



PROPOSAL FOR AN APPLIED BACHELOR'S DEGREE PROGRAM

Revised 9/17/2020

Ohio Revised Code (ORC) 3333.051, enacted pursuant to Amended Substitute House Bill 49 of the 132nd General Assembly, directs the chancellor of higher education to establish a program under which community colleges, state community colleges, and technical colleges may apply to offer applied bachelor's degrees.

This document will begin the Chancellor's review process. The ODHE staff will review all submissions for compliance with specifications identified in ORC 3333.051 and for the college's capacity to offer the proposed program. Before approving programs, the chancellor will consult with the Governor's Office of Workforce Transformation, the Inter-University Council of Ohio, the Ohio Association of Community Colleges, and the Association of Independent Colleges and Universities of Ohio.

If your institution is proposing more than one applied bachelor's degree, please use a separate form for each program.

Proposals will be accepted beginning September 17, 2020

SECTION 1: EVIDENCE OF NEED

1.1 Program Information

- *Provide the name of the proposed program:*

Bachelor of Applied Science in Registered Nursing (RN to BSN)

- *Provide the six-digit CIP code (format: XX.XXXX) of the proposed program, if known:*

51.3801

- *Provide the names of the ATS, AAB, and/or AAS programs at your college upon which the proposed program is intended to build.*

Associate of Applied Science Degree in Registered Nursing

CIP Code: 51.3801

3 majors:

- **Traditional ADN (NUR.AAS)**
- **LPN to RN (NURLP.AAS)**
- **Paramedic to RN (NURPM.AAS)**

1.2 Workforce Need and Workforce Gap Not Being Met by Existing Programs

- *Describe the workforce needs and required skills of a regional business or industry and indicate how the proposed program is particularly suited for preparing graduates for careers in that regional business or industry. To substantiate that the need is in an in-demand field with long-term sustainability, submit regional data from the Governor's Office of Workforce Transformation In-Demand Jobs List (topjobs.ohio.gov) and the regional or local workforce board data **as an appendix item**.*

The proposed applied bachelor's degree was developed after thorough analysis of community and workforce demand. The feedback received from our clinical partners, advisory committee members, employers, and graduates laid the foundation for this initiative.

Issue #1:

Need for bedside nurses to have increased training and higher degree of education.

Research indicates that nurses prepared at the baccalaureate level are better equipped to recognize patient changes and through clinical reasoning take action to improve patient outcomes. Research indicates that hospitals that have increased their number of BSN prepared nurses have noted improved patient outcomes (Lasater, et.al., 2021). The study completed by Lasater, et.al. indicated that as the proportion of BSN nurses increased by 15%, the institutions noted a

decrease in risk-adjusted mortality rates, 7-day readmission, 30-day readmission, and shorter lengths of stay for patients (Lasater, et.al., 2021). This research stemmed from the Institute of Medicine's report on *The Future of Nursing: Leading Change, Advancing Health* that recommends eighty percent of bedside nurses to be educated at the baccalaureate level by 2020. As of the last review in February 2019, Ohio had only achieved 56%. One major roadblock is lack of sufficient programs and faculty to get students through this level of education. Increasing capacity through initiation of more availability of affordable BSN program options can help to alleviate the burden of getting more students to a higher degree level. COTC's proposed applied bachelor's degree would provide an affordable BSN pathway that would contribute to the recommended BSN achievement.

Workforce data gathered by the Ohio Board of Nursing in 2021 indicate that 40%, or 85,360 registered nurses received their initial training through an associate degree education. Of those, 10%, or 8,114 registered nurses are currently enrolled in an RN to BSN continuation program, with another 18,527 planning to earn their BSN within the next ten years. These findings indicate an increase in the number of associate degree prepared nurses in Ohio over the past several years. In the workforce data review in 2017, there were 83,041 nurses reporting an associate degree as their initial program. In 2019, that number rose to 83,908 nurses with an associate degree beginning their career as a registered nurse. With local facilities requiring nurses to obtain a BSN, there is a continued need for local, flexible options for technical training.

The National League for Nursing (NLN) data from academic year 2019-2020 indicates that BSN programs are consistently turning away 29% of qualified applicants. This pushes more students to complete an associate degree followed by an RN to BSN continuation program. Despite the accessibility of an online program, close geographic proximity and familiarity with the program can assist learners in successful completion. Offering an RN to BSN program to our ADN graduates can provide this level of support.

COTC's BSN pathway will offer a unique option for students by offering all courses in a Competency Based Education (CBE) format. The CBE format ensures that students have met all stated competencies for the course before moving forward. The stated competencies are derived from the AACN Essentials for nursing education. Students will also be able to progress through courses at a quicker pace if they are timely in meeting competencies. The CBE delivery model places the RN to BSN program at COTC in a position of superiority compared to other online continuation programs. The CBE format will enable students to learn on their schedule while assuring that they are competent in each identified outcome.

Issue #2

Many hospitals in our geographical region are seeking or have received Magnet Status.

Magnet status for a hospital is a recognition program through the American Nurses Credentialing Center (ANCC) which provides standards of excellence within nursing for improved patient outcomes. The eligibility criteria for meeting these standards requires nurses within the facility that have any leadership role to have a minimum of a baccalaureate degree.

Many local facilities require that a nurse hired with an associate's degree sign an agreement that they will obtain a baccalaureate degree within a specified time frame from hire. Associate degree nurses facing a deadline to complete their BSN must immediately seek enrollment in a degree completion program. COTC's proposed applied BSN program would not only provide a time-efficient pathway to meet employer deadlines, but would create opportunities for advancement in future leadership roles.

Issue #3

Nursing shortages in the United States require an increase in number of accredited programs available to graduate qualified nurses to meet current and future staffing needs. The most recent EMSI data indicates that there are 22,908 open job postings with a job posting demand of 1,022 in the region served by COTC. Due to the recent pandemic nursing needs are continually changing and becoming more demanding.

Increasing the number of accredited BSN programs can help meet future demand for qualified nurses and add to the potential employment pool for future educators. Increasing the number of programs can help to alleviate this concern by increasing the degree level of nurses, enabling them to teach, or continue their education to become faculty. A nurse with a BSN can assist in increasing the candidacy pool for clinical faculty, which would help to alleviate the shortage. Further, COTC's BSN program will provide a foundation for more nurses to pursue a graduate degree, increasing the candidacy pool for faculty roles.

Upon review of graduate data obtained by the COTC IR&E department, it is noted that from Summer 2015 to Spring 2020 Nearly six in 10 submitted graduates showed an enrollment record indicating completion of at least one additional credential following COTC; 374 (56%) were a bachelor degree or higher. The number of Bachelor degree or higher completers is 374/387 (97%); Nearly all subsequent completers earned a bachelor's degree or higher and all were nursing and health-care related

In summary, the proposed applied bachelor's degree program would:

- 1) Use the student's time efficiently. The proposed five semester program will allow students to work in a nursing role after having completed a pre-licensure registered nurse program, enabling them to work while completing their BSN degree, contributing to the workforce in a time of critical demand. Further, the

CBE delivery format will allow students to complete their degree at a pace that works for them.

- 2) Meet the healthcare needs of the community by providing additional nursing education.
- 3) Provide bachelor-level specialty training in nursing theory, assessment, and leadership.
- 4) The addition of 30 credits of general education throughout the plan of study, combined with higher-level technical courses, ensures bachelor-level rigor and education.

Summary of Workforce Needs: See Appendix A: Workforce

- According to the Governor's Office of Workforce Transformation:
 - Registered Nurses are listed as Critical/In-Demand for the Central Ohio region
 - Appendix A: Ohio Top Jobs- Critical Demand
 - Appendix A: RN Ohio Top Jobs Data
- According to EMSI Data:
 - Job posting activity averages 2,493 per month in Ohio.
 - Appendix A: EMSI Report
- *Prior to submission, this proposal must be discussed at a meeting of the community college's regional educational providers. Discussions among institutional members should address regional workforce needs, benefits to the region, concerns about potential duplication and program overlaps, and options for articulated pathways (2+2 or 3+1), as appropriate. Attach a fact-based summary of the discussion and related documentation (including comments both in favor of and opposed to the program) as well as supportive employers' data on the collective employment needs as an Appendix A: Meeting with OSU Central Ohio Team Call.*
- *Describe the specific workforce need and skills gap that is not being met by existing college or university programs (public or private) in your region. List similar bachelor's degrees at public and private colleges and universities in your region and identify, in detail with specific program examples, how they do not meet the regional business and industry needs.*

COTC has one of the largest programs in Ohio, graduating approximately 200± pre-licensure RN candidates each year. In addition, the quality of the program is clearly demonstrated through key quality performance indicators and graduate outcomes including high NCLEX-RN pass rates. The demand for baccalaureate-prepared nurses remains high in the service area, the state, and the nation. The proposed applied bachelor's degree program completely aligns with COTC's mission and vision to address workforce needs and remains true to our "technical" core. Offering the RN-to-BSN through COTC will help to address the need for more programs and more pathways to meet industry demand. COTC serves the tri-county area of Licking, Knox, and Coshocton counties. With the exception of higher cost online BSN program accessibility, within COTC's tri-county region, students seeking to earn a BSN have access to only one institution, Mount Vernon Nazarene University (MVNU).

MVNU is a private, liberal arts, traditional 4-year residential institution, often pulling students from outside our immediate service area. While MVNU offers a synchronous online RN to BSN program, a 4-year institution does not often meet the needs of working adults or associate degree nurses seeking to complete their degree while working. Further, MVNU's overall enrollment of 2,141 (includes all nursing programs) in 2020 does not produce enough qualified nurses to fill the current available roles. There is a notable market demand for technical education that produces skilled workers. With limited options in the tri-county area, an additional BSN option is needed, specifically, a degree completion program with a focus on technical education. The proposed BSN program through COTC would also result in a significant cost savings to the student as the tuition per credit hour at MVNU is \$942, while COTC is only \$209. COTC's BSN program will consist of 60 credit hours, making total cost of completion \$12,540.

Offering an RN to BSN program at COTC will provide a familiar institution to students that have completed our Associate degree program. Providing this option to students locally also enables them to utilize our on-campus resources due to proximity and familiarity of the campus. For example, COTC's Student Success Center with tutoring in numerous disciplines, student success coaches, and testing resources can be a benefit for students wishing for face-to-face interactions. Further, this will allow COTC to create partnerships with local hospitals to create pathways for their nursing staff to continue their education. Staff will be able to meet the hospital requirements of a baccalaureate degree within five years while receiving tuition reimbursement for the low-cost of attendance from the hospital. With COTC having the ability to offer both the Associate and bachelor degrees, local facilities will maintain a pipeline of frontline staff with plans in place for them to further their education to the required level.

Enabling our local healthcare employers to maintain existing staff by increasing their education level can save the hospital an average of \$40,038 per nurse (Plescia, 2021).

SECTION 2: INDUSTRY PARTNERSHIP

2.1 General Partnership Information

To be approved to offer an applied bachelor's degree, the college must enter into at least one agreement with a regional business or industry to train students in an in-demand field and to employ students upon successful completion of a program.

- *Provide the name(s) of the regional business/industry partner for the proposed program.*
- *Submit a copy of the partnership agreement(s) as an appendix item.*

Clinical Affiliates & Industrial Partners

- The Clinical Affiliation Agreements already in place can be used for students in their workforce training assignments, however, there are no clinical hours needed for the continuation degree.
- CLINICAL AFFILIATION AGREEMENTS do not specify or define the nursing program as an associate degree program and also includes ALL COTC programs, or multiple Health Science programs in one contract. An example affiliation agreement already in place is included in **Appendix B**, which accounts for the needs of students in the RN to BSN program.
- Active COTC & Nursing Contracted Clinical Affiliates & Industry Partners:

| Clinical Affiliation Agreements | Year | Expiration |
|---|------|------------|
| Arlington Care Center | 2022 | n/a |
| Buckeye Boys Ranch | 2013 | n/a |
| Cedar Hill | 2010 | n/a |
| Chestnut House | 2019 | n/a |
| Coshocton County Memorial | 2020 | n/a |
| DaVita Dialysis Centers | 2008 | n/a |
| Fairfield Medical Center | 2014 | n/a |
| Flint Ridge | 2019 | n/a |
| Genesis Health Systems | 2016 | n/a |
| Greystone Healthcare | 2016 | n/a |
| Heath Nursing Care Center | 2016 | n/a |
| Hospice of Central Ohio | 2016 | n/a |
| Kendal of Granville | 2022 | n/a |
| Knox Community Hospital | 2022 | n/a |
| Knox County Health Dept. | 2022 | n/a |
| Lanfair | 2017 | n/a |
| Licking County Health Dept. | 2020 | n/a |
| Licking County YMCA | 2020 | n/a |
| Licking Memorial Hospital | 2022 | n/a |
| Mount Carmel | 2016 | n/a |
| Muskingum Valley Health Ctr. | 2018 | n/a |
| Nationwide Children's Hospital | 2010 | n/a |
| Newark City Schools | 2022 | n/a |
| Ohio Eastern Star | 2010 | n/a |
| OhioHealth | 2022 | n/a |
| Ohio State University Medical Ctr. | 2022 | n/a |
| Progeny Incorporated | 2015 | n/a |
| Select Specialty Hospital | 2015 | n/a |
| Southeastern Ohio Regional Medical Center | 2006 | n/a |
| Tuscany Gardens | 2021 | n/a |

- *Describe current and future employment opportunities with the business/industry partner(s) and within the region. Include the data points that will be collected to track employment outcomes.*

Current & Future Employment Opportunities

- COTC continues to be a leader in meeting employer needs by producing job-ready, skilled nurses.
- The COTC nursing program is accredited by Accreditation Commission for Education in Nursing (ACEN). Per our reported standards, at least 75% of our students must be employed as a registered nurse within 12 months of program completion.

- Employment data is public record and will continue to be reported internally and externally and verified annually through accreditation annual reports.
- Graduate employment data:
 - 2012-2013: 78%
 - 2013-2014: 80%
 - 2014-2015: 94%
 - 2015-2016: 98%
 - 2016-2017: 95%
 - 2017-2018: 92%
 - 2018-2019: 97%
 - 2019-2020: 82%
- In addition to tracking employment data, per ACEN guidelines, the college also tracks employer satisfaction with our graduates.
- Data from 2019, 2020, and 2021 indicate that employers of our graduates feel that 96-100% meet or exceed their expectations in all areas reviewed.
- Employer satisfaction is public record and will continue to be reported both internally and externally and verified annually through accreditation annual reports.

Industry Partners Participation

- The COTC nursing program meets twice annually with our Nursing Advisory board. The nursing advisory committee is comprised of a robust, active group of clinical partners, industry leaders, alumni, and school representatives.
- Specifically, COTC will seek input from industry partners on a regular and ongoing basis. The advisory committee meetings are held every April & October. Each session provides program updates, NCLEX pass rates, and a discussion of needs identified from the college and industry partners.
- Advisory committee minutes are public record and will continue to be reported both internally and externally and verified annually through accreditation annual reports.
- COTC is working to create a partnership with the local institution, Licking Memorial Hospital (LMH), to create a more streamlined process for students pursuing their BSN. The partnership will encourage students to become employed by LMH following graduation with their associate's degree, LMH will then agree to cover most of the cost of their BSN degree through COTC. This covers the hospital's requirement for nurses to obtain a baccalaureate degree within five years of hire, while also increasing their front-line providers, and providing reimbursement to the student.

Nursing Advisory Committee Invitees:

| First Name | Last Name | Role | Affiliation | County |
|------------|-----------|-------------|--|----------|
| William | Baker | Chairperson | | |
| Renee | Sparks | Member | Hospice of Central Ohio | Licking |
| Kim | Kelly | Member | Nationwide Children's Hospital - Education | Franklin |
| O'Brien | Kelly | Member | Ohio Health, Educ. | Franklin |
| Emery | Carol | Member | Knox Community Hospital | Knox |
| Julia | Holtz | Member | Licking Memorial Hospital Educ. Dept. | Licking |

| | | | | |
|----------|------------|--------|-----------------------------------|---------------------|
| Lisa | Jackson | Member | Coshocton Hospital | Coshocton |
| Shari | Duvall | Member | Arlington Nursing Home | Licking |
| Dan | Vincent | Member | Genesis Health Care Systems | Muskingum |
| Sandy | Walker | Member | COTC, Dean of Technical Studies | Licking |
| Goodin | Mariah | Member | Select Special Hospital | Licking |
| Sills | Michelle | Member | Southeastern Ohio Medical Center | Guernsey |
| Brothers | Olivia | Member | MVHC | Muskingum/Coshocton |
| Krystal | Etters | Member | Kendall of Granville | Licking |
| Cindy | Wilkens | Member | Muskingum University | Muskingum |
| Heather | Burkhart | Member | Licking Memorial Hospital | Licking |
| Wendy | Bowles | Member | OSU | Franklin |
| Sarah | Morrison | Member | COTC-Gateway | Licking |
| Sandy | Siegrist | Member | COTC Math Faculty | Licking |
| Maey | Gharbiah | Member | COTC BIO faculty | Licking |
| Kendrah | Cunningham | Member | COTC Nursing Administration | Licking |
| Amy | Fry | Member | COTC Nursing Clinical Coordinator | Licking |
| Kathy | Jeffers | Member | Southeastern Med | Guernsey |
| Chrishia | Martin | Member | Cedar Hill | Licking |
| Dennis | White | Member | COTC Alumni | Licking |
| Diane | Paul | Member | COTC Alumni | Licking |

- *Submit letters of support from specific business/industry partners indicating their commitment to train students in an in-demand field and to employ students upon their successful completion of the program as an appendix item. Support letters are expected to detail the partner's current and future employment needs and to specifically describe the partner's level of involvement with the proposed program (e.g., participation in curriculum development, participation in program advisory boards, and commitment to providing work-based learning opportunities for students).*
- **See Appendix C: Letters of Support**

2.2 Workplace-Based Learning Experience (include information on workplace hours/assignments)

- *Describe the workforce-based learning experience(s) embedded in the program. Include commitments from business and industry partner(s) as an appendix item.*
 - Students will complete assignments throughout their coursework that will require them to spend time in a variety of settings within the nursing field. The bulk of these assignments will be completed during their capstone course (NURS 420) where they complete 40 hours with a registered nurse in a healthcare setting of the student's choice. The student will select a healthcare site based upon the student's plan for a

quality improvement project. The student will identify a mentor for the capstone project which must be a Registered Nurse with a minimum of a Bachelor of Science Degree. The mentor nurse will be required to verify the hours spent in the mentored clinical site experience.

The student experience will be evaluated by the college faculty through a variety of assignments which will culminate in a capstone project. The capstone project does not require implementation but must be completed with enough detail as to be implemented at any time. The student will provide a written paper and verbal presentation of the capstone project to the faculty at the conclusion of the course.

- Students will also complete an assignment where they spend 8 hours with a registered nurse in a leadership/management role followed up by a reflective paper that details their leadership style, relating it to the student's chosen leadership style.
- Students will complete an assignment after spending 8 hours in a community/population health setting of their choice.
- All hours completed in the RN to BSN program will be with staff at the chosen facility and will not include direct patient care.

- *Describe the relationship of the individuals working with students in the workplace-based learning experience to those in the on-campus program (e.g., are they members of the on-campus faculty who also participate in the off-campus experience, or are they individuals employed by the off-campus facility who agree to supervise/mentor students)?*
 - Students will be required to arrange their hours with a member in the workplace, employed by the off-campus facility, that agrees to supervise/mentor the student. Students will receive guidelines and requirements for this learning experience from the course instructor to ensure compliance with course expectations and student safety.
- *Provide a description of the mechanisms used to measure the success of the workplace-based learning experience. Indicate how faculty members on the main campus are involved in monitoring and improving the experience.*
 - The student experience will be evaluated by the college faculty through a variety of assignments which will culminate in a capstone project. The capstone project does not require implementation but must be completed with enough detail as to be implemented at any time. The student will provide a written paper and verbal presentation of the capstone project to the faculty at the conclusion of the course.
 - Other course assignments requiring completion of hours at a healthcare facility will be evaluated by college faculty through collaboration with the mentors and student completion of assignments. The assignments will be evaluated through use of standardized rubrics for successful completion.

SECTION 3: INSTITUTIONAL CAPACITY

- *Describe the faculty capacity for the proposed program. Include numbers for existing faculty, and faculty that will be hired.*
- *Describe the financial capacity for the proposed program.*
- *Describe the facilities and equipment capacity for the proposed program.*
- *In addition to allowable tuition, will additional program fees be required for students in the proposed program? If so, please describe.*
- *Provide a budget that addresses the up-front investment required to establish the proposed program.*
- *Please provide revenue and expense information that tracks how many years it will take for revenue derived from the program to exceed program expenses.*

Faculty

- The current nursing program employs twelve full-time faculty members and 42 adjunct instructors.
- All full-time faculty members are 12-month faculty with nine holding a master's degree (two in progress to a doctoral degree) and three holding a doctoral degree.
- The nursing program is supported by two full-time lab staff, Associate Nursing Programs Administrator, and Nursing Programs Administrator.
- The proposed program can begin with the existing faculty and staff. Enrollment in the BSN program will be closely monitored. Additional faculty may become necessary to meet student needs and comply with accreditation standards.
- Administration will closely monitor the enrollment of the BSN program, increasing staffing immediately upon a rise of enrollment.
- Due to our large number of adjunct faculty, COTC's nursing programs often receive numerous requests and applications from existing adjuncts to move into a full-time role as they progress through their MSN. As of today, COTC has four adjunct faculty waiting for a full-time opening upon the completion of their degree. By continuing to encourage and promote the MSN degree within our adjuncts, we can continue to build and grow our faculty pool for increased enrollment needs.
- Faculty will primarily be assigned to either the BSN or ADN program. This will allow us to maintain the high standards within our existing programs while faculty can focus on building the BSN program to the same level of rigor.
- Further, the personnel staffing levels for existing programs will continue to be monitored, added to, and replenished as needed to cover the needs of all program options as the rigor of our existing programs will not be allowed to slip.

Financial Capacity

- COTC's RN-to-BSN program is a degree completion program. COTC has the capacity, infrastructure, and resources to support the new BSN program without expending resources for additional space or equipment. The BSN students will have access to all nursing labs, classrooms, and resources. The RN to BSN program would maintain a separate and distinct operating budget.

Equipment & Facilities

- The proposed bachelor program will be offered in a fully online format utilizing our existing Learning Management System, Canvas.
- Infrastructure is in place to accommodate the increased student numbers to our online platforms.
- RN to BSN students would have access to COTC's 24/7 online IT service desk and associated resources.
- RN to BSN students will have access to comprehensive library services on site or online.

Tuition & Financial

- The tuition for the proposed bachelor's degree completion program will be the same as all existing nursing programs at COTC, currently \$209 per credit hour.

Revenue & Expense

- Revenues derived from the current programs already exceed program expenses. Without significant additional program costs or expenses, the projected revenues from the bachelor program will continue to exceed expenses as student enrollment grows. **See Appendix D for full budget plan.**

SECTION 4: PROGRAM INFORMATION

- *Provide the learning outcomes of the program. Note: if existing bachelor's degree programs might appear to be duplicative, please list those programs and describe how the learning outcomes of the proposed program differ from the learning outcomes of existing program(s).*
 - The program learning outcomes for the proposed RN to BSN program differ from those in our existing nursing programs in that they are derived from the AACN Essentials competencies.

End of Program Learning Outcomes:

1. Collaborates with interprofessional team to provide safe, competent, holistic care to meet the needs of individuals in a variety of healthcare, wellness, and community settings.
2. Employ informatics and research to critically appraise evidence to develop clinical judgement and disseminate Evidence-based practice.
3. Exhibit leadership and participate in quality improvement for the advancement of healthcare policy, safety, and outcomes.
4. Integrate theories and concepts from liberal education embracing diversity and culture into nursing practice.
5. Incorporates professional behavior and integrity within an ethical and legal framework.

- *Provide the proposed course sequence and course descriptions.*

Program Pre-requisites:

- Completion of accredited associate degree of nursing program consisting of at least 60 credit hours, that includes a variety of general education courses meeting the OT 36 requirements.
- Licensure as a registered nurse in the state in which the student resides.
- PSY 100 Introduction to Psychology
- ENGL 113 Composition II
- BIO 130 & 131 Anatomy & Physiology I and II
- MATH 130 Introduction to Statistics
- BIO 200 Microbiology

Proposed Course Sequence and Course Descriptions:**Semester One****Term One**

NURS 300 Foundations for the Baccalaureate Nurse 3 credit hours

This course is typically offered as a term course. The course focuses on an introduction to the RN to BSN program including the role and benefits of the BSN prepared nurse. The course will provide an overview of interprofessional concepts, professional communication, and organizational structure. Civility and social justice will be explored. The purpose and value of evidence-based practice will be examined including an introduction to research practices and APA writing skills.

ENGL 250 Writing for the Professional Nurse 4 credit hours

Writing for the Professional Nurse provides the student with the knowledge and skills required to communicate efficiently as a nurse. The student will learn how to evaluate audience and purpose and use proper grammar and mechanics to compose professional messages, notes, and proposals.

Term Two

NURS 305 Nursing Theory 3 credit hours

Examines the theoretical and conceptual basis of nursing to encourage the student to critique, evaluate and utilize appropriate theory within their own practice. Focus will be on a variety of theories from nursing. Application, testing, and utilization of these theories to provide quality health care in the current health care delivery system will be explored. This course is typically offered as a term course.

