

*These notes have been excerpted from the drafts of forthcoming resource guides on TCE's Building Healthy Communities outcomes. The notes are designed as an interim tool and meant for internal use for facilitators and site coordinators. – Planning Support Team*

## Outcome #8

### Community Health Improvements are Linked to Economic Development

Economic development affects health outcomes in a number of ways. Most immediately, where people have to work at dirty or dangerous jobs, their own health and that of their families and neighbors can be at risk every day. Additionally, income is a critical factor, for being poor in its own right, increases the odds of poor health outcomes. It is therefore not at all surprising that efforts to obtain better jobs for more people are at the heart of community economic development. When community leaders seek to obtain better paying jobs and more valuable career paths for their residents, they must acknowledge and seek to coordinate the complicated patchwork quilt of programs and projects in their communities. Principles for taking action include:

- Think both locally and regionally
- Keep basic education front and center
- Plan for the needs and aspirations of people in many different situations, inclusive of those groups that are considered newcomers to the workforce, those in transition, and those stuck in low wage positions.
- Incorporate a sectoral approach to work development
- Connect with all the relevant types of providers of training and support, such as high schools, community colleges, adult schools, labor union apprenticeship programs, proprietary schools, and community-based organizations.
- Address the health and family needs of residents that can keep them from obtaining or keeping employment, such as physical health and disability issues and child care needs.

#### **PROMISING PRACTICES AND STRATEGIES**

Strategy	Resources & Case Studies
Promote and expand career and technical education, with special emphasis on high-growth employment sectors.	<ul style="list-style-type: none"> <li>• <a href="#">Connect-Ed: The California Center for College and Career</a></li> <li>• <a href="#">The Career Advancement Academies</a></li> <li>• <a href="#">Gateway Project</a></li> <li>• Local examples:               <ul style="list-style-type: none"> <li>○ <a href="#">Latino Center for Medical Education and Research</a> (Fresno)</li> <li>○ <a href="#">FACES for the Future</a> (Operated by the Children’s Hospital and Research Center, Oakland).</li> </ul> </li> </ul>
Engage local workforce development agencies and employers to prioritize creation and retention of health care jobs and other high-growth employment opportunities, such as “green jobs.”	<ul style="list-style-type: none"> <li>• <a href="#">Los Angeles Workforce Funder Collaborative</a></li> <li>• <a href="#">The Los Angeles Infrastructure and Sustainable Jobs (LAISJ) Collaborative</a></li> <li>• <a href="#">The Sweet Beginnings</a> (Chicago)</li> </ul>
Leverage training, education and career advancement opportunities for those already working for local health care providers.	<ul style="list-style-type: none"> <li>• <a href="#">Health Care Workforce Development Program</a> (partnership between the SEIU Local 721 and the Los Angeles County Department of Health Services).</li> <li>• <a href="#">Extended Care Career Ladder Initiative</a> (Massachusetts)</li> <li>• <a href="#">California Health Professions Consortium</a> (convened through The California Wellness Foundation and the UCSF-Fresno Latino Center for Medical Education and Research).</li> </ul>

Strategy	Resources & Case Studies
Establish community benefit agreement, first hire agreements, and other community development strategies to leverage employment opportunities for residents.	<ul style="list-style-type: none"> <li>• <a href="#">Green for All</a> (Portland, OR)</li> </ul>
Broker summer jobs, internships and mentorship programs with local business for local community youth and adults.	<ul style="list-style-type: none"> <li>• <a href="#">HIRE LA's Youth</a> (a component of the 2008 Workforce Development Strategy plan in LA)</li> <li>• <a href="#">Summer Youth Employment Program</a> (New York City)</li> </ul>
Promote financial literacy and other family income support programs in local communities.	<ul style="list-style-type: none"> <li>• <a href="#">The Family Independence Initiative</a></li> <li>• <a href="#">Anew America</a></li> <li>• <a href="#">Financial Opportunity Centers</a> (operated by the Local Initiatives Support Corporation (LISC))</li> </ul>

### **MEASURES OF PROGRESS**

Economic development and employment strategies should be assessed with regard to both their progress at implementation and their results. Examples include:

**Implementation:** *tracking whether, when and how the activities fostered by the initiative have been carried out, and how community institutions have responded.*

- Health care organizations partner with workforce development agencies to develop health workforce training and career advancement opportunities for local youth and current employees in the health sector.
- Health workforce development strategies and funding prioritize local resident employment and career advancement, especially, for those underrepresented in the health workforce.
- Local youth have access to multiple education and career pathways to employment opportunities.
- Community-based health initiatives develop partnerships with other local employment advocacy groups to develop area-wide approaches to community benefits agreements, funding for workforce development, and other aspects of policy.

**Outcomes:** *measuring and interpreting education, employment, income and wealth changes for the people served by the initiative, directly and indirectly.*

- Young people obtain and succeed at jobs and internships, leading to higher graduation rates and entry into post-secondary training or education.
- High school graduates succeed in community colleges career technical programs in growth industries.
- Young people and adults supported by community initiatives obtain good jobs and retain those jobs for meaningful periods of time.
- High schools and allied health training programs increase enrollment, retention and advancement of racial and ethnic minority students into health careers.
- Local families build up their own financial assets as a result of participation in supportive programs.
- Local governments, employers, developers and labor unions enact agreements to promote local hiring, which subsequently takes place in accordance with these agreements.
- Community indicators of economic well-being show improvement in ways that could be related to the initiative.