

POLICY TYPE: ENDS

POLICY TITLE: WORK PREPAREDNESS

Students will be prepared for success in the workplace.

1. Students will have the skills and knowledge required for successful entry into the workplace.
2. Students will have the work ethics, discipline, and collaborative skills necessary to be successful in the workplace.
3. Students will have the skills and knowledge necessary to maintain, advance, or change their employment or occupation.

Indicator 1

The attached documentation reflects that the college is having positive outcomes on the three measures stated above.

Planned New Initiatives

1. WTCE is striving to increase opportunities for internships
2. Potential implementation of Kansas Work Ready Certificate throughout Career Technical programs

Data

Student Success course is required if a student tests into two developmental courses.

The purpose of the Student Success Seminar EDUC 1103 is to provide students with an opportunity to cultivate the skills, values, and attitudes necessary to become confident, capable students and contributing community members.

| 2007-2008 Pass Rates for EDUC 1103 Student Success Seminar | | | | | |
|------------------------------------------------------------|-------------|-----------|-------------|-------------|-----------------|
| | Summer 2007 | Fall 2007 | Spring 2008 | Grand Total | overall % grade |
| Total | 5 | 77 | 32 | 114 | |
| Received A | 3 | 17 | 11 | 31 | 27.20% |
| Received B | 1 | 12 | 5 | 18 | 15.80% |
| Received C | 1 | 24 | 4 | 29 | 25.40% |
| Pass with A-C | 5 | 53 | 20 | 78 | |
| % pass rate | 100% | 69% | 63% | 68% | |

Steps taken and or planned to improve results

1. In January 2009 The Coordinator of Developmental Education presented to faculty at professional conference days about the skills taught in the student success course.
2. Carol Murphy, the Coordinator of Developmental Education, has followed that up with a series of emails reminding faculty to reinforce these skills in their classes.
3. Additional classes in Student Success will be offered in fall 2009 (compared to fall 2008) to better accommodate students' needs.
4. Meetings are to be scheduled with key college personnel (advisors, coaches) to encourage them to enroll students appropriately
5. Training workshops for new Student Success instructors are planned for Summer 2009
6. Discussions are taking place to include a Student Success class specifically geared to students in the WCTE division and that will include the Kansas Work Ready Certificate.

The next measure comes from the results of National/State/Local Tests. These reflect the **first time** pass rates for each program for the tests listed. Several programs show significant improvement including the nursing department.

National/State/Local Test Comparisons

Annual: March 2009

| Professional License Program | | 2004-05 | 2005-06 | 2006-07 | 2007-08 | Prior 3 yrs |
|-------------------------------------|-------------|---------|---------|---------|---------|-------------|
| Nursing A DN | # Attempted | 21 | 31 | 25 | 33 | 77 |
| | # Passed | 20 | 25 | 14 | 31 | 59 |
| | Pass Rate | 95% | 81% | 56% | 94% | 77% |
| Practical Nursing Certificate | # Attempted | 35 | 35 | 36 | 38 | 106 |
| | # Passed | 35 | 31 | 33 | 36 | 99 |
| | Pass Rate | 100% | 89% | 92% | 95% | 93% |
| Certified Nurses Aide (CNA) | # Attempted | 70 | 90 | 116 | 86 | 276 |
| | # Passed | 69 | 89 | 100 | 86 | 258 |
| | Pass Rate | 99% | 99% | 86% | 100% | 93% |
| Certified Medical Aide (CMA) | # Attempted | 18 | 73 | 59 | 34 | 150 |
| | # Passed | 16 | 72 | 39 | 32 | 127 |
| | Pass Rate | 89% | 99% | 66% | 94% | 85% |
| Medical Laboratory Technician (MLT) | # Attempted | 11 | 7 | 8 | 8 | 26 |
| | # Passed | 7 | 6 | 8 | 8 | 21 |
| | Pass Rate | 64% | 86% | 100% | 100% | 81% |
| EMT Education Basic | # Attempted | 26 | 74 | 123 | 69 | 223 |
| | # Passed | 25 | 48 | 69 | 49 | 142 |
| | Pass Rate | 96% | 65% | 56% | 71% | 64% |
| EMT Education Intermediate | # Attempted | 0 | 26 | 28 | 10 | 54 |
| | # Passed | 0 | 26 | 22 | 10 | 48 |
| | Pass Rate | | 100% | 79% | 100% | 89% |
| Mobile Intensive Care Tech. (MICT) | # Attempted | NA | 4 | 13 | 21 | 17 |
| | # Passed | NA | 4 | 11 | 19 | 15 |
| | Pass Rate | | 100% | 85% | 90% | 88% |
| Licensure Exams, Overall | # Attempted | 181 | 340 | 408 | 299 | 929 |
| | # Passed | 172 | 301 | 296 | 271 | 769 |
| | Pass Rate | 95% | 89% | 73% | 91% | 83% |

Notes: -One year equals July 1 through June 30.

Response:

Students at Barton County Community College are generally performing well. The data reflect an overall improvement from 73% to 91% pass rate.

NOTE: The Nursing Pass Rates are not official until the Kansas State Board of Nursing approves them at their March Meeting.

Indicator 2

Planned New Initiatives

WCTE division is considering developing an employability course for career technical students that would meet the purpose of the Student Success class, while advancing the need to address soft skills, the Kansas Work Ready Certificate etc.

