



10
YEARS 2008-2018
OF PARTNERSHIP

**educating healthcare workers of today,
empowering leaders of tomorrow**



**Olivia Fuentes, Nutrition Representative
UW Medicine/Valley Medical Center**
**Completed Response to Escalated Situations
Training (REST)**

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 of patient care delivered across our healthcare system. Thank you.

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(Pictured on cover left to right) Dana Gibson, Kaiser Permanente; Kulwinder Jaswal, Swedish Medical Center; Laura Fuentes, UW Medicine/Valley Medical Center; Deega Jama, Cascade Behavioral Health; Selam Abraham, UW Medicine/Northwest Hospital and Medical Center; Subodh Duggal, PeaceHealth St. Joseph Medical Center; Diana Christopherson, Swedish Edmonds; Richmond BuerteyMultiCare Health System Good Samaritan Hospital; Malina Church, CHI Franciscan, Highline Medical Center

A message from the Board of Trustees

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

This 10th year anniversary of our partnership is making a real difference in the lives of thousands of healthcare workers and in the care their patients receive. We continue to show that supporting workers through the challenges involved in going back to school or seeking continuing education, opens up a world of possibilities for our healthcare system and our healthcare workers.

The next ten years start now. The best way to meet our healthcare workforce needs as our population grows and ages is to train from within and support dedicated nurses and healthcare workers. These members understand what it means to provide front-line care in a cutting-edge, fast-paced environment. The Training Fund will continue to support this training, from tuition assistance to career guidance to tutoring. Our state needs specialized, experienced, dedicated nurses and healthcare workers. Our healthcare workforce members need support in climbing a complex and challenging career ladder. The Training Fund will continue to rise to these challenges.



Jiquanda Nelson

*Jiquanda Nelson, Chair, Training Fund Board of Trustees
Senior Manager of Equity, Inclusion & Diversity and Workforce Development
Kaiser Permanente*



Diane Sosne

*Diane Sosne, RN, MN
Co-Chair, Training Fund Board of Trustees
President, SEIU Healthcare 1199NW*

Partners



*Founding partners

Celebrating 10 years of advancing careers and improving patient care

From the Executive Director

The SEIU Healthcare 1199NW Multi-Employer Training and Education Fund is a non-profit, labor/management partnership between nine 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. This effort mobilizes the healthcare industry's greatest strengths — its people and its institutions — to collectively keep pace with our rapidly changing, ever expanding and highly complex industry.

“In 10 years, the Training Fund has become a benefit to over 14,000 SEIU Healthcare 1199NW members across Washington State.”

Over 14,000 Washington State unionized healthcare workers are currently eligible for Training Fund education benefits. As a labor/management Taft-Hartley Trust funded by collectively-bargained employer contributions, we provide services, and training and education benefits at no cost to eligible members. Benefits include: funding for professional development activities, tuition assistance 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 \$4.8 million dollars in federal, state, and private grants to further its mission.

In 10 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 positive impact on the current and future direction of Washington's healthcare workforce system.

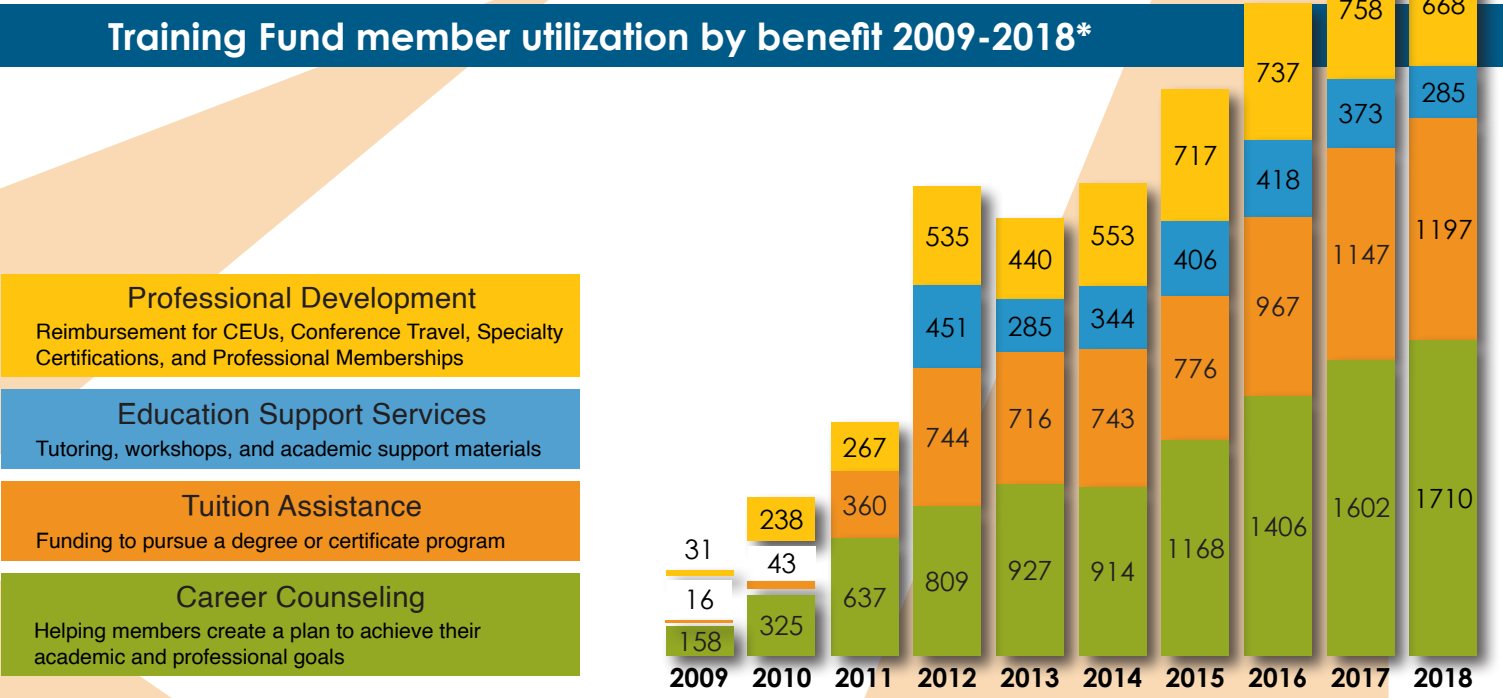
I invite you to learn more about our work by exploring this ten year celebration booklet. The importance of our union and employer partners' commitment is evident throughout these pages in the stories of our members. I want to recognize the accomplishments of each and every graduate and wish the best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

