

Healthcare Pathways

WEST MICHIGAN
CAREER GUIDE



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Interest Code

The 3-letter Interest Code shown next to each career highlights work-related interests. It is a simple way to explore careers that match your interests and strengths. Take the quiz to discover your interest code and match it with different jobs.

R Realistic: hands-on practical work

I Investigative: hands-on, practical work

A Artistic: creative, design, expression

S Social: helping & teaching people

E Enterprising: leading, business, sales

C Conventional: organizing, detail-focused work

Scan the code & find
your Interest Profiler!



High School Opportunities



Summit Tech Center is the CTE program of the West Shore Educational Service District, offering courses to high school Juniors and Seniors from Mason, Oceana, Lake, and Manistee counties. Students interested in enrolling in a course should see their local high school counselor.

<https://www.wsesd.org/page/summit-tech-center>

Health Occupations: Designed to introduce Juniors and Seniors to the healthcare industry and its many related careers. The curriculum for this course focuses on health career exploration, health care professional behavior, introduction to human anatomy, basic patient care skills, medical terminology, and industry-related certification standards.

Certified Phlebotomy Technician is the certification that is embedded in this course.

Allied Health: Helps prepare Seniors for a career in this field, covering medical terminology, physiology, patient care skills, and providing students with in-the-field clinical rotations. Certified Nurse Aid and EKG Technician Certifications are embedded in the course. Students also have the opportunity to participate in HOSA competitions for Future Health Professionals.



Pathways

There are many ways to train for, enter, and excel in high-demand healthcare careers. These opportunities are diverse and well-suited to a wide range of personalities, interest, and career goals. Careers are organized into five pathways, each offers in-depth information about the field, including skills, interest, required education, average wage in MI, and more.

Diagnostics & Testing

Focuses on tests, imaging, and lab work to find, track, and prevent health problems. People in this field help doctors diagnose and treat patients using machines, lab tools, and computer systems. Jobs include lab workers, imaging specialists, pharmacy technicians, and other health workers who keep patients safe and healthy.

- Phlebotomist
- Pharmacy Technician
- Diagnostic Medical Sonographer

Therapeutic Services

Focuses on helping patients improve their physical, mental, and emotional health. People in this field give hands-on care, counseling and therapies to help patients recover from injuries or illnesses, manage long-term conditions, or build functioning skills for everyday life. They often work closely with patients over time to track progress and make positive changes.

- Respiratory Therapist
- Physical Therapy Assistant

Frontline Patient Care

Includes professionals who provide direct care to patients in medical, dental, emergency, and even veterinary settings. They are often the first point of contact, to help when patients arrive, checking vital signs, assisting with basic needs, responding to emergencies, and supporting doctors, nurses, or dentists with treatments and procedures.

- Paramedic
- Registered Nurse
- Medical Assistant

Office Admin & Information Systems

Focuses on managing behind-the-scenes work that keeps healthcare organized. Professionals in this field handle administrative duties, patient records, billing, scheduling, and health data. They also manage computer systems and information that help doctors and nurses make decisions and keep care running smoothly. Some roles involve leading teams or improving office operations.

- Clinical Data Manager
- Health Informatics Specialist
- Occupational Safety Technician

Specialized & Advanced Practice

Highly trained healthcare professions focus on complex health problems, advanced surgeries, or special needs. Careers in this pathway require extensive education, advanced degrees, residencies, fellowships. They provide expert care, perform specialized procedures, and may teach or guide other healthcare workers. Careers in this pathway require licensing or board exams to practice medicine.

- Cardiologist
- Psychiatrist



Did You Know?

Healthcare is one of the leading employment sectors in rural West Michigan. Now more than ever, healthcare employers are seeking skilled talent to meet the growing needs of the communities they serve.

Glossary

Local Paths to Training Providers



Agape Health Care Schools
myagapeschool.com | Cadillac



Baker College
www.baker.edu | Muskegon



Central Michigan University
www.cmich.edu | Mt. Pleasant



CMU online
discover.cmich.edu/programs



Davenport University
www.davenport.edu | Grand Rapids



Ferris State University
www.ferris.edu | Big Rapids



Flat River Medical
www.flatrivermedical.com
Greenville/Paris/Alma, MI



Grand Rapids Community College
www.grcc.edu



Grand Valley State University
www.gvsu.edu | Grand Rapids



Muskegon Community College
www.muskegoncc.edu



MedCerts
www.medcerts.com | Virtual



MedCertify - online
www.medcertify.com | Virtual



Mid Michigan College
midmich.edu | Harrison/Mt. Pleasant



Northern Michigan College
www.nmc.edu | Traverse City



ROSS Medical Education Center
rosseducation.edu Muskegon/Grand Rapids



Stepping Stones
steppingstoneedu.net | Muskegon



Western Michigan University
wmich.edu | Kalamazoo



West Shore Community College
www.westshore.edu | Scottville

Vocabulary of Healthcare

Terms and definitions to help you better understand the language and information around education, medical, and healthcare pathways discussed in this booklet.

