



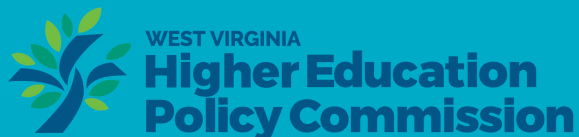
Legislative Oversight Commission on Education Accountability
June 8, 2021

- **Nursing Career Pathways Report 2021**
Dr. Cynthia Persily, Senior Director of Health Sciences



Nursing Career Pathways Report

2021



West Virginia DEPARTMENT OF
EDUCATION



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Introduction

The role of nurses in improving the health of individuals, families, and communities by addressing social determinants of health and providing effective, efficient, equitable, and accessible care for all people across the care continuum has been well documented. The need for nurses has continued to grow with an aging population in the US requiring more care, the retirement of the Baby Boomer generation of nurses, and the expanding roles for nurses in the health care system. The COVID-19 pandemic further stressed health care systems already dealing with a shortage of qualified nurses.

With a career horizon brimming with opportunities, young people should see nursing as a dynamic profession that brings great potential for career advancement. Beyond the high demand for nurses to provide direct care, nurses are also needed as researchers, healthcare administrators, educators, policy analysts, nurse executives, and independent practitioners like nurse practitioners, nurse anesthetists, and nurse midwives. New nurses have virtually unlimited opportunities for progression to advanced degrees in nursing practice, as well as opportunities for teaching the next generation of nurses. With opportunities expanding and the demand for nursing care on the rise, a clear pathway to becoming a nurse is essential to bring young people into the profession. System facilitators must be enhanced, and barriers must be reduced to achieving this goal.

During the 2020 WV legislative session, SB 707 was passed to create a Nursing Career Pathway Workgroup. The legislation directed the WV Higher Education Policy Commission and the WV Community and Technical College System, along with the WV Department of Education to create a career pathway to meet the unmet need for nursing assistants, licensed practical nurses, registered nurses, and nurses with a bachelor's degree in nursing. The workgroup was directed to delineate a program of study that begins in high school and progresses through college, providing employment opportunity with industry partners. Additionally, the workgroup was to minimize, or if possible, eliminate tuition costs for students using any available financial assistance and through encouraging health care providers to establish scholarship programs to help cover tuition costs. The goal is to disseminate the career pathway to students statewide beginning with the cohort of students entering ninth grade during the 2021-2022 school year.

What is a Nursing Career Pathway?

The past decade has seen a dramatic increase at the state, regional, and institutional levels in the development of career pathways, which are designed to bring greater efficiency and transparency to the routes from K-12 and adult education programs, non-credit training, or other starting points to credentials recognized by industry and postsecondary educational institutions. Built around integrated academic and technical education pathways, career pathways enable individuals to progress through a modular system of postsecondary credentials that build upon each other, leading to further credentials and improved employment prospects. According to the Perkins Collaborative Career Network (<https://cte.ed.gov/initiatives/career-pathways-systems>), the following are recognized as the Six Key Elements of Career Pathways and have served as a guide of this work.



In the Nursing Career Pathway Workgroup, cross agency partnerships were established. Employers of nurses were actively engaged in the development process. Education programs were designed using current models and implementing strategies to fill gaps and breakdown barriers. Funding needs and sources were identified. Policies and program building has occurred and is ongoing. After implementation of the pathway, system change and performance will be continuously evaluated and improved.

Building Career Pathways in Nursing and Healthcare

During the past decade new and innovative pathways to prepare nurses for an increasingly complex healthcare environment have emerged. Nursing continues to offer multiple ways for students to enter the profession and has consistently advocated for creative and innovative opportunities for academic progression that meet the needs of a student population that is diverse along numerous dimensions. While it is certainly possible to change goals and directions, early consideration of the desired end point can provide helpful direction in selecting the most efficient and effective path to reaching career goals.

Kentucky and Georgia are two states that have developed innovative nursing career pathways. In these states, as well as in WV, health-care providers, colleges and local school systems, workforce agencies and elected officials came together to work out everything from credit transfers to job placement. The goal has always been to give students a clear picture of how to enter the profession and a shorter, more affordable way to progress through the education they need. The pathways include dual credit for high school students with community and technical colleges plus seamless transition to bachelor's degrees in nursing and employment as nursing assistants, licensed practical nurses, and registered nurses. Reports of the work by these states can be found at <https://www.sreb.org/nursing-career-pathways>.

Labor Market Supply and Demand for Nurses

Current supply of nurses

Among the 34,215 RNs licensed in West Virginia, 21,374 are actively working in the state as of calendar year 2020 (1). The data currently available does not include RNs who reside in other states and are working in West Virginia. Since the state has five bordering states, it is possible that the actual number of nurses working here is higher.

Of those registered nurses working in the state, 38% (6,904) of RNs are 50 years of age or older (2). As experienced nurses enter retirement, state workforce planners will be faced with the need to replace these experienced nurses to meet demand. One-quarter of all nurses working in the state have over 25 years of nursing experience (3). Loss of knowledge and its impact on quality of care will need to be considered as nurses begin to retire.

Over 86% of all licensed nurses in West Virginia are working full-time in nursing, with 7% working part-time and 6% working per diem or on an as-needed basis in nursing (4). Less than 0.5% of all nurses licensed in the state are employed in fields outside of nursing (5). Approximately 7% of nurses hold two or more nursing positions (6). As the nursing population ages, large numbers of nurses begin to retire, replacement of full-time workers will be essential.

Of those RNs who have indicated that they are unemployed (3.3% of all licensees), only 0.3% of nurses cite that they are unemployed because they have difficulty locating a nursing position or because of inadequate salary (7). These figures indicate that there is not a “reserve” workforce of unemployed nurses to fill demand.

Nearly 65% of all RNs working in West Virginia cite that their entry education level was an Associate Degree in Nursing program and about 28% cited a Baccalaureate Degree in Nursing as their entry education level (8). When comparing entry education levels with highest level of education, the data shows a trend for RNs who enter nursing with an Associate Degree in Nursing program are beginning to pursue Baccalaureate Degree in Nursing programs. Almost 56% of RNs indicate that their highest degree obtained is an Associate Degree in Nursing Program and nearly 35% cite a Baccalaureate Degree in Nursing program (9). This percentage shift shows RNs are pursuing ADN-BSN bridge programs, demonstrating the importance and value of these bridge programs furthering the nursing pathway.

Labor Market Supply and Demand for Nurses

According to the WV LPN licensing board, in 2020 there are 7,876 LPNs licensed in the state of WV (10). Of those LPNs 34 percent hold a multistate license and 66 percent hold a single state license (11). In 2018 (the last year for which detailed data are available) 15% of LPNs were aged 56-65 and 3% were over the age of 65 (12). Ninety four percent of all LNs who are licensed in the state are working in nursing (13). Of those who are not working, only 3 percent indicate that they are unemployed and seeking a position in nursing (14).

Demand for Nurses in the Future

The United States has a shortage of registered nurses due to an aging nursing workforce, an aging population, and the increased healthcare needs of our citizens. According to the American Association of Colleges of Nursing (AACN), several factors contribute to the nursing shortage nationally. Factors include slow growth in nursing school enrollment as compared to the projected demand, a shortage of nursing school faculty restricting program enrollment, a significant segment of the nursing workforce nearing retirement age, changing demographics leading to a need for more nurses to care for our aging population, and high nurse retirement and turnover rates (15). These factors affect access to healthcare for Americans.

The demand for nurses is expected to continue to grow. The Bureau for Labor Statistics estimates a growth of 7% for RNs and 9% for LPNs through 2029 nationally, faster than the average for all occupations (16). According to EMSI data, RNs will see 6% growth in job demand in West Virginia through 2030 (17). LPNs will see 6% growth in WV through 2030 (18). Growth is expected due to increasing rates of chronic conditions and demand for healthcare services from the baby-boom population. In 2017, the U.S. Census Bureau reported that by 2030, the number of US residents who are 65 or older is projected to be 82 million (19). Innovation is essential to meet future needs. Innovative models of pipeline development and recruitment can help to ensure new nurses are entering the workforce to replace those who are retiring and to meet the growing needs of the WV population. The Nursing Career Pathway is just such an innovation.

The Facilitators and Barriers to the Educational Pipeline in Nursing

High School

Career and technical education programs in the K-12 system have recognized the needs in health care careers and have built high school pathways to address these needs. In WV for instance, the WV Department of Education Career and Technical Education Therapeutic Services sector offers high school students a pathway to a variety of health care industry credentials that are stackable and lead to entry level employment opportunities after graduation. However, these programs may not also be paired with college preparatory course work that in addition to entry level employment, sets up the student to enter a degree program.

In schools where students in these health pathways exist, students may have the opportunity to take not only the required high school courses for college preparation but may also have opportunity to take advanced placement or dual credit courses in high school. These courses, if successfully completed, allow students to enter college with advanced standing, sometimes with as many as 12-18 credits. However, several barriers to this coursework currently exist. First, the cost of these courses is often prohibitive. There is currently no funding to assist families to afford these courses. Many WV families need assistance with paying for advanced coursework for their students. In addition, in WV there is little consistency in how the secourses are accepted by 2- and 4- year colleges and universities. Some are guided by transfer agreements, others by Memoranda of Understanding with specific colleges. WV students who complete this advanced coursework in preparation for entering college to become a nurse need consistency.

Another barrier is counseling. Educators lack clear guidance for students to not only complete the career and technical college pathway, but a sound plan for students to complete college preparatory high school requirements and advanced placement or dual credit courses that will be valuable to those students choosing to continue their education in nurses. Educators need that clear pathway. Finally, qualified faculty in the K-12 system to teach dual credit coursework are not evenly distributed across the state. In addition, federal requirements for teaching in a certified nursing assistant program are difficult to meet in many counties, causing many counties to be unable to offer certified nursing assistant curricula in the Therapeutic Services sector. Current federal regulations in Per CFR 483.152 state that:

The Facilitators and Barriers to the Educational Pipeline in Nursing

For a nurse aide training and competency evaluation program to be approved by the State, it must, at a minimum meet the following requirements for instructors who train nurse aides:

- *The training of nurse aides must be performed by or under the general supervision of a registered nurse who possesses a minimum of 2 years of nursing experience, at least 1 year of which must be in the provision of long-term care facility services.*

These requirements are difficult to meet in many counties. We need a mechanism to allow development of qualified faculty and sharing of scarce resources across the state.

A facilitator to choosing a career in nursing is the availability of introductory or enrichment programs to nursing. Students who participate in these enrichment or pipeline programs often credit their experiences with their choice of career. The WV Center for Nursing funds Junior and Senior Nursing Academies across the state for this purpose. While other enrichment programs like volunteer opportunities, shadowing, summer camps exist, many have been impacted by COVID-19. No central database of enrichment programs currently exists. We need to support additional programs to identify a method where students as early as middle school can find enrichment activities.

Post-secondary education

Navigating the admissions process is difficult for many students. Understanding the different pathways to a nursing career is essential. There currently exists no central guidance for students to make sound decisions about the choice of an entry level nursing program—from licensed practical nursing, to associate and bachelor's degree registered nursing programs. We need to do better in helping students who are interested in nursing to find the right pathway for them, and to understand that they can enter and exit at different points on the pathway throughout their career. To that end, a guide to articulation and admission across the various types of nursing programs is needed.

The Facilitators and Barriers to the Educational Pipeline in Nursing

Financial concerns related to the cost of a nursing pathway are real. High school students and their parents need resources to understand how financial aid can minimize or eliminate tuition and fees if they chose a career in nursing. Currently, there is no financial aid guide that is specific to those students who choose nursing as a career that will assist them in taking advantage of the many ways to finance their education. Scholarships, grants, loans, employer-based assistance, and many other mechanisms exist to pay for a nursing education. A financial aid guide specific to nursing career pathways for students and their parents is sorely needed.

Building West Virginia's Nursing Career Pathway

Workgroup process

Consistent with SB 707 (Attachment 1), the WV Department of Education and the WV Higher Education Policy Commission convened a workgroup of stakeholders which included representatives from higher education, K-12 education, employers of nurses, and other stakeholders. The workgroup met for the first time on October 1, 2020 and were provided with the charge of the workgroup which included:

1. Develop a career pathway to address the unmet need for nursing assistants, licensed practical nurses, registered nurses, and nurses with a bachelor's degree in nursing.
2. Delineate a program of study that will begin in high school and progress through college, providing employment opportunity with industry partners and pathway re-entry at specified student attainment points:
 - a. Nursing assistant certification
 - b. Licensed Practical Nurse diploma and licensure
 - c. Registered Nurse associate degree and licensure
 - d. Bachelor of Science in nursing completion
3. Align affordable, effective, and sustainable secondary to post-secondary nursing programs to increase credential attainment for a broad and diverse student population.
4. Include participating high school students enrolling in a specified curriculum of college preparatory, career and technical health science courses or dual college-high school credit courses, as well as participating in career experiences through a health care provider or a work-based learning clinical experience.
5. Create opportunities for students to apply for admission to a licensed practical nursing (LPN) program at a community and technical college or career and technical education center.
6. Create opportunities for students who have completed an LPN program to apply for admission to a licensed practical nursing to registered nurse associate degree (LPN to ASN) program.
7. Create opportunities for students who have completed an LPN to ASN program to apply for admission to a registered nurse to Bachelor of Science in nursing (RN to BSN) program.

Building West Virginia's Nursing Career Pathway

8. Include the use of any available financial assistance to minimize, or if possible, eliminate tuition costs for students and their families including:
 - a. Federal Pell Grant
 - b. Higher Education Grant Program
 - c. PROMISE Scholarship Program
 - d. WV Invests Grant Program
 - e. Any other scholarships and grants that may be available.
9. Encourage health care providers in need of nurses to establish scholarship programs to help cover tuition costs.
10. Disseminate the career pathway to students statewide beginning with the cohort of students entering ninth grade during the 2021-2022 school year.

After completion of an environmental scan, the group agreed to a schedule of work including monthly workgroup meetings, and subgroup meetings which focused on High School Preparation and Experiences, Financial Aid and Scholarships, and Admission and Articulation. Personnel from the WV Higher Education Policy Commission and the WV Center for Nursing staff these committees with workgroup members.

Components of West Virginia's Nursing Career Pathway

The Nursing Career Pathway plan has several important components. The base for the pathway is a plan (Attachment 2) that allows students to progress from 9th grade through 12th grade in a career and technical education plan that includes Therapeutic Services credentials and college preparatory coursework that will allow those students to achieve at least 12 credits of coursework that is pre-requisite to any nursing program currently operating in West Virginia. The next component of the pathway is a directory of enrichment programs in nursing that can help introduce students as early as middle school to nursing careers. A career guide for use at any level of education is also a crucial resource included in the plan (Attachment 3). An additional component of the plan is an Admissions and Articulation Guide that allows students to explore the various levels of nursing education available, and to understand the components of an admissions application (Attachments 4 and 5). A Financial Aid Guide is an integral part of the pathway, helping students and their parents see how financial aid can be stacked throughout the nursing career pathway (Attachment 6). Each of these components are briefly described below along with an implementation plan and anticipated launch date. Each component is available as a stand-alone document to facilitate broad and targeted distribution.

Components of West Virginia's Nursing Career Pathway

K-12 Nursing Career Pathway Plan

The workgroup has developed a plan for students interested in a nursing career to progress through the Therapeutic Services Career and Technical Education curriculum, while simultaneously meeting all requirements for high school graduation included in WVBE Policy 2510 and completing pre-requisite courses for nursing programs while earning college credit for that coursework. Students will progress through the Therapeutic Services curricula completing a course each year in grades 9-12, including elective clinical experiences to prepare them for career certifications in a variety of fields of choice. Some of these fields include home health aide, certified nursing assistant, certified patient care technician and others. Students also earn certification in CPR, First Aid, AED, Stop the Bleed, HIPAA, and Oxygen Administration, among others. Dual credit or AP coursework occurs in the twelfth grade in includes a 4-course series of coursework that is required as pre-requisite for every nursing program currently operating in WV, including English, Statistics, Anatomy and Physiology, and Psychology. Students who successfully complete the pathway earn 12-13 college credits which are required to be transcribed by the college or university upon acceptance to a nursing program via changes in Series 59 Administrative Rules. The pathway will be released for all 9th grade students interested in nursing as a career in Fall 2021. An academic counseling document is currently in preparation to support advising for the pathway.

Directory of Enrichment Programs in Nursing

To aid students interested in nursing at different levels within the nursing career pathway, the workgroup has created a directory of enrichment programs in nursing. This directory was created by administering a survey available to all education and healthcare facility stakeholders. The responses to this survey have been compiled into a directory that is available to students who are interested in enrichment programs. This directory will be made available to all K-12 institutions, higher education institutions, healthcare facilities, and online to ensure its wide dissemination and availability. The guide will be disseminated in August 2021 to all partners and online.

Components of West Virginia's Nursing Career Pathway

Career Guide

To aid students interested in nursing in learning about the different kinds of nursing careers available to them, the workgroup created a career guide. This career guide provides information on what nursing is, online assessments to help students make decisions about their suitability for a nursing career, job duties, salary, job demand, worksites and conditions, general program eligibility requirements, financial assistance and scholarships, program curriculum and classes, graduation, and licensure. The guide is to be made available to all K-12 institutions, higher education institutions, healthcare facilities, and online to ensure its wide dissemination and availability. The guide will be disseminated in July 2021 to all partners and online.

Admissions Guide

To aid students interested in nursing learn more about the admission process for nursing programs, the workgroup created the admissions guide. This guide details the articulation of nursing programs in WV with details on the differences between nursing programs, general eligibility requirements, and program links and locations for each kind of program. The guide is to be made available to all K-12 institutions, higher education institutions, healthcare facilities, and online to ensure its wide dissemination and availability. The guide will be disseminated in July 2021 to all partners and online.

Articulation Guide

To aid nursing education programs in constructing individual articulation agreements among different educational providers, the workgroup created an articulation guide. The guide details philosophy of articulation, goals, assumptions, expectations, the hierarchy of nursing program available, a nursing career matrix, and a directory of nursing education programs in West Virginia. The guide is to be made available to all K-12 institutions, higher education institutions, healthcare facilities, and online to ensure its wide dissemination and availability. The guide will be disseminated in July 2021 to all partners and online.

Components of West Virginia's Nursing Career Pathway

Financial Aid Guide

To aid students interested in nursing learn how to afford nursing education, the workgroup created a financial aid guide. This guide details the financial aid application process, student loans, scholarship programs and loan repayment programs available in WV to nursing students. The opportunities within the guide include both individual organizations with specific programs, state level, and federal level programs. The guide is to be made available to all K-12 institutions, higher education institutions, healthcare facilities, and online to ensure its wide dissemination and availability. The guide will be disseminated in July 2021 to all partners and online.

