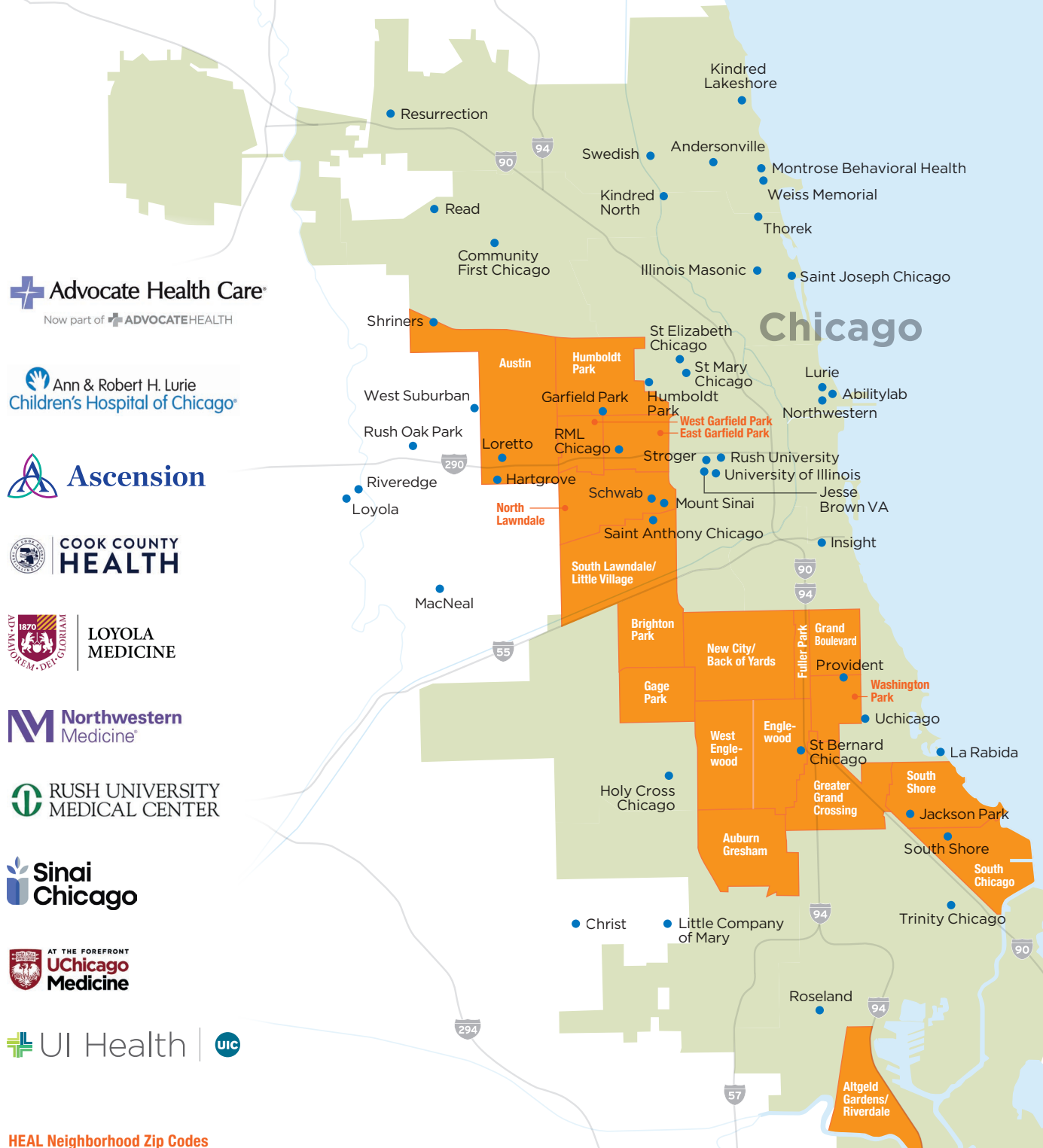


18 Vulnerable Chicago Neighborhoods 10 Leading Health Systems

One Powerful Goal



Advocate Health Care
Now part of **ADVOCATEHEALTH**

Ann & Robert H. Lurie Children's Hospital of Chicago

Ascension

COOK COUNTY HEALTH

LOYOLA MEDICINE

Northwestern Medicine

RUSH UNIVERSITY MEDICAL CENTER

Sinai Chicago

UChicago Medicine

UI Health | UIC

HEAL Neighborhood Zip Codes

Auburn Gresham	60620
Austin	60639, 60644, 60651, 60707
Brighton Park	60632
East Garfield Park	60612, 60624
Greater Englewood	60621, 60636
Fuller Park	60609
Gage Park	60609, 60629, 60632, 60636

Grand Boulevard	60609, 60615, 60653
Greater Grand Crossing	60619, 60620, 60621, 60637
Humboldt Park	60622, 60624, 60647, 60651
New City	60609
North Lawndale	60608, 60623, 60624
Riverdale	60827
South Chicago	60617

South Lawndale/Little Village	60608, 60623
South Shore	60619, 60637, 60649
Washington Park	60609, 60615, 60621, 60637
West Garfield Park	60624

COVER PHOTO: U.S. Senator Richard J. Durbin, IL; Illinois State Representative Eva-Dina Delgado; Chicago Alderperson Jessie Fuentes; and philanthropic partners join leaders from Ann & Robert H. Lurie Children's Hospital of Chicago to cut the ribbon on their new mobile health unit on August 30, 2023.

