



TO: Wyoming Community College Commission  
FROM: Dr. Joe Schaffer, President  
RE: Associate of Applied Science (AAS) degree, Respiratory Therapy  
DATE: 4 April, 2022

Commissioners,

This request is for a new AAS degree in Respiratory Therapy that is scheduled to begin during the Fall 2024 semester at Laramie County Community College (LCCC).

The Healthcare industry has been and remains a significant priority for the State of Wyoming and this program will serve this priority in an impactful way. Healthcare was identified under the ENDOW effort as an economic diversification strategy and one of the ENDOW Building Blocks focused on health and quality of life. More recently, the Wyoming Business Council's strategic plan identified Healthcare as one of the first industries under the "Activate New Economic Sectors" component of this plan. Finally, the Wyoming Community College Commission's statewide strategic plan 2025 includes two goals relevant to this program: Goal 3 on Program Alignment, and Goal 4 on Economic Development focused on addressing workforce development gaps and supporting programs that align with the state's economic diversification strategies. Currently there is only one Respiratory Therapy program in the state, and yet an acute and growing demand for these professionals exists now, especially in southeast Wyoming as a result of growing populations and the impacts of the COVID-19 Pandemic.

The College is proposing this program to address anticipated occupational growth and demand throughout the region served by LCCC. The two counties in LCCC's service area will see a higher rate of change/growth for Respiratory Therapists than either the state or nation between now and 2030. Specifically, the 10-year (2020-2030) change in jobs in Cheyenne will be nearly 26%, and in Laramie it will be over 55%. By 2030 it is estimated that LCCC's service area will house more than 31% of the jobs in this occupation in the State.

The anticipated unduplicated headcounts for the Respiratory Therapy degree in the first year are 30, the second year 45 and the third year 45.

Laramie County Community College has used resources from the Commission on Accreditation for Respiratory Care (CoARC) to guide the development of this program. In order to meet the accreditation standards LCCC anticipates the need for two additional faculty to develop and deliver the curriculum. Further, start-up costs will be incurred to address equipment and supply needs that are not already in place in the College's School of Health Sciences & Wellness.

Thank you for your consideration.

# Wyoming Community College Commission

## NEW PROGRAM REQUEST FORM

<b>College</b>	Laramie County Community College
<b>Date</b>	April 4, 2022
<b>Program Title</b>	Respiratory Therapy
<b>Type of Credential</b>	<input type="checkbox"/> AA <input type="checkbox"/> AS <input type="checkbox"/> AFA <input checked="" type="checkbox"/> AAS <input type="checkbox"/> Certificate <input type="checkbox"/> Other <a href="#">Click or tap to enter text.</a>
<b>Total Credit Hours</b>	73 (47 program credits, 26 pre-requisite and/or required General Education)
<b>CIP Code</b>	51.0908
Classification of Instructional Programs/CIP obtained from the National Center for Educational Statistics at <a href="https://nces.ed.gov/ipeds/cipcode/browse.aspx?v=55">https://nces.ed.gov/ipeds/cipcode/browse.aspx?v=55</a> . Double check your recommendation with the course coordinator and/or Student Records.	
<b>Title</b>	Respiratory Care Therapy/Therapist

Rationale for request	
<b>Type of Program</b>	<input checked="" type="checkbox"/> Transfer preparation <input checked="" type="checkbox"/> Short term workforce placement <input type="checkbox"/> One-year workforce placement <input type="checkbox"/> Special need endorsement
<b>Certificate Questions</b> <i>More than one may apply</i>	<input checked="" type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b> local or state employer or industry specific <input checked="" type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b> nationally recognized <input checked="" type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b> examination or licensure preparation <input type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b> practicum <input type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b> stackable  <a href="#">Title IV</a> Financial Aid Eligible <input type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b> (minimum of 16 semester hours) <i>(Stafford Loans, Perkins Grants, Pell Grants and Federal Campus-based Grants)</i>
<b>New program start</b>	<input type="checkbox"/> NA <b>OR</b> identify the semester the program will start: Fall of 2024 most likely, Spring Semester of 2024 is possible.
<b>Taught by non-accredited vendors?</b>	<input type="checkbox"/> YES (see below) <input checked="" type="checkbox"/> NO  <a href="#">Click or tap to enter text.</a>
<b>WCCC or State Priority</b>	<input checked="" type="checkbox"/> YES (see below) <input type="checkbox"/> NO <i>(See the <a href="#">WCCC website</a>, there are several programs which have a state priority, such as the Governor's Economically Needed Diversity Options for Wyoming/<a href="#">ENDOW</a>)</i>  The Healthcare industry has been and remains a significant priority for the State of Wyoming. As early as 2018, the state established a 20-year economic diversification strategy under the ENDOW effort, that established Knowledge and Creative as a next generation engine. This engine includes the healthcare industry. In addition, one of the ENDOW Building Blocks focused on health and quality of life. More recently, the Wyoming Business Council's strategic plan identified Healthcare as one of the first industries under the "Activate New Economic Sectors" component of this plan. The Wyoming Community College Commission's statewide strategic plan 2025 includes two goals relevant to this program: Goal 3 on Program Alignment, and Goal 4 on