Laura Hopkins, Executive Director

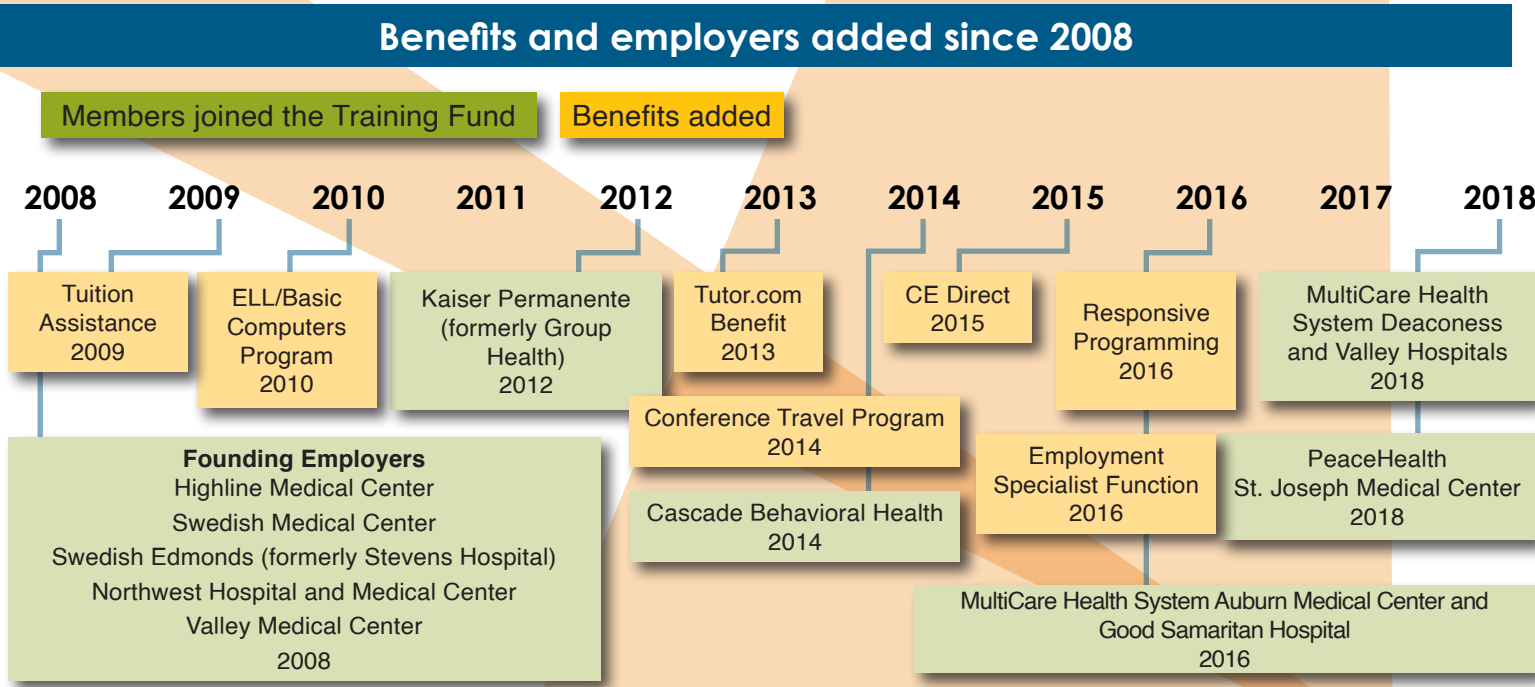


Expanding benefits to reach more members

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



*Duplicative count across all benefits



JAY INSLEE
Governor



Greetings from the Governor

February 28, 2019

I would like to offer my whole-hearted congratulations to the SEIU Healthcare 1199NW Multi-Employer Training Fund on celebrating its 10-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. We need a continuous pipeline of well-trained and committed caregivers. Therefore, I would especially like to thank and acknowledge the Training Fund's 6,700+ current students and graduates for their hard work and dedication. By advancing your knowledge and skills, you are directly addressing our state's urgent needs to meet the growing demand for comprehensive healthcare services across an increasingly complex delivery system.

I also commend the institutions that came together to forge this innovative partnership: Cascade Behavioral Health, CHI Franciscan (Common Spirit Health) Highline Medical Center, Kaiser Permanente of Washington, MultiCare Health System, PeaceHealth St. Joseph Medical Center, Swedish Medical Center, Swedish Edmonds, UW Medicine-Northwest Hospital, UW Medicine-Valley Medical Center, and SEIU Healthcare 1199NW. You have committed to a labor/management model that exemplifies collaboration and affords true mutual benefit in our state's healthcare industry.

Your multi-employer Training 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 U.S. Department of Labor Apprenticeship Grants, Hospital Employees Education and Training grants, and private foundation dollars that have further expanded the Training Fund's impact and positive influence on growing healthcare jobs.

As our state pursues a culture of wellness, physical and behavioral integration, and value based healthcare all leading to a Healthier WA, I look forward to partnering with your unique and nation-leading labor/management Training Fund. As Washington State actively pursues healthcare apprenticeships, by convening and successfully registering a Medical Assistant program through a multi-employer and multi-union consortium and JATC, the Training Fund is leading the nation in Career Connected Learning.

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

Very truly yours,

Jay Inslee
Governor



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



STATE OF WASHINGTON
OFFICE OF THE LIEUTENANT GOVERNOR
Cyrus Habib

February 19, 2019

Dear friends,

This year, we celebrate one decade since the SEIU Healthcare 1199NW Multi-Employer Training Fund was established. Since then, 6,700 members have taken advantage of the Training Fund's transformative benefits by pursuing degrees and certificates that have unlocked opportunities for career advancement, improved economic security for members and their families, and helped workers gain skills that enhance their capacity for serving communities in our state.

I am proud to join you this year in celebrating the countless accomplishments the Training Fund has generated. I congratulate the visionaries whose strategic thinking and determination brought the Training Fund into existence; the outstanding administrators whose dedication has helped it grow; and every one of the thousands of students who have taken on the challenge of learning new skills to better care for their fellow Washingtonians.

With today's aging workforce, it is more important now than ever that our state have an adequate number of skilled healthcare workers ready to rise to the challenge of providing care for the most vulnerable among us. By supporting the education and training of nurses, nurse practitioners, certified nursing aides, medical assistants, phlebotomists, radiology technicians, and other skilled healthcare workers, you are helping to fulfill this critical need.

In 2008, you had the foresight to establish a joint labor-management organization to strengthen the healthcare industry in our state. You have created opportunities that will change lives forever – not just for your students, but also for the patients whose health may be restored, or whose lives may be saved, by those students. This Training Fund exemplifies what can be accomplished when labor and management work together for the common good.

In celebrating these 10 years of success, I would like to thank SEIU Healthcare 1199NW, as well as the individual healthcare employers participating in this effort: Cascade Behavioral Health, CHI Franciscan Highline Medical Center, Kaiser Permanente of Washington, MultiCare, PeaceHealth St. Joseph Medical Center, Swedish Medical Center and Swedish Edmonds, UW Medicine – Northwest Hospital, and UW Medicine – Valley Medical Center. Your investments in relevant and accessible education for Washington's healthcare workforce will shape the direction of our state's healthcare system for years to come.

I am excited to see the Training Fund continue to grow, as well as to see your next efforts to innovate and serve workers – whether it is by taking the lead in establishing registered apprenticeships for much-needed healthcare careers in our state, or by partnering with my office, healthcare employers, colleges and universities, and others as we seek to build a readier workforce for a healthier Washington together. My best wishes for your continued success.

Sincerely,

Cyrus Habib
Lieutenant Governor
State of Washington

P.O. Box 40400 • Olympia, Washington 98504-0400 • Phone: (360) 786-7700 • ltgov@ltgov.wa.gov





King County

PROCLAMATION

WHEREAS, King County is committed to ensuring that all residents are able to fulfill their potential, which includes access to family-wage jobs and high quality healthcare; and

WHEREAS, Washington's population is aging as its healthcare industry is facing severe shortages of skilled employees and will need more trained workers to deliver increasingly complex care requiring ever-evolving technical knowledge; and

WHEREAS, the SEIU Healthcare 1199NW Multi-Employer Training Fund provides access to training and education benefits for 14,000 eligible Washington healthcare workers – many of whom live or work in King County – and, since 2009, has enabled more than 6,700 current and past caregivers to advance their careers; and

WHEREAS, the Training Fund's participating employers – Cascade Behavioral Health, CHI Franciscan (Common Spirit Health)-Highline Medical Center, Kaiser Permanente of Washington, MultiCare Health System, PeaceHealth St. Joseph Medical Center, Swedish Medical Center and Swedish Edmonds, UW Medicine/Northwest Hospital, and UW Medicine/Valley Medical Center – have shown exemplary leadership; and

WHEREAS, the Training Fund has leveraged employers' training investments by securing more than \$5 million in additional state, federal, and private foundation grants; and

WHEREAS, SEIU Healthcare 1199NW and participating employers have proven that, by working together toward shared goals for workforce training, union members can access education opportunities, while employers can meet their urgent workforce needs.

NOW, THEREFORE, I, Dow Constantine, Executive of King County, do hereby proclaim February 28, 2019 to be

SEIU Healthcare 1199NW Multi-Employer Training Fund 10th Anniversary Day

in King County. I congratulate the Training Fund on a decade of service to the community.



