



Health Careers Alliance

Regions 6, 7, 9 & 10 April 10, 2024



WELCOME AND INTRODUCTIONS

Dr. Jan Karazim, WIN Program Manager for State Initiatives



RESEARCH. ENGAGEMENT. SOLUTIONS.





Our Mission

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





Health Careers Alliance Employer Led-Collaborative

PROVIDERS/STAKEHOLDER

EMPLOYERS

Advantage Living Centers

Amada Senior Care

American Indian Health & Family Services

Ascension MyHealth Urgent Care

Ciena Group

Corewell Health

Harbor Beach Community Hospital

Honor Community Health

Henry Ford Health Hillsdale Hospital

Hills and Dale General Hospital

Hurley Hospital

Huron County Medical Care Facility

IHA

Lapeer County Medical Care Facility

McLaren Health

Marlette Regional Hospital

Michigan Medicine - Univ. Of Michigan

Oak Street Health

Prestige Healthcare Management

ProMedica Trinity Health Scheurer Health

Sparrow Health System

Tuscola County Medical Care Community

Tuscola Behavioral Health System

WORKFORCE TALENT

Capital Area Michigan Works!

City of Detroit, Mayor's Office

Detroit Employment Solutions Corporation

Detroit Regional Chamber – Regional Healthcare Talent Collaborative

GST Michigan Works!

Macomb St. Clair Michigan Works!

Michigan Works! Southeast

Oakland County Michigan Works!

Southeast Michigan Community Alliance (SEMCA)

Focus HOPE

Health Care Association of Michigan

Michigan County Medical Care Facilities Council

Michigan Department of Health & Human Services Office of Nursing

Programs

Michigan Health Council

Michigan Health & Hospital Association

Michigan Primary Care Association

Michigan Labor and Economic Development Workforce Development

Agency Sector Strategies for Healthcare

Michigan Dept. of Education Career Readiness Unit Health Careers

Michigan Rehabilitation Services

Oakland County Economic Development

Talent Development Coalition Melanie Brim Consulting, LLC

Metrics Reporting

Consulting Management Associates, LLC

PROVIDERS - EDUCATION

Downriver Career Technical Consortium

Heart to Heart Healthcare Training

Henry Ford College

Jackson College

Michigan Workforce Training & Education Collaborative

MW-TEC (EPiC Consortium)

Mott Community College

Lansing Community College

Macomb Community College

Monroe County Community College

Oakland Community College

Oakland Schools

Michigan Office of Career and Technical Education

Robichaud High School CTE

St. Clair County Community College

Schoolcraft College

University of Detroit Mercy

Washtenaw Community College

Wayne County Community College District





Labor Market Data

Emerging & Evolving Occupations

New Training Programs

Career Awareness Media Campaign

K12 Immersion Program

Pre-Apprenticeship Programs

Michigan Apprenticeship Readiness Certification

Registered Apprenticeship Program Opportunity

Grant Opportunities

Events

April 2024 Agenda



- Welcome & Introductions
 - HCA Update Jan Karazim
- LEO Update Valerie Jemerson
- The Role of the Community Paramedic in the Healthcare Industry
 - Clark Imus
 - EMS Education Department/CCMCA
 - Kellogg Community College
- The Marc (Michigan Apprenticeship Readiness Certification): Value to Employers
 - Callan Eschenburg
 - Apprenticeship Specialist
 - Workforce Development State Apprenticeship Expansion
 - Michigan Department of Labor and Economic Opportunity
- Open Discussion/Thoughts
- Adjourn





COMMENTS FROM THE STATE OF MICHIGAN Valerie Jemerson

Sector Strategy Liaison for Healthcare

Michigan Department of Labor and Economic Opportunity





EMAIL LEO-TDL@Michigan.gov

HCA Activities Updates



- Membership Updated membership directory coming soon
- WIN is signing on employers for Registered Apprenticeships for Surgical Technologists, LPN, RN, Radiographer, others. . .
- Pre-Apprenticeship Programs MARC

RESOURCES - MI APPRENTICESHIP

<u>win Labor Market Reports - Workforce Intelligence Network Workforce</u> Intelligence Network (Winintelligence.org)



FEATURED SPEAKER

Clark Imus
Community Paramedic Subject Matter Expert

Community Paramedic Program Overview

Improving Healthcare Access and Outcomes

Clark Imus, MA, BAS, EMT-P, EMS IC



An Evaluation of EMS

- Traditionally, EMS serves as the backbone of emergency care systems within communities.
- Paramedics possess advanced skills and training to provide a comprehensive array of medical services to individuals requiring assistance.
- A new model of care is currently being deployed on a national scale to broaden the services available for patients in rural and medically underserved communities.



