

Community Health Needs Assessment Implementation Plan 2017-2019

Advocate Lutheran General Hospital

Date Created: May 2017

Date Reviewed/Updated:

PRIORITY AREA: Social Determinants of Health – Workforce Development

GOAL: To increase job opportunities for Maine Township District 207 low income youth 16-24 years of age.

LONG TERM INDICATORS OF IMPACT

	Baseline Value, Date and Source	Frequency
1. Percent of the civilian population 16+ years of age unemployed in the Lutheran General Hospital primary service area (PSA)	7.29% Healthy Communities Institute, Claritas, 2017	Annual
2. Percentage of all JumpStart participants in Maine Township earning their high school diplomas within 2 years of starting the program	2015/2016 Baseline (not yet available), US Department of Labor Workforce Innovation and Opportunity Act (WIOA)	Annual
3. Percentage of all JumpStart participants in Maine Township starting college for the first time within 2 years of starting the program	2015/2016 Baseline, (not yet available) US Department of Labor Workforce Innovation and Opportunity Act (WIOA)	Annual

STRATEGY #1: Lutheran General Hospital will partner with Advocate Children’s Hospital-Park Ridge to expand job opportunities and career readiness for low income students of District 207 by expanding the JumpStart program at the hospitals.

TYPE: Addressing Social Determinants of Health

PARTNERS: District 207 Jumpstart Program; Advocate Lutheran General Hospital and Advocate Children’s Hospital – Park Ridge Human Resource Departments

BACKGROUND ON STRATEGY

JumpStart is a youth employment program federally funded through the Workforce Innovation and Opportunity Act (WIOA). The JumpStart program is based out of Maine Township High School District 207, but serves in- and out-of-school low-income and diverse youth throughout northern Cook County with emphasis on the Des Plaines, Park Ridge, Niles, Morton Grove, and Glenview neighborhoods.

Evidence of effectiveness: According to a July 22nd 2014 US Department of Labor report, What Works In Job Training: A Synthesis of the Evidence, “work-based learning, such as paid internships... and some transitional job programs suggest that low-income, economically disadvantaged youth are successful in programs where they earn wages. Strategies that allow high school students to accelerate their transition to college or start preparing for a career early can also improve youth outcomes.” Also, “...early evaluations found that subsidized employment improved workforce attachment and work hours among very low-skilled youth with little prior work experience.”

US Department of Labor Workforce Innovation and Opportunity Act (WIOA) reported results of effectiveness. https://www.doleta.gov/youth_services/ (click here). Data reported monthly for the program include the number of new youth in the program each year; the number of paid work experiences (6 week, 120 hour “mini-internships”); the number of unsubsidized (paid by the employer, not the JumpStart program; number of participants earning their diplomas; number of participants entering post-secondary education for the first time and number of planned exits.

Lutheran General Hospital and Advocate Children’s Hospital-Park Ridge will partner with JumpStart to increase the number of District 207 youth Jumpstart participants at both hospitals. The Community Health Departments and hospital Human Resource staff will partner with JumpStart to conduct Career Readiness Workshops.

SHORT TERM INDICATORS

Process Indicators	Annual Targets by December 31		
	2017	2018	2019
1. Number of JumpStart participants placed in 6 week, 120 hour “mini-internships” at Lutheran General and/or Advocate Children’s – Park Ridge Hospitals	10 participants	12 participants	15 participants
2. Percentage of students who complete the 6 week, 120 hours “mini-internship”	90% of students	90% of students	95% of students
3. Number of career readiness workshops provided	0 workshops	2 workshops	3 workshops
Impact Indicators	2017	2018	2019
1. Percentage of JumpStart participants hired after completing 6 week, 120 hour “mini-internship” at Lutheran General Hospital or Advocate Children’s Hospital – Park Ridge	Baseline	TBD	TBD
2. Percentage of Jumpstart participants at the hospitals obtaining high school diploma within one year of beginning of the program	Baseline	TBD	TBD

STRATEGY #2: Collaborate with Park Ridge, Niles, Des Plaines and Glenview Chambers of Commerce to increase number of businesses/organizations in the community that offer mini internship or hiring opportunities to JumpStart participants

TYPE: Addressing Social Determinants of Health

PARTNERS: Park Ridge, Niles, Des Plaines, Morton Grove and Glenview Chambers of Commerce

BACKGROUND ON STRATEGY

Evidence of effectiveness: According to a July 22nd 2014 US Department of Labor report, What Works In Job Training: A Synthesis of the Evidence, disconnected youth, “lower-skilled individuals and those with multiple barriers to employment benefit from coordinated strategies across systems, and flexible, innovative training strategies that integrate the education, training, and support services they need to prepare for and succeed in the workplace.”