	Economic Development focused on addressing workforce development gaps and supporting programs that align with the state's economic diversification strategies. Currently there is only one Respiratory Therapy program in the state, and yet an acute and growing demand for these professionals exists now, especially in SE Wyoming as a result of growing populations and the impacts of the COVID-19 Pandemic.
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Program Curriculum						
<b>Program Description</b>	The Respiratory Therapy Program is an Associate's of Applied Science (AAS) degree program designed to develop the competencies, knowledge, skills, and professional abilities necessary for students to enter a successful career in the respiratory therapy field. Upon completion of the AAS degree, graduates will be eligible to sit for the Certification and Registry national exams, earning the credentials of Certified Respiratory Therapist (CRT), and Registered Respiratory Therapist (RRT).					
<b>New Curriculum</b>	<input checked="" type="checkbox"/> YES (see below) <input type="checkbox"/> NO					
List the new courses <b>alphabetically</b> . Include prefix, course number, course title, credit hours. Check the <a href="#">Wyoming Transfer Catalog</a> for possible courses and numbers. Additionally, WCCC has a statewide common course numbering system (CCNS). Colleges must ensure all new courses are aligned with the CCNS. Confirm this alignment with the course coordinator and/or Student Records. Note that CCNS alignment and/or new course title and number requests to the WCCC will take at least a week to process.						
College Catalog Considerations (check all that apply)	Prefix	Number	Title	Credits	<sup>^</sup> <a href="#">LOI</a>	
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input checked="" type="checkbox"/> CCNS alignment	RESP	1500	Intro to Respiratory Therapy	3	3	
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input checked="" type="checkbox"/> CCNS alignment	RESP	1505	Cardiopulmonary Anatomy & Physiology	2	3	
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input checked="" type="checkbox"/> CCNS alignment	RESP	1507	Respiratory Therapy I	3	3	
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input checked="" type="checkbox"/> CCNS alignment	RESP	1515	Respiratory Therapy Lab I	1	3	
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input type="checkbox"/> CCNS alignment	RESP	15XX	Pulmonary Assessment	3	3	
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input checked="" type="checkbox"/> CCNS alignment	RESP	1527	Respiratory Therapy II	3	3	
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input checked="" type="checkbox"/> CCNS alignment	RESP	1535	Respiratory Therapy Lab II	1	3	
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input type="checkbox"/> CCNS alignment	RESP	15XX	Ventilator & Equipment Management	3	3	
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input checked="" type="checkbox"/> CCNS alignment	RESP	1523	Respiratory Pharmacology	2	3	

<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input type="checkbox"/> CCNS alignment	RESP	15XX	Respiratory Therapy Clinic I	3	3
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input type="checkbox"/> CCNS alignment	RESP	25XX	Pediatrics & Neonatal Respiratory Care	3	3
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input checked="" type="checkbox"/> CCNS alignment	RESP	2507	Respiratory Therapy III	3	3
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input checked="" type="checkbox"/> CCNS alignment	RESP	2545	Respiratory Therapy Lab III	1	3
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input type="checkbox"/> CCNS alignment	RESP	25XX	Respiratory Clinic II	3	3
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input type="checkbox"/> CCNS alignment	RESP	25XX	Pulmonary Pathology	3	3
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input type="checkbox"/> CCNS alignment	RESP	25XX	Respiratory Seminar	3	3
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input type="checkbox"/> CCNS alignment	RESP	25XX	Respiratory Therapy Clinic III	4	3
<input checked="" type="checkbox"/> New course <input checked="" type="checkbox"/> New number <input checked="" type="checkbox"/> New prefix <input checked="" type="checkbox"/> New title <input type="checkbox"/> CCNS alignment	RESP	25XX	Hemodynamic Monitoring	3	3
<i>Add new rows to this table by clicking the "+" at the end of the row above.</i>					
<b>TOTAL CREDITS</b>				47	

^Course Coordinator can provide.

<b>Similar programs in Wyoming?</b> <a href="#">(See WCCC Program List)</a>	<input checked="" type="checkbox"/> <b>Yes (list Colleges below)</b> <input type="checkbox"/> <b>No</b> Casper College (AS Degree). The closest regional programs would be either Montana State University-Billings (Billings, MT), Pickens Technical College (Aurora, CO), or Pueblo Community College (Pueblo, CO).
<b>Discussions with other Community Colleges</b>	<input checked="" type="checkbox"/> <b>Yes (see below)</b> <input type="checkbox"/> <b>No (see rationale below)</b> Attempts were made to discuss offering this program in a consortia relationship with Central Wyoming College. LCCC's interest in establishing this program has also been shared with colleges through the Wyoming Innovation Partnership's Phase I and Phase II planning efforts.
<b>Additional Resources (faculty, support services, equipment or supplies)</b>	<input checked="" type="checkbox"/> <b>Yes (see below)</b> <input type="checkbox"/> <b>No</b>  <b>STAFFING IMPACT:</b> The program will require a minimum of two (2) faculty FTE. One is a program director and one is the clinical coordinator. The Program Director must hold a Bachelor's degree; credentialed as an RRT or may be an MD or DO with four (4) years professional experience and two (2) years instructional experience. The Clinical Coordinator must have a Bachelor's degree. Estimated annual cost (salary and benefits) for these positions is \$160,000.  <b>BUDGET IMPACT:</b>

	Budgetary needs for this program will include both start-up costs associated with equipment acquisition, initial staffing for curriculum development and accreditation processes, and minor supplies. Program start up is estimated at \$267,000. Beyond that, annual budget requirements for the program is currently estimated at \$212,000, which includes both staffing and operations.		
<b>Primary Student Audience</b>	This program will likely draw a mix of traditional and adult students from the LCCC service area and Northern Colorado. Because there is only one other program in the state at this time, it is possible that students from throughout Wyoming will be interested, completing their prerequisite coursework at their local college and then applying for entry into the program at LCCC.		
<b>Anticipated three-year unduplicated headcount</b>	<b>Year one:</b> 30	<b>Year two:</b> 45	<b>Year three:</b> 45

