



2025

# Impact Report



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# Our Year of Impact

Nightingale College  
Graduation Celebration

In 2025, Nightingale Education Group accelerated its impact toward closing health equity gaps by continuing to prepare a relevantly skilled, readily available nursing workforce, representative of the communities they serve. Forging ahead with a future-focused mindset, this momentum translated into tangible growth and institutional progress, including surpassing 1,000 collaborators (employees) and successfully advancing its 7-year accreditation journey through a successful mid-cycle review by the Northwest Commission on Colleges and Universities (NWCCU).

Nightingale’s human-centered culture earned national recognition, with Comparably naming the organization Best Company in seven categories in 2025. Additional honors included Best Company for Women, reinforcing Nightingale as a workplace where women thrive, alongside two *Utah Business* magazine leadership awards.

In March 2025, NWCCU awarded Nightingale College its 2024 Beacon Award for innovative wraparound learner support services. Further strengthening the nursing workforce, the BSN Program’s learner graduation fund returned \$5,813,350 to learners who persisted to graduation. In addition, Nightingale awarded \$228,000 to support NCLEX exam fees for graduates, reflecting continued alignment with learner and workforce needs.

## Nightingale Impact Statement

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



Nightingale College President Dr. Jeffrey Olsen (pictured, left) and Dr. Raye Mahlberg (pictured, right) receiving Beacon Award presented by Boise State University President Dr. Marlene Tromp (pictured, center), a previous Beacon Award recipient

# Notable Achievements

Nightingale Education Group Flame Forward! conference entrance

## Nightingale Recognized for Employee Well-being, Development, and Appreciation

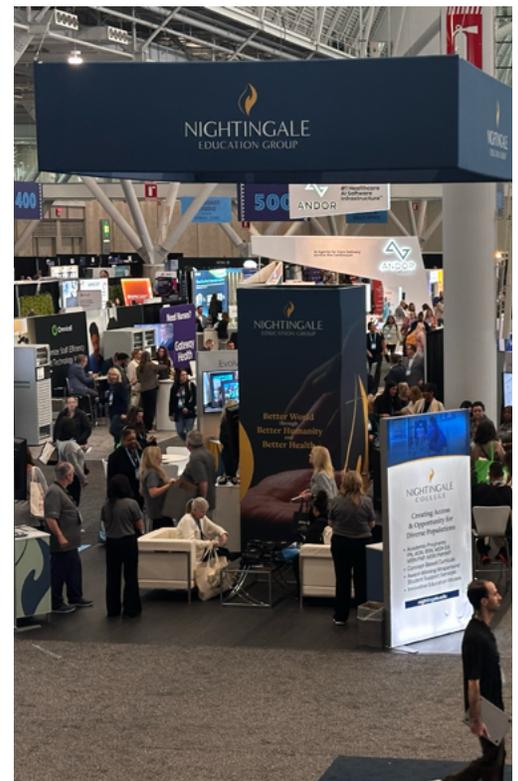
A research-backed employee engagement survey through Engage named Nightingale a winner of the Fall Culture Excellence award in the Employee Well-being, Professional Development, and Appreciation categories. This recognition highlights Nightingale’s culture and standing as an excellent place to work by excelling in areas that drive employee satisfaction. A people-first employer, Nightingale’s culture distinguishes the organization and reinforces its commitment to empowering employees.

## HR.com Award for Best Employee Well-being Program

Recognizing outstanding achievements in human resources and leadership, HR.com honored Nightingale College for having the Best Employee Well-being Program. This award honors organizations whose initiatives advance employee health and wellness across multiple dimensions and have measurably strengthened employee engagement, resilience, and performance.

## Nightingale College Ranked No.1 by PracticalNursing.org

Lauded for curriculum quality, flexibility, and NCLEX readiness, the College’s Licensed Practical Nurse (LPN)-to-Registered Nurse (RN) Bridge Program was ranked No. 1 in Utah. PracticalNursing.org praised Nightingale for excellence in curriculum design, faculty expertise, program flexibility, and NCLEX preparation. Through the innovative use of technology and flexible learning models, Nightingale College continues to prepare a relevantly skilled nursing workforce.



Nightingale Education Group at the American Organization for Nursing Leadership (AONL) conference

## The Salt Lake Tribune Names Nightingale Education Group a 2025 Utah Top Workplace

Marking the fifth time the organization has earned this recognition, Nightingale continues to stand out as a nationwide provider of nursing education, workforce development, and leading employer in Utah because it is driven by a culture of growth and empowerment. As the organization grows, its collaborators remain committed to a culture of purpose, pathway, and impact.

## Nightingale Education Group Ranks as a Top Remote Workplace

Nightingale’s culture is defined by purpose, not proximity. The organization has built a remote work environment rooted in growth mindset, transparency, and trust, empowering employees to collaborate from anywhere. Crossing the 1,000-employee milestone in 2025 demonstrates that this model not only supports flexibility and well-being, it enables the recruitment and retention of diverse, high-performing talent across the organization.



