



DHRHealth

**Building the Workforce
for Today and Tomorrow**

Who is DHR Health?

Delivering High-Quality Medical Care Across South Texas

- Established in **1997** as a day surgery center
- A regional hospital located in the Rio Grande Valley, focused on expanding access to medical services in South Texas
- One of the largest independently operated health systems in the United States, owned and led by local leaders



DHR Health – Our Community Impact by the Numbers

(2024)



683,000+ patient visits annually



456,000 imaging studies performed



8,000+ babies delivered each year



30,000 volunteer hours in the community



Nearly **\$3 million** given back to local organizations

Our Mission and Vision

Our **MISSION** is to improve the well-being of those we serve with **a commitment to excellence:** every patient, every encounter, every time.

Our **VISION** is to create a **world-class health system** to advance medicine and increase access for the communities we serve by **empowering caregivers to heal** through compassion, knowledge, innovation, integrated care, and excellence.

Where we are Today

- Serving **Cameron, Hidalgo, and Starr Counties**



1997

RENAISSANCE
DaySurgery
DOVE McCOLL



2025

DHR Health Services

We provide care for all health needs, including:

✓ Bone and Joint Care

✓ Emergency Care

✓ Physical Therapy

✓ Organ Transplant

✓ Behavioral Health

✓ Cancer Care

✓ Heart Care

✓ Stroke

✓ Trauma

✓ Gastroenterology

✓ Diabetes Management

✓ Neurology

✓ Surgery

✓ Women's Health

✓ Primary Care

A Comprehensive Health System

**Committed to Delivering High-Quality,
Compassionate Care**



5 hospitals with 600+ beds



Over 70 specialty clinics, providing advanced care close to home



Nearly 700 practicing providers across a wide range of specialties



1,400 nurses dedicated to patient care



6,000+ employees making a difference in healthcare



Expanding Access to Care

At DHR Health, we are working to make healthcare more accessible to everyone by:

- Building **new facilities**
- Investing in **new medical technology**
- Offering **specialized programs**
- Expanding **Graduate Medical Education**



Expanding Graduate Medical Education

Residency and Fellowship Programs

2024:

6 Residencies, 2 Fellowships, 81 in Training

2025:

9 Residencies, 2 Fellowships, 113 in Training

2026:

12 Residencies, 10 Fellowships

Building the Nursing Workforce for Today and Tomorrow

DHR Health recognized the nursing shortage, especially in the post-COVID era.

- Here's the innovative way we are addressing it.



Opportunity Meets Change

The Challenge

- National and local nursing shortages
- A need for sustainable pipelines
- Why traditional models alone weren't enough

Our Innovative Solution: The RN Apprenticeship Program

- First of its kind in Texas approved by U.S. Department of Labor
- Joint approval with Texas Board of Nursing
- Designed to:
 - **Onboard apprentices into paid, structured training**
 - Blend classroom learning + clinical rotations + mentorship
 - Transition graduates directly into RN roles



Rio Grande Valley
College

Rio Grande Valley College Registered Nurse Apprenticeship Program – Key Milestones

August 2023 – Approved by U.S. Department of Labor (applies to both programs)

April 2024 – Approved by the Texas Board of Nursing

October 2024 – Onboarded 2nd Cohort of RN Apprentices

January 2025 – Onboarded 3rd Cohort of RN Apprentices

May 2025 – Graduated 1st Cohort / Onboarded 4th Cohort

September 2025 – Graduated 2nd Cohort / Onboarded 5th Cohort



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South Texas College Registered Nurse Apprenticeship Program – Key Milestones

- July 2024** - Approved by Texas Board of Nursing
- January 2025** - Onboarded 1st Cohort of RN Apprentices
- March 2025** - Apprentices completed onboarding and began clinical floor rotations
- April 2025** - DHR Health and STC held Apprenticeship Committee Meeting
- September 2025** - Onboarded 2nd Cohort of RN Apprentices



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RN Apprenticeship Program Results

Rio Grande Valley College

Cohort 1 – Graduated May 2025

- 12 Nurse Apprentices graduated
- 10 hired into full-time RN roles at DHR Health
- Serving across acute and post-acute settings

Cohort 2 – Graduated September 2025

- 14 Nurse Apprentices graduated
- 12 hired into full-time RN roles at DHR Health
- Serving across acute and post-acute settings

