



QUALITY JOBS, QUALITY CARE

Presented by SEIU Healthcare and H-CAP
November 15, 2022

President SEIU Healthcare Pennsylvania
Chair, SEIU Nursing Home Council

MATT YARNELL







Certified Nursing Assistant
SEIU Healthcare Pennsylvania Member

**SHELLEY
ROBINSON**

Director of Educational Innovation
Healthcare Career Advancement Project

**DANIELLE
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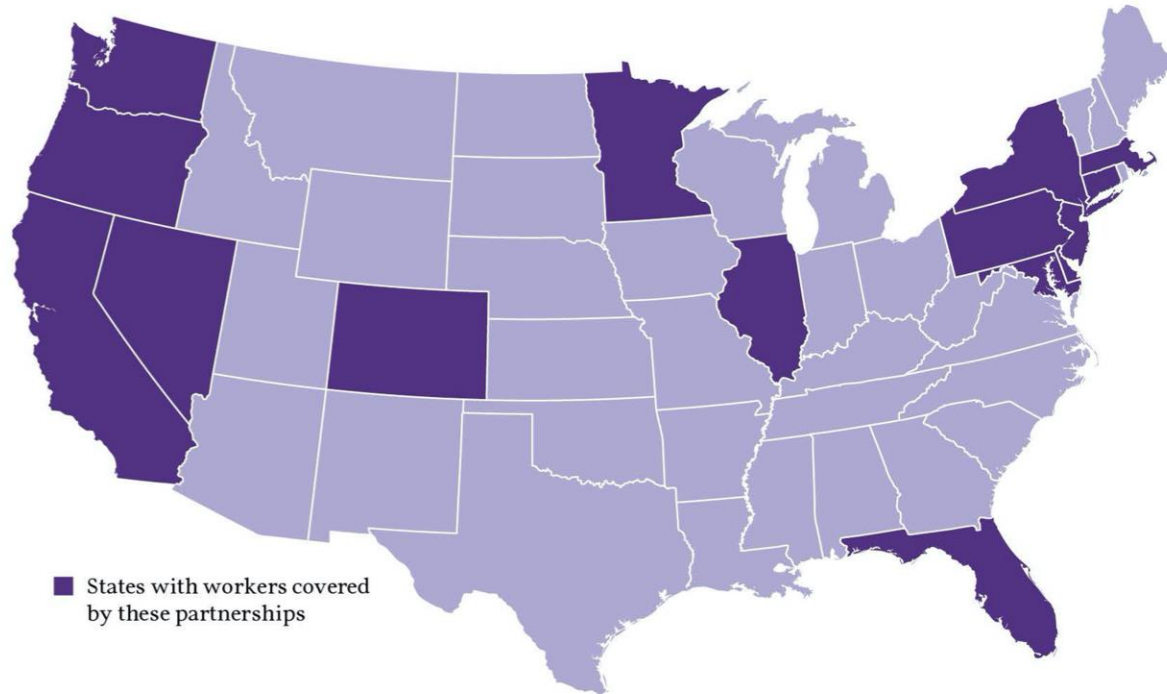


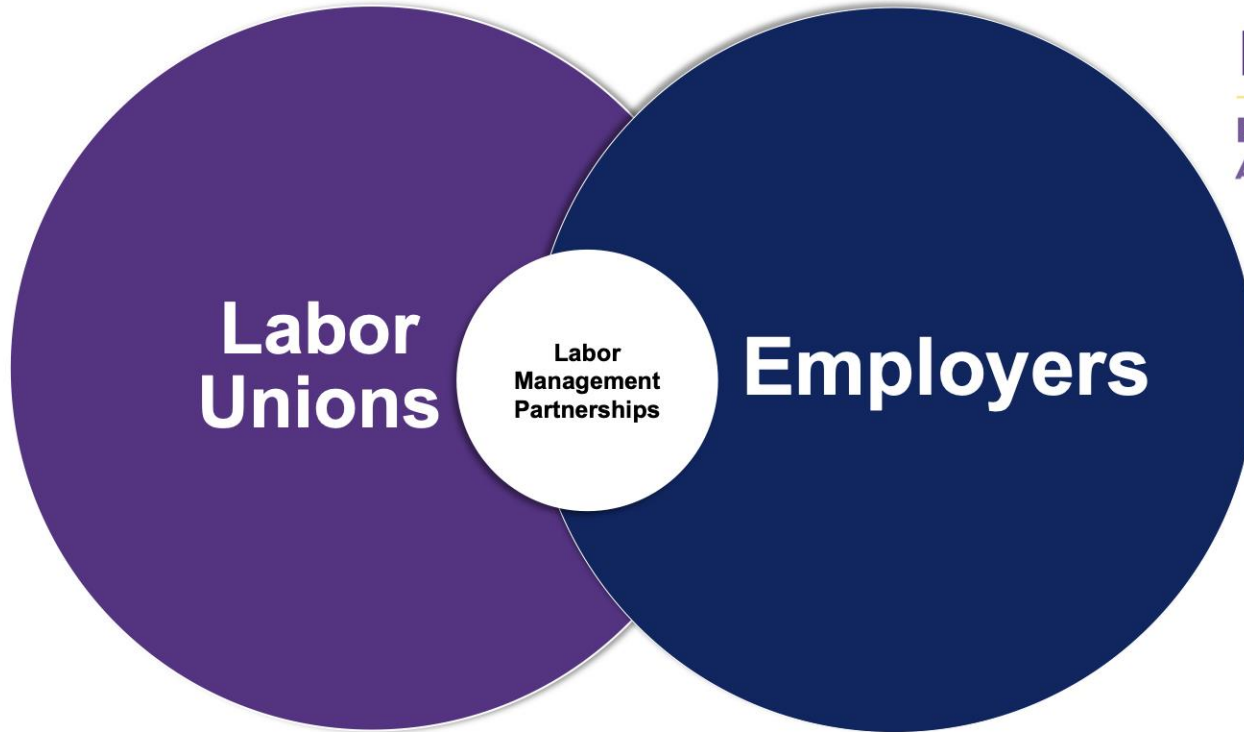


**Healthcare
Career
Advancement
Program**

About H-CAP

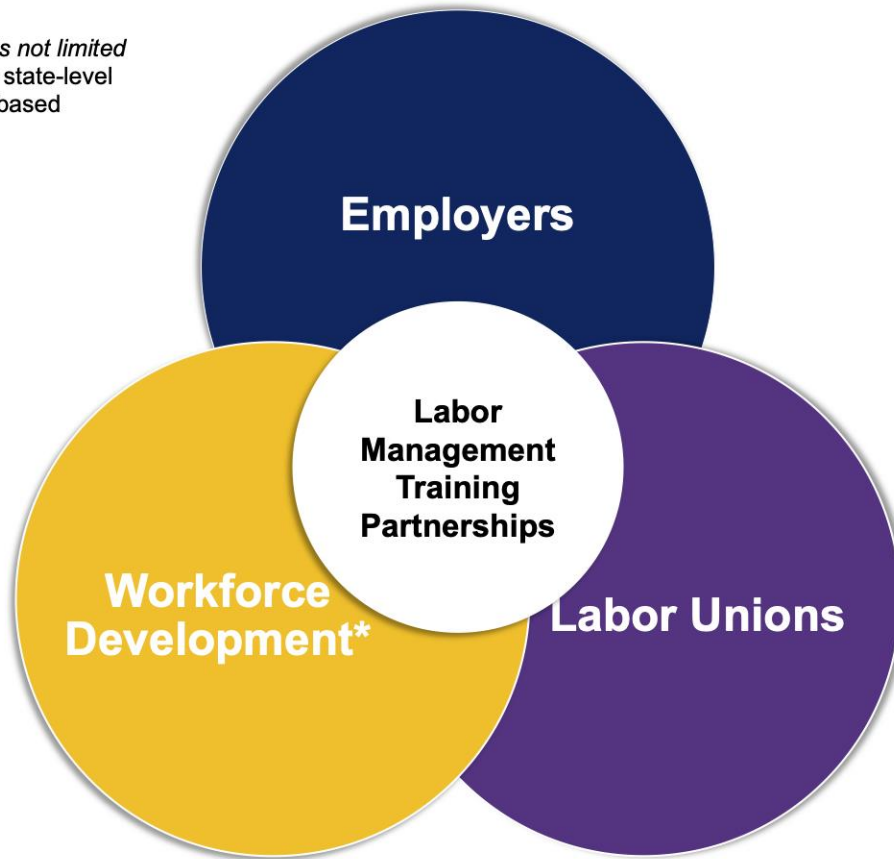
H-CAP is a national labor/management organization promoting innovation and quality in healthcare career education