## Top Workplaces for Education

Through a rigorous judging process, Nightingale Education Group was named the nation’s Top Education Workplace in 2025 by Energage. This recognition reflects collaborators’ deep commitment to developing a relevantly skilled, readily available nursing workforce, representative of the communities served. This honor highlights the culture of excellence and collaboration that drives Nightingale forward.

## Comparably Awards, Best Company: Culture, CEO, Compensation, and Perks & Benefits

In 2025, Nightingale Education Group was honored with several awards that celebrate its human-centric workplace. Comparably recognized Nightingale in the Culture, CEO, Compensation, and Perks & Benefits categories and highlighted its commitment to growth mindset, responsibility, and transparency. As a place of higher learning, Nightingale’s culture drives student success by creating a learning environment of purpose and workforce-ready excellence.



## Licensed TEDx Host Institution

Nightingale secured a university TEDx license in 2025, allowing the College to host a TEDx Talk event themed “Radical System Transformation.” Awarded to institutions that are advancing education, the university TEDx program provided Nightingale with a national platform in February 2026 for sharing innovative ideas and projects emerging from our high-impact community, as well as speakers from across the country.

By obtaining this license, Nightingale is working to broaden national conversations on nursing education, regulation, technology, and workforce development in 2026, engaging students, educators, and professionals across the country.

## Kendra Owens Honored as Utah Business 40 Under 40

*Utah Business* magazine celebrated the state’s most influential minds under age 40, and VP of Accounting & Finance Kendra Owens was recognized for her creation of financial pathways and commitment to helping others. As a woman in finance, Kendra champions representation and mentorship in a traditionally male-dominated field. This honor reflects Nightingale Education Group’s growth and impact on financial outcomes for collaborators, learners, and the broader community. With collaboration at the heart of Nightingale’s pathway, this recognition was a meaningful achievement for both Owens and the organization.

## Dr. Juliet Kolde Honored as a Utah Business Healthcare Hero

To honor those who have dedicated themselves to advancing healthcare services, expanding community outreach, and championing equitable access to essential healthcare resources in Utah, *Utah Business* magazine named Dr. Juliet Kolde, president of Nightingale Innovations, one of its 2025 Healthcare Heroes.

As a leader in the VR space, Kolde has broken down barriers for women and is pioneering innovative ways to transform nurse training. By leveraging technology to enhance learning outcomes and workforce readiness, she is positioning Nightingale as a leader in strengthening the nursing profession and advancing equity and access in health care.

Promotional banner at the annual Flame Forward! conference



Nightingale Education Group at the American Organization for Nursing Leadership (AONL) conference

# Nightingale Education Group's Global Impact

## International Nursing Association for Clinical Simulation and Learning (INACSL) Conference

Nightingale Education Group delivered an impactful presentation at the 2025 INACSL conference, formally launching its educational partnership with Meta. This collaboration positions Nightingale as a leader in the development and deployment of VR-enabled nursing curricula, expands industry engagement, and accelerates innovation in immersive learning, advancing how to prepare a relevantly skilled nursing workforce.

## American Association of Colleges and Universities (AAC&U) Conference

While continuing to advance learner wraparound services, representatives of Nightingale College led a high-impact presentation to AAC&U that made wraparound support actionable for colleagues across institutions. The session generated strong engagement, prompting guided discussion and action planning that helped participants translate concepts into strategies. As a result, the presentation reframed wraparound support as an instructional framework educators could apply within their teaching practices.

## Global Engagement at the Hale Borealis Forum

To advance education opportunities for healthcare workers in Arctic and subarctic rural regions, CEO Mikhail Shneyder presented to over 150 global healthcare partners at the Hale Borealis Forum in May. The presentation increased global awareness of Nightingale College's scalable education model for geographically isolated communities and strengthened international engagement around building a relevantly skilled, readily available nursing workforce, representative of the communities they serve.

## Expanding Clinical Access to Build Future Nurses

Select Medical has partnered with organizations like Nightingale to strengthen the healthcare education pipeline through the uPLIFT initiative. In 2025, 101 nursing students completed 12 clinical rotations across 15 Select Medical facilities nationwide, gaining hands-on experience in real-world care settings. This partnership expands access to meaningful clinical opportunities, strengthens the nursing workforce, and supports improved patient care, further demonstrating the impact of strong, strategic collaboration.

## 30th International Council of Nurses (ICN) Congress

Recognized as a premier global gathering for nursing professionals, Nightingale Education Group showcased its culture and influence on an international audience at the ICN in Helsinki, Finland. Chief Executive Officer Mikhail Shneyder contributed to the “Nursing Power to Change the World” theme by sharing strategies focused on building human-centered organizations, Maslow’s hierarchy of needs, and methods to close health equity gaps and to elevate education and employment systems.

