

**HENRY
FORD
HEALTH[®]**

**HENRY FORD HEALTH +
MICHIGAN STATE UNIVERSITY**
Health Sciences



THE FUTURE OF HEALTH IN A THRIVING NEW CENTER

I. OVERVIEW
II. EDUCATION + CAREER PATHWAYS
III. HEALTH CARE + HEALTH EQUITY

MISSION – DRIVEN DEVELOPMENT

MISSION: Serving a purpose other than profit



HENRY
FORD
HEALTHSM

NON-PROFIT HOSPITAL
SYSTEM



MICHIGAN STATE
UNIVERSITY

NON-PROFIT LAND
GRANT UNIVERSITY



COMMUNITY
IMPACT

HENRY
FORD
HEALTH

MORE
OPPORTUNITIES
AVAILABLE TO
DETROITERS



MICHIGAN STATE
UNIVERSITY

THREE COMMUNITY-MINDED INSTITUTIONS - WORKING AS ONE
MISSION-DRIVEN DEVELOPMENT

MISSION-DRIVEN DEVELOPMENT

5 PILLARS OF IMPACT



**CAREER OPPORTUNITIES
CLOSE TO HOME**



EDUCATION



**FINEST HEALTH CARE FOR
DETROITERS**



**FUTURE OF
HEALTH:
DETROIT**



**HOUSING FOR
DETROITERS**



**COMMUNITY
BUILDING**

SUBJECT MATTER FOCUS

FINEST HEALTH CARE | EDUCATION | CAREER OPPORTUNITIES

EDUCATION



- Career Pathways
- Students/ New Careers
- Internships; Co-Op

CAREER OPPORTUNITIES CLOSE TO HOME



- 8K Construction Jobs 2024-2030
- 16K Ongoing & New Jobs
- Health Care; Trades. Retail; Hospitality

FINEST HEALTH CARE FOR DETROITERS



- Health & Wellness Programming
- Access and Affordability
- Research and Innovation

II. EDUCATION + CAREER OPPORTUNITIES



Catherine Susko

Director, Talent Solutions and Strategy

Henry Ford Health

Catherine has over 18 years of experience in a cross-functional and diverse industry background encompassing global conglomerate and private equity portfolio businesses. Under her leadership, Henry Ford Health System has designed and executed hiring strategies to attract and hire diverse talent, developed Department of Labor recognized apprenticeship programs and led efforts for the development of the systems 1st Diversity, Equity, Inclusion & Social Justice Strategic Plan.

She has deployed a workforce development strategy to align diversity initiatives across the organization while removing barriers to employment and promotional opportunities. She has experience in world-class operations with practical knowledge in training and education, strategic planning, change management and workforce planning.

Catherine has a passion for helping underserved communities gain access to healthcare, education and employment. She works closely with government officials, community organizations and religious institutions to develop and implement programs that help individuals with barriers to employment achieve career success.

**THE
FUTURE OF
HEALTH: DETROIT
SUBJECT MATTER
EXPERTS**

It is the policy of Henry Ford Health to:

- Recruit, hire, train, and promote, into all job classifications, the most qualified persons without regard to race, color, national origin, sex, religion, age, disability, veteran status, size, height, marital status, or sexual orientation.
- Make employment and promotional decisions by utilizing reasonable standards based on the individual's qualifications for a particular job vacancy and the furtherance of equal employment opportunity.
- Ensure that all other personnel actions, such as compensation, benefits, transfers, reductions in force, company-sponsored training, education, tuition assistance, and social and recreation programs, will be administered without regard to race, color, national origin, sex, religion, age, disability, or veteran status, size, height, marital status or sexual orientation.
- Foster the growth of small, women-owned, and minority-owned businesses.

