



*Biennial Report to the Governor and
the General Assembly of Virginia
FY25-26*



The Honorable Abigail Spanberger
Governor of Virginia
Patrick Henry Building, Third Floor
1111 East Broad Street
Richmond, Virginia 23219

Members of the Virginia General Assembly
General Assembly Building
201 North 9th Street
Richmond, Virginia 23219

Dear Governor Spanberger and Members of the General Assembly:

Please find enclosed the Virginia Health Workforce Development Authority's biennial report. This report summarizes the Authority's activities from July 1, 2024, through June 30, 2026, and fulfills the requirements of § 32.1-122.7:1.

More information about the Virginia Health Workforce Development Authority can be found at www.vhwda.org.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read 'Rodney T. Willett', is written over a horizontal line.

Rodney T. Willett, Chair

CC:

The Honorable L. Louise Lucas
Chair, Senate Finance and Appropriations Committee

The Honorable Luke E. Torian
Chair, House Appropriations Committee

The Honorable Barbara A. Favola
Chair, Joint Commission on Health Care

Marvin Figueroa
Secretary of Health and Human Resources

Jessica K. Looman
Secretary of Labor

Jeffery O. Smith
Secretary of Education

Carrie H. Chenery
Secretary of Commerce and Trade

B. Cameron Webb
State Health Commissioner, Department of Health

A. Scott Flemming
Executive Director, State Council of Higher Education for Virginia



<u>Table of Contents</u>	<u>Page #</u>
Letter from the Executive Director	1-2
VHWD A Purpose	3-5
Accomplishments 2024-2026	6-11
Financial Overview	12-14
Acknowledgments	15



Letter from the Executive Director

Dear Colleagues and Partners,

I am pleased to share the biennial report for the Virginia Health Workforce Development Authority (VHWD A) covering FY25-FY26. The Authority has experienced tremendous growth and expansion over the last two years. Our staff has more than doubled to support new core functions required by the Code of Virginia, as well as new program implementation and evaluation during that time. The health workforce crisis remains a critical threat to the delivery and accessibility of healthcare services in the Commonwealth, particularly in our rural and urban underserved regions. We remain committed to developing a skilled and robust workforce across all healthcare professions through recruitment initiatives, retention strategies, grant acquisition, local and educational partnerships, state collaboration, and policy development.

Key Focus Areas:

- **Virginia Area Health Education Centers (AHEC):** In 2024, VHWD A partnered with a number of new AHEC host sites, including educational and pipeline programs, free clinics, a Federally Qualified Health Center, and a community hospital, across our eight geographical regions. These sites, many of which already provide clinical training to students, are highly equipped to recruit and mentor future healthcare professionals.
- **Graduate Medical Education (GME):** The Authority has continued to grow the reach of the statewide GME program by working closely with residency programs and medical schools to strengthen training infrastructure and collaborative partnerships to create a robust pipeline for Virginia's future physician workforce. Last July, we provided a record number of GME supplemental awards, and 55 new residents began residency training in high-need specialties. Earlier this year, we also received the highest number of GME applications, with a total of 91 slots requested for residencies beginning next year.
- **Virginia Nursing Workforce Center (VNWC):** VHWD A worked with the General Assembly the two previous years to recommend and establish the Virginia Nursing Workforce Center, following a national model from over 40 other states. The VNWC provides data-driven planning, collaboration, and innovative strategies to develop an adequate and qualified nursing workforce. During the 2026 General Assembly session, the legislature allocated nearly \$10 million in state-funded financial incentives for the VNWC to award to help nurses and nursing students enter, advance in, or remain in the nursing

workforce.

- **Workforce Training Programs & Continuing Education:** There has been significant enrollment in the Community Health Worker (CHW) program in the last several years, leading the Authority to expand our workforce training courses to include programs for CHW Supervisors, Direct Support Professionals, and didactic training for Qualified Mental Health Professionals/Behavioral Health Technicians. We also provide immersive training through live learning experiences for Adult Mental Health First Aid and Basic Life Support certification, in person or virtually, to strengthen healthcare professionals' knowledge and practical skills, as well as asynchronous continuing education for Food is Medicine, AI in Medicine, and Dementia Care Immersion.

