



your education benefits  
your future

**Your Training Fund**



## Your Training Fund

The Training Fund is a partnership between your union and your employer.

It is designed to guide and support your educational and career advancement while meeting the workforce needs of your employer.

All Training Fund benefits are free to eligible employees. Benefits include:

- **Career and educational counseling** to help you reach your goals
- **Workshops** to prepare you for college classes and programs
- **Tuition assistance** for healthcare-related degrees and certificate programs
- **Tutoring** support throughout your education
- Funding for **professional development**, continuing education classes, and RN specialty certification exams and recertification fees

*Mercy Curtis, PCA/HCA, UW Medicine Valley Medical Center.  
Completed nursing prerequisites.*



*Karla Mueller, Surgical Technician, Swedish Medical Center  
Completed her AAS in Surgical Technology.*

# Eligibility

You are eligible for most Training Fund benefits if you:

- Work in a participating SEIU Healthcare 1199NW bargaining unit for a partner employer
- Are a full or part time employee (per diem employees do not qualify)
- Have passed your employer's probationary period

You are also eligible for the Tuition Assistance benefit if you meet these criteria, and:

- Have worked at least one year for a Training Fund partner employer
- Have no documented written corrective action for the past year
- Sign a Service Agreement when first enrolling in a formal degree or certificate program

A portrait of Dalisay Bayna, a woman with long dark hair, wearing a grey patterned top and a necklace. She is smiling slightly and looking towards the camera. The background is a blurred green foliage. The image is partially overlaid by a green gradient bar at the bottom.

*Dalisay Bayna, RN, BSN, CHI Franciscan Health, Highline Medical Center  
Pursuing MBA in Healthcare Management.*

## Career & Educational Counseling

You have many healthcare education options to consider. Our case managers help you develop a career plan that best suits your skills, needs and personal goals.

Juggling the demands of job and family makes it especially challenging for most adults to re-enter the classroom.

Throughout your time in school, case management staff will help you handle work/school/life balance, get connected to academic supports, and navigate the logistics of our complex college and university systems.

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

*Katrice Davis Smith, LPN, Group Health Cooperative  
Pursuing nursing prerequisites.*

*"Thanks to the benefits provided by the Training Fund, I achieved more than I ever thought. The Training Fund people are great and believed in my success."*

*Brandon Maijala, Central Services Technician, Swedish Medical Center  
Pursuing Physician's Assistant prerequisites.*



## Skill Building Workshops

The Training Fund offers ten week workshops to develop basic skills such as English classes for non-native speakers and entry-level computer workshops. These skill building workshops are held onsite at partner employers for easy access and a familiar learning environment.

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

*Genet Abayazew, Dietary Worker, CHI Franciscan Health/Highline Medical Center  
Completed English as a Second Language (ESL) and beginning computer workshop.*

We also provide short-term workshops on a variety of topics. Share your ideas for workshop topics with us!

Current workshops include:

- TEAS test review (Test of Essential Academic Skills – required by most nursing schools)
- COMPASS prep (math/English placement test required at most community colleges)
- Spanish for Healthcare



*Toyin Akanni, RN, BSN, Swedish Edmonds  
Completed BSN.*

## Tutoring

Our extensive tutoring program provides high quality assistance in math, science, writing, and more. Small group and one-on-one sessions are arranged according to your schedule. Training Fund tutors can meet you when and where you need.

We also offer on-line tutoring through Tutor.com. This 24/7 service can be accessed from any internet-enabled computer or mobile device. Members rave about Tutor.com for its convenience and immediate access to subject experts anytime day or night.



*“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  
Pursuing nursing prerequisites.*



## Professional Development

The Training Fund can help keep your skills current in today's rapidly changing healthcare environment. Depending on your job, you can be reimbursed for classes and exam fees, professional memberships, and/or continuing education units (CEUs). Up to \$300 per year, per individual is available through the Professional Development program.

**As an RN**, you can be reimbursed for specialty nurse certification exam fees or recertification fees.

**As a service or pro/tech bargaining unit member** you can be reimbursed for CEU classes and certification exams related to your current job as well as professional membership fees, provided the organization offers CEUs.

Funding is also available for pro/tech bargaining unit members to attend national or regional continuing education conferences. Awards cover both travel and registration costs and typically range from \$800 – \$1500 per person.

*"I attended the International Respiratory Therapist Conference last year. I enjoyed meeting RT's from other countries and learning 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, UW Medicine, Northwest Hospital and Medical Center*



## Tuition Assistance

Juggling a full-time job and family responsibilities can make it challenging to return to school. Your Tuition Assistance benefit helps relieve your school-related costs so you can focus on your studies. It pays for tuition, books, and other fees for approved programs.

The annual benefit amount is set by the Board of Trustees each year. Typically it is \$5,250 per calendar year and pro-rated for part-time employees.

*"I wanted to start my nursing education but didn't know how. Then I heard about the Training Fund through my union. I'm finishing my classes at North Seattle College and have been accepted to nursing school at Seattle Pacific University where I will begin this fall."*

*Mussie Tesfai, Instrument Tech, UW Medicine, Northwest Hospital  
Completed nursing prerequisites.*

When you enroll in the Tuition Assistance program, you also have access to a variety of educational supports such as tutoring and individual case management.

*"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."*

*Dawn Case, RN, Swedish Medical Center  
Pursuing BSN.*



For more information visit our website or call.

**425.255.0315**

**[www.healthcareerfund.org](http://www.healthcareerfund.org)**

Your Training Fund offers a wide range of programs and services tailored to your needs. Your employer, your union, and your Training Fund are here to support you as you advance your healthcare career.

SEIU Healthcare 1199NW  
Multi-Employer



**Training  
Fund**



**Cover photo: English language class at Group Health Cooperative.**