### Projected Demand Nationally and in Wyoming

*(Labor market anticipated demand upon completion of the program and wages for this career field)*

Suggested data sources for Occupational Outlook and Wages:

- Career One Stop- [US Department of Labor](https://www.bls.gov/ooh/)
- Bureau of Labor Statistics (occupational outlook handbook) <https://www.bls.gov/ooh/>
- Wyoming Labor Market Information (WLMI) <http://doe.state.wy.us/lmi/>

### Projected Demand

Location	Employment			
UNITED STATES	Year 2020	+10 years	Percent Change	Job Openings
	135,100	166,200	23%	31,100
	<b>Data Source:</b> <a href="https://www.careeronestop.org/Toolkit/Careers/Occupations/occupation-profile.aspx?keyword=Respiratory%20Therapists&amp;onetcode=29112600&amp;location=UNITED%20STATES">https://www.careeronestop.org/Toolkit/Careers/Occupations/occupation-profile.aspx?keyword=Respiratory%20Therapists&amp;onetcode=29112600&amp;location=UNITED%20STATES</a> (US Department of Labor)			

WYOMING	Employment			
	Year 2018	+10 years	Percent Change	Job Openings
	205	261	27.3%	179
	<b>Data Source:</b> <a href="http://doe.state.wy.us/lmi/projections/2021/LT-Substate/Cheyenne.htm">http://doe.state.wy.us/lmi/projections/2021/LT-Substate/Cheyenne.htm</a> (WY Dept. of Workforce Services, Occupational Projections)			

## State and National Wages

Location	Pay Period	Year 2020				
		10%	25%	Median	75%	90%
UNITED STATES	Hourly	\$22.09	\$26.05	\$30.20	\$36.52	\$42.87
	Yearly	\$45,940	\$54,170	\$62,810	\$75,950	\$89,170
	<b>Data Source:</b> <a href="https://www.bls.gov/ooh/healthcare/respiratory-therapists.htm">https://www.bls.gov/ooh/healthcare/respiratory-therapists.htm</a> (US Bureau of Labor Statistics, Occupational Employment & Wages)					

Location	Pay Period	Year 2021				
		10%	25%	Median	75%	90%
WYOMING	Hourly	\$23.17	\$26.48	\$29.58	\$33.20	\$38.28
	Yearly	\$48,188	\$55,062	\$61,515	\$69,053	\$79,635
	<b>Data Source:</b> <a href="https://stats.bls.gov/oes/current/oes_wy.htm">https://stats.bls.gov/oes/current/oes_wy.htm</a> (WY Dept. of Workforce Services, Occupational Employment & Wages)					

**APPENDIX A- PROGRAM TERM BY TERM PLAN**

Provide the program's term by term plan below

**WCCC PROPOSED PROGRAM OF STUDY FOR:** Respiratory Therapy, AAS

RECOMMENDED CURRICULUM SEQUENCE: PROPOSED			
COURSE			
Prefix	Number	Title	Credits
<i>Fall Semester 1<sup>st</sup> Year</i>			
RESP	1500	Intro to Respiratory Therapy	3
RESP	1505	Cardiopulmonary Anatomy & Physiology	2
RESP	1507	Respiratory Therapy I	3
RESP	1515	Respiratory Therapy Lab I	1
RESP	15XX	Pulmonary Assessment	3
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
<b>Approved Elective options in this semester:</b> <input checked="" type="checkbox"/> n/a Click or tap here to enter text.			
TOTAL FALL SEMESTER			12
<i>Spring Semester 1<sup>st</sup> Year</i>			
RESP	1527	Respiratory Therapy II	3
RESP	1535	Respiratory Therapy Lab II	1
RESP	15XX	Ventilator & Equipment Management	3
RESP	1523	Respiratory Pharmacology	2
RESP	15XX	Respiratory Therapy Clinic I	3
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
<b>Approved Elective options in this semester:</b> <input checked="" type="checkbox"/> n/a Click or tap here to enter text.			
TOTAL SPRING SEMESTER			12
<i>Summer Semester 1<sup>st</sup> Year</i>			
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
<b>Approved Elective options in this semester:</b> <input type="checkbox"/> n/a Click or tap here to enter text.			
TOTAL SUMMER SEMESTER			Click or tap here to enter text.
<i>Fall Semester 2<sup>nd</sup> Year</i>			
RESP	25XX	Pediatrics & Neonatal Respiratory Care	3
RESP	2507	Respiratory Therapy III	3

RESP	2545	Respiratory Therapy Lab III	1
RESP	25XX	Respiratory Therapy Clinic II	3
RESP	25XX	Pulmonary Pathology	3
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
<b>Approved Elective options in this semester:</b> <input checked="" type="checkbox"/> n/a Click or tap here to enter text.			
TOTAL FALL SEMESTER			13
<i>Spring Semester 2<sup>nd</sup> Year</i>			
RESP	25XX	Respiratory Therapy Seminar	3
RESP	25XX	Respiratory Therapy Clinic III	4
RESP	25XX	Hemodynamic Monitoring	3
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
<b>Approved Elective options in this semester:</b> <input checked="" type="checkbox"/> n/a Click or tap here to enter text.			
TOTAL SPRING SEMESTER			10
<i>Summer Semester 2<sup>nd</sup> Year</i>			
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
<b>Approved Elective options in this semester:</b> <input type="checkbox"/> n/a Click or tap here to enter text.			
TOTAL SUMMER SEMESTER			Click or tap here to enter text.
<b>TOTAL PROPOSED PROGRAM CREDITS*</b> *Proposed program represents program courses as detailed above as well as entry prerequisites.			73

### SIGNATURE PAGE

By signing below the Vice President for Academic Affairs verifies that institutional curriculum approval processes have been completed and that the community college Board of Trustees has approved this program request as per institutional policy.

