

Health Care Career Pathways from Long-Term to Acute Care

The U.S. Department of Labor has awarded the Workforce Training and Education Coordinating Board (Workforce Board) a \$5 million American Recovery and Reinvestment Act grant to train 550 low-wage Washington Health care workers, helping move them into higher-paying, high-demand health care professions with established career pathways.

The grant also will create 350 entry-level health care jobs, with opportunities for advancement.

What is the purpose of the grant?

There will be three areas of emphasis:

1. **Advancing entry-level workers along the nursing pathway**, beginning with Certified Nursing Assistants and Medical Assistants through Licensed Practical Nurses and, ultimately, reaching Registered Nurses. The grant promises to move hundreds of workers up this high-demand career ladder by recruiting, supporting and training them in a health care setting.
2. **Providing jobs in long-term care and creating career transitions to acute care** by recruiting and training job seekers in the advanced home care aide apprenticeship, and providing a seamless pathway to acute, hospital health care.
3. **Expanding the state's healthcare educational capacity** through workplace learning opportunities, online classes and recruiting more clinical instructors.

Who will benefit from this training?

The grant targets:

- low-wage hospital workers who have an interest in health care,
- long-term care workers who previously have had no pathway to enter higher level health care and hospital work
- workers who have yet to be hired, but will fill slots as current workers are trained and reach higher levels in the health care career ladder.

This grant, which will be administered by the state's Workforce Training and Education Coordinating Board in conjunction with SEIU Healthcare 1199NW Multi-Employer Fund, SEIU Healthcare NW Training Partnership, and the Health Work Force Institute, breaks new ground in pioneering career tracks that move low-wage health care workers into better paying, higher-demand professions. The labor/management education partnership overseeing the grant money is called the Washington Health Care Worker Training Coalition.

How will the training be delivered?

The training will be delivered through a combination of online and workplace learning. The state's community and technical colleges will be able to expand the capacity of their health care programs to reach these new, first-rung workers. Ten community and technical colleges are involved: Bellingham, Columbia Basin, Edmonds, Highline, Lower Columbia, North Seattle, Renton, South Puget Sound, Spokane and Wenatchee.

Six Workforce Development Councils will be involved in recruitment, support services and placement: Benton-Franklin, North Central, Northwest, Seattle-King, Snohomish, and Spokane.

Nine hospitals, health systems and long term care providers will provide support for incumbent worker trainees, clinical rotations, recruitment, placement and retention: Central WA, Evergreen, Group Health, Highline, Lourdes, Northwest, Stevens, Swedish, Valley Medical, Catholic Community Services, Addus Healthcare, Korean Women's Association and Unique Home Care.

Health Work Force Institute (affiliate of the Washington State Hospital Association), SEIU Health Care 1199 NW Multi-Employer Fund and SEIU Northwest Training Partnership will play an essential coordinating, supporting and training role.

[More specifics on partners and their roles and responsibilities.](#)

[Graphic illustrating the Health Career Pathways from Long-Term to Acute Care](#)

Specific Occupations to be Trained

Occupation Certification/Degree	Description
<u>HCA</u> : Home Care Aide (entry-level), apprentice to certified Advanced Home Care Aides	Provides in-home long term care to seniors and others.
<u>CNA</u> : Certified Nursing Assistant	Assists patients with healthcare needs, activities of daily living, and basic bedside nursing.
<u>MA</u> : Medical Assistant	Performs the administrative and limited clinical tasks that keep the offices of licensed health practitioners running smoothly.
<u>LPN</u> : Licensed Practical Nurse	Performs duties such as include giving injections, taking vital signs, basic diagnostic tests, observing patients, dressing wounds, and administering medication.
<u>RN- ADN</u> : Registered Nurse with Associates Degree in Nursing	Observes, assesses & records patient history and symptoms, establishes and implements care plans, advises and advocates for patients and families. Supervises LPNs, MAs, and CNAs
Adjunct Nurse Instructors	Not a certification, but existing frontline RNs qualified to teach nursing are trained to be educators.