Support of the West Virginia's Nursing Career Pathway

The following organizations have expressed support for the implementation of the Nursing Career Pathway as of May 27, 2021:

Conveners:

- WV Higher Education Policy Commission
- WV Community and Technical College System
- WV Department of Education

Organizations:

- WV Center for Nursing

Healthcare Facilities:

- West Virginia University Health System including:
 - J.W. Ruby Memorial Hospital in Morgantown (flagship), including Fairmont Medical Center in Fairmont and WVU Medicine Children's
 - United Hospital Center in Bridgeport
 - Camden Clark Medical Center in Parkersburg
 - Berkeley Medical Center in Martinsburg
 - Barnesville Hospital in Belmont County, Ohio
 - Braxton County Memorial Hospital in Gassaway
 - Harrison Community Hospital in Cadiz, Ohio
 - Jackson General Hospital in Ripley
 - Jefferson Medical Center in Ranson
 - Potomac Valley Hospital in Keyser
 - Reynolds Memorial Hospital in Glen Dale
 - St. Joseph's Hospital in Buckhannon
 - Summersville Regional Medical Center in Summersville
 - Uniontown Hospital in Uniontown, Pennsylvania
 - Wetzel County Hospital in New Martinsville
 - Wheeling Hospital in Wheeling
- Charleston Area Medical Center
- Princeton Medical Center

Colleges and Universities:

- Southern WV Community and Technical College
- University of Charleston

Recommendations for Success

1. The West Virginia Legislature should create a dual credit nursing career pathway fund or mechanism to assist with student payment for dual credit coursework necessary to complete the pathway.
2. The WV HEPC and CTCS should create mechanisms for offering of dual credit courses via WV ROCKS to allow students in counties who do not have qualified faculty to teach the 4 dual credit courses in the Nursing Career Pathway to access the courses online. Legislative funding should address costs.
3. The WV Department of Education should explore the creation of a position at the WVDOE to oversee Certified Nursing Assistant Education across all counties in West Virginia consistent with federal requirements.
4. The WV Department of Education should develop a mechanism for including the successful completion of the Nursing Career Pathway on high school transcripts to allow for permanent recognition of the pathway and the ability of colleges and universities to recognize those courses upon admission to nursing programs.
5. The WV Legislature should adopt the Administrative Rules changes proposed by the WV Community and Technical College System and the WV Higher Education Policy Commission to facilitate guaranteed transfer of dual credit and advanced placement coursework included in the Nursing Career Pathway for any student who completes the pathway successfully.
6. WV Schools of Nursing should consider the use of a common application to nursing programs to streamline admissions to nursing programs while also providing data on qualified applicants and maximizing admissions of applicants to all programs across the state.
7. To reduce cost and complexity for applicants, WV colleges and universities should consider removing the requirement for original transcript submission with nursing program applications when those transcripts are already available at the college or university registrar. Accrediting and approval bodies have confirmed that official transcripts available in the registrar's office are sufficient for accreditation.
8. The WV Higher Education Policy Commission, the WV Community and Technical College System, and the WV Department of Education Nursing Career Pathway workgroup should continue to work together over the next five years to measure the success of first entrants to the nursing career pathway in ninth grade in Fall 2021, to continue to evaluate barriers to the plan, and to implement solutions to those barriers.

Nursing Career Pathway Workgroup Membership

REPRESENTING	ORGANIZATION	NAME	TITLE
Health Care System	WVU Medicine	Mary Fanning	Assistant VP, Associate Chief Nursing Officer
Health Care System	CAMC	Anita Ferguson/Lauren Lane	Workforce Development and Planning
Health Care System	Thomas Health (invited)	Dan Lauffer	CEO
Health Care System	Princeton Medical Center	Winnie Newberry	HR Director
Health Care System	Cabell Huntington (invited)	Kevin Fowler	CEO
LTC System	Genesis (invited)	Bill Mason	Senior VP of Operations
LTC System	AM/FM	Todd Jones	President
LTC System	Stonerise (invited)	Larry Pack	CEO
Professional Organizations	WV Hospital Association	Jim Kranz	VP for Quality and Workforce
Professional Organizations	WV Health Care Association	Marty Wright	Executive Director
Professional Organizations	WV Health Care Association	Megan Roskovensky	Director of Government Relations
Professional Organizations	Future of Nursing WV (co-sponsored by the WV Nurses Association, the WV Organization of Nurse Executives, and the WV Hospital Association)	Aila Acaad	Executive Director
WV DOE	Office of Advanced Career Education	Tara Combs	Coordinator, Higher Education

Nursing Career Pathway Workgroup Membership

REPRESENTING	ORGANIZATION	NAME	TITLE
WV DOE	Office of Career and Technical Education	Ashley Torres	Coordinator, Health Sciences Education
WVHEPC	Health Sciences Division	Cynthia Persily	Senior Director
WVHEPC	Financial Aid Division	Brian Weingart	Senior Director
WVHEPC	WV Center for Nursing	Jordyn Reed	Administrator
CTCS	Southern WV Community and Technical College	Pamela Alderman	President
Higher Education	West Virginia University	Tara Hulse	Dean, School of Nursing
Higher Education	WV State University	Mary Sizemore	Director of Nursing
Higher Education	University of Charleston	Amy Bruce	Chair, Program Director, Nursing
Licensing Board	RN Board	Sue Painter	Executive Director
Licensing Board	LPN Board	Michelle Mayhew	Executive Director
Other	Association of Deans and Directors in Nursing Education	Kent Wilson	President

References

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- (2) West Virginia Center for Nursing. RN Supply Data Dashboard CY2020. WV RN Board.
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- (15) American Association of College Nursing. Nursing Shortage. American Association of Colleges of Nursing. <https://www.aacnnursing.org/news-information/fact-sheets/nursing-shortage>
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- (17) West Virginia Center for Nursing. 10 Year Employment Demand Projections, Location Quotients, and Job Postings Data Dashboard. EMSI. <https://public.tableau.com/profile/wvcfn#!/vizhome/10YEAREMPLOYMENTDEMANDPROJECTIONSLOCATIONQUOTIENTSANDJOBPOSTINGSDATADASHBOARD/Cover>
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- (19) Projected Age Groups and Sex Composition of the Population: Main Projections Series for the United States, 2017-2060. U.S. Census Bureau, Population Division: Washington, DC.

WEST VIRGINIA LEGISLATURE

2020 REGULAR SESSION

Enrolled
Committee Substitute
for
Senate Bill 707

SENATORS RUCKER, CLINE, MARONEY, PLYMALE,

TAKUBO, AND STOLLINGS, *original sponsors*

[Passed March 7, 2020; in effect from passage]

OFFICE WEST VIRGINIA
SECRETARY OF STATE

2020 MAR 25 P 4:13

FILED

SB 707

WEST VIRGINIA LEGISLATURE

2020 REGULAR SESSION

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[Passed March 7, 2020; in effect from passage]

OFFICE WEST VIRGINIA
SECRETARY OF STATE

2020 MAR 25 P 4:13

FILED

1 AN ACT to amend the Code of West Virginia, 1931, as amended, by adding thereto a new section,
2 designated §18-2E-11a, relating to making a nursing career pathway available to students
3 statewide; setting forth legislative findings; requiring that a nursing career pathway
4 workgroup be convened; charging the workgroup with developing a career pathway to
5 address the unmet need for nursing assistants, licensed practical nurses, registered
6 nurses, and registered nurses with a bachelor's degree in nursing; requiring the nursing
7 career pathway to be made available to students statewide; requiring report to the
8 Legislative Oversight Commission on Education Accountability, as requested, but at least
9 annually, on the progress in implementing the career pathway; and requiring consideration
10 of certain specified ideas in establishing the pathway.

Be it enacted by the Legislature of West Virginia:

ARTICLE 2E. HIGH QUALITY EDUCATIONAL PROGRAMS.

§18-2E-11a. Nursing career pathway.

1 (a) The Legislature finds that:

2 (1) There are numerous reports relating that the nursing shortage is causing currently
3 employed nurses to be overworked and that hospitals are bringing in travel nurses from other
4 states;

5 (2) While the recent passage of the Advance Career Education and West Virginia Invests
6 Grant programs legislation would address nursing shortages along with addressing other
7 shortage areas, having a sufficient number of qualified nurses is of such importance to the health
8 of the citizens of the state that additional efforts should be made to ensure that there is an
9 adequate number of nurses to meet the state's health care needs as soon as possible; and

10 (3) Providing a seamless process for students pursuing careers in nursing from high
11 school through attainment of a nursing credential or degree would assist in ensuring an adequate
12 nursing workforce.

(b) The State Superintendent of Schools, the Chancellor for the Higher Education Policy Commission, and the Chancellor for the Community and Technical College System shall convene the West Virginia Nursing Career Pathway Workgroup consisting of:

(1) Representatives of health care providers that need nurses and could potentially provide clinical space. Due to the importance of health care providers providing clinical space, as many representatives of health care providers as possible, especially the largest health care providers, shall be invited to be members of the workgroup, provide input, and be encouraged to provide clinical space. Invitations to join the workgroup at least shall be extended to the West Virginia Health Care Association and the West Virginia Hospital Association;

(2) A representative of the West Virginia Department of Education;

(3) A representative of the Higher Education Policy Commission;

(4) A representative of the Council for Community and Technical College Education;

(5) Representatives of institutions of higher education in West Virginia;

(6) A representative of the Board for Registered Professional Nurses;

(7) A representative of the Board of Examiners for Licensed Practical Nurses; and

(8) Any other persons that the State Superintendent, the Chancellor for Higher Education, and the Chancellor for Community and Technical College Education determine beneficial.

(c) The West Virginia Nursing Career Pathway Workgroup shall be charged with developing a career pathway to address the unmet need for nursing assistants, licensed practical nurses, registered nurses, and registered nurses with a bachelor's degree in nursing. The nursing program of study will begin in high school and progress through college, providing employment opportunity with industry partners and pathway re-entry at specified student attainment points: Nursing assistant certification, licensed practical nurse diploma and licensure, registered nurse associate degree and licensure, and bachelor of science in nursing completion. The career pathway shall align affordable, effective, and sustainable secondary to post-secondary nursing programs to increase credential attainment for a broad and diverse student population.

(1) The career pathway shall include participating high school students enrolling in a specified curriculum of college preparatory, career and technical health science courses, or dual college-high school credit courses, as well as participating in career experiences through a health care provider or a work-based learning clinical experience.

(2) Students shall have the opportunity to apply for admission to a practical nursing program at a community and technical college or career and technical education center.

(3) Upon completion of a practical nursing program, students shall have the opportunity to apply for admission to a licensed practical nursing to registered nurse associate degree program.

(4) Upon completion of a licensed practical nursing to registered nurse associate degree program, students then shall have the opportunity to apply for admission to a registered nurse to bachelor of science in nursing program.

(5) The career pathway shall be made available to students statewide beginning with the cohort of students entering ninth grade during the 2021-2022 school year.

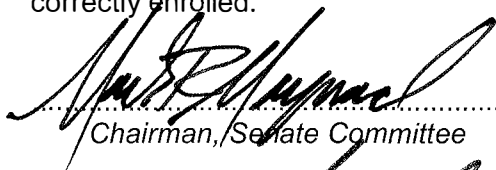
(d) The State Superintendent, the Chancellor for Higher Education, the Chancellor for Community and Technical College Education, or any combination thereof, shall report to the Legislative Oversight Commission on Education Accountability, as requested, but at least annually, on the progress in implementing the career pathway up until such time as the career pathway is fully implemented statewide.

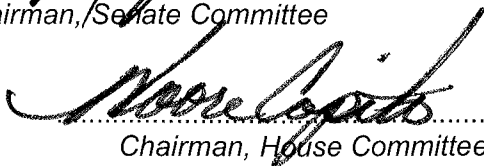
(e) In establishing the nursing career pathway, the State Superintendent, the Chancellor for Higher Education, the Chancellor of Community and Technical College Education, and the workgroup created pursuant to subsection (c) of this section shall consider the following:

(1) If the career pathway is difficult to implement due to nursing programs being at full capacity, the workgroup shall explore the use of online programs currently in existence or the creation of new online programs in overcoming any lack of capacity in the current nursing programs and to make programs more accessible to students; and

64 (2) The nursing career pathway shall include the use of any available financial assistance
65 in order to minimize, or if possible, eliminate tuition costs for students and their families. This
66 assistance can include, if a student is eligible, the Federal Pell Grant Program, the Higher
67 Education Grant Program, the PROMISE Scholarship Program, the West Virginia Invests Grant
68 Program, and any other grants or scholarships that might be available. Health care providers in
69 need of nurses also shall be encouraged to establish scholarship programs to help cover tuition
70 costs.

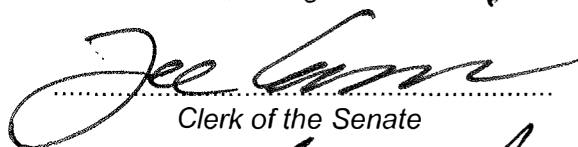
The Joint Committee on Enrolled Bills hereby certifies that the foregoing bill is correctly enrolled.

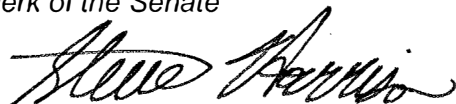

Chairman, Senate Committee

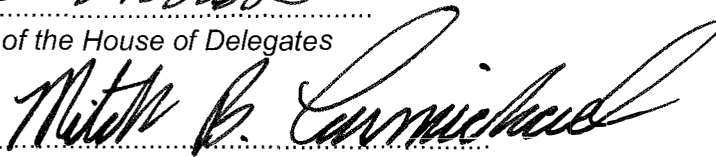

Chairman, House Committee

Originated in the Senate.

In effect from passage.


Clerk of the Senate


Clerk of the House of Delegates


President of the Senate

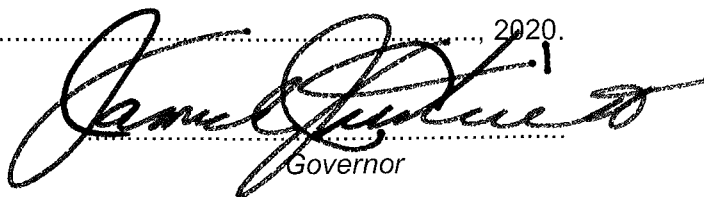

Speaker of the House of Delegates

OFFICE, WEST VIRGINIA
SECRETARY OF STATE

2020 MAR 25 P 4:13

FILED

The within is approved this the 25th
Day of March, 2020.


Governor

PRESENTED TO THE GOVERNOR

MAR 17 2020

Time 4:02pm

NURSING PATHWAY PILOT: 2021-2022



Grade	*English/ Language Arts	*Math	*Science	*Social Studies	*Other	Career and Technical Required Core Courses for: HE0723 Therapeutic Services
9	English 9	Math I or Algebra 1	Earth and Space Science	World Studies or AP Social Studies	Physical Education	0711 Foundations of Health Science
10	English 10	Math II or Geometry	Biology or AP Biology	US Studies Comprehensive or AP US History	Health	0715 Advanced Principals of Health Science
11	English 11 or AP or Dual Credit English	Math III or Algebra II	Chemistry; or AP or Dual Credit Chemistry	Civics or AP Government and Politics	The Arts	0789 Clinical Specialties I <i>**0730 Health Science Clinical Experience may be scheduled as an elective in conjunction with 0789 or 0790 to create a 2-credit block</i>
12	AP or Dual Credit English	Dual Credit or AP Statistics	Dual Credit Anatomy and Physiology	AP or Dual Credit Psychology	Medical Terminology Elective	0790 Clinical Specialties II <i>**0730 Health Science Clinical Experience may be scheduled as an elective in conjunction with 0789 or 0790 to create a 2-credit block</i>

Minimum 22 total credits required per WVBE Policy 2510 (some counties may require additional credits)

**AP or Dual credit can replace any course*

Available Student Certifications

- » CPR/First Aid/AED
- » Stop-The-Bleed
- » OSHA 10
- » Preventing Disease and Transmission Certification
- » HIPAA Certification
- » ARC Oxygen Administration
- » Direct Care Worker
- » Community Emergency Response Team (CERT)
- » Home Health Aide
- » Certified Patient Care Technician
- » Certified Phlebotomy Technician
- » Certified Nursing Assistant
- » Certified EKG Technician
- » Certified Health Unit Coordinator
- » Pre-Pharmacy Technician

Specialty (must select one specialty for Clinical Specialties I and Clinical Specialties II)

- » Advanced Health Seminar
- » Certified Nursing Assistant
- » Certified ECG Technician
- » Certified Health Unit Coordinator
- » Certified Patient Care Technician
- » Certified Phlebotomy Technician
- » Community Emergency Response Team
- » Dental Aide
- » Dietary Aide
- » Direct Care Worker
- » Electronic Health Records Specialist
- » Environmental Services
- » Orientation to Practical Nursing
- » Laundry Aide
- » Physical Therapy Aide
- » Pre-Pharmacy Technician
- » Imagery Aide
- » Veterinary Science Aide

» This pathway based on HE0723 Therapeutic Services can serve as a guide for the Nursing Career Pathway and developed as required course work according to WVDE Policy 2510 and WVDE Policy 2520.13.

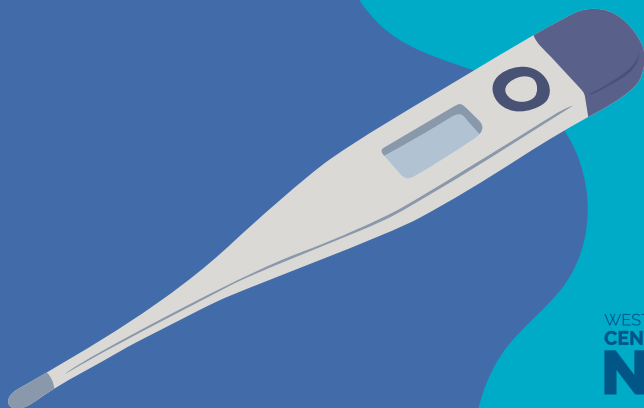
» Completion of the nursing pathway should be listed on the final transcript.





NURSING CAREER GUIDE

2021-2022



WHAT IS NURSING?

According to the American Nurses Association, nursing is both an art and a science. At its heart, lies a fundamental respect for human dignity and an intuition for a patient's needs. This is supported by the mind, in the form of rigorous core learning. Due to the vast range of specialisms and complex skills in the nursing profession, each nurse will have specific strengths, passions, and expertise. In accessing a patient, nurses do not just consider test results. Through the critical thinking exemplified in the nursing process, nurses use their judgement to integrate objective data with subjective experience of a patient's biological, physical, and behavioral needs. This ensures that every patient, from city hospital to community health center; state prison to summer camp, receives the best possible care regardless of who they are and where they may be.

