



**1199SEIU Represented Workers  
Enrolled at  
The City University of New York**

**December 2009**

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## EXECUTIVE SUMMARY

This report provides information on The City University of New York's collaboration with Local 1199SEIU Healthcare Workers East and the League of Voluntary Hospitals through their labor-management 1199SEIU League Employment and Training Funds.

- Since 1990, over 80,000 1199SEIU members have attended CUNY; in the last decade the number of individuals that were 1199SEIU members at the time of their CUNY enrollment has doubled; in 2007-08 6,472 CUNY students were 1199SEIU members at the time of their enrollment.
- Between 1990-91 and 2007-08 the number of individuals graduating from CUNY that were 1199SEIU members in the academic year of graduation steadily increased; over this 18 year period, 7,302 people graduated from CUNY that were members of 1199SEIU during their year of graduation; in 2007-08 637 of these union members graduated from CUNY schools.
- Compared to all other CUNY students, 1199SEIU members enrolled in CUNY were more likely to be women, Black, older, attend part-time, and have a GED. However, members who graduated from LPN, AAS, generic BS and MS programs in nursing were more likely to be men, compared to other CUNY nursing students.
- Of over 12,000 CUNY nursing graduates between 1997-98 and 2007-08, one-fifth were 1199SEIU members prior to or while enrolled in their program; from 2000-01 to 2007-08, 17 percent of LPN graduates, 12 percent of AAS graduates, 9 percent of generic BS graduates, 19 percent of RN to BS graduates, and 17 percent of MS graduates in nursing were 1199SEIU members at the time of their graduation; over 50% of LPN graduates were members of 1199SEIU prior to or while enrolled in CUNY or after they graduated.
- Of the 8,006 CUNY students admitted into the clinical component of an AAS nursing program between the academic years 1997-98 to 2006-07, 63 percent of those that were members of 1199SEIU, and 66 percent of other CUNY students graduated with an AAS

degree by 2007-08; within the same period, 77 percent of 1199SEIU members and 65 percent of other CUNY students admitted into an RN to BS program graduated by 2007-08; eighty-four percent of 1199SEIU members and 90 percent of other CUNY students admitted into generic BS programs graduated by 2007-08.

Organized labor, the health care industry and public institutions of higher education are working more closely together to enhance academic and career opportunities for represented workers. The partnership between CUNY and the 1199SEIU League Employment and Training Funds has served as a national model and is the largest and most comprehensive of such endeavors.

## I INTRODUCTION

The following information related to Local 1199SEIU represented healthcare workers and The City University of New York (CUNY) was obtained by matching a database containing 449,692 current and former 1199SEIU members who were enrolled in the union's National Benefit Fund (NBF) from January 1<sup>st</sup>, 1990 to September 26<sup>th</sup>, 2008, to CUNY's Institutional Research Database (IRDB), which contains detailed enrollment, graduation, and course data for all CUNY students from 1990 to the present. The NBF is a not-for-profit, self-administered welfare trust fund for health and human services employees. The organization, which is funded by employer contributions, provides health care, life insurance, and disability benefits to more than 150,000 current members of 1199SEIU United Healthcare Workers East, New York's union for workers in voluntary hospitals, nursing homes, mental health clinics, pharmacies, and home care and social service agencies.

Quality health care is dependent on the availability of an educated and well-trained workforce, and The City University of New York's responsibility is to prepare a sufficient number of qualified personnel to meet the health care needs of New York City residents. Each year through its expansive network of health professional programs, CUNY prepares a large pool of qualified, culturally diverse personnel who are dedicated to providing quality health care services to all New Yorkers. Workforce shortages have created an environment that necessitates regional alliances among key stakeholders in the healthcare field. Thus CUNY has developed a university-labor-employer model of workforce development that includes partnerships with the healthcare industry and its unions. Through the John F. Kennedy, Jr. Institute for Worker Education, CUNY has had an especially close working relationship with the 1199SEIU/League Training and Employment Funds, a labor-management organization that helps incumbent workers advance in their careers in nursing and other health and human services professions.

