

**The Education Fund**  
*Empowering potential.*

# Hearing on Healthcare Apprenticeships

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February 26, 2025



*The Education Fund is offered through joint partnership with  
SEIU Local 49 and 7 Oregon Hospitals and Health System*





# The Education Fund

*Empowering potential.*



SEIU Local 49 members at Legacy Good Samaritan with Education Fund Regional Coordinator Zeny Ehrlich

- The Education Fund is a multi-employer, labor management training trust (LMTT) serving **110,000 healthcare workers** across 23 employers and 7 SEIU locals.
  - Labor and management have equal voices in governance. Total annual employer contributions are \$45 million.
- In Oregon, we serve 7,811 SEIU Local 49 members across 7 employers: Kaiser, Legacy Health, Columbia Memorial, Planned Parenthood Columbia Willamette and Southwest Oregon, PeaceHealth and Good Samaritan Health Services.
- In 2024 we have over 2,000 learners, 25% utilization rate.
- We support **education and upskilling** for higher wages, retention, increased equity and to fill high vacancy roles in healthcare.
  - Our learners have 87% completion, 50% improved retention, and 41% (\$11/hr) average wage increase when moving into a new job.
  - **48%** of learners with known race are workers of color.

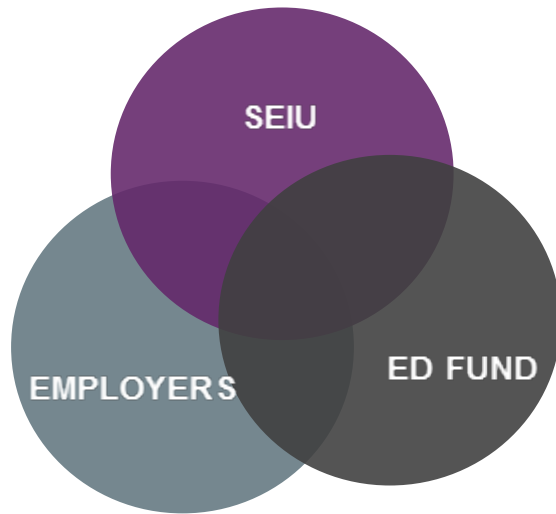
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# OUR MISSION

To empower our diverse healthcare workforce to advance in a changing environment through innovative education and training solutions.

# We achieve our mission in partnership. **It takes all of us.**



## **PREPARE LEARNERS**

Identify the critical pathways for priority jobs & skills

Make learners aware through outreach & marketing

Provide counselors to support career discovery and assessment of needs for success

Guide learners to education & training programs that are a good fit

Identify & work with strategic education & training providers, selected based on cost-effectiveness & ability to serve working adults

Support learners until degree leads to a job/advancement/meet career goals

Provide continuing education and Continuing education to retain jobs

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## **SECURE FUNDING**

Jointly work to identify and support funding for programs scale to meet the industry need

## **PLACE/ PROMOTE INTO JOBS**

Identify the priority jobs & critical skills needed, how many and where

Hire/place learners in jobs and/or promote

Agree on wage/progression for new roles

Agree to provide data and jointly assess outcomes/effectiveness

Collaborate on outreach & marketing

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## **SUPPORT/REINFORCE**

Provide operational support for programs & supervisor support for learners' efforts

Provide member to member union outreach and peer mentoring/ preceptors & support

**Develop sustained partnership and structure to support career pathways and apprentices**

# PROGRAMS IN PARTNERSHIP APPRENTICESHIPS

Serving more than 180 apprentices since 2016

Program	Years	Region	# enrolled
Medical Assistant	2021-2022	Colorado	7
Pharm Tech	2021-2022	Colorado	8
VSA I-VSA II	2020-2022	NorCal	47
Sterile Processing	2020-2022	SoCal	16
Ortho Tech	2020-2021	SoCal	2
Optical Dispenser	2020-2021	SoCal	5
Medical Assistant	2019-2020	NorCal	19
Multi-Employer Surg Tech	2018-2020	NorCal	3
KP Ambulatory Coder	2018-2019	NorCal	10
West LA Surg Tech	2018-2019	SoCal	2
IR/MRI/CT	2017-2022	SoCal	57
Medical Lab Technician	2016-2019	Colorado	8

KP NorCal  
Surgical Tech  
multi-employer  
DOL Registered  
apprenticeship



KP Colorado  
Pharmacy  
Tech  
apprenticeship  
participants  
with our labor  
and  
management  
partners

First cohort of  
our KP SoCal  
Sterile  
Processing  
apprenticeship





# Sterile Processing Apprenticeship

- [First Sterile Processing Tech Apprenticeship in CA to address critical shortage.](#) (video link)
- Hybrid online and in person college instruction for Classroom training.
- Union members trained to be Preceptors and Mentors to support On the Job training.
- Employer paid wages, Education Fund covered tuition and other costs with grants and state funding.
- First graduation pictured in January 2020. Program is in its 6<sup>th</sup> year and has a 90% completion rate.
- Employer reports they can fill all open Sterile Processing positions due to program success.
- Multiple Apprentices have continued advancement to SPT II, with over \$10 hr increase.



