



Long-Term Care Today

Workforce Crisis or Job Quality Crisis?

Brian Rüdiger, Executive Director

March 28, 2024



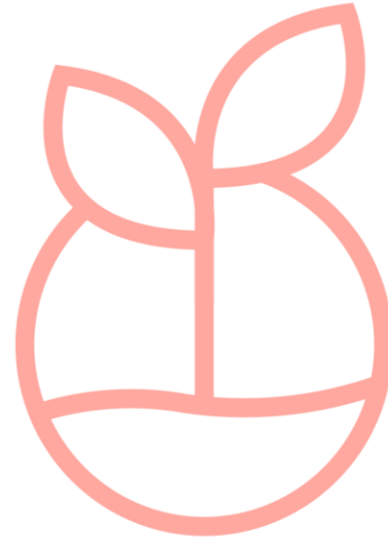
Retention Drivers



Fair
compensation



Safe working
conditions



Rewarding
work with
growth

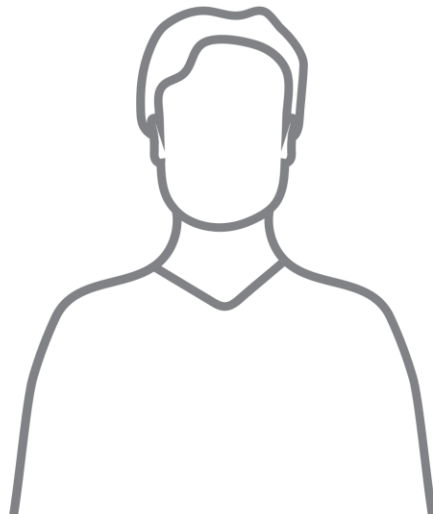


Voice on the
job

Traditional Training Programs Fail Workers

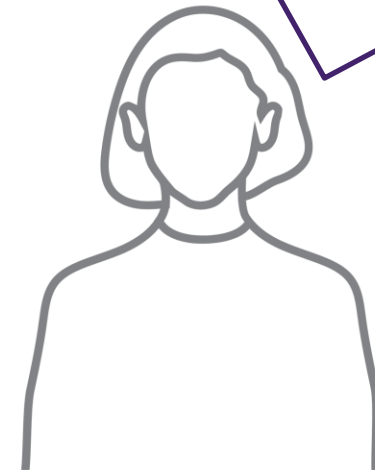
"...public workforce development training dollars **do not promote job quality.**"

Harvard Kennedy School
Project on Workforce



"The evidence suggests that training funded by the Adult and Dislocated Worker programs **does not have positive impacts in the 30 months** after study enrollment."

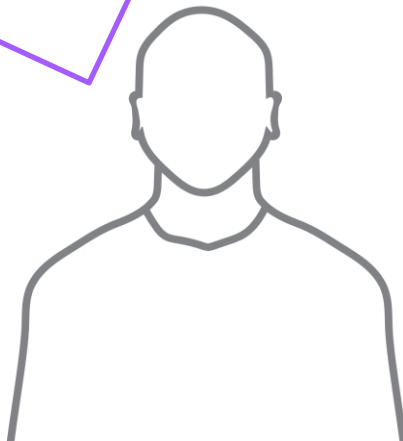
Mathematic study
commissioned by DOL



Traditional Training Programs Fail Workers

"Graduates of **female-dominated and more racially diverse short-term training programs in home health and early childhood education** have a larger share of college-educated students than male-dominated programs and **still earn the least.**"

New America study of
WA short-term training programs



No statistically significant difference in **wages, benefits, employment** for participants in healthcare career pathways program.

DOL study of
Health Profession Opportunity Grants



RISE Partnership Model



Graduates of RISE Partnership's CareWorks CNA Apprenticeship, with trustee and long-time CNA Ron Strle (left).

