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ARRA Draft Discussion Paper

SEIU Healthcare NW Training Partnership, SEIU Healthcare 1199NW Multi-Employer Training & Education Fund, and the Health Work Force Institute (HWFI)

Workforce and Healthcare – Problem Statement The healthcare industry is facing labor shortages even in a time of recession.

- The unemployment rate is climbing and with proper training the unemployed could help fill shortages. However, these workers may face the following barriers
 - Educational challenges: 1.4 million adults in Washington State have a high school diploma or less
 - Language: An increasing number of adults are in need of English language instruction (ESL)
- Experienced (lower skilled) healthcare workers could also move up career ladders creating more job openings at an entry level. They face some of the barriers mentioned above as well as the following:
 - Have schedules that do not match academic or training schedules and cannot afford to take time off from work
 - Have many family responsibilities or second jobs
 - Need college readiness or college preparation
- Some experienced healthcare workers are at risk of layoff due to shifts in the skills needed or changes in the industry
- Articulated career ladders in healthcare are not universal across the state leading to the situation where related training in one healthcare occupation is not transferable to another thereby wasting time and resources (e.g. A & P for surgical techs may transfer to nursing prerequisites)
- There is no statewide clearing house that engages employers and unions for jobs in healthcare to help workers laid off from one employer find healthcare jobs with another

ARRA Assumptions

- Short and medium term training for the unemployed
- Moving people up career ladders to bring more new workers in will be acceptable
- An opportunity to build more effective, innovative workforce development systems including career pathways and sector approaches
- Meeting the needs of the hard to serve in part by providing support services
- Adult Basic Education/English as a Second Language (ABE/ESL) and postsecondary academic preparation can be connected to jobs in high demand occupations

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- Labor/management partnerships for leveraging resources
- High priority on placing job seekers into jobs – especially jobs that are linked to a career pathway
- High priority on jobs and training that help move the worker toward a college certificate or degree

Vision and framework: Building on the Success of Past Efforts

ARRA gives us the opportunity to build a long term, on scale, sector approach to workforce development. We can build on the strengths of the Hospital Employee Education & Training (HEET) grant partnerships, the Training Partnership's track record of building innovative programs and strong relationships with colleges and the community, and the IBEST approach - all of which are models developed in the state of Washington. It also brings together once again the creative energies of education, healthcare employers, and labor/management partnerships to serve the industry, the workforce, and the community.

- The development of at least 2 articulated career pathways in healthcare such as those listed below
- Opening entry level jobs through career advancement of incumbent workers
- Expansion of the IBEST approach to ensure that people in a certificate/job training program also gain the skills needed for entry to post secondary education
- Making career ladders more accessible across healthcare segments(i.e. helping workers in long term care move into clinics or acute care settings)
- Building a clearinghouse for jobs that go across employers and segments of the healthcare industry
- Project and training design built to meet needs of industry and the working adult with strong coordination between employers, unions, community colleges and labor/management partnerships (employers and unions)
- The development of a college core curriculum in healthcare to promote articulation in healthcare training and career ladder access
- Expansion of capacity of colleges through partnerships with labor and management (shared faculty, preceptors, expanded clinical rotations, etc)
- Sustainable public/private partnerships

Potential Career Pathways: TBD

Ambulatory

Home care aide => advanced home care aide (C.NA) MA

CNA/dietary/housekeeping => MA

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Nursing

Home care aide => advanced home care aide CNA would be included in advanced home care aide => licensed practical nurse great

CNA => LPN => RN

MA => RN

Health IT

Home care aide => advanced home care aide => help desk support HUC/medical records tech => help desk support

MA, pharm tech, rad tech => clinical analyst (unit-based advanced tech support)

RN => nursing informatics

Clerical

Unit secretaries – medical billers and coders

Receptionists – medical billers and coders

Key Program Elements

- Case management services by WDC and WIA for unemployed, L/M training partnerships for employed,
- Sector based job clearinghouse with a public and private partnership (coalition) approach
- Bringing academia, employers and unions together for program innovation and coordination
- A core and articulated curriculum for career paths in healthcare supplemented by an expanded IBEST approach
- Cohort based programs for student mutual support and successful outcomes
- Accessible and best practice models of program delivery including: work-based learning, non-traditional scheduling, on-line, experiential, at the job site; use of simulators, mentors/coaches and preceptors
- **Labor Management Partnership Organizations – Principal proposal partners** - Building and administering systems to meet worker and industry needs and tie training to jobs

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Sustainability and In-Kind resources

Labor/management training funds leveraging negotiated dollars

WIBs alignment of resources

HWFI accessing industry support

Training partnership's development work

Colleges aligning resources to make the most of leveraged support

Employer Network

Participating employers committed to hiring participants

College Consortium Participating colleges committed to provide instruction, work in partnerships to develop programs and participate in fast track development

Community Network

Committed to participating in program development

Workforce Development Network

Committed to providing wrap around services for those not covered by labor/management partnerships and HWFI