We believe that innovation and collaboration are essential for success. We invite you to partner with us— whether through shared initiatives, providing feedback, or engaging with our programs.

For more information about our programs and how you can get involved, please visit our website at www.vhwda.org.

Sincerely,

A handwritten signature in black ink, appearing to read "Harrison L. Hayes". The signature is stylized with a large "H" and "L".

Harrison L. Hayes
Executive Director
Virginia Health Workforce Development Authority

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;
- (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; and
- (xv) setting priorities for managing the Virginia Nursing Workforce Center established pursuant to subsection C of § 32.1-122.7:2.

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 establish and maintain an annual reporting schedule requiring submission of a usable electronic data file in a standard format, which shall be either (i) a comma-separated values file or (ii) an Excel spreadsheet, containing record-level, deidentified health workforce data necessary for program evaluation and workforce forecasting. Such data shall include academic enrollment and graduation information, health professional licensure and renewal data, residency and fellowship program data, and health workforce incentive program data. The State Council of Higher Education for Virginia, the Department of Health Professions, the Department, the Virginia Community College System, and any other state agencies or institutions that maintain data relevant to the health workforce shall be required to submit such information to the Authority on an annual basis. The Authority shall analyze and publish this data to inform statewide health workforce planning, policy development, and program evaluation.

iii. The Authority shall establish the Virginia Nursing Workforce Center (the Center) to ensure an adequate, qualified nursing workforce in the Commonwealth. The Authority shall provide oversight of and strategic guidance to the Center to ensure coordination of statewide data collection, planning, program implementation, and policy development in alignment with the Center's mission to increase the supply of nurses, resolve critical shortages, address educational capacity and workforce needs, and be the primary representative in all state nursing workforce matters at the national level. The Center shall establish an advisory board to provide strategic oversight and guidance to the Center to support the Center's mission, priorities, and operational integrity. Membership of such advisory board shall include representation from (i) the Department, (ii) the Board of Nursing, (iii) nursing academia, and (iv) practicing nurses.

iv. The Authority shall have the authority to evaluate the design, implementation, outcomes, and effectiveness of all health workforce incentive programs, rural placement initiatives, and state-sponsored health workforce programs administered or supported by the Commonwealth, including scholarships, loan repayment programs, relocation incentives, rural practice bonuses, and other workforce support programs. The Authority may assess program performance through evidence-based metrics, identify strengths and opportunities for improvement, and issue evaluative reports with findings, comparative analyses, and policy recommendations to inform future program enhancement and strategic decision-making.

v. The Authority shall have the authority to assess policies, engage in policy development, and make policy recommendations.

vi. The Authority shall have the authority to make, adopt, promulgate, and enforce such regulations and provide for reasonable variances and exemptions therefrom as may be necessary to carry out the administration of scholarship and loan repayment programs pursuant to this article.

vii. 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.

viii. The Authority shall be exempt from the provisions of the Virginia Personnel Act (§ 2.2-2900 et seq.) and the Virginia Public Procurement Act (§ 2.2-4300 et seq.).

ix. 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. Therefore, the Authority shall be exempt from any tax or assessment upon any project or property acquired or used by the Authority under the provisions of this article or upon the income therefrom, including sales and use taxes on tangible personal property used in the operation of the Authority. This exemption shall not extend to persons conducting business for which local or state taxes would otherwise be required.

Accomplishments 2024-2026

1. Virginia Area Health Education Centers (VA AHEC)

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, made up of dedicated teams of professionals who collaborate with healthcare providers, educators, and community leaders 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. The VA AHEC Program also contributes to the HRSA mission to increase access to care for underserved individuals and communities through academic and community partnerships that create training opportunities for health professions students and health care professionals.

During program years from 2024-2026, 4,054 individuals participated in Virginia AHEC programming statewide. This included 1,606 participants in unstructured pipeline programs, 953 in structured pipeline programs, and 1,495 in field or practicum placements.

