



2009 - 2014

SEIU Healthcare 1199NW
Multi-Employer



**Training
Fund**

celebrating five years of
advancing careers & improving patient care



5
years





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“My friend Frank used the Training Fund to become an ED Tech, which has totally changed his life. He would have never been able to afford and complete that program without the Training Fund.”
Michael Scott, Diagnostic Imaging Assistant, Swedish Medical Center, Training Fund Trustee

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Our partners



A message from the Board of Trustees

Five years ago, we embarked on a new kind of partnership that paired the career needs of healthcare workers with the growing workforce needs of our health system. Together, as a labor/management partnership, we endeavored to support nurses and healthcare workers as they expanded their knowledge, enhanced their practice, forwarded their careers, and provided patient care at a new and higher level. It worked.

The partnership we are celebrating tonight is making a difference in the lives of thousands of healthcare workers and in the care their patients receive.

We continue to show that when you support workers through all the challenges involved in going back to school or seeking continuing education, you open up a world of possibilities for both our healthcare system and our healthcare workers.

The next five years start now. We know that the best way to meet our healthcare workforce needs as our population grows and ages is to

train from within and support the dedicated nurses and healthcare workers who already understand what it means to provide front-line care in a cutting-edge, fast-paced environment. And we will continue to provide support for that training, from tuition assistance to career guidance to tutoring.

Our state needs highly specialized, experienced, dedicated nurses and healthcare workers. Our healthcare workforce needs support in climbing a complex and challenging career ladder. We continue to rise to these challenges.

Diane Sosne, RN, MN, President
 SEIU Healthcare 1199NW

Linda Olmstead, Director, Human Resources
 UW Medicine, Northwest Hospital and Medical Center

Board of Trustees

(Seated, left to right)
 Emily Van Bronkhorst
 Tina Carpenter
 Linda Olmstead
 Diane Sosne
 Tamara Ellefson
 Chris Barton
 (Standing, left to right)
 Steve Losleben
 Linda Carrol
 Michael Scott
 Grace Henley
 Tracy Woodman,
 Executive Director



(Pictured separately)
 Belinda Butler-Bell (top)
 Nancy Wood (bottom)



JAY INSLEE
Governor



Greetings from the Governor

November 13, 2014

I would like to offer my whole-hearted congratulations to the SEIU Healthcare 1199NW Multi Employer Training and Education Fund on celebrating its five-year anniversary. The Training Fund has quickly become an invaluable asset in our state by building a strong labor/management partnership in our healthcare industry that supports career advancement, a highly trained workforce and quality patient care.

Like the rest of the nation, Washington State continues to face a shortage of qualified healthcare personnel. With the recent success of over 600,000 Washingtonians gaining healthcare insurance through the Affordable Care Act, we need a continuous pipeline of well trained and committed caregivers. I would therefore especially like to thank and acknowledge the Training Fund's more than one thousand current students and former graduates for their hard work and dedication. By advancing your knowledge and skills you are directly addressing our state's urgent need to meet the growing demand for healthcare services across an increasingly complex patient landscape.

I also commend the institutions that came together to forge this innovation partnership. SEIU Healthcare 1199NW, Cascade Behavioral Health, Franciscan Highline Medical Center, Group Health Cooperative, Swedish Medical Center and Swedish Edmonds, UW Medicine – Northwest Hospital and UW Medicine – Valley Medical Center have committed to a model that exemplifies collaboration and affords true mutual benefit in our state's healthcare industry.

Your multi-employer Training Trust Fund for union employees is able to leverage public and private dollars that result in an innovative and systemic approach to workforce development. The successful partnership with our state's educational system has resulted in the Hospital Employees Education and Training (HEET) grants, federal American Recovery and Reinvestment Act funds, and private foundation dollars that have further expanded the Training Fund's impact and positive influence on growing healthcare jobs.

Again, congratulations on your significant accomplishments and best wishes for continued success in the years ahead.

Very truly yours,

A handwritten signature in black ink, appearing to read "Jay Inslee".

Jay Inslee
Governor



P.O. Box 40002 • Olympia, Washington 98504-0002 • (360) 902-4111 • www.governor.wa.gov



NOV - 4 2014

Congratulations to the SEIU Healthcare 1199NW Multi-Employer Training Fund on 5 years of success.

Around the nation, SEIU labor-management partnerships have set a high bar for workforce development innovation. You demonstrate every day that employers and employees can unite around common goals, working together to train workers, grow businesses and advance mutual interests.

With the passage of the Affordable Care Act, millions more patients have access to care, increasing demand for health services exponentially. More than ever, we need a dedicated healthcare workforce that comes to the job already knowing the hospital or clinic setting, its particular needs and challenges. The union members trained through your fund are ready on day one to do exactly that – to provide compassionate and competent care.

Health care is a growing industry that contributes to our nation's economic growth and provides family-supporting, middle-class jobs. Preparing people for those jobs through demand-driven training is a priority at the Department of Labor, and partnerships like yours are rising to meet the needs of our nation's workers.

On behalf of the Department of Labor, I commend your union and its employer partners for five years of forward-thinking, collaborative work to meet the needs of communities across Washington State. I look forward to even greater successes in the next five years and beyond.

Sincerely,

A handwritten signature in black ink, appearing to read "Thomas E. Perez".

