

## Northwell Health Graduates First Class of Community Health Workers

Recognizing that social and economic inequities are the leading causes of health disparities and poor health outcomes, Northwell Health, an NQP Hub, collaborated with JPMorgan Chase on an innovative workforce development program called “From the Community, For the Community.”

Committed to building a culture of health and equity of care, *From the Community, For the Community* trains job-seekers from traditionally disenfranchised communities and connects them with entry-level health care positions that focus on assisting individuals in overcoming access to care barriers.

This past March, a group of nine program participants successfully completed the training program which included instructional, in-classroom training and a preceptor-mentored apprenticeship in the field. From the initial graduating class, five graduates were hired by Northwell Health and four earned employment at Choice For All, a community-based organization (CBO) in Roosevelt.

“In addition to providing quality health care, we [Northwell] are uniquely positioned to contribute to the overall well-being of communities. We know that patients are most deeply engaged by trusted members of their own communities,” says **Nuzhat Quaderi, MPH, CHES, Program Manager, Northwell Health**. “This program not only brings financial security to our *From the Community* graduates and their families, but allows us to build a more effective workforce that can bridge the gap between health care providers and the communities we serve.”

The seven-week training program seeks talented, committed individuals and equips participants with the necessary transferable skills to be successful frontline public health workers. The program offers participants a stipend, a mentor to support professional development, and skills like motivational interviewing and patient navigation.

For program recruitment efforts and apprenticeship placement, Northwell targeted the NQP-identified medically underserved hotspots of Roosevelt, Freeport, Hempstead, and Baldwin. Program recruits specifically live in these areas and are active community members. The program will continue to focus on hot-spot areas in both Nassau and Queens.

To qualify as a trainee, an individual must be over the age of 18, be comfortable in a health care setting and talking to people about their health, have a high school diploma or GED (preferred), and have valid New York State identification.

“We are looking for people who not only meet the eligibility criteria, but for people who are empathetic, know the community needs and assets, and have a passion to give back” Quaderi explains. “Simultaneously, we are looking for CBO and agency partners who are interested in hiring entry-level non-clinical healthcare staff.”

The training program is ongoing, with the next class set to begin in July.

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