



2025

# RISE Partnership Annual Report

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Respect • Integrity • Service • Equity

# Executive Summary

## A YEAR OF GROWTH AND IMPACT

As we reflect on 2025, we cannot ignore the extraordinary challenges faced by the communities we serve. Attacks on immigrant rights, reductions in Medicaid funding, and mounting economic uncertainty placed unprecedented strain on Oregon’s essential systems. For RISE Partnership, these challenges reaffirm a fundamental truth: partnership is our greatest asset.

Through collaboration with labor unions, employers, and state partners, we delivered solutions rooted in equity and designed for impact. Together, we achieved meaningful progress for Oregon care providers and public service workers: more training hours completed, expanded access to family-sustaining health benefits, and new career mobility pathways for union workers. These achievements are more than numbers—they represent improved lives, supported families, and communities.

This report celebrates collective progress, stories of empowerment, data-driven results, and innovations that transcend barriers to opportunities. As we look ahead to 2026, we recognize that challenges remain. Yet our direction is clear: strengthen partnerships, embrace innovation, expand access, and create meaningful career pathways so every worker has the ability to thrive.



*Katie Coombes Barnard*

**Executive Director**

# 2025 Impact Snapshot



RISE Partnership programs provided benefits navigation and support to **36,880** workers.



RISE Partnership programs delivered essential workforce development trainings to **8,763** workers.



RISE Partnership programs issued **8,420** stipends, totaling **\$2,328,443**.



RISE Partnership programs provided **7,103** pairs of shoes for essential care workers.

# Who We Are

## **RISE PARTNERSHIP: BUILDING STRONGER WORKFORCES**

RISE Partnership supports Oregon's care providers and public service workforce through equity-driven, worker-centered solutions. Our mission is rooted in respect, integrity, service, and equity—ensuring that the workers we serve have access to education, advancement opportunities, and benefits that support good union jobs.

**Thriving workers create thriving communities.**

### What is a Labor-Management Partnership (LMP)?

Labor-management partnerships (LMPs) address the shared goals of employers and union workers: a stable workforce, fair compensation, and high-quality jobs. LMPs bring union workers and employers together to identify challenges and co-create solutions that meet everyone's needs. LMPs serve as a focal point for collaboration—ensuring that workers have a voice and access to resources, while employers gain the skilled, reliable workforce they need. By aligning priorities, these partnerships deliver training, career pathways, and benefits that strengthen recruitment and retention. The result is a mutually beneficial relationship where workers and employers succeed together.

At RISE, we believe strong labor-management partnerships are key to solving workforce shortages. We support workers holistically, building training programs and benefit offerings with workers and employers. In addition, RISE sets workers up for success, with 1-on-1 career guidance and “earn-as-you-learn” models for training, all of which are critical for recruitment and retention.<sup>1</sup> LMPs are unique because they balance worker and employer interests at the intersection of union priorities, state goals, and employer needs. RISE is proud to help advance the labor-management partnership model nationally while delivering tangible results for workers and responsible employers across Oregon.

## OUR PROGRAMS

RISE Partnership programs help Oregon's workforce thrive by preparing workers for quality jobs with responsible union employers. Our approach combines wraparound supports, paid earn-as-you-learn models, and affordable healthcare plans. Together with comprehensive benefits, these programs improve retention and deliver measurable results for employers, local economies, and the state. For Oregon, that means stronger communities, better care outcomes, and a workforce ready to succeed.



Provides training and benefits to Oregon's in-home care providers, ensuring safety, skill development, and access to essential healthcare and wellness resources.



Offers benefits education and wellness to state employees, providing workers with the guidance, workshops, and planning tools they need to navigate health, retirement, and savings with confidence.



Builds career pathways for long-term care workers through certified nursing assistant (CNA) training, combining classroom learning with paid, hands-on experience.



Delivers affordable, high-quality healthcare coverage to long-term care workers, reducing financial barriers and improving retention for employers.

# RISE PILOT PROGRAMS: LISTENING. LEARNING. LEADING CHANGE.

At RISE Partnership, innovation is essential to building a resilient workforce. By listening to worker voices and understanding the needs of responsible employers, we design and test new approaches that address shared challenges. These pilot programs allow us to explore creative solutions and develop training models and supports that respond to workforce demand and improve job quality.

Pilots are more than trials; they represent a commitment to continuous improvement and equity-driven innovation. Through collaboration and experimentation, we continue to ensure workers and employers have the resources they need to succeed.