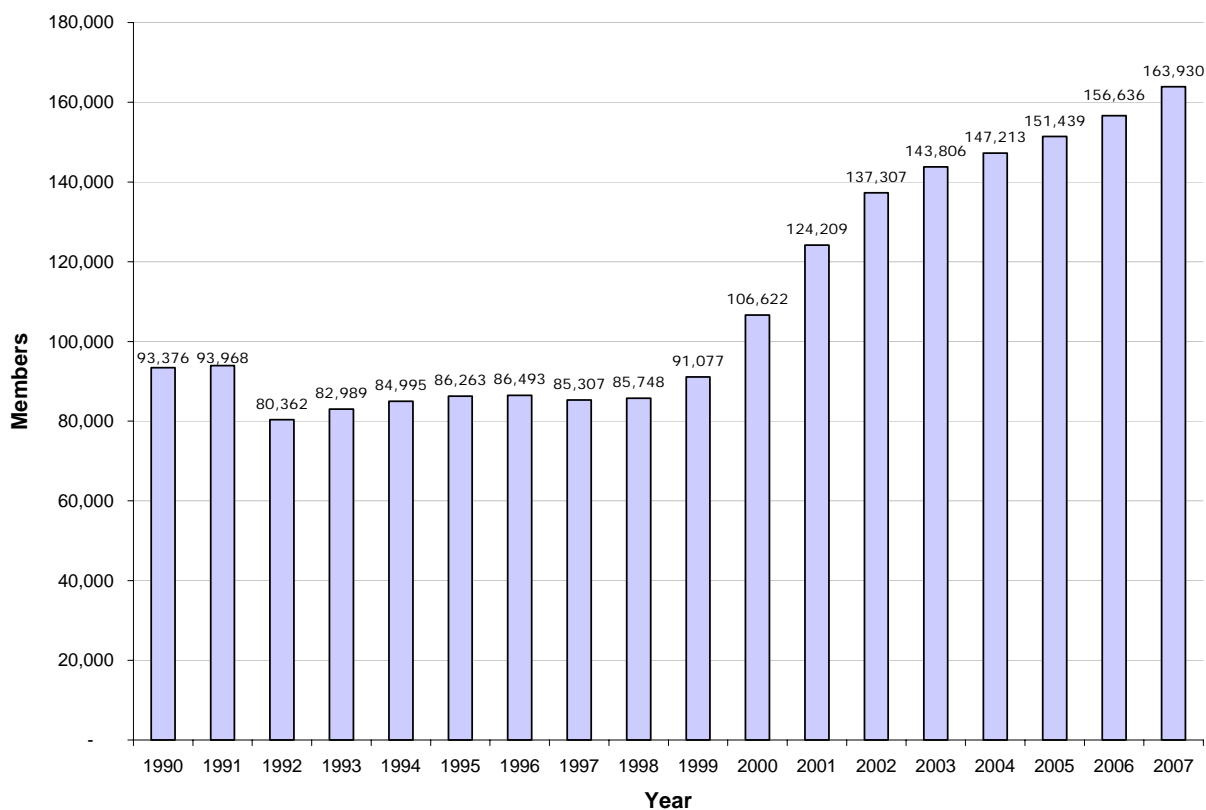
The following report provides information on the size and scope of this historic collaboration and documents the inter-dependency of these important local institutions. The report was prepared by University Dean William Ebenstein, Senior Research Associate Travis Dale, and Director of Program Development and Evaluation Erin Croke.

## II GENERAL PATTERNS OF ENROLLMENT AND GRADUATION

### *Number of Union Members Enrolled in the National Benefit Fund*

A total of 449,692 1199SEIU members were enrolled in the union's NBF between 1990 and 2008. Yearly enrollment in the NBF climbed from a low of 80,362 union members in September of 1992 to a high of 163,930 union members in September of 2007 (Figure 1).