All nurses, regardless of specialty, utilize the same nursing process; a scientific method designed to deliver the very best in-patient care, through five simple steps:

- Assessment – nurses assess patients on an in-depth physiological, economic, social and lifestyle basis.
- Diagnosis – through careful consideration of both physical symptoms and patient behavior, the nurse forms a diagnosis.
- Outcomes/Planning – the nurse uses their expertise to set realistic goals for the patient's recovery. These objects are then closely monitored.
- Implementation – by accurately implementing the care plan, nurses guarantee consistency of care for the patient whilst meticulously documenting their progress
- Evaluation – by closely analyzing the effectiveness of the care plan and studying patient response, the plan to achieve the very best patient outcomes.

IS A NURSING CAREER THE RIGHT CHOICE FOR ME?

Deciding to pursue a career in nursing can mean putting yourself on a career trajectory that will provide endless avenues for advancement in the future. Making the decision can be difficult. Thankfully, there are resources available to help you explore and decide.

- WV Community and Technical College System “Career Coach”:
<https://wvctcs.emsicc.com/?radius=®ion=State%20of%20West%20Virginia>
- Johnson and Johnson “Find Your Specialty” Tool:
<https://nursing.jnj.com/diagnostic#.WJjXYfJ8mFo>
- Nursing Careers and Specialties for RNs: <https://www.registerednursing.org/nursing-careers/>

CERTIFIED NURSE ASSISTANT (CNA)



Certified nursing assistants help patients with direct care needs under the supervision of RNs or LPNs. Certified nursing assistants work directly with patients helping them with physical and complex tasks associated with patient care like moving, grooming, bathing, and feeding patients, answering patient calls, documenting information, and cleaning patient rooms.

CERTIFIED NURSE ASSISTANT (CNA)

JOB DUTIES

- Turning or moving patients
- Gathering medical supplies
- Bathing patients
- Grooming patients by brushing hair, teeth, shaving them, etc.
- Feeding patients and documenting their food and liquid intake
- Checking vital signs like blood pressure and heart rate
- Answering patient calls
- Documenting information
- Cleaning rooms and bed linens
- Stocking supplies
- Assisting with some medical procedures
- Safety procedures
- Transporting patients
- Taking care of wounds

SALARY

According to the Bureau for Labor Statistics Occupational Employment and Wages dataset, nursing assistants in West Virginia had a mean annual wage of \$28,200 in 2020.

JOB DEMAND

According to the EMSI dataset, West Virginia should see 6% growth in employment of nursing assistants between 2020 through 2030.

CERTIFIED NURSE ASSISTANT (CNA)

WORK SITES AND CONDITIONS

CNAs can be found in hospitals, long term care facilities, nursing homes, rehabilitation centers, and adult daycare centers. Some work sites will require lifting patients and turning them in a bed. Most CNAs are in close contact with patients experiencing illness, pain, discomfort, and death as well as patients in healing and recovery.

PROGRAM ELIGIBILITY REQUIREMENTS

All CNA programs in West Virginia are approved by the Office of Healthcare Facility Licensure and Certification. Some programs require passage of a general education exam, Test for Adult Basic Education (TABE) or other pre-requisite examinations. Program admission requirements vary based on the type of program offered. Many CNA programs allow high school students to enroll and many others are managed by healthcare facilities for employees to complete. CNA programs are often housed within institutions of higher learning and may provide additional certifications to students beyond the CNA certificate.

Most programs also conduct a drug/alcohol screening and criminal background check before admission to a program. Most programs require a student to submit transcripts from all post-secondary schools attended.

CERTIFIED NURSE ASSISTANT (CNA)

FINANCIAL ASSISTANCE AND SCHOLARSHIPS

Students in CNA programs are may eligible to receive aid to assist in paying for their education. Most programs in West Virginia accept Veteran's Benefits, Pell Grants, and are eligible to receive other financial aid provided by employers, and CNA programs.

Students may also be eligible for scholarships through their nursing program or a nearby healthcare provider. For more information about these programs, please contact your Nursing Program Director and visit www.wvcenterfornursing.org/other-scholarship-programs/

PROGRAM CURRICULUM AND CLASSES

Each CNA program has developed individual curriculum and classes that follow state requirements set by the Office of Health Facility Licensure and Certification. Most programs take approximately 6 months to complete. Generally, the following types of classes are taken by CNA students:

- Basic nursing skills
- Resident rights
- Infection control
- Personal care skills
- Clinical rotations to access competency

CERTIFIED NURSE ASSISTANT (CNA)

GRADUATION

After successful completion of an CNA program, a student is awarded a diploma to signify graduation from the nursing program. After graduation, students become eligible completion of an examination and registration with the Nurse Aide Registry.

REGISTRATION

After graduation, a CNA may register for the Nurse Aide Registry when working at a federally certified nursing home. To do this, a CNA must verify they are on the Nurse Aide Registry as a result of completing an approved nurse aide training and testing program or has successfully completed an approved nurse aide competency test.

Inclusion with the Nurse Aid Registry includes identification of individuals who have successfully completed and passed the nurse aide training and/or completed competency evaluation with a passing score. The registry also documents allegations of resident abuse, neglect or misappropriation of resident property by a nurse aid in a nursing facility including an accurate summary of findings. If a nurse aid disputes the findings, the information will also be entered into the registry.

LICENSED PRACTICAL NURSE (LPN)



Licensed Practical Nurses (LPNs) provide basic duties in settings such as hospitals, nursing homes, and long-term care facilities. They work under the supervision of RN's performing duties such as taking vital signs, collecting samples, administering medication, ensuring patient comfort, and reporting the status of their patients to their supervisors. Additionally, LPNs may also be responsible for supervising Certified Nursing Assistants and Nursing Assistants.

LICENSED PRACTICAL NURSE (LPN)

JOB DUTIES

- Take and record temperature, blood pressure, pulse, and respiration
- Collect blood and specimens for testing
- Perform catheterization and colostomy care
- Continue and discontinue intravenous fluids
- Administer medications according to patient care plans
- Screen patients and record medical information
- Assist physician and RNs in examinations and treatments
- Set up and clean up examination areas
- Give injections and immunizations
- Instruct clients in the use of medications and self-care procedures
- Observe, record, and report to appropriate persons the physical and mental condition of the patient and signs and symptoms that might be indicative of a change.
- Administer nursing care treatments for wounds, incisions, ostomy and tracheotomy sites
- Administer oxygen
- Inserting and/or replacing nasogastric tubes
- Inventory controlled medications, complete medication usage reports, and control records.
- Participate in the review and implementation of procedures designed to ensure comfort and safety of patients.
- Perform specialized nursing functions such as the preparation and care of patients receiving specialized treatment.
- Assist in the rehabilitation of patients according to the patient care plan.

LICENSED PRACTICAL NURSE (LPN)

SALARY

According to the Bureau for Labor Statistics Occupational Employment and Wages dataset, LPNs in West Virginia had a mean annual wage of \$36,770 in 2019.

JOB DEMAND

According to the Bureau for Labor Statistics Occupational Employment and Wages dataset, West Virginia should see 6.6% growth in employment of LPNs between 2019 through 2029. It also projects that there will be 520 annual job openings per year based on the average annual job openings due to growth and net replacement.

WORK SITES AND CONDITIONS

LPNs can be found in hospitals, clinics, rehabilitation centers, nursing care facilities, physician offices, and in-home care. Some work sites will require lifting patients and turning them in a bed. Most LPNs are in close contact with patients experiencing illness, pain, discomfort, and death as well as patients in healing and recovery.

PROGRAM ELIGIBILITY REQUIREMENTS

All LPN programs in West Virginia require that an applicant has a high school diploma, GED/TASC, or equivalent prior to admission. Some programs require passage of a general education exam, Test for Adult Basic Education (TABE) or other pre-requisite examinations. Most LPN program require a formal practical nursing entrance exam prior to admission. The types of tests required by West Virginia programs include: TEAS, PSB PN, NLN, or ACT.

Most programs also conduct a drug/alcohol screening and criminal background check before admission to a program. Most programs require a student to submit transcripts from all post-secondary schools attended. Some programs require that a student complete and pass prerequisite classes prior to admission. A directory of all nursing programs located in West Virginia can be found at <https://wvcenterfornursing.org/wv-nursing-programs/>.

LICENSED PRACTICAL NURSE (LPN)

FINANCIAL ASSISTANCE AND SCHOLARSHIPS

Students in LPN programs are eligible to receive aid to assist in paying for their education. Most programs in West Virginia accept Veteran's Benefits, Pell Grants, and are eligible to receive other financial aid coordinated by the West Virginia Higher Education Policy Commission.

LPN student may be eligible to receive a scholarship from the West Virginia Center for Nursing. The West Virginia Center for Nursing Scholarship grants scholarships to LPN students who commit to completing a one-year service obligation in West Virginia for each year they receive an award. To be eligible, students must complete half of their nursing program, be in good academic standing, be a resident of West Virginia, and meet the cumulative and nursing GPA requirements set by the West Virginia Center for Nursing Recruitment and Retention Committee. For more information about the program, [click here](#).

Students may also be eligible for scholarships through their nursing program or a nearby healthcare provider. For more information about these programs, please contact your Nursing Program Director and visit www.wvcenterfornursing.org/other-scholarship-programs/

PROGRAM CURRICULUM AND CLASSES

Each LPN program has developed individual curriculum and classes that follow state and national approval/accrediting bodies. Most programs take one year to complete and require full-time class loads. Generally, the following types of classes are taken by LPN students:

- Nutrition
- Fundamentals of Nursing
- Geriatric Nursing
- Pharmacology
- Mental Health Nursing
- Maternal/Pediatric Nursing
- Maternal/Pediatric Clinical Practice
- Medical-Surgical/Social Science
- Medical-Surgical/Clinical Practice

LICENSED PRACTICAL NURSE (LPN)

GRADUATION

After successful completion of an LPN program, a student is awarded a diploma and pin to signify graduation from the nursing program. After graduation, students become eligible for membership to national, state, and local practical nurse organizations and becomes eligible to take the licensing examination to earn the credentials, LPN.

LICENSURE

After graduation, a nursing graduate will be eligible to take the licensing examination, the NCLEX-PN in order to be able to obtain a license to practice as an LPN in West Virginia. The NCLEX-PN is a national examination that all LPNs in the United States take to obtain licensure through their respective boards of nursing.

In order to obtain licensure, nursing graduates must first obtain an application for examination from the Board of Licensed Professional Nurses (Board) and return it prior to sitting for the licensure examination. Graduates can expect to pay \$75 for this fee and may also obtain a temporary permit that allows them to practice as an LPN while waiting for the NCLEX-PN exam results for \$10. Temporary permits are valid for 90 days from the date of graduation.

Graduates must arrange to take the NCLEX-PN examination after filing the application for examination with the Board. The cost of the test is \$200. The exam consists of 85-205 questions and test takers have a maximum of 5 hours to complete it.

REGISTERED NURSE (RN)



Registered nurses (RNs) provide care, treatment, counseling, and health education to well, ill, injured, and infirmed patients and their families. They assist in health maintenance, prevention and management of illness, injury, and disability. RNs can obtain different levels of education and obtain different specialties, but all are registered and licensed through the same licensure examination process. The two nursing programs that lead to a career as an RN for pre-licensure students are Associate of Science in Nursing (ASN) and Bachelor of Science in Nursing (BSN).

REGISTERED NURSE (RN)

JOB DUTIES

- Maintain accurate and complete health care records and reports
- Administer medications to patients and monitor them for side effects and reactions.
- Prescribe assistive medical devices and related treatments
- Record patient vital signs and medical information.
- Order medical diagnostic and clinical tests
- Monitor, report, and record symptoms or changes in patient conditions
- Administer non-intravenous medications
- Assess, implement, plan, or evaluate patient nursing care plans by working with healthcare team members
- Modify patient health treatment plans as indicated by patient conditions and responses
- Inspect facilities and act to maintain hygiene and safety
- Provide instant nursing care in emergencies
- Supervise and train LPNs and nursing assistants
- Foster a supportive and compassionate environment to care for patients and their families
- Promoting good health and disease prevention measures

SALARY

According to the Bureau for Labor Statistics Occupational Employment and Wages dataset, RNs in West Virginia had a mean annual wage of \$63,220 in 2019.

JOB DEMAND

According to the Bureau for Labor Statistics Occupational Employment and Wages dataset, West Virginia should see 14.9% growth in employment of RNs between 2019 through 2029. It also projects that there will be 1,550 annual job openings per year based on the average annual job openings due to growth and net replacement.

REGISTERED NURSE (RN)

WORK SITES AND CONDITIONS

RNs can be found in hospitals, clinics, rehabilitation centers, nursing care facilities, physician offices, and in-home care. Some work sites will require lifting patients and turning them in a bed. Most RNs are in close contact with patients experiencing illness, pain, discomfort, and death as well as patients in healing and recovery.

PROGRAM ELIGIBILITY REQUIREMENTS

Students have two options of pre-licensure programs to enter a career in nursing: ASN and BSN programs. ASN programs typically take 2 years to complete. All ASN programs require an applicant has a high school diploma, GED/TASC, or equivalent prior to admission. In addition to this requirement, ASN programs may also require pre-requisite courses, a minimum GPA, and an admission test prior to acceptance.

BSN programs typically take 4 years to complete. All BSN programs require an applicant has a high school diploma, GED/TASC, or equivalent prior to admission. Additionally, some programs require that applicants are at least a sophomore or higher before applying to their program while others allow direct admissions into a BSN program. Additional requirements for BSN programs include pre-requisite courses, a minimum GPA, and an admission test prior to acceptance. The types of tests required by West Virginia RN and BSN programs include TEAS and HESI.

REGISTERED NURSE (RN)

FINANCIAL ASSISTANCE AND SCHOLARSHIPS

Students in BSN programs are eligible to receive aid to assist in paying for their education. Most programs in West Virginia accept Veteran's Benefits, Pell Grants, and are eligible to receive other financial aid coordinated by the West Virginia Higher Education Policy Commission. BSN student may be eligible to receive a scholarship from the West Virginia Center for Nursing.

The West Virginia Center for Nursing Scholarship grants scholarships to BSN students who commit to completing a two-year service obligation in West Virginia for each year they receive an award. To be eligible, students must complete half of their nursing program, be in good academic standing, be a resident of West Virginia, and meet the cumulative and nursing GPA requirements set by the West Virginia Center for Nursing Recruitment and Retention Committee. For more information about the program, [click here](#).

Students may also be eligible for scholarships through their nursing program or a nearby healthcare provider. For more information about these programs, please contact your Nursing Program Director.

REGISTERED NURSE (RN)

- Drug and Dosage Calculations
- Health Assessment and Diagnostics
- Introduction to Nursing Concepts
- Anatomy and Physiology
- Microbiology
- Psychology
- Nursing Concepts and Health and Illness
- Professional
- Nursing and health Systems Concepts
- Synthesis of Nursing

BSN nursing programs each develop individual curriculum and classes that follow state and national approval/accrediting bodies. Most programs take four years to complete and require full-time class loads. Generally, the following types of classes are taken by BSN pre-licensure nursing students:

- Foundations of Nursing Practice
- Health Assessment and Communication
- Evidence Based Practice and Research
- Maternal Infant Nursing and Women's Health Care
- Adult Health
- Child and Adolescent Health
- Ethics and Health Policy
- Pharmacology
- Mental Health
- Critical Care
- NCLEX Review

REGISTERED NURSE (RN)

GRADUATION

After successful completion of an RN program, a student is awarded a degree and pin to signify graduation from the nursing program. After graduation, students become eligible for membership to national, state, and local registered nursing organizations and becomes eligible to take the licensing examination to earn the credentials, RN.

LICENSURE

After graduation, a nursing graduate will be eligible to take the licensing examination, the NCLEX-RN in order to be able to obtain a license to practice as an RN in West Virginia. The NCLEX-RN is a national examination that all RNs in the United States take to obtain licensure through their respective boards of nursing.

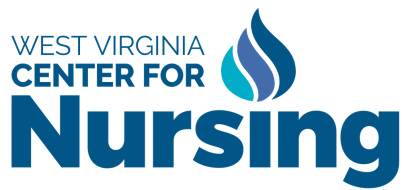
In order to obtain licensure, nursing graduates must first obtain an application for examination from the Board of Examiners for Registered Nurses (Board) and return it prior to sitting for the licensure examination. Applicants for licensure will need to apply for licensure with the Board, register to take the NCLEX-RN through Pearson VUE, take the receipt of registration from Pearson VUE to receive eligibility from the Board, receive an authorization to test (ATT) from Pearson VUE, schedule an exam. The licensure by application fee is \$70 to be paid to the Board. There is an additional fee to tax the NCLEX-RN exam (usually around \$200). A candidate for licensure waiting to take and receive results from the NCLEX-RN may also pay to receive a temporary permit that allows them to practice for 90 days for an additional fee.

BRIDGE PROGRAMS

In addition to becoming a nurse through traditional pre-licensure programs, a wide array of programs offers a pathway to becoming a registered nurse through both ASN and BSN programs. The types of bridge programs offered in West Virginia include:

- **LPN to ASN** – advance the education of LPNs who currently hold LPN credentials and are seeking to obtain an ASN degree.
- **LPN to BSN** – advance the education of LPNs who currently hold LPN credentials and are seeking to obtain a BSN degree.
- **ASN to BSN** – advance the education of RNs who currently hold ASN degrees and are seeking to obtain a BSN degree.
- **BA/BS to BSN** – advance the education of individuals who hold degrees outside of nursing and are seeking to obtain a BSN degree.
- **Paramedic to BSN** – advance the education of paramedics who are seeking to obtain a BSN degree.

Bridge programs often offer accelerated tracks that allow students to graduate faster than traditional RN programs because they capitalize on the previous experience of their students. Specific programs vary in length. Many of the programs also offer online components that allow students to work while completing the programs. Many nursing students obtain their LPN or ASN and go directly into a bridge program to further their nursing careers.



WV NURSING PROGRAM ADMISSIONS GUIDE

2021-2022



INTRODUCTION

Admission requirements to schools of nursing vary widely in requirements. The aim of this guide is to provide the general requirements of most programs so that prospective students know what is expected, which programs are located near them, and where to learn more about the specific requirements of the programs they are interested in.

Students interested in nursing programs as described within this guide should contact their high school counselor, specific nursing program of interest, or the West Virginia Center for Nursing for more information about specific requirements.

Admission requirements at any school are under the purview of that specific school and are subject to change at any time. Visit the links for each program for the most up to date information.

DEFINITIONS

ASN/ADN – Associate of Sciences in Nursing or Associate Degree in Nursing; refers to nursing programs that are typically 2 years in length where completers obtain the education and training necessary to obtain an RN license.

Bridge Programs – Bridge programs are programs that allow prospective students who already have nursing licensure to advance on the nursing career pathway to obtain additional licensure and/or training. Many bridge program offer online and/or evening class components to work with students who are working.

