Healthcare Training Fund
FOUNDED BY SEIU 1199NW

August 26, 2026

Healthcare Training Fund

Mission

OUR MISSION

Our unified labor-management partnership builds a diverse & empowered healthcare workforce through leadership, education, stewardship, innovation, and advocacy.

OUR PURPOSE

Create opportunity and equity for our healthcare workforce community.

OUR VALUES

Partnership, Inclusion, Empowerment, Integrity, and Growth Mindset.

Coordinated Strategy

1. Driving healthcare workforce policy, strategy, and financing
2. Influencing higher education
3. Improving Equity, Diversity, and Inclusion
4. Leveraging resources
5. Identifying priority areas of focus
6. Implementing responsive programming

"Individually we are a drop. Together we are an ocean."
-Ryunosuke Satoro

Serving Our Members Across Washington

- **KAISER PERMANENTE OF WASHINGTON**
- **MULTICARE HEALTH SYSTEM**
  - Auburn Medical Center
  - Deaconess Hospital
  - Good Samaritan Hospital
  - Valley Hospital
  - Yakima Memorial Hospital
- **NEIGHBORCARE HEALTH**
- **PEACEHEALTH**
  - St. Joseph Medical Center
- **PROVIDENCE**
  - St. Peter Hospital
  - Kadlec Regional Medical Center
  - Providence at Home with Compassus
- **SWEDISH (PROVIDENCE)**
  - Swedish Medical Center
  - Swedish Medical Center Edmonds
- **UW MEDICINE**
  - UW Medical Center- Northwest Campus
- **VALLEY MEDICAL CENTER & CLINICS**
- **VIRGINIA MASON FRANCISCAN HEALTH**
  - St. Anne Hospital
  - St. Clare Hospital
  - St. Joseph Medical Center
- **SOUND BEHAVIORAL HEALTH**
- **DESC**

Over 23,000 eligible TF members

62% of Tuition Assistance users self-identify as BIPOC

**Numbers through 2025*

"**77.6%** of workers employed in the health care and social assistance industry are women"

**U.S. Bureau of Labor Statistics 2021*

Our Community Partners

52 Active community partners

76% Are behavioral health employers

Our Members Say it Best

“The resources and support the Healthcare Training Fund offers have been instrumental in my professional growth. I’ve been able to expand my knowledge and skills, which has directly helped me take on more responsibilities and contribute to departmental improvements.

The Healthcare Training Fund has truly made a positive impact on my career development and has motivated me to keep advancing in my field. This definitely has been a great benefit for me!”

ADIL MOHAMED

Surgical Technician, VMFH St. Anne Hospital

Healthcare Training Fund Member since 2018

Programs & Services

Tuition Assistance

- Up to $5,250/yr
- Dependent on FTE (Full Time Equivalent)

Navigation

- Assessment
- Career counseling
- College navigation
- Benefit administration & supportive services

Specialty Training

- ACET: EVS safety training
- Specialist ELL Classes, SMRT English
- Earn-while-you-learn:
    - Apprenticeships & NA-C program

Support & Resources

- Tutoring
- Workshops
- Basic computer skills
- Academic materials
- Employment services
- Grant-funded additional resources

Professional Development

- Free CEUs through HealthStream
- Up to $1,000/year reimbursement:
    - CEU courses & materials
    - Professional memberships
    - Specialty certifications
    - State & federal licenses
- Up to $3,000/year conference & travel

Responsive Programming

- Responsive Programming Fund
- RN to BSN
- Digital Literacy Program
- Translation services

New Worker Programs

HELPING BUILD THE HEALTHCARE WORKFORCE

IHAP

- Introduction to Healthcare Employment & Apprenticeship Programs (IHAP)
- 4-week Pre-Apprenticeship Training Program

Nursing Assistant-Certified (NA-C)

Locations: Bates Technical College & Swedish Cherry Hill

Nursing Commission approved

Apprenticeships

- MA, Pharm Tech, and Sterile Processing
- Behavioral Health: SUDP, BH Tech, and Peer Support Specialist
    - Apprenticeship College of Health (ACH)

