

Respiratory Therapy Pathway Program

Informational Session

In partnership with

Vermont State University

Presented by:

UVM Health + VTSU

Agenda

Introductions + Program Highlights

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VTSU Admissions + RT Program Overview

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RT Pathway Program Overview + How to Apply

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Workforce Development + Talent Acquisition
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What is Respiratory Therapy?

Respiratory therapists deliver care that helps people manage a wide range of breathing problems caused by disease, accident or illness.

These professionals provide care whenever and wherever breathing is an issue.

They work in hospitals or other acute care settings, or are employed in clinics, physicians' offices, or skilled nursing facilities.

According to federal wage data, the average RT in Vermont earns over \$75,000 per year.



Is Respiratory Therapy the Right Fit for Me?

How to Learn More

- A job shadow is a great way to observe the work of a Respiratory Therapist firsthand!
 - Reach out directly to your RT department to ask about scheduling a job shadow.
- Attend a virtual info session through VTSU
 - Multiple sessions are offered each Fall: [Respiratory Therapy, A.S. - Vermont State University](#).
- Check out this video: [**A Day in the Life of a Respiratory Therapist - VIDEO**](#)

Pathway Program Highlights

- The Respiratory Therapy Pathway Program is open to all UVM Health partners.
- Each partner assesses its RT needs and budgets for the number of participants it can support each year.
- All full-time employees are eligible to apply, regardless of position and length of employment with UVM Health.
- Interested candidates must first apply to, and be accepted into the VTSU RT Program, before applying internally to the UVM Health RT Pathway Program.

Pathway Program Highlights

- The RT Pathway Program is designed to support employees through the complete two-year (five-semester) program at VTSU.
- Classes & clinicals will be completed according to the programmatic schedules offered through VT State University.
- Classes will be held through a combination of in-person and virtual offerings.
 - In-person/virtual offerings may differ by semester dependent upon class needs/requirements.
- There are two required prerequisite courses that applicants must complete:
 - ✓ Anatomy & Physiology I + II
 - ✓ Must be completed with a minimum score of 75%
- Please note there may be general education classes participants will need to complete in addition to the RT courses; applicants should connect with their VTSU advisor to review transcripts and discuss further.



Vermont State
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VTSU Program Overview



First Fall Semester

- ▶ RSP 1020: Foundations of Respiratory Care
 - Introduction to Respiratory Care
 - 3 credits
 - Online learning
- ▶ RSP 1011: Respiratory Care I
 - Lab, hands-on, practice course
 - 5 credits
 - 4 hours of classroom instruction
 - 3 hours of lab per week
- ▶ RSP 1023: Respiratory Care Pharmacology
 - Study of pharmacological principles and practices of respiratory care
 - 3 credits
 - Online learning

VTSU Program Overview



First Spring Semester

- ▶ RSP 1012: Respiratory Care II
 - Learning skills and techniques of respiratory therapy
 - 5 credits
 - 4 hours of classroom learning per week
 - 3 hours of lab per week
- ▶ RSP 1210: Respiratory Anatomy & Physiology
 - Basic pulmonary system physiology, therapeutic and monitoring procedures
 - 3 credits
 - Online learning
- ▶ RSP 1601: Respiratory Clinical Field Experience
 - 2 credits | One 8hr clinical commitment per week
 - Clinical introduction in respiratory assessment and therapy

VTSU Program Overview



Summer Session

- ▶ RSP 2720 : Respiratory Clinical Field Experience
 - First Half (May – mid-July): 16 hours of clinical per week practicing in clinical areas students have experienced
 - Second Half (mid-July – August): 8 hours of clinical per week practicing in clinical areas and 8 hours of lab per week learning new clinical skills.

VTSU Program Overview



Second Fall Semester

- ▶ RSP 2011: Cardiopulmonary disease I
 - Study of cardiopulmonary disease and assessments
 - 4 credits
 - 4 hours of F2F+ (in-person/online synchronous) instruction
- ▶ RSP 2013: Respiratory Care III
 - Lab, hands-on, practice course
 - 5 credits
 - 4 hours of F2F+ (in-person/online synchronous) instruction
 - 3 hours of lab per week
- ▶ RSP 2602: Respiratory Clinical Field Experience
 - 4 credits
 - Work in Acute and Critical Care Unit
 - 16hrs clinical commitment per week

VTSU Program Overview



Second Spring Semester

- ▶ RSP 2012: Cardiopulmonary Disease II
 - Continuation of RSP 2011 in further case study approach
 - 5 credits
 - 4 hours of hybrid (in-person/remote synchronous) classroom instruction per week
 - Preparation for NBRC Board Examination
- ▶ RSP 2603: Respiratory Clinical Field Experience III
 - Emphasis on intensive care techniques and procedures
 - 6 credits
 - 24hrs clinical commitment per week
- ▶ EMS 2040: Advanced Cardiac Life Support
 - 1 credit
 - Learn to recognize and manage complex cardiac arrhythmias