BSN – Baccalaureate of Science in Nursing; refers to nursing programs that are typically 4 years in length where completers obtain the education and training necessary to obtain an RN license.

Corequisites – General education courses required for nursing programs that are completed in tandem with nursing coursework.

Direct Entry Programs – Programs directed at students who have not yet earned a nursing license and are entering a program to obtain nursing licensure for a first time.

LPN – Licensed practical nurse; refers to licensed nurses who provide basic duties and work under the supervision of RN's in performing duties such as taking vital signs, collecting samples, administering medication, ensuring patient comfort, and reporting the status of their patients to their supervisors.

DEFINITIONS

Pre-requisites – General education courses required for nursing programs that are completed prior to admission into a nursing program.

RN – Registered Nurse; refers to licensed nurses who provide care, treatment, counseling, and health education to well, ill, injured, and infirmed patients and their families. They assist in healthcare maintenance, prevention, and management of illness, injury, and disability.

Unencumbered license – a nursing license with no actions by any board of nursing against the licensee.

CNA PROGRAM ELIGIBILITY REQUIREMENTS

Each CNA program in West Virginia will have requirements specific to their individual program. Many CNA programs allow participants to begin while in high school while others are programs are ran by employers used to train employees to become certified. Some programs may be offered for free if you are still in high school while others may require tuition and fees. The below information contains broad requirements that are common among programs.



GENERAL ELIGIBILITY REQUIREMENTS

- Minimum high school GPA set by each school
- Drug/alcohol screening
- Pre-requisite courses
- Submission of transcripts from all high school/post-secondary schools attended
- Pre-admissions examination such as TABE

CNA PROGRAMS IN WV

INSTITUTION	LOCATION
ABBE EDUCATION NURSE AIDE TRAINING PROGRAM	HUNTINGTON
BEN FRANKLIN CAREER CENTER	DUNBAR
BERKELEY SPRINGS CENTER	BERKELEY SPRINGS
BOONE CAREER AND TECHNICAL CENTER	FOSTER
BRAXTON HEALTHCARE CENTER	SUTTON
BRIDGEPORT HEALTH CARE CENTER	BRIDGEPORT
BRIDGEVALLEY COMMUNITY AND TECHNICAL COLLEGE	SOUTH CHARLESTON
BRIER REHABILITATION & NURSING CENTER	RONCEVERTE
BRIGHTWOOD CENTER	FOLLANSBEE
BROOKE HIGH SCHOOL	WELLSBURG
CABELL HEALTH CARE CENTER	CULLODEN
CAMERON NURSING AND REHABILITATION CENTER	CAMERON
CARE HAVEN CENTER	MARTINSBURG
CAREHAVEN OF PLEASANTS	BELMONT
CEDAR RIDGE CENTER	SISSONVILLE
CLARKSBURG NURSING AND REHABILITATION CENTER	CLARKSBURG
CLARY GROVE	MARTINSBURG
CLAY HEALTH CARE CENTER	BIG OTTER
CORTLAND ACRES	THOMAS
DAWNVIEW CENTER	FORT ASHBY
EA HAWSE NURSING REHABILITATION CENTER	BAKER

CNA PROGRAMS IN WV

INSTITUTION	LOCATION
EAGLE POINTE	PARKERSBURG
EASTBROOK CENTER	CHARLESTON
EASTERN WV COMMUNITY & TECHNICAL COLLEGE	MOOREFIELD
ELDERCARE HEALTH & REHAB	RIPLEY
ELKINS REGIONAL CONVALESCENT CENTER	ELKINS
FAMILY LEARNING CENTER	SUMMERSVILLE
FAYETTE INSTITUTE OF TECHNOLOGY	OAK HILL
FRED W EBERLE TECHNICAL CENTER-SECONDARY	BUCKHANNON
GARNET CAREER CENTER	CHARLESTON
GLENVILLE CENTER	GLENVILLE
GOOD SHEPHERD NURSING HOME	WHEELING
GRANT REHABILITATION AND CARE CENTER	PETERSBURG
GREENBRIER HEALTHCARE CENTER	LEWISBURG
HAMPSHIRE HIGH SCHOOL	ROMNEY
HARPER MILLS	BECKLEY
HEALTH CONSULTANTS PLUS	CLARKSBURG
HERITAGE CENTER	HUNTINGTON
HILLCREST HEALTHCARE CENTER	DANVILLE
HILLTOP CENTER	HILLTOP
HOLBROOK NURSING HOME	BUCKHANNON
HUNTINGTON HEALTH AND REHABILITATION	HUNTINGTON

CNA PROGRAMS IN WV

INSTITUTION	LOCATION
JACKIE WITHROW HOSPITAL	BECKLEY
JAMES RUMSEY TECHNICAL INSTITUTE	MARTINSBURG
JOHN D ROCKEFELLER IV VO-TECH CENTER	NEW CUMBERLAND
JOHN MARSHALL HIGH SCHOOL	GLEN DALE
LAKIN HOSPITAL	WEST COLUMBIA
LINCOLN NURSING AND REHAB CENTER	HAMLIN
LOGAN CENTER	LOGAN
MADISON CENTER	MORGANTOWN
MADISON PARK HEALTHCARE	HUNTINGTON
MANSFIELD PLACE	PHILLIPPI
MAPLESHIRE NURSING AND REHABILITATION	MORGANTOWN
MASON COUNTY VOCATIONAL CENTER	POINT PLEASANT
MCDOWELL COUNTY TECHNICAL CENTER	WELCH
MEADOW GARDENS	RAINELLE
MEADOWVIEW MANOR	BRIDGEPORT
MED-CARE TRAINING CENTER	LOGAN
MERCER COUNTY TECHNICAL EDUCATION CENTER	PRINCETON
MERCER NURSING AND REHABILITATION CENTER	BLUEFIELD
MID-OHIO VALLEY TECHNICAL INSTITUTE	SAINT MARYS
MILETREE CENTER	SPENCER
MINERAL COUNTY VO-TECH CENTER	KEYSER
MONROE COUNTY TECHNICAL CENTER	LINDSIDE

CNA PROGRAMS IN WV

INSTITUTION	LOCATION
MONTGOMERY GENERAL ELDERLY CARE	MONTGOMERY
MOUND VIEW HEALTH CARE	MOUNDSVILLE
NELLA'S NURSING HOME	ELKINS
NEW MARTINSVILLE HEALTH CARE CENTER	NEW MARTINSVILLE
NICHOLAS COUNTY CAREER AND TECHNICAL CENTER	CRAIGSVILLE
OAK RIDGE CENTER	CHARLESTON
PARKERSBURG CARE CENTER	PARKERSBURG
PENDLETON MANOR	FRANKLIN
PETERSON REHAB HOSPITAL AND GERIATRIC CENTER	WHEELING
PHILIP BARBOUR CAREER TECHNICAL CENTER	PHILIPPI
PIERPONT CENTER	FAIRMONT
PINE LODGE	BECKLEY
PINE RIDGE	KINGWOOD
PINE VIEW NURSING AND REHABILITATION CENTER	HARRISVILLE
PLEASANT VALLEY NURSING AND REHAB	POINT PLEASANT
POCAHONTAS CENTER	MARLINTON
PRESTON HIGH SCHOOL	KINGWOOD
PRINCETON CENTER/ DBA GLENWOOD PARK	PRINCETON
PRINCETON HEALTH CARE CENTER	PRINCETON
PROFESSIONAL HEALTHCARE DEVELOPMENT	ONA
PUTNAM CENTER	HURRICANE
RALEIGH CENTER	DANIELS

CNA PROGRAMS IN WV

INSTITUTION	LOCATION
RANDOLPH TECHNICAL CENTER	ELKINS
RAVENSWOOD VILLAGE	RAVENSWOOD
RIVER OAKS	CLARKSBURG
ROANE-JACKSON TECHNICAL CENTER	LE ROY
SALEM CENTER	SALEM
SHENANDOAH CENTER	CHARLES TOWN
SISTERSVILLE CENTER	SISTERSVILLE
SOUTH BRANCH CAREER AND TECHNICAL CENTER	PETERSBURG
SUMMERS COUNTY HIGH SCHOOL	BROOKS
SUMMERS NURSING AND REHABILITATION CENTER, LLC	HINTON
SUMMERSVILLE REGIONAL MEDICAL CENTER ECF	SUMMERSVILLE
MOUND VIEW HEALTH CARE	MOUNDSVILLE
NELLA'S NURSING HOME	ELKINS
NEW MARTINSVILLE HEALTH CARE CENTER	NEW MARTINSVILLE
NICHOLAS COUNTY CAREER AND TECHNICAL CENTER	CRAIGSVILLE
OAK RIDGE CENTER	CHARLESTON
PARKERSBURG CARE CENTER	PARKERSBURG
PENDLETON MANOR	FRANKLIN
PETERSON REHAB HOSPITAL AND GERIATRIC CENTER	WHEELING
PHILIP BARBOUR CAREER TECHNICAL CENTER	PHILIPPI
PIERPONT CENTER	FAIRMONT

CNA PROGRAMS IN WV

INSTITUTION	LOCATION
PINE LODGE	BECKLEY
PINE RIDGE	KINGWOOD
PINE VIEW NURSING AND REHABILITATION CENTER	HARRISVILLE
PLEASANT VALLEY NURSING AND REHAB	POINT PLEASANT
POCAHONTAS CENTER	MARLINTON
PRESTON HIGH SCHOOL	KINGWOOD
PRINCETON CENTER/ DBA GLENWOOD PARK	PRINCETON
PRINCETON HEALTH CARE CENTER	PRINCETON
PROFESSIONAL HEALTHCARE DEVELOPMENT	ONA
PUTNAM CENTER	HURRICANE
RALEIGH CENTER	DANIELS
RANDOLPH TECHNICAL CENTER	ELKINS
RAVENSWOOD VILLAGE	RAVENSWOOD
RIVER OAKS	CLARKSBURG
ROANE-JACKSON TECHNICAL CENTER	LE ROY
SALEM CENTER	SALEM
SHENANDOAH CENTER	CHARLES TOWN
SISTERSVILLE CENTER	SISTERSVILLE
SOUTH BRANCH CAREER AND TECHNICAL CENTER	PETERSBURG
SUMMERS COUNTY HIGH SCHOOL	BROOKS
SUMMERS NURSING AND REHABILITATION CENTER, LLC	HINTON
SUMMERSVILLE REGIONAL MEDICAL CENTER ECF	SUMMERSVILLE

CNA PROGRAMS IN WV

INSTITUTION	LOCATION
SUNDALE NURSING HOME	MORGANTOWN
TAYLOR COUNTY TECHNICAL CENTER	GRAFTON
TAYLOR HEALTH CARE CENTER	GRAFTON
TEAYS VALLEY CENTER	HURRICANE
TRINITY HEALTH CARE SERVICES OF LOGAN	LOGAN
TRINITY HEALTH CARE SERVICES OF MINGO	WILLIAMSON
TYGART CENTER	FAIRMONT
UNITED TECHNICAL CENTER	CLARKSBURG
US NURSING NETWORK	BRIDGEPORT
VALLEY CENTER	CHARLESTON
VALLEY COLLEGE - BECKLEY	BECKLEY
VALLEY COLLEGE-MARTINSBURG	MARTINSBURG
WEIRTON GERIATRIC CENTER	WEIRTON
WELLSBURG CENTER	WELLSBURG
WHEELING PARK HIGH SCHOOL	WHEELING
WHITE SULPHUR SPRINGS CENTER	WHITE SULPHUR SPRINGS
WILLOW CENTER	PARKERSBURG
WILLOW TREE MANOR	CHARLES TOWN
WOOD COUNTY TECHNICAL AND CAREER CENTER	PARKERSBURG
WORTHINGTON NURSING & REHABILITATION CENTER	PARKERSBURG
WV NORTHERN COMMUNITY COLLEGE	WHEELING
WV NORTHERN COMMUNITY COLLEGE- WEIRTON	WEIRTON

CNA PROGRAMS IN WV

INSTITUTION	LOCATION
WV NORTHERN COMMUNITY COLLEGE-NEW MARTINSVILLE	NEW MARTINSVILLE
WV VETERANS NURSING FACILITY	CLARKSBURG
WYOMING COUNTY CAREER AND TECHNICAL CENTER	PINEVILLE

LPN PROGRAM ELIGIBILITY REQUIREMENTS

Each LPN program in West Virginia will have requirements specific to their individual program. Programs may require application fees and fees to hold seats for accepted students. In many cases, these fees may be required up front but are often applied to your required tuition and fees after being accepted to a program. Check with your specific program to learn more about how any upfront fees may be applied to your tuition and fees. The below information contains broad requirements that are common among programs.



GENERAL ELIGIBILITY REQUIREMENTS

- High school diploma, GED/TASC, or equivalent
- Drug/alcohol screening
- Criminal background check
- Submission of transcripts from all high school/post-secondary schools attended
- Pre-admissions examination such as the TEAS, PSB PN, NLN, HESI, or ACT

LPN PROGRAMS IN WV

INSTITUTION	LOCATION	WEBSITE
ABBE EDUCATION CENTER	HUNTINGTON	www.abbeeducation.com
ACADEMY OF CAREERS AND TECHNOLOGY	BECKLEY	www.wvact.net
B.M. SPURR SCHOOL OF PRACTICAL NURSING	GLEN DALE	www.wvumedicine.org/reynolds-memorial/programs/b-m-spurr-school-of-practical-nursing/
CABELL COUNTY TECHNOLOGY CENTER	HUNTINGTON	www.cabellschools.com/cabellcounty-careertechnologycenter_home.aspx
FAYETTE INSTITUTE OF TECHNOLOGY	OAK HILL	www.boe.faye.k12.wv.us/19/home
FRED W. EBERLE TECHNICAL CENTER	BUCKHANNON	https://fetc.edu/
GARNET CAREER CENTER	CHARLESTON	https://gcc.kana.k12.wv.us/
GREENBRIER COUNTY SCHOOL OF PRACTICAL NURSING	LEWISBURG	https://www.greenbriercountyschools.org/lpn-program-ea05a863
JAMES RUMSEY TECHNICAL INSTITUTE	MARTINSBURG	https://www.jamesrumsey.com/
JOHN D. ROCKEFELLER, IV CAREER CENTER	NEW CUMBERLAND	https://jdrcc.org/
MCDOWELL COUNTY CAREER AND TECHNICAL CENTER	WELCH	https://boe.mcdo.k12.wv.us/ctc

LPN PROGRAMS IN WV

INSTITUTION	LOCATION	WEBSITE
MED-CARE TRAINING CENTER	LOGAN	https://www.med-caretrainingcenterinc.com/
MERCER COUNTY TECHNICAL EDUCATION CENTER	PRINCETON	https://mercer-k12.wvnet.edu/technicalcd/
MINERAL COUNTY TECHNICAL CENTER	KEYSER	http://boe.mine.k12.wv.us/mineralcountytechnicalcenter_home.aspx
MINGO COUNTY CAREER CENTER	DELBARTON	No website available; call 304-475-3347 for more information
MONONGALIA COUNTY TECHNICAL CENTER	MORGANTOWN	https://mtec.mono.k12.wv.us/
NEW RIVER COMMUNITY AND TECHNICAL COLLEGE	SUMMERSVILLE	https://www.newriver.edu/
PIERPONT COMMUNITY AND TECHNICAL COLLEGE	SUTTON	https://www.pierpont.edu/
PUTNAM COUNTY CAREER AND TECHNOLOGY CENTER	ELEANOR	https://www.pctc.edu/
RALPH R. WILLIS CAREER CENTER	LOGAN	No website available; call 304-752-4687 for more information
RANDOLPH TECHNICAL CENTER	ELKINS	http://rtc.rand.k12.wv.us/
ROANE JACKSON TECHNICAL CENTER	LEROY	http://rjtcwv.com/
SUMMERS COUNTY CAREER CENTER	HINTON	https://boe.summers.k12.wv.us/summers-county-school-of-practical-nursing/

LPN PROGRAMS IN WV

INSTITUTION	LOCATION	WEBSITE
UNITED TECHNICAL CENTER	CLARKSBURG	https://unitedtechnicalcenterwv.com/
WEST VIRGINIA JUNIOR COLLEGE – BRIDGEPORT CAMPUS	BRIDGEPORT	https://www.wvjc.edu/
WOOD COUNTY SCHOOL OF PRACTICAL NURSING	PARKERSBURG	https://sites.google.com/capertoncenter.net/wood-county-school-of-practical/home
WYOMING COUNTY CAREER AND TECHNICAL CENTER	PINEVILLE	No website available; call 304-732-8050 for more information

LPN TO RN (ASN/ADN) PROGRAM ELIGIBILITY REQUIREMENTS

Each LPN to RN (ASN/ADN) program in West Virginia will have requirements specific to their individual program. All programs require that a student holds a current LPN license. Programs are generally created to work around the work schedules of LPNs in practice and usually have online and evening options. Programs may require application fees and fees to hold seats for accepted students. In many cases, these fees are required up front but are often applied to your required tuition and fees after being accepted to a program. Check with your specific program to learn more about how any upfront fees may be applied to your tuition and fees. The below information contains broad requirements that are common requirements among programs.



GENERAL ELIGIBILITY REQUIREMENTS

- High school diploma, GED/TASC, or equivalent
- Current, unencumbered LPN license
- Drug/alcohol screening
- Criminal background check
- Submission of transcripts from all high school/post-secondary schools attended.
- Pre-admissions examination such as the TEAS, PSB PN, NLN, HESI, or ACT.

LPN TO RN (ASN/ADN) PROGRAMS IN WV

INSTITUTION	LOCATION	WEBSITE
BLUEFIELD STATE COLLEGE	BLUEFIELD	https://bluefieldstate.edu/academics/degrees/nursing
BRIDGEVALLEY COMMUNITY AND TECHNICAL COLLEGE	SOUTH CHARLESTON	https://www.bridgevalley.edu/school-nursing
DAVIS AND ELKINS COLLEGE	ELKINS	https://www.dewv.edu/academics/majors/lpn-to-associate-degree-in-nursing/
FAIRMONT STATE UNIVERSITY	FAIRMONT	https://www.fairmontstate.edu/schoolofnursing/

LPN TO RN (BSN) PROGRAM ELIGIBILITY REQUIREMENTS

Each LPN to RN (BSN) program in West Virginia will have requirements specific to their individual program. All programs require that a student holds a current LPN license. Programs are generally created to work around the work schedules of LPNs in practice and frequently have online and evening options. In addition to these requirements, programs may require application fees and fees to hold seats for accepted students. In many cases, these fees may be required up front but are often applied to your required tuition and fees after being accepted to a program. Check with your specific program to learn more about how any upfront fees may be applied to your tuition and fees. The below information contains broad requirements that are common requirements among programs.



