

**POLICY TYPE: ENDS #2 WORK PREPAREDNESS**  
**Students will be prepared for success in the workplace**

**Indicator 1**

Students will have the skills and knowledge required for successful entry into the workplace.

**Program Concentrators:** A postsecondary student, with a declared major in a Perkins approved program, which passed 12 tiered credit hours in that major over a three year time period (Data compiled from the Kansas Board of Regents Follow-Up Report)

**Summer 2012, Fall 2012, Spring 2013**

	Pursuing Additional Education (A)	Status Unknown (0)	Full-Time Military (1)	Employed in Related Field (2)	Employed Not Related Field (2)	Still Enrolled At Barton (4)	Unemployed Not Pursuing Additional Education (5)	Still enrolled at Barton (spring) (9)	Further Educ. & Employed	Disabled (B)	Deceased (7)	TOTALS
Adv. Emerg. Tech.		3		5		2			1			11
Agriculture Bus Mgmt.				1		5						6
Automotive	5	5		11	1	15			1	1	1	40
Bus, Mgmt., Leadership	3	8		4	4	16						35
Business Admin. Tech.	1	7		3		7					1	19
Computer Networking	2	8	4	5	3	11			1			34
Criminal Justice		3		4		9			1			17
Crop Protection				2		2			2			6
Dietary Manager				19	1							20
Early Childhood		14		3		11						28
Emergency Mgmt.			12			11						23
EMS I/C				7								7
EMS TO1				21		5						26
EMS TO2				2								2
EMT	2	37		12	2	6						59
Gas Measurement		4		2								6
Hazardous Materials			11			17						28
Infant/Toddler						1						1

Manufacturing Skills	1	2		1	10	8	5		1	8		36
Healthcare Documentation & Transcription		6		1		4		1		1		13
Medical Admin. Tech.	1	11		4	5	18		1	3	1		44
Medical Assistant		4	1	3	1	8	1					18
Medical Coding		18		5	3	6		1		2		35
Medical Lab Technician		2		18		9		1	4			34
Medication Aide				3		4			1			8
Natural Gas Tech	2	17		1	3	4						27
Nurse Aide	5	24		30	3	56	4	1	5			128
Nursing-LPN				7		27	1					35
Nursing-RN				28		4						32
Paramedic				30	1	22						53
Pharmacy Tech		3		1	1	4			1			10
Phlebotomy	1	4		6	1	5						17
Preschool Education				1								1
Technical Accounting	1	2		4		7					1	15
Welding	1	3		2	2	4	1		1		8	22
<b>TOTALS</b>	<b>25</b>	<b>185</b>	<b>28</b>	<b>246</b>	<b>41</b>	<b>308</b>	<b>12</b>	<b>5</b>	<b>22</b>	<b>13</b>	<b>11</b>	<b>896</b>

## Healthcare Certification Pass Rates

Program		2008-09	2009-10	2010-11	2011-12	2012-13
Nursing RN	# Attempted	25	26	31	26	26
	# Passed	17	23	20	22	15
	<b>Pass Rate</b>	<b>68%</b>	<b>88%</b>	<b>64.5%</b>	<b>85%</b>	<b>57.69%</b>
	<b>National Avg.</b>					<b>83.04%</b>
Practical Nursing Certificate	# Attempted	34	34	34	32	30
	# Passed	33	30	32	30	29
	<b>Pass Rate</b>	<b>97%</b>	<b>88%</b>	<b>94.12%</b>	<b>93.75%</b>	<b>96.67</b>
	<b>National Avg.</b>					<b>84.63%</b>
Certified Nurse Aide (CNA)	# Attempted	201	312	118	58	138
	# Passed	182	268	103	48	113
	<b>Pass Rate</b>	<b>91%</b>	<b>86%</b>	<b>87%</b>	<b>83%</b>	<b>82%</b>
	<b>National Avg.</b>					
Certified Medical Aide (CMA)	# Attempted	50	36	21	8	21
	# Passed	47	36	20	7	21
	<b>Pass Rate</b>	<b>94%</b>	<b>100%</b>	<b>95%</b>	<b>87.5%</b>	<b>100%</b>
	<b>National Avg.</b>					
Medical Laboratory Technician (MLT)	# Attempted	12	9	11	6	2
	# Passed	10	6	9	3	1
	<b>Pass Rate</b>	<b>83%</b>	<b>66%</b>	<b>82%</b>	<b>50%</b>	<b>50%</b>
	<b>National Avg.</b>					<b>78%</b>
EMT Basic	# Attempted	114	47	65	53	45
	# Passed	77	32	38	27	22
	<b>Pass Rate</b>	<b>68%</b>	<b>68%</b>	<b>60%</b>	<b>51%</b>	<b>49%</b>
	<b>National Avg.</b>					<b>78%</b>
*AEMT (new 2012)	# Attempted	4	25	0	0	3
	# Passed	4	23	0	0	1
	<b>Pass Rate</b>	<b>100%</b>	<b>92%</b>			<b>33%</b>
	<b>National Avg.</b>					<b>52%</b>
Paramedic	# Attempted	45	17	15	31	18
	# Passed	41	11	10	24	13
	<b>Pass Rate</b>	<b>91%</b>	<b>65%</b>	<b>67%</b>	<b>77%</b>	<b>72%</b>
	<b>National Avg.</b>					<b>71%</b>
Dietary Manager	# Attempted			12	22	23
	# Passed			12	16	17
	<b>Pass Rate</b>			<b>100%</b>	<b>73%</b>	<b>69.05%</b>
	<b>National Avg.</b>					<b>73.9%</b>
Licensure Exams, Overall	# Attempted	487	506	307	230	306
	# Passed	413	429	244	171	232
	<b>Pass Rate</b>	<b>85%</b>	<b>85%</b>	<b>79.4%</b>	<b>74%</b>	<b>75.8%</b>

