

2024

Impact Report


NIGHTINGALE
EDUCATION GROUP



2024 Impact Report

There were many remarkable moments and achievements at Nightingale Education Group this year. These accomplishments showcased the commitment to closing health equity gaps by preparing a relevantly skilled, readily available nursing workforce, representative of the communities they serve.

One of the organization’s milestones included the debut of its operating divisions to thousands of nursing professionals across the United States at the American Organization of Nursing Leadership (AONL) Conference and the National League for Nursing (NLN) Summit. In addition, Nightingale College was named a winner of the prestigious Northwest Commission on Colleges and Universities (NWCCU) Beacon Award for Excellence in Student Achievement and Success for its Wrap-Around Support Initiative. The College also successfully launched its Master of Science in Nursing Psychiatric-Mental Health Nurse Practitioner (MSN PMHNP) Program and provided \$140,000 to graduates as reimbursement for their NCLEX test fees.

By continuing to strive toward increasing access to the nursing profession for underserved and underrepresented communities in the United States, this year, Nightingale College welcomed more than **4,275** new learners.



Mission
 Nightingale Education Group contributes to closing health equity gaps by elevating education and employment systems to create a relevantly skilled, readily available nursing workforce, representative of the communities they serve.

Collaborators making a commitment to the mission at the Flame Forward! Conference.

Current Learner Statistics

Performance

Retention Rate – **90.56%**

Overall Persistence to Completion – **72.69%**

Matriculated Persistence to Completion – **80.61%**

3-Year Average Licensure Rate – **89.9%**

(As of 10/31/2024)

Graduates Licensed in 2024 – **820**

Job Placement Rate – **81.23%**

Population

Undergraduate Learners: **5,985**

Graduate Learners: **50**

Foundational Learners: **382**

Age

Over 24 – **88.65%**

Under 24 – **11.35%**

Diversity

Hispanic – **26%**

White – **24%**

Asian – **20%**

African American/Black – **20%**

Native Hawaiian/Pacific Islander – **2%**

American Indian/Alaskan Native – **1%**

Two or More Races/Unspecified – **7%**

Gender

Female – **85.33%**

Male – **14.45%**

Non-Binary & Unspecified – **0.12%**

1,500+
Graduates

4,275
Learners
Started

630
Graduates
Placed

50
States with
Active Learners

Overall Persistence to Completion: The number of all active and graduated learners divided by the number of enrolled learners. The Overall Persistence to Completion Rate includes learners who are enrolled in prerequisite general education courses and those who have matriculated into nursing courses. This is the all-time persistence rate as of the end of Fall 2024, including all starting cohorts for all programs.

Placement Rate: The number of learners with confirmed post-graduation employment divided by the number of graduates for the reporting period (with exemptions for military service, ecclesiastical service, etc.)

Licensure Rate: Licensing exam pass rate of graduates who attempted the NCLEX over the three most recent calendar years (passing on either the first or a repeat attempt).

Matriculated Persistence to Completion: The number of all active and graduated learners who have begun nursing courses, divided by the total number of learners who have matriculated into the nursing program from their prerequisite general education.

The Matriculated Persistence to Completion Rate includes only learners who have started nursing courses and completed their prerequisites. This is the all-time persistence rate for matriculated learners as of the end of Fall 2024, including all starting cohorts for all programs.

Retention Rate: All learners who continue to a new semester as of the semester's add/drop date, as well as the semester's graduates, divided by all learners enrolled in the previous semester as of the add/drop date.

Foundational Learners: Non-matriculated learners engaged in pre-enrollment remedial coursework, free of tuition charges.

Population: These numbers reflect the end of the Fall 2024 semester.

Graduates Placed: The anticipated number of graduates placed in the BSN, ASN, and PN programs for the Spring, Summer, and Fall 2024 semesters.

States with Active Learners: The college reached a milestone this year and had active learners in each of the 50 U.S. states and one territory, Puerto Rico. Please note that some learners are U.S. citizens in Europe due to military assignment.

Graduates: The number of anticipated graduates for 2024 is 1,500+. This number will be re-calculated for accuracy at the end of the semester.

Job Placement Rate: This percentage represents the number of graduates placed over 12 months. This number can only be reported as a January-December statistic.

All learner statistic data gathered on 11/20/2024 unless otherwise stated.



Learner Funding

Learner Graduation Fund

The BSN program's Learner Graduation Fund rewards persistence to degree completion by giving learners \$50 for each semester credit earned. Accumulated funds are disbursed to the learner's ledgers upon fulfilling all program requirements.

This year, more than **1,100 learners** benefitted from the Learner Graduation Fund.