GENERAL ELIGIBILITY REQUIREMENTS

- High school diploma, GED/TASC, or equivalent
- Current, unencumbered LPN license
- Drug/alcohol screening
- Criminal background check
- Submission of transcripts from all high school/post-secondary schools attended.
- Pre-admissions examination such as the TEAS, PSB PN, NLN, HESI, or ACT.

LPN TO RN (BSN) PROGRAMS IN WV

INSTITUTION	LOCATION	WEBSITE
ALDERSON-BROADDUS UNIVERSITY	PHILIPPI	https://ab.edu/academics/lpn-bsn-program/

DIRECT ENTRY RN (ASN/ADN) PROGRAM ELIGIBILITY REQUIREMENTS

Each RN program in West Virginia will have requirements specific to their individual program. Some RN (ASN/ADN) programs require pre-requisite courses to be completed before admission while other programs offer co-requisites and direct admission. In addition to these requirements, programs may require application fees and fees to hold seats for accepted students. In many cases, these fees may be required up front but are often applied to your required tuition and fees after being accepted to a program. Check with your specific program to learn more about how any upfront fees may be applied to your tuition and fees. The below information contains broad requirements that are common requirements among programs.



GENERAL ELIGIBILITY REQUIREMENTS

- High school diploma, GED/TASC, or equivalent
- Minimum GPA for high school coursework and/or pre-requisite coursework
- Pre-requisite coursework (many programs have transitioned to co-requisite courses that can be completed in lieu of pre-requisite courses; check with the program you are interested in to learn if pre-requisite courses are required)
- Drug/alcohol screening
- Criminal background check
- Submission of transcripts from all high school/post-secondary schools attended.
- Pre-admissions examination such as the TEAS, PSB PN, NLN, HESI, ACT, or SAT.

DIRECT ENTRY RN (ASN/ADN) PROGRAMS IN WV

INSTITUTION	LOCATION	WEBSITE
BLUEFIELD STATE COLLEGE	BLUEFIELD	https://bluefieldstate.edu/academics/degrees/nursing
BLUERIDGE COMMUNITY AND TECHNICAL COLLEGE	MARTINSBURG	http://catalog.blueridgectc.edu/previous_program.php?catoid=13&poid=929&returnto=279
BRIDGEVALLEY COMMUNITY AND TECHNICAL COLLEGE	SOUTH CHARLESTON	https://www.bridgevalley.edu/school-nursing
DAVIS AND ELKINS COLLEGE	ELKINS	https://www.dewv.edu/academics/nursing/
EASTERN WEST VIRGINIA COMMUNITY AND TECHNICAL COLLEGE	MOOREFIELD	https://www.easternwv.edu/academics/nursing-program
FAIRMONT STATE UNIVERSITY	FAIRMONT	https://www.fairmontstate.edu/schoolofnursing/
SALEM INTERNATIONAL UNIVERSITY	SALEM	https://www.salemu.edu/degrees/degrees/nursing/associate-registered-nurse/
SOUTHERN WEST VIRGINIA COMMUNITY AND TECHNICAL COLLEGE	LOGAN	https://www.southernwv.edu/programs/degrees/#nursing
ST. MARY'S SCHOOL OF NURSING	HUNTINGTON	https://www.st-marys.org/careers-and-education/school-of-nursing/
UNIVERSITY OF CHARLESTON	BECKLEY CHARLESTON	https://www.ucwv.edu/academics/majors-degrees/associate-degree-of-nursing-adn/

DIRECT ENTRY RN (ASN/ADN) PROGRAMS IN WV

INSTITUTION	LOCATION	WEBSITE
WEST VIRGINIA JUNIOR COLLEGE	BRIDGEPORT CHARLESTON MORGANTOWN	https://www.wvjc.edu/nursing-programs/
WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	NEW MARTINSVILLE	https://www.wvncc.edu/programs/nursing-a.s./506
WEST VIRGINIA UNIVERSITY AT PARKERSBURG	PARKERSBURG	https://www.wvup.edu/future-students/academics/nursing-health-sciences-division/nursing/

ASN/ADN TO BSN BRIDGE PROGRAM ELIGIBILITY REQUIREMENTS

Each ASN/ADN to BSN bridge program in West Virginia will have requirements specific to their individual program. These bridge programs require that students hold RN licenses. Programs are generally created to work around the work schedules of RNs in practice and frequently have online and evening options. In addition to these requirements, programs may require application fees and fees to hold seats for accepted students. In many cases, these fees may be required up front but are often applied to your required tuition and fees after being accepted to a program. Check with your specific program to learn more about how any upfront fees may be applied to your tuition and fees. The below information contains broad requirements that are common requirements among programs.



GENERAL ELIGIBILITY REQUIREMENTS

- High school diploma, GED/TASC, or equivalent
- Minimum GPA for high school coursework and/or pre-requisite coursework
- Pre-requisite coursework (many programs have transitioned to co-requisite courses that can be completed in lieu of pre-requisite courses; check with the program you are interested in to learn if pre-requisite courses are required)
- Current, unencumbered RN license
- Drug/alcohol screening
- Criminal background check
- Submission of transcripts from all high school/post-secondary schools attended.
- Pre-admissions examination such as the TEAS, PSB PN, NLN, HESI, ACT, or SAT.

ASN/ADN TO BSN BRIDGE PROGRAMS IN WV

INSTITUTION	LOCATION	WEBSITE
ALDERSON BROADDUS UNIVERSITY	PHILIPPI	https://ab.edu/academics/rn-to-bsn-online/
BLUEFIELD STATE COLLEGE	BLUEFIELD	https://bluefieldstate.edu/academics/degrees/registered-nurse-22-bsn
DAVIS AND ELKINS COLLEGE	ELKINS	https://www.dewv.edu/academics/majors/online-rn-bsn/
FAIRMONT STATE UNIVERSITY	FAIRMONT	https://www.fairmontstate.edu/schoolofnursing/
MARSHALL UNIVERSITY	HUNTINGTON	https://www.marshall.edu/nursing/
SALEM UNIVERSITY	SALEM	https://www.salemstate.edu/nursing
SHEPHERD UNIVERSITY	SHEPHERDSTOWN	https://www.shepherd.edu/nursing
UNIVERSITY OF CHARLESTON	CHARLESTON BECKLEY	https://www.ucwv.edu/academics/majors-degrees/nursing-rn-bsn/
WEST LIBERTY UNIVERSITY	WEST LIBERTY	https://westliberty.edu/health-sciences/academics/nursing/
WEST VIRGINIA UNIVERSITY	MORGANTOWN	http://nursing.wvu.edu/students/undergraduate-programs/
WEST VIRGINIA UNIVERSITY AT PARKERSBURG	PARKERSBURG	https://www.wvup.edu/future-students/academics/nursing-health-sciences-division/nursing/
WHEELING UNIVERSITY	WHEELING	https://wheeling.edu/academics/graduate/nursing/

DIRECT ENTRY RN (BSN) PROGRAM ELIGIBILITY REQUIREMENTS

Each RN (BSN) program in West Virginia will have requirements specific to their individual program. Some BSN programs allow direct admission into programs while others require student's complete pre-requisite courses before being admitted. In addition to these requirements, programs may require application fees and fees to hold seats for accepted students. In many cases, these fees may be required up front but are often applied to your required tuition and fees after being accepted to a program. Check with your specific program to learn more about how any upfront fees may be applied to your tuition and fees. The below information contains broad requirements that are common requirements among programs.



GENERAL ELIGIBILITY REQUIREMENTS

- High school diploma, GED/TASC, or equivalent
- Minimum GPA for high school coursework and/or pre-requisite coursework
- Pre-requisite coursework (many programs have transitioned to co-requisite courses that can be completed in lieu of pre-requisite courses; check with the program you are interested in to learn if pre-requisite courses are required)
- Drug/alcohol screening
- Criminal background check
- Submission of transcripts from all high school/post-secondary schools attended.
- Pre-admissions examination such as the TEAS, PSB PN, NLN, HESI, ACT, or SAT.

DIRECT ENTRY BSN PROGRAMS IN WV

INSTITUTION	LOCATION	WEBSITE
DAVIS AND ELKINS COLLEGE	ELKINS	https://www.dewv.edu/academics/majors/bachelor-of-science-in-nursing/
MARSHALL UNIVERSITY	HUNTINGTON	https://www.dewv.edu/academics/majors/bachelor-of-science-in-nursing/
SHEPHERD UNIVERSITY	SHEPHERDSTOWN	https://www.shepherd.edu/nursing
UNIVERSITY OF CHARLESTON	CHARLESTON	https://www.ucwv.edu/academics/majors-degrees/nursing-bsn/
WEST LIBERTY UNIVERSITY	WEST LIBERTY	https://westliberty.edu/health-sciences/academics/nursing/
WEST VIRGINIA STATE UNIVERSITY	INSTITUTE	https://www.wvstateu.edu/academics/academic-colleges/college-of-professional-studies/nursing.aspx
WEST VIRGINIA UNIVERSITY	MORGANTOWN KEYSER BECKLEY	http://catalog.wvu.edu/undergraduate/schoolofnursing/bsn/
WEST VIRGINIA WESLEYAN COLLEGE	BUCKHANNON	https://www.wvwc.edu/academics/schools-departments/school-of-nursing/

2021-2022

WV NURSING EDUCATION AND ARTICULATION MODEL



PHILOSOPHY

Educational articulation allows for horizontal and vertical mobility for the student from one type and/or level of nursing education program to another. Articulation agreements are important mechanisms that enhance access to nursing education. They support education mobility and help ensure a seamless transfer of academically earned credits.

ARTICULATION

Articulation is the process through which academic programs facilitate educational progress with minimal loss of credit or duplication of knowledge and skills.

GOALS

- Enhance the skills of the healthcare workforce to meet the increasingly complex healthcare needs of the citizens of WV.
- Facilitate educational mobility of nursing students and the nursing workforce in West Virginia.
- Increase the nursing workforce supply in West Virginia.



ASSUMPTIONS

There is a common core of knowledge, attitudes and skills that graduates of all nursing programs should acquire; however, there are differences in the breadth, depth, and scope of preparation for each type of graduate. Clinical experiences at each level contribute to the overall knowledge base of graduates at all levels of education. Placements for clinical education rely on communities to share resources including facilities, staff expertise and other services with nursing students and programs.

We recognize that not every individual wishes to seek credentials at the next practice level, but the opportunity for academic progression should be available for those who wish to do so to ensure a seamless transition from each level of nursing to the next.

IMPLEMENTATION STANDARDS

The Office of Health Facility Licensure and Certification, the West Virginia Board of Examiners for Licensed Professional Nurses and the West Virginia Board of Examiners for Registered Professional Nurses, set standards for licensure and some education programs preparing students for licensure. The RN and LPN Board no longer has authority over education programs due to changes in legislation. Any RN program that is not yet nationally certified still falls underneath the authority of the RN Board. Additional standards are set by national and regional accrediting bodies and organizations like ACEN and CCNE.

Each school has autonomy to set admission, progression, and graduation requirements for their nursing programs to meet standards.

All nursing graduates meet program and curriculum standards for the school from which they graduate.

Nursing programs must be provided adequate resources, including but not limited to adequate faculty, education and financial resources, support staff, and clinical/laboratory/classroom facilities to support nursing programs and ensure quality outcomes.

West Virginia currently is considered as having individual school to school articulation agreements, but with the Nursing Career Pathways Group, a statewide agreement is in progress. A statewide articulation agreement is a voluntary agreement that is developed through a collaborative effort of nursing education stakeholders wishing to enhance education mobility of nursing students.



EXPECTATIONS

For an articulation model to be successful, the model makes the following expectations:

1. Pre-licensure nursing programs meet the standards established by their accrediting/approving bodies.
2. Each educational institution establishes standards for admission, progression, and graduation based on its unique mission and goals
3. Nursing programs participating in the model recognize that articulation students have met course objectives and outcomes from their previous program based on established grading scales.
4. Graduates of all types of nursing programs have achieved a common core knowledge, attitudes, cognitive and psychomotor skills; however, based on education preparation there are distinct differences in the breadth, depth complexity, and scope of knowledge and skills.
5. Non-nursing credits from regionally accredited institutions of learning may be transferred, subject to individual school/college/university policies.
6. Non-nursing credits from non-regionally accredited institutions of learning may not be transferable.
7. The number of nursing semester credit hours that are allowed to be transferred between programs, and the number of nursing semester credit hours that will be required to be completed in a nursing program are determined by each institution.

Additionally, students are expected to meet the following:

1. Meet admission requirements of the nursing program at the university, college, school, or technical program where they wish to matriculate;
2. Meet the established pre-requisite and general education core requirements of their program;
3. Be enrolled in a nursing program where licensure is required must maintain an unencumbered license during enrollment (only applies to post-licensure nursing programs).



EDUCATION MOBILITY

Opportunities must exist for mobility between similar programs, as well as for increasing skill and scope levels through advanced education programs.

The West Virginia Center for Nursing maintains a directory of all LPN, RN, and graduate nursing programs in West Virginia. Students wishing to transfer from one program to another within WV should be able to navigate the process with ease. The Center is willing to help students seeking to enter this process on an individual basis as requested.

Doctoral
Nursing
(DNP, PhD)

Masters Degree (MSN)
(FNP, Nurse Midwife,
Nurse Admin, Nurse Edu,
Nurse Leadership)

Bachelor's Degree (BSN)
(Pre-RN licensure BSN, ASN-BSN,
LPN-BSN, BA/BS to BSN)

Associate's Degree (ASN or ADN)
(Pre-RN Licensure ASN/ADN, LPN-ASN,
Paramedic to ASN)

Licensed Practical Nurse (LPN) Certificate

Certified Nursing Assistant (CNA) Certificate

Nursing Education Matrix

	CNA			LPN		RN (ASN/ADN)		RN (BSN)		MSN		DNP/PhD	
Mission or Purpose of Program	Prepares a nurse who provides hands-on basic healthcare to patients who are generally stable with acute and chronic common, well-defined health problems with predictable outcomes.	Prepares a nurse who provides direct care to patients who are generally stable with acute and chronic common, well-defined health problems with predictable outcomes.	Prepares a nurse who provides and coordinates care for individuals, families, groups, and the community across the health/illness continuum.	Works in structured setting.	Works in structured setting with appropriate direction and oversight.	Participates in health promotion/maintenance activities as part of the health care team.	Manages continuity of care across settings as an individual interdisciplinary team.	Manages continuity of care across settings as an individual interdisciplinary team member.	Prepares a nurse who provides care for individuals, families, groups, and the community across the health/illness continuum.	Prepares a nurse at the advanced level of practice as an expert clinician who provides care to individuals, families, groups, communities, and populations in comprehensive delivery systems.	Prepares a nurse at the advanced level of practice as an expert clinician who provides care to individuals, families, groups, communities, and populations in comprehensive delivery systems.	Prepares a nurse for leadership in research, education, practice, or administration with analytical skills to contribute to the develop of nursing sciences.	Prepares a nurse for leadership in research, education, practice, or administration with analytical skills to contribute to the develop of nursing sciences.
Average Length of Program	6 Months	12 Months	2 Years	4 Years	1-2 Years	3-4 Years							
Focus of Care	Generalist	Generalist	Generalist	Generalist	Generalist	Generalist	Generalist	Generalist	Generalist	Specialist	Specialist	Specialist	Specialist
Principle Settings of Practice	Structured with appropriate direction and oversight; acute, long-term care.	Structured with appropriate direction; unit-based by setting; acute, long term care, ambulatory	Structured; unit-based by setting; acute, long term care, ambulatory, community, entrepreneurial, non-traditional.	Structured or unstructured across units and settings; acute, long term care, ambulatory, community, entrepreneurial, non-traditional.	Structured or unstructured; across units and settings; acute, long-term care, ambulatory, community, entrepreneurial, non-traditional, schools of nursing, independent or collaborative practice.	Structured or unstructured; across all units, settings, and systems; including schools of nursing and research organizations.							
Additional Edu. Opp.	Furthering education to enter an LPN or RN direct entry program.	Academic bridge programs include LPN to ASN and LPN to BSN.	Academic bridge programs include ASN to BSN.	MSN programs or doctoral level programs	Post Masters certificate programs or DNP/PhD	Post-doctoral study into specific specialty areas.							