ENGL 200 Introduction to Research 3 credit hours

Introduction to Research provides the student with the knowledge and skills required to conduct research and compose research-based assignments in their chosen major or program. The student will learn how to locate, evaluate, critique, and synthesize a wide range of sources, from print to electronic.

Semester Two**Term One**

NURS 310 Advanced Assessment 3 credit hours

This course focuses on understanding comprehensive data, clinical reasoning, and theories of patient assessments. These areas of focus will help students learn to apply advanced knowledge to the physical assessment while working to build motivational interviewing skills. Students will improve on their critical thinking competencies by appraising assessment data and determining the priority of care. Various nursing theories will be explored and explained for nurses to fulfill a key role in the overall care of the patient. This course is typically offered as a term course.

PHIL 305 Health Care Ethics 3 credit hours

Bioethics is the study of the ethical issues that arise in the practice of medicine and biological research. In this course we cover moral theories relevant to bioethical moral decision making, bioethical moral principles, and the application of theories and principles to ethical decision-making.

Term Two

NURS 405 Ethics/Legal Issues in Nursing 3 credit hours

The course focuses on the ethical and legal rights, responsibilities, and obligations of the professional nurse in all settings. The course will provide an overview of regulation in healthcare including legislative and judicial processes. Complex legal issues including patient rights and technological advances will be investigated. Ethical and professional issues impacting individuals and the practice of professional nursing will be explored. This course is typically offered as a term course.

BIO 310 Health Equity Research 3 credit hours

This course is an introduction to health equity and health disparities research. This course will focus on understanding the factors that impact health equity in the U.S. for various populations and understanding the current status of health disparities present in the U.S. for various populations. Lastly, this course will discuss current theories on how to achieve health equity in the U.S. for various populations.

Semester Three

Term One

NURS 315 Integrating Evidence-Based Practice 3 credit hours

The course explores the role of research in professional nursing practice. The skills related to asking pertinent clinical questions to search for the best evidence and the skills related to critiquing the evidence, presenting the information, and building a plan for practice change are developed.

This course is typically delivered as a term course.

SOC 310 Cultural Reverence 3 credit hours

This course utilizes a sociological approach to examine the various ways that people can learn to appreciate the cultural differences that surround us in our social world. The theoretical, methodological, and socio-historical analysis focuses on intergroup dynamics, as well as both the barriers and positive developments that allow individuals to increase their cultural competency and

approach diverse populations with an evidence-based perspective. Intergroup dynamics, demographic distinctions, and potential biases through our life-course development are discussed.

Term Two

NURS 320 Interprofessional Partnerships 3 credit hours

The course explores interprofessional partnership and the role that it has in safe competent healthcare. Information presented will explain the dynamics between healthcare professionals working in a team, communication, and values/ ethics. The course will examine barriers to collaboration and how to correct these barriers for patient centered care. This course will prepare the nurse to work as an integral part of the healthcare team to provide safe competent culturally diverse care. The course will present forward thinking to launch collaborative care into the future.

NURS 415 Nursing Informatics 3 credit hours

This course is typically offered as a term course. This course introduces the student to the science of Nursing Informatics. Through the use of lectures, research and hands-on application, the student will develop an understanding of the importance of the application of data and technology to assure patient safety and quality outcomes in patient care. Additional focus will be given to demonstrate effective knowledge, acquisition, and dissemination to stakeholders in multiple healthcare settings as well as the legal and ethical environments surrounding Nursing Informatics.

Semester Four

Term One

NURS 400 Population/Community Health 3 credit hours

This course is designed to provide students with the knowledge, skills, and methods for conducting community health assessments to identify factors that affect the health of a population. The course will explore different methods to assess social determinants of health, epidemiological principals, health data and the responsibilities of the registered nurse in different community health settings and situations. This course is typically offered as a term course.

BIO 305 Climate Change 3 credit hours

This course is an introduction to climate change. This course will focus on understanding climate change including what climate change is and the factors that contribute to climate change. Additionally, this course will focus on the current and future predictions of consequences of climate change on the environment and human health. Lastly, this course will explore how epidemiology can be used to study the health impacts of climate change and policies that have or can be developed to reduce climate change and improve human health.

HLT 115 Human Nutrition 2 credit hours

This course is an introduction to the principles of nutrition with emphasis on food composition and the functions of nutrients. This course includes digestion, absorption, and metabolism of nutrients, food safety and nutritional needs during the life cycle.

Term Two

NURS 325 Quality and Safety 3 credit hours

Quality and Safety (NURS-325) provides the learner with an opportunity to identify current safety concerns and quality improvement processes in healthcare. The learner will begin the process of considering a quality improvement process to be used in the Capstone Course change project at program completion. This course requires 8 hours in a risk management department of the student's choice. This course is typically offered as a term course.

SOC 305 Gerontology 3 credit hours

This course serves as introduction to Gerontology, which is the scientific study of old age, and the social, biological, and cultural factors which affect the aging process. An examination of the leading social and biological theories on aging, the social construction of age development, and family dynamics will be covered. Additional topics for the course include an examination of health and healthcare interactions, policy formation and change, family and interpersonal relationships, and the processes with end-of-life considerations.

Semester Five

Term One

NURS 410 Leadership/Management 3 credit hours

This course focuses on understanding the theories, principles, and styles of leadership. The theories, principles, and styles will be used to guide students in understanding interprofessional collaboration and communication in leadership. Students will improve their skills in providing and receiving feedback for themselves and others. Various styles of conflict management and resolution will be explored. Emphasis is given on the need for the leader to care for themselves through self-care practices and a commitment to personal health. This course is typically offered as a term course.

PSY 210 Developmental Psychology 3 credit hours

This course is a study of human development as a dynamic, multi-dimensional process from conception through death. Emphasis is placed on the inter-relationship of the many biopsychosocial factors influencing human development, general principles of growth and development, major developmental tasks encompassing each stage of the life cycle, and health and development problems common to each stage. Course requirements include a project focusing on the application of human development theories, concepts, principles, and tasks.

Term Two

NURS 420 Capstone for the Baccalaureate Nurse 3 credit hours

Capstone for the Baccalaureate Nurse (NURS-420) is the culminating course of the BSN program. This course is typically offered as a term course. This course provides the learner with an opportunity to apply the accumulated knowledge and advanced nursing judgment gained throughout the BSN curriculum. The learner works within a healthcare system of choice to create an innovative project based in evidence-based practice to improve healthcare outcomes. This course requires 40 practicum hours with a mentor at a healthcare site of the student's choice. The clinical hours provide the student with an opportunity to develop a scholarly project for a specific population with an identified need. The mentor provides guidance for the project. The project does

not have to be implemented within the time frame of the capstone course; however, the project must be developed fully and with enough detail to allow for implementation at any time.

- *If students will earn industry-recognized credentials as a part of the program, please identify those credentials.*

The described program will provide continuing education for the registered nurse that has already obtained licensure by passing the NCLEX. No further credentialing will be awarded with this continuation program.

- *Is programmatic/specialized accreditation available for the program? If so, please indicate the accreditor and the timeline for seeking accreditation.*

COTC nursing programs are accredited through the ACEN (Accreditation Commission for Education in Nursing). Accreditation for the BSN continuation program through ACEN will be sought upon approval from ODHE while awaiting review by the HLC.

- Students will complete a total of 120 credit hours of coursework at the time of graduation, with 60 hours completed during this RN to BSN program and the pre-requisite of an associate's degree accounting for the other 60 credit hours of coursework.
 - **See Appendix E: RN to BSN Plan of Study**

APPENDICES

- *List the appendix items that are included with the request, in the order of which they are in the proposal. Appendix items should be clearly labeled and submitted electronically as PDF or Microsoft Office documents.*
 - *Appendix A: Workforce*
 - *EMSI report*
 - *Job Posting Analytics RN*
 - *Ohio Top Jobs- Critical Demand*
 - *RN in Central Ohio Region*
 - *RN Ohio top jobs data*
 - *Meeting with OSU Central Ohio Team Call*
 - *Appendix B: Affiliation Agreement*
 - *Licking Memorial Hospital*
 - *Appendix C: Letters of Support*
 - *Genesis Healthcare System*
 - *Inns Management Group*

- *Knox Community Hospital*
- *Otterbein (Kendal of Granville)*
- *Licking Memorial Hospital*
- *Muskingum Valley Health Center*
- *Ohio Eastern Star Home*
- *OhioHealth*
- *Select Specialty Hospital*
- *Appendix D: RN to BSN budget proposal*
- *Appendix E: RN to BSN plan of study*

APPENDIX A

WORKFORCE

Registered Nurses in 5 Ohio Counties

Contents

| | |
|-----------------------|----|
| What is Emsi Data? | 1 |
| Report Parameters | 2 |
| Executive Summary | 3 |
| Jobs | 4 |
| Compensation | 6 |
| Job Posting Activity | 7 |
| Demographics | 11 |
| Occupational Programs | 14 |
| Appendix A | 16 |

What is Emsi Data?

Emsi data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Emsi data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.

The Atlantic

Forbes

**Harvard
Business
Review**

**The
New York
Times**

WSJ

 **USA
TODAY**

Report Parameters

1 Occupation

29-1141 Registered Nurses

5 Counties

| | |
|-------|------------------------|
| 39031 | Coshcothton County, OH |
| 39041 | Delaware County, OH |
| 39049 | Franklin County, OH |

| | |
|-------|--------------------|
| 39083 | Knox County, OH |
| 39089 | Licking County, OH |

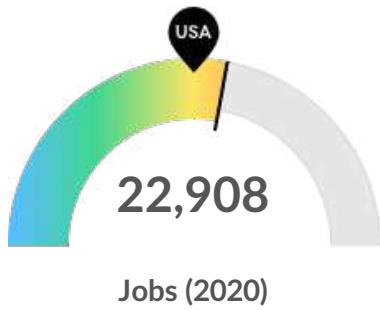
Class of Worker

QCEW Employees

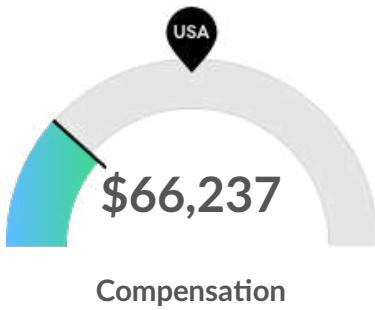
The information in this report pertains to the chosen occupation and geographical areas.

Executive Summary

Light Job Posting Demand Over a Deep Supply of Regional Jobs



Your area is a hotspot for this kind of job. The national average for an area this size is 19,487* employees, while there are 22,908 here.



Earnings are low in your area. The national median salary for Registered Nurses is \$75,338, compared to \$66,237 here.



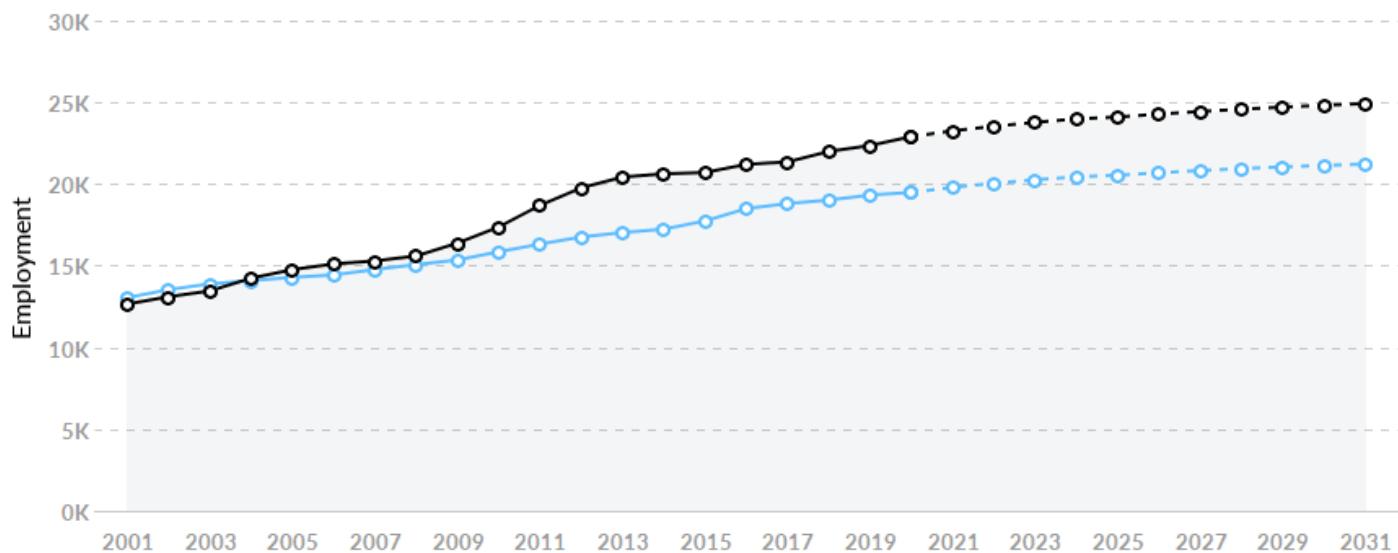
Job posting activity is low in your area. The national average for an area this size is 1,637* job posting/mo, while there is 1,022 here.

*National average values are derived by taking the national value for Registered Nurses and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is Higher Than the National Average

An average area of this size typically has 19,487* jobs, while there are 22,908 here. This higher than average supply of jobs may make it easier for workers in this field to find employment in your area.



| Region | 2020 Jobs | 2028 Jobs | Change | % Change |
|--------------------|-----------|-----------|--------|----------|
| ● 5 Ohio Counties | 22,908 | 24,582 | 1,674 | 7.3% |
| ● National Average | 19,487 | 20,945 | 1,457 | 7.5% |

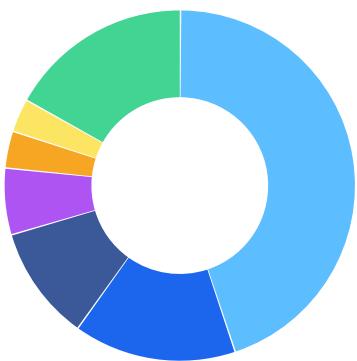
*National average values are derived by taking the national value for Registered Nurses and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Regional Breakdown



| County | 2020 Jobs |
|----------------------|-----------|
| Franklin County, OH | 20,600 |
| Licking County, OH | 890 |
| Delaware County, OH | 798 |
| Knox County, OH | 431 |
| Coshocton County, OH | 190 |

Most Jobs are Found in the General Medical and Surgical Hospitals Industry Sector

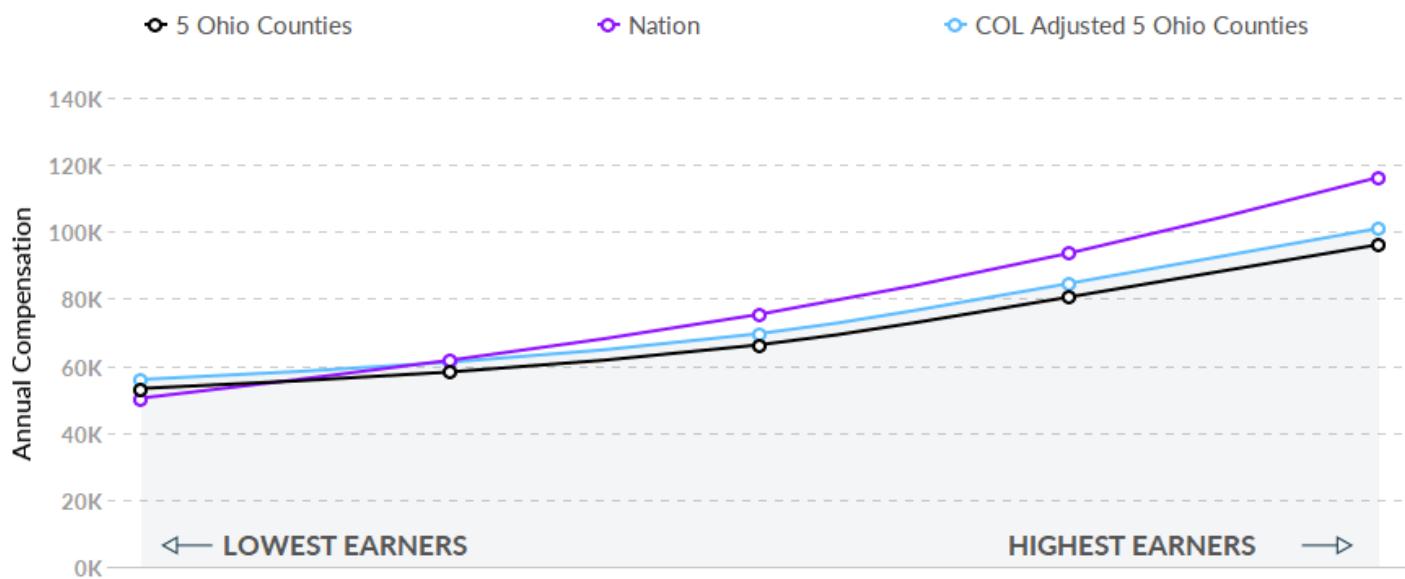


| Industry | % of Occupation in Industry (2020) |
|--|------------------------------------|
| General Medical and Surgical Hospitals | 44.8% |
| Education and Hospitals (State Government) | 15.0% |
| Home Health Care Services | 10.6% |
| Offices of Physicians | 6.1% |
| Outpatient Care Centers | 3.4% |
| Nursing Care Facilities (Skilled Nursing Facilities) | 3.1% |
| Other | 17.0% |

Compensation

Regional Compensation Is 12% Lower Than National Compensation

For Registered Nurses, the 2020 median wage in your area is \$66,237, while the national median wage is \$75,338.



Job Posting Activity



18,393 Unique Job Postings

The number of unique postings for this job from Jan 2020 to Jun 2021.



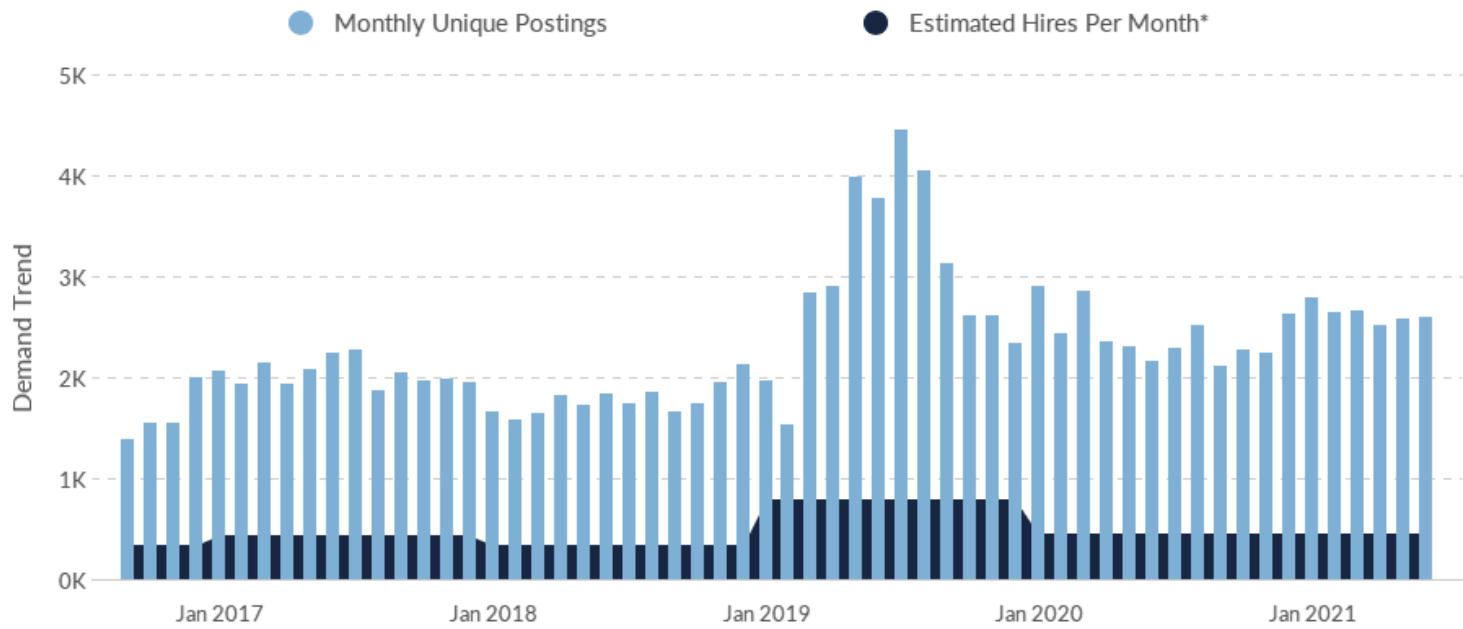
1,485 Employers Competing

All employers in the region who posted for this job from Jan 2020 to Jun 2021.



30 Day Median Duration

Posting duration is 3 days shorter than what's typical in the region.

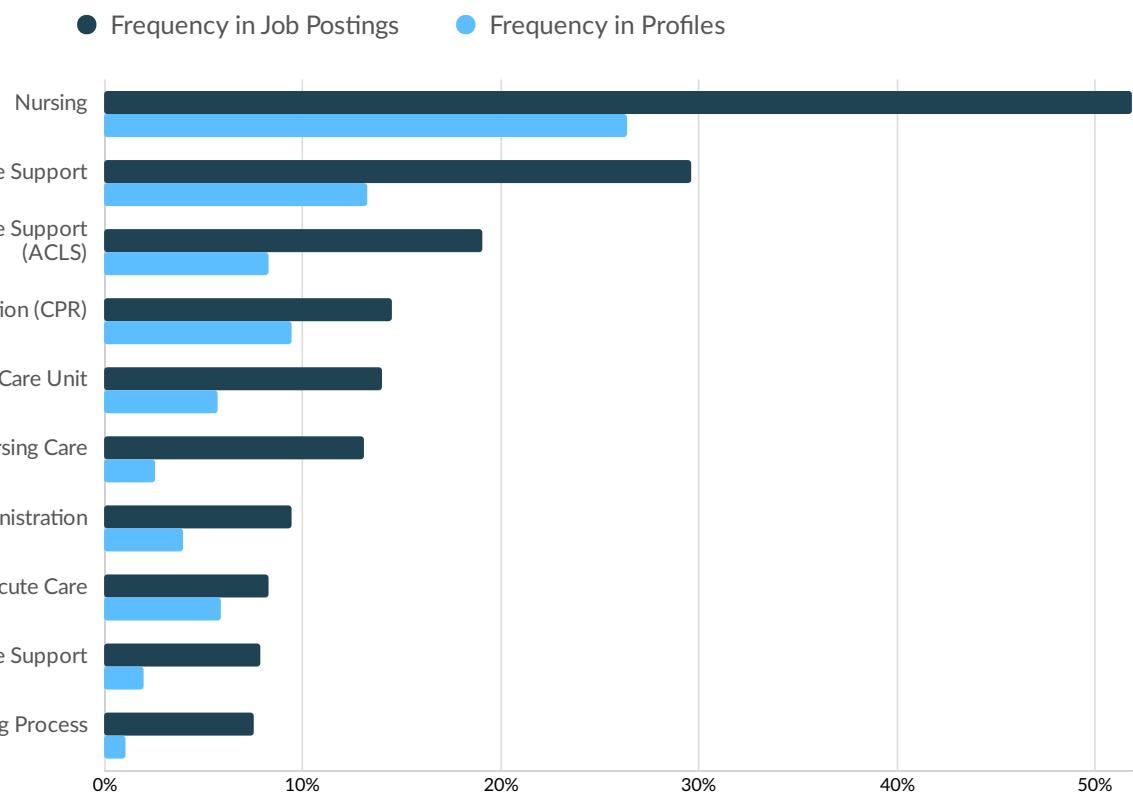


| Occupation | Avg Monthly Postings (Jan 2020 - Jun 2021) | Avg Monthly Hires (Jan 2020 - Jun 2021) |
|-------------------|--|---|
| Registered Nurses | 2,493 | 452 |

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi hires are calculated using a combination of Emsi jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

