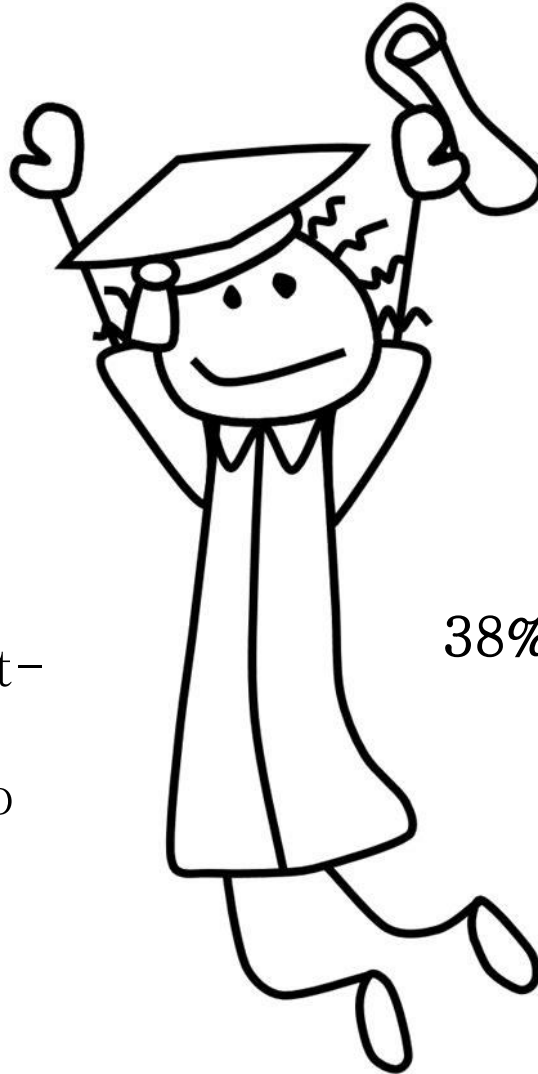


Navigating the Traditional College System as a Non-Traditional Student



Profile of a Non- Traditional Student



58% Work while
enrolled

26% Raising children

53% of Student-
Parents leave
college with no
degree

38% Are older than 25

47% Support
themselves
financially

Presentation Objectives



- What is a Non-Traditional Student and what are their challenges going to school
- Overview of an innovative and unique healthcare-labor management model
- How do partnerships help alleviate barriers and navigate the traditional college system

Training Fund History



Established in 2008, the Training Fund is a non-profit, labor-management partnership between nine hospital employers and the largest healthcare union in Washington State.

Employer partners:

- Cascade Behavioral Health
- Highline Medical Center - CHI Franciscan Health
- Kaiser Permanente of WA (formerly Group Health Cooperative)
- MultiCare Health System
 - Good Samaritan Hospital
 - Auburn Medical Center
 - Deaconess Hospital (Spokane)
 - Valley Hospital (Spokane)
- Peace Health St. Joseph's Medical Center
- Swedish Medical Center
- Swedish Edmonds
- UW Medicine - Northwest Hospital and Medical Center
- UW Medicine - Valley Medical Center

14,360 currently eligible SEIU Healthcare 1199NW members

Serving Members Across Washington



Our Partners



SEIUHealthcare.
United for Quality Care



The Training Fund: A Labor/Management Partnership



- Meeting healthcare industry workforce needs
 - Rapidly changing and complex healthcare system
 - Healthcare workers need to continually upgrade and advance their skills
- Improving the lives of workers
 - Improve their skills
 - Move up career ladders
 - Make a better life for themselves and their families

Our Members



- Healthcare workers use their Training Fund benefits to advance their careers
- They complete program pre-requisite classes, allied health certificates, Associate's, Bachelor's, Master's and Doctorate Degrees in health care-related fields
 - 60% of our members are using tuition assistance to pursue something in nursing
 - 52% of our members enrolled in school are people of color
 - 40% are over 40 years old
- From over 40 different countries of origin