**Submitted by the Vice President for Academic Affairs:**

*Kari Brown-Herbst*

04.04.2022

Signature

Date

Dr. Kari Brown-Herbst

Vice President, Academic Affairs

Printed Name

Title

**Approved by the WCCC Academic Affairs Council:**

Signature

Date

Printed Name

Title

**Approved by the Program Review Committee:**

Signature

Date

Printed Name

Title



**Cheyenne Regional  
Medical Center**

We Inspire Great Health!

April 4, 2022

Dr. Joe Schaffer, President  
Laramie County Community College  
1400 E. College Drive  
Administration Building, Room 138  
Cheyenne, WY 82009

RE: Needed – Respiratory Therapists

Dear Dr. Schaffer,

Cheyenne Regional Medical Center (CRMC) enthusiastically supports the establishment of a Respiratory Therapy program at LCCC. As you know, members of our Intensive Care Unit and Respiratory Care team approached you a few years ago to make the case for a program here in Laramie County and Southeast Wyoming. Although the need was significant then, the COVID-19 Pandemic has further exacerbated this need and the shortage of Respiratory Therapists is yet another hurdle healthcare faces today as we struggle to recruit and retain a qualified workforce in many disciplines.

LCCC and CRMC have a long history of partnership. CRMC provides great opportunities for graduates to start or advance in their professional careers in healthcare. Today, possibly more than ever, the need to ensure that our partnership remains strong is critical. CRMC has become increasingly dependent on recruiting healthcare professionals in any fashion we can, and the expense of doing so is significant. We have witnessed this specifically in certain areas like travel nurses, physicians and many of the therapies, including Respiratory. Yet we know that hiring local talent who are already committed to living in our community and serving our citizens is almost always the best approach.

Because we value our partnership so deeply, and because the need for Respiratory Therapists is and will continue to be significant, CRMC is proud to commit \$300,000 to LCCC for the start-up and early years of a Respiratory Therapy program. We view this as an investment in our future as a hospital, and more importantly the future of the individuals and families we serve with our commitment to quality care.

Please know that CRMC stands ready to continue our partnership as you move forward with this program. If I can be of any additional assistance, don't hesitate to ask.

Sincerely,

Tim Thornell  
President & CEO  
Cheyenne Regional Health System

## Appendix A

### LCCC Respiratory Therapy Program Proposal

#### Supplemental Occupational Projections and Data

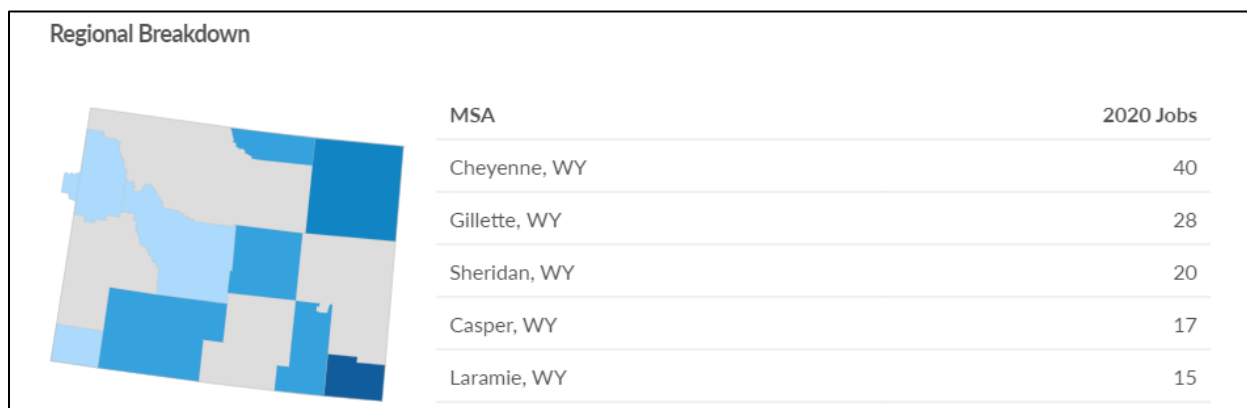
The two counties in LCCC's service area will see a higher rate of change/growth for Respiratory Therapists than either the state or nation. 10-year change in jobs in Cheyenne will be nearly 26%, and in Laramie it will be over 55%. By 2030 it is estimated that LCCC's service area will house more than 31% of the jobs in this occupation in the State.

