

2024

Impact Report



2024 Impact Report

This year, there were many remarkable moments and achievements at Nightingale Education Group and among its operating divisions, Nightingale College, Nightingale Innovations, and EvolvEd. These accomplishments showcased the organization's commitment to closing health equity gaps by preparing a relevantly skilled, readily available nursing workforce, representative of the communities they serve.

Nightingale Education Group and its operational divisions were debuted to thousands of nursing professionals at the American Organization of Nursing Leadership (AONL) conference and the National League for Nursing (NLN) Summit.

For its work in prioritizing learner wraparound services, Nightingale College was named a winner of the Northwest Commission on Colleges and Universities (NWCCU) Beacon Award for Excellence in Student Achievement and Success. This award recognizes the College's devotion to supporting its learners and graduates before, during, and after their nursing programs.

To achieve the group's mission of providing the healthcare industry with relevantly skilled and readily available bachelor-prepared nurses, the BSN program's learner graduation fund returned **\$4,267,400** to learners who persisted to graduation.



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

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.

Current Learner Statistics

Performance

Retention Rate: **91.31%**

Overall Persistence to Completion: **73%**

Matriculated Persistence to Completion: **81.07%**

3-Year Average Licensure Rate: **89.5%**

(As of 12/31/2024)

Graduates Licensed in 2024: **952**

Job Placement Rate: **81.23%**

Population

Undergraduate Learners: **5,982**

Graduate Learners: **50**

Foundational Learners: **382**

Diversity

Hispanic: **25.82%**

White: **23.56%**

Asian: **20.13%**

African American/Black: **19.96%**

Native Hawaiian/Pacific Islander: **2.28%**

American Indian/Alaskan Native: **1.11%**

Two or More Races/Unspecified: **7.15%**

Age

18-23: **6.11%**

Over 23: **93.89%**

1,207
2024
Graduates

4,275
Learners
Started

633
Graduates
Placed

51
States and
Territories

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.

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.

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.

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

Graduates Licensed in 2024: The number of graduates that attempted and passed the NCLEX-RN or NCLEX-PN exam in 2024

Job 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.) This reporting period is Spring, Summer, and Fall 2023 semesters.

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

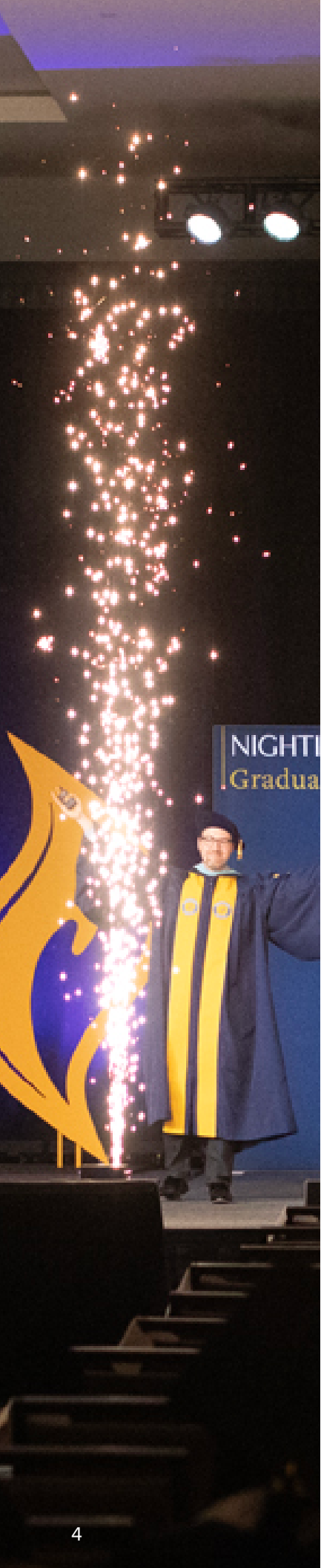
Foundational Learners: Non-matriculated learners engaged in pre-enrollment remedial coursework, free of tuition charges.

Graduates Placed: The number of learners with confirmed post-graduation employment for the reporting period of Spring, Summer, and Fall 2023 semesters.

