

# HCA



## HEALTH CAREERS ALLIANCE FOR SOUTHEAST MICHIGAN

# WELCOME

Dr. Jan Karazim, Convener

# WIN

WORKFORCE  
INTELLIGENCE  
NETWORK

RESEARCH. ENGAGEMENT. SOLUTIONS.



# Health Careers Alliance Employers

- Advantage Living Centers
- Amada Senior Care
- American Indian Health & Family Service
- Corewell Health System
- Detroit Medical Center
- Eaton County Health & Rehab Services
- EHM Senior Solutions
- Harbor Beach Community Hospital
- Honor Community Health
- Henry Ford Health System
- Ciena Group
- Ciena Healthcare and Laurel Healthcare Company
- Harbor Beach Community Hospital
- Hillsdale Hospital
- Hills and Dale General Hospital
- Huron County Medical Care Facility
- Hurley Medical Center
- IHA
- Joint Ventures Hospital Laboratories
- Lapeer County Medical Care Facility
- Laurus Home Health
- McLaren Health System
- Marlette Regional Hospital
- Memorial Healthcare

# Health Careers Alliance Employers

- Mission Point Healthcare Services
- Oak Street Health
- Prestige Healthcare Management
- ProMedica Health System
- Scheurer Health
- Quality Care Rehab and Autism Center
- Trinity Health System
- Tuscola County Medical Care Community
- Tuscola Behavioral Health System
- Michigan Medicine - University of Michigan
- Michigan Health and Hospital Association
- Michigan Health Council
- Michigan Primary Care Association
- Michigan County Medical Care Facilities Council
- Healthcare Association of Michigan
- LeadingAge Michigan
- Thumb Community Health Partnership

# Health Careers Alliance Strategic Education Partners

- Grand Valley State University – Omni Partnership
- **Henry Ford College**
- Heart to Heart Healthcare Training
- **Jackson College**
- Lansing Community College
- **Macomb Community College**
- Michigan Office of Career and Technical Education
- **Mott Community College**
- **Monroe County Community College**
- **Oakland Community College**
- Oakland Schools
- Robichaud High School CTE CNA Program
- St. Clair County Community College
- **Schoolcraft College**
- University of Detroit Mercy
- **Washtenaw Community College**
- **Wayne County Community College District**

**BOLDED** indicate WIN members

# Health Careers Alliance Strategic Workforce Partners

- **Capital Area Michigan Works!**
- City of Detroit, Mayor's Office
- Consulting Management Associates, LLC
- **Detroit Employment Solutions Corporation**
- Detroit Regional Chamber – Regional Healthcare Talent Collaborative
- Detroit Regional Workforce Partnership
- **GST Michigan Works!**
- **Macomb St. Clair Michigan Works!**
- **Michigan Works! Monroe Service Center**
- **Oakland County Michigan Works!**
- Oakland County Economic Development
- **Southeast Michigan Community Alliance (SEMCA)**
- Focus HOPE
- Melanie Brim Consulting, LLC
- Metrics Reporting
- Michigan Department of Health & Human Services Office of Nursing Programs
- Michigan Labor and Economic Development Workforce Development Agency Sector Strategies for Healthcare
- Michigan Rehabilitation Services
- Talent Development Coalition

**BOLDED** indicate WIN members

# AGENDA

- **Welcome & Introductions**

## **Recording**

- **LEO Update – Valerie Jemerson**
- **HCA Update – Jan Karazim**
- **Open Discussion/Sharing/Announcements**
- **Adjourn**



MICHIGAN DEPARTMENT OF  
**LABOR & ECONOMIC  
OPPORTUNITY**



**WORKFORCE  
DEVELOPMENT**

# COMMENTS FROM THE STATE OF MICHIGAN

**Valerie Jemerson**

Sector Strategy Liaison for Healthcare

Michigan Department of Labor and Economic Opportunity

# LEO-WD Update

## Health Careers Alliance (HCA)

April 8, 2026

Michigan Department of Labor & Economic Opportunity  
Employment & Training



# Resources

- Going PRO Talent Fund Healthcare Grants – Cycle 2 and ELCs
- Women in the Michigan Workforce
- Reliable Rides Playbook
- IMPART Alliance DCW Training
- Free Virtual Job Fair Resource for Partners



# Going PRO Talent Fund Key Dates

## *Cycle 2 Fiscal Year 2026 Grants*

The Department of Labor and Economic Opportunity - Workforce Development (LEO-WD) awards funds to employers through the [Michigan Works! Agencies](#) (MWAs).

