



# Health Careers Alliance

Regions 6, 7, 9 & 10

February 12, 2025



# WELCOME

Dr. Jan Karazim, RT(R)(M)(ARRT)  
WIN Workforce Program Manager

# WIN

WORKFORCE  
INTELLIGENCE  
NETWORK

RESEARCH. ENGAGEMENT. SOLUTIONS.



# AGENDA

- ☐ Welcome & Introductions
- ☐ State of Michigan LEO Update – Valerie Jemerson
- ☐ HCA Update – Jan Karazim

New Member Organizations and People

**Incumbent Worker Strategy – Registered Apprenticeship- Career Pathways**

RN, LPN, Radiographer, Surgical Technologist

CNA, MA, Medic to LPN

LPN to RN

Medicine Aide

Respiratory Therapist

Medical Laboratory Assistant, Medical Laboratory Technician, Clinical Lab Scientist

## Featured Speaker

**Dr. Cyndi Scheuer, Dean for School of Health and Human Services, Henry Ford College**

*“Hearing the Employer: Revising Education Program Delivery and Schedule”*

- ☐ **Open Discussion/Thoughts**
- ☐ **Adjourn**



# Health Careers Alliance Employers

- Advantage Living Centers
- Amada Senior Care
- American Indian Health & Family Service
- Corewell Health System
- Eaton County Health & Rehab Services
- EMS Senior Solutions
- Harbor Beach Community Hospital
- Honor Community Health
- Henry Ford Health System
- Ciena Group
- Ciena Healthcare and Laurel Healthcare Company
- 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 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! Southeast
- 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

# Health Careers Alliance Education Partners

- Downriver Career Technical Consortium
- 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
- Michigan Workforce Training & Education Collaborative - MW-TEC (EPiC Consortium)
- Mott Community College
- Monroe County Community College
- Oakland Community College
- Oakland Schools
- Robichaud High School CTE CAN Program
- St. Clair County Community College
- Schoolcraft College
- University of Detroit Mercy
- Washtenaw Community College
- Wayne County Community College District





