

wmihealth  careers

**2023
COMMUNITY
IMPACT
REPORT**



Building a pipeline of qualified health care talent for West Michigan

The West Michigan Health Careers Council is an employer-led, collaborative council of employers, educators, workforce development and economic development organizations working together to meet West Michigan's health care talent needs.

The WMHCC:

- Is employer-led and convened by West Michigan Works!.
- Is collaborative in nature.
- Supports local efforts to connect individuals with employment opportunities in health care.
- Creates new programming when needed.
- Provides opportunities for employers to engage in growing the region's talent pool.

STRATEGIES

Outreach & Promote: We work with employers and community partners to encourage careers in the health care industry.

Education & Training: We provide opportunities for individuals to learn about and enter the industry as well as work effectively in the field.

Funding & Resources: We connect employers to funding opportunities and resources that support West Michigan's health care talent needs.

Retention: We create solutions to help health care employees stay within the industry or at their organization.

COUNCIL PARTICIPANTS

Corewell Health, Trinity Health, Holland Home, University of Michigan Health West, Hope Network, Pine Rest, Cherry Health, Kent Intermediate School District, Grand Rapids Community College, Metrics Reporting and West Michigan Works!

STRATEGIES IN ACTION

Health Careers Expo

In partnership with the Kent ISD Workforce Development Department, the West Michigan Health Careers Council held a health careers expo in April of 2023. Employers had the opportunity to share information with students, and their parents, on the wide variety of careers available in health care. Particular emphasis was put on entry level careers and investments that employers make in their employees to help them advance up career pathways. Additionally, Kent ISD provided interactive career awareness and exploration activities for students to learn about the wide variety of jobs available in health care.

Twenty-six representatives from 11 health care employers were present to speak to interested attendees. The council is excited to take the lessons learned from this pilot and to hold this event again in the future, both with Kent county and the other counties in our region.

"I loved how the event was set up and I feel it can only get better in the near future. I liked the energy that we put out there and definitely have gained more ideas that can assist our organization in the future."

- Participating Employer



Highlight: Irene Roede,
Medical Assistant Apprentice
with Mercy Health



I have worked at Mercy Health as a business office coordinator but have always had an interest in the clinical side of things. I was always asking the nurses about this and that and googling things about their role. So, I was super excited to hear about the [medical assistant registered apprenticeship] program and that there was a path I could take that seemed attainable. I like the busy-ness, more interaction with patients and the gratification of knowing you are helping someone along the way! The opportunities feel endless as there are so many different avenues that I can go into now. I am absorbing it all and learning all I can.



MiCareerQuest

MiCareerQuest is a unique career exploration experience that offers West Michigan middle and high school students the opportunity to learn about careers in our region's high-demand industries through interactive experiences with local employers.

- ✓ 7,981 students from 72 schools attended
- ✓ 27 health sciences exhibits showcasing 59 different occupations
- ✓ 14 organizations, including 73% of council member organizations



A huge thank you to council members Grand Rapids Community College, Kent ISD, Corewell Health, Mary Free Bed, University of Michigan Health – West, and Trinity Health for helping to sponsor the event and make it sustainable for the future.

Health Care Credential Directory

The West Michigan Health Careers Council supported the creation of a health care credential directory. This directory is a comprehensive list of health care training and education programs available in our region. Information such as length of training, cost, class locations, prerequisites, and much more is available. The directory is housed online on the council website for easy access. The directory currently has information completed for 25 programs with many ideas to improve ease of use and number of programs in the pipeline.

Training Grants

The West Michigan Health Careers Council supports and raises awareness for several training grants that provide training funds to health care workers. Some examples of these training funds are through programs such as: Going Pro Talent Fund, Incumbent Worker Training Grants, and On-The-Job Training Grants.

	Total Training Cost	Number of Trainees
Classroom	\$128,153.50	133
New Hires	\$1,892,000.00	946
Apprenticeship	\$220,500.00	63
TOTAL	\$2,240,653.50	1,142

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West Michigan Health Careers Council allows us to partner with others in a similar industry, share our experiences and challenges, hear best practices that others have developed, and identify ways we can influence the labor market through partnerships with community organizations.

- Michael Hill, Council Member
Hope Network



West Michigan Works! is a division of ACSET, an equal opportunity employer/program and a proud partner of the American Job Center network. Auxiliary aids and services are available upon request to individuals with disabilities. West Michigan Works! is supported by state and federal funds; more details at westmiworks.org/about/.