



Long-Term Care Today

Workforce & Job Quality Crisis

Katie Coombes, Executive Director

1.21.25

Worker-Centered Programming



“Everything that LTCWs has provided has been wonderful. I tried other programs, but I couldn’t do those and pay my bills. Being able to go through this program while getting a stipend has made it possible for me to become a CNA.”

— *Trude L., CNA apprentice from Milwaukie, Oregon*

Union-Employer Partnerships



“Certified nursing assistants (CNAs) are the backbone of our facility. RISE Partnership and the CNA Apprenticeship remove barriers to hire and retain quality CNAs, and that leads to better patient outcomes.”

*-Anne Haddock, facility administrator,
PACS Timberline Post Acute.*



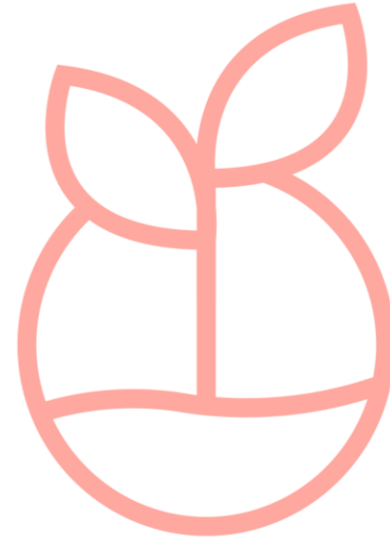
Retention Drivers



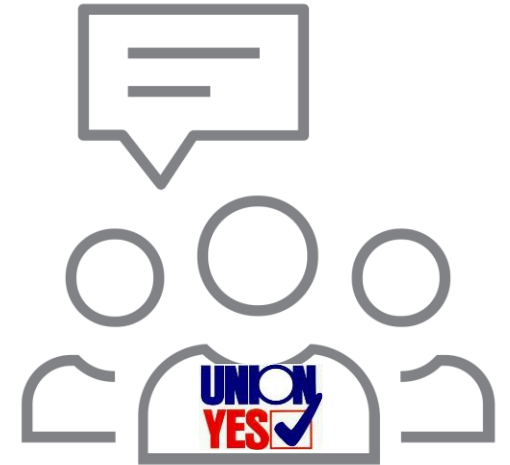
Fair
compensation
& Quality
Benefits



Safe working
conditions



Rewarding
work with
growth



Voice on the
job



RISE Partnership



Homecare and Personal
Support Workers



Nursing Home
Workers



State Workers

Carewell

SEIU503

Delivered by RISE Partnership

Carewell SEIU 503 is the family of training, education, and benefits which help 35,000 in-home care providers to enhance their lives and drive their futures.



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**



Long-Term

CareWorks

**Workforce Partnership
with Skilled Nursing
Facilities**



Our yearlong, Oregon-registered CNA Apprenticeship provides:

Classroom instruction
Paid stipend
Prep for state exam
Care package

On-the-job learning
Career Coaching
Job placement
Wraparound supports

...at no cost to the apprentice.





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



“Since the EWHT has become an option to provide to our staff, I have found it as a top selling point to getting clinical and administrative staff hired at the facility level. This is an incredible plan that we feel lucky to be able to provide.”

-Ashley Melton, Glisan Post Acute,
Administrator

“Having a great health plan through the EWHT makes me feel confident in staying at Corvallis Manor Nursing & Rehabilitation Center for the long haul—so much so that I’m also going to school to get my LPN degree and advance my career right here.”