MICHIGAN DEPARTMENT OF  
LABOR & ECONOMIC  
OPPORTUNITY



WORKFORCE  
DEVELOPMENT

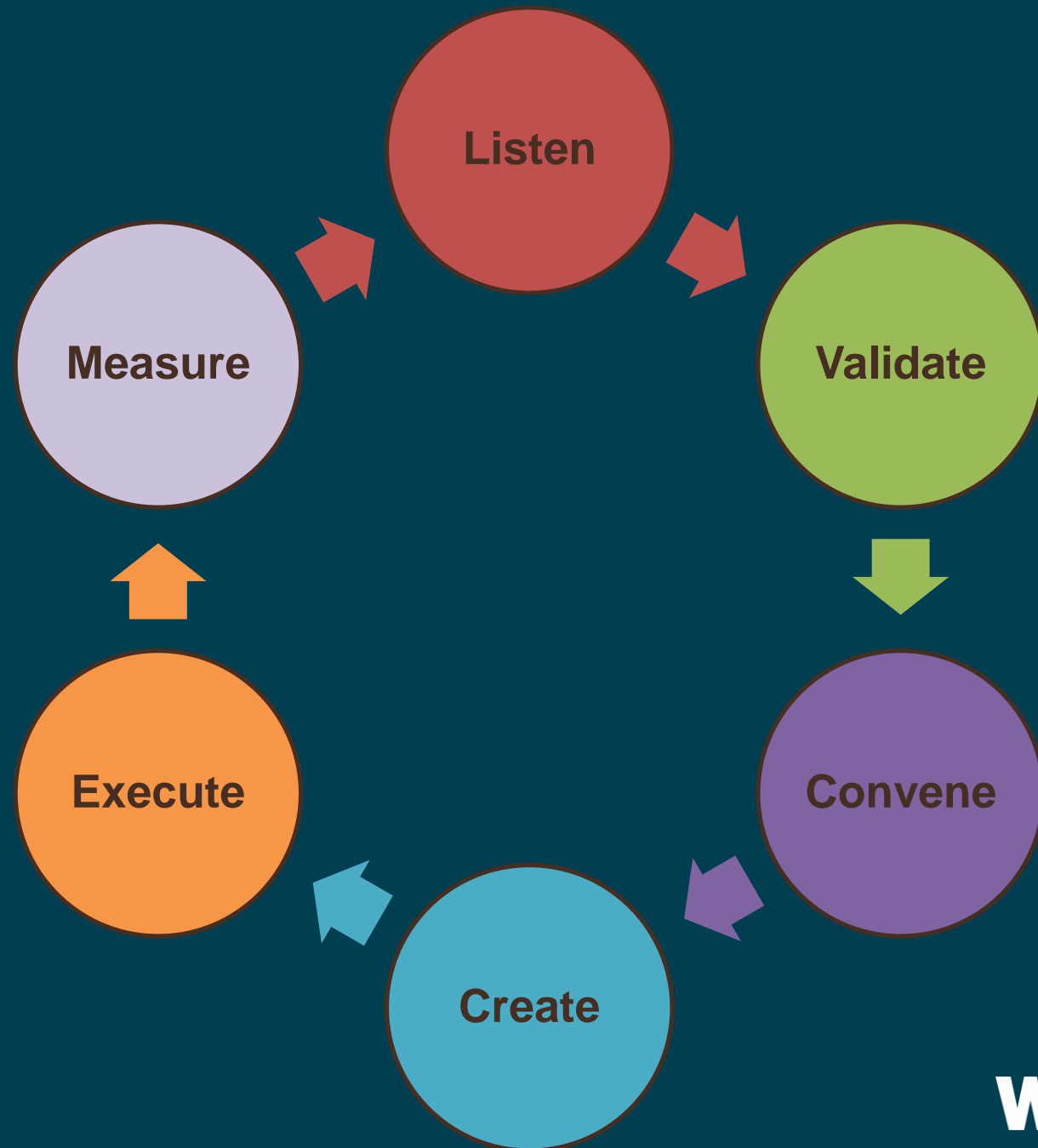
# COMMENTS FROM THE STATE OF MICHIGAN

**Valerie Jemerson**

Sector Strategy Liaison for Healthcare

