



VIRGINIA HEALTH WORKFORCE  
DEVELOPMENT AUTHORITY

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**Virginia Health Workforce Development Authority (VHWDA)**

**Biennial Report to the General Assembly of Virginia**

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## Letter from the Executive Director

Dear Colleagues and Partners,

I am excited to share the Biennial report for the Virginia Health Workforce Development Authority (VHWDA). The report would not have been possible without the hard work of the VHWDA team and board members. Since 2022, VHWDA has revamped itself. We have officially updated our organizational logo to better reflect our renewed mission and commitment. This change is more than a visual update—it signifies a strategic shift in our focus toward enhancing healthcare workforce development, specifically in Virginia's medically underserved areas and Health Professional Shortage Areas (HPSAs).

Our decision to concentrate on underserved communities stems from a deep recognition of the healthcare access disparities affecting many Virginians. By directing our resources and efforts toward these areas, we aim to impact the health and well-being of those who need it most.

### Key Focus Areas:

1. **Recruitment Initiatives:** Implement programs to attract health professionals to underserved and in shortage areas.
2. **Retention Strategies:** Providing support and incentives to retain practitioners in these communities.
3. **Educational Partnerships:** Collaborating with academic institutions to tailor health profession education toward serving in underserved areas.
4. **Local Partnerships:** Working closely with community organizations, clinics, and hospitals to understand and address specific local needs.
5. **Policy Development:** Advising policymakers on legislation and regulations that support workforce development in underserved areas.
6. **Grant Acquisition:** Seeking funding opportunities to support programs targeting HPSAs.

We believe that collaborative efforts are essential for success. We invite you to partner with us—whether through shared initiatives, providing feedback, or spreading the word about our programs.

For more information about our new focus and how you can get involved, please visit our updated website at [www.vhwda.org](http://www.vhwda.org).

Sincerely,



**Harrison L. Hayes**  
Executive Director



## VHWDA Purpose

The **Virginia Health Workforce Development Authority (VHWDA)** was established to improve the health of Virginia's residents by enhancing the supply and distribution of qualified healthcare professionals throughout the state. Founded under the legislative authority of the Virginia Code [§ 32.1-122.7](#), VHWDA serves as a central coordinating body to address the challenges related to the health workforce.

### **A. Mission of VHWDA**

The mission of the Authority is to facilitate the development of a statewide health professions pipeline that identifies, educates, recruits, and retains a diverse, appropriately geographically distributed and culturally competent quality workforce. The mission of the Authority is accomplished by:

- (i) providing the statewide infrastructure required for health workforce needs assessment and planning that maintains engagement by health professions training programs in decision making and program implementation;
- (ii) serving as the advisory board and setting priorities for the Virginia Area Health Education Centers Program;
- (iii) coordinating with and serving as a resource to relevant state, regional, and local entities, including the Department of Health Professions Workforce Data Center, the Joint Legislative Audit and Review Commission, the Joint Commission on Health Care, the Behavioral Health Commission, the Southwest Virginia Health Authority, or any similar regional health authority that may be developed;
- (iv) informing state and local policy development as it pertains to health care delivery, training, and education;
- (v) identifying and promoting evidence-based strategies for health workforce pipeline development and interdisciplinary health care service models, particularly those affecting rural and other underserved areas;
- (vi) supporting communities in their health workforce recruitment and retention efforts and developing partnerships and promoting models of participatory engagement with business and community-based and social organizations to foster integration of health care training and education;
- (vii) setting priorities for and evaluating graduate medical education programs overseen by the Commonwealth;



- (viii)** advocating for programs that will result in reducing the debt load of newly trained health professionals;
- (ix)** setting priorities for and managing the Virginia Health Care Career and Technical Training and Education Fund;
- (x)** identifying high-priority target areas within each region of the Commonwealth and working toward health workforce development initiatives that improve health measurably in those areas;
- (xi)** fostering or creating innovative health workforce development models that provide both health and economic benefits to the regions they serve;
- (xii)** developing strategies to increase diversity in the health workforce by examining demographic data on race and ethnicity in training programs and health professional licensure;
- (xiii)** identifying ways to leverage technology to increase access to health workforce training and health care delivery; and
- (xiv)** developing a centralized health care careers roadmap in partnership with the Department of Health Professions that includes information on both licensed and unlicensed professions and that is disseminated to the Commonwealth's health care workforce stakeholders to raise awareness about available career pathways.