Worker-Centered

- Focus on totality of worker experience including training, benefits, career advancement, mentorship & wrap around supports
- Workers' voices heard through union representation
- Workers as decision-makers

RISE Partnership Model



*Timberview Care Center Administrator Anne Haddock
and Hood River Care Center CNA Ron Strle*

Union-Employer Partnerships

- Key decisions on program design, implementation & evaluation made by Board of Trustees
- Board comprised of frontline workers, employers & union leadership
- Apprenticeship Subcommittees includes workers & management

Labor-Management Partnerships





RISE Partnership



Homecare and Personal
Support Workers



Nursing Home
Workers



State Workers



Program Overview

35,000

Homecare Workers, Personal Support Workers, Personal Care Aides
employed through the State independent provider program

Carewell SEIU 503 Benefits

\$0 Premium Cost to Care Providers



Healthcare Cost
Assistance:
Premium & OOP
assistance



Fully Paid
Dental, Vision,
Hearing, EAP



Paid Time Off (PTO)



Job matching
platform

Carewell Worker Training



New Worker Training

In-Person Orientation + Online
Core Pt 1 + Online Core Pt 2



12 hours



Continuing Education

Self-paced and instructor-led
classes covering a variety of
topics

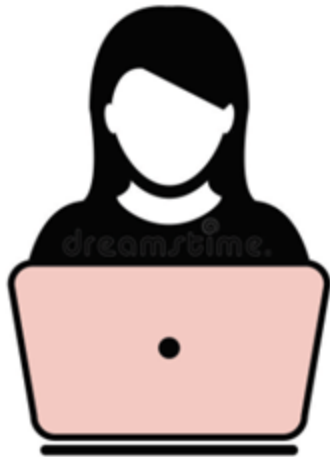


12 hours

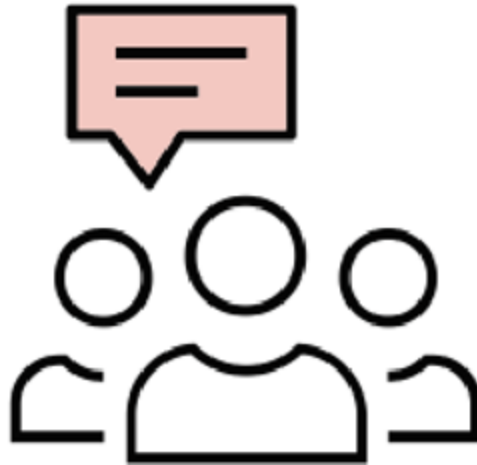
**Required every 2 years
beginning 3/1/26**

Worker Support

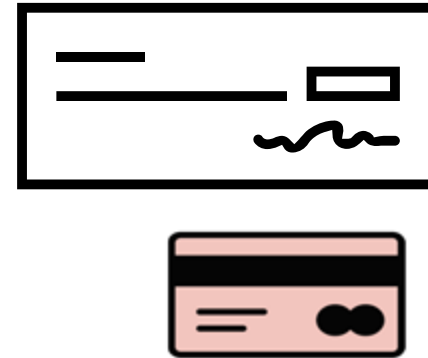
We are dedicated to supporting workers access to their benefits and training.



**Phone or email
support 7 days
per week.**



**Interpreters, ADA
accommodations,
and technology
support.**



**Stipends for
participating.**



Long-Term

CareWorks

**Workforce Partnership
with Skilled Nursing
Facilities**

CareWorks Mission



1. Recruitment

**Addressing staffing
shortages by attracting
and training new workers**

2. Retention

**Helping passionate
caregivers stay in this
workforce by tailoring and
strengthening their support**



Our yearlong, Oregon-registered CNA Apprenticeship provides:

