



Health Careers Alliance

Regions 6, 7, 9 & 10

June 12, 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

Activities

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



June 2024 Agenda



- Welcome & Introductions
- HCA Update – Jan Karazim
- LEO Update – Valerie Jemerson
- ❖ **APPRENTICESHIP RTI with MACOMB COMMUNITY COLLEGE - Amy Jury**
- ❖ **REGISTERED APPRENTICESHIP PROGRAMS at HENRY FORD HEALTH - Cheria Thomas**
- 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

LEO Program Updates-Sector Strategies

Sector Strategies is a demand-driven model to address the needs of employers within an industry or a specific geographic region. This model supports Industry, education, workforce development, economic development, and community organizations working together to develop employer-led collaboratives focused on building talent pipelines, addressing skill gaps, and creating career pathways for workers.

MICHIGAN DEPARTMENT OF LABOR & ECONOMIC OPPORTUNITY

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WORKFORCE DEVELOPMENT



MICHIGAN DEPARTMENT OF
LABOR & ECONOMIC
OPPORTUNITY



WORKFORCE
DEVELOPMENT

MiCOACH Partners and Program Areas

Michigan Works! Agencies	Education Partners
Berrien, Cass, Van Buren (Kinexus Group)	Berrien Regional Education Service Agency (Benton Harbor)
Great Lakes Bay	Gratiot-Isabella Regional Education Service District (Gratiot and Isabella Counties)
	Saginaw Intermediate School District (City of Saginaw)
GST	Genesee Intermediate School District (Beecher, Carman Ainsworth, and Flint)
Southeast Community Alliance (SEMCA)	Wayne Regional Education Service Agency (Ecorse, Hamtramck, and River Rouge)
West Michigan	Muskegon Area Intermediate School District (Muskegon County)



MiCOACH Free Training

Participants Earn Two Credentials

12-Week Training Period: Virtual

Certified Community Health Worker

Eight weeks, 126-hours

Includes 40-hour internship

The 8 Core Competencies of a Community Health Worker: CHW Role in Public Health and Health Systems, Legal and Ethical Responsibilities, Community Resources, Communication Styles, Teaching and Capacity Building, Documentation, Healthy Lifestyles, and Mental/Behavioral Health.

CHW Foundations of Behavioral Health Micro-credential

Four weeks, 64 hours.

Topics: Early childhood development, eating disorders, human trafficking, violence prevention, depression, stress management, substance abuse prevention, and suicide prevention.



Michigan Community Health



Community Health Worker

Improving Healthcare for Our Communities through Connections to Healthcare Resources and Services

CHWs may be known by many titles which include, but are not limited to:

- Certified Peer Support Specialist
- Community Health Advocate Community
- Outreach Worker
- Community Neighborhood Navigator
- Family Health Outreach Worker
- Outreach and Enrollment Worker Community
- Health Representative
- Recovery Coach
- Community Health Outreach Worker
- Community Health Worker Early Intervention Services (EIS) Worker
- Maternal Child Health Worker
- Promotor/a



Direct Care Worker

Providing support to people who need assistance with daily activities

Can be CHW Trainee

Direct Care Workers can be called by various occupational titles:

Home Health Aide

Certified Nursing Assistant

Direct Support Professional

Home Health Worker

Hospice Aide

Direct Support Professionals

Home Care Companions

Contact: LEO-MiCOACH@michigan.gov



MDHHS Medicaid Community Health Worker Services Link

Michigan Department of Health and Human Services
Michigan Community Health Worker (CHW) Fee Schedule
January 2024

Code	Short Description	Modifier	Age Range	Rate*
98960	<u>Education and training for patient self-management; individual patient</u>	CG		\$10.26
98961	<u>Education and training for patient self-management; 2-4 patients</u>	CG		\$5.23
98962	<u>Education and training for patient self-management; 5-8 patients</u>	CG		\$4.21