Virginia AHEC Host Sites (2024-Current):

Blue Ridge AHEC – Augusta Health (Fishersville, VA)

Southwest AHEC – Bradley Free Clinic (Roanoke, VA)

South Central AHEC – Free Clinic of Central Virginia (Lynchburg, VA)

Southside AHEC – PATHS in Southside (Danville, VA)

Eastern Virginia AHEC – ODU Community Care (Virginia Beach, VA)

Central Region AHEC – Virginia Commonwealth University P.A.T.H.S (Richmond, VA)

Rappahannock AHEC – Northern Neck Free Health Clinic (Kilmarnock, VA)

Northern Virginia AHEC – Claude Moore Opportunities (Fairfax, VA)

A. AHEC Scholars

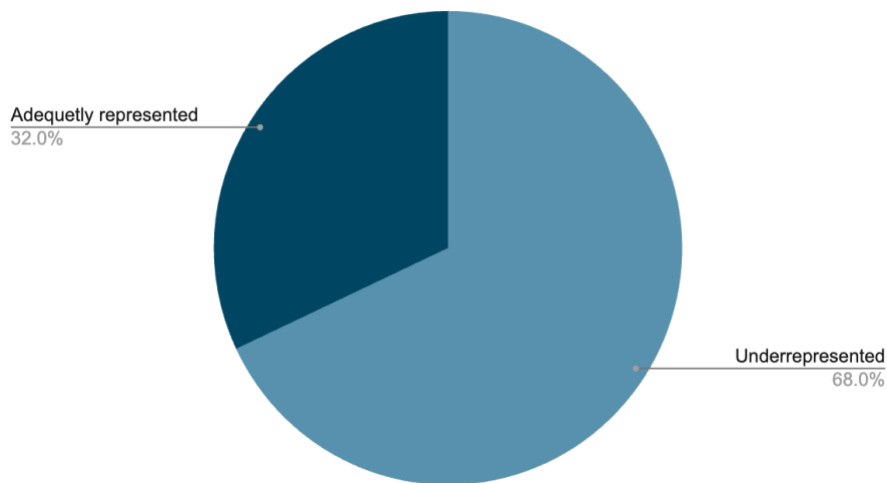
The AHEC Scholars flagship program:

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 health care leaders and connect with other participants, building an invaluable network for their future health care careers. More than 327 new AHEC Scholars have participated in the program since July 2024.

Virginia AHEC is also refining its Scholars curriculum and reporting. Changes for the 2026–2027 program year include restructuring course modules for greater clarity, adding options for didactic learning, and implementing a new quarterly reporting system for community-based education and training activities.

AHEC Scholars Demographics

Demographic Background



- In the 2025-2026 year, 40% of those who reported their demographics reported coming from a rural background.
- In the 2025-2026 year, 68% of participants reporting race identified as a race that is currently underrepresented in medicine.

Scholar Success

On a five-point scale, AHEC Scholars reported high confidence before participating in the program, with further gains afterward across all measured skills. The degree of improvement varied by measure. Average confidence in describing the importance of integrating behavioral health and primary care increased from 4.23 to 4.79. Confidence in advocating for a community's health care needs based on current policy trends rose from 3.98 to 4.42, while confidence in working collaboratively with patients, communities, and other health professionals increased from 4.30 to 4.79.

B. Competency-Based Education and Training (CBET) Participants

Competency-Based Education and Training (CBET) includes continuing education opportunities supported through the Virginia AHEC program. During the 2025-26 program year, the largest reported professional groups among CBET participants were nursing (320), medicine (199), and dentistry (133). An additional 283 participants were classified as "Other," reflecting participation from professions beyond the categories named in the retreat data.

2. Graduate Medical Education (GME) Program

VHWD A partners with the Department of Medical Assistance Services (DMAS) to administer the Graduate Medical Education (GME) program for primary care and high-need specialties in underserved areas. Supplemental payments are awarded to residency programs requesting funds for one of two tracks - Track A or Track B.

Track A: Expand Residency Capacity Funding; may be used to supplement the cost of temporarily increasing the resident complement of a program. This will establish a new position within an existing program that already has accreditation for the expanded number.

Track B: Resident Innovation Initiative Funding; may be used to supplement expenses for the training of selected and named resident(s), within the current program complement. This initiative must enhance the residents' training and strengthen retention in rural and underserved regions of the state.

Supplemental Award: \$100,000 annually provided through quarterly payments for up to four 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. Note: This reflects program specifics between July 1, 2024 - June 30, 2026. The award amount increased after July 1, 2026.