**Figure 1.** Number of 1199SEIU members in the NBF as of September 1st each year, 1990-2007

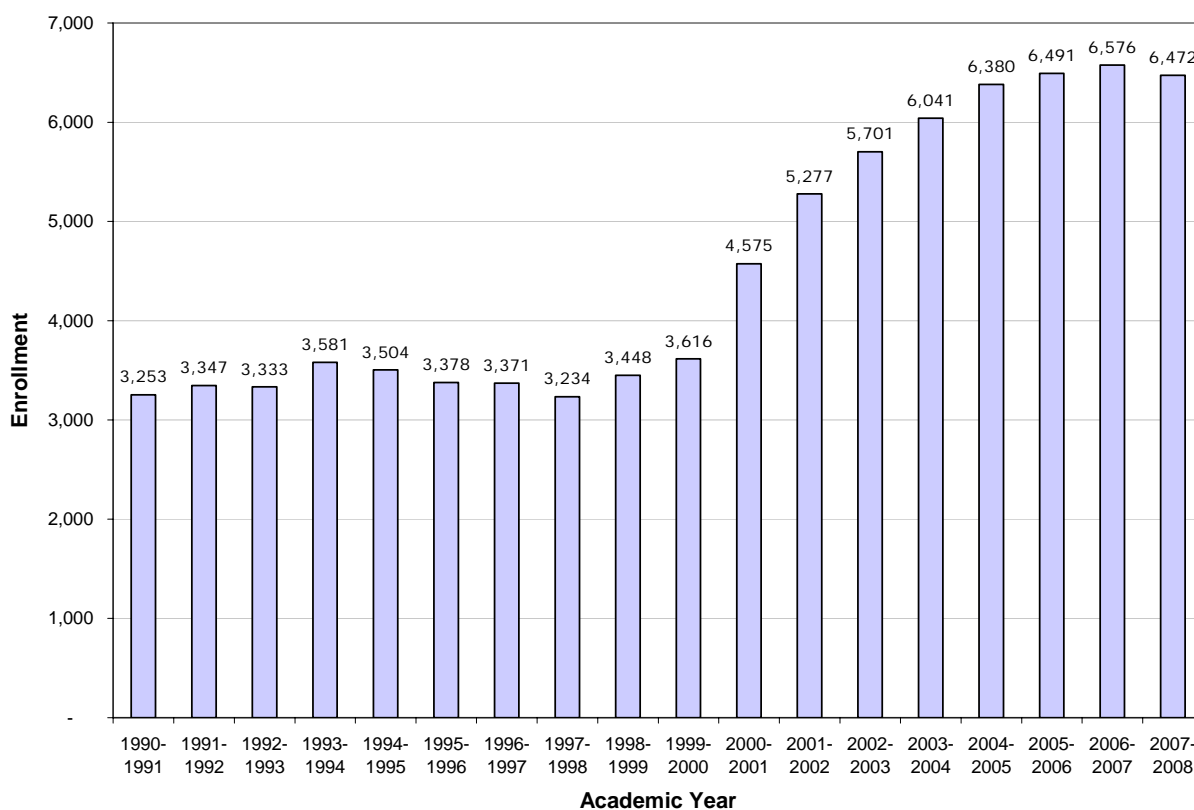


### *1199SEIU Members Enrolled at CUNY*

1199SEIU members are enrolled throughout the CUNY system at both the undergraduate and graduate levels. They are a large and important constituency within the CUNY community. Of those that were members of 1199SEIU between 1990 and 2008, approximately 18 percent

(81,029) attended CUNY at some point during this period. Between 1997 and 2007 the number of individuals that were 1199SEIU members at the time of their CUNY enrollment has doubled (Figure 2).

**Figure 2.** CUNY enrollees that were 1199SEIU members at time of enrollment, 1990-91 through 2007-08



### *Enrollment of 1199SEIU Members in CUNY: 2007-08*

During the 2007-08 academic year 6,472 CUNY students were 1199SEIU members at the time of their enrollment. At the undergraduate level, the largest numbers of 1199SEIU members were enrolled at the College of Staten Island (748), Bronx Community College (711), Borough of Manhattan Community College (641), and Lehman College (640). At the graduate level, Lehman College (122) and Hunter College (101) were the two most attended institutions (Table 1).

