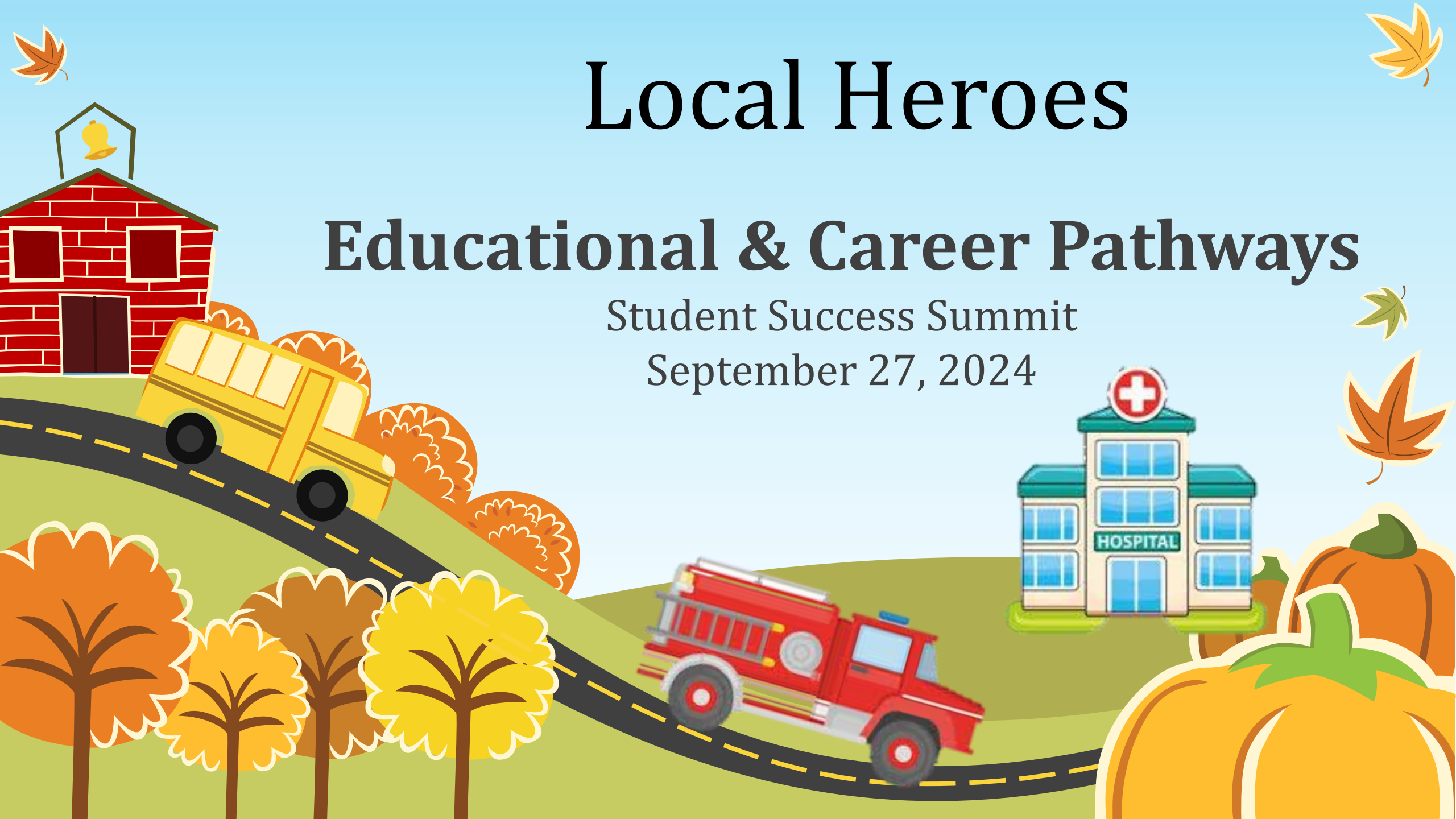


Local Heroes



Educational & Career Pathways

Student Success Summit
September 27, 2024





Local Heroes





- Project & Budget Overview
 - Data & Resources
 - Panel - What's It Like in the Real World
 - How Do We Fix This?
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Local Heroes – Project & Budget

\$500,000 has been allocated in the 2025 FY State budget for MCCA to build stronger educational and career pathways for K-12 teachers, first responders, and allied health professionals



Local Heroes – Project

Teaching

ARC ->
Credentialed
Teacher

Adult Learners/
Paraprofessionals

Collaboration with
Traditional Teacher
Preparation

Public Safety

(Police, Fire, EMS)

CTE Dual
Enrollment

Completion

Credential
Alignment

Allied Health

CTE Dual
Enrollment

Expanding Allied
Health Pathways

Local Heroes – Project Tasks

Research


- Data Gathering
- Analysis
- Conclusions

Strategies

- Create Shared Vision
- Pathways
- Dual Enrollment
- Credit for Prior Learning
- Others?