MiREACH Council Meeting

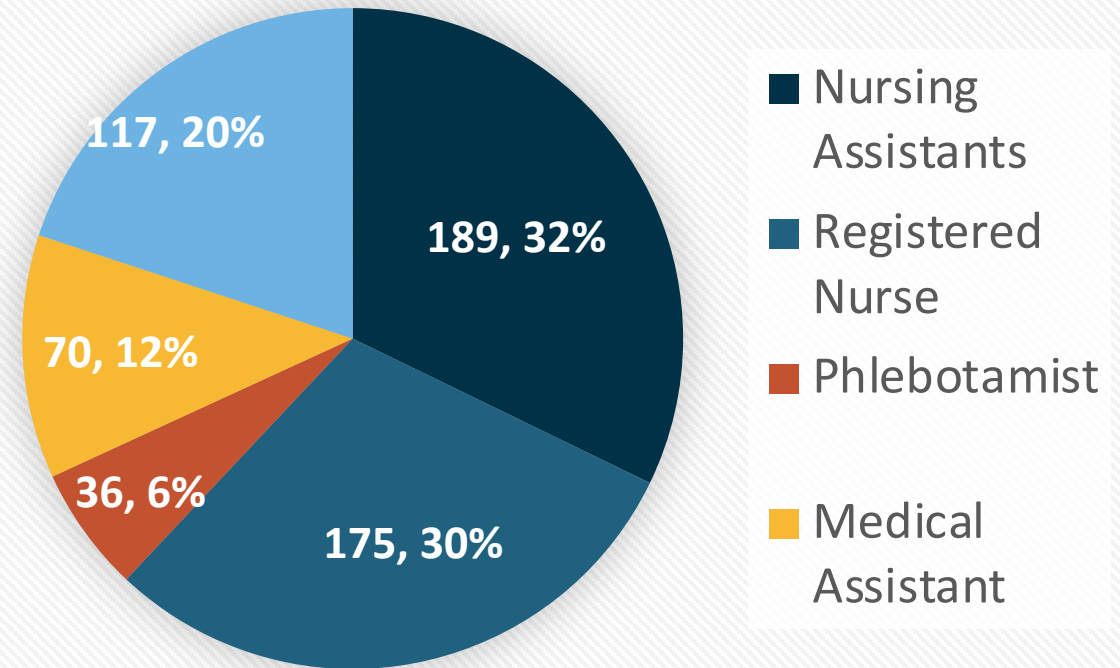
Employer Spotlight: July 11, 2023

Purpose: The purpose of the U.S. Department of Labor H-1B Rural Healthcare grant program is to alleviate healthcare workforce shortages by creating sustainable employment and training programs in healthcare occupations (including behavioral and mental healthcare) serving rural populations.

USDOL Grant Award: \$2.5 Million

Grant Period: February 1, 2021 to January 31, 2025
(grant activities end December 31, 2024)

Certifications from MiREACH



**MIREACH MICHIGAN RURAL ENHANCED ACCESS TO
CAREERS IN HEALTHCARE**



Tribal Healthcare Workforce Summit

Hosts: MDHHS
and LEO-WD

October 8 and 9, 2024
Firekeepers Conference
Center, Battle Creek





Questions/Comments

Email

LEO-SectorStrategies@michigan.gov

Valerie Jemerson

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Michigan Department of Labor and Economic Opportunity
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[Michigan Talent](#)

HCA Activities Updates



- Membership – Updating membership directory always
- Signing on employers for Registered Apprenticeships for Surgical Technologists, LPN, RN, Radiographer, Optometric Assistant, Optician others. . .
- Promoting Pre-Apprenticeship Programs MARC Level 2
- Co-Presented at MEATA Conference

[RESOURCES - MI APPRENTICESHIP](#)

[WIN LABOR MARKET REPORTS - WORKFORCE INTELLIGENCE NETWORK WORKFORCE INTELLIGENCE NETWORK \(WININTELLIGENCE.ORG\)](#)

Creating Career Pathways in Health Care

A Robust Apprenticeship Model

Amy J. Jury, MS, RRT, GCDF

Health Apprenticeship Navigator for Health and Public Services
Macomb Community College



Discover. Connect. *Advance.*

Objectives

- Describe Macomb Community College's role in health care apprenticeships through the Department of Education grant.
- Discuss student recruitment and career exploration opportunities in health care.
- Describe the relationship and collaboration between Macomb Community College, community partners, and health care partners.

