutes to fill out our brief event survey!



To get involved with CHWC, sign up for newsletters at **chihealthworks.com**, or email April at april@chihealthworks.com



To join Hire Chicago, email Michaela at mmcgill@civiccom.org