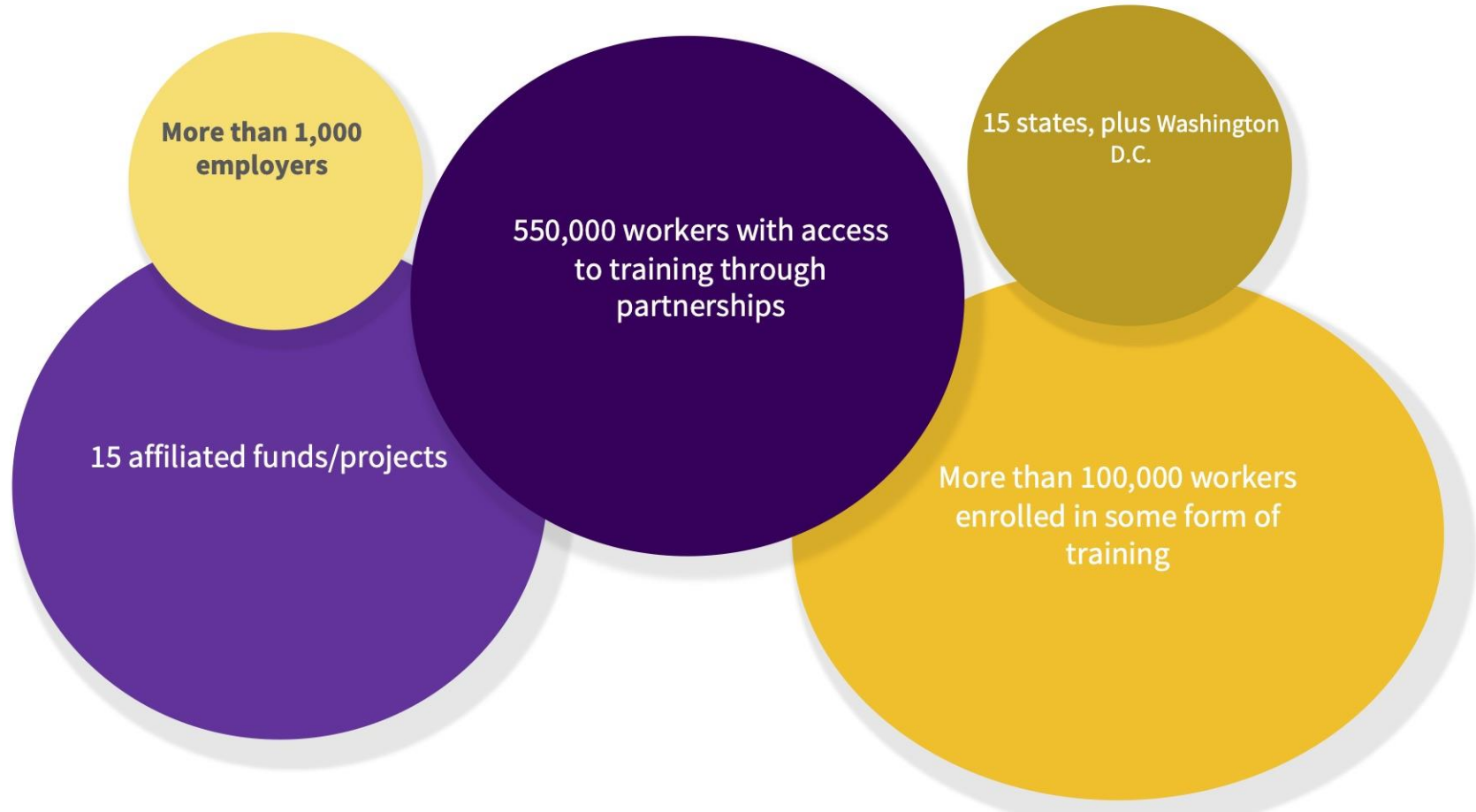
A labor-management partnership is a collaborative, mutually beneficial relationship between union(s) and employer(s) in which employees and their union representatives work together with management and administrators as full and equal partners to identify and craft solutions to significant workplace problems.