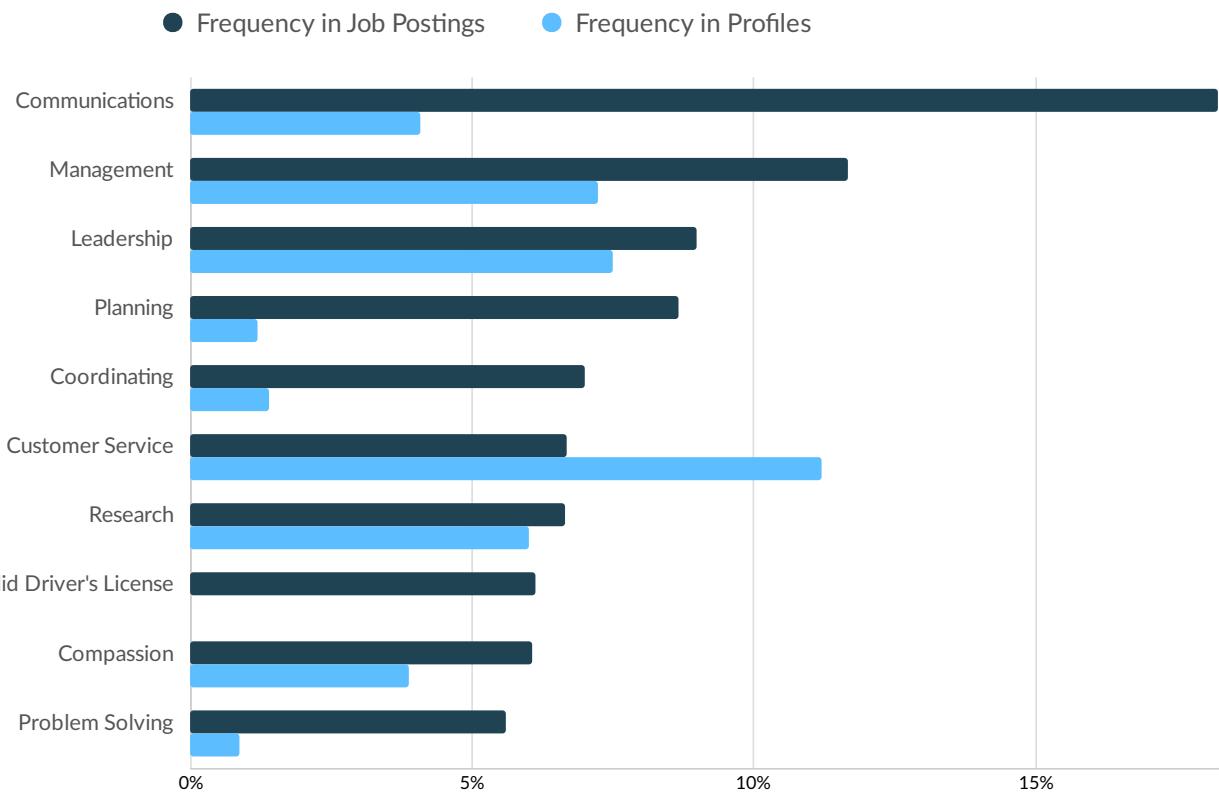
| Top Companies | Unique Postings | Top Job Titles | Unique Postings |
|--------------------------------|---|-------------------------------------|---|
| Ohiohealth Corporation | 739  | Registered Nurses | 1,760  |
| Trinity Health Corporation | 538  | ICU Registered Nurses | 433  |
| Nationwide Children's Hospital | 532  | Home Health Registered Nurses | 406  |
| Trustaff Management, Inc. | 442  | Medical Surgical Registered Nur... | 383  |
| HealthCare Employment Netwo... | 439  | Medical Surgical Travel Register... | 325  |
| Medical Staffing Options | 376  | Telemetry Travel Registered Nur... | 305  |
| American Traveler, Inc. | 320  | Operating Room Registered Nur... | 292  |
| Connectrn, Inc. | 316  | ICU Travel Registered Nurses | 274  |
| Soliant Health, Inc | 281  | Travel Registered Nurses | 245  |
| Manor Care, Inc. | 277  | Emergency Department Registe... | 233  |

Top Hard Skills



| Skills | Postings | % of Total Postings | Profiles | % of Total Profiles |
|---|----------|---------------------|----------|---------------------|
| Nursing | 9,542 | 52% | 3,930 | 26% |
| Basic Life Support | 5,457 | 30% | 1,971 | 13% |
| Advanced Cardiovascular Life Support (ACLS) | 3,518 | 19% | 1,233 | 8% |
| Cardiopulmonary Resuscitation (CPR) | 2,666 | 14% | 1,404 | 9% |
| Intensive Care Unit | 2,575 | 14% | 854 | 6% |
| Nursing Care | 2,418 | 13% | 380 | 3% |
| Medication Administration | 1,740 | 9% | 598 | 4% |
| Acute Care | 1,524 | 8% | 875 | 6% |
| Pediatric Advanced Life Support | 1,443 | 8% | 301 | 2% |
| Nursing Process | 1,394 | 8% | 165 | 1% |

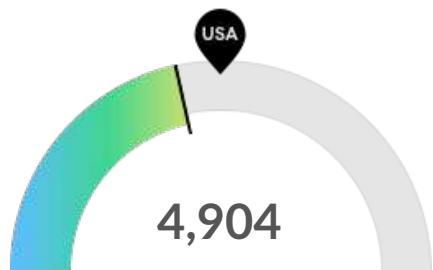
Top Common Skills



| Skills | Postings | % of Total Postings | Profiles | % of Total Profiles |
|------------------------|----------|---------------------|----------|---------------------|
| Communications | 3,357 | 18% | 610 | 4% |
| Management | 2,148 | 12% | 1,077 | 7% |
| Leadership | 1,652 | 9% | 1,116 | 8% |
| Planning | 1,594 | 9% | 178 | 1% |
| Coordinating | 1,291 | 7% | 207 | 1% |
| Customer Service | 1,231 | 7% | 1,668 | 11% |
| Research | 1,222 | 7% | 895 | 6% |
| Valid Driver's License | 1,126 | 6% | 1 | 0% |
| Compassion | 1,118 | 6% | 578 | 4% |
| Problem Solving | 1,029 | 6% | 129 | 1% |

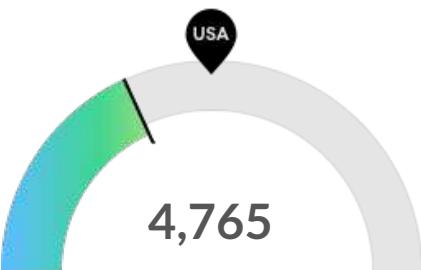
Demographics

Retirement Risk Is Low, While Overall Diversity Is Low



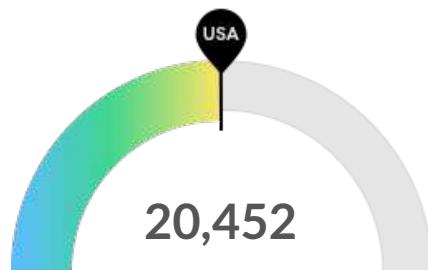
Retiring Soon

Retirement risk is low in your area. The national average for an area this size is 6,028* employees 55 or older, while there are 4,904 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 7,314* racially diverse employees, while there are 4,765 here.

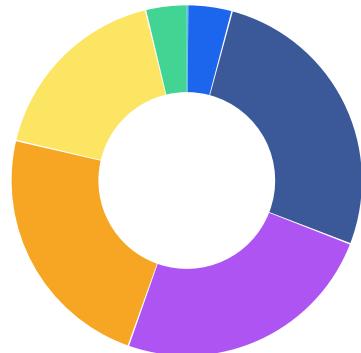


Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 20,535* female employees, while there are 20,452 here.

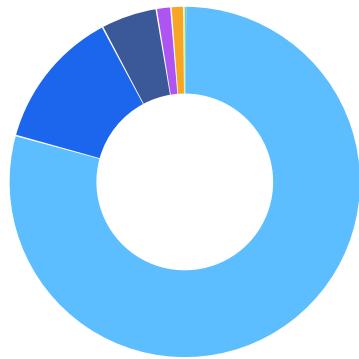
*National average values are derived by taking the national value for Registered Nurses and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Occupation Age Breakdown



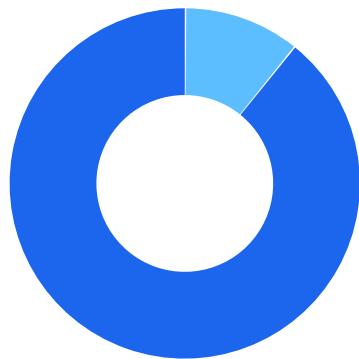
| | % of Jobs | Jobs |
|-------|-----------|-------|
| 14-18 | 0.0% | 2 |
| 19-24 | 4.1% | 936 |
| 25-34 | 26.7% | 6,121 |
| 35-44 | 24.5% | 5,618 |
| 45-54 | 23.3% | 5,327 |
| 55-64 | 17.5% | 4,020 |
| 65+ | 3.9% | 883 |

Occupation Race/Ethnicity Breakdown



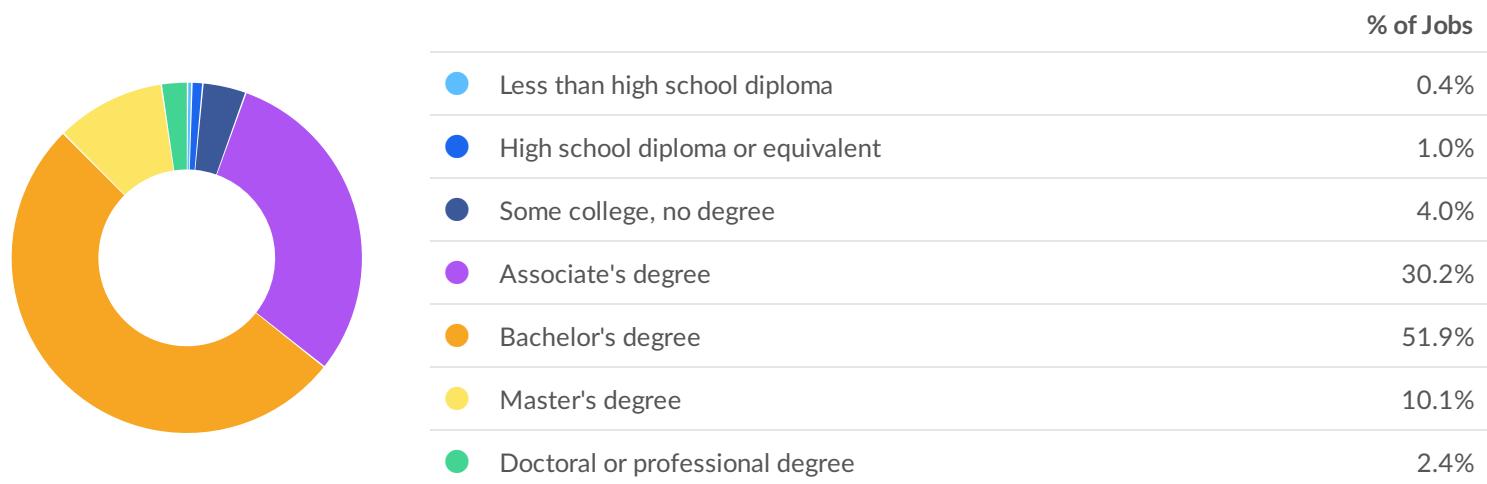
| | % of Jobs | Jobs |
|---|-----------|--------|
| White | 79.2% | 18,143 |
| Black or African American | 13.0% | 2,969 |
| Asian | 5.2% | 1,182 |
| Two or More Races | 1.3% | 307 |
| Hispanic or Latino | 1.2% | 273 |
| American Indian or Alaska Native | 0.1% | 25 |
| Native Hawaiian or Other Pacific Islander | 0.0% | 8 |

Occupation Gender Breakdown



| | % of Jobs | Jobs |
|---------|-----------|--------|
| Males | 10.7% | 2,456 |
| Females | 89.3% | 20,452 |

National Educational Attainment



Occupational Programs

**10 Programs**

Of the programs that can train for this job, 10 have produced completions in the last 5 years.

**2,476 Completions (2019)**

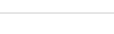
The completions from all regional institutions for all degree types.

**1,633 Openings (2019)**

The average number of openings for an occupation in the region is 157.

| CIP Code | Top Programs | Completions (2019) |
|----------|---|---|
| 51.3801 | Registered Nursing/Registered Nurse | 2,177 <div style="width: 85%; background-color: #0070C0; display: inline-block; vertical-align: middle;"></div> |
| 51.3899 | Registered Nursing, Nursing Administration, Nursing Resear... | 116 <div style="width: 5%; background-color: #0070C0; display: inline-block; vertical-align: middle;"></div> |
| 51.3805 | Family Practice Nurse/Nursing | 77 <div style="width: 5%; background-color: #0070C0; display: inline-block; vertical-align: middle;"></div> |
| 51.0999 | Allied Health Diagnostic, Intervention, and Treatment Profes... | 47 <div style="width: 5%; background-color: #0070C0; display: inline-block; vertical-align: middle;"></div> |
| 51.3803 | Adult Health Nurse/Nursing | 25 <div style="width: 5%; background-color: #0070C0; display: inline-block; vertical-align: middle;"></div> |
| 51.3802 | Nursing Administration | 21 <div style="width: 5%; background-color: #0070C0; display: inline-block; vertical-align: middle;"></div> |
| 51.3818 | Nursing Practice | 8 <div style="width: 5%; background-color: #0070C0; display: inline-block; vertical-align: middle;"></div> |
| 51.3813 | Clinical Nurse Specialist | 5 <div style="width: 5%; background-color: #0070C0; display: inline-block; vertical-align: middle;"></div> |

Top Schools**Completions (2019)**

| | | |
|--|-----|---|
| Ohio State University-Main Campus | 534 |  |
| Hondros College of Nursing | 420 |  |
| Mount Carmel College of Nursing | 402 |  |
| Columbus State Community College | 223 |  |
| Central Ohio Technical College | 181 |  |
| Chamberlain University-Ohio | 179 |  |
| Capital University | 149 |  |
| Otterbein University | 102 |  |
| Fortis College-Columbus | 92 |  |
| American Institute of Alternative Medicine | 86 |  |

Appendix A

Registered Nurses (SOC 29-1141):

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes Nurse Anesthetists (29-1151), Nurse Midwives (29-1161), and Nurse Practitioners (29-1171).

Sample of Reported Job Titles:

Registered Nurse (RN)
Public Health Nurse (PHN)
Staff Nurse
Progressive Care Unit Registered Nurse
Psychiatric Mental Health Nurse (PMH Nurse)
Psychiatric Clinical Nurse Specialist
ICU Nurse (Intensive Care Unit Nurse)
Critical Care Registered Nurse (CCRN)
Clinical Nurse Specialist
Pediatric Clinical Nurse Specialist

Related O*NET Occupations:

Registered Nurses (29-1141.00)
Acute Care Nurses (29-1141.01)
Advanced Practice Psychiatric Nurses (29-1141.02)
Critical Care Nurses (29-1141.03)
Clinical Nurse Specialists (29-1141.04)

Job Posting Analytics

Emsi Q2 2021 Data Set

July 2021

1179 University Dr
Newark, Ohio 43055

Parameters

Regions:

| Code | Description |
|-------|----------------------|
| 39031 | Coshocton County, OH |
| 39041 | Delaware County, OH |
| 39049 | Franklin County, OH |

| Code | Description |
|-------|--------------------|
| 39083 | Knox County, OH |
| 39089 | Licking County, OH |

Occupations:

Results should include

| Code | Description |
|---------|-------------------|
| 29-1141 | Registered Nurses |

Minimum Experience Required: Any

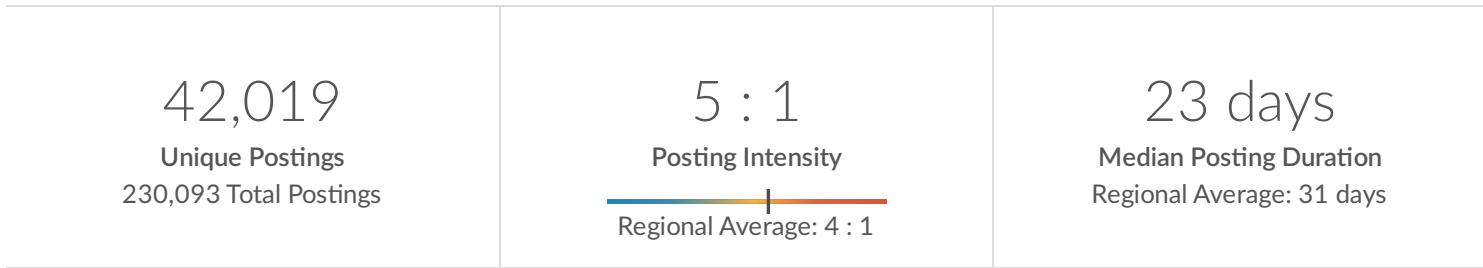
Education Level: Any

Keyword Search:

Timeframe: Sep 2016 - Apr 2020

Posting Lifespan: Any Duration

Job Postings Summary



There were 230,093 total job postings for your selection from September 2016 to April 2020, of which 42,019 were unique. These numbers give us a Posting Intensity of 5-to-1, meaning that for every 5 postings there is 1 unique job posting.

This is higher than the Posting Intensity for all other occupations and companies in the region (4-to-1), indicating that they may be trying harder to hire for this position.

Advertised Salary

There are 4,314 advertised salary observations (10% of the 42,019 matching postings).

\$37.54/hr

Median Advertised Salary

This is \$5.70/hr above the government recorded median salary for Registered Nurses in your region.

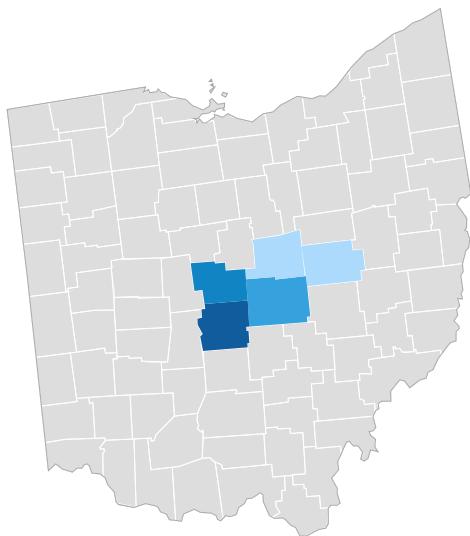
Advertised Wage Trend Beta

▲ 18.8% Sep 2016 – Apr 2020

\$37.54 Median

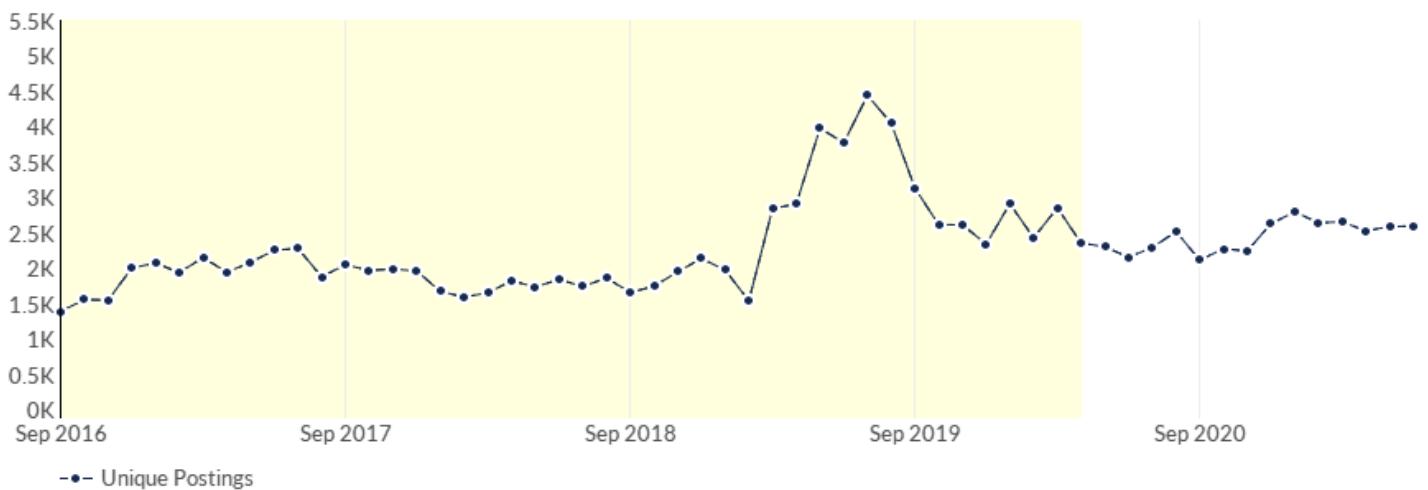


Job Postings Regional Breakdown



| County | Unique Postings (Sep 2016 - Apr 2020) |
|----------------------|---------------------------------------|
| Franklin County, OH | 31,470 |
| Delaware County, OH | 3,427 |
| Licking County, OH | 3,200 |
| Knox County, OH | 3,189 |
| Coshocton County, OH | 733 |

Unique Postings Trend



| Month | Unique Postings | Posting Intensity |
|----------|-----------------|-------------------|
| Jun 2021 | 2,591 | 6 : 1 |
| May 2021 | 2,587 | 7 : 1 |
| Apr 2021 | 2,523 | 7 : 1 |
| Mar 2021 | 2,653 | 7 : 1 |
| Feb 2021 | 2,638 | 7 : 1 |
| Jan 2021 | 2,794 | 7 : 1 |
| Dec 2020 | 2,626 | 8 : 1 |
| Nov 2020 | 2,240 | 8 : 1 |
| Oct 2020 | 2,270 | 8 : 1 |
| Sep 2020 | 2,112 | 8 : 1 |
| Aug 2020 | 2,514 | 9 : 1 |
| Jul 2020 | 2,289 | 9 : 1 |

Education & Experience Breakdown

| Education Level | Unique Postings | % of Total | Minimum Experience | Unique Postings | % of Total |
|------------------------------|-----------------|------------|----------------------|-----------------|------------|
| No Education Listed | 15,039 | 36% | No Experience Listed | 21,486 | 51% |
| High school or GED | 691 | 2% | 0 - 1 Years | 9,815 | 23% |
| Associate's degree | 21,967 | 52% | 2 - 3 Years | 9,751 | 23% |
| Bachelor's degree | 5,691 | 14% | 4 - 6 Years | 876 | 2% |
| Master's degree | 1,801 | 4% | 7 - 9 Years | 53 | 0% |
| Ph.D. or professional degree | 1,017 | 2% | 10+ Years | 38 | 0% |

Job Postings vs. Hires

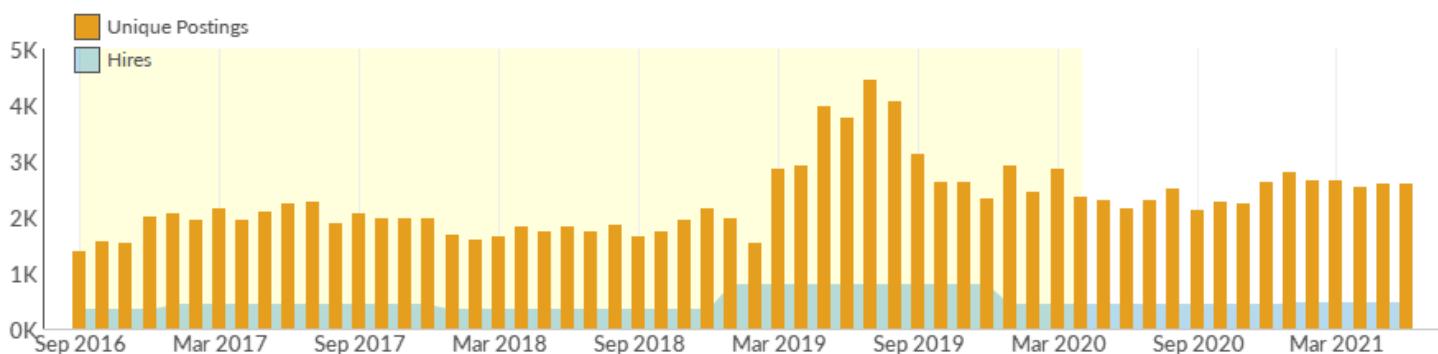
2,252

Avg. Monthly Postings (Sep 2016 - Apr 2020)

499

Avg. Monthly Hires (Sep 2016 - Apr 2020)

In an average month, there were 2,252 active job postings for Registered Nurses, and 499 actually hired. This means there was approximately 1 hire for every 5 unique job postings for Registered Nurses.



| Occupation | Avg Monthly Postings (Sep 2016 - Apr 2020) | Avg Monthly Hires (Sep 2016 - Apr 2020) |
|-------------------|--|---|
| Registered Nurses | 2,252 | 499 |

Top Companies Posting

| | Total/Unique (Sep 2016 - Apr 2020) | Posting Intensity | Median Posting Duration | |
|---------------------------------|------------------------------------|-------------------|---|---------|
| Ohiohealth Corporation | 40,840 / 4,084 | 10 : 1 |  | 13 days |
| HealthCare Employment Network | 11,896 / 2,976 | 4 : 1 |  | 10 days |
| Trinity Health Corporation | 11,243 / 1,388 | 8 : 1 |  | 40 days |
| Supplemental Healthcare | 3,912 / 1,016 | 4 : 1 |  | 33 days |
| Nationwide Children's Hospital | 4,637 / 996 | 5 : 1 |  | 43 days |
| Staffd, Inc. | 2,768 / 987 | 3 : 1 |  | 9 days |
| Travel Nurse Inc | 3,825 / 808 | 5 : 1 |  | 9 days |
| HealthTrust Workforce Solutions | 1,406 / 666 | 2 : 1 |  | 8 days |
| Anthem, Inc. | 2,559 / 649 | 4 : 1 |  | 27 days |
| Maxim Healthcare Services, Inc. | 2,214 / 590 | 4 : 1 |  | 19 days |