## Trades & Technology Pass Rates

Program		2008-09	2009-10	2010-11	2011-12	2012-13
<b>Automotive (NATEF)</b>	# Attempted					24
	# Passed					17
	<b>Pass Rate</b>					<b>71%</b>
	<b>National Avg.</b>					
<b>Early Childhood (CDA)</b>	# Attempted					4
	# Passed					4
	<b>Pass Rate</b>					<b>100%</b>
	<b>National Avg.</b>					
<b>Information Security</b>	# Attempted					7
	# Passed					6
	<b>Pass Rate</b>					<b>86%</b>
	<b>National Avg.</b>					
<b>Certiport MOS (Access)</b>	# Attempted					2
	# Passed					2
	<b>Pass Rate</b>					<b>100%</b>
	<b>National Avg.</b>					
<b>Certiport MOS (Excel)</b>	# Attempted					3
	# Passed					2
	<b>Pass Rate</b>					<b>67%</b>
	<b>National Avg.</b>					
<b>IC3</b>	# Attempted					12
	# Passed					8
	<b>Pass Rate</b>					<b>67%</b>
	<b>National Avg.</b>					
<b>Licensure Exams, Overall</b>	# Attempted					52
	# Passed					39
	<b>Pass Rate</b>					<b>75%</b>

## **Indicator 2**

Students will have the work ethics, discipline, and collaborative skills necessary to be successful in the workplace.

### **Kansas Board of Regents Employer Follow-up Survey**

The survey evaluates the effectiveness of Barton’s career technical programs by asking employers how well our recent graduates or certificate completers are performing on the job.

<b>Employers responding rated Barton graduates as “Excellent” or “Good” in the following areas:</b>	
<b>GENERAL EDUCATION</b>	
Math Computational Skills and Reasoning	<b>85%</b>
Oral Communication Skills	<b>80%</b>
Written Communication Skills	<b>78%</b>
Computer Skills	<b>76%</b>
Problem Solving Skills	<b>66%</b>
Critical Thinking Skills	<b>76%</b>
<b>TECHNICAL EDUCATION</b>	
Knowledge/skills Related To Employment Position	<b>85%</b>
Operating job-related tools, instruments & equipment	<b>88%</b>
<b>PROFESSIONALISM</b>	
Organizational/Time-Management Skills	<b>78%</b>
Quantity/Quality Of Work Accomplished	<b>83%</b>
Following Directions	<b>90%</b>
Working Independently	<b>85%</b>
Working Cooperatively With Others (Team Work)	<b>85%</b>
Leadership/Promotion Potential	<b>63%</b>
Attitude (initiative, cooperation, loyalty, attendance, personal appearance, etc.)	<b>83%</b>
Ability/willingness to learn (not on nursing survey)	<b>90%</b>
Understands the need for continuing education (nursing survey only)	<b>86%</b>
Accepts advice, supervision and constructive criticism	<b>93%</b>
Seeks to continuously improve performance	<b>88%</b>
Work Ethics (reliability, punctuality, integrity, judgment, maturity, politeness, dependability, confidentiality, etc.)	<b>85%</b>
Maintains Confidentiality	<b>88%</b>
Customer Focused	<b>93%</b>

