

### Meeting healthcare workforce needs and expanding hope and opportunity for learners

Beneath the breathtaking Sangre de Cristo and San Juan mountain ranges, the communities in the San Luis Valley are grappling with some of the state’s highest poverty rates and an economy constrained by a critical shortage of skilled workers.

#### BROAD COMMUNITY PARTNERSHIP

##### Healthcare Employers

- Rio Grande Hospital
- San Luis Valley Behavioral Health Group
- SLV Health
- Valley-Wide Health Systems

##### Higher Education Institutions

- Adams State University
- Trinidad State College

##### Community Organizations

- Boys and Girls Clubs of the San Luis Valley
- CDLE Alamosa Workforce Center
- Innovate + Educate
- Project Quest
- SLV Area Health Education Center (AHEC)

##### 14 School Districts

- Alamosa
- Centennial
- Center
- Creede
- Del Norte
- Moffat
- Monte Vista
- Mountain Valley
- North Conejos
- Sanford
- Sangre de Cristo
- Sargent
- Sierra Grande
- South Conejos

With more than 20 percent of the population in some Valley communities living below the federal poverty level, there is a pervasive sense of “generational hopelessness” among local youth, according to longtime resident Rachael Cheslock. Rachael is the coordinator of work-based learning opportunities at Adams State University, and she says many students don’t feel like there are any opportunities for them to work in a meaningful career and make enough income to support a family.

The Attainment Network is working alongside local employers, higher education, community organizations, and school districts to bolster their efforts to rewrite this narrative of despair into one of promise and prosperity.

Initial focus is on the healthcare sector, one of the most impacted by the lack of skilled workers. With a total healthcare workforce of around 1,100 in the Valley, leaders predict 300 healthcare positions will go unfilled this year.

#### WORKFORCE GOALS

The Attainment Network helped partners set specific targets to meet local healthcare workforce needs by December 2026:



**70** learners will complete credentials and gain jobs as Certified Nurse Assistants, **60** as Medical Assistants, and **20** as Registered Nurses.



**18** students will complete health care prerequisites in high school.



**78** high school students will complete paid internships.



**50** current healthcare employees will complete additional education and advance in their careers.

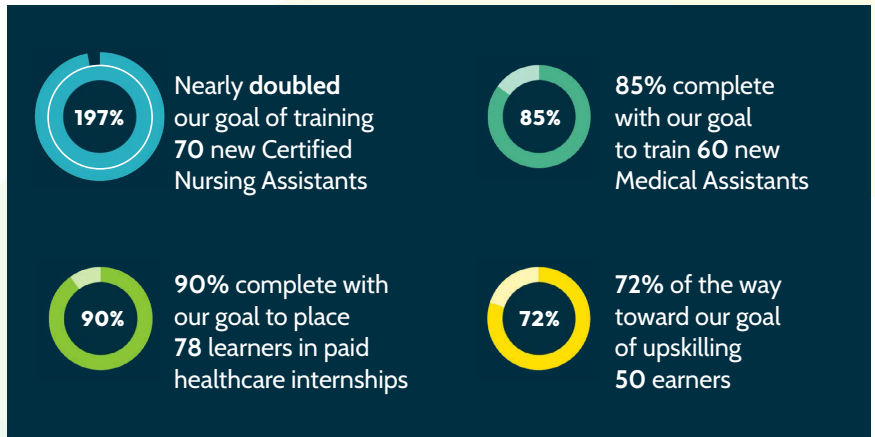
“One of the best things with working with The Attainment Network is — even with all the challenges and barriers — they just maintain this really great positive attitude of, we are going to get there. It’s really been nice to have this constant direction on — where can we get the yeses, and how can we make things happen.”

— Brittany Sours, Professional Development and Practice Specialist at San Luis Valley Health

## DRIVING MOMENTUM

Previously working more or less independently to meet their workforce needs, San Luis Valley Health, as well as local schools and higher education institutions, lacked the structure and systems to work together to identify and address all barriers facing learners. With leadership, strategic direction, project management, and financial resources now provided by The Attainment Network, the partners are able to work collectively to identify the barriers and collaborate on solutions to make it easier for people to enter into, or advance in, health care careers.

The Attainment Network helped partners set specific targets to meet local workforce needs by December 2026, and by the end of 2025 we made significant progress:



The partners are already making progress toward their ambitious targets, but real success will be the sense of hope that comes with meaningful opportunities for learners to acquire the skills and education they need to succeed in good-paying jobs in healthcare.

## BUILDING ON OUR MOMENTUM

Looking ahead, the partnership aims to expand rural career-connected pathways in the San Luis Valley — building on the success of the nursing pathway to grow additional healthcare careers and launch new industry partnerships in construction and other high-demand sectors.

Visit <https://attainmentnetwork.org/SLVPartnership/> to learn more about how The Attainment Network and its San Luis Valley partners are transforming education-to-workforce systems.