Sample Schedule – Year 1

Fall Semester

- Foundations of Respiratory Care – 4 CR Online
- Respiratory Care I – 5 CR In Person
 - Respiratory Care I lab In Person
- Respiratory Care Pharmacology – 4 CR Online
- *English Composition* – 3 CR *Online or face to face options*
- *Connections 1* – 1 CR (as applicable)

Spring Semester

- Respiratory Care II – 5 CR In Person
 - Respiratory Care II Lab In Person
- Respiratory Anatomy & Physiology – 4 CR Online
- Respiratory Clinical Field Experience I – 2 CR Field Experience
- *Math Elective* – 3 CR *Online*
- *Arts and Aesthetics or Humanistic Perspective Elective* *3 CR Online or face to face options*

Sample Schedule – Year 1

Summer Field Experience

- ▶ 2, 8-Hour Shifts (16hrs per week)
- ▶ Lab will also be included in the Summer semester

Sample Schedule – Year 2

Fall Semester

- Cardiopulmonary Disease I – 4 CR
- Respiratory Care III – 5 CR
 - Respiratory Care III Lab
- Respiratory Clinical Experience II – 4 CR
- *Elements of Microbiology* – 4 CR

F2F+ (in-person/online synchronous)

In Person

In Person **at UVMHC Respiratory Therapy Dept**

Field Experience

Online

Spring Semester

- Cardiopulmonary Disease II – 4 CR
- Respiratory Clinical Field Experience III – 5 CR
- Respiratory Internship Review – 1 CR
presentations
- *Social Science Elective* – 3 CR
- *Technical Communication* – 3 CR

Hybrid (in-person/online synchronous)

Field Experience

TBD-mentor meetings, course work, final oral

Online

Online

Application Requirements for Admission



Vermont State University (VTSU) Application Requirements:

- 1) Submit an application to VTSU: VermontState.edu/Apply
- 2) Two letters of recommendation
- 3) Essay/personal statement (500 words)
- 4) An **official** copy of college/university transcripts
- 5) Accuplacer Test Scores
- 6) Proof of satisfactory completion of Anatomy and Physiology I and II (*must have been completed within the past 10 years*)
- 7) Official High School or GED Transcript (*if you have less than 18 earned college credits*)

Admissions Requirements and Review Process



- ▶ Vermont State University (VTSU) Admissions team will begin application once application is complete and all materials have been received
- ▶ Student will need to have completed the following pre-requisites:
 - Anatomy and Physiology I and II courses (*grades of C or higher; total of eight (8) completed credits*)
 - Accuplacers for Math QRAS (243), Reading (261), Writing (261)
 - ▶ May be waived if applicant has completed prior applicable college courses
 - ▶ Please connect with VTSU Admissions to determine if your previous college-level English composition or math coursework will waive testing requirements
 - ▶ <https://vermontstate.edu/admission/how-to-apply/application-checklist-requirements/>
- ▶ VTSU Admissions will review all supporting documentation submitted with the application
- ▶ A student's academic background is the primary consideration for admissions into the program
- ▶ Students usually will receive decisions within two weeks from when your application is completed

VTSU Admissions Contact Info



Vermont State University Admissions

Elga Gruner, Senior Assistant Director of Admissions
(802) 879-8266

Elga.Gruner@VermontState.edu

UVM Health RT Pathway Program – Overview

Pathway Program Eligibility

Successful candidates for this program must:

- Currently work at least 72 scheduled hours per pay period.
 - Part-time and per-diem employees are not eligible.
- Be in good standing at a UVM Health partner with no active corrective actions above a verbal warning.
- Meet all requirements of and be accepted by each organization:
 - **(1) VTSU:** Admissions requirements + academic readiness
 - **(2) UVM Health:** Employment standing + interview and application materials + leader support + VTSU academic acceptance
- Commit to obtaining a full-time Respiratory Therapy position within UVM Health.
 - Three year working commitment

Pathway Program Benefits

Reduced Work Schedule + Paid Study Hours

- Participants will hold a 0.9 FTE, 72 hours per pay period, for the duration of the program.
 - If you currently hold a 1.0 FTE, this would be a reduction.
- Participants will receive paid study hours and work a reduced schedule. This schedule will change between years one and two:
 - **Year 1:** Students work 48 hours per pay period and receive 24 hours of paid study time.
 - **Year 2:** Students will work 32 hours per pay period and receive 40 hours of paid study time.
 - Paid study time is intended to support participants in time spent in classes, clinicals, and studying. It is not a 1:1.
- Participants will be unable to pick up additional shifts or work overtime.
 - The only exception is during academic breaks; participants may choose to work additional hours at that time if they wish.

Financial Structure

Tuition Assistance

- UVM Health will prepay up to \$4,000 per RT academic semester (\$20,000 total, last dollar) towards tuition, academic fees, and textbooks.
 - These funds will not carry over between semesters.
- Pathway participants will complete the FAFSA and engage in the Financial Aid process with VTSU.
- Applicants should be sure to review the details of tuition expenses related to VTSU's RT Program. Any remaining expenses related to tuition, academic fees, and textbooks would be the responsibility of the participant.
 - <https://vermontstate.edu/academic-programs/respiratory-therapy-as/?affordability>
- Participants in the RT Pathway Program are electing to use their annual UVM Health employee tuition assistance benefit towards related programmatic expenses.

