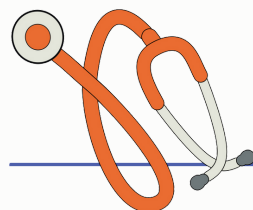




15 YEARS

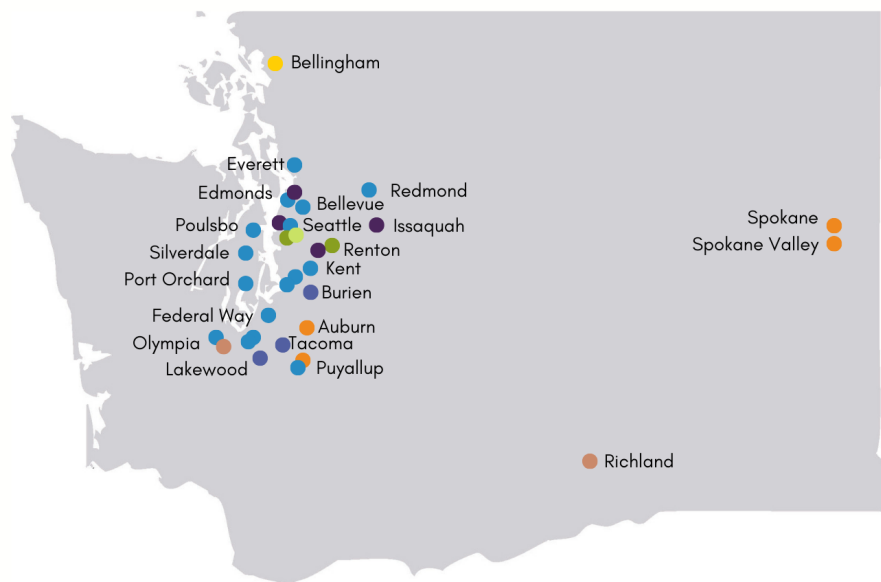
2008 – 2023

Creating opportunity and equity for our healthcare workforce community



Health Care
Apprenticeship Consortium
Where learning comes to life

Serving Our Members Across Washington



- **Kaiser Permanente of Washington**
- **MultiCare Health System**
 - Auburn Medical Center
 - Deaconess Hospital
 - Good Samaritan Hospital
 - Valley Hospital
- **Neighborcare Health**
- **PeaceHealth**
 - St. Joseph Medical Center
- **Providence**
 - St. Peter Hospital
 - Kadlec Regional Medical Center
- **Swedish (Providence)**
 - Swedish Medical Center
 - Swedish Medical Center Edmonds
- **UW Medicine**
 - UW Medical Center, Northwest Hospital
 - Valley Medical Center
- **Virginia Mason Franciscan Health**
 - St. Anne Hospital
 - St. Clare Hospital
 - St. Joseph Medical Center



UW Medicine



Our Mission

Our unified Labor-Management partnership builds a diverse and empowered healthcare workforce through leadership, education, stewardship, innovation, and advocacy.

Our Values

Partnership, Inclusion, Empowerment, Integrity, and Growth Mindset



Board of Trustees

The Training Fund is a Labor/Management Taft-Hartley Trust.
Our Board of Trustees comprises of an equal number of union and employer representatives.

Union Trustees

Jane Hopkins (Co-Chair)

President, SEIU Healthcare 1199NW

Ligaya Domingo (Treasurer)

Racial Justice and Education Director
SEIU Healthcare 1199NW

Yolanda King-Lowe

Secretary-Treasurer
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Registered Nurse
Swedish Medical Center

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Patient Service Specialist
UW Medical Center, Northwest Campus

Mary Robinson

Central Service Tech II
MultiCare Deaconess Hospital

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Pharmacy Buyer
PeaceHealth

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ER Technician,
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Nursing Residency Coordinator
Kaiser Permanente

Message from the Board of Trustees

Fifteen years ago, we pioneered an innovative partnership that addressed evolving workforce needs with the career aspirations of healthcare workers. This Labor/Management partnership strove to support nurses, professional-technical and service, LPN, maintenance, and non-professional workers in their pursuit of job-related knowledge, skill building, career advancement, and enhancing quality patient care across the state. The SEIU Healthcare 199NW Multi-Employer Training Fund is a testament to the success of this endeavor.