\$18,600,000

Net accrued funds since 1/1/2021

\$11,800,000

Funds disbursed to graduates as of 11/20/2024

\$7,100,000

Funds distributed in 2024

NCLEX-RN Reimbursement

Nightingale College assists learners with their NCLEX-RN exam test fees through a reimbursement program. In this achievement, the College reimbursed **\$140,000** to graduates.

To encourage timely application and successful licensing examination outcomes, graduates are reimbursed for their licensing exam registration fee when meeting reimbursement criteria.

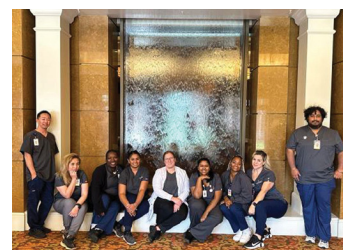
Learner Socioeconomic Status

It is widely known that nursing as a career is an excellent vehicle for economic mobility. The College has successfully focused on broadening opportunity and access, and assisting learners with the chance to make a career in a reliable, well-paying, and trusted profession. Learners can improve their economic status through the College's bachelor's and master's programs.



Household Income

- Lower: < \$52,000 – **47.45%**
- Middle: \$52,000-\$90,000 – **27.51%**
- Upper-Middle: \$90,000-\$123,000 – **10.96%**
- Upper: \$123,000+ – **14.04%**



Nightingale College Learners and Graduates.

Alumni

Diversity

American Indian/Alaskan Native – **0.86%**
Asian – **12.75%**
African American/Black – **13.55%**
Hispanic/Latino – **15.47%**
Native Hawaiian/Pacific Islander – **1.64%**
Not Specified – **5.74%**
Two or More Races/Unspecified – **0.62%**
White – **49.38%**

Age

18-29 – **20.01%**
30-39 – **46.29%**
40-49 – **24.4%**
50-59 – **7.73%**
60+ – **1.56%**

Gender

Female – **86.16%**
Male – **13.37%**
Non-Binary &
Unspecified – **0.48%**

Nightingale College Nursing Alumni Demographics since 2011.

Number of States with Nightingale Alumni

Nightingale College currently has alumni working and living in all 50 U.S. states. Empowered by the College's educational model, Nightingale is proud of the contributions and impact the alumni body is making toward better health in their communities.

College Program Additions

Master of Science in Nursing Psychiatric-Mental Health Nurse Practitioner (MSN PMHNP) Program

Designed for learners who already hold a bachelor's degree in nursing, Nightingale College created its MSN PMHNP program. This program prepares graduates to enter the nursing profession as Advanced Practice Registered Nurses, specifically emphasizing the role of Psychiatric-Mental Health Nurse Practitioner.

As the College's third master's program, this curriculum was built to expand learners' scope of practice concepts to prepare them to focus as effective members of an interdisciplinary health team. Implementing the MSN PMHNP program was vital because it will contribute to addressing the growing need for mental health care professionals in the United States. Graduates of this program will positively impact individuals and families, which will result in providing communities with necessary mental health services.



Nightingale College graduates at this year's Graduation Celebration.



Nightingale's National Impact

American Organization for Nursing Leadership (AONL) Conference

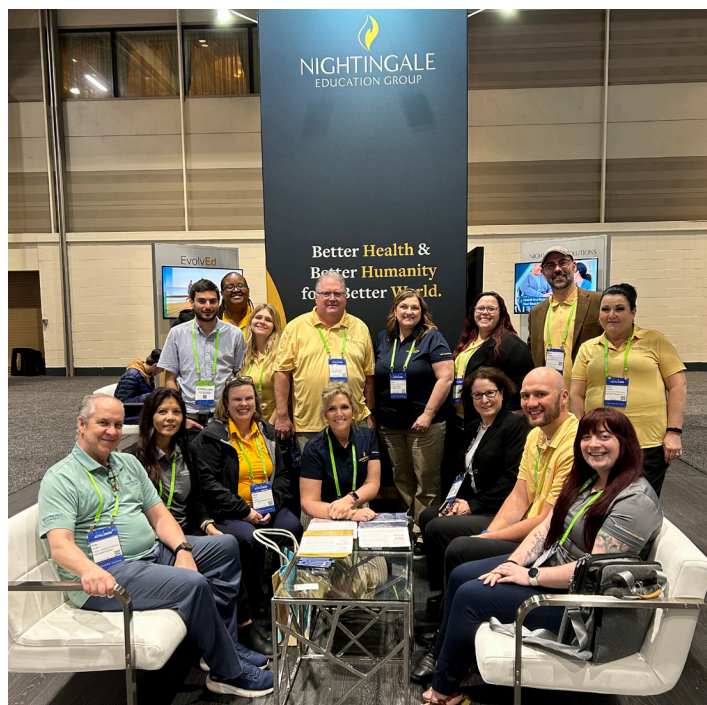
In early April, Nightingale Education Group had the opportunity to serve as a Diamond-level sponsor to debut and showcase the organization's significant growth and innovation efforts to more than 12,000 nurse leaders at the annual American Organization for Nursing Leadership (AONL) Conference in New Orleans, Louisiana. During this conference, Nightingale Education Group introduced its operating divisions, which allowed attendees to gain insight into the organization's mission of supporting underserved and underrepresented populations.

