



# WELCOME

Dr. Jan Karazim, Convener

# WIN

WORKFORCE  
INTELLIGENCE  
NETWORK

RESEARCH. ENGAGEMENT. SOLUTIONS.



# Health Careers Alliance Employers

- Advantage Living Centers
- Amada Senior Care
- American Indian Health & Family Service
- Corewell Health System
- Detroit Medical Center
- Eaton County Health & Rehab Services
- EHM Senior Solutions
- Harbor Beach Community Hospital
- Honor Community Health
- Henry Ford Health System
- Ciena Group
- Ciena Healthcare and Laurel Healthcare Company
- Harbor Beach Community Hospital
- Hillsdale Hospital
- Hills and Dale General Hospital
- Huron County Medical Care Facility
- Hurley Medical Center
- IHA
- Joint Ventures Hospital Laboratories
- Lapeer County Medical Care Facility
- Laurus Home Health
- McLaren Health System
- Marlette Regional Hospital
- Memorial Healthcare

# Health Careers Alliance Employers

- Mission Point Healthcare Services
- Oak Street Health
- Prestige Healthcare Management
- ProMedica Health System
- Scheurer Health
- Quality Care Rehab and Autism Center
- Trinity Health System
- Tuscola County Medical Care Community
- Tuscola Behavioral Health System
- Michigan Medicine - University of Michigan
- Michigan Health and Hospital Association
- Michigan Health Council Michigan Primary Care Association
- Michigan County Medical Care Facilities Council
- Healthcare Association of Michigan
- LeadingAge Michigan
- Thumb Community Health Partnership

# Health Careers Alliance Strategic Education Partners

- Grand Valley State University – Omni Partnership
- **Henry Ford College**
- Heart to Heart Healthcare Training
- **Jackson College**
- Lansing Community College
- **Macomb Community College**
- Michigan Office of Career and Technical Education
- **Mott Community College**
- **Monroe County Community College**
- **Oakland Community College**
- Oakland Schools
- Robichaud High School CTE CAN Program
- St. Clair County Community College
- **Schoolcraft College**
- University of Detroit Mercy
- **Washtenaw Community College**
- **Wayne County Community College District**

**BOLDED** indicate WIN members

# Health Careers Alliance Strategic Workforce Partners

- **Capital Area Michigan Works!**
- City of Detroit, Mayor's Office
- Consulting Management Associates, LLC
- **Detroit Employment Solutions Corporation**
- Detroit Regional Chamber – Regional Healthcare Talent Collaborative
- Detroit Regional Workforce Partnership
- **GST Michigan Works!**
- **Macomb St. Clair Michigan Works!**
- **Michigan Works! Monroe Service Center**
- **Oakland County Michigan Works!**
- Oakland County Economic Development
- **Southeast Michigan Community Alliance (SEMCA)**
- Focus HOPE
- Melanie Brim Consulting, LLC
- Metrics Reporting
- Michigan Department of Health & Human Services Office of Nursing Programs
- Michigan Labor and Economic Development Workforce Development Agency Sector Strategies for Healthcare
- Michigan Rehabilitation Services
- Talent Development Coalition

**BOLDED** indicate WIN members

# Agenda

7

**Welcome & Introductions**

**HCA Update – Jan Karazim**

**LEO Update – Valerie Jemerson**

**WIN – Labor Market Data 2025 Update**

**Dr. Dayoung An – Economic Research Manager**

**Open Discussion/Sharing/Announcements**

**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-WD Update

## Health Careers Alliance (HCA)

October 8, 2025

**MICHIGAN DEPARTMENT OF LABOR &  
ECONOMIC OPPORTUNITY  
EMPLOYMENT & TRAINING**



# Michigan Career Opportunity Academy for Community Health (MiCOACH)



The Michigan Career Opportunity Academy for Community Health covers the cost of tuition and provides a \$300 weekly stipend to help you earn a Community Health Worker certification. It's like getting paid to earn a credential! Learn more at [Michigan.gov/MiCOACH](https://Michigan.gov/MiCOACH).