Shneyder’s insights sparked discussion as he was also invited to join a global study, an honor at an event attended by thousands from more than 100 countries, demonstrating Nightingale Education Group’s role in advancing the quality, equity, and impact of nursing education worldwide.

## Driving Impact Through Strategic Partnerships

In 2025, Nightingale Solutions generated measurable community and workforce impact through partnerships designed to fund education, place graduates, and retain talent. The Mat-Su partnership increased partially funded learners from 21 to 25, with 21 graduates placed and retained in the Mat-Su Valley workforce. Through its Stepful partnership, six graduates passed the NCLEX and were placed within the Ohio State University health system, demonstrating program effectiveness and return on employer investment.

### 2025 Impact:

- \$859,624 in sponsorship revenue (+99% from 2024)
- 138 learners supported (+53% from 2024)
- 11 active sponsorship partners (+175% from 2024)
- \$6,229 average investment per learner (+30% from 2024)

Nightingale Solutions also expanded workforce development partnerships with local and enterprise partners, including Select Medical and DaVita, to develop upskilling programs. Growth and innovation were supported by a strengthened partner pipeline, informed by insights from 79 healthcare leaders through a national employer survey.

# Culture, Community, and Impact

## Driving Impact Through Our Pathway

Nightingale's Pathway of collaboration, innovative design, and Evolvitude™ reflect the company's culture and drive measurable impact by elevating education and employment systems. Together, these core values guide how the Nightingale community turns ideas into action, solves problems, initiates innovative ideas, and practices self-governance through a growth mindset, responsibility, and transparency.



Nightingale Education Group's Communications, Creative, and Marketing teams at the Flame Forward! conference

**1,132**

Total Number of Collaborators  
(Including faculty members)

**423**

Total Number of Faculty Members

**51**

States, Countries, and Territories\*

**\$5.5M**

Employee Investment\*\*

**\$19.5M**

Benefit Contributions\*\*\*

All data gathered on December 31, 2025

\* Active collaborators reside and work in 49 U.S. states, Puerto Rico, and Canada.

\*\* This amount includes expenditures related to employee professional development, training, conferences, continuing education, new collaborator orientation, Flame Forward!, etc. It does not include all travel expenses or costs associated with hired vendors, including speaker fees, lodging, or event meals.

\*\*\* This amount includes expenditures related to contracted bonuses, employee paid time off expenses, disability and life insurance, Medicare, social security, etc.

## Forging the Future, Powered by Culture

At Nightingale, culture is more than a set of values; it drives real-world results. By fostering an environment rooted in growth mindset, responsibility, and transparency, the organization strives to elevate employment outcomes and provide graduates with economic mobility. Employers recognize not just their skills, but the high-performing culture that shaped them. Through our educational model, we are forging the future of nursing education, with the goal of inspiring other employers to adopt people-centered values that drive meaningful outcomes.



Collaborator signature wall at the annual Flame Forward! conference



Mikhail Shneyder, Nightingale Education Group CEO, and BreAnn Davis at the annual Flame Forward! conference

## The Transformative Power of Wage Increases

While maintaining a unique and robust organizational culture, Nightingale raised its minimum wage to \$25 per hour this year—more than three times the federal minimum wage—to help collaborators create economic mobility. One employee who had been juggling three jobs was able to reduce their workload while providing for their family with less stress and improving their mental, physical, and emotional well-being. This increase enhances collaborators' quality of life and demonstrates Nightingale's commitment to its people. More than just a policy change, it reflects the organization's values and commitment to fostering a high-performing community.

## Delivering Measurable Value Through the Project Management Office (PMO)

In March, Nightingale Education Group launched its Project Management Office (PMO) and began phase one of laying the foundation for greater efficiency and effectiveness. By December 2025, the 23 projects initiated by the PMO had reached 66% completion. As a result, the PMO has delivered measurable value through clearer oversight, improved transparency and collaboration, and stronger accountability for heavily cross-functional projects.