Community and Patients in Need

 For nearly 75 million people living in rural areas of the united states, health care needs far outnumber health care options.

 These communities already included disproportionate number of elderly citizens, immigrants, impoverished families and those in poor health.



Community Paramedicine

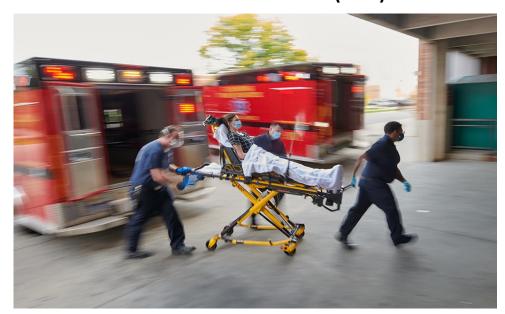
 "It's a simple concept: Connect underutilized resources to underserved population. In this case, we're expanding the roles of EMS workers to provide health services where access to physicians, clinics, and/or hospitals is difficult or may not exist"

-Gary Wingrove, Project Director Community Healthcare Emergency Cooperative



Community Paramedicine

Underutilized Resources (EMS)



Underserved Populations (Rural Populations)



Expanding the roles of EMS workers to provide health services where access to physicians, clinics and/or hospitals is difficult or may not exist.



Isolated Struggles "A Call for Remote Care"

- The paramedics receive a call to an address they recognize well: that of 65-year-old Mr. Johnson, a retired veteran living alone in a remote cabin.
- Mr. Johnson, who values his independence, struggles to maintain his health due to limited access to healthcare services in the area.
- Despite his best efforts, he often forgets to take his medications on time and misses important medical appointments.
- With a fixed income and no nearby relatives to rely on for assistance, he hesitates to seek help even when he experiences symptoms like chest pain or shortness of breath.
- Unfortunately, by the time he realizes the severity of his condition, it's often too late, and he finds himself in dire need of emergency medical attention.



"Remote Healing: A New Era of Telemedicine in Home Care"

- "I'm not going," he insists from the hospital bed in his living room. His wife responds with a comforting smile, "That's okay, darling, you don't need to today."
- John, who is recovering from a serious leg injury sustained in a recent accident, is attended to by a paramedic equipped with a video camera and tablet computer.
- After capturing and transmitting detailed footage of the wound, the paramedic gently applies a fresh dressing while John's face lights up with relief.
- Simultaneously, the paramedic initiates a video call with John's orthopedic surgeon, who appears on the screen to review the treatment progress and discuss any necessary adjustments to John's care plan.



Target Populations

Identifying Vulnerable Communities

Serving Rural and Underserved Areas

Examples of Target Populations: Elderly, Chronically III, Homebound Individuals



Community Paramedicine

POSSIBLE PARTNERSHIPS

- Public Health Departments
- Physician Practices
- Hospitals
- Other Health Care Providers

COMMUNITY PARAMEDIC PROGRAM GOALS

- Reduce Readmission
- Reduce 911 calls for Non-Transport
- Reduce 911 calls for Non-Emergent Transports (frequent callers)



Future Opportunities

- Develop Academic Partnership to Meet Curricular-Based Needs.
- Investigate Alignment with Community Service Needs.
- Establish Research Partnerships to Determine Programmatic Effectiveness Across the Care Continuum.
- Establish Rural Partnership Alliances throughout Michigan.





Training and Education

Community Integrated Paramedic



Overview of Training Curriculum

State-Specific Alignment (Michigan):

- Collaboration with Michigan Department of Health and Human Services (MDHHS) for standards and regulations.
- Michigan Department of Licensing and Regulatory Affairs (LARA) oversight for licensure criteria.
- Involvement of State EMS Councils in program development and approval.

National Influence:

- Guidance from the National Registry of Emergency Medical Technicians (NREMT) for certification.
- Support from the National Association of EMS Educators (NAEMSE) for curriculum templates and guidelines.
- Contribution from the International Board of Specialty Certification (IBSC) for specialized certification requirements.
- Aligned with National Association of Mobile Integrated Health Providers (NAMIHP) for networking and curriculum devolopment





Overview of Training Curriculum

Local Program Collaboration:

- Partnerships with local colleges and universities for curriculum creation and delivery through the Michigan Workforce Training & Education Collaborative (MWTEC).
- Clinical partnerships with hospitals, healthcare facilities, and EMS agencies for practical insights.

