

Healthcare Workforce Advancement Fund



The **Healthcare Workforce Advancement Fund (HWAF)** will fund up to \$25M in training for nonprofit and public employers seeking to address the critical shortage of qualified workers and systemic challenges in filling health and human service jobs. Due to limited access to resources, the worker shortage and career progression challenges are even greater for formally incarcerated women, persons of color, immigrants, and workers in rural areas of the state.



Support pathways to quality jobs

Build ladders of career advancement opportunities for entry-level and other workers in care, healthcare, and human service social work settings.



Expand workforce

Serve new populations not previously eligible for Core funding. Aim to expand the workforce, build workforce skills, and support career advancement into more highly skilled, highly compensated roles.



Meet local job demands

Train workers for jobs critical to California's economy and the growing demands of healthcare workers. Meet the unique regional & community health & social service needs.



Advance equity

Increase economic mobility across health and direct care service sectors to increase inclusivity & diversity in higher-paid jobs to achieve wage advancement out of poverty.

Key Dates

Interactive Information Session
2/13/2023 2PM PST

Application Period Opens
2/27/2023 8AM PST

Application Period Closes
3/20/2023 3PM PST

*DATES MAY BE SUBJECT TO CHANGE

Did you know?

Employment Training Panel (ETP) is funded through the Employment Training Tax (ETT), paid for by California employers who participate in the Unemployment Insurance system. This makes ETP Core Program Funds.

The HWAF builds upon the existing ETP Core Program and is consistent with its mission to develop performance-based customized training that will, provide workers with secure jobs that pay good wages, and have opportunities for advancement.

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For more information email:
ETPHealthcareWorkerAdvancementFund@etp.ca.gov





Healthcare Workforce Advancement Fund

Program Detail

Eligible Contractors & Participating Employers

Public and private nonprofit healthcare and human service employers, not eligible under ETP core program funding are eligible to contract directly with ETP under HWAF.

Multiple Employer Contractors eligible for ETP Core program are also eligible for HWAF funding. These organizations include: 1) Groups of Employers (Professional Membership organizations e.g. Chamber of Commerce, Trade Association, Joint Apprenticeship Training Committees, Economic Development Corporations) 2) Training Agencies, including community colleges and university foundations 3) Workforce Development Boards and 4) CWDB WIOA Grant Administrators.

Eligible Trainees

Individuals who are unemployed, recently employed, or currently employed at the start of training are placed into qualifying full-time employment. Additionally, workers in entry level healthcare jobs seeking upskilling or licensing for career advancement opportunities are eligible for HWAF. Workplace settings include hospitals, primary care, and community settings.

Occupations

Direct care, long-term care, behavioral health, allied health, health tech roles such as respiratory therapists, phlebotomists, tele-health workers, community health, and social work or other healthcare occupations that do not require a four-year degree.

Training

Employer-customized job skills training that leads to career advancement opportunities, wage progression, and the retention of healthcare & behavioral care workers lead toward licensing and certification shall be prioritized.

Standard ETP requirements still apply, such as the performance-based contract model, the focus on employer-customized job skills training, and providing workers with secure jobs that pay good wages and present opportunities for advancement.

Quick Facts

HWAF Funding up to:

\$25 Million

Project Caps up to:

\$1 Million

Contract Length:

4 Years

ENDING TERM DATE OF THE CONTRACT OR JUNE 30, 2027

Training Length:

400 Hours

OF TRAINING PER TRAINEE

Reimbursement Rate:

\$23 PER TRAINING HOUR, PER TRAINEE

Self-paced computer based training is reimbursed at \$9 per training hour, per trainee. For both New Hire and Retirees.



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