

## BACKGROUND

Health Care occupations are expected to grow faster than any other industry over the next decade. The Baby Boomer generation is now of retirement age (ages 57-75) with the greater health care needs that comes with that age, and the Millennial generation (ages 25-40), as the largest living generation, coming to retirement age in 20 years, the need for health care professionals is not expected to decrease in this century.

Healthcare is Michigan's largest private sector employer...creating 602,000 jobs and \$38 billion in wages, salaries and benefits each year. Through 2030, healthcare jobs are projected to have the highest growth of any industry sector.

The following lesson features two elements of career exploration -

- Understanding career laddering, and
- Using metacognition of one's personality style and preferences to find career stability and satisfaction.

## Lesson: MMR Talent Tour Video

The lesson has three parts:

1. **Setting the stage** is accessing pre-knowledge and their current brainpower on the subject of healthcare and pre-hospital care.
2. **A Talent Tour video** featuring MMR to build their knowledge.
3. **Extensions** to enrich the learning experience.

### 1. Set the stage with students: (20 minutes)

*Discussion - One segment of healthcare where jobs are of highest demand around the country is the field of pre-hospital care. Pre-hospital care is what happens before and during transport to a hospital or healthcare facility. Providing care to people as early as possible saves lives and improves outcomes for those who get sick or injured.*

*Mobile Medical Response (MMR) is an ambulance service that specializes in pre-hospital care and serves 17 counties in Michigan. High demand careers include paramedics, dispatchers, and EMS educators. Share the MMR website with students. [EMS Education Michigan | Mobile Medical Response](#)*

*"Moving up" is particularly prevalent in the healthcare industry. There are many entry-level opportunities and equally many opportunities to obtain education and training to improve working conditions, wages, benefits or to prevent burnout.*

*Entry-level jobs are jobs that require minimal professional work experience and open the door to larger, work-related opportunities. These positions generally mean that the employer is looking for a young professional who has some prior experience such as an internship under their belt, but not necessarily someone who has any full-time experience.*

*The phrase, "open the door to larger, work-related opportunities" leads to the need to understand career ladders.*



# MiCareer Middle Michigan Quest™

Share the Pre-hospital Care Career Ladder (separate document attached). **An EMT is an entry-level position. A Dispatcher job is also an entry level position. These jobs require minimal training and education after high school and they are positions that many use as “starter jobs” which is a job that provides financial supports while the individual continues education and training to obtain a career with higher pay, higher demand, and/or better benefits. A Dispatcher can begin work with a high school diploma and good communication skills.**

**Let’s understand “benefits” better. The benefits provided by many careers can have high dollar value that many people ignore when investigating a career. The following is a list of benefits provided to employees at MMR:**

Display:

- We will invest in your success through our generous tuition reimbursement (\$1,200 for full-time employees up to \$7,500 for supervisors & leadership)
- We will not let the lights go out on your dreams (paid EMT & paramedic program, higher wage for program students, financial wrap-around resources with budgeting assistance, low interest loans, transportation grants)
- We will make sure you are cared for during challenges and stress (mental health resources are just a phone call away)
- We will provide you with a comprehensive compensation & benefits package (annual pay reviews, medical, prescription, vision, dental, life, disability, paid time off)

**Always look into benefits when you are looking for a job!**

Return to examine the career ladder. Talk with students about the relationship between increased education and increases in wage. An increase in benefits often follows as well.



## 2. You are now ready to take a Talent Tour! (50 minutes)

[Share the MMR Talent Tour Video](#)

- Students should have taken the Xello Personality Style Assessment during their first Xello experiences. Xello's Personality Style assessment is the second phase of the Matchmaker assessment. After completing an additional 28 questions about their likes and dislikes, students receive **a Holland Code**, which they can then use to investigate and filter careers. Their answers in the Personality Style quiz fine-tune their career matches from the first Matchmaker assessment and match them with careers that are popular for professionals with the same personality styles.
- The following activity is adapted from Xello's Personality Styles Activity 3 [Personality Styles \(mcoutput.com\)](#)
- The six personality styles identified in Xello are sourced from The Holland Model [Holland Career Model | Edison State Community College \(edisonohio.edu\)](#) Project the image of the model for the whole group.
- Take a few moments to review each of the **personality styles** identified in Xello (**Builder, Thinker, Creator, Helper, Persuader and Organizer**). Use inquiry prompts: **How does knowing my personality style help me relate to others at school or work? How has my personality style helped me in other situations outside of school or work such as with family or friend interactions?**

**There are a variety of healthcare settings.** Brainstorm with students these examples: hospitals, doctor's offices, on the road, at sporting and large crowd events and in the home (for the EMTs and paramedics), schools.

**There are many different healthcare workers within these diverse settings.** Discuss these workers; nurses, doctors, x-ray technicians, lab technicians, EMTs, paramedics, phlebotomists, etc.

**Because of the emergency nature of their work, these healthcare workers have additional personality preferences and strengths that are more specific to their setting than just being "Helpers." Let's see if we can classify these traits with those of healthcare professionals in other settings.**

Present student groups (pairs, or 3s or 4s) with a simple Venn Diagram and a list of phrases to classify (Separate document attached). **Give them 10 minutes to sort the phrases. Ask student groups to present their classifications and justify a couple of their choices.** Allow students to debate choices. For example, some might think that a lab technician never "deals with the unexpected" because he/she is simply reporting the results he or she sees under the microscope but others might argue that the lab technician must be prepared for an uncommon result such as ebola or a new variant of the Covid virus.

Summarize the characteristics of a successful pre-hospital care worker such as an EMT, paramedic or dispatcher:

- Likes to help, inform, teach people
- Likes to develop or cure people
- Good with words
- Compassionate
- Likes the out-of-doors
- Good at making quick decisions
- Physically fit
- Emotionally strong
- Likes fast-paced work
- Can multi-task



### 3. Extensions:

Provide additional websites for student exploration regarding the work of pre-hospital careers

[What training do you need for EMS jobs in Michigan? \(mobilemedical.org\)](http://mobilemedical.org)

[Mobile Medical Response EMS Careers | Explore EMS Jobs in Michigan](#)

[Holland Career Model | Edison State Community College \(edisonohio.edu\)](http://edisonohio.edu)

[Paramedic, Career Video from drkit.org - YouTube](#)

[EMT | What I do & how much I make | Part 1 | Khan Academy - YouTube](#)

