



## Lake County Funders Call

Wednesday, February 9, 2022  
11:00 a.m. – 11:45 a.m.

### Participants

Frank Baiocchi, Hunter Family Foundation  
Damon Coleman, Lake County Community Development  
Molly Cullum, The John & Kathleen Schreiber Foundation  
Courtney Combs, The Lake County Community Foundation  
Mirja Spooner Haffner  
Carol Hincker, Julian Grace Foundation  
Stew Kerr, First Presbyterian Church  
Anne King, Northwestern Lake Forest Hospital  
Jawanza Malone, Wieboldt Foundation  
Maggie Morales, The Lake County Community Foundation  
Gail Nelson, Steans Family Foundation  
Kate O'Connor, Grant Healthcare Foundation

Leah Perri, The Lake County Community Foundation  
Kurt Peterson, College of Lake County Foundation  
Anne Posner, RRF Foundation for Aging  
Cheri Richardson, Gorter Family Foundation  
Heather Sannes, The John & Kathleen Schreiber Foundation  
Quinton Snodgrass, United Way  
Anna Yankelev, Lake County Health Department  
Emily Weber, The Lake County Community Foundation  
Greg Weider, Lake County Bar Association  
Julia Wold, Grainger Foundation  
Lauren Wright, IL Partners for Human Service  
Pat Yuzawa, Circle of Service Foundation

### Welcome & Call Goals

Emily Weber, Director of Programs and Community Investment for The Lake County Community Foundation, thanked participants for joining the call and noted the goals for the conversation were to:

- Hear updates on the state of Lake County and how our health and human service providers are responding
- Learn about the Rebuilding IL Health & Human Services Workforce in the Wake of Covid-19

### State of Lake County – Anna Yankelev, Lake County Health Department

- Case Counts: 118,609 cases since the start of the pandemic Deaths: 1,260 deaths
- Positivity rate for Region 9: (7 day rolling average) 11.3% as of 2/5
  - Test positivity in Lake (7 day rolling average) 8.6%,
  - McHenry County is 15.7% (7 day rolling average)
  - As of 2/8 Incidence rate for Lake County = 44.1 per 100,000  
Age groups in the lead continue to fluctuate this week:

- the under 18 yr old group has the highest incidence rate at 56.84/100k and in the under 18 yr old group, the 5-10 age group has the highest rate at 66.1/100k
- Governor Pritzker made an announcement today that aside from schools and health care organizations, the mask mandate in Illinois will be lifted as of February 28<sup>th</sup>, 2022 (joining New York and Massachusetts).
  - Each organization can still enforce universal masking, but the statewide mandate will be lifted.
  - Schools and healthcare organizations will continue to be mandated to mask 100% of the time regardless of vaccination status.
  - <https://www.nbcchicago.com/news/coronavirus/pritzker-aims-to-lift-illinois-mask-mandate-by-feb-28-he-announces/2753922/>
  - At the same press conference Dr Ezike encouraged vaccination as well as a focus on air quality in indoor spaces. She mentioned checking and upgrading HVAC systems as well as adding air purifiers.
- Last Friday the judge in Sangamon County mask/quarantine case ruled in favor of the plaintiffs and school districts listed
  - This means that the schools districts listed can choose to go mask optional and not enforce quarantine per the existing governor's executive order; it does not require them do to so and schools who choose can continue to enforce universal masking
  - This is causing friction, confusion, fear and anger
  - Our school team, together with communications will be discussing how to best support the community
  - [http://digitaledition.chicagotribune.com/infinity/article\\_share.aspx?guid=99449956-d40e-402a-8956-4be9df71d2a5](http://digitaledition.chicagotribune.com/infinity/article_share.aspx?guid=99449956-d40e-402a-8956-4be9df71d2a5)
- KN95 masks are now available for pickup at any of the following locations:
  - All LCHD FQHCs**
  - Highland Park City Hall
  - Lake Villa Dist. Library
  - Village of Hawthorne Woods
  - Antioch Public Library
  - Warren-Newport Public Library
  - Libertyville Senior Center
  - Zion Public Library
  - Highwood Public Library
  - Waukegan Public Library
  - Lomeli's 230 Cedar Lake Rd., Round Lake – call to make sure they still have stock 847-546-0166
  - Jewel-Osco Gurnee, 6509 W. Grand Ave., Gurnee – call to make sure they still have stock 847-855-1991
  - Jewel-Osco Mundelein, 1150 W. Maple Ave, Mundelein – call to make sure they still have stock 847-970-9250

**Available starting Feb 19**

Stretch's Bar and Grill in Waukegan

Eleven19 Kitchen & Cocktails – 1119 10<sup>th</sup> St. North Chicago

North Chicago Library

**Rebuilding IL Health & Human Services Workforce in the Wake of Covid-19 – Lauren Wright, Executive Director, Illinois Partners for Human Service**

Purpose of presentation: To share the results of recent workforce study conducted end of 2021 and how that relates to broader funding community.

