



REQUEST FOR LETTERS OF INTEREST

Issued: September 26, 2025

Responses Due: October 8, 2025, by 5:00 pm

The GO Virginia Region 3 Council invites *Letters of Interest* from GO Virginia eligible organizations to serve as the *Lead Organization* for the **Southern Virginia Partnership for Health Science Careers (SOVA Partnership)**. In this role, the selected organization will prepare and submit a GO Virginia Region 3 Per Capita Implementation Grant to operationalize the SOVA Partnership.

Eligibility and Experience

Eligible Organizations:

- Local government entities or organizations working on behalf of participating local government entities; or,
- Regional government entities, nonprofit organizations, regional economic development organizations, regional chambers of commerce, planning district commissions, and colleges and universities.

The selected organization will:

- Be physically located within GO Virginia Region 3 and able to operate independently across the region's footprint.
- Demonstrate experience in building and managing healthcare workforce development coalitions involving a wide range of stakeholders, including:
 - Major healthcare systems and providers
 - Healthcare practitioners
 - Non-profit and government healthcare organizations
 - Higher education and K–12 institutions
 - Regional foundations
 - Local and regional governments
 - Other allied stakeholders
- Have experience successfully developing and managing matching grant-funded programs, including GO Virginia preferred.

Partnerships

- While not required, the *Lead Organization* may choose to partner with other qualified organizations to manage and deliver the GO Virginia Region Implementation Grant.



Resources and Reference Materials

The roles and responsibilities of the *Lead Organization*, along with program requirements, are detailed in the following documents:

- [2026 GO Virginia Program Manual](#)
- [GO VA Healthcare Industry Guidelines](#)
- [GO VA FY26 Implementation Grant Application](#)
- [GO VA Match Documentation Guidance](#)
- [GO Virginia Regional Materials](#)

The Region 3 Council supported the formation of the SOVA Partnership through a **Talent Pathways Initiative** planning grant. A copy of the June 2025 final report, which establishes baseline data and outlines the path forward for the Partnership, is attached.

Since its inception in 2017, the Region 3 Council has identified healthcare workforce development as a top priority. This emphasis has been reaffirmed in subsequent Growth & Diversification Plans (2017, 2019, and 2021). The selection of a Support Organization represents the next step in advancing this priority.

Submission Instructions

Letters of Interest should:

- Briefly state the basis for interest in serving as the Support Organization for the SOVA Partnership.
- Be limited to **one (1) page**.
- Be submitted as a **PDF attachment** via email to **bryan.david@virginia.edu** with the subject line: *GO Virginia Region 3_ SOVA Partnership*.
- **Deadline:** October 8, 2025, by 5:00 p.m.

The Region 3 Council anticipates selecting a finalist at its meeting on **October 15, 2025**; however, it reserves the right to extend the recruitment process if necessary.

For further information, please contact:

Bryan David

Program Director_GO Virginia Region 3

Email: bryan.david@virginia.edu | Phone: 540.395.6504

GO Virginia Region 3 TPI Grant Final Report

June 2025



Blue Ridge Partnership
for Health Science Careers



Summary

GO Virginia Region 3 TPI Grant Final Report

BACKGROUND

The GO Virginia Region 3 Talent Pathway Initiative (TPI) grant, led by Cynthia Lawrence of the Blue Ridge Partnership for Health Science Careers (BRPHSC) and Dr. Julie Brown, Vice President of Advanced Learning at the Institute for Advanced Learning and Research (IALR), was launched to address persistent workforce shortages in Health Care and Social Assistance industries across Southern Virginia. In alignment with Region 3's Growth and Diversification Plan, the initiative aimed to align the workforce with business needs and strengthen rural competitiveness by developing a coordinated pipeline of skilled health professionals. These efforts aimed to expand job access, attract and retain talent, and support employer growth.

PROJECT IMPACT

The TPI initiative directly responded to Region 3's urgent healthcare workforce needs by identifying gaps in the education-to-employment pipeline and supporting regional coordination through the Southern Virginia Partnership for Health Science Careers (SVPHSC). Stakeholder engagement and labor market analysis guided the design of regional strategies and tools to address workforce shortages, especially in nursing, allied health, and behavioral health. These outcomes support GO Virginia goals by fostering workforce alignment, enhancing regional competitiveness, and enhancing talent retention.

PRODUCTS AND OUTCOMES

- **Southern Virginia Partnership for Health Science Careers (SVPHSC):** Established as the region's coordinating body, SVPHSC now convenes over 20 organizations through a structured committee model to drive cross-sector collaboration.
- **Situational and Gap Analysis:** Identified persistent talent shortages, especially in rural healthcare and behavioral health. Labor market analytics revealed high demand for roles such as RNs, medical assistants, and laboratory technicians. Employers reported needs for soft skills and clinical readiness.
- **Figures and Data Highlights:**
 - *Figure 1:* Distribution of Employers by Sector in Region 3 Healthcare – strong representation in Nursing & Allied Health and Behavioral Health.
 - *Figure 2:* Projected Job Demand in Region 3 Healthcare Occupations – significant demand for RNs, mental health professionals, and lab technicians.
 - *Figure 3:* Healthcare Occupations gaps over 10 years.
 - *Figure 4:* Identified Hard skills in active job advertisements that are requested from employers.
 - *Figure 5:* Identified Soft Skills in active job advertisements that employers request.

