

An Initiative of the California Workforce Development Board

Long-term care workers at Skilled Nursing Facilities (SNFs) in California provide critical care and health support for the state’s most vulnerable communities. This critically marginalized workforce continues to be understaffed and undertrained, especially in the Certified Nursing Assistant (CNA) position. Workers face significant economic, systemic, and social barriers that prevent them from being able to participate in traditional licensing programs, contributing to the shortage of qualified nursing assistants. To address these issues, CCA’s CNA and CNA to LVN Registered Apprenticeship Program will offer free training, with robust wrap-around support services and financial incentives that address some of the barriers that prevent many from pursuing educational and career advancement.

Through partnership and effective collaboration between labor and management in California’s long-term care sector, this project will create a care workforce pipeline through training approximately 500 indirect SNF workers and In-home support service caregivers as CNAs and 12 CNAs as LVNs. The apprenticeship program will help SNFs address an industry-wide nursing staff shortage, reduce turnover rates, and improve retention.

PROJECT HIGHLIGHTS

- Answer the need for qualified long-term care workers with on-the-job experience while overcoming the barriers that prevent access to traditional licensing programs.
- Develop a specialized program and creating a care workforce pipeline that responds to the needs of workers, employers, and patients while laying the foundation for sustainable and structural change.
- 500 workers (SNF, IHSS and community members) will be placed as Nurse Assistants, successfully complete apprenticeship program, receive CNA certification, and be promoted to a CNA role.
- Twelve (12) current CNAs will successfully complete apprenticeship program, receive LVN license, and be promoted to a LVN role.
- CCA will strengthen relationships with at least 40 SNFs by deeply partnering to implement the apprenticeship programs.

KEY PARTNERS

- Sun Mar Healthcare
- Pursue Healthcare
- SEIU Local 2015

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