

The Education Fund

Empowering potential.

SEIU-UHW & JOINT EMPLOYER EDUCATION FUND

H RTP Impact: California Workforce Development Board

April 20, 2022





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Education Fund Overview



A partnership between labor and management to build high road training opportunities for healthcare workers.

- The Education Fund serves over **100,000 SEIU** eligible members across 20 employers, 6 SEIU locals.
- Deliver comprehensive **education programs and career services for working adults** through career advice, preparatory classes, college courses, career pathways, tuition support, wage replacement, continuing education, and registered apprenticeship.
- H RTP projects have focused on connecting under-represented workers to opportunities for advancement:
 - Non-clinical and entry-level workers
 - English language learners and
 - Low-income communities

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2021 Highlights

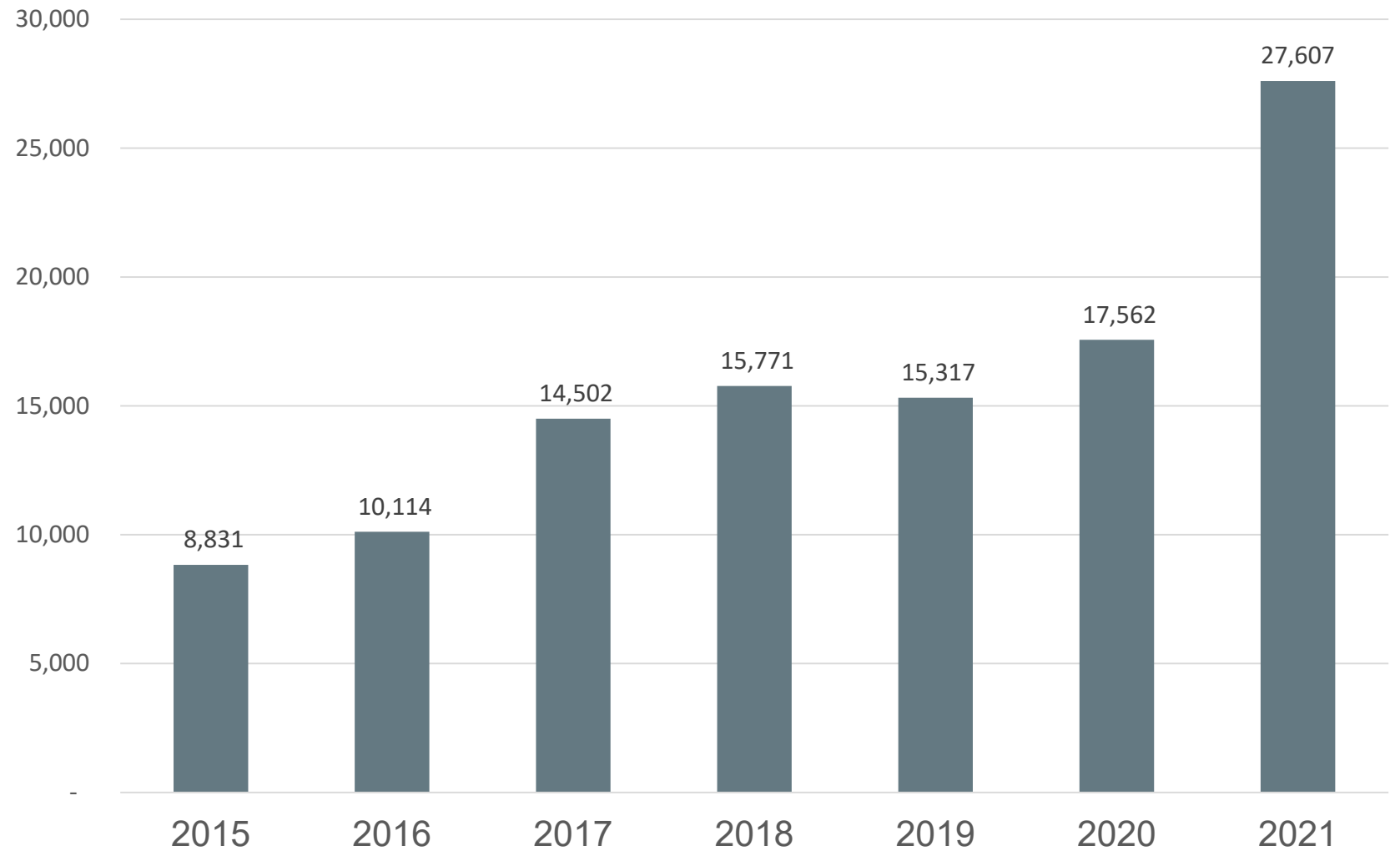
- ✓ Served over **27,600 unique learners, 26% utilization**, 10,000 more learners than 2020! 70% of our learners are women, 70% are workers of color and ~25% immigrants.
- ✓ Learners have 50% higher retention, 90% completion rate, and learners moving jobs have 45% average wage increases.
- ✓ Exceeded our goals at **17 of our 20 bargaining units**. Highest recorded utilization at **Kaiser Permanente, Dignity Health, El Camino Health, and Alameda Health System**.
- ✓ **Close to 50%** of learners served in 2021 were new to the Ed Fund.
- ✓ Launched our **First Steps Campaign** that offered financial support, online learning, laptops, internet, and basic computer skills classes.
- ✓ **Fully supported pathway programs** for Surgical Tech, Rad Tech, IT, Phlebotomy, MA, CNA, Sterile Processing, Mental Health, RN to BSN, Coding. In 2022 new pathways will be added for LVN and Respiratory. **75 Apprentices in 8 occupations**.
- ✓ Over **1,200 members completed** degrees, certificates or certifications for a new job, 63% are workers of color.
- ✓ 64 Member to members completed 783 shifts, attended 166 steward council meetings and walked through over 450 departments.