HOSTED 1,500+ HIRING EVENTS
In the past 10 years

OVER 630 DIFFERENT ROLES
Clinical, nursing, pharmacy, food service, security,
administrative functions

1st HEALTH SYSTEM IN MI to offer **LIVING WAGE** to front line workers in 2020

180 TRAINED SINCE 2021
Pharmacy techs, nurse assistants, eye care assistants

226 APPLICANTS THIS YEAR
From Detroit at Work

BEYOND CONSTRUCTION OPPORTUNITIES
ROLES CURRENTLY HELD BY DETROITERS THROUGH HENRY FORD HEALTH




8,943
NEW JOBS





- Accounting/Finance
- Administrative Clerical
- Admitting
- Ambulatory
- Analytics
- Anesthesia
- Advanced Practice Provider
- Behavioral Services
- Best Choice
- Billing
- Biomedical
- Cardiovascular
- Case Management
- Communications
- Dental Services
- Dialysis
- Dietary
- Doctor
- Education
- Environmental Services
- Executive Leadership
- Facilities
- Health Information Management
- Home Health
- Human Resources
- Information Systems
- Insurance Services
- Library/Data Services
- Marketing
- Materials Management
- Medical Support
- Medical Group Leadership
- Medical Records
- Medical Staff Services
- Medical Support
- Managed Care
- Management Engineering
- Miscellaneous
- Neurology
- Nurses
- Ophthalmology
- Optometry
- Orthopedics
- Pastoral Care
- Patient Advocate
- Pathology
- Perfusion
- Pharmacy
- Philanthropy
- Photographic/Graphic Services
- Physician
- Population Health
- Psychology
- Public Relations
- Purchasing
- Quality/Utilization Review
- Radiology
- Radiology and Oncology
- Regulatory
- Rehabilitation Therapy
- Research
- Respiratory
- Revenue Records
- Sales & Marketing
- Security
- Social Work
- Strategy/Planning
- Student
- Supply
- Surgery
- Therapy
- Transportation
- Transplant



Dr. Martina T. Caldwell, M.D., M.S., F.A.C.E.P.,
Medical Director of Diversity & Inclusion
Henry Ford Health

Dr. Caldwell is a board-certified Emergency Medicine physician, health equity scientist, and diversity, equity, inclusion, and justice (DEIJ) trailblazer in the department of emergency medicine and the Henry Ford Medical Group to drive health and opportunity equity for marginalized populations

As Henry Ford Medical Group's inaugural Medical Director of Diversity & Inclusion since 2021, she leads a comprehensive effort to enhance opportunities for underrepresented groups to pursue and succeed in medical and scientific professions

Her scientific and leadership contributions are essential to fostering an inclusive culture that optimizes human potential and advances Henry Ford Health's clinical, research, and educational missions. Her research primarily focuses on developing and implementing equitable innovations and models of care using justice frameworks, community-based participatory research (CBPR), mixed methods, and implementation science. Dr. Caldwell has received numerous awards and honors, including being selected as a Robert Wood Johnson Clinical Scholar in 2015; being honored by the National Minority Quality Forum and Emory University with their 40 Under 40 Awards in 2021 and 2022, respectively; receiving the American Medical Women's Association Inspire Award in 2022, and most recently named Crain's Healthcare Hero in 2023

THE
FUTURE OF
HEALTH: DETROIT
SUBJECT MATTER
EXPERTS

RYSE MED HIGH SCHOOL PROGRAM

(Readying Youth Scientists for Excellence in Medicine,
Health Equity and Discovery)

- Shadow physicians and learn medical skills with simulations, virtual reality clinical scenarios and workshops.
- Hone academic, professional and leadership skills.
- Develop college success skills and receive career advice.
- Long-term mentor relationships with researchers and physicians, college students studying medical and research careers.
- Participate in community-building activities to foster connections with mentors and gain inspiration from the community students live in.
- Learn about a variety of health and research topics with an emphasis on health equity.





