

DISTRICT 1199C TRAINING & UPGRADING FUND

Philadelphia, PA



CENTERING WORKER AND EMPLOYER NEEDS TO DRIVE FRONTLINE INVESTMENT

The District 1199C Training & Upgrading Fund (Training Fund) is a nonprofit, labor management education and workforce development partnership – a collaboration of more than 50 contributing employers in southeastern Pennsylvania and southern New Jersey, and National Union of Hospital & Health Care Employees District 1199C and AFSCME. Through its partnerships, the Training Fund serves over 9,000 frontline workers. Since its creation in 1974, it has served both union and community members with a mission to provide students with access to a full spectrum of life skills, education, and occupational training opportunities.

Employer-Centered Industry Partnership

The Training Fund facilitates the Greater Philadelphia Healthcare Partnership, an industry partnership of more than 120 union and non-union employers, academic institutions, and workforce development partners dedicated to building and strengthening a highly skilled healthcare workforce in the region. The partnership offers high-quality, low-cost training programs customized to meet the needs of local healthcare employers by improving recruitment, retention, and quality of care. The industry partnership supports Philadelphia's incumbent healthcare workers and community job seekers, providing access to career and education pathways leading to improved skills, better jobs, and higher wages. During the fiscal year ending June 30, 2018, the partnership completed 535 on-site, customized training sessions for union and non-union employers.

A Continuum Work-Based Learning and Support Services

Fueled by employer needs, the Training Fund has developed 10 healthcare apprenticeships in six occupations since 2014. The direct support professional apprenticeship program trains and advances 18- to 24-year-old adults, many of whom have experienced trauma, into behavioral health positions. Under the direction of a trained mentor, individuals participate in three phases of work-based learning: orientation/bridge (four weeks), pre-apprenticeship (six weeks), and apprenticeship (one year) with one-on-one employer-based mentors. Apprentices receive 375 hours of behavioral health coursework from the Training Fund and Thomas Jefferson University, resulting in 24 college credits

upon program completion. Throughout the program, participants can access a range of onsite support services that are coordinated by trained youth case managers. Services include tutoring, social or emotional coaching, transportation assistance, financial coaching, and referrals for other services with partner organizations.

Basic Skill Development

Half of the people served by the Training Fund are low- to moderate-income residents of the Delaware Valley. To meet their needs, the Training Fund uses a career pathway coaching model, an integrative approach that combines manageable, well-articulated steps supported by case management and career coaching. To ensure a solid foundation, the Training Fund developed industry-specific adult basic education and conceptualized occupational "bridge" courses, as well as language courses for immigrants and English learners. Through a strategic and individualized approach to training, the Training Fund helps each student construct a personalized pathway of discrete educational and occupational opportunities, ensuring that they receive the right training with opportunities for achievement.

IN FISCAL YEAR 2017, THE TRAINING FUND SERVED MORE THAN 3,500 AFFILIATED UNION MEMBERS, AND MORE THAN 1,600 COMMUNITY MEMBERS. SINCE 1974, THE FUND HAS SERVED MORE THAN 100,000 PEOPLE.

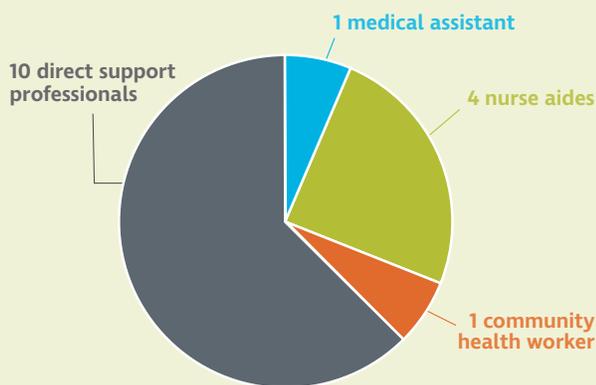
Pictured Above:
Governor Tom Wolf and 1199C President Henry Nicholas with nursing students

Flexible Learning Options

Several years ago, a long-term care facility approached the Training Fund to help them with a critical problem: the turnover rate among its first-year nurse assistants was 80%. Together, the Training Fund and the employer developed an extended nurse aide program that connected classroom learning through the Training Fund and work-based learning through classroom and clinical coursework with the employer, which offered participants jobs once they completed the program. The results were impressive. Turnover was reduced to 20%, saving the employer significant costs and improving capacity to provide high quality patient care.

BUSINESS IMPACT

Healthcare Apprenticeships in 2017



100% were placed into full-time positions



Frontline Success Story

Tonya Ellison worked as a housekeeper at Temple University Hospital for nine years. She had always wanted to be a nurse, and initially applied to the Training Fund's program in 2013 but had to delay entry because of a medical issue.

Tonya returned to work full time in fall 2014 and used her Training Fund tuition benefit to pay the majority of her practical nursing school tuition. Even though Tonya lost her home and was pregnant while in school, she didn't miss a beat and graduated on time in 2016. Today, Tonya is completing prerequisites for a one-year LPN-to-RN program, working two jobs, tutoring practical nursing students and settling into a new home with her three children.

NOTE FROM THE EXECUTIVE DIRECTOR



Training funds like ours epitomize significant investments in frontline workers. The investments are not just made by employers but governed by employers and frontline workers working together collaboratively to create opportunity for worker education and advancement. We are committed to helping frontline workers obtain

the enhanced academic ability, industry-recognized credentials and occupational skills required to successfully secure employment and/or enter into post-secondary education programs.

- Cheryl Feldman, Executive Director,
District 1199C Training & Upgrading Fund

Number of Employees: 54 full time plus 40 adjunct faculty

Number of Frontline Workers: 9000+ workers are beneficiaries of the Training Fund



The Frontline Healthcare Worker Champion Peer Recognition Program:

CareerSTAT's Frontline Healthcare Worker Champion program recognizes healthcare organizations investing in the skills and career of their frontline workers. Organizations are designated as Champions and Emerging Champions. Champions meet all of CareerSTAT's recognition criteria, including making skill and career development accessible, offering programs at a significant scale, measuring program business impact, and building sustainable programs, while Emerging Champions are in earlier stages of investment and working with CareerSTAT leaderships to strengthen their programs. Learn more at www.NationalFund.org/CareerSTAT.