Collaborators during a breakout session at the annual Flame Forward! conference

## Building a Thriving Culture Through Employee Satisfaction

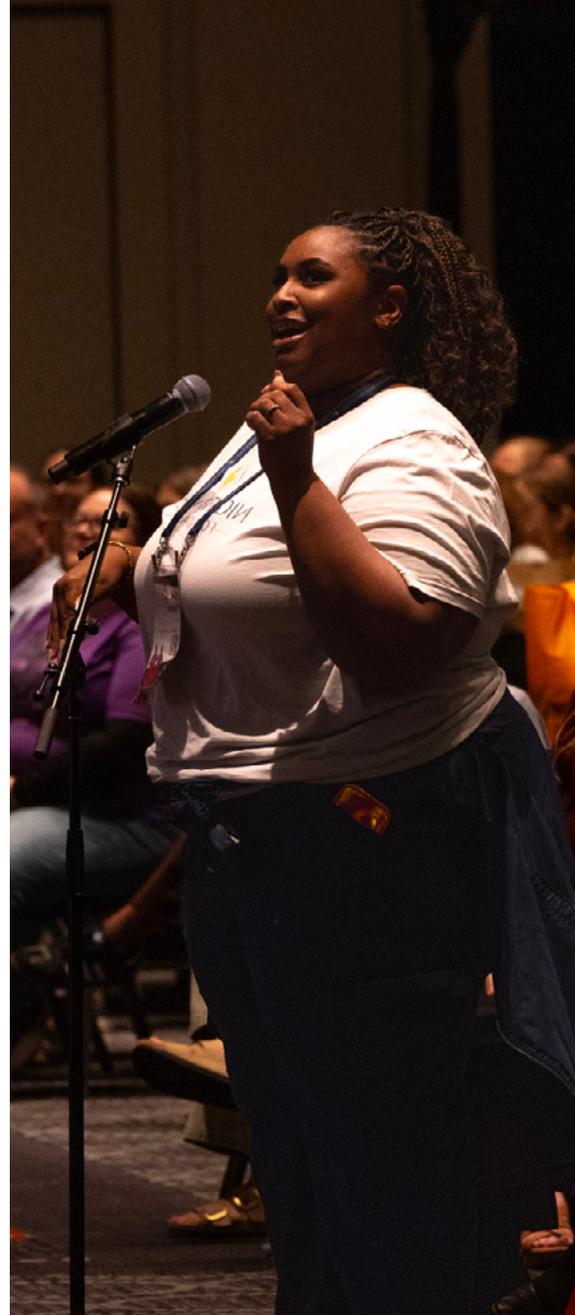
Through Nightingale’s annual Fulfillment Survey, employees’ voices help management listen, learn, and continually improve the systems that support the organization. In 2025, 96% of employees participated. Results showed growth and improvement in areas including the meaningfulness of work, pride in contributions, and understanding of how collaborators’ work supports company goals. The likelihood of recommending Nightingale as a workplace, a key metric in the Employee Net Promoter Score (eNPS), increased by 10 points. Sustained employee engagement strengthens the community and shapes the future of the organization.

## Nightingale Giving Back: Purpose in Action

In 2025, Nightingale collaborators embodied the organization’s Purpose through company-supported Give Back Days, making a tangible difference in their communities. During the holiday season, 17 faculty members from Nightingale College came together to support a family in New Jersey at the Salvation Army Kroc Center, providing essentials such as coats, shoes, and clothing, along with learning toys to ensure the family felt cared for and celebrated. Across all Give Back Days in 2025, Nightingale collaborators donated 646 hours delivering resources to underserved communities. These efforts demonstrate how Nightingale Education Group’s commitment to serving communities translates to meaningful impact.

## Over 1,000 Collaborators Driving Real Change

At the organization’s annual Flame Forward! conference, collaborators celebrated the milestone of reaching more than 1,000 collaborators. This number represents more than just a statistic; it symbolizes 1,000 voices, minds, and hearts driving measurable improvements in nursing education, creating meaningful employment opportunities, and advancing health equity. Nightingale’s culture helps keep us aligned with the organization’s vision and goals by supporting and motivating collaborators. Every collaborator contributes directly to the organizational Purpose: building a Better World through Better Humanity and Better Health.



Q&A at the Town Hall session during the annual Flame Forward! conference

## **The Impact of Tuition Reimbursement on Employee Growth**

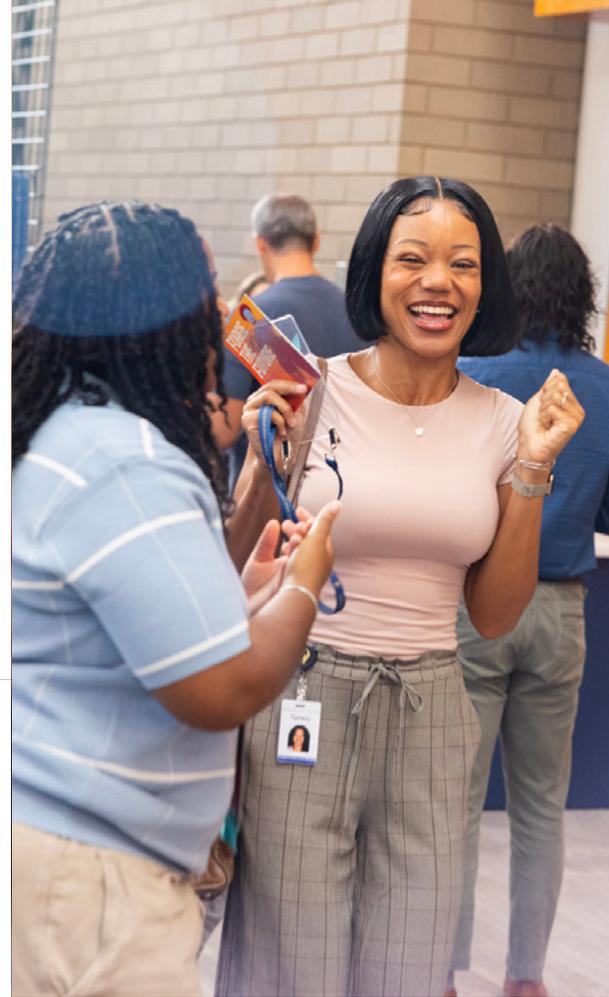
Nightingale promotes ongoing professional development through continuing education and tuition reimbursement. Through this program, a faculty member completed her Doctor of Nursing Practice and post-master's Family Nurse Practitioner certificate in December 2025. Completion of these programs and board certification strengthened her advanced clinical expertise and enhanced her ability to align clinical practice with graduate nursing education. The tuition reimbursement incentive enables sustained academic and clinical excellence, reinforcing lifelong learning and directly contributing to innovation and quality within the graduate programs.