WA Registered Apprenticeship

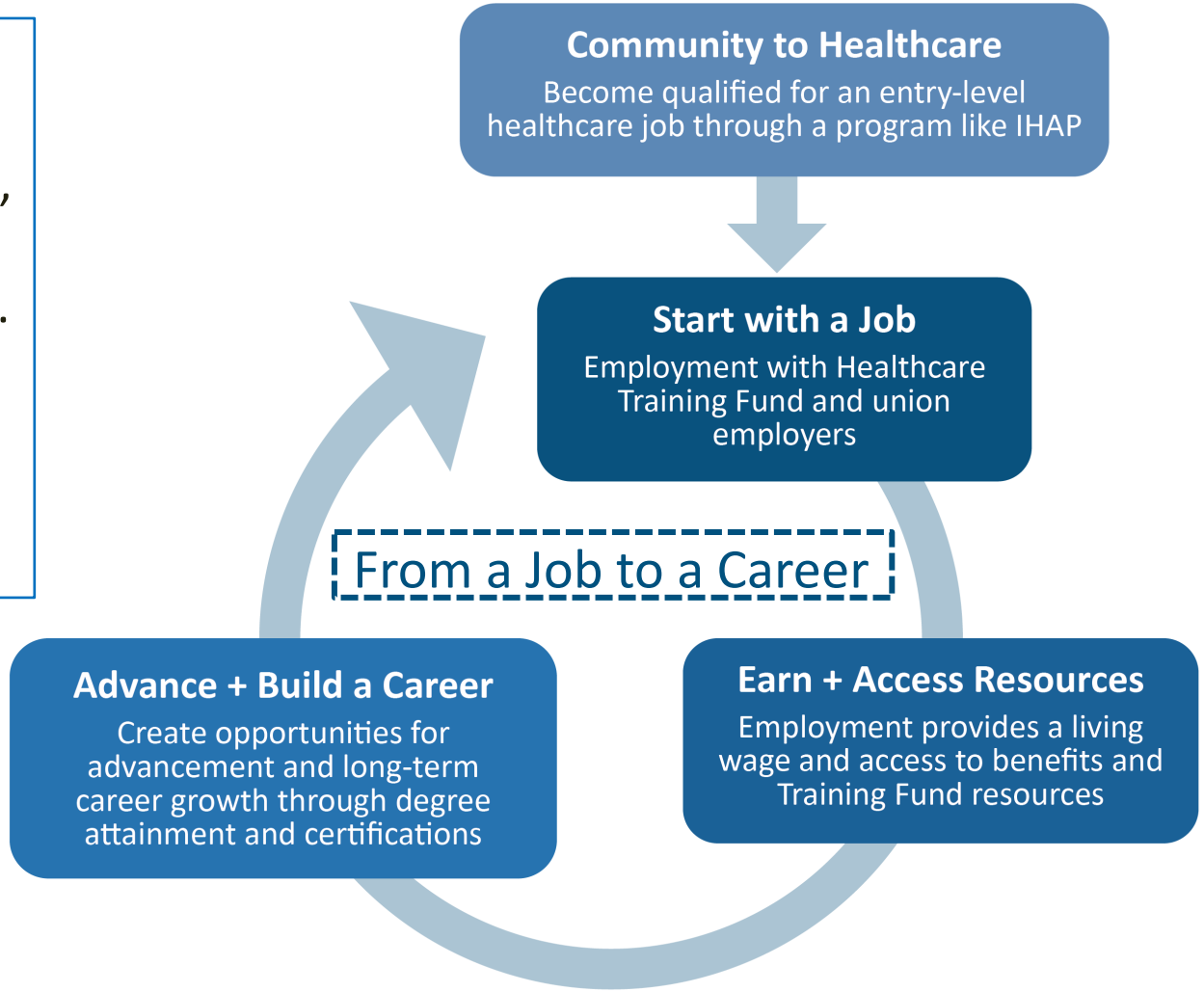
Health Care Apprenticeship Consortium
Where learning comes to life

Apprenticeship College of Health

We Are the Healthcare Workforce Solution

The Training Fund brings infrastructure, funding, proven pathways, and a strong track record of quality and compliance.