THOMAS E. PEREZ
Secretary of Labor

United States Senate
WASHINGTON, DC 20510

November 4, 2014

Dear Friends,

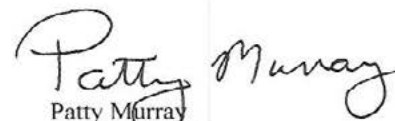
We are proud to join you and so many others in celebrating the five year anniversary of the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund. We especially want to extend our congratulations to the more than 600 graduates who have advanced their education and careers over the past five years.


As we work to implement the Affordable Care Act across the country, the implications of this historic reform effort are significant for both the current and future healthcare workforce. To ensure the delivery of the highest quality of patient care to Washingtonians and across our country, we need more skilled healthcare personnel who can fill vital roles within our expanding and increasingly complex healthcare delivery system. We want to thank all Training Fund students for their dedication, perseverance, and passion in stepping up to meet these challenges by pursuing these important careers.

In addition, we would like to extend our appreciation to the labor and management partners who have made the Training Fund possible for 10,000 workers in Washington state. We would particularly like to thank SEIU Healthcare 1199NW for its leadership in creating the Fund and giving healthcare workers the opportunity to access and move up career ladders, as well as providing employers a pool of highly skilled and committed workers. We would also like to thank the visionary employers participating in this effort: Cascade Behavioral Health, Franciscan Highline Medical Center, Group Health Cooperative, Swedish Medical Center and Swedish Edmonds, UW Medicine – Northwest Hospital, and UW Medicine – Valley Medical Center. Their exemplary investment in the training and education of your workforce serves as a model of employer engagement that should be replicated across other regions and sectors throughout our country.

We send our congratulations and appreciation to everyone involved for their passion and involvement.

Sincerely,


Patty Murray
United States Senator


Maria Cantwell
United States Senator

State of
Washington
House of
Representatives



Dear Training Fund, union members and employers:

Congratulations on the five-year anniversary of the SEIU Healthcare 1199NW Multi Employer Training and Education Fund! We commend the accomplishments of each individual graduate and send our encouragement to every ongoing student.

With the Affordable Care Act, an aging workforce, and an increasingly diverse patient population across our State, it has never been more important to ensure ongoing access to education and training within the healthcare industry. We need qualified and skilled healthcare workers who are able to safely and compassionately care for patients across a wide variety of socio-economic, linguistic and cultural boundaries. This presents a significant workforce challenge and that is why we have continued to protect funding for worker education through the Hospital Employee Education and Training (HEET) grants in the State budget.

SEIU Healthcare 1199NW and the employer partners who have come together to form the Training Fund - Cascade Behavioral Health, Franciscans Highline Medical Center, Group Health Cooperative, Swedish Medical Center and Swedish Edmonds, UW Medicine|Northwest Hospital and UW Medicine|Valley Medical Center - deserve tremendous credit for your vision and **commitment** to the future of the healthcare industry. By working together you have accomplished far more than either could have done alone; and our healthcare system and the education pipeline that prepares our healthcare workforce have been positively impacted as a result.

We have no doubt that this model labor/management partnership will continue to be an important leader in shaping the direction of our state's healthcare system in the years ahead. We look forward to seeing what the next five years will bring.

Congratulations on your many achievements.


Representative Frank Chopp


Representative Eileen Cody, RN


Representative Mike Sells


Representative Steve Conway


Representative Karen Kaiser

From local Elected Officials



“Congratulations to the SEIU Healthcare 1199NW Multi-Employer Training Fund on your 5th Anniversary of providing important career training and education advancement to employee-union members. This innovative labor/management partnership is so valuable to the health of our community. Best wishes for continued success.”
Ed Murray, Mayor of Seattle, Washington



“As Mayor of Tacoma, I want to congratulate SEIU Healthcare 1199NW Multi-Employer Training Fund on your five-year anniversary. The Training Fund is an important model for how, working together, labor and management can achieve mutual goals of quality care and good careers. Training the healthcare workforce for today and tomorrow is a priority for our city. The programs the Training Fund run are highly effective for the changes in our healthcare delivery system.”
Marilyn Strickland, Mayor of Tacoma, Washington



“Congratulations on five years of training the healthcare workforce of today and for the future in Martin Luther King County. The SEIU Healthcare 1199NW Multi-Employer Training Fund is an excellent example of what labor and management can achieve when everyone works together in order to meet the healthcare needs of our community. Providing career ladders and continuing education is a major benefit to the health of our economy as well. Best wishes on another five years of incredible results.”
Dow Constantine, King County Executive



“The SEIU Healthcare 1199NW Multi-Employer Training Fund is a wonderful partnership between labor and management that showcases the benefits that can be achieved for the healthcare of Snohomish County residents. Providing employee union members career training and mobility, and skill enhancement to advance the quality of care provided in our community is forward looking and good for our local economy. Congratulations on your first five years of accomplishments and best wishes for many more.”
John Lovick, Snohomish County Executive

Partnerships are integral to the work of the Training Fund

Collaborating with local and state-wide healthcare workforce development and education institutions makes the Training Fund work for its members! Together we enhance workers’ lives while improving the quality and level of patient care delivered across our healthcare system. Thank you.

salamat • merci • gracias • спасибо • ႁႃႈႁူႃး • cảm ơn

Celebrating five years of advancing careers and improving patient care

The SEIU Healthcare 1199NW Multi-Employer Training Fund is a non-profit, labor/management partnership between seven major healthcare employers and the largest healthcare union in Washington State. First bargained in 2008, the Training Fund was created to develop a statewide program for addressing the workforce needs of participating employers and to support the career, knowledge, and skill aspirations of SEIU Healthcare 1199NW members. It is a ground-breaking effort designed to mobilize the healthcare industry’s greatest strengths — its people and its institutions — to collectively keep pace with this rapidly changing, ever expanding and highly complex industry.