Training Fund Member Benefits



- **Tuition Assistance** for healthcare-related programs of study
- **College and Career Navigation**
- **Education Support Services** (Tutoring, Workshops, ELL)
- **Professional Development**
- **Labor/Management Facilitation**
 - HEET Projects
 - Responsive Programming Fund

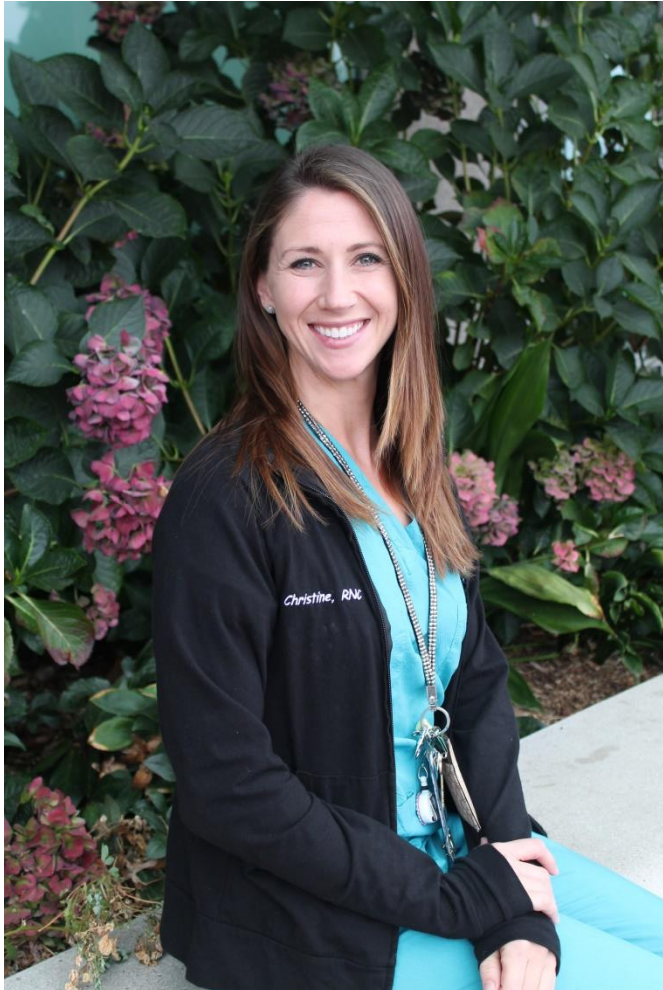
Access to Local Qualified Workers



1,080

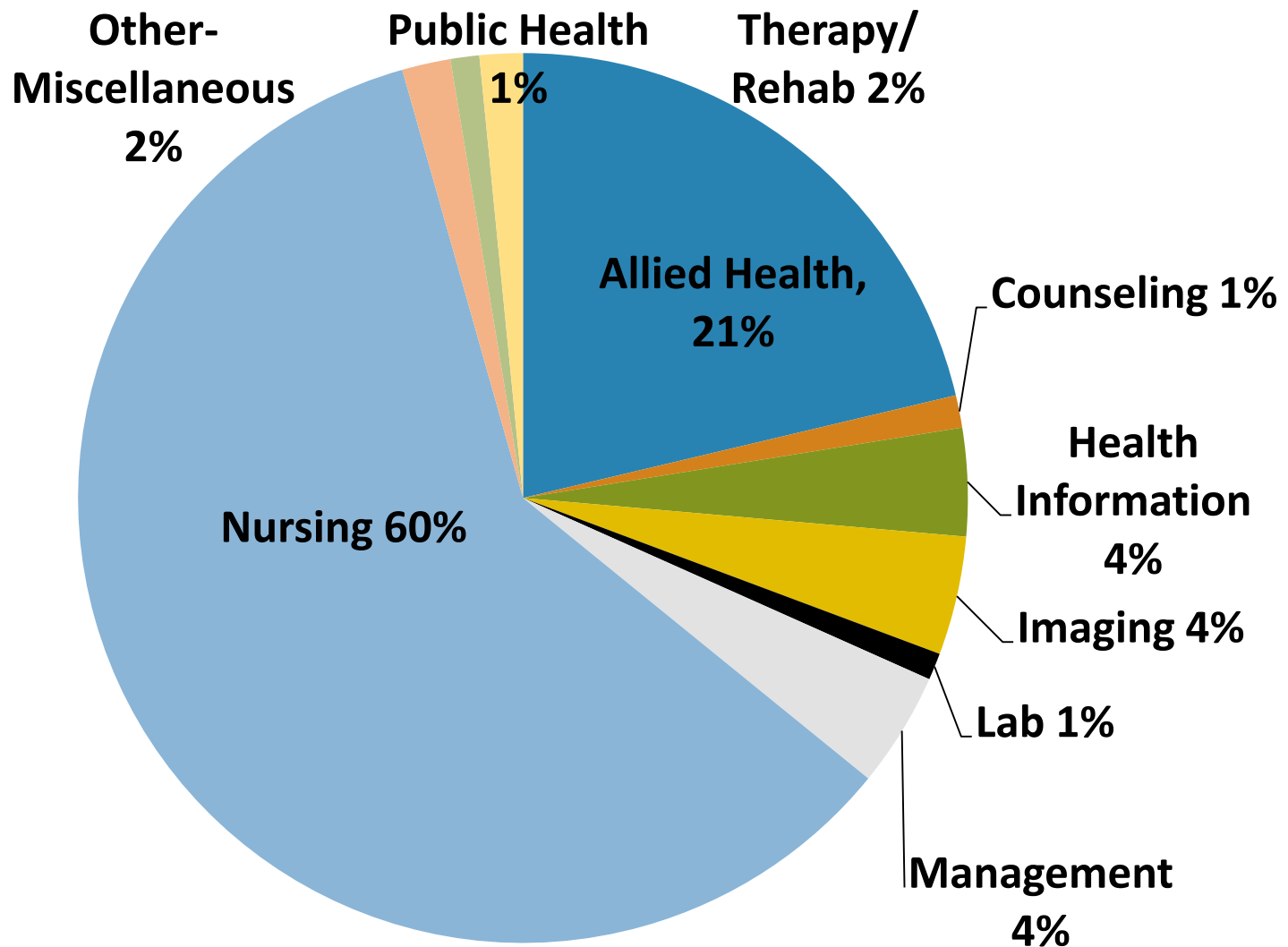
Degree and Certificate Graduates 2009-2017

- Members sign a Service Agreement
- Dedicated workers are appreciative of the support/education opportunities



Christine Peltzer, MSN, RNC-OB at SMC First Hill

Christine completed her LPN to her MSN with the help and support from the Training Fund



2012-2017 DEGREE/CERTIFICATE PROGRAM ENROLLMENTS

HEET

Hospital Employee Education and Training



■ **Healthcare Workforce Training Resources**

- \$2 million annually for statewide projects
- Allocated by the SBCTC
- Required partners – education institution, employer and union
- Training Fund is a labor/management liaison

■ **Purpose of HEET**

- Enhance access to college education
- Increase capacity in nursing and other high demand health care fields
- Brings diversity to healthcare
- Build a stronger labor/management, healthcare industry and college partnerships to leverage public and private investment

Grants & Workforce Partnerships



- **Kellogg Grant** for service members
 - Support for childcare, food/shelter, transportation, technology costs (through 2018)
- **AARP Foundation Grant** for members over 50
 - Certifications for skills enhancement
 - Professional development
- **SkillUp Washington Grant**
 - Supports digital and English literacy
 - Partnership with Seattle College District, Hospital employers and Literacy Source



Run Toun, EVS worker at Highline Medical Center

Public Comments about The Training Fund



“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.”

- Jay Inslee, Governor

“The SEIU Healthcare 1199NW Multi-Employer Training and Education 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.”

- Dow Constantine, King County Executive



Thank you
www.healthcareerfund.org