

## Community Health Needs Assessment Implementation Plan 2017-2019

### Advocate Trinity Hospital

Date Created: May 2017

Date Reviewed/Updated:

**PRIORITY AREA: Social Determinants of Health – Healthcare Workforce Collaboration**

**GOAL:** To decrease the unemployment rate in Trinity Hospital Primary Service Area.

**LONG TERM INDICATORS OF IMPACT**

	Baseline Value, Date and Source	Frequency
1. Decrease the unemployment rate for population 18+ in Trinity Hospital's primary service area (PSA)	PSA 20.82% Civilian Labor Force Unemployed; Healthy Communities Institute (HCI), Claritas, 2017	Annual

**STRATEGY #1:** Serve as site for the Advocate Healthcare Workforce Collaborative in clinical rotation and non-clinical education for entry level/ mid-level health care positions.

**TYPE:** Socioeconomic Factors

**PARTNERS:** Community partners, Healthcare Workforce Development team, community-based organizations (CBOs) and community colleges

**BACKGROUND ON STRATEGY**

**Evidence of effectiveness:** With unemployment rates as high as 32 percent in some of the neighborhoods in Chicago, effective workforce development programs play a crucial role in preparing individuals for entry and middle-skill opportunities within the healthcare sector. The Healthcare Workforce Collaborative is a partnership between Advocate Health Care and JP Morgan Chase Bank to establish an intentional series of partnerships aimed at enhancing the alignment between addressing available healthcare jobs and the skills of current job seekers in the greater Chicagoland area. The program aims to develop and implement best practices to be adopted by other metropolitan areas and healthcare organizations. The collaborative will serve more than 1,000 individuals by 2020, all of whom will receive supportive services and guaranteed post-program interviews with Advocate or other regional health care providers. Trinity Hospital will serve as an internship site for educational institutions in its service area.

<http://www.advocategiving.org/about/healthcare-workforce-collaborative/executive-summary/> (click here)

**SHORT TERM INDICATORS**

Process Indicators	Annual Targets by December 31		
	2017	2018	2019
1. Number of participants enrolled in clinical and non-clinical training from Trinity Hospital service areas	50 participants	50 participants	50 participants
Impact Indicators	2017	2018	2019
1. Percentage of participants completing clinical or non-clinical rotations	Baseline	90% of participants	95% of participants
2. Percentage of participants interviewed for entry level/ middle skills position	Baseline	90% of participants	95% of participants
3. Percentage of participants employed by Advocate Health Care for entry/middle skills positions within 6 months of program completion	40% of participants	40% of participants	40% of participants
4. Percentage of participants employed by other healthcare organizations for entry or middle skills positions within 6 months of program completion	30% of participants	30% of participants	30% of participants

<b>STRATEGY #2: Serve as the internship site for entry level health care positions for local community partnerships and educational institutions.</b>	<b>TYPE: Socioeconomic Factors</b>
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**PARTNERS:** : Chicago State University, Governor State University, Chamberlin College, Saint Xavier University, City Colleges of Chicago, Chicago Public Schools

**BACKGROUND ON STRATEGY**

**Evidence of effectiveness:** According to the National Association of State Directors of Career Technical Education Consortium (NASDCTEc), career ready practices should be taught and reinforced in all career exploration and preparation programs with increasingly higher levels of complexity and expectation as a student advances through a program of study. Early exposure to a range of career and higher education information and opportunities is associated with better post-secondary education outcomes. Work experience for youth still in school, including paid summer jobs, has some important results in terms of educational outcomes, particularly if job skills and education are combined.

<https://chooseyourfuture.cps.edu/career-technical-education/get-involved/> (click here)

<http://www.cde.ca.gov/ci/ct/sf/documents/healthmedical.pdf> (click here)

**SHORT TERM INDICATORS**

Process Indicators	Annual Targets by December 31		
	2017	2018	2019
1. Number of interns accepted at Trinity Hospital	15 interns	20 interns	20 interns
2. Number of internship hours completed at Trinity Hospital	300 hours	600 hours	700 hours
3. Number of career development classes provided through partnerships with educational institutions	20 classes	20 classes	30 classes
Impact Indicators	2017	2018	2019
1. Percentage of interns hired by Advocate Trinity Hospital within 1 year of program completion	Baseline	TBD	TBD
2. Percentage of interns hired by other healthcare organizations within 1 year of program completion	Baseline	TBD	TBD

<b>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).</b>	<b>TYPE: Socioeconomic Factors</b>
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**PARTNERS:** Hospital, health department and community organization members of Health Impact Collaborative of Cook County (HICCC), Illinois Public Health Institute, 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, screening and referral for SDOH, food access/food security, structural discrimination and racism, and violence prevention	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	N/A	N/A

ALIGNMENT WITH COUNTY/STATE/NATIONAL PRIORITIES			
Strategy	County WePLAN	SHIP (State Health Improvement Plan)	Healthy People 2020
1 & 3	County WePLAN will achieve a 10% reduction in civilian labor force that is unemployed	SHIP aims to address Social Determinants of Health as a priority. SDOH are defined as ‘the conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of daily life.’	HP2020 indicates “Social Determinants are a leading health topic and recognizes the critical role of home, school, workplace, neighborhood, and community in improving health.”
2	County WePLAN will invest and increase on the job training and paid work experience programs	SHIP will develop action items to address social determinants of health and other structural issues such as housing, employment and education. Without a clear path out of poverty, including access to stable quality housing, a steady income and opportunities for education, attending to health issues is a distant priority for the many Illinois individuals, families, and communities that are currently living in poverty.	HP2020 focuses on proportion of high school completers who were enrolled in college following completion of high school.

Advocate Trinity 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.