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](#)

# LEARNER STORIES | CERTIFICATE COMPLETION

**Shannon Watson**, Vision Services Assistant II,  
Kaiser Permanente San Francisco

Shannon completed the Vision Services Assistant I-II  
Apprenticeship to become a VSA II.

*“My career goal has always been to continue my education to better myself, to certify and strengthen my credentials so I can reach new heights in my field. I’m proud to say that I am now a Certified VSA II with State of California certification. Beyond that, I hold an international certification as an Ophthalmic Assistant through IJCAPHO, meaning I can use my credential to work internationally. These achievements would have felt like distant dreams without the support of the Ed Fund.”*



# LEARNER STORIES | HIGHER LEVEL JOB

## **Paula Wilkinson, Medical Coder, Dignity Health, Woodland Healthcare**

By successfully completing the joint Education Fund, Dignity Health, and SEIU-UHW Non-Coder to Coder apprenticeship program, Paula Wilkinson became an outpatient medical coder with Dignity Health. The new position resulted in a \$10 per hour increase, greatly helping her family's finances, and she can now work remotely.



Paula learned about the apprenticeship program through a coworker. *“If it wasn’t for her, I would never had this opportunity,”* Paula said. She encourages everyone to *“Go for your dreams, they are in reach!!”*

*“This program has changed my life and shown me that I should go for things that seem ‘difficult’ and take a leap out of that comfort zone. If you put 100% effort into anything, you will succeed,”* Paula said.



## LEARNER STORIES | HIGHER LEVEL JOB

### **Sophia Hernandez, Medical Coder, Dignity Health, St. Joseph's Medical Center**

Sophia Hernandez started working at Dignity Health - St Joseph's Medical Center in Patient Registration, primarily in the Emergency and Labor & Delivery Department. During her time in Patient Registration, she decided that she was ready to advance her career. When she heard about the Dignity Health Non-Coder to Coder Apprenticeship available through the Education Fund, she immediately applied.



After successfully completing the apprenticeship, Sophia is now a Coder in Health Information. Her new position has given her a better work-life balance by allowing her to work an earlier shift, giving her flexibility to be fully present to her growing family. She has even inspired her spouse – who is also in healthcare – to advance his career by using Ed Fund programs. And Sophia's wage went from \$28.46 to \$35.78, a 26% increase.

# LEARNER STORIES | HIGHER LEVEL JOB

**Imelda Resendez, Medical Coder, Dignity Health,  
Bakersfield Memorial Hospital**

When Imelda learned about the SEIU-UHW & Joint Employer Education Fund, she said,

*“I knew I was capable of so much more, but I didn’t know how to get there. When I was offered a spot in the coding apprenticeship, I felt like it happened at exactly the right time in my life.”*

Imelda participated in the 2022 Non-Coder to Coder I Apprenticeship. She completed the program and then moved into a Coder I position with a significant wage increase.



# LEARNER STORIES | APPRENTICE OUTCOME

**Andrea Hansbrough**, Interventional Radiologic Technologist, KP Irvine

Andrea enrolled in the Interventional Radiology Apprenticeship program. She then moved from a position as a Diagnostic Radiology Technologist III to an Interventional Radiologic Technologist. Her wage went from \$64 to \$72 dollars an hour.

*“Through the IR apprenticeship program, I feel as though I've found my purpose. Without the support of The Education Fund, SEIU, and Kaiser Permanente, me completing a program similar to this apprenticeship would not have been feasible.”*





# What is an apprenticeship and why are they important?

*Paid didactic and on-the-job training + anticipated job placement*

## CHALLENGE

- How to attract, retain, and develop a workforce to serve the needs of our local, and diverse communities?
- How to raise awareness of the many viable career options and answer staffing needs since the pandemic?

## SOLUTION

- Registered Apprenticeship Programs as a workforce development strategy and a collaborative response to healthcare industry needs

# Labor Management Joint Apprenticeship

## Education Fund Support

- Project coordination
- Apprenticeship registration
- Didactic training costs
- Dedicated career counselor
- Costs for:
  - Tuition & books
  - Materials/supplies
  - Certification exams
  - Preceptor and mentor training
  - Wage Replacement during didactic training

## Employer + Union Support

- JAC (Joint Apprenticeship Committee) participation
  - 1-2 representatives from Labor and Management
  - Signed Letter of Agreement formalizes program structure and outcome expectations.
- Host On-the-Job training/clinical requirement including participant wages
- Job placement for program participants
- Dedicated preceptors and mentors to supervisor for On-the-Job training/Clinical

# Apprenticeship Focus | Challenges and Opportunities

## Focus

- Developing programs tailored to industry needs that also meet licensing and certification requirements
- Removing barriers to paid clinical training and economic mobility for workers
- Partnership with existing public education partners to ensure system capacity (ie. Systematic growth of high quality training not a zero sum game with existing career education)
- Getting Employers on board and understanding of ROI associated with these programs

## Strategies

1. Industry and Education Partner Engagement in better understanding of the model as a solution to current pain points.
2. Development of Multi-Employer Labor Management Joint programs for sustainability and better outcomes
3. Blue print for maximum impact and to address specific healthcare needs of our communities, ie. Framework to ensure programs result in of building future workforce to meet community health needs and also as a driver of economic mobility.



**The Education Fund**  
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# Thank You

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