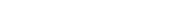
Top Cities Posting

| City | Total/Unique (Sep 2016 - Apr 2020) | Posting Intensity | Median Posting Duration | |
|------------------|------------------------------------|-------------------|---|---------|
| Columbus, OH | 139,791 / 22,970 | 6 : 1 |  | 28 days |
| Mount Vernon, OH | 10,965 / 2,445 | 4 : 1 |  | 15 days |
| Westerville, OH | 13,538 / 2,114 | 6 : 1 |  | 26 days |
| Dublin, OH | 11,116 / 1,697 | 7 : 1 |  | 21 days |
| Newark, OH | 6,708 / 1,543 | 4 : 1 |  | 25 days |
| Grove City, OH | 6,079 / 1,207 | 5 : 1 |  | 17 days |
| Delaware, OH | 5,699 / 1,149 | 5 : 1 |  | 15 days |
| Hilliard, OH | 3,105 / 760 | 4 : 1 |  | 13 days |
| Worthington, OH | 2,710 / 735 | 4 : 1 |  | 31 days |
| New Albany, OH | 5,874 / 689 | 9 : 1 |  | 34 days |

Top Posted Occupations

| | Total/Unique (Sep 2016 - Apr 2020) | Posting Intensity | Median Posting Duration |
|-------------------|------------------------------------|---|-------------------------|
| Registered Nurses | 230,093 / 42,019 | 5 : 1  | 23 days |

Top Posted Job Titles

| | Total/Unique (Sep 2016 - Apr 2020) | Posting Intensity | Median Posting Duration |
|---|------------------------------------|---|-------------------------|
| Registered Nurses | 23,232 / 3,282 | 7 : 1  | 34 days |
| Travel Registered Nurses | 7,741 / 2,094 | 4 : 1  | 15 days |
| ICU Registered Nurses | 6,705 / 909 | 7 : 1  | 14 days |
| Telemetry Travel Registered Nurses | 2,983 / 901 | 3 : 1  | 10 days |
| Medical Surgical Travel Registered Nurses | 4,879 / 822 | 6 : 1  | 11 days |
| ICU Travel Registered Nurses | 4,840 / 804 | 6 : 1  | 15 days |
| Home Health Registered Nurses | 5,278 / 688 | 8 : 1  | 38 days |
| Operating Room Registered Nurses | 3,043 / 667 | 5 : 1  | 24 days |
| Medical Surgical Registered Nurses | 2,792 / 658 | 4 : 1  | 22 days |
| Staff Nurses | 5,682 / 624 | 9 : 1  | 24 days |

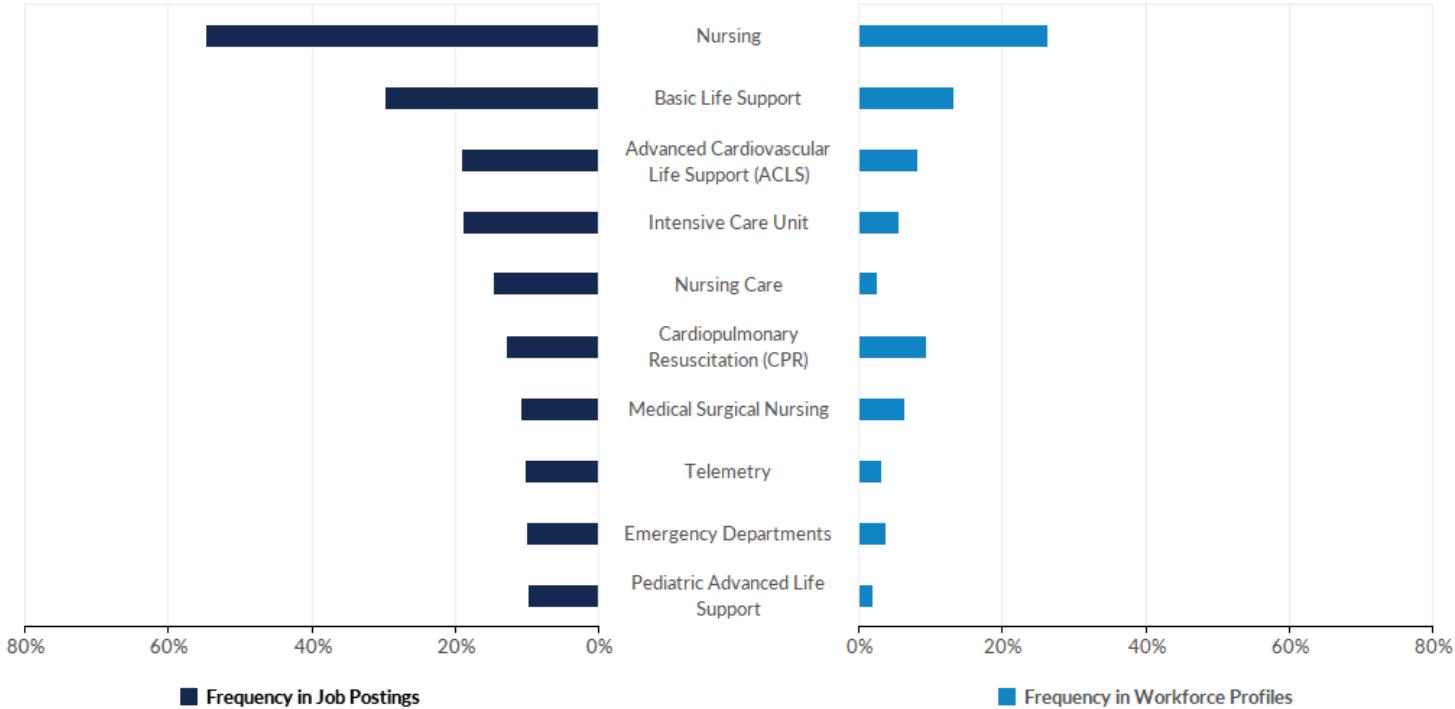
Top Industries

| | Total/Unique (Sep 2016 - Apr 2020) | Posting Intensity | Median Posting Duration |
|--|------------------------------------|---|-------------------------|
| Administrative and Support and Waste Management and Remediation Services | 85,046 / 18,011 | 5 : 1  | 19 days |
| Health Care and Social Assistance | 94,539 / 14,742 | 6 : 1  | 28 days |
| Professional, Scientific, and Technical Services | 6,883 / 1,587 | 4 : 1  | 23 days |
| Finance and Insurance | 9,109 / 1,482 | 6 : 1  | 32 days |
| Public Administration | 2,996 / 714 | 4 : 1  | 12 days |
| Retail Trade | 5,623 / 649 | 9 : 1  | 25 days |
| Educational Services | 2,691 / 633 | 4 : 1  | 26 days |
| Construction | 2,719 / 508 | 5 : 1  | 36 days |
| Real Estate and Rental and Leasing | 2,133 / 397 | 5 : 1  | 38 days |
| Accommodation and Food Services | 1,400 / 385 | 4 : 1  | 12 days |

The following provides insight into the supply and demand of relevant skills by comparing the frequency of skills present in job postings against skills present in today's workforce. Along with Emsi's job posting analytics, this comparison leverages Emsi's dataset of more than 100M online resumés and profiles. All resumés and profiles used in these comparisons have been updated within the last three years.

*The skills associated with workforce profiles represent workers of all education and experience levels.

Top Hard Skills

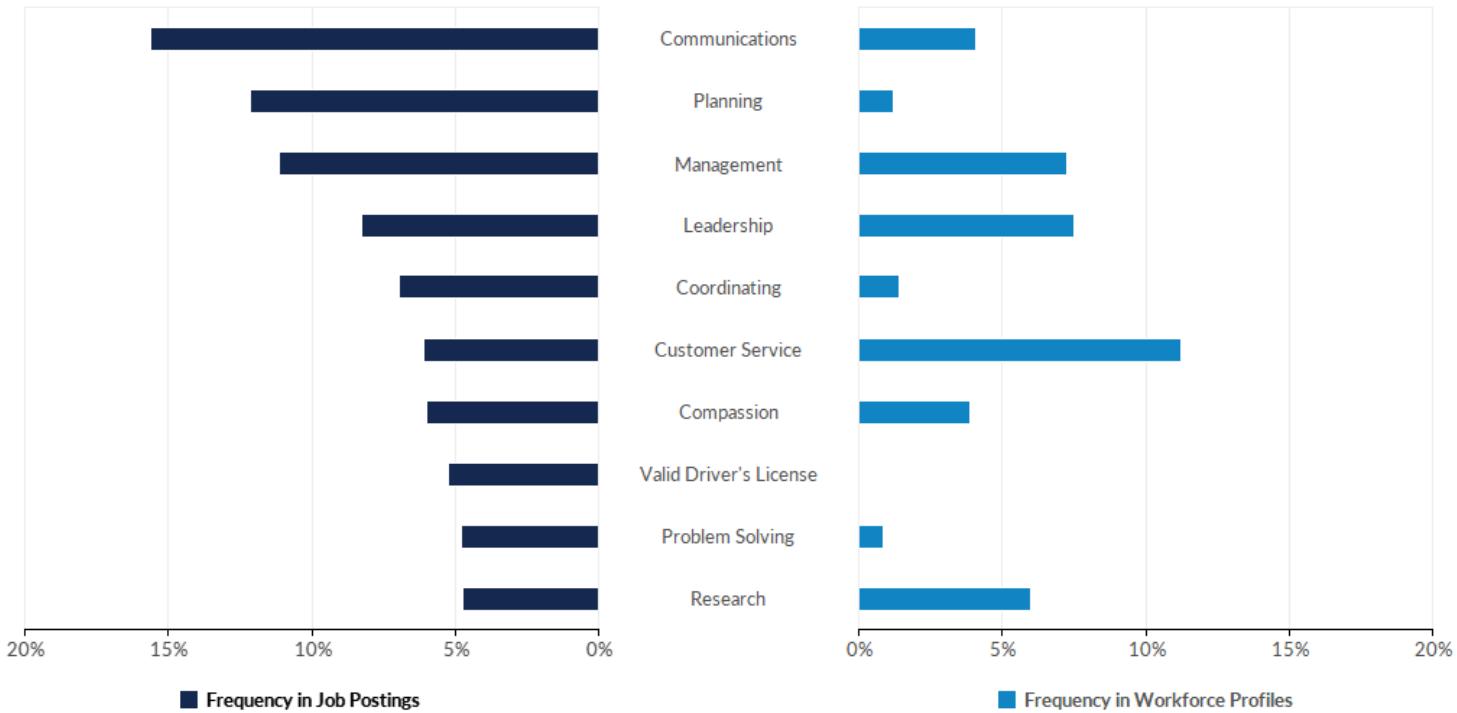


Top Hard Skills

| | Frequency in Postings | Postings with Skill / Total Postings (Sep 2016 - Apr 2020) | Frequency in Profiles | Profiles with Skill / Total Profiles (2019 - 2021) |
|---|-----------------------|--|-----------------------|--|
| Nursing | 55% | 22,989 / 42,019 | 26% | 3,930 / 14,876 |
| Basic Life Support | 30% | 12,491 / 42,019 | 13% | 1,971 / 14,876 |
| Advanced Cardiovascular Life Support (ACLS) | 19% | 8,035 / 42,019 | 8% | 1,233 / 14,876 |
| Intensive Care Unit | 19% | 7,990 / 42,019 | 6% | 854 / 14,876 |
| Nursing Care | 15% | 6,181 / 42,019 | 3% | 380 / 14,876 |
| Cardiopulmonary Resuscitation (CPR) | 13% | 5,454 / 42,019 | 9% | 1,404 / 14,876 |
| Medical Surgical Nursing | 11% | 4,610 / 42,019 | 6% | 960 / 14,876 |
| Telemetry | 10% | 4,333 / 42,019 | 3% | 481 / 14,876 |

| | | | | |
|---------------------------------|-----|----------------|----|--------------|
| Emergency Departments | 10% | 4,263 / 42,019 | 4% | 579 / 14,876 |
| Pediatric Advanced Life Support | 10% | 4,150 / 42,019 | 2% | 301 / 14,876 |

Top Common Skills



Top Common Skills

| | Frequency in Postings | Postings with Skill / Total Postings (Sep 2016 - Apr 2020) | Frequency in Profiles | Profiles with Skill / Total Profiles (2019 - 2021) |
|------------------------|-----------------------|--|-----------------------|--|
| Communications | 16% | 6,553 / 42,019 | 4% | 610 / 14,876 |
| Planning | 12% | 5,099 / 42,019 | 1% | 178 / 14,876 |
| Management | 11% | 4,668 / 42,019 | 7% | 1,077 / 14,876 |
| Leadership | 8% | 3,474 / 42,019 | 8% | 1,116 / 14,876 |
| Coordinating | 7% | 2,913 / 42,019 | 1% | 207 / 14,876 |
| Customer Service | 6% | 2,556 / 42,019 | 11% | 1,668 / 14,876 |
| Compassion | 6% | 2,510 / 42,019 | 4% | 578 / 14,876 |
| Valid Driver's License | 5% | 2,198 / 42,019 | 0% | 1 / 14,876 |
| Problem Solving | 5% | 2,010 / 42,019 | 1% | 129 / 14,876 |
| Research | 5% | 1,982 / 42,019 | 6% | 895 / 14,876 |

Top Qualifications

| | Postings with Qualification |
|--|-----------------------------|
| ANCC Certified | 726 |
| Associate Degree In Nursing | 3,708 |
| Bachelor of Science in Nursing (BSN) | 6,538 |
| CNOR Certification | 2,065 |
| Critical Care Registered Nurse (CCRN) | 2,911 |
| Licensed Practical Nurse | 3,047 |
| Master of Science in Nursing (MSN) | 1,200 |
| Neonatal Nurse Practitioner | 850 |
| Nurse Practitioner | 1,436 |
| Psychiatric-Mental Health Nurse Practitioner | 607 |

Appendix A

Top Posting Sources

| Website | Postings on Website (Sep 2016 - Apr 2020) |
|-------------------------|---|
| Nexxt.com | 8,201 |
| Jobserve.com | 7,020 |
| Careerboard.com | 6,637 |
| Employmentcrossing.com | 4,452 |
| Beyond.com | 3,666 |
| Nettemps.com | 3,633 |
| Monster.com | 3,518 |
| Geebo.com | 2,734 |
| Allnurses.com | 2,665 |
| Resume-library.com | 2,511 |
| Careerbuilder.com | 2,182 |
| Glassdoor.com | 2,108 |
| Recruiternetworks.com | 1,684 |
| Careerarc.com | 1,577 |
| Dejobs.org | 1,565 |
| Learn4good.com | 1,546 |
| Jobs.net | 1,338 |
| My.jobs | 1,201 |
| Americasjobexchange.com | 1,200 |
| Bluecollarcrossing.com | 971 |
| Expertini.com | 962 |
| Snagajob.com | 961 |
| Ohiojobboard.com | 955 |
| Hospitaljobsonline.com | 797 |
| Trinity-health.org | 737 |

Appendix B

Sample Postings

Mental Health Nurses – in Columbus, OH (Apr 2020 - May 2020)

| Mental Health Nurse | |
|--|---------------------------------|
| Link to Live Job Posting: Posting is no longer active | |
| Location: Columbus, OH | O*NET: 29-1141.00 |
| Company: Unknown | Job Title: Mental Health Nurses |
| Job Details < back to search Mental Health Nurse Location Columbus, OH, United States Posted on Apr 27, 2020 Apply for this job your email: upload resume: Profile • | |
| MEMBERS ONLY | |
| •SIGN UP NOW•.2323 W. 5th Avenue, Suite 160 Columbus, Ohio 43204Mental Health Nurse | |
| POSITION | |
| DESCRIPTION Department: | |
| Outpatient - | |
| AtchesonJob Status: | |
| Full TimeFLSA Status: | |
| Non-Exempt Company info Sign Up Now - EntryLevelCrossing.com | |

Nurse Reviewer at Health Management Systems, Inc.

Link to Live Job Posting: Posting is no longer active

| | |
|--|----------------------------|
| Location: Columbus, OH | O*NET: 29-1141.00 |
| Company: Health Management Systems, Inc. | Job Title: Nurse Reviewers |

Nurse Reviewer at Health Management Systems, Inc. Columbus, OH Health Management Systems, Inc. HMS makes the healthcare system work better for everyone. We fight fraud, waste, and abuse so people have access to healthcare-now and in the future. Using innovative technology and powerful data analytics, we help government and commercial payers reduce costs, increase quality, and achieve regulatory compliance. We also help consumers take a more active role in their own health. Each year, we save our clients billions of dollars while helping people live healthier lives. At HMS, you will develop new skills and build your career in a dynamic industry while making a difference in the lives of others. We are seeking a talented individual for a Nurse Reviewer who is responsible for performing clinical reviews of medical information and quality assurance as defined by review methodologies specific to the contract for which services are being provided.

Essential Responsibilities:

+ Performs clinical and medical reviews, data collection and database entry. + Assigns case reviews by identifying the issues for review and the specialty of the physician reviewer necessary to complete the peer matched review. + Provides supporting reference documentation to the reviewer. + Applies state laws during the Quality Assurance process. + Interacts with physician reviewers. + Assists in the transcription of physician reviews by editing and formatting, as needed. + Assures that all work is completed within contractual deadlines and that all components of the completed review are present. + Delivers final product to the client per client specific contractual guidelines. + Communicates with appropriate parties regarding review (enrollee, authorized representative, health plan representative, facility and state department of insurance). + Receives requests for precertification of procedures via telephone, fax, or Web. + Utilizes clinical expertise to approve services or refer requests to a physician for review. + Oversees referrals to and from physician review. + Formats and edits approval and denial letters. + Performs retrospective chart review per contract specifications. + Prepares letters to summarize retrospective review activity. + Evaluates, identifies, and reports on, quality of care issues. + Communicates with health care professionals as a liaison regarding contract specifications and escalates issues as appropriate. + Participates on quality improvement teams. + Facilitates quality improvement plan development and implementation as requested, both internally and with external customers. + Participates in the project data analysis, reporting, and feedback processes.

Non-Essential Responsibilities:

+ Performs other functions as assigned

Knowledge, Skills and Abilities:

+ Ability to work proficiently with Microsoft Word, Excel, and Power Point. + Ability to analyze and evaluate medical information. + Ability to provide good customer service skills. + Ability to medically review; chart audits, and quality improvement processes. + Ability to perform well in team environment, with staff at all levels, to achieve business goals. + Ability to function under pressure and with deadline oriented project demands as well as manage multiple initiatives. + Ability to apply existing knowledge of health care marketplace including commercial and government insurance health plan organizations and HIPAA guidelines with their associated security requirements. + Ability to work independently to meet predefined production and quality standards + Working knowledge in and successful application of basic level of health care data analysis and clinical review.

Work Conditions and Physical Demands

Work Conditions and Physical Demands:

+ Primarily sedentary work in a general office environment + Ability to communicate and exchange information + Ability to comprehend and interpret documents and data + Requires occasional standing, walking, lifting, and moving objects (up to 10 lbs.) + Requires manual dexterity to use computer, telephone and peripherals + May be required to work extended hours for special business needs + May be required to travel at least 10% of time based on business needs

Certifications:

(Required/Desired) + Unrestricted RN license required

Minimum Education:

+ Associate's degree or diploma (Nursing program) required; Bachelor's degree preferred

Minimum Related Work Experience:

+ 3 years clinical experience required + 1 year utilization review experience preferred Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time. EOE including disability/veteran

Title:

Nurse Reviewer

Location:

Ohio-OH-Remote

Requisition ID:

2000104D EEO/Minorities/Females/Protected Veterans/Disabled.

Family Practice/Primary Care RN

Link to Live Job Posting: Posting is no longer active

| | |
|------------------------|---|
| Location: Columbus, OH | O*NET: 29-1141.00 |
| Company: Unknown | Job Title: Family Practice/Primary Care Nurse Practitioners |

Job Details < back to search Family Practice/Primary Care RN Location Columbus, OH, United States Posted on Apr 24, 2020 Apply for this job your email: upload resume: Profile Well established practice is looking to hire a Branch Director to serve in a hospice care community in the Cincinnati, Ohio area.

Company:

nn

- Offers highly personalized, specialized and cost-effective care in Home Health, Hospice, Psychiatric & Behavioral Health, Veterans Services and more
- Close-knit and collaborative team setting with a strong company culture including regular training, team exercises, happy hours and annual conferences

Benefits and Features:

nn

- Competitive salary range dependent on experience
- Great PTO Package, holiday pay, and sign on bonus potential
- Excellent medical benefits, dental, vision, disability, life and 401k
- Mileage reimbursement, on call stipend

Company:

nn

Full-time:

Monday 8:00 am – Friday 5:00 pm

- Supervises the provision of therapeutic services including clinical operations, personnel performance, and office management
- Implements and evaluates goals and objectives for hospice services that meet and promote the standards of quality of care

Background Profile:

nn

- Ohio state RN license
- 2 years or more of hospice experience
- Charge nurse experience
- Valid driver's license

npnow.com/MSN/ Masters of Science in Nursing/ APRN / Advanced Practice Registered Nurse / ARNP / Advanced Registered Nurse Practitioner Well established practice is looking to hire a Branch Director to serve in a hospice care community in the Cincinnati, Ohio area.

Company:

Offers highly personalized, specialized and cost-effective care in Home Health, Hospice, Psychiatric & Behavioral Health, Veteran Services and more. Close-knit and collaborative team setting with a strong company culture. Regular training, team exercises, happy hours and annual conferences.

Benefits and Features:

Competitive salary range dependent on experience. Great PTO Package, holiday pay, and sign on bonus potential. Excellent medical benefits, dental, vision, disability, life and 401k. Millage reimbursement, on call stipend. Your Role with the

Company:

nn

Full-time:

Monday 8:00 am - Friday 5:00 pm. Supervises the provision of therapeutic services including clinical operations, personnel performance, and office management. Implements, and evaluates goals and objectives for hospice services that meet and promote the standards of quality of care.

Background Profile:

Ohio state RN license. 2 years or more of hospice experience ideal. Charge nurse experience ideal. Valid driver's license. www.npnow.com. MSN/ Masters of Science in Nursing. APRN / Advanced Practice Registered Nurse / ARNP /

Advanced Registered Nurse Practitioner, validThrough:

2020-08-12T23:59:59-05:00, employment

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- MEMBERS ONLY
- SIGN UP NOW
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PostalAddress,addressCountry:

US,postalCode:

43017,address

Locality:

Columbus,addressRegion:

Ohio}} Company info Sign Up Now - EntryLevelCrossing.com

Registered Nurses – Trinity Health Corporation in Westerville, OH (Apr 2020 - Oct ...

Registered Nurse

Link to Live Job Posting: Posting is no longer active

| | |
|-------------------------------------|------------------------------|
| Location: Westerville, OH | O*NET: 29-1141.00 |
| Company: Trinity Health Corporation | Job Title: Registered Nurses |

Register Job Search Login FAQs Register Employer FAQs Login Apply for Jobs Apply for Jobs Post a Job Post a Job Local Jobs Home Register Here to Apply for Jobs or Post Jobs. X Registered Nurse Job in Westerville

- OH Ohio

- USA Apply Here Company:

Trinity Health Full Time position Listed on 2020-04-30 Job specializations:

- Nursing Nurse Practitioner, Nursing Home, RN Nurse
- Healthcare Nursing Home, Healthcare Nursing Job Description & How to

Apply Below Position:

Experienced Registered Nurse

- Sign-on Bonus At Mount Carmel, we're committed to making a meaningful difference in the lives of our patients and communities. Our colleagues
- people like you
- share our passion for always going above and beyond to provide the highest standards of care. At Mount Carmel, we're committed to making a meaningful difference in the lives of our patients and communities. Our colleagues
- people like you
- share our passion for always going above and beyond to provide the highest standards of care.

Our professional nurses are truly the heart and soul of Mount Carmel. It is their resilience, humility and determination that drive positive patient outcomes. To support you, Mount Carmel provides continuous opportunities for personal balance, professional opportunity and clinical growth. Our culture of shared governance and collaboration creates an environment that puts the focus on what's truly important

- our patients and the communities we serve.

The Registered Nurse, within the scope of the Ohio Nurse Practice Act, will provide care in an atmosphere sensitive to each person's physical, emotional, social and spiritual needs. The Registered Nurse collaborates in the spirit of teamwork is accountable for the delivery of patient care utilizing the Nursing Process within the standards, policies, procedures and guidelines of Mount Carmel Health System.

Responsibilities

- Collaborates with patient and family to develop and implement a plan of care that includes physical, spiritual and educational components
- Create a caring and healing environment that keeps the patient and family at the center of care
- Work with state-of-the-art technology
- Experience interdisciplinary relationships & collaboration
- Have autonomy for decisions affecting professional practice
- Promote evidence-based practice and quality initiatives and exhibits professionalism in nursing practice within the model of the ANCC Magnet Recognition Program® Requirements/Qualifications
- Graduate from school of nursing
- Current license to practice as a Registered Nurse in the State of Ohio
- Effective Communication Skills

- Demonstrates the ability to plan, organize and manage patient care, including delegation to and supervision of other members of the patient care team Casual, Part-Time, and Full-Time positions available.

Flexible shifts available as well. At Mount Carmel, we invest in your success. You'll work alongside talented colleagues to advance patient-centered care every day. Join us in our mission to transform the lives of those we serve. Mount Carmel and all its affiliates are proud to be equal opportunity employers. We do not discriminate on the basis of race, gender, religion, sexual orientation or physical ability. Apply Position Requirements 1 to 2 Years work experience Go to Application Site Search for further

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- listing US Job Opportunities, Staffing Agencies, International / Overseas Employment.

Find & apply for expat jobs/ English teaching jobs abroad for Americans, Canadians, EU/British citizens, recent college graduates...

