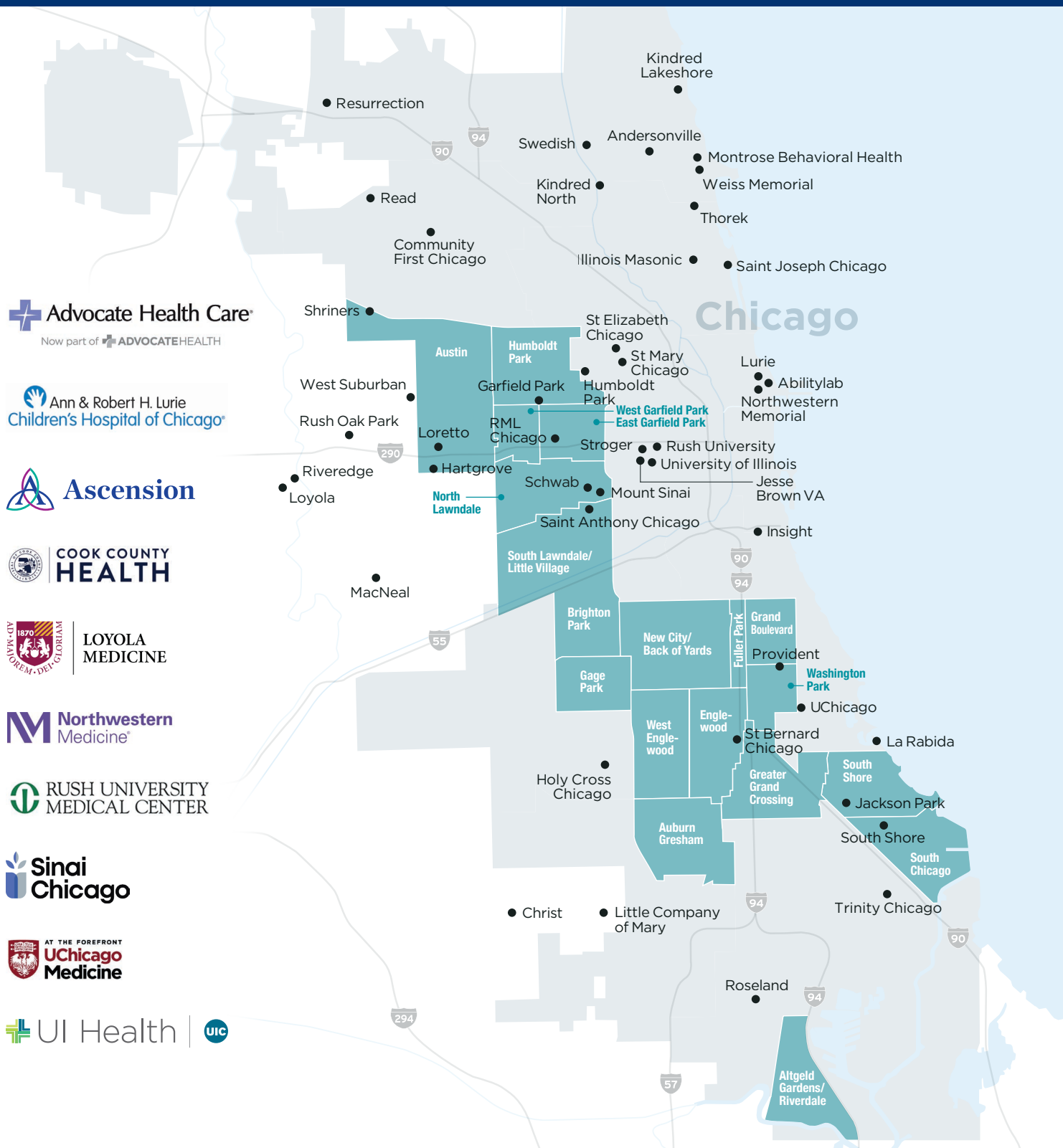
18 Vulnerable Neighborhoods
10 Leading Health Systems

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

AT THE FOREFRONT 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

LOCAL WORKFORCE

Increase Local Workforce Commitment to Reduce Economic Hardship

43% Increase
in annual **LOCAL HIRES** since HEAL began in 2018

170% Increase
in career advancement and growth **PARTICIPATION** since 2022

Nearly 40% Increase
in youth summer employment, workforce development and apprenticeship programs **PROMOTING CAREERS** in healthcare fields since 2022

The Healthcare Career Pipelines Working Group supports the mission of Senator Durbin's HEAL initiative by engaging in healthcare career pipeline development for HEAL-area residents who are high school and college students, community members, and incumbent employees as they begin and advance in healthcare careers. In 2024, member hospitals focused on developing programs to increase retention among frontline workers and encourage internal advancement for incumbent workers.

Advocate Health was a leader in this effort, with their NAVIGATE Incumbent Training Program expanding to five hospital sites and increasing retention rates to over 70% for frontline workers.

Northwestern Medicine adapted the Advocate Health model and received funding to launch their Employee Success Navigator, which provides support for staff with identified needs related to housing, food, and transportation. Similarly, Rush adapted Advocate's model to prepare for the 2025 launch of their Level Up Program, which provides frontline workers with educational resources and mentorship to explore internal advancement. Other hospitals, like Ann & Robert H. Lurie Children's Hospital of Chicago and Sinai Chicago have redoubled their efforts to establish and grow their career pipeline programs for mental health



Rush Education and Career Hub

professionals and community health workers, respectively.

