

Frontline Green Careers



A Frontline Approach to Environmentally Sustainable Healthcare

What is the Frontline Green Careers Program?

Through an Energy Training Partnership Grant from the US DOL Recovery Act funding. Today, H-CAP built a green career ladder and change program in 4 regions with 11 employers and 4 SEIU locals. We are ready to share our successes and expand the work.

Green Careers bring labor and management together for green systems change, quality improvement, and job development. We impact healthcare's triple bottom line: People (patients, workers and the community); Planet (the environment) and Profits (costs/

institutional viability). We do this by:

1. Educating the workforce in green practices and bolstering critical thinking skills to support worker engagement and effective practices including recycling, waste reduction, reduced water and energy use, eliminating toxic chemicals where they are not necessary, and improving cleaning practices to reduce Healthcare Associated Infections.
2. Creating and supporting labor/management projects that help environmental sustainabil-

ity and save money.

4. Creating a college certificate program that supports entry into a career in sustainability practices in healthcare and other sectors.



What they are saying

"This training has meant that I can take the lead on building a better environment for my daughter."



- Clive Green, NYU Langone Medical Center, 1199SEIU, NY.

"The folks that participated in this program will never be the same. They actually had a transformation from what they used to be and the boundaries they themselves had set mentally to opportunities that came to them."



- Carlos Magdaleno, SEIU Local 721, Organizer

"When we work on projects together, it's a win-win situation. As a union this really builds our members, this really empowers our members, gives them the confidence, gives them the recognition they need for the great work they do."



- Efrain Velasco, SEIU Healthcare 1199NW, Organizer

"I've learned how to make a project happen—to go through the process of brainstorming, gathering data, interviewing people, working within a diverse learning environment, gathering measurements to impact the Triple Bottom Line... It's a way to start some changes. It starts with us."



- Lois Atnip, Housekeeper & Worker Trainer, Northwest Hospital & Medical Center/University of Washington

Core Green Curriculum

Frontline workers receive training in 6 core modules. Up to 6 additional hours of custom training is developed to meet the needs of department level labor/management partners. Worker and supervisor pairs are trained to lead the curriculum through a Train-the-Trainer program.



What have we accomplished?

- ◆ **Costs Savings— Project Examples:** \$28,000 savings thru increased recycling on patient floors; \$25,000 savings in combined OR and patient floor recycling project; \$4,000 annual chemical costs savings through greener chemicals ; Approx \$5,000 annual savings through rechargeable battery use; \$8,000 savings through composting program.
- ◆ **Culture change:** One facility increased Press Ganey scores from 37% to 82% on patient satisfaction with cleanliness; 90% of worker participants say they are better at their job and 71% of supervisors say relationships between workers and supervisors improved.
- ◆ **Carbon Footprint—Project Examples:** In one hospital, composting took 144,000 lbs waste from landfill and Plastics recycling

diverted 4.4 tons of waste.

Additional Accomplishments:

- ◆ Trained 3000 workers from around the country
- ◆ Labor management partnerships engaged workers and managers in green change and more collaborative relationships
- ◆ More than 100 Peer trainers (front line workers and their supervisors) trained to lead the core curriculum
- ◆ Over 70 participants completed college certificate program
- ◆ New labor-management negotiated step-up positions at 8 employers

Train-the-Trainer Builds Program Sustainability

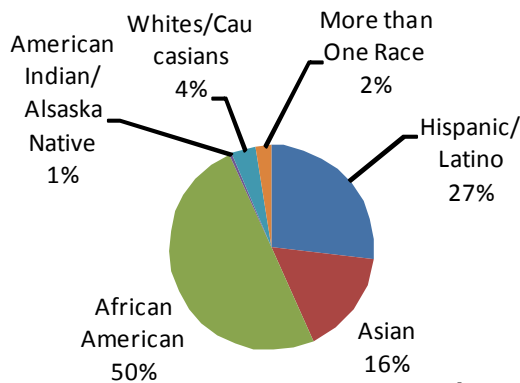
The Train-the-Trainer program trains workers and supervisors to co-lead the core green training modules.

Participants learn adult learning theory and skills for training in a multi-lingual, multicultural classroom and gain hands-on experience leading training. Upon completion, workers and supervisors are prepared to lead this curriculum in their facilities.

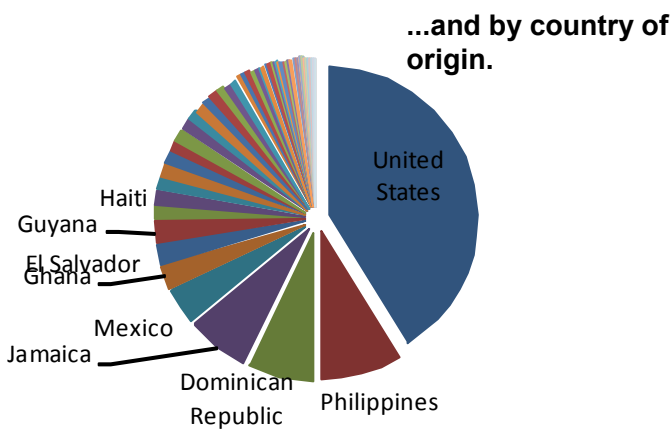
Through this capacity-building training model, the train-the-trainer program contributes to the sustainability of the EVS green careers program beyond the initial project period.



Participants in Green Careers are multi-ethnic and from many countries of origin.



... by ethnicity



...and by country of origin.

EVS Green Careers Partner Organizations

Employers

Los Angeles Department of Health Services
 Kaiser– Los Angeles Medical Center and
 Riverside Medical Center
 CommuniCare Health Services
 Dimensions Healthcare Systems
 Maryland General Hospital
 United Medical Center
 New York Presbyterian Hospital
 New York University Langone
 Medical Center
 Montefiore Medical Center
 Northwest Hospital and Medical Center
 Swedish Medical Center

Local Unions

1199 SEIU United Healthcare Workers East
 (Regions– MD/DC & NYC)
 SEIU Healthcare 1199NW
 SEIU Local 721
 SEIU United Healthcare Workers West
 USWA Local 7600

Regional Program Implementation Partners

1199 Training and Employment Funds (New York)
 1199 Training and Upgrading Fund– MD/DC
 SEIU Healthcare 1199NW Multi-employer Training
 and Education Fund
 SEIU United Healthcare Workers West and Joint
 Employer Education Fund/Shirley Ware Education
 Center
 Worker Education & Resource Center

"I want to be the trainer that is able to learn with my peers but also support them as they learn about greening the hospital."

Jimmy Grisby, LAC+USC Med Center, Los Angeles, Building Service Worker, SEIU Local 721



"We developed the labor-management committee early on and the successful outcomes of the project were in part a result of that. Having information from different perspectives helps develop a better overall program."

Juan Escalante, EVS Manager, NW Hospital & Medical Ctr.



Who is H-CAP?

H-CAP is a national partnership of the Service Employees International Union (SEIU) locals and healthcare employers in 7 states and 11 metropolitan regions. H-CAP is building a national collaboration of employers, unions, and educators for innovation and quality in healthcare career education.

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