

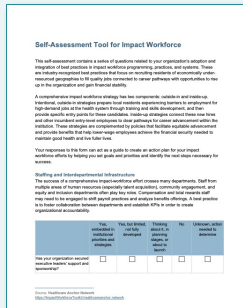
# Self-assessment Tool for Impact Workforce

This self-assessment contains a series of questions related to your organization's adoption and integration of best practices in impact workforce programming, practices, and systems. These are industry-recognized best practices that focus on recruiting residents of economically under-resourced geographies to fill quality jobs connected to career pathways with opportunities to rise up in the organization and gain financial stability.

A comprehensive impact workforce strategy has two components: outside-in and inside-up. Intentional, outside-in strategies prepare local residents experiencing barriers to employment for high-demand jobs at the health system through training and skills development, and then provide specific entry points for these candidates. Inside-up strategies connect these new hires and other incumbent entry-level employees to clear pathways for career advancement within the institution. These strategies are complemented by policies that facilitate equitable advancement and provide benefits that help lower-wage employees achieve the financial security needed to maintain good health and live fuller lives.

Your responses to this form can act as a guide to create an action plan for your impact workforce efforts by helping you set goals and priorities and identify the next steps necessary for success.

## Download Tool



### FORMAT:

- [Microsoft Word](#)
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