## Uplift Oregon's Career Mobility Pilot

This first-of-its-kind program breaks barriers in public service. It equips state employees with the education and credentials needed to move into high-demand, higher-paying roles—strengthening Oregon's workforce while advancing equity and economic mobility. With scalable potential, this model shows how strategic investment can solve staffing shortages and create lasting career pathways.

## RISE Partnership's Licensed Practical Nursing (LPN) Pilot

In partnership with Avamere, this 13-month accelerated program opens new doors for current CNAs to earn their LPN credential. The program combines intensive training with wraparound supports to help workers advance their credentials, increase earning potential, and fill critical healthcare roles. This pilot is made possible with support from the Higher Education Coordinating Commission (HECC) through Future Ready Oregon. It's a bold step toward building sustainable career pathways in Oregon's care sector.

## WHY PILOTS MATTER

Pilots are where we test ideas: we measure, iterate, and refine approaches that deliver results for workers and employers. To move from promising to permanent, we're building the infrastructure and knowledge base needed to sustain these models. Through coordinated partnerships, shared commitments, and system-level alignment, we are creating conditions for long-term success.

*We greatly value RISE Partnership and the collaborative opportunities and education tailored towards our caregivers. Our commitment and partnership is a key component of our workforce career development.*

**—Mary Kofstad, APRN, MSN, FNP-BC, CEO at Avamere**

# Training and Workforce Development

## EMPOWERING WORKERS THROUGH EDUCATION

*A total of 10,130 trainings were completed by 8,763 learners in 2025.*

Training is the foundation for change. Expanding training pipelines and career pathways equips workers with the skills they need to succeed, while creating opportunities for advancement and economic security. Programs designed with worker-centered principles, including wraparound supports, paid earn-as-you-learn models, and culturally responsive instruction, are essential for retention and equity.<sup>2</sup>

RISE's labor-management training partnerships work because they align with real-world needs. We collaborate with union partners and responsible employers to deliver training that strengthens the workforce and creates sustainable solutions, not short-term fixes.

### Carewell Training: Elevating Oregon's In-Home Care Workforce

Since 2019, Carewell SEIU 503 has been the trusted training hub for Oregon's in-home care workforce, empowering thousands of homecare workers, personal support workers, and personal care attendants with the skills and confidence to deliver safe, high-quality care. Our mission is simple: help care providers thrive so the people they serve—older adults and people with physical, intellectual, or developmental disabilities as well as individuals with mental health conditions—can live with dignity and independence.

Carewell isn't just training; it's transforming Oregon's care workforce. By removing barriers, offering financial incentives, and delivering culturally responsive education, we're building a more resilient and diverse network of care providers ready to meet the needs of Oregon communities.

#### ACCESSIBLE FOR ALL

Carewell is committed to equity and inclusion. That's why we offer language support in over **15 languages**, including

- Spanish,
- Russian,
- Vietnamese,
- Chinese (Mandarin and Cantonese),
- Korean, and
- Arabic

ensuring every worker can access training in the language they're most comfortable with.

## Starting Strong: New Worker Training

*6,702 workers completed New Worker Training in 2025.*

Every new care provider begins their journey with Carewell's New Worker Orientation, a comprehensive introduction to the essentials of in-home care. From safety and nutrition to person-centered services, this training ensures workers feel prepared, supported, and ready to make a difference from day one.

And because starting a new career can be challenging, we go beyond education: every graduate receives a stipend and a free pair of slip-resistant shoes through Carewell Kicks.

## Advancing Careers: Continuing Education

Learning doesn't stop after onboarding. Carewell's Continuing Education (CE) keeps experienced workers at the forefront of best practices while offering electives that spark curiosity and expand skills. In 2025, we introduced exciting new CE courses, including Body Systems and Food Safety, giving care providers more ways to grow their expertise and advance their careers.

## Preparing for the Future: Advanced Emergency Preparedness

As climate-related disasters like wildfires and floods become more frequent, care providers need specialized skills to protect themselves and the people they serve. In 2025, Carewell launched the Advanced Emergency Preparedness Training, a 6-week cohort designed to equip workers with lifesaving strategies for emergencies.

Participants learn how climate change impacts health, how to plan for evacuation and sheltering, communicate during crises, and manage stress under pressure.

Last year, 50 workers completed this training and in 2026, we're expanding access by offering the course in Spanish and Russian. This is just one of the ways that Carewell shows our commitment to delivering training that anticipates emerging challenges, ensuring caregivers have the skills they need to protect health and safety in a changing world.