## **Integrating the Eight Dimensions of Wellness into Daily Work**

Whole-person wellness is foundational to how Nightingale shows up for its people. By supporting Swarbrick's eight dimensions of wellness and ensuring individuals have the resources to thrive in each, Nightingale fosters a balanced and healthy culture where people are valued as whole humans. This approach builds trust and a sense of belonging, encouraging employees to bring their full, authentic, and vulnerable selves into their roles, strengthening collaboration, creativity, and resilience across the organization. The outcomes are tangible: sustained engagement and rich feedback continuously shape programs that meet real needs and embed well-being into daily work.

## **Benefits Designed to Empower Our People**

Nightingale's people power the work that makes a difference every day. Research shows that when employees bring their full selves to work, business outcomes improve and can create needed change. That is why Nightingale offers a wide range of benefits designed to support employees at work and in their everyday lives. From paid parental leave to pet insurance to telehealth programs and more, these benefits provide meaningful support by increasing access to care, reducing out-of-pocket costs, and promoting overall well-being through benefits such as 24/7 veterinary consultations, health and wellness tools, employee support programs, and opportunities for premium reductions.



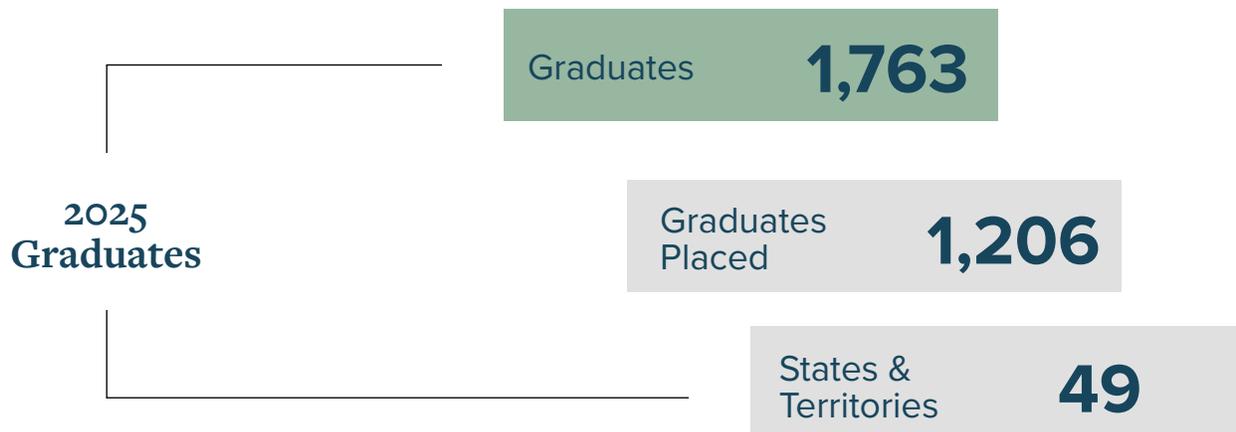
Nightingale Education Group collaborators at the annual Flame Forward! conference



# Learner Success and Statistics

2025 Graduation Celebration

Nightingale College's impact on the nursing workforce continues to expand. In 2021, the College served 3,000 learners; by the end of 2025, enrollment had grown to 8,216 learners with 1,763 graduates entering the workforce to help address the ongoing nursing shortage. Additionally, 74% of Nightingale's learners identify as minorities, reflecting the institution's commitment to developing a nursing workforce representative of the communities it serves.



