RETRAINEE - JOB CREATION  
Training Proposal for:  
Physicians for Healthy Hospitals, Inc.  
Agreement Number: ET17-0158  

Panel Meeting of: July 22, 2016  
ETP Regional Office: San Diego  
Analyst: M. Ray  

PROJECT PROFILE  

<table>
<thead>
<tr>
<th>Contract Attributes:</th>
<th>Industry Sector(s):</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>SET Retraine &amp; Priority Rate</td>
<td>Healthcare</td>
<td></td>
</tr>
<tr>
<td>HUA Medical Skills Training Job Creation Initiative</td>
<td>Priority Industry: ☑ Yes ☐ No</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Counties Served:</th>
<th>Repeat Contractor:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Riverside</td>
<td>☑ Yes ☐ No</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Union(s):</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>☑ Yes ☐ No California Nurses Association (Hemet); Nurses and Allied Health Care Worker, SEIU-UHW Los Angeles (Menifee)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Number of Employees in:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>CA: 1,200</td>
<td>U.S.: 1,200</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Turnover Rate:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>12%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Managers/Supervisors: (% of total trainees)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td></td>
</tr>
</tbody>
</table>

FUNDING DETAIL  

Program Costs - (Substantial Contribution) (High Earner Reduction) = Total ETP Funding  

| $385,550 | $0 | $0 | $385,550 |

In-Kind Contribution: 100% of Total ETP Funding Required  

$820,782
TRAINING PLAN TABLE

<table>
<thead>
<tr>
<th>Job No.</th>
<th>Job Description</th>
<th>Type of Training</th>
<th>Estimated No. of Trainees</th>
<th>Range of Hours</th>
<th>Average Cost per Trainee</th>
<th>Post-Retention Wage</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Retrainee SET Priority Rate Medical Skills Training</td>
<td>MS - Didactic, MS - Clinical with Preceptor, Computer Skills, Continuous Improvement</td>
<td>289</td>
<td>8 - 200</td>
<td>0</td>
<td>$450</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Weighted Avg: 25</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Retrainee SET Priority Rate Medical Skills Training Job Creation Initiative</td>
<td>MS - Didactic, MS - Clinical with Preceptor, Computer Skills, Continuous Improvement</td>
<td>73</td>
<td>8 – 260</td>
<td>0</td>
<td>$3,500</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Weighted Avg: 175</td>
<td></td>
</tr>
</tbody>
</table>

Minimum Wage by County:  
Job Number 1: $28.37 per hour for Statewide Average Hourly Wage; Job Number 2: $12.77 per hour Job Creation Wage for Riverside County.

Health Benefits: ☑ Yes ☐ No  This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☐ Yes ☑ No ☐ Maybe
Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation

<table>
<thead>
<tr>
<th>Occupation Titles</th>
<th>Wage Range</th>
<th>Estimated # of Trainees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Number 1: Registered Nurse</td>
<td></td>
<td>289</td>
</tr>
<tr>
<td>Job Number 2: Registered Nurse</td>
<td></td>
<td>26</td>
</tr>
<tr>
<td>New Graduate Registered Nurse</td>
<td></td>
<td>18</td>
</tr>
<tr>
<td>Licensed Vocational Nurse</td>
<td></td>
<td>29</td>
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</tbody>
</table>

INTRODUCTION

Physicians for Healthy Hospitals, Inc. (PHH) (www.physiciansforhealthyhospitals.com) is a for-profit coalition of local doctors whose mission is to create strong, state-of-the-art hospitals that serve as centers of medical excellence in the Hemet, San Jacinto, and Menifee Valleys in Southern California. This will be PHH’s third ETP Agreement in the last five years. In this proposal, PHH seeks funding for its two full-service, acute care hospitals: Menifee Valley Medical Center (84 beds) and Hemet Valley Medical Center (327 beds), both in Riverside County.
With a combined total of 1,200 full-time employees, the hospitals provide emergency services along with full-care hospital services for the general public in the city of Menifee, Hemet, San Jacinto, and surrounding communities of Romoland, Sun City, Canyon Lake, Winchester, and Nuevo.

