

The Education Fund

Empowering potential.

SEIU Education Fund

January 2025



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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

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

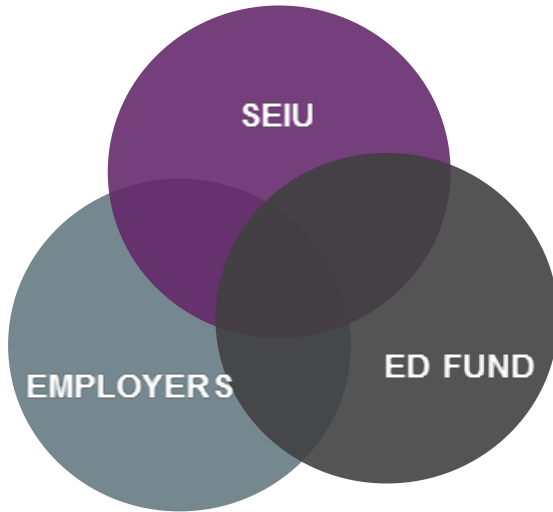
Agree to provide data and jointly assess outcomes/effectiveness

Collaborate on outreach & marketing

SUPPORT/REINFORCE

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

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



LEARNER STORIES | CERTIFICATE & HIGHER LEVEL JOB



Melodee Khamchanthavisouk, Nursing Assistant, Good Samaritan Medical Center, Legacy Health

As soon as Legacy Health System (LHS) became an eligible employer, Melodee took all the steps needed to access our fully supported CNA Career Pathways program at Clackamas Community College. Her tuition and books were all paid for upfront. The Ed fund also assisted her with taking CPR as well as reimbursed the cost of the license. She is now working as a Certified Nursing Assistant (CNA2).

“The Education Fund has helped me keep my finances in order. With this fund, I’ve been able to balance school and personal bills. I am extremely grateful for the experience and for my coordinator guiding me along the way. Thank you.”

LEARNER STORIES | CERTIFICATE & HIGHER LEVEL JOB

Samantha Kebede, Surgical Tech I
Legacy Health Systems, Northwest

Samantha started as a Unit Clerk and after completing the Surgical Technologist Pathway program, she became a Surgical Technologist. She also accessed the Wage Replacement program to make time to study and go to clinicals. In her new role, her salary increased from \$23.57 an hour to \$32.29 an hour.

“My career goals have been to do something that I enjoy while also making a difference in patients' lives. But also giving my family a better life by being able to have a healthy work-life balance. All of the benefits I was able to take advantage of through the Ed Fund, made it possible for me to complete school without the financial strain and be able to hurdle the obstacles of a work-life balance while trying to raise a family.”



LEARNER STORIES | CERTIFICATE & HIGHER LEVEL JOB

Carly Chadwell, Sterile Processing Technician
Columbia Memorial Hospital, Northwest

Carly wanted to be a Certified Sterile Processing Technician. As soon as she completed her probationary period, she reached out to the Education Fund. She took the online class at Martinson College, completing the modules ahead of deadlines. She passed the CBSPD certification exam and is now a certified sterile processing technician.



LEARNER SUCCESS STORIES

**Stephanie Renee Sugg, Kaiser Permanente Northwest Region,
Licensed Practical Nurse (LPN) Career Pathway, Medical Assistant**

After working as a Medical Assistant with KPNW since 2004, Stephanie Sugg had always dreamed of becoming a nurse but faced life's challenges, including balancing work and family.

When the Ed Fund announced the LPN Pathway Program, it reignited her passion for nursing. Despite a thyroid cancer diagnosis that paused her education, Stephanie stayed connected with the Ed Fund, and in 2023, she resumed her studies. **“No pain, no gain. The Ed Fund has been so supportive. I passed my program with all As and my NCLEX LPN license exam on the first try,”** she says, reflecting on her triumph.

Thanks to the Ed Fund's financial assistance and constant encouragement, Stephanie completed the 13 month LPN program with Dean's list honors from Institute of Technology in October 2024. She is now eagerly awaiting news about two potential offers for LPN positions with KPNW, with the goal of continuing her nursing career and helping others as she was helped during her own treatment.

Her story is a powerful reminder that with dedication and the right support, dreams can come true.



LEARNER SUCCESS STORIES



Karla Rae Mangalindan, Kaiser Permanente Northwest Region, College Courses, Respiratory Therapy Career Pathway, Respiratory Practitioner

Karla Rae worked as a Certified Nursing Assistant II with KPNW when she decided to advance her career and education into Respiratory Therapy.

Due to financial struggles the learner was not sure how they would pay for program to advance in their career, until the Education Fund offered the Respiratory Therapy Career Pathway.

“I have been struggling financially, so the benefits and help I got from the Ed Fund has been a huge help! Thank you so much for giving me the opportunity to expand and advance in my career!”

Thanks to the Education Fund’s Career Pathway program and ongoing support through career counseling, Karla Rae completed Concorde Career College’s 17 month Associate Degree in Respiratory Therapy program in June 2024.

Since graduation, Karla Rae passed her state and national board licensing exams on the first try, and moved into a Respiratory Practitioner role at KPNW in September 2024.

Karla’s goal is to be able to buy her own home and with the support of the Ed Fund, they are one step closer!

LEARNER SUCCESS STORIES

Sylia Vang, Kaiser Permanente Northwest Region, Wage Replacement, Tuition Support, Registered Nurse – New Grad

Sylia worked as an Licensed Practical Nurse (LPN) Lead with KPNW Primary Care when she decided to continue working towards her goals to become an RN.

She attended Lower Columbia College's LPN to RN bridge program while continuing to work full time at KPNW to support her family.

“Being a working parent trying to go back to school to advance your career can be a financial burden, but that is why the Education Fund is here!”

With the support of Wage Replacement and Tuition Support, **“it helped give a paid day off work each week to allow [them] to focus on studies without having to stress about a pay cut or having to use my PTO. The tuition reimbursement helped pay for books and tuition cost not covered by financial aid.”**

In August 2024, Sylia graduated with an Associate's Degree in Nursing and obtained a Registered Nursing license.

With the support and connection of the Education Fund and KPNW, the learner moved into the KPNW RN New Grad Residency program in September 2024.



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HB3396 PATHWAYS & APPRENTICESHIPS

2025-2026

*+400 LEARNERS FOR
HIGH NEED ROLES*

**includes apprenticeship*

Pathway	Training Providers	Learners
CNA	8	86
Behavior Health (Alcohol Drug Counselor)	1	4
Dental Assistant / Hygienist	4	8
EMT	1	4
Diagnostic Imaging	2	18
Laboratory	7	49
LPN to RN Bridge, RN	4	16
LPN	3	44
Medical Assistant*	11	62
Medical Receptionist	2	4
Pharmacy Tech*	3	14
Respiratory Therapy	2	9
Radiological Tech	2	14
Sterile Processing	2	28
Surgical Technology*	4	14

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Thank you

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