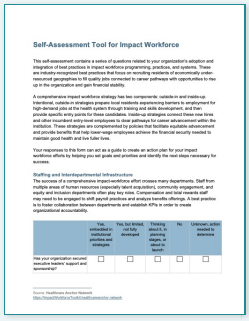
Self-assessment Tool for Impact Workforce

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


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Staffing and Interdepartmental Infrastructure

The success of a comprehensive impact-workforce effort crosses many departments. Staff from multiple areas of human resources (especially talent acquisition), community engagement, and equity and inclusion departments often play key roles. Compensation and total rewards staff may need to be engaged to shift payroll practices and analyze benefits offerings. A lead practice is to foster collaboration between departments and establish KPIs in order to create organizational accountability.

	Yes, embedded in institutional practices and strategies	Yes, but limited, not fully developed	Thinking about it, in planning stages, or short- or long-term	No	Unknown, action needed to determine
Has your organization secured executive leaders' support and sponsorship?	☐	☐	☐	☐	☐

Source: Healthcare Anchor Network
https://impactworkforcehub.healthcareanchor.network

FORMAT:

- Microsoft Word
- PDF