

Meeting Training Needs Through Joint Labor-Management Projects

The *Responsive Programming Fund* (RPF) is an opportunity for workers and management to propose jointly beneficial projects that address unmet training needs. The selection and funding of individual projects will be determined by pre-set criteria developed by the Training Fund Board of Trustees.

Training Fund Trustees will allocate a total dollar amount available to the *Responsive Programming Fund* each year. Be sure to contact the Training Fund to learn about funding levels for the current year and read through the full guidelines below before applying.

Program Guidelines and Timeline

- Project ideas submitted to the *Responsive Programming Fund* should meet training needs that are otherwise unavailable (or largely inaccessible) through existing programming.
- Project ideas must be developed jointly with labor and management to qualify.
- Projects ideas can address training needs for members of the service/maintenance/LPN, professional or technical and RN bargaining units.
- *Responsive Programming Fund* training can only be provided free of charge to Training Fund eligible workers. Any participation of non-eligible workers (such as per diem employees) will require separate funding to cover the full cost of participation.
- Proposals will be reviewed two times each year. Submit the idea form by Feb 1, for consideration in the April Board Meeting, or by August 1, for the October Board Meeting. Proposals may be fully approved for funding, conditionally approved with a request for clarifying information, or declined with suggestions for improvement and re-submission at a future deadline.

Submitting a Project for Funding

- Labor/Management teams submit the idea form to start the process. We are here to help with your project planning, and will follow up within the next week to clarify and review the appropriateness of the idea for this funding source. Funding availability will vary by year so an upfront planning conversation with the Training Fund will help ensure your project is scaled appropriately.
- Submit the IDEA FORM

Selection Criteria

Submitted projects will be assessed and scored according to the following criteria. Proposals with higher scores will be funded over those with lower scores when submitted requests exceed available resources.

1. **Impact:** Potential to serve the greatest number of workers (scored 1-5: 1 is serving a low number of workers, 5 is serving a high number of workers);

2. **Relevance across the partnership:** potential to meet an unmet training need across multiple Training Fund employers (scored 1-5: 1 is relevant to a low number of employers, 5 is relevant to a high number of employers);
3. **Cost:** Number of potential workers served vs total cost (scored 1-5: 1 is high cost per worker served, 5 is low cost per worker served);
4. **Diversity of offerings:** Funded projects should be balanced to serve a variety of job classes (scored 1-5: 1 is multiple offerings proposed to benefit the same job class, 5 is only one option proposed for the same job class).

Project Examples

There is no set requirement other than addressing an unmet training need that adds value to both the worker and the employer. Examples of past and potential future projects include:

- Hiring a nationally recognized trainer to come to Seattle to deliver a two-day review course for the VIRR certification test (Vascular Interventional Radiography Registry). *No review course for this notoriously difficult national exam existed on the west coast. The Fund paid for the trainer's costs and 16 IR Techs from across the Fund participated free of charge in the two-day training.*
- Having a local community college develop and offer a 10-week review course for surgical technicians to prepare for the national certification exam. *No national exam review course for working surg techs previously existed—either locally or nationally. 22 surg techs from across the Fund participated free of charge in the training.*
- Working with the community colleges to develop and offer a phlebotomy preceptor training course to build skills and confidence so existing staff can effectively precept new hires. *This would help address the hiring bottleneck created by the new MA-P law that took effect in July 2013 by supporting a higher quality employer attestation MA-P qualification process.*
- Working with the community colleges to develop and offer an acute care nursing assistant course with clinicals hosted at a Training Fund employer. *This would help address the nursing assistant experience requirement that frequently prevents front line service staff from successfully being hired into entry-level patient care roles in their hospitals.*