**76 employers were surveyed; 41 surveys returned. 54% return rate**

## **Essential Skills Project**

Barton's Essential Skills project continues throughout the Workforce Training & Community Education Division. The project is designed to enhance student awareness of essential skills and their importance in today's workplace. A committee comprised of Directors and faculty members combined feedback from the division's advisory boards, career technical students and faculty to identify essential skills including:

- Communications
- Critical Thinking
- Self-Management
- Professionalism
- Accountability
- Customer Service

All career technical programs participate in the Essential Skills program. Faculty prepare follow-up reports at the conclusion of the school year that address how they presented Essential Skills to the students, the greatest challenge associated with presenting the information and feedback from the students.

Faculty members utilize a variety of formats to present the information including role playing and class discussion. Many faculty members bring in industry representatives to visit with students about the Essential Skills.

The hardest challenge is helping students understand the importance and value of Essential Skills in their future career lives. Overall, once students begin to understand the concepts, they take the information seriously and fully participate. The best feedback is the epiphany moments where students relay that "aha" moment in which they understand something about themselves or how to handle work environment situations more professionally.

A recent demonstration of a student's capacity to understand the importance of Essential Skills in the workplace was revealed in Jordan Klima's Outstanding Student comments at graduation. Jordan's comments relevant to what he had learned and the importance of Essential Skills in the workplace was a meaningful testimony to what the division is working to achieve.

During the 2014-2015 school year, advisory board members will be surveyed to ensure that the current list of essential skills meet the needs and interests of advisory board members and area employers.

### **Indicator 3**

Students will have the skills and knowledge necessary to maintain, advance, or change their employment or occupation.

### **Kansas Board of Regents Student Satisfaction Survey**

The following are the results of Student Satisfaction Surveys sent to the 2012-13 completers. Surveys were sent during the fall 2013 semester.

How satisfied are you with the vocational training you received from Barton?

- Of the 108 returned surveys, 96% responded "very good" or "good" (seven (7) were left blank.

## **Barton Community College Employer Satisfaction Survey**

The following are the results of Employer Satisfaction Surveys sent to the employers of the 2012-13 completers.

In your opinion, did the graduate's educational qualification from Barton Community College qualify him/her for their current position?

- Of the 41 returned surveys, 95% responded "yes".

How well do you think Barton Community College prepared the graduate for the position?

- Of the 41 returned surveys, 98% responded as "sufficiently" to "extremely well".

Overall, how would you rate your level of satisfaction with the work and performance of the Barton graduate in your organization?

- 100% responded with "good" or "very good".

## **Career Technical Program Projects**

The following are examples of career technical education projects that help to ensure that Barton offers programs which provide students with education and training that prepares them for the workforce.

### **BASICS (Building Academic Skills in Correctional Settings)**

- Submitted RFP to serve 10 facilities (two juvenile and eight adult).
- Awarded contract to continue service at Ellsworth Correctional and Larned Correctional Mental Health Facilities.
- Dialogue to maintain services at Larned Juvenile Correctional Facility.

### **Business**

- Newly approved Entrepreneurship certificate program.

### **Information Technology**

- Updated and approved Networking Specialist certificate and degree programs.
- Researching potential industry certifications project.

### **Licensed Practical Nursing/Registered Nursing**

- Working towards enhancements of both programs to align with KBOR's requirements and ACEN accreditation recommendations.

### **Medical Laboratory Technician**

- Working towards reduction in credit hours for the Associate in Applied Science as required by the Kansas Board of Regents

### **Mental Health Technician**

- Collaborative project with Larned State Hospital to design a certificate program for entry-level employment

### **Natural Gas**

- Gas Measurement certificate program offered in Junction City – beginning this fall.

**Weights & Measures (Scales Technician)**

- State RFP to provide continuing education to industry.
- Collaboration with industry to develop a certificate program to support entry-level training.

**Welding**

- Collaboration with Automotive program facilities to deliver both programs in the same facility.
- Strategic planning to offer program via a variety of schedules.
- Monitoring grant options.
- Seeking industry partnerships.

**Respectfully Submitted:**

- Elaine Simmons – Dean of Workforce Training & Community Education
- LaVonne Gerritzen – Program Assistant