States and Territories: 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.

2024 Graduates: The number of learners who graduated in Spring, Summer & Fall 2024.

All learner statistic data gathered on 2/21/2025 unless otherwise stated.



Learner Funding

Learner Graduation Fund, BSN Program

To achieve the group's mission of providing the healthcare industry with relevantly skilled and readily available bachelor-prepared nurses, Nightingale College's learner graduation fund is designed to make the BSN program more affordable and motivate learners to persist to graduation. Learners are awarded \$50 for each semester credit earned. Accumulated funds are disbursed to the learner's ledgers upon fulfilling all program requirements.

In 2024, **1,035 learners** benefited from the learner graduation fund.

\$4,267,400

Funds distributed
in 2024

NCLEX-RN Success Coaching

In alignment with the group's mission of providing the healthcare industry with an adequate nursing workforce, the College makes it possible for learners to have continual access to program resources, including NCLEX success coaching after graduation and up to licensure. By extending educational resources, Nightingale Education Group is diversifying the nursing workforce to more accurately represent the communities served.

In its commitment to removing barriers of entry for learners transitioning to the workforce, the College's NCLEX-RN reimbursement program awarded more than \$140,000 to graduates to help with their NCLEX test fees. To encourage a timely application and successful outcome of the licensing examination, graduates are reimbursed for their licensing exam registration fee when meeting reimbursement criteria.

Learner Socioeconomic Mobility

The College has made it possible through its educational models and wraparound learner support services to enroll and graduate a significant number of individuals from lower socioeconomic backgrounds, thus creating the opportunity for learners to benefit from a nursing career and the vast opportunities that come with it. By increasing access to nursing education for a wider range of socioeconomic bands, the College can graduate nurses who closely represent the communities served.

Learner Household Income

\$0-30,000: **26.99%**

\$30,001-48,000: **15.4%**

\$48,001-75,000: **21.84%**

\$75,001-110,000: **17.21%**

\$110,000+: **17.77%**

Fall 2024 Semester Learner Data

Alumni

Diversity

American Indian/Alaskan Native: **0.83%**

Asian: **12.75%**

African American/Black: **13.59%**

Hispanic/Latino: **15.42%**

Native Hawaiian/Pacific Islander: **1.62%**

Not Specified: **5.75%**

Two or More Races: **0.62%**

Unspecified: **5.75%**

White: **49.38%**

Nightingale College Nursing Alumni Demographics since 2011.

Age

18-29: **20.01%**

30-39: **46.29%**

40-49: **24.4%**

50-59: **7.73%**

60+: **1.56%**

Gender

Female: **86.11%**

Male: **13.41%**

Non-Binary &
Unspecified: **0.48%**

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 learners to practice as Advanced Practice Registered Nurses (APRNs) with an emphasis on 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 important because it contributes 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 result in providing communities with necessary mental health services.



Nightingale College graduates at this year's Graduation Celebration.



Nightingale Education Group'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 is contributing to elevating education, employment, and closing health equity gaps.

National League for Nursing (NLN)

The organization was a Platinum sponsor at this year's National League for Nursing (NLN) Conference in San Antonio, Texas. Nightingale Education Group was able to showcase the work that Nightingale College, Nightingale Innovations, and EvolvEd contribute 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 that impact the nursing education profession. This conference also allowed the organization to focus on recruitment, innovative strategies, and how to effectively address solutions.



Nightingale collaborators at the AONL Conference.

Collaborator Conference Attendee and Speaker/Presenter Data

90 collaborators attended conferences across the United States this year. This includes appearances at conferences such as the National Association of Student Financial Aid Administrators (NASFAA) conference, the Healthcare Information and Management Systems Society (HIMSS) conference, the Carnegie Foundation Summit, and the Career Education Colleges and Universities (CECU) conference.

