

HDMC TRANSITIONAL STAFFING INITIATIVES & STRATEGIES

- Active Full-time Personnel as of July 5, 2025: 149
 - Anticipate:
 - 1 rehire DSA-CNA July 10th
 - Several CNAs, RNs and RN Supervisors August 10th
 - 3 separations July – August: (1 AOS III, 1 Nurse Educator, 1 CNA)
 - Transition Support Meetings: 1:1 meeting with staff to discuss their career goals and preferences for transfers to a DBHDS facility or CO.
 - Career Goals include:
 - Providing information about:
 - Funding Playbook
 - Moving Forward in Nursing Playbook
 - On Site Meetings with:
 - Radford University – Nursing
 - Brightpoint Community College – Nursing & non-Nursing
 - Mountain Empire Community College – Records Management & Allied Health Careers
 - Transition Preferences: Learning the location, shift, unit, role, etc. the staff prefer. Offering options:
 - CSH – same campus
 - PGH – within 50-mile radius
 - VCBR – within 50-mile radius
 - SEVTC – Chesapeake, willing to relocate with assistance
 - ESH – Williamsburg, willing to relocate with assistance
 - CO – roles vary, telework opportunities are appealing
 - NOTE: Met with 55 staff thus far with more scheduled. While most do not want to travel and would prefer to be transferred to CSH, there has been interest in:
 - SEVTC – 1 LPN willing to relocate
 - PGH – 1 Gen Admin Coordinator, 1 CAN (also CSH)
 - VCBR
 - ESH – 1 HC Compliance (also CSH or CO)
 - Will send personal emails to staff that have not sat for a transition meeting inviting them to sign up. May increase time slots with another day.
 - Leadership Training:
 - HDMC Leadership Academy – 3-day training (23 hours). 10 staff in First Cohort – June 2025. More sessions planned for September and November.
 - VPSL I – (1 in July Cohort)
 - SystemLead
 - VPSL III (2 in current Cohort)
 - Transition Strategies as the census/staffing plan is implemented:

- Work with the facilities & CO listed above to identify vacancies that fit the KSAs, role, shift, etc. with staff looking to transition. Hold the vacancies.
- While still a HDMC employee –
 - Crosstrain staff identified to transfer into the vacancy. Participate in NEO classes that are not offered at HDMC due to the population served, to include TO.
 - Create a hybrid schedule to allow time to shadow and work several shifts. This allows for the ability to familiarize themselves with the population and setting, create working relationships with peers and supervisors, gain a sense of belonging.
- Recruitment Strategies:
 - Right sizing – Review each vacant position and determine if it is necessary. Can the duties be absorbed elsewhere? Can the reduced work be better suited as a wage position?
 - If you assign the duties to another employee, review the classification and compensation.
 - While we explain to all applicants accepting an interview and finalists accepting a job offer that HDMC might close; however, we have a commitment to find a position for them at another facility, we need to establish a date that we no longer make that commitment.
 - Stop hiring classified employees. Consider Restricted positions, wage or contract.
- Enhanced retirement/MTA - would offering the MTA to staff eligible for retirement encourage staff to work until HDMC no longer needs their services instead of retiring when they meet a milestone, holiday, new year, etc.?
- Revisit several positions to determine if they should have been on the original list of roles moving to the new CSH. (or CO)