Professional Organization Support:

 Guidance and resources from the National Association of Emergency Medical Technicians (NAEMT) for Community Paramedic education. Mobile Integrated Healthcare and Community Paramedicine (MIH-CP)

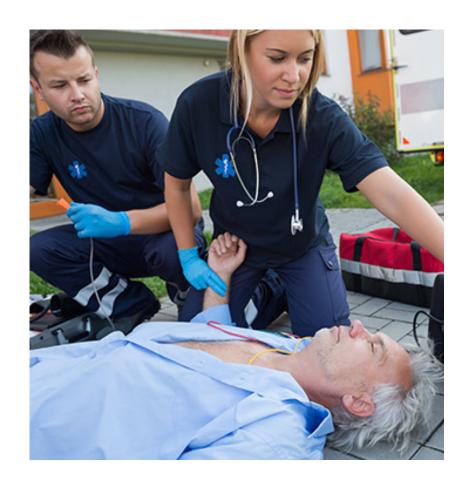
2nd National Survey





Why Study CIP

- The Community Integrated Paramedic Program at KCC is intended for licensed paramedics interested in serving their communities in an expanded role as a Community Paramedic. Benefits of this stateapproved hybrid course include:
 - Combines online and in-person training to accommodate schedules
 - Taught by subject-matter experts
 - Hands-on point-of-care training in i-STAT, Piccolo and Ultrasound
 - Mobile training unit and ability to host labs/sims throughout the state
 - 96 Clinical Hours
 - 64 Simulation Hours High Fidelity & Virtual Reality
 - Eligibility to take the Internal Board of Specialty Certification (IBSC)
 Exam







FEATURED SPEAKER

Callan Eschenburg
Michigan Apprenticeship Readiness Certificat Subject
Matter Expert

Make your MARC! Michigan Apprenticeship Readiness Certificate

MICHIGAN DEPARTMENT OF LABOR & ECONOMIC OPPORTUNITY WORKFORCE DEVELOPMENT





SPECIAL THANKS TO:

Michigan Apprenticeship Advisory Board (MAAB)

https://www.michigan.gov/leo/boards-

comms-councils/reg-apprenticeship-

advisory-board

MARC Subcommittee Members

PURPOSE

Michigan already benefits from high-quality Apprenticeship Readiness (AR) programming, also known as "Pre-Apprenticeship Training" to prepare residents for enrollment into and completion of the USDOL Registered Apprenticeship Programs.

While many programs provide completers with skills and connections to help them successfully enter and complete RAPs, unfortunately, some do not.

The MARC recognizes high-quality AR programs to help residents access training that leads to RAP opportunities and enables sponsors to more readily find qualified RAP applicants.

PURPOSE

Ensure a properly prepared pipeline of individuals for RAPs

Confirm jobseekers have achieved defined competencies and skills in a program based on DOLs quality pre-apprenticeship elements

Take a "least common denominator" approach for foundational knowledge and skills at the industry level.

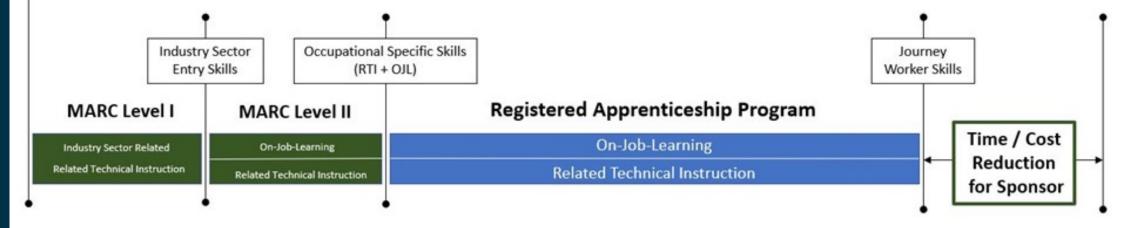
Be issued in partnership with and/or recognized by RAP employers/labor partners

PURPOSE

CURRENT STATE without MARC



DESIRED STATE with MARC



ENDORSEMENT

Michigan will recognize stakeholder certificates as MARCs through a multi-level endorsement.

By definition, when specified in USDOL approved RAP Standards, the MARC can serve as an industry recognized credential meeting Workforce Innovation and Opportunity Act (WIOA) requirements and as a Postsecondary Recognized Credential, Perkins V Indicator.

TRAINING AND EMPLOYMENT NOTICE (TEN) 13-12

DEFINING A QUALITY PRE-APPRENTICESHIP PROGRAM AND RELATED TOOLS AND RESOURCES

PURPOSE:

TO INFORM THE PUBLIC WORKFORCE SYSTEM ABOUT THE PRE-APPRENTICESHIP PROGRAM DEFINITION AND QUALITY FRAMEWORK, AS WELL AS PROMOTE TOOLS AND MATERIALS TO IMPROVE THE CONSISTENCY AND QUALITY OF PRE-APPRENTICESHIP PROGRAMS.