LOCAL WORKFORCE

Increase Local Workforce Commitment to Reduce Economic Hardship



4,402

New applicants hired from the 18 focused zip codes

100+

Career pathway programs administered

16,202

Individuals employed from HEAL zip codes in 2023

4,400+

Engaged Participants

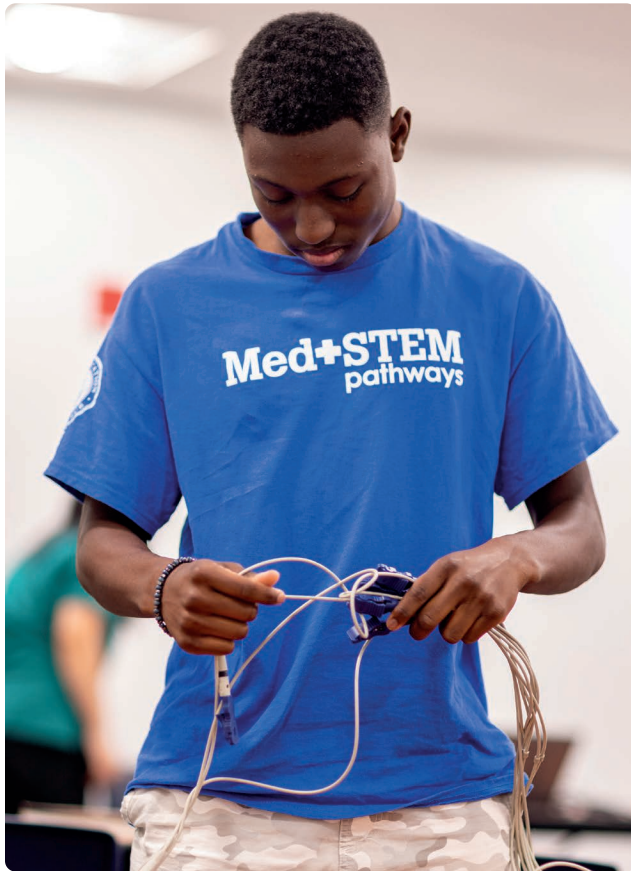
The Healthcare Career Pipelines Work Group supports the mission of Sen. Durbin's HEAL initiative by developing healthcare career pipelines for HEAL-area middle school, high school and college students, community members, and incumbent employees as they begin and advance in healthcare careers. In 2023, the hospitals collectively hired 4,402 new applicants and employed 16,202 individuals from HEAL zip codes. They also administered over 100 career pathway programs

that engaged over 4,400 participants. In addition to local hiring and workforce development initiatives, member hospitals have spent the past two years of the HEAL initiative developing dedicated efforts to comprehensively support employees after they have been hired into full-time roles.

HEAL member hospitals partnered with 261 community-based organizations in 2023.



The current class of Northwestern Medicine Scholars Program including students from the CPS' Westinghouse and DuSable high schools



REACH STEM Pathways Summer ECG Program Fundamentals



REACH College Career Pathways Program – Suture Simulation Lab



REACH College Career Pathways Program – Suture Simulation Lab



REACH Phlebotomy at Rush

Collective and Individual Key Successes

Advocate Health Care provides full-time corporate internships each summer for 20 undergraduate college students. Most recently the Corporate Internship Program is prioritizing and actively recruiting students from HEAL zip codes. Since July 2023, Advocate has added 13 more interns, in both full- and part-time positions throughout the academic year. An additional 20 interns are expected in summer 2024.

Ann & Robert H. Lurie Children’s Hospital of Chicago engaged 714 students in Mentorship

and Workforce Development programs in CY23: 293 middle school, 284 high school, and 137 college students. Nearly 87% of students were from HEAL zip codes. During this same period, 23 program alumni were hired in medical roles at Lurie Children’s. Over 50% of these hires were from HEAL zip codes.

Ascension Saint Mary – Chicago created additional youth summer employment, workforce development, and apprenticeship programs to promote careers in healthcare fields and paraprofessional roles for students in target

LOCAL WORKFORCE continued

neighborhoods with the goal of reaching students or other individuals seeking exposure to healthcare careers. In Calendar Year 2023, these programs reached 206 participants in eight area high schools, up from 143 the prior year, and 241 participants in four college programs.

Cook County Health, along with Cook County government, established the Provident Scholarship Fund to support future healthcare professionals who are from, and dedicated to serving, underrepresented communities in Cook County. Since the program first launched in 2022 with support from the Cook County Health Foundation, 91 scholarships totaling over \$1.3 million have been awarded; recruitment efforts have been targeted to HEAL zip codes with 79% of recipients identifying as Black or Latino/a.