**Table 1.** CUNY enrollees that were 1199SEIU members at time of enrollment, by level and school, 2007-08 academic year

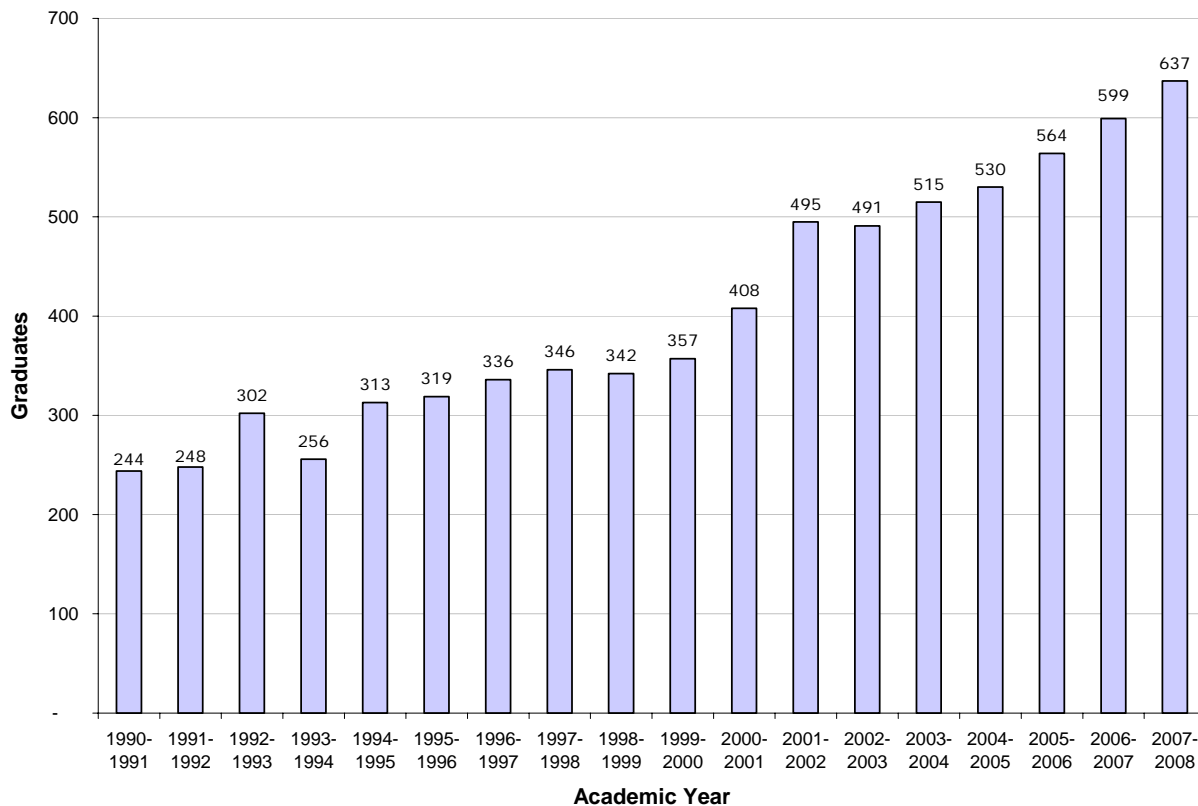
<i>College</i>	<i>Graduate</i>	<i>Undergraduate</i>	<i>Total</i>
<b>Senior/Comprehensive Colleges</b>	<b>367</b>	<b>3282</b>	<b>3649</b>
Baruch	20	59	79
Brooklyn	38	152	190
City	21	132	153
Hunter	101	156	257
John Jay	19	112	131
Lehman	122	640	762
Medgar Evers	-	413	413
NYCCT	-	488	488
Queens	34	126	160
Staten Island	10	748	758
York	2	256	258
<b>Community Colleges</b>	<b>-</b>	<b>2800</b>	<b>2800</b>
BMCC	-	641	641
Bronx	-	711	711
Hostos	-	304	304
Kingsborough	-	376	376
LaGuardia	-	378	378
Queensborough	-	390	390
Graduate Center	11	-	11
Professional Studies	4	8	12
<b>Total</b>	<b>382</b>	<b>6090</b>	<b>6472</b>

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

### *1199SEIU CUNY Graduates*

Between 1990-91 and 2007-08 the number of individuals graduating from CUNY that were 1199SEIU members in the academic year of graduation steadily increased. Over the 18-year period, 7,302 people graduated from CUNY that were members of 1199SEIU during their year of graduation. In 2007-08, 637 of these union members graduated from CUNY schools (Figure 3).

**Figure 3.** CUNY graduates that were 1199SEIU members during the academic year of graduation, 1990-91 through 2007-08



### *1199SEIU CUNY Graduates: 2007-08*

Of the 637 1199SEIU members that received a degree from CUNY during the 2007-08 academic year 88 percent (563) were undergraduate degrees and 12 percent (74) were graduate degrees (Table 2).

Over 100 members received a degree from Lehman College, including 81 undergraduate degrees and 26 graduate degrees. More than 50 members received degrees from the College of Staten Island and Borough of Manhattan Community College (Table 2).

Three-quarters of 1199SEIU graduates of CUNY master's degree programs were in nursing, social work, and special education; bachelor-level graduates had more diverse majors; associate-level graduates were mostly in nursing.

**Table 2.** CUNY graduates that were 1199SEIU members during the academic year, by level and school, 2007-08

<i>College</i>	<i>Graduate</i>	<i>Undergraduate</i>	<i>Total</i>
<b>Senior/Comprehensive Colleges</b>	<b>73</b>	<b>346</b>	<b>419</b>
Baruch	5	5	10
Brooklyn	4	26	30
City	2	11	13
Hunter	19	23	42
John Jay	4	15	19
Lehman	26	81	107
Medgar Evers	-	31	31
NYCCT	-	40	40
Queens	11	22	33
Staten Island	-	55	55
York	2	37	39
<b>Community Colleges</b>	<b>-</b>	<b>215</b>	<b>215</b>
BMCC	-	55	55
Bronx	-	36	36
Hostos	-	42	42
Kingsborough	-	31	31
LaGuardia	-	28	28
Queensborough	-	23	23
Graduate Center	1	2	3
<b>Total</b>	<b>74</b>	<b>563</b>	<b>637</b>

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

### *Demographics of CUNY 1199SEIU Members: 2007-08*

Compared to other CUNY students, 1199SEIU members enrolled in CUNY undergraduate programs were more likely to be women, Black, older, and to attend part-time. More than 75 percent of 1199SEIU members enrolled in CUNY undergraduate programs during 2007-08 were women; more than 50 percent were Black; and more than 75 percent attended CUNY part-time. The average age of 1199SEIU members enrolled in CUNY undergraduate programs during 2007-08 was 34.4, compared to an average age of 25.2 for CUNY students overall (Table 3).

