

# Annual Report

Ensuring the future of the  
healthcare workforce.

2025

# 2025 At A Glance

In 2025, Michigan Health Council (MHC) advanced its mission to ensure the future of the healthcare workforce by generating actionable data, convening partners, supporting students and professionals, and delivering practical tools that reduce barriers across education and employment pathways. From statewide workforce planning to direct financial support for learners, MHC's work translated research into measurable impact.



**"Our impact is a reflection of partnership. When data, collaboration, and shared purpose come together, real workforce solutions follow."**

Craig Donahue, President & CEO, Michigan Health Council

# Our Vision

Ensuring the future  
of the healthcare  
workforce.

## The MHC Impact

**1.5M**

In Physician loan repayment  
distributed

**75**

Future school-based behavioral  
health professionals supported

**9.4k**

Michigan HOSA future health  
professionals

**346**

Michigan workforce initiatives  
shared statewide

**67k**

Rotations completed using  
ACEMAPP across the nation



# Workforce Research & Data Impact

MHC Insight provides trusted, evidence-based research that informs policy, program design, and employer decision-making across Michigan and nationally.

## 2025 Michigan Healthcare Workforce Plan

In March, MHC released the 2025 Michigan Healthcare Workforce Plan, a four-pronged, data-informed strategy to address Michigan's most pressing workforce challenges. The plan was widely covered by state and regional media and served as a catalyst for cross-sector dialogue.

### Impact Highlights

- Convened 50–60 stakeholders at the Solutions Summit to elevate best practices and discuss implementation of plan recommendations
- Presented findings at multiple conferences and partner meetings
- Earned coverage from Gongwer, DBusiness, The Alpena News, and Issue Media Group

Scan the QR code to download the Michigan Healthcare Workforce Plan and learn how you can take action to support the healthcare workforce.





## [Dental Hygiene Program Survey](#)

Funded by the Delta Dental Foundation, this national survey identified barriers limiting dental hygiene program expansion and highlighted innovative strategies to increase graduate output.

### **Impact Highlights**

- Identified program-level constraints affecting class size growth nationwide
- Strengthened MHC's partnership with Delta Dental Foundation
- Report promoted across Delta Dental Foundation social media channels



## [Behavioral Healthcare Workforce Comparison](#)

This report compared Michigan's behavioral healthcare workforce education pathways and credentials to those in other states, highlighting gaps and opportunities.

### **Impact Highlights**

- Presented findings at NASW-MI's Legislative Education and Advocacy Day (LEAD)
- Promoted by the Michigan Health Endowment Fund
- Strengthened partnerships with the Michigan Department of Education and NASW-MI



## [Michigan Healthcare Workforce Index](#)

The 2025 Index built on prior years by incorporating historical rankings to provide deeper insight into the stability and vulnerability of healthcare occupations over time.

### **Impact Highlights**

- Media coverage from Crain's Grand Rapids Business, The Varsity News, and WWMT
- Used by policymakers, educators, and employers to understand current and projected shortages



## [Southeast Michigan Retention & Turnover](#)

Through focus groups and a regional survey funded by the Detroit Regional Workforce Partnership (DRWP), MHC examined the drivers of retention and turnover across four Southeast Michigan health systems.

### **Impact Highlights**

- Conducted in-depth focus groups with healthcare workers
- Fielded a regional survey to quantify workforce experiences
- Delivered actionable insights to participating health systems

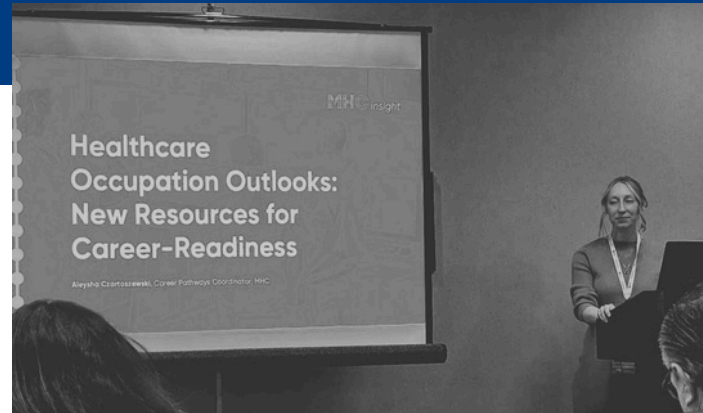
## Research Dissemination & National Reach

In 2025, MHC Insight presented findings at 9 conferences and meetings, including:

- Michigan Critical Access Hospital Conference
- MHA Workforce Meeting
- Michigan Organization for Nursing Leadership
- Michigan Career Education Conference
- National Forum of State Nursing Workforce Centers
- Detroit Regional Chamber
- Delta Dental Foundation Oral Health Workforce Conference
- Michigan Primary Care Association Conference
- Michigan Health Science Educators Conference

## Workforce Initiatives & Tools

MHC continued to expand publicly accessible workforce resources that connect data to real-world pathways, including:



### **Pathway Tool**

Our new tool allows individuals to explore career pathways in the healthcare sector and gain insight into potential career advancements and transitions, based on real-world occupational data.