The hospitals will work with the local Chambers of Commerce to add additional opportunities to employ JumpStart youth participants either through subsidized internships or direct unsubsidized employment.

SHORT TERM INDICATORS			
Process Indicators	Annual Targets by December 31		
	2017	2018	2019
1. Number of new community partners participating in the JumpStart program	0 new partners	2 new partners	3 new partners
2. Number of new JumpStart participants added to the program placed with Park Ridge, Des Plaines, Niles, Morton Grove and Glenview organizations	TBD	TBD	TBD
3. Percentage of new JumpStart participants hired by new organizations	TBD	TBD	TBD
4. Percentage of new JumpStart participants with internships in new organizations	TBD	TBD	TBD
Impact Indicators	2017	2018	2019
1. Percentage of new Jumpstart participants obtaining their high school diplomas within one year of beginning the program	TBD	TBD	TBD
2. Percentage of new Jumpstart participants who remain employed or are hired after an internship with an organization within one year of beginning the program	TBD	TBD	TBD

STRATEGY #3: Collaborate with other hospitals and community organizations within the Health Impact Collaborative of Cook County to develop interventions that will impact the Social Determinants of Health (SDOH).	TYPE: Addressing Socio-Economic Factors
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PARTNERS: Hospital, health department and community organization members of Health Impact Collaborative of Cook County (HICCC) Illinois Public Health Institute, Healthy Chicago Hospital Collaborative and other partners as identified.

BACKGROUND ON STRATEGY
Evidence of effectiveness: Kania and Kramer in their 2011 article on Collective Impact in the Stanford Social Innovation Review define the components that make it different from ordinary collaborations: a centralized infrastructure, a dedicated staff, and a structured process that leads to a common agenda, shared measurement, continuous communication and mutually reinforcing activities among all participants. Preliminary research suggests that this approach is more successful than isolated interventions especially when dealing with complex problems such as poverty lack of education, racism and other social determinants.

SHORT TERM INDICATORS			
Process Indicators	Annual Targets by December 31		
	2017	2018	2019
1. Participate in monthly meetings of SDOH Action Team and the Violence Prevention and Racism workgroups as appropriate	10 meetings	TBD	TBD
2. Contribute to the functioning of the joint Policy Committee of HICCC and the Chicago Hospital Collaborative	Ongoing	Ongoing	Ongoing
3. Contribute to the planning process to identify collaborative projects in the areas of workforce development	1-2 collaborative projects identified	N/A	N/A

Impact Indicators	2017	2018	2019
1. Impact indicators to be identified for specific initiatives	End of 2017		

ALIGNMENT WITH COUNTY/STATE/NATIONAL PRIORITIES

Strategy	WePlan 2020	ISHIP 2021 (Illinois State Health Improvement Plan)	Healthy People 2020
1	WePlan2020 will expand the boundaries of traditional public health practice and take action towards eliminating structural racism, and advocate pro-equity policy related to economic development, the built environment, transportation, and achieving a living wage for residents. These actions are based on the values of human rights, social justice, and the ethics of public health. The actions are informed by the growing understanding that health inequities are caused by the inequitable distribution of money, power, and resources at the local, national and global level which produce the different and unequal circumstances in which people live their lives. (US Health Resources and Services Administration, Region V).	Priority areas recommended for Action Planning by the SHIP implementation Coordination Council: <ul style="list-style-type: none"> • Access • Built Environment • Community Safety • Education • Equity • Housing • Job Availability 	The Social Determinants of Health topic area within Healthy People 2020 is designed to identify ways to create social and physical environments that promote good health for all. All Americans deserve an equal opportunity to make the choices that lead to good health. But to ensure that all Americans have that opportunity, advances are needed not only in health care but also in fields such as education, childcare, housing, business, law, media, community planning, transportation, and a SDOH-1 Proportion of children aged 0-17 years living with at least one parent employed year round, full time. SDOH-2 Proportion of high school completers who were enrolled in college the October immediately after completing high school.
2	Same as above	Same as above	Same as above
3	Same as above	Same as above	Same as above

Advocate Lutheran General Hospital has developed this implementation plan to meet a prioritized need identified through a community health needs assessment process. The hospital may refocus resources if necessary to best address the needs of its community.