Dow Constantine
Dow Constantine
King County Executive

City of Seattle

PROCLAMATION

WHEREAS, demand for high quality health care will continue to rise as Washington State's population ages, and by 2040 we will have almost two million residents over the age of 60, representing 22 percent of our state's population; and

WHEREAS, not only is demand rising, but health care delivery is also becoming much more complex and requiring ever-evolving medical and technical skills; and

WHEREAS, our City and state's health care industry is facing shortages of skilled workers and will continue to need many more trained staff to deliver increasingly complex care; and

WHEREAS, Seattle must help working people access good-paying jobs so that they can support their families; and

WHEREAS, the SEIU Healthcare 1199NW Multi-Employer Training Fund has helped over 6,700 health care workers advance their careers since its founding in 2009; and

WHEREAS, the Training Fund's participating employers have shown true leadership; and

WHEREAS, SEIU Healthcare 1199NW and participating employers have proven that the joint Labor/Management Training Fund provides the most highly effective training opportunities for union members and meets the urgent workforce needs of employers; and

WHEREAS, the Training Fund has secured more than \$5 million in state, federal and private foundation grants to leverage employers' training investments and expand opportunities for members; and

WHEREAS, the City of Seattle takes pride in the SEIU Healthcare 1199NW Multi-Employer Training Fund, which is one of the foremost training and education models in America, and looks forward to its expansion for many more decades to meet the health care needs of Seattle's residents;

*NOW, THEREFORE I, JENNY A. DURKAN, MAYOR OF SEATTLE, DO HEREBY PROCLAIM
FEBRUARY 28, 2019 TO BE*

SEIU 1199NW Multi-Employer Training Fund 10th Anniversary Day

Jenny A. Durkan
Mayor Jenny A. Durkan
City of Seattle



United States Senate
WASHINGTON, DC 20510-4704

COMMITTEES:
APPROPRIATIONS
BUDGET
HEALTH, EDUCATION, LABOR,
AND PENSIONS
RULES AND ADMINISTRATION
VETERANS' AFFAIRS

February 28, 2019

Dear Friends,

I am proud to join you and so many others in celebrating the ten year anniversary of the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund. I especially want to extend my congratulations to the more than 6,700 current students and graduates who have advanced their education and careers over the past ten years.

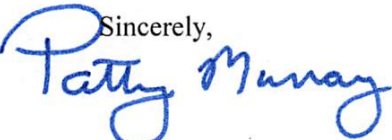
As we work to ensure all residents in Washington state and across the country have quality, affordable, and accessible health care, we need more skilled health care personnel who can fill vital roles within our expanding and increasingly complex health care delivery system. I want to thank all of the Training Fund students for their dedication, perseverance, and passions in stepping up to meet these challenges by pursuing these important careers.

In addition, I would like to extend our appreciation to the labor management partners that have made the Training Fund possible for 14,500 workers in Washington state. I would particularly like to thank the employers participating in this effort. Cascade Behavioral Health, CHI Franciscan (Spirit Health System) Highline Medical Center, MultiCare Health System, Kaiser Permanente of Washington, Swedish Medical Center, Swedish Edmonds, UW Medicine- Northwest Hospital, UW Medicine- Valley Medical Center, and PeaceHealth St. Joseph Medical Center. Your exemplary leadership and 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.

I would also like to recognize and thank SEIU Healthcare 1199NW for its vision and leadership in creating the Training Fund and giving health care workers the opportunity to access and move up career ladders, as well as providing employers a pool of highly skilled and committed workers.

As the Training Fund enters the next decade, I commend you on your combined labor/management work to convene the first in the nation, Healthcare Apprenticeship Consortium comprised of multi-employers and multi-healthcare unions in Washington State.

I send my congratulations and appreciation to everyone involved for their passion and involvement.

Sincerely,

Patty Murray
US Senator

154 RUSSELL SENATE OFFICE BUILDING
WASHINGTON, DC 20510-4704
(202) 224-2621

2930 WETMORE AVENUE
SUITE 903
EVERETT, WA 98201-4107
(425) 259-6515

2988 JACKSON FEDERAL BUILDING
915 2ND AVENUE
SEATTLE, WA 98174-1003
(206) 553-5545
TOLL FREE: (866) 481-9186

10 NORTH POST STREET
SUITE 600
SPOKANE, WA 99201-0712
(509) 624-9515

950 PACIFIC AVENUE
SUITE 650
TACOMA, WA 98402-4450
(253) 572-3636

THE MARSHALL HOUSE
1323 OFFICER'S ROW
VANCOUVER, WA 98661-3856
(360) 696-7797

website: <http://murray.senate.gov>
e-mail: <http://murray.senate.gov/email>
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402 EAST YAKIMA AVENUE
SUITE 420
YAKIMA, WA 98901-2760
(509) 453-7462

United States Senate
WASHINGTON, DC 20510-4705
February 28, 2019

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SEIU Healthcare 1199NW
Multi-Employer Training and Education Fund
15 South Grady Way, Suite 321
Renton, WA 98057

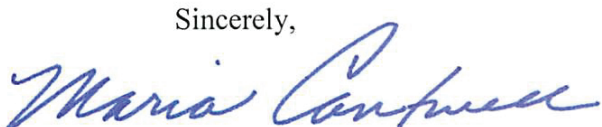
Dear Friends,

Congratulations on the ten year anniversary of the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund! I would like to particularly acknowledge the more than 6,700 current students and graduates who have advanced their education and careers and improved the health care delivery system through the Training Fund over the past ten years. I am proud to join SEIU Healthcare 1199NW and so many others in celebrating the Training Fund's achievements over the past decade, while looking forward to another decade of success.

In the last decade, we have made important progress in expanding health care access and protections to millions of Washingtonians. Your work is essential in our continued efforts to expand health care access, improve quality and safety, and meet the needs of an aging population. I want to thank all the Training Fund students for their dedication, perseverance, and passion in stepping up to pursue a health care career. I also want to recognize SEIU Healthcare 1199NW's forward-looking vision and leadership in creating the Training Fund to benefit both health care workers and employers.

In addition, I would like to extend my appreciation to the labor-management partners who have made the Training Fund possible for 14,500 workers in Washington state. I thank the employers participating in this effort, including: Cascade Behavioral Health, CHI Franciscan (Spirit Health System) Highline Medical Center, MultiCare Health System, Kaiser Permanente of Washington, Swedish Medical Center, Swedish Edmonds, UW Medicine- Northwest Hospital, UW Medicine- Valley Medical Center and PeaceHealth St. Joseph Medical Center. Your leadership and investment in the training and education of your workforce serves as a model of collaboration and employer engagement for the rest of the country. As the Training Fund enters the next decade, your combined labor-management work on convening the first-in-the-nation Healthcare Apprenticeship Consortium, comprised of multi-employers and multi-healthcare unions in Washington State, is commendable.

I congratulate SEIU 1199NW's Multi-Employer Training and Education Fund on a decade of success, and wish you success in the decades to come.

Sincerely,

Maria Cantwell
United States Senator

EVERETT
2930 WETMORE AVENUE
SUITE 98
EVERETT, WA 98201
(425) 303-0114
FAX: (425) 303-8351

RICHLAND
825 JADWIN AVENUE
SUITE 204/204A
RICHLAND, WA 99352
(509) 946-8106
FAX: (509) 946-6937

SEATTLE
JACKSON FEDERAL BUILDING
915 2ND AVENUE, SUITE 3206
SEATTLE, WA 98174-1003
(206) 220-6400
TOLL FREE: 1-888-648-7328
FAX: (206) 220-6404

SPOKANE
U.S. FEDERAL COURTHOUSE
WEST 920 RIVERSIDE, SUITE 697
SPOKANE, WA 99201
(509) 353-2507
FAX: (509) 353-2547

TACOMA
950 PACIFIC AVENUE
SUITE 615
TACOMA, WA 98402
(253) 572-2281
FAX: (253) 572-5879

VANCOUVER
MARSHALL HOUSE
1313 OFFICERS' ROW
FIRST FLOOR
VANCOUVER, WA 98661
(360) 696-7838
FAX: (360) 696-7844

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WASHINGTON, DC
511 HART SENATE OFFICE BUILDING
WASHINGTON, DC 20510-4705
(202) 224-3441
FAX: (202) 228-0514

State of
Washington
House of
Representatives



February 28, 2019

Dear Training Fund Union Leaders and Employers,

Congratulations on the ten (10) year anniversary of the SEIU Healthcare Multi-Employer Training and Education Fund! We commend the accomplishments of each individual graduate and send our encouragement to every ongoing student.

