



EMPLOYER-LED COLLABORATIVE MEETING

Regions 6, 7, 9 & 10

RESEARCH. ENGAGEMENT. SOLUTIONS.

10 YEARS WIN

WORKFORCE INTELLIGENCE NETWORK



Our Mission

to help cultivate a cohesive talent system by facilitating data-driven workforce solutions to ensure responsiveness to changing labor market demands.



RESEARCH



ENGAGEMENT



SOLUTION



April 2022 Meeting Agenda



Welcome & Introductions

- **HCA at State Updates**
 - New Convener Introduction Jan Karazim
 - HCA Reset
 - Talent Pipeline Management & Health Careers Alliance of Southeast Michigan
 - Project Teams Status/Update
 - State of Michigan Update from Valerie Jemerson
- **Medical Assistant Workforce Presentation**
 - Featured Speaker Mr. Donald Balasa MBA, JD
- **Nurse Assistant Task Force Update**
 - Amy Lee, Ed.D Michigan Community College Association
- **Available Collaborative Programs – USDOL Apprenticeship Ready**
- **Final Comments**
- **Questions & Discussion**
- **Adjourn**





WELCOME AND INTRODUCTIONS

Jan Karazim, SEMCA WIN Program Manager

Welcome Partners!

EMPLOYERS

Advantage Living Centers
Amada Senior Care
American Indian Health and Family Services
Ascension MyHealth Urgent Care
Beaumont Health
Comfort Keepers Homecare
CSL Plasma
Henry Ford Health
Hillsdale Hospital
Honor Community Health
IHA
Lapeer County Medical Care Facility
McLaren Health
Oak Street Health
PACE Southeast Michigan
Right at Home of Central Michigan
St. Joseph's Health
Scheurer Health
Sparrow Health
Trinity Health-Michigan Region
Veterans Homes of Michigan

MICHIGAN WORKS! & OTHER PARTNERS

Capital Area Michigan Works!
City of Detroit, Mayor's Office
Detroit Employment Solutions Corporation
GST Michigan Works!
Macomb St. Clair Michigan Works!
Michigan Works! Southeast
Oakland County Michigan Works!
Southeast Michigan Community Alliance (SEMCA)
Focus HOPE
Michigan Health Council
Michigan Health and Hospital Association
Michigan Primary Care Association
Michigan Labor and Economic Development- Workforce
Development Agency – Sector Strategies Healthcare
Michigan Dept. of Education Career Readiness Unit -
Health Careers
Michigan Rehabilitation Services
Oakland County Economic Development
Talent Development Coalition
Metrics Reporting
Consulting Management Associates, LLC
Workforce Intelligence Network (WIN) of SE Michigan

EDUCATION

Henry Ford College
Jackson College
Lansing Community College
Mott Community College
Monroe County Community College
Oakland Community College
Oakland School District
Schoolcraft College
Washtenaw Community College
Wayne County Community College District
University of Detroit Mercy
Education Planning Resources
Michigan Community College Association-
Center for Collaborative Program –EPiC
Consortium, and
Michigan College Online



Introductions

Please respond in the chat....

- Your name?
- Name of your organization?
- Your role at your organization?

HCA Update

Jan Karazim, Ed.D, RT(R)(M)



- 14 years medical imaging technologist
- 9 years community college radiography program director/faculty
- 12 years community college dean
- 2.5 months WIN Workforce Program Manager
- Currently enrolled in TPM training

- Healthcare apprenticeships, strategic collaboration & innovation!!
- Recruitment, retention and diversity strategy through USDOL Apprenticeship pathways for new and incumbent workers
- Career awareness & opportunity through comprehensive program: k12 to community college to university targeting diverse populations of children

HCA Reset

- Met with several employer
- Generated **Employer Survey** – open: <https://www.research.net/r/LX>
 - Important primary data collection
- Increase employer membership
- Follow through to establish bylaws
- Identify employer co-chairs for TPM leadership of the HCA
- Embrace TPM principles and strategies
- Advance Project Teams; nurse assistant, medical assistant, surgical technology
- Advance asset mapping – available programs, USDOL apprenticeships, etc.
- Organization & Communication: flowchart, contact list, SharePoint





Talent Pipeline Management Implementation



Strategy 1: Organize Employer Collaboratives



Strategy 4: Analyze Talent Flows



Strategy 2: Engage in Demand Planning



Strategy 5: Implement Shared Performance Measures and Align Incentives



Strategy 3: Communicate Competency and Credential Requirements



Strategy 6: Continuous Improvement

Update from HCA Project Teams



- Sterile Processing
- Nursing Assistant
- Medical Assistant / Career Awareness



MICHIGAN DEPARTMENT OF
LABOR & ECONOMIC
OPPORTUNITY



WORKFORCE
DEVELOPMENT

COMMENTS FROM THE STATE OF MICHIGAN

Valerie Jemerson, Michigan Department of
Labor and Economic Opportunity

LEO Workforce Development Updates

- Michigan Rural Enhanced Access to Careers in Healthcare (MiREACH) Website and Partner Toolkit
- Virtual Job Fair Platform Enhancements - LEO-VJF@Michigan.gov
- Career Readiness TPM Academy
- Upcoming TPM 2-Hour Workshop for Community College Partners (Date: TBD July)

LEO Workforce Development Updates



Sector Strategies Learning Network Lunch and Learn

Topic: " Career Pathway Options: Building Non-traditional Talent Pipelines for the Future Workforce"

Date: Friday, April 22, 2022, 12:00 p.m. – 1:00 p.m.