Michigan Department of Labor and Economic Opportunity

# THE HCA PROCESS



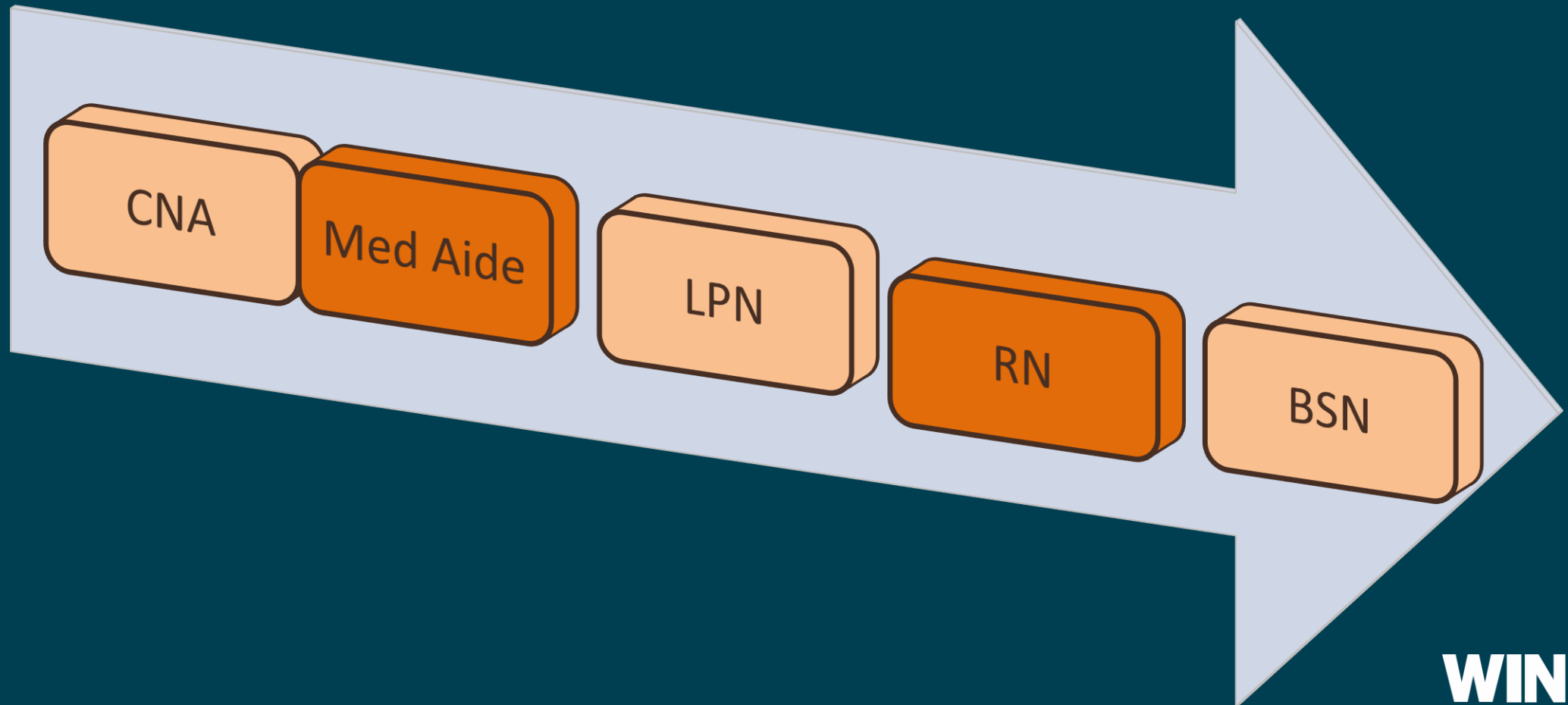
# Advancing the Incumbent Workforce



# Creating the Talent Pipeline



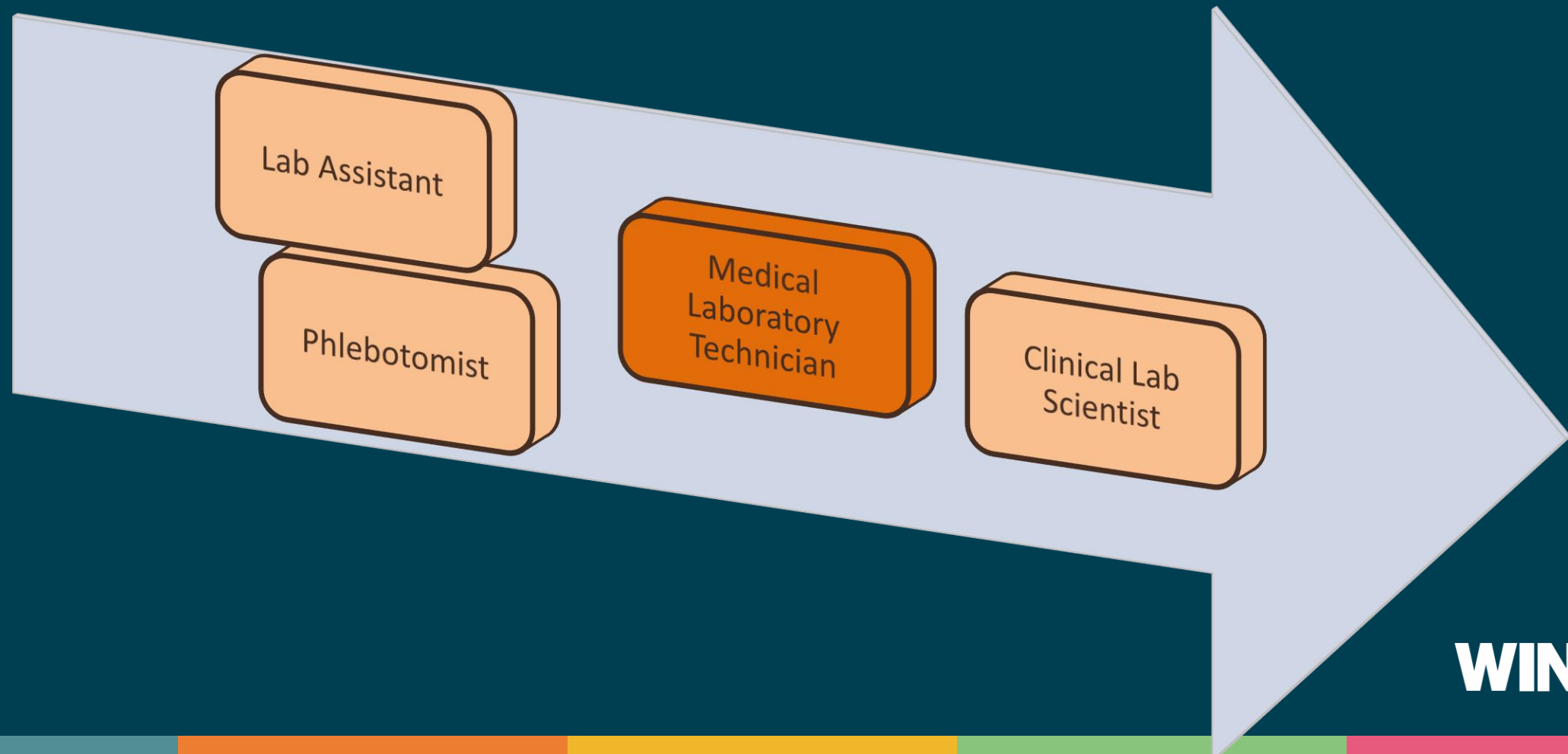
# Creating Occupational Pathways Nursing



# LPN Registered Apprenticeship Recruiting!

- Start your nurse aide to LPN registered Apprenticeship program NOW!
- LPN courses start late August