With the expansion of Medicaid, our commitment to quality, affordable and accessible healthcare for all, an aging workforce and an increasingly diverse patient population, 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 state budget.

SEIU Healthcare 1199NW and the employer partners who have come together to form the Training Fund, Cascade Behavioral Health, CHI Franciscan (Common Spirit Health) Highline Medical Center, Kaiser Permanente of Washington, MultiCare Health System, PeaceHealth St. Joseph Medical Center, Swedish Medical Center and Swedish Edmonds, UW Medicine- Northwest Hospital and UW Medicine- Valley Medical Center- all 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 education pipeline that our healthcare workforce have been positively impacted as well.

As Washington State expands into healthcare apprenticeships, your leadership in creating our State's healthcare apprenticeship consortium is exemplary.

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 ten years will bring.

Congratulations on your many achievements.

Senator Andy Billig

Senator Karen Keiser

Senator Guy Palumbo

Representative Drew Hansen

Representative Eileen Cody

Representative Mike Sells

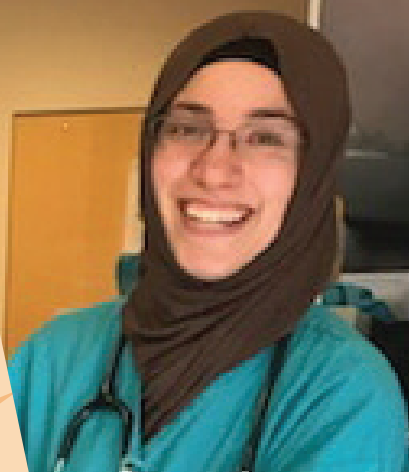
Our members' success — In their own words

Aminah Coleman, RN

Swedish Edmonds

Aminah participated in the RN Mentoring Pilot

"Having a Registered Nurse Mentor really helped me plan my career goals and the steps I need to achieve them. My mentor was available for in-person meetings, by phone and through the online app. She helped me think about developing specific skills as a labor and delivery nurse and how to become highly proficient in my profession. We also discussed my long-term goals of going back to school to become a nurse midwife, and next steps like shadowing other midwives. Beyond my career, she gave me moral support, encouragement and advice about how to achieve work-life balance. I hope the mentorship program will be expanded in the future to give other nurses and caregivers this valuable support."



Kenneth Mburu, BAS HCML AAS RRT

UW Medicine/Northwest Hospital and Medical Center

Kenneth is pursuing his Bachelor's of Science in Healthcare Management

"I would have never dreamt about going back to school considering the living cost in Seattle, which makes it so hard to go to school while working full time. The Training Fund has given the gift of fulfilling my goals and I am truly thankful for all it has done to help me accomplish my career goals."



Danielle Davis, MA-C

Kaiser Permanente

Danielle is pursuing her ADN with the Training Fund

"The Training Fund can help you advance your career through education. They are here to help you with tuition, advisors, tutors, education planning, emotional support, and information about many resources that will help you through your journey."



Remarkable members, remarkable achievements



Dana Gibson, MA
Kaiser Permanente
Dana completed her Bachelor's Degree in Healthcare Administration Management

"I knew working full-time, as a parent attending school, was going to be a challenge, but it was always reassuring to know I had the support of the tuition assistance, my education navigators, and, especially, the knowledgeable tutors. I loved utilizing my tutors because they gave me the confidence to excel in the more technical classes like math, accounting, and finance!"



Debbie Toews, Food Service Worker
MultiCare Health System Valley Hospital
Debbie took basic skills classes with the Training Fund

"It has been 40 years since I was in a classroom, but all the support I received from the Training Fund and the college admissions office made the idea of going back to school feel much more possible."



Ephraim Butin, RN
Swedish Medical Center
Ephraim is pursuing his BSN with the Training Fund

"The SEIU Healthcare 1199NW Multi-Employer Training Fund is very dear to my heart, because I have relied on it several times to help me move up the career ladder. I started as a nursing assistant-certified, then went back to school to get my Associates Degree in Nursing, and now I'm about to complete my Bachelor of Science in Nursing degree in June. During my long education journey, the Training Fund has paid for all my tuition, books and even necessary equipment like stethoscopes, and I've only paid about \$500 out of pocket the entire time. The Fund is also crucial for patient care, because not only are we building our medical skills, but while we're in school we don't have to worry about tuition or student loan debt, and instead we can focus on our course work and providing high quality, compassionate patient care."

David Antwi, Nursing Assistant
Swedish Medical Center
David is pursuing his ADN with the Training Fund

"I've always had a passion for patient care and that's why I've had a lifelong dream of becoming a registered nurse. I'm also a single father raising a nine year old and one-and-a-half year old twins, and I want to provide them with every opportunity. But there's no way I could have gone back to school for my nursing degree without the SEIU Healthcare 1199NW Multi-Employer Training Fund. I'm currently a nursing assistant, and have to work a lot of overtime to pay for my mortgage and raise my kids. I barely get enough sleep, let alone have any money left over for school. The Training Fund pays for all my tuition and books, and now I'm halfway through my pre-requisites for an Associate Degree in Nursing at North Seattle College. The Training Fund has given me a foundation of support, so I can achieve my dreams, pursue my passion for quality patient care, be the best dad I can be, and give my three children a better future."



Jadwiga (Yana) Slusarski, EEG Technician
Swedish Edmonds
Jadwiga Slusarski attended the Epilepsy Update 2017 in Arizona

"Having the ability to travel to and attend professional conferences provides an opportunity to learn about and engage with cases of far greater complexity and scope than we often experience day-to-day. Participating in these conferences improves our medical knowledge and understanding, and in the process, allows us to become better healthcare providers and educators."



Nikkea Ferrin, RN
UW Medicine/Northwest Hospital and Medical Center
Nikkea completed her nursing degree with the Training Fund

"It was important for me to see this through, not only for myself, but for someone else considering going to school and being intimidated by the challenges it presents. It's hard, but you can do it, you will do it, and a world of opportunities will be waiting for you at the end."



Adult critical care specialty examination preparation

A Responsive Programming Fund project for Respiratory Therapists

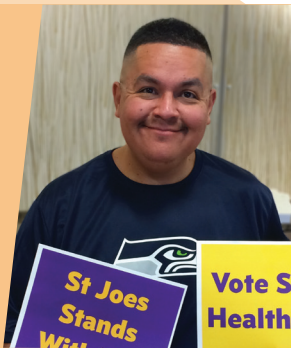
The Responsive Programming Fund arises from the aspiration and knowledge that multiple perspectives bring about beneficial solutions to the professional challenges facing our members and employer partners. Union members and management jointly propose projects that serve to address unmet training needs, thereby mutually benefiting each other.

One exciting program was the Adult Critical Care Specialty (ACCS) examination preparation course in August, 2018 at PeaceHealth St. Joseph Medical Center in Bellingham, Washington. Ramon Castellanos, Respiratory Therapist (RT) at PeaceHealth, St. Joseph Medical Center, noted how a seminar of this caliber would help fulfill unmet workforce needs and applied for project approval through our Responsive Programming Fund. After approval, the labor/management project helped RTs master aspects of respiratory care unique to the intensive care environment. It supported members in earning the ACCS credential at no additional expense. The ACCS credential is a requirement for RT II status within the profession and elevates professional standing in their field.



"We identified the ACCS exam prep training as something we wanted to offer our team based on growing needs at St. Joseph Medical Center within our Critical Care and Pediatric departments. Partnering with the union representatives and Training Fund was a rather seamless endeavor and our staff appreciated the opportunity for us, as Management, to be able to bring this applicable education directly to them."