Specialty Areas for Funding Consideration:

- Addiction Medicine
- Emergency Medicine
- Family Medicine
- General Surgery

- Geriatrics
- Internal Medicine
- Obstetrics & Gynecology
- Pediatrics
- Psychiatry (Adult & Pediatric)
- Applications 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.

38 GME slots awarded for residents who began their residencies in July 2024

55 GME slots awarded for residents who began their residencies in July 2025

3. Workforce Training Programs

Since 2024, VHWDA has expanded course offerings to include a number of new training programs for high-demand professions.

Community Health Worker (CHW) Training:

CHWs are frontline public health professionals who serve as a bridge between communities and healthcare services, providing education, outreach, and advocacy to improve community well-being and access to quality care.

This on-demand program is online and self-paced over 12 weeks (80 hours) and covers 17 interactive models. The program meets the Virginia CHW Certification and the Virginia Department of Health Professions QMHP training requirements. Since 2024, 516 program participants have completed the VHWDA training program.

QMHP/BHT Didactic Training:

Aspiring Qualified Mental Health Professionals (QMHP) and Behavioral Health Technicians (BHT) may enroll in this program that follows the same curriculum as our CHW training course. It meets the didactic requirements set by the Virginia Department of Health Professions QMHP and BHT registration and also meets the didactic requirements for Certified CHW credential.

CHW Supervisor Training:

Community Health Worker Supervisor is responsible for managing a team of CHWs to ensure that they deliver adequate services while meeting organizational goals. CHW Supervisors provide a community-centric approach, training and professional development, communication and feedback, monitoring and evaluation, and emotional and psychological support.

This program is offered on-demand and consists of three online, asynchronous modules (6 hours). CHW Supervisor training is especially tailored towards health care administrators, managers, and supervisors overseeing CHW teams, public health professionals responsible for CHW integration and workforce development, and organizations seeking to strengthen CHW programs and improve community health outcomes.

Direct Support Professional (DSP) Training:

The DSP course equips participants with the knowledge, skills, and confidence needed to provide high-quality, compassionate care in home and community settings through an eight-module course in the essential areas of DSP work.

Immersive Training:

VHWD's immersive trainings provide engaging, live learning experiences offered in person or virtually to help health care professionals strengthen their knowledge and practical skills.

- Mental Health Immersion – Virtual, live training for up to 15 people in Youth and/or Adult Mental Health First Aid, includes certificate of completion.
- Clinical Immersion – In-person, live training for up to 10 people in Basic Life Support in Richmond, includes certificate of completion.

On-Demand Continuing Education:

VHWD's on-demand continuing education opportunities offer flexible, online learning through our Canvas platform that can be accessed anytime. Explore a variety of health care topics designed to expand your knowledge and support your ongoing professional development.

- Dementia Care Immersion – Online, asynchronous immersion on the various types of dementia and what CHWs and other health care professionals can do to serve individuals living with dementia.
- Food is Medicine – Online, asynchronous immersion on basic nutrition principles and food/nutrition resources in Virginia.
- AI in Medicine – Online, asynchronous immersion on the current applications for and ethical considerations of the use of artificial intelligence in medicine.

4. Virginia Nursing Workforce Center

VHWD 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. 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.

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 scholarships, loan repayment, nurse preceptor incentives, and Earn to Learn. More information can be found at vanwc.org.

Virginia Health Workforce Development Authority
Profit and Loss
July, 2025-June, 2026