## **B. Powers and Duties of VHWDA**

- i. The Virginia Health Workforce Development Authority (the Authority) is authorized to serve as the incorporated consortium of allopathic and osteopathic medical schools in Virginia as required by federal statute to qualify for the receipt of Area Health Education Centers programs, legislatively mandated under the Public Health Service Act as amended, Title VII, § 751, and 42 U.S.C. § 294a, and to administer federal, state, and local programs as needed to carry out its public purpose and objectives. The Authority is further authorized to exercise independently the powers conferred by this section in furtherance of its corporate and public purposes to benefit citizens and such other persons who might be served by the Authority.
- ii. The Authority is authorized to monitor, collect, and track data pertaining to health care delivery, training, and education from Virginia educational institutions and other entities as needed to carry out its public purpose and objectives in areas where such data efforts do not already exist. The Authority is further authorized to request and seek data for program evaluation purposes and may partner with other agencies and institutions to help manage and analyze health workforce data. The Authority shall assist in the coordination of data from various sources, including the Department of Education, the Department of Health Professions, the Department of Health, the Virginia Office of Education Economics, the Workforce Data Trust, and the George Mason University Center for Health Workforce.
- iii. The Authority shall have the authority to assess policies, engage in policy development, and make policy recommendations.
- iv. The Authority shall have the authority to apply for and accept federal, state, and local public and private grants, loans, appropriations, and donations; hire and compensate staff, including an executive director; rent, lease, buy, own, acquire, and dispose of property, real or personal; participate in joint ventures, including to make contracts and other agreements with public and private entities in order to carry out its public purpose and objectives; and make bylaws for the management and regulation of its affairs.
- v. The exercise of powers granted by this article and the undertaking of activities in the furtherance of the purpose of the Authority shall constitute the performance of essential governmental functions.



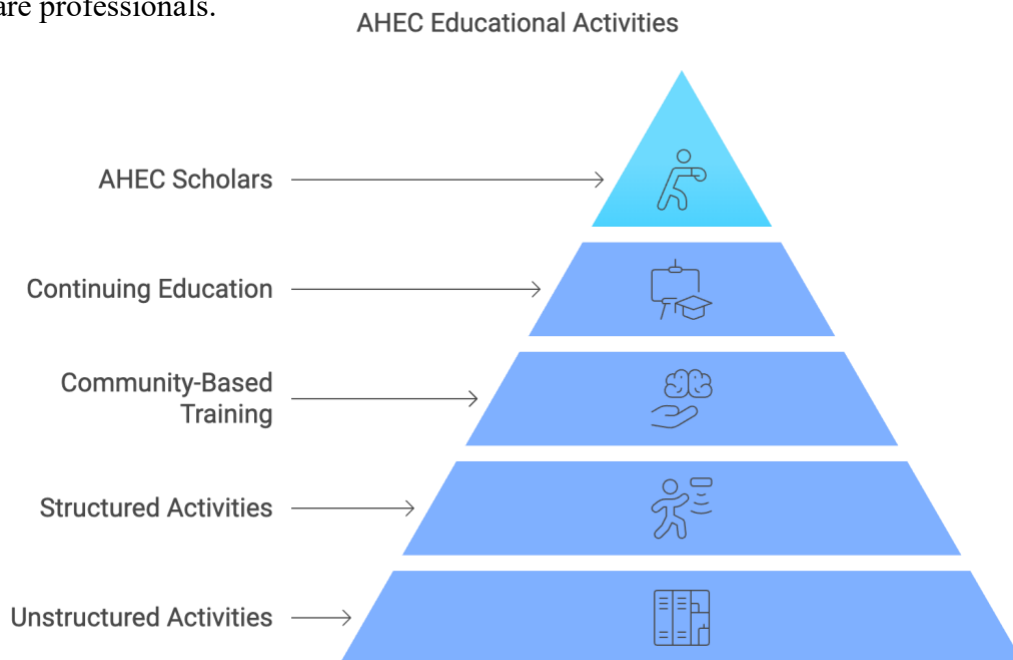
# Accomplishments 2022-2024

## 1. VIRGINIA AREA HEALTH EDUCATION CENTER

Virginia Area Health Education Centers (VA AHEC) are federally funded through the United States Health Resources and Services Administration (HRSA) and administered by the Virginia Health Workforce Development Authority.