- *Figure 6:* Identified Occupation Certifications requested in active job advertisements, which could be required or requested.
 - *Figure 7:* Region 3: Career Technical Education Programs SY 2022-2023
 - *Figure 8:* Region 3: Registered Nursing Programs Certification and Confirmed 2/4-year degrees awarded SY 2022-2023.
- **Asset Mapping:** Interactive map in development, identifying gaps in access to training infrastructure, broadband, and simulation capabilities across rural areas.
 - **Strategic Planning:** Developed and prioritized high-impact projects, such as mobile simulation labs, career expos, and mentorship programs.
 - **GO TEC/EmPower Expansion:** Frameworks can be adapted to include health technology modules in career exploration and work-based learning opportunities for high school and college students.
 - **Virtual Community of Practice:** Launched to support ongoing collaboration, resource sharing, and innovation.

OUTLOOK FOR PROGRAM CONTINUATION AND SUSTAINABILITY

The SVPHSC is designed as a long-term coordinating body with sustained participation from regional partners. While the TPI grant provided start-up support, additional funding sources have been identified, including local workforce development boards, philanthropic contributions, private sector investment, and potential future GO Virginia investments. The initiative has not generated direct income, but its strategic plans and tools have positioned the region to compete for future grants and support long-term sustainability. Developing key resources, such as an asset map and community of practice, could support scaling and replication.

CONCLUSIONS AND RECOMMENDATIONS

The GO Virginia Region 3 Talent Pathway Initiative successfully laid the foundation for a responsive, regionally coordinated health science workforce pipeline. Key lessons include the value of early and ongoing employer engagement, the importance of real-time labor market data, the need for dedicated staff, and the effectiveness of structured regional partnerships. The model developed through BRPHSC and translated to SVPHSC can inform similar efforts in other GO Virginia regions. To maximize impact, Region 3 should expand identified high-impact projects, including a GO Virginia Implementation Grant, to provide staffing support and other related expenses necessary for operationalizing the SOVPHSC.

Final Report

GO Virginia Region 3 TPI Grant

BACKGROUND

The GO Virginia Region 3 Talent Pathway Initiative (TPI) grant, led by Cynthia Lawrence of the Blue Ridge Partnership for Health Science Careers (BRPHSC) and Dr. Julie Brown, Vice President of Advanced Learning at the Institute for Advanced Learning and Research (IALR), was implemented and supported through a partnership between George Mason University's Center for Health Workforce and a coalition of regional partners. The initiative was developed in response to longstanding challenges across Southern Virginia related to workforce supply, educational alignment, and talent retention in the health and life science sectors.

The project team worked closely with health science employers, K–12 and postsecondary educators, economic developers, workforce agencies, and local leaders. These partners recognized a pressing opportunity to align career pathways with employer demand, especially in rural communities where access to healthcare education and employment remains limited. This effort directly supports the Region 3 Growth and Diversification Plan by addressing the need for scalable, evidence-based workforce solutions that strengthen rural competitiveness and promote economic development.

PROJECT IMPACT

A well-trained and adequately supplied Health Care and Social Assistance workforce is critical to the economic vitality and well-being of communities in Southern Virginia. Employers across Region 3 are experiencing persistent challenges in recruiting and retaining qualified workers. These workforce gaps impact local healthcare delivery, limit economic growth, and challenge businesses' ability to scale. Through the TPI initiative, regional partners were able to:

- Launch a formal cross-sector collaborative (SVPHSC) to serve as the central coordinating body for workforce strategy.
- Identify critical supply-demand gaps in priority occupations such as registered nurses, behavioral health workers, and lab technicians.
- Develop implementation strategies that align educational pathways with workforce needs, particularly in underserved and rural areas.

The project has advanced GO Virginia goals by promoting talent retention, building infrastructure for workforce coordination, and generating a pipeline of future projects designed to strengthen the health science ecosystem in Region 3.

PRODUCTS AND OUTCOMES

Region 3 is home to a diverse mix of healthcare employers, including hospitals, long-term care facilities, and behavioral health companies. The region's workforce pipeline is supported by a network of K–12 Career and Technical Education (CTE) programs, community colleges, and

four-year institutions. Still, persistent gaps in awareness, access, and alignment continue to challenge workforce development efforts.

- **Southern Virginia Partnership for Health Science Careers (SVPHSC):** Established and operationalized as the region's coordinating body, SVPHSC convenes stakeholders through a committee structure to drive cross-sector collaboration (Attachment 1). Key accomplishments include hosting regular convenings, developing a shared vision, drafting logic models to inform activities and anticipated outcomes, and creating a GO Virginia Region 3 SVPHSC Charter that outlines strategies for sustainable impact (Attachment 2).
- **Situational and Gap Analysis:** A comprehensive environmental scan integrated labor market data, employer interviews, focus groups, and stakeholder surveys. Findings revealed significant demand for health professionals—especially in nursing, behavioral health, and allied health roles—with rural providers facing unique barriers. Employers emphasized both hard and soft skills, clinical readiness, and technical familiarity as top priorities.
- **Figures and Data Highlights:**

Occupation	Active Job Ads
Registered Nurses	1,387
Physical Therapists	392
Speech-Language Pathologists	392
Social and Human Service Assistants	378
Licensed Practical and Licensed Vocational Nurses	305
Occupational Therapy Assistants	234
Nursing Assistants	204
Critical Care Nurses	198
Radiologic Technologists and Technicians	161
Occupational Therapists	131
Physical Therapist Assistants	128

JobsEQ 3Nov 23-3Feb 24

- *Figure 1:* Set of time of current employer demands of Health Workforce from Employers in Region 3 Healthcare — highlights strong representation in Nursing & Allied Health, Behavioral Health, and Lab & Diagnostics needs.