Contract-RN- Long Term Care

Link to Live Job Posting: Posting is no longer active

| | |
|-----------------------------------|---|
| Location: Columbus, OH | O*NET: 29-1141.00 |
| Company: Maxim Staffing Solutions | Job Title: Long Term Care Registered Nurses |

Contract-RN

- Long Term Care
- Columbus, OH, 43235
- Long Term Care (LTC)
- ST, Healthcare
- Contract
- Full Time I'm Interested The Long Term Care (LTC) Registered Nurse (RN) assumes responsibility and accountability for the delivery of patient care of patients in a Long Term Care (LTC)/ Assisted Living Facility. The Long Term Care (LTC) Registered Nurse (RN) demonstrates ability to make clinical judgments in an effective and efficient manner with supervision. Responsibilities
- Utilizes the nursing process to assess, plan, implement and evaluate patient care in a Long Term Care/Assisted Living Facility.
- Performs focused interview to identify specific needs.
- Assess signs and symptoms indicating physiologic and psychological changes in the patient's condition.
- Collects, analyzes, and interprets data and information from health care members and documents actual and/or potential nursing diagnoses.
- Documents the patient's plan of care using identified nursing diagnoses, expected patient outcomes, and selected nursing interventions.
- Identifies and prioritizes actions based upon patient care requirements.
- Monitors consistency between patient plan of care and actions of medical staff.
- Performs interventions according to identified priorities, plan of care, and the facility policies and patient outcome standard.
- Provides a safe, comfortable and therapeutic patient environment.
- Initiates and evaluates patient and/or family education.
- Revises the plan of care according to evaluation, changes in medical plan of care, and effective/ineffective nursing interventions.
- Document's patient's response to nursing and other interventions.
- Uses clinical judgment in evaluation activities to meet patient care needs of an assigned floor/unit including establishing priorities.
- Monitors safety and effectiveness of the environment and equipment.
- Participates in activities to facilitate good interpersonal communications with the chosen facility.
- Supports professional practice by observing the following: Uses knowledge and practices in accordance with 1) the Nurse Practice Act; 2) Standards of Nursing Practice; 3) Standards of Patient Care; 4) Joint Commission, state and local laws; 5) Patient's Bill of Rights; and 6) Maxim Healthcare, nursing and client hospital policies.
- Other Long Term Care (LTC) Registered Nurse (RN) duties as assigned. Qualifications
- Current Registered Nurse (RN) License for the state in which the nurse practices.
- Full command, verbal and written, of the English language.
- Current Health Certificate (if applicable)
- Current PPD or Chest X-Ray.
- One year prior Long Term Care (LTC) Registered Nurse (RN) experience preferred.
- Current BLS card
- Successful completion of screening tests for the clinical specialty area(s) in which the Long Term Care (LTC) Registered Nurse (RN) practices with a score of 80% or greater. Benefits At Maxim Healthcare Services we firmly believe that our employees are the

practices with a score of 85% or greater. Benefits At Maxim Healthcare Services, we firmly believe that our employees are the heartbeat of our organization and we are happy to offer the following benefits:

- Competitive pay & weekly paychecks
- Health, dental, vision, and life insurance
- 401(k) savings plan
- Awards and recognition programs
- Benefit eligibility is dependent on employment status.

Maxim Healthcare Services is a leading provider of home healthcare, medical-related staffing, travel nursing, and population health and wellness services across the United States. As an established community partner, we have been making a difference in the lives of our employees, caregivers, and patients for more than 30 years. Our commitment to customer service, improving patient care, and staffing experienced healthcare professionals has paved the way for many rewarding career opportunities in the healthcare industry. Maxim Healthcare Services, Inc. is an Affirmative Action/Equal Opportunity Employer I'm Interested Benefits of Working at Maxim Continuous Professional & Clinical Training Awards & Recognition Programs Opportunities for

Growth Share:

Linkedin Facebook Twitter What to Expect Our checklist will walk you through updates in your applicant experience. 1. Submit an Inquiry 2. Submission Review 3. Follow-Up by Recruiter Maxim Healthcare Services makes all employment decisions, including recruitment, hiring, placement, promotion, discharge, retirement, compensation, benefits, transfer, corrective action, or any other decisions affecting the terms, conditions, or privileges of employment, without regard to race, gender, color, religion, national origin, age, disability, veteran status, genetic information, or other protected characteristics in accordance with all applicable laws, directives, and regulations of federal, state, and local government entities. All qualified applicants, including individuals with disabilities, "disabled Veterans", or Veterans with service-connected disabilities, are encouraged to apply. Maxim values the service Veterans have given to our country and we strongly support the hiring of returning Service Members. We value the online security of your information. To make sure your personal data is secure, only respond to emails from the domain @maxhealth.com. Inquiries showing other email addresses are not valid communications from Maxim Healthcare Services. We look forward to reviewing your credentials and the opportunity to work together.

Appendix C - Data Sources and Calculations

Emsi Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level Emsi earnings by industry.

State Data Sources

This report uses state data from the following agencies: Ohio Department of Job and Family Services, Labor Market Information Division

Meeting with OSU Central Ohio Team Call

Attendees:

Ohio State University Nursing

- Wendy Bowles, Assistant Dean for Baccalaureate programs
- Tracy Taylor, Nurse educator for path to BSN
- Christopher Iles, Undergraduate Program Coordinator
- Portia Z., Community liaison for grant
- Kathryn Lecklider, Marketing/Communications team

Central Ohio Technical College

- Kendrah Cunningham, Nursing Programs Administrator

Marion Technical College

- Stacie Campbell
- Cathy Crum, Associate Director of ADN program

Clark State

- Mary Taylor, Director of Nursing programs

Edison State Community College

- Jill Bobb, Director of Nursing

Muskingum University

- Macey Carson, RN to BSN and ABSN program coordinator

The OSU central Ohio team is a group made up of institutions in the region that have agreements in place with Ohio State University for continuation programs, such as RN to BSN. The topic was brought up by Wendy Bowles, the

Wendy Bowles asked that we go around the group and each speak on where they stand with the idea of implementation of a BSN program, where they are in the process, and what type of program they intend to offer.

Stacie Campbell of Marion Technical College indicates that they have submitted a proposal for an RN to BSN program to ODHE and are currently in the comment phase.

Wendy Bowles states that “we are very supportive of anybody, of you know all of your transitions and everything, we just kind of want to know where everybody is on moving forward, and anything that we can do to help support you.”

Jill Bobb from Edison State reports that they have received directive for a proposal but have not yet begun the process.

Kendrah Cunningham from Central Ohio Technical College reports that they are working on an RN to BSN program and the curriculum has been approved internally and the ODHE proposal is being finalized.

Mary Taylor from Clark State reports that they are finalizing the RN to BSN ODHE proposal for submission.

Wendy Bowles asks for any further discussion or needs, none are verbalized and the meeting is adjourned.

Ohio's Top Jobs List | Ohio's Top TI_Statewide(Master)_IO_1-25-20 | Initiatives | Governor's Office of

topjobs.ohio.gov/top-jobs-list/ohios-top-jobs-list

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An official State of Ohio site. [Here's how you know](#)

Ohio Governor's Office of Workforce Transformation

Top Jobs List In-Demand Jobs Week Search Jobs

Help Search Language Translation

Region Typical Education Required Preferred Experience Job Category Critical/In-Demand

Central Region Bachelor's degree (All) (All) (All) (All)

Top Jobs

Click Bars to view Job Summary

Learn about what makes a top job Download PDF

| Title | Median Salary | | | | Growth | | | | Employment | | | | Openings | | | |
|--|---------------|-------|--------|--------|--------|-----|-----|--------|------------|-----|-----|-------|----------|-------|-------|-------|
| | \$0K | \$50K | \$100K | \$150K | 0 | 200 | 400 | 0K | 10K | 20K | 30K | 0 | 500 | 1,000 | 1,500 | 2,000 |
| Registered Nurses | \$66K | | | | 398 | | | 25,925 | | | | 1,736 | | | | |
| Software Developers, Applications | | | | | 211 | | | 11,425 | | | | 211 | | | | |
| Market Research Analysts and Marketing Specialists | \$66K | | | | 108 | | | 6,518 | | | | 733 | | | | |
| Management Analysts | \$83K | | | | 86 | | | 7,447 | | | | 749 | | | | |
| Financial Managers | \$126K | | | | 83 | | | 5,186 | | | | 447 | | | | |
| General and Operations Managers | \$102K | | | | 80 | | | 11,980 | | | | 999 | | | | |
| Business Operations Specialists, All Other | \$71K | | | | 66 | | | 11,361 | | | | 66 | | | | |
| Medical and Health Services Managers | \$97K | | | | 59 | | | 3,259 | | | | 304 | | | | |
| Elementary School Teachers, Except Special Education | \$64K | | | | 48 | | | 11,470 | | | | 825 | | | | |
| Human Resources Specialists | \$57K | | | | 46 | | | 6,326 | | | | 615 | | | | |
| Computer Systems Analysts | \$90K | | | | 46 | | | 8,730 | | | | 46 | | | | |
| Secondary School Teachers, Except Special and Career/Technical Education | \$71K | | | | 40 | | | 8,368 | | | | 577 | | | | |
| Industrial Engineers | \$82K | | | | 39 | | | 3,314 | | | | 246 | | | | |
| Information Security Analysts | \$90K | | | | 38 | | | 1,232 | | | | 38 | | | | |
| Accountants and Auditors | \$71K | | | | 34 | | | 11,939 | | | | 1,021 | | | | |

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Ohio's Top Jobs List | Ohio's Top x TJ_Statewide(Master)_IO_1-25-20 x Initiatives | Governor's Office of x

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An official State of Ohio site. [Here's how you know](#)

Top Jobs List In-Demand Jobs Week Search Jobs

Help Search Language Translation

Registered Nurses in Central Region

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required.

| | |
|---------------------------------|-------------------------------|
| Employment 25,925 | Growth Rate 398 |
| Starting Salary \$59K | Median Salary \$66K |

Required Education
Bachelor's degree

Click to Discover the Nursing Career Path

Unique Technologies

| |
|---|
| Categorization or classification software |
| Video conferencing software |
| Time accounting software |
| Human resources software |

Most Important Tasks

| | |
|---------------------|---|
| Several times daily | Administer medications to patients and monitor patients for reactions or side effects. |
| Daily | "Monitor, record, and report symptoms or changes in patients' conditions." |
| | "Record patients' medical information and vital signs." |
| | Maintain accurate, detailed reports and records. |
| | Provide health care, first aid, immunizations, or assistance in convalescence or rehabilitation in locations such as schools, hospitals, or industry. |

Top 10 Knowledge Areas

| |
|-------------------------------|
| Psychology |
| Customer and Personal Service |
| Medicine and Dentistry |
| English Language |
| Administrative |
| Therapy and Counseling |
| Mathematics |
| Administration and Management |
| Education and Training |