- **April 6** -- Application Period Open
- **April 24** – Application Period Closes at 5 PM
- **July 1, 2026 – June 30, 2027** – Training Period
- **Funding Available** – TBD

## **Training Investment per Participant**

- Up to \$2,000 per trainee
- Up to \$3,500 per USDOL Registered Apprentice



# Healthcare Training Grants

## Going PRO Talent Fund

### *Cycle 1 Fiscal Year 26 Awards*

1. **Grants Awarded:** Total number of grants awarded for healthcare training. **97**
2. **Total Grant Award Dollars:** Total dollar amount of grants for healthcare training. **\$2,697,249.43**
3. **Average Grant Award:** Average grant amount for healthcare. **\$27,806.70**
4. **New Employees:** Number of new employees to be trained in healthcare occupations. **836**
5. **Current Employees:** Number of current employees to receive healthcare training. **452**
6. **Registered Apprentices:** Number of registered apprentices in healthcare. **292**

### The Going PRO Talent Fund

**(Talent Fund)** makes awards to employers to assist in training, developing and retaining current and newly hired employees.

Training funded by the Talent Fund must be short-term and fill a demonstrated talent need experienced by the employer.

Training must lead to a credential for a skill that is transferable and recognized by industry.

# Going PRO Talent Fund

## Employer-Led Collaborative Grants

**Planned Open: June 11, 2026**

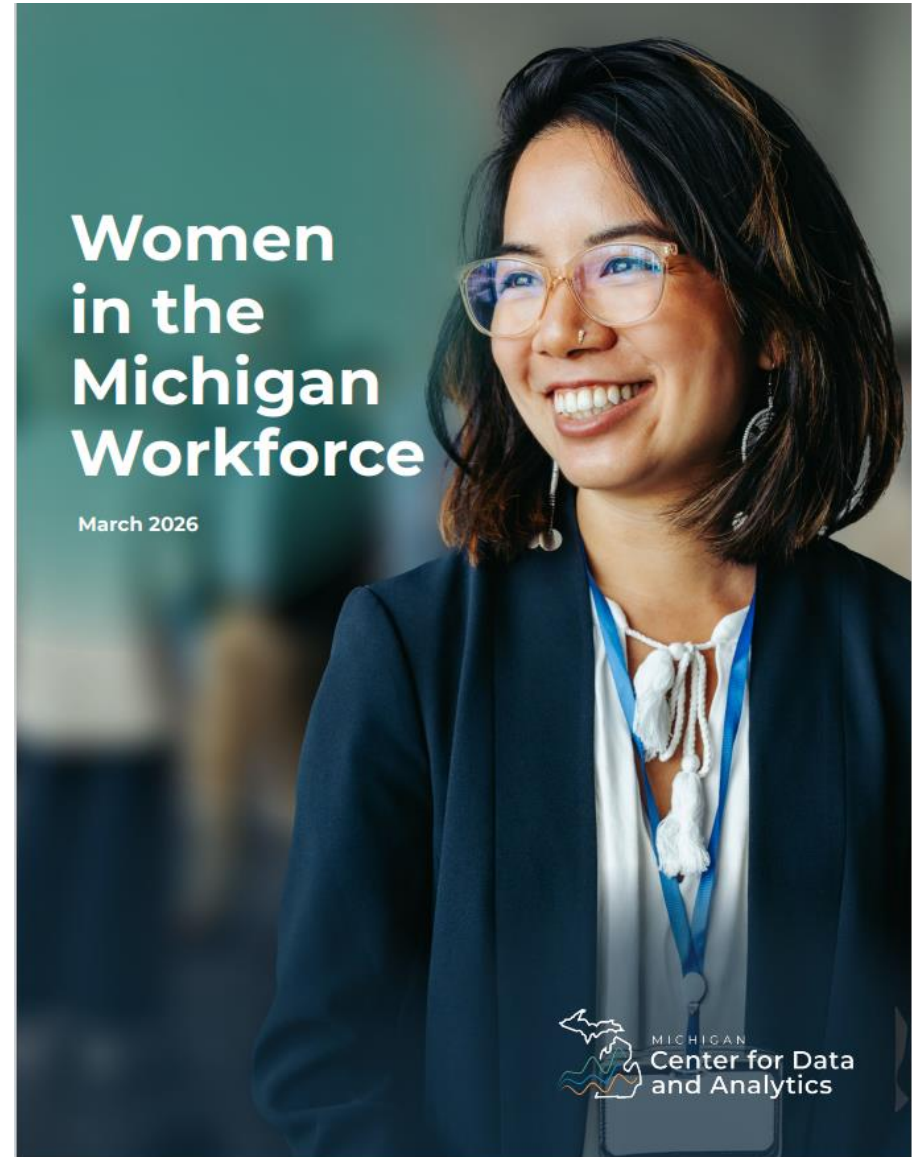
Minimum of 3 employers addressing share skill gaps