**Table 3.** Demographics of CUNY enrollees in undergraduate programs that were 1199SEIU members at time of enrollment, 2007-08

<i>Demographics</i>	<i>Other CUNY (N=253,393)</i>	<i>1199 (N=6,090)</i>
Men	40.4%	23.4%
Women	59.7%	76.6%
Full-time	54.4%	23.8%
Part-time	45.7%	76.2%
American Indian/Native American	0.2%	0.2%
Asian/Pacific Islander	16.1%	6.7%
Black	28.7%	57.0%
Hispanic	27.4%	23.5%
White	27.6%	12.6%
Average Age	25.2	34.4

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

Similar to enrollment, during the 2007-08 academic year 1199SEIU members graduating from CUNY undergraduate programs were more likely to be women, Black, and older compared to other CUNY graduates (Table 4).

**Table 4.** Demographics of those graduating from CUNY undergraduate programs that were 1199SEIU members during the academic year, 2007-08

<i>Demographics</i>	<i>Other CUNY (N=27,808)</i>	<i>1199 (N=563)</i>
Men	35.5%	26.1%
Women	64.5%	73.9%
American Indian/Native American	0.2%	0.4%
Asian/Pacific Islander	16.6%	5.9%
Black	27.4%	58.3%
Hispanic	20.9%	18.5%
White	34.5%	17.1%
Average Age	27.9	34.9

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

### III NURSING

#### *1199SEIU CUNY Nursing Graduates*

Thirteen CUNY schools offer nursing programs, from the Licensed Practical Nurse (LPN) certificate to the Doctorate in Nursing Science (DNS): 1) LPN credited certificate programs are offered through four CUNY schools (LaGuardia Community College, Hostos Community College, Bronx Community College and Medgar Evers College); 2) AAS degree programs in nursing are offered through nine CUNY schools (Borough of Manhattan Community College, Bronx Community College, Hostos Community College, Kingsborough Community College, LaGuardia Community College, Medgar Evers College, New York City College of Technology, Queensborough Community College, and the College of Staten Island); 3) generic BS degree programs in nursing are currently offered at three CUNY schools (Hunter College, Lehman College, and York College); 4) RN to BS nursing completion programs are offered through six CUNY schools (Hunter College, Lehman College, Medgar Evers College, the College of Staten Island, NYC College of Technology and York College); and 5) MS degree programs in nursing are offered through three CUNY schools (Hunter College, Lehman College and the College of Staten Island). The DNS is offered through the CUNY Graduate Center.

The AAS and generic BS degree programs are an important source of entry-level RNs. The RN to BS nursing programs offer career ladder opportunities for students who already have an RN license. Graduation from a CUNY nursing program provides aspiring students with an opportunity to start or advance their careers in a respected and well-paid profession. Many 1199SEIU represented graduates have worked their way up the career ladder from jobs such as home care workers, patient care associates, and nurse assistants. They come from diverse cultural and linguistic backgrounds, and frequently are residents of the same urban neighborhoods as the patients they now serve.

**Of over 10,000 CUNY nursing graduates between 2000-2001 and 2007-08, more than one-fifth were 1199SEIU union members prior to or while enrolled in their program (Table 5).**

**Table 5.** CUNY nursing graduates who were 1199SEIU members prior to or while enrolled in their program, by program/degree level, 2000-2001 through 2007-08

<i>Degree Level</i>	<i>All CUNY</i>	<i>1199</i>	<i>% 1199</i>
LPN Certificate	806	204	25.3%
AAS	6,291	1,249	19.9%
Generic BS	1,172	163	13.9%
RN to BS Completion	1,569	497	31.7%
MS	884	276	31.2%
<b>Total</b>	<b>10,791</b>	<b>2,409</b>	<b>22.3%</b>

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

Many were union members during their academic year of graduation. From 2000-01 to 2007-08, 17 percent of LPN graduates, 12 percent of AAS graduates, 9 percent of generic BS graduates, 19 percent of RN to BS graduates, and 17 percent of MS graduates were 1199SEIU members at the time of their graduation (Table 6).