*From the registration process to completion of the online courses, I felt very supported and encouraged. I already have my first client! **There are plenty of home care opportunities out there, but I made the right choice with Carewell SEIU 503.** I appreciate the ability to have the right number of clients and more control of my schedule.*

**—2025 New Worker Training participant**



## Long-Term CareWorks: Expanding Access to Career Advancement

In 2025, Long-Term CareWorks (LTCW) advanced its mission to strengthen Oregon's long-term care workforce by expanding access to its nursing assistant training program and creating more equitable pathways to higher-paying careers with responsible employers.

***Being part of the Long-Term CareWorks program has been one of the most meaningful experiences I've had.*** The program not only helped me earn my CNA license faster, along with supporting me in a financial hardship, but it also strengthened my confidence, compassion, willingness to trust, and sense of responsibility. ***Every day of training reminded me that this career is about more than just skills; it's about heart, patience, professionalism, and the impact we make in people's lives.***

—Jessica

### Accelerated Training with Comprehensive Support

*87% of students completed their nursing assistant program. Of those students, 98% passed their CNA exam.*

To meet student needs and industry demand, LTCW streamlined its nursing assistant program into an accelerated format that moves more learners through training each year while preserving the comprehensive supports that distinguish the program. These supports, including transportation reimbursement, childcare assistance, uniform stipends, earn-as-you-learn opportunities, and 3 months of post-graduation career coaching, help remove barriers that often prevent aspiring caregivers from accessing continuing education and career mobility.

### Statewide Reach Through Partnerships

To ensure students across Oregon can benefit, LTCW now delivers training through both an in-house nursing assistant program based at our Portland-metro facility and partnership-based cohorts hosted in communities statewide. This model expands our geographic reach and meets long-term care providers' growing workforce needs.

***Participating in the nursing assistant training program through Long-Term CareWorks and RISE Partnership has been an incredible and transformative experience.*** From start to finish, the program provided a perfect balance of hands-on training, in-depth instruction, and genuine support that helped me build both my confidence and competence in the healthcare field.

—Brittany



Kaniz, certified nursing assistant

## Uplift Oregon Career Mobility Program: Opening Doors to Advancement

In 2024, the Career Mobility Program launched its first cohort, a groundbreaking initiative designed to help Oregon’s state workers move into higher-paying, skill-building roles. In partnership with SEIU 503, Western Oregon University, and 7 state agencies, 24 participants completed a full educational offering that prepared them for career growth in accounting and auditing fields.

*37.5% of graduates promoted into accounting or tax auditing roles with the State of Oregon.*

We celebrated this milestone with a graduation ceremony in January 2025, where participants were honored alongside their families and friends. The event brought together nearly 100 attendees, including inspiring guest speakers like Melissa Unger, Executive Director of SEIU 503, and Berri Leslie, former Director of Oregon’s Department of Administrative Services (DAS), as well as Uplift Oregon Board members and staff.



Graduates rated the program 4.83 out of 5 for overall satisfaction, and 100% said they would highly recommend it.

## Looking Ahead

The success of Uplift’s first Career Mobility cohort proves what’s possible when we invest in Oregon’s workforce. As we plan for the future, we’re actively exploring new partnerships and funding opportunities to expand this program and create even more pathways for career mobility. Our vision is clear: help more workers unlock their potential and build rewarding careers in public service.

*The Career Mobility program opened new doors for advancement in my career with the State. I’m very thankful to have had the opportunity to participate in the program.*

**—Rosie, state worker**

**DAS Human Resources now recognizes “Completion of the Career Mobility Program” as meeting minimum qualifications for the Accounting Technician role—removing barriers and accelerating advancement.**

## Uplift Career Mobility cohort graduation



# Benefits Navigation and Support

## SUPPORTING WORKERS BEYOND THE JOB

Access to affordable healthcare isn't just a benefit; it's a right and cornerstone of workforce sustainability. In caregiving and public service sectors where wages are often modest and work demands are high, comprehensive health coverage directly impacts retention, recruitment, and overall well-being.

Healthcare costs are a leading cause of turnover among care workers, with many leaving the profession due to financial strain from premiums and out-of-pocket expenses.<sup>3</sup> In Oregon, long-term care facilities report that offering robust health benefits reduces turnover by up to 30%, saving employers thousands in recruitment and training costs.<sup>4</sup>

The evidence is clear: benefits are not a perk—they're a strategic investment in people and health. RISE Partnership is proud to partner with the State of Oregon and responsible union employers to provide comprehensive, affordable benefits to workers and their families.