Employers (1123)	Active Job Ads
LifePoint Hospitals	240
AlliedTravelCareers	177
Centra Health	152
Soliant	117
Cynet Health Inc	69
Travel Nurse Across America	59
GetMed Staffing, Inc.	55
VCU Health	55
MedPro Healthcare Staffing	53
Cariant Health Partners	52
Coast Medical Service	51

- *Figure 2.1:* Region 3 top ten employers with active health workforce job ads from 3 Nov-3 2023 to 3 Feb 2024 (90 days).

Location (500)	Active Job Ads
Danville, Virginia	1365
Martinsville, Virginia	893
Prince Edward, Virginia	399
Mecklenburg, Virginia	299
Halifax, Virginia	165

JobsEQ 3Nov-3Feb

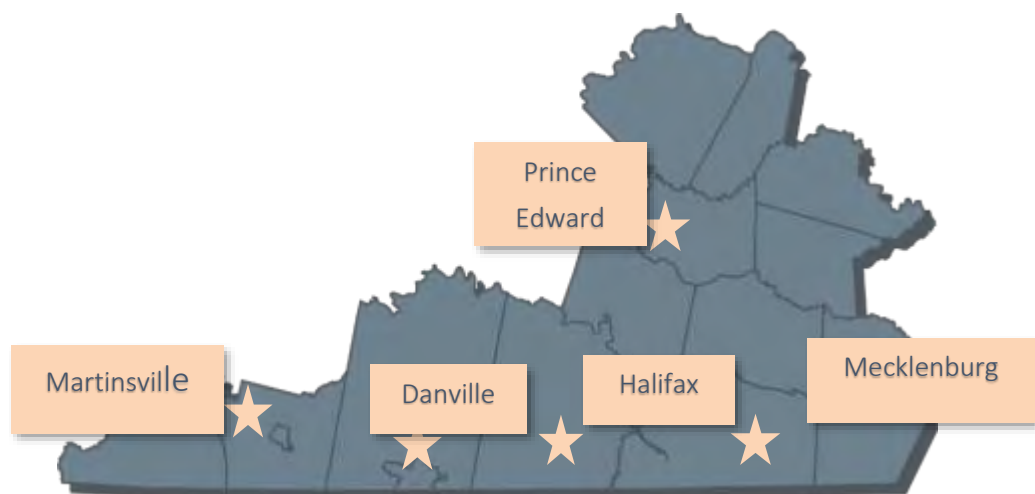
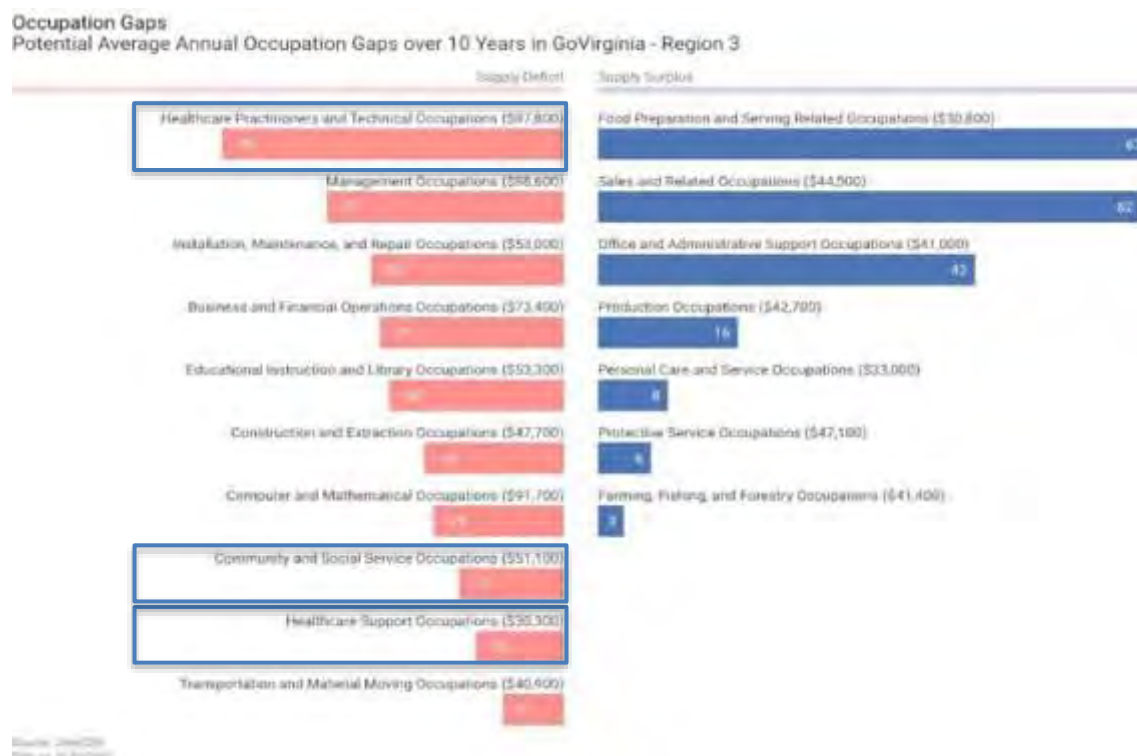


Figure 3: Healthcare Occupation gaps over 10 years. The classification of these jobs aligns with the Bureau of Labor Statistics' (BLS) Standard Occupational Classification (SOC) codes.



The Health Care and Social Assistance Industry (NAICS) workforce aligns to the SOC: Healthcare Practitioner and Technical Occupations-SOC 21, Healthcare Support Occupations-SOC 29, and Community and Social Service Occupations-SOC 31. This highlights workforce gaps for RNs, mental health professionals, laboratory technicians, and related occupations.