**Table 6.** CUNY nursing graduates who were 1199SEIU members during the academic year of graduation, by program/degree level, 2000-2001 through 2007-08

<i>Academic Year Graduated</i>	<i>LPN</i>		<i>AAS</i>		<i>Generic BS</i>		<i>RN to BS Completion</i>		<i>MS</i>		<i>Total 1199</i>
	<i>1199</i>	<i>% of all CUNY</i>	<i>1199</i>	<i>% of all CUNY</i>	<i>1199</i>	<i>% of all CUNY</i>	<i>1199</i>	<i>% of all CUNY</i>	<i>1199</i>	<i>% of all CUNY</i>	
2000-2001	10	20.0%	48	10.1%	2	2.6%	22	11.0%	6	6.5%	<b>88</b>
2001-2002	14	27.5%	57	11.9%	8	8.9%	27	15.9%	8	7.3%	<b>114</b>
2002-2003	1	3.6%	70	14.3%	1	1.2%	22	14.4%	6	6.7%	<b>100</b>
2003-2004	6	17.7%	76	13.3%	12	12.1%	51	28.0%	35	28.9%	<b>180</b>
2004-2005	7	15.2%	88	12.6%	12	9.5%	40	29.6%	8	10.8%	<b>155</b>
2005-2006	7	11.3%	90	11.6%	19	11.5%	38	32.2%	23	27.7%	<b>177</b>
2006-2007	20	13.3%	91	9.9%	21	11.9%	16	12.6%	30	27.0%	<b>178</b>
2007-2008	49	26.3%	108	11.5%	10	5.7%	38	19.2%	21	19.8%	<b>226</b>
<b>Total</b>	<b>114</b>	<b>17.4%</b>	<b>629</b>	<b>11.7%</b>	<b>85</b>	<b>8.5%</b>	<b>256</b>	<b>19.3%</b>	<b>137</b>	<b>17.3%</b>	<b>1218</b>

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

In 2007-08, LaGuardia Community College had the most 1199SEIU LPN graduates, Borough of Manhattan Community College and the College of Staten Island had the most 1199SEIU AAS graduates, and Lehman College had the most 1199SEIU BS and MS graduates (Table 7).

**Table 7.** CUNY nursing graduates who were 1199SEIU members during the academic year of graduation, by degree level and college, 2007-08

<i>Degree Level and College</i>	<i>All CUNY</i>	<i>1199</i>	<i>% 1199</i>
<b>LPN</b>	<b>186</b>	<b>49</b>	<b>26.3%</b>
Bronx	6	4	66.7%
Hostos	47	17	36.2%
LaGuardia	110	25	22.7%
Medgar Evers	23	3	13.0%
<b>AAS</b>	<b>943</b>	<b>108</b>	<b>11.5%</b>
BMCC	211	28	13.3%
Bronx	44	9	20.5%
Hostos	31	3	9.7%
Kingsborough	120	5	4.2%
LaGuardia	125	5	4.0%
Medgar Evers	14	2	14.3%
NYCCT	108	16	14.8%
Queensborough	139	18	13.0%
Staten Island	151	22	14.6%
<b>Generic BS</b>	<b>177</b>	<b>10</b>	<b>5.7%</b>
Hunter	76	0	0.0%
Lehman	101	10	9.9%
<b>RN to BS Completion</b>	<b>198</b>	<b>38</b>	<b>19.2%</b>
Hunter	38	4	10.5%
Lehman	52	18	34.6%
Medgar Evers	33	5	15.2%
NYCCT	15	1	6.7%
Staten Island	36	1	2.8%
York	24	9	37.5%
<b>MS</b>	<b>106</b>	<b>21</b>	<b>19.8%</b>
Hunter	51	4	7.8%
Lehman	45	17	37.8%
Staten Island	10	0	0.0%

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

### *1199SEIU Graduates of CUNY LPN Programs*

Some CUNY students become members of 1199SEIU after they graduate and become employed. This is especially true for graduates of our LPN programs. Over 50 percent of these students were members of 1199SEIU prior to or while enrolled in CUNY or after they graduated (Table 8).

**Table 8.** CUNY nursing graduates who were 1199SEIU members before graduating with an LPN Certificate, or who joined 1199 after graduating with an LPN Certificate, 1997-98 through 2006-07

<i>Academic Year Graduated</i>	<b>Total CUNY LPN Grads</b>	<i>Was an 1199 Member Before Graduation</i>		<i>Joined 1199 After LPN Graduation</i>		<b>Total LPN Grads Ever in 1199</b>	
		<i>N</i>	<i>%</i>	<i>N</i>	<i>%</i>	<b>N</b>	<b>%</b>
1997-1998	<b>85</b>	5	6%	36	42%	<b>41</b>	<b>48%</b>
1998-1999	<b>58</b>	0	0%	24	41%	<b>24</b>	<b>41%</b>
1999-2000	<b>86</b>	7	8%	45	52%	<b>52</b>	<b>60%</b>
2000-2001	<b>50</b>	10	20%	27	54%	<b>37</b>	<b>74%</b>
2001-2002	<b>51</b>	16	31%	21	41%	<b>37</b>	<b>73%</b>
2002-2003	<b>28</b>	2	7%	7	25%	<b>9</b>	<b>32%</b>
2003-2004	<b>34</b>	6	18%	13	38%	<b>19</b>	<b>56%</b>
2004-2005	<b>46</b>	8	17%	23	50%	<b>31</b>	<b>67%</b>
2005-2006	<b>62</b>	12	19%	15	24%	<b>27</b>	<b>44%</b>
2006-2007	<b>151</b>	27	18%	33	22%	<b>60</b>	<b>40%</b>
<b>Total</b>	<b>651</b>	<b>93</b>	<b>14%</b>	<b>244</b>	<b>37%</b>	<b>337</b>	<b>52%</b>

