



**Governing
for Racial Equality
2012**



**SEIU Healthcare 1199NW Multi-Employer
Training & Education Fund**

December 13, 2012

Training Fund: Who Are We

- Labor/Management Trust that provides education/training benefits to 10,000 health care workers (dietary, environmental services, professional/technical and RNs) of 6 major healthcare employers in Washington state
 - *Group Health, Highline Medical Center, Northwest Medical Center, Swedish Medical Center, Swedish Edmonds, Valley Medical Center*
- Have provided training/education to more than 3,500 health care workers since July 2009 when Training Fund started

Benefits provided

- Career counseling
- Case management
- Professional Development
- Tuition Assistance
- Adult Education classes:
 - ESL, Test prep, Science & Math prep, individual tutoring, computer skills

Participants

- All are current health care workers, using Training Fund to move up career ladders
- 50% are in service positions, 9% in Professional/Technical positions, 41% are RNs
- Use the Training Fund benefits to complete college prep classes, certificate, Associate, Bachelor's and Master's programs
- Claim more than 50 different countries of origin

Demographics of Training Fund Tuition Assistance Participants

Ethnicity	Percentage
Asian/Pacific Islander	21%
Black	21%
White	44%
Hispanic/Latino	5%
Multi-race/Other	9%

Diversity Comparisons

Ethnicity	Training Fund	Seattle Community Colleges ⁺	City of Seattle*	King County*
Asian/Pacific Islander	21%	18%	14%	16%
Black	21%	16%	8%	7%
White	44%	49%	66%	65%
Hispanic/Latino	5%	9%	7%	9%
Multi-race/Other	9%	6%	5%	5%

SCCD data dashboard, 2011, * 2010 US Census

Best Practice 1: Partnerships are Critical

- Alignment of union, employer, and community college interests
 - Union wants to provide an opportunity for members to move up career ladders and pursue their dreams
 - Employers want highly skilled employees for current and future positions
 - Colleges want to be responsive to the needs of working adults and the employer community

Best Practice 2:

Cooperation, not Competition

- Building the Multi-Employer Fund has meant availability of grant funds to pilot new ways of delivering training & education to a diverse population of workers
 - **ARRA Health grant**—NEEDL cohort
 - **ARRA Green grant**—Sustainability in Health Care curriculum (college credits) for EVS, Dietary and Facilities workers
 - **HEET grants**—innovative approaches to developmental math and English education

Best Practice 3: Institutional Change

- With the strength of six major employers and over 10,000 represented workers, the Training Fund can leverage institutional change
 - RN application
 - Compass test site
 - Developmental Education
 - HEET Innovations and coordinated response to health care reform

Vanetta Molson-Turner, RN

Swedish Medical Center, First Hill

Since I became a RN in 1993, I've worked as a GYN staff nurse. I've long dreamed of pursuing a Bachelor's in Nursing, which is also a dream that my parents had for me.

Aside from the time commitment, school was too expensive and unobtainable. Now, with the Training Fund, I have access to the financial resources and a case manager who points me to classes that help me work towards my academic goal and fit my busy lifestyle.

The Training Fund provided tutors who got me through a statistics course and I don't believe I would have passed otherwise. Now I'm on my way towards my BSN.





“My instructor, Karl, was great. I started out having trouble writing one page. By the end of the quarter, I wrote an 8-page memoir.”

– Kemo Sowe, CNA, Swedish Edmonds

Meet Chris



“As a non-resident who is subject to the highest category of tuition, the Training Fund helped me to achieve my goal. Now with a BSN degree, I believe it will add value to my profession, and my future development.”

**- Chris Duong, RN,
Swedish Medical Center**