### **Initiatives Database**

A centralized database where the public can access information on efforts to address workforce shortages and pathways to the workforce, as well as retention, training, and improving quality, among other issues.



### **Job Shadowing Map**

Provides an interactive map of Michigan where students can connect to job shadowing opportunities.



### **Occupation Pages**

Detailed pages sharing roles, responsibilities, hourly wages, job titles, and more, on a variety of different healthcare professions.

# Loan Repayment & Support



MIDOCs supports medical students who commit to serving in rural and underserved Michigan communities.

## Impact Highlights

- **\$1,503,099.39** paid in loan repayment awards
- Created **32** new residency slots in partnership with **4** Michigan medical schools
- *Some of our practicing and resident physicians are pictured right – visit our website for more*

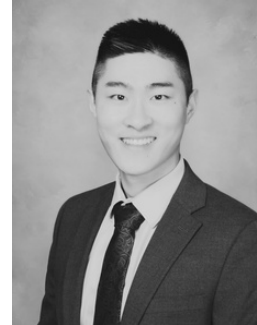


## Michigan Earn, Learn, and Serve in Schools (Mi-ELSiS)

Mi-ELSiS supports students and recent graduates entering school counseling, school psychology, and school social work roles.

## 2025 Impact Highlights

- **\$536,500** allocated toward training stipends
- **\$68,000** allocated toward supervisor stipends
- Supported **75** students and recent graduates across **5** Michigan universities



# Student Pipeline Development

Michigan HOSA prepares middle and high school students for careers in healthcare through leadership development, competitive events, and hands-on learning.



## Michigan HOSA - Future Health Professionals

2025 marked a year of exceptional growth and achievement for Michigan HOSA. Student membership and conference participation reached new heights, reflecting expanding interest in healthcare careers across the state. On the national stage, Michigan students demonstrated excellence at the International Leadership Conference, earning gold, silver, and bronze medals and showcasing the strength of Michigan's future healthcare workforce.

Membership

**10,000**  
student  
members\*

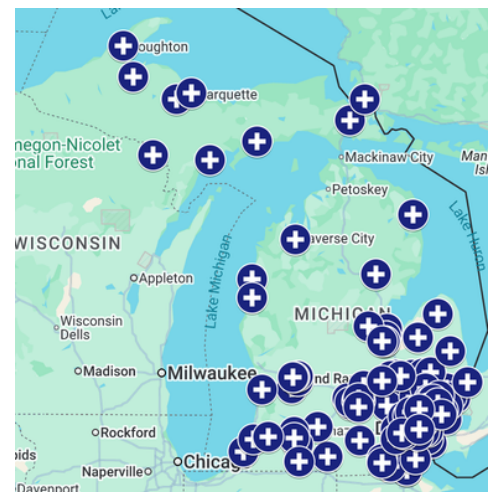
**20**  
new chapters,  
totaling 171

Participation

**7,000**  
Regional  
Conference  
attendees

**3,059**  
State Leadership  
Conference  
attendees

Map of Michigan HOSA chapters



\*Includes membership totals as of March 2026.

# Clinical Education

ACEMAPP is a collaborative platform for clinical placements, compliance, and recruitment. Through it, we help build workforce capacity through seamless clinical education experiences.



**67,618**

total rotations  
completed

**28k**

faculty  
placements

**186k**

student  
placements

**5,179**

preceptor  
placements

**1,478**

school  
programs

**63**

health  
systems

**1,603**

clinical  
sites

**170**

healthcare  
program types



Learn more about ACEMAPP at [acemapp.org](https://acemapp.org) or by scanning the QR code

## Training Modules

In addition to facilitating clinical education, MHC provided numerous training opportunities for healthcare professionals through our online implicit bias education modules.

**202**

Virtual training  
completions

**257**

Total CE hours  
provided



# What's Next



*Pictured: MHC Leadership Team*

In 2025, Michigan Health Council translated research into action—supporting students, informing policy, and equipping healthcare employers and educators with tools to strengthen Michigan's workforce.

As we look to 2026, our strategic priorities will align with the four pillars of the Michigan Healthcare Workforce Plan: growing interest in healthcare careers, improving access to healthcare education, increasing experiential education capacity, and exploring recruitment and retention strategies. Through this framework, MHC remains committed to collaboration, innovation, and measurable impact.

## Partner with us

Michigan Health Council partners with organizations and funders to advance research, programs, and solutions that strengthen the healthcare workforce.

If you're interested in supporting this work or launching a new initiative together, we invite you to connect. Contact us at [mhc.org/contact](https://mhc.org/contact) or using the information below.



Email Address

**[mhc@mhc.org](mailto:mhc@mhc.org)**



Website

**[www.mhc.org](https://www.mhc.org)**