In just five years, the Training Fund has emerged as a central voice in healthcare workforce development across the state.

Close to 10,000 Washington State unionized healthcare workers are currently eligible for Training Fund education benefits. As a Labor/Management Taft-Hartley Trust which is funded by collectively-bargained employer contributions, we are able to provide services and benefits at no cost to eligible members. Benefits include: funding for professional development activities, a tuition assistance program to cover college and university enrollment costs, and a wide variety of educational support services.

The multi-employer, labor/management partnership model allows the Training Fund to attract significant grant dollars to expand services for its members and the broader community. Since 2009, the Fund has been awarded over \$4.3 million dollars in federal, state and private grants to further its mission.

In just five years, the Training Fund has emerged as a central voice in healthcare workforce development across the state. From policy work, to training projects, to education-system reform, the Training Fund has made a significant impact on the current and future direction of Washington’s healthcare workforce system.

I invite you to learn more about our work by exploring this five year celebration booklet. The importance of our union and employer partners’ commitment is evident throughout these pages in the stories of our members. I want to recognize the accomplishments of each and every graduate and wish the best of luck to our current and future students. Your achievements are inspiring.

Tracy Woodman, Executive Director



Training Fund Staff
(Front row, left to right)
Cirihn Malpocher, Jin Chen, Aimee Gordon, Fatima Bahloul, Amelyn Jocson, Tomieka Quinn, Tracy Woodman
(Middle row, left to right)
Christy Hammrich, Amy Erdman, Oksana Khavanskaya, Teresa Peltzer, Carol Forte, Machel Doolittle
(Back row, left to right)
Vernon Brown, Casey Ruiz, Ronda Lynn, Destiny Williams

Dawn Case, RN
Swedish Medical Center

“As a registered nurse, I’ve always wanted to get my BSN. For the last 20 years of my career, however, achieving this goal felt impossible. As a mom with a full-time job, the thought of returning to school had been overwhelming and financially daunting. Yet all that changed when I picked up a newsletter and learned about the educational opportunities available through the Training Fund. Since becoming a student, my whole life has changed in exciting new ways. I’ve become a better nurse with a new set of critical thinking skills. With the inspiration I’ve gained from my experience, I’ve set new goals that will take my education beyond the BSN. I’m so grateful that my union and my hospital work together to make this possible.”



“Since becoming a student, my whole life has changed in exciting new ways. I’ve become a better nurse with a new set of critical thinking skills.”

TC Anamelechi, RN
UW Medicine, Northwest Hospital and Medical Center



“I started working at UW Medicine, Northwest Hospital and Medical Center as a CNA over 11 years ago. I had wanted to go to school for a long time but I didn’t have the time and the resources to do it. When I heard my union had bargained for a Training Fund, I enrolled to participate. Thanks to the education support programs like tutoring and tuition assistance I was able to successfully complete an RN program at North Seattle College. My dream to become a nurse is now fulfilled. This benefit has changed my future and my family’s future. Every SEIU member here at Northwest Hospital needs the opportunity to have such a great benefit.”

“My dream to become a nurse is now fulfilled. This benefit has changed my future and my family’s future.”

Tamara Ellefson, MA-C
Group Health Cooperative

“I have been a medical assistant with Group Health Cooperative for 31 years. In 2013, Washington State passed a law with new certification requirements for medical assistants. For me, this meant I had to go back to school in order to become a “Medical Assistant Certified” (MA-C) worker. At first I wasn’t excited about doing it but then I learned that the Training Fund, through partnership with SEIU Healthcare 1199NW, Group Health Cooperative, and Highline College, offered the training I needed. If not for all of these organizations working together, the road to MA-C would have been much more challenging for me. As of September, 2014, I am proudly working as a MA-C.”



“If not for all of these organizations working together, the road to MA-C would have been much more challenging for me.”

Genet Abayazew, Dietary Worker
CHI Franciscan Health Highline Medical Center



“I was a legal secretary in Ethiopia for nine years before I moved to the United States. Six years ago I started working in the dietary department at Highline Medical Center. I am happy to be taking the ESL class offered by the Training Fund because it is helping me improve my English. I already see that it is helping me communicate better with my patients. My goal is to one day become a medical assistant. I am grateful that the Training Fund will give me a chance to someday get my degree. I am proud that my union provides opportunities to help all of us.”

“My goal is to one day become a medical assistant... I am proud that my union provides opportunities to help all of us.”

Educational advancement

Tuition Assistance Program

Juggling the demands of job and family makes it especially challenging for most adults to re-enter the classroom. The Training Fund’s Tuition Assistance program has resulted in a high success rate thanks to a robust combination of support services and financial assistance. By easing members’ financial burden of returning to school they are better able to focus on their studies and reach their career goals. While nursing is the most popular career pathway, members also pursue a wide variety of allied health and technician roles such as laboratory and imaging professions.

Training Fund members are eligible for an annual tuition assistance benefit that has been at or above \$5,250 per year since Fund inception. This annual amount is pro-rated for part-time workers.

