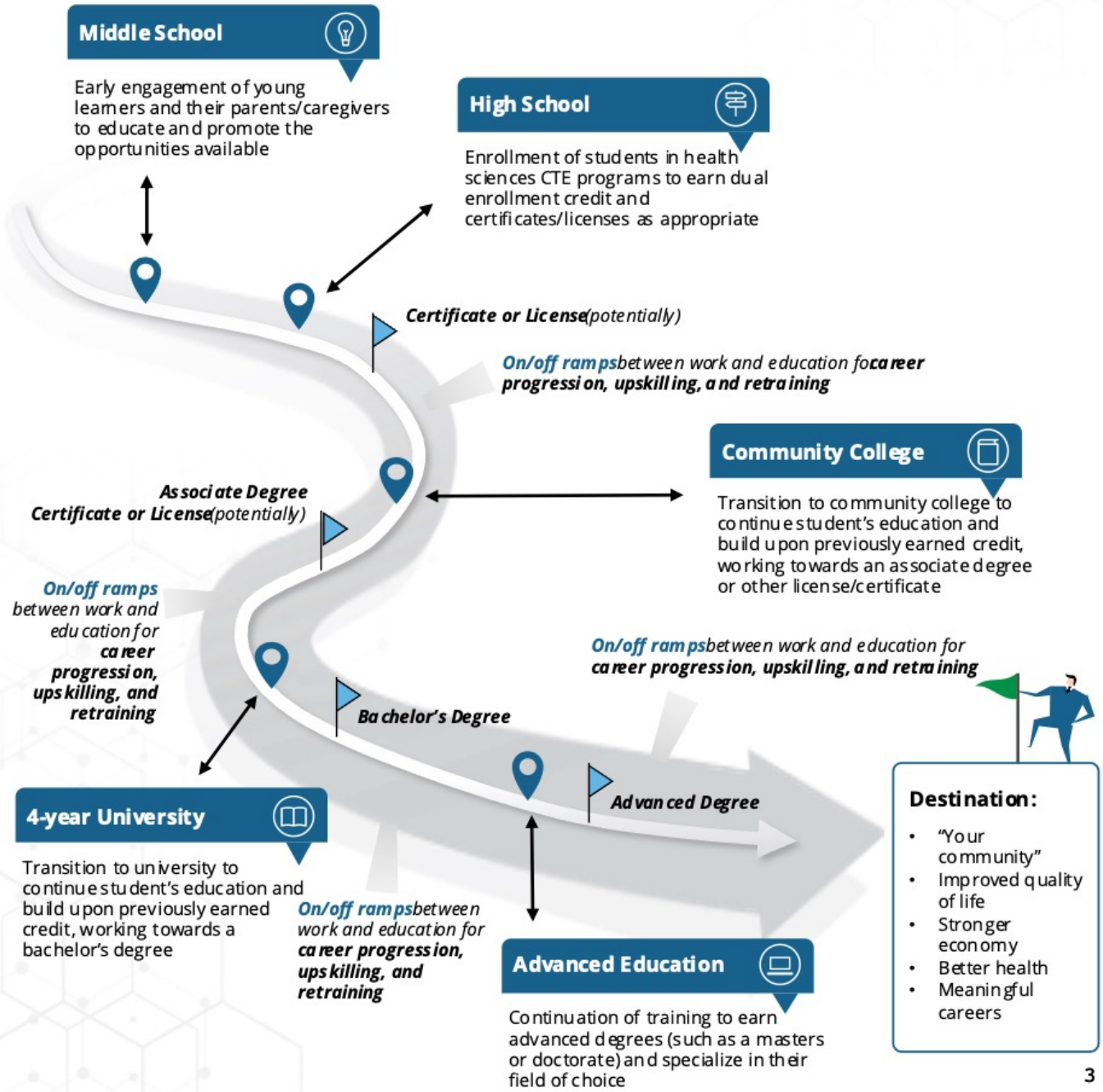


# Proposed Solution:

## Health Sciences Highway to Support Economic Development

“ The health sciences workforce highway enables **continuous learning**, beginning with early engagement in middle school and continuing throughout with professional education. It also facilitates **on and off ramps** as students transition between school and work for **upskilling** and career change, while contributing to the **economic development** in local communities. ”



