



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.

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



Health Careers Alliance Employer Led-Collaborative

PROVIDERS/STAKEHOLDER WORKFORCE TALENT

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

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



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



MICHIGAN DEPARTMENT OF
LABOR & ECONOMIC
OPPORTUNITY



WORKFORCE
DEVELOPMENT

QUESTIONS?

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](#)

[WIN LABOR MARKET REPORTS - WORKFORCE INTELLIGENCE NETWORK WORKFORCE 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.



What can Community Paramedics Do?

A Case Study Approach

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 Ill,
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



EMS EMERGENCY MEDICAL SERVICES
AMBULANCE SIMULATOR

KELLOGG
COMMUNITY COLLEGE

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 development



Overview of Training Curriculum

Mobile Integrated Healthcare and
Community Paramedicine (MIH-CP)
2nd National Survey

- **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.



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 state-approved 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





Q&A



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](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](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 AND OCCUPATION.

RECOGNIZES PORTIONS OF TRAINING REQUIRED BY RAP STANDARDS ALREADY ACHIEVED, SAVING EMPLOYER / SPONSORS TIME AND MONEY IN RELATED INSTRUCTION (RI) AND ON-JOB-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 APPRENTICESHIP@MICHIGAN.GOV
- 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!





MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**



**WORKFORCE
DEVELOPMENT**

STATE APPRENTICESHIP EXPANSION



Addr



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Member Sharing, Discussion, and Q & A



**QUESTIONS?
& THANK YOU!**

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