### Carewell Benefits: Making Healthcare Affordable for Oregon's Care Workforce

#### Healthcare Cost Assistance

*9,143 care providers accessed health coverage through Healthcare Cost Assistance.*

Access to healthcare is a necessity, not a luxury. That's why Carewell SEIU 503 offers Healthcare Cost Assistance benefits to make individual health plans affordable for Oregon's homecare and personal support workers who have no other coverage options.

*5,882 workers were supported through the Health Insurance Marketplace.*

Eligible workers who enroll in a Carewell-approved plan through the Health Insurance Marketplace or who have Medicare can receive 100% of their net monthly premiums covered for an individual Marketplace plan, or a portion of their Medicare premiums. Plus, the program provides up to \$8,000 in out-of-pocket medical expense coverage, removing financial barriers to essential care.

*3,261 workers received assistance with Medicare costs.*

This benefit provides peace of mind. Care providers can focus on delivering quality care without worrying about their own health costs. Carewell ensures that Oregon's care providers, who dedicate their careers to caring for others, have the security they deserve.

## **MyCarewell503: Access to Benefits Anytime, Anywhere**

Managing benefits shouldn't be complicated. MyCarewell503 is an easy-to-use online tool that puts control in the hands of Oregon's care providers.

With this secure, web-based resource, workers can:

- View reported work hours
- Request Paid Time Off (PTO) benefits
- Submit requests for reimbursement
- Update personal and health insurance information

Since launching in July 2023, over 20,000 care providers have accessed their benefits online, bringing convenience, transparency, and peace of mind to the people who care for Oregonians every day.

## **Carewell Paid Time Off (PTO): Rest Matters**

*In 2025, 29,900 care providers earned PTO hours.*

Providing in-home care is emotionally, mentally, and physically demanding. To keep this essential workforce strong, rest is critical.

**With Carewell Paid Time Off, thousands of care providers earned PTO benefits in 2025, giving them the time they need to recharge, prevent burnout, and continue delivering high-quality care.**

## **Carewell Dental: Healthy Teeth, No Extra Cost**

*In 2025, an average of 23,115 care providers received DVE benefits each month.*

Oral health is a vital part of overall well-being. Through Carewell Dental, in-home care providers receive coverage for most basic dental services with no monthly premium. From cleanings to essential treatments, this benefit helps workers maintain their oral health without financial stress.

## **Carewell Vision and Hearing: See Clearly, Hear Confidently**

Good vision and hearing are essential for providing safe, effective care. Carewell Vision and Hearing benefits give in-home care providers access to critical services at low or no cost.

Eligible workers enjoy:

- Annual vision exams
- Free or reduced-cost frames and contacts
- LASIK discounts
- Reduced-cost hearing exams

## Carewell Employee Assistance Program (EAP): Support for When Life Happens

Life doesn't stop when work begins. The Carewell Employee Assistance Program (EAP) offers confidential resources to help care providers and their families navigate personal challenges. Services include legal assistance, financial advice, counseling, and emotional support. EAP ensures workers have help when they need it most.

**Being prepared to care for others starts with caring for yourself.**

## Carewell Kicks: Comfort, Safety, and Style for Every Step

*In 2025, 7,018 workers received a free pair of slip-resistant shoes through Carewell Kicks.*

Caring for others means spending long hours on your feet. Carewell Kicks, a wellness and retention initiative, provides slip-resistant footwear to help workers stay safe and comfortable on the job.

Eligible providers can claim a new pair every 12 months as long as they stay current with their training requirements, making this benefit both practical and rewarding.

With more than 70 styles from trusted brands like Skechers and Reebok, workers can choose footwear that fits their personal style without sacrificing safety. Every pair is designed for comfort and features slip-resistant soles to help prevent falls, so care providers can focus on delivering exceptional care.

*My shoes fit perfectly and are very comfortable. They will not be returned! After I ordered them, they came 2 days later. Thank you, Carewell SEIU 503!*

**—Jodi, care provider**



## Carina: Connecting Care Providers to Meaningful Work

### *1,507 job matches made on Carina in 2025.*

Finding consistent, benefits-eligible work hours can be one of the biggest challenges for in-home care providers. That's why Carewell SEIU 503 partnered with Carina, a free online job-matching platform that helps workers connect with care-seeking consumers in their area.

Carina is more than a job board—it's a tool for stability and empowerment. By simplifying the search for work, Carina helps care providers build steady schedules, maintain benefits eligibility, and focus on what they do best: delivering quality care.

