

SEIU Healthcare Northwest Training Partnership – Home Care Aide Apprenticeship Program



SERVICE EMPLOYEES INTERNATIONAL UNION, CTW, CLC

WHAT IS THE INNOVATION? Legislation in Washington State, combined with curricular and technical infrastructure, was created to support a career pathway using the registered apprenticeship model for entry-level home care aides

21st Century Registered Apprenticeship

Program Description:

The SEIU Healthcare NW Training Partnership program is designed to upgrade the skills and opportunities of home care aides by offering basic and advanced training, peer mentorship, and a Department of Labor Registered Apprenticeship program.

Currently in its pilot phase, the home care aide apprenticeship is a collaborative venture between the Training Partnership, SEIU 775NW, and three home care agencies. New and recent hires from the agencies are targeted for participation in the apprenticeship program. After the conclusion of the pilot phase, the Training Partnership aspires to expand the program to home care aides from many employers across the state.

Apprentices agree to take an additional 70 hours of advanced classroom work, for a total of 145 hours throughout the apprenticeship, and are also given 24 hours of peer mentoring from an experienced home care aide.

Upon graduation, the apprentice is assured a pay increase for the additional training and a certificate of completion from the Department of Labor. Furthermore, portions of the advanced classroom training can articulate to an increasing number of community college allied health programs.

The significance of establishing a career pathway for home care aides is profound and transformative for this segment of the long-term care system. For the first time, unskilled workers will have incentives to stay in the field and upgrade their skills.

The Training Partnership has established Homecare-to-Medical Assisting as the first available career pathway. Future options include social service work with special populations such as working with people with intellectual disabilities, dementia, or mental illness.

Populations Served:

- Low income workers

Industries Served:

- Health Care

Key Partners:

- SEIU 775NW
- Full Life Care
- Korean Women's
- Addus Healthcare

HIGHLIGHTS

Outcomes:

- Leads to more highly-skilled workers
- Better customer service

Fast Facts:

- Apprenticeship increases classroom training by 100%
- Apprenticeship adds mentoring component