Northwestern Medicine offered six in-house certification programs, including Certified Nursing Assistant (CNA), Doctor of Medical Science, Medical Assistant, Nuclear Medicine, Radiation Therapy and Radiology. NM graduated nearly 50 students

and matched engagement and wellness staff to coach hiring managers on how to help employees advance.

Rush University Medical Center hired 900 HEAL applicants into full-time roles in 2023 and administered over 15 pathway programs, with 68% of program participants hired into full-time roles at Rush. Rush also provided summer employment to more than 200 high school and college students for over 25,000 paid work-based learning hours.

Sinai Urban Health Institute (SUHI), part of Sinai Chicago, graduated 61 students from its Population Health Career Pathway Program's cohorts. Sinai also hired 288 caregivers, accounting for 36% of all Sinai new hires in 2023, and employed 1,204 caregivers from local communities.

The University of Chicago Medicine partnered with City Colleges of Chicago on a project that will create new jobs for residents of the South Side of Chicago. The partnership involves a new learning center for Malcolm X College where up to 800 students will be trained as clinical lab technicians at our new facility.



Ann & Robert H. Lurie Children's Hospital of Chicago's CPR Program



Graduation Ceremony for NM's in-house CNA Program

The working group also partnered with the **Chicagoland Healthcare Workforce Collaborative** (CHWC), and in 2023, CHWC concluded a study facilitated in partnership with five HEAL member hospitals to survey frontline workers. The study sought to identify and articulate career pathways for Certified Nursing Assistants, Medical Assistants and Patient Service Representatives and ways in which healthcare systems can help facilitate the

movement of incumbent workers into roles that offer wealth-building wages. Building upon the findings from the study, member hospitals have refined their approach to retention, employee engagement and employee advancement in 2023, with plans to begin tracking retention rates and employee advancement metrics in 2024.

—Local Workforce Workgroup



Brian Stewart, NM's Manager for Recruiting and Community Services, with NM employees at a community hiring event

SCHOOL AND COMMUNITY PARTNERSHIPS

Support Community Partnerships to Improve Health and Safety of Public Environments

253

School partnerships to prevent violence



19%↑

Increase since 2022



A Rush Patient Care Technician program participant displays her Vision Board, which is completed to help participants establish long-term goals.

In 2023, Chicago HEAL Initiative hospitals partnered with 253 schools—a **19% increase since 2022**—to co-develop and implement initiatives to prevent violence and keep students, teachers and staff safe and healthy. These partnerships are wide-ranging, and include school-based health centers, mobile health programs, training and education sessions, mental health and resilience support, policy revisions and youth development activities.

HEAL hospitals worked with Chicago Public Schools throughout 2023 to finalize goals, plans and job descriptions for new network-level health specialists as well. These new roles, supported by funding championed by Senator Durbin, will help schools implement health and wellness policies and programs; and will strengthen the connections

between schools and hospitals to enhance these important partnerships.

In addition to school partners, HEAL hospitals partnered with 261 community and social service organizations on violence prevention programs and activities. These partnerships include trainings, referrals, funding, volunteering and evaluations. They bring together the expertise of community members with lived experience and hospital clinicians, researchers and public health professionals.

In September 2023, through funding supported by Senator Durbin, the University of Illinois Health and Hospital System (UI Health) and RUSH hospitals expanded existing services in their School-Based

Health Center (SBHC) programs to directly address the impact of community violence and toxic stress. Creating Opportunities for Personal Empowerment in School-Based Health Centers (COPEs) is an integrated primary care behavioral health approach, using Licensed Behavioral Health Clinician and Community Health Worker (CHW) dyads operating through each hospital's SBHC program. SBHC behavioral health clinicians use an evidence-based, trauma-informed, healing-centered curricula and strategies to provide psychoeducation and behavioral health interventions. CHWs support students and families in accessing resources to meet basic needs.

To date:

- **Behavioral health clinicians** have provided services to **700 individuals in 1,499 visits**
- **Community health workers** have served **375 individuals** and families across a total of **404 visits**

The behavioral health clinician-CHW dyads are trained in the Community Resilience Model (CRM), which teaches self-regulation skill-building. COPEs staff trained in CRM embed skill-building techniques

into their interactions with patients and clients to build personal empowerment and resilience. A high school senior, who started therapy with a RUSH SBHC social worker after a family member was shot and killed, reported no physical altercations in the months since she started therapy, a significant decrease compared with others undergoing the same experience. While the student continued to report trauma symptoms, she indicated that her SBHC therapy had been helpful in learning new skills to manage her reaction and not act on strong emotions she was experiencing.

COPEs staff are also providing training for other staff working with those whose lives have been touched by violence. In these trainings, staff learn the techniques employed by CRM for personal and professional use, adding an additional layer of worker support and resilience. Through the networking opportunities provided by Senator Durbin's HEAL initiative, COPEs staff will be disseminating CRM skills by providing training to other HEAL hospitals. This UI Health and RUSH partnership is working to increase both individual and community-wide resilience, prevent violence, and improve health outcomes.

— *School and Community Partnerships Workgroup*



UI Health Mile Square Davis Health and Wellness Center at Nathan S. Davis Elementary School

Ten
Leading
Health
Systems

One
Powerful
Goal