PHH is eligible for ETP funding under Special Employment Training provisions for frontline workers. Under SET, the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period.

PHH also qualifies for ETP’s Priority Industry reimbursement as a healthcare employer.

PROJECT DETAILS

In its two previous projects with the same two hospitals, PHH focused on overall upgrade of clinical services and systems through numerous updates to current systems, expansion of existing specialty units, and the addition of new departments to meet quality goals and training for patient care. ETP funding from previous projects allowed the hospitals to provide its nurses with skills necessary to successfully service a rapidly increasing patient population due to the changes brought by various legislative regulations.

As a large private employer, and acute care hospital within a 30-mile radius in the Hemet/Menifee area, the hospitals continue to face increasing patient care demands. Coupled with increased availability of treatment the healthcare reform, PHH expects an overall growth in the general medical, surgical, Intensive Care, and Emergency Room patient services.

In order for the hospitals to anticipate, prepare, and support increased patient volume and the associated demands for patient care services, PHH must promote new standards to improve quality processes, outcomes, and measures. To support these goals, the hospitals will implement the following business strategies to address the challenges brought by regulatory changes and overall business growth in the next two years:

- In 2016, Hemet Valley plans to add 20 subacute beds and 2 Cardiac Catheterization laboratories. The addition of the 2 new laboratories will allow the Hospital to be accredited as a STEMI (ST-elevation myocardial infarction) Center for the greater Hemet community. The Hospital is also scheduled to open a Skilled Nursing Facility in June; and

- Both hospitals plan to increase nursing staff in its Emergency Department to support heavy patient visits. The increase in staff will require the Hospital to expand its 14-week Emergency Department Nurse Residency Training Program to successfully respond to the national and local shortage of experienced ED nurses.

With the lack of inexperienced nurses to pull from within the community, PHH depends on training to provide newly-hired and as incumbent nurses the skills needed to move into specialty areas such as the Emergency Department. The proposed training will differ from and expand on training delivered in past projects. PHH has internally assessed training needs and developed a plan which reflects increased employee training specifically in the Emergency Department such as Emergency Severity Index Level Triage Nursing Skills and Care of Pediatric Patients (20% of the emergency room volume is under the age of 14). Training will focus on advanced arrhythmia recognition; BLS, ACLS, PALS, NRP, TNCC, and ENPC principles; Trauma C-Spine techniques; central lines including E-Z 10 insertions; and Sepsis protocols.
With the assistance of ETP funding, PHH will be able to provide its workers with continued Medical, Computer, and Continuous Improvement Skills training to address the challenges mentioned above and remain competitive in the healthcare industry.

**Retrainees - Job Creation**

In support of job creation, the Panel offers incentives to companies that commit to hiring new employees. Under the Retrainees-Job Creation program, training for newly-hired employees will be reimbursed at a higher rate, and trainees will be subject to a lower post-retention wage.

With the opening of Hemet Valley’s new Skilled Nursing Facility, expanding existing specialty units, and meeting healthcare demands of a growing patient population, PHH has committed to hiring 73 new workers (Job Number 2).

The date-of-hire for all trainees in the Job Creation program will be within the three-month period before contract approval or within the term-of-contract. Trainees will be hired into “net new jobs” as a condition of contract.

**Training Plan**

Some nurse training curriculum will be repeated from the prior ETP Agreement. However, training will not be delivered to the same incumbent workers. Training will be delivered at PHH’s hospital locations in Hemet and Menifee in the following:

**Medical Skills Training** (55%): Approximately 362 RNs receive Medical Skills (MS) training. Trainees will receive didactic and/or clinical with preceptor training. New Graduate RNs, newly-hired experienced nurses, and some incumbent nurses are projected to receive MS Clinical with Preceptor training. Nurses will be assigned to a specific hospital unit where they will complete Clinical Preceptor Skills training under an assigned “preceptor”. This training is critical to ensure nurses have critical hands-on skills prior to being assigned their own patients. New Graduate RNs will receive MS Clinical Preceptor training applicable to their assigned departments. Upon successful completion of New Graduate Program training, nurses will be qualified to take on the responsibilities of a staff RN.

