Healthcare Workforce Regional Partnership (HWRP) Brightpoint Community College Foundation

**Region 4:
Healthcare Pathways**

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Education-Based Pathways (High Schools, Colleges, Workforce Training)

Introduction:

Region 4 offers a comprehensive range of education-based healthcare training programs that prepare students and adult learners for in-demand roles across the healthcare continuum.

Registered Nurse (RN) pathways are the most robust across the region, beginning with Associate Degrees in Nursing (ADN) at Reynolds and Brightpoint Community Colleges, and extending through Bachelor of Science in Nursing (BSN) programs at Virginia Commonwealth University (VCU) and Bon Secours Memorial College of Nursing. VSU offers an online RN-to-BSN pathway for working professionals. Galen College and Bryant & Stratton College provide additional RN pathways, often on accelerated or flexible schedules. Many of these programs are Board of Nursing accredited, include clinical rotations, and offer hybrid or evening options to accommodate adult learners.

High school seniors can enter Licensed Practical Nurse (LPN) training through Henrico County's two-year practical nursing program. At the community college level, LPN pathways have historically been offered at Brightpoint and may be supported by FastForward and G3 tuition programs. Galen College also offers LPN training on a flexible schedule, appealing to working adults or career switchers.

Short-term Certified Nursing Assistant (CNA) training is delivered through the Community College Workforce Alliance (CCWA) and supported by state-funded tuition programs such as G3 and FastForward. These programs are structured to accommodate working adults with options like evening courses and flexible scheduling.

Medical Assistant (MA) training is available through the Community College Workforce Alliance (CCWA) in partnership with VCU Health, with both daytime and evening classes. The private institution Bryant & Stratton College also offer MA programs, often with flexible and online options. MA roles serve as a valuable workforce entry point and are particularly aligned with adult learners pursuing quick-to-employment credentials.

Reynolds Community College offers a Commission on Dental Accreditation (CODA) certificate in Dental Assisting that includes over 300 clinical hours. Dental Hygiene training is available through VCU's School of Dentistry, which operates a 2+2 program culminating in a bachelor's degree. These pathways are largely campus-based and designed for students pursuing careers in oral health support roles.

Graduate nursing programs at VCU prepare students for roles such as Nurse Practitioner or Nurse Anesthetist. The university also offers training in radiologic technology, occupational therapy, and other advanced allied health fields. These programs are primarily full-time and in-person, though some graduate-level coursework is offered in hybrid formats.

Table 1: The table below provides an overview of various organizations by education level, with examples of their programs/pathways, the occupations they target, and a description which includes delivery formats.

Organizations	Programs in Region 4	Occupations	Description
High School Programs	• *Governor's Health Sciences Academy* (Chesterfield County) – a specialty center with dual-enrollment and internships. (DOE) • *Henrico County High School Practical Nursing* (Henrico County) – a two-year program for 11th–12th graders in partnership with Bon Secours (leads to LPN licensure). (Henricoschools.us)	Pre-nursing career exploration; CNA, LPN	In-school academies teach health science coursework, labs, and integrate clinical rotations. Students earn college credit and industry certifications (e.g., CNA) while in high school. Henrico's PN program includes summer clinicals at a hospital for LPN training. These pipelines introduce students to healthcare early and feed into college or entry-level jobs.
Community Colleges	• *Reynolds Community College* (Richmond & Henrico County) – Nursing AAS (RN) program; Dental Assisting certificate; prerequisites for dental hygiene. (reynolds.edu) • *Brightpoint Community College* (Chesterfield County) – Nursing AAS (RN); formerly offered Practical Nursing; health science associate for transfer. (brightpoint.edu)	CNA, Medical Assistant, LPN, AAS, RN, Dental Assistant	Students can receive an AAS (RN) degree in ~2 years. These meet Board of Nursing requirements and often have partnerships for clinical placements. Some courses are available in hybrid online format. Reynolds' Dental Assisting program is CODA-accredited, including 300+ clinical hours.