*Workforce development includes, *but is not limited* to educational institutions and vendors, state-level government agencies, and community-based organizations.



Employers and the union work together to support education and training programs. Contributions to the Labor-Management Training Partnerships are used to design, develop, implement, and evaluate a variety of impactful training and education programs.

The Numbers and Reach



More than 1,000
employers

550,000 workers with access
to training through
partnerships

15 states, plus Washington
D.C.

15 affiliated funds/projects

More than 100,000 workers
enrolled in some form of
training

How do LMTPs differ from 'traditional' workforce development programs

Labor Management Training Partnerships:

- Geared toward incumbent workers
- Provides wrap around support (assessment, coaching, career counseling, mentorship, peer support)
- Focused on industry and employer needs – both short term and long term
- Deliver trainings in cohorts and modalities that meet the needs of adults and workers
- Support on job placement, advancement, and retention
- Worker centered approach
- Includes needs of both labor and management
- Customized to workers needs

The logo for HHCAP features the letters 'HH' in a light purple color, followed by a stylized yellow sunburst icon, and then the letters 'CAP' in a dark purple color. A thin yellow horizontal line is positioned below the 'HHCAP' text.

HHCAP

**EDUCATION
ASSOCIATION**

Benefits and Impact of LMTPs

- Increased Access to Education and Training
- Increased Training Completion/Graduation Rates
- Increased Employee Engagement
- Enhanced Quality of Care for the Community
- Improved Safety and Work Environment
- Increased Efficiency and Productivity
- Improved Labor-Management Relations
- Increased Retention of employees
- Improved Employee Satisfaction
- Increases Employee Stability

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HHCAP

**EDUCATION
ASSOCIATION**

Labor Management Training Partnerships Across the Country

Fund Name	SEIU Education Fund ("Ed Fund")	Worker Education Resource Center (WERC)	Center for Caregiving Advancement (CCA) ("CLTEC")	SEIU Healthcare 1199NW Multi-Employer Training Fund	SEIU 775 Benefits Group	Rise Partnership	Miller Member Education Training Center ("METC")	Healthcare Pennsylvania Training Fund	1199C Training and Upgrading Fund	1199 SEIU Training and Employment Funds	1199 New England Training and Upgrading Fund
Location	California (Statewide) Nevada Colorado Oregon	California (Los Angeles)	California (Statewide)	Washington	Washington	Oregon	Illinois	Pennsylvania	Pennsylvania (Philadelphia)	Massachusetts New York (Upstate and Downstate), New Jersey Maryland/District of Columbia Florida	Connecticut, Rhode Island
Locals	1199 United Healthcare Workers West, 521,1021, 1107,105, 49, 121RN	Local 721	Local 2015	SEIU 1199 NW	Local 775	Local 503	SEIU HCII	SEIU Healthcare PA	1199C AFSCME	1199SEIU United Healthcare Workers East	District 1199NE
Workers Represented in LMTP	Hospitals and Health Systems	Hospitals and Health Systems	Long Term Care (Home Care and Nursing Homes)	Hospitals and Health Systems	Home Care	Nursing Homes	Home Care and Child Care	Long Term Care (Home Care and Nursing Homes)	Healthcare (all sectors) and Childcare	All sectors (state dependent)	Nursing Homes
Structure	Taft-Hartley and 501c3	501c3	501c3 and Taft-Hartley Nursing Home Fund	Taft-Hartley and 501(c)3	They have multiple funds and trusts (training, retirement, homecare registry, benefits)	They have multiple funds and trusts (training HC and NH, benefits)	501c3	They have Taft-Hartley, 501(c)3, and a small business entity for homecare training components	Taft-Hartley and 501(c)3	Taft-Hartley and 501(c)3	Taft-Hartley
Website	https://theedfund.org/	https://werctraining.org	https://advancecaregivers.org	https://healthcarefund.org/	https://www.myseiubenefits.org/	https://www.risepartnership.com/	https://seiuhcilin.org/resources/trainings/	https://thetrainingfund.org/	https://www.1199ctraining.org/	https://www.1199seibenefits.org/trainings/	https://www.1199trainingfund.org/