A major goal of the working group is to collaborate with other citywide workforce initiatives and create collective impact. To that end, several HEAL hospitals have been active collaborators with the Corporate Coalition of Chicago's Fair Chance Hiring Initiative, which enables companies to reduce barriers to hiring individuals with criminal records. As active participants, Northwestern Medicine, Rush, Lurie Children's, Advocate, and UChicago Medicine are analyzing their hiring and onboarding practices to identify and address any potential barriers to entry for job applicants who have criminal records.

Our Key Successes are Highlighted Below

Advocate Health Care's newly launched MedExplorer program featured 12 students in a four-week paid internship, shadowing physicians across specialties. They also continued the implementation of their NAVIGATE Program and provided guidance and expertise for other HEAL hospitals to replicate their model.

Ann & Robert H. Lurie Children's Hospital of Chicago engaged 590 students (300 middle school, 140 high school, and 150 college students) in Mentorship and Workforce Development programs in 2024. Of those students, 93% were from HEAL zip codes.

Ascension Illinois offered jobs to 86 allied health students who completed a clinical rotation in respiratory therapy, imaging, sterile processing department, and sterile processing. In 2024, there were over 2,600 8th grade and high school students who participated in career fairs and expos.

Cook County Health celebrated the graduation of 17 participants from an Emergency Medical Technician (EMT) Apprenticeship program, funded by US Department of Labor funds secured by Senator Durbin. Partners included JumpHire and Superior Ambulance, and recruitment efforts were focused in HEAL zip codes.

Northwestern Medicine developed an Employee Success Navigator, modeled after the Advocate program, to provide newly hired entry-level staff support with identified social needs such as access to food, transportation, housing referrals and childcare.



Lurie Children's student interns at UIC College of Dentistry

Rush University Medical Center hired 1,065 new employees from HEAL zip codes and supported 50 participants in its pathway programs, with 40 being hired into full-time roles at Rush. In 2025, the Rush Education and Career Hub engaged over 8,000 students and families, increasing interest and awareness in STEM and healthcare careers, and provided 175 internships and apprenticeships for youth ages 15–24.

Sinai Chicago/Sinai Urban Health Institute became a Department of Labor Registered Apprenticeship Program for Community Health Workers, and has secured agreements with two external partners to host apprentices and placed two apprentices so far.

UChicago Medicine partnered with City Colleges on the construction of a new facility in Washington Park. The project will support 550 jobs and create 200 new positions for South Side residents, and City Colleges students will have the opportunity to gain real-world experience in new clinical labs.

—Local Workforce Workgroup



Parents of students from Belmont Cragin Elementary School in Lurie Children's workforce development program visit the hospital



Tom Shanley, MD, President and CEO of Lurie Children's with CPS student interns



Rush Education and Career Hub



Rush M.A. Apprentice Program Graduation



Advocate MedX

SCHOOL AND COMMUNITY PARTNERSHIPS

Support community partnerships to improve health and safety of public environments



63% Increase

in community preventive **MENTAL HEALTH OR VIOLENCE PREVENTION PROGRAMS** since 2022

403% Increase

in the number of schools with dedicated **HEALTH AND WELLNESS SUPPORT** with the launch of CPS Network Health Specialist Model

In 2024, Chicago HEAL Initiative hospitals partnered with 190 schools 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.

In order to continue to grow these partnerships in 2024, the Chicago Public Schools (CPS) Office of Student Health and Wellness launched the CPS Network Level Health Specialist Initiative supported by Congressionally Directed Spending championed by Senator Durbin. This initiative increases access to health programs and resources for students, teachers, and staff by establishing network-based Healthy CPS Network Specialists roles. These new



Lurie Mobile Health Van at Bud Billiken Day Parade



Rush SBHC health event at Wendell Academy High School

CPS staff members are trained by and work closely with HEAL hospitals, facilitated through monthly meetings to enhance our partnerships and better support CPS staff and students.

In 2024, the Healthy CPS Network Specialists met with experts from Ann & Robert H. Lurie Children's Hospital of Chicago, Northwestern Medicine, Rush and UI Health to learn about specific health issues impacting schools.

This new model provides direct and targeted support to schools to increase compliance with health policies, many of which address the underlying causes of violence in our city.

CPS launched the initiative in 2024 with five of the school district's 17 networks, encompassing over 140 total schools, using Healthy CPS data and the CPS Opportunity Index to thoughtfully select the networks that have the greatest opportunity to break down health-related barriers to learning.

Using various data sources, the Healthy CPS Network Specialists and HEAL hospital representatives also identified a few priority projects to focus on in the first school year of the initiative. This included increasing medical compliance by connecting students who are out of compliance with School-Based Health Centers (SBHCs), mobile health programs, and local providers, and helping schools become designated as Heart Safe through Project ADAM to ensure they are prepared to respond to a cardiac emergency.

In addition to schools, Chicago HEAL Initiative hospitals partnered with 335 community organizations to prevent violence in our city. These partnerships underscore the hospitals' understanding that lasting change will only come when we truly listen and follow the lead of long-time community leaders who know their own neighborhoods. HEAL hospitals provided public health expertise, trainings, evaluations, and clinical and mental health support to complement the work being done on the ground in our communities to prevent violence.

—School and Community Partnerships Workgroup

CHICAGO **HEAL** INITIATIVE
REPORT TO STAKEHOLDERS

Ten Leading Health Systems

One Powerful Goal

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U.S. Senator Richard J. Durbin Illinois

Hospital Engagement Action and Leadership