# Building the Highway

“ The following lists the **needed components for the success** of the health sciences workforce highway, potential **solutions**, and the **lead stakeholder or funder**. These components are necessary for students to progress in their education and career pathway, beyond what support Claude Moore can provide. Overall, this model should be **state supervised and locally administered**. ”

	Need ed Component	Potential Solutions	Lead Stake holder
State leadership	01 Innovation and investment fund	Health workforce <b>innovation and investment fund</b> to address priority needs in regional areas and create incentives for private sector investment	All
	02 Statewide coordinating and governance body	Strengthen and increase capacity of the <b>Virginia Health Workforce Development Authority (VHWD A)</b> and AHECs	All
	03 Data analysis to inform decision making	Health workforce <b>data hub</b> to better understand occupational distributions / workforce needs and inform state and regional efforts	All
	04 Dual enrollment credit	<b>G3 allocation</b> , including G3 funding to pay for high school students (whether they are based to the college or taught by college faculty at the high school)	Government
		<b>Standardized state support</b> for consistent and equitable dual-enrollment funding (note: state-wide dual-enrollment study in progress)	Government
05 Credentialed, qualified teachers in both high school and higher education settings	<b>Regulatory structure</b> that enables professionals to provide instruction	Government	
	<b>Consistency</b> for what <b>teaching credentials</b> are recognized across the state	Govt, K-12, Higher Ed	
	<b>Broadcast teaching</b> to leverage and expand the impact of teachers	K-12, Higher Ed	
	Third party support for <b>teacher salaries</b> or <b>in-kind</b> contributions	Employers, Funders	
Locally/regionally administered	06 Educational pathways to advance through the highway	Clear <b>regional articulation of student pathways</b> in their education journey, including courses, curricula, training institutions, etc. (note: <i>Accelerated RN Pathway grant has been submitted</i> )	K-12, Higher Ed
		Credit for prior learning and appropriate course recognition so credentials are <b>stackable and portable</b>	K-12, Higher Ed
	07 Classroom infrastructure, equipment, and material	Bolster state resources for classroom material with <b>third party funding</b>	Employers, Funders
		Identify and share <b>high cost virtual resources across remote environment</b> (e.g., virtual human anatomy and dissection programs)	K-12, Higher Ed, Funders
	08 Early engagement of middle school students and their parents/caregivers	Third party support for <b>career fairs</b> and other <b>convening events</b> to support early exposure, especially to <b>underrepresented</b> and/or <b>low income</b> students	Employers, Funders
		Leveraging employer engagement for <b>career shadowing</b> opportunities, <b>speaking</b> engagements, onsite tours or <b>field trips</b> , etc.	Employers, K-12
	09 Counseling and “wrap around” services	Development and distribution of <b>marketing materials</b> to school counselors, coaches, parents, etc. with information on <b>diversity of career opportunities available</b> and <b>pathways</b> to those careers	Employers, K-12, Funders
		<b>Mentorship and career coaching</b> from private sector and related nonprofits (career centers, United Way, etc.)	Employers, Funders
		Provide <b>remedial support</b> or boot camps in areas needed (e.g., math, ESL, Anatomy and Physiology)	K-12, Higher Ed, Funders
	10 Internships and clinical experiences	Hire program coordinator or additional school <b>counselor/college coach support</b>	K-12, Higher Ed
		Increase <b>collaborations &amp; capacity</b> with employers for internships/clinicals	Employers
Leverage <b>virtual or simulation options</b> for experiential learning		Employers, Higher Ed	
11 Jobs in the local communities	Connect students with <b>training opportunities</b> in their local regions to increase <b>retention</b> in those communities (especially important in <b>rural</b> areas)	Employers, Higher Ed	