	TOTAL			
	Jul 1 2025 - Jun 30 2026	Jul 1 2024 - Jun 30 2025 (PY)	\$ Change (PY)	% Change (PY)
Income				
CHW Training Revenue	224,629.28	67,593.50	157,035.78	232.32 %
Grant Income				
HRSA AHEC Grant Income	943,358.95	1,268,624.83	-325,265.88	-25.64 %
State General Fund Ops Income	1,617,206.24	1,617,285.85	-79.61	-0.0 %
Total for Grant Income	\$2,560,565.19	\$2,885,910.68	-\$325,345.49	-11.27 %
Total for Income	\$2,785,194.47	\$2,953,504.18	-\$168,309.71	-5.7 %
Gross Profit	\$2,785,194.47	\$2,953,504.18	-\$168,309.71	-5.7 %
Expenses				
Banking Fees and Services	1,415.00	877.68	537.32	61.22 %
Contractual Costs				
Consultants		1,850.00	-1,850.00	-100.0 %
Professional Services	241,596.20	175,195.14	66,401.06	37.9 %
Total for Contractual Costs	\$241,596.20	\$177,045.14	\$64,551.06	36.46 %
DIRECT COSTS				
Advocacy & Promotion				
CHW Advocacy	1,000.00	23,062.25	-22,062.25	-95.66 %
GME Advocacy		5,000.00	-5,000.00	-100.0 %
Marketing	6,715.80	2,584.56	4,131.24	159.84 %
Resource Development		4,144.36	-4,144.36	-100.0 %
Total for Advocacy & Promotion	\$7,715.80	\$34,791.17	-\$27,075.37	-77.82 %
Other Operating Costs				
Misc Operating Expenses		0.00	0.00	
Total for Other Operating Costs		\$0.00	\$0.00	
Total for DIRECT COSTS	\$7,715.80	\$34,791.17	-\$27,075.37	-77.82 %
Events, Training, and Travel				
Conferences & Conventions	57,534.03	30,498.50	27,035.53	88.65 %
Meals	19,237.54	9,047.70	10,189.84	112.62 %
Professional Memberships	8,597.00	4,403.33	4,193.67	95.24 %
Staff Training	4,877.25	1,990.00	2,887.25	145.09 %
Travel	35,758.18	15,626.25	20,131.93	128.83 %
Total for Events, Training, and Travel	\$126,004.00	\$61,565.78	\$64,438.22	104.67 %
Incentive & Programs				
AHEC CENTER COSTS				
Blue Ridge AHEC	31,828.00	126,461.19	-94,633.19	-74.83 %
Capital Area AHEC	8,625.00	39,726.89	-31,101.89	-78.29 %
Eastern AHEC	83,789.25	93,710.33	-9,921.08	-10.59 %
Northern Virginia AHEC	147,448.85	134,931.67	12,517.18	9.28 %
Rappahannock AHEC	124,573.75	151,615.17	-27,041.42	-17.84 %
South Central AHEC	103,263.17	102,326.15	937.02	0.92 %
Southside AHEC	115,875.23	121,592.16	-5,716.93	-4.7 %