All nurses will also receive one or more modules of MS Didactic training (classroom) in advanced medical care to ensure competency. MS Didactic training is essential for RNs to understand the clinical processes and prepare the nurses for work in specialty areas of the hospital such as the emergency department. Further, with the opening of the new Skills Nursing Facility (SNF), all newly-hired RNs and LVNs working at the facility will need significant MS training specific to the SNF’s needs regarding facility protocols related to multiple areas of patient care in a skilled nursing environment.

The Panel has established a reimbursement rate of $22 per hour for nurse upgrade training, recognizing the higher cost of delivery for the Clinical with Preceptor model. The standard class/lab rate for priority industries ($18 per hour) will apply to Computer Skills and Continuous Improvement training. Training will be provided by in-house trainers but PHH may acquire training vendors during the training period of this contract.

**Computer Skills** (30%): Training will be provided to all newly-hired and incumbent trainees. Topics will include Microsoft Office (Intermediate and Advanced), Patient Billing and Accounts Receivable (PBAR) Tracking, MediTech Order Entry, and McKesson (Electronic Medical Records) Application Skills. Training will allow trainees to maximize utilization of the Hospital’s software systems to effectively connect with patients through technology (patient satisfaction).
include patients and family in the plan of care; learn financial impacts of electronic ordering and documenting; and ensure accuracy for chart review and chart checks.

**Continuous Improvement** (15%): Training will be provided to all incumbent and newly-hired RNs and LVNs. Course topics in Lean Six Sigma, Organization and Time Management Skills, Quality Improvement and Procedures Skills, Critical Thinking Skills, and Customer Service Skills are projected to help workers streamline processes with the goals of improving customer service as well as patient care and outcome.

**Modifications**

**Continuous Improvement** (15%): Training will be provided to all incumbent and newly-hired RNs and LVNs. Course topics in Lean Six Sigma, Organization and Time Management Skills, Quality Improvement and Procedures Skills, Critical Thinking Skills, and Customer Service Skills are projected to help workers streamline processes with the goals of improving customer service as well as patient care and outcome.

**Training Hours Limitation**

In its previous project, PHH requested an increase in the maximum hours from 200 to 260 for New Grad RNs to provide the most critical training needed for new RNs.

The Company is once again requesting to increase the maximum hours for Job Creation trainees (Job Number 2). With the shortage of experienced nurses in the community, PHH must often hire inexperienced graduate nurses who are typically not prepared to assume sole responsibility for patient care. Often times, a New Grad RN trainee will receive up to 400 hours of training to complete the Hospital’s New Graduate Program. In their prior projects, Job Creation trainees received an average of 172 hours. As such, to closely mirror the actual average training hours received in the past, the Hospital is requesting a modification to allow up to 260 hours, with average hours of 175 for approximately 18 New Graduate RNs who may require more extensive theory training and practical, clinical knowledge.

**Substantial Contribution**

A substantial contribution does not apply to this proposal because PHH has not earned $250,000 or more in incumbent trainee training within five years, in prior agreements at the same facility.

**Union Support**

This proposal is supported by the California Nurses Association (Hemet); and Nurses and Allied Health Care Worker, SEIU-UHW Los Angeles (Menifee) to train nurses to assist in upgrading their skills which are critical to maintaining quality patient care.

**High Unemployment Area**

All trainees in this proposal work in a High Unemployment Area (HUA). This is a region with unemployment exceeding the state average by 25%, under the Panel’s standards. The determination of HUA status is based on unemployment data from the Labor Market Information Division of the Employment Development Department. Although Menifee Valley and Hemet Valley in Riverside County qualifies for HUA status under these standards, it is not requesting for a wage or retention modification.

**Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.
The Company’s current annual training budget is approximately $531,110 ($351,110 for Hemet Valley and $180,000 for Menifee Valley). This budget covers annual In-Service Assessment, Sexual Harassment Prevention training, OSHA Safety, Workplace Diversity, New-Hire Orientation, Basic Computer Skills, Leadership Workshops, Preceptor Workshops, Dementia Education, Pain Management Addiction Prevention, Newborn Assessment, Stroke Education, and other basic job-related skills training. The Company will continue to provide these trainings during the term of the proposed Agreement at their own expense.