## Performance

**94%**

Retention Rate

**73.6%**

Overall Persistence to Completion

**81.4%**

Matriculation Rate into Nursing Core Courses

**63.6%**

Completion within 150% of Program Length

**87.3%**

3-Year Average Licensure Rate (As of 12/31/2025)

**1,173**

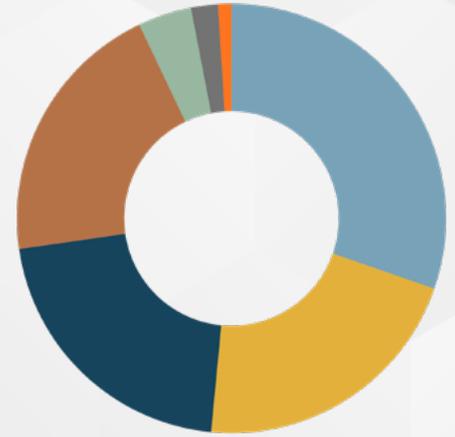
Graduates Licensed in 2025

**81%**

Job Placement Rate

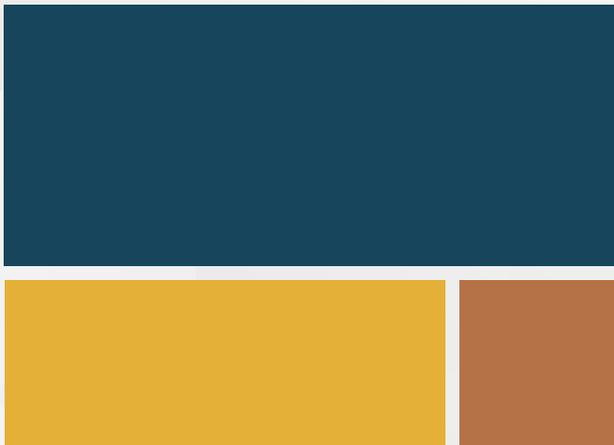
## Diversity

- Hispanic (30%)
- African American/Black (21%)
- White (21%)
- Asian (20%)
- 2+/Unspecified (4%)
- Native Hawaiian/Pacific Islander (2%)
- American Indian/Alaskan Native (1%)

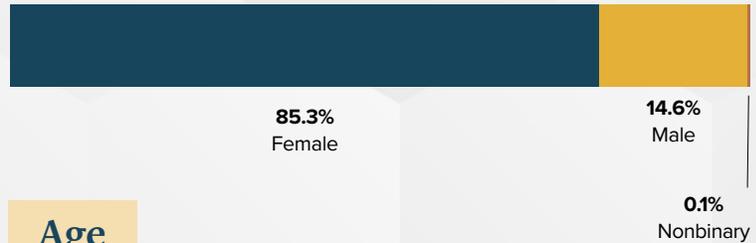


## Program Population

- Undergraduate (8,216)
- Graduate (3,754)
- Foundational (1,453)



## Gender



## Age

- 8.2%** 18 to 23 years
- 91.8%** Over 23 years

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

**Overall Persistence to Completion:** The number of all active and graduated learners divided by the number of enrolled learners. The Overall Persistence to Completion Rate includes learners who are enrolled in prerequisite general education courses and those who have matriculated into nursing courses. This is the all-time persistence rate as of the end of Fall Semester 2025, including all starting cohorts for all programs.

**Matriculated Persistence to Completion:** The number of all active and graduated learners who have begun nursing courses, divided by the total number of learners who have matriculated into the nursing program from their prerequisite general education. The Matriculated Persistence to Completion Rate includes only learners who have started nursing courses and completed their prerequisites. This is the all-time persistence rate for matriculated learners as of the end of Fall Semester 2025, including all starting cohorts for all programs.

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

**Graduates Licensed in 2025:** The number of graduates who attempted and passed the NCLEX-RN or NCLEX-PN in 2025.

**Job Placement Rate:** The number of learners with confirmed postgraduation employment divided by the number of graduates for the reporting period (with exemptions for military service, ecclesiastical service, etc.) This reporting period is spring, summer, and fall 2024 semesters.

**Population:** These numbers reflect the end of the Fall 2025 Semester.

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

**Graduates Placed:** The number of learners with confirmed postgraduation employment for the reporting period of spring, summer, and fall 2025 semesters.

**States and Territories:** Active learners are in 49 U.S. states, including the U.S. territories Guam and Puerto Rico. Please note that some learners are U.S. citizens in Europe due to military assignment.

**2025 Graduates:** The number of learners who graduated in spring, summer, and fall 2025 semesters.

# Learner Success and Mobility

## Learner Graduation Fund, BSN Program

Nightingale College established the Learner Graduation Fund to ease the financial burden for learners as they work toward providing the healthcare industry with relevantly skilled and readily available nurses. The fund awards \$50 per earned semester credit, with the full amount awarded once graduation requirements are met. Total distributions grew from \$2,449,350 in 2023 to \$4,267,400 in 2024, reflecting increased support.

In 2025, 1,428 learners benefited from the Learner Graduation Fund.