Region	2020 Jobs	2030 Jobs	Change	% Change
● Wyoming	197	230	32	16.5%
● National Average	270	321	51	18.8%
● Albany County, WY	15	22	8	55.2%
● Laramie County, WY	40	50	10	25.8%

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

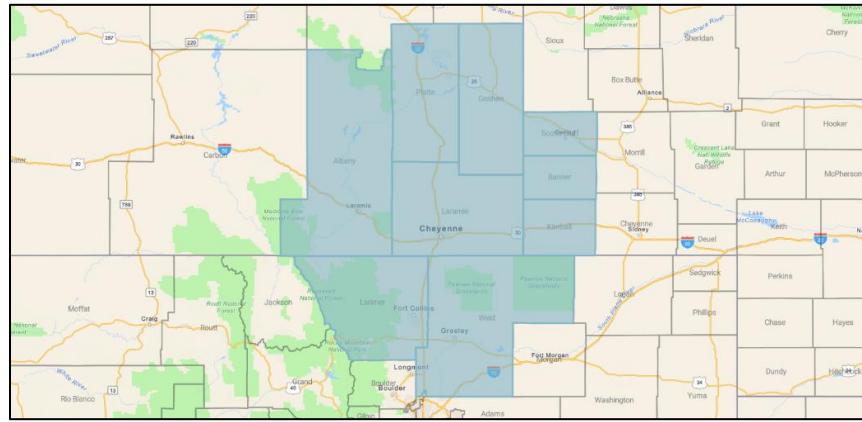
Source: EMSI Analyst retrieved April 4, 2022

LCCC's service area held nearly half of all the Respiratory Therapist jobs in Wyoming's Metropolitan Service Areas in 2020. Specifically, of the 120 regionally concentrated Respiratory Therapist jobs in Wyoming, Albany and Laramie County housed 46% of them, demonstrated by the breakdown in the graphic below. The deep blue color recognizes the dense location quotient of this occupation in the region when compared to the lighter-colored areas in the State.

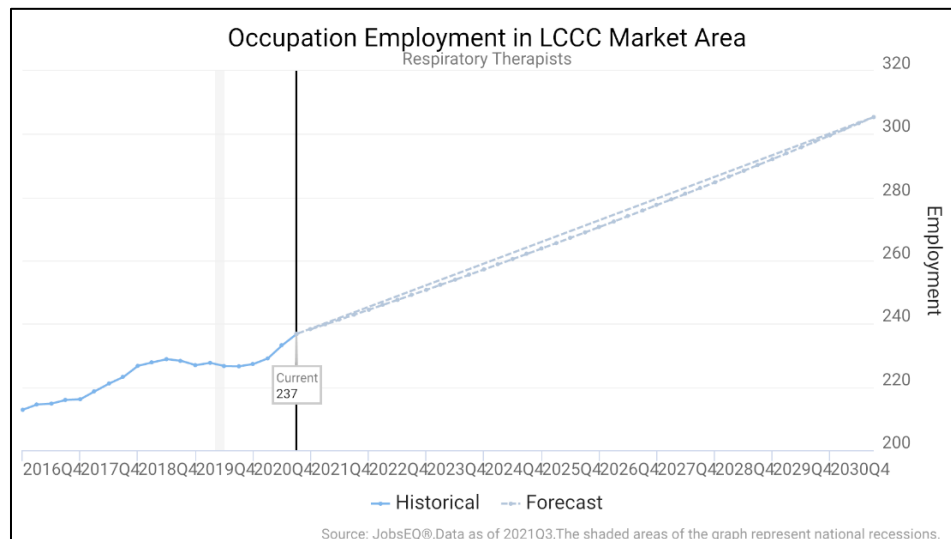


Source: EMSI Analyst retrieved April 4, 2022

The demand for Respiratory Therapists increases substantially within the broader LCCC Market Area, which includes Western Nebraska and Northern Colorado (see below).



Within this broader market area, there were 237 Respiratory Therapist jobs in the third quarter of 2021. Within 10 years (third quarter of 2031) it is projected there will be 305 Respiratory Therapy jobs in this region, with no accredited programs within this market area. In short, most employers will have to import graduates from programs outside of this area unless a program is established.



### Respiratory Therapists in LCCC Market Area, 2021 Q3<sup>1</sup>

SOC	Occupation	Current			5-Year History					10-Year Forecast				
		Empl	Mean Ann Wages <sup>2</sup>	LQ	Unempl	Unempl Rate	Online Job Ads <sup>3</sup>	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
29-1126	Respiratory Therapists	237	\$62,400	0.70	2	0.8%	108	28	2.5%	207	72	67	69	2.6%

Source: [JobsEQ®](#)

Data as of 2021Q3 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data are as of 2020 and represent the average for all Covered Employment

3. Data represent found online ads active within the last thirty days in the selected region; data represents a sampling rather than the complete universe of postings. Ads lacking zip code information but designating a place (city, town, etc.) may be assigned to the zip code with greatest employment in that place for queries in this analytic. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list).

## Appendix B

### Commission on Accreditation for Respiratory Care (CoARC) Accreditation Standards for Entry into Respiratory Care Professional Practice

#### Background

In 2018, CoARC had decided to continue to accredit existing associate degree programs, but would no longer accredit new programs at that level. The intent was to encourage the new standard for educational levels of Respiratory Therapists (RT) to be at the baccalaureate degree level. According to CoARC communications<sup>1</sup>, “CoARC believed that such a change would preserve the prominent role played by associate degree RT educational programs in providing an adequate workforce, while addressing efforts by the profession to increase the number of respiratory therapists with baccalaureate and graduate education, who would serve as educators, researchers, managers, clinical specialists, and in other roles as determined by employers.”

While monitoring the respiratory care community, CoARC witnessed decreasing numbers of students in existing respiratory therapy programs, resulting in decreases in the number of graduates. Again, according to CoARC, “These persistent decreases in the number of RT educational program graduates entering the workforce while demands for respiratory therapists continued to increase, coupled with the lack of empirical evidence supporting the need for an increase in the educational requirements for professional practice, have formed the basis for the CoARC’s decision to reverse its January 2018 decision.”