ELEMENTS:

- APPROVED TRAINING AND CURRICULUM
- STRATEGIES FOR LONG-TERM SUCCESS
- ACCESS TO APPROPRIATE SUPPORT SERVICES
- PROMOTES GREATER USE OF REGISTERED APPRENTICESHIP TO INCREASE FUTURE OPPORTUNITIES
- MEANINGFUL HANDS-ON TRAINING THAT DOES NOT DISPLACE PAID EMPLOYEES
- FACILITATED ENTRY AND/OR ARTICULATION

HTTPS://WWW.DOL.GOV/AGENCIES/ETA/ADVISORIES/TRAINING-AND-EMPLOYMENT-NOTICE-NO-13-12

TRAINING AND EMPLOYMENT NOTICE (TEN) 23-23

QUALITY PRE-APPRENTICESHIP PROGRAMS



ELEMENTS:

- TRAINING AND CURRICULUM ALIGNED WITH THE SKILL NEEDS OF EMPLOYERS IN THE REGION INVOLVED
- ACCESS TO EDUCATIONAL AND CAREER COUNSELING AND OTHER SUPPORTIVE SERVICES, DIRECTLY OR INDIRECTLY
- HANDS-ON, MEANINGFUL LEARNING ACTIVITIES THAT ARE CONNECTED TO EDUCATION AND TRAINING ACTIVITIES, SUCH AS
 EXPLORING CAREER OPTIONS, AND UNDERSTANDING HOW THE SKILLS ACQUIRED THROUGH THE COURSEWORK CAN BE APPLIED
 TOWARD A FUTURE CAREER
- OPPORTUNITIES TO ATTAIN AT LEAST ONE INDUSTRY-RECOGNIZED CREDENTIAL
- A PARTNERSHIP WITH ONE OR MORE REGISTERED APPRENTICESHIP PROGRAMS THAT ASSISTS IN PLACING INDIVIDUALS WHO
 COMPLETE THE PRE-APPRENTICESHIP PROGRAM IN A REGISTERED APPRENTICESHIP PROGRAM.

HTTPS://WWW.DOL.GOV/AGENCIES/ETA/ADVISORIES/TEN-23-23

MARC – Level I

CONFIRMS READINESS FOR ENTRY INTO RAPS IN A SPECIFIED INDUSTRY SECTOR, AND THAT CERTIFICATE **HOLDERS ACHIEVED A DEFINED LEVEL OF PROFICIENCY THROUGH** ASSESSMENT, RECOGNIZED IN THE RAP STANDARDS AS QUALIFICATION FOR 'ADVANCED STANDING'.

MUST BE ALIGNED WITH USDOL TRAINING AND EMPLOYMENT NOTICE QUALITY CRITERIA

MUST INCLUDE CURRICULUM THAT MEETS BASELINE NEEDS FOR ALL INDUSTRY SECTOR OCCUPATIONS COVERED

MAY BE A PORTION OF HIGH SCHOOL SENIOR PORTFOLIO / WORK-BASED LEARNING REQUIREMENT

MAY INCORPORATE OTHER CURRENT INDUSTRY RECOGNIZED CREDENTIALS

MARC - Level I

Includes Facilitated Entry and/or Articulation

Language must be included in RAP standards for facilitated entry and articulation

Sample language:

"Anyone completing the MARC Level I pre-apprenticeship certificate program or equivalent pre-apprenticeship certificate program will have direct entry to an interview for a Registered Apprenticeship program."

Language can be changed or added to depending on each trade and RAP Standards

MARC - Level II

CONFIRMS READINESS FOR ENTRY INTO RAPS IN A SPECIFIED INDUSTRY SECTOR <u>AND</u> OCCUPATION.

RECOGNIZES PORTIONS OF TRAINING REQUIRED BY RAP STANDARDS ALREADY ACHIEVED, SAVING EMPLOYER / SPONSORS TIME AND MONEY IN RELATED INSTRUCTION (RI) AND ONJOB-LEARNING (OJL), AND SAVING PARTICIPANTS TIME AND MONEY BY REDUCING REDUNDANT STUDIES AND TASKS.

INDICATES INCREASED POTENTIAL FOR SUCCESSFUL RAP COMPLETION.

MUST INCLUDE A PORTION OF THE RELATED TECHNICAL INSTRUCTION OUTCOMES REQUIRED IN THE STANDARDS OF REGISTERED APPRENTICESHIP, FOR THE OCCUPATION.