*For me, it's important to have somebody who can sit and talk. I'm always so happy when I see her.*

**—Evelyn, care client**

### *9 new languages added to Carina in 2025.*

In 2025, Carina helped create over 1,500 new jobs, by connecting care providers and clients, resulting in thousands of valuable work hours for Oregon's in-home care workforce. Carina also expanded accessibility by adding over 9 new languages to its platform and introduced an auto-verification system for faster, easier consumer sign-up.

*I was looking for somebody that would be flexible with me on the days that I could work and I wanted somebody close to where I live and I found my consumer. Carina's been a gamechanger. It made finding a wonderful person like my consumer very easy.*

**—Deanna, homecare worker**



## Essential Worker Healthcare Trust: Expanding Access to Affordable, High-Quality Care

The Essential Worker Healthcare Trust (EWHT) is transforming healthcare access for Oregon's long-term care workforce. By partnering with care providers and employers, EWHT ensures improvements are centered on member experience, making benefits easier to use and helping employers attract and retain the critical staff who keep Oregon's care system strong.



48% of Oregon's nursing homes are advancing worker well-being and employer stability by partnering with the Essential Worker Healthcare Trust.\*

### Coverage Growth That Strengthens the Workforce

In 2025, EWHT expanded coverage to more than 6,100 care providers and family members, more than doubling enrollment since its launch in 2023. This growth is fueled by existing employers and new facilities joining across the long-term care continuum.

This expansion strengthens workforce stability statewide and opens doors for workers historically priced out of employer-sponsored insurance.

### PLATINUM-LEVEL BENEFITS THAT PUT WORKERS FIRST



90% of medical costs covered



85% reduction in premium costs



67% lower deductibles and out-of-pocket maximums

*\*Includes 18 assisted living and residential care facilities, 1 home care agency with 4 regional centers, and 2 agencies serving people with I/DD.*

## Driving Retention and Workforce Stability

Employers consistently report that EWHT benefits play a central role in attracting and retaining long-term care workers, and retention data backs it up. Statewide, skilled nursing facilities have a lower annual retention rate than EWHT participating facilities. In EWHT facilities, retention stays higher at 1 and 2 years, proving that workers are more likely to stay with their employers when health benefits are affordable and reliable. EWHT benefits also give employers a competitive edge in a tight labor market. Workers cite the cost and quality of EWHT coverage as a key factor in deciding whether to accept or remain in a job. Together, these outcomes show that expanding access to affordable health coverage is more than a benefit, it's a practical workforce retention strategy that supports stability, reduces turnover, and helps employers compete for qualified staff across Oregon.

*Having great partnerships, like the one we have with EWHT, makes all the difference for our facilities and teams. These partnerships help us provide access to care and financial support for employees, which we're proud to offer. They're also a key tool in recruiting staff and helping them build long-lasting careers with us.*

—Hunter McLane, Regional Vice President of Operations, PACS

## Building a Healthier Future

Since launching in 2023, EWHT has helped stabilize Oregon's long-term care system by expanding coverage, improving retention, and giving essential workers the healthcare they need to protect their health and continue delivering vital services. As we look ahead, EWHT remains committed to innovating and growing to meet the needs of Oregon's care workforce.

### THE EWHT DIFFERENCE

Skilled nursing facilities in Oregon report a 45.5% annual retention rate. EWHT facilities have an annual retention rate of 71% after 1 year and 62% after 2 years.

*As a healthcare worker, I know what it's like to work long, exhausting hours for low wages and still not afford health insurance. That's why the Essential Worker Healthcare Trust means so much to me. It's the difference between choosing groceries or a doctor's visit, and **thanks to EWHT, I can finally take care of my health without drowning in medical bills.** Every healthcare worker deserves that kind of dignity and peace of mind.*

—Nicole, nocturnal certified nursing assistant



Alicia, certified nursing assistant

## Uplift Oregon: Setting Every State Worker Up for Success

Helping Oregonians thrive at work begins with ensuring they understand and can confidently use the benefits available to them. In partnership with SEIU local 503, AFSCME, and the State of Oregon, Uplift Oregon provides statewide benefits education designed to meet workers where they are—whether they’re navigating health coverage for the first time, choosing a retirement plan, or learning how to care for their physical and financial well-being.

### Uplift Your Benefits

*94% of new state employees completed Uplift Your Benefits within the first 30 days of employment.*

Every new State of Oregon employee completes Uplift Your Benefits, a comprehensive onboarding workshop that explains health insurance options, paid leave benefits, retirement pathways, and wellness resources. Offered 4 days a week, year-round, this workshop is often the first touchpoint workers have with their benefits and for many, the first time benefits feel clear and manageable.