Career Pathways in Health Care Through an Apprenticeship Model

To create sustainable
career pathways in health
care

September 1, 2022, to August 31, 2025










\$2.6 mil

Department of Education Grant

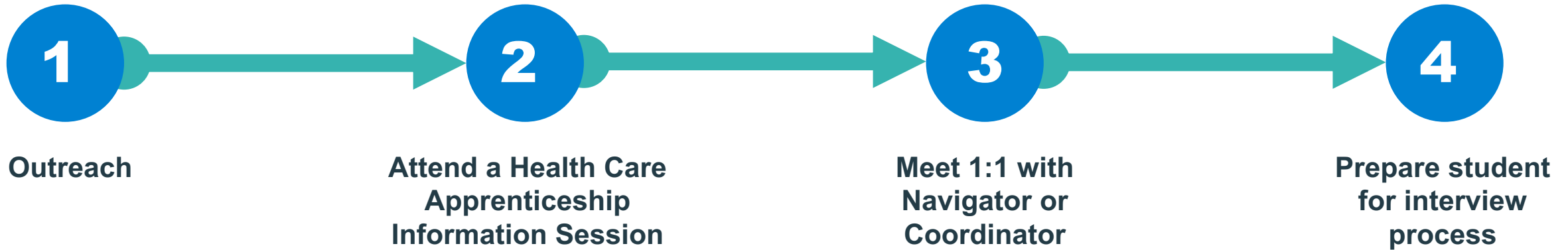
Earmarked by Senator Debbie Stabenow

Registered Apprenticeships

Programs at Macomb Community College

Workforce and Continuing Education								Credit
								
Certified Medical Billing	Certified Professional Coder	Pharmacy Technician	Phlebotomy	Lab Assistant	Nursing Assistant	Dental Assistant	Registered Behavioral Technician	Medical Assistant (1-yr Cert.)