- Skills and Training Needs:** Employers have identified skills that are required or requested. There was information that suggested the academic curriculum and experiences may be a barrier to meeting the needs of employers. The region has core health programs but lacks specialized training in surgical technology, behavioral health, and therapies (physical, occupational, and respiratory). Employers cited the need for both hard and soft skills, teamwork, certifications, and clinical experience. Recommendations include establishing employer advisory councils, increasing simulation-based training, and utilizing data tracking systems, such as those provided by the State Council of Higher Education in Virginia (SCHEV) and the Virginia Longitudinal Data System (VLDS).

Hard Skills (260)	Active Job Ads
Nursing	211
Long-Term Care	161
Home Health Care	146
Medication Administration	122
Electronic Health Record (EHR)	117
Ability to Lift 51-100 lbs.	112
Pediatrics	105
Wound Care	101
Intensive Care Unit (ICU)	95
Microsoft Office	95

JobsEQ 3Nov-3Feb 24

- *Figure 4:* Identified Hard skills in active job advertisements that are requested from employers.

Soft Skills (83)	Active Job Ads
Communication (Verbal and written skills)	1653
Cooperative/Team Player	1143
Adaptability/Flexibility/Tolerance of Change and Uncertainty	455
Customer Service	427
Good Judgment	375
Interpersonal Relationships/Maintain Relationships	358
Critical Thinking	345
Organization	260
Prioritize	249
Confidentiality/Information Sensitivity	242
Decision Making/Decisiveness	237
Detail Oriented/Meticulous	225
Supervision/Management	208
Self-Motivated/Ability to Work Independently/Self Leadership	205
Ability to Work in a Fast-Paced Environment	176
Problem Solving	176
Negotiation	170
Listening	139
Dispute Resolution/Conflict Resolution/Diplomacy/Problem Resolution	138
Time Management/Time Utilization	137

JobsEQ 3Nov-3Feb 24

- *Figure 5:* Identified Soft Skills in active job advertisements that are requested by employers.

Certifications	Active Job Ads
Registered Nurse (RN)	833
Basic Life Support (BLS)	795
Advanced Cardiac Life Support Certification (ACLS)	366
Certification in Cardiopulmonary Resuscitation (CPR)	350
Driver's License	210
Licensed Practical Nurse (LPN)	205
Certified Nursing Assistant (CNA)	134
Pediatric Advanced Life Support (PALS)	115
The American Registry of Radiologic Technologists (ARRT) Certification	75
First Aid Certification	68

JobsEQ 3Nov-3Feb 24

- *Figure 6:* Identified Occupation Certifications requested in active job advertisements, which could be required or requested.

The assessment and evaluation of the supply available within Region 3 identified opportunities to improve the pipeline for increasing healthcare and social assistance education. Career Technical Education Programs and postsecondary education provide programs that align with both Health Care and Social Assistance Occupations. These programs may not be sufficient to support the current and future needs of Region 3 for growth and the sustainment of healthcare needs in the community.

Description	Total enrollment	Pass count	Fail count
Dental Careers I	7	6	1
Dental Careers II	9	6	3
Emergency Medical Technician II	3	3	0
Intro to Health and Medical Sciences (18 weeks)	4	2	2
Intro to Health and Medical Sciences (36 weeks)	30	17	13
Medical Assistant I	26	21	5
Medical Assistant II	4	2	2
Medical Terminology (36 Weeks)	9	8	1
Nurse Aide I	51	45	6
Nurse Aide II	39	38	1
Nurse Aide II Condensed	13	8	5
Pharmacy Technician II	2	0	2
Sports Medicine/Athletic Training I	21	12	9

Health Science Career Technical Education (CTE) Programs SY 2022-2023 Data Source: VLDS May 2024

- Figure 7: Region 3: Career Technical Education Programs SY 2022-2023

Academic Institution	Certificates and 2-year Awards	4yr Awards	Postgraduate Awards	Total Awards
Longwood University	0	57	0	57
Southside Virginia Community College	53	0	0	53
Danville Community College	40	0	0	40
Patrick & Henry Community College	30	0	0	30
Total	123	57	0	180

Data Source: SCHEV Awards 2023

- Figure 8: Region 3 Registered Nursing Programs Certification and Confirmed 2/4-year degrees awarded SY 2022-2023.

The analysis of demand and supply within Region 3 provided decision-making information that assisted in the development of near-term action items for Region 3 to continue the momentum from the TPI effort. The items that were recommended include the following focus areas:

- **Asset Mapping:** A detailed map under development catalogs training programs, work-based learning opportunities, and regional partnerships. It highlights rural gaps in access to training, broadband, and simulation technologies.
- **Strategic Project Planning:** Based on a gap analysis, the team identified scalable strategies, including dual enrollment expansion, new apprenticeships, awareness campaigns, career expos, and mentorship networks.
- **GO TEC/EmPower Expansion Strategy:** Identified gaps can be addressed in the GO TEC health technology module. Work-based learning opportunities for high school and college students will be added to the EmPower framework. Mentorship networks are being developed to support students with an interest in the target SOC's.
- **Additional Deliverables:**
 - The Virtual Community of Practice (VCoP) was launched with an online hub, roundtables, and a resource library.
 - Two regional summits were hosted to align stakeholders and gather input.
 - A data dashboard is being developed to track key metrics, including enrollment, graduation, and placement.
 - A comprehensive evaluation report guides future investments and partnership expansion.