Speaker: John Kraus, Director of Instructional Services, Muskegon Area ISD

Register: Use this [link to register](#) for Microsoft Teams SSLN Lunch & Learn





QUESTIONS?

EMAIL

LEO-TDL@Michigan.gov



FEATURED SPEAKER

Donald A Balasa, JD, MBA, CEO & Legal Counsel of the American Association of Medical Assistants & President of the Commission on Accreditation of Allied Health Education Programs (CAAHEP)

Delegation, On the Job, Scope of Practice

- *Permissible Delegation of Influenza Vaccination Administration in Michigan* - [November 18, 2020](#), [Donald A. Balasa](#)
- Medical assistants are well-positioned to assist with vaccinations, but legal considerations may vary depending on state law.
- For example, I recently received the following question regarding when a medical assistant in Michigan can be delegated the administration of influenza vaccinations:

To answer this question, note the following from the [Michigan Public Health Code](#), which is posted in the Michigan subsection of the [State Scope of Practice Laws](#) webpage on the [AAMA website](#):

333.16215 Delegation of acts, tasks, or functions to licensed or unlicensed individual; supervision; rules; immunity; third party reimbursement or worker's compensation benefits.

Sec. 16215.

- (1) Subject to subsections (2) to (6), a licensee who holds a license other than a health profession subfield license may delegate to a licensed or *unlicensed* individual who is otherwise qualified by education, training, or experience the performance of selected acts, tasks, or functions where the acts, tasks, or functions fall within the scope of practice of the licensee's profession and will be performed under the licensee's *supervision*. A licensee shall not delegate an act, task, or function under this section if the act, task, or function, under standards of acceptable and prevailing practice, requires the level of education, skill, and judgment required of the licensee under this article. [Italics added.]
- In this excerpt, the definition of "licensee" includes a licensed physician. Medical assistants are considered unlicensed individuals under Michigan law.

Furthermore, the definition of “supervision” in this part of the [Michigan law](#) is as follows:

(2) “Supervision”, except as otherwise provided in this article, means the overseeing of or participation in the work of another individual by a health professional licensed under this article in circumstances where at least all of the following conditions exist:

(a) The continuous availability of direct communication in person or by radio, telephone, or telecommunication between the supervised individual and a licensed health professional.

(b) The availability of a licensed health professional on a regularly scheduled basis to review the practice of the supervised individual, to provide consultation to the supervised individual, to review records, and to further educate the supervised individual in the performance of the individual’s functions.

Therefore, my legal opinion is that Michigan law permits physicians to delegate the administration of influenza vaccinations to knowledgeable and competent unlicensed individuals such as medical assistants as long as the delegating physician is accessible to the medical assistants by radio, telephone, or telecommunication.



**QUESTIONS?
FOR MR. BALASA**

EMAIL

Donald A Balasa, dbalasa@aama-ntl.org



NURSING ASSISTANT TASK FORCE UPDATE

Amy Lee, Michigan Community College Association

Kandy Kalbfleisch Lazell, State of Michigan LEO

LARA Changes

- Train-the-trainer Updates
- Training facility lock-out rules
- New testing organization
- Curriculum update

Barriers for Improvement

- New testing requirements
 - Hidden costs
 - Testers must operate their own business
 - Minimum # of students required
- Small communities
 - Training availability
 - Cost to run
 - Limited number of students



**QUESTIONS?
FOR OUR SPEAKERS**

EMAIL

Amy Lee, alee@mcca.org

Kandy Kalbfleisch, lazellk@michigan.gov



AVAILABLE COLLABORATIVE PROGRAMS

EPiC Consortium

Available Collaborative Programs



MRI Technologist - May (Summer) Enrollment opens from August-January for the summer cohort start

CT Technologist - August (Fall) Enrollment opens in Jan-July

EEG Technologist - August (Fall) Enrollment opens in Jan-May

****Surg Tech** - May (Summer) Enrollment is currently upon request by employers for [USDOL apprenticeship](#)

In development for Fall 2022 launch

****Anesthesia Technician** - (Fall) Enrolment is currently upon request by employers for [USDOL apprenticeships](#)

****Cardiovascular Tech** - (Fall) Enrolment is currently upon request by employers for [USDOL apprenticeships](#)





**FOR MORE
INFORMATION**

EMAIL

Amy Lee, alee@mcca.org

Final Comments

- **Employer** Survey will close Wednesday, April 20th
- Respiratory Therapy Program Accreditation Change
- BSN legislation
- USDOL Registered Apprenticeship Programs ready for employers, their MWA partner(s), and training provider(s) as the need presents
- Future meetings calendar:
Bi-monthly, 2nd Wednesday of the month @ 10:00 am
June meeting only will be Thursday, June 9th @ 10:00 am
- Project Team Meetings TBD

2022 HCA Meeting Dates

10:00am

2nd Wednesday
Every Other
Month

Calendar Invitation to Follow

2022 Calendar

Meetings at 10 AM
WIN Holidays/Observances

HCA

HEALTH CAREERS ALLIANCE
FOR SOUTHEAST MICHIGAN

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- April 13
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- October 12
- December 14





**QUESTIONS?
& THANK YOU!**

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