**About IL Partners:**

State-wide coalition. Largest voice of human service organizations in Illinois with 800+ coalition partners in nearly every legislative district in Illinois.

Advocate for evidence-based, equitable, and sustainable approaches to funding human services.

Engage in collective advocacy to protect funding and promote fair policies for health and human services.

**Purpose of research study - framed around 3 questions:**

- What factors impact the stability of the health and human services workforce in Illinois?
- What are the ongoing challenges facing the health and human services sector?
- What is needed to stabilize and strengthen the health and human services workforce in the future?

**Methodology**

- Survey data collected reflects more than 12,600 employee records from 48 nonprofit providers throughout Illinois
- Survey data was supplemented by 5 geographically based focus groups with a total of 16 organizations (Good representation from Lake County in focus groups)
- Topics included:
  - Employer size, geographic area, and type of service
  - Sources of revenue
  - Impact of COVID-19 on revenue, expenses, and operations
  - Turnover, vacancies and general barriers to hiring
  - Employee demographic data according to job category

**Workforce Demographics**

- 77% of health and human service employees are essential frontline workers (majority of work is necessary to be in person)
- Nearly 77% of employees identify as female
- 52% of the workforce is Black, Indigenous, Latina/o/x and people of color
- 54% of frontline workers are BILPOC while nearly 59% of senior leadership is White
- Disparities in wages for hourly compensation are influenced by job category, geography, and organizational size

Workforce issue is a racial and gender equity issue.

**Gender disparity:** Health and Human Service workforce is disproportionately female, and data is often not collected on other gender identities besides male/female

- State of Illinois workforce is split 50/50 between those identifying as male/female, while those identifying as female make up 76.8% of health and human service workforce

**Race disparity: Black and African Americans**

- Black/African Americans are significantly more likely to be front-line staff than management (make up 32.4% of frontline staff but only 23.2% of management/leadership)
- Black/African Americans are carrying a large percentage of health and human service workforce while representing only 12.4% of the general population in the state of Illinois (make up 33.3% of collar county health workforce)

**Other findings:**

- Wage gap between frontline staff and management staff is not as significant as other sectors, like corporate America.
- Most organizations right now are experiencing their highest rate of turnover (picked up again since 2021. Struggling more now than in 2020).
- Collar counties (Lake included) had highest percentage of % of organizations with double their baseline vacancies rate.
- Most common hiring barriers were lack of applicants (competition in other industries) and lower wages. How can the health and human services industry remain competitive to attract workforce applicants?

**Impact of COVID on Operations & Finances**

- COVID revenue increases AND expense increases.
- Smaller organizations experienced more volatility and bigger swings (both positive and negative) than their larger counterparts
- Emergency COVID-19 funding (state, private philanthropy) was very important, did not address workforce issues.
- Many orgs who acted as a pass-through during pandemic – 100% of dollars went out the door to other organizations (micro grants) but nothing addressed how this has burdened administrative staff.

**Two biggest factors to build a strong health & human services workforce pipeline (need to happen in conjunction)**

- Recruit & retain employees
- Support & stabilize employers

**Role of Funders in supporting workforce**

- Workforce funder collaboratives (Chicago Community Trust) – workforce roundtables
- Connecting Grantees to resources for HR and technical support
- Supporting grantees with general operating funds (very important)

## **Q & A**

### **Can you tell us the legislative bill numbers we should be watching?**

Reference fact sheet.

### **What is the budget for your organization and how large is your staff coordinating the coalition?**

Staff at Illinois Partners for Human Service is 3 full-time and 2 part-time and a paid intern. Less than \$1M budget.

### **Resources shared:**

- Chicagoland Workforce Funders Alliance, housed at CCT. Frank Baiocchi and Maggie Morales have talked with them about potential Lake County efforts:  
<https://chicagoworkforcefunders.org>
- IL Partners - Workforce Powerpoint presentation
- 2022 Health and Human Services Workforce Legislation Fact Sheet

**Next Lake County Funders Call - 11 a.m. on Wednesday, March 9**