MUST INCLUDE A PORTION OF THE ON-THE- JOB TRAINING (OJT) SKILLS AND/OR COMPETENCIES REQUIRED IN THE STANDARDS OF REGISTERED APPRENTICESHIP WORK PROCESS SCHEDULE.

MUST BE RECOGNIZED BY SPONSORS GRANTING CREDIT FOR PRIOR EXPERIENCE AND INCLUDED IN THE RAP STANDARDS, JATC, OR COLLECTIVE BARGAINING AGREEMENTS

MAY INCORPORATE OTHER CURRENT INDUSTRY RECOGNIZED CREDENTIALS

MARC - Level II

Direct Alignment with RAP Standards

Includes Articulation and Credit for Prior Learning in RAP Standards

A MARC Level II completer will receive Credit for Prior Learning for ___% of their RAP required On-the-Job Learning and ___% of their RAP required Related Technical Instruction)

Language can be changed or added to depending on each trade and RAP Standards

ENDORSEMENT APPLICATION PROCESS

The Michigan Department of Labor and Economic Opportunity, Workforce Development (LEO-WD), Industry Engagement Division (IED), State Apprenticeship Expansion (SAE) section will endorse certificates meeting MARC Level I and Level II requirements.

1. PARTNERS (RAP STAKEHOLDERS) APPLYING FOR CERTIFICATE RECOGNITION WILL DESIGN AND IMPLEMENT CERTIFICATES FOR RAPS IN REGIONS AND/OR INDUSTRY SECTORS THAT MEET MARC CRITERIA

2. PARTNERS MUST INCLUDE APPROPRIATE MARC LANGUAGE IN USDOL RAP STANDARDS (CERTIFICATES WITHOUT THIS LANGUAGE WILL NOT BE ENDORSED)

ENDORSEMENT APPLICATION PROCESS

- 3. RAP STAKEHOLDERS WILL APPLY TO THE STATE FOR A MARC
 - A) APPLICATIONS AND ATTACHMENTS SHOULD BE SENT ELECTRONICALLY TO THE SAE SECTION AT <u>APPRENTICESHIP@MICHIGAN.GOV</u>
 - B) THE SAE SECTION WILL REVIEW APPLICATIONS FOR ENDORSEMENT BASED ON CRITERIA
- 4. ENTITIES WITH CERTIFICATES THAT MEET ENDORSEMENT REQUIREMENTS WILL RECEIVE PERMISSION TO ADD A MARC LEVEL I AND/OR LEVEL II EMBLEM TO THEIR CERTIFICATE(S) DEMONSTRATING THE STATE RECOGNIZES THE PROGRAM

Michigan Apprenticeship Readiness Certificate Level I Sample Checklist

CERTIFICATE ALIGNED WITH USDOL QUALITY ELEMENTS	YES	NO
Includes approved training and curriculum		
Includes strategies for long-term success		
Includes access to appropriate supportive services		
Promotes greater use of RA to increase future opportunities		
Includes meaningful hands-on training		
Hands-on training that does not displace paid employees		
Includes facilitated entry and/or articulation?		
THE CERTIFICATE:	YES	NO
Includes robust curriculum meeting industry sector occupations' needs		
Builds on current industry recognized credentials		
Ensures completers achieve industry sector entry level proficiency		
Results in work-ready candidates, prepared for industry sector RAPs		
Meets initial employer entry requirements		
Written into the RAP standards selection criteria		

Michigan Apprenticeship Readiness Certificate Level II Sample Checklist

CERTIFICATE ALIGNED WITH USDOL QUALITY ELEMENTS	YES	NO
Includes approved training and curriculum		
Includes strategies for long-term success		
Includes access to appropriate supportive services		
Promotes greater use of RA to increase future opportunities		
Includes meaningful hands-on training		
Hands-on training that does not displace paid employees		
Includes facilitated entry and/or articulation?		
THE CERTIFICATE:	YES	NO
Aligns directly with RAP Standards for the occupation		
Includes an appropriate portion (%) of the RAP required OJL		
Includes an appropriate portion (%) of the RAP required RI		
Save employer sponsors time and/or money by reducing RAP costs		
Save participants time and/or money by reducing redundancy		
Results in participants prepared for success in RAPs		
Written into RAP standards selection criteria		
Written into RAP standards prior experience (articulated credit) section		

Questions?

THANK YOU!





STATE APPRENTICESHIP EXPANSION



Addr



Email





Phon



Webs









Member Sharing, Discussion, and Q & A



QUESTIONS? & THANK YOU!

WEBSITE

winintelligence.org

EMAIL

janis.karazim@winintelligence.org