-Sarah Cubba, Certified Medication Aide





RISE
Partnership

Care Careers for the 21st Century

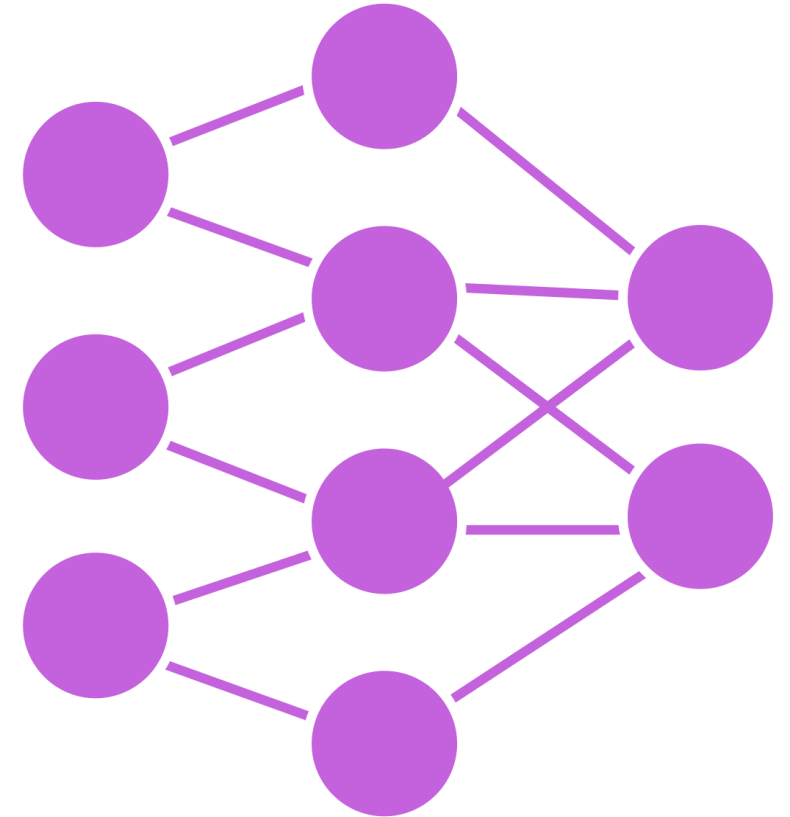
The challenge:

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

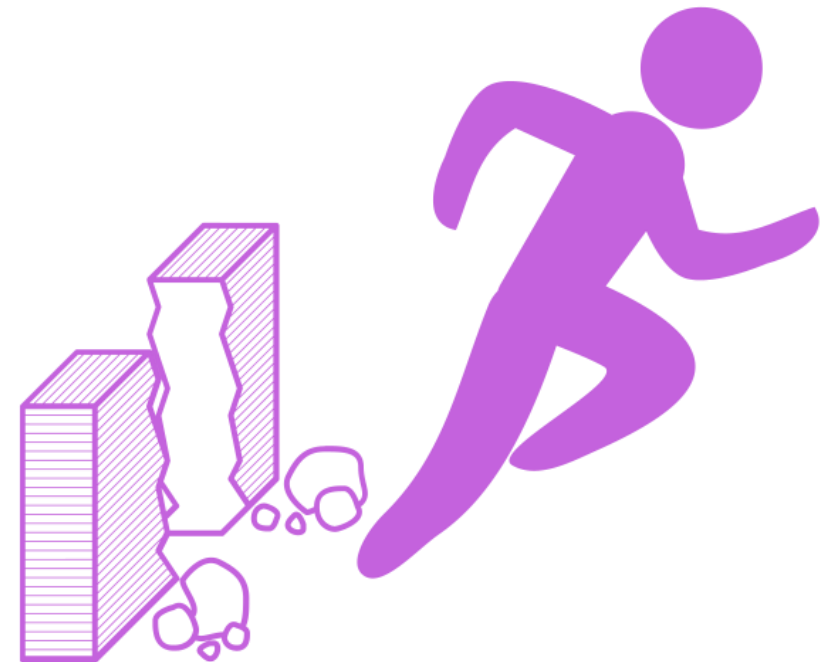
1. Current, future workers see career opportunities
2. All care roles in Long-Term Care are connected in a lattice
3. Stackable competency-based credentials
4. Portable benefits





The Vision

5. Reduced occupational segregation
6. No education costs to workers, no profits to training companies
7. Barriers are removed
 - Wrap-around supports
 - Earn as you learn
 - Apprenticeship model adapted for care industry and workers
 - Reassess degree and licensure requirements
 - International experience credit





2025: Nursing Career Pathway Launch