Data

As part of Barton’s 2009-11 Kansas Board Of Regents Performance Agreement and in response to request from local business and industry, the following indicators was established with targets for the next three years:

| Indicator | Historical data | Targets |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|------------------------------------------------------------|
| Increase the number of CTE programs that address workforce ethics within the program’s curriculum; measure each student’s understanding of workforce ethics. | 2005: N/A 2006: N/A 2007: N/A 2008: 1 program used as a pilot in Spring 2008. | 2009: 6 programs 2010: 10 programs 2011: 14 programs |

Key Performance Indicator 4: Increase the number of CTE programs that address workforce ethics within the program’s curriculum; measure each student’s understanding of workforce ethics.

Data Collection: The number of CTE programs that utilize “WIN”-Work Habits software to address work ethics in the classroom.

Targets: In spring 2008, two courses were used as a pilot in the Accounting program. The following programs will be added over the next three years – this will be 100% of the active programs leading to AAS degrees in the WTCE division:

2009: Nursing (spring); Early Childhood (spring); Automotive (fall); MLT (fall); Business/BM&L (fall).

2010: Agriculture (spring); Natural Gas (spring); Business Administrative Technology (fall); Graphic Design (fall);

2011: Medical Assistant (spring); Criminal Justice (spring); Networking (fall); ESE (fall).

Indicator 3

Planned New Initiatives

WTCE is working to increase short-term training programs and continuing education offerings.

Data

CCSSE (Community College Survey of Student Engagement) data are taken from student responses on a survey that asks them how they are prepared for the work place and their vocational training. The results reflect that students at Barton consider themselves as well prepared as students do at other similar institutions across the nation. The data displayed below are the relevant questions from various sections in the survey

Steps taken to improve results

- CCSSE data are shared with faculty council so that faculty can make recommendation for areas of focus and improvement.

CCSSE Data :

12. How much has YOUR EXPERIENCE AT THIS COLLEGE contributed to your knowledge, skills, and personal development in the following area:

b. Acquiring job or work-related knowledge and skills. The chart below demonstrates that Barton was higher than our cohort and about the same of other small colleges. There was no statistical difference.

| | 2006 | | | | 2008 | | |
|--------------------|--------|----------------------|--------------|--|--------|----------------------|--------------|
| | Barton | Other Small Colleges | CCSSE Cohort | | Barton | Other Small Colleges | CCSSE Cohort |
| All Students | 2.47 | 2.65 | 2.54 | | 2.66 | 2.67 | 2.56 |
| Full-Time Students | 2.66 | 2.74 | 2.62 | | 2.79 | 2.76 | 2.64 |
| Part-Time Students | 2.40 | 2.56 | 2.47 | | 2.62 | 2.59 | 2.50 |

H. Working effectively with others.

| | 2006 | | | | 2008 | | |
|--------------------|--------|----------------------|--------------|--|--------|----------------------|--------------|
| | Barton | Other Small Colleges | CCSSE Cohort | | Barton | Other Small Colleges | CCSSE Cohort |
| All Students | 2.66 | 2.74 | 2.68 | | 2.67 | 2.77 | 2.72 |
| Full-Time Students | 2.79 | 2.84 | 2.78 | | 2.82 | 2.87 | 2.81 |
| Part-Time Students | 2.61 | 2.65 | 2.60 | | 2.63 | 2.69 | 2.64 |

L. Developing a personal code of values and ethics.

| | 2006 | | | | 2008 | | |
|--------------|--------|----------------------|--------------|--|--------|----------------------|--------------|
| | Barton | Other Small Colleges | CCSSE Cohort | | Barton | Other Small Colleges | CCSSE Cohort |
| All Students | 2.33 | 2.34 | 2.29 | | 2.34 | 2.38 | 2.34 |

| | | | | | | | |
|--------------------|------|------|------|--|------|------|------|
| Full-Time Students | 2.55 | 2.45 | 2.40 | | 2.64 | 2.48 | 2.45 |
| Part-Time Students | 2.24 | 2.25 | 2.21 | | 2.27 | 2.30 | 2.27 |

N. Developing clear career goals.

| | 2006 | | | | 2008 | | |
|--------------------|--------|----------------------|--------------|--|--------|----------------------|--------------|
| | Barton | Other Small Colleges | CCSSE Cohort | | Barton | Other Small Colleges | CCSSE Cohort |
| All Students | 2.62 | 2.67 | 2.60 | | 2.56 | 2.70 | 2.64 |
| Full-Time Students | 2.67 | 2.79 | 2.72 | | 2.87 | 2.82 | 2.76 |
| Part-Time Students | 2.60 | 2.56 | 2.51 | | 2.48 | 2.60 | 2.56 |

Definitions:

- Cohort: - colleges that participated in 2006 and 2008.
- Other small colleges – colleges that participated only in 2008.

Strengths

- Nursing program is greatly improved. The data reflect an overall improvement from 73% to 91% for the pass rate on National Licensure Exams.
- Developmental Students are receiving extra help in the skills that they need to be successful.
- Students consider themselves as well prepared as students at other institutions.
- A greater awareness of Student Success course is being made
- New instructors are being identified to assist with offering sufficient number of classes

Needs

- Barton has a difficult time obtaining good data from employers. Need to determine other ways to measure the END.
- To convince students and their advisors of the value of Student Success course.

Questions

- How do we measure the impact of the Student Success class?
- How can we obtain information on how well our students perform once they go out into the workplace? Survey return rates are very poor and not expected to improve in the current economic climate.