## Department of Health and Human Services Health Resources and Services Administration's (HRSA)

### Community Health Worker Training Program (CHWTP)

Grant Period: 9/15/2022 to 9/14/2025 Grant Award: \$3 Million

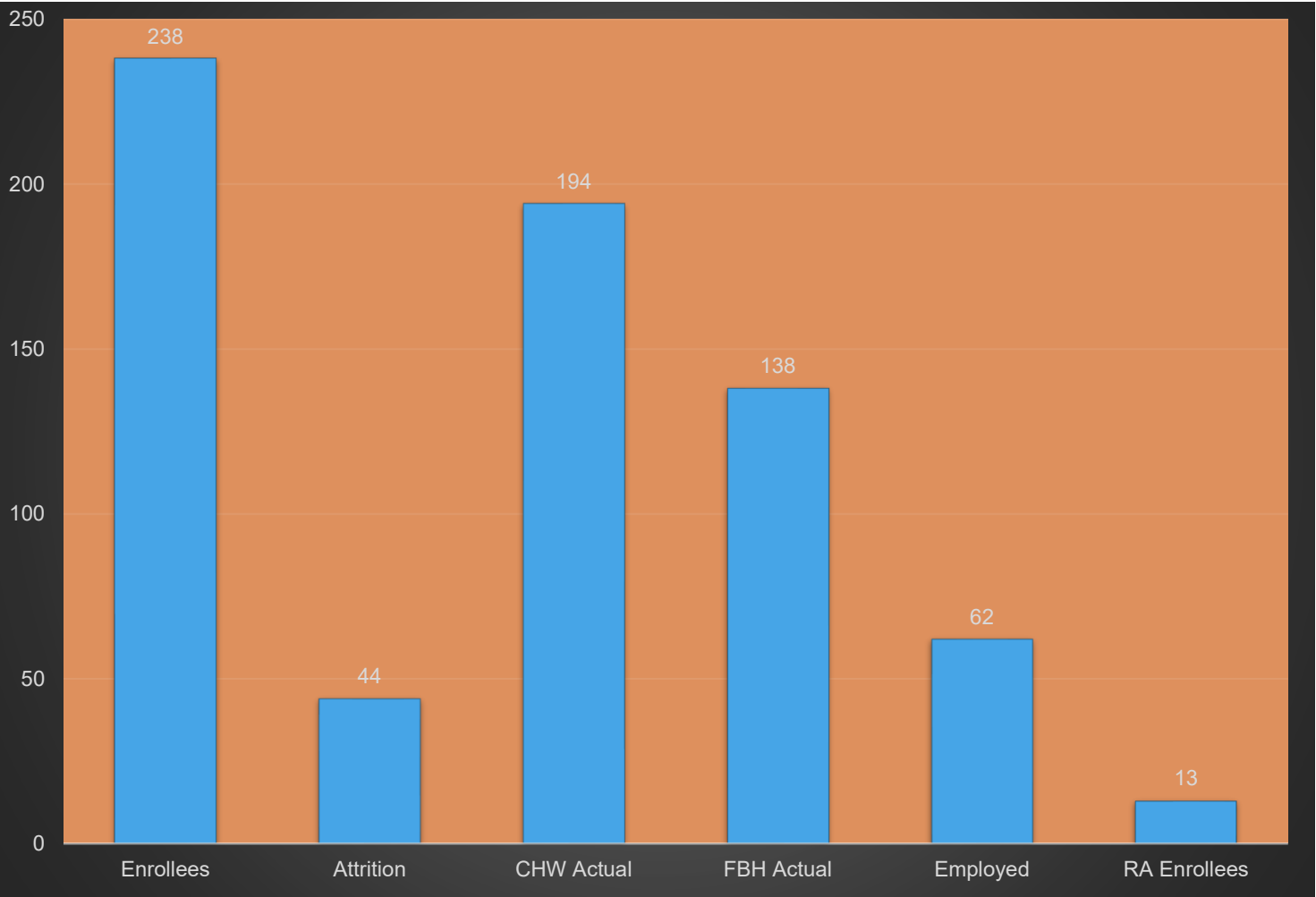
**Purpose: Increase the number of Community Health Workers (CHWs) and Health Support Workers.**

- PROVIDE EFFECTIVE COMMUNITY OUTREACH TO BUILD TRUST WITH COMMUNITIES.
- SUPPORT CONNECTIONS FOR RETENTION IN CARE AND SUPPORT SERVICES.
- INCREASE ACCESS TO CARE AND TO ASSIST INDIVIDUALS IN PREVENTION SERVICES, AND RECOVERY FROM THE COVID-19 PANDEMIC AND OTHER PUBLIC HEALTH EMERGENCIES IN UNDERSERVED COMMUNITIES.
- ADVANCE PUBLIC HEALTH, STRENGTHEN THE PUBLIC HEALTH WORKFORCE, REDUCE HEALTH DISPARITIES, AND HELP UNDERSERVED POPULATIONS ACHIEVE HEALTH EQUITY.



# Michigan Career Opportunity Academy for Community Health (MiCOACH)

## Community Health Worker (CHW) Training Program



### CERTIFIED CHWS

81 PERCENT COMPLETION RATE



### FOUNDATIONS OF BEHAVIORAL HEALTH

71 PERCENT COMPLETION RATE



### EMPLOYMENT

32 PERCENT



### REGISTERED APPRENTICES

13 ENROLLED







# Community Health Workers

## *Registered Apprentices*

**“THE CHW REGISTERED APPRENTICESHIP PROGRAM OFFERED A STRUCTURED, COMPETENCY-BASED FRAMEWORK THAT ALIGNED WITH OUR MISSION TO EMPOWER INDIVIDUALS AND COMMUNITIES THROUGH WORKFORCE DEVELOPMENT. BY PARTICIPATING, WE AIMED TO FORMALIZE CAREER ADVANCEMENT OPPORTUNITIES FOR OUR RECOVERY COACHES AND DIRECT CARE STAFF, IMPROVING RETENTION, JOB SATISFACTION, AND ULTIMATELY ENHANCING SERVICE DELIVERY TO OUR CLIENTS.”**

***-DR. RONNIE TYSON, EXECUTIVE DIRECTOR***   
***FLINT ODYSSEY HOUSE***

# Thank You to MiCOACH Partners!

**Training Partner: Michigan Community Health Worker Alliance (MiCHWA)**

<b>Michigan Works! Agencies</b>	<b>Education Partners</b>
<b>Berrien, Cass, Van Buren (Kinexus Group)</b> Berrien, Cass, and Van Buren counties	<b>Berrien Regional Education Service Agency</b>
<b>Great Lakes Bay</b> Gratiot, Isabella, Midland, and Saginaw counties	<b>Gratiot-Isabella Regional Education Service District</b> (Gratiot and Isabella Counties)
	<b>Saginaw Intermediate School District</b>
<b>GST</b> Genesee, Huron, Lapeer, Sanilac, Shiawassee, and Tuscola Counties	<b>Genesee Intermediate School District</b>
<b>Southeast Michigan Community Alliance (SEMCA)</b> Wayne County (excluding city of Detroit) and Monroe County	<b>Wayne Regional Education Service Agency</b>
<b>West Michigan</b> Allegan, Barry, Ionia, Kent, Montcalm, Muskegon, and Ottawa counties	<b>Muskegon Area Intermediate School District</b>



# Direct Care Worker Initiative

Direct Care Worker (DCW) is a general term that refers to individuals who provide essential services through behavioral health, community mental health, and long-term care systems to support older adults and individuals living with disabilities in a range of settings including private homes, group homes, assisted living facilities, nursing homes, and community living supports settings. Occupational titles include certified nursing assistants, home health aides, personal care assistants, and direct support professionals.