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| Ref. No. | Ext. SOC | SOC (Truncated) | Occupation Title | Job Family | Education, Training & Experience ² | | | Statewide Projections ³ | | | | Methodology ⁴ | | | | |
|----------|------------|-----------------|---|--|---|-----------------------------------|--------------------------|------------------------------------|-------------|-----------------|---------------|--------------------------|----------|----------|----------|---|
| | | | | | Education Level | On-the-job Training | Relevant Work Experience | Starting Wage | Median Wage | Annual Openings | Annual Growth | Base | JobsOhio | 2nd Tier | Critical | |
| 1 | 13-3011.00 | 13-3011 | Accountants and Auditors | Business & Financial Operations Occupations | Bachelor's degree | None | None | \$53,730 | \$67,860 | 4,851 | 124 | ✓ | | | | |
| 2 | 15-2011.00 | 15-2011 | Actuaries | Computer & Mathematical Occupations | Bachelor's degree | Long-term-on-the-job training | None | \$57,390 | \$90,580 | 146 | 37 | ✓ | | | | |
| 3 | 29-1141.01 | 29-1141 | Acute Care Nurses | Healthcare Practitioners & Technical Occupations | Bachelor's degree | None | None | | \$58,600 | \$67,580 | 8,357 | 1,225 | | | | ✓ |
| 4 | 11-3011.00 | 11-3011 | Administrative Services Managers ⁵ | Management Occupations | Bachelor's degree | None | Less than 5 years | - | \$55,925 | 1,053 | 63 | ✓ | | | | |
| 5 | 29-1141.02 | 29-1141 | Advanced Practice Psychiatric Nurses | Healthcare Practitioners & Technical Occupations | Bachelor's degree | None | None | \$58,600 | \$67,580 | 8,357 | 1,225 | | | | ✓ | |
| 6 | 41-3011.00 | 41-3011 | Actuaries | Business & Financial Operations Occupations | High school diploma or equivalent | Moderate-term-on-the-job training | None | \$49,790 | \$67,790 | 421 | -52 | | | | | |
| 7 | 17-3021.00 | 17-3021 | Aerospace Engineering and Operations Technicians | Architecture & Engineering Occupations | Bachelor's degree | None | None | \$53,600 | \$63,780 | 98 | 1 | ✓ | | | | |
| 8 | 17-2011.00 | 17-2011 | Aerospace Engineers | Architecture & Engineering Occupations | Bachelor's degree | None | None | \$91,210 | \$117,090 | 289 | 15 | ✓ | | | | |
| 9 | 45-2091.00 | 45-2091 | Agricultural Equipment Operators | Farming, Fishing, and Forestry Occupations | Less than high school | Moderate-term-on-the-job training | None | \$34,410 | \$40,650 | 254 | 12 | ✓ | | | | |
| 10 | 49-3011.00 | 49-3011 | Aircraft Mechanics and Service Technicians | Installation, Maintenance, & Repair Occupations | Certified/some college | None | None | \$49,330 | \$62,320 | 408 | 26 | ✓ | | | | |
| 11 | 17-1011.00 | 17-1011 | Architects, Except Landscape and Naval Architects | Architecture & Engineering Occupations | Bachelor's degree | Internship/residency | None | \$66,580 | \$85,670 | 330 | 22 | | | | | |
| 12 | 51-2021.00 | 51-2021 | Assemblers and Fabricators, All Other, Including Team Assemblers ⁶ | Production Occupations | Bachelor's degree | Moderate-term-on-the-job training | None | \$34,113 | \$78,383 | 7,383 | -904 | ✓ | | | | |
| 13 | 29-1161.00 | 29-1161 | Automotive Body and Related Repairers | Automotive Body and Related Repairers | High school diploma or equivalent | Doctoral or professional degree | None | \$64,200 | \$72,500 | 28 | 8 | ✓ | | | | |
| 14 | 49-3021.00 | 49-3021 | Automotive Service Technicians and Mechanics | Automotive Body and Related Repairers | High school diploma or equivalent | Long-term-on-the-job training | None | \$32,180 | \$39,690 | 556 | 8 | ✓ | | | | |
| 15 | 49-3023.00 | 49-3023 | Bill and Account Collectors | Office & Administrative Support Occupations | High school diploma or equivalent | Short-term-on-the-job training | None | \$29,550 | \$40,600 | 2,536 | -99 | ✓ | | | | |
| 16 | 43-3011.00 | 43-3011 | Billing and Posting Clerks and Machine Operators | Office & Administrative Support Occupations | High school diploma or equivalent | Moderate-term-on-the-job training | None | \$29,390 | \$35,570 | 1,241 | -92 | ✓ | | | | |
| 17 | 43-3021.00 | 43-3021 | Bookkeeping, Accounting, and Tax Preparation Clerks | Office & Administrative Support Occupations | High school diploma or equivalent | Moderate-term-on-the-job training | None | \$32,810 | \$40,430 | 6,401 | -338 | ✓ | | | | |
| 18 | 43-3022.00 | 43-3022 | Bricklayers and Blockmasons | Construction & Extraction Occupations | High school diploma or equivalent | Apprenticeship | None | \$45,920 | \$56,020 | 463 | 37 | ✓ | | | | |
| 19 | 49-3021.00 | 49-3021 | Bus and Truck Mechanics and Diesel Engine Specialists | Installation, Maintenance, & Repair Occupations | High school diploma or equivalent | Long-term-on-the-job training | None | \$36,590 | \$46,780 | 995 | 44 | ✓ | | | | |
| 20 | 53-3022.00 | 53-3022 | Bus Drivers, School | Transportation & Material Moving Occupations | High school diploma or equivalent | Short-term-on-the-job training | None | \$29,494 | \$31,449 | 80 | ✓ | | | | | |
| 21 | 13-1198.00 | 13-1198 | Business Operations Specialists, All Other | Business & Financial Operations Occupations | Bachelor's degree | None | None | \$55,540 | \$73,690 | 3,884 | 166 | ✓ | | | | |
| 22 | 51-7011.00 | 51-7011 | Cabinetmakers and Bench Carpenters | Production Occupations | High school diploma or equivalent | Moderate-term-on-the-job training | None | \$31,890 | \$37,850 | 544 | 4 | ✓ | | | | |
| 23 | 25-2023.00 | 25-2023 | Career/Technical Education Teachers, Middle School | Education, Training, & Library Occupations | Bachelor's degree | Less than 5 years | None | \$68,630 | 21 | 2 | ✓ | | | | | ✓ |
| 24 | 25-2024.00 | 25-2024 | Career/Technical Education Teachers, Postsecondary | Education, Training, & Library Occupations | Bachelor's degree | Less than 5 years | None | \$36,170 | \$49,050 | 248 | 18 | ✓ | | | | |
| 25 | 43-5011.00 | 43-5011 | Cargo and Freight Agents | Office & Administrative Support Occupations | High school diploma or equivalent | Short-term-on-the-job training | None | \$31,440 | \$41,620 | 343 | 16 | ✓ | | | | |
| 26 | 25-2022.00 | 25-2022 | Career/Technical Education Teachers, Secondary School | Office & Administrative Support Occupations | High school diploma or equivalent | Moderate-term-on-the-job training | None | \$39,400 | \$49,520 | 2,960 | 174 | ✓ | | | | |
| 27 | 43-5011.00 | 43-5011 | Carpenters | Construction & Extraction Occupations | High school diploma or equivalent | Apprenticeship | None | \$41,100 | \$51,980 | 639 | 54 | ✓ | | | | |
| 28 | 47-2011.00 | 47-2011 | Cement Masons and Concrete Finishers | Construction & Extraction Occupations | Less than high school | Moderate-term-on-the-job training | None | \$37,850 | \$46,840 | 650 | 25 | ✓ | | | | |
| 29 | 47-2051.00 | 47-2051 | Chefs and Head Cooks | Food Preparation & Serving Related Occupations | High school diploma or equivalent | None | 5 years or more | \$38,500 | \$50,000 | 690 | -25 | ✓ | | | | |
| 30 | 35-1011.00 | 35-1011 | Chemical Equipment Operators and Tenders | Production Occupations | High school diploma or equivalent | Moderate-term-on-the-job training | None | \$55,580 | \$70,630 | 149 | 12 | ✓ | | | | |
| 31 | 51-8001.00 | 51-8001 | Chemical Plant and System Operators | Chemical Technicians | High school diploma or equivalent | Moderate-term-on-the-job training | None | \$40,090 | \$50,830 | 338 | 3 | ✓ | | | | |
| 32 | 19-4031.00 | 19-4031 | Chefs, Head Cooks | Food Preparation & Serving Related Occupations | Associate's degree | Moderate-term-on-the-job training | None | \$58,420 | \$75,150 | 377 | 8 | ✓ | | | | |
| 33 | 19-2031.00 | 19-2031 | Chefs, Head Cooks | Food Preparation & Serving Related Occupations | Bachelor's degree | None | None | \$19,770 | \$22,660 | 5,461 | 84 | ✓ | | | | |
| 34 | 51-8011.00 | 51-8011 | Chefs, Head Cooks | Food Preparation & Serving Related Occupations | High school diploma or equivalent | Short-term-on-the-job training | None | \$38,020 | \$46,590 | 1,148 | 76 | ✓ | | | | |
| 35 | 39-9011.00 | 39-9011 | Child Care Workers | Community & Social Service Occupations | Bachelor's degree | None | None | \$63,300 | \$74,120 | 712 | 29 | ✓ | | | | |
| 36 | 21-1021.00 | 21-1021 | Child, Family, and School Workers | Community & Social Service Occupations | Bachelor's degree | Less than 5 years | None | \$32,280 | \$42,620 | 247 | 17 | ✓ | | | | |
| 37 | 17-2051.00 | 17-2051 | Childcare Workers | Community & Social Service Occupations | Bachelor's degree | None | None | \$48,210 | \$60,610 | 334 | 25 | ✓ | | | | |
| 38 | 13-0011.00 | 13-0011 | Claims Adjusters, Examiners, and Investigators | Business & Financial Operations Occupations | High school diploma or equivalent | Long-term-on-the-job training | None | \$51,600 | \$66,080 | 761 | 38 | ✓ | | | | |
| 39 | 54-9102.00 | 54-9102 | Cleaning, Washing, and Metal Picking Equipment Operators and Tenders | Production Occupations | High school diploma or equivalent | Moderate-term-on-the-job training | None | \$25,440 | \$30,160 | 229 | 3 | ✓ | | | | |
| 40 | 21-2011.00 | 21-2011 | Clergy | Community & Social Service Occupations | Bachelor's degree | Moderate-term-on-the-job training | None | \$37,300 | \$46,580 | 2,134 | 65 | ✓ | | | | |
| 41 | 29-2010.00 | 29-2010 | Clinical Laboratory Technologists and Technicians | Healthcare Practitioners & Technical Occupations | Bachelor's degree | None | None | \$39,760 | \$53,960 | 747 | 56 | ✓ | | | | |
| 42 | 29-1141.00 | 29-1141 | Clinical Nurse Specialists | Healthcare Practitioners & Technical Occupations | Bachelor's degree | None | None | \$58,600 | \$67,580 | 8,357 | 1,225 | ✓ | | | | |
| 43 | 19-3031.00 | 19-3031 | Clinical, Counseling, and School Psychologists | Life, Physical, & Social Science Occupations | Bachelor's degree | Doctoral or professional degree | None | \$54,220 | \$74,400 | 480 | 69 | ✓ | | | | |
| 44 | 51-8011.00 | 51-8011 | Clinical, Counseling, and School Psychologists | Life, Physical, & Social Science Occupations | Bachelor's degree | Short-term-on-the-job training | None | \$34,170 | \$42,620 | 628 | 9 | ✓ | | | | |
| 45 | 21-1009.00 | 21-1009 | Coating, Painting, and Plating Equipment Operators and Tenders ⁶ | Production Occupations | High school diploma or equivalent | Moderate-term-on-the-job training | None | \$34,950 | \$43,160 | 331 | 15 | ✓ | | | | |
| 46 | 21-1094.00 | 21-1094 | Community Health Workers | Community & Social Service Occupations | High school diploma or equivalent | Short-term-on-the-job training | None | \$32,280 | \$48,620 | 247 | 17 | ✓ | | | | |
| 47 | 13-1141.00 | 13-1141 | Compensation, Benefits, and Job Analysis Specialists | Business & Financial Operations Occupations | Bachelor's degree | None | Less than 5 years | \$48,210 | \$60,610 | 334 | 25 | ✓ | | | | |
| 48 | 13-1041.00 | 13-1041 | Compliance Officers | Business & Financial Operations Occupations | Bachelor's degree | Moderate-term-on-the-job training | None | \$51,600 | \$66,080 | 761 | 38 | ✓ | | | | |
| 49 | 11-3021.00 | 11-3021 | Computer and Hardware Engineers | Architectural and Engineering Occupations | Bachelor's degree | None | 5 years or more | \$104,980 | \$133,410 | 1,204 | 99 | ✓ | | | | |
| 50 | 15-2021.00 | 15-2021 | Computer Network Architects | Computer & Mathematical Occupations | Bachelor's degree | None | None | \$78,000 | \$104,900 | 80 | 5 | ✓ | | | | |
| 51 | 15-2340.00 | 15-2340 | Computer Network Support Specialists | Computer & Mathematical Occupations | Bachelor's degree | 5 years or more | None | \$103,220 | \$138,220 | 346 | 1 | ✓ | | | | |
| 52 | 15-2311.00 | 15-2311 | Computer Numerically Controlled Tool Operators | Production Occupations | High school diploma or equivalent | Moderate-term-on-the-job training | None | \$47,840 | \$60,300 | 741 | 32 | ✓ | | | | |
| 53 | 51-9161.00 | 51-9161 | Computer Numerically Controlled Tool Programmers | Computer Occupations, All Other | Bachelor's degree | None | None | \$34,250 | \$41,130 | 1,304 | -126 | ✓ | | | | |
| 54 | 51-9162.00 | 51-9162 | Computer Numerically Controlled Tool Programmers | Computer Occupations, All Other | Computer programmers | Moderate-term-on-the-job training | None | \$45,040 | \$52,710 | 231 | 33 | ✓ | | | | |
| 55 | 15-2909.00 | 15-2909 | Computer Programmers | Computer Occupations, All Other | Bachelor's degree | None | None | \$59,600 | \$85,860 | 1,043 | 93 | ✓ | | | | |
| 56 | 15-2021.00 | 15-2021 | Computer Programmers | Computer Occupations, All Other | Computer programmers | None | None | \$63,600 | \$85,500 | 900 | -58 | ✓ | | | | |
| 57 | 15-2321.00 | 15-2321 | Computer Programmers | Computer Occupations, All Other | Computer programmers | None | None | \$68,290 | \$86,410 | 2,437 | 178 | ✓ | | | | |
| 58 | 15-2322.00 | 15-2322 | Computer User Support Specialists | Computer & Mathematical Occupations | Bachelor's degree | None | None | \$38,470 | \$48,820 | 1,905 | 122 | ✓ | | | | |
| 59 | 47-4011.00 | 47-4011 | Construction and Building Inspectors | Construction & Extraction Occupations | High school diploma or equivalent | Moderate-term-on-the-job training | 5 years or more | \$51,190 | \$61,850 | 416 | 15 | ✓ | | | | |
| 60 | 47-2061.00 | 47-2061 | Construction Laborers | Construction & Extraction Occupations | Bachelor's degree | Less than high school | None | \$34,120 | \$42,990 | 6,099 | 489 | ✓ | | | | |
| 61 | 11-9021.00 | 11-9021 | Construction Managers | Management Occupations | Bachelor's degree | Moderate-term-on-the-job training | None | \$71,540 | \$93,280 | 1,258 | 129 | ✓ | | | | |
| 62 | 51-9193.00 | 51-9193 | Construction Managers | Management Occupations | Bachelor's degree | Moderate-term-on-the-job training | None | \$32,320 | \$39,630 | 114 | 6 | ✓ | | | | |
| 63 | 33-3021.00 | 33-3021 | Construction Managers | Management Occupations | High school diploma or equivalent | Short-term-on-the-job training | None | \$34,650 | \$40,850 | 956 | -100 | ✓ | | | | |
| 64 | 13-1051.00 | 13-1051 | Cost Estimators | Business & Financial Operations Occupations | Bachelor's degree | Moderate-term-on-the-job training | None | \$50,990 | \$64,320 | 1,114 | 76 | ✓ | | | | |
| 65 | 53-7021.00 | 53-7021 | Crane and Tower Operators | Transportation & Material Moving Occupations | High school diploma or equivalent | Moderate-term-on-the-job training | Less than 5 years | \$38,350 | \$49,340 | 211 | 3 | ✓ | | | | |
| 66 | 29-1141.00 | 29-1141 | Critical Care Nurses | Healthcare Practitioners & Technical Occupations | Bachelor's degree | None | None | \$58,600 | \$67,580 | 8,357 | 1,225 | ✓ | | | | |
| 67 | 43-4051.00 | 43-4051 | Customer Service Representatives | Office & Administrative Support Occupations | High school diploma or equivalent | Short-term-on-the-job training | None | \$28,690 | \$35,830 | 12,693 | -445 | ✓ | | | | |
| 68 | 51-4031.00 | 51-4031 | Customer Support Specialists | Customer & Retail Sales Occupations | Associate's degree | Moderate-term-on-the-job training | None | \$29,570 | \$36,520 | 1,663 | -159 | ✓ | | | | |
| 69 | 31-9001.00 | 31-9001 | Customer Support Specialists | Customer & Retail Sales Occupations | Associate's degree | None | None | \$39,600 | \$50,600 | 284 | 28 | ✓ | | | | |
| 70 | 31-9001.00 | 31-9001 | Dental Assistants | Healthcare Practitioners & Technical Occupations | Associate's degree | None | None | \$34,570 | \$40,390 | 1,231 | 28 | ✓ | | | | |
| 71 | 29-1292.00 | 29-1292 | Dental Hygienists | Protective Service Occupations | Associate's degree | Moderate-term-on-the-job training | Less than 5 years | \$60,610 | \$69,360 | 633 | 20 | ✓ | | | | |
| 72 | 33-3021.00 | 33-3021 | Detectives and Criminal Investigators | Protective Service Occupations | High school diploma or equivalent | Moderate-term-on-the-job training | Less than 5 years | \$60,200 | \$77,020 | 127 | 0 | ✓ | | | | |
| 73 | 29-2032.00 | 29-2032 | Diagnostic Medical Sonographers | Diagnostic Medical Occupations | Associate's degree | None | None | \$58,390 | \$66,670 | 203 | 42 | ✓ | | | | |
| 74 | 43-5032.00 | 43-5032 | Dispatchers, Except Police, Fire, and Ambulance | Office & Administrative Support Occupations | Bachelor's degree | Moderate-term-on-the-job training | None | \$31,310 | \$41,880 | 691 | 2 | ✓ | | | | |
| 75 | 47-2041.0 | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | |
|-----|------------|---------|---|--|--|-----------------------------------|-----------------------------------|-----------|-----------|----------|-------|------|---|
| 121 | 47-2121.00 | 47-2121 | Glaziers | Construction & Extraction Occupations | High school diploma or equivalent | Apprenticeship | None | \$37,430 | \$49,550 | 203 | 14 | v | |
| 122 | 27-1024.00 | 27-1024 | Graphic Designers | Arts, Design, Entertainment, Sports, & Media Occupations | Bachelor's degree | None | \$37,560 | \$48,270 | 888 | -15 | v | | |
| 123 | 51-4033.00 | 51-4033 | Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic | Production Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$30,070 | \$36,410 | 689 | -76 | v | |
| 124 | 47-4041.00 | 47-4041 | Hazardous Materials Removal Workers | Construction & Extraction Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$38,630 | \$49,950 | 324 | 7 | v | |
| 125 | 17-2111.00 | 17-2111 | Health and Safety Engineers, Except Mining Safety Engineers and Inspectors | Architecture & Engineering Occupations | Bachelor's degree | None | \$76,640 | \$98,120 | 38 | 1 | v | | |
| 126 | 14-3112.00 | 14-3112 | Healthcare Practitioners, All Other | Community & Social Service Occupations | Bachelor's degree | None | \$46,540 | \$57,070 | 372 | 17 | v | | |
| 127 | 29-2088.00 | 29-2088 | Health Technologists and Technicians, All Other | Healthcare Practitioners & Technical Occupations | Certified/ Some college | None | \$34,210 | \$42,620 | 446 | 54 | v | | |
| 128 | 29-9058.00 | 29-9058 | Healthcare Practitioners and Technical Workers, All Other | Healthcare Practitioners & Technical Occupations | Certified/ Some college | None | \$40,380 | \$62,280 | 56 | 6 | v | | |
| 129 | 49-9021.00 | 49-9021 | Heating, AC, and Refrigeration Mechanics and Installers | Installation, Maintenance, & Repair Occupations | Certified/ Some college | Long-term on-the-job training | None | \$38,260 | \$48,940 | 1,427 | 155 | v | |
| 130 | 51-9198.00 | 51-9198 | Helpers-Production Workers | Production Occupations | High school diploma or equivalent | Short-term on-the-job training | None | \$27,870 | \$33,780 | 2,703 | 114 | v | |
| 131 | 31-1011.00 | 31-1011 | Home Health Aides (Dental and Medical Professional) | Healthcare Support Occupations | High school diploma or equivalent | Short-term on-the-job training | None | \$23,046 | \$29,025 | 9,025 | 1,725 | v | |
| 132 | 13-3071.00 | 13-3071 | Human Resource Specialists | Business & Financial Operations Occupations | Bachelor's degree | None | \$44,730 | \$58,700 | 2,500 | 99 | v | | |
| 133 | 43-4161.00 | 43-4161 | Human Resources Assistants, Except Payroll and Timekeeping | Office & Administrative Support Occupations | Associate's degree | None | \$34,070 | \$40,380 | 505 | 29 | v | | |
| 134 | 11-3121.00 | 11-3121 | Human Resources Managers | Management Occupations | Bachelor's degree | None | \$91,360 | \$118,770 | 425 | 25 | v | | |
| 135 | 17-2112.00 | 17-2112 | Human Resources Managers | Architecture & Engineering Occupations | Bachelor's degree | None | \$68,200 | \$82,590 | 1,295 | 154 | v | | |
| 136 | 49-9041.00 | 49-9041 | Human Resources Managers | Installation, Maintenance, & Repair Occupations | High school diploma or equivalent | Long-term on-the-job training | None | \$45,620 | \$55,770 | 1,918 | 99 | v | |
| 137 | 11-3051.00 | 11-3051 | Industrial Engineers | Manufacturing Occupations | Bachelor's degree | None | \$79,150 | \$103,130 | 869 | 4 | v | | |
| 138 | 53-7052.00 | 53-7052 | Industrial Machinery Mechanics | Industrial Production Managers | Less than high school | Short-term on-the-job training | None | \$31,100 | \$36,770 | 3,676 | 134 | v | |
| 139 | 15-3121.00 | 15-3121 | Industrial Truck and Tractor Operators | Industrial Production Managers | Bachelor's degree | None | \$31,980 | \$39,660 | 369 | 102 | v | | |
| 140 | 51-9061.00 | 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | Computer & Mathematical Occupations | Production Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$33,190 | \$40,570 | 3,180 | -586 | v |
| 141 | 49-9059.00 | 49-9059 | Installation, Maintenance, and Repair Workers, All Other | Installation, Maintenance, & Repair Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$33,890 | \$42,790 | 721 | 32 | v | |
| 142 | 13-1032.00 | 13-1032 | Insurance Appraisers, Auto Damage | Business & Financial Operations Occupations | Certified/ Some college | Moderate-term on-the-job training | None | \$50,270 | \$58,500 | 48 | 3 | v | |
| 143 | 43-9041.00 | 43-9041 | Insurance Claims and Policy Processing Clerks | Office & Administrative Support Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$34,620 | \$40,110 | 1,493 | 26 | v | |
| 144 | 41-3021.00 | 41-3021 | Insurance Sales Agents | Sales & Related Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$38,240 | \$55,540 | 2,058 | 177 | v | |
| 145 | 29-9058.00 | 29-9058 | Interpreters and Translators | Doctoral/ Professional Occupations | Bachelor's degree | Interdisciplinary | None | \$59,390 | \$79,410 | 93 | 3 | v | |
| 146 | 27-3091.00 | 27-3091 | Interpreters and Translators | Arts, Design, Entertainment, Sports, & Media Occupations | Bachelor's degree | None | \$30,120 | \$42,400 | 298 | 40 | v | | |
| 147 | 43-4111.00 | 43-4111 | Interviewers, Except Eligibility and Loan | Office & Administrative Support Occupations | High school diploma or equivalent | Short-term on-the-job training | None | \$26,740 | \$32,290 | 998 | 5 | v | |
| 148 | 25-2012.00 | 25-2012 | Kindergarten Teachers, Except Special Education | Education, Training, & Library Occupations | Bachelor's degree | None | \$41,200 | \$54,570 | 278 | -1 | v | | |
| 149 | 53-7062.00 | 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | Transportation & Material Moving Occupations | Less than high school | Short-term on-the-job training | None | \$26,560 | \$31,350 | 17,626 | 600 | v | |
| 150 | 37-3011.00 | 37-3011 | Landscape and Groundskeeping Workers | Building & Grounds Cleaning and Maintenance Occupations | Less than high school | Short-term on-the-job training | None | \$25,250 | \$30,330 | 203 | 1,070 | v | |
| 151 | 33-3011.00 | 33-3011 | Layouters, Cutters, and Finishers | Production Occupations | Doctoral/ Professional degree | None | \$73,680 | \$149,370 | 1,637 | 95 | v | | |
| 152 | 29-2061.00 | 29-2061 | Licensed Practical and Vocational Nurses | Healthcare Practitioners & Technical Occupations | Certified/ Some college | None | \$41,450 | \$46,450 | 3,514 | 273 | v | | |
| 153 | 43-4131.00 | 43-4131 | Loan Interviewers and Clerks | Office & Administrative Support Occupations | High school diploma or equivalent | Short-term on-the-job training | None | \$34,230 | \$40,840 | 1,322 | 108 | v | |
| 154 | 13-2072.00 | 13-2072 | Loan Officers | Business & Financial Operations Occupations | Bachelor's degree | Moderate-term on-the-job training | None | \$44,660 | \$66,130 | 1,117 | 89 | v | |
| 155 | 13-1081.00 | 13-1081 | Logisticians | Business & Financial Operations Occupations | Bachelor's degree | None | \$56,440 | \$72,880 | 652 | 25 | v | | |
| 156 | 51-4041.00 | 51-4041 | Logistics Managers | Production Occupations | High school diploma or equivalent | Long-term on-the-job training | None | \$34,340 | \$43,320 | 2,880 | 54 | v | |
| 157 | 49-9040.00 | 49-9040 | Maintenance and Repair Workers, General | Installation, Maintenance, & Repair Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$32,680 | \$45,580 | 209 | 1,070 | v | |
| 158 | 49-9043.00 | 49-9043 | Maintenance Workers, Machinery | Installation, Maintenance, & Repair Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$41,230 | \$51,340 | 3,069 | 18 | v | |
| 159 | 13-1111.00 | 13-1111 | Management Analysts | Business & Financial Operations Occupations | Bachelor's degree | None | \$62,770 | \$82,620 | 2,697 | 292 | v | | |
| 160 | 11-9198.00 | 11-9198 | Managers, All Other | Management Occupations | Bachelor's degree | None | \$75,200 | \$101,410 | 2,681 | 197 | v | | |
| 161 | 13-1161.00 | 13-1161 | Market Research Analysts and Marketing Specialists | Business & Financial Operations Occupations | Bachelor's degree | None | \$45,050 | \$61,010 | 3,225 | 425 | v | | |
| 162 | 11-2021.00 | 11-2021 | Marketing Managers | Community & Social Service Occupations | Master's degree | Internship/residency | None | \$98,330 | \$132,830 | 660 | 37 | v | |
| 163 | 21-2013.00 | 21-2013 | Market Research Analysts and Marketing Specialists | Healthcare Support Occupations | Certified/ Some college | None | \$41,500 | \$47,430 | 60 | 5 | v | | |
| 164 | 31-2001.00 | 31-2001 | Marketing, Telemarketing, and Sales Agents | Materials Engineers | Architecture & Engineering Occupations | Bachelor's degree | None | \$66,440 | \$86,420 | 129 | 2 | v | |
| 165 | 17-2131.00 | 17-2131 | Mechanical Engineers | Installation, Maintenance, & Repair Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$34,290 | \$41,100 | 122 | 10 | v | |
| 166 | 49-9011.00 | 49-9011 | Mechanical Engineering Technicians | Architecture & Engineering Occupations | Associate's degree | None | \$43,470 | \$53,180 | 254 | 6 | v | | |
| 167 | 17-3027.00 | 17-3027 | Mechanical Engineering Technicians | Architecture & Engineering Occupations | Bachelor's degree | None | \$65,630 | \$81,290 | 1,174 | 78 | v | | |
| 168 | 27-3098.00 | 27-3098 | Media and Communications Workers, All Other | Arts, Design, Entertainment, Sports, & Media Occupations | High school diploma or equivalent | Short-term on-the-job training | None | \$37,140 | \$48,350 | 368 | 23 | v | |
| 169 | 11-9111.00 | 11-9111 | Medical and Health Services Managers | Community & Social Service Occupations | Bachelor's degree | None | \$62,770 | \$82,620 | 2,697 | 292 | v | | |
| 170 | 21-3022.00 | 21-3022 | Medical and Public Health Social Workers | Business & Financial Operations Occupations | Master's degree | Internship/residency | None | \$47,040 | \$57,360 | 890 | 115 | v | |
| 171 | 31-9092.00 | 31-9092 | Medical Assistants (Direct Support Professional) | Healthcare Support Occupations | Associate's degree | Moderate-term on-the-job training | None | \$29,210 | \$34,150 | 3,327 | 432 | v | |
| 172 | 49-9062.00 | 49-9062 | Medical Equipment Repairers | Healthcare Support Occupations | Certified/ Some college | Short-term on-the-job training | None | \$37,760 | \$51,130 | 230 | 2 | v | |
| 173 | 29-2071.00 | 29-2071 | Medical Records and Health Information Technicians* | Healthcare Practitioners & Technical Occupations | Bachelor's degree | None | \$39,811 | \$75,00 | 95 | 9 | v | | |
| 175 | 19-6101.00 | 19-6102 | Medical Science Technologists and Technicians | Medical Science Technologists and Technicians | Doctoral/ Professional degree | None | \$58,000 | \$75,120 | 335 | 20 | v | | |
| 176 | 43-6111.00 | 43-6113 | Medical Transcriptionists | Office & Administrative Support Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$39,650 | \$53,300 | 4,160 | 347 | v | |
| 177 | 31-9004.00 | 31-9004 | Medical Transcriptionists | Healthcare Support Occupations | Associate's degree | None | \$33,220 | \$38,320 | 238 | 35 | v | | |
| 178 | 13-1121.00 | 13-1121 | Meeting and Convention Planners | Business & Financial Operations Occupations | Bachelor's degree | None | \$38,150 | \$47,200 | 429 | 16 | v | | |
| 179 | 21-1023.00 | 21-1023 | Mental Health and Substance Abuse Social Workers | Community & Social Service Occupations | Master's degree | Internship/residency | None | \$36,140 | \$44,380 | 737 | 88 | v | |
| 180 | 27-1026.00 | 27-1026 | Merchandise Displayers and Window Trimmers | Arts, Design, Entertainment, Sports, & Media Occupations | High school diploma or equivalent | Short-term on-the-job training | None | \$26,280 | \$32,470 | 631 | -15 | v | |
| 181 | 25-2022.00 | 25-2022 | Middle School Teachers, Except Special/Technical Education | Education, Training, & Library Occupations | Bachelor's degree | None | \$59,810 | \$73,230 | 1,332 | 167 | v | | |
| 182 | 49-9041.00 | 49-9044 | Millwrights | Installation, Maintenance, & Repair Occupations | High school diploma or equivalent | Apprenticeship | None | \$49,970 | \$65,110 | 276 | 28 | v | |
| 183 | 51-9081.00 | 51-9083 | Mining and Blasting Workers, Operators, and Tenders | Mobile Heavy Equipment Mechanics, Except Engines | High school diploma or equivalent | Moderate-term on-the-job training | None | \$38,980 | \$59,160 | 895 | 8 | v | |
| 184 | 49-2042.00 | 49-2042 | Mobile Heavy Equipment Mechanics, Except Engines | Installation, Maintenance, & Repair Occupations | High school diploma or equivalent | Long-term on-the-job training | None | \$44,560 | \$54,900 | 446 | 17 | v | |
| 185 | 51-4072.00 | 51-4072 | Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic | Production Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$26,500 | \$31,030 | 1,572 | -145 | v | |
| 186 | 51-4081.00 | 51-4081 | Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic | Production Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$30,280 | \$37,380 | 1,867 | 47 | v | |
| 187 | 27-2042.00 | 27-2042 | Musicians and Singers* | Arts, Design, Entertainment, Sports, & Media Occupations | Less than high school | Long-term on-the-job training | None | \$55,578 | 789 | -13 | v | | |
| 188 | 11-9121.00 | 11-9121 | Natural Science Managers | Arts, Design, Entertainment, Sports, & Media Occupations | Bachelor's degree | None | \$91,140 | \$110,120 | 97 | 6 | v | | |
| 189 | 19-6101.00 | 19-6102 | Network and Computer Systems Administrators | Computer & Mathematical Occupations | Bachelor's degree | None | \$62,360 | \$78,300 | 855 | 65 | v | | |
| 190 | 29-1151.00 | 29-1151 | Nurse Anesthetists | Healthcare Practitioners & Technical Occupations | Master's degree | None | \$151,970 | \$174,600 | 170 | 1,225 | v | | |
| 191 | 29-1170.00 | 29-1171 | Nurse Practitioners | Healthcare Practitioners & Technical Occupations | Master's degree | None | \$91,810 | \$105,420 | 653 | 190 | v | | |
| 192 | 31-1014.00 | 31-1014 | Nursing Assistants* | Healthcare Support Occupations | Certified/ Some college | None | \$28,309 | \$39,710 | 7,910 | 234 | v | | |
| 193 | 25-1072.00 | 25-1072 | Nursing Instructors and Teachers, Postsecondary | Education, Training, & Library Occupations | Doctoral or professional degree | Moderate-term on-the-job training | None | \$50,840 | \$69,570 | 28 | 43 | v | |
| 194 | 19-5101.00 | 19-5101 | Occupational Therapists | Healthcare Practitioners & Technical Occupations | Bachelor's degree | None | \$60,070 | \$76,090 | 286 | 23 | v | | |
| 195 | 19-5102.00 | 19-5102 | Occupational Therapists | Healthcare Practitioners & Technical Occupations | Associate's degree | None | \$59,380 | \$76,090 | 58 | 6 | v | | |
| 196 | 31-2011.00 | 31-2011 | Occupational Therapists | Healthcare Practitioners & Technical Occupations | Associate's degree | None | \$54,250 | \$61,020 | 563 | 107 | v | | |
| 197 | 29-1122.00 | 29-1122 | Occupational Therapists | Healthcare Practitioners & Technical Occupations | Bachelor's degree | None | \$71,130 | \$86,120 | 352 | 63 | v | | |
| 198 | 43-9199.00 | 43-9199 | Office and Administrative Support Workers, All Other | Office & Administrative Support Occupations | High school diploma or equivalent | Short-term on-the-job training | None | \$32,210 | \$40,470 | 611 | 34 | v | |
| 199 | 43-9066.00 | 43-9061 | Office Clerks, General | Office & Administrative Support Occupations | High school diploma or equivalent | Short-term on-the-job training | None | \$27,330 | \$35,330 | 12,366 | -584 | v | |
| 200 | 47-2073.00 | 47-2073 | Operating Engineers and Other Construction Equipment Operators | Construction & Extraction Occupations | Computer & Mathematical Occupations | Bachelor's degree | None | \$43,930 | \$53,220 | 1,882 | 112 | v | |
| 201 | 47-2074.00 | 47-2074 | Operating Engineers and Other Construction Equipment Operators | Construction & Extraction Occupations | Computer & Mathematical Occupations | Bachelor's degree | None | \$67,000 | \$76,000 | 358 | 82 | v | |
| 202 | 29-2071.00 | 29-2071 | Ophthalmic Medical Technicians | Healthcare Practitioners & Technical Occupations | Doctoral or professional degree | None | \$73,130 | \$83,630 | 212 | 23 | v | | |
| 203 | 29-2081.00 | 29-2081 | Opticians, Dispensing | Healthcare Practitioners & Technical Occupations | Bachelor's degree | None | \$35,340 | \$43,710 | 270 | 12 | v | | |
| 204 | 29-1041.00 | 29-1041 | Optometrists | Healthcare Practitioners & Technical Occupations | Doctoral or professional degree | None | \$73,020 | \$115,000 | 45 | 5 | v | | |
| 205 | 43-4151.00 | 43-4151 | Order Clerks | Office & Administrative Support Occupations | Bachelor's degree | Short-term on-the-job training | None | \$28,870 | \$35,230 | 921 | -30 | v | |
| 206 | 51-9111.00 | 51-9111 | Packaging and Filling Machine Operators and Tenders | Production Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$28,230 | \$34,150 | 1,888 | 20 | v | |
| 207 | 43-6111.00 | 43-6111 | Painters, Coatings, and Plasters | Construction & Extraction Occupations | Less than high school | Moderate-term on-the-job training | None | \$34,670 | \$46,010 | 993 | 48 | v | |
| 208 | 23-2021.00 | 23-2021 | Painters, Coatings, and Plasters | Construction & Extraction Occupations | Associate's degree</ | | | | | | | | |

