



We will change lives and break down barriers through the Medical Assistant Apprenticeship Program

We are partnering with KP and the SEIU Healthcare 1199NW Multi-Employer Training Fund to launch the first-ever healthcare apprenticeship program in Washington. Through the MA Apprenticeship Program, MA apprentices will “earn and learn”—meaning they will have a full-time job with health benefits, paid time off, and the other benefits of our union contract at the same that they learn the competencies to be an MA through on the job learning accompanied by some classroom instruction. At the end of the approximately year-long program, MA apprentices will be qualified to take a certification exam and become Washington-certified MA-Cs. Through the apprenticeship program, we can “grow our own” MAs to work in hard-to-fill MA vacancies. At the same time, MA apprentices will not have to make the often-impossible choice between work and school—work will be school. Apprentices will contribute to serving our patients and clinics as they gain the skills and exposure to step into full MA roles.

Frontline MAs in our union are partnering with management every step of the way in launching this program through our MA Apprenticeship Joint Labor Management Committee. The committee is planning for the first cohort of MA apprentices to start in the early fall.

Opportunities to apply to be an apprentice and a mentor will be available in the coming months.



“I’m really excited about the MA Apprenticeship and think it’s a great opportunity for all of us at KPWA. We

will have access to talented people that we get to shape into future MAs. As seasoned staff we will be the ones mentoring them and teaching them how to be MAs at KPWA which will also help us address staffing shortages across the organization.”

Jamie Vanden Bos, Medical Assistant, Silverdale

Highlights of the agreement we bargained with Kaiser for the MA Apprenticeship:

Pay steps: Apprentices start out making 88% of full MA pay, and move up to 93% of full MA halfway through the program. Upon become MA-Cs, they move onto the first step of our union MA wage scale

Paid classroom time: Apprentices will be paid for 40 hours/week, including their classroom time at the Seattle Colleges as well as on the job time at Kaiser

Access for SEIU co-workers: Members of our SEIU Healthcare 1199NW service bargaining unit here at Kaiser who are qualified for the program will have first access, based on seniority. We maintain our seniority as we participate in the program; will not see a cut in pay, even if the first step of the MA scale is lower than our current pay in our current job; and will not face a new probationary period.

Mentor support: MA mentors (us!) who volunteer to have 1:1 roles teaching MA apprentices receive \$3.50/hour on top of our regular pay, in addition to 18-20 hours of mentor training and ongoing time blocked off in our workday to work with the apprentices. No one will be required to be a mentor who does not wish to be.

Transition to ongoing positions after the program: Program participants are guaranteed an ongoing MA position at Kaiser after passing through the program and becoming certified. There will be a process where we are matched with vacancies in the geographic area of our choosing at the end of the program.