## State of Michigan Partners:

- LEO-WD provided \$250,000 funding for IMPART to organize an employer-led collaborative and develop curriculum.
- Michigan DHHS provided \$25 million funding to develop a career center and provide training.



**IMPART ALLIANCE IS A STATE-WIDE ORGANIZATION WHOSE MISSION IS TO STRENGTHEN THE DIRECT CARE WORKFORCE.**

[\*\*HTTPS://IMPARTALLIANCE.MSU.E\*\*](https://impartalliance.msu.edu/about/about-us/)

[\*\*DU/ABOUT/ABOUT-US/\*\*](https://impartalliance.msu.edu/about/about-us/)





# FREE DIRECT CARE WORKER TRAINING IS AVAILABLE THROUGH MARCH 2026

## FOR MORE INFORMATION:

[HTTPS://IMPARTALLIANCE.MSU.EDU/REGISTERING-FOR-CLASSES/](https://impartalliance.msu.edu/registering-for-classes/)



### Direct Care Fundamentals – Level 1

Who Should Attend: This FREE course is for individuals interested in starting a career in direct care work or those seeking to build on their caregiving experience with additional professional training. The 12-hour virtual course covers essential topics from professional ethics to emergency response. Students...

[Read More](#)



### Direct Care Associate – Level 2

Who Should Attend: This FREE course is for direct care workers ready to expand their knowledge into specialized areas of care and support services. The 12-hour virtual course covers topics from food safety to end-of-life care. Students will deepen their understanding of aging, disabilities, mental...

[Read More](#)



### Home and Direct Care Specialist – Level 3

Who Should Attend: This FREE course is for direct care workers wishing to expand their skills in instrumental activities of daily living (IADLs). The 6-hour virtual training builds on basic caregiving knowledge to develop expertise in person-centered approaches to housekeeping, meal planning, and nutrition. These...

[Read More](#)



### Personal Direct Care Specialist – Level 4

Who Should Attend: This FREE course is for direct care workers seeking advanced skills in personal care and clinical support. The 36-hour hybrid course covers topics from mobility assistance to leadership, plus three in-person skills labs where students demonstrate hands-on competency. Through a combination of...

[Read More](#)



### Train-the-Trainer

Who Should Attend: This FREE course is for direct care workers who have relevant, sufficient experience in both delivering home and community-based services and training adult learners. The virtual TTT classes include 4 sessions that cover IMPART Alliance's DCW class and course format, adult learning...

[Read More](#)



### Direct Care Worker Training – Informational Open House

Considering career advancement opportunities for yourself or your team, and have questions on Direct Care Working Training? Watch our Informational Open House video. This live webinar was hosted on September 5th, of 2024, by IMPART Alliance Assistant Director, Bethany Duyser.

[Read More](#)





# Questions/Comments

**Valerie Jemerson**

Talent Development Liaison, Sector Strategies  
Industry Engagement Division, Workforce Development  
Michigan Department of Labor and Economic Opportunity  
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## WIN HCA UPDATE

- Approval request for Respiratory Therapist occupation apprenticeship submitted to USDOL!
- McLaren has transitioned their Surg Tech apprenticeship to a USDOL Registered Apprenticeship!
- Corewell has established RAP for LPN
- Trinity RN RAP
- HCA-LEO co- convening 4 state nursing leaders to promote RA in nursing communities
- *“Apprenticeship Degrees”* new buzz word for a long-established RAP strategy
- Instructional technology Educational Management Solutions – SAVE THE DATE November 7<sup>th</sup> 1pm
- MHC Solutions Summit November 12 – Healthcare Plan
- State Workforce Plan 2024-30



## FEATURED SPEAKER

**Dr. Dayoung An, WIN Economic Research**

**WIN – Labor Market Data 2025 Update**

# Health Care Occupational Data

## WIN Region Labor Market Report Q4 2024

### Posting Trends by Occupation Group Q4 2024



- Job postings in the 19 WIN regions counties in Q4 2024 increased to 242,924
- Healthcare occupations are one of the most in-demand job groups with 42,663 job postings