Impact/Outcome

The specialty training programs will help meet the need of trained staff and increase the ability to recruit staff. With the increase in Emergency Room patients and opening of the new Skilled Nursing Facility, PHH anticipates rapid expansion of its specialty services which requires trained staff to provide patient care. Specialty trained RNs are limited in numbers; therefore, can be difficult to recruit. In order to meet the demand for filling new RN positions and specialty RNs, the Company needs to provide specialty training to increase the ability to recruit, support retention, and make way for career advancement within the hospital. ETP funding will allow the Company to provide extensive nurse training in order to meet mandated nurse-to-patient ratios, specifically for positions lost to attrition, or staff that transitioned to other specialty units.

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

The following table summarizes performance by PHH under an active ETP Agreement:

<table>
<thead>
<tr>
<th>Agreement No.</th>
<th>Approved Amount</th>
<th>Term</th>
<th>No. Trainees (Estimated)</th>
<th>No. Completed Training</th>
<th>No. Retained</th>
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</thead>
<tbody>
<tr>
<td>ET15-0305</td>
<td>$368,180</td>
<td>11/24/14 – 11/23/16</td>
<td>384</td>
<td>194</td>
<td>TBD*</td>
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</table>

*All projected trainees have completed training and are in the 90-day retention period. To date, the Contractor has tracked and reported 23,231 ($328,872) eligible training hours for 194 trainees who have completed training. Based on the aforementioned hours tracked, the Contractor expects to earn 89% of the Agreement amount (of which, a total of $27,940 earned in incumbent trainee funding) once all retention is completed.

PRIOR PROJECTS

The following table summarizes performance by PHH under an ETP Agreement that was completed within the last five years:

<table>
<thead>
<tr>
<th>Agreement No.</th>
<th>Location (City)</th>
<th>Term</th>
<th>Approved Amount</th>
<th>Payment Earned</th>
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<tbody>
<tr>
<td>ET13-0231</td>
<td>Hemet and Menifee</td>
<td>1/7/13 – 1/6/15</td>
<td>$398,000</td>
<td>$360,777 (91%)*</td>
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</tbody>
</table>

*Includes a total of $88,741 earned in incumbent trainee funding.

DEVELOPMENT SERVICES

N/A
ADMINISTRATIVE SERVICES
N/A

TRAINING VENDORS
To Be Determined
Exhibit B: Menu Curriculum

Class/Lab Hours
8 – 200
8 – 260 (New Graduate RN Only)

Trainees may receive any of the following:

MEDICAL SKILLS TRAINING — DIDACTIC

- Acute Psychiatric Care
- Acute Myocardial Infarction
- Advanced Cardiac Life Support (ACLS)
- Arterial Blood Gas (ABG) Interpretation
- Behavioral Health Nursing Skills
- Basic Life Support (BLS)
- Body Mechanics
- Care of Bariatric Patient
- Care of the Cardiac Patient
- Care of the Burn Patient
- Care of the Neurosurgical Patient
- Care of Pediatric Patients (Acute Care, Intensive Care)
- Care of the Stroke Patient
- Central Lines Management
- Chest Tube Care & Management
- Code Blue Response & Procedures
- Critical Care Nursing Skills
- Decontamination Procedures
- Diabetes Care & Management
- Dysrhythmia Recognition & Interpretation
- EKG & Cardiac Monitoring
- Electronic Fetal Monitoring (Beginning & Advanced)
- Emergency Care of the Burn Patient
- Emergency Room Nursing Skills
- Equipment Skills (IV pumps, cardiac telemetry, vital signs, pulse-oximeter, ventilators, specialty beds and mattresses, etc.)
- Gastrointestinal Assessment and Management
- Hemodynamic Monitoring
- Infection Control
- Intra-Aortic Balloon Pump Therapy (IABP)
- Intra-Cranial Pressure Monitoring & Ventriculostomy
- Intravenous (IV) Insertion & Therapy
- Kinetic Therapy
- Labor, Delivery and Postpartum Nursing Skills
- Management of the Renal Transplant Surgical Patient
- Medical/Surgical Nursing Skills
- Medication Administration & Management
- Moderate Sedation
- Neonatal Advanced Life Support (NALS)
- Neonatal/Infant Pain Scale (NIPS)
- Neonatal Intensive Care Unit (NICU) Nursing Skills
- Neonatal Nursing Skills
- Neonatal Resuscitation Provider (NRP)
- New Graduate Nursing Skills
• Nurse Orientation Training (for New Grads only)
• Nursing Diagnosis Skills
• Nursing Process Skills
• Obstetric Trauma
• Oncology Nursing Skills
• Orthopedic Nursing Skills
• Ostomy & Continence Care
• Pain Management (Acute & Chronic)
• Patient Assessment & Care
• Patient Fall Prevention
• Pediatric Advanced Life Support (PALS)
• Peri-Operative Nursing Skills
• PICC Line Insertion
• Pre and Post-Operative Care
• Psychiatric Nursing Skills
• Psychotropic Medications
• Rapid Response Skills
• Renal Assessment & Management
• Respiratory Assessment & Care
• Restraints
• Surgical Nursing Skills
• S.T.A.B.L.E.
• Telemetry Nursing Skills
• Total Parenteral Nutrition (TPN)
• Transfer Techniques
• Triage Nursing Skills
• Trauma Nursing Skills
• Ventilator and Tracheotomy Care
• Versant New Graduate Program Skills
• Wound & Skin Care