- **Associate** - undergraduate degree earned within 2-3 years.
- **Bachelor** - undergraduate degree earned after 4-5 years.
- **Masters +** - indicates requirement for Master's degree or more education to obtain certification
- **Clinical Rotations** - medical school or pre-graduation supervised short-term exposure to different fields. To watch and learn, assist, and observe patient care.
- **Residency** - post-graduate, full-time, multi-year intensive training in one chosen specialty. To increase independence, working as licensed professional under an attending physician or supervisor.
- **Licensing Exams** - required by state boards to practice medicine in the US, exams assess foundational science and clinical knowledge to obtain official permission for licensure/ medical practice.
- **Board Exams** - medical board exams are rigorous testing that assesses skills and knowledge, a requirement for licensure.
- **Projected Growth** - According to O*Net, *Projected Growth* shows how much a career is expected to expand between 2024-2034. Demonstrating if the demand for this job increases, stays the same, or declines. Higher growth usually means more job openings.
- **Average Wage** - O*Net reports the *Average Annual Wage* by workers in Michigan for this occupation. This number represents what people make in the field across the state and helps compare earnings between different careers.
- **Interest Code** - see page 2 for detailed explanation.
- **Local Paths** - find education to pursue specific careers.

Diagnostics & Testing

Focuses on tests, imaging, and lab work to find, track and prevent health problems. People in this field help doctors diagnose and treat patients using machines, lab tools, and computer systems. **Jobs include** lab workers, imaging specialists, pharmacy technicians and other health workers who keep patients safe and healthy.



Is this pathway the right fit?

Skills: Attention to detail, accuracy, problem-solving and critical thinking, communication, teamwork, science and technology.

Work Environment Preferences: Clean, organized, high-tech lab settings with limited patient contact.



Featured Jobs

Diagnostics & Testing (Lab Science)

Phlebotomist

Interest Code:

RCI

Projected Growth
2022-32:

6%

Average Wage:

\$39,760

Draw blood for tests, transfusions, donations, or research, may explain procedures to patients and assist in the recovery of patients with adverse reactions.

Work Environment:

frequent contact with others daily use of protective gear, exposure to health risks, teamwork, repetitive, hands-on tasks, and time pressure.

Education

Certificate: 12 weeks
Certificate: 6 months
Certificate: 1 year
Associate: 2 years

Local Paths:

SUMMIT *While in high school*
TECH CENTER

MedCerts
MedCertify

CMU ONLINE

Neurodiagnostic Technologist (EEG)

Interest Code:

IRC

Projected Growth
2022-32:

5%

Average Wage:

\$47,550

Conduct procedure tests, evoked potentials, polysomnograms, or diagnostic testing to record eye movements. May perform nerve conduction studies.

Work Environment:

Indoor, controlled environment, teamwork, communication, accuracy-driven, daily decision making, and frequent contact with others.

Education

Certificate: 2 years

GRCC

M

Diagnostic Medical Sonographer

Interest Code:

RCI

Projected Growth
2022-32:

11%

Average Wage:

\$80,300

Produce ultrasonic recordings of internal organs for use by physicians. Includes vascular technologists.

Work Environment:

Frequent face-to-face and phone contact, controlled indoor environment, repetitive tasks, hands-on work, daily decisions, teamwork, customer contact, exposure to disease and use of protective gear.

Education

Associate: 2 years
Bachelor: 4 years

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Did you know? Healthcare Technicians usually work in entry-level roles and help with routine tasks such as testing and preparing patients or equipment. Technologists often have more training and may perform more complex tasks, sometimes supervising or training others.

Pharmacy Technician

Local Paths:

Interest Code:
CR
Projected Growth
2022-32:
2%
Average Wage:
\$40,040

Prepare medications under the direction of a pharmacist. Measure, mix, count out, label, record amounts and dosages of medications according to prescription orders.

Work Environment:

Structured and accuracy-driven, repetitive tasks, frequent communication, teamwork, daily contact with others, fast-paced, indoors, low margin for errors.

Education

Certificate: 3 months
Certificate: 4 months
Certificate: 6 months
Certificate: 1 year
Associate: 2 years



Magnetic Resonance Imaging Technologist

Interest Code:
RCI
Projected Growth
2022-32:
4%
Average Wage:
\$81,790

Use MRI machines to take detailed images of the body, help patients feel comfortable, explain procedures and ensure scans are clear and accurate.

Work Environment:

Controlled indoor in hospital or imaging centers, frequent use of equipment, communication with patients and peers, accuracy-driven.

Education

Associate: 2 years



Optician, Dispensing

Interest Code:
CR
Projected Growth
2022-32:
2%
Average Wage:
\$39,870

Design, measure, fit lenses and frames. Assist clients with contact lens care, frame selection. Prepare work orders, verify and adjust frames for fit. Includes contact lens opticians.

Work Environment:

Daily face-to-face and phone contact, customer contact, frequent decision-making, repetitive task, accuracy-driven, teamwork, typical 40-hour workweek.