Bringing opportunity and creating generational impact



Leveraging Industry Investment to Multiply Impact

Every $1 invested helps unlock additional resources and generate greater returns.

Industry Investment
Trust members invest directly in education and workforce development, creating a foundation for shared impact.

+

Public and Grant Funding
Public investments and competitive grants build on that foundation, expanding what the Healthcare Training Fund can offer.

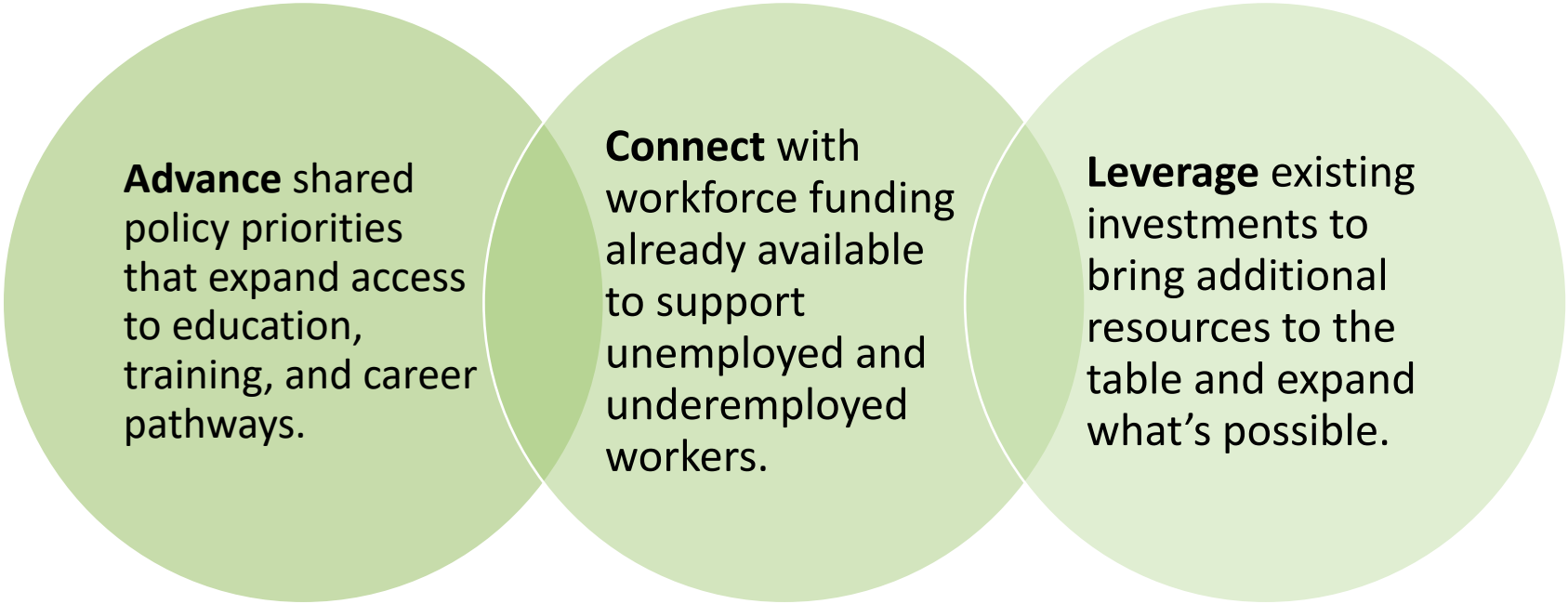
+

Philanthropy
Philanthropic support helps leverage existing investments, allowing us to test, expand, and scale solutions.

The Result – A Force Multiplier for Impact:
By strategically layering industry investment, public and grant funding, and philanthropy, we leverage every dollar to generate exponentially greater returns for workers, employers, and communities.

