

Investment Connection Request for Proposal - St. Louis

Response ID:104 Data

3. Enter Your Submission's Details

1. Project/Program Name:

A Coordinated CHW Career Pipeline: Focused on Stability and Retention

2. Organization's Legal Name (as shown on IRS Letter of Determination):

St. Louis Integrated Health Network

3. Doing Business As (DBA - if name differs from legal name):

St Louis Integrated Health Network (IHN)

4. Organization Contact Info:

	Info
Street Address 1	1520 Market St Ste 4034
Street Address 2	
City	St. Louis
State	MO
Zip	63103
Organization Phone Number	314.657.1566
Organization Website:	http://stlouisihn.org/
Organization Email Address	Cpeetz@stlouisihn.org

5. Executive and Primary Contact Info:

	Info
Executive Director or Top Executive:	Bethany Johnson-Javois
Executive Phone Number:	314-657-1411
Executive Email Address:	bjohnson@stlouisihn.org
Primary Contact for this proposal:	Ciearra Walker
Primary Contact's Phone Number:	314.657.1591
Primary Contact's Title:	Project Coordinator
Primary Contact's Email Address:	Cwalker@stlouisihn.org

6. Are you a 501(c)3?

Yes

7. Organization Mission Statement (Please limit response to 1,000 characters)

The St. Louis Integrated Health Network (IHN), through collaboration and partnership, strives for quality, accessible and affordable healthcare services for all residents of Metropolitan St. Louis, with an emphasis on the medically underserved.

8. Briefly summarize your organization's history. (Please limit response to 1,000 characters):

The St. Louis Integrated Health Network (IHN) formed as a membership-based organization for safety net providers to coordinate and integrate care to the medically underserved. The St. Louis Integrated Health Network (IHN) currently represents approximately 90% of the region's healthcare market. The IHN works to support our partners --- the region's four federally qualified health centers, three major hospital systems, two academic medical schools, two public health departments -- and other safety net institutions to increase access to high-quality, affordable healthcare through strategic planning and design implementation aimed at systems transformation.

9. Briefly describe the organization's current programs and activities - Include examples of recent accomplishments, i.e., number of people served annual, housing units built, loans made, etc. (Please limit response to 1,000 characters):

The St. Louis Integrated Health Network (IHN) has 5 Key Strategic Priority Areas. (1) To deepen IHN's shared infrastructure to coordinate access to care; through this initiative, our Community Referral Coordinators see over 20,000 patients in a year, maintaining an appointment kept rate < 60%. (2) To scale infrastructure that helps bridge the criminal justice system to social services using a CHW model to reduce jail recidivism for young adults. (3) To promote workforce stabilization and development in the healthcare safety net, through advocacy of community health workers, medical assistants, and other frontline workers (4) To emphasize action for underserved priority populations and close disparity gaps by race. (5) To represent the IHN network in various regional collective impact efforts to ensure strategy alignment within the health system.

10. Organizational Annual Budget:

\$2,073,353

11. Organization Fiscal Year:

From date (mm/dd/year) : 09/01/2019

To date (mm/dd/year) : 08/31/2020

12. Proposal Summary (Please limit response to 1,000 characters):

Community Health Workers (CHW) are members of the communities they serve, who empower individuals to engage in healthy behaviors that increase overall well-being. The CHW workforce is a viable pipeline to sustainable employment for LMI populations out of poverty. Our CHW leaders formed a regional coalition in 2019 to serve as a supportive network to CHW peers, to provide professional development, and to enhance services to LMI communities. The IHN advises a regional group of LMI community leaders who are employed as CHWs throughout the region. Through two strategies, this project emphasizes training and capacity of the CHW workforce to support job training, job placement, and retention to mobilize LMI communities economically.

- o Strategy 1: Introduce a 50/50 funding model to help transition STLCC from soft funds to a more sustainable model allowing the continuation of high standard training

- o Strategy 2: Engage regional CHW leaders in specialized training to strengthen capacity to lead.