- **Eligible employers:** Michigan-based, nongovernmental, current on state tax obligations
- **Training:** Short-term (completed within one year)
  - Industry-recognized credential
  - Classroom/customized, on the job training (OJT) for new hires, USDOL-Registered Apprenticeship
- **Funding:** Up to \$2,000 per classroom/OJT; Up to \$3,500 per registered apprentice



# Women in the Michigan Workforce

- Women represent nearly half of the state's labor force.
- The report highlights both progress and persistent structural barriers — including pay gaps in fields such as healthcare
- Access to supportive services such as childcare continue to impact women's opportunities, retention and advancement in the workforce.
- [2026-Women-in-the-Michigan-Workforce-Report.pdf](#)



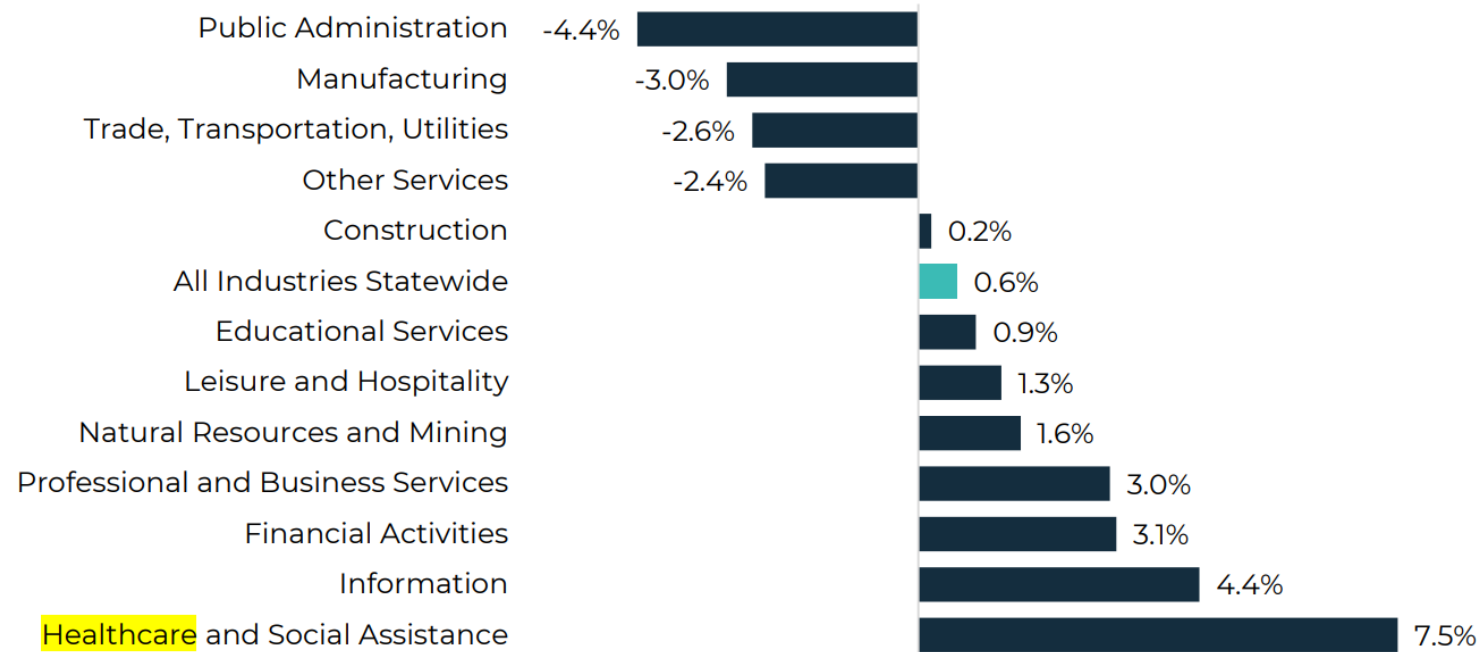
# Skills to Work Resources

LEO's programs and partnerships are ensuring women across the state have access to career assessments, training programs, educational pathways and support services, including Registered Apprenticeships and STEM-focused initiatives, that help women transition into higher-paying careers and advance in the workforce.