How We Move the Work Forward

Support the policies and investments that strengthen workforce development.



The opportunity: Let's work together to align funding, policy, and workforce systems so more people can access pathways to family-sustaining careers.

Let's Build What You Need

Tell us what success looks like for you and let’s work together to get there.
We want to understand your goals, priorities, and challenges so we can align our resources and expertise to help you:

- Increase employment and wages
- Meet or exceed workforce performance metrics
- Expand access to education and career pathways
- Leverage existing funding and secure additional investment
- Deliver stronger outcomes for workers, employers, and communities

Your goals + our resources + shared investment = greater impact

Learn More

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www.healthcaretrainingfund.org

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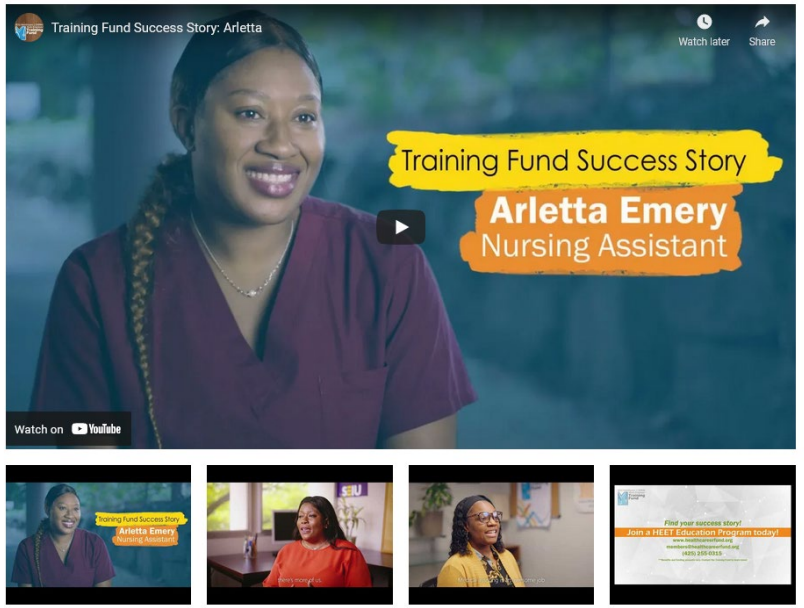
Learn More

Member Spotlights

OUR MEMBERS SAY IT BEST

- Introduction to Healthcare employment & Apprenticeship Program Testimonies
- ACET- EVS Safety Certificate & Member Experience
- IHAP & NA-C: Arletta Emery
- MA Apprenticeship: Jamari Bovan
- NA-C: Krystal Thomas
- UW Medical Center Northwest Medical Assistant: Amanda Chu
- Providence Swedish RN: Haidee Wasan



GET INVOLVED!

- Be a Mentor
- Teach with the Healthcare Training Fund

Our Members Say it Best

“Navigating fatherhood, working long hours, and taking classes has been stressful and a financial burden. Knowing that tuition for my prerequisites and now nursing school is supported by the Healthcare Training Fund helps enormously with the feasibility of going back to school.

Since starting nursing school, I've had to reduce my hours at Swedish Hospital as a nursing assistant. Without the Healthcare Training Fund helping with tuition, books, and now the new Stipend program, taking on nursing school might not be feasible for me and my family.”

MATTHEW MCBRIDE

Nursing Assistant, Swedish Medical Center, First Hill
NA-C Graduate, Pursuing BSN
Healthcare Training Fund Member since 2023

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Connect with us!

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healthcaretrainingfund.org

Governing Laws

The most strict!

ERISA - Employee Retirement Income Security Act of 1974

Taft-Hartley Act

Non-Profit 501(c)(3)

WA Registered Apprenticeship

Occupation & Education Regulatory Agencies

Fun Fact: The Healthcare Training Fund does not have by-laws. There is a Trust Agreement & employers sign a Participation Agreement.