Types of Programs



Nursing Programs

Certified Nursing Assistant
LPN/LVN
Registered Nursing
Tech Programs
Career Ladder
Opportunities
(in-person, blended models,
apprenticeship)



Support

Peer Support Programs
Career Counseling
Robust Wrap Around
Services
Coaching
Mentorship



Ongoing Learning

Skill Enhancements
Tuition & Certification
Assistance
Adult Education Programs
CEUs



Additional Trainings

Medical Aide
Serve Safe
CPR



Staffing

Programs to Support
Retention
Job Shadowing
Pipeline into Healthcare

Voice of a Member

1199NE Training and
Upgrading Fund –
NEDP Program

Denise's Story of
Achievement



Link to video on Youtube: <https://www.youtube.com/watch?v=WHYoFxOGynM>

Voice of a Member

1199SEIU Training Fund Graduates
Discuss discuss how the Training Fund has helped them grow, advance and succeed in their careers.



Link to video on Facebook: <https://www.facebook.com/watch/?v=389896244924793>





Focuses



Our Approach

CHANGE THE NATIONAL
NARRATIVE ON
CAREGIVING
CREATE GOOD, UNION
JOBS AND EQUITABLE
CARE INFRASTRUCTURE
FOR THE COMMON GOOD
CENTER WORKERS AS THE EXPERTS
ANTI-RACIST PARTICIPATORY
POLICY
DEVELOPMENT

The Washington Post

Democracy Dies in Darkness

Black women are overrepresented and underpaid in health care's toughest jobs, study shows

Highlights from our Recent Work



THE CENTER FOR EQUITY
The Center for Advancing Racial Equity and Job Quality in Long-Term Care

THE RACIAL EQUITY AND JOB QUALITY CRISIS IN LONG-TERM CARE

May 2021



HART RESEARCH
ANALYTICS

The Voices of Black Women Working as Long-Term Caregivers:

Identities, Wellness, Systemic Racism, and Improving Quality of Life

H+CAP
HEALTHCARE CAREER
ADVANCEMENT PROGRAM

THE CENTER FOR EQUITY
The Center for Advancing Racial Equity and Job Quality in Long-Term Care

Direct Care Workers Count: Why Data Matters to Advance Workforce Equity

By Breanna Betts



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HEALTHCARE CAREER
ADVANCEMENT PROGRAM

THE CENTER FOR EQUITY
The Center for Advancing Racial Equity and Job Quality in Long-Term Care

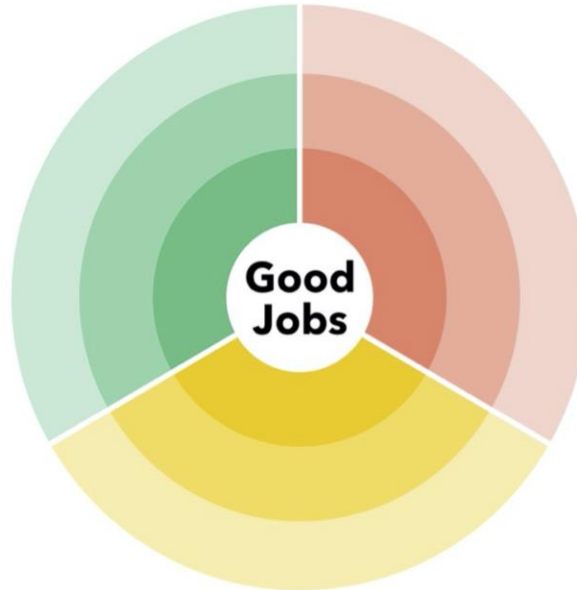
Good Jobs: A Working Definition

Economic Stability

- Stable, family-sustaining pay
- Sufficient, accessible, and broadly available benefits
- Fair, reliable scheduling practices
- Safe, healthy, and accessible working conditions

Economic Mobility

- Clear and equitable hiring and advancement pathways
- Accessible, paid training and development opportunities
- Wealth-building opportunities