**Mario Sosaya, RT Manager,
PeaceHealth St. Joseph Medical Center**



Partners

PeaceHealth St. Joseph Medical Center
SEIU Healthcare 1199NW
SEIU Healthcare 1199NW Multi-Employer Training and Education Fund



"We were able to host a Kettering ACCS exam seminar for staff at our hospital thanks to the cooperation between SEIU and our department management. We look forward to being able to host more seminars in the future and continue to create great opportunities for education and career advancement for our staff."

**Ramon Castellanos (right), pictured with Henry Mueller — RT's,
PeaceHealth St. Joseph Medical Center**

Promoting professional development and retention of high quality nurses

RN Mentoring Pilot

In partnership with the union, employer partners, and members, the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund, recognized that mentoring is of particular value throughout the healthcare industry, especially as we look to establish a resilient nursing infrastructure into the future. RN mentoring helps acclimate new nurses in the healthcare world, sustain and support their self-confidence, understand moral and ethical issues, and develop real-world skills not always explicitly covered during academic studies.

The three month pilot will be carefully evaluated by the Training Fund Board of Trustees in early 2019.

Pilot participants = 13 mentors and 15 mentees

"I'm a Registered Nurse Mentor through the SEIU 1199NW Training Fund and I'm helping to guide my mentee through the start of his nursing career. There used to be a saying that 'nurses eat their young' because we could be pretty tough on new nurses. But now we're trying to implement a more supportive, constructive model with a nurturing environment, so we can help new nurses succeed. I'm using my 20 years of nursing experience to show my mentee the ropes, let him know what to expect, and give him the direction and tools he needs. The RN mentorship program is about giving back to the next generation so we can ensure patients will have the very best nurses by their bedside."

**Diana Christopherson, Registered Nurse, Surgical Oncology,
Swedish Edmonds**



Partners

Swedish Edmonds
Swedish Medical Center
UW Medicine/Valley Medical Center
SEIU Healthcare 1199NW
SEIU Healthcare 1199NW Multi-Employer Training and Education Fund

"The RN Mentoring Partnership is an e-pathway to help new nurses and nurses new to specialty areas grow in their profession. Mentoring also provides an opportunity for seasoned nurses to practice their own skills in leadership, communication, and coaching. A technology solution used by over 500 organizations was selected by a team and then staff from the Training Fund, represented caregivers and management worked to co-create a platform that would allow for new nurses to match up with experienced nurses. So far the feedback has been positive and we are excited about future potential and next steps."

Jean Doerge, Chief Nurse Executive, Swedish Edmonds



The Certified Healthcare Environmental Services Technician (CHEST) program

CHEST: A labor/management project developed to address environmental services (EVS) staffing concerns and to allow for adequate staffing for frontline infection control

CHEST is a professional development opportunity for incumbent EVS technicians sponsored by the Association for the Healthcare Environment. CHEST training has proven valuable in addressing key areas of responsibility for EVS workers. In addition to gaining proficiency in specific subject areas, EVS workers receive a \$.75 per hour increase in pay and become eligible to apply for the flex positions for the opportunity to earn an additional \$.75 per hour more upon becoming certified at Swedish Medical Center.

CHEST training addresses many areas of responsibility including:

- Infection Prevention
- Waste Stream Handling
- Linen Handling
- Safety
- Cleaning and Disinfection
- Communications

CHEST trainers are jointly identified and receive training paid for by the Training Fund and Swedish Medical Center. Other Training Fund employers are considering replicating this model to strengthen EVS standards and promote worker advancement.

This unique partnership is the first in the nation to be co-taught by labor and management CHEST trainers who are jointly identified and receive Train the Trainer training.

\$.75

per hour increase participants can receive upon successful completion

"Since I began as an EVS Trainer for the CHEST program, and using the Training Fund to become a CNA, I have realized that if you have the will and a goal for your life, no matter what, you can do it! I am very thankful for the SEIU Training Fund for helping build my confidence to move forward in a new healthcare career and for giving me a chance to go back to school and gain more knowledge."

Angel Sherburne, Environmental Services Technician, Swedish Medical Center

The CHEST Environmental Service Safety Subcommittee partners with the Training Fund for instructional support and key resources including;

- Literacy Source Partnership: A non-profit organization serving adult learners with basic skills instruction. Literacy Source provides basic skills instruction teaching strategies for CHEST trainers.
- The Responsive Programming Fund offers funding resources for labor/management projects to find collaborative training solutions for workers' advancement and workplace improvements



"All of the workers at Swedish Medical Center strongly support this program. I don't know what I'm more proud of, the EVS workers for taking advantage of the opportunity or our union, Swedish, and our Training Fund for organizing it."

Betsy Scott, RN, Medical Oncology Clinic, Swedish Medical Center

"The implementation the Certified Healthcare Environmental Services Technician (CHEST) is a great example of what labor/management partnership and collaboration can achieve. Together, we have brought focus to the life-saving role that Environmental Services Technicians occupy within the healthcare continuum and collaborated on the best means to make it accessible to all technicians in Swedish Health Centers. It is my hope we will be able to continue these collaborations with additional certification programs such as the Certified Operating Room Technician."

Greg May, SHESP, System Director, Environmental Services, Swedish Medical Center



Partners

Literary Source
Swedish Medical Center
SEIU Healthcare 1199NW
SEIU Healthcare 1199NW Multi-Employer
Training and Education Fund

**2018 CHEST participants
Franklin Perez, Susana Samonte, Belen Gould**



Professional communication skills for the healthcare workplace

ELL and Basic Computers Program

The SEIU Healthcare 1199NW Multi-Employer Training and Education Fund partners with nine healthcare systems across Washington State to offer customized learning for entry-level healthcare workers to increase skills for work and pursuing healthcare career pathways. The ELL (English Language Learner) and Basic Computers Program is a labor/management initiative designed to meet fundamental needs of workers and industry. Many entry-level healthcare work tasks have transitioned to be online. ELL/Basic Computers classes teach workers how to manage multiple work logins and passwords, respond to emails, print paystubs and complete online trainings in combination with English language skill building. Students receive coordinated navigation services along with tutoring to ensure their success.

Training Fund Tutors meet workers at the workplace, before or after shift. Healthcare employers benefit from a more capable and responsive workforce confidently engaged in communication.

The Training Fund's ELL and Basic Computers Program support approximately 100 entry-level healthcare workers annually.



100+ members served annually

Partners

- | | |
|---|---|
| CHI Franciscan, Highline Medical Center | Swedish Edmonds |
| Kaiser Permanente | Swedish Medical Center |
| UW Medicine/Northwest Hospital and Medical Center | SEIU Healthcare 1199NW |
| UW Medicine/Valley Medical Center | SEIU Healthcare 1199NW Multi-Employer Training and Education Fund |



"The class was good for me and I understand a lot more now. It helped me to be more comfortable with EPIC and how to check in and out while cleaning rooms. I am also working on my English skills because I want to pass my citizenship test."

Run Toun, Environmental Services Worker
CHI Franciscan, Highline Medical Center

Inspiring lifelong learning with professional development opportunities

Conference Travel Benefit Program

Incumbent healthcare workers must keep current with the latest trends in the ever-changing healthcare industry. In response to this growing need, the Training Fund has developed a robust and dynamic palette of relevant professional development opportunities for members who seek to broaden their professional knowledge base and proficiencies.

One benefit unique to the Professional/Technical Bargaining Unit is the Conference Travel Benefit Program supports members attending regional and national conferences related to their occupational area of specialty. This specific benefit was inspired by members at Northwest Hospital and Medical Center who told the Training Fund they would benefit from more financial support to attend professional conferences relevant to their technical field. Responding to these requests, the Conference Travel Benefit Program was approved by the Training Fund's Board of Trustees in 2014 as a regular benefit for this bargaining unit. It continues to be one of the most utilized benefits by Professional/Technical members across employers.

"For my job as a sonographer at UW Medicine/Northwest Hospital and Medical Center, I need to accrue continuing medical education credits. I am so grateful to both SEIU Healthcare 1199NW and UW Medicine/Northwest Hospital and Medical Center for giving me these opportunities to maintain and improve my skills. This means I am able to take the absolute best care of my patients every time I scan them and continue to grow as a sonographer."