Case management staff help all members plan a course of study, manage their work/school/life balance, get connected to academic supports, and navigate the logistics of our complex college and university systems.

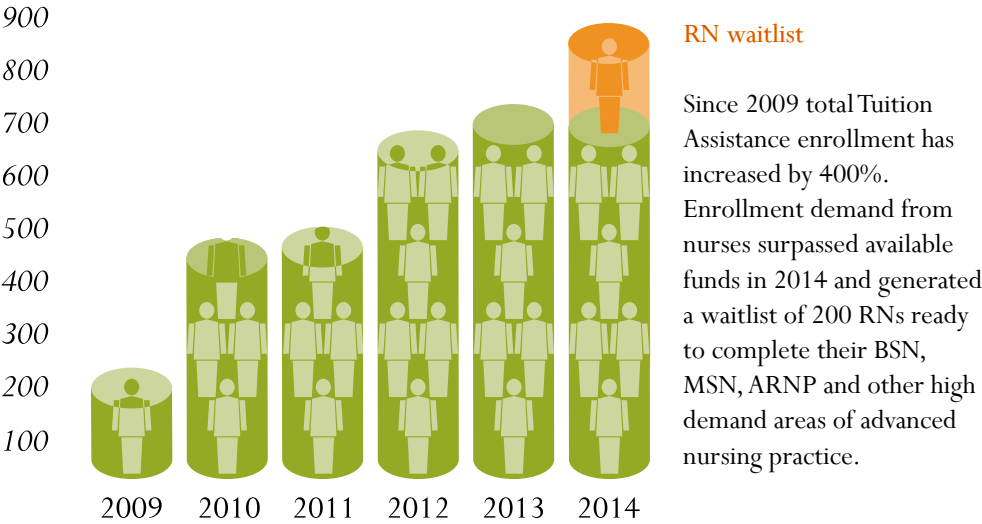
1800+ members have accessed Tuition Assistance since 2009

“The Training Fund has helped hospital nurses by effectively removing major barriers to returning to school for the BSN. The Fund has created sustainable strategies with schools of nursing, management, and labor to lift people up educationally and professionally.”
*Pamela Smith, PhD, RN, Director, Nursing Development and Informatics
UW Medicine, Valley Medical Center*

90% of Training Fund students successfully complete their degree or certificate program

55% of students are people of color

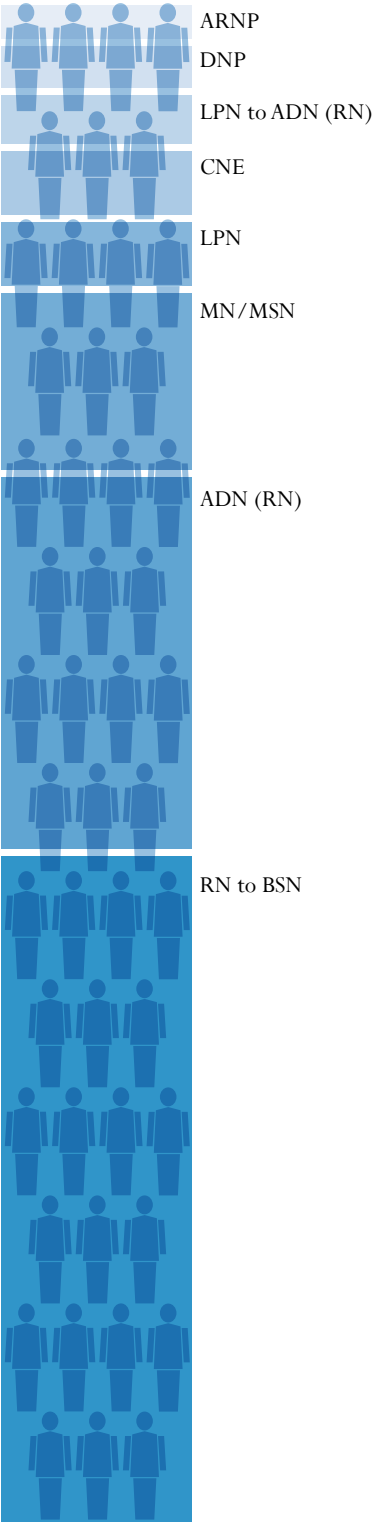
Annual increase in Tuition Assistance enrollment



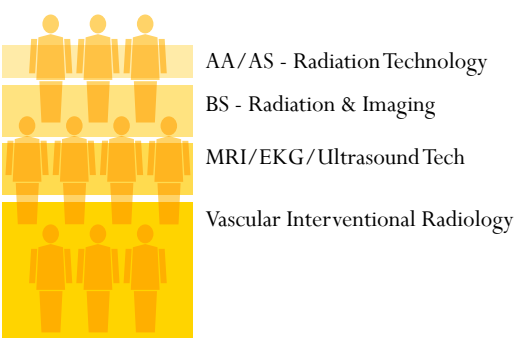
Certificate and Degree Graduates

Congratulations to our 634 Training Fund graduates!

