

CASE STUDY

PATHWAYS TO HEALTHCARE AT VIRGINIA COMMONWEALTH UNIVERSITY (VCU) HEALTH SYSTEM, RICHMOND VA



Pathways to Healthcare is a workforce development initiative started in 2018 to prepare Richmond residents for employment in the healthcare industry. Once employed, the program provides active support to help workers retain their positions and continue their education.

PROGRAM OVERVIEW

The Pathways to Healthcare program at Virginia Commonwealth University (VCU) Health is a workforce development initiative designed to provide individuals with the skills and training needed to pursue careers in the healthcare industry. The program is a collaboration between VCU Health and several community partners. The Pathways to Healthcare program recruits high school graduates into entry level positions at VCU Health. The program offers a range of training programs and services, including classroom instruction, hands-on skills training, and job placement assistance.

POPULATION SERVED

The program serves Richmond students who are graduating from high school and are either not ready or not interested in immediately matriculating to college.

WHAT STANDS OUT: MENTORING

All of the students who are accepted into the Pathways to Healthcare program will be placed in the hospital system in an entry-level job that matches their skills. These positions range from Patient Access Coordinators to valets or groundskeepers.

One of the unique features of the Pathways to Healthcare program is its emphasis on providing students with the support and resources needed to overcome barriers to success. Their staff provide one on one career coaching to new hires to ensure that workers can retain their employment for the first year. This involves actively mentoring workers and providing a source of support for them and their managers as they manage the transition to full time employment. For example, staff intervened when a worker was having difficulty getting to work on time. They coached the worker to explain how the bus schedule was creating a barrier and to advocate for a change in their work schedule. As a result, the staff member was able to retain that worker's employment.

After one year, workers are actively encouraged to take advantage of VCU Health's tuition remission program in order to advance in their careers. Mentors work with them to identify educational opportunities. VCU Health offers a generous tuition remission program (a benefit in which the employer contributes towards tuition costs) that will pay for an associate's, bachelor's, master's and PhD degree per worker.



PROGRAM RESULTS



DATA

The Pathways to Healthcare program places approximately 60 students per year in positions at VCU Health.

RESULTS SUMMARY

The VCU Pathways to Healthcare program is an important resource for individuals looking to pursue careers in the healthcare industry. By providing comprehensive training programs, academic support services, and job placement

assistance, the program helps to address the workforce needs of the healthcare industry, while also providing valuable career opportunities for individuals in the community.