



# Health Careers Alliance

Regions 6, 7, 9 & 10

June 11, 2025



# WELCOME

Dr. Jan Karazim

WIN Workforce Program Manager

**NOTE: AI Note Taking Assistants  
are PROHIBITED due to Federal,  
State, and SEMCA policies and  
guidelines**

**The meeting is being recorded.**

# EMPLOYER-DRIVEN HCA

Advancing the  
Incumbent  
Workforce



Creating the Talent  
Pipeline



# AGENDA

- ☐ Welcome & Introductions
- ☐ State of Michigan LEO Update – Valerie Jemerson
- ☐ HCA Update – Jan Karazim
- ☐ Featured Speakers
  - Heather Ruttkofsky – Jackson College
  - Jan Karazim - HCA
- ☐ 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

# HCA Update

- Respiratory Therapist Occupation and USDOL Approval for Registered Apprenticeship
- K12 Immersion Program – tentative leads, grants
- Nomination for TRENDS Outstanding Educator Team
- Michigan Health Council Workforce Plan 2025
- <https://www.mhc.org/workforceplan>
- Michigan's Statewide Workforce Plan 2025
- <https://www.michigan.gov/leo/news/2025/05/29/ai-and-the-workforce-plan-will-create-jobs-invest-in-workforce-and-enhance-economic-growth>

# FEATURED SPEAKER:

**Heather Ruttkofsky**

**Dean of Health Sciences, Business and  
Information Technologies  
Jackson College**

FEATURED SPEAKER:

# RN Apprentices

*"Where are they?"*

Jan Karazim

# The Nursing Shortage in Michigan

- Michigan employs approximately **102,480 RNs**.
- Projected **annual** openings through 2030: **6,345**.
- **65** of Michigan's **83** counties are designated as primary care **Health Professional Shortage Areas**.

# Educational Background of Michigan RNs

- **36.0%** of RNs began with an **Associate Degree** in Nursing (ADN).
- **46.7%** started with a **Bachelor's Degree** in Nursing (BSN).

Employers reported the following **indirect benefits** for the apprenticeship program:



The employer-reported value of these **indirect benefits**, as a percentage of the value of the **direct benefit** of increased productivity, was especially high for the following:



SOURCE: DEPARTMENT OF LABOR AAI EVALUATION REPORT

# Your RN Apprenticeship Program is Approved!

1. Choose your intermediary or manage it yourself.
2. Choose your community college nursing program or programs
3. Identify your on-the-job training mentors!
4. Identify your apprentices!

**START SMALL!!!**

# Resources and Support

- State and federal funding opportunities.
- Technical assistance for program development.
- Guidance on accreditation and compliance standards.

**WIN-HCA - MWAs - Community Colleges!**

# Call to Action

- Assess your current workforce for potential RN candidates.
- Reach out to apprenticeship coordinators for guidance.
- Continue your commitment to investing in your employees' professional growth.

# References & Data Sources

1. CHRT – Addressing Michigan’s Health Care Workforce Challenges:  
[https://chrt.org/wp-content/uploads/2024/07/Healthcare-Workforce-Legislator-Brief\\_final\\_.pdf](https://chrt.org/wp-content/uploads/2024/07/Healthcare-Workforce-Legislator-Brief_final_.pdf)
2. MDHHS – Michigan Nurse Survey Report 2024:  
[https://www.michigan.gov/mdhhs/-/media/.../Michigan\\_Nurse\\_Survey\\_Report\\_2024.pdf](https://www.michigan.gov/mdhhs/-/media/.../Michigan_Nurse_Survey_Report_2024.pdf)
3. BLS – Occupational Employment and Wage Statistics – Registered Nurses:  
<https://www.bls.gov/oes/current/oes291141.htm>
4. U.S. Department of Labor – Registered Apprenticeship Program:  
<https://www.apprenticeship.gov>



# Member Sharing, Discussion, and Q & A



**QUESTIONS?  
& THANK YOU!**

## **WEBSITE**

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