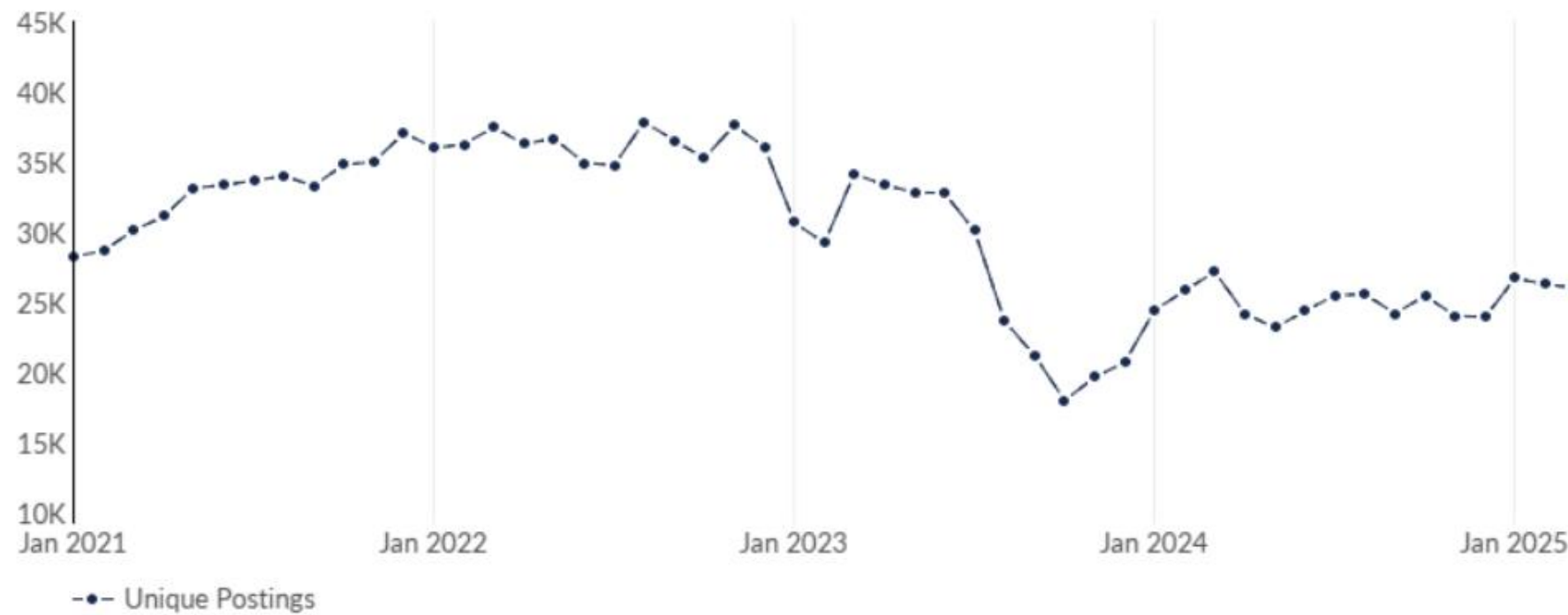
# Health Care Occupational Data

## WIN Region Labor Market Report Q4 2024

Job Postings Trend for Health Care Occupation (2021-2025)

Unique Postings Trend

[Jump to Job Postings Table](#) ■■■



# Health Care Occupational Data

## WIN Region Labor Market Report Q4 2024

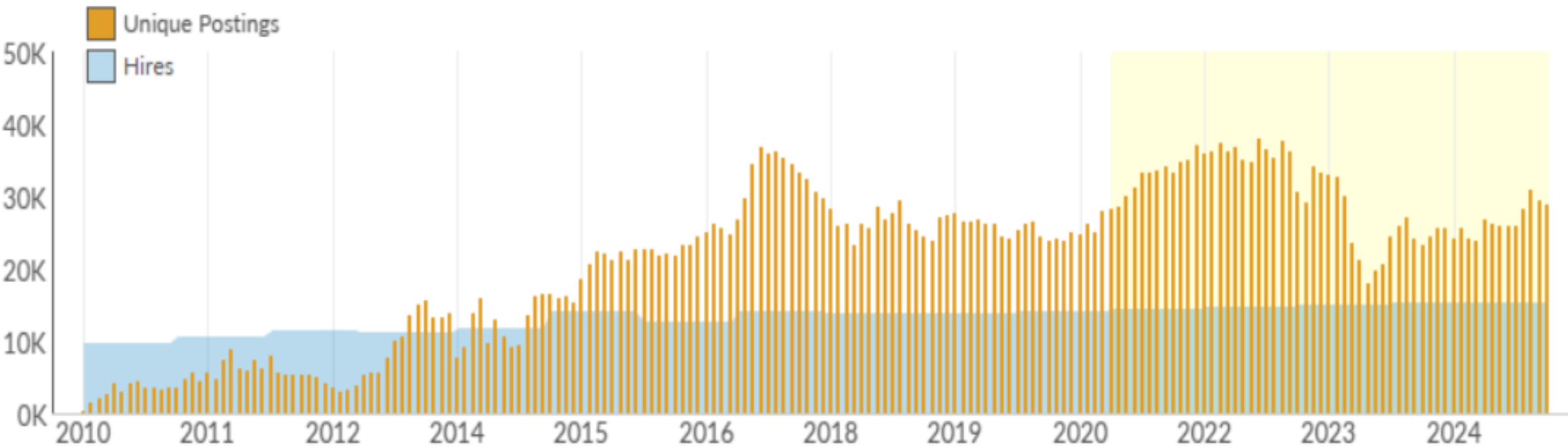
Job Postings vs. Hires

29,831

Avg. Monthly Postings (Jan 2021 - Sep 2025) ?