Classroom instruction

On-the-job learning

Paid stipend

Career Coaching

Prep for state exam

Job placement

Care package

Wraparound supports

**...at no cost to the
apprentice.**



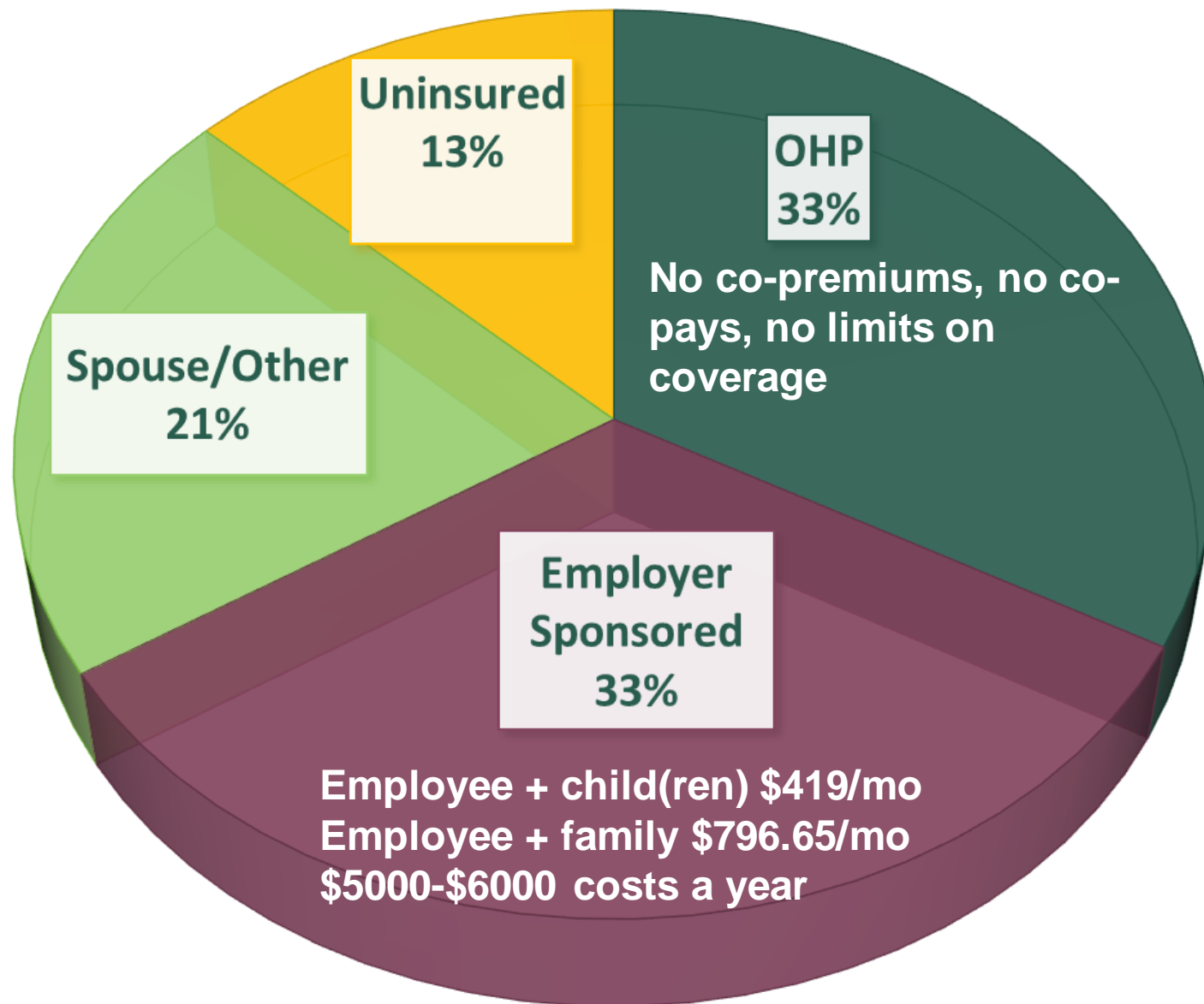
Trained 87 Apprentices in 2023
Expanded Program to Southern Oregon



Essential Worker

Healthcare Trust

Nursing Home Workers Lacked Access to Affordable Healthcare





Essential Worker

Healthcare Trust

Program Overview

- 1st of its kind partnership between Employers, Union, State & Feds
- Increase access to affordable healthcare for frontline workers
- Significantly reduced costs for long-term care employees
- Workforce Solution: Reduce turnover and improve quality of care

EWHT Difference

Plan Details	Previous Employer Plans	EWHT
Monthly Premium Share Individual/Spousal/Family	\$114/\$464/\$618	\$35/\$70/\$105
Out-of-pocket Maximums – Ind & Family	\$6700/\$13,500	\$2000/\$4000
Deductible – Ind & Family	\$2400/\$5000	\$800/1600