MICHIGAN STATE UNIVERSITY

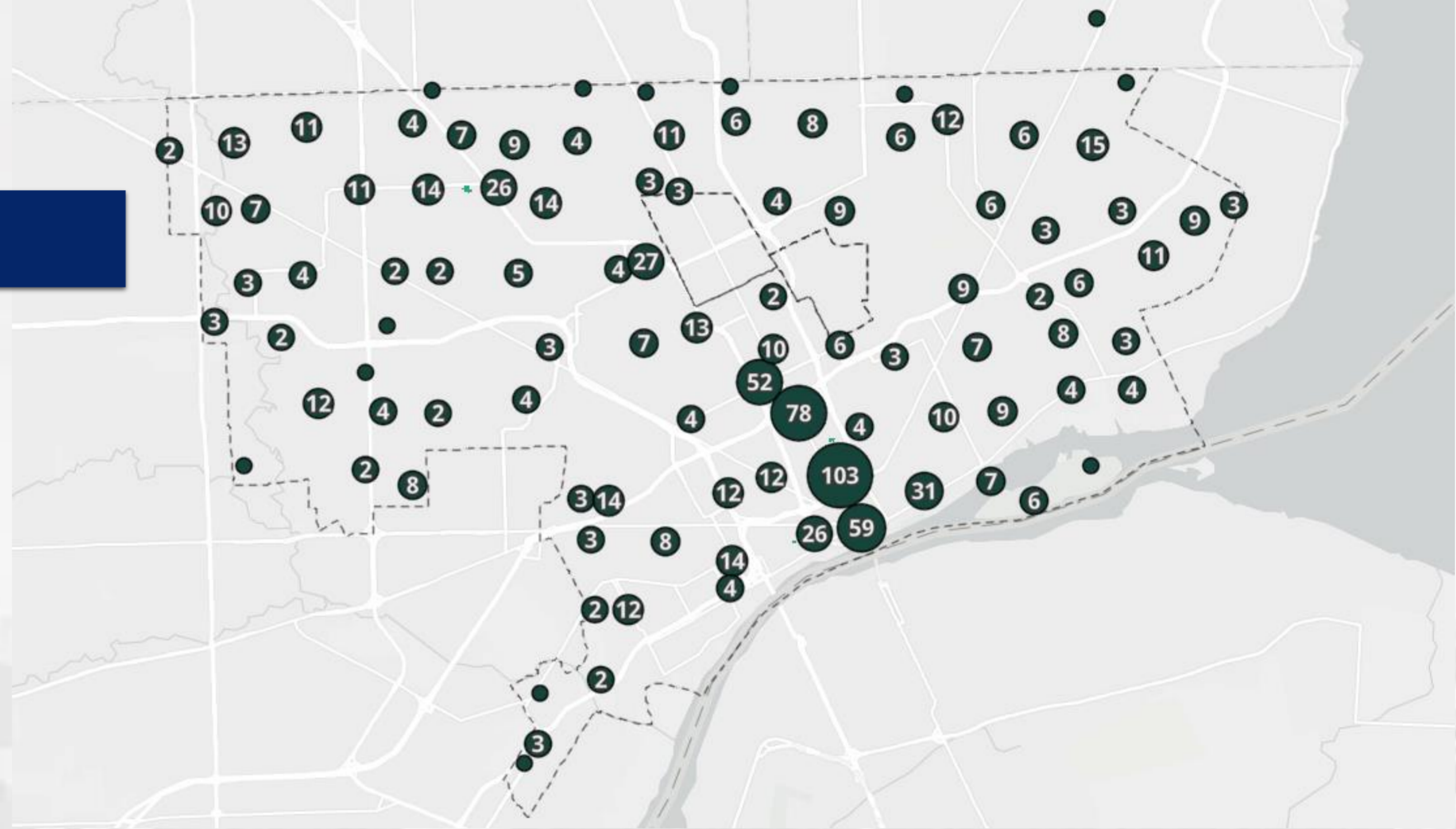
HENRY FORD HEALTH



HENRY FORD HEALTH + MICHIGAN STATE UNIVERSITY Health Sciences

Our Commitment to Detroit

- 1 CONTINUED INVESTMENT IN DETROIT, OVER 100+ EXISTING PROGRAMS + PARTNERSHIPS
- 2 APPLE DEVELOPER ACADEMY
- 3 TEACHING NEXT GENERATION OF HEALTHCARE PROVIDERS





Dr. Sarah Gretter

Senior Academic Specialist, Office of the Provost

Director, Apple Developer Academy

Michigan State University

**THE
FUTURE OF
HEALTH: DETROIT
SUBJECT MATTER
EXPERTS**

Dr. Gretter is the author of *Design for Change in Higher Education* (2022). Her work focuses on rethinking the future of education to adapt to today's realities. She merges Learning Experience Design with Systems Thinking to create new educational opportunities, including the Apple Developer Academy in Detroit. Her approach is anchored in Participatory Action Research, a framework centered on the belief that those who are most impacted by research should be the ones taking the lead in framing the questions, the design, methods, and the modes of analysis of such research projects.