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

### *Incumbent Healthcare Workers in CUNY Nursing Programs*

The 2008 *Survey of Nursing Graduates (1997-2007)* revealed that a majority of CUNY nursing students were working adults pursuing career ladder opportunities in the health care field. Approximately 59 percent of RN to BS completion graduates, 55 percent of AAS graduates, and 48 percent of generic BS graduates worked in health care at some point before finishing their *initial* RN education program. Of those with previous health care experience, 82 percent of RN to BS completion, 77 percent of AAS, and 61 percent of generic BS nursing graduates worked in health care *while* attending their initial RN education program. About one-half of AAS and RN to BS completion, and one-third of generic BS graduates that worked in health care during the initial RN education program were members of a union. Approximately 78 percent of AAS and

generic BS, and 57 percent of RN to BS completion graduates that were members of a union in the health care job they had while pursuing their initial RN education were members of Local 1199SEIU.

### *Demographics and Performance of 1199SEIU Members*

Although, as noted earlier, 1199SEIU members who *enrolled* in CUNY were more likely to be women compared to all CUNY students, members who *graduated* from LPN, AAS, generic BS and MS programs in nursing were more likely to be men and have a GED compared to other CUNY nursing graduates (Tables 9 and 10).

**Table 9.** Demographics of CUNY Nursing Graduates who were 1199SEIU members during the academic year of graduation, by degree program, 1997-98 to 2007-08

	<b>LPN</b>		<b>AAS</b>		<b>Generic BS</b>		<b>RN to BS Completion</b>		<b>MS</b>	
	<i>Other CUNY</i> (N=716)	<i>1199</i> (N=121)	<i>Other CUNY</i> (N=6319)	<i>1199</i> (N=717)	<i>Other CUNY</i> (N=1254)	<i>1199</i> (N=105)	<i>Other CUNY</i> (N=1519)	<i>1199</i> (N=305)	<i>Other CUNY</i> (N=895)	<i>1199</i> (N=151)
Men	10.5%	14.9%	12.9%	16.5%	14.0%	26.7%	9.3%	8.2%	8.2%	10.6%
Women	89.5%	85.1%	87.2%	83.5%	86.0%	73.3%	90.7%	91.8%	91.9%	89.4%
American Indian / Native American	0.1%	0.0%	0.2%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%
Asian / Pacific Islander	11.2%	6.6%	11.8%	7.7%	20.4%	8.6%	8.1%	7.9%	10.9%	5.3%
Black	73.2%	76.9%	45.2%	55.9%	33.8%	61.9%	51.2%	62.3%	31.0%	57.6%
Hispanic	10.5%	9.1%	11.0%	13.0%	11.6%	18.1%	7.8%	4.6%	7.4%	2.0%
White	5.0%	7.4%	31.8%	23.3%	34.1%	11.4%	32.9%	25.3%	50.7%	35.1%
Has GED	27.0%	29.8%	13.9%	20.1%	4.2%	11.3%	10.5%	11.8%	2.7%	5.3%
Average Age	34.9	39.7	33.2	36.2	29.1	35.6	39.5	41.7	40.5	44.5

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

**Table 10.** Demographics of CUNY AAS Nursing Graduates who were 1199SEIU members during the academic year of graduation, 2007-08

<i>Demographics</i>	<i>Other CUNY (N=835)</i>	<i>1199 (N=108)</i>
Men	17.6%	22.2%
Women	82.4%	77.8%
American Indian/Native American	0.2%	0.0%
Asian/Pacific Islander	17.0%	12.0%
Black	32.9%	54.6%
Hispanic	11.7%	12.0%
White	38.1%	21.3%
Has GED	8.6%	13.9%
Average Age	33.0	36.9

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

Compared to other CUNY nursing students, 1199SEIU members were more likely to be older, working adults, attending school part-time. Nevertheless, of the 8,006 CUNY students admitted into the clinical component of an AAS nursing program between the academic years 1997-98 to 2006-07, 63 percent of those that were members of 1199SEIU, and 66 percent of other CUNY students, graduated with an AAS degree in nursing by 2007-08. Within the same time period, 77 percent of 1199SEIU members and 65 percent of other CUNY students admitted into an RN to BS completion program graduated by 2007-08. Eighty-four percent of 1199SEIU members and 90 percent of other CUNY students admitted into generic BS programs graduated by 2007-08 (Table 11). The average GPA of 1199SEIU members and other CUNY nursing program graduates in 2007-08 was similar (Table 12).