Education

Certification: 6 months
Associate: 2 years



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Healthcare
TODAY**

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Community+College**
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Other Jobs

Diagnostics & Testing (Lab Science)

	Expected Job Growth	Average Wage	Interest code	Educational Time frame
Cardiovascular Technologist & Technician	2%	\$78,000	RIC	Associate degree
Cytotechnologist	4%	\$58,610	IRC	Bachelor degree
Dietetic Technician	0%	\$35,330	SRC	Associate degree
Endoscopy Technician	3%	\$39,280	RCI	Up to 6 months
Environmental Science & Protection Technician	7%	\$51,580	IRC	Bachelor degree
Environmental Scientist & Specialist	4%	\$76,670	IRC	Bachelor degree
Geneticist	4%	\$81,200	ICR	Masters+
Medical & Clinical Lab Technologist & Technician	4%	\$58,610	IRC	Bachelor degree
Nuclear Medicine Technologist	-4%	\$89,300	RIC	Bachelor degree
Ophthalmic Laboratory Technician	3%	\$47,280	RC	6 months - 2 years
Radiologic Technologist & Technician	0%	\$68,480	RCI	Associate degree
Surgical Technologist	2%	\$62,320	RCS	Associate degree

Tools: Microscopes, spinning machines for samples, X-ray/MRI/CT/ultrasound machines, blood drawing needles, collection kits, health record systems.

Technologies: Digital imaging systems, lab computer systems, genetic testing tools, wearable heart monitors.

Therapeutic Services

Focuses on helping patients improve their physical, mental, and emotional health. People in this field give hands-on care, counseling, and therapies to help patients recover from injuries or illnesses, manage long-term conditions, or build functioning skills for everyday life. They often work closely with patients over time to track progress and make positive changes.



Is this pathway the right fit?

Skills: Direct patient interaction, impact-oriented, compassion and patience, communication, listening, collaboration and creativity.

Work Environment Preference: Interactive, patient-focused settings such as hospitals, clinics, schools, or rehabilitation centers; enjoy teamwork, hands-on care, and meaningful one-on-one connections.

Featured Jobs

Therapeutic

Dietician

Interest Code:

SI

Projected Growth
2022-32:

4%

Average Wage:

\$72,550

Plan and conduct food service, nutrition programs to promote health and control of disease. Supervise food services, counsel individuals, or conduct research. State licensure is required.

Work Environment:

Daily email, face-to-face and phone communication. Moderate decision-making, indoor, collaboration, teamwork, accuracy-driven. Typical 40-hour.

Education

Bachelor: 4 years

Local Paths:



Exercise Trainer & Group Fitness Instructor

Interest Code:

SR

Projected Growth
2022-32:

8%

Average Wage:

\$45,780

Also known as personal trainer or exercise science. Improve personal fitness, instruct and demonstrate techniques, design and implement exercise plans. Requires NASM testing.

Work Environment:

Indoor, controlled environment, frequent contact and face-to-face contact, flexibility, decision-making, collaboration, customer and public contact.

Education

Certificate: 4 months
Certificate: 6 months
Bachelor: 4 years



Occupational Therapy Assistant (COTA)

Interest Code:

SCR

Projected Growth
2022-32:

27%

Average Wage:

\$61,460

Also known as Health and Human Service Case Management. Assist in treatment, carry out procedures, and document progress of treatments. Focus on relearning tasks needed to live independently. Requires the NBCOT exam.

Work Environment:

Indoor, controlled environment, frequent face-to-face contact, decision-making, teamwork, accuracy, and collaboration.

Education

Associate: 2 years
Bachelor: 4 years



Requires National Board Certification in Occupational Therapy (NBCOT) exam.

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Jump start your healthcare career with Michigan Works! West Central!

Contact us today at MWWC.org/Contact.



Respiratory Therapist

Local Paths:

Interest Code:

SRI

Projected Growth
2022-32:

9%

Average Wage:

\$77,460

Assess, treat, and care for patients with breathing disorders. Initiate and conduct therapeutic procedures; maintain patient records; select, assemble, check, and operate equipment.

Work Environment:

Daily phone, email, and face-to-face communication, accuracy-driven, hands-on, teamwork, high pressure, decision-making, low margin for error, and daily exposure to disease.

Education

Associate: 2 years
Bachelor: 4 years



Physical Therapy Assistant

Interest Code:

SRC

Projected Growth
2022-32:

21%

Average Wage:

\$59,510

Assist physical therapists in treatments and procedures. Help develop treatment plans, carry out routine tasks, and document progress. Requires formal training.

Work Environment:

Frequent public and face-to-face contact, teamwork, daily decision-making, accuracy-driven, coordination, exposure to disease.

Education

Associate: 2 years
Associate: 2 years



Mental & Behavior Health Technician

Interest Code:

SI

Projected Growth
2022-32:

5%

Average Wage:

\$39,230

Also known as Psychiatric Technicians (ONet) care and support for mental conditions, monitoring health, assisting with treatment, administer medications under supervision.

Work Environment:

Frequent phone and written communication, teamwork, indoor, controlled setting, some decision-making. Over 40 hours weekly.

