



SUBMISSION FORM

All submission forms must include the following information. Separate submission forms must be turned in for each eligible program. **Deadline: July 1, 2023.** Please include this submission form with the electronic entry. If you do not receive an email confirming receipt of your entry within 3 days of submission, please contact [Gage Harter](#).

PROGRAM INFORMATION

County: County of Henrico
Program Title: Addressing a Local and National Shortage in Health Care
Program Category: Health and Human Services

CONTACT INFORMATION

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SIGNATURE OF COUNTY ADMINISTRATOR OR DEPUTY/ASSISTANT COUNTY ADMINISTRATOR

Name: Brandon Hinton
Title: Deputy County Manager for Administration
Signature: 

Program Overview

In 2022, Henrico County Public Schools' educational specialist for health and medical sciences spearheaded an effort to host an internal job fair for graduating practical nursing students. While job fairs are extremely common, this one was unique in its focus on matching specific health care providers with nursing graduates to help fill the gap of health care workers in our community. Twenty-three employers from throughout Henrico County were present to discuss careers and opportunities in their respective organizations in the health and medical fields. The graduates were given information about the attendees before the event so they could research the employers. They were required to visit all 23 organizations and to create a portfolio that included a skills checklist, certifications earned in the program, personal philosophy, and a resume. As a direct result of this program, 100% of graduating students who passed the National Council of State Boards of Nursing's NCLEX exam were gainfully employed in the nursing field, one of the highest fields of need in our locality and throughout the nation.

Problem/Challenge/Situation Faced by Locality

The U.S. Bureau of Labor Statistics projects that by 2028, employment in health care occupations is projected to grow by 14%, much faster than the average for all occupations, adding about 1.9 million new jobs. According to the U.S. Census Bureau, in 2018, the U.S. population aged 65 and older numbered 52.4 million, with older adults representing 15.6% of the population. By 2020, 20% of Americans will be 65 or older. This aging population is living longer with multiple chronic illnesses, creating a high demand for supportive health providers and services. Virginia health care occupations are projected to grow by 13%. The shortage of health care workers has made it extremely difficult for many citizens to get the necessary health care.

How Program Fulfilled Awards Criteria

The nursing career fair is worthy of a VACo Award based on the fact that it helped secure employment for students and addressed a critical national shortage. This career fair is unique in that it was designed specifically for a particular group of students for a particular and critical employment need in the community. This helps target the relevant participants and helps solve a global issue on a community level. As 52.4 million people in the United States are 65 and older, the need for health care workers will continually increase. Programs like this can be replicated and can help fill the extreme gaps that we face.

How Program Was Carried Out

In 2022 our health and medical sciences specialist implemented a job fair in Henrico County for students who had just graduated from the practical nursing program, a partnership between Henrico County Public Schools and St. Mary's Practical School of Nursing. This affiliation is more than 50 years old. Henrico County-St. Mary's Hospital School of Practical Nursing uses the National League for Nursing Competencies Model as well as Quality and Safety Education for Nurses' competencies for prelicensure. This framework creates the foundations for reading, writing, and presenting to students. It is designed to provide learning opportunities that increase complexity and skill level as it progresses.

While the career fair itself was a one-day process, there was much to prepare for this event as far as the students were concerned. For a couple of months before the event, students prepared their resumes while attending the Leadership and Management course at school. They developed a portfolio and researched the 23 health care facilities that would attend the job fair. By completing these tasks, students not only had a vested interest and were well prepared for the job fair, but they also had multiple resources they could use for career aspirations, whether in academics or in other job areas. Additionally, the health and medical sciences specialist regularly communicated with the various health care employers several months in advance to reserve space for them. With the early communication and reservation process, information on each facility could be gathered by students for research purposes and to familiarize themselves with each facility before the event.

There was a specific need for this event as there is a major shortage of health care workers in Henrico County and nationwide. More than 52 million U.S. citizens are over the age of 65, and there will be an increase of need in health care workers of 13% in the Commonwealth of Virginia. To help alleviate this shortage, it was imperative that students who are part of Henrico County-St. Mary's School of Practical Nursing became gainfully employed in the health care profession. As a result of the program, 100% of students who had passed their NCLEX exam were hired.

An HCPS facility, New Bridge Learning Center, was used to host the event, and 23 health and medical businesses from Henrico County attended. The employers were able to talk with students about potential career opportunities as well as career pathways. Additionally, they had the opportunity to seek potential candidates to fill vacancies within their health care facilities.

Financing and Staffing

Since Henrico County Public Schools facilities were used, there were no additional facility costs for the program. HCPS staff coordinated the event.

Program Results

The career fair was a huge success for the students and the employers and helped fulfill a critical nursing shortage in our area. More health care workers in the medical field gives more citizens access to quality health care.

Ultimately, 100% of graduates who had passed the NCLEX exam were employed as a direct result of this career fair. In addition to this quantitative data, several qualitative data sets that should be mentioned:

1. Graduates had the opportunity to enhance their networking skills.
2. Graduates gained knowledge in researching employers in attendance and how to prepare to interact with possible future employers.
3. Graduates learned how to effectively navigate a career fair.
4. Graduates created a portfolio and resume to present to business partners that they can take with them to explore future opportunities.

Brief Summary

With a growing need for health care workers in Henrico County and across the nation, Henrico County Public Schools took initiative with an internal job fair that connected graduating practical nursing students with local employers. This effort managed to set up these students for success in their future careers while also helping to address the critical staffing shortage experienced across the health care industry. The design of the project spurred students to engage with these potential employers, not just speak to them once, and that paid off with every eligible nursing student landing employment after graduation. HCPS was able to take existing resources and relationships, provide a unique twist on a classic process, and deliver an inventive, successful project that proved beneficial for students, employers and the community as a whole.

Addressing a Local and National Shortage in Health Care Supplemental Material

Supplemental Materials

Link to video from the event - <https://twitter.com/i/status/1512203566424895498>