Equity, Respect & Voice

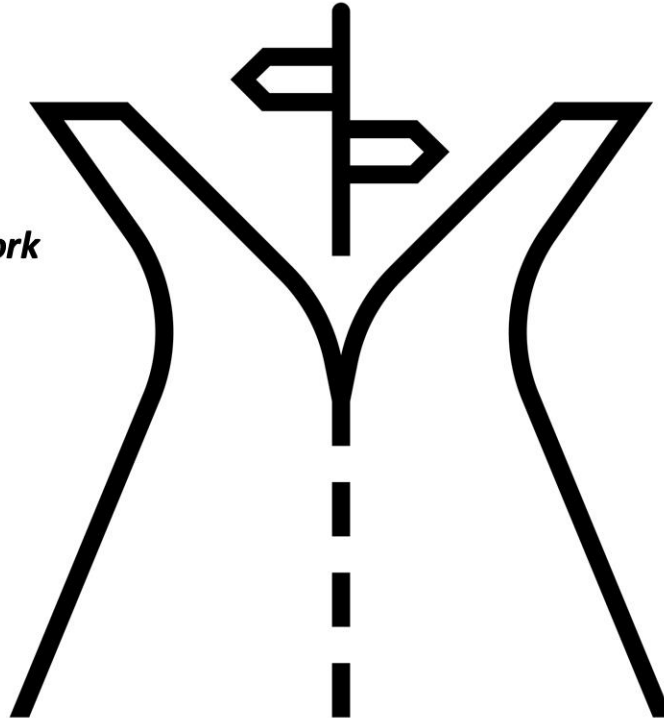
- Organizational and management culture, policies, and practices that:
 - are transparent and enable accountability
 - support a sense of belonging and purpose
 - advance DEIA*
 - and address discrimination.
- Ability to improve the workplace, such as through collective action or participatory management practices

*DEIA: diversity, equity, inclusion, and accessibility

Driving Towards the “North Star” Standards Toolkit

Racial Equity Measures

“Black Women Best” Framework



Job Quality Measures

Building Worker Power



Our Building Blocks



Equity, Job
Quality & Life
Quality for
Caregivers



Centering Workers



Good Jobs Measures

"You can't change what you can't measure."

How do these measures expand your considerations of a "good job"

Good Jobs Standards

Aspirational, unified standards for imbedding racial equity within job quality

Center for Equity Job Quality Elements

Compensation

- Pay, Benefits, Other Compensation

Workforce Stability

- Turnover, Retention, Workforce Availability

Job Demands

- Time/ Schedule Pressure, Physical Health Risk Factors, Mental/Emotional Risk Factors

Job Resources

- Training and Learning Opportunities, Social Support at Work, Network/Hubs

Job Security & Safety

- Job Security, Safety (Workplace Safety & Safe Staffing)

Career Advancement

- Equity in Staff Roles, Career Paths, Promotions

Worker Voice

- Empowerment & Feeling Valued, Agency, Worker Organization



Certified Nursing Assistant

SEIU Healthcare IL/IN/MO/KS Member Leader

SHANTONIA JACKSON

ILLINOIS

\$700 million in additional Medicaid funding, tied to increases in staffing levels and higher wages for workers

Wage incentives for years of experience and additional training

Increases Medicaid funding by \$4 per resident day in order to support new nursing assistant wage scale

Nursing home owners aren't opting-in



MICHIGAN

Executive Order established **Nursing Home Workforce Stabilization Council** consisting of worker, industry and resident representatives

Charged with making recommendations on:

- **staffing levels**
- **career pathways**
- **training**
- **wages and benefits**
- **racial equity**
- **owner transparency/ accountability**



PENNSYLVANIA

Union members:

- Advocated for **\$600 million** in new state funding

- Holding owners accountable to required **70% of funding directed to staffing and resident care.**

- Won **wage increases on average of 24%** over three years

New regulations include **staffing ratios** for CNAs and nurses and **public and transparent change of ownership process**



OREGON

Nearly **20 year partnership** between SEIU and operators has led to important wins:

- **Substantial wage increases** to promote recruitment and retention
- **CNA-specific staffing ratios**
- Enhanced wage add-on program gives additional payments to nursing homes that pay CNAs a **minimum of \$17/hour**





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