Organizations	Programs in Region 4	Occupations	Description
	• *Community College Workforce Alliance (CCWA)* (Richmond) – short-term certification courses (e.g. Clinical Medical Assistant, Nurse Aide) with FastForward and G3 tuition assistance. (reynolds.edu)		CCWA coordinates intensive certificate programs for CNA, CMA, etc., typically 6–18 weeks. CCWA offers multiple schedules for Medical Assistant training like daytime and evening classes to accommodate adult learners.
Four-Year Colleges/Universities	• *VCU School of Nursing* (Richmond) – Bachelor of Science in Nursing (BSN), accelerated BSN for second-degree students, and graduate nursing. (vcu.edu) • *VCU School of Dentistry* (Richmond) – Doctor of Dental Surgery (DDS) and Bachelor's in Dental Hygiene. (generaldentistry.vcu.edu) • *Virginia State University* (Petersburg) – RN-to-BSN completion program (mostly online) for working RNs. (vsu.edu)	RN (BSN), Advanced Practice RN, Dental Hygienist, Dentist	VCU's BSN is a traditional full-time program, with an accelerated 20-month option (typically 4 years) for those with a prior degree. VCU also offers graduate nursing for advanced specialties (Nurse Practitioner, Nurse Anesthetist, etc.). Dental training at VCU includes a 2-year pre-professional + 2-year clinical dental hygiene program and the full DDS program, which are both based on campus. VSU's RN-to-BSN is designed for employed nurses to advance their education; it is delivered online/hybrid.
Private Colleges & Schools	• *Bon Secours Memorial College of Nursing* (Richmond) – hospital-	LPN, AAS, ADN, RN, BSN,	Bon Secours tailors programs to meet the workforce needs at their

Organizations	Programs in Region 4	Occupations	Description
	affiliated college offers RN to BSN degrees. (bsmcon.edu) • *Southside College of Health Sciences* (Bon Secours) (Colonial Heights) – offers an ADN (RN) program. (schs.edu) • *Galen College of Nursing* (HCA) (Chesterfield County) – a private nursing school launched by Hospital Corporation of America (HCA) Healthcare in Richmond, offering LPN, ADN, and BSN pathways. (galencollege.edu) • *Bryant & Stratton College* (Richmond campus) – for-profit institution offering nursing (ADN, BSN) and medical assisting programs. (bryantstratton.edu)	Medical Assistant	hospitals, by offering BSN (or RN to BSN) pathways. Galen College (HCA) runs 3-year BSN and 2-year ADN programs on an accelerated calendar. Bryant & Stratton provides flexible scheduling and online options for nontraditional students, and offers nursing (AAS, BSN) and medical assisting programs.
Workforce Training	*Area Health Education Center (AHEC) Scholars* – program for health professions students (including rural rotations and telehealth exposure).	Training for service in rural or underserved areas	The AHEC Scholars program, while not a full training pipeline, offers allied health and nursing students supplemental training in rural/community health, helping prepare them for placements in underserved areas.

Apprenticeship Mention:

- Community Health Worker (CHW) Apprenticeship: Region 4 has been innovative in adopting apprenticeships for emerging health roles. The *Richmond City Health District (RHHD)* in partnership with VCU Health launched a CHW apprenticeship program – a 10–12 month paid placement for graduates of a CHW training course (vdh.virginia.gov). In this program, community members complete an 8-week training in core public health skills and then apprentice with a local community-based organization to gain experience while earning a stipend. This model both creates new CHWs (who often work in underserved neighborhoods as liaisons and health educators) and provides an avenue for nontraditional entrants (no degree required) to start a healthcare career. The apprenticeship is supported by grant funding (HRSA, state funds) and requires host organizations to commit to mentoring the apprentice and ideally sustaining a CHW position afterward.