Genevieve Sanford, Sonographer, UW Medicine/Northwest Hospital and Medical Center



Partners

- | | |
|---|---|
| UW Medicine/Northwest Hospital and Medical Center | MultiCare Health System Valley Hospital and Deaconess |
| SEIU Healthcare 1199NW | PeaceHealth |
| Swedish Medical Center | St. Joseph Medical Center Hospital |
| SEIU Healthcare 1199NW Multi-Employer Training and Education Fund | Swedish Edmonds |

256 members used the Conference Travel Benefit Program

395 conferences have been attended

The most popular conferences included: Medical imaging, Echocardiography, OB/GYN-Fetal Health

Response to Escalated Situations Training (REST) Pilot

A labor/management partnership related to patients' behavioral health

The Response to Escalated Situations Training (REST) Pilot offered at UW Medicine/Valley Medical Center was implemented as a Training Fund Board of Trustees priority. The pilot trained essential frontline staff in developing foundational skills for responding effectively to escalating situations with patients, often relating to behavioral health issues. Working with local Hospital Employee Education and Training (HEET) partners

who have been working on behavioral health projects, employers, community college representatives, and the Training Fund agreed to collaborate on this project.

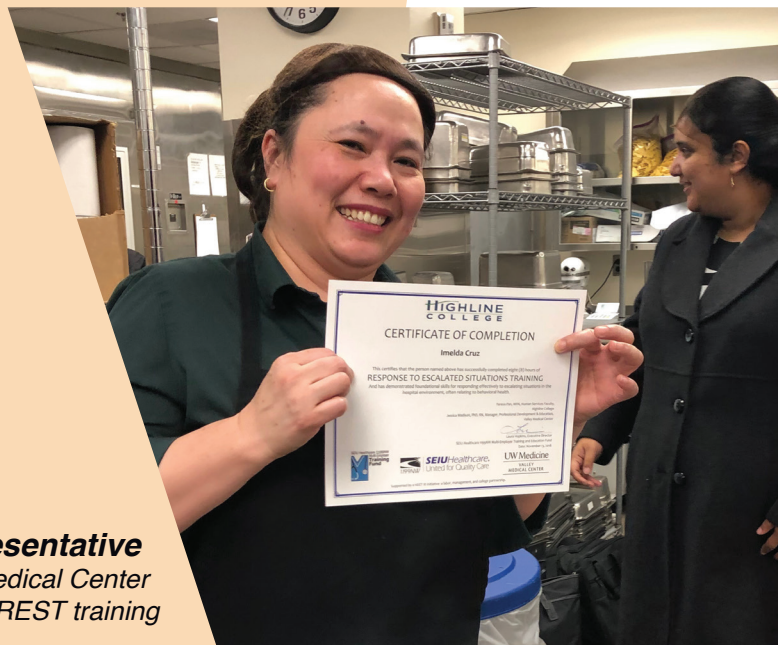
The 8-hour curriculum enables workers to engage in training activities and reflection related to behavioral health and addiction, escalated situations, cultural styles, and tools for de-escalation.

Participants provided feedback from their experience to improve the delivery for future trainings specific to the unique needs of members and employer sites.

Partners

UW Medicine/Valley Medical Center
SEIU Healthcare 1199NW
SEIU Healthcare 1199NW Multi-Employer Training and Education Fund
Highline Community College

Imelda Cruz, Nutrition Representative
UW Medicine/Valley Medical Center
Completed REST training



(left to right)
Sumeet Kahlon, Olivia Fuentes, Laura Fuentes, Imelda Cruz
Nutrition Representatives, UW Medicine-Valley Medical Center
Successfully completed the REST Pilot Program in 2018



"There is urgency to ensure that all of our staff feel safe at work. In order to fulfill that necessity, a de-escalation class is an excellent opportunity to educate and inform staff. The tools provided help staff understand why escalation happens, how to recognize it, and what to do to help de-escalate. And most importantly, my goal is for staff to know they never have to deal with the challenge of escalation alone. Each employee here is valued and my hope is that they leave de-escalation training feeling empowered."

Jessica Madison, PhD, RN, Manager, Professional Development & Education Department, UW Medicine/Valley Medical Center



Impacting the future of Washington State’s healthcare workforce system

Healthcare Apprenticeships

In 2018, the Training Fund began leading an exciting new partnership to deliver healthcare apprenticeships in Washington State, the Healthcare Apprenticeship Consortium. The Consortium is a collaboration of the Training Fund and a Joint Apprenticeship and Training Committee of employer and union representatives. The Healthcare Apprenticeship Consortium’s programs are available to Training Fund participating employers and to all healthcare employers in the State. This includes employers with healthcare employees represented by SEIU Healthcare 1199NW, OPEIU, and UFCW, and employers whose healthcare employees are not covered under collective bargaining.

In January 2019, the Healthcare Apprenticeship Consortium’s standards for a Medical Assistant apprenticeship were approved by the Washington State Apprenticeship and Training Council. The Consortium plans to enroll its first section of Medical Assistant apprentices in mid-2019. The Healthcare Apprenticeship Program and its participating entities are planning expansion to address multiple skill/occupation needs across the healthcare sector. Working together for Registered Apprenticeship is a way to align workforce development and career-connected learning across healthcare systems. The Fund expects Apprenticeship will have a significant impact on the current and future direction of Washington’s healthcare workforce system.

“Kaiser Permanente is proud to participate in the nation’s first Multi-Employer, Multi-Union Apprenticeship Program as a way to impact the future workforce in Healthcare. As a leading healthcare provider in Washington state and across the country, we are committed to offering economic opportunity to those in our local communities. By providing the space to earn and learn simultaneously, we’re well-positioned to develop

Medical Assistants that will make a difference in providing excellent service to members and patients we serve.”

Susan Mullaney, President, Kaiser Permanente of Washington



Partners

- | | |
|-------------------------|--|
| SEIU Healthcare 1199NW | Swedish Edmonds |
| OPEIU Local 8 | Swedish Medical Center |
| UFCW Local 21 | UW Medicine |
| Kaiser Permanente | SEIU Healthcare 1199NW |
| MultiCare Health System | Multi-Employer Training and Education Fund |



“I’ve been an MA for 20 years. I’m also a member of the committee bringing the new MA Apprenticeship to Washington State. This program will help bring a new perspective to the Medical Assistant field and will help grow the profession. As union members we worked hard to win the Training Fund and it’s great to work with management to help people move forward in their healthcare career.”

Teri Lindsay, Medical Assistant, Kaiser Permanente

Partnering with local colleges to offer flexible RN to BSN programs

37%
of Training Fund nurses in school are working towards a BSN degree

24/7
online tutoring support or in person with a Training Fund tutor

RN to BSN cohorts at UW Bothell and Bellevue College

The Training Fund partners with local colleges to offer flexible, high quality RN to BSN programs. These programs are designed for nurses who want to take their nursing practice to the next level, while being surrounded by others in their field who understand the challenges of being a working student. The RN to BSN cohorts came about from years of input and requests from members who wanted more support than was available in traditional RN to BSN programs. In 2018, the Training Fund partnered with Bellevue College to offer an RN to BSN cohort. Because of the Training Fund’s support and navigation infrastructure, the student demographic of the cohort was diverse in both age and race. In 2019, the Training Fund will offer two cohorts for members to pursue their BSNs. These part-time programs offer hybrid learning structures to accommodate nursing work schedules. The Bellevue College cohort meets in person and is supplemented with online coursework. The UW Bothell cohort meets at the Swedish Orthopedic Institute.

“I am so proud of the commitment both industry and union partners have to support caregiver growth and development. Attainment of a BSN is critical to growing our nursing workforce and the Training Fund provides resources that makes this a reality for many. As a trustee and management representative, I look forward to continued collaboration that funds academic advancement of current and future nurses.”

Renee Rassilyer-Bomers, DNP, RN, CMSRN, Regional Director Clinical Education and Practice, Swedish Medical Center



“I had wanted to go back to school for a long time, but I just didn’t have the financial support necessary to make it happen. So I was so happy to learn that the Training Fund could help me with tuition. The Training Fund process was smooth, and the staff was so supportive. Working students are busy, and it is so helpful to have dedicated staff working to help keep me and my education on schedule.”