CNA PROGRAMS IN WV

Institution	Location	Training Program Type
ABBE EDUCATION NURSE AIDE TRAINING PROGRAM	HUNTINGTON	PRIVATE/PROPRIETARY
BEN FRANKLIN CAREER CENTER	DUNBAR	SECONDARY CAREER AND TECHNICAL CENTER
BERKELEY SPRINGS CENTER	BERKELEY SPRINGS	LONG-TERM CARE FACILITY
BOONE CAREER AND TECHNICAL CENTER	FOSTER	SECONDARY CAREER AND TECHNICAL CENTER
BRAXTON HEALTHCARE CENTER	SUTTON	LONG-TERM CARE FACILITY
BRIDGEPORT HEALTH CARE CENTER	BRIDGEPORT	LONG-TERM CARE FACILITY
BRIDGEVALLEY COMMUNITY AND TECHNICAL COLLEGE	SOUTH CHARLESTON	PUBLIC COMMUNITY AND TECHNICAL COLLEGE
BRIER REHABILITATION & NURSING CENTER	RONCEVERTE	LONG-TERM CARE FACILITY
BRIGHTWOOD CENTER	FOLLANSBEE	LONG-TERM CARE FACILITY
BROOKE HIGH SCHOOL	WELLSBURG	HIGH SCHOOL
CABELL HEALTH CARE CENTER	CULLODEN	LONG-TERM CARE FACILITY
CAMERON NURSING AND REHABILITATION CENTER	CAMERON	LONG-TERM CARE FACILITY
CARE HAVEN CENTER	MARTINSBURG	LONG-TERM CARE FACILITY
CAREHAVEN OF PLEASANTS	BELMONT	LONG-TERM CARE FACILITY
CEDAR RIDGE CENTER	SISSONVILLE	LONG-TERM CARE FACILITY
CLARKSBURG NURSING AND REHABILITATION CENTER	CLARKSBURG	LONG-TERM CARE FACILITY

CNA PROGRAMS IN WV

Institution	Location	Training Program Type
CLARY GROVE	MARTINSBURG	LONG-TERM CARE FACILITY
CLAY HEALTH CARE CENTER	BIG OTTER	LONG-TERM CARE FACILITY
CORTLAND ACRES	THOMAS	LONG-TERM CARE FACILITY
DAWNVIEW CENTER	FORT ASHBY	LONG-TERM CARE FACILITY
EA HAWSE NURSING REHABILITATION CENTER	BAKER	LONG-TERM CARE FACILITY
EAGLE POINTE	PARKERSBURG	LONG-TERM CARE FACILITY
EASTBROOK CENTER	CHARLESTON	LONG-TERM CARE FACILITY
EASTERN WV COMMUNITY & TECHNICAL COLLEGE	MOOREFIELD	PUBLIC COMMUNITY AND TECHNICAL COLLEGE
ELDERCARE HEALTH & REHAB	RIPLEY	LONG-TERM CARE FACILITY
ELKINS REGIONAL CONVALESCENT CENTER	ELKINS	LONG-TERM CARE FACILITY
FAMILY LEARNING CENTER	SUMMERSVILLE	PRIVATE/PROPRIETARY
FAYETTE INSTITUTE OF TECHNOLOGY	OAK HILL	SECONDARY CAREER AND TECHNICAL CENTER
FRED W EBERLE TECHNICAL CENTER-SECONDARY	BUCKHANNON	SECONDARY CAREER AND TECHNICAL CENTER
GARNET CAREER CENTER	CHARLESTON	SECONDARY CAREER AND TECHNICAL CENTER
GLENVILLE CENTER	GLENVILLE	LONG-TERM CARE FACILITY
GOOD SHEPHERD NURSING HOME	WHEELING	LONG-TERM CARE FACILITY

CNA PROGRAMS IN WV

Institution	Location	Training Program Type
GRANT REHABILITATION AND CARE CENTER	PETERSBURG	LONG-TERM CARE FACILITY
GREENBRIER HEALTHCARE CENTER	LEWISBURG	LONG-TERM CARE FACILITY
HAMPSHIRE HIGH SCHOOL	ROMNEY	HIGH SCHOOL
HARPER MILLS	BECKLEY	LONG-TERM CARE FACILITY
HEALTH CONSULTANTS PLUS	CLARKSBURG	PRIVATE/PROPRIETARY
HERITAGE CENTER	HUNTINGTON	LONG-TERM CARE FACILITY
HILLCREST HEALTHCARE CENTER	DANVILLE	LONG-TERM CARE FACILITY
HILLTOP CENTER	HILLTOP	LONG-TERM CARE FACILITY
HOLBROOK NURSING HOME	BUCKHANNON	LONG-TERM CARE FACILITY
HUNTINGTON HEALTH AND REHABILITATION	HUNTINGTON	LONG-TERM CARE FACILITY
JACKIE WITHROW HOSPITAL	BECKLEY	LONG-TERM CARE FACILITY
JAMES RUMSEY TECHNICAL INSTITUTE	MARTINSBURG	SECONDARY CAREER AND TECHNICAL CENTER
JOHN D ROCKEFELLER IV VO-TECH CENTER	NEW CUMBERLAND	SECONDARY CAREER AND TECHNICAL CENTER
JOHN MARSHALL HIGH SCHOOL	GLEN DALE	HIGH SCHOOL
LAKIN HOSPITAL	WEST COLUMBIA	LONG-TERM CARE FACILITY
LINCOLN NURSING AND REHAB CENTER	HAMLIN	LONG-TERM CARE FACILITY
LOGAN CENTER	LOGAN	LONG-TERM CARE FACILITY

CNA PROGRAMS IN WV

Institution	Location	Training Program Type
MADISON CENTER	MORGANTOWN	LONG-TERM CARE FACILITY
MADISON PARK HEALTHCARE	HUNTINGTON	LONG-TERM CARE FACILITY
MANSFIELD PLACE	PHILLIPPI	LONG-TERM CARE FACILITY
MAPLESHIRE NURSING AND REHABILITATION	MORGANTOWN	LONG-TERM CARE FACILITY
MASON COUNTY VOCATIONAL CENTER	POINT PLEASANT	SECONDARY CAREER AND TECHNICAL CENTER
MCDOWELL COUNTY TECHINCAL CENTER	WELCH	SECONDARY CAREER AND TECHNICAL CENTER
MEADOW GARDENS	RAINELLE	LONG-TERM CARE FACILITY
MEADOWVIEW MANOR	BRIDGEPORT	PRIVATE/PROPRIETARY
MED-CARE TRAINING CENTER	LOGAN	PRIVATE/PROPRIETARY
MERCER COUNTY TECHNICAL EDUCATION CENTER	PRINCETON	SECONDARY CAREER AND TECHNICAL CENTER
MERCER NURSING AND REHABILATATION CENTER	BLUEFIELD	LONG-TERM CARE FACILITY
MID-OHIO VALLEY TECHNICAL INSTITUTE	SAINT MARYS	SECONDARY CAREER AND TECHNICAL CENTER
MILETREE CENTER	SPENCER	LONG-TERM CARE FACILITY
MINERAL COUNTY VO-TECH CENTER	KEYSER	SECONDARY CAREER AND TECHNICAL CENTER
MONROE COUNTY TECHNICAL CENTER	LINDSIDE	SECONDARY CAREER AND TECHNICAL CENTER
MONTGOMERY GENERAL ELDERLY CARE	MONTGOMERY	LONG-TERM CARE FACILITY

CNA PROGRAMS IN WV

Institution	Location	Training Program Type
MOUND VIEW HEALTH CARE	MOUNDSVILLE	LONG-TERM CARE FACILITY
NELLA'S NURSING HOME	ELKINS	LONG-TERM CARE FACILITY
NEW MARTINSVILLE HEALTH CARE CENTER	NEW MARTINSVILLE	LONG-TERM CARE FACILITY
NICHOLAS COUNTY CAREER AND TECHNICAL CENTER	CRAIGSVILLE	SECONDARY CAREER AND TECHNICAL CENTER
OAK RIDGE CENTER	CHARLESTON	LONG-TERM CARE FACILITY
PARKERSBURG CARE CENTER	PARKERSBURG	LONG-TERM CARE FACILITY
PENDLETON MANOR	FRANKLIN	LONG-TERM CARE FACILITY
PETERSON REHAB HOSPITAL AND GERIATRIC CENTER	WHEELING	LONG-TERM CARE FACILITY
PHILIP BARBOUR CAREER TECHNICAL CENTER	PHILIPPI	HIGH SCHOOL
PIERPONT CENTER	FAIRMONT	LONG-TERM CARE FACILITY
PINE LODGE	BECKLEY	LONG-TERM CARE FACILITY
PINE RIDGE	KINGWOOD	LONG-TERM CARE FACILITY
PINE VIEW NURSING AND REHABILITATION CENTER	HARRISVILLE	LONG-TERM CARE FACILITY
PLEASANT VALLEY NURSING AND REHAB	POINT PLEASANT	LONG-TERM CARE FACILITY
POCAHONTAS CENTER	MARLINTON	LONG-TERM CARE FACILITY
PRESTON HIGH SCHOOL	KINGWOOD	HIGH SCHOOL

CNA PROGRAMS IN WV

Institution	Location	Training Program Type
PRINCETON CENTER/ DBA GLENWOOD PARK	PRINCETON	LONG-TERM CARE FACILITY
PRINCETON HEALTH CARE CENTER	PRINCETON	LONG-TERM CARE FACILITY
PROFESSIONAL HEALTHCARE DEVELOPMENT	ONA	PRIVATE/PROPRIETARY
PUTNAM CENTER	HURRICANE	LONG-TERM CARE FACILITY
RALEIGH CENTER	DANIELS	LONG-TERM CARE FACILITY
RANDOLPH TECHNICAL CENTER	ELKINS	SECONDARY CAREER AND TECHNICAL CENTER
RAVENSWOOD VILLAGE	RAVENSWOOD	LONG-TERM CARE FACILITY
RIVER OAKS	CLARKSBURG	LONG-TERM CARE FACILITY
ROANE-JACKSON TECHNICAL CENTER	LE ROY	SECONDARY CAREER AND TECHNICAL CENTER
SALEM CENTER	SALEM	LONG-TERM CARE FACILITY
SHENANDOAH CENTER	CHARLES TOWN	LONG-TERM CARE FACILITY
SISTERSVILLE CENTER	SISTERSVILLE	LONG-TERM CARE FACILITY
SOUTH BRANCH CAREER AND TECHNICAL CENTER	PETERSBURG	SECONDARY CAREER AND TECHNICAL CENTER
SUMMERS COUNTY HIGH SCHOOL	BROOKS	HIGH SCHOOL
SUMMERS NURSING AND REHABILITATION CENTER, LLC	HINTON	LONG-TERM CARE FACILITY
SUMMERSVILLE REGIONAL MEDICAL CENTER ECF	SUMMERSVILLE	LONG-TERM CARE FACILITY

CNA PROGRAMS IN WV

Institution	Location	Training Program Type
SUNDALE NURSING HOME	MORGANTOWN	LONG-TERM CARE FACILITY
TAYLOR COUNTY TECHNICAL CENTER	GRAFTON	SECONDARY CAREER AND TECHNICAL CENTER
TAYLOR HEALTH CARE CENTER	GRAFTON	LONG-TERM CARE FACILITY
TEAYS VALLEY CENTER	HURRICANE	LONG-TERM CARE FACILITY
TRINITY HEALTH CARE SERVICES OF LOGAN	LOGAN	LONG-TERM CARE FACILITY
TRINITY HEALTH CARE SERVICES OF MINGO	WILLIAMSON	LONG-TERM CARE FACILITY
TYGART CENTER	FAIRMONT	LONG-TERM CARE FACILITY
UNITED TECHNICAL CENTER	CLARKSBURG	SECONDARY CAREER AND TECHNICAL CENTER
US NURSING NETWORK	BRIDGEPORT	PRIVATE/PROPRIETARY
VALLEY CENTER	CHARLESTON	LONG-TERM CARE FACILITY
VALLEY COLLEGE - BECKLEY	BECKLEY	PRIVATE/PROPRIETARY
VALLEY COLLEGE-MARTINSBURG	MARTINSBURG	PRIVATE/PROPRIETARY
WEIRTON GERIATRIC CENTER	WEIRTON	LONG-TERM CARE FACILITY
WELLSBURG CENTER	WELLSBURG	LONG-TERM CARE FACILITY
WHEELING PARK HIGH SCHOOL	WHEELING	HIGH SCHOOL
WHITE SULPHUR SPRINGS CENTER	WHITE SULPHUR SPRINGS	LONG-TERM CARE FACILITY
WILLOW CENTER	PARKERSBURG	LONG-TERM CARE FACILITY
WILLOW TREE MANOR	CHARLES TOWN	LONG-TERM CARE FACILITY

CNA PROGRAMS IN WV

Institution	Location	Training Program Type
WOOD COUNTY TECHNICAL AND CAREER CENTER	PARKERSBURG	SECONDARY CAREER AND TECHNICAL CENTER
WORTHINGTON NURSING & REHABILITATION CENTER	PARKERSBURG	LONG-TERM CARE FACILITY
WV NORTHERN COMMUNITY COLLEGE	WHEELING	PUBLIC COMMUNITY AND TECHNICAL COLLEGE
WV NORTHERN COMMUNITY COLLEGE- WEIRTON	WEIRTON	PUBLIC COMMUNITY AND TECHNICAL COLLEGE
WV NORTHERN COMMUNITY COLLEGE-NEW MARTINSVILLE	NEW MARTINSVILLE	PUBLIC COMMUNITY AND TECHNICAL COLLEGE
WV VETERANS NURSING FACILITY	CLARKSBURG	PRIVATE
WYOMING COUNTY CAREER AND TECHNICAL CENTER	PINEVILLE	SECONDARY CAREER AND TECHNICAL CENTER

LPN PROGRAMS IN WV

Institution	Location	Training Program Type
ABBE EDUCATION CENTER	HUNTINGTON	PRIVATE/PROPREITARY
ACADEMY OF CAREERS AND TECHNOLOGY CENTER	BECKLEY	SECONDARY CAREER TECHNICAL CENTER
B.M. SPURR SCHOOL OF PRACITCAL NURSING	GLEN DALE	HEALTHCARE FACILITY/PUBLIC UNIVERISTY
CABELL COUNTY CAREER TECHNOLOGY CENTER	HUNTINGTON	SECONDARY CAREER TECHNICAL CENTER
FAYETTE INSTITUTE OF TECHNOLOGY	OAK HILL	SECONDARY CAREER TECHNICAL CENTER
FRED W. EBERLE TECHNICAL CENTER	BUCKHANNON	SECONDARY CAREER TECHNICAL CENTER
GARNET CAREER CENTER	CHARLESTON	PRIVATE/PROPRIETARY
GREENBRIER SCHOOL OF PRACTICAL NURSING	RONCEVERTE	SECONDARY CAREER TECHNICAL CENTER
JAMES RUMSEY TECHNICAL INSTITUTE	MARTINSBURG	SECONDARY CAREER TECHNICAL CENTER
JOHN D. ROCKEFELLER IV CAREER CENTER	NEW CUMBERLAND	SECONDARY CAREER TECHNICAL CENTER
MCDOWELL COUNTY CAREER AND TECHNICAL CENTER	WELCH	SECONDARY CAREER TECHNICAL CENTER
MED-CARE TRAINING CENTER	LOGAN	PRIVATE/PROPREITARY
MERCER COUNTY TECHNICAL EDUCATION CENTER	PRINCETON	SECONDARY CAREER TECHNICAL CENTER
MINERAL COUNTY TECHNICAL CENTER	KEYSER	SECONDARY CAREER TECHNICAL CENTER

LPN PROGRAMS IN WV

Institution	Location	Training Program Type
MINGO EXTENDED LEARNING CENTER	DELBARTON	SECONDARY CAREER TECHNICAL CENTER
MONONGALIA COUNTY TECHNICAL EDUCATION CENTER	MORGANTOWN	SECONDARY CAREER TECHNICAL CENTER
NEW RIVER COMMUNITY AND TECHNICAL COLLEGE	BEAVER	PUBLIC COMMUNITY AND TECHNICAL COLLEGE
PIERPONT COMMUNITY AND TECHNICAL COLLEGE	FAIRMONT	PUBLIC COMMUNITY AND TECHNICAL COLLEGE
PUTNAM COUNTY CAREER AND TECHNICAL CENTER	ELEANOR	SECONDARY CAREER TECHNICAL CENTER
RALPH R. WILLIS CAREER AND TECHNICAL CENTER	LOGAN	SECONDARY CAREER TECHNICAL CENTER
RANDOLPH TECHNICAL CENTER	ELKINS	SECONDARY CAREER TECHNICAL CENTER
ROANE-JACKSON TECHNICAL CENTER	LEROY	SECONDARY CAREER TECHNICAL CENTER
SUMMERS COUNTY SCHOOL OF PRACITCAL NURSING	HINTON	SECONDARY CAREER TECHNICAL CENTER
UNITED TECHNICAL CENTER	CLARKSBURG	SECONDARY CAREER TECHNICAL CENTER
WEST VIRGINIA JUNIOR COLLEGE - BRIDGEPORT	BRIDGEPORT	PRIVATE/PROPRIETARY
WOOD COUNTY TECHNICAL SCHOOL (CAPERTON CENTER)	PARKERSBURG	SECONDARY CAREER TECHNICAL CENTER
WYOMING COUNTY CAREER AND TECHNICAL CENTER	PINEVILLE	SECONDARY CAREER TECHNICAL CENTER

LPN TO ASN/ADN PROGRAMS IN WV

Institution	Location	Training Program Type
BLUEFIELD STATE COLLEGE	BLUEFIELD	PUBLIC COLLEGE/UNIVERSITY
BRIDGEVALLEY COMMUNITY AND TECHNICAL COLLEGE	SOUTH CHARLESTON	PUBLIC COMMUNITY AND TECHNICAL COLLEGE
DAVIS AND ELKINS COLLEGE	ELKINS	PRIVATE COLLEGE/UNIVERSITY
FAIRMONT STATE UNIVERSITY	FAIRMONT	PUBLIC COLLEGE/UNIVERSITY

LPN TO BSN PROGRAMS IN WV

Institution	Location	Training Program Type
ALDERSON-BROADDUS UNIVERSITY	PHILLIPI	PRIVATE COLLEGE/UNIVERSITY

RN (ASN/ADN) PROGRAMS IN WV

Institution	Location	Training Program Type
BLUEFIELD STATE COLLEGE	BLUEFIELD BECKLEY	PUBLIC COLLEGE/UNIVERSITY
BLUERIDGE COMMUNITY AND TECHNICAL COLLEGE	MARTINSBURG	PUBLIC COMMUNITY AND TECHNICAL COLLEGE
BRIDGEVALLEY COMMUNITY AND TECHNICAL COLLEGE	SOUTH CHARLESTON	PUBLIC COMMUNITY AND TECHNICAL COLLEGE
DAVIS AND ELKINS COLLEGE	ELKINS	PRIVATE COLLEGE/UNIVERSITY
EASTERN WEST VIRGINIA COMMUNITY AND TECHNICAL COLLEGE	MOOREFIELD	PUBLIC COMMUNITY AND TECHNICAL COLLEGE
FAIRMONT STATE UNIVERSITY	FAIRMONT	PUBLIC COLLEGE/UNIVERSITY
SALEM INTERNATIONAL UNIVERSITY	SALEM	PRIVATE COLLEGE/UNIVERSITY
SOUTHERN WEST VIRGINIA COMMUNITY AND TECHNICAL COLLEGE	LOGAN	PUBLIC COMMUNITY AND TECHNICAL COLLEGE
ST. MARY'S SCHOOL OF NURSING	HUNTINGTON	PUBLIC COLLEGE/UNIVERSITY
UNIVERSITY OF CHARLESTON	BECKLEY CHARLESTON	PRIVATE COLLEGE/UNIVERISTY
WEST VIRGINIA JUNIOR COLLEGE	BRIDGEPORT CHARLESTON MORGANTOWN	PRIVATE COMMUNITY AND TECHNICAL COLLEGE
WEST VIRGINIA NORTHERN COMMUNITY COLLEGE	NEW MARTINSVILLE,	PUBLIC COLLEGE/UNIVERSITY
WEST VIRGINIA UNIVERSITY AT PARKERSBURG	PARKERSBURG	PUBLIC COMMUNITY AND TECHNICAL COLLEGE

BA/BS TO BSN PROGRAMS IN WV

Institution	Location	Training Program Type
WEST LIBERTY UNIVERSITY	WEST LIBERTY	PUBLIC COLLEGE/UNIVERSITY
WEST VIRGINIA UNIVERISTY	MORGANTOWN	PUBLIC COLLEGE/UNIVERSITY
WHEELING UNIVERISTY	WHEELING	PRIVATE NOT FOR PROFIT COLLEGE/UNIVERSITY

BSN PROGRAMS IN WV

Institution	Location	Training Program Type
DAVIS AND ELKINS COLLEGE	ELKINS	PRIVATE NOT FOR PROFIT COLLEGE/UNIVERSITY
MARSHALL UNIVERSITY	HUNTINGTON	PUBLIC COLLEGE/UNIVERSITY
SHEPHERD UNIVERSITY	SHEPHERDSTOWN	PUBLIC COLLEGE/UNIVERSITY
UNIVERSITY OF CHARLESTON	CHARLESTON	PRIVATE NOT FOR PROFIT COLLEGE/UNIVERSITY
WEST LIBERTY UNIVERSITY	WEST LIBERTY	PUBLIC COLLEGE/UNIVERSITY
WEST VIRGINIA UNIVERISTY	BECKLEY KEYSER MORGANTOWN	PUBLIC COLLEGE/UNIVERSITY
WEST VIRGINIA STATE UNIVERSITY	INSTITUTE	PUBLIC COLLEGE/UNIVERSITY
WEST VIRGINIA WESLEYAN COLLEGE	BUCKHANNON	PUBLIC COLLEGE/UNIVERSITY