Benefits are one of the most important factors in a worker’s financial stability and long-term well-being. Uplift’s goal is simple: make sure every new employee starts their public service career informed, confident, and empowered.

## Financial Wellness for Every Stage of a Career

Beyond onboarding, Uplift Oregon offers quarterly financial wellness workshops to help workers build long-term security. These sessions cover the Oregon Public Employees Retirement System (PERS) and the Oregon Savings Growth Plan (OSGP), translating complicated retirement rules into plain language and actionable steps.

Participation in these workshops is high, and feedback shows workers leave feeling more confident about planning for their future.

## Supporting Health and Well-Being Through Monthly Wellness Webinars

Uplift Oregon, in partnership with Kaiser Permanente, offers free wellness webinars for all state employees each month. These sessions are open to every state worker regardless of their insurance provider. Topics include financial wellness strategies, fitness, mental health resources, and more, reflecting the diverse needs of today's workforce.

These webinars help normalize conversations about well-being in the workplace and give workers accessible, judgment-free opportunities to build healthier habits. Benefits are one of the most important factors in a worker's financial stability and long-term well-being. Uplift's goal is simple: make sure every new employee starts their public service career informed, confident, and empowered.

*The OSGP workshop was an informative session from an excellent set of presenters who were able to make otherwise very intimidating topics approachable and understandable. I appreciated their expertise, ability to answer the attendees' questions, and the overall tone that they cultivated. Wouldn't have changed a thing! Thank you very much.*

**—2025 OSGP Workshop participant**

# Looking Ahead

## OUR VISION FOR 2026

RISE Partnership looks to 2026 with a clear goal: deepen worker-centered innovation by listening to frontline voices and turning good ideas into standard practice. Our 2026 initiatives strengthen worker supports, expand equitable access to benefits and training, and make the path to career advancement easier to navigate.

With expanded partnerships and disciplined stewardship, RISE Partnership continues to deliver innovation that gives Oregon's workforce the skills, credentials, and support they deserve.

### Care Pathways

Care Pathways by RISE kicked off its work in the fall of 2025, a new, worker-centered career hub offering no-cost training and clear guidance to help new and experienced care workers secure quality union jobs and build rewarding careers in the care sector. Care Pathways removes barriers, simplifies career navigation, and meets workers where they are so that progress is possible at every stage. In 2026, Care Pathways will expand recruitment to meet care-sector demand, deepen community partnerships, and formalize a pathway for homecare workers to earn enhanced credentials including nursing assistant (NA).

Shariff, state worker



## New and Enhanced Care Provider Benefits

In 2026 Carewell SEIU 503 is adding new benefits and enhancing existing ones to better serve Oregon's in-home care providers.

### Expanded Vision Benefits

With Carewell's enhanced vision benefit, progressive lenses are now included at no extra cost!

### Supporting Veterans

Carewell will also be expanding the Healthcare Cost Assistance benefit to include care providers who are on veterans (VA) benefits. Eligible care providers will receive a benefit convenience card to use for covered out-of-pocket medical expenses.

### More Paid Time Off

In 2026, Carewell is raising the annual paid time off cap for care providers. Recognizing the demands of care work and aligning benefits with worker feedback, the number of PTO hours care providers can earn each year has increased from 48 to 60 hours. This change strengthens rest and recovery for those who care for Oregon's families and communities.

### Greater Equity and Accessibility

Over the years, MyCarewell503 has helped tens of thousands of in-home care providers easily access information about their benefits and paid time off balance. In 2026, we are expanding equity and access to MyCarewell503 by translating the platform into Arabic, Chinese, Korean, Russian, Spanish, Somali, and Vietnamese.

### A Commitment to Workforce Development

In 2026, Long-Term CareWorks is expanding its reach by partnering with community colleges and training programs to build a sustainable network for training nursing assistants. These partnerships will help meet the growing need for certified nursing assistants (CNAs) in long-term care facilities across the state of Oregon.

## Endnotes

1. H-CAP. (2023). [Let's Build What Works: Workforce development strategies.](#)
2. PHI National. (2023). [Direct care workforce trends and projections.](#)
3. U.S. Department of Health and Human Services. (2023). [Long-term care workforce projections.](#)
4. Oregon Employment Department. (2023). [Health care workforce vacancy report.](#)



RISE Partnership