**Table 11.** Percent of 1199SEIU members and other CUNY students that enrolled in a nursing program and graduated by 2007-08, by degree level and academic year of first enrollment in nursing program, 1997-98 through 2006-07

<i>Academic Year Enrolled</i>	<i>AAS</i>		<i>Generic BS</i>		<i>RN to BS Completion</i>	
	<i>Other CUNY</i>	<i>1199</i>	<i>Other CUNY</i>	<i>1199</i>	<i>Other CUNY</i>	<i>1199</i>
1997-1998	61.7%	43.1%	94.0%	100%	82.4%	79.2%
1998-1999	62.2%	58.1%	90.7%	100%	74.5%	95.0%
1999-2000	62.8%	59.5%	80.9%	87.5%	70.6%	66.7%
2000-2001	59.7%	57.9%	87.8%	75.0%	61.2%	91.4%
2001-2002	65.0%	57.7%	93.3%	33.3%	65.8%	85.0%
2002-2003	65.2%	58.6%	94.5%	100%	51.4%	64.0%
2003-2004	69.7%	70.6%	92.9%	89.5%	63.0%	75.0%
2004-2005	74.8%	73.8%	93.4%	90.5%	65.0%	61.5%
2005-2006	71.0%	73.6%	89.8%	75.0%	51.5%	78.6%
2006-2007	69.5%	67.6%	87.2%	83.3%	49.1%	50.0%
<b>Total</b>	<b>65.9%</b>	<b>62.5%</b>	<b>90.1%</b>	<b>84.1%</b>	<b>64.5%</b>	<b>77.0%</b>

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

**Table 12.** Average GPA of 1199SEIU members and other CUNY nursing program graduates, 2007-08

<i>Degree Level</i>	<i>Other CUNY</i>	<i>1199</i>
AAS	3.05	2.94
Generic BS	3.24	3.19
RN to BS Completion	3.24	3.24
MS	3.64	3.62

SOURCE: CUNY Institutional Research Database (IRDB) and 1199SEIU National Benefit Fund Database

## IV CONCLUDING COMMENTS

In the late 1990s, through Reaching Up, Inc. a non profit that he founded, John F. Kennedy, Jr. facilitated a series of meetings between CUNY officials and local union leaders to establish collaborative career ladder programs for incumbent workers in the health care field. After John's death, CUNY Chancellor Matthew Goldstein and Dennis Rivera, then President of Local 1199 United Healthcare Workers East, announced the creation of the John F. Kennedy, Jr. Institute for Worker Education at CUNY to carry on the work that he started. The historic collaboration between The City University of New York and the 1199SEIU/League Employment and Training Funds has provided access to higher education and opportunities for career advancement to thousands of incumbent health care workers. A few examples of the partnership are detailed below:

In 1998, CUNY and the Employment and Training Funds designed a tuition voucher to supplement the existing tuition reimbursement program that was already provided as an educational benefit to represented workers. Over the last decade through college fair recruitments, the development of evening/weekend degrees and other customized programs, and the offering of classes on-site at health facilities and through distance learning, the number of union members who have accessed their tuition benefits to attend CUNY has increased dramatically.

For over a decade the Employment and Training Funds has sponsored the Health Careers College Core Curriculum (HC4) project, a contract course program offered through the College of Staten Island, Lehman College and New York City College of Technology. Each semester HC4 provides dedicated classes for over 400 eligible members who are interested in health careers. The Employment and Training Funds also pays for dedicated full-time counselors for 1199SEIU members at each of the participating HC4 schools.

Through the federally funded Community Health Care Conversion Project and other sources, the Employment and Training Funds has paid for release time for hundreds of

union members so that they could attend CUNY full-time to complete their clinical rotations in nursing.

For over a decade the Employment and Training Funds has collaborated with CUNY on numerous Health Worker Retraining Initiative grants funded by the NYS Department of Health to support career ladders programs in nursing for hundreds of incumbent home care workers, nursing assistants and patient care associates.

This report provides information on CUNY's collaboration with Local 1199SEIU Healthcare Workers East and the League of Voluntary Hospitals through their labor-management 1199SEIU League Employment and Training Funds. Organized labor, the health care industry and public institutions of higher education are working more closely together to enhance academic and career opportunities for represented workers. The partnership between CUNY and the 1199SEIU League Employment and Training Funds has served as a national model and is the largest and most comprehensive of such endeavors.