2025 Graduation Celebration

## Learner Household Income

Prior to graduation, learners primarily come from low- to moderate-income households, with more than 63% reporting current household incomes below \$75,000. When viewed alongside current nursing-pay data, this baseline income underscores the substantial postgraduation earnings and long-term economic impact associated with nursing careers.

### By the Numbers

#### Graduation Fund



**\$5,813,350**

funds distributed  
in 2025

#### Household Income

**27.2%**

\$0-\$30,000

**16.1%**

\$30,001-\$48,000

**20.7%**

\$48,001-\$75,000

**15.0%**

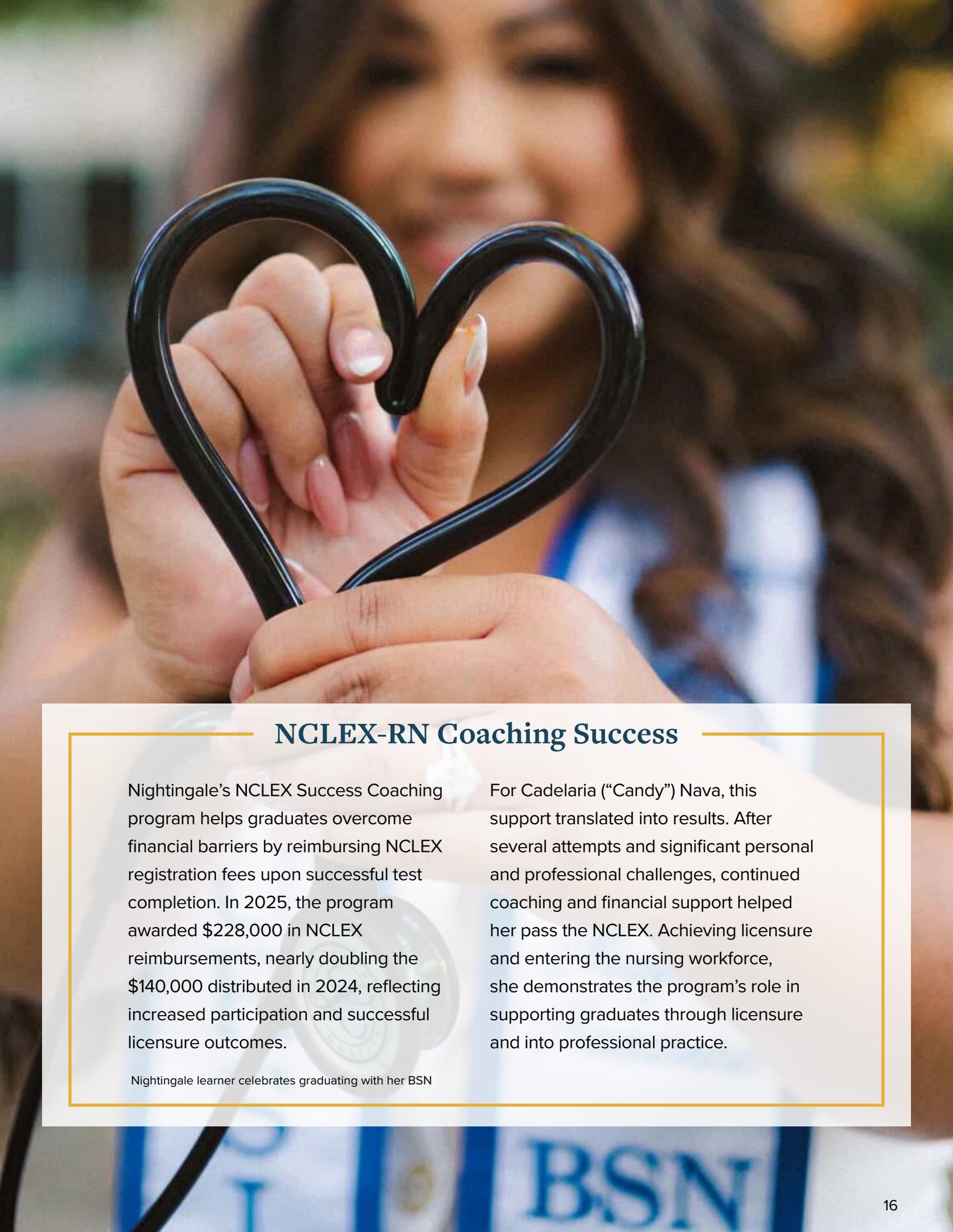
\$75,001-\$110,000

**15.3%**

\$110,001+

**5.8%**

Unspecified



## NCLEX-RN Coaching Success

Nightingale’s NCLEX Success Coaching program helps graduates overcome financial barriers by reimbursing NCLEX registration fees upon successful test completion. In 2025, the program awarded \$228,000 in NCLEX reimbursements, nearly doubling the \$140,000 distributed in 2024, reflecting increased participation and successful licensure outcomes.