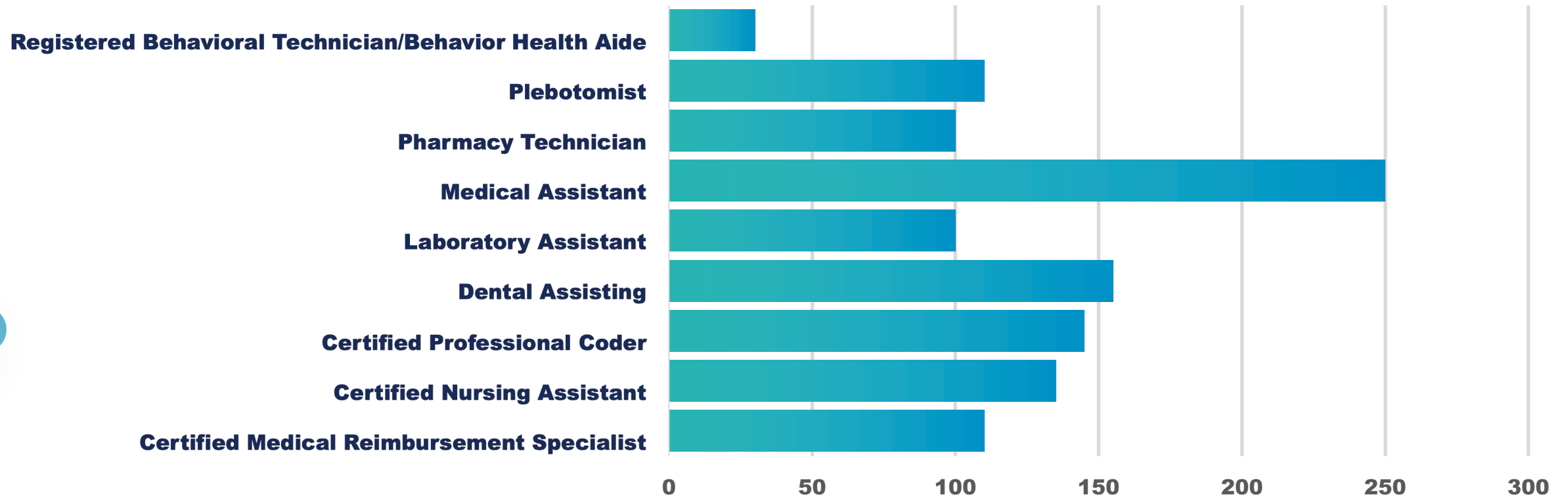
Recruitment Process



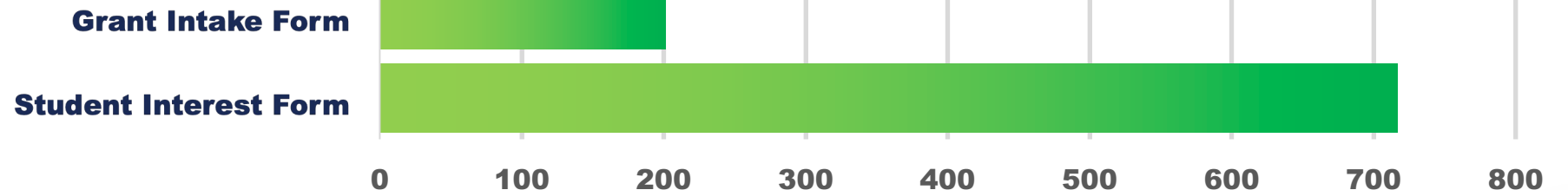
50

**Registered Apprentices
Hired from Programs
(as of 06/10/2024)**

Student Interest



Responses Submitted:



Success

- Increased student engagement
- Expansion of Medical Assistant Program
- Newly added programs and occupations
- Concrete pathways to advanced education
- Focus on addressing barriers to education and employment.
- Faculty involvement & collaboration

Program Discipline	Hired Apprentices
MEDICAL ASSISTANT	21
REGISTERED BEHAVIOR TECHNICIAN/BEHAVIOR HEALTH AIDE	15
PHARMACY TECHNICIAN	2
CERTIFIED NURSING ASSISTANT	5
DENTAL ASSISTANT	2
HEALTH UNIT COORDINATOR	3
CERTIFIED MEDICAL REIMBURSEMENT SPECIALIST/MEDICAL SECRETARY	2
HOME HEALTH AIDE	-



24

**Approved Registered
Apprenticeship Programs (RAP)**
with the U.S. Department of Labor



23

Employers actively working on RAPs
with the U.S. Department of Labor



“I’m already ahead.”

“When I first started, I was very self-conscious and struggled with my ability to communicate...at first, I struggled and said ‘I can’t do this’...but, because of the support I received through the apprenticeship, it really helped me be successful.”

“The apprenticeship program linked me up with a good employer that after I graduate, I’m already employed.”

Aisa Pisha

Nov. 8, 2023

Impact on Students

**Student
Testimonials**



**“The
apprenticeship
helps them
have a better
education...”**

Impact on Employers

“We are a large enough organization that we can utilize current employees and their skill sets to help educate and train apprentices within our offices.

The apprenticeship helps them have a better education when they are able to apply it hands-on at the same time that they’re learning it.”

Erin DeChambeau

*Director of Human Resources
Cornerstone Medical Group*

Community Partnerships

- Collaboration with Michigan Works, Michigan Rehabilitation Services, Macomb Intermediate School District, employers & Health & Human Service Organizations
- Role of community partnerships in addressing barriers to education and employment
- Host regular work groups to collaborate and recruit



Achievements & Milestones

- Increased number of apprenticeship opportunities for students from 0 to 50 in 22 months
- New program introduced based on employer needs
- Robust outreach plan to share information and build awareness
- Over 750 students have submitted a student interest form inquiring about an apprenticeship in health care
- Partner with workforce board and recruitment events
- Increased the number of work-based apprenticeship opportunities from 0 to 24 in 22 months
- Developed student remediation plan for success



THANKS

Any Questions?

The contents of this presentation were developed under a grant from the Department of Education. However, it does not necessarily represent the policy of the Department of Education, and you should not assume endorsement by the federal government.

HENRY FORD HEALTH®



Registered Apprenticeship at Henry Ford Health

Cheria Thomas, Henry Ford Health

Cheria Thomas

A dedicated, innovative, inquisitive, people centered Human Resources professional with over ten (10) years of experience. She is currently the **Workforce Development Consultant at Henry Ford Health**, where she has been an employee for five years, previously working as **Nurse Recruiter**.