Tselot Woldegiorgis, RN, Cascade Behavioral Health

Partners

- | | | | |
|----------------------------------|---|-----------------------------------|---|
| University of Washington Bothell | SEIU Healthcare 1199NW | Cascade Behavioral Health | CHI Franciscan, Highline Medical Center |
| Bellevue College | SEIU Healthcare 1199NW Multi-Employer Training and Education Fund | UW Medicine/Valley Medical Center | MultiCare Health System Valley Hospital |
| Swedish Medical Center | | | |
| Swedish Edmonds | | | |

Improving pathways to healthcare careers

Benefiting incumbent healthcare workers in Washington State

10 years of HEET, 2008-2018

The Training Fund has played a critical role in facilitating 27 projects in partnership with labor/management/education

Hospital Employee Education and Training (HEET)

In 2008, SEIU Healthcare 1199NW and the Washington State Hospital Association lobbied the Washington State Legislature to create the Hospital Employee Education and Training Program (HEET). These competitive grants fund labor, management, and college partnerships to develop, expand, and evaluate programs where healthcare workers advance their careers.

Beginning in 2014, Spokane Community College developed the 'Improving Pathways to Health Careers: Patient Navigation and Care Coordination' project. This HEET project provided educational navigation, tuition funding, and other supports for healthcare prerequisites at Spokane Community College. Eligible Training Fund members enrolled to pursue allied health programs. HEET supported work is leading to improve course delivery, student navigation, tutoring, partnership building, faculty development, and more for active hospital employees.

HEET Essential Elements

- **Labor and employer engagement** in partnerships with community and technical colleges
- Advancing healthcare workers' **education, knowledge, and skills**
- **Innovations to build education system capacity** and responsiveness to industry
- Bring **greater diversity** to the healthcare workforce



A sampling of Training Fund HEET projects (pictured clockwise left to right)

Care Coordination graduation, 2015; HEET students in a pre-nursing chemistry class, 2009; Ronal dy Barahona takes a HEET math class at North Seattle College; Medical Terminology students at South Seattle College, 2011

"The SEIU Healthcare 1199NW Multi-Employer Training and Education Fund has been a tremendous help in helping me live my dreams and reach my goals. Not only is the financial assistance a relief, but the staff members I've met along the way there continued to encourage me and gave me the motivation and support to keep going."

Shasta Carlsen, ER Tech, MultiCare Health System Deaconess North Free Standing Emergency Department, Spokane

34
 projects involving 24 community and technical colleges in Washington State

1000+
 certificates and degrees earned during or after their participation in a project.

1200
 classes offered

10+
 years strong

2200+
 HEET students served

Advancing careers, changing members' lives



Samwel Mbua, ICU RN

Highline Medical Center

Pursuing a Doctorate of Nursing with the Training Fund

"I believe the Training Fund is an ingenious idea and deserves to be upheld and expanded. It is a tool for promoting personal, community and organizational growth and development when beneficiaries climb the academic ladder without being limited by exorbitant tuition expenses. The Training Fund is a win-win-win solution for employers, employees and the community."

Jatinder Kaur, RN, BSN

UW Medicine/Valley Medical Center

Jatinder is pursuing her Master's of Science in Nursing

"The SEIU Healthcare 1199NW Training Fund has allowed me to pursue my dream of becoming a healthcare leader by easing my financial load. When I was at a non-union long-term care facility, the education benefits were meager and I ended up paying over \$12,000 out of pocket for my Bachelor of Science in Nursing degree. But, when I came to UW-Valley Medical Center and became an SEIU 1199NW member, I was able to access the Training Fund benefits to finish my BSN, and now I receive \$5,250 a year toward my Master of Science in Nursing at the University of Washington. The Training Fund gives nurses and healthcare workers the boost we need to pursue our dreams."



Delores Prescott, RN,

SEIU 1199NW Vice President

Swedish Medical Center

Completing her Master's of Science in Nursing

"I'm in love with being a nurse, it really is my life's calling. But I was never able to go back to school and get higher nursing degrees until I accessed the SEIU Healthcare 1199NW Multi-Employer Training Fund. I had a son in college and was paying for his tuition, so I didn't have any money left over for my own schooling. The Training Fund paid for of my pre-requisites, books and supplies, and my Bachelor of Science in Nursing at Western Governors University. Now I'm one term away from completing my Master of Science in

Nursing degree. During this entire process I've only had to pay about \$1,000

out of pocket. Through the Training Fund, I was also able to get top-notch tutoring. I had one particular math and statistics tutor who was absolutely outstanding."

Heidi Den Haan, Health Unit Coordinator

Kaiser Permanente

Heidi is pursuing her Bachelor's of Science in Health Promotion and Management

"There are so many opportunities I can explore with my education. Perhaps I want to go into community health, maybe I'll work in the non-profit sector, who knows? The point is, after I finish my studies, I will have earned my bachelor's, so the choices will be there for me and I will be prepared."

I realize this choice would not have been possible without the support of the Training Fund, the union, and my management. I had earned my Associate Degree in Health Informatics and I was thrilled to learn I could continue to rely on the Training Fund to pursue my bachelor's degree."



Guan Du, Endoscopic Tech

Swedish Edmonds

Guan used the Training Fund's tutoring program

"With help from my Training Fund tutor I was able to pass my citizenship test. There is so much opportunity to learn if you look forward, not back"

Miguel Giacomo, Pharmacy Technician

Swedish Medical Center

Miguel completed his Bachelor's of Science in Health Informatics

"The Training Fund's Tuition Assistance, support from the union, and flexibility of my employer removed the barriers that would have stopped me from going back to school. I'm three years from retirement, I just graduated with my bachelor's degree. I should have done this years ago!"



Enhancing employer investments through grants

Federal, state, and private foundation grants have allowed the Training Fund to bring new and innovative training opportunities to members and the broader community of healthcare workers in Washington State.

Since the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund opened its doors in 2009, the Fund has received more than \$4.8 million through various federal, state, and foundation grants. The Training Fund seeks additional funding in order to help contributing employers leverage their training investment and expand opportunities for members with access to Training Fund benefits.

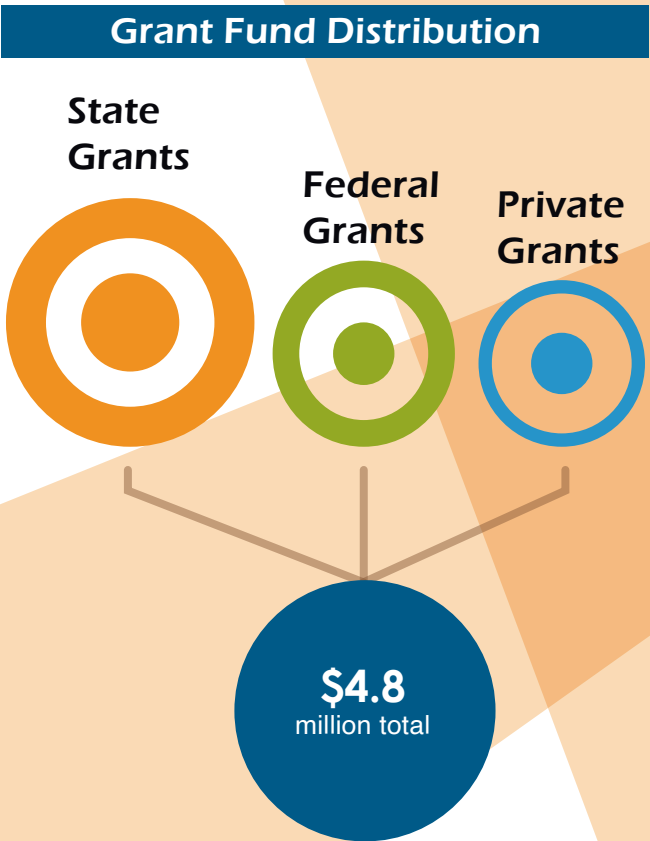
Federal Grants

American Recovery and Reinvestment Act (ARRA)

A partnership between Training Fund contributing employers, the Washington State Workforce Education Coordinating Board (lead), SEIU Healthcare 1199NW, SEIU 775, North Seattle College, Renton Technical College, Highline College and the Training Fund. This project supported nursing education at four levels: CNA, LPN, ADN and Certified Nurse Educator (CNE). The grant also supported healthcare workers to become Certified Medical Assistants and provided training for existing RNs to complete specialty certification exams across multiple high demand areas. ARRA Health also supported the development of the first hybrid delivery RN degree program at an urban college in WA State (2010-13).