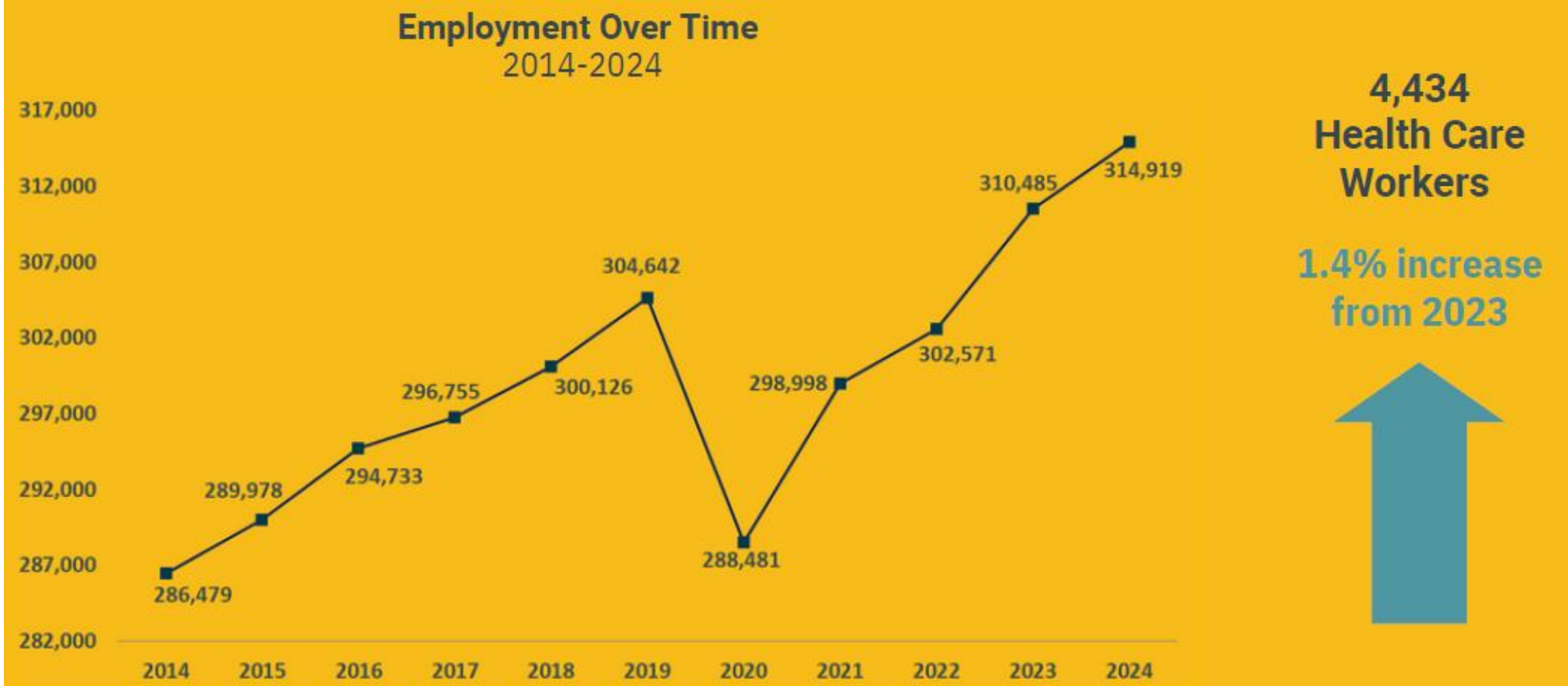
14,894

Avg. Monthly Hires (Jan 2021 - Sep 2025) ?