OUTLOOK FOR PROGRAM CONTINUATION AND SUSTAINABILITY

The project team recommends a phased implementation approach anchored by the SVPHSC members. The initial phase will include identifying the sector intermediary, securing staff resources, and finalizing the asset map to quantify the gaps. The partnership will then be able to maintain committee efforts and develop the centralized navigation resources (website and CoP). Committees will focus on opportunities to scale work-based learning, expand aligned K12 CTE and postsecondary course offerings and programs, support educator professional development, and develop public-private partnerships to address instructor shortages and sustain Partnership efforts.

SVPHSC will continue to operate as a coordinating body, supported by workforce boards, private employers, philanthropic partners, and future grant funding. While the initiative did not generate income, it created strategic infrastructure, positioned the region for sustained investment, and produced tools for long-term impact. The community of practice, asset map, and dashboards will be maintained to support future efforts. The grant also aligned with existing GO TEC and EmPower strategies, which will enable integration of health science content in youth outreach and accelerate credentialing pipelines tied to regional employers.

CONCLUSIONS AND RECOMMENDATIONS

The GO Virginia Region 3 Talent Pathway Initiative has established a solid foundation for a coordinated and responsive health science workforce pipeline. Lessons learned include the importance of employer engagement, real-time labor market insights, and regional coordination. Modeled after the BRPHSC, the SVPHSC translated model provides a replicable framework for cross-sector alignment across GO Virginia regions, utilizing logic models (Attachment 3).

GO Virginia Region 3 Alignment and Future Direction: This initiative directly aligns with Region 3's Growth and Diversification Plan priorities: workforce alignment with business needs, rural competitiveness, and talent retention. It emphasizes scalable, evidence-based solutions driven by regional partnerships (Attachment 4).

Preliminary Impact Highlights:

- 20+ partners engaged in the SVPHSC Community of Practice (Attachment 5).
- Development of a regional collaborative partnership planning strategy to increase health workforce goals/objectives.
- Identification of 5+ near-term action items for future investment and improving outcomes.

Recommendations for Region 3 Council:

- Fund and expand identified high-impact projects, including a GO Virginia Implementation Grant to provide staffing support and other related expenses to operationalize the SOVPHSC.
- Promote inter-regional collaboration.
- Invest in evaluation metrics and tracking.
- Explore replication of this model in other sectors by creating a model translation team to support development in other GO Virginia regions.

Moving forward, Region 3 is well-positioned to scale projects, secure new funding, and continuously improve outcomes to ensure a thriving health science workforce ecosystem. However, this will require additional funding to implement the strategies identified in this project fully.

References:

Cox, J. (2023, October 9). Performance of Region 3 Economy. Growth and Opportunity: Region 3. <https://www.govirginia3.org>. GO-VA-Region-3_2023-GD-Plan-Review_final_10.30.23.pdf

Southern Virginia Partnership for Health Science Careers (SVPHSC) ORGANIZATIONAL CHARTER

PARTNERSHIP MISSION, VISION, and VALUES	
WHO WE ARE	<p>The SVPHSC is a regional collaboration, led by healthcare and social assistance industries and education stakeholders with support from community organizations, focused on strengthening the economy in GO Virginia Region 3.</p> <p>Our region includes the following localities: the cities of Danville and Martinsville; and the counties of Amelia, Brunswick, Buckingham, Charlotte, Cumberland, Halifax, Henry, Lunenburg, Mecklenburg, Nottoway, Patrick, Pittsylvania, and Prince Edward.</p>
MISSION & VISION	<p>Our mission is to create talent pathways for our emerging Health Care and Social Assistance workforce, connect people to good jobs in the sector, and support career advancement training for incumbent workers. Collaborative efforts will address barriers to access, retention and completion in training programs, and inform state policy.</p> <p>Through our collaborative efforts, our vision is a thriving region, evidenced by an increase in the overall health of our communities.</p>
CORE VALUES	<ul style="list-style-type: none"> • Active Collaboration • Innovation • Shared governance • Data-informed decision making • Inclusive and equitable access • Accountability • Celebrating Our Achievements
PARTNERSHIP STRUCTURE (initial during development)	<p>Committees drive actionable work aligned to the Partnership Goals. Committees meet monthly to assess data-informed issues and industry needs. Sub-committees can be formed to address short-term efforts.</p> <p>The full Partnership will meet quarterly as an opportunity to inform committee activities, share committee work, celebrate achievements, and build social capital amongst the members.</p> <p>The SVPHSC Intermediary organization will support the Partnership's organizational needs in the near-term (first two years). This includes communication strategies, website development, document preparation, document storage/sharing, meeting logistics and Partnership convenings.</p>
GOALS and STRATEGIES	
GOAL(S):	<p>Align K12 and postsecondary healthcare and social assistance curriculum to meet the needs of employers and industry standards, while adhering to state requirements. [Academic]</p>