The aim of VA AHEC is to provide interprofessional and educational resources to motivate, recruit, train, and maintain a healthcare workforce dedicated to serving our eight AHEC Regions within Virginia. Within these eight regions are AHEC Centers which are made up of dedicated teams of professionals who collaborate with healthcare providers, educators, and community leaders, striving to create innovative programs and initiatives that address the evolving needs of our diverse population.

Through comprehensive training, continuous education, strategic partnerships, and the VA AHEC Scholars Program, we empower healthcare professionals to deliver exceptional care while promoting health equity. VA AHEC Program also contributes toward the HRSA mission to increase access to care for underserved individuals and communities through their academic and community partnerships that create training opportunities for health professions students and health care professionals.



Virginia Health Workforce Development Authority



### A. AHEC Scholars

The AHEC Scholars program flagship program. Selected applicants participate in a two-year educational program and may be eligible to receive a stipend. Virginia AHEC Scholars Program includes 40 hours of didactic and 40 hours of clinical activities each year. Scholars develop new skills and are introduced to an interprofessional framework that will be crucial to improving health and health care. Each AHEC Scholar will receive a Virginia AHEC Scholars Certificate, setting them apart from other students in an increasingly competitive environment. Selected scholars will also have the chance to meet leaders in health care and make connections with other participants, creating an invaluable network for their future careers in health care.



“I am a second year Physician Assistant Student at Randolph-Macon College in Ashland, Virginia. I love to spend time with my family whether it is at the beach, hiking in the mountains, swimming, mountain biking, kayaking, or touring farmer's markets. I enjoy traveling across the country to experience stunning views, unique cultures, and different foods. I also enjoy volunteering my time at the local fire house as a firefighter and paramedic. I find that (1) quality time well spent in making lasting memories with loved ones and (2) helping my fellow man are two of the most fulfilling and rewarding things in life.”