Latest publication: "The Privilege of Asking Questions: Reflecting on Information Literacy in the Age of Gen AI"



EDUCATION + CAREER OPPORTUNITIES

MICHIGAN STATE UNIVERSITY

HENRY FORD HEALTH



HENRY FORD HEALTH + MICHIGAN STATE UNIVERSITY Health Sciences

CAREER PATHWAYS



APPLE DEVELOPER ACADEMY

Partnership between MSU and Apple
Individuals 18 or older have the opportunity to become a world-class developer using Apple's iOS ecosystem. The Academy focuses on coding, design, entrepreneurship, and essential professional skills.

EDUCATION



COMMUNITY MUSIC SCHOOL-DETROIT (CMS-D)

Provides high-quality music education and music therapy services.

Classes are offered to all ages.

Lessons are offered at subsidized prices and financial aid is available to those in need. Instruments are loaned at no cost to registered students through CMS-D's "Lonely Instruments in Need of Kids" program.

HEALTH EQUITY



MSU DETROIT STREET CARE

Detroit street care was created in 2014. It has worked to provide medical care to those experiencing homelessness since that time. It has been an incredible student led organization.

All faculty are volunteer faculty.



IN THE COMMUNITY – YEAR-ROUND PROGRAMMING

HENRY FORD HEALTH



HENRY FORD HEALTH + MICHIGAN STATE UNIVERSITY Health Sciences

EDUCATION



- DPSCD
- Pistons STEAM
- Math Hoops
- City Year
- Brilliant Detroit

MENTORING



- Pistons Beyond the Baseline Mentoring
- BINGO
- Boys & Girls Club
- Detroit PAL
- S.A.Y Detroit
- Grow Detroit's Young Talent
- DPD
- JRLA

HEALTH & FITNESS



- Pistons Academy
- Pistons Fit
- Forgotten Harvest
- Focus Hope
- Breast Health Awareness
- Autism

SOCIAL JUSTICE



- Peace Players
- Women's Empowerment
- Black History
- Social Change
- Pride
- Voting initiatives
- Project Clean Slate
- Hoops for Troops



SUPPORTING CAREER PATHWAYS | SMALL BUSINESS IN DETROIT

HENRY
FORD
HEALTH.



HENRY FORD HEALTH +
MICHIGAN STATE UNIVERSITY
Health Sciences



1

Post job opportunities on city's of Detroit at Work website

2

Made **\$100K** donation to Detroit Economic Solutions Corporation supporting workforce development

3

Hosted internships and other mentoring events at PPC since 2017; Pistons employ 35-40 summer and seasonal interns each year

4

\$200K yearly to Grow Detroit's Young Talent

5

Created Shop313 program to support Black, LGBTQ+ and women-owned small businesses – 100+ businesses amplified, over **\$120K** in grants awarded