MEDICAL SKILLS TRAINING — CLINICAL PRECEPTOR

• Behavioral Health/Psychiatric Acute Care Services Unit
  o Patient Assessment & Care
  o Acute Psychiatric Care
  o Behavioral Health Nursing Skills
  o Electroconvulsive Therapy (ECT) Skills
  o Care of Pediatric/Adolescent Psychiatry Patient

• Burn Center Unit Training
  o Emergency Care of the Burn Patient
  o Patient Assessment & Care
  o Care of the Burn Patient

• Emergency Department Training
  o Emergency Room Nursing Skills
  o Emergency Care of the Burn Patient
  o OB Trauma
  o Trauma Nursing Skills
  o Triage Nursing Skills
  o Care of Pediatric Patients

• Intensive Care Unit/Critical Care Unit Training
  o Critical Care Nursing Skills
  o Patient Assessment & Care
- **Intra-Aortic Balloon Pump (IABP) Therapy**
  - Intracranial Pressure Monitoring & Ventriculostomy
  - Hemodynamic Monitoring
  - Pre and Post-Operative Care
  - Care of Trauma Patient
  - Management of the Renal Transplant Surgical Patient
  - Ventilator & Tracheotomy Care

- **Long-Term Care Unit**
  - Subacute, Skilled Nursing, Transitional Care & Hospice
  - Patient Assessment & Care
  - Geriatric Nursing Skills
  - MediSurg Nursing Skills
  - Pre and Post-Operative Care
  - Orthopedic Nursing Skills
  - Oncology Nursing Skills
  - Hospice Nursing Skills

- **Medical/Surgical Unit Training**
  - Patient Assessment & Care
  - Medical/Surgical Nursing Skills
  - Pre and Post-Operative Care
  - Orthopedic Nursing Skills
  - Management of the Renal Transplant Surgical Patient
  - Oncology Nursing Skills

- **Neonatal intensive Care Unit (NICU) Training**
  - Patient Assessment & Care
  - Neonatal Resuscitation Provider (NRP)
  - Neonatal Advanced Life Support
  - Neonatal Intensive Care Unit (NICU) Nursing Skills
  - Neonatal/Infant Pain Scale (NIPS)
  - Palliative Care

- **Obstetrics Unit Training**
  - Patient Assessment & Care
  - Antepartum, Labor, Delivery and Postpartum Skills
  - Neonatal Nursing Skills
  - S.T.A.B.L.E.
  - Advanced & Electronic Fetal Monitoring
  - Neonatal Resuscitation Provider (NRP)
  - Neonatal Intensive Care Unit (NICU) Nursing Skills

