

## BACKGROUND

Health Sciences 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 healthcare needs that come with that, and the Millennial generation (ages 25-40) as the largest living generation, coming to retirement age in 20 years. The need for healthcare professionals is not expected to decrease in this century.

In healthcare the employment options are numerous and there are careers for varying levels of education, ranging from a high school diploma to certification to an associate's, bachelor's, master's, and doctorate degrees.

Our region has all these career options available and the education necessary to achieve these positions. There are four major health systems, 12 hospitals, and many clinics and doctor's offices seeking employees in our region. We have at least three universities, four community colleges and a wide range of high school career and technical education (CTE) and certification training opportunities for those seeking a career in healthcare.

For a deeper understanding of career options in healthcare, students will benefit from knowledge of the terms entry-level positions and career ladders.

## Lesson: MidMichigan Health and Covenant HealthCare Talent Tours

The lesson has three parts:

1. **Setting the stage** is accessing pre-knowledge and their current brainpower on the subject of healthcare careers.
2. **A Talent Tour videos** featuring MidMichigan Health and Covenant HealthCare to build knowledge.
3. **Extensions** to enrich the learning experience.

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

*Discussion – Share the background information with students.*

**“Moving up” is particularly prevalent in the healthcare industry. There are many entry-level opportunities and equally as 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. In healthcare a minimum of an industry recognized certification is often necessary for entry level positions.**

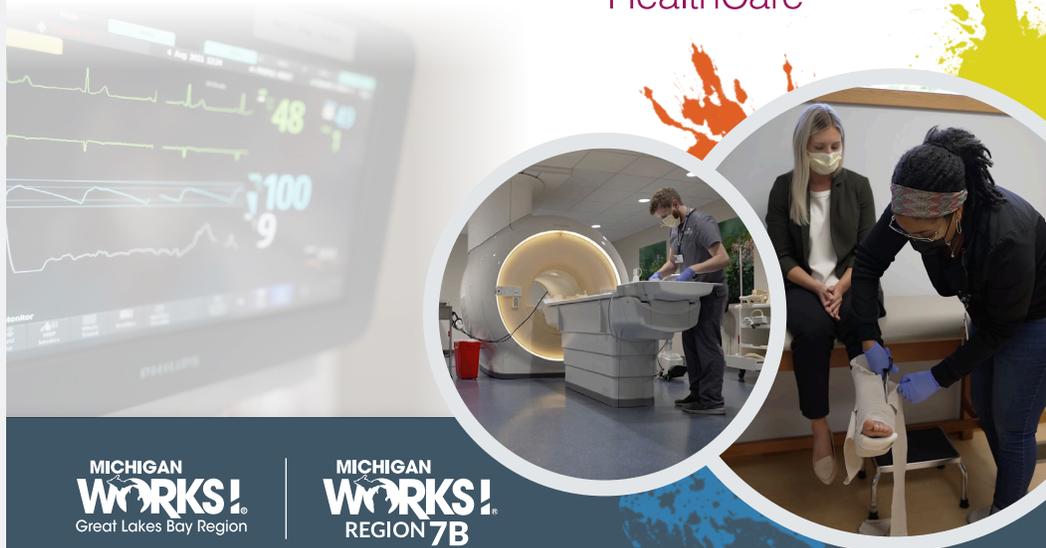
*Moving up or career advancement can be better understood by looking at a career ladder.*

**A career ladder refers to a series of jobs from the lower paid with less responsibility to the highest paid with the most responsibility within a company or particular profession.**



**MidMichigan Health**  
UNIVERSITY OF MICHIGAN HEALTH SYSTEM

**COVENANT**  
HealthCare



Share the sample career ladder for Tammy Graham.