#### **Micaiah Landrum**

Randolph Macon College PA Student  
2022-24 AHEC Scholar

### B. VAAHEC Accomplishments 2022-24

Over 12,000 Program Participants

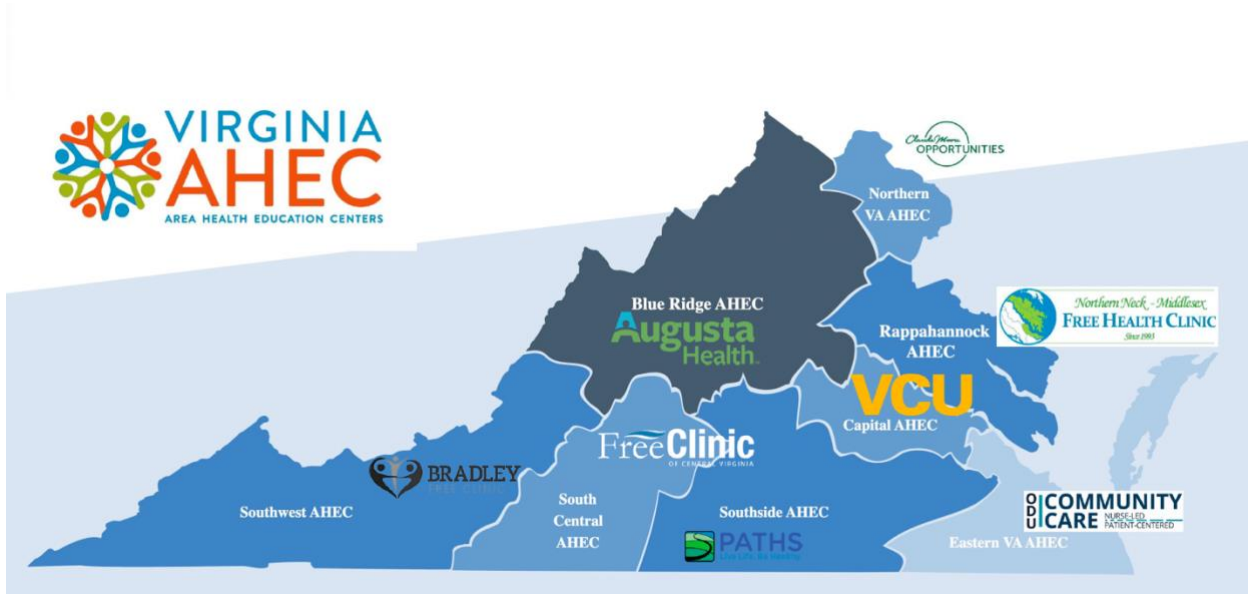
Over 300 AHEC Scholars

95% of Clinical Training in Medically Underserved Area





### C. 2024 Changes to VAAHEC Host sites



In August 2024, Virginia AHEC shifted most of its participating host sites to Free Clinics, Federally Qualified Health Centers, and Community-based Hospitals. This model represents a focus on ensuring that participants in the AHEC program are practicing in areas of greatest need, aiming to retain individuals to work in those regions after completing their academic training.

### D. VAAHEC in the News



**Virginia AHEC program to retain healthcare professionals in underserved areas:**

[www.wdbj7.com/2024/10/18/virginia-ahec-program-retain-healthcare-professionals-underserved-areas/](http://www.wdbj7.com/2024/10/18/virginia-ahec-program-retain-healthcare-professionals-underserved-areas/)

## 2. COMMUNITY HEALTH WORKER TRAINING

In March 2024, VHWDA launched a community health worker training program which includes:

- 12-week course with 17 asynchronous, online, interactive modules (80 hours of didactic lessons)
- This course fulfills the **didactic** requirements outlined by the [Virginia Certification Board for Virginia CHW Certification](#).

The 12-week course is available through Moodle in partnership with our partners at George Mason University. Students navigate through each didactic module, which consists of relevant readings, videos, discussion board assignments, case studies, and assessments. The course helps students prepare for careers as community health workers, health advocates, or other similarly skilled professionals. Students can also utilize the training as an introduction to healthcare.

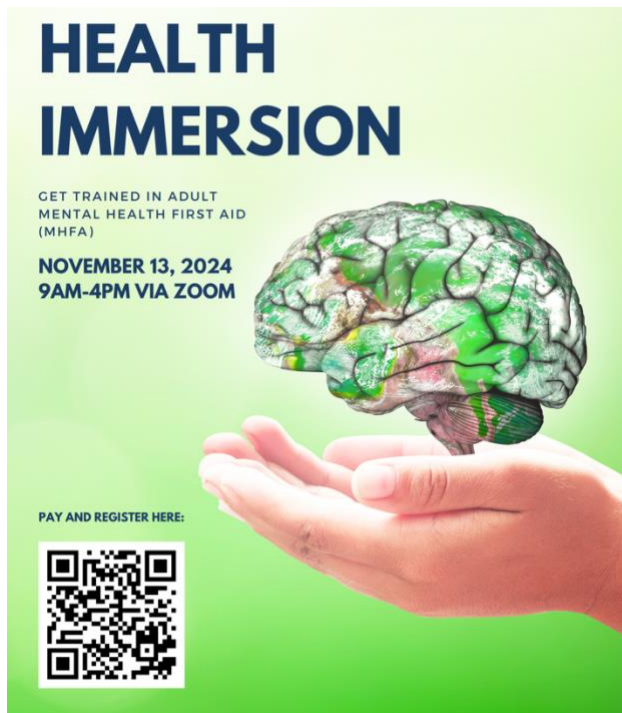


### 63 COMPLETERS (2024)

VHWDA has created an immersion series to focus on Nutrition and Behavioral Health. These immersion series provide additional level certification that includes CPR and Mental Health First Aid.

#### Course Participants:

- Aspiring community health workers,
- Students of all levels,
- Current clinicians, nurses, clinical social workers, and other health professionals,
- Community advocates,
- Anyone passionate about promoting health and wellness.



### 3. GRADUATE MEDICAL EDUCATION

Following the 2024 General Assembly Session, VHWDA began partnering more closely with the Virginia Department of Medical Assistance Services (DMAS) to oversee the Graduate Medical Education (GME) program for primary care and high-need specialties in underserved areas. Supplemental GME payments are for new primary care and high-need specialty residency slots are contingent on funding.