Effective January 1, 2022, the CoARC board of directors adopted the most current Accreditation Standards for Entry into Respiratory Care Professional Practice<sup>2</sup>. These standards continue to allow for new associate degree programs to be considered and awarded accreditation. Under standard 1.01 on Institutional Accreditation, the standards state:

1.01 The educational sponsor of an entry into practice program must be a post-secondary academic institution accredited by an institutional accrediting agency recognized by the U.S. Department of Education (USDE), and must award program graduates an *associate*, baccalaureate, or graduate degree upon successful completion of their professional coursework and degree requirements.

#### Consortia

CoARC’s standards do allow for consortiums of institutions to offer pathways to associated degrees and beyond in Respiratory Therapy programs. These are covered in Standards 1.02 through 1.07. The most salient excerpt from this section is as follows:

1.02 When more than one institution (i.e., a consortium) is sponsoring a program, at least one of the members of the consortium must meet the requirements in Standard 1.01. The consortium must be capable of providing all resources necessary for the program. There must be a formal document (affiliation agreement, memorandum of understanding, etc.), which delineates responsibility for all aspects of the program including instruction, supervision of students, resources, reporting, governance and lines of authority.

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<sup>1</sup> Source: <https://coarc.com/wp-content/uploads/2021/11/CoARC-Communication-Standard-1.01-11-3-21.pdf>

<sup>2</sup> CoARC Accreditation Standards for Entry into Respiratory Care Professional Practice available online at <https://coarc.com/wp-content/uploads/2022/01/CoARC-Entry-Standards-1.1.2022.pdf>

Recognizing that there are other Wyoming community colleges interested in Respiratory Therapy programs, LCCC did reach out in the early stages of its planning for this program to explore the interest in a consortial relationship where LCCC would partner in its development and delivery. We believe CoARC's allowance of consortia makes RT ripe for such an arrangement in Wyoming and we remain interested in exploring this possibility if and when other colleges are ready and/or become interested.

### **Pathway to the Baccalaureate Degree**

CoARC's Standards for Entry into Respiratory Care Professional Practice encourage opportunities for academic progression to higher levels of degree attainment. Within Standard 1.01 on Institutional Accreditation, CoARC provides the following interpretive guidelines on the matter:

#### **Interpretive Guideline:**

Academic progression within the profession of respiratory care is focused on benefiting both patients and the profession. Accordingly, the CoARC strongly encourages innovative efforts by accredited programs, especially at the associate degree level, to provide a smooth and simple process for program graduates to attain higher academic degrees, such as by working with institutions that offer degree advancement. Examples of academic progression partnerships include, but are not limited to, articulation and/or transfer agreements, dual or co-admission/enrollment, and accelerated advancement (associate to graduate) models.

Should the program sponsor not support the program's development of relationships with institutions offering higher levels of education, the program should strongly encourage its graduates to use other methods of achieving this goal, such as on-line Degree Advancement options.

A copy of an institutional accreditation certificate or letter, denoting the sponsor's current accreditation status, must be submitted with the program's self-study or Letter of Intent Application. There are additional questions in the Application for Accreditation Services related to the sponsor's institutional accreditation status and its authority under applicable state laws to provide postsecondary education. As noted in the CoARC Accreditation Policies and Procedures, the sponsor is responsible for notifying the CoARC of any adverse change in its accreditation status.

Once established, an Associate of Applied Science degree at LCCC will align directly with the Bachelor of Applied Science degree (BAS) in Healthcare Administration currently being offered at LCCC. This presents a built-in pathway for progression of graduates from the Respiratory Therapy program. Additionally, this degree is in our Health Sciences & Wellness Pathway and aligns with LCCC's Health Sciences AS degree. That degree is being considered for articulation to University of Wyoming. Longer-term, LCCC will continue to research, explore, and if feasible, advance a proposal to establish a BAS degree completion program specifically in the field of Respiratory Therapy.

A close-up photograph of a male respiratory therapist with dark curly hair, wearing a light blue medical coat and a stethoscope. He is focused on examining a patient's back. His right hand is resting on the patient's shoulder, and his left hand is near the patient's back. The patient is wearing a dark green hospital gown. The background is a plain, light-colored wall.

# Respiratory Therapists in Wyoming

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## What is Emsi Data?

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

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

The logo for The Atlantic, featuring the word "The" in a small, italicized font above the word "Atlantic" in a larger, italicized serif font.The logo for Forbes, featuring the word "Forbes" in a bold, serif font.The logo for Harvard Business Review, featuring the words "Harvard Business Review" in a bold, sans-serif font, stacked vertically.The logo for The New York Times, featuring the words "The New York Times" in a serif font, stacked vertically.The logo for The Wall Street Journal, featuring the letters "WSJ" in a large, serif font.The logo for USA Today, featuring a solid black circle to the left of the words "USA TODAY" in a bold, sans-serif font.