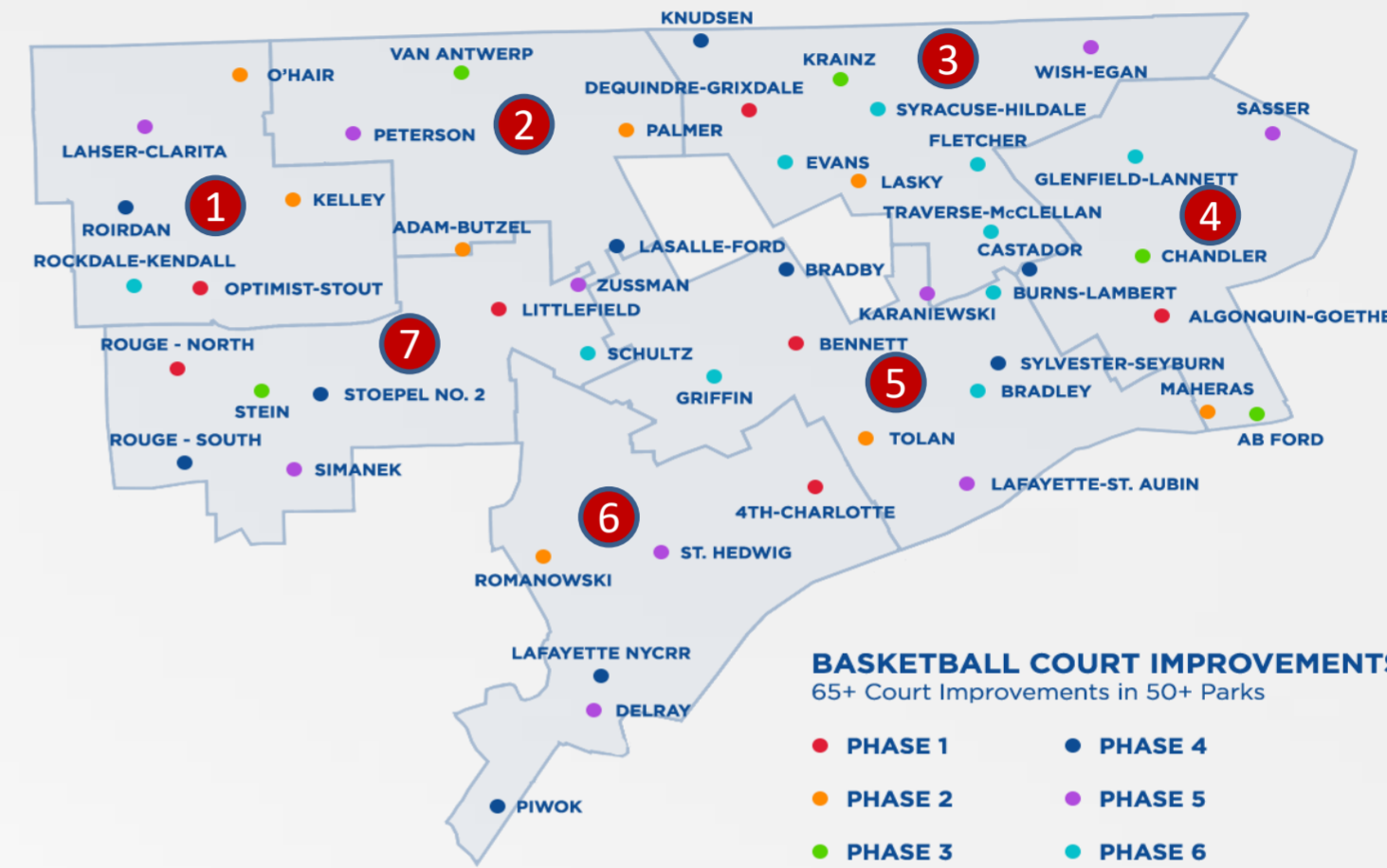


CITY COURTS PROJECT

HENRY FORD HEALTH



HENRY FORD HEALTH + MICHIGAN STATE UNIVERSITY Health Sciences

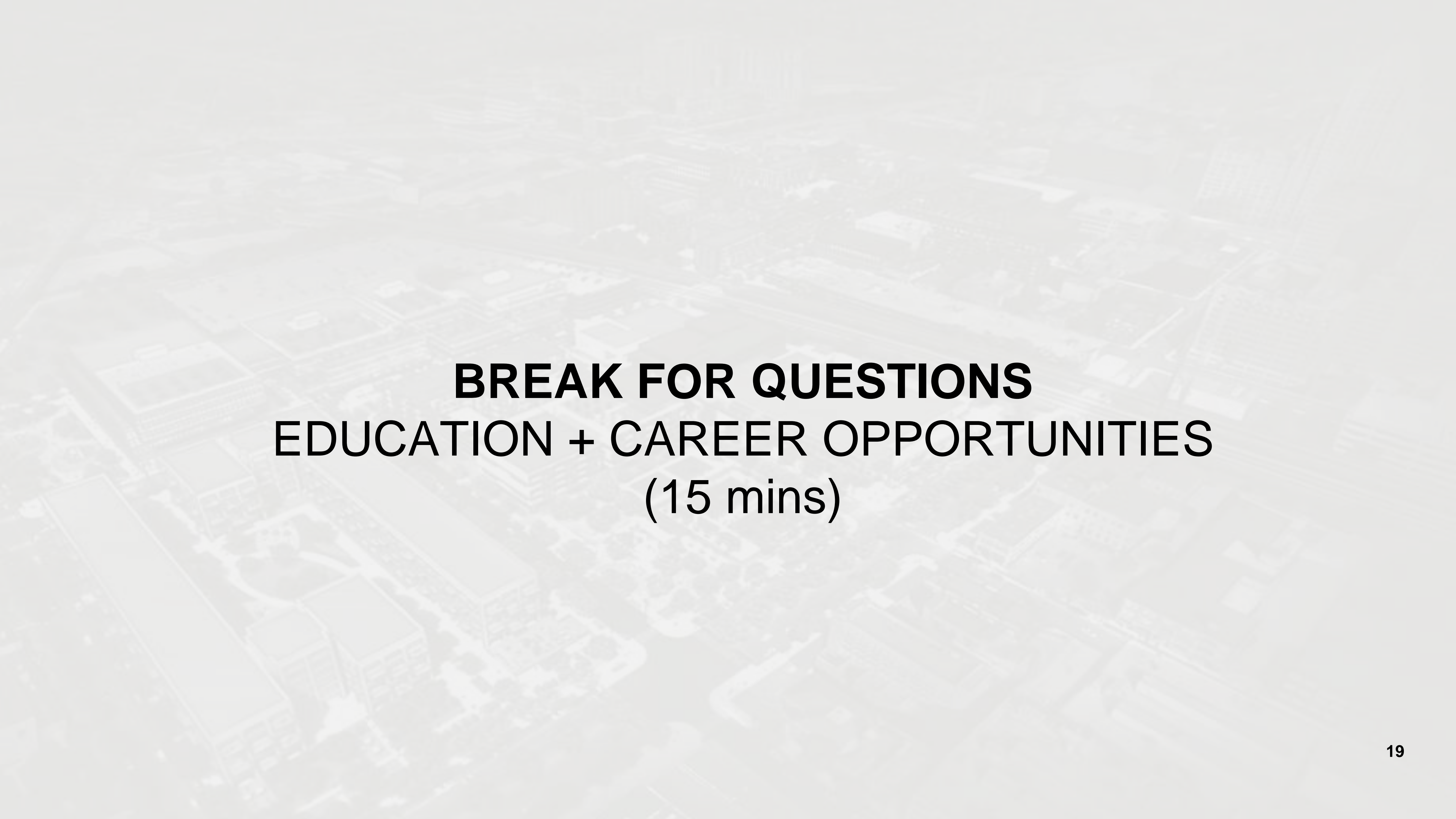


Committed **\$2,500,000** to renovate 60 basketball courts in parks throughout Detroit Neighborhoods including multiple mural courts

Created neighbors program in 2018 delivering **\$300K** in yearly investment to provide FREE summer activities and fresh food at multiple renovated park locations

Program created as part of Community Benefits Ordinance associated with team's move back to Detroit in 2017



The background of the slide is a faded, high-angle aerial photograph of a city grid, showing streets and building footprints. The text is centered over this background.