Throughout the conference, collaborators came together to talk to thousands of people from across the country about how the organization contributes to elevating education, employment, and closing health equity gaps.

National League for Nursing (NLN) Summit

The organization was a Platinum sponsor at this year's National League for Nursing (NLN) Conference in San Antonio, Texas. Nightingale College launched its operating divisions to a divergent and dynamic gathering of minds from around the world. At this conference, collaborators had the opportunity to hear new ideas and learn about innovations dedicated to revolutionizing the way nursing schools teach, learn, and grow.

The NLN Summit brought together nurse educators to explore trending and emerging topics impacting nursing education. This conference also allowed the organization to focus on recruitment, innovative strategies, and how to address solutions effectively.



Nightingale collaborators at the AONL Conference.

Health Occupations Students of America (HOSA) International Leadership Conference

Nightingale College attended the HOSA International Leadership Conference in Houston, Texas, in June. During this conference, the College had the opportunity to reach a high school audience and convey Nightingale's unique programs and educational model. The organization's attendance allowed it to network with high schools and high school students from around the globe. The resources brought to the conference helped inspire the next generation of healthcare professionals and expand the College's reach into the high school market.



Attendees partake in interactive booths at the APNA Conference.

American Psychiatric Nurses Association (APNA) Conference

In October, Nightingale College attended the American Psychiatric Nurses Association (APNA) Conference in Louisville, Kentucky, the premier event for psychiatric-mental health nursing professionals. This year, Nightingale College introduced its Master of Science in Nursing Psychiatric-Mental Health Nurse Practitioner (MSN PMHNP) program to the psychiatric-mental healthcare population. The College was able to portray to the individuals in attendance that it is passionate about providing care and teaching future nurses about the benefits of a career in mental health.



Nightingale collaborators throughout this year's conferences.

Conference Attendee and Speaker/Presenter Data

90 collaborators attended conferences across the United States this year, including the National Association of Student Financial Aid Administrators (NASFAA) Conference, the Healthcare Information and Management Systems Society (HIMSS) Conference, the Carnegie Foundation Summit, the Career Education Colleges and Universities (CECU) Conference, and many more.

This year, 25 collaborators spoke and presented at conferences across the country. Collaborators presented relevant information at conferences such as the International Congress on Mathematical Education, GrantSummit, The Interservice/Industry Training, Simulation, and Education Conference (I/ITSEC), and the Association for Educational Communications & Technology (AECT) International Convention.



Awards, Honors, & Published Articles

Northwest Commission on Colleges and Universities (NWCCU) Beacon Award

In October, Nightingale College was named a winner of the prestigious NWCCU Beacon Award for Excellence in Student Achievement and Success for its Wrap-Around Support Initiative. The Beacon Award is an annual award that recognizes institutional or programmatic accomplishments in student achievement and success at the NWCCU family of institutions. Award winners have demonstrated distinctive, measurable, and replicable innovations that have resulted in student achievement and success at the institutional or programmatic level. Having been accredited by NWCCU for less than two years, this is a tremendous honor.

This award demonstrates the importance of learner support services. The organization appreciates NWCCU's recognition of the work put into this program to support Nightingale learners and their successes.

New Directions for Higher Education Volume 2024, Issue 107:

In the fall, Dr. Diane Johnson, Vice President, Learner Experience and Provost, and Dr. Courtney Davis, Senior Manager, Faculty Development & Curriculum Delivery, published their research article "Bridging the Gap for Underserved Populations: Personalized AI Solutions for College Access and Learning Support." In this paper, Drs. Johnson and Davis discussed ways artificial intelligence (AI) solutions increase access, provide support, and reduce student barriers.



A collaborator participates in the Executive Council panel discussion at the Flame Forward! Conference.



Happy collaborators gather at the annual Flame Forward! Conference.