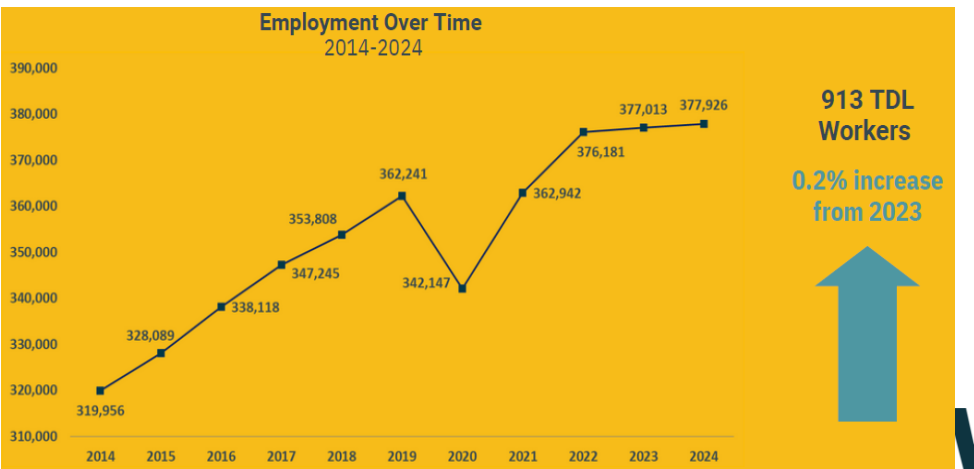
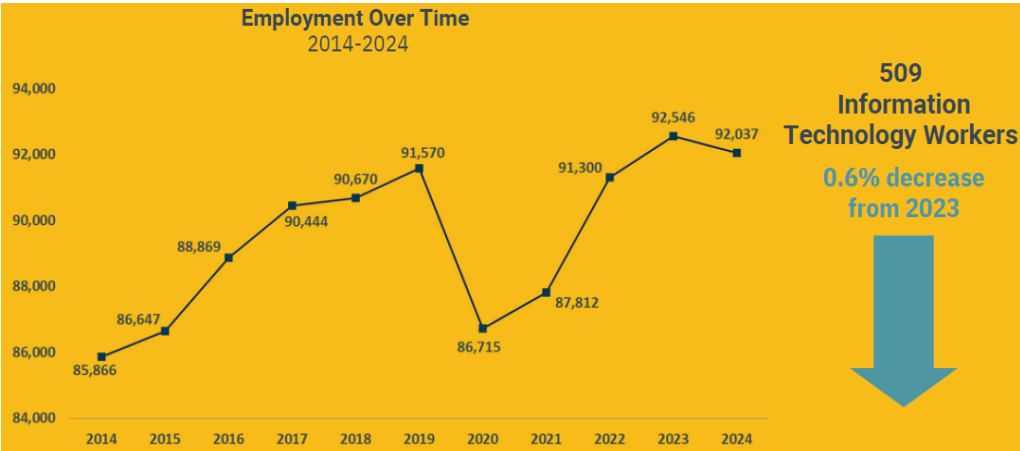
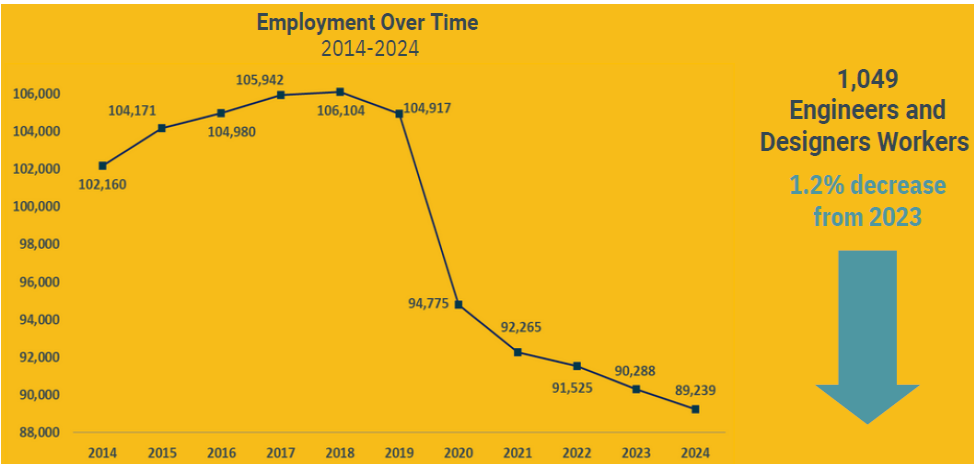
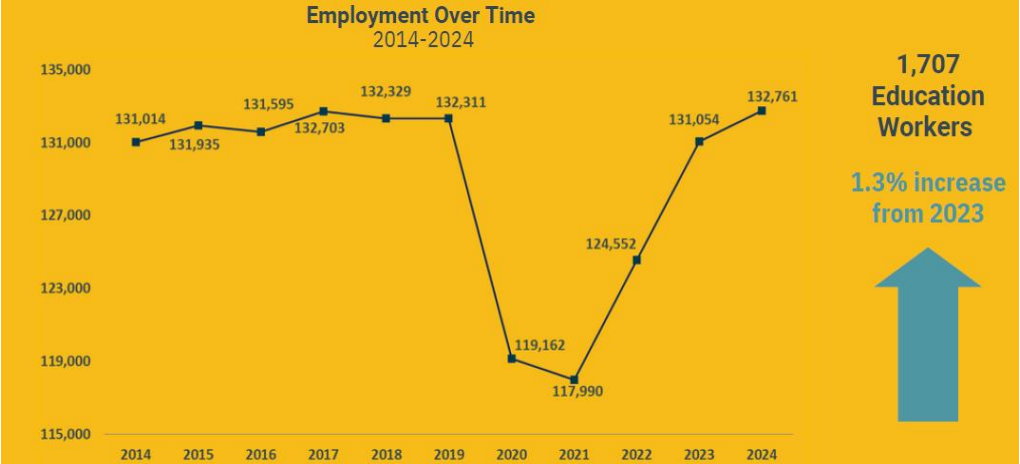
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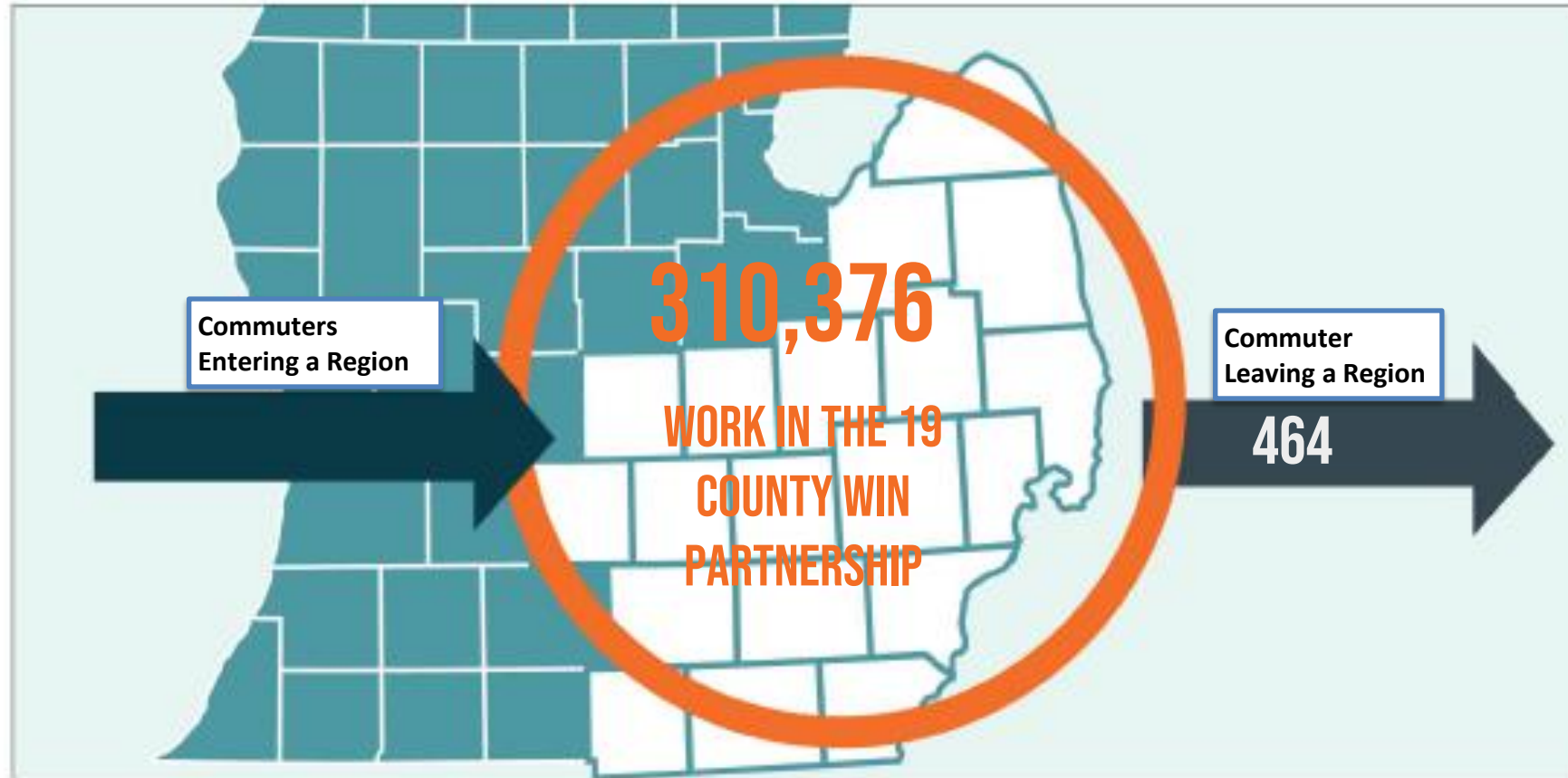
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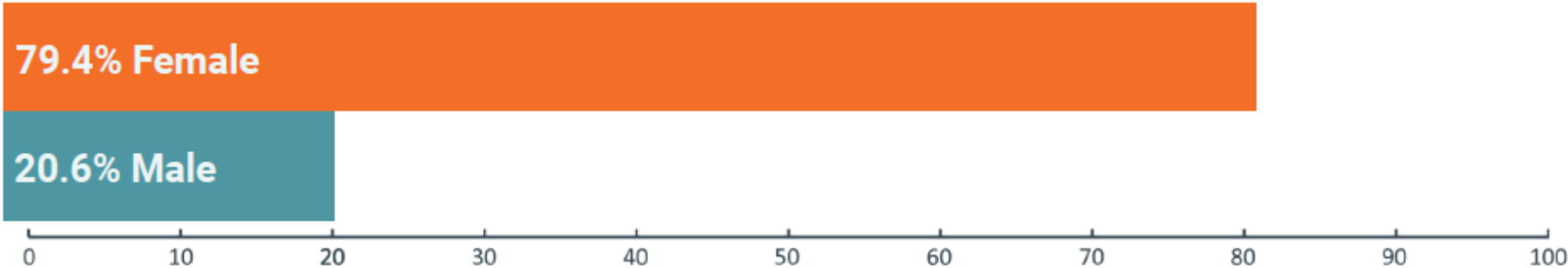