## Report Parameters

### 1 Occupation

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29-1126	Respiratory Therapists
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### 1 State

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56	Wyoming
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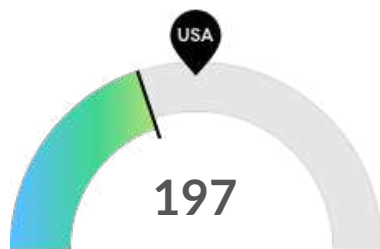
### Class of Worker

QCEW Employees, Non-QCEW Employees, Self-Employed, and  
Extended Proprietors

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

## Executive Summary

### Aggressive Job Posting Demand Over a Thin Supply of Regional Jobs



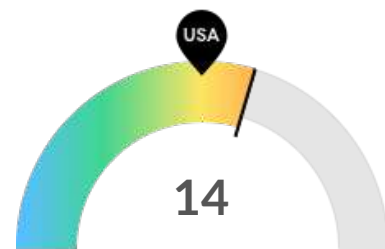
**Jobs (2020)**

Wyoming is not a hotspot for this kind of job. The national average for an area this size is 270\* employees, while there are 197 here.



**Compensation**

Earnings are low in Wyoming. The national median salary for Respiratory Therapists is \$62,816, compared to \$60,299 here.



**Job Posting Demand**

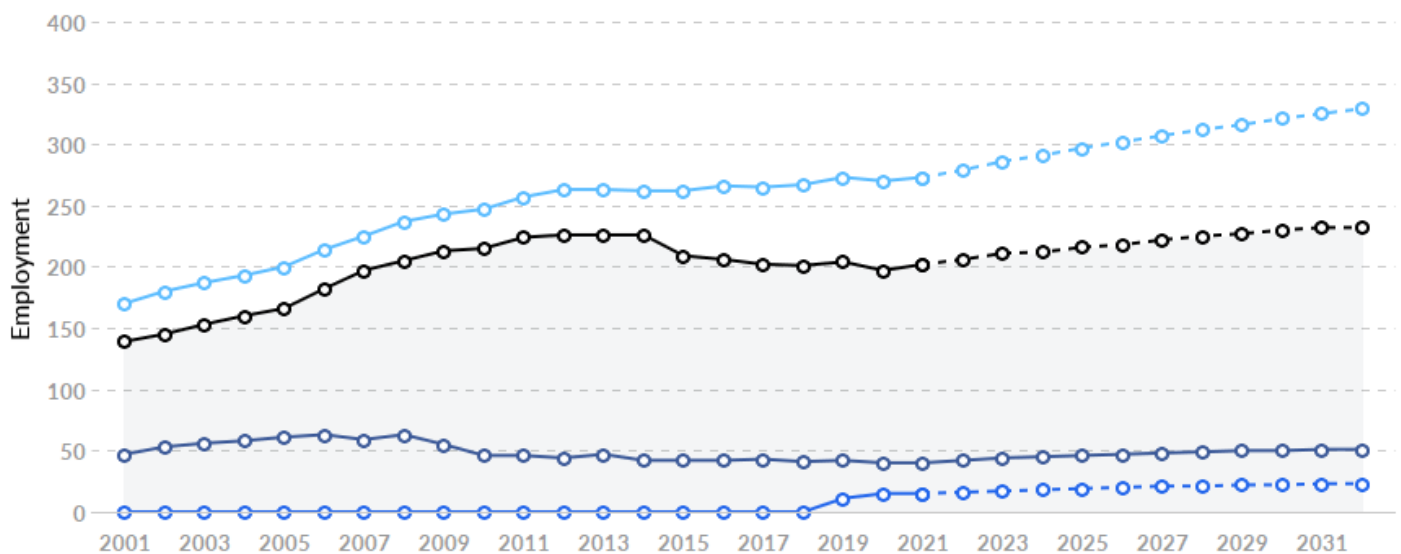
Job posting activity is high in Wyoming. The national average for an area this size is 11\* job postings/mo, while there are 14 here.

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

# Jobs

## Regional Employment Is Lower Than the National Average

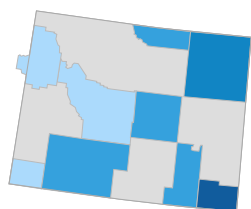
An average area of this size typically has 270\* jobs, while there are 197 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.



Region	2020 Jobs	2030 Jobs	Change	% Change
Wyoming	197	230	32	16.5%
National Average	270	321	51	18.8%
Albany County, WY	15	22	8	55.2%
Laramie County, WY	40	50	10	25.8%