Nightingale learner celebrates graduating with her BSN

For Cadelaria (“Candy”) Nava, this support translated into results. After several attempts and significant personal and professional challenges, continued coaching and financial support helped her pass the NCLEX. Achieving licensure and entering the nursing workforce, she demonstrates the program’s role in supporting graduates through licensure and into professional practice.



# Alumni

## Preparing Nurses and Shaping Health Care

To support long-term professional success, Nightingale launched the Alumni Advisory Committee to ensure alumni have long and prosperous careers in nursing. Alumni Committee member Sadie Carlsen, founder of FunctNP, exemplifies this impact.

After earning her associate's degree in 2017 and MSN-FNP in 2024, she launched FunctNP, a women's health practice in Meridian, Idaho, focused on preventive, root-cause care. Her work demonstrates how Nightingale equips graduates with transferable skills to innovate in health care, improve patient outcomes, and strengthen the workforce.

By addressing factors that contribute to nurse burnout at her practice, Carlsen supports a healthier healthcare system while highlighting the lasting contributions Nightingale nurses can make.



2025 Graduation Celebration

## From Classroom to Congress

Nightingale's efforts to address the national nursing shortage have received recognition at the highest levels of government. On Nov. 21, 2025, U.S. Rep. Burgess Owens (R-UT, Dist. 4) spoke on the House floor to honor Nightingale for helping address the country's shortfall of more than 350,000 nurses, a public health emergency that disproportionately affects rural and urban education desert communities.

He highlighted Nightingale alumni who are equipped with skills, compassion, and resilience, and noted how the organization is at the forefront of efforts to strengthen the nursing workforce, improve access to high-quality health care, and shape the future of the nation's health system. This work demonstrates the lasting impact of Nightingale's innovative programs and collaborative approach.



U.S. Rep. Burgess Owens speaking at the 2025 Graduation Celebration



## Turning Determination into **Career Success**

Bryan O'Neill's journey to nursing demonstrates the transformative impact of Nightingale College on its graduates and the communities they serve. After facing rejection from seven nursing schools, Bryan persisted, seeing challenges as opportunities to grow as both a nurse and a person.

A former firefighter, he transitioned to nursing to better support his family. Following 6 years as an LPN, he enrolled in Nightingale's distance RN program for its flexibility, balancing work, school, and family. Bryan graduated with honors, passed the NCLEX on his first attempt, and now thrives as a lead esophageal manometry nurse and ICU nurse, while advocating for men in nursing.

His story highlights how perseverance and a commitment to learning can translate into professional excellence and meaningful contributions to patient care.



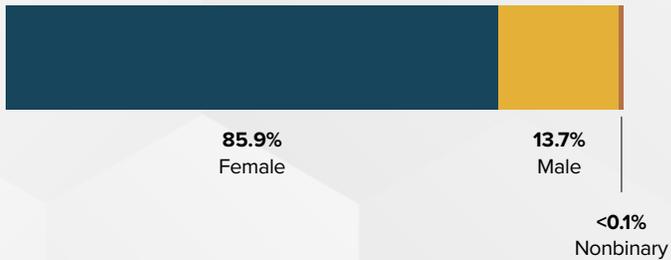
Nightingale College graduate Bryan O'Neill in the ICU and with his family

# Alumni Statistics

## Degree Program

<b>1,034</b> ADN	<b>6</b> MSN Ed	<b>117</b> PN
<b>4,309</b> BSN	<b>26</b> MSN-FNP	<b>76</b> RN-to-BSN
<b>98</b> LPN-to-ASN	<b>245</b> NDS	<b>4</b> RNT

## Gender



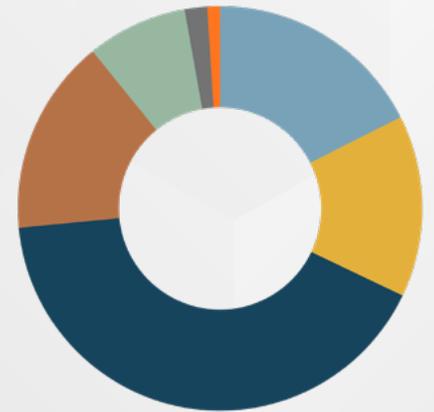
## Region

<b>1.4%</b> Central	<b>5.5%</b> East	<b>46.2%</b> Mountain	<b>47.0%</b> West
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## Diversity

Nightingale College nursing alumni demographics since 2011

- Hispanic (17.5%)
- African American/Black (14.5%)
- White (41.4%)
- Asian (15.7%)
- 2+/Unspecified (7.6%)
- Native Hawaiian/Pacific Islander (1.8%)
- American Indian/Alaskan Native (1%)



## Age

- 18-29 (17.3%)
- 30-39 (47.5%)
- 40-49 (25.5%)
- 50-59 (8.3%)
- 60+ (1.3%)