Education

Certificate: 3 months
Certificate: 6 months
Certificate: 1 year



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Other Jobs

Therapeutic

	Expected Job Growth	Average Wage	Interest code	Educational Time frame
Advanced Practice Psychiatric Nurse	3%	\$85,670	IS	Masters+
Art & Music Therapist	8%	\$49,640	SAI	Bachelor degree
Athletic Trainer	14%	\$58,550	SRI	Bachelor - Masters
Audiologist	3%	\$87,530	ISC	Masters+
Chiropractor	7%	78,440	SRI	Bachelor degree
Clinical & Counseling Psychologist	11%	\$80,030	SI	Masters+
Exercise Physiologist	6%	\$53,150	RIS	Bachelor - Masters
Marriage & Family Therapist	17%	\$52,890	SI	Masters+
Mental Health Counselor	18%	\$59,530	SI	Masters+
Mental Health & Substance Abuse Social Worker	7%	\$60,000	SI	Bachelor degree
Occupational Therapist	9%	\$84,480	SI	Masters+
Orthotist & Prosthetist	18%	\$75,910	RIS	Masters+
Physical Medicine & Rehabilitation Physician	2%	\$197,950	ISR	Masters+
Physical Therapist	13%	\$98,960	SIR	Masters+
Physical Therapy Aide	4%	\$30,160	SRC	6 months - 2 years
Psychiatric Aide	1%	\$36,890	SIC	Up to 6 months
Radiation Therapist	-3%	\$86,750	RSI	Associate degree

Tools: Equipment for physical rehab, therapy materials, and devices that support movement, speech, or daily activities.

Technology: Health record systems, telehealth tools, and devices that track progress or support communication

Frontline Patient Care

Focuses on providing direct care to patients in medical, dental, and emergency settings. They are often the first point of contact, to help when patients arrive, checking vital signs, assisting with basic needs, responding to emergencies, & supporting doctors, nurses, or dentists with treatments and procedures.



Is this pathway the right fit?

Skills: Communication and Teamwork, Direct Patient Care, Calm Under Pressure, Compassion and Patient Focus.

Work Environment Preferences: Practical and active work, prefer structured, hands-on tasks requiring physical and emotional strength.



Featured Jobs

Front Line Patient Care

Dental Assistant^① & Dental Hygienist^②

Local Paths:

① Interest Code: ②
CRS/SRI
 Projected Growth
 2022-32:
7%

① Average Wage:
\$47,030
\$80,990 ②

Support patient care and ensure dental visits run smoothly. Assistants (1) provide support by preparing exam rooms, assisting during procedures, and perform office tasks. Hygienists (2) focus on preventive care by cleaning teeth, taking x-rays, educating patients.

Work Environment:
 Decision-making, accuracy-driven, adaptability, patient contact, teamwork, fast-paced, controlled, indoor, protective gear, daily exposure to disease, radiation, noise, contaminants.

Education
 ① Certificate: 3 months
 ① Certificate: 6 months
 ① Certificate: 8 months
 ② Associate: 2 years + 1 year program
 Bachelor: 4 years



Paramedic

Interest Code:
SRI
 Projected Growth
 2022-32:
4%
 Average Wage:
\$50,320

Paramedic emergency medical care, assess injuries, use equipment such as EKGs, administer medication or advanced life support to sick or injured individuals.

Work Environment:
 Frequent work outside hospitals, fast-paced, unpredictable, urgent, life-threatening situations, frequent teamwork, irregular hours (nights, weekends, and holidays).

Education
 Associate: 2 years



Did you know? Paramedic certification is the highest level of emergency care before reaching the hospital.

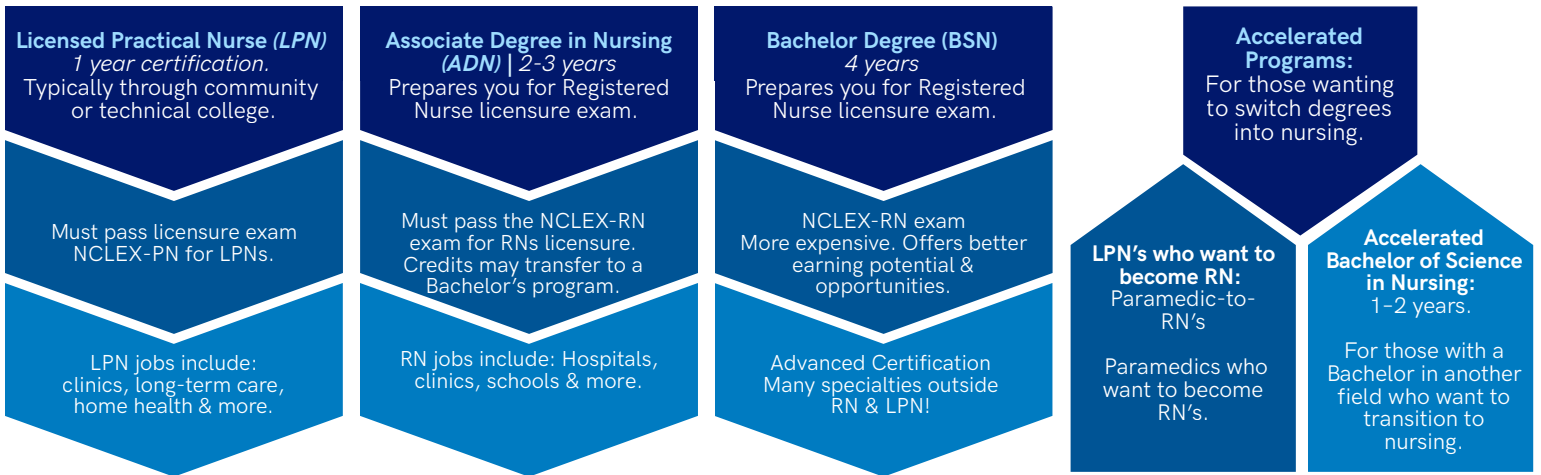
Paramedic Pathway (WSCC) EMR → EMT → Paramedic

- Semester 1 - Emergency Medical Responder (EMR)**
- Complete EMR courses and pass state test for licensure.
 - EMRs serve as first responders (e.g. fire departments).
- Semester 2 - Emergency Medical Technician (EMT)**
- Complete EMT courses and pass state EMT exam for licensure.
 - EMTs provide emergency care and ride in ambulances.
 - Optional: Take general education courses for a WSCC certificate.