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

## Regional Breakdown

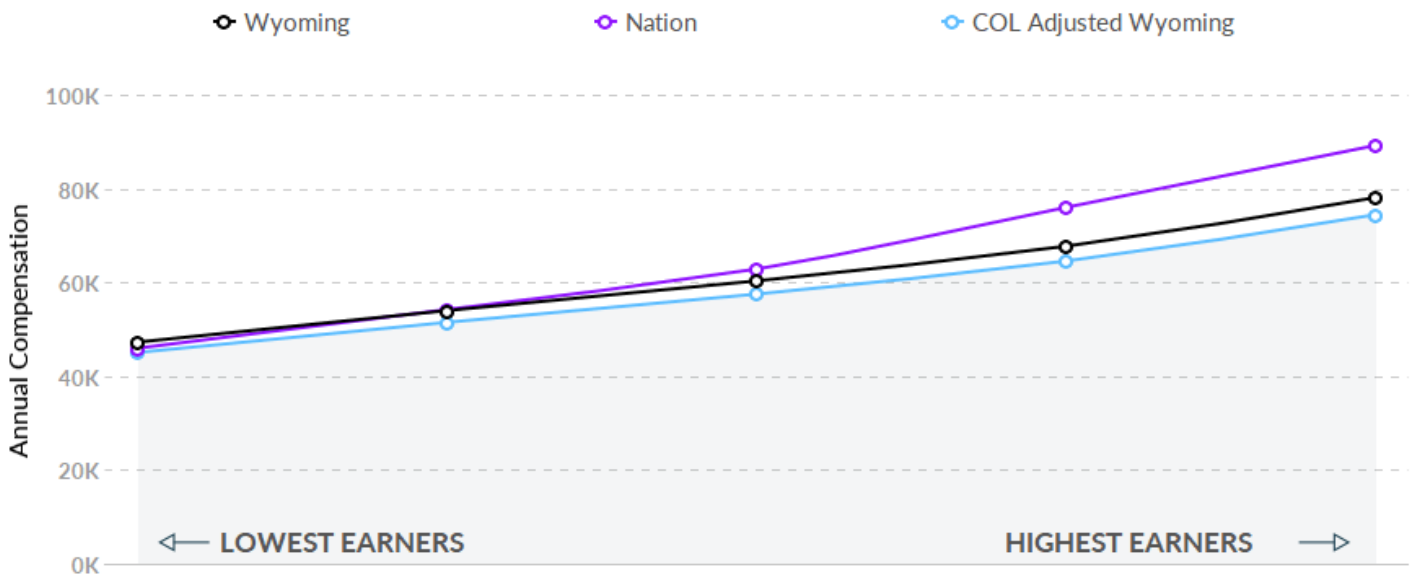


MSA	2020 Jobs
Cheyenne, WY	40
Gillette, WY	28
Sheridan, WY	20
Casper, WY	17
Laramie, WY	15

## Compensation

### Regional Compensation Is 4% Lower Than National Compensation

For Respiratory Therapists, the 2020 median wage in Wyoming is \$60,299, while the national median wage is \$62,816.



## Job Posting Activity



### 359 Unique Job Postings

The number of unique postings for this job from Jan 2020 to Feb 2022.



### 67 Employers Competing

All employers in the region who posted for this job from Jan 2020 to Feb 2022.

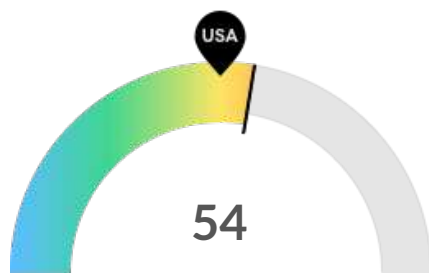


### 1 Out of 3 Positions Filled

The ratio of estimated hires\* to unique postings for this job from Jan 2020 to Feb 2022.

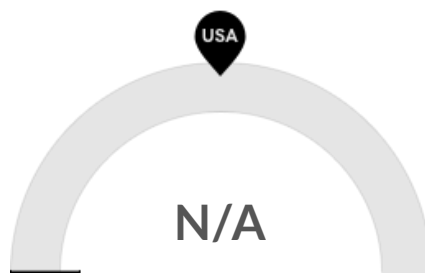
## Demographics

### Retirement Risk Is High, While Reliable Diversity Information Is Not Available



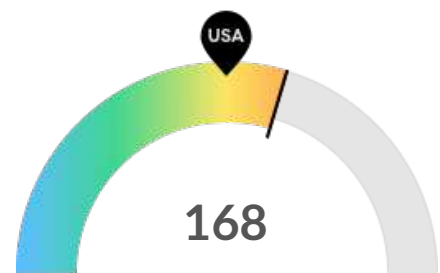
**Retiring Soon**

Retirement risk is high in Wyoming. The national average for an area this size is 47\* employees 55 or older, while there are 54 here.



**Racial Diversity**

Reliable racial diversity information is not available in Wyoming, because there are too few employees.



**Gender Diversity**

Gender diversity is high in Wyoming. The national average for an area this size is 130\* female employees, while there are 168 here.

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

## Occupational Programs

CIP Code	Top Programs	Completions (2020)
51.0908	Respiratory Care Therapy/Therapist	9 <div></div>

Top Schools	Completions (2020)
Casper College	9 <div></div>

## Appendix A

**Respiratory Therapists (SOC 29-1126):**

Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.

**Sample of Reported Job Titles:**

Respiratory Care Practitioner (RCP)  
Registered Respiratory Therapist (RRT)  
Respiratory Therapist (RT)  
Certified Respiratory Therapist (CRT)  
Staff Therapist  
Staff Respiratory Therapist  
Respiratory Therapy Director  
Clinical Coordinator of Respiratory Therapy  
Cardiopulmonary Technician and EEG Tech (Cardiopulmonary Technician and Electroencephalogram Technician)  
Cardiopulmonary Rehabilitation Respiratory Therapist

**Related O\*NET Occupation:**

Respiratory Therapists (29-1126.00)

**Respiratory Therapists (SOC 29-1126):**

Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.

**Sample of Reported Job Titles:**

Respiratory Care Practitioner (RCP)  
Registered Respiratory Therapist (RRT)  
Respiratory Therapist (RT)  
Certified Respiratory Therapist (CRT)  
Staff Therapist  
Staff Respiratory Therapist  
Respiratory Therapy Director  
Clinical Coordinator of Respiratory Therapy  
Cardiopulmonary Technician and EEG Tech (Cardiopulmonary Technician and Electroencephalogram Technician)  
Cardiopulmonary Rehabilitation Respiratory Therapist

**Related O\*NET Occupation:**

Respiratory Therapists (29-1126.00)

## Appendix B - Data Sources and Calculations

### Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

### Occupation Data

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

### Cost of Living Data

Emsi's cost of living data is based on the Cost of Living Index published by the Council for Community and Economic Research (C2ER).

### Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.