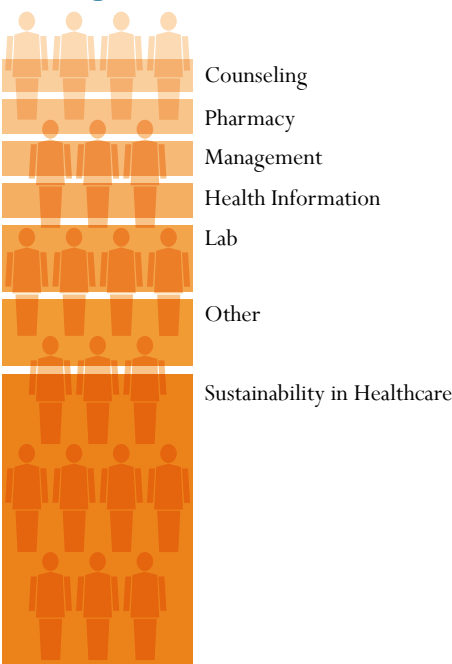
Nursing 314



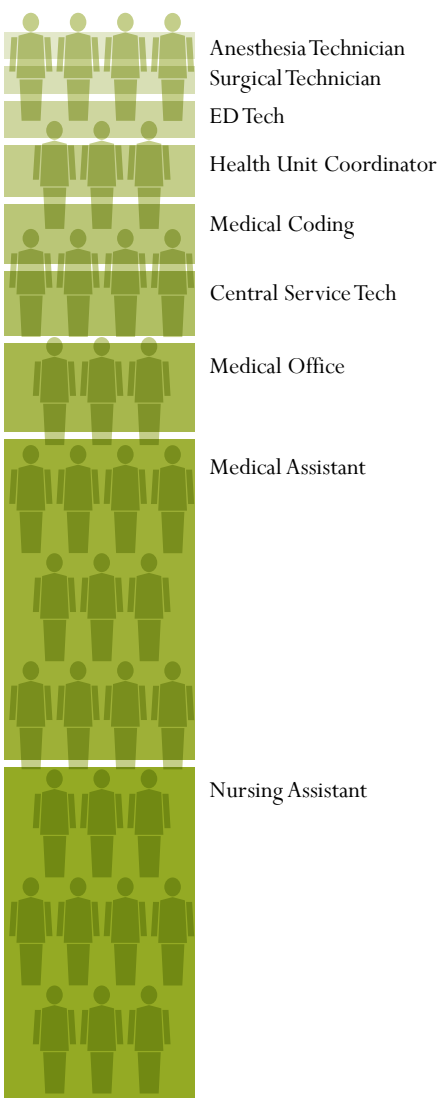
Imaging 40



Other Healthcare programs 89



Allied Health 191



**Kelly Bleiweis, Radiology Technologist
Swedish Medical Center**

“To land my dream job, I knew I needed a degree. But with the rising costs of higher education it just wasn’t possible. I even tried an online program to bring down the cost but the quality was less than I hoped for. Thanks to the Training Fund, all of that has changed. With the Fund’s professional training and financial support, I graduated this year with my bachelor’s degree! Working with the Training Fund was efficient and easy. Their knowledgeable staff helped me navigate my education and improve my professional skills so that I can provide better care to my patients. I’ve become a more confident person and feel like a proud model of success for my teenage children. And today the achievements are real: I’m MRI certified, have a bachelor’s degree, and am doing what I love.”



“The Training Fund helped me navigate my education and improve my professional skills so that I can provide better care to my patients.”

**Erica Daoust, RN
Swedish Edmonds**



“I’ve been a registered nurse for eight years. Ever since I began my career, I knew I wanted to pursue my BSN. The only thing stopping me was the cost. Thanks to the support of the Training Fund, that obstacle is no longer there. Through the Fund’s Tuition Assistance benefit, I’m now working on my BSN at Western Governor’s University. I applied to the university, enrolled in classes, and completed the Training Fund’s voucher process — all within three weeks! My new knowledge is already bearing fruit. Not only am I learning new leadership skills, but I’m actually applying them on the job at Swedish Edmonds. The Training Fund continues to offer professional and personal support in ways that have empowered me to take charge of my own career.”

“The Training Fund continues to offer professional and personal support that has empowered me to take charge of my career.”

**Audrey Cambronero, RN, BSN
UW Medicine, Valley Medical Center**



“The Training Fund helped me turn my dream of earning my BSN into a reality. I am a single mom of five children and I need to work full time so I didn’t know how I could go back to school. The Training Fund, which we negotiated through our union with the hospital, made it all possible because of the support services they provided. Not only did they help me with tuition, but they also helped me improve my computer skills so I could be successful. Most importantly, the Training Fund provided tutors to help me in my classes. Because of the Training Fund I was actually able to work full time while going to school. Achieving my BSN at Seattle Pacific University has given me more confidence to advocate for both my patients and co-workers at Valley Medical Center.”

“Achieving my BSN at Seattle Pacific University has given me more confidence to advocate for both my patients and co-workers at Valley Medical Center.”

**Joanne Beardsley, RN
Cascade Behavioral Health**

“I worked as an LPN for 26 years before I went back to school to be an RN with support from the Training Fund. Without the Fund’s assistance I doubt I would have been able to succeed. But after graduating, I almost doubled my income and now I have a more secure retirement. With my new education I give patients more advanced care and have a bigger role in my unit. The knowledge I got from becoming an RN really increased my skills and now I’m considering getting my BSN.”



