

Education Trusts: Preparing Tomorrow's Workforce

Our employees must keep learning and building skills to meet the needs of the rapidly changing health care environment and get ready for new ways of working. Kaiser Permanente and the Labor Management Partnership unions have negotiated robust resources such as education trusts to assist union members in adapting to these changes and preparing tomorrow's workforce.

Overview

Employees represented by unions in the Coalition of Kaiser Permanente Unions and Alliance of Health Care Unions receive career development support through education trusts. The education trusts offer career counseling, degree programs, courses and team trainings to align employee skills with the enterprise's priorities across nursing, allied health and nonclinical positions. The education trusts constantly adapt and tailor programs to meet the needs of represented employees and the organization.



"I feel empowered. By taking steps to further educate myself and better myself, it just expands my horizons in the company to try something new, start a new career, open up a new path."

— **REGGIE WILLIAMS**, SEIU-UHW, Southern California, who, after working 20 years at Kaiser Permanente in Environmental Services, completed an apprenticeship program to become a sterile processing tech

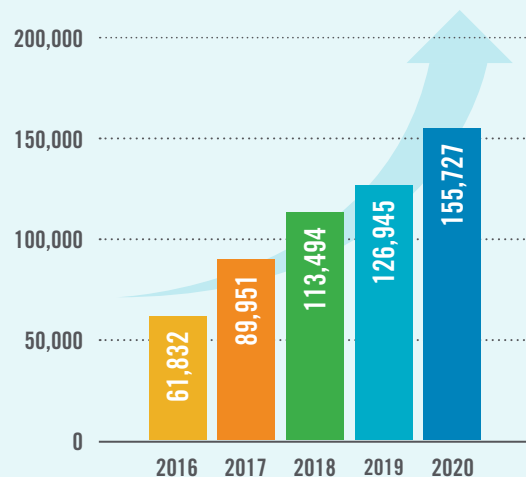
Setting the standard

Employees are using the Ben Hudnall Memorial Trust and SEIU UHW-West & Joint Employer Education Fund in record numbers.



ENROLLMENT RISING

Education trust enrollments have more than doubled since 2016



Reducing turnover

The education trusts help build employee skills, engagement and loyalty.

2019 turnover rates:

- » Education trust participants: 5.1%
- » All Kaiser Permanente employees: 8.4%

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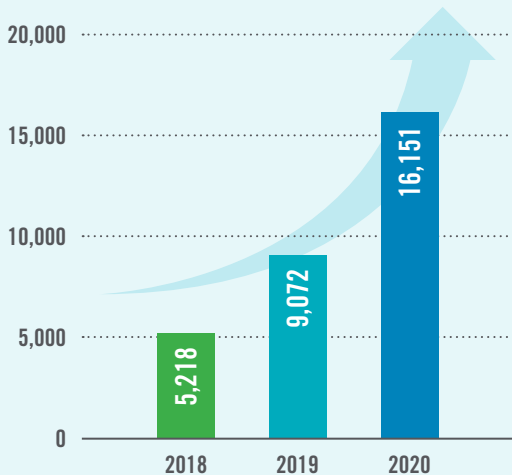
Developing careers

Employees are going back to school to meet workforce needs, flocking to degree programs in fields such as nursing, business administration and health care management.



BACK TO SCHOOL

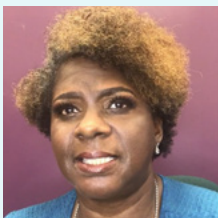
Degree program enrollments have more than tripled since 2018



Supporting success

The trust funds provide employees with support through career counseling, academic success coaches and education benefits such as stipends, which contribute to high completion rates. Stipends are a key tool to help employees succeed at work while also participating in certificate or degree programs.

- » Stipend participation rose 60% from 2,599 in 2019 to 4,147 in 2020.



“The Ben Hudnall stipend program has made it possible for me to attend online classes. The best part is I can take 8 hours of paid time off each pay period to study and to complete assignments.”

— **SABRINA DAVIS**, UFCW Local 1996, Georgia, a medical records indexer using stipend to take college classes toward becoming a project manager

Improving individual and team performance

Digital expertise is a top skill the workforce needs to enhance, and the education trusts offer an array of courses to build digital skills. The education trusts also collaborate to customize team trainings focused on the organization’s needs — strengthening skills and empowering employees to advance. In addition, the education trusts partner with tuition reimbursement to most efficiently use education benefits.

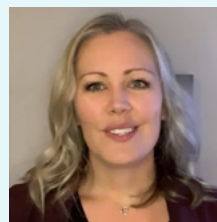


“I encourage all my staff to pursue education to stay marketable and relevant. I tell managers, ‘Please do not be so rigid as to make it harder for your employees to soar.’

— **SOPHIA WILSON**, supervisor, Health Information Management, Georgia

Addressing emerging needs

Education trusts help prepare employees for in-demand positions and address top emerging skills in health care such as emotional intelligence, creativity, leadership and resilience. They also support lifelong learning for a diverse workforce, partnering to provide training at scale that allows our employees — and organization — to thrive.



“Invest in your employees and let them know you want to see them succeed. This will benefit you in the long run, because you will have employees that will feel more valued.”

— **KERRIN WATKINS**, manager, Dental Office, Northwest

Note: Data are for the [Ben Hudnall Memorial Trust](#) and [SEIU UHW-West & Joint Employer Education Fund](#). LMP also supports the [SEIU Healthcare 1199NW Multi-Employer Training Fund](#) in Washington. Learn more at kpcareerplanning.org.