BREAK FOR QUESTIONS
EDUCATION + CAREER OPPORTUNITIES
(15 mins)

III. FINEST HEALTH CARE FOR DETROITERS

Our Lasting Commitment to Detroit

1 100+ YEARS OF MISSION-DRIVEN HEALTHCARE

2 DIVERSE EMPLOYER – 33,000 STRONG

- 10,900 Detroit Residents Employed
- Generating \$14 M in City of Detroit Income Taxes

3 WHEN OTHERS LEFT – WE STAYED

- \$35M West Pavilion Investment in (2009)
- \$32M Cardinal Health Distribution Center (2014)
- \$48M Elijah McCoy Shared Linen Processing Facility (2020)
- \$173M Brigitte Harris Cancer Pavilion (2021)

HENRY FORD HEALTH: MAXIMIZING CARE FOR DETROITERS OVER THE LAST 15 YEARS



275,000
Surgeries Performed



42,000
Babies Delivered



25,000
Students + Residents Trained



1,660,000
ER Visits



Kimberlydawn Wisdom, M.D., M.S., FACEP

**Senior Vice President
Community Health & Equity
Chief Wellness and Diversity Officer
Henry Ford Health**

**THE
FUTURE OF
HEALTH: DETROIT
SUBJECT MATTER
EXPERTS**

Dr. Kimberlydawn Wisdom has been a board-certified Emergency Medicine physician for 30 years, the Chair of the Gail and Lois Warden Endowment on Multicultural Health, and Michigan’s and the nation’s First State-level Surgeon General. In 2012 she was appointed by President Obama to serve on the Advisory Group on Prevention, Health Promotion and Integrative and Public Health.

Dr. Wisdom focuses on health disparities/health care equity, infant mortality/maternal and child health, chronic disease, unintended pregnancy, mitigating unhealthy lifestyles (physical inactivity, unhealthy eating habits, and tobacco use) and she is most recently is focused on advancing trauma-informed healthcare organizations (including training, care and leadership).

1

Women Inspired Neighborhood (WIN) Network



WIN uses community health workers to guide new and expecting mothers through a safety net of social, emotional, and clinical supports

2

Generation With Promise



Helps students and their families move more and eat better through education and community partnerships

3

Faith community nursing initiatives



Henry Ford partners with faith-based organizations to improve the health of individuals, congregations, and communities

4

School-based health clinics



Provides primary and behavioral health services to children ages 5-21 regardless of health insurance coverage or ability to pay. Clinics are in more than a dozen schools and there is a mobile medical unit that travels.

5

Community health fairs and screenings



Routine health screening services and flu vaccines are offered for worksites, churches, schools, and other organizations.

EARLY ADOPTERS OF POPULATION HEALTH MANAGEMENT SINCE THE EARLY 2000s

We've developed and implemented dozens of on-site, virtual, and mobile programs designed to help patients and members with a variety of conditions including diabetes, heart disease, asthma, and COPD.

- 90th & 75th percentiles for managing the nation's two most significant chronic conditions – diabetes & high blood pressure
- Community Health Needs Assessment
- Generation with Promise
- Faith-Based Community Nursing Network
- Community Health Worker Hub
- Maternal Infant Health Program
- Mobile Integrated Health

CONTINUED COMMITMENT TO LOCAL COMMUNITY ORGANIZATIONS



History and Commitment

- 1 30+ YEAR PARTNERSHIP
- 2 FOCUS ON RESEARCH, EDUCATION AND PROGRAMS TO IMPROVE PREVENTION, TREATMENT OUTCOMES AND OVERALL HEALTH
- 3 DRIVEN BY A COMMITMENT TO ELEVATE DIVERSITY, EQUITY, INCLUSION TO PURSUE AN END TO HEALTH DISPARITIES
- 4 RESEARCH WILL FOCUS ON CANCER, NEUROSCIENCE, IMMUNOLOGY AND HYPERTENSION - WITH AN EMPHASIS ON HEALTH DISPARITIES



FUTURE OF HEALTH

EDUCATION



CAREER OPPORTUNITIES CLOSE TO HOME



FINEST HEALTH CARE FOR DETROITERS



QUESTIONS TO CONSIDER:

How might we address Detroit's biggest health care challenges?

How might we look at Detroit's most pressing employment issues?

How might we identify which group of Detroiters to focus on first?

How might we decide what markers of impact are sustainable?

**HENRY
FORD
HEALTH**®

**HENRY FORD HEALTH +
MICHIGAN STATE UNIVERSITY**
Health Sciences