| | | | | | | | | | | | | | |
|-----|------------|---------|--|--|-----------------------------------|-----------------------------------|-------------------|----------|-----------|-------|-----|---|--|
| 290 | 47-2181.00 | 47-2181 | Roofers | Construction & Extraction Occupations | Less than high school | Moderate-term on-the-job training | None | \$36,630 | \$45,350 | 669 | 61 | v | |
| 291 | 47-5071.00 | 47-5071 | Roustabouts, Oil and Gas | Construction & Extraction Occupations | Less than high school | Moderate-term on-the-job training | None | \$30,320 | \$37,040 | 64 | 4 | v | |
| 292 | 11-2022.00 | 11-2022 | Sales Managers | Management Occupations | Bachelor's degree | None | Less than 5 years | \$87,790 | \$122,460 | 1,026 | 30 | v | |
| 293 | 41-3091.00 | 41-3091 | Sales Representatives, Services, All Other | Sales & Related Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$38,270 | \$55,240 | 4,769 | 149 | v | |
| 294 | 41-4012.00 | 41-4012 | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | Sales & Related Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$43,640 | \$60,600 | 5,620 | 7 | v | |
| 295 | 41-4012.00 | 41-4012 | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | Sales & Related Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$68,120 | \$89,640 | 5,453 | 9 | v | |
| 296 | 25-2031.00 | 25-2031 | Secretaries, Except Legal, Medical, and Executive | Education, Training, & Library Occupations | Bachelor's degree | None | None | \$59,990 | 3,843 | 294 | 168 | v | |
| 297 | 43-6014.00 | 43-6014 | Secondary School Teachers, Except Special and Career/Technical Education | Office & Administrative Support Occupations | High school diploma or equivalent | Short-term on-the-job training | None | \$29,570 | \$37,110 | 6,766 | 812 | v | |
| 298 | 41-3031.00 | 41-3031 | Securities, Commodities, and Financial Services Sales Agents | Sales & Related Occupations | Bachelor's degree | Moderate-term on-the-job training | None | \$44,660 | \$57,120 | 1,439 | 67 | v | |
| 299 | 49-2098.00 | 49-2098 | Security and Fire Alarm Systems Installers | Protective Service Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$38,480 | \$49,560 | 305 | 16 | v | |
| 300 | 33-9012.00 | 33-9012 | Security Guards | Education, Training, & Library Occupations | Less than high school | Short-term on-the-job training | None | \$23,340 | \$29,220 | 4,274 | -29 | v | |
| 301 | 25-2031.00 | 25-2031 | Self-Employed Teachers | Construction & Extraction Occupations | High school diploma or equivalent | Moderate-term on-the-job training | Less than 5 years | \$32,770 | \$40,650 | 1,971 | 164 | v | |
| 302 | 47-5013.00 | 47-5013 | Service Unit Operators, Oil, Gas, and Mining | Sheet Metal Workers | Less than high school | Moderate-term on-the-job training | None | \$45,760 | \$54,940 | 181 | 10 | v | |
| 303 | 47-2211.00 | 47-2211 | Sheet Metal Workers | Construction & Extraction Occupations | High school diploma or equivalent | Apprenticeship | None | \$37,850 | \$54,610 | 531 | 32 | v | |
| 304 | 43-5071.00 | 43-5071 | Shipping, Receiving, and Traffic Clerks | Office & Administrative Support Occupations | High school diploma or equivalent | Short-term on-the-job training | None | \$28,570 | \$34,910 | 3,748 | -72 | v | |
| 305 | 39-5094.00 | 39-5094 | Skin Care Specialists | Personal Care & Service Occupations | Certificate/ Some college | None | None | \$24,120 | \$32,280 | 174 | 7 | v | |
| 306 | 11-9115.00 | 11-9115 | Social and Community Service Managers | Management Occupations | Bachelor's degree | None | Less than 5 years | \$53,850 | \$66,690 | 560 | 64 | v | |
| 307 | 31-2011.00 | 31-2011 | Social and Community Service Workers | Community & Social Service Occupations | High school diploma or equivalent | Short-term on-the-job training | None | \$27,770 | \$34,650 | 2,147 | 168 | v | |
| 308 | 19-4061.00 | 19-4061 | Social Science Research Assistants | Life, Physical & Social Science Occupations | Bachelor's degree | None | None | \$32,140 | \$44,130 | 49 | 2 | v | |
| 309 | 19-3099.00 | 19-3099 | Social Scientists and Related Workers, All Other | Life, Physical & Social Science Occupations | Bachelor's degree | None | None | \$51,920 | \$81,290 | 202 | 4 | v | |
| 310 | 15-1132.00 | 15-1132 | Software Developers, Applications ³ | Computer & Mathematical Occupations | Bachelor's degree | None | None | - | \$91,270 | 3,466 | 696 | v | |
| 311 | 15-1133.00 | 15-1133 | Software Developers, Systems Software ⁴ | Computer & Mathematical Occupations | Bachelor's degree | None | None | - | \$98,821 | 428 | 26 | v | |
| 312 | 25-2059.00 | 25-2059 | Special Education Teachers, All Other | Education, Training, & Library Occupations | Bachelor's degree | None | None | \$30,890 | \$40,560 | 120 | 12 | v | |
| 313 | 25-2052.00 | 25-2052 | Special Education Teachers, Kindergarten and Elementary | Education, Training, & Library Occupations | Bachelor's degree | None | None | \$45,570 | \$58,910 | 507 | -9 | v | |
| 314 | 25-2052.00 | 25-2052 | Special Education Teachers, Preschool | Education, Training, & Library Occupations | Bachelor's degree | None | None | \$45,570 | \$58,910 | 507 | -9 | v | |
| 315 | 25-2052.00 | 25-2052 | Speech-Language Pathologists | Healthcare Practitioners & Technical Occupations | Bachelor's degree | None | None | \$45,570 | \$58,910 | 507 | -9 | v | |
| 316 | 25-2172.00 | 25-2172 | Statisticians | Healthcare Practitioners & Technical Occupations | Master's degree | Internship/residency | None | \$60,370 | \$76,310 | 459 | 128 | v | |
| 317 | 15-2041.00 | 15-2041 | Structural Iron and Steel Workers | Construction & Extraction Occupations | Master's degree | None | None | \$62,770 | \$81,280 | 103 | 24 | v | |
| 318 | 47-2221.00 | 47-2221 | Substance Abuse, Behavioral Disorder, and Mental Health Counselors | Substance Abuse, Behavioral Disorder, and Mental Health Counselors | High school diploma or equivalent | Apprenticeship | None | \$53,140 | \$60,880 | 537 | 43 | v | |
| 319 | 21-1018.00 | 21-1018 | Surgical Technicians | Surgical Technicians | Bachelor's degree | None | None | \$37,470 | \$47,050 | 1,130 | 154 | v | |
| 320 | 29-1050.00 | 29-1050 | Teaching Assistants | Education, Training, & Library Occupations | Certificate/ Some college | None | None | \$41,970 | \$47,880 | 327 | 20 | v | |
| 321 | 49-3032.00 | 49-3032 | Telecommunications Equipment Installers and Repairers, Except Line Installers | Installation, Maintenance, & Repair Occupations | Certificate/ Some college | None | None | - | 4,369 | 90 | 1 | v | |
| 322 | 49-4052.00 | 49-4052 | Telecommunications Equipment Installers and Repairers, Except Line Installers | Installation, Maintenance, & Repair Occupations | High school diploma or equivalent | Long-term on-the-job training | None | \$36,480 | \$44,170 | 438 | 16 | v | |
| 323 | 43-3071.00 | 43-3071 | Tellers | Office & Administrative Support Occupations | High school diploma or equivalent | Short-term on-the-job training | None | \$27,410 | \$31,300 | 1,860 | -26 | v | |
| 324 | 29-1129.00 | 29-1129 | Therapists, All Other | Healthcare Practitioners & Technical Occupations | Bachelor's degree | None | None | \$62,460 | \$74,400 | 72 | 10 | v | |
| 325 | 51-4111.00 | 51-4111 | Tool and Die Makers | Production Occupations | Bachelor's degree | Long-term on-the-job training | None | \$42,440 | \$51,220 | 648 | -44 | v | |
| 326 | 13-1111.00 | 13-1111 | Training, Development, and Technicians | Business, Financial, and Managerial Occupations | Bachelor's degree | Less than 5 years | None | \$40,140 | \$52,340 | 1,325 | 88 | v | |
| 327 | 53-6051.00 | 53-6051 | Transportation Inspectors | Transportation & Material Moving Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$44,260 | \$58,700 | 85 | 4 | v | |
| 328 | 11-3071.00 | 11-3071 | Transportation, Storage, and Distribution Managers | Management Occupations | High school diploma or equivalent | None | 5 years or more | \$69,070 | \$87,140 | 481 | 43 | v | |
| 329 | 53-3032.00 | 53-3032 | Truck Drivers, Heavy and Tractor-Trailer | Transportation & Material Moving Occupations | Certificate/ Some college | Short-term on-the-job training | None | \$37,410 | \$46,420 | 9,628 | 444 | v | |
| 330 | 53-3033.00 | 53-3033 | Truck Drivers, Light or Delivery Services | Transportation & Material Moving Occupations | High school diploma or equivalent | Short-term on-the-job training | None | \$26,600 | \$35,180 | 4,916 | 108 | v | |
| 331 | 17-2199.00 | 17-2199 | Validation Engineers | Architecture & Engineering Occupations | Bachelor's degree | None | None | \$69,580 | \$94,740 | 567 | 30 | v | |
| 332 | 29-1131.00 | 29-1131 | Veterinarians | Healthcare Practitioners & Technical Occupations | Doctoral or professional degree | None | None | \$81,910 | \$100,920 | 189 | 51 | v | |
| 333 | 53-6051.00 | 53-6051 | Veterinary Technicians and Technicians | Healthcare Practitioners & Technical Occupations | Bachelor's degree | None | None | \$30,860 | \$35,650 | 383 | 60 | v | |
| 334 | 15-1134.00 | 15-1134 | Web Developers | Computer & Mathematical Occupations | Associate's degree | None | None | - | 406 | 27 | v | | |
| 335 | 43-5111.00 | 43-5111 | Weighers, Measurers, Checkers, and Samplers, Recordkeeping | Office & Administrative Support Occupations | High school diploma or equivalent | Short-term on-the-job training | None | \$30,210 | \$38,300 | 257 | 14 | v | |
| 336 | 51-4121.00 | 51-4121 | Welders, Cutters, Solderers, and Brazers | Production Occupations | High school diploma or equivalent | Moderate-term on-the-job training | None | \$35,100 | \$41,410 | 2,204 | 31 | v | |

| | | | | |
|-------------------|--------|-------|--------|--------|
| Methodology Total | 179 | 3 | 66 | 48 |
| Occupations | 249 | 296 | 125 | 296 |
| Percent | 60.47% | 1.01% | 22.30% | 16.22% |

Publishes January 25, 2022

Data across all tables may not be comparable due to differences in reporting periods, data source and data compression and rounding.

Projections are sourced from Occupational Employment Statistics, published May, 2021

¹Typical competency level to enter the occupation, using the US Bureau of Labor Statistics (BLS) education and training classification system.

² Wage was calculated by multiplying the hourly wage by 2,080 to approximate an annual wage.

³ Occupations with State Annual Earnings > \$14.90 per hour, Annual Growth in Jobs > the Area Average (20), and/or Total Annual Job Openings > The Area Average (620 jobs) and JobsOhio Industry Cluster In-Demand Occupations, 2nd Tier Methodology for Forecasted Jobs and Critical Occupations for a public assistance need.

APPENDIX B

AFFILIATION

AGREEMENT

STUDENT AFFILIATE AGREEMENT

This Agreement is made between Licking Memorial Hospital ("Facility"), 1320 West Main Street, Newark, Ohio 43055 and CENTRAL OHIO TECHNICAL COLLEGE ("Affiliate"), 1179 UNIVERSITY DRIVE, NEWARK OHIO 43055

WHEREAS, Affiliate desires to obtain educational experience for students enrolled in its NURSING and SURGICAL TECHNOLOGY programs; and

WHEREAS, Facility has the capability to provide such experience and is willing to make its facilities available for the purpose of providing such experience to students enrolled in the program ("Students").

IT IS THEREFORE AGREED TO AS FOLLOWS:

I. General Provisions

1. Responsibilities of the Affiliate

- A. Cooperate with Facility and assist with the participation of Students who have elected to participate in the program.
- B. Designate a faculty member to 1) act as the Affiliate's representative to Facility; 2) facilitate communication and otherwise act as a liaison between Affiliate and Facility; and 3) help coordinate the Student's experiences at Facility.
- C. Provide Facility with at least thirty (30) days advance notice of any Student placement request. Untimely or late placement requests may result in the inability to accommodate the placement and can be denied at Facility's sole discretion.
- D. Adhere to, and require Students and Faculty of the Affiliate to adhere to, the rules, regulations, policies, and procedures of Facility, including policies regarding required immunizations and background checks prior to Student/Faculty placement at Facility. This shall include the provisions of the current Student Health and Safety Requirements for Educational Experience, see Exhibit A, at the Facility. Affiliate shall provide Facility with proof of immunizations and background checks upon request of facility.
- E. Comply with, and require Students and Faculty of the Affiliate to comply with, any applicable federal, state, and local laws, and applicable regulations from applicable boards and associations, and maintain the standards of any applicable accrediting body.
- F. Comply with, and require Students and Faculty of the Affiliate, to comply with all applicable federal and state laws and regulations concerning patient privacy and

confidentiality of protected health information, including, without limitation, the Health Insurance Portability and Accountability Act of 1996 (“HIPAA”).

- G. Require Students and Faculty of the Affiliate to maintain the confidentiality of all proprietary information of Facility, including any confidential patient and/or client information.
- H. [intentionally left blank]
- I. Require Students, faculty and instructors, while at Facility, to not use personal cell phones and other electronic devices in a manner that interferes or inhibits patient care or facility operations. Prohibit Students, faculty and instructors from using personal cell phones or other electronic devices to take pictures of or record (video/audio) patients, facility employees or facility property. Any Student, faculty, or instructor found violating this provision shall be subject to immediate removal from the educational experience at Facility.
- J. Inform Students and Faculty of the Affiliate that they will not receive any compensation or remuneration from Facility for services performed under this Agreement. Ensure financial responsibility of Students and Faculty of the Affiliate by maintaining professional liability/malpractice commercial insurance coverage, or a self-insurance program, providing coverage for each Student and Faculty of the Affiliate in the amount of one million dollars (\$1,000,000.00) per incident, and three million dollars (\$3,000,000.00) in the aggregate. Upon request provide evidence of such insurance for each Student.

2. Responsibilities of Facility

- A. Orient Students and Faculty of the Affiliate to its facilities, equipment, rules, policies and procedures and provide access to resources related to the educational experience.
- B. Retain full authority and responsibility for patient care and quality standards. While at Facility, Students will have the status of student or trainee and will not replace facility's staff and will not render unsupervised patient care or services.
- C. Provide supervision of educational and clinical activities as is reasonable and appropriate for the circumstances and the Student's level of training.
- D. Permit appropriate access by Students and Faculty of the Affiliate to patient records for the purpose of educational experience requirements.

- E. Provide Affiliate and Students its policies and procedures concerning patient privacy and confidentiality of protected health information including, without limitation, the policies and procedures that Facility has adopted pursuant to HIPAA.
- F. Provide prompt written notification to Affiliate if a claim arises involving a student and/or Faculty of the Affiliate.
- G. Advise Affiliate at the earliest possible time of any material difficulty of a Student to progress toward achievement of the stated objectives of the program. Notwithstanding the foregoing, Facility reserves the right to direct Affiliate to withdraw, or not accept for the program, any Student and/or Faculty of the Affiliate whose health, conduct, or performance, as determined by Facility, is or may be a detriment to patients' well-being, or to the achievement of the purposes of the program, or is inconsistent with Facility's policies, procedures and other requirements.
- H. Provide emergency health care for illnesses or injuries resulting from the Student's experience in the program at Facility. The cost of the healthcare services provided shall be the responsibility of the Students/Faculty.

II. Discipline/Removal of Students

Either party may request the withdrawal of a Student and/or Faculty of the Affiliate if there is sufficient cause. Sufficient cause means, but is not limited to, unethical behavior, violation of client or patient rights, excessive absences, gross lack of proper motivation, breach of confidentiality, sexual harassment or sexual abuse of Facility staff or patients. The student and/or Faculty of the Affiliate may be suspended immediately from the facilities for sufficient cause. The Affiliate coordinator, Faculty member and/or instructor shall be notified of any suspension as soon as practicable. If the resolution by the Affiliate is not satisfactory to the Facility, the Facility, at its sole discretion, reserves the right to determine if a Student's suspension or withdrawal from participation at Facility will be permanent, keeping in mind the proper administration of the Facility.

III. Exclusions, Sanctions

The Parties represent and warrant that it has not been debarred, excluded, suspended or otherwise determined to be ineligible to participate in a state or federal health care programs. The Parties shall not knowingly employ or contract with, with or without compensation, any individual or entity listed by a federal agency as debarred or excluded from participating in any state or federal health care program.

If during the Term of this Agreement, in the event either Party (its Agents or Students), becomes debarred, excluded, otherwise determined ineligible to participate in a state or federal health care program or receives notice of action or threat of action with respect to its debarment or exclusion, each Party agrees to notify the other immediately. In the even that either Party (its Agent or Students) become debarred or excluded as set forth above, this Agreement relative

to such debarred or excluded entity or individual shall terminate automatically and immediately upon receipt of such notice without further action or notice.

IV. Autonomy of Parties

Nothing in this Agreement shall in any way alter the freedom enjoyed by either party; nor shall it in any way affect the independent operation of either party. While assigned to Facility, Students and/or Faculty of the Affiliate will not be considered employees of Facility and nothing in this Agreement shall be construed to create, as between Affiliate and Facility, an employer-employee or agent-servant relationship, or any other relationship except that of independent contractors.

V. Term and Termination

This Agreement shall commence on this 5th day of October, 2020 (the "Effective Date") and shall run for an initial one (1) year term. This Agreement shall automatically renew for one (1) year terms, unless either party notifies the other upon at least sixty (60) days' prior written notice of its intent to not renew. Except as otherwise provided, either party may terminate this Agreement at any time and for any reason upon at least sixty (60) days' prior written notice to the other party. Students who are participating in an educational experience at the time of termination will be allowed to complete their rotation under the terms and conditions of this Agreement. This Agreement will immediately terminate, in the event that either Party, fails to take corrective action in response to a violation of any statutory or regulatory requirement or in the event that either Party becomes debarred.

VI. Indemnification

Each Party agrees to be responsible for any negligent acts or negligent omissions by or through itself or its Agents and employees and each Party further agrees to defend itself and themselves, and pay any judgments and costs arising out of such negligent acts or negligent omissions, and nothing in the Agreement shall impute or transfer any such responsibility from one to the other.

VII. Governing Law

This Agreement shall be construed in accordance with, and subject to, the laws of Ohio and agree that such litigation shall be conducted only in the courts of Licking County, Ohio.

VIII. Severability

If any provision of this Agreement is found to be void or illegal for any reason, the remaining provisions of this Agreement shall continue in full force and effect for the full term of the Agreement.

IX. Counterparts

This Agreement may be executed in any number of counterparts, each of which shall be deemed an original and which all together shall constitute one and the same agreement.

X. Miscellaneous Provisions

- A. This Agreement, and the attached and included, Exhibit A, constitute and express the entire Agreement of the Parties with respect to the matters referenced herein. Any previous agreements, promises, representations, or understandings by and between the Parties concerning such matters are suspended by this Agreement.
- B. This Agreement may not be amended, modified or changed orally. Any Amendment, modification or change must be in writing and executed by both Parties.
- C. The waiver by either party of a breach of any term, condition, and provision of this Agreement by a given Party shall not operate or be construed as a waiver of any subsequent breach by such other party.
- D. This Agreement may not be assigned by either Party without the express written permission of the other Party.
- E. The headings, as to the contents of a particular section, are inserted only for convenience and are not to be construed as a part of this Agreement or as a limitation of the scope of the particular provision, section or paragraph to which they refer.
- F. This Agreement is entered into solely for the benefit of the Parties hereto, and there is no intent expressed or implied to create any rights or interests for any third-party, person or entity.

XI. Communications

All notices, letters, forms, agreements, and amendments shall be sent as follows:

If to Affiliate: DAVID BRILLHART
Vice President for Business and Finance
1179 University Drive
Newark, Ohio 43055

If to Facility: Licking Memorial Hospital
Attn: Julia Holtz
Human Resources-2000 Tamarack
1320 West Main St.
Newark, Ohio 43055

IN WITNESS THEREOF, Licking Memorial Hospital and Central Ohio Technical College have executed this Agreement, effective October 5, 2020.

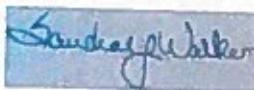
| Licking Memorial Hospital | Central Ohio Technical College |
|--|---|
| By:  | By:  |
| Name: Heather M. Burkhart | Name: Sandra Y. Walker EJD MS RN |
| Title: V.P. Acute Care Services | Title: Dean of Technical Studies |
| Date: 10/1/2020 | Date: 9/29/2020 |

EXHIBIT A

Student Health and Safety Requirements for Educational Experience at Agency

1. Within the terms of this Exhibit A, the term "Agency" shall mean Licking Memorial Health Systems, Licking Memorial Hospital, and/or Licking Memorial Professional Corporation.
2. Students will be required to have obtained clearance for a basic health screening examination prior to beginning educational experiences; including, updated immune status for the illnesses listed below. Verification of a student's immune status will be available upon request from their respective educational institution.
 - a. Rubella (German Measles)
 - b. Rubeola (10-day Measles)
 - c. Mumps
 - d. Varicella (Chicken Pox)
 - e. 2 STEP TB test or IGRA TB test
 - f. Hepatitis B vaccine dates or declination
 - g. Tdap (tetanus with pertussis)
 - h. Influenza
3. Students must notify the Agency Infection Prevention Department in the event that a student is exposed to one of the above illnesses. Students will be expected to follow Agency's communicable disease policies if they are exposed to one of these illnesses.
4. Students will be responsible for their own personal health care decisions should they become ill while participating in educational experiences at the facility. They will not be treated for minor illnesses by Licking Memorial Occupational Health. Students choosing to receive care through the Licking Memorial Hospital Emergency Department are responsible for all cost incurred and will be billed accordingly for these services.
5. The School will ensure that the student has been appropriately screened for placement, which includes a recent (within 60 days from enrollment in the educational program) federal criminal background check and screening for "Medicare exclusion". Verification by Agency will be available upon request from the student's respective educational institution. All required background checks must be completed before the student begins any educational experiences at Agency or with Agency patients.
6. A recent (within 60 days from enrollment in the educational program) BCII background check and an FBI background check are required for any student who will be working in Chemical Dependency and Inpatient Psychiatric units, Maternal Child and Labor & Delivery, Home Health, Community Case Management, and Pharmacy Technicians (CPhT) working in Pharmacy. Verification by Agency will be available upon request from the student's respective educational institution. All required background checks must be completed before the student begins any educational experiences at Agency or with Agency patients.
7. The School will ensure that the student has completed an introductory HIPAA training program prior to beginning the educational experience. Verification by Agency will be available upon request from the student's respective educational institution.
8. The School shall maintain all educational records and reports relating to the educational program completed by the students at the Agency. The Agency shall have custody and control of all medical records

Revised 12/2019

and charts contained in patient files and neither the School nor the students may remove or copy such records except pursuant to a specific request in writing in respect to and from a patient or his/her legal representative, or patients to whom such records pertain or with written permission from the Agency.

9. The School will ensure that the student has completed a healthcare provider certification in basic life support cardiopulmonary resuscitation (BLS-CPR) which is required for all student placements participating in patient care. Verification by Agency will be available upon request from the student's respective educational institution.

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APPENDIX C

LETTERS OF SUPPORT

September 29, 2022

Kendrah Cunningham MSN, RN, VA-BC
Nursing Program Administrator
Central Ohio Technical College (*Hopewell 56*)
1179 University Drive
Newark, OH 43055

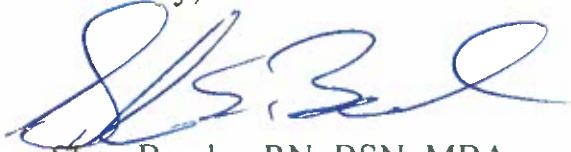
Dear Ms. Cunningham,

For more than two decades, Genesis HealthCare System has supported the Central Ohio Technical College (COTC) Nursing Program as a clinical site for your students in both your Associate Degree in Nursing (ADN) program and most recently, your Bachelor of Science in Nursing (BSN) program. We are pleased to continue to support COTC and value that your school continues to remain in good standing.

It is understood that some students may have three (3) classes (40 hour maximum/semester) with assignments requiring students to spend time with nurses in specific non-patient care roles such as, management and quality/safety. Genesis is more than willing to accommodate all nursing students to complete their assignments at our facility.

We continue to wish you much success and look forward to our future work together and the opportunity to hire COTC graduates in this time of great need for nurses.

Sincerely,



Shon Bender, RN, BSN, MBA
Chief Nursing Officer
Genesis HealthCare System
Email: sbender@genesishcs.org
Phone: 740-454-5443



October 18, 2022

Kendra Cunningham, MSN, RN Nursing Programs Administrator
Central Ohio Technical College
1179 University Drive
Newark, Ohio 43055

Dear Ms. Cunningham,

The Inns Senior Living currently employs three COTC graduates as RN's to care for our geriatric residents. We are very much interested in having more nurses from COTC in our facilities. We have 14 Senior Assisted Living Facilities in Ohio with over 1200 residents. Two Inns are in the Newark-Heath area and five are in the Columbus area. We are very willing to allow RN to BSN students to complete their assignments at any of The Inns. They would work directly with our Directors of Nursing overseeing care management, best nursing practices, family care conferences and policy/safety guidelines for staff and senior residents.

As a COTC (1976) RN graduate, I truly believe that earning a bachelor's degree will positively impact students and give them many more opportunities in their career. I only wish that I would have had this opportunity years ago!

You have our full support of an online RN to BSN program and we look forward to the amazing nurses it will add to our community.

Please don't hesitate to contact me if you have any questions or if there is anything that I can do to help!

Sincerely,
Beverly Donaldson, RNC

Beverly Donaldson

bev@innsmanagement.com Cell 740-334-2504

September 29, 2022

To Whom It May Concern:

It is with much enthusiasm that I support Central Ohio Technical College in their pursuit of a Bachelor of Science in Nursing program. We look forward to having students complete their BSN assignments at our facility. Our quality department and nursing administration have capacity to support the students as we have provided this service successfully for many years to other schools.

I am the Chief Nursing Officer at Knox Community Hospital (KCH). I am familiar with the excellent level of COTC nursing student's performance at Knox Community Hospital during their clinical rotations and as employees after graduation. I have also been impressed with the level of community involvement of COTC as I recently participated in a Virtual Town Hall presenting a workforce priority assessment had completed by COTC that included nursing.

We currently have a low percentage of BSN nurses at our hospital with even some of our director's recently enrolling in BSN programs. I believe this program will help improve access to Bachelor's level nursing in our community. Evidence demonstrates BSN nurses provide higher quality of care and I look forward to this program helping to enhance outcomes for our patients.

Please let me know if I can provide any more information to strengthen consideration for COTC. The respect for COTC's nursing program is great in our community and I trust they will apply their same level of excellence to a BSN program toward making our world a better place.