As we mark 15 years, the breadth of programs and services available to Training Fund members and participants continues to impact the lives of thousands of healthcare workers and, by extension, the care that their patients receive. Our efforts to diversify and build a skilled healthcare workforce that represents the communities that it serves have resulted in certification courses, entry-level programs, pre-apprenticeships, apprenticeships, and evolving supportive services that strive to ensure equity and opportunity for all healthcare workers.

Looking forward to the next 15 years, addressing evolving workforce needs will necessitate even more innovative and multi-layered partnerships: across Labor/Management contexts, industry sectors, educational paradigms, and much more. The Training Fund is well-equipped to meet this challenge, as it balances the needs of fast-paced healthcare workplaces with effective programming that delivers a statewide competent, diverse, and skilled healthcare workforce.



Renee Rasilyer-Bomers (Chair)
Chief Nursing Officer
Swedish Hospital, Cherry Hill



Jane Hopkins (Co-Chair)
President, SEIU Healthcare 1199NW



From our Executive Director

Since its inception in 2008, the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund has worked to develop a statewide program to address the workforce needs of participating employers, and simultaneously support the career and skill aspirations of SEIU Healthcare 1199NW members. We've come a long way in 15 years and grown far beyond this original vision. I want to celebrate and acknowledge the power of this productive Labor/Management partnership between Washington state's largest healthcare union and eight of its major healthcare employers.

The Training Fund is a non-profit Labor/Management Taft-Hartley Trust that is funded through collectively-bargained employer contributions. This innovative and collaborative approach to workforce development mobilizes the healthcare industry's greatest strengths to offer services, programs, education benefits, and more at no cost to more than 17,500 eligible healthcare workers across the state. As part of our commitment to promote equity and opportunity to all healthcare workers, we also offer a range of support services to promote academic success and career advancement.

But that's not all. Through more than \$23.8 million in federal, state, and private grants, the Training Fund has expanded our impact to encompass entry-level healthcare pathway programs, pre-apprenticeships, and six distinct apprenticeship pathways – most recently, into the behavioral health field. Together with our work as Career Connect Washington's Healthcare Sector Leader, these initiatives seek to build and diversify a skilled healthcare workforce that represents the community that it serves. We are proud of these accomplishments, and of the many productive cross-sector partnerships that have brought them to fruition.

As we celebrate 15 years, the Training Fund is increasingly a go-to partner for healthcare workforce development and solutions across Washington and the region. Looking forward to the next 15 years, much remains to be done: policy work, programs and pathway building, education system reform, and building diversity and equity into our healthcare system. Our labor and employer partners, funders and supporters, and other core stakeholders' commitment to these goals is evident in the following pages – as is the tangible impact that these efforts have had on healthcare workers' lives.



Laura Hopkins

Executive Director

SEIU Healthcare 1199NW Multi-Employer
Training & Education Fund

**My sincere congratulations to every single program graduate,
and my deepest gratitude to our partners and supporters!**

Tuition Assistance

The Tuition Assistance (TA) benefit covers school-related costs like tuition, books, and other fees for approved programs.

The Training Fund provides qualified SEIU Healthcare 1199NW members the opportunity to go back to school with significant financial support and resources to help them succeed.

We partner with a range of colleges, universities, community colleges, and educational institutions across the region and nation.

In addition to traditional **TA Reimbursement**, we also offer a **TA Voucher** program which allows applicants to access needed funds up front, without having to spend out of their own pocket first. This popular option is part of our commitment to removing barriers to education and promoting equity and opportunity for eligible members.

408

MEMBERS UTILIZED
TUITION ASSISTANCE
IN 2023, INCLUDING
262 MEMBERS
IN SERVICE PROFESSIONS.

63%

OF TUITION ASSISTANCE
USERS IN 2023
SELF IDENTIFY
AS **BIPOC**



"I was really nervous because I had been out of school for 13 years. But it's such a great benefit! Going back to school was a challenge, but challenges really make you stronger. I just feel like it makes me have more of an edge in my field."

LeAnn Garcia (TF member since 2017)
Registered Respiratory Therapist
MultiCare Valley Hospital

"Going back to school for a Master's program after 30 years working as a full-time OR nurse, and during the pandemic, wasn't easy. But it wasn't impossible."

"I was amazed by the tremendous support I had from the Training Fund and WGU mentors. The next step for me is to plan on giving back."