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## WIN Region Labor Market Report Q4 2024



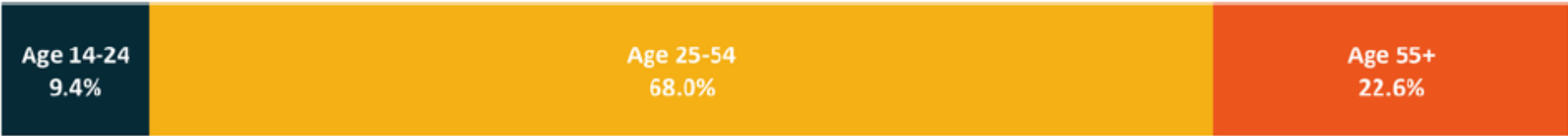
Worker Gender Demographics



Race and Ethnicity Demographics

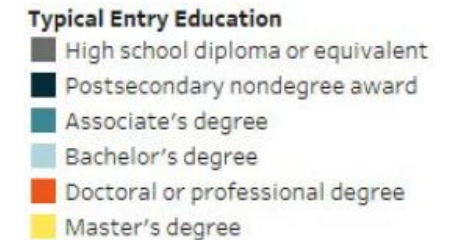
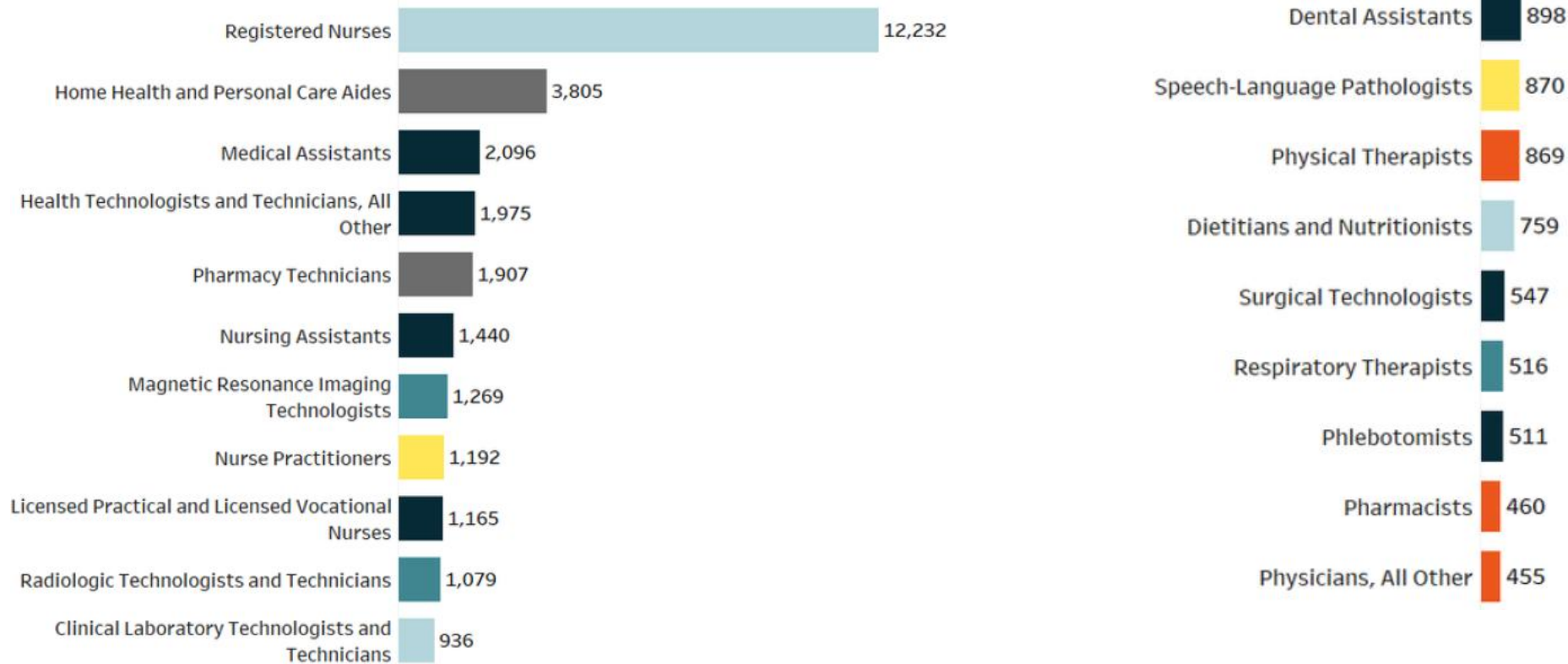
68.5% White | 5.7% Asian | 20.2% Black or African-American