**Supplemental Award:** \$100,000 annually for up to 4 years. For any residency program at a facility whose Medicaid payments are capped by the Centers for Medicare and Medicaid Services (CMS), the supplemental payments for each qualifying residency shall be \$50,000 from the general fund annually minus any Medicare residency payments for which the residency program is eligible.

#### **Specialty Areas for Funding Consideration:**

- Child & Adolescent Psychiatry
- Family Medicine
- Internal Medicine
- Obstetrics & Gynecology
- Pediatrics
- Psychiatry
- Application for post-residency high-need fellowships may be considered



**Funding Terms:** Funding will be available for up to four years if the sponsoring institution maintains the total number of residencies, including the new residency. Payments are made quarterly.

**30 GME Slots Awarded for FY24**

**55 GME Slots Swarded for FY25**

# Virginia Health Workforce Development Authority

## Profit and Loss July 2023 - June 2024

	TOTAL			
	JUL 2023 - JUN 2024	JUL 2022 - JUN 2023 (PY)	CHANGE	% CHANGE
<b>Income</b>				
CHW Training Revenue	10,205.78		10,205.78	
Grant Income				
Federal Earmark (Behavioral Health CHW) Income	169,000.00		169,000.00	
HRSA AHEC Grant Income	1,519,229.02	222,432.61	1,296,796.41	583.01 %
State General Fund Ops Income	300,079.40	119,987.42	180,091.98	150.09 %
<b>Total Grant Income</b>	<b>1,988,308.42</b>	<b>342,420.03</b>	<b>1,645,888.39</b>	<b>480.66 %</b>
Other Types of Income (deleted)				
Miscellaneous Income (deleted)		651.70	-651.70	-100.00 %
<b>Total Other Types of Income (deleted)</b>		<b>651.70</b>	<b>-651.70</b>	<b>-100.00 %</b>
Program Income				
HRSA AHEC Centers		1,214,034.82	-1,214,034.82	-100.00 %
VDH Workforce Implementation		347,102.67	-347,102.67	-100.00 %
VRHA Grant (deleted)		317,527.19	-317,527.19	-100.00 %
<b>Total Program Income</b>		<b>1,878,664.68</b>	<b>-1,878,664.68</b>	<b>-100.00 %</b>
Sales of Product Income				
State General Fund		45.80	-45.80	-100.00 %
State General Fund - Operation (deleted)		222,250.00	-222,250.00	-100.00 %
<b>Total State General Fund</b>		<b>1,588.94</b>	<b>-1,588.94</b>	<b>-100.00 %</b>
<b>Total Income</b>	<b>\$1,998,514.20</b>	<b>\$2,445,621.15</b>	<b>\$ -447,106.95</b>	<b>-18.28 %</b>
Cost of Goods Sold				
Cost of Goods Sold		0.00	0.00	
Inventory Shrinkage	0.00		0.00	
<b>Total Cost of Goods Sold</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00%</b>
<b>GROSS PROFIT</b>	<b>\$1,998,514.20</b>	<b>\$2,445,621.15</b>	<b>\$ -447,106.95</b>	<b>-18.28 %</b>
Expenses				
AHEC CENTER COSTS				
Blue Ridge AHEC	118,350.46	137,293.15	-18,942.69	-13.80 %
Capital Area AHEC	123,494.28	86,019.65	37,474.63	43.57 %
Eastern VA AHEC	123,494.28	65,845.31	57,648.97	87.55 %
EVMS (deleted)		40,742.58	-40,742.58	-100.00 %
NOVA AHEC	193,494.24	57,956.22	135,538.02	233.86 %
PATHS AHEC	147,216.28	146,727.59	488.69	0.33 %
Rappahannock Region	123,494.28	129,858.22	-6,363.94	-4.90 %