Marina "Rina" Sotero-Galban
(TF member since 2019)
RN, Highline Medical Center
MS Nursing Education, Western
Governors University, 2020

Core Program Partners

- The Training Fund
- SEIU Healthcare 1199NW
- Employer partners
- Education providers



**Learn more
about TA**

Career Counseling & Navigation

The Training Fund's **Education Navigators** offer customized career counseling and navigation services to Training Fund members at no cost. This includes everything from program recommendations, to career assessments, to ESL classes, to resume workshops and test prep sessions, and so much more.

"The Training Fund helped with the cost of books. I was given prep materials for the TEAS exam, and even had the TEAS fees paid for—all reimbursed after passing. Without it, I would've been more strapped for cash, so it was great to have that extra help."

Alex Knox

(TF member since 2019)

CNA, MultiCare
Deaconess Hospital



Navigators are available to meet with members as needed, and offer personalized recommendations that are tailored to reflect specific program, career, and occupational needs. Members can also participate in a variety of exam prep (e.g., the TEAS exam, college placement, etc.) and targeted academic skills workshops (e.g., personal statement, resume building, ELL and basic computer skills). These resources enable participants to gain a competitive edge, and often provide prep materials, practice exams, and more to promote student success.

We also offer individualized coaching to improve a member's employment prospects, including job application guidance, interview tips, mock interview practice, and more.

Core Program Partners

- The Training Fund
- SEIU Healthcare 1199NW
- Employer partners
- Education providers

5,313

MEMBERS UTILIZED
CAREER NAVIGATION
SINCE 2008

1,500

ON AVERAGE, MEMBERS
SUPPORTED ANNUALLY
BY CAREER COUNSELING

"The Training Fund supported me during my nursing prerequisite classes and TEAS exam with workshops, online tutors, and study books. And that's not all. Later, when I applied to nursing schools, my Navigator also went through my personal statement, resume and cover letter before I submitted it."



**Learn more about
Career Counseling**

Nkechi Odigwe

(TF member since 2021)

CNA, MultiCare Auburn Medical Center



Hospital Employee Education & Training (HEET) Programs

In 2008, SEIU Healthcare 1199NW and the Washington State Hospital Association lobbied the WA Legislature to create the Hospital Employee Education and Training Program (HEET).

HEET partnerships strive to enhance access and diversify our healthcare workforce. These competitive grants fund labor, management, and college partnerships to: develop, expand, and evaluate programs that allow healthcare workers to advance their careers; promote curriculum development; fund equipment to train incumbent workers; create systems that grant credit for prior classes; fund support for students; and develop program recruitment and retention.

Each year, the Training Fund partners with colleges, healthcare employers, and labor on multiple new and continuing HEET projects to address workforce and members' goals.

Past programs have supported efforts as diverse as: building part-time RN pathways, supporting surgical technologist curricula, and accelerating pathways for internationally-educated professionals.

HEET participants are also eligible for additional supportive services from the Training Fund including tuition assistance, books, and supplies.



Part-Time LPN & Worker-Friendly LPN-BSN Pathway HEET program participants at Green River College, 2022

"This program allowed me to be able to still work and advance my career. So I'm working on becoming an LPN and later an RN, too."

Erin Stephen

Nursing student, Green River College
LPN-BSN Pathway HEET program

\$4.96 M

AWARDED BETWEEN **2020-2023**

SUPPORTING **23** UNIQUE PROGRAMS

AT **12** DIFFERENT PARTNER SCHOOLS

Core Program Partners 2023-24

- The Training Fund
- SEIU Healthcare 1199NW
- UFCW 3000
- Bellingham Technical College
- Highline Community College
- Green River College
- Shoreline Community College
- Renton Technical College
- Clover Park Technical College
- Bellevue College
- PeaceHealth St. Joseph Medical Center
- Virginia Mason Franciscan Health
- UW Valley Medical Center
- Swedish Medical Center
- UW Medical Center, Northwest Campus
- Kaiser Permanente
- Swedish Health Services

Professional Development

The Training Fund offers incumbent healthcare members a range of Professional Development (PD) opportunities and resources to keep current with the latest trends in an ever-changing healthcare industry. Continuing Education courses are designed for a wide variety of healthcare support professionals, and include content relevant for positions such as LPNs, MAs, and NA-Cs.