	<p>Increase knowledge and awareness of the existence and value of healthcare and social assistance careers among partnership members, community stakeholders and workers (current and prospective). [Talent Pathways]</p> <p>Address barriers impacting the recruitment, retention and completion in healthcare and social assistance training and education programs. [Talent / Academic / Data & Technology]</p> <p>Identify and develop action plans to address high need in-demand occupations. [Talent Pathways / Academic]</p> <p>Sustain the SVPHSC by developing the requisite infrastructure and collaborative framework, securing resources, and communicating successes. [Intermediary / Data & Technology]</p>
METRICS & OUTCOMES	<p>To be developed by Data & Technology Committee, with input from Partnership members.</p> <p>Partnership efforts will support job creation and placement for the Healthcare and Social Assistance sector [NAICS 62] and aligned SOC's 21, 29, and 31.</p>
COMMITTEES	
Talent Pathways	<p>Develop strategies and implement initiatives to increase the knowledge and awareness of the existence and value of healthcare and social assistance careers among partnership members, community stakeholders and workers (current and prospective).</p> <p>Develop strategies and initiatives to address barriers impacting the recruitment into healthcare and social assistance training and education programs, particularly those that are in high demand and pay a family-sustaining wage.</p> <p><i>Areas of focus:</i> identify pathway assets and gaps, develop roadmaps for high-need occupations, outreach, work-based learning, PR campaign for stakeholder groups.</p>
Academic Alignment & Success	<p>Develop strategies and implement initiatives to align K12 and postsecondary healthcare and social assistance curriculum to meet the needs of employers and industry standards, while adhering to state requirements.</p> <p>Develop strategies and initiatives to address barriers impacting the retention and completion in healthcare and social assistance training and education programs, especially those that are in high-demand and pay a family sustaining wage.</p> <p><i>Areas of focus:</i> course inventory and alignment to occupations, program retention rates; program completion; high-stakes testing; academic preparedness; and build capacity in critical programs.</p>

<p>Data & Technology Solutions</p>	<p>Provide data to identify and quantify barriers to recruitment, retention and completion in healthcare and social assistance training and education programs.</p> <p>Provide data and analysis to identify in-demand occupations for Region 3.</p> <p>Recommend technology solutions to support the SVPHSC infrastructure (ex. document sharing).</p> <p>Identify key metrics and data sources to document outputs and outcomes.</p>
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Attachment 2: Example Agenda for Southern Virginia Meetings (September 2024)

AGENDA

Southern Virginia Partnership for Health Sciences Careers (SVPHSC)

Hosted by Sentara Halifax Regional Hospital (Leggett Auditorium)

Sept. 27, 2024

Transition to ALL Virtual due to TS Helene

Zoom:

<https://ialr.zoom.us/j/88590641780?pwd=qun4w2SOenvak81jmYwphMdtkyWqHq.1>

Connect at 12 pm.

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|--------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|
| A. Welcome and Employer Spotlight [12:10pm]
Sentara | Nicole Dockery, |
| B. Claude Moore Foundation/Opportunities [12:35pm]
a. Statewide Partnership
b. Road map for Health Sciences Partnerships | Cynthia Lawrence |
| C. SVPHSC Charter review and adoption
Cynthia Lawrence
[12:45pm; breakout rooms] | Dr. Julie Brown &
Partnership Members |
| D. Committee Reports [1:00pm]
a. Academic Alignment & Success
b. Talent Pathways
c. Data & Technology Committee | Dr. Mark Jones
Dr. Keith Harkins
Dr. Greg Hodges |
| E. Discussion: Reports and Outcome Tracking [1:35pm]
Cynthia Lawrence | Dr. Julie Brown & |
| F. Other discussion and action items [1:50pm] | Partnership Members |
| G. Next Meeting: Nov. 19 th @ Sovah Health – Danville 12 pm. | |
| H. Adjourn [2:00 pm] | |

MEETING MINUTES

Southern Virginia Partnership for Health Sciences Careers (SVPHSC)

Sept. 27, 2024, 12 pm

The September meeting was scheduled for Sentara Halifax; however, due to Hurricane Helene, the meeting was held virtually. We will reschedule the visit to Sentara for an upcoming Partnership meeting.

Attendees:

Dr. Teresa Beach	Dean, School of Nursing	Averett University
Cynthia Lawrence	President	Blue Ridge Partnership for Health Science Careers
Dr. Shep Critzer	Director of Student Services	Charlotte County Public Schools
Dr. Bill Hazel	CEO	Claude Moore Opportunities
Shirley Bazdar	Program Manager & Director of Programs	Claude Moore Opportunities / Claude Moore Scholars
David Tucker	President & COO	Commonwealth Care (Chase City)
Marcus Stone		Connect Health + Wellness (Henry Co)
Jessica Dalton	VP Workforce Services	Danville Community College
Tamara Williams	Coord. of Dual Enrollment & Early College	Danville Community College
Chad Younger	Director of Workforce Services	Danville Community College
Dominique Foutain-Short	Administrative Assistant, Workforce Services	Danville Community College
Jim Bebeau	Executive Director	Danville Pittsylvania Community Services
Cindy Lewis	Director of Human Resources	Danville Pittsylvania Community Services
Jennifer Dowdy	HR Coordinator & Recruiter	Danville Pittsylvania Community Services
Dr. Gwyn Stone	CTE Director	Danville Public Schools
Susanne Bell	Program Officer	Danville Regional Foundation
Dr. Caroline Sutter	Co-Director	GMU - Center for Health Workforce
Dr. Jenifer Meno	Regional Strategic Support	GMU - Center for Health Workforce
Bryan David	Program Director	GO Virginia Region 3/UVA Cooper Center
Kate Keller	President	The Harvest Foundation
Dr. Julie Brown	Vice President, Advanced Learning/GO TEC	Institute for Advanced Learning and Research
Breanna Nunnally	REACH Program Manager	IALR / REACH
Dr. Sally Shannon	Assoc. Dean, College of Education, H&HS	Longwood University
Amy Hite	Dir. of Secondary Curriculum and Instruction	Lunenburg County Public Schools
Lakesha Reed-Curtis	CEO	Medical Solutions Academy
Dr. Greg Hodges	President	Patrick & Henry Community College
Amy Webster	Director of Nursing and Allied Health	Patrick & Henry Community College
Marsha Mendenhall	CEO	Piedmont Access To Community Health Services (PATHS)
Dr. Mark Jones	Superintendent	Pittsylvania County Public Schools
Ann Cassada	Retired; Pittsylvania County THC Chapter Chair	Pittsylvania County Public Schools
Janelle Ball-Brooks	Director of Career and Technical Education	Pittsylvania County Public Schools
Anjanette Farmer	Director	South Central Health Education Center [AHEC]
Dr. Betty Adams	Executive Director	Southern Virginia Higher Education Center