To explore these resources, visit [Michigan.gov/SkillsToWork](https://Michigan.gov/SkillsToWork).

## Industries dominated by women are projected to experience growth in employment from 2022 to 2032.

10-Year Projected Employment Growth by Industry in Michigan



Source: 2022-2032 Long-Term Industry Projections, Michigan Center for Data and Analytics



# Reliable Rides: Connecting Workers to Jobs Playbook

This playbook is a step-by-step guide designed to be practical and adaptable. Each section highlights proven models, keys to success, and pitfalls to avoid when developing a transportation plan.



## 1. Start with the Program Summaries

Scan the one-page summaries to see which models might fit your business needs.

**2. Dig into the Case Studies:** For each program that looks promising, read the case study to see how it has worked for employers like you.

**3. Check the Keys to Success:** Learn what makes each program work in the real world — from employer buy-in to communication strategies.

**4. Ready to Launch?** Use the Quick Start Guide. It points you to off-the-shelf templates and tools you can adapt right away



# Direct Care Worker Initiative

Direct Care Worker (DCW) is a general term that refers to individuals who provide essential services through behavioral health, community mental health, and long-term care systems to support older adults and individuals living with disabilities in a range of settings including private homes, group homes, assisted living facilities, nursing homes, and community living supports settings. Occupational titles include certified nursing assistants, home health aides, personal care assistants, and direct support professionals.

## State of Michigan Partners:

- LEO-WD provided \$250,000 funding for IMPART to organize an employer-led collaborative and develop curriculum.
- Michigan DHHS provided \$25 million funding to develop a career center and provide training.



**IMPART Alliance is a state-wide organization whose mission is to strengthen the Direct Care Workforce.**

<https://impartalliance.msu.edu/about/about-us/>

*IMPART (Integrated Model for Personal Assistance, Research and Training)*



# Free Direct Care Worker Training is Available

## For More Information:

<https://impartalliance.msu.edu/registering-for-classes/>



### Direct Care Fundamentals – Level 1

**Who Should Attend:** This FREE course is for individuals interested in starting a career in direct care work or those seeking to build on their caregiving experience with additional professional training. The 12-hour virtual course covers essential topics from professional ethics to emergency response. Students...

[Read More](#)



### Direct Care Associate – Level 2

**Who Should Attend:** This FREE course is for direct care workers ready to expand their knowledge into specialized areas of care and support services. The 12-hour virtual course covers topics from food safety to end-of-life care. Students will deepen their understanding of aging, disabilities, mental...

[Read More](#)



### Home and Direct Care Specialist – Level 3

**Who Should Attend:** This FREE course is for direct care workers wishing to expand their skills in instrumental activities of daily living (IADLs). The 6-hour virtual training builds on basic caregiving knowledge to develop expertise in person-centered approaches to housekeeping, meal planning, and nutrition. These...

[Read More](#)



### Personal Direct Care Specialist – Level 4

**Who Should Attend:** This FREE course is for direct care workers seeking advanced skills in personal care and clinical support. The 36-hour hybrid course covers topics from mobility assistance to leadership, plus three in-person skills labs where students demonstrate hands-on competency. Through a combination of...

[Read More](#)



### Train-the-Trainer

**Who Should Attend:** This FREE course is for direct care workers who have relevant, sufficient experience in both delivering home and community-based services and training adult learners. The virtual TTT classes include 4 sessions that cover IMPART Alliance's DCW class and course format, adult learning...

[Read More](#)



### Direct Care Worker Training – Informational Open House

Considering career advancement opportunities for yourself or your team, and have questions on Direct Care Working Training? Watch our Informational Open House video. This live webinar was hosted on September 5th, of 2024, by Impart Alliance Assistant Director, Bethany Duyser.