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2021 HIGHLIGHTS CONTINUED GROWTH

Ed Fund Learners Served



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2022 Opportunities

- Need to meet workers where they are at:
 - Increased demand for upskilling, career pathways, and support
 - Burn out and stress from COVID
 - Working at top of scope, coping with staffing shortages
 - Importance of flexible supportive services
- Opportunities for diverse entry level workers to advance to higher wage positions to fill shortages and job vacancies, connecting with community hire programs for backfill.
- Expand career pathways and apprenticeships with clinical placements and paid training time.
- Leverage our partnership to support new and regional H RTP projects.



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High Road To Healthcare Careers



High Road to Healthcare Careers pilot graduates at Alameda Health System – summer 2018

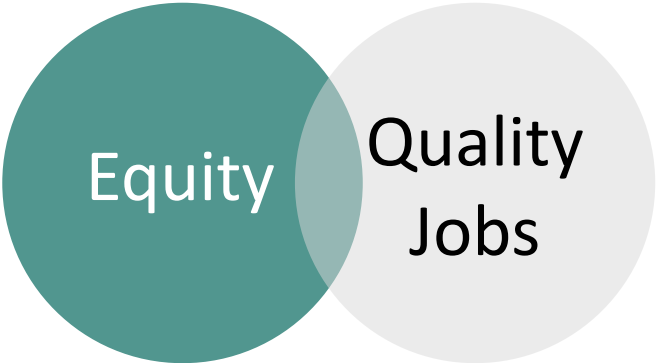
HIGH ROAD
TRAINING PARTNERSHIP

HRTP SWEC PROJECTS

CAREER PATHWAYS TO CRITICAL JOBS



- Academic and professional skills “boot camp”
- Pre-Apprenticeship → CNA Apprenticeship
- Digital Fluency campaign
- Staff capacity building
- Career pathways across all regions, particular focus on Central Valley and Inland Empire



Innovation I Registered Apprenticeship

- Creating career pathways and job ladders
- Incumbent worker training and filling the experience gap for credentialed employees
- Adding RTI that goes beyond certification requirements based on employer need
- Tutoring, case management, and wrap around services
- Candidate selection by Joint union/employer committees
- Competency based model
- Credit for prior learning
- Training for preceptors and peer mentors
- Online RTI/hosting content on our own Learning Management System (LMS)
- Leveraging employer, public and private grant funding resources



The 2021 El Camino Health (ECH) Certified Nursing Assistant (CNA) Apprenticeship Cohort successfully completed the classroom portion of their CNA program.



The Benefits of Apprenticeship

For Workers...

- Career pathway to higher paying/higher skilled jobs
- Opportunity to earn salary while learning new skills
- Support from a mentor while learning
- Credential

For Employers...

- Helps recruit and develop a highly skilled workforce
- Reduces turnover costs and increases employee retention
- Creates industry-driven and flexible training solutions to meet national and local needs

Sterile Processing Apprenticeship

- [First Sterile Processing Tech Apprenticeship in CA to address critical shortage.](#) (video link)
- Related Technical Instruction began with 7 apprentices in 2019 for the first cohort.
- Pioneering blended Preceptor/Mentorship On the Job training (OJT) model.
- Related Technical Instruction (RTI) Dollars through state registration of program.
- First graduation in January 2020. Program is in 3rd cohort and ongoing.
- Kaiser reports shortages for many other roles, except Sterile Processing due to program success.