13. Type of CRA eligibility for your proposed project (check all that apply):

Economic/workforce development

14. Is your project/program (check one):

Expansion of existing project

15. Type of request (check one):

Grant

16. Amount Requested:

\$86,804.00

17. Total Project Budget:

\$101,204.00

18. Funding Period Requested:

From date (mm/dd/year) : 01/01/2020

To date (mm/dd/year) : 12/31/2020

19. Geographical Area(s) Served - Include specific counties MSAs, city(ies), neighborhood(s). (Please limit response to 1,000 characters):

This project will serve LMI individuals looking to enter the CHW workforce. This project serves LMI individuals looking to enter the CHW workforce throughout St. Louis City and County, however, significant focus will be placed on the Promise Zone (PZ) designation. Data from previous CHW cohorts confirm that approximately 44% of students reside in the PZ. The Promise Zone is a federally designated area selected in 2015 due to its high unemployment, crime and mortality rates as well as its significant vacancies in property and land. This designation represents 25 zip codes, 28 municipalities, 11 city wards and 7 school districts; Missouri has the largest PZ in the nation with Memphis and California trailing. Data from the 2019 PZ reports illustrates that in year three of ten, this area still suffers from an average poverty rate of 24.4% with a population of 193,842 Residents. Furthermore, collectively these 25 zip codes incur \$14 billion in regional GDP loss due to the racial wage gap.

20. Please list other funding secured or potential sources of funding for this project. (Please limit response to 1,000 characters):

The IHN currently receives a total of \$998,992 over the years 2018-2021 from the Missouri Foundation for Health to advance a multi-strategy effort identified and affirmed by the HEAL Partnership, a network of 30+ organizations who advocate for the "scaling and sustainability of CHWs." However, funds from that effort do not currently support the focus on economic mobility proposed in this project. This project will address a newly identified gap our region's CHW leaders have identified on behalf of their workforce.

21. Describe how you verify low-moderate income (80% of Area Median Income (AMI) status of program participants or geographies, i.e., percent/number receiving reduced or free school lunch, census tract data or other method). Please be specific! Listing low-income zip codes does not provide sufficient information. You must describe how you verify the income of individual program participants or in the case of geography, census-tract level data. (Please limit response to 1,000 characters):

The St. Louis Community College currently includes self-reporting questions around income level and employment status. The application request students to self-attest to Employed, Underemployed, and Unemployed; it also requests monthly income.

22. What community development needs or barriers will this project/program address? (Please limit response to 1,000 characters):

This project addresses the lack of coordinated workforce strategies for LMI individuals in our region. The CHW Workforce is a profession for LMI individuals to enter and advance in employment, yielding economic mobility. This project establishes a coordinated workforce development approach between the St. Louis CHW Coalition and STLCC, with backbone support from IHN.

STLCC administers our region's CHW training while the St. Louis CHW Coalition supports the workforce in their leadership, resource sharing and professional development. We will also leverage an existing CHW Employer Convening to share job announcements and better coordinate job placement; this approach focuses on the continuum from job training -> job placement -> professional development, which yields retention.

Secondary benefits of this project include the impact our CHWs have on the health and social wellbeing of the LMI populations they serve; such impacts are being collected through our work with MFFH.

23. Is this project part of a larger initiative, i.e., special government designation or a larger collaborative community effort? If yes, please explain. (Please limit response to 1,000 characters):

In 2018, the IHN was awarded a three-year grant by the Missouri Foundation for Health; the grant allows for a multi-strategy approach towards CHW workforce sustainability. Under the MFFH grant, we've been able to organize regional support for the

CHW workforce through the CHW Employer Convening, support statewide efforts for sustainability, and introduce a regional CHW common metrics initiative.

Infrastructure around the workforce has been developed; momentum around the state is aligned; the community college has established themselves as an accredited training program; and we have garnered support and commitment from over 30 organizations across the region who reference the CHW Employer Convening for "all things CHW".