Implementation




- Coordination with Stakeholders
- Promotion of Opportunities
- Others?






Local Heroes –Data

K-12 Teachers





- Teacher preparation program enrollment in Michigan declined from 23,203 in 2011-12 to 9,512 in 2016-17, a 59 percent decline, but rebounded to 14,829 in 2021-22, a 56 percent increase from 2016.
 - School districts throughout the state are experiencing acute shortages of special education and science teachers
 - Urban districts struggle to find enough certified teachers while rural districts struggle to find teachers with the specializations they need
 - Michigan's teacher shortages disproportionately affect students of color and students from low-income families
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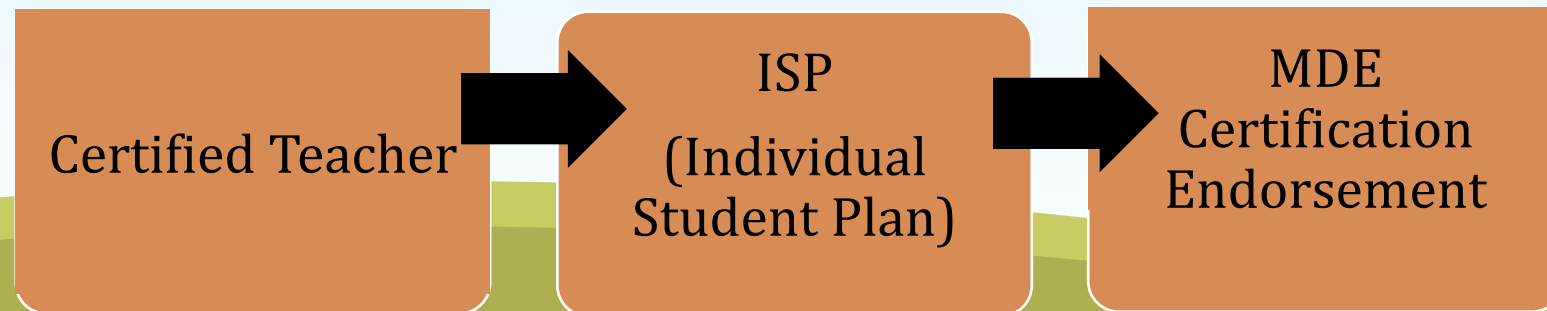
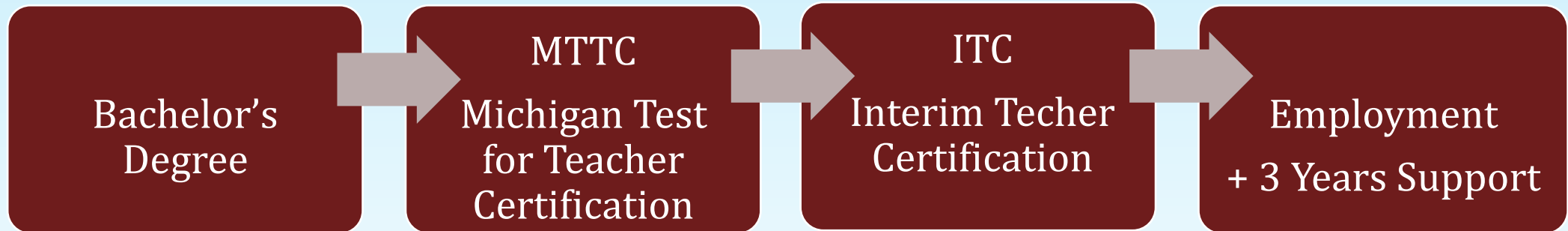
Local Heroes –Resources

K-12 Teachers

- *MI Future Educator Fellowships*
 - *Grow Your Own*
 - *MI Future Educator*
 - *Talent Together*
 - *The Rural Educator Credentialing Hub*
 - *Alternative Route to Interim Teacher Certification (ARC)*
 - *Golden Apple Scholars*
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Local Heroes – Alternative Route to Interim Teacher Certification (ARC)

Schoolcraft Options:



Local Heroes – Data





First Responders: Police, Fire, EMS

- Staffing shortages began to emerge as a result of COVID-19; in addition, declines in police forces also were attributed to stigma from protests related to officer misconduct, and an increase in retirements
- The number of police officers in Michigan has fallen from 23,000 to 18,500 between 2001-2023, a 19.6% decline. In 2024, 72% of Michigan local governments report having problems recruiting law enforcement personnel
- Michigan has 50 firefighters per 100,000 residents – less than half the number compared to surrounding states like Indiana, Ohio, and Illinois
- The 2024 Michigan Healthcare Workforce Index estimates that, from 2023-2033 only 840 paramedics will graduate to fill a projected 2,000 job openings
- Decline in qualified applicants – resulting in the lowering of hiring standards



Local Heroes – Resources





First Responders: Police, Fire, EMS

- State of Michigan Fire Fighting Training Division
 - National Fire Academy
 - Michigan Fire Fighters Training Council
 - Michigan Commission on Law Enforcement Standards (MCOLES)
 - Michigan Emergency Medical Services System
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Local Heroes – Data Allied Health Professionals