The American Recovery and Reinvestment Act (ARRA) “Green” grant was a partnership between Swedish Medical Center, UW Medicine/Northwest Hospital & Medical Center, and SEIU Healthcare 1199NW. The Training Fund was a sub-recipient of two federally funded ARRA (American Recovery and Reinvestment Act) grants in 2010–2012 to train incumbent healthcare workers in “green cleaning”.

75 workers received Chromebooks as a result of their successful participation in an ELL and Basic Computers class, made possible with the SkillUp Fund.



State Grants

HEET (Hospital Employee Education and Training) projects are Washington State’s strategic investment in healthcare workforce training. The HEET grant work has catalyzed new collaborative relationships between labor, employer, education, and others to make innovative education progress for incumbent workers, while responding to demands throughout the healthcare industry. Please see more about Training Fund HEET projects on pages 26-27.

Private Grants

AARP

The AARP Foundation – a charitable affiliate of AARP – aims to access and assist low-income older adults transform their lives through programs, services, and vigorous legal advocacy. In 2017, the Training Fund was awarded AARP Foundation grant funding through the end of 2018. One of the primary goals of the AARP Foundation funding sought to support 50+ Training Fund eligible members as they worked towards earning a degree, certificate, CEUs, or skill upgrade trainings. Other priorities of the AARP Foundation grant work centered on outreach to and engagement with our 50+ workers in effort to more correctly ascertain the kinds of education programming, informational workshops, trainings, and professional development opportunities that would be meaningful to improving their professional lives and personal goals. With these insights, the Training Fund will offer more comprehensive benefits and services valuable to this increasingly substantial group of our incumbent healthcare workforce. (2017-18)

Kellogg

Kellogg Family Support Program. Partnership between Health Career Advancement Program (H-CAP), Training Fund partnered employers, and SEIU Healthcare 1199NW and the Training Fund. This project provided supports—transportation, childcare, technology access, food/shelter – to incumbent workers in healthcare programs and parents of children under 18. (2016-18)

Job Skills Program (JSP)

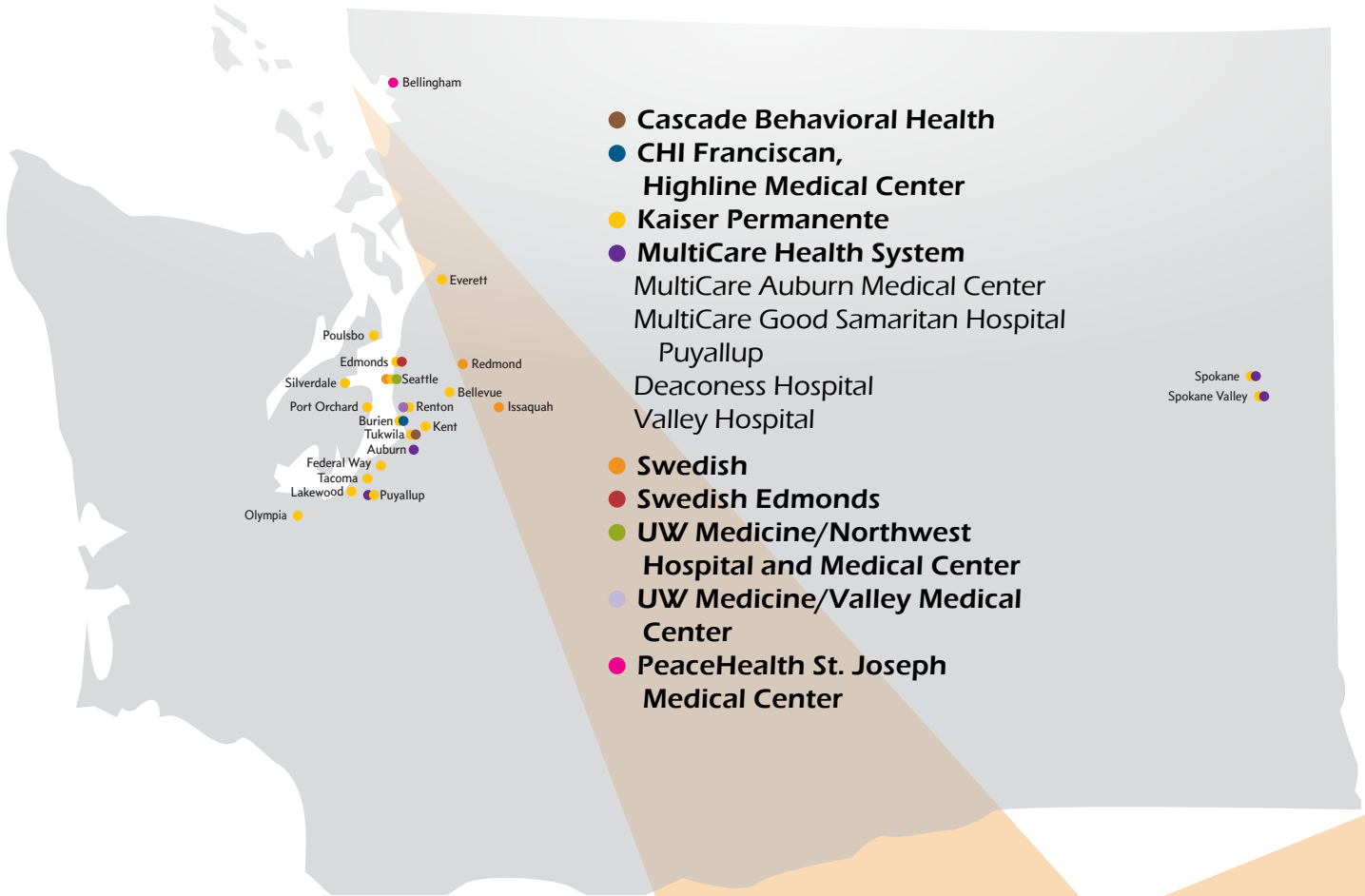
EVS Pre-Epic Training. Partnership between Literacy Source, Northwest Hospital & Medical Center, South Seattle College, Job Skills Program and SEIU Healthcare 1199NW and the Training Fund. This project provided EVS employees customized basic computer and English literacy training to successfully transition to the Epic workflow management system (2015-16).

Chromebooks awarded to Training Fund members

CHI Franciscan Highline Medical Center SEIU members, Genet Abayazew and Berhana Woldemichael, pictured with their instructor Ted Johnson, received Chromebooks for their successful participation in a computer/ESL class offered at their hospital. This class was a partnership between Literacy Source, Seattle Central College, SkillUp Washington’s Health Care Learning Consortium (Seattle Foundation), SEIU Healthcare 1199NW, Highline Medical Center, and other local healthcare employers. The project supported the digital and English literacy of Training Fund hospital workers through customized curriculum development and computer technology.



Serving members across Washington



1300+

are actively receiving career counseling and/or tuition assistance

50%+

of members using the Career Counseling and Tuition Assistance benefits are people of color

3300+

used Tuition Assistance benefit

1200+

completed an RN specialty certification or recertification

6700

members accessed their Training Fund benefits

1400+

have used CEU reimbursement or support through CE direct

80%

of members using the Tuition Assistance benefit are female

56%

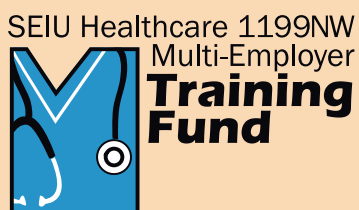
graduate from nursing programs

49%

of members going back to school are over 40

1200+

have graduated from degree and certificate programs



www.HealthCareerFund.org