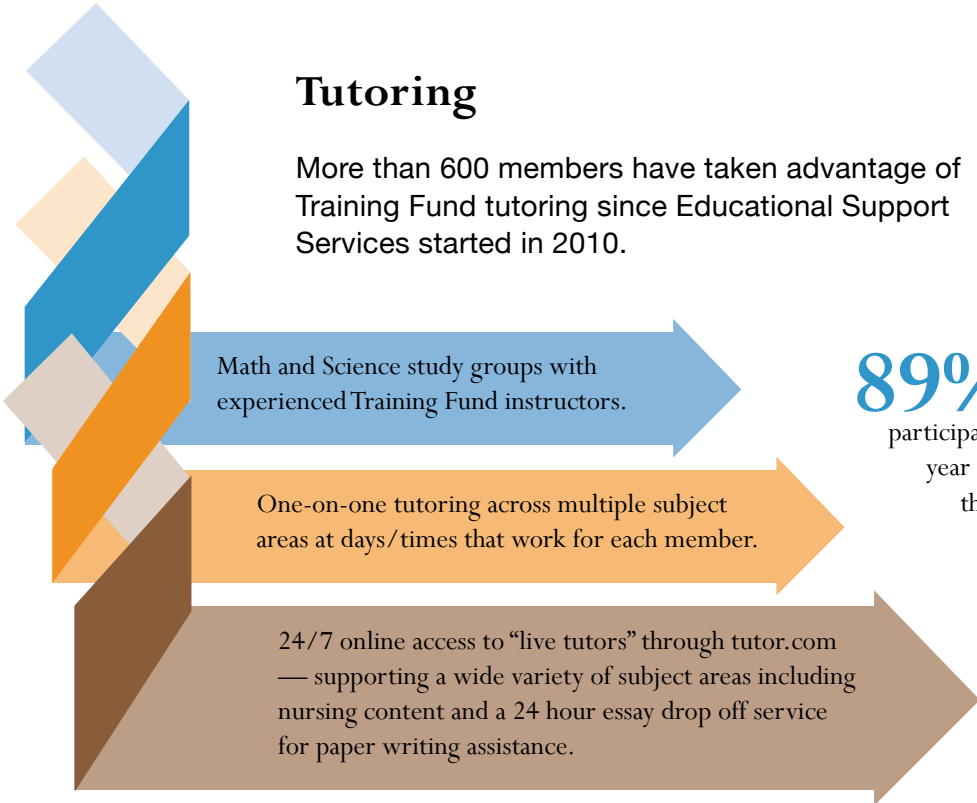
“With my new education I give patients more advanced care and have a bigger role in my unit...and now I’m considering getting my BSN.”

Supporting members' success

Educational Support Services

The Training Fund is extremely proud of its members' high rates of success in school. The Fund offers an extensive tutoring program and a variety of college preparatory workshops to support academic achievement. Workplace-based ESL (English as a "second" language) and introductory computers classes are also offered to help members improve their basic skills. Our members work long and sometimes irregular shifts and have to fit schoolwork into their already busy lives. The Training Fund strives to provide academic support options that meet their unique needs as shift workers in a 24/7 industry.

"The Training Fund has provided me the confidence and support I needed to go back to school. They have excellent tutors and an awesome staff helping you navigate through the rough waters of the sometimes complex educational ocean."
Chiffon Tunkara, OB Scrub Technician, Swedish Edmonds



89% of Training Fund students who participated in math and science tutoring last year earned grades at 3.0 or above; a critical threshold for gaining entry into many competitive healthcare degree and certificate programs.

"Since meeting with a Training Fund tutor my grade dramatically increased. I finished very strong in my statistics class and even got 90% on my final. My tutor gave me what I needed. I'm grateful for his encouragement and support!"
Virginia Pinera, Rehab Aide, UW Medicine, Valley Medical Center

Academic prep workshops and standardized test support

More than 500 members have enrolled in Training Fund college readiness workshops. To help members prepare for the COMPASS (required at most community colleges for math and English placement) and other high-stakes exams like the Test of Essential Academic Skills (TEAS) for nursing school entry, the Fund offers full day workshops, on-line practice exams and customized study guides to help members test at their best.

Members who participate in Training Fund TEAS prep have raised their scores by more than **20** points.

Improving workers' basic skills

Training Fund ESL classes are offered onsite at the workplace through a partnership with Literacy Source to support members who want to improve their English and/or basic computer use. In partnership with Literacy Source instructors, Training Fund case management staff work to transition interested students to I-BEST (Integrated Basic Education and Skills Training) or other formal ESL classes offered through the community college system in order to help members reach their long-term goals.



CHI Franciscan Health
Highline Medical Center
ESL class

Enhancing careers through ongoing professional development

Keeping current with industry standards is crucial for success in today’s rapidly changing healthcare system. The Training Fund’s Professional Development benefit supports both Service and Professional-Technical bargaining unit members to earn Continuing Education Units (CEUs) and certifications related to their current occupation. Nurses are eligible to receive reimbursement for the cost of specialty certification exams in industry-recognized areas. All eligible members can be reimbursed up to \$300 per year for qualifying professional development activities. In addition, the Fund has undertaken multiple special projects to enhance professional development opportunities for its members.

Specialty RN certification review courses



In 2012, with the support of federal grant resources, the Training Fund offered three different specialty certification review courses to over 100 nurses. Nationally known nurse educators provided a series of two-day workshops onsite at Swedish Medical Center to prepare Training Fund nurses for their specialty exams in Critical Care, Perianesthesia and Pediatrics.