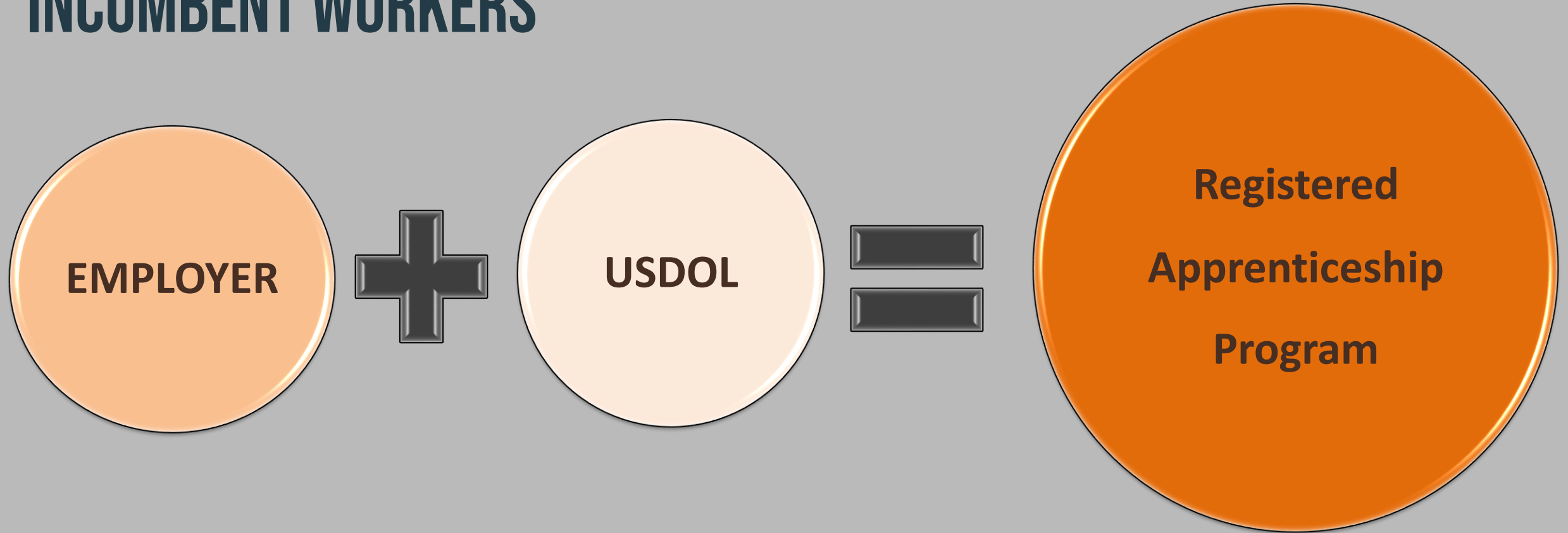
# Creating Occupational Pathways Laboratory



# Detroit Regional Chamber Regional Healthcare Talent Collaborative

- Incumbent Worker Research
- Survey Tool
- Value to employers, HCA, DRC, DRWP, and to MWAs, educators, funders, etc.

# REGISTERED APPRENTICESHIP STRATEGY TO ADVANCE INCUMBENT WORKERS





# A REGISTERED APPRENTICESHIP PROGRAM





***DONE***

- ***Surgical Technologist***
- ***Pre-Licensure RN***
- ***LPN***
- ***Radiography***
- ***Optometric Assistant***



# ***In Progress for 2025***

- ***Respiratory Therapist***
  - USDOL Occupational Approval Required
  - RTI - New course sections online/onsite
  - RA enrollment only
  - Accessible state-wide
  - Championed by Corewell Health and Henry Ford College



# ***In Progress for 2025***

## • ***Medical Laboratory Technician***

- No RTI available
- New associate degree program being developed
- RA enrollment only
- Accessible state-wide
- Championed by Henry Ford Health and Henry Ford College



# \$\$FUNDING NEEDED \$\$

est. \$1.2 million

- **Develop New MLT AAS Program**
  - Interim Program Director/ Subject Matter Experts
  - Accreditation
- **Respiratory Therapist AAS Program**
  - Develop online sections of existing courses
  - Stipend for Subject Matter Experts
  - Accreditation
- **LPN to RN AAS Program**
  - Develop online sections of existing courses
  - Stipend for Subject Matter Experts
  - Accreditation/SBN

❖ MindSpring

❖ RFP



***Employers  
have been  
consistently  
clear about  
RTI . . .***

***“Maximize work based  
learning”***

Innovative course/lab delivery  
method and timing

***“Number of contact hours  
matter”***

Unnecessary time and cost



SAMPLE Program	TOTAL Contact Hours	Clinical Hours
Program A	1,888	1,056
Program B	2,713	1,368
Program C	2,765	1,780
Program D	2,887	1,860

- ALL programs are accredited
- All programs culminate in associate degree AND eligibility to complete the exam for the nationally recognized credential required for employment

*Community Colleges are listening!!*

# FEATURED SPEAKER:

**Dr. Cyndi Scheuer**

**Dean for School of Health and Human  
Services**

**Henry Ford College**





# Member Sharing, Discussion, and Q & A



**QUESTIONS?  
& THANK YOU!**

**WEBSITE**

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