- Year 2 - Paramedic Training (3 Semesters)**
- Complete paramedic courses and clinicals then, pass state Paramedic exam for licensure.
 - Optional: Earn an associate degree at WSCC (extra coursework).
- Note: State licensure is required at each level (EMR → EMT → Paramedic) to work in the field.

Pathways to Nursing

There are many pathways to a career in nursing. This chart shows the most direct options. Start by choosing a degree.



Registered Nurse

Interest Code:

SIC

Projected Growth 2022-32:

3%

Average Wage:

\$85,670

Assess patient health problems, maintain medical records, develop and implement nursing care plans. Administer nursing care to ill, injured, or disabled patients. Licensing or registration required.

Work Environment:

Fast-paced, indoor, hands-on tools, teamwork, accuracy-driven, face-to-face contact, decision making, handle sensitive information, time pressure and potential exposure to illness.

Education

Associate: 2 years
Bachelor: 4 years

Local Paths:



Medical Assistant

Interest Code:

CSR

Projected Growth 2022-32:

13%

Average Wage:

\$38,840

Admin tasks like scheduling, recordkeeping, billing, insurance coding. Clinical tasks like recording vital signs and medical histories, preparing patients for exams, drawing blood, administering medications.

Work Environment:

Frequent phone, face-to-face, customer contact, repetitive tasks, hands-on, daily decision-making, teamwork, accuracy-driven, controlled, indoor, exposure to disease, use of protective gear.

Education

Certificate: 6 months
Certificate: 7 months
Certificate: 1 year
Associate: 1 year
Associate: 2 years



Certified Nursing Assistant (CNA)

Interest Code:

SRC

Projected Growth 2022-32:

1%

Average Wage:

\$38,900

Provide basic care, monitor health, feeding, bathing, dressing, and grooming in a healthcare or nursing facility. May administer medication. Includes nursing aides, attendants, and care assistants.

Work Environment:

Controlled, indoors, communication, teamwork, accuracy-driven, daily decision making, frequent contact with others.

Education

Certificate: 6 weeks
Certificate: 3 months
Certificate: 6 months
Certificate: 1 year
Associate: 2 years





Other Jobs

Front Line Patient Care

	Expected Job Growth	Average Wage	Interest code	Educational Time frame
Critical Care Nurse	3%	\$85,670	SRI	Bachelor degree
Emergency Medical Technician	3%	\$38,890	SRI	6 months - Associate
Licensed Practical & Licensed Vocational Nurse (LPN & LVN)	1%	\$63,810	SRC	Associate degree
Nurse Practitioner	41%	\$125,620	ISC	Masters+
Orderlies	2%	\$35,810	RCS	6 months to 2 years
Physician Assistant	26%	\$131,980	SIC	Masters+
Rehabilitation Counselor	1%	\$43,830	S	Bachelor to Masters+
Surgical Assistant	2%	\$55,630	RCS	Associate degree

After gaining experience as an RN, you can branch into different specializations with additional certifications and credentials such as:

Emergency Nursing

- Basic Life Support (BLS): Required for almost all ER roles.
- Advanced Cardiovascular Life Support (ACLS): Required for managing complex cardiac events.
- Pediatric Advanced Life Support (PALS): Required for treating children in the ER.

Oncology Nursing:

- Requires 2 years of experience as an RN
- 2,000 hours of adult oncology practice
- 10 contact hours of oncology nursing education.
- Advanced Oncology Certified Nurse Practitioner: Requires a graduate degree from an accredited nurse practitioner program, 1,000 hours of practice, and specialized education.

Public Health Nursing:

- RN licensure required
- Certification in Public Health: Offered by the National Board of Public Health Examiners (NBPHE), optional but recommended certification. Eligibility often requires a bachelor's degree and at least five years of experience, or a master's degree.
- Advanced Public Health Nursing Certification: American Nurses Credentialing Center (ANCC), intended for experienced, advanced-level nurses.

Surgical Nursing

- Requires 2,000+ hours or 2 years of experience in the operating room or medical-surgical setting.
- Certified Perioperative Nurse (CNOR): 2 year certification.
- Certified Foundational Perioperative Nurse (CFPN): for nurses with less than 2 years of experience.
- Certified Medical-Surgical Registered Nurse (CMSRN): 2 years of practice and 30 hours of continuing education.
- BLS and ACLS

Tools: Basic medical instruments, dental tools, emergency care equipment, and surgical supplies.