Sincerely,



Carol Emery, DNP, RN, CENP
Chief Nursing Officer
Knox Community Hospital
1330 Coshocton Ave.
Mount Vernon, OH 43050
p 740.393.9607 | f 740.393.9794
Carol.Emery@kch.org



**Licking Memorial
Hospital**

October 3, 2022

To Whom It May Concern:

Licking Memorial Health Systems (LMHS) is proud to support Central Ohio Technical College (COTC) in the pursuit of establishing a registered nurse to Bachelor of Science in Nursing (B.S.N.) online degree program for local students. COTC has long been a partner of LMHS in a number of areas, including advisory boards. Due to the top-quality educational programs, including those in the healthcare field, LMHS looks forward to assisting and hiring the nurses that graduate from COTC's new B.S.N. program.

The need for nurses with advanced education is high throughout the United States and especially here in Licking County. Many hospitals are suffering from staffing shortages and the demand for experienced nurses is greater than ever. It is vital to our community's health and wellbeing to employ nurses who seek to continue their education and strive to offer the best quality care.

COTC's proposed program offers an opportunity to obtain a B.S.N. without adding the burden of traveling far from home. The online aspect also allows employed registered nurses to continue working while receiving their education. The program does require those enrolled to spend up to 40 hours a semester with nurses in specific roles such as management and quality and safety. LMHS looks forward to assisting COTC by allowing the students to work alongside our nursing staff to complete their assignments at our facilities.

LMHS is confident that the B.S.N. degree program provided by COTC will include high quality education and training, and will go beyond fulfilling the requirements for nurses to earn a degree. Our employees enjoy a great working relationship with COTC staff and instructors and hope to continue to enhance the relationship with the new program. Should you require further information, feel free to contact me at (220) 564-4414 or by email at hburkhart@LMHealth.org.

Sincerely,

Heather Burkhart, M.H.A., B.S.N., R.N.
Vice President Acute Care Services



December 2, 2022

To Whom it May Concern:

It is my pleasure to recommend Central Ohio Technical College (COTC), for the addition of an online RN to BSN online program. Through the current pandemic, our communities have experienced a great shortage in quality nurses. Now, more than ever, our community needs to have quality trained nurses to better care for our local citizens, providing better patient outcomes, and higher education to those in nursing roles.

The relationship between MVHC and COTC is vital when it comes to providing access to quality care in our communities. It is our pleasure to be able to host the RN to BSN students in our facilities, year-round. Our teams are able to provide education in management, but also expose the students to specific quality measures that are utilized in our organization. The students will be exposed to vulnerable populations, allowing them to obtain a well-rounded experience throughout their program.

Through the RN to BSN program, COTC will provide nurses that are able to give exceptional patient care, but also provide leadership throughout the organization. We currently use registered nurses as clinical coordinators and clinical managers within our practices. Since January 2022, we have hired 4 nurses out of the COTC program, and plan to continue partnering with them for future needs at MVHC.

Through this program, we hope to see an increase in staffing options, and an increase in educators for our local schools, including COTC. These individuals will be great assets to train up the next workforce.

It is our hope as an organization, to see COTC offer the next level of nursing training in our community, through this program. Please consider our recommendation for COTC, to continue bettering our communities through their education.

Thanks,

Olivia Brothers, MBA

Physician Recruiter
MVHC
33 South 5th St.
Zanesville, OH 43701
(740) 868-8701
obrothers@mvhealthcenters.org



To Whom It May Concern,

28 September 2022

It is with great pleasure that I support Central Ohio Technical College's proposed RN to BSN online continuation degree program. As a healthcare provider and employer of Nurses with high standards, interests, and diverse capabilities, we appreciate COTC's desire to once again address their mission of meeting the technical education and training needs of students and employers in the area. We understand COTC has three classes wherein RN to BSN students will spend time with our Nurses in Management and Quality/Safety roles; the proposed number of hours being 40 in a semester. We consider it a privilege to have COTC's RN to BSN students complete a portion of their requirements for their degree at The Ohio Eastern Star Home.

Having served as CEO for 10 years at The Ohio Eastern Star Home, and almost 40 years in various aspects of healthcare, I am acutely aware of the national Nursing shortage and the ramifications therein. COVID-19 merely exacerbated an already existing challenge. We know COTC's RN to BSN program speaks to this issue and would directly benefit all aspects of healthcare.

We have had the good fortune to serve as a clinical site for COTC, and in turn have had both Nurses and STNAs who have been within our employ. Presently, five COTC educated nurses and numerous STNAs provide care within our Continuing Care Retirement Community. All serve in direct care either within our Assisted Living or Long Term Living Neighborhoods. We know the quality of their COTC education and depend upon it when they come to us. This is community partnership at its best!

Providing more broadly based and specialty training will benefit all in the BS Nurses' provision of direct care. In addition, an opportunity for advancement within our Nursing structure here at The Ohio Eastern Star Home is based upon both experience and education. We also anticipate an increase in those who will be interested in sharing their Nursing care passion through educating others, thus helping to offset the Nursing shortage. To us, this encompasses and greatly signifies a Win-Win.

As a former COTC Advisory Board member representing the Knox Campus, I am confident of COTC's ability to make this transitional program a viable reality for RN professionals seeking to advance their education. It continues to be my pleasure to be an engaged community partner and to advocate for the breadth and depth of Central Ohio Technical College's educational outreach.

Most Sincerely,

Michele Engelbach, CEO
740-397-1706 ext. 2000, mengelbach@oeshome.org



November 28, 2022

Central Ohio Technical College
1179 University Drive
Newark, Ohio 43055

To Whom It May Concern,

It is my pleasure to write this letter in support of the proposed RN-BSN degree program offered by Central Ohio Technical College (COTC). The plans for this program are timely in helping OhioHealth meet our nursing workforce needs both now and in the future. The shortage of BSN-prepared registered nurses is acute, making it increasingly difficult for us to achieve our mission and goals for healthcare. COTC offers acute care and critical care training that aligns with OhioHealth's Acute Care and Advanced Care transition to practice fellowship programs.

OhioHealth and COTC have partnered in the past in support of their LPN and ADN programs to provide clinical education experiences in our facilities. OhioHealth will continue to support COTC students by providing the means to complete clinical based assignments with our staff. The proposed RN-BSN program will provide our associates an affordable opportunity at a highly respected institution.

OhioHealth has 12 hospitals across Ohio, hiring over 400 new graduate ADN and BSN prepared nurses into fellowship programs annually. As the demand for new graduate nurses continues to rise, OhioHealth hiring goals are set to meet the demand. To align with our nursing excellence and quality goals, OhioHealth requires all RNs to have their BSN within 5 years of hire. Supporting Central Ohio Technical College's RN-BSN program aligns with those goals.

We are pleased to support new and creative solutions to meet the nursing workforce challenges that we face in our community and in our state. If you have any questions about our commitment to this endeavor, please do not hesitate to contact me.

Sincerely,

DocuSigned by:

A handwritten signature in black ink that reads "kim Carter".

CAD842DE1C884D9...

Kim Carter, Ph.D.
Director of Learning
(614) 644-4024
Kim.Carter@ohiohealth.com



December 11, 2022

Kendrah Cunningham
COTC Nursing Program Administrator

I am writing in response to the proposed process of exploring a Bachelor of Science in Nursing degree at Central Ohio Technical College. As a local healthcare provider who hires many COTC graduates, and state tested nurse aides as they are enrolled in the LPN and ADN RN COTC programs, I am thrilled COTC is taking this step to provide their graduates and others in Ohio an RN to BSN transition program.

The need for BSN prepared nurses continues to grow as health care faces the nursing shortages. A BSN prepared nurse can look beyond the technical aspect of patient care and critically think about various aspects of a patient's care and how best to deliver the care needed. Some ADN graduates can do this, but I believe a BSN prepared nurse excels at this aspect. The leadership skills taught and developed in a BSN program will enhance the caliber of nurse COTC will be graduating.

The ability to have this program through COTC in our own backyard and where the cost remains reasonable for students to achieve these goals can only enhance the already successful LPN and ADN nursing programs. Thank you for asking for my input in supporting your endeavor to provide the RN to BSN transition program.

Sincerely,

Jennifer L. Weekly, RN, MSN, LNHA
Director of Nursing
Otterbein Granville
Jennifer.weekly@otterbein.org
740-321-0432



To Whom This May Concern,

January 9, 2023

My name is Mariah Goodin, chief nursing officer at Select Specialty Southeast Ohio. I am writing to recommend COTC be considered for accreditation for a Bachelor's of Science in Nursing Program. Due to the nursing shortage and now the pandemic our local hospitals are in need of registered nurses, now more than ever. Being able to offer a BSN program at our local community college will give the students greater flexibility to work, meet family responsibilities, study and earn a BSN all within their local community. At Select Specialty Southeast Ohio we would be willing to allow RN to BSN students to complete their assignments at our facility. Our local hospitals would benefit from this program as it could increase our retention of nurses in our community.

Sincerely,

Mariah Goodin RN, BSN

CNO Select Specialty Hospital Southeast Ohio

Office phone: 220-564-2666

Email: mgoodin@selectmedical.com



APPENDIX D

RN to BSN

BUDGET PROPOSAL

Fiscal Impact Statement for New Degree Programs

| | Year 1 | Year 2 | Year 3 | Year 4 |
|--|----------|-----------|-----------|-----------|
| I. Projected Enrollment | | | | |
| Head-count full time | 70 | 75 | 80 | 80 |
| Head-count part time | 70 | 75 | 80 | 80 |
| Full Time Equivalent (FTE) enrollment - annualized | 57.7 | 132.0 | 144.0 | 144.0 |
| II. Projected Program Income | | | | |
| Tuition (paid by student or sponsor) | 338,580 | 786,258 | 857,736 | 857,736 |
| Expected state subsidy | 170,921 | 839,068 | 1,373,021 | 1,373,021 |
| Externally funded stipends, as applicable | | | | |
| Other income (if applicable, describe in narrative section below) | | | | |
| Total Projected Program Income | 509,501 | 1,625,326 | 2,230,757 | 2,230,757 |
| III. Program Expenses | | | | |
| New Personnel | | | | |
| • Instruction (technical, professional and general education) | | | | |
| Full _____ | 393,302 | 827,310 | 827,310 | 827,310 |
| Part Time _____ | | | | |
| • Non-instruction (indicate role(s) in narrative section below) | | | | |
| Full _____ | | | | |
| Part time _____ | | | | |
| New facilities/building/space renovation (if applicable, describe in narrative section below) | - | | | |
| Scholarship/stipend support (if applicable, describe in narrative section below) | - | | | |
| Additional library resources (if applicable, describe in narrative section below) | - | | | |
| Additional technology or equipment needs (if applicable, describe in narrative section below) | - | | | |
| Other expenses (if applicable, describe in narrative section below) | 8,700.00 | 1,200.00 | 1,200.00 | 1,200.00 |
| Total Projected Expense | 402,002 | 828,510 | 828,510 | 838,510 |
| Contribution Margin | 107,498 | 796,816 | 1,402,246 | 1,402,246 |

Budget Narrative:

(Use narrative to provide additional information as needed based on responses above.)

Other expenses: accreditation fees - year 1 includes initial fee plus site visit fee; years 2-4 is annual fee

Assumptions:

- **all courses are taught with full-time faculty; utilizing part-time would result in savings
- **current faculty costs are calculated without overload and using our current pay model
- **costing assumes that every class is offered every term
- **subsidy assumes three year average
- **no additional administrative positions have been considered in this model

Costing model does not include any allocation for overhead. Our assumption is that the contribution margin contributes to overhead.

Year 1: 2023-2024

| Autumn | | Instructor | | Credit Hrs | T&F Cr Hrs | Contact Hrs | HC* | AU FTE | T&F | Crse Fee | Subsidy | Faculty Cost | Equip | Operating | | |
|--------------------------|---|------------|------------------|------------|------------|-------------|-----------|--------------|----------------|---------------|----------------|--------------|--------|--------------|---|---|
| Term 1 | | | | | | | | | | | | | | | | |
| NURS 300 | Foundations for the Baccalaureate Nurse | STEM4 | Nursing | 3 | 3 | 3 | 30 | 6.00 | 18,810 | 13,354 | 17,761 | - | - | - | | |
| ENGL 250 | Writing for the Professional Nurse | AH1 | McGuire, Erin | 4 | 3 | 4 | 30 | 8.00 | 18,810 | 6,047 | 28,985 | - | - | - | | |
| | | | | | | | 7 | 6 | 7 | 30 | 14.00 | 37,620 | 19,401 | 46,746 | - | - |
| Term 2 | | | | | | | | | | | | | | | | |
| NURS 300 | Foundations for the Baccalaureate Nurse | STEM4 | Nursing | 3 | 3 | 3 | 20 | 4.00 | 12,540 | 8,903 | 11,841 | - | - | - | | |
| ENGL 250 | Writing for the Professional Nurse | AH1 | McGuire, Erin | 4 | 3 | 4 | 20 | 5.33 | 12,540 | 4,031 | 19,323 | - | - | - | | |
| NURS 305 | Nursing Theory | STEM4 | Nursing | 3 | 3 | 3 | 20 | 4.00 | 12,540 | 8,903 | 11,841 | - | - | - | | |
| ENGL 200 | Introduction to Research | AH1 | McGuire, Erin | 3 | 3 | 4 | 20 | 4.00 | 12,540 | 3,023 | 19,323 | - | - | - | | |
| | | | | | | | 13 | 12 | 14 | 40 | 17.33 | 50,160 | 24,860 | 62,328 | - | - |
| Total AU Semester | | | | 20 | 18 | 21 | 40 | 31.33 | 87,780 | 44,261 | 109,074 | - | - | - | | |
| Spring | | | | | | | | | | | | | | | | |
| Term 1 | | | | | | | | | | | | | | | | |
| NURS 300 | Foundations for the Baccalaureate Nurse | STEM4 | Nursing | 3 | 3 | 3 | 20 | 4.00 | 12,540 | 8,903 | 11,841 | - | - | - | | |
| ENGL 250 | Writing for the Professional Nurse | AH1 | McGuire, Erin | 4 | 3 | 4 | 20 | 5.33 | 12,540 | 4,031 | 19,323 | - | - | - | | |
| NURS 305 | Nursing Theory | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| ENGL 200 | Introduction to Research | AH1 | McGuire, Erin | 3 | 3 | 4 | 10 | 2.00 | 6,270 | 1,512 | 9,662 | - | - | - | | |
| NURS 310 | Advanced Assessment | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| PHIL 305 | Health Care Ethics | AH1 | Huizenga, Steven | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 1,512 | 6,911 | - | - | - | | |
| | | | | | | | 19 | 18 | 20 | 40 | 17.33 | 50,160 | 24,860 | 59,577 | - | - |
| Term 2 | | | | | | | | | | | | | | | | |
| NURS 300 | Foundations for the Baccalaureate Nurse | STEM4 | Nursing | 3 | 3 | 3 | 20 | 4.00 | 12,540 | 8,903 | 11,841 | - | - | - | | |
| ENGL 250 | Writing for the Professional Nurse | AH1 | McGuire, Erin | 4 | 3 | 4 | 20 | 5.33 | 12,540 | 4,031 | 19,323 | - | - | - | | |
| NURS 305 | Nursing Theory | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| ENGL 200 | Introduction to Research | AH1 | McGuire, Erin | 3 | 3 | 4 | 10 | 2.00 | 6,270 | 1,512 | 9,662 | - | - | - | | |
| NURS 310 | Advanced Assessment | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| PHIL 305 | Health Care Ethics | AH1 | Huizenga, Steven | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 1,512 | 6,911 | - | - | - | | |
| NURS 405 | Ethics/Legal Issues in Nursing | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| BIO 310 | Health Equity Research | STEM2 | Gharbiah, Maey | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 1,913 | 7,057 | - | - | - | | |
| | | | | | | | 25 | 24 | 26 | 50 | 21.33 | 62,700 | 31,225 | 72,555 | - | - |
| Total SP Semester | | | | 44 | 42 | 46 | 50 | 38.67 | 112,860 | 56,085 | 132,132 | - | - | - | | |
| Summer | | | | | | | | | | | | | | | | |
| Term 1 | | | | | | | | | | | | | | | | |
| NURS 300 | Foundations for the Baccalaureate Nurse | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| ENGL 250 | Writing for the Professional Nurse | AH1 | McGuire, Erin | 4 | 3 | 4 | 10 | 2.67 | 6,270 | 2,016 | 9,662 | - | - | - | | |
| NURS 305 | Nursing Theory | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| ENGL 200 | Introduction to Research | AH1 | McGuire, Erin | 3 | 3 | 4 | 10 | 2.00 | 6,270 | 1,512 | 9,662 | - | - | - | | |
| NURS 310 | Advanced Assessment | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| PHIL 305 | Health Care Ethics | AH1 | Huizenga, Steven | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 1,512 | 6,911 | - | - | - | | |
| NURS 405 | Ethics/Legal Issues in Nursing | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| BIO 310 | Health Equity Research | STEM2 | Gharbiah, Maey | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 1,913 | 7,057 | - | - | - | | |
| NURS 315 | Integrating Evidence-Based Practice | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| SOC 310 | Cultural Reverence | BES2 | Jorrey, Eric | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 1,627 | 6,057 | - | - | - | | |
| | | | | | | | 31 | 30 | 32 | 50 | 20.67 | 62,700 | 30,836 | 68,951 | - | - |
| Term 2 | | | | | | | | | | | | | | | | |
| NURS 300 | Foundations for the Baccalaureate Nurse | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| ENGL 250 | Writing for the Professional Nurse | AH1 | McGuire, Erin | 4 | 3 | 4 | 10 | 2.67 | 6,270 | 2,016 | 9,662 | - | - | - | | |
| NURS 305 | Nursing Theory | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| ENGL 200 | Introduction to Research | AH1 | McGuire, Erin | 3 | 3 | 4 | 10 | 2.00 | 6,270 | 1,512 | 9,662 | - | - | - | | |
| NURS 310 | Advanced Assessment | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| PHIL 305 | Health Care Ethics | AH1 | Huizenga, Steven | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 1,512 | 6,911 | - | - | - | | |
| NURS 405 | Ethics/Legal Issues in Nursing | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| BIO 310 | Health Equity Research | STEM2 | Gharbiah, Maey | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 1,913 | 7,057 | - | - | - | | |
| NURS 315 | Integrating Evidence-Based Practice | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| SOC 310 | Cultural Reverence | BES2 | Jorrey, Eric | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 1,627 | 6,057 | - | - | - | | |
| NURS 320 | Interprofessional partnerships | STEM4 | Nursing | 3 | 3 | 3 | 10 | 2.00 | 6,270 | 4,451 | 5,920 | - | - | - | | |
| NURS 415 | Nursing Informatics | STEM4 | Bishop, Randall | 3 | 3 | 4 | 10 | 2.00 | 6,270 | 4,451 | 8,274 | - | - | - | | |
| | | | | | | | 37 | 36 | 39 | 60 | 24.67 | 75,240 | 39,739 | 83,145 | - | - |
| Total SM Semester | | | | 68 | 66 | 71 | 60 | 45.33 | 137,940 | 70,575 | 152,096 | - | - | 8,700 | | |

*headcount is unduplicated

Total first year (autumn, spring, summer):

APPENDIX E

RN to BSN

PLAN OF STUDY

| | |
|-------------------|---------|
| COTC Program Code | NUR.BAS |
| COTC Major Number | 007025 |
| CIP Code | 51.3801 |

PRE-ADMISSION COURSE REQUIREMENTS FOR NUR.BAS PROGRAM

The Bachelor of Applied Science degree program in Nursing Technology is a selection-based program, meaning a student must APPLY to the program and then be SELECTED into the program before being able to meet admission requirements.

Completion of Associate Degree of Nursing program consisting of at least 60 credit hours required. RN licensure required.

All Applicants to the B.A.S. Plan of Study must first successfully meet admission criteria set forth by COTC.

A grade of C (2.00) or better is required for all courses listed on this Plan of Study in order to continue in and graduate from the Nursing Technology program. Students must be aware of pre-requisite requirements for all courses. Policies of the Nursing Technology program which are unique in regard to admission, re-admission, grading and promotion are available in the Nursing Student Handbook, Division of Health Technologies.

The student who successfully completes the courses listed below on this Plan of Study with a grade of C (2.00) or better in each course will earn a Bachelor of Applied Science Degree in Nursing Technology.

KEY:

* Indicates this course has a prerequisite; please see the Course Description Section on the COTC Web Page

Indicates this course requires a "C" (2.00) grade or better in order to progress and graduate from this program

NT - Indicates this course fulfills a Non-Technical Course Requirement on this Plan of Study

NT Elec - Indicates Elective Choice in the Non-Technical course requirement category

T - Indicates this course fulfills a Technical Course Requirement on this Plan of Study

T Elec - Indicates Elective Choice in the Technical course requirement category

A TAG, CTAG, OT36 or MTAG designation indicates this course has been approved for transfer by the Ohio Department of Higher Education as a Transfer Assurance Guide (TAG), Career Technical Assurance Guide (CTAG), Ohio Transfer 36 (OT36) (fka OTM) or Military Transfer Assurance Guide (MTAG) course. For detailed transfer information visit online at https://www.ohiohighered.org/content/ohio_credit_transfer_programs under Ohio Credit Transfer Programs.

| Course Code | Course Title | Course Credit Hours | Weekly Contact Hours | Technical, Non-technical or Elective | Semester(s) Course Offered | SEM Course Approved as a CTAG, MTAG, OT36 or TAG | | |
|---|---|---------------------|----------------------|--------------------------------------|----------------------------|--|--|--|
| SEMESTER 1 | | | | | | | | |
| TERM 1 | | | | | | | | |
| # NURS 300 | Foundations for the Baccalaureate Nurse | 3.00 | 3.00 | T | SM,AU,SP | | | |
| # ENGL 250 | Writing for the Professional Nurse | 4.00 | 4.00 | NT | SM,AU,SP | | | |
| TERM 2 | | | | | | | | |
| * # NURS 305 | Nursing Theory | 3.00 | 3.00 | T | SM,AU,SP | | | |
| # ENGL 200 | Introduction to Research | 3.00 | 4.00 | NT | SM,AU,SP | | | |
| Total Credit & Contact Hours | | | 13.00 | 14.00 | | | | |
| SEMESTER 2 | | | | | | | | |
| TERM 1 | | | | | | | | |
| * # NURS 310 | Advanced Assessment | 3.00 | 3.00 | T | SM,AU,SP | | | |
| # PHIL 305 | Health Care Ethics | 3.00 | 3.00 | NT | SM,AU,SP | | | |
| TERM 2 | | | | | | | | |
| * # NURS 405 | Ethics/Legal Issues in Nursing | 3.00 | 3.00 | T | SM,AU,SP | | | |
| # BIO 310 | Health Equity Research | 3.00 | 3.00 | NT | SM,AU,SP | | | |
| Total Credit & Contact Hours | | | 12.00 | 12.00 | | | | |

Additional Requirements on Page 2

| | |
|-------------------|---------|
| COTC Program Code | NUR.BAS |
| COTC Major Number | 007025 |
| CIP Code | 51.3801 |

| Course Code | Course Title | Course Credit Hours | Weekly Contact Hours | Technical, Non-technical or Elective | Semester(s) Course Offered | SEM Course Approved as a CTAG, MTAG, OT36 or TAG |
|---|--------------------------------------|---------------------|----------------------|--------------------------------------|----------------------------|--|
| SEMESTER 3 | | | | | | |
| TERM 1 | | | | | | |
| * # NURS 315 | Integrating Evidence-Based Practice | 3.00 | 3.00 | T | SM,AU,SP | |
| # SOC 310 | Cultural Reverence | 3.00 | 3.00 | NT | SM,AU,SP | |
| TERM 2 | | | | | | |
| * # NURS 320 | Interprofessional Partnerships | 3.00 | 3.00 | T | SM,AU,SP | |
| * # NURS 415 | Nursing Informatics | 3.00 | 4.00 | NT | SM,AU,SP | |
| Total Credit & Contact Hours | | 12.00 | 13.00 | | | |
| SEMESTER 4 | | | | | | |
| TERM 1 | | | | | | |
| * # NURS 400 | Population/Community Health | 3.00 | 3.00 | T | SM,AU,SP | |
| # BIO 305 | Climate Change | 3.00 | 3.00 | NT | SM,AU,SP | |
| # HLT 115 | Human Nutrition | 2.00 | 2.00 | NT | SM,AU,SP | |
| TERM 2 | | | | | | |
| * # NURS 325 | Quality and Safety | 3.00 | 3.00 | T | SM,AU,SP | |
| # SOC 305 | Gerontology | 3.00 | 3.00 | NT | SM,AU,SP | |
| Total Credit & Contact Hours | | 14.00 | 14.00 | | | |
| SEMESTER 5 | | | | | | |
| TERM 1 | | | | | | |
| * # NURS 410 | Leadership/Management | 3.00 | 3.00 | T | SM,AU,SP | |
| * # PSY 210 | Developmental Psychology | 3.00 | 3.00 | NT | SM,AU,SP | |
| TERM 2 | | | | | | |
| * # NURS 420 | Capstone for the Baccalaureate Nurse | 3.00 | 6.50 | T | SM,AU,SP | |
| Total Credit & Contact Hours | | 9.00 | 12.50 | | | |

| | |
|--|--------------|
| Total Semester Credit Hours Required for Completion of Degree | 60.00 |
| <i>Non-Technical Required Semester Credit Hours</i> | 30.00 |
| <i>Technical Required Semester Credit Hours</i> | 30.00 |

The College Reserves the Right to Change Curricula Without Notice.

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