# Virginia Health Workforce Development Authority

## Profit and Loss

July 2023 - June 2024

	TOTAL				
	JUL 2023 - JUN 2024	JUL 2022 - JUN 2023 (PY)	CHANGE	% CHANGE	
SV AHEC	123,494.28	120,674.43	2,819.85	2.34 %	
SW AHEC	166,302.46	179,183.82	-12,881.36	-7.19 %	
<b>Total AHEC CENTER COSTS</b>	<b>1,119,340.56</b>	<b>964,300.97</b>	<b>155,039.59</b>	<b>16.08 %</b>	
<b>DIRECT COSTS</b>					
Contractual Costs		10,857.50	-10,857.50	-100.00 %	
Banking Fees and Services	139.36	74,814.69	-74,675.33	-99.81 %	
Consultant Services (deleted)		211,033.11	-211,033.11	-100.00 %	
Deloitte Consulting LLP (deleted)		196,000.00	-196,000.00	-100.00 %	
<b>Total Consultant Services (deleted)</b>		<b>407,033.11</b>	<b>-407,033.11</b>	<b>-100.00 %</b>	
Consultants	211,385.70	44,958.81	166,426.89	370.18 %	
Professional Services	14,178.37		14,178.37		
Rent & Utilities	39,022.03		39,022.03		
Software, Telecom, and IT Services	68,846.09	42,532.63	26,313.46	61.87 %	
<b>Total Contractual Costs</b>	<b>333,571.55</b>	<b>580,196.74</b>	<b>-246,625.19</b>	<b>-42.51 %</b>	
Equipment	18,089.20	1,367.37	16,721.83	1,222.92 %	
Events, Training, and Travel		378.76	-378.76	-100.00 %	
Conferences & Conventions	11,537.86	2,625.00	8,912.86	339.54 %	
Meals	2,706.77		2,706.77		
Travel	9,191.16	6,323.13	2,868.03	45.36 %	
<b>Total Events, Training, and Travel</b>	<b>23,435.79</b>	<b>9,326.89</b>	<b>14,108.90</b>	<b>151.27 %</b>	
Insurance, Dues (deleted)					
Business Insurance (deleted)		60.59	-60.59	-100.00 %	
Liability & D/O Insurance (deleted)		120.75	-120.75	-100.00 %	
Membership Dues (deleted)		2,195.00	-2,195.00	-100.00 %	
<b>Total Insurance, Dues (deleted)</b>		<b>2,376.34</b>	<b>-2,376.34</b>	<b>-100.00 %</b>	
Operations (deleted)		8,272.28	-8,272.28	-100.00 %	
Building or Office Rent (deleted)		425.00	-425.00	-100.00 %	
Storage Rental (deleted)		1,112.00	-1,112.00	-100.00 %	
Telecommunications (deleted)		6,787.34	-6,787.34	-100.00 %	
<b>Total Operations (deleted)</b>		<b>16,596.62</b>	<b>-16,596.62</b>	<b>-100.00 %</b>	
Other Operating Costs					
Misc Operating Expenses	9,430.00		9,430.00		
<b>Total Other Operating Costs</b>	<b>9,430.00</b>		<b>9,430.00</b>		

