



*Annual Report to the Virginia General Assembly for
the Programs Funded in Item 274 of the 2026-2028
Biennium Budget*

October 1, 2026

Contact: Harrison Hayes, Executive Director

Email: hhayes@vhwda.org

Phone: (804) 592-1724

Table of Contents

Meet the Director	3
VNWC Purpose	4
Nursing Incentive Programs	5
Report Overview	6
Acknowledgements	7

Meet the Director of the Virginia Nursing Workforce Center



VHWDA is proud to welcome Yvette Dorsey, DNP, as the Director of the Virginia Nursing Workforce Center.

Dr. Yvette Dorsey brings more than two decades of experience in acute care, nursing education, and workforce strategy to her role as Director. A visionary leader and passionate advocate for equity, mentorship, and innovation, Dr. Dorsey now leads statewide efforts to strengthen Virginia's nursing pipeline and shape the future of healthcare delivery.

Her career began over 28 years ago as a Licensed Practical Nurse and has spanned some of nursing's most demanding specialties, including labor and delivery and adult critical care. She has held leadership roles in nursing academia and most recently served as Associate Vice President of Academic Affairs for HCA Healthcare's Capital Division, where she oversaw academic partnerships and workforce development across Virginia, New Hampshire, and Indiana. HCA Healthcare; recognized as one of the two largest employers of nurses in the United States which provided a powerful platform for Dr. Dorsey to mentor aspiring nurses and lead strategic initiatives across multiple states.

At VHWDA, Dr. Dorsey directs the Virginia Nursing Workforce Center's mission to ensure a qualified, diverse, and sustainable nursing workforce for the Commonwealth. Her work focuses on expanding educational capacity, improving access to clinical training, promoting career mobility, and building collaborative partnerships across healthcare, education, and government sectors.

Dr. Dorsey holds a Bachelor of Science in Nursing from Chamberlain College of Nursing, a Master of Science in Nursing Education from American Sentinel University, and a Doctor of Nursing Practice in Healthcare Systems Leadership from Chamberlain University. She previously served on the Virginia Board of Nursing through a gubernatorial appointment from 2019 to 2024, and in 2024 was nominated to represent health professional education and training programs on the Virginia Health Workforce Development Authority Board where she served until September 2025.

Virginia Nursing Workforce Center Purpose

The Virginia Health Workforce Development Authority worked with the General Assembly in the 2025 and 2026 legislative sessions to recommend and establish the Virginia Nursing Workforce Center, following a national model from over 40 other states. According to the most recent data from the United States Health Resources and Services Administration, 72 of Virginia's 95 counties are designated as a Health Professional Shortage Area (HPSA) or Medically Underserved Area (MUA). The VNWC provides data-driven planning, collaboration, and innovative strategies to develop an adequate and qualified nursing workforce. In the new biennial FY27-28 state budget, nearly \$10 million in state-funded financial incentives were appropriated for the VNWC to award to help nurses and nursing students enter, advance in, or remain in the nursing workforce. The Virginia Nursing Workforce Center will report annually on program outcomes and funding.

Mission: To support the health and wellness of Virginia's residents by ensuring an adequate, qualified nursing workforce through data-driven planning, collaboration, and innovative strategies.

Goals

1. Collect and analyze workforce data to identify gaps and forecast needs.
2. Develop a statewide nursing workforce plan addressing educational capacity, workforce shortages, and policy strategies.
3. Coordinate with nursing education, practice, and regulatory leaders to align strategies and build consensus.
4. Implement and oversee scholarship, loan repayment, preceptor incentive, and Earn-to-Learn programs.
5. Promote diversity and leadership development within the nursing profession.

Core Functions

1. Data & Research: collect, analyze, and publish data on supply, demand, workforce demographics, salaries, reasons for leaving, and outmigration
2. Education & Workforce Development: partner with nursing schools and employers to expand training capacity, support clinical education, and pilot innovative education models.
3. Policy & Collaboration: Engage state leaders, healthcare providers, and educators to develop policy strategies and align on workforce solutions.
4. Public Engagement & Outreach: Educate students and the public about nursing careers; promote safe and supportive workplaces.

Nursing Incentive Programs:

Beginning July 1, 2026, the Virginia Nursing Workforce Center will oversee and administer state funds appropriated for financial assistance for nurses and nurse students. More information can be found at vanwc.org.

