



Shana Lewis, SHRM-SCP has more than twenty years of successful Talent Acquisition and Workforce Development experience. In her current role she serves as Vice President of Talent Acquisition and Workforce Development Programs for Trinity Health. Which includes Trinity Health Michigan. Trinity Health is the 2nd largest Catholic Health System nationally with locations in 25 states.

Ms. Lewis has implemented several **innovative recruitment and talent strategies including workforce development programs, a regional sourcing model and hiring practices that have significantly improved and strengthened the hiring process, including the Evidence-Based Selection Process.** The Evidence Base Selection Process and workforce development programs have significantly increased the diversity of Mercy Health's workforce. In 2019 Ms. Lewis, in collaboration with The Source, West Michigan Works and the W.K. Kellogg Foundation, launched The Mercy Health Career Development Center, the first of its kind for Trinity Health. These strategies have been nationally published.

Ms. Lewis has frequently been invited to speak at nationally, **including an invitation by the Obama and the Trump White House Administrations to participate in Employer Healthcare Workforce Roundtable discussions and most recently she serves on the Industry Recovery Panel for the Biden Administration.**

Ms. Lewis is passionate about removing barriers and creating greater access to higher wage careers. She leads an *Elite* nationally recognized Talent Acquisition and Workforce Development teams that were **instrumental in introducing apprenticeship programs to the Healthcare Sector, including the registered Medical Assistant Apprenticeship program, which is the first of its kind in the nation, and for which has received local and national recognition.**

Throughout her career she has served in multiple leadership roles throughout the community and at the state and national level. Most recently Shana was appointed to Michigan **Governor's Workforce Development Board (LEO).** Ms. Lewis is an active board of trustee for a national organization BLU – Business Leaders United. Shana has been **invited to participate in the Biden Administration's Healthcare Recovery Panel to shape the caregiving workforce initiative and other policy responses focused on health care workforce.** This often takes her to Washington DC to meet with legislators to advocate for policies advancing workforce equity.

Additionally, she serves as a Board Trustee for Michigan Works! West Michigan Works Executive Council and Workforce Board, Council Member for Grand Rapids Mayor Racial Equity and Inclusion, and Board Trustee for KConnect. **Shana was named as one of the 50 Most Influential Women in West Michigan in 2016,** accepted the 2017 and 2022 Pillar Award on behalf of Trinity Health Michigan for her work in the advancement of minorities and woman, **she was recognized by Crain's Detroit Business with the 2019 HR Excellence Award,** and most recently received the Innovator of the Year Award presented by League for Innovation in The Community College.