The focus of this project has been placed around strengthening the career pipeline of the workforce. The continuation of the CHW certification course and investment into the CHW workforce will ultimately lead to retention and growth in the workforce.

24. Describe who will be served through this proposed project/program including the percentage of clients currently served or the predicted percentage served who are either LMI or the percentage of small businesses with revenues of \$1 million or less. (Please limit response to 1,000 characters):

The CHW profession is a scalable and reliable pipeline to employment for LMI individuals. Their lived experience navigating a variety of systems, while in a position of disadvantage, lends to their passion and robust knowledge for the field.

Thus far, the St. Louis Community College has enrolled:

- o 163 students enrolled in the CHW Certification course
- o of that, 72 students (44%) reside in the Promise Zone.
- o There are 21 students enrolled in the most current cohort which is grant funded.
- o 120 students successfully completed the certification training yielding a completion rate of 74%

Data from previous students illustrate that prior to completing the CHW training:

- o 82 students (50%) reported underemployment
- o 41 students (25%) reported unemployment

Post-graduation:

- o 113 graduates (69%) reported employment.

25. What are the goals of this project?. (Please limit response to 1,000 characters):

- 40 CHW's listed as members of the St. Louis CHW Coalition
- 16 CHW students sponsored for the CHW training certification by employer.
- Demonstrate improved economic mobility of LMI individuals through this workforce channel.

26. What is the timeline for implementing this project?. (Please limit response to 1,000 characters):

The timeline for completing Phase II is January 2020 – December 2020. With the funds requested, the community college can fund two cohorts (i.e. Winter/Spring and Fall).

27. Significant Partnerships:

Does this project/program involve any external partners that may add capacity, programmatic experience and/or funding? (Please limit response to 1,000 characters):

Primary project partners will include: The St. Louis Integrated Health Network, The St. Louis Community College—who's been named a leader in the state by the Missouri Department of Health and Senior Services-- and the St. Louis CHW Coalition.

Additionally, noted in our project budget we've requested funds to contract a consultant to help further develop our regions CHW's. The Leadership Consultant will assist in developing the leadership capacity of the CHW workforce around areas including but not limited to membership governance, how to facilitate consensus building, meeting planning and maintenance, conflict resolution, decision making, strategic planning and advocacy, savings, debt reduction and wealth building. Deeper investment around these elements will place our regions CHWs in a position to grow and successfully lead their coalition of support for the workforce.

28. Who will be responsible for developing, documenting and reporting relationships with connections made through the Investment Connection? (Please limit response to 1,000 characters):

IHN's current Project Coordinator for the CHW Workforce Partnership, Ciarra Walker, will be responsible for developing, documenting and reporting relationships with connections made through the Investment Connection.

29. What are the anticipated measurable outcomes of this project?. (Please limit response to 1,000 characters):

Measurable outcomes of this project include:

- Job placement
- Length of employment
- Employment satisfaction
- Optional: Hourly rate/salary
- Pay increases/ promotions# of Newly recruited coalition members
- # of CHWs enrolled in training
- # of CHWs who've graduated
- # Of CHW's sponsored by Employers
- # Eligible for credentialing
- # Employed part time
- # Employed full time
- Optional: Individual financial progression over time (savings increase, debt reduction, assets acquired)

30. How do/will you evaluate this project? Describe the measurement tool(s). (i.e., participation checklists, pre/post surveys, intake sheet, etc.) (Please limit response to 1,000 characters):

In compliance with Department of Labor grant reporting requirements, our St. Louis Community College has used phone/email communication to obtain reference information. There is a signed consent form from the student if there is a request for employment verification through an employer.

With support from the St. Louis Community College and the part-time Retention Specialist (referenced in the budget), a routine survey will be given to all students funded through this project. Students will sign a letter of agreement stating that they are aware and willing to comply to a series of follow up to track their retention and satisfaction of employment post-graduation. Surveys will be administered on a quarterly basis post-graduation.