Future Programs:

Earn to Learn (ETL)

Nursing Preceptor Incentive Program (NPIP)

Scholarships

1. Long-term Care Scholarships (CNA, LPN, or RN)
2. Mary Marshall Scholarships (CNA, LPN, or RN)
3. Graduate Level Nursing Scholarships (Nurse Educator, Nurse Midwife, or Nurse Practitioner)
4. School Nurse LPN to RN Scholarship

Virginia Nursing Loan Repayment Programs (RN, LPN, CNA)

Report Overview

Disclaimer: According to Item 274 of the 2026-2028 Biennium Budget, the Virginia Health Workforce Development Authority will report annually on the programs funded within the budget item for the prior fiscal year ending on June 30, 2026. Funds for the Center and its programs were appropriated for fiscal years beginning with FY27. As such, the 2027 annual report will cover program funding and outcomes for the first fiscal year, July 1, 2026 – June 30, 2027.

Item 274 of the 2026-2028 Biennium Budget

The Virginia Health Workforce Development Authority shall submit an annual report, for the prior fiscal year, by October 1 to the Chairs of the House Appropriations and Senate Finance and Appropriations Committees for the programs funded in this item to include: (i) total awards by grant program for the prior fiscal year; (ii) total expenditures by grant program for the prior fiscal year; (iii) any remaining funding not expended by the end of the fiscal year; (iv) total administrative costs attributable specifically to the nursing scholarship and loan repayment programs; (v) total administrative expenditures of the Authority, itemized by personnel, contractual services, information technology, facilities, travel, and other overhead; and (vi) program performance and accountability metrics for each scholarship and loan program.

Acknowledgements

VNWC Advisory Board

The Virginia Nursing Workforce Center's Advisory Board provides strategic oversight and guidance to the Center, supporting its mission, priorities, and operational integrity. It is intended to include representation from the Virginia Department of Health, the Board of Nursing, nursing academia, and practicing nurses.

Pamela Anderson, MHA, BSN, RN

System Vice President of Nursing Operations, Sentara

Nancy Boykin, DNP, MBA, RN, CMSRN, CENP

Chief Operating & Chief Nursing Officer, HCA Retreat Doctors' Hospital

Lindsey Cardwell, MSN, RN, NPD-BC

CEO, Virginia Nurses Association

Patricia Cohen, DNP, MSN, RN

Dean of Nursing, Bryant & Stratton college

Sonia Cooper, MSN, NEA-BC

Market CNO (Sentara VBGH, Sentara PAH and Sentara AMC), Sentara Health

Wendy Downey, DNP

Dean, College of Nursing, Radford University

Melody Eaton, PhD, MBA, MSN

Director and Academic Head, School of Nursing, James Madison University

Crystal Farmer, MBA, MSN, RN, FACHE

Chief Operating Officer, Augusta Health

Lelah Gary, MSN

Practical Nursing Program Director, Petersburg City Public Schools

Shamara Hayes, BSN, RN

Nursing Supervisor, Memorial Regional Medical Center

Kyndra Jackson, DNP, MPH, RN-BC

Director, Public Health Nursing, Virginia Department of Health

Meredith Joyner, MBA, MSNA, CRNA, FAANA

Certified Registered Nurse Anesthetist

Pamela Legette, LNHA, MBA, MSN

Hospital Administrator, Saber Healthcare Group

Cassandra Lewis, DNP, ACNP-BC

Market Chief Nursing Executive, Bon Secours Mercy Health

Rene Love, Ph.D., D.N.P., PMHNP-BC, FNAP, FAANP, FAAN

Dean, Old Dominion University

Claire Morris, RN, LNHA

Executive Director, Board of Nursing, Department of Health Professions

Allison Price, MHA, BSN, RN, NPD-BC

Associate Vice President of Academic Affairs, HCA Capital Division

Philmika W. Reid, M.Ed

Director, Healthcare Workforce and Community Engagement, Virginia Community College System

Cindy Rubenstein, Ph.D., RN, CPNP-PC, CNE

Director and Professor of Nursing, Randolph-Macon College

Michelle Strider, RN, MBA, CPHQ

CNO UVA Community Health, UVA Health

Caroline Sutter, DNP, MSN

Director, GMU Center for Health Workforce

Bridget Wilson, PhD, MSN, RN

Dean of Nursing and Allied Health, Brightpoint Community College