199

MEMBERS UTILIZED
PD BENEFITS IN 2023

126

PROFESSIONAL/TECHNICAL
WORKERS REIMBURSED FOR
CONFERENCE ATTENDANCE
& TRAVEL BETWEEN 2020-2023.

Members can also use their PD funds to cover certification course expenses through LifeTek.

Some examples that enable members to polish up existing skills, acquire new competencies, and advance their careers include:

- FREE access to unlimited Continuing Education Unit (CEU) courses through HealthStream
- BLS/CPR/ACLS/PALS Certification through LifeTek
- Reimbursements for specialty certifications, professional memberships, nurse specialty certifications (for RN members), and conference travel & attendance funding (for Professional/Technical members).



Learn more
about PD



Henry Mueller & Ramon Castellanos (TF members since 2019)

ACCS exam prep workshop
PeaceHealth St. Joseph Medical Center

Core Program Partners

- The Training Fund
- SEIU Healthcare 1199NW
- Employer partners
- HealthStream
- LifeTek
- Professional Development providers

"The Training Fund helped me attend my profession's national conference. I returned excited to share what I learned with my fellow respiratory therapists and other SMC Edmonds members. Most importantly, I can apply what I learned to provide the best care for patients."

Pat Morris (TF member since 2019)

Respiratory Therapist, Swedish Edmonds Campus



RN to BSN Program at Bellevue College

Since 2018, the Training Fund has partnered with Bellevue College to offer an RN-to-BSN pathway program to our members.

This flexible program has both part-time and full-time options, is low-residency, and adopts a hybrid model to support the schedules of working adults. Our Tuition Assistance program also allows qualifying members to cover almost all program costs. Members can also work with Navigators to access other supportive services to promote academic success.

The RN-to-BSN program curriculum expands students' knowledge and skills in evidence-based practice, community health, professional communication, leadership, and health information technology (HIT), as well as healthcare systems and policies.

Over their last two quarters, students also complete a scholarly project that demonstrates learning and competencies in leadership and management.

Core Program Partners

- The Training Fund
- SEIU Healthcare 1199NW
- Bellevue College
- Swedish Medical Center
- Swedish Edmonds
- UW Medicine Valley Medical Center
- VMFH St. Anne Hospital
- Employer partners

34

MEMBERS HAVE COMPLETED
THE RN-TO-BSN PROGRAM
WITH TRAINING FUND SUPPORT

\$266,676

IN TUITION PROVIDED TO SUPPORT
PROGRAM PARTICIPANTS



Learn more
about the
RN-to-BSN
program

"I got accepted into the Bellevue College RN-to-BSN program. The Training Fund helped me with tuition. The process was easy: fill out your application, submit your stuff, and you're going to be guaranteed a slot in the program with Bellevue College. I'm like, 'Yes, here we go! I'm ready!' The Training Fund is awesome. I cannot believe you guys did this for us. And that's fantastic!"

Monica Clark

(TF member since 2012, enrolled in RN-to-BSN program in 2021)
RN, Kaiser Permanente of Washington



Since 2013, the Training Fund has partnered with Tutor.com to offer free online tutoring and test prep to our members, anytime and anywhere.

Training Fund members can also opt for in-person tutors, based on their preference. Our team works with members to identify their aspirations and goals – including education and academic program needs, like upcoming test preparation. Our team then connects members with tutors in these areas of specialization.

263

MEMBERS USED
TUTORING SERVICES
BETWEEN 2018-23



Tutoring

Learn
about:

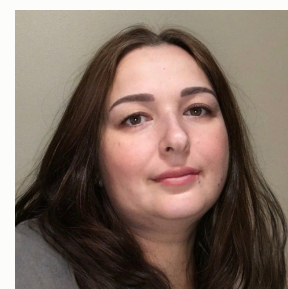


Academic Support

“After I completed my CNA course, the Training Fund gave me an idea to have a tutor to work with, and also help improve my English to give me more success. That’s when I started to work with Training Fund tutor, Tula Holmes. And we’ve been working together ever since, and she has helped me out. She’s my motivator!”

Galina Barko (TF member since 2019)

Anesthesiology Tech
MultiCare Valley Hospital



ELL, Computer Skills, and Digital Access

As part of our ongoing commitment to provide members with digital access and remove barriers to education, the Training Fund recently launched a Laptop Lending program (Apr 2022) and a Mobile Wi-Fi hotspot lending program (Nov 2022).