MSN PROGRAMS IN WV

Institution	Location	Specializations	Training Program Type
MARSHALL UNIVERSITY	HUNTINGTON	FAMILY NURSE PRACTITIONER NURSE MIDWIFE PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER NURSE ADMINISTRATOR NURSE EDUCATOR	PUBLIC COLLEGE/UNIVERSITY
SALEM UNIVERSITY	SALEM	NURSE ADMINISTRATOR NURSE EDUCATOR	PRIVATE FOR PROFIT COLLEGE/UNIVERSITY
WEST VIRGINIA UNIVERSITY	MORGANTOWN CHARLESTON	FAMILY NURSE PRACTITIONER PEDIATRIC NURSE PRACTITIONER	PUBLIC COLLEGE/UNIVERSITY
WEST VIRGINIA WESLEYAN COLLEGE	BUCKHANNON	FAMILY NURSE PRACTITIONER NURSE LEADERSHIP NURSE MIDWIFE PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER	PUBLIC COLLEGE/UNIVERSITY
WHEELING UNIVERSITY	WHEELING	FAMILY NURSE PRACTITIONER NURSE ADMINISTRATOR NURSE EDUCATOR	PRIVATE FOR PROFIT COLLEGE/UNIVERSITY

MSN/MBA PROGRAMS IN WV

Institution	Location	Specializations	Training Program Type
WEST VIRGINIA UNIVERSITY	MORGANTOWN	MSN/MBA	PUBLIC COLLEGE/UNIVERSITY

POST MSN CERTIFICATE PROGRAMS IN WV

Institution	Location	Specializations	Training Program Type
MARSHALL UNIVERSITY	HUNTINGTON	FAMILY NURSE PRACTITIONER NURSE ADMINISTRATOR NURSE EDUCATOR	PUBLIC COLLEGE/UNIVERSITY
WEST VIRGINIA UNIVERSITY	MORGANTOWN	FAMILY NURSE PRACTITIONER PEDIATRIC NURSE PRACTITIONER ADULT GERONTOLOGY ACUTE CARE NURSE PRACTITIONER	PUBLIC COLLEGE/UNIVERSITY
WEST VIRGINIA WESLEYAN COLLEGE	BUCKHANNON	FAMILY NURSE PRACTITIONER	PUBLIC COLLEGE/UNIVERSITY
WHEELING UNIVERSITY	WHEELING	FAMILY NURSE PRACTITIONER NURSE ADMINISTRATOR NURSE EDUCATOR	PUBLIC COLLEGE/UNIVERSITY

DNP PROGRAMS IN WV

Institution	Location	Specializations	Training Program Type
SHEPHERD UNIVERSITY	SHEPHERDSTOWN	NURSING PRACTICE	PUBLIC COLLEGE/UNIVERSITY
WEST VIRGINIA UNIVERSITY	MORGANTOWN	NURSING PRACTICE NURSE ANESTHETIST	PUBLIC COLLEGE/UNIVERSITY
WEST VIRGINIA WESLEYAN COLLEGE	BUCKHANNON	NURSING PRACTICE NURSING LEADERSHIP	PRIVATE NON PROFIT COLLEGE/UNIVERSITY

PHD PROGRAMS IN WV

Institution	Location	Training Program Type
WEST VIRGINIA UNIVERSITY	MORGANTOWN	PUBLIC COLLEGE/UNIVERSITY



WEST VIRGINIA NURSING FINANCIAL AID GUIDE

2021-2022

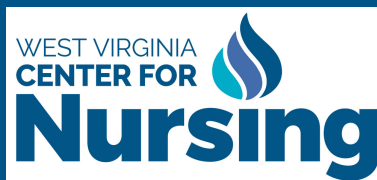


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FINANCIAL AID APPLICATION

If you are considering a career in nursing, one of the most important steps you can take is to fill out your Free Application for Federal Student Aid (FAFSA). Your FAFSA opens the door to receiving financial aid from both federal and state sources at colleges and universities across the state. Even if you are not sure if you will need financial aid, we recommend you fill out the FAFSA – IT'S FREE!

The FAFSA application launches on October 1st of each year. The application will consider your income from the Prior Prior Year. Your eligibility for student aid will be based on your income from the previous two years. For example, if you apply for the 2021-2022 FAFSA year, your aid will be based on your 2019 income information.

We recommend submitting your FAFSA as soon as possible after the launch date on October 1st to ensure you meet any deadlines specific to the individual college or university, even if you have not completed the admissions process at your chosen university, college, or vocational school. The quickest and most accurate way to complete your FAFSA application is to file online at www.fafsa.gov. To file online, go to this link and create an account with a username and password, also known as an FSA ID. The application also allows you to make use of the IRS Data Retrieval Tool. This tool allows you to transfer your income tax information directly from the income tax form that you filed onto the FAFSA. If you prefer to fill out a paper copy of the FAFSA, you can obtain a paper application by calling the Federal Student Aid Information Center at 1-800-4-FED-AID.

Filing out your FAFSA application will help you determine what federal and state grants you may qualify for based on your financial need. Two of the most common grants obtained by West Virginia college students are Federal Pell Grants and the West Virginia Higher Education Grant.

FINANCIAL AID APPLICATION

FEDERAL PELL GRANTS

Federal Pell grants are awarded to students based on financial need and do not have to be repaid. These grants are considered as the foundation of federal financial aid, to which aid from other federal and non-federal sources might be added. Federal Pell Grants are generally awarded to undergraduate students who have not yet earned a bachelor's or graduate degree. To qualify for a Federal Pell Grant, the U.S. Department of Education uses a standard formula to evaluate the financial information provided on your completed FAFSA. The formula produces an Expected Family Contribution (EFC) number that is based on your family's financial situation. Federal Pell Grant amounts depend on program funding and can change every year. The amount of student aid you might qualify for will not affect your award amount. For the 2021-2022 award year, the maximum award amount is \$6,495 for an academic year. If you receive a Federal Pell Grant, your school may credit the award to your student account, pay you directly, or combine these two methods. The school must tell you in writing how and when you'll be paid and how much your award will be.

WEST VIRGINIA HIGHER EDUCATION GRANT

The West Virginia Higher Education Grant is a need-based financial aid program designed to ensure West Virginia students with financial need are given an opportunity to pursue post-secondary education. The grant may be renewed until the student's course of study is completed but may not exceed three academic years beyond the initial award. Awards are based on demonstrated financial need and generally may be used in conjunction with other forms of state, federal, and institutional financial aid. To apply for funding, you must fill out your FAFSA before April 15 each year. Award amounts vary from year to year based on a number of factors including the financial need of applicants and the amount of available funding. To receive an award, you must be a citizen of the United States, be a resident of West Virginia for at least 12 months prior to the date of application, be a high school graduate or have earned a TASC or high school equivalent certificate, demonstrate an established level of financial need, demonstrate academic promise, enroll at a participating institution in West Virginia or Pennsylvania as a full-time undergraduate student, and have not previously earned a bachelor's degree.

STUDENT LOANS

After you have gone through the application process at your institution/nursing program, and your FAFSA has been processed, you will receive a financial aid award letter from your college or university outlining the types of financial aid for which you have qualified. The application process may be different based on the kind of financial aid you are seeking. Based on what aid is available to you, your financial aid package might include student loans. Student loans may be awarded more than what is needed for tuition and fees to help with room, board, books and supplies, transportation, and personal expenses. With the help of your FAFSA application, you may be offered different kinds of student loans. A description of these student loans can be found below:

SUBSIDIZED FEDERAL LOANS

Subsidized loans are loans in which the government pays the interest while you are in school, during grace periods, and during any deferment periods. These loans help students decrease the amount of interest that occurs on your loan while in school and helps to keep costs lower than some other kinds of loans.

UNSUBSIDIZED FEDERAL LOANS

Unsubsidized federal loans are loans in which you are responsible for paying all the interest that occurs from the first disbursement date until the loan is paid in full. These loans mean that interest will accumulate on your loan while you are in school, even if they are not technically due until after you graduate (or when you are enrolled half-time) and use the 6-month grace period.

PLUS LOANS

PLUS loans are federally funded loans that are eligible to parents and graduate/professional students through the Direct Loan program. This kind of loan allows your parents to borrow up to the cost of attendance each year with no limit on the amount that can be borrowed. They have fixed interest rates and the borrower pays an origination fee for each loan taken. These loans are not subsidized so interest begins to accrue on the outstanding loan balance as soon as funds are disbursed and continues to accrue even if the loan is in deferment.

STUDENT LOANS

PRIVATE LOANS

Private loans are loans made by lenders not associated with the federal government and are often provided by banks, credit unions, state agencies, or individual schools. Each of these kinds of loans may differ in terms based on the policies in which the granting university, college, or vocational center may have. Many private loans require payments while the student is still in school, while others may allow you defer payments while in school. Interest rates can be variable or fixed and may be higher or lower than federal loans based on your financial circumstances. These loans often require an established credit record or a cosigner.

SCHOLARSHIP PROGRAMS

Students may seek to lower or eliminate the amount of loans needed to get their degrees through the various state and federal scholarship programs available. These programs each have different requirements and qualifications for students. This list of programs has been curated for those programs in which nursing students in West Virginia might qualify. Additional opportunities might be available directly from your university, college, or vocational center. Please read the descriptions below for more information.

SCHOLARSHIP PROGRAMS

West Virginia PROMISE Scholarship

The PROMISE Scholarship is a merit based financial aid program for West Virginia residents funded by the state of West Virginia and is a great opportunity for high school students coming directly from high school and entering ASN or BSN programs at West Virginia's four-year and two-year colleges and universities. Students who meet eligibility requirements receive funds to help pay for college with annual awards up to \$4,750 to cover the cost of tuition and mandatory fees at public or independent four-year and two-year colleges and universities around the state. To qualify, applicants must do the following:

- First time applicants fill out a FAFSA application and PROMISE application by March 1st
- Be a resident of West Virginia continuously for 12 consecutive months preceding the PROMISE scholarship deadline unless a member of armed services or a military dependent.
- Must complete at least half of credits required for high school graduation through attendance at a public or private high school or homeschool in West Virginia.
- Must achieve a cumulative GPA of at least 3.0 on a 4.0 grade scale or whatever is considered a "B" average, based on your county board's grading policy in both core courses and overall coursework required for graduation.
 - Core GPA is determined based on grades in all core courses a student completed on the core class listing, not just those required for graduation.
 - Weighted grades from dual credit or advanced placement courses may be used based on the county grading policy.
 - All college grades, including dual credit coursework, will be counted in the cumulative GPA calculation in determining PROMISE Scholarship renewal eligibility, regardless of whether the college accepts those credits.
- Must complete the minimum core class requirements for the complete core class listing. These requirements may change from year to year. Please check the website to see what the specific requirements are for when you are applying.
- Must meet standardized test score criteria on the ACT by July or SAT by June for the application year. These requirements may change from year to year. Please check the website to see what the specific requirements are for when you are applying.
- Specific requirements for homeschooled applicants can be found on the website.

SCHOLARSHIP PROGRAMS

To continue to receive the WV PROMISE scholarship, you must also maintain certain requirements each year while in college. For the first year, you must maintain at least a 2.75 cumulative college GPA and a 3.0 in each subsequent year. You must also continue to maintain a full-time course class load and must complete and earn a minimum of 30 credit hours in each 12-month period. Any college courses earned prior to entering college will not count towards the 30 minimum college credit hours.

Visit www.cfww.com/promise for more information about the scholarship.

West Virginia Invests Scholarship

West Virginia Invests Scholarship program is a last dollar in financial aid program designed to cover the cost of basic tuition and fees for certificate or associate degree programs in specific high demand fields. This scholarship is best for nursing students who have not already earned a college degree (associate level or higher) or have attempted 90 or more college credit hours who are seeking to obtain an ASN degree. The last dollar in approach means that the program will pay for any amount up to the total cost of tuition and mandatory fees not already covered by other state or federal grants or scholarships and institutional tuition waivers. Recent changes now allow the funds to cover academic fees starting summer 2021, but not including things like books, supplies, and uniforms. To qualify for the West Virginia Invests Scholarship, prospective students must meet the following requirements:

- Be a legal resident of West Virginia for at least one year immediately before applying
- Be a U.S. citizen or eligible non-citizen for federal financial aid
- Are a graduate of a public, private or homeschool program or have successfully passed a high school equivalency test

SCHOLARSHIP PROGRAMS

- Have not already earned a college degree (associate level or higher) or have attempted 90 or more college credit hours
- Follow the college's satisfactory academic progress policy; for renewal you must also have at least a 2.0 cumulative GPA
- Have completed the FASFA
- Not be in default on a federal student loan
- Are willing to make a commitment to improving the state by living in West Virginia for at least 2 years after graduation or dropping below part-time enrollment and completing at least 2 hours of unpaid community service each academic term.
- Meet the minimum admissions requirements at an eligible institution and register for at least 6 credit hours.
- Pay for and pass a drug screening each academic year you are receiving an award.

Once you receive a West Virginia Invests grant, you will have to meet a few simple requirements to remain eligible for future awards. These include:

- Completing an annual FASFA and West Virginia Invests application each year.
- Maintain a cumulative GPA of at least 2.0 on all coursework and follow your college's satisfactory academic progress policy.
- Passing a drug screen prior to the beginning of each term in which grant funding is received.
- Complete two hours of community service each term in which the funds are received and verify with your institution.
- Once you meet the requirements for an associate degree or reach 90 attempted college credit hours, you will no longer be eligible.

Visit <http://wvinvests.org/> to learn more about this scholarship.

SCHOLARSHIP PROGRAMS

West Virginia Higher Education Adult Part-Time Student Grant Program – Workforce Development Component

The West Virginia Higher Education Adult Part-Time Student Grant Program – Workforce Development Component is awarded to students that demonstrate financial need, enroll in a post-secondary certificate, industry recognized credential, or other skill development program in a demand occupation in West Virginia. This opportunity is open to students enrolled in CNA or LPN programs at an eligible institution in the state. Recipients can receive up to \$2,000 towards tuition, required testing, and required supplies not covered by other scholarships and grants. To find out if your institution is eligible, contact your school's financial aid office. To be eligible students must meet the following requirements:

- Be a resident of the state for at least 12 months prior to the date of application.
- A citizen or permanent resident of the United States
- Submit the HEAPS Workforce Development Application
- Demonstrate financial need as verified through submission of a FASFA application
- Have a high school diploma, TASC, or high school equivalent
- Not be in default on a higher education loan
- Not be incarcerated in a correctional facility
- Be enrolled or accepted for enrollment in a post-secondary certificate, industry recognized credential or other skill development program of study
- Comply with the Military Selective Service Act

Recipients are selected each year based on the applicant's eligibility and the availability of awards. Funds are distributed on a first come, first served basis. Students will be made aware of their award through their institution. Students cannot be awarded the grant for the same course more than once.

To learn more about this opportunity, visit

https://secure.cfwm.com/Financial_Aid_Planning/Scholarships/Scholarships_and_Grants/WV_HEAPS_Grant.aspx

SCHOLARSHIP PROGRAMS

West Virginia Nursing Scholarship Program

The West Virginia Nursing Scholarship Program is a joint scholarship program administered by the West Virginia Center for Nursing and the West Virginia Higher Education Policy Commission. This scholarship is best for LPN and RN students interested in working in the state, and graduate nursing students who are interested in teaching in the state. This program is also eligible to nursing students in bridge programs. The program is funded by a \$10 fee that comes from every nursing license renewal in the state. In exchange for receiving an award, participants agree to complete a service obligation in West Virginia. Award amounts vary from year to year based on the availability of funds and are disbursed each semester to the recipient's school.

To be eligible for an award, applicants must meet the following requirements:

- Be enrolled at least half-time in an accredited West Virginia Nursing Program
- Be in good academic standing
- Have a cumulative and nursing GPA set by the Center's Recruitment and Retention Committee
 - The GPA requirements are set after applications are received each year.
 - Nursing GPA only includes credits earned through nursing classes while cumulative GPA includes both nursing and non-nursing credits.
 - Most LPN programs do not have non-nursing credits, so cumulative and nursing GPA for these programs are the same for most.
 - During the 2020-2021 award year, the minimum GPA accepted was a 3.0.
- RN and LPN nursing applicants must meet their nursing midpoint before being granted an award.
 - Nursing midpoint is the date in which a student has completed at least 50% of the curriculum needed to complete their nursing degree.
 - For most ASN programs, this date is one year into the program
 - For most BSN programs, this date is two years into the program
 - For most LPN programs, this date is 6 months into the program
 - Applicants should apply during the open application cycle in the academic year they will hit their nursing midpoint to be considered for an award.

SCHOLARSHIP PROGRAMS

- Graduate nursing applicants must be employed by a West Virginia School of Nursing as a nursing educator while receiving an award in addition to completing a service obligation after program completion.
- Graduate nursing applicants must also complete at least one semester before their application can be evaluated for an award so that their GPA can be considered.

Award amounts vary each year based on the availability of funds and differ based on the type of program a recipient is enrolled in. During the 2020-2021 application year, the award amounts were as follows:

- LPN – one \$800 award per award year
- RN – \$1,250 per eligible semester
- MSN – \$3,000 per eligible semester
- Doctoral – \$4,000 per eligible semester

After completion of the program, recipients complete a service obligation depending on what kind of program they completed. Each service obligation has different terms as outlined in the promissory note they are required to sign. If a recipient does not complete the service obligation or fails to verify their service using employment verification forms as required by the promissory note, they are required to repay the award plus interest. Please see the following for more details on the service obligation requirements:

- LPN – one year, full-time, as an LPN in West Virginia for each year an award is received.
- RN – two years, full-time, as an RN in West Virginia for each year an award is received.
- Graduate nurse – two years, full-time, and a nursing educator in West Virginia for each year an award is received.

The full-time work requirement can be met through more than one form of employment as long as the employment is the equivalent to 36 hours or more per week. Graduate nurses must have at least part of their work involve teaching at a West Virginia school of nursing.

Visit www.wvcenterfornursing.org/wvcfn-scholarship for more information on how to apply.

SCHOLARSHIP PROGRAMS

Nurse Corps Scholarship Program

Nurse Corps Scholarship Program is a federally funded scholarship program administered by the Health Resources Service Administration (HRSA) that provides nursing students with scholarship funds in exchange for completing a service obligation. Nursing students obtaining RN degrees, graduate degrees, and bridge programs are eligible to receive funds. Awards for this scholarship are very competitive since this is a program open to all nursing students across the country.