She earned her **Masters of Science from Miami University of Ohio and two Bachelors of Arts from Knox College**. In her career, she has supported a wide range of industries including **Information Technology, Automotive, BPOs and Healthcare**. Cheria has a wealth of expertise including recruitment, project management, barrier mitigation, partnership development, and strategic talent development.



WHO IS HENRY FORD HEALTH?



- ✓ Founded in 1915 by auto pioneer Henry Ford, Henry Ford Health is a large, not-for-profit, integrated healthcare system with over 33,000 employees.
- ✓ The health system is headquartered in Detroit, where we have served the community since the establishment of Henry Ford Hospital in 1915—109 years.
- ✓ Fourth largest employer in Metro Detroit.
- ✓ Award winning organization
 - ✓ Becker's top 150 places to work in Healthcare
 - ✓ America's Greatest Workplaces for Diversity-Newsweek
 - ✓ Michigan Veterans Affairs Agency Veteran Friendly Employer- Silver Level

Henry Ford Health

Hospital Locations

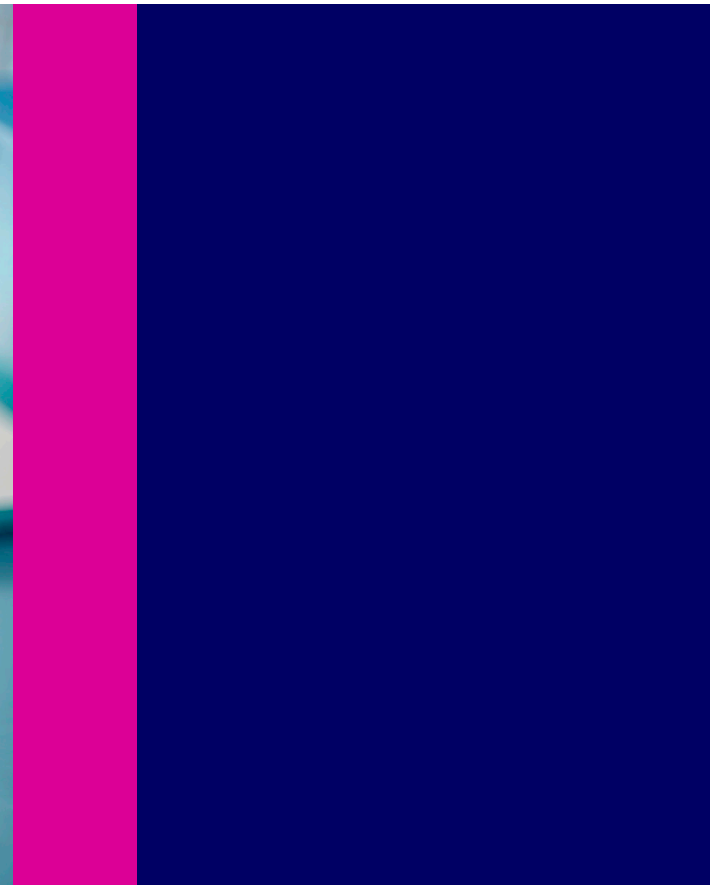
- ✓ Henry Ford Health Detroit Hospital
- ✓ Henry Ford Health Kingswood
- ✓ Henry Ford Health West Bloomfield
- ✓ Henry Ford Health Macomb
- ✓ Henry Ford Health Jackson

Ambulatory Sites

- ✓ Various Clinical Sites
- ✓ Lab
- ✓ HAP
- ✓ OptimEyes
- ✓ Greenfield Dialysis
- ✓ GoHealth Urgent Care

Apprenticeships

Henry Ford Health's Commitment



Organizations that employ stretch assignments are 2x as likely to have strong business outcomes

Organizations that demonstrate the value of learning by focusing on long-term career development and offer high-value development opportunities are 5x as likely to have strong business outcomes than organizations that do not

High-performing organizations are 6.7x more likely to support the workforce to develop missing capabilities and skills

high-performing organizations are 37x more likely to help workers accomplish their long-term career goals

3.3.x more likely to leverage learning in workforce strategies

11x more likely to leverage career development in workforce strategies



Strategic Plan

2024-2026

Our mission:
To improve people’s lives through excellence in the science and art of health care and healing.