# Virginia Health Workforce Development Authority

## Profit and Loss July 2023 - June 2024

	TOTAL			
	JUL 2023 - JUN 2024	JUL 2022 - JUN 2023 (PY)	CHANGE	% CHANGE
<b>Personnel Expenses</b>				
Employer Taxes	46,108.36	97,450.33	-51,341.97	-52.69 %
Fringe Benefits		1,888.43	-1,888.43	-100.00 %
Accident Insurance Expense	14,472.17	10,764.16	3,708.01	34.45 %
Dental Expense	2,162.78		2,162.78	
Flex Spending (Health) Expense	2,527.00		2,527.00	
FSA Dependent Care Expense	1,499.94		1,499.94	
Group Life Expense	554.87		554.87	
Limited Purpose FSA Expense	800.02		800.02	
Long Term Disability Expense	847.68		847.68	
Medical Expense	32,121.79		32,121.79	
Misc Benefits	10,754.02		10,754.02	
Vision Expense	380.16		380.16	
<b>Total Fringe Benefits</b>	<b>66,120.43</b>	<b>12,652.59</b>	<b>53,467.84</b>	<b>422.58 %</b>
Salaries & Wages	551,915.25	245,625.30	306,289.95	124.70 %
Workers Comp Insurance	389.30		389.30	
<b>Total Personnel Expenses</b>	<b>664,533.34</b>	<b>355,728.22</b>	<b>308,805.12</b>	<b>86.81 %</b>
<b>Supplies</b>				
Books, Subscriptions, Reference	2,247.00		2,247.00	
Office Supplies	7,125.83	8,231.81	-1,105.98	-13.44 %
Postage, Mailing Service		614.12	-614.12	-100.00 %
Printing and Copying	757.11	1,002.80	-245.69	-24.50 %
<b>Total Supplies</b>	<b>10,129.94</b>	<b>9,848.73</b>	<b>281.21</b>	<b>2.86 %</b>
<b>Total DIRECT COSTS</b>	<b>1,059,189.82</b>	<b>975,440.91</b>	<b>83,748.91</b>	<b>8.59 %</b>
<b>INDIRECT COSTS (deleted)</b>				
Other Costs (deleted)		5,336.09	-5,336.09	-100.00 %
<b>Total INDIRECT COSTS (deleted)</b>		<b>5,336.09</b>	<b>-5,336.09</b>	<b>-100.00 %</b>
Other Business Expenses (deleted)		188.89	-188.89	-100.00 %
Salaries & Benefits (deleted)				
Executive Director (deleted)		3,813.22	-3,813.22	-100.00 %
<b>Total Salaries &amp; Benefits (deleted)</b>		<b>3,813.22</b>	<b>-3,813.22</b>	<b>-100.00 %</b>
Uncategorized Expense	0.00		0.00	
<b>Total Expenses</b>	<b>\$2,178,530.38</b>	<b>\$1,949,080.08</b>	<b>\$229,450.30</b>	<b>11.77 %</b>
<b>NET OPERATING INCOME</b>	<b>\$ -180,016.18</b>	<b>\$496,541.07</b>	<b>\$ -676,557.25</b>	<b>-136.25 %</b>
<b>Other Income</b>				
Interest Earned	186.22		186.22	
<b>Total Other Income</b>	<b>\$186.22</b>	<b>\$0.00</b>	<b>\$186.22</b>	<b>0.00%</b>
<b>Other Expenses</b>				
Reconciliation Discrepancies		-4,051.64	4,051.64	100.00 %

# Virginia Health Workforce Development Authority

## Profit and Loss July 2023 - June 2024

	TOTAL			
	JUL 2023 - JUN 2024	JUL 2022 - JUN 2023 (PY)	CHANGE	% CHANGE
UNALLOWABLE COSTS (deleted)				
Meals & Refreshments for Meetings (deleted)		720.74	-720.74	-100.00 %
<b>Total UNALLOWABLE COSTS (deleted)</b>		<b>720.74</b>	<b>-720.74</b>	<b>-100.00 %</b>
<b>Total Other Expenses</b>	<b>\$0.00</b>	<b>\$ -3,330.90</b>	<b>\$3,330.90</b>	<b>100.00 %</b>
NET OTHER INCOME	<b>\$186.22</b>	<b>\$3,330.90</b>	<b>\$ -3,144.68</b>	<b>-94.41 %</b>
NET INCOME	<b>\$ -179,829.96</b>	<b>\$499,871.97</b>	<b>\$ -679,701.93</b>	<b>-135.98 %</b>

## Acknowledgments



**Thank you for reviewing VHWDA's Biennial Report.  
Please visit [vhwda.org](http://vhwda.org) for me information.**

### **VHWDA Staff**

Harrison Hayes, Executive Director  
Julia Billingsley, Director of Policy  
Arthur Kellermann, MD, MPH, Senior Advisor  
Henry Lewis, Program Manager (GME & CHW)  
Amanda Parsons, Data Coordinator  
Amy Paul, MD, MSHA, Director of Statewide GME  
Abbey Sandhovel, Program Specialist  
Amy Taloma, PhD, Director of Virginia AHEC  
Lauren Winston, Director of Strategic Partnerships

### **VHWDA Board Members**

David Abraham  
Sharon Alexander  
Yvette Doresey, DNP, RN  
Karen Faison, PhD  
Scott Fleming  
Alexis Gerdes  
Jesse Goodrich  
The Honorable Ghazala Hashmi  
The Honorable M. Keith Hodges  
The Honorable L. Louise Lucas  
Tiffany Covarrubias-Lyttle  
Arne Ownes  
Philmika Reid  
Nicole Overlay  
Shannon Showalter  
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The Honorable Rodney Willett  
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The Honorable Eric Zehr