Together with our **English Language Learning (ELL)**, interpretation services (Effectiff) and Basic Computer Skills classes, these programs enable healthcare workers to quickly access the resources that they need to complete coursework, certifications, and grow their careers.

Core Program Partners

- The Training Fund
- SEIU Healthcare 1199NW
- Eduscapse
- Literacy Source
- Smrt English & Gonzaga University (*upcoming*)

351

MEMBERS HAVE
COMPLETED ENGLISH
LEARNING CLASSES

217

MEMBERS HAVE
UTILIZED OUR LAPTOP
LENDING PROGRAM
SINCE 2022

57

MEMBERS HAVE
UTILIZED MOBILE WI-FI
HOTSPOTS SINCE
NOV 2022

Advanced Certification for EVS Technicians (ACET)

Originating as a Responsive Program to address an unmet workforce training need, the **Advanced Certification for EVS Technicians (ACET)** program launched in 2022. This innovative, healthcare industry-informed training program for environmental service (EVS) professionals was specifically designed to be accessible to multilingual healthcare professionals and provide transferrable professional skills.

ACET is both hands-on and industry-informed, and participants master core competencies in their areas of operation, while being mentored by fellow EVS workers, i.e., members are able to support member learning. Employees refresh and improve skills to reduce healthcare-associated infections and injuries, which in turn promote better patient care.

The Training Fund collaborated with Labor and Management partners to develop and implement ACET. The entire program can be completed in 24 hours or just three sessions, and pairs online learning with on-the-job training and mentorship, including practice sessions and mobile hospital settings.



The **first cohort of ACET participants** successfully passed their exam at **Swedish Medical Center** (Dec 2022)

Core Program Partners

- The Training Fund
- SEIU Healthcare 1199NW
- Swedish Medical Center
- Evergreen Health
- Kaiser Permanente of Washington
- Seattle Goodwill
- VMFH – St. Anne
- UW-MC NW Hospital & UW-VMC

15

COHORTS - INCLUDING
90 PARTICIPANTS - HAVE
COMPLETED ACET
SINCE ITS LAUNCH IN DEC 2022

97.8%

PASS RATE
ON THE FIRST ATTEMPT
OF THE ACET EXAM



"My job is very valued. What I do in the building is very important for everyone's safety, the patients, and their family members. ACET is very important because it trains us to do this job the right way."

Victor Gonzalez (TF member since 2022)
EVS worker & ACET alumnus
Swedish Medical Center

Learn about
ACET:



Responsive Programming

Core Program Partners

- The Training Fund
- SEIU Healthcare 1199NW
- Employer Partners

Learn about the Responsive Programming Fund:



The **Responsive Programming Fund** enables workers and management to propose jointly beneficial projects that address unmet training and workforce needs. Proposals are reviewed twice every year by the Training Fund's Board of Trustees, following which selected projects are approved for funding and implementation.

Responsive Programming seeks to offer training programs that: (a) adopt a cost-efficient approach to benefit a large segment of workers, (b) address an unmet training need across multiple contributing Training Fund Employers, and (c) serve the needs of a variety of job classes or occupations.

Previous examples include Prep for the Adult Critical Care Specialty Exam and the ACET (Advanced Certification for EVS Technicians) program.

Whether we can organize focused workshops that address specific occupational or specialty needs, or partner with educational institutions to offer courses for national certification exams, Responsive Programming promotes relevant yet cost-effective solutions to upskill your workforce.

COVID-19 Response:

Supporting our Healthcare Workers

At the height of the COVID-19 pandemic, as healthcare workers toiled long hours to heroically balance professional duties with compassionate patient care, we marshalled additional resources to support our dedicated members.

The Training Fund and Labor/Management partners offered a series of workshops that specifically:

- targeted mental wellbeing among healthcare workers (*Navigating Amidst Overwhelming Times* with the Trauma Stewardship Institute); and
- promoted self-compassion, avoiding burnout, and compassion fatigue (with Dr. Kristin Neff and the Center for Mindful Self-Compassion)



Core Program Partners

- The Training Fund
- SEIU Healthcare 1199NW
- Employer Partners

Medical & Pharmacy Apprenticeships

Apprenticeships offer an innovative and sustainable solution to healthcare workforce needs by: generating a pathway of skilled workers; promoting higher satisfaction and lower turnover among apprentices and mentors; cultivating skills that match existing healthcare employer needs and organizational culture; and yielding increased loyalty and higher productivity in the long term.