Financial Structure

Navigator Platform

- The RT Pathway Program will be administered through a platform called Navigator, part of the Guild Education System. Participants will have access to a virtual credit card that may only be used for approved Pathway Program costs.
 - Funds may only be used for pre-selected vendors, such as VTSU and the VTSU Bookstore.
 - Itemized receipts must be submitted for all expenses. Each expense will be reviewed and approved.
 - Navigator access and instructions will be provided to participants following acceptance into the Pathway Program. Participants will be expected to regularly engage within the system.
- Pathway participants will be held to all applicable UVM Health educational benefit repayment policies should they terminate employment (voluntarily or involuntarily), terminate participation in a program (voluntarily or involuntarily), or fail to fulfill their entire working commitment.

Tax Implications

IRC Section 127

- Amounts paid under this Program have tax implications. Amounts that are paid to you, or your educational institution towards tuition, academic fees, books, supplies, or other related expenses, constitute payments that will be treated as taxable income and subject to all applicable state and federal withholdings should they exceed the annual tax-free threshold for employer-provided educational assistance under Section 127 of the Internal Revenue Code.
- Appropriate taxes will be applied to any amounts above the annual tax-free threshold by payroll and withheld from your regular paychecks.
- Please consult your personal tax advisor, as University of Vermont Health cannot provide you with individualized tax advice.

UVM Health RT Pathway Program – How to Apply

How to Apply

Pathway Program applications open February 1st – April 1st

Apply

- Submit your complete application through the RT Pathway Program website:
<https://uvmhealthcareers.org/respiratory-therapy.html>
- Your application must include:
 - ✓ VTSU Acceptance Letter
 - ✓ Resume
 - ✓ Cover Letter
 - ✓ Reference Letter
 - ✓ Completed Leader Approval Form:
<https://forms.cloud.microsoft/r/Z9n83srqg1>

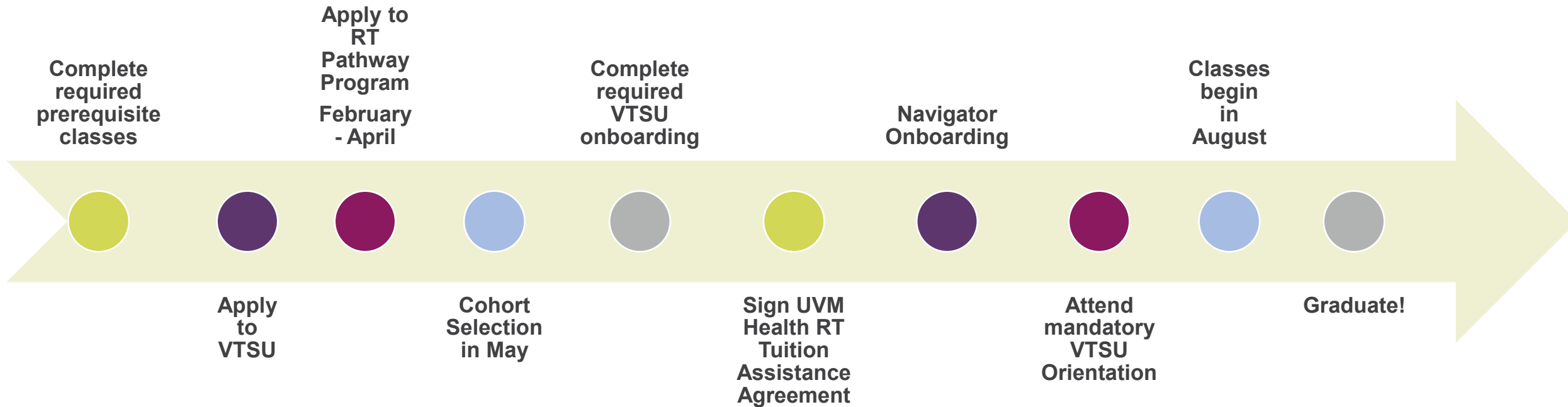
Interview

- Interviews will be scheduled after the application period has closed.
- Please come prepared to speak about your career and educational goals!

Cohort Selection

- Final decisions will be communicated directly to applicants in May.
- Selected participants will then complete an RT Pathway Program Tuition Assistance Agreement.

RT Pathway Program Timeline



Respiratory Therapy Role Expectations

Applying to an RT role

- Talent Acquisition will support participants in exploring available RT roles as the academic program nears completion.
- Available RT roles will be posted to Workday, and participants will follow the UVM Health application and interview process.
- Participants may choose to apply to RT roles at any partner.
 - Timing and availability of roles will vary by partner.
 - If an RT role is not available at the participant's current partner, they will need to consider RT roles at other UVM Health partners.
- UVM Health does not guarantee participants an RT role upon completion of the program.

Questions?

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Workforce Development Program Manager

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