*“The individual, Tammy Graham, is authentic and data was provided in 2019. The bottom of the page shows her start. As with many successful individuals she began working at a young age. Many begin working while still in high school, in some sort of service industry such as food service. Many jobs outside food service require employees to be at least 18 but there are other opportunities for ambitious 14-17 year-old students to gain experience following directions, being responsible for safety and schedules, and learning time management, conflict resolution and communication skills. These experiences are highly valued on job resumes and college applications. Lawn care, childcare, and agriculture are high demand jobs for afterschool and summer employment.”*

*“Sometimes employment at a young age can help an individual make decisions about industry pros and cons for future plans. If a person works early maintaining gardens and lawns for a landscaping company and finds that they love lawn care and really understand design and natural materials, that person might decide to stay in the industry and take more advanced classes in landscaping or architecture during high school or at a community college. A person that finds they like working with children by babysitting might decide to look at a career in education. These early jobs in high school are so much more than earning spending money.”*

*After Tammy gained these “soft skills” in the service industry and she had more experiences and information on possible careers, she chose healthcare. She attended Ferris State University to obtain her associate degree as a nurse. She continued her education while working to increase her degree to registered nurse which increased her pay as well as her marketability. Registered nurses are in very high demand. During her career as a registered nurse she had experience working with babies and she became hooked on the special feeling she got from caring for, and saving the lives, of infants. She worked and studied to become a neonatal nurse practitioner. What does the nurse practitioner do?*

Share the short video - [Nurse Practitioner - NICU - YouTube](#)



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

*Tammy's example is just one of a successful healthcare career ladder in our region. Let's look at what healthcare systems are saying about nursing and other careers of high demand.*

[Share the MidMichigan Health and the Covenant HealthCare videos](#)

After the videos, **did you notice that it takes a special kind of person to work in healthcare? One common personality trait of everyone seems to be "a deep caring for other people." It is present in those who are working with people directly, such as the nurses, phlebotomists, and x-ray technicians but also for those working in the lab or behind the machines in MRI or CT scanning.**

**Let's take a closer look at these professions, the responsibilities, how an individual can advance (or move up), and personality traits that make them successful.**

With students in pairs or groups of three, distribute one career ladder to each group. Career ladders are provided for Charlie M., hospital supervisor; Tammy G.; neonatal nurse practitioner; Randy D., future pathologist; Cassandra K., respiratory therapist; and Amanda K., X-ray technician.

Students are asked to use the provided resources to find career responsibilities and common personality traits for two careers featured on the provided career ladder.

### Closure: (15 minutes)

Create a display of completed response sheets. Look for and discuss common responsibilities and personality traits. Also look for and discuss responsibilities and personality traits that are unique and specialized for the various careers.

Share the short Nurses Change Lives as a closure video. It highlights the important role nurses have had in medical history as well as their intelligent application of empathy. [Nurses Change Lives - YouTube](#)



### 3. Extensions:

**Think about the actions you might take to prepare for a potential career in healthcare.** Refer to the videos.

From the Talent Tour videos: "There's a lot you can do to prepare for these exciting healthcare careers. Take plenty of STEM classes in school. Get certified in CPR. Take a class that focuses on health occupations. Volunteer or co-op in a hospital or nursing home. Learn about the body in an anatomy course. Job shadow. Or attend a summer healthcare camp. " MidMichigan Health video

"Take plenty of science classes including biology, chemistry, physiology, and anatomy. Learn medical terminology or see if you like the field by enrolling in a health occupations program at your school or local career center. Volunteer. Find a co-op program job. Maybe even get certified in CPR." Covenant HealthCare video

**Think more about personality traits** and how an individual might use that information to match to a fulfilling career. Can a person change their personality to be more like someone he or she admires? This can lead to some great discussion on Nature vs Nurture. [Can You Change Your Personality? \(verywellmind.com\)](https://www.verywellmind.com/can-you-change-your-personality-2786282) Look closer at and discuss the resource used in the student research: [What Are the Top 5 Personality Traits Needed in Healthcare? | Ameritech](#)

**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 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? Do you agree with your Xello personality match? What careers are not in the model image and what personality style would you match to those careers?**