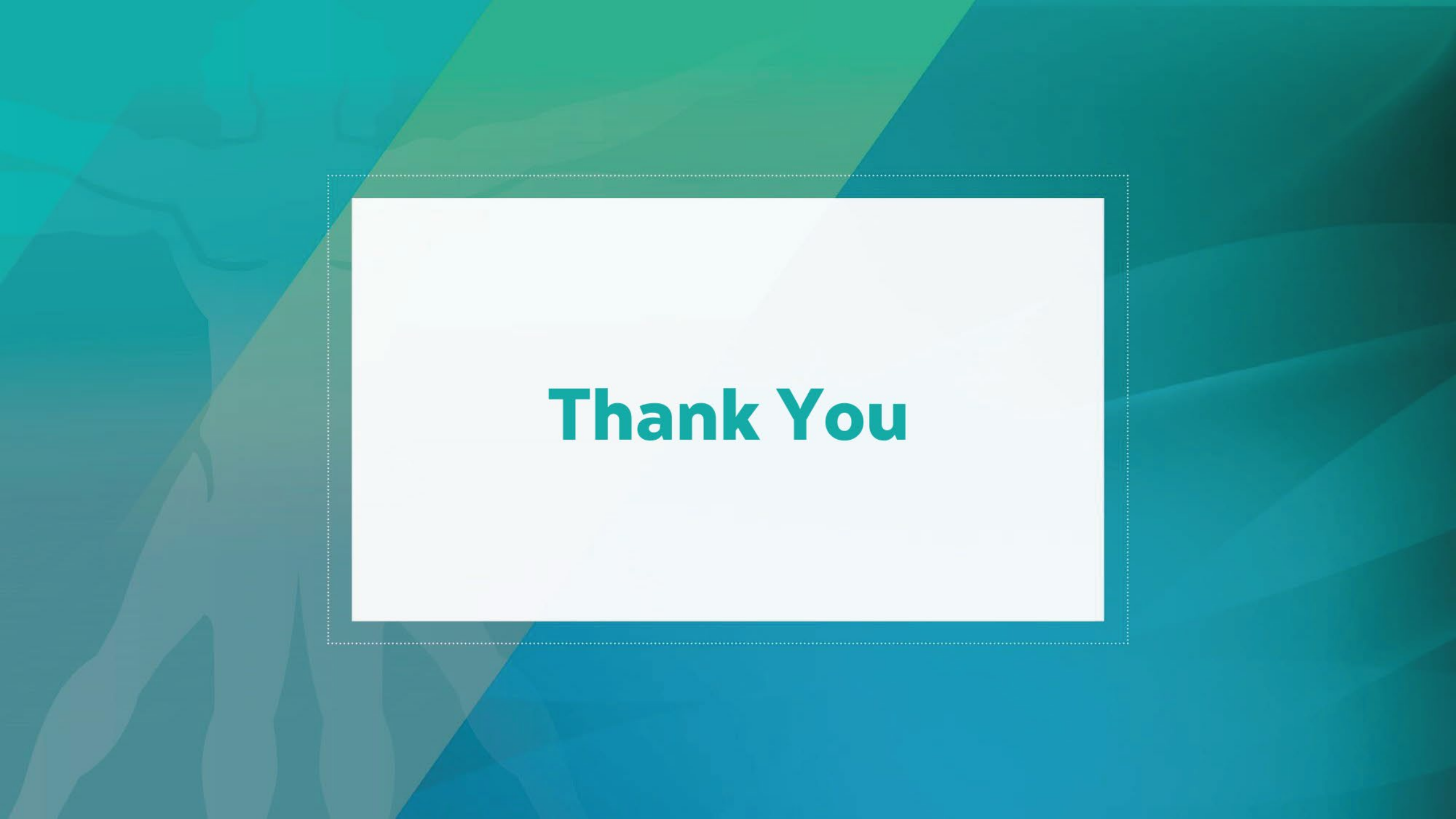


Building the Nursing Workforce for Today and Tomorrow

- RN Apprenticeship Program is **producing skilled RNs** to meet immediate workforce needs
- Program demonstrates a **scalable, sustainable model** for workforce development
- Together with our partners, we are **strengthening healthcare**

This program is delivering the workforce our community needs today.





Thank You