Dr. Quentin Johnson	President	Southside Virginia Community College
Dr. Keith Harkins	VP of Academic & Workforce Development	Southside Virginia Community College
Melissa Arthur	Dean of Nursing, Allied Health, and Natural Sciences	Southside Virginia Community College
Laurie Michaelson	Dual Enrollment Advisor	Southside Virginia Community College
Leigh Moore	ADN Program Coordinator	Southside Virginia Community College
Steve Heatherly	Market President	Sovah Health
Leslie Sturdivant	Market VP of Support Services & Engagement	Sovah Health
Elaine Nichols	DMS Program Director	Sovah Health - School of Health Professions
Kim Radford	Work-based Learning Coordinator	Virginia Department of Education
Dr. Tammy Hurt	Work-based Learning Coordinator	Virginia Department of Education
Sandie Currie	Program Administrator	Virginia Dept. of Health (Danville)
Robbie Knight	Business Services Manager	West Piedmont Workforce Development Board

A. Statewide Partnership and Roadmap

Cynthia Lawrence (BRPHSC/Carilion) shared that Virginia, with leadership from the Secretary of Labor, is forming a statewide coordinating body, tentatively named the Virginia Partnership for Health Sciences Careers. This new collaborative partnership will hold its first meeting on November 4, 2024, at Piedmont Virginia Community College in Charlottesville.

The Secretary of Labor, in partnership with the Claude Moore Foundation, has endorsed the Regional Health Sciences [Workforce Partnership Roadmap](#), which highlights best practices and guiding documents provided by the BRPHSC as well as input from other regions who are establishing Partnerships, including Region 3.

B. SVPHSC Charter review and adoption

Julie Brown (IALR) reviewed the draft Charter and asked the Partnership members if there were any recommended edits. Dr. Brown also affirmed that the Charter would be regularly updated to reflect the current mission, vision and organizational structure as the partnership evolved. The members present approved the adoption of the Charter.

C. Committee Reports

a. Academic Alignment & Success

Dr. Mark Jones shared that the committee met twice to review the charter and discuss core courses and curriculum to support health sciences. Dr. Jones shared the efforts of Pittsylvania County Schools; dissemination of the healthcare career book to elementary students, GO TEC® offerings with healthcare technology focus in middle schools, academy for 9th and 10th and CTE programs for 11th and 12th graders.

b. Talent Pathways

Dr. Keith Harkins shared that the committee has worked on the committee logic model, creating a Google Drive for document sharing. The committee is reviewing job demand data and aligning recruitment efforts. The committee has also discussed sustainability of efforts.

c. Data & Technology Committee

Dr. Greg Hodges shared that the committee has met to discuss the logic model and the committee's focus on dissemination and validation of data. Dr. Hodges welcomed interested SVPHSC members in serving on the committee.

D. Discussion

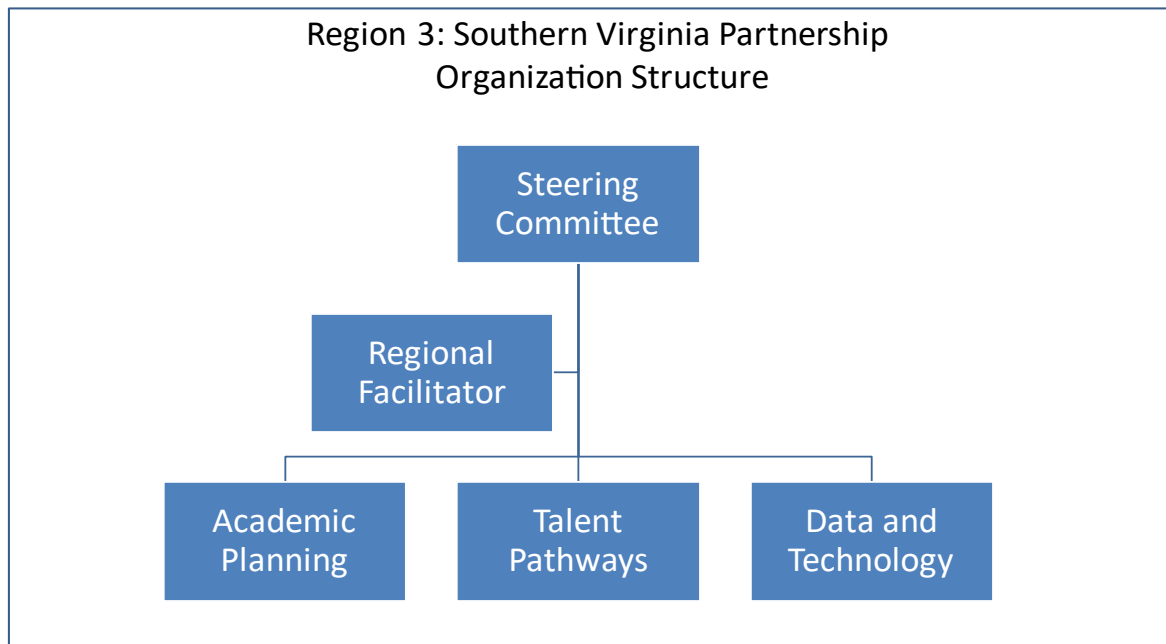
This time was used as an opportunity to create space for smaller group discussion, networking, and relationship building. Members were randomly assigned to breakout rooms to discuss Partnership efforts and why they, as representatives for their respective institutions, are at the table.