Support Mechanisms

Public-sector agencies and community organizations in Region 4 provide additional layers of support to make these programs/pathways accessible, especially to nontraditional learners, working adults, and rural residents:

- Training Assistance: Virginia's FastForward program and G3 ("Get Skilled, Get a Job, Give Back") initiative are important to the healthcare workforce. FastForward underwrites 2/3rds of the tuition for short-term credential courses at community colleges in fields like healthcare (fastforwardva.org). Specifically, this includes CNA, MA, and Dental Assisting. The G3 program, launched in 2021, covers tuition, fees, and even some living expenses for low-to-moderate income Virginians pursuing high-demand fields, including healthcare, at community colleges ([reynolds.edu).](reynolds.edu) Many Region 4 students have used G3 to complete CNA or nursing programs with minimal cost.

- Workforce Development Boards: Region 4 is served by workforce boards (Virginia Career Works Capital Area and Crater Area) that administer federal Workforce Innovation and Opportunity Act (WIOA) funds (WIOA State Plan). Eligible individuals can receive Individual Training Accounts (or vouchers) to pay for approved programs like medical assistant or LPN courses, and can get supportive services like transportation assistance and childcare stipends while in training. The Development Boards also have opportunities to search for and directly apply for scholarship opportunities (VAWC.Virginia.gov).

- Regional Events: Stakeholders in Region 4 hold events to share best practices. The Claude Moore Foundation sponsors an annual Healthcare Workforce Summit that gathers schools, employers, and policymakers to discuss pipeline development and actively network for positions. The Virginia Hospital & Healthcare Association (VHHA) has

convened statewide workforce conferences focusing on strategies like apprenticeship, retention, and diversifying the talent pool. And recently, a GO Virginia-funded planning effort led by George Mason University has created the Health Talent Regional Partnership in Region 4, which is bringing together at least two stakeholders from each sector (employers, educators, government, nonprofits, and community members) to map out comprehensive workforce strategies.

Appendix I: Education-Based Pathways and Programs Spreadsheet

This appendix provides a comprehensive overview of existing healthcare education programs and career pathways, focusing on initiatives that support workforce development within the healthcare sector. This spreadsheet outlines programs tailored for individuals at various stages of their careers, highlighting opportunities for career advancement.

Resource: Education-Based Pathways and Programs Spreadsheet

	Organization(s)	Program/Initiative	Description/Focus	Location (County)	Target Population	Healthcare Worker Types	Program Type	Program Duration	Flexible Learning Options	Citations/Links
2	Chesterfield County Public Schools, Virginia Commonwealth University (VCU), Bon Secours, HCA Healthcare	Governor's Health Sciences Academy	Virginia's Governor's Health Sciences Academies (GHSAs) is designed to prepare high school students for careers in health and medical sciences. Offering integrated curriculum (CTE courses), career pathways, work-based learning opportunities, and dual enrollment. GHSAs collaborate with partners to provide students with real-world insights.	Chesterfield	High School Students	Various Clinical Roles	Certification	1-2 Years	Virtual Learning, Hybrid Learning	https://www.doe.virginia.gov/teaching-learning-assessment/k-12-standards-instruction/career-and-technical-education-cte/governor-s-health-sciences-academies
3	Bon Secours	Practical Nursing Program	Henrico County's Practical Nursing program is a 18 month pathway for highschool seniors to become LPNs. There's a combination of classroom instruction at the ACE Center and clinical training at St. Mary's Hospital. The program is accredited and approved by the VA Board of Nursing. Graduates can take the NCLEX-PN exam to become licensed and pursue careers in healthcare.	Henrico	High School Seniors	Licensed Practical Nurse (LPN)	Certification	1-2 Years	Summer Classes	https://www.henricoschools.us/o/hwcd/page/practical-nursing
	Brightpoint Community College (BCC)	Associate of Science in Nursing (ADN) & Practical Nursing Programs	BCC offers accredited nursing programs (Associate Degree in Nursing (AND) and Practical Nursing Certificate) that is desgined to prepare students for healthcare careers and licensure. AND program is structured as a 5-semester program. Graduated can take	Richmond City	High School Graduates, Adult Learners	Licensed Practical Nurse (LPN), Registered Nurse (RN)	Certification, Associate Degree	1-2 Years	Hybrid Learning, Evening Classes	https://www.brightpoint.edu/academics/career-clusters/health-sciences/nursing-additional-information/

Healthcare Programs