“The Certified Post Anesthesia Nurse Certification Course was an excellent resource for gaining knowledge related to my field. It not only boosted my confidence before taking the exam, but it increased my salary as well... The Training Fund helped me achieve my dreams.”
Shukuan DeSouza, RN, Swedish Medical Center

Vascular Interventional Radiography (IR) Certification Exam Review

The VIRR is a notoriously difficult certification that has recently become a standard requirement for practicing as an IR professional. Yet no local resources existed to help IR staff prepare for this exam. In 2013 the Training Fund offered a customized VIRR review course to its members and IR professionals across the Seattle area. Class participants unanimously reported that the review was extremely helpful to prepare for the exam.

“There were no VIRR prep classes available even if technologists were willing to travel to another state for a course. The Training Fund made it possible to enroll enough participants for an educator to come to us.”
*Linda Carrol, BSM, RT(R)(M), Manager, Medical Imaging and Transport, Hospital Assistants
Swedish Medical Center*

Conference Travel and Attendance Grant Program

A new Conference Travel and Attendance Grant Program for Professional-Technical bargaining unit members supported workers to attend regional or national conferences related to their occupation. These awards allow workers to keep pace with new innovations and emerging areas of practice related to their disciplines. Professionals from imaging, pharmacy, social work, nutrition, laboratory, and respiratory services were granted awards in 2014.



“I am excited about attending the International Respiratory Therapist Conference. I’m most looking forward to meeting RTs from other countries and learning about new techniques and equipment being used in our field. I’m grateful for this opportunity to increase my knowledge about my profession.”
*Bonnie Lehigh, Respiratory Therapist Technologist
UW Medicine, Northwest Hospital and Medical Center*

Surgical Technician National Exam review course

Through an innovative partnership with Renton Technical College, the Fund offered a Surgical Technician national exam review course for working surg techs who are not yet nationally certified. As in many technical disciplines, national certification has quickly become an industry standard but structured support for working professionals to meet these new standards are nearly impossible to find. Through this unique partnership, Training Fund surg techs are participating in a customized program which includes online learning and three hands-on Saturday review sessions to help prepare for the national exam.



“It is helpful to have classes offered on-line and on the weekends, especially for people who are working and have families to care for. SEIU has been great in organizing programs like this surg tech prep class and having their support encourages me to further my career in the healthcare profession.”
Sam Lipscomb, Surgical Services Resource Tech, UW Medicine, Northwest Hospital and Medical Center

Enhancing employer investments through grants

Federal, state, and private foundation grants have allowed the Training Fund to bring new and innovative training opportunities to our members and the broader community of healthcare workers in Washington State. Training Fund grants have supported a wide variety of projects — from green practices in healthcare courses for over 300 front-line staff in environmental services, housekeeping, and nutritional services at partner hospitals, to Nurse Educator training for experienced RNs to become faculty to help prepare the next generation of nurses.

State Grants: Hospital Employees Education and Training (HEET)

The Training Fund has been awarded over \$1.6 million in funding through the Washington State Hospital Employees Education and Training (HEET) grants since the program began in 2008. HEET funds are legislated in Washington State to promote strategic healthcare workforce development goals. The program is administered through the State Board for Community and Technical Colleges. As a funding stream, HEET is intended to increase the diversity of the healthcare workforce, support the career advancement of entry-level healthcare workers to meet critical hiring needs across the healthcare industry, and expand capacity in the community college system for healthcare training. HEET grants have supported healthcare education innovations across the state and fostered the development of deep partnerships between labor unions, healthcare employers, and educators.



The customization of course times and locations, intensive tutoring services, and high-touch case management supports have helped more than 400 Training Fund HEET students succeed in their education and advance their careers. Numerous HEET grants have helped further healthcare workers’ foundational skills by offering many of the high-barrier math, English and science prerequisite classes required for entry into competitive healthcare training programs. Prerequisite HEET classes are offered to cohorts of healthcare workers who develop a strong sense of community within the classroom while increasing their skills.

Multiple allied health pathways funded by HEET have supported entry-level workers to become

- Nursing Assistants
- Phlebotomists
- Lab Assistants
- Central Supply Technicians
- Health Unit Coordinators
- Emergency Department Technicians

HEET students in a pre-nursing Chemistry class at North Seattle College

Nursing cohorts supported by HEET grants have trained both LPNs and RNs. The diversity of the Training Fund’s HEET nursing cohorts has been especially impressive. At North Seattle College, the HEET nursing cohort was 63% students of color. This compares to WA State’s overall RN graduating population that same year of just 29% students of color.

“With HEET, and its focus on current healthcare workers, programs are designed to move a targeted group of workers successfully through a specific course, credential, or skill set. As one community college leader explained, starting with the students and finding a way to make the programs work for them fundamentally changed the way the college thought about training...The partnerships found that this approach extended opportunities to capable students who would otherwise be left out.”

“Turn Up the HEET!” Laura Chenven and Laura Dresser. Health Careers Advancement Program (H-CAP) and Center on Wisconsin Strategy (COWS). 2014.



MA-R to MA-C skills lab at Highline College

“I was nervous before going to the first MA clinical skills review class, but I really liked the instructors. They are so willing to teach, and it was great to be in this class with other MAs in the “same boat” as me; it’s validating!”