- **Operating Room and Post-Anesthesia Care Unit (PACU) Training**
  - Patient Assessment & Care
  - Trauma Nursing Skills
  - Care of the Burn Patient
  - Peri-Operative Nursing Skills
  - Pre and Post-Operative Care

- **Pediatric Services Unit**
  - Care of Pediatric Patients (Acute Care, Intensive Care)
  - Patient Assessment & Care
  - Pre & Post-Operative Care

- **Rehabilitation Services Unit Training**
  - Patient Assessment & Care
Medical/Surgical Nursing Skills
Pre and Post-Operative Care
Post-Orthopedic Surgery Nursing Skills
Post-Trauma Injury Nursing Skills
Post-Neurological Injury Nursing Skills

- **Special Care Unit Training**
  - Patient Assessment and Care
  - Critical Care Nursing Skills
  - Ventilator & Tracheotomy Care
  - Hemodynamic Monitoring
  - Total Parenteral Nutrition

- **Surgical Services Unit Training**
  - Patient Assessment & Care
  - Trauma Nursing Skills
  - Surgical Nursing Skills
  - Pre and Post-Operative Care

- **Telemetry Unit Training**
  - Care of the Cardiac Patient
  - EKG & Cardiac Monitoring
  - Dysrhythmia Interpretation
  - Telemetry Nursing Skills
  - Pre and Post-Operative Care
  - Care of the Neurosurgical Patient
  - Intravenous (IV) Therapy
  - Oncology Nursing Skills

**COMPUTER SKILLS**
- Microsoft Office/Excel Skills (Intermediate and Advanced)
- Patient Billing and Accounts Receivable (PBAR) tracking Skills
- MediTech Order Entry Skills
- (McKesson) Electronic Medical Records Application Skills

**CONTINUOUS IMPROVEMENT**
- Case Management/Discharge Planning
- Frontline Leadership Skills
- Communications Skills
- Conflict Resolution Skills
- CORE Measures
- Crisis Prevention Intervention (CPI)
- Critical Thinking Skills
- Culturally Appropriate Care
- Customer Service Skills
- Documentation Skills
- Educating the Patient & Family
- Evidence-Based Practices
- Lean Six Sigma
- Organization and Time Management Skills
- Patient and Family Centered Care Skills
- Preceptor Skills (train-the-trainer)
- Quality Improvement and Procedures Skills
- Team Building Skills
- Utilization Review

Note: Reimbursement for retraining is capped at 260 total training hours per trainee, regardless of the method of delivery.
February 28, 2016

Jill McAloon Acting Director
Employment Training Panel
1100 J Street, 4th Floor
Sacramento, CA. 95814

Dear Ms. McAlloon

I'm writing on behalf of C.N.A./California Nurses Association. Our Union represents RN Employees at Physicians for Heathy Hospitals/DBA Hemet Valley Medical Center. We support the application for training being submitted to the Employment Training Panel by this hospital. We firmly believe the funding will assist our members in upgrading their skills which are critical to providing quality patient care.

Please contact me if you have any questions.

Sincerely

Stephen Matthews
Labor Representative
C.N.A.
March 10, 2016

Brian Broad, Chairperson
Employment Training Panel
1100 J Street – 4th Floor
Sacramento, California 95814

Dear Brian Broad:

I'm writing on behalf of SEIU United Healthcare Workers-West. Our Union represents employees at Physicians for Healthy Hospitals / DBA Hemet Valley Medical Center and Menifee Valley Medical Center. We support the application for training funding being submitted to the Employment Training Panel by these hospitals. We believe the funding will assist our members in upgrading their skills which are critical to maintaining quality patient care.

Please contact me if you any further questions.

Respectfully,

Ferdinand Silerio

Ferdinand Silerio
Union Representative – Hospital Division
SEIU United Healthcare Workers-West
5480 Ferguson Drive
Los Angeles, California 90022
Cell: (213) 716-6734
Fax: (323) 721-3538
E-mail: fsilerio@seiu-uhw.org

Cc: Michele Bird, Vice President Human Resources PHH
Ryn Schneider, Assistant Director Hospital Division
Norma Gutierrez, Field Director Hospital Division
Files