Our vision:
We will be the trusted partner in health, leading the nation in superior care and value.



Engage

To drive loyalty

Consumers:
Deliver a consistent, easy, accessible, and convenient experience that delights unexpectedly.

Team members:
Be the premier destination for Education and Talent, by providing a safe and inclusive work environment and enabling the development of extraordinary careers.



Innovate

To transform

Clinical care:
To improve outcomes to develop and scale breakthroughs in prevention, early detection, and state-of-the-art treatment through research and redesign efforts.

Operations:
To reduce cost and improve quality and reliability through the utilization of technology to redesign care models and business functions.



Grow

To increase impact

Lives served:
Provide superior value and increase our patients and members use of our full suite of health care coverage, products and services.

Destination care:
Harness the power of academic medicine to be the most preferred destination for complex care.

Our success outcomes:

Exceptional experience

Compassionate, committed people

Safest care & best outcomes

Affordable, efficient care

Lives and services

Net operating income



Engage

To drive loyalty

Team Members: Strategic Talent Planning & Workforce Development

PRIORITIES

Strategic Talent Planning

In partnership with senior leaders, create a strategic workforce plan to identify pivotal roles and capabilities that will enable organizational success

Career Pathways

Establish internal career pathways and create development opportunities through diverse internal programs, governmental, educational and philanthropic partnerships

Workforce Development

Establish a career development center designed to enhance internal capabilities and fill openings while sustaining an inspired, diverse and inclusive workforce

Culture of Belonging

Enlist an emotional connection and commitment to practice consistent ways of working to create belonging, deliver our brand promise and ensure a successful strategy

Workforce Development Journey – Pathways Building Internal Talent



Identify Critical
Talent Gaps

Design and
Deliver
Solutions

Operationalize
& Create
Community

Execute
Workforce
Planning

Cultivate In-
House Talent

Up Scale Bridge
Skills Gaps

- February 2024 Performance Council was the introduction to Career Pathway building utilizing existing Henry Ford Health DOL certified apprenticeships.
- Our goal is to optimize pathways and socialize to all leaders of the organization providing team members an opportunity to engage in development discussions.
- Develop internal talent

Leader Resources



Why are Apprenticeship Programs important to Henry Ford Health?



Talented candidates with proven credentials

Apprentices complete U.S. Department of Labor- approved training and certification exam, while also gaining hands-on experience working at Henry Ford Health.



Financial support for departments hiring apprentices

Your department is eligible to receive reimbursement for a percentage of the apprentices' wages. This percentage will be returned to your cost center.



Internal and external support and mentorship

Apprentices receive financial support and coaching from workforce development partners, in addition to the training and mentorship provided by our staff.



Apprentices are loyal to Henry Ford Health.

Apprentices show a demonstrated commitment to learning and growing within our organization. Nationwide, 93% of apprentices retain their employment after completing their

One of Henry Ford Health's goals is to create a culture of belonging, professional growth built on impactful relationships while maximizing each employee's potential. We can accomplish this by offering extensive opportunities for new career paths and professional growth to all our employees. We offer several apprenticeship opportunities that provide our current and future employees an opportunity to grow beyond their dreams with unwavering success.

We invite you to share these opportunities with your current team members as well as potential new hires.



I worked in the Emergency Department doing registration and the NA (Nurse Assistant) Apprenticeship allowed me an entryway into patient care, which is what I really wanted to do. I learned a lot about patient education, ambulating patients, dressing patients, etc. I would tell anyone going through this program to take it seriously and it'll get you ready for your nurse assistant position."

-Graduate of the Nurse Assistant Apprenticeship

Apprenticeships Solve Problems

Problem: The national turnover rate for Certified Nurse Assistants is 54.8%. Half of every Nurse Assistant hired will leave their organization.

Apprenticeship Solution: Apprenticeships increase retention rates through developing loyalty and dedication from employee by way of investing in their future, career path and socio-economic advancement.