[Read More](#)



# IMPART: Mobile Training Unit and Training Class in a Box



*IMPART (Integrated Model for Personal Assistance, Research and Training)*



## Support for Virtual and In-Person Job Fairs



The Michigan Department of Labor & Economic Opportunity's Office of Employment and Training (LEO-E&T) offers the connection to the Radancy platform for hosting and conducting virtual and in-person job fairs.

LEO-E&T ensures the promotion of a regional and sector-driven approach and provides administrative management of the platform. These events are to be inclusive of all partners and may be based on regions, industries and/or directed toward specific populations.

Event focus options include:

- Single employer
- Single high demand industry
- Multi-industry
- Multi-regional
- Multi-partner
- Population specific (i.e. veterans, individuals with disabilities, entry-level job seekers)

LEO-E&T Job Fairs platform:

- Available up to 5 days per week
- Features up to 50 employer booths per event
- Engages up to 5,000 job seekers per year



Would you like more information?

Visit the Employer Resources webpage at [Michigan.gov/BackToWork](https://Michigan.gov/BackToWork)

# Virtual Job Fair Event Request Form



### For More Information:

Visit the Employer Resources webpage at [Michigan.gov/BackToWork](https://Michigan.gov/BackToWork) or send an email to [LEO-VJF@michigan.gov](mailto:LEO-VJF@michigan.gov).





MICHIGAN DEPARTMENT OF  
**LABOR & ECONOMIC  
OPPORTUNITY**

**EMPLOYMENT  
& TRAINING**

## Questions/Comments

**Valerie Jemerson**

**Talent Development Liaison, Sector Strategies  
Industry Engagement Division, Workforce Development  
Michigan Department of Labor and Economic Opportunity (LEO-WD)**



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# HCA UPDATES

- **Respiratory Therapist Registered Apprenticeship**
- **Job Applications and AI**
- **Licensed Occupations and RAPs**
- **Grant – FIPSE-WPQII**
- **Grant – SSC6**
- **Henry Ford College Durable Skills Curriculum**



# RESPIRATORY THERAPIST

Macomb Community College

Oakland Community College

Kalamazoo Valley Community College

Delta College

**Henry Ford College**

**Monroe County Community College**

**Mott Community College**

Muskegon Community College

Jackson College

Grand Valley State University

**Southwest Michigan Community College -**

**MWTEC**



**Are employers using AI to screen applications?**

**Are job seekers/students being directed how to  
use AI to help apply for a job?**



# Michigan Licensed Occupations and Registered Apprenticeship Programs

**Check the RTI with LARA!!**



# FIPSE – WPQII Grant

## SCC6 Grant



# NEW WORKFORCE PELL ACT

## Workforce Pell Program Readiness

[https://edworkforce.house.gov/uploadedfiles/bipartisan\\_workforce\\_pell\\_act\\_section\\_by\\_section\\_final.pdf](https://edworkforce.house.gov/uploadedfiles/bipartisan_workforce_pell_act_section_by_section_final.pdf)



# KEY DOE REQUIREMENTS

Expand **program capacity** (seats)

Improve **program accessibility** (eliminate time/place barriers)

Improve/increase **applied learning** and **assessment**

New, **innovative WBL** arrangements

Integration of **XR, simulation, and AI technology**

**Employer Validation/Attestation**

**RAP Priority**

# VALUE FOR MIWORKS!

- Reduced financial burden on WIOA** and other training funds
- More tuition-free training options** for eligible adults through Workforce Pell
- Shorter, faster programs** that align with rapid re-employment goals
- Stronger employer-validated programs** tied to real job openings
- Expanded Registered Apprenticeship (RA)** and RTI-aligned pathways
- Improved placement outcomes** through intentional alignment between training and hiring
- Stronger regional coordination with colleges**, employers, and WIN
- MWA Attestation**

# SCC6 GRANT

- **WORKFORCE PELL**
- **MCCA, LEO, WIN**
- **“State System for Program Approval”**
- **Technical Assistance, Tools, Resources**
- **Requires a Community College to submit & serve as fiscal admin – Jackson College**
- **More to come . . . .**

# Durable Skills Training Project

## Henry Ford College

America Succeeds – CompTIA



# Member Sharing, Discussion, and Q & A



**THANK YOU!**

**WEBSITE**

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