Care Careers for the 21st Century

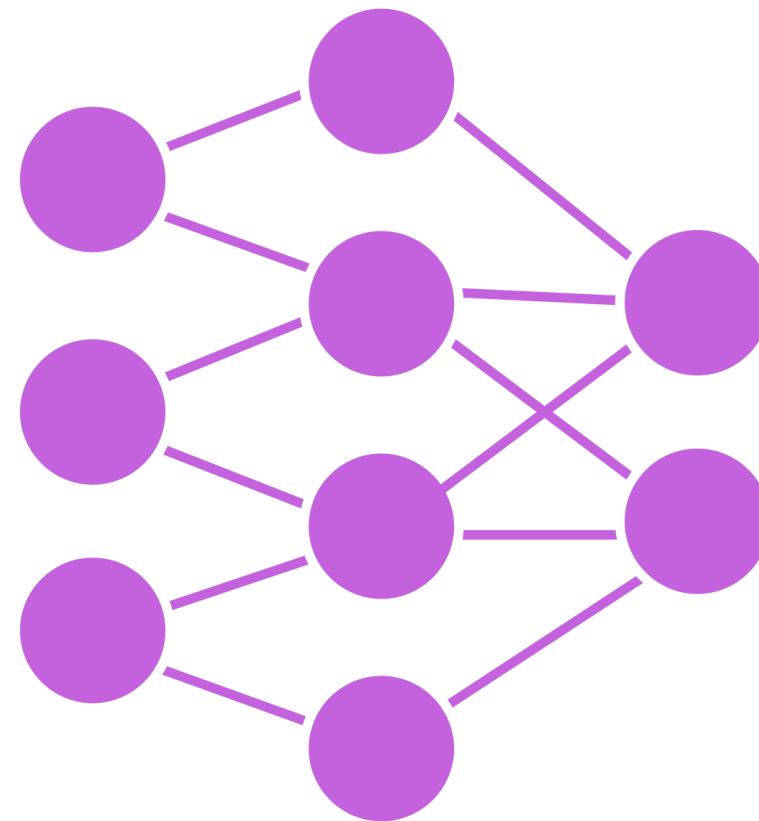
The challenge:

As the demand for care is skyrocketing, long-term care employers are facing a once-in-a-century staffing crisis, while workers struggle with intersecting challenges.



The Vision

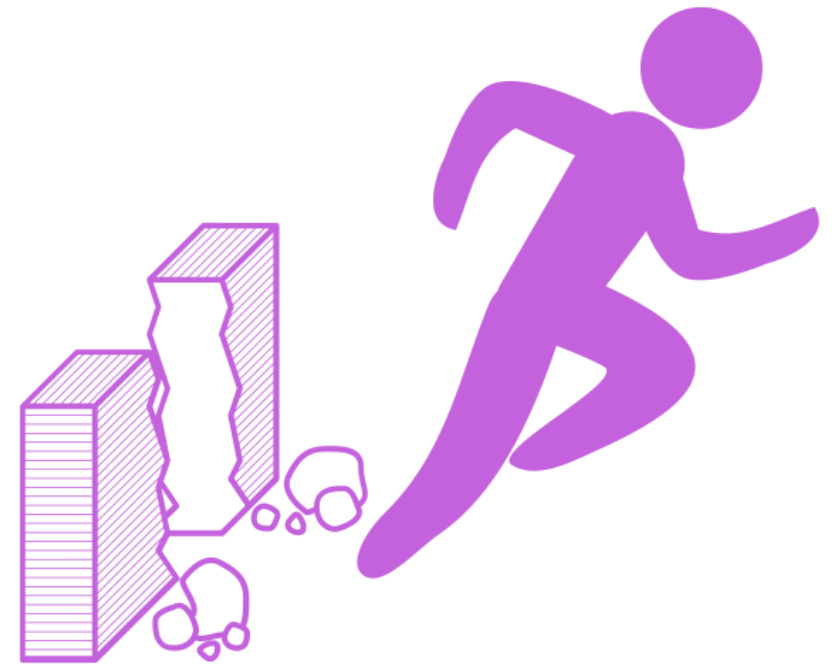
1. Current, future workers see career opportunities
2. All care roles in LTC are connected in a lattice
3. Portable and stackable credentials, benefits





The Vision

3. No education costs to workers, no profits to training companies
4. Barriers are removed
 - Wrap-around supports
 - Pay as you learn
 - Apprenticeship model adapted for care industry and workers
 - Reassess degree and licensure requirements
 - Non-US experience credit





This Year

1. CNA Apprenticeship to scale
2. Launch LPN Advancement Program
3. Streamline HCW-to-CNA pathways

Let's work together!





RISEpartnership.com