Technology: Patient monitoring systems, electronic health records, and tools for virtual or remote care

Office Administration & Information Systems

Focuses on managing the behind-the-scenes work that keeps healthcare organized. Professionals in this field handle administrative duties, patient records, billing, scheduling, and health data. Manage computer systems and information that help in decision-making. Some roles involve leading teams or improving office operations.



Is this pathway the right fit?

Skills: Analytical, Attention to Detail, Organization, Multitasking, Technology, Computer Skills, Communication, Collaboration, Leadership, and Coordination

Work Environment Preferences: Prefer structured, office-based settings with occasional patient or staff interactions.



Featured Jobs

Office Admin & Information Systems

Clinical Data Manager

Local Paths:

Interest Code:

CI

Projected Growth
2022-32:

35%

Average Wage:

\$99,470

Also known as Data Science & Analytics. Organize and analyze clinical trial data, build and test databases, check for errors, identify data patterns, and support in treatment decisions. Write reports, train staff, and collaborate with tech teams to maintain systems.

Work Environment:

Daily email and phone contact, teamwork, accuracy-driven, indoor, controlled, office setting, 40-hour workweek.

Education

Bachelor: 4 years

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Health Informatics Specialist

Interest Code:

ICS

Projected Growth
2022-32:

7%

Average Wage:

\$100,240

Use data and technology to improve care. Use nursing and informatics skills to design and improve computer systems.

Work Environment:

Indoor, daily email, phone, and face-to-face contact, moderate responsibility, teamwork, accuracy-driven, coordination, frequent sitting, some decision-making, over 40 hours per week.

Education

Associate: 2 years
Bachelor: 4 years

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Health Info Technologist & Medical Registrar

Interest Code:

CIS

Projected Growth
2022-32:

11%

Average Wage:

\$64,530

Manage, code, and organize patient records within existing systems to collect, analyze, and monitor patient data and support clinical decision-making.

Work Environment:

Indoor, daily email, phone, face-to-face communication, collaboration, accuracy, confidentiality, moderate decision-making, extended work hours.

Education

Associate: 2 years
Bachelor: 4 years

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Did you know? Medical Billing & Coding, Specialist Billing & Claims, and Professional Coding are one year certification training with a high projected growth and high demand for employees.

Medical & Health Services Manager

Local Paths:

Interest Code:

ECS

Projected Growth
2022-32:

27%

Average Wage:

\$103,860

Plan health programs, manage budgets, supervise staff in hospitals and clinics. Attend meetings, solve community healthcare issues, stay updated on medical technology and laws. Also known as Health Care Systems Administration.

Work Environment:

Indoor, controlled, frequent sitting, daily email, phone and face-to-face contact, teamwork, fast-paced, collaborative.

Education

Bachelor: 4 years

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Occupational Health & Safety Specialist/Technician

① Interest Code:

ICR, ISC ②

Projected Growth
2022-32:

6%-12% ①

② Average Wage:

\$64,220

① **\$78,280**

Specialists (1) analyze work environments, design programs to prevent disease or injury from chemical, physical, or biological hazards. Technicians (2) implement the programs, collect data, conduct tests and inspections. Employed in public or private sectors.

Work Environment:

Indoor, daily email, phone and face-to-face contact, decision-making, conflict resolution, use of protective equipment, responsibility for coworkers' health and safety.

Education

② Certificate: 6-12 months

① Bachelor: 4 years



② OSHA training offers short term certification for Technicians

Community Health Worker

Interest Code:

S

Projected Growth
2022-32:

14%

Average Wage:

\$47,290

Help people by teaching good habits and connecting them with doctors or services. Acts as a link between the community and healthcare. May give health screenings and gather information about local health needs.

Work Environment:

Frequent email and face-to-face customer contact, teamwork, accuracy-driven, moderate time pressure, controlled, indoors, responsibility for others' safety and outcomes.

Education

Certificate: 3 months

Certificate: 4 months

Associate: 2 years

MICHWA - Michigan Community Health Worker Association - provides training.



Equipment Repairer/Biomedical Technology

Interest Code:

RCI

Projected Growth
2022-32:

11%

Average Wage:

\$60,480

Test, adjust, repair biomedical or electromedical equipment. Also include engineering technicians

Work Environment:

Daily email, phone, face-to-face customer contact, teamwork, decision-making, time pressure, accuracy-driven, coordination, handle tools, indoor, structured, controlled, moderately competitive.

Education

Associate: 2 years

Bachelor: 4 years



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Tools: Electronic health record systems (EHR), medical billing and coding software, health record databases.

Technology: Telehealth platforms, patient communication systems, programs for managing data and reports.

Other Jobs

Office Admin & Information Systems

	Expected Job Growth	Average Wage	Interest code	Educational Time frame
Billing & Posting Clerk	-1%	\$46,070	C	Up to 6 months
Health Education Specialist	5%	\$52,830	SIC	Bachelor degree
Social Worker	8%	\$66,440	SI	Bachelor degree
Medical Records Specialist	6%	\$48,220	CI	6 months - 2 years
Medical Secretary & Administrative Assistant	5%	\$40,050	CS	Up to 6 months
Home Health Aid	17%	\$33,410	SRC	6 months - 2 years
Personal Care Aid	17%	\$33,410	SCR	6 months - 2 years
Patient Representatives	5%	\$47,550	SIC	Associate degree

Turns out, you can change lives, including yours.