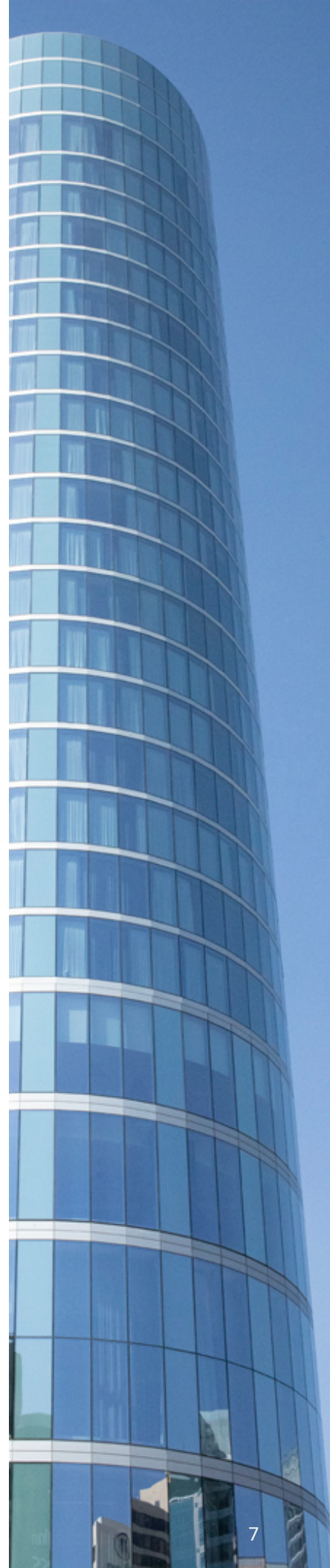


Attendees partake in interactive booths at the 2024 APNA Conference.

25 collaborators spoke and presented at conferences across the country this year. This includes presenting 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.



Nightingale collaborators throughout this year's conferences.



Awards, Honors, & Published Articles

Northwest Commission on Colleges and Universities (NWCCU) Beacon Award

In October, Nightingale College was named the winner of the prestigious NWCCU Beacon Award for Excellence in Student Achievement and Success for its Wraparound 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 significant honor.



Nightingale collaborators receiving the NWCCU Beacon Award.

This award exemplifies the importance of learner support services. The organization appreciates NWCCU's recognition of the work that has been 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 barriers for students.

Comparably Awards, Best Company: Happiness, Work-Life Balance, and Career Growth

Nightingale Education Group received several recognitions in 2024 that support its commitment to building a human-centric company culture.

Comparably has recognized Nightingale Education Group as a top 100 organization for Happiness and Work-Life Balance, and named the group number one, for the second consecutive year, for Career Growth.



Nightingale College
Happiest Employees

Nightingale College
Best Career Growth 2024



Nightingale College
Best Company Work-Life
Balance

Organization and Collaborator Recognitions

The organization and individual collaborators have been recognized in the following significant ways in 2024:

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.



Happy collaborators gather at the annual Flame Forward! Conference.

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 last year and expanded wellness offerings to all collaborators.

For his leadership and contributions to the organization, Mike was honored with the HRO Today Association's North America Award for HR Excellence in Higher Education.

Controllers Council 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 financial officers and corporate accounting and finance professionals, named Nightingale Education Group Chief Financial Officer Thomas Reams a winner in the Medium/Private organization category.

Winners proved their value in their fields and were awarded based on financial performance, volunteer and philanthropic activities, and educational background.



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

Utah Worksite Wellness Council (UWWC) Health 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 when it comes to worksite wellness, promotion, and wellness programs for their employees.

Nightingale Collaborators

Statistics

Total Number of Collaborators: **840**

(Including Faculty Members)

Total Number of Faculty Members: **336**

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

Collaborator Investment: **\$3,720,437**

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

All data gathered on 12/31/24

Community

Aligned with the organization’s purpose of creating a better world through better health and better humanity, collaborators in 2024 connected with their communities by participating in company Give Back Days that provided service to food and housing insecurity organizations, local distribution centers, and affordable and accessible healthcare groups.

Nightingale Education Group collaborators donated more than **430 volunteer hours** to bring resources to underserved populations.



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



NIGHTINGALE

EDUCATION GROUP

Better World through Better Humanity and Better Health.

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