Students applying to this program must meet the following requirements:

- Are a U.S. citizen (born or naturalized), a national, or a lawful permanent resident
- Are accepted or enrolled in a nursing degree program at a United States accredited school of nursing
- Begin classes no later than September 30th
- Do not have any federal judgement liens
- Do not have an existing service commitment
- Aren't overdue on a federal debt

Preference for awards are given to those who are the most financially in need of awards.

Scholarship awards provide funding for tuition, required fees, monthly support stipends, and other annual reasonable educational costs like books, supplies, and uniforms. All awards are taxable.

SCHOLARSHIP PROGRAMS

Recipients agree to a 2-year minimum service commitment for 1-2 years of scholarship support (full-time status). One year additional service commitments are made per scholarship year for full-time status students who need scholarship support for more than 2 years (BSN students), with a maximum of 4 years of support available). Work must be full-time status of at least 32 hours per week for at least 45 weeks per year. Of those 32 minimum hours per week, 26 hours must be spent providing clinical services to patients. Work sites must be at one of the following sites approved by the program:

- Ambulatory Surgical Center
- Federally Qualified Health Center/FQHC Look-Alike
- Home Health Agency
- Hospice Program
- Public/Private Hospital
- Urgent Care
- Critical Access and Disproportionate Share Hospitals
- Nursing Home
- Rural Health Clinic
- Skilled Nursing Facility
- State or Local Public Health Departments
- End Stage Renal Disease Dialysis

To learn more about this program, please visit <https://bhw.hrsa.gov/funding/apply/scholarship/nurse-corps>.

Greater Kanawha Valley Foundation Scholarships

The Greater Kanawha Valley Foundation offers scholarships for a variety of colleges and universities and programs around the state. These scholarships are most often funded for specific persons and all have different requirements of awardees.

Learn more about the specific scholarships offered at <https://tgkvf.org/scholarships/available-scholarships/>.

SCHOLARSHIP PROGRAMS

Workforce Innovation and Opportunity Act Grants

The Workforce Innovation and Opportunity Act program is a work first program designed to assist those who have actively sought employment yet have not successfully obtained employment due to jobs not being available in the field they are qualified for, or they lack skills required in a particular field of interest. The WIOA program offers a one-time training opportunity to those who are eligible. You must be determined eligible in either the Dislocated Worker or Adult funding stream to participate. Dislocated Worker funding is based on whether you have been/will be laid off, are receiving unemployment compensation, or are a displaced homemaker. Adult funding is determined according to your household income and family size. Prospective nursing students who might qualify for this program can obtain funding to becoming an LPN or RN (ASN) if they meet all the eligibility criteria.

If you are interested in this program, you must contact the workforce region in your area to see if you meet all the qualifications required. Below is a listing of each workforce region with the counties served and a link to the region's workforce website:

- **Workforce Region 1:** Fayette, Monroe, Summers, Webster, Raleigh, Greenbrier, McDowell, Mercer, Nicholas, Pocahontas
- **Workforce Region 2:** Boone, Cabell, Lincoln, Logan, Mingo, Putnam, Wayne
- **Workforce Region 3:** Kanawha
- **Workforce Region 4:** Clay, Mason, Calhoun, Jackson, Pleasant, Ritchie, Roane, Wirt, Wood
- **Workforce Region 5:** Hancock, Brooke, Ohio, Marshall, Wetzel and Tyler
- **Workforce Region 6:** Barbour, Braxton, Doddridge, Gilmer, Harrison, Lewis, Marion, Monongalia, Preston, Randolph, Taylor, Tucker, Upshur
- **Workforce Region 7:** Berkeley, Grant, Hardy, Hampshire, Jefferson, Mineral, Morgan and Pendleton

SCHOLARSHIP PROGRAMS

Advanced Career Education (ACE) Advantage

The Advanced Career Education program has opportunities for CNA and LPN students enrolled at career and technical education centers in West Virginia. Funds will be issued to career centers for each ACE student enrolled in a program of study based on FTE. The per pupil allocation will vary by county. These funds will be utilized to reduce tuition costs for program offerings at the institution. Check with your CTE to learn more about if you can receive tuition assistance for your program. Learn more about ACE at <https://sway.office.com/FPx6zJHL7dIlbwuh?ref=Link>.

Other West Virginia Department of Veterans Assistance Education Benefits

The West Virginia Department of Veterans Assistance has several education benefits programs for veterans that can benefit those nursing students who are/were in the military. For more information about the specific programs that you may qualify for can be found here: <https://veterans.wv.gov/Benefits/Pages/default.aspx?fbclid=IwAR2-twon7Xhx3LuyG49cIoCNTQL6qA969jGoxD0ZGlkPLSzclZKpe8qluE8>

SCHOLARSHIP PROGRAMS

West Virginia Healthcare Association Scholarships

The West Virginia Healthcare Foundation awards scholarships each year to employees of West Virginia Health Care Association facilities (long-term care facilities). The scholarships allow employees to attain their educational and professional goals.

Scholarship applications are due during the first quarter of each year. The Foundation board reviews applications and makes recommendations for awards. Awards are announced in May during the Annual Convention Awards Gala and award funds are disbursed in time for fall registration of classes.

Criteria for applicants include a demonstrated interest in long term care, current employment with a WVHCA member facility for at least one year, acceptance or enrollment in an approved educational institution, and meeting the application deadline.

To learn more about this scholarship, please visit
<https://www.wvhca.org/careers/scholarships/>.

Other Healthcare Facility, Professional Organizations and College/University Scholarship Opportunities

There are several healthcare facilities that offer scholarships, loan repayment assistance, and tuition assistance programs in exchange for signing on to work with them following completion of your nursing program. Additionally, many colleges and universities also offer general scholarships and targeted scholarships that you may be eligible for. For these kinds of scholarships, we advise you contact healthcare facilities in your area, professional organizations and your college/university to learn more.

LOAN REPAYMENT AND FINANCIAL INCENTIVE PROGRAMS

Most loan repayment and financial incentive programs available to nurses in West Virginia are focused on graduate level nurses. When considering the available programs, it is important that students pursuing undergraduate nursing degree programs pursue the available scholarship opportunities to minimize their future educational debt.

Health Sciences Service Program

The Health Sciences Service program is a state funded program for students in health professions interested in practicing in underserved communities across West Virginia. Nurse practitioners, nurse midwifery, and nurse education students in the final year of their academic programs are encouraged to apply during the open application cycle that closes mid-October of each year. Approximately 15 awards are made per year and nursing students are eligible to receive a \$15,000 award.

The service obligation associated with the award is two years full-time or four years part-time. All service sites must be located within West Virginia. Nurse educators are expected to work at a school of nursing in West Virginia. Nurse practitioners and nurse midwives have several options of service sites:

- An out-patient primary care site or residential care facility for older adults located within a geographically eligible area of the program's Service Areas List and Map.
- An out-patient primary care site with a facility-based HPSA designation located anywhere in the state.
- A free clinic located anywhere in the state.

Participants are expected to secure employment within 6 months of graduation and do not receive any of their award before having their employment secured and approved.

For more information about this program, visit

https://secure.cfwm.com/Financial_Aid_Planning/Scholarships/Scholarships_and_Grants/WV_Health_Sciences_Scholarship_Program.aspx.

LOAN REPAYMENT AND FINANCIAL INCENTIVE PROGRAMS

National Service Corps Loan Repayment Program

The National Health Service Corps Loan Repayment Program is a federally funded program administered by HRSA. It seeks to provide health professionals culturally competent, interdisciplinary primary healthcare services to underserved populations located in designated HPSA locations. Nurse practitioners specializing in adult, family, pediatric, women's health, mental health, and geriatrics; and nurse midwives qualify for the program. Awards are given on the federal level, so the application process is very competitive.

The options in this program are two-fold: full-time clinical practice and part-time clinical practice.

- The full-time clinical practice track gives recipients \$50,000 in exchange for 2 years of full-time clinical practice to clinicians serving at an NHSC approved service sites with a HPSA score of 14 or higher. Applicants who will be working at NHSC approved service sites with HPSA scores of 13 or lower are eligible to receive \$30,000 for an initial 2 years of full-time practice.
- The part-time clinical practice track gives recipients \$25,000 for an initial 2 years of half-time clinical practice to clinicians serving at an NHSC approved service site with a HPSA score of 14 or higher. Applicants who will be working at NHSC approved service sites with HPSA scores of 13 or lower are eligible to receive up to \$15,000 for an initial 2 years of half-time clinical practice.

Funding priorities are given to recipients who have completed their service obligation and continue to have eligible student loans. The NHSC then prioritizes applicants within each HPSA score by their disadvantaged background, then by characteristics that indicate a likelihood to remain in a HPSA. The funding priorities are as follows:

- Current or former NHSC scholarship awardees.
- Disadvantaged background – Disadvantaged background is based on environmental and/or economic factors identified on the application.
- Characteristics likely to remain in a HPSA

LOAN REPAYMENT AND FINANCIAL INCENTIVE PROGRAMS

To find out if your worksite has a HPSA designation, go to <https://data.hrsa.gov/tools/shortage-area/hpsa-find> and enter the state and county you currently work in.

To learn more about this program, visit <https://nhsc.hrsa.gov/loan-repayment/nhsc-loan-repayment-program.html>.

Recruitment and Retention Community Project

The Recruitment and Retention Community Project is a state-funded program administered by the WVDHHR's State Office of Rural Health that is eligible for nurse practitioners and nurse midwives in general family practice, general pediatrics, obstetrics/gynecology, psychiatry, and general internal medicine. The program provides matching funds of up to \$10,000 with a maximum match from an employer of \$10,000. In total a recipient can receive \$20,000 to pay for qualified government and commercial education loans obtained for medical school tuition, reasonable education expenses required by the training program and/or reasonable living expenses.

Practice sites must be located within a HPSA or MUA or have a HPSA designation, be a non-profit facility, accept patents regardless of insurance status or ability to pay, provide a sliding fee scale and accept WV Medicaid.

To learn more about HPSAs and to find out if your facility qualifies visit <https://data.hrsa.gov/tools/shortage-area/by-address>.

To learn more about MUAs visit <https://data.hrsa.gov/tools/shortage-area/mua-find>.

To learn more about the Recruitment and Retention Community Project visit <https://dhhr.wv.gov/ruralhealth/repayment/Pages/default.aspx>.

LOAN REPAYMENT AND FINANCIAL INCENTIVE PROGRAMS

State Loan Repayment Program

The State Loan repayment program is a state and federally funded program administered by the WVDHHR's State Office of Rural Health that is eligible for nurse practitioners and nurse midwives in general family practice, general pediatrics, obstetrics/gynecology, psychiatry, and general internal medicine. The program provides funds of \$40,000 for government and commercial educational loans obtained for tuition, reasonable education expenses by a training program and/or reasonable living expenses, with a one year extension available of \$25,000.

Practice must be provided for a minimum of 2 years, 40 hours per week at an eligible facility within the state of West Virginia. Upon completion of the initial 2 year obligation agreement, an awardee may re-apply to the SLRP program for a 1 year extension and may be eligible for a maximum of 2, one year extensions.

Eligible practice sites must be located within a HPSA or have a HPSA designation, be a non-profit facility, accept patients regardless of insurance status or ability to pay, provide a sliding fee scale and accept WV Medicaid.

To learn more about HPSAs and to find out if your facility qualifies visit

<https://data.hrsa.gov/tools/shortage-area/by-address>.

To learn more about the Recruitment and Retention Community

Project visit **<https://dhhr.wv.gov/ruralhealth/repayment/Pages/default.aspx>**.

LOAN REPAYMENT AND FINANCIAL INCENTIVE PROGRAMS

Nurse Corps Loan Repayment Program

Nurse Corps Loan Repayment Program is a federally funded program provided by HRSA that is open to RNs and APRNs. Loan repayment is available through this program in exchange for a service obligation at an eligible facility. Awarded participants will receive payments totaling 60 percent of their outstanding qualifying educational loan balance incurred while pursuing an education in nursing in exchange for a two-year service commitment. Qualifying participants may receive awards in exchange for a two-year service commitment. Qualifying participants may also receive an additional 25 percent of their original loan balance for an optional third year of service.

To be eligible for this program you must:

- Be a U.S. citizen, U.S. national, or lawful permanent resident.
- Have a current, full, permanent, unencumbered, unrestricted license.
- Have earned a diploma, associate, baccalaureate, graduate, or doctorate degree in nursing and have outstanding nursing educational loans.
- Be employed as a full time RN or APRN working at least 32 hours per week at an eligible Critical Shortage Facility or an eligible school of nursing.

Service sites must be Critical Shortage Facilities located in a HPSA designation that are public or private. These Critical Shortage Facilities may include:

- Critical Access Hospital
- Disproportionate Share Hospital
- Public Hospital
- Private Hospital
- Federally Qualified Health Center
- Rural Health Clinic
- State or Local Health Department
- Nurse Managed Health Clinic/Center
- Urgent Care Facility

LOAN REPAYMENT AND FINANCIAL INCENTIVE PROGRAMS

- Certified Community Behavioral Health Clinic
- Community Behavioral Health Clinic
- Free and Charitable Clinics
- End State Renal Disease
- Dialysis Centers
- Ambulatory Surgical Center
- Residential Nursing Home
- Home Health Agency
- Hospice Program

Funding preference is given to nurses based on the greatest financial need, the type of facility where employed, and the mental health or primary care HPSA designation. Nursing faculty will be given preference to those employed at schools of nursing with at least 50 percent enrollment of students from disadvantaged background and those demonstrating the greatest financial need.

To learn more about HPSAs and to find out if your facility qualifies visit <https://data.hrsa.gov/tools/shortage-area/by-address>.

To learn more about the Nurse Corps Loan Repayment Program visit <https://bhw.hrsa.gov/funding/apply-loan-repayment/nurse-corps>.

Faculty Loan Repayment Program

The Faculty Loan Repayment Program is a federally funded program administered by the BHW, HRSA, and HHS that provides eligible faculty members with financial assistance to repay a portion of their qualifying educational loans in exchange for a full or part-time service at an eligible health professions school. The program awards a lump sum of up to a maximum of \$40,000 for a two year service obligation and directly pays the IRS an amount equal to 39% of the total loan repayment program award on the participants behalf to avoid federal tax liability.

LOAN REPAYMENT AND FINANCIAL INCENTIVE PROGRAMS

To be eligible, applicants must meet the following requirements:

- Be a US Citizen, national or lawful permanent resident.
- Be from an economically or environmentally disadvantaged background. Economically disadvantaged means an individual comes from a family with an annual income below a level based on low-income thresholds according to family size. Environmentally disadvantaged means an individual comes from an environment that has inhibited the person from obtaining the knowledge, skills, and abilities required to enroll in and graduate from an undergraduate or graduate school based on a number of factors.
- Have a degree or certificate in registered nursing or advanced practice registered nurse.
- Have an employment commitment from an eligible health professions school for a full-time or part-time faculty position for a minimum of two years with employment. Nursing schools must be RN or APRN programs.
- Have a written agreement with an eligible health professions school that has agreed to pay principal and interest for the applicant's educational loans in an amount equivalent to the loan repayments made by HHS under this program. This agreement is not required if the school has submitted a request for a full or partial waiver of the match requirement.
- Applicants must provide an official agreement from the employment institution stating the type of match that will be provided to the employee for a two-year service period. For a partial match, the intended percentage or amount must be stated in the official agreement.

For more information about this program, visit <https://bhw.hrsa.gov/funding/apply-loan-repayment/faculty-lrp>.

IMPORTANT NOTE

Students who receive awards from state-funded programs with service obligations may qualify for other financial incentive programs to practice in West Virginia. In some cases, the service obligations can be met concurrently. However, federal law prohibits concurrent service obligations with most state loan repayment programs, such as the National Health Service Corps loan repayment program. Be sure to check with the programs if you are applying for multiple programs.

Scholarship Opportunities by Program Type

Certified Nursing Assistant Certificate

ACE Advantage
West Virginia Higher Education Adult Part-
Time Student Grant Program
Greater Kanawha Valley Foundation
Scholarships
Workforce and Innovation Opportunity Act
Grants
West Virginia Healthcare Association
Scholarships
Employer based support

Licensed Practical Nurse Certificate

ACE Advantage
WV Higher Education Adult Part-Time
Student Grant Program
WV Nursing Scholarship Program
Pell Grants (contingent on program type)
WV Invests Grant Program (contingent on
program type)
Greater Kanawha Valley Foundation
Scholarships
Workforce and Innovation Opportunity Act
Grants
West Virginia Healthcare Association
Scholarships
Federal and private loans
Employer based support

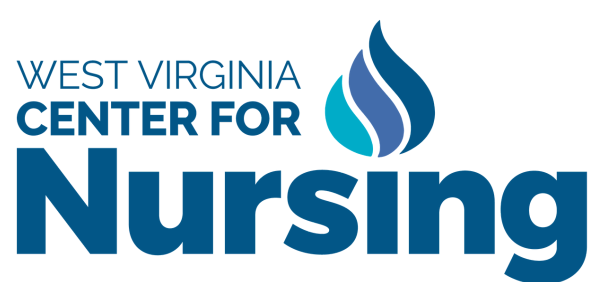
Associate Degree in Nursing

Pell Grants
PROMISE Scholarship Program
WV Invests Grant Program
WV Higher Education Grant Program
National Nurse Corps Program
WV Nursing Scholarship Program
Greater Kanawha Valley Foundation Scholarships
West Virginia Healthcare Association
Scholarships
Workforce and Innovation Opportunity Act
Grants
Federal and private loans
Employer based support

Baccalaureate Degree in Nursing

Pell Grants
PROMISE Scholarship Program
WV Higher Education Grant Program
National Nurse Corps Program
WV Nursing Scholarship Program
Greater Kanawha Valley Foundation
Scholarships
Workforce and Innovation Opportunity Act
Grants
West Virginia Healthcare Association
Scholarships
Federal and private loans
Employer based support

Nursing Career Pathway



High School Diploma
or
High School Equivalent

Certified Nursing Assistant (CNA)



Education: high school,
vocational school or
workplace training program

Program length:
6 weeks to 2 months

Average Salary (WV; 2020):
\$25,501

There are two
paths to
becoming an RN

ASN / ADN



Education: college or
university

Program length:
2 years

Average Salary (WV; 2020):
\$57,483

Licensed Practical Nurse (LPN)



Education: vocational school
or college

Program length:
9 to 12 months

Average Salary (WV; 2020):
\$36,774

BSN



Education: college or
university

Program length:
4 years

Average Salary (WV; 2020):
\$57,483

Bridge Program Lengths

LPN to ASN - 1 to 2 years

LPN to BSN - 1.5 to 2 years

ASN to BSN - 1 to 1.5 years

Key



Direct entry
program from
high school



Bridge Program to
allow nurses with
previous licensure
to gain additional
credentials