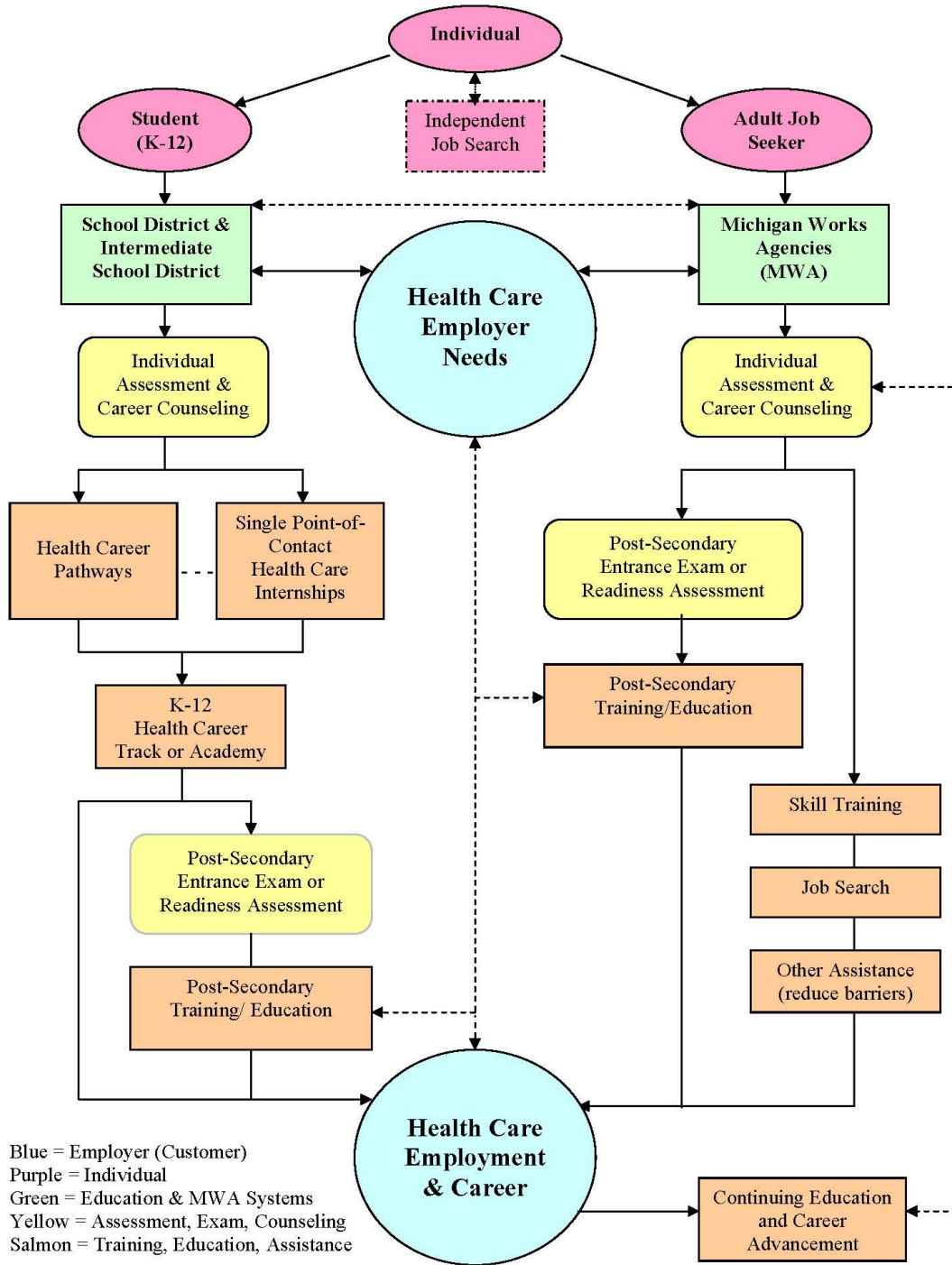


Health Care A.C.T.S. (Assisted Career Training System) for Individuals



Source: West Central Michigan Health Care Regional Skills Alliance (#6 7/17/07)

See next page for written explanation.

West Central Michigan Health Care Regional Skills Alliance

Health Care A.C.T.S. (Assisted Career Training System)

The accompanying flow chart begins by showing the three main tracks an individual can take when preparing and searching for a job. Two of these systematically assist individuals in assessing career plans and preparing for careers in health care, one as K-12 students and the other as adults. The third track is when individuals pursue education and job searches independently.

Health care employer needs (center section of flow chart) are keys in the system so that programs are designed to guide individuals into and educate them for health careers where there is a need. The employer interacts in communicating job needs and participating in solutions to meet these needs at multiple points – with the K-12 system, Michigan Works Agencies, post-secondary training and educational programs and ultimately in hiring qualified workers who have followed one of the three tracks.

K-12 System (Students) *

The track on the left side of the flow chart shows the main steps a student goes through in the K-12 system. This individual school districts and Intermediate School Districts support this process, with educational development plans required of all students. Ideally, a first step involves individual assessment of interests and aptitudes and counseling to help the student determine if health care is the “right” career.

The health career pathway helps the student examine different health occupations. This process is supplemented by internships in health care settings to help students get real-life exposure to health care environments. An efficient and effective way of doing this, for both school districts and health care employers, is to have a single point-of-contact within an intermediate school district for coordinating student placements. If a health career is what the student wants and is suited for, an academic curriculum track or an academy for health care careers is selected. This academic track or academy prepares students with a background to pursue a health care career after graduating from high school.

Entrance exams or readiness assessments at post-secondary institutions check to make sure the student is ready for post-secondary training and education. This subsequently leads to employment and a career in a health care occupation that is in demand. Finally, experience in a career and continuing education will lead to career advancement within the health care field.

Michigan Works! Agencies (Adults)

The track on the right side of the flow chart shows the main steps an individual goes through when seeking the assistance through Michigan Works! Agencies. A wide range of individuals utilizes these services. The individual can be a young adult with limited education, a graduate with post-secondary education, a person returning to the workforce, a degreed professional or an incumbent worker who is seeking a second or third career for one of many reasons.

Like the K-12 system, the first step is an assessment of the individual’s interests, experience and aptitudes with counseling to help the individual determine if a health care offers a suitable career

and, if so, which occupation or set of occupations offers the “right” choice. With this guidance, the individual can be guided to needed preparatory, career training and education, and job placement.

As in the K-12 system, entrance exams or readiness assessments at post-secondary institutions check to make sure the student is ready for post-secondary training and education. This will subsequently lead to employment and a career in a health care occupation that is in demand. Finally, experience in a career and continuing education will lead to career advancement within the health care field. The feedback loop on the right side shows the potential of using this system later in an individual’s career.

* The K-12 portion of the flow chart draws on a flow chart developed by the Kent Intermediate School District.