Next Meeting:

The SVPHSC will meet on Nov. 19, 2024, at Sovah Health – Danville at 12pm. Lunch will be provided.

E. The meeting was *adjourned* at 1:50PM.

Attachment 3: Region 3: Southern Virginia Partnership Planning Organization Structure



Southern Virginia Partnership Organizational Logic Model 2025

Attachment 3: Region 3: Southern Virginia Partnership Planning Organization Structure

Academic Planning & Preparedness Logic Model 2025

Talent Pathways Logic Model 2025

Data and Technology Solutions Logic Model 2025

Region 3 Growth & Diversification Plan 2021 Healthcare Highlights

- Hospitals are expected to face mounting losses as they increase expenditures on frontline workers
- Funding for Medicare expanded due to the burgeoning number of seniors
- The regulatory costs of healthcare services have increased due to federal healthcare reforms
- Operators in the sector are expected to benefit from technological innovation and the digitization of healthcare
- Fundamental forces driving capital investment during the outlook period include an aging population
- The number of enterprises in the sector is expected to increase over the next five years
- Many health providers have had to adjust to a complex and changing regulatory environment

GEORGE MASON UNIVERSITY

Reference: Region 3 Growth & Diversification Plan 2021

Attachment 5: Southern Virginia Committee Participants

Academic Planning Committee

Blue Ridge Partnership for Health Science Careers	Cynthia Lawrence	President
Danville Community College	Chadrick Younger	Director of Workforce Services
Danville Public Schools	Dr. Angela Hairston	Superintendent
Danville Public Schools	Dr. Gwyn Stone	CTE Director
The Harvest Foundation	Dr. Sandy Strayer	Program Officer
Institute for Advanced Learning and Research	Dr. Julie Brown	Vice President, Advanced Learning/GO TEC
Institute for Advanced Learning and Research	Breanna Nunnally	REACH Program Manager
Longwood University	Dr. Shannon Salley	Assoc. Dean, College of Education, Health, & Human Services
Medical Solutions	Lakesha Reed-Curtis	CEO
Patrick & Henry Community College	Amy Webster	Director of Nursing and Allied Health
Pittsylvania County Public Schools	*Dr. Mark Jones	Superintendent
Pittsylvania County Public Schools	Ann Cassada	Retired; Pittsylvania County THC Chapter Chairperson
Pittsylvania County Public Schools	Brian Boles	Director of Secondary Education
Pittsylvania County Public Schools	Janelle Ball-Brooks	Director of Career and Technical Education
South Central Health Education Center [AHEC]	Anjanette Farmer	Director
Southside VA Area Health Education Center [AHEC]	Natasha Lipscomb	Director
Southside Virginia Community College	Melissa Arthur	Dean of Nursing, Allied Health, and Natural Sciences
Southside Virginia Community College	Laurie Michaelson	Dual Enrollment Advisor
Southside Virginia Community College	Wendy Ezell	Dual Enrollment Advisor
Southside Virginia Community College	Leigh Moore	ADN Program Coordinator
Sovah Health - School of Health Professions	Elaine Nichols	DMS Program Director
Virginia Dept. of Health (Danville)	Brenna Link	Population Health Manager

*Committee Lead

Talent Pathway Planning Committee

Organization	Name	Position
Blue Ridge Partnership for Health Science Careers	Cynthia Lawrence	President
Cumberland County Public Schools	Dr. Chip Jones	Superintendent
Danville Community College	Jessica Dalton	VP Workforce Services
Danville Community College	Dr. Jim Emerson	Nursing Program Director
Franklin County Economic Development	Dani Poe	Director of Economic Development
Franklin County Economic Development	Karli Foster	Business, Retention, & Expansion and Workforce Manager
Institute for Advanced Learning and Research	Dr. Julie Brown	Vice President, Advanced Learning/GO TEC
Piedmont Access To Community Health Services (PATHS)	Marsha Mendenhall	CEO
Sentara Halifax Regional Hospital	Nicole Dockery	Vice President and Chief Nursing Officer
Southern Virginia Higher Education Center	Dr. Betty Adams	Executive Director
Southside Virginia Community College	*Dr. Keith Harkins	VP of Academic & Workforce Development Programs
Sovah Health	Leslie Sturdivant	Market VP of Support Services & Engagement
Virginia Dept. of Health (Danville)	Sandie Currie	Program Administrator
West Piedmont Workforce Development Board	Robbie Knight	Business Services Manager

*Committee Lead

Data and Technology Planning Committee

Blue Ridge Partnership for Health Science Careers	Cynthia Lawrence	President
Franklin County Economic Development	Dani Poe	Director of Economic Development
Franklin County Economic Development	Karli Foster	Business, Retention, & Expansion and Workforce Manager
George Mason University - Center for Health Workforce	Dr. Caroline Sutter	Co-Director
George Mason University - Center for Health Workforce	Dr. Jenifer Meno	Regional Strategic Support
Institute for Advanced Learning and Research	Dr. Julie Brown	Vice President, Advanced Learning/GO TEC
Patrick County Public Schools	Jason Wood	Superintendent
Patrick & Henry Community College	*Dr. Greg Hodges	President

*Committee Lead