Trinity Health Michigan is comprised of nine hospitals and two medical groups across Michigan and is part of Trinity Health, one of the largest not-for-profit, Catholic health care systems in the nation, serving diverse communities across 26 states. We advocate for public policies that promote care for the common good and advance our mission, including fair payment, a strong workforce, coverage for all that bridges social care, and total cost of care payment models.

Our Challenge
Trinity Health Michigan continues to experience significant workforce challenges and is meeting this challenge head on through a variety of strategies revolving around several components.

Strong Workforce Pipeline
Trinity Health Michigan has employed a variety of strategies to retain and recruit front-line colleagues. Some examples include Healthcare Apprenticeships, High School to Healthcare Partnerships, community programs and sponsored tuition assistance programs through academic partnerships with community colleges and universities.

Trinity Health Michigan has entered into partnerships with community colleges and universities within the surrounding markets of our hospitals and medical groups. These partnerships allow our health system to identify health care roles that are in demand today and build a talent pipeline for the future.

The partnerships are focused on Surgical Technology Associate of Applied Science (AAS), Sterile Processing Skills Certificate, Pharmacy Technician Certificate, Pharmacy Technician Skills Certificate, Licensed Practical Nursing (LPN) Certificate to Associate Degree Nurse (ADN)-RN, Bachelor Registered Nurse (RN), Radiological Technology Associate of Applied Science (AAS) Diagnostic, Medical Sonography Associate of Applied Science (AAS), Emergency Medical Technology: Paramedic Associate of Applied Science (AAS).

In partnership with our academic partners, we will ensure first class clinical education and clinical experience and a path to a new career at one of our health care locations. Trinity Health will prioritize flexibility so current employees can work while in school. This allows students who would otherwise be unable to financially attend school to further their education. In addition, the partnership offers a tailored workroom-to-classroom pipeline at a community college or university whose campus includes a private health system facility.

State Level funding was secured in fiscal year 2022 and 2023 to support retention and attraction of health care staff in Michigan’s hospitals. This coordinated effort, led by the Michigan Health and Hospital Association, resulted in $26 million in workforce related funding to Trinity Health Michigan. Additionally, Trinity Health Michigan advocacy and Talent Acquisition leaders advocated to expand the Michigan Reconnect Program, Michigan’s tuition reimbursement program for individuals 25 years of age and older, to provide for eligibility for additional health professional certification programs at community colleges. Advocacy efforts continue to make the Michigan Reconnect program more flexible and provide opportunities for younger individuals.

By investing in education and skill-building, we aim to cultivate a thriving workforce that can embrace innovation and drive sustainable progress for years to come.

Innovative Care Delivery Models
TogetherTeam, an innovative model of patient care consisting of a three-person team (bedside RN, RN partner and virtual RN) was first rolled out at Trinity Health Oakland. This model, leveraging the skills of an experienced nurse through a technology platform, brings expertise to the bedside as well as allows the bedside RN and RN partner to work at “top of license” to more efficiently and effectively provide nursing care to patients. Some of the benefits of this new model include enhanced mentoring for new nurses, improved communication with patients/significant others, early identification of high risk situations requiring escalation and/or immediate correction, retaining experienced nurses who no longer wish to endure the rigors of bedside nursing, improved patient/significant other education to prepare for discharge, and enhanced quality and safety checks, just to name a few.
Trinity Health: Our Workforce Story

Trinity Health Michigan continues to explore and invest in technologies to create a better experience for its colleagues and patients. Examples include a robotic retrieval and delivery system, and a scheduling application on a smart phone to receive just-in-time staffing requests followed by an immediate acceptance or declination with the touch of a keypad by the colleague if he/she chooses to be notified by this method.

Workplace Violence

Trinity Health Michigan has engaged in a variety of initiatives to address the issue of violence against health care workers. These efforts include evidenced-based de-escalation and crisis prevention intervention training across our statewide footprint.

Trinity Health Grand Rapids (THGR) has led an effort to combat violence through a partnership with the Grand Rapids Police Department (GRPD), resulting in grant funding to assign a police officer to the emergency department on the night shift. A Special Response Team consisting of a security officer, social worker, and psychiatric RN has been established to manage behavioral situations outside the inpatient psychiatric unit. THGR has also added a K-9 unit to its security team with four K-9 dogs and officers.

Finally, many of our facilities have branded signs on entryways, waiting rooms, elevators, and exam rooms that describe a zero-tolerance approach to violence and underscore the commitment from the administration to support colleagues who choose to pursue legal action against those that assault them.

Mission

We, Trinity Health, serve together in the spirit of the Gospel as a compassionate and transforming healing presence within our communities.

Core Values

Reverence • Commitment to Those Experiencing Poverty • Safety • Justice • Stewardship • Integrity