The Training Fund embarked on an exciting new partnership to deliver healthcare apprenticeships in Washington State, resulting in the Health Care Apprenticeship Consortium (HCAC) in 2018: a collaboration between the Training Fund and a Joint Apprenticeship and Training Committee of employer and union representatives.

In January 2019, the HCAC's standards for a **Medical Assistant apprenticeship** were approved by the Washington State Apprenticeship and Training Council, and the first cohort began in mid-2019.

Since then, the HCAC has launched many apprenticeships, including Pharmacy Technician and Central Sterile Processing Technician. These programs combine 1-2 years of classroom instruction, lab learning, and clinical work to prepare apprentices to enter the healthcare workforce.

"I've been an Medical Assistant for 20 years, and am also a member of the committee that brought the MA apprenticeship to WA. This program brought a new perspective to the MA 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

Core Program Partners

- The Training Fund
- SEIU Healthcare 1199NW
- OPEIU
- UFCW
- Kaiser Permanente
- MultiCare Health System
- Swedish Edmonds
- Swedish Medical Center
- UW Medicine
- Multiple employer partners
- Education partners



Learn about
MA & PhT
apprenticeships

85

APPRENTICES HAVE
COMPLETED BOTH THESE
PROGRAMS SINCE 2019
(80 MA & 5 PHT)



Behavioral Health Apprenticeships

Core Program Partners

- The Training Fund
- SEIU Healthcare 1199NW
- UW Behavioral Health Institute
- UFCW 3000
- OPEIU
- Employer & Education partners
- Cares of WA

Learn about the BH apprenticeships:



"The opportunity to do the apprenticeship program and work at the same time has been such a blessing. My employer has been great about accommodating any needs I have. The program provided any and all resources, including time to assist with any of my questions on how to do what's needed to be successful."

Cynthia DeRocher
BH Tech Apprentice,
Spring 2023



Behavioral health and mental wellness concerns have been steadily gaining more attention. But the COVID-19 pandemic exposed the dire need for a diverse, skilled, and competent behavioral health workforce.

In response to this healthcare and workforce crisis, the HCAC and its partners launched three **Behavioral Health Apprenticeship** pathway programs in 2022 that aimed to: promote accessibility to services, cultivate skilled and diverse candidates, and stabilize the behavioral health workforce through increased employee motivation and retention.

The Behavioral Health Technician (1 yr program), Peer Counselor (1 yr program), and Substance Use Disorder Professional (2 yr program) apply the HCAC's proven apprenticeship model to tackle the need for a qualified and representative behavioral health workforce, that represents the communities that it serves.

In particular, these apprenticeship programs partner with local community organizations and established healthcare providers to identify and recruit diverse apprentices from underrepresented backgrounds.

85

APPRENTICES WHO HAVE
PARTICIPATED IN A
BH APPRENTICESHIP
PATHWAY PROGRAM

10

TOTAL NUMBER
OF COHORTS
SINCE FALL 2022



Introduction to Healthcare Employment & Apprenticeship Programs (IHAP)

The **Introduction to Healthcare Employment and Apprenticeship Programs (IHAP)** is an innovative employment program that trains entry-level job seekers for careers in the healthcare sector. This convenient and flexible program introduces candidates to the range of occupations and employment possibilities in healthcare, and program graduates can be hired upon completion.

Online training and in-person labs provide IHAP participants with flexibility and access to hands-on learning. IHAP candidates can also earn the Nursing Assistant Certification (NA-C or CNA), which is a prerequisite for several healthcare positions.

Core Program Partners

- The Training Fund
- SEIU Healthcare 1199NW
- Seattle Jobs Initiative
- Employer and Education partners

Learn more about IHAP:



167

PARTICIPANTS HAVE
COMPLETED THE IHAP
PROGRAM SINCE ITS LAUNCH

53

IHAP CANDIDATES
HAVE ACHIEVED
THEIR NA-C



"This program is changing lives. I'm proud of programs like IHAP, because they help us prepare for the future. If the pandemic taught us anything, it's how much we depend on having adequate capacity in our healthcare system."