Maureen McNamara, MA-C, Group Health Cooperative

63% of HEET nursing students at North Seattle College were students of color

The Training Fund’s HEET partnerships are making a real impact on the community college system’s ability to meet the needs of working students and to respond to the evolving skill demands of the healthcare industry. Ground-breaking new ways of doing business have emerged from HEET’s unique core structure of collaboration between healthcare labor, employer and education partners. Additional Training Fund HEET grant partnership achievements include:

- Competency-based training for working Medical Assistants to become nationally and state certified
- Common curriculum and program development to support patient navigation and coordinated models of patient care — a five college partnership across Washington State in collaboration with regional Workforce Development Councils
- Increased relevancy of prerequisite math, science and English classes for students pursuing careers in healthcare
- Nursing simulation scenario development and training through community college faculty and industry nurse educator collaborations

Federal Grant: ARRA Health

In 2010 - 2013 the Training Fund was a \$2.2 million dollar sub-recipient of a federally funded American Recovery and Reinvestment Act grant (ARRA Health). The grant provided training resources for incumbent healthcare workers across Washington to move into better paying, high-demand healthcare professions.

90% of ARRA Health students completed their training

Under ARRA Health, the Training Fund supported more than 300 entry-level healthcare workers and nurses to advance their careers and become MAs, NA-Cs, LPNs, RNs, and CNEs (certified nurse educators). The grant also provided review courses on-site at partner employers for RN Specialty Certification Exams in pediatrics, anesthesia, and critical care.

ARRA Health funded the development of the first hybrid-delivery RN degree program at an urban college in Washington State — the Nursing e-Education by Distance Learning (NEEDL) program at North Seattle College. Students learned nursing theory on-line while lab/clinical classes were conducted in person. This reduced the number of face-to-face class hours required to complete the program — a critically important factor for busy working students juggling families, employment and the intense demands of nursing school.



The ARRA Health grant was implemented through the WA Healthcare Worker Training Coalition, a partnership between the Workforce Training and Education Coordinating Board (grant fiscal agent and lead), the SEIU Healthcare 1199NW Multi-Employer Training Fund, the SEIU Healthcare NW Training Partnership, the Health Workforce Institute (affiliate of the Washington State Hospital Association) and multiple employer, education, and Workforce Development Council partners.

ARRA Health grant NEEDL program nursing students

“We saw the results of Training Fund supports and partnering together on grants. We are very excited to be able to offer these opportunities to our employees.”
Donna Strand, RN, MN, Director of Nurse Education, Swedish Medical Center

Training Fund by the #'s

Our membership is helping Washington State meet its goal for a highly diverse and highly educated healthcare workforce across all aspects of the industry.

Over the past five years:

4000 members have accessed Training Fund benefits.

55% of members in school are people of color.

634 members have graduated.

Members in school come from more than 40 different countries.

59% of graduates are from programs along the nursing continuum.

45% of members going back to school are over 40 years old; 18% are over 50 years old.

775 members are currently enrolled in school.

65% of RNs in school are getting their BSN.

400 nurses have completed an RN specialty exam.

100% of members in school continuously balance the competing demands of family, work, and school.

1800 members have used the Tuition Assistance benefit.

700 members have received support for CEUs.



“Continuing my education was stressful but the Training Fund made it easy for me to reach my goal. I’m proud to show my kids that there is no age limit to continuing education.”
Dalisay Bayna, RN, BSN
CHI Franciscan Health
Highline Medical Center



“Having access to the Training Fund has helped me expand my horizons and my career. They are wonderful to work with. I wish everyone had the same wealth of information as we have with this resource.”
Nikki Glazier, LPN, Group Health Cooperative

5
years
2009 - 2014



“With the support of our union, Swedish Edmonds, Lake Washington Technical College and the Training Fund our group of students were successful. I appreciate the way my managers worked with me and were flexible with my schedule. It showed that they valued the fact I was in school. I would encourage others wanting to go to school to get in touch with the Training Fund and go for it.”

Mark McClure, RN, BSN, Swedish Edmonds

“Having my education makes me feel like I can speak up more now for both my colleagues and my patients. I’m thankful for the support from my union, Swedish Medical Center and the Training Fund. Knowing they were behind me gave me the strength to keep going. I want them to be proud of me.”

Esther Iwuoha, RN, BSN, Swedish Medical Center

“We talked about my goals and what I wanted from my education. Most of all, my Training Fund counselor believed in me and made me feel like I could do it!”

Katrice Davis-Smith, LPN, Group Health Cooperative

“It’s always been my passion to work as a nurse but I couldn’t afford the expenses to enroll in the program. I am grateful that my union has a Training Fund benefit for career advancement for their members.”

Rodrigo Hiyas, Operating Room Tech, UW Medicine, Northwest Hospital and Medical Center

“I feel so lucky to be a part of SEIU and the Training Fund. Having a benefit like the Training Fund made it easy for me to advance my career.”

Thad Stevens, RN, Cascade Behavioral Health

“The medical field is getting more complicated and my BSN will help prepare me for the challenges ahead. I feel more confident and more prepared to be a leader.”

Laurie Bettridge, RN, BSN, Oncology, CHI Franciscan Health Highline Medical Center

“Through Training Fund tuition assistance, their support, and my hard work, I’ve been able to complete my nursing prerequisites and am looking to continue on to nursing school. Without this program, achieving my goals would be impossible.... The Training Fund really helps us all remember that we’re never too old to learn!”

*Mercy Curtis, Patient Care Assistant
UW Medicine, Valley Medical Center*