- Declines began due to COVID-19's impact on the healthcare system.
 - The greatest shortages in MI will be nursing assistants, dental assistants, home health and personal care aides, physical & occupational therapy assistants, and phlebotomists
 - It is also documented that these positions have the highest turn-over and the lowest wages
 - Over 9,000 hospital vacancies for allied health professionals in 2024 in Michigan
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Local Heroes – Resources

Allied Health Professionals

- Majority of community colleges in MI offer certificates and associate degrees
 - Health career training programs in MI eligible for the MI Achievement Scholarship and Reconnect
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What's It Like in the Real World of K-12 Education, Public Service & Healthcare?



David Cummins
Fire Chief-Retired
Royal Oak, MI



Judy Schuetz
Director, Talent Acquisition and
Workforce Solutions
Henry Ford Health



Sara Roland,
Assistant Principal
Okemos Public Schools

Local Heroes – How Do We Fix This?

New course helps Zeeland students prepare for a career in public safety

Mitchell Boatman, Holland Sentinel
Mon, September 23, 2024 at 1:01 AM MST · 1 min read

ZEELAND — A new course at Zeeland Public Schools will give high schoolers the chance to learn up-close about careers in public safety. The district launched "Intro to Public Safety I" this semester, open to students in grades 9-12 at Zeeland East and West. The course is taught by Nate VandeGuchte, who's also a firefighter with the Zeeland Fire Department.

LCC announces new apprenticeship program

College to partner with Lansing Fire Dept. and Capital Area Michigan Works!
Monday, April 8th, 2024



MedCerts and Mott Community College Announce New Partnership to Enhance Allied Health Training



MedCerts

Business Wire
May 1, 2024 · 3 min read

In This Article:

LRN -0.32%

FLINT, Mich., May 01, 2024--(BUSINESS WIRE)--Mott Community College (MCC) Workforce and Economic Development Division and MedCerts proudly announce a new collaboration aimed at enhancing Allied Health education. By tapping into the potential of MedCerts'

— Lansing Community College
between the college's Health and
works! (CAMW). The apprentice
dental region by providing exi
cademy, greatly increasing t
or and is part of a national



EPIC IN THE NEWS

Michigan to launch major teacher recruitment and training effort in fall





DATE: July 11, 2023

Michigan is betting big on a new effort to help people become teachers by covering learning expenses and providing mentorship from experienced teachers. Teachers are more likely to leave the profession in their first few years of teaching. And not all people who pursue a college degree for education complete the degree or become teachers. Researchers at Michigan State University's Education Policy Innovation Collaborative (EPIC) found just 26 percent of Michigan public high school graduates who complete an education course in one of the state's teacher preparation programs are in the teaching stage.



Local Heroes – How Do We Fix This?




Gather in small groups and discuss the following:

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1. Dual enrollment?
 2. Credit for Prior Learning and Credentials?
 3. Collaboration? What Partners?
 4. Others?
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Local Heroes – How Do We Fix This?

Report Out:

- Partner with local municipalities, school districts, and health care providers to maximize dual enrollment options
- Work with institutions on credit for earned credentials (CNA, Phlebotomist, EMT, paramedic, HAZMAT, classroom certifications beyond teacher's cert, etc.)
- Promote ARC process to students in traditional teacher pathways
- Explore creative, collaborative partnerships with local providers for obtaining credentials and certifications
- Initiate conversations with state/local organizations to evaluate compensation increases



Local Heroes – K-12 Teacher Sources

- [Michigan Department of Education](#)
 - [Mi DOE Alternative Routes to Education](#)
 - [Education Policy Innovation Collaborative](#)
 - [Alternative Route Teacher Preparation \(ARC\) Providers](#)
 - [Schoolcraft College's ARC Program](#)
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Local Heroes – Public Service Sources



- [Police Forum – PERF Survey](#)
 - [UM Michigan Public Policy Survey](#)
 - [Michigan Commission on Law Enforcement Standards \(MCOLES\)](#)
 - [Michigan Police Academies](#)
 - [Michigan Public Fire Fighters Union \(MPFFU\) career info](#)
 - [Michigan Fire Academies](#)
 - [Michigan EMT/Paramedic programs](#)
 - [Michigan Association of Ambulance Services](#)
 - [Michigan Emergency Medical Services System](#)
 - [Michigan Health Council – EMS Shortage](#)
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Local Heroes – Allied Healthcare Sources

- [Michigan Health and Hospital Association \(MHA\) Vacancies infographic](#)
 - [Michigan Health Council's 2024 Michigan Healthcare Workforce Index report](#)
 - [Healthcare Workforce Initiatives](#)
 - [Health Career Training Programs in Michigan](#)
 - [Michigan LEO – Skills to Work](#)
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Local Heroes – General Sources

- [DTMB Jobs Demand Reports](#)





Thank you for attending!

Donna Petras
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