

# 2025 Snapshot: Impacts & Outcomes

**22,170 MEMBERS ELIGIBLE FOR HEALTHCARE TRAINING FUND BENEFITS AND PROGRAMS**

**Our Purpose:** Create opportunity and equity for our healthcare workforce community.

**Our Mission:** Our unified labor-management partnership builds a diverse & empowered healthcare workforce through leadership, education, stewardship, innovation, and advocacy.

**Employer Investments:** Employer investments in workforce development are catalyzed through additional grants and partnerships, expanding education, training, and career advancement opportunities. This collaborative model supports participants while helping healthcare employers build and sustain a skilled workforce.



**BEAM** provides tuition assistance, professional development, conference travel support, and education services to eligible behavioral health professionals in King County.

## BEAM Employee Engagement

**Total Eligible:** 2,112  
 • Active participants: 638  
 Utilization rate: 30.2%

## BEAM Benefits Awarded

• Conference Travel: 161  
 • Professional Development: 274  
 • Tuition Assistance: 186

## King County BEAM Employers

**22** Employers Successfully Onboarded

## King County Behavioral Health Apprentices

**16** Apprenticeship Enrollments  
 SUDP: 12  
 Peer: 4



## Diversifying a Skilled Workforce

### IHAP Apprenticeship Preparation Program

**80.5%**

of participants were BIPOC in 2025

### NA-C Program Participants

**85.8%**

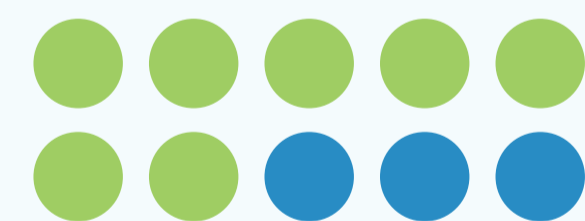
participants were BIPOC in 2025

### Tuition Assistance

**62%** BIPOC  
**82%** Female

BIPOC numbers by Bargaining Unit:  
 Service: 63% RN: 57% Pro/Tech: 67%

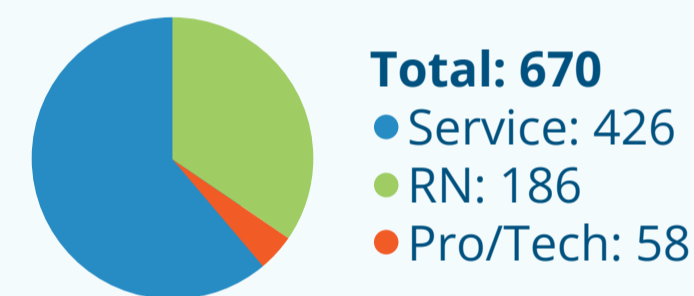
### Tuition Assistance Nursing pre-req:



70% of students were BIPOC in 2025

## Access to Education

### Tuition Assistance Users



### Educational Supports

**Total: 245**  
 • Tech Lending (Laptops, Mifi): 113

### Conference Funding

**Total: 402**  
 • Service: 6  
 • RN: 111  
 • Pro/Tech: 285

### Licensure Requests

**68%** Total: 2,126  
**16%** Service: 354  
**15%** RN: 1,448  
 Pro/Tech: 324

## Apprenticeship Impact

**144**  
active apprentices

**553**  
participants

**188**  
BH apprentices

## Growth & Development

**Current Grants**  
**\$19 million**  
 Total Amount: \$19,111,563

**SJSU Wound Care Training**  
**16** Training Fund sponsored participants received training

# 2025 Snapshot: Member & Participant Testimonials



"After gaining a few years of experience, I was ready for a new challenge and decided to become a Surgical Technologist. This is where the Training Fund became incredibly crucial. The financial support and resources provided by the Training Fund were invaluable, especially as I was managing a full-time job and family, while attending school full-time. I've been able to expand my knowledge and skills, which has directly helped me take on more responsibilities and contribute to departmental improvements. The Training Fund has truly made a positive impact on my career development and has motivated me to keep advancing in my field."

**ADIL MOHAMED**  
Surgical Technologist, VMFH  
Training Fund member since 2018



"Completing not just one, but both the IHAP and Medical Assistant Apprenticeship program has been a life changing journey. It wasn't always easy. There were late nights, early mornings, and moments of self-doubt. But there was also something stronger: a community. I was never alone on this path. The instructors, mentors, and peers created an environment where I felt seen, supported, and pushed to be my best."

The Training Fund is still supporting me to this day as I work on becoming an RN as well. None of this would be possible without these programs. Their support- not just financially but emotionally lifted a weight off my shoulders. It reminded me that when people believe in you, you start to believe in yourself a little more, too."

**CECILIA-MORA PITTS**  
Completed IHAP June 2022  
Completed Medical Assistant Apprenticeship August 2024  
Training Fund member, since 2024, pursuing ADN



"After battling addiction and spending over 23 years in total incarcerated, I realized how powerful support, understanding, and second chances can be. Becoming an SUDPT allows me to give back by helping others who are facing similar challenges, especially those transitioning home from incarceration or struggling with substance use."

The apprenticeship program has supported me by giving me the opportunity to gain hands-on experience, learn from professionals in the field, and build the skills I need to be successful. The guidance, structure, and mentorship I've received have been invaluable to my personal and professional development."

**JAMAR GLENN**  
Current SUDP Apprentice, For the Culture Counseling Services

"I was encouraged to explore career refinement opportunities by others in the field. A mentor told me about a national conference. I initially applied wanting assistance for one particular conference and credential. It was an easy process. So many other opportunities to grow and learn have opened for me. Now I am narrowing down educational choices to pursue a masters in counseling."

**CLARE CRONKLETON**  
Residential Counselor, Transitional Resources