Best Company: Happiness

Out of 175 large companies, Nightingale Education Group was recognized as number 88 on the list of "Best Companies for Happiness" by Comparably this year. Of the tens of thousands of companies rated on Comparably over the past twelve months, Nightingale Education Group employees spoke about their happiness within the organization ranked in the top 5% of similar-size companies. Happiness is ranked across various cultural dimensions such as CEO rating, environment, and executive team.

Best Company: Work-Life Balance

This year, Nightingale Education Group was named one of the top 100 companies with the best work-life balance. Through policies such as remote work, flexibility, and generous paid time off, Nightingale collaborators felt that the organization had provided a platform that allowed collaborators to thrive in and outside the workplace.

Best Company: Career Growth

Named best in this category for the second consecutive year, Nightingale Education Group has experienced rapid growth this year. While maintaining a unique and robust organizational culture, Nightingale's commitment to professional development, mentorship, and career advancement continues to catch the eye of many professionals in various industries across the United States.

Utah Worksite Wellness Council (UWWC) Healthy Worksite Gold Award

At this year's UWWC award ceremony, the Utah Worksite Wellness Council awarded Nightingale Education Group the Gold UWWC Healthy Worksite Award. This recognition is one of the best in Utah regarding worksite wellness. The UWWC Healthy Worksite Awards Program highlights employers for their exemplary efforts in worksite wellness promotion and wellness programs for their employees.

HRO Today Association North America Award

Under the leadership of Chief Collaborator Experience Officer Mike Sorensen, Nightingale Education Group shifted its human resource functions significantly by focusing on cultivating a positive workplace culture, recognizing gaps, sustaining momentum, and finding appropriate solutions to meet the needs of stakeholders. Mike and his team saw a 21% reduction in turnover over the previous year and expanded wellness offerings to all collaborators. Mike was honored with the HRO Today Association's North America Award for HR Excellence in Higher Education for his leadership and contributions to the organization.

National Organization of State Offices of Rural Health (NOSORH) Collaboration Award

In September, Chief Executive Officer Mikhail Shneyder, DNEd(hc), MBA, RN, was recognized by the NOSORH for his strong collaborative endeavors. This award reflects Nightingale Education Group's efforts to address Utah's nursing workforce shortages and improve rural health outcomes. With collaboration at the core of Nightingale's pathway to mission fulfillment, this award was a significant honor.

Controller of the Year

Through an extensive nomination period and judging process, the Controllers Council, a member association and community-focused career development platform of Chief Finance Officers and corporate accounting and finance professionals, named Nightingale Education Group Chief Financial Officer Thomas Reams a Medium/Private organization category winner. Winners proved their value in their fields and were awarded based on financial performance, volunteer and philanthropic activities, and educational background.

Nightingale Collaborators

Community

Nightingale Education Group collaborators donated over **350 volunteer hours** to give back to their communities. Volunteer time includes service at food and housing insecurity organizations, local distribution centers, affordable and accessible healthcare sectors, and more. Through the organization's commitment to fostering love, kindness, and responsibility, these humanitarian efforts allowed collaborators to make a positive impact beyond the workplace.

Statistics

Total Number of Collaborators – **834**

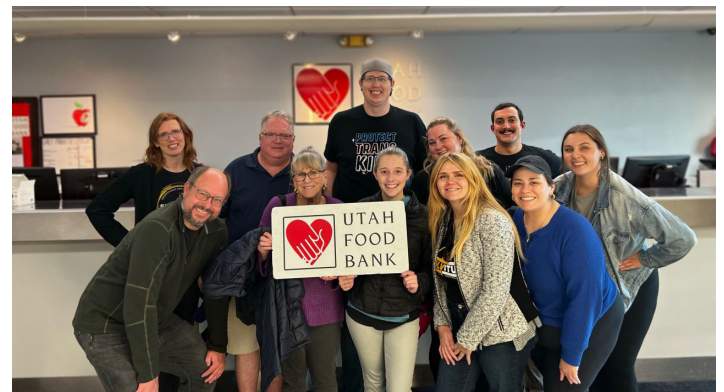
(Including Faculty Members)

Total Number of Faculty Members – **341**

Number of States with Active Collaborators – **47**

Amount Spent on Collaborators – **\$3,700,000**

(Amount includes money spent on collaborators regarding professional development, training, conferences, continuing education, New Collaborator Orientation, Flame Forward!, etc.)



The Marketing and Communications functions participating in a "Give Back Day" at the Utah Food Bank.

All collaborator statistic data was gathered on 11/20/2024.



NIGHTINGALE

EDUCATION GROUP

Better World through Better Humanity and Better Health.

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