Problem: Michigan has over 54,000 Certified Nurse Assistants; large healthcare organizations consistently have 300-400 Certified Nurse Assistant openings per year.

Apprenticeship Solution: Apprenticeships fill the openings with talent we can train, develop, and who are statistically (93%) proven to stay longer with their employer.

What is a Nursing Assistant Apprenticeship?

Apprenticeship Offerings

Pharmacy Tech

Eye Care Assistant

Nurse Assistant

Surgical Technologist

Pharmacy Technician apprenticeship



What is a Pharmacy Technician apprentice?

- Must be enrolled in the Henry Ford Health System Pharmacy Technician apprenticeship program.
- Under the supervision of pharmacy staff, the Pharmacy Technician apprentice performs the job duties of a pharmacy technician, participates in a training program, and receives experiential on-the-job training to prepare for Pharmacy Technician Certification Board (PTCB) exam as a pathway to State of Michigan Full Pharmacy Technician Licensure.
- Prepare and package medication for administration to patients, as well as provide customer service-related tasks for all patients.

How much does it pay?
\$17.15/hr

Where is the position located?
Various HF Pharmacy locations in Southeastern Michigan. Our pharmacies are located in both clinics and hospital locations.

Working environment?
This position is a patient/public facing position that will require you to work as a team in a clinical setting, with potential exposure to infectious diseases.

How can I grow in this role?

Lead Pharmacy Tech Starts at \$18.50/hr	Pharmacy Manager Starts at \$45.50/hr
Pharmacy Benefits Specialist Starts at \$18.50/hr	Pharmacist Starts at \$52.80/hr
Inpatient Technician Specialist-Advanced Starts at \$19.25/hr	Pharmacy Specialist Starts at \$55.60/hr
Pharmacy Benefits Specialist Starts at \$19.25/hr	Director of Pharmacy (outpatient) Starts at \$55.57/hr
Pharmacy Data Specialist Starts at \$24.75/hr	Pharmacy Coordinator Starts at \$58.75/hr

Employment/Education requirements?

- High School diploma/GED required
- Typing skills of 25 wpm preferred. Ability to operate a register, calculator and computer.
- Ability to maintain (lift, carry, stack) up to 40 lbs. of pharmacy inventory.

What certifications do I need for this role?

- Requires a State of Michigan pharmacy tech license.
- Must pass the State of Michigan fingerprinting/background check required for Pharmacy Technician licensure.

Is training provided? Do you provide tuition reimbursement?

- The apprenticeship program for our Pharmacy Technician train you and provide you with the tools needed to succeed and secure your Michigan Pharmacy Technician L.
- We provide tuition reimbursement up to \$5k per calendar year.

For any additional questions and develop information, please contact us at CareerGrowthandDevelopment@hfhs.org scan the QR code.



Eye Care assistant



What is an Eye Care assistant?
Eye Care assistants work directly with patients to provide service prior to meeting with the physician. Responsibilities range from taking medical history to contact fitting to potentially assisting in surgical settings.

How much does it pay?
Starting rate: \$17.95/hr

Where is the position located?
Ophthalmology clinics throughout Southeastern Michigan

Working environment?
This position is a patient/public facing position that will require you to work as an integral and contributing member of a team. Patient care environment with potential to be exposed to infectious diseases.

Employment/education requirements?

- High School diploma/GED required
- Any clinical settings experience preferred

How can I grow from being in this role?

Certified Ophthalmic Tech Starts at \$25.15/hr*	Ophthalmic Trainer Starts at \$26.87/hr*	Orthoptist Starts at \$32.21/hr*
Ophthalmic Photographer Level 1 Starts at \$19.50/hr*	Certified Ophthalmic Medical Technologist Starts at \$26.23/hr*	Ophthalmic Imaging Technician Starts at \$28.25/hr
	Ophthalmic Manager Starts at \$36.55/hr*	


What certifications do I need for this role?
Certifications are required to move further up in the department- such as Certified Ophthalmic Assistant, Orthoptist, etc.

Want more information? Fill out our interest form or scan QR code below!

Have any questions or need assistance? Please contact our team at CareerGrowthandDevelopment@hfhs.org



Nurse Assistant apprenticeship



What is a Nurse Assistant apprentice?