Victoria Woodards

Mayor, City of Tacoma

State of the City Address, 2023



Introduction to
Healthcare Employment
and Apprenticeship Programs

Nursing Assistant (NA-C) Training Program

164

CANDIDATES HAVE
SUCCESSFULLY COMPLETED
THE NA-C PROGRAM
SINCE 2021

79 PROGRAM COMPLETERS
HAVE BEEN LICENSED (NA-C)

Learn more
about the NA-C
Training Program:



The **Nursing Assistant (NA-C)** Training Program launched in 2021, and responds to the need for qualified nursing professionals in our healthcare workforces. Participants complete four weeks of highly-supported classroom and lab learning, and then one week in a clinical setting.

The program adopts a hybrid approach that integrates online training with in-person labs, providing candidates with flexibility and access to hands-on learning. Candidates also receive everything that they need to succeed: all course supplies, vaccination and clinical readiness assistance, scrubs, tutoring, as well as test registration and preparation.

In April 2023, the NA-C program was recognized by the Washington State Department of Labor and Industries as an official **Apprenticeship Preparatory Program**.

Partnerships with regional school districts have even made it possible for high school students to complete this innovative program, and thereby graduate with both their high school diploma and as a certified Nursing Assistant!

"I am so grateful for the help I got from the Health Care Apprenticeship Consortium which helped set a pathway for me to become an Orthopedic Surgeon.

The teachers, nurses, and the people leading the program were all so friendly and engaging. They welcomed my curiosity and made me excited about a career in healthcare!"



Narielle Mendoza

Tacoma High School graduate &
NA-C Training Program graduate, Spr 2023

Core Program Partners

- The Training Fund
- SEIU Healthcare 1199NW
- Clover Park Technical College
- Swedish Hospital, Cherry Hill (co-location)
- Employer partners



Healthcare Sector Leader for Career Connect Washington

In 2022, the Training Fund became the Healthcare Sector Leader for Career Connect Washington (CCW).

CCW is a statewide coalition of employers, educators, labor, and community leaders, who strive to promote career-connected learning opportunities for WA youth. The goal is to meet workforce needs by developing work-based and academic programs for young people to explore career pathways, become career-ready, and gain meaningful work experience.

As the CCW Healthcare Sector Leader, the Training Fund works to develop and improve career-connected healthcare opportunities across Washington. This includes facilitating resources that: (a) help students explore and access high-quality career-connected healthcare learning programs; and (b) enable industry, education, and labor partners to provide innovative healthcare education and career pathways for WA youth.

To date, the Training Fund has convened diverse partners and stakeholders across industry sectors to identify workforce gaps and needs, and also broach conversations about how to address these lapses through career-connected learning opportunities. Preliminary results were submitted in the Healthcare Sector Strategy Report in June, 2023.

Core Program Partners

- The Training Fund
- SEIU Healthcare 1199NW
- Career Connect Washington
- Seattle Jobs Initiative
- Employer and Education partners

WE HAVE COLLABORATED
WITH MORE THAN

85

STAKEHOLDERS & PARTNERS
(EMPLOYERS, EDUCATORS,
ORGANIZED LABOR,
COMMUNITY-BASED
ORGANIZATIONS, AND MORE) TO
DEVELOP THE **HEALTHCARE
SECTOR STRATEGY REPORT**

Learn more
about our work as
Healthcare Sector
Leader:



"The Training Fund has been a partner since the very beginning of Career Connect in 2018. They're a fantastic interface with a lot of different employers. They have a deep understanding and knowledge of what it takes to have an equitable pathway that reaches kids and supports them in the appropriate ways. And they've had huge success."

Maud Daudon

Executive Leader, Career Connect Washington

Notes

Notes

Notes

15 YEARS

2008 – 2023

Thank You to our Valued Funders

Washington State Department of Labor & Industries

American Recovery & Reinvestment Act

King County

City of Seattle

State Board for Community & Technical Colleges

Healthcare Career Advancement Program

Career Connect Washington

Ballmer Group

JP Morgan Chase Foundation

Kaiser Permanente Foundation

Seattle Foundation

W. K. Kellogg Foundation

WorkForce Central



www.healthcareerfund.org



www.healthcareapprenticeship.org