Resulta que usted puede cambiar vidas, incluida la suya.



At Corewell Health, we get to care for all of Michigan. Use your skills and compassion to care for patients in your community with Corewell Health, and help us improve health, instill humanity and inspire hope.

En Corewell Health, tenemos la oportunidad de proporcionar atención a toda la población de Michigan. Utilice sus habilidades y su compasión para prestar servicios a los pacientes de su comunidad con Corewell Health, y ayúdenos a mejorar la salud, infundir humanidad e inspirar esperanza.



Explore careers at careers.corewellhealth.org

Postúlese para una carrera en careers.corewellhealth.org

We can.

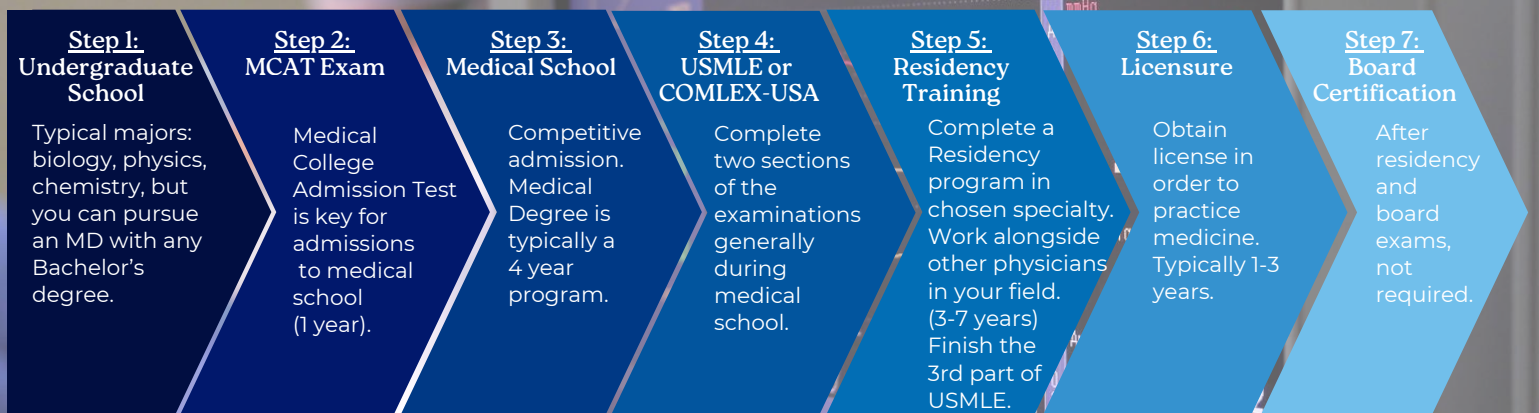


Specialized & Advanced

Focus on complex health problems, advanced surgeries, or patients with specific needs. Careers in this pathway require extensive education, advanced degrees, or residencies. **Require licensing or board exams to practice medicine.**

Pathway to Doctor of Medicine (MD)

Map outlines educational & training journey to becoming an MD.



MD: Doctor of Medicine

Professional doctorate focused on patient care and clinical practice. Involves medical school, residency program, rigorous exams.

Other Degrees:

DNP: Doctor of Nursing

For advanced nursing roles. 2-4 years depending on entry point.

PhD: Doctor of Philosophy

Research focused academic degree. 5-10 additional years.

MA: Masters Degree

Not a license. Must get certification to practice medicine.

	Expected Job Growth	Average Wage
Allergist & Immunologist	2%	\$197,950
Cardiologist	2%	\$239,200+
Ophthalmologist	4%	\$239,200+
Optometrist	6%	\$131,700
Psychiatrist	6%	\$239,200+

Is this pathway the right fit?

Skills: Motivation, lifelong learning, analytical, attention to detail, expertise, responsibility, communication, leadership, and mentoring.

Work Environment Preferences:

Comfortable in high-pressure settings with autonomy and opportunities for mastery.

Complete Your Degree

Complete Your Degree You're Closer Than You Think!

Returning to school as an adult can feel challenging, but the Complete Your Degree (CYD) program from the Oceana Community Foundation is here to make the path easier. CYD is a supportive scholarship initiative that helps adult learners in Oceana County finish college or career training and earn a postsecondary credential—with both financial support and one-on-one guidance.



"The Foundation gave me that step, like the bridge I needed to get back into college... This program doesn't just fund education—it gives people like me a real chance to rebuild our future and contribute back to the community we love."

*Kassidy B.
Complete Your Degree graduate
West Shore Community College*

What CYD Provides

- Up to \$5,000/year for tuition, books, and other education costs.
- Life Needs support for emergency barriers to education.
- Success coaching for career planning, financial aid, and ongoing support and guidance.

Who CYD is for adults who:

- Live in Oceana County
- Started college/training but didn't finish
- Are beginning college or certification for the first time
- Want to build a stronger future with added support

CYD removes common barriers and helps adult learners stay on track and succeed.

Let's Talk About Your Goals!
Applying is simple, and we're here to help every step of the way.