- Must be enrolled in HFH Department of Labor (DOL) approved apprenticeship program.
- Under the direction and supervision of the responsible Registered Nurse (RN) and/or licensed clinician, performs specific patient care duties to meet safety and comfort needs of the patient.
- Provides input to assist the RN and/or licensed clinician in planning and implementing patient care.
- Responds to emergent situations according to established procedures.
- Recognizes and participates in own continuing education.


How much does it pay?
\$15.50/hr

Where is the position located?
Various Henry Ford Health hospital locations throughout the state

Employment/education requirements?
High School Diploma or GED

What certifications do I need for this role?
None

What future role can be down the road?



Working environment?


- This is a patient facing position as the nurse assistant will be responsible for helping patients with hygiene, assisting patients with meal monitoring the general health & vital signs patient and reporting to the nurse.
- In this working environment there is a risk exposure to infectious diseases.

Is training provided? Do you provide tuition reimbursement?

- Henry Ford Health is committed to our employees' success. Training will be provided dedicated Nurse Assistant trainers for Nurse Assistant positions.
- We provide tuition reimbursement up to \$1,000 per calendar year. Tuition reimbursement can be used for attending local colleges and universities receive further degrees in Nursing.

Want more information? Fill out our interest form or scan QR code below!

Have any questions or need assistance? Please contact our team at CareerGrowthandDevelopment@hfhs.org



Surgical Technologist program



Looking to advance in your career?

Henry Ford Health is offering a new Surgical Technology program to help earn your certification or degree!

What is a Surgical Technologist?

Surgical technologists are healthcare professionals who are an integral part of the surgery team. The surgical technologist works under medical supervision to facilitate the safe and effective conduct of invasive surgical procedures. Core job duties include preparing the operating room, sterilizing equipment, and assisting the surgeon by providing proper instruments and supplies during surgery.

If you have a passion for providing exceptional surgical patient care, becoming a surgical technologist is a great option for you.

Two ways to advance

1. Associate in Applied Science - Surgical Technology
The Surgical Technology program allows participants to attain an Associate of Applied Science in up to 2 years through a class model designed to provide both formal instructional learning in addition to clinical experience. The program consists of 62-63 course credit hours as well as 66-67 clinical education hours in a hospital setting. Required courses in the program include general education courses in biology and medical terminology in addition to surgical technology and sterile processing courses. After obtaining the degree, students can advance their education even further and pursue a bachelor's degree if desired.

2. Certified Surgical Technologist (CST)
Participants in the Surgical Technology Program will take program specialty courses solely required for the surgical technology licensure. Following the completion of the Surgical Technology program, students can apply to become a Certified Surgical Technologist (CST) through the National Board of Surgical Technology and Surgical Assisting (NBSTSA).

How can I grow within this career?

- Surgical Technologist First Assistant
- Registered Nurse (OR PACU, Interventional Radiology, etc.)
- Physician Assistant

* Continuing education may be required


Program overview:

- 18-24-month program offered at Mott Community College
- Dedicated academic advisor pathway for program completion
- Classes scheduled to start 1st
- Hybrid class model
- Hands on training at Henry Ford Hospital - Detroit
- Tuition assistance available

* In addition, you may qualify. Ask us how!

Want more information? Fill out our interest form or scan QR code below!

Have any questions or need assistance? Please contact our team at CareerGrowthandDevelopment@hfhs.org



Additional Programs

- Medical Assistant Apprenticeship
- *In development*- Rad Tech Apprenticeship
- *In development* - Optometric Assistant Apprenticeship
- *In development* - NA to Associates' Degree in Nursing Apprenticeship



What do we need from partners?

Internal

- Executive leader commitment to program optimization and expansion
- Identify and develop technology solutions for pathway exploration for our team members
- Circulation of our offerings to our internal team members
- Continual and active internal and external recruitment

External

- Explore opportunities for leveraging our partnership to build internal educational pathways and support offerings for team members
- Circulation of our programs and pathways to clients and residents served
- Partnerships with grants
- Education/RTI partners



Member Sharing, Discussion, and Q & A



**QUESTIONS?
& THANK YOU!**

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