DIR Communications

@CA_DIR

Congrats to the first [#CAapprentice](#) grads certified as Kaiser Permanente sterile processing techs at the [@seiu_uhw](#), [@aboutKP](#) and the Education Fund's graduation ceremony yesterday in Pasadena [#Californiaforall](#)



10:37 AM · Jan 8, 2020 · [TweetDeck](#)

STUDENT STORIES | NEW DEGREE & HIGHER WAGE JOB

[Ramiro Sanchez Jr., HCA Norcal, Regional Medical Center of San Jose,
From PCT to Respiratory Therapist](#) (video link)

“I’m just so excited to start!” Ramiro Sanchez Jr. says while describing his journey to become a Respiratory Therapist. After 18 years in the healthcare industry, most recently as a Patient Care Tech, Ramiro knew he wanted to change his career. However, with 2 kids (one in college), a full-time job and a mortgage, he didn’t have the financial means to get a degree.

He enrolled in a Respiratory Therapy program through Carrington College and then found the Ed Fund’s **Tuition Support program**. When asked about applying for Tuition Support, Ramiro said it was “easy” and his career counselor answered any questions he had. Despite the challenge of going back to school full-time while working a full-time job and raising a family, he saw the “light at the end of the tunnel.”

He is passionate about using his RT skills to help people who, like his daughter, who are suffering from respiratory issues. And the fact that this new job has eased some of his family’s financial burden is an added bonus. Ramiro graduated from the RT program the same month that his son graduated from college, making this an “extra special” celebration for the family!

Ramiro graduated in April 2021 and then got a new job as Respiratory Therapist II PRN at HCA in September, a \$30 hourly wage increase!



STUDENT STORIES | DEGREE COMPLETION



Dianne Ocampo, Medical Assistant at KP Redwood City

With support from multiple Ed Fund programs including **College Courses** Dianna got her AS in Nursing at a local community college and BSN at SFSU. She was accepted into the New Grad RN residency program here in Northern California.

"I have such an amazing experience with SEIU-UHW & Joint Employer Education fund. All of the counselors here are very supportive, especially Jennifer Frost. She has been my counselor from the very beginning and throughout my nursing journey... As an immigrant, it's a struggle to go to college here in the United States without having someone to guide you. I'm forever grateful to her and to this wonderful program that has helped me immensely in reaching my career goals.

***I have graduated with zero student loans** and this wouldn't be possible without the help of the Education Fund College Courses program. They paid for my tuition fees, books, etc. They even paid for my NCLEX fees, ACLS, BLS, PALS, etc... I would highly recommend this program."*

STUDENT STORIES | Multiple Program Outcomes

Thalia Cordova, a Patient Care Technician LVN at KP Fresno, used many of the Education Fund's signature programs, including **Wage Replacement** and **Tuition Support** to complete her RN program in 2020.

She also used the Education Fund to:

- Take an Ethics course at West Hills.
- Get reimbursed for an IV Certification course

"The Ed Fund gave me the opportunity to take paid time off from work to be able to attend my classes without being short on income. They also helped me pay a portion of my tuition which was extremely helpful. The Ed fund helped me tremendously financially, and allowed me to truly take the time to focus on my program. The Ed Fund is a blessing."



STUDENT STORIES | Certificate Completion & Higher Wage Job



From **Continuing Education** to Training Program Support.

Emmanuela Osawe, KP Modesto, was a CNA. Then through support from the Ed Fund she became an Imaging Aide Tech.

When Emmanuela Osawe was a CNA, she got her CEUs through the Education Fund, using CNA Zone, through the Education Fund. *“It was super! So cool that I could do it from anywhere.”*

Then as a returning learner, she used the Ed Fund’s **Tuition Support** to help get her training to become an Imaging Aide Tech. It was a lot of hard work, as she was juggling her full time job and a family. But she said *“It was really fun. I got five of my coworkers to join me in the program at the same time.”*



Career Pathways In Action

Unit Assistant



Medical Assistant



Medical Social Worker II

"I have been working for Kaiser for approximately eleven years, first, starting in Labor and Delivery as a Unit Assistant and then, in Ob-Gyn as a Medical Assistant. Throughout my years of service, I have been attending many classes full time for my prerequisites, then my Bachelor Program, and ultimately my Master's Program [at San Jose State University]. Not to mention taking care of my son Julio as a single mother co-parenting. I've come a very long way in our facility and am very thankful to have worked for an organization that supports it's employees career paths and advancement." **Delilah Jimenez, KP Redwood City**

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Thank you!

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