Visit: oceanafoundation.org

Call: 231-869-3377

Email: elly@oceanafoundation.org



Career & Education Resources



Michigan Works! West Central's services help eligible individuals build their future through paid job-readiness activities, career exploration, and up to one year of tuition assistance for short-term training, an associate degree, or the final year of a bachelor's degree. These opportunities are offered based on available funding. Please reach out to your local Michigan Works! West Central office or visit MWWC.org for more details

Financial Aid

Paying for College - Know the Basics!

Education is an investment in your future. Most people use a mix of federal and state financial aid, scholarships, family support, personal savings and loans to help pay for it. College can be affordable, and completing a credential pays off.



The first step to get financial aid is to do the FAFSA after October 1st each year

- Most types of aid require the FAFSA to be completed.
- Some funds are first-come, first-served, so complete ASAP at www.fafsa.gov
- When completing the FAFSA, you will use the prior year's taxes.
- Pell grant eligibility is determined by FAFSA. (Other aid like Pell Grants, TIP, and local scholarships can lower your costs even more. Pell students may get up to \$1,000 extra per year.)

Scholarships

Scholarships are money awarded for college that you don't have to repay. You can seek local, statewide, national, and institutional scholarships for the college or program you plan to attend. There are scholarships for any grade, income, documentation status, or career path, including trades, apprenticeships, certificates, and degrees. Apply to local scholarships first. There's no limit to how many you can apply for, so submit as many as possible! Use search engines such as College Board, Bold, GoingMerry, CareerOneStop, etc...

Michigan Community College Guarantee

Covers full-time in-district tuition and mandatory fees for Michigan graduates at Michigan's Community Colleges:

- Graduate with a high school diploma/equivalency
- Enroll at a Michigan Community College within 15 months of graduation
- Maintain good academic standing (2.0 or higher, etc.)
- Complete the FAFSA each year
- Available for up to three years after starting college

Visit <https://tinyurl.com/Michigan-College-Guarantee>

Michigan Achievement Scholarship

Provides up to \$5,500/year at Michigan Public 4-year colleges or up to \$4,000/year at Michigan Private 4-year colleges for qualifying students:

- Graduate with a high school diploma/equivalency
- Enroll at a Michigan 4-year college within 15 months of graduation
- Complete the FAFSA each year and demonstrate that the family could contribute less than \$30,000 based on the calculated SAI*
- Maintain good academic standing (2.0 or higher, etc.)
- Available for up to five years after starting college

Visit <https://tinyurl.com/MI-Achievement>



Oceana Community Foundation Scholarship

[Oceana Community Foundation](http://OceanaCommunityFoundation) has over 60 local scholarship funds accessible with just 1 application to be connected to all of them!
<https://oceanafoundation.org/scholarships/>

Loans

Over half of Michigan's college graduates have student loan debt, but the average debt is under \$30,000.

Education loans are an investment in a student's future. Still, students should borrow wisely:

- 1) Only borrow what is needed to cover the cost of education.
- 2) Don't borrow more in total loans than the average entry-level salary (for one year) for the career field.

There are two main options for student loans: federal government loans obtained by FAFSA completion (lowest interest, fixed-rate, subsidized or unsubsidized, and flexible repayment plans) or private loans from banks, credit unions, and other lenders. Federal Loans are safer and designed for most students.



Mason County Promise Scholarship



Scholarships can be merit based, need-based, involvement-based or place-based, related to where you live, like the Mason County Promise. Learn more at MasonCountyPromise.org.

Thank You To Our Sponsors

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Resulta que usted puede cambiar vidas, incluida la suya.



At Corewell Health, we get to care for all of Michigan, and we can't do it without all of the skilled trades team members that keep us running behind the scenes. With Corewell Health, your skills keep the lights on, water running, and help us improve health, instill humanity and inspire hope.

En Corewell Health, tenemos la oportunidad de proporcionar atención a toda la población de Michigan, y no podemos hacerlo sin los integrantes del equipo con oficios especializados quienes, tras bastidores, nos permiten seguir funcionando. En Corewell Health, sus habilidades mantienen las luces encendidas y el agua corriendo, y nos ayudan a mejorar la salud, infundir humanidad e inspirar esperanza.



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We can.



OCEANA COUNTY
Medical Care Facility

✓ CNAs ✓ Nurses ✓ Dietary ✓ Housekeeping & More

EXPLORE A CAREER THAT CARES

Oceana County Medical Care Facility is hiring compassionate individuals ready to make a difference in healthcare.

Hart, MI | www.oceanamcf.org/careers
(231) 873-6600

Looking to start your career in rural health?



Contact Kyra Burkeen

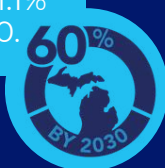
Workforce Initiative Manager
kyra.burkeen@affiliate.msu.edu

[in](https://www.linkedin.com/company/mcrh) [f](https://www.facebook.com/mcrh) MCRH.MSU.EDU



Supporting Michigan's Goal:

Increase the number of working-age adults (ages 25-64) with a skill certificate or college degree from 51.1% today to 60% by 2030.



Scan the code to visit our website



OCEANA COLLEGE ACCESS NETWORK

info@oceanacan.org
www.oceanacan.org