Virginia Health Workforce Development Authority

Profit and Loss
July, 2025-June, 2026

TOTAL				
	Jul 1 2025 - Jun 30 2026	Jul 1 2024 - Jun 30 2025 (PY)	\$ Change (PY)	% Change (PY)
Southwest AHEC	128,323.75	181,374.77	-53,051.02	-29.25 %
Total for AHEC CENTER COSTS	\$743,727.00	\$951,738.33	-\$208,011.33	-21.86 %
SLP Internship Program	8,855.24	42,504.23	-33,648.99	-79.17 %
Total for Incentive & Programs	\$752,582.24	\$994,242.56	-\$241,660.32	-24.31 %
Insurance				
Business Insurance	2,015.00	2,708.00	-693.00	-25.59 %
Workers Comp Insurance	2,415.40	678.52	1,736.88	255.98 %
Total for Insurance	\$4,430.40	\$3,386.52	\$1,043.88	30.82 %
Office Expenses				
Books, Subscriptions, Reference	3,214.68	4,234.32	-1,019.64	-24.08 %
Furniture and Equipment	36,467.24	5,009.00	31,458.24	628.03 %
Office Supplies	10,985.60	5,167.63	5,817.97	112.58 %
Postage, Mailing Service	78.78		78.78	
Rent & Utilities	125,524.92	88,237.70	37,287.22	42.26 %
Total for Office Expenses	\$176,271.22	\$102,648.65	\$73,622.57	71.72 %
Personnel Expenses				
Employer Taxes	\$3,031.64	\$15,735.17	-\$12,703.53	-80.73 %
Federal Unemployment Insurance Tax Expense	724.68	452.98	271.70	59.98 %
Medicare Tax Expense	16,174.42	10,274.28	5,900.14	57.43 %
Social Security Tax Expense	61,876.29	43,368.23	18,508.06	42.68 %
State Unemployment Insurance Tax Expense	132.79	85.50	47.29	55.31 %
Total for Employer Taxes	\$81,939.82	\$69,916.16	\$12,023.66	17.2 %
Fringe Benefits				
401K Contribution Expense	35,791.68	23,039.26	12,752.42	55.35 %
Dental Expense	5,278.26	4,676.69	601.57	12.86 %
Flex Spending (Health) Expense	8,948.65	5,464.65	3,484.00	63.76 %
FSA Dependent Care Expense	5,249.92	2,999.88	2,250.04	75.0 %
Group Life Expense	2,023.48	1,305.10	718.38	55.04 %
Limited Purpose FSA Expense	824.98	1,624.45	-799.47	-49.21 %
Long Term Disability Expense	2,672.48	1,834.36	838.12	45.69 %
Medical Expense	92,787.90	73,603.98	19,183.92	26.06 %
Misc Benefits	56,493.20	11,032.93	45,460.27	412.04 %
Vision Expense	1,052.91	880.24	172.67	19.62 %
Total for Fringe Benefits	\$211,123.46	\$126,461.54	\$84,661.92	66.95 %
Salaries & Wages	1,189,187.92	945,269.29	243,918.63	25.8 %
Total for Personnel Expenses	\$1,482,251.20	\$1,141,646.99	\$340,604.21	29.83 %
Software, Telecom, and IT Services	123,505.87	83,041.17	40,464.70	48.73 %
Total for Expenses	\$2,915,771.93	\$2,599,245.66	\$316,526.27	12.18 %
Net Operating Income	-\$130,577.46	\$354,258.52	-\$484,835.98	-136.86 %
Other Income				
Interest Earned	100.35	75.67	24.68	32.62 %

Virginia Health Workforce Development Authority
Profit and Loss
July, 2025-June, 2026

	TOTAL			
	Jul 1 2025 - Jun 30 2026	Jul 1 2024 - Jun 30 2025 (PY)	\$ Change (PY)	% Change (PY)
Miscellaneous Income	750.00		750.00	
Total for Other Income	\$850.35	\$75.67	\$774.68	1023.76 %
Other Expenses				
Reconciliation Discrepancies		0.06	-0.06	-100.0 %
Total for Other Expenses		\$0.06	-\$0.06	-100.0 %
Net Other Income	\$850.35	\$75.61	\$774.74	1024.65 %
Net Income	-\$129,727.11	\$354,334.13	-\$484,061.24	-136.61 %

Acknowledgements

VHWD Board Members

The Honorable Rodney T. Willett, Chair
The Honorable L. Louise Lucas
The Honorable Christopher T. Head
The Honorable M. Keith Hodges
David Brown, D.C.
A. Scott Flemming
Nicole Overley
Tiffany Covarrubias-Lyttle, MSN, RN, NE-BC
David Abraham
Sharon Alexander
Francis X. Chuidian, MD, MBA
Breanne Forbes Hubbard
Alexis Gerdes
Jamie Holland, DNP, PMHNP-BC, AGCNS-BC, RN
Felicia Ganther, JD, PhD
Shannon Showalter
Brian Yates, Ed.D

VHWD Staff

Harrison Hayes, Executive Director
Amy Taloma, PhD, Director of Workforce Initiatives
Amy Paul, MD, MSHA, Director of Statewide GME
Lauren Winston, MPH, Director of Resource Development
Julia Billingsley, Director of Policy
Yvette Dorsey, DNP, MSN, RN, Director, Virginia Nursing Workforce Center
Tanyea Darrisaw, Director of Finance
Henry Lewis, Workforce Training Program Manager
Kelsey Marshall, AHEC Program Manager
Nadege Atkins, MPH, GME Program Specialist
Marcella Allen, Lead Application Specialist, Virginia Nursing Workforce Center
Cassandra Braxton, Application Specialist, Virginia Nursing Workforce Center
Brandon Carwile, Communications Specialist
Nupur Kothari, MPH, Evaluation Specialist
Arthur Kellermann, MD, Senior Advisor
Randall Longenecker, MD, Senior Advisor for GME

END OF REPORT