Worker Age Demographics



# Health Care Occupational Groups

## WIN Region Labor Market Report Q4 2024



<https://winintelligence.org/data-research/labor-market-reports/archive/>

# Health Care Occupational Data

## WIN Region Labor Market Report Q4 2024

Description	2024 Turnover Rate
Home Health and Personal Care Aides	86%
Nursing Assistants	85%
Licensed Practical and Licensed Vocational Nurses	73%
Pharmacy Technicians	62%
Medical Assistants	61%
Phlebotomists	60%
Dental Assistants	59%
Surgical Technologists	51%
Nurse Practitioners	46%
Speech-Language Pathologists	46%
Physical Therapists	44%
Respiratory Therapists	41%
Pharmacists	41%
Dietitians and Nutritionists	38%
Registered Nurses	37%
Clinical Laboratory Technologists and Technicians	34%
Health Technologists and Technicians, All Other	34%
Physicians, All Other	30%
Magnetic Resonance Imaging Technologists	30%
Radiologic Technologists and Technicians	29%

### Health Care Job Turnover Rates Q4 2024

- Exceptionally high turnover was observed among frontline support roles
- Moderately high turnover was found among technical support and patient-facing roles
- Highly trained specialist had lower turnover rates than direct-care workers

# Health Care Occupational Data

## WIN Region Labor Market Report Q4 2024

### Wage Overview for Top Posted Health Care Jobs in Q4 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$33.39	\$37.80	\$40.81	\$47.53	\$49.91
31-1128	Home Health and Personal Care Aides	\$11.68	\$13.42	\$14.98	\$16.99	\$18.82
31-9092	Medical Assistants	\$15.62	\$17.37	\$18.66	\$21.23	\$22.53
29-2099	Health Technologists and Technicians, All Other	\$17.37	\$18.32	\$20.90	\$27.55	\$36.79
29-2052	Pharmacy Technicians	\$15.41	\$16.80	\$18.74	\$22.63	\$24.27
31-1131	Nursing Assistants	\$16.78	\$17.70	\$18.55	\$20.11	\$21.45
29-2035	Magnetic Resonance Imaging Technologists	\$20.90	\$33.18	\$38.46	\$40.61	\$43.47
29-1171	Nurse Practitioners	\$48.56	\$52.34	\$59.35	\$63.39	\$67.79
29-2061	Licensed Practical and Licensed Vocational Nurses	\$25.45	\$28.63	\$30.48	\$32.32	\$35.96
29-2034	Radiologic Technologists and Technicians	\$25.97	\$29.94	\$32.85	\$37.04	\$40.85

# Health Care Occupational Data

## WIN Region Labor Market Report Q4 2024

### In-Demand Technical Skills

- Nursing
- Nursing Care
- Medical Records
- Vital Signs
- Home Health Care

### In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Leadership
- Teaching

### In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- Valid Driver's License
- Licensed Practical Nurse (LPN)

# Health Care Occupational Data

## WIN Region Labor Market Report Q4 2024



In-Demand Education Level*	Top Posting Employers	Job Postings by City
<ul style="list-style-type: none"><li>• High school or GED: 25.3%</li><li>• Associate degree: 16.5%</li><li>• Bachelor's degree: 17.9%</li><li>• Master's degree: 6.5%</li></ul> <p><i>*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.</i></p>	<ul style="list-style-type: none"><li>• Henry Ford Health</li><li>• Corewell Health</li><li>• Trinity Health</li><li>• McLaren Health Care</li><li>• University of Michigan-Flint</li><li>• Detroit Medical Center</li><li>• Tenet Healthcare</li><li>• CVS Health</li><li>• Dmc Sinai Grace Hospital</li><li>• Walgreens Boots Alliance</li></ul>	<ol style="list-style-type: none"><li>1. Detroit: 5,953 Postings</li><li>2. Ann Arbor: 2,718 Postings</li><li>3. Lansing: 2,098 Postings</li><li>4. Southfield: 1,412 Postings</li><li>5. Troy: 1,373 Postings</li><li>6. Flint: 1,297 Postings</li><li>7. Warren: 1,204 Postings</li><li>8. Livonia: 1,121 Postings</li><li>9. Novi: 1,020 Postings</li><li>10. Jackson: 959 Postings</li></ol>



# QUESTIONS?

## WEBSITE

[winintelligence.org](https://winintelligence.org)

[Labor Market Report WIN Region 2024 Q4](#)

## EMAIL

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# Member Sharing, Discussion, and Q & A





**THANK YOU!**

## **WEBSITE**

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