Program Outcomes Assessment Follow-Up 2022-2023 Program Outcome (PO) Year End Reporting Form

In response to SACSCOC 8.2, "The institution identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results ..."

Name of Program: Industrial Systems Technology

Outcome #1: Enrollment (unduplicated)

Action Items from Program Review:

Item#	Action Items: (Action item identified in the	Results / Use of Results: (Provide results of the action
	2021-22 program review.)	item identified. Was the action item successful? If not,
		did you want to continue this action item going
		forward? If so, please include this action item in the
		2023-2025 action items table below.)
1	Create an "exploratory" certificate for CCP	A new certificate was added to the 2023 – 2024
	to allow younger students to sample the	catalog. It is the Industrial Exploration Certificate
	program. (Assessed by: Monitor enrollment	(C50240E)
	numbers for the under 18 and 18-24 age	Enrollment will be monitored to gauge the success of
	group to see if there is an increase.)	the certificate.
2	Increase outreach for recruitment by	New flyers have been created for the program, with
	working with the office of communication	updated information.
	to create recruitment materials. (Assessed	These are being presented at all outreach / recruiting
	by: Poll students as to how they found out	events.
	about the program.)	

Baseline: 51 # (Average of total enrollment for the last three years – 2018-19; 2019-20; 2020-21)

Standard: 53 #
Target: 55 #

Program Enrollment

Program Enrollment (unduplicated)				
Academic Year (Fall, Spring, Summer)	Enrollment			
2019-2020	47			
2020-2021	68			
2021-2022	66			

All Levels

Enrollment by Ethnicity, Gender, and Age

	2019-20	20	2020	-2021	2021-	-2022
Ethnicity & Gender	N	%	N	%	N	%
African American, Female American Indian/Alaskan Native,	1	2.1%	1	1.5%	1	1.5%
Female	0	0.0%	0	0.0%	0	0.0%
Asian, Female	0	0.0%	0	0.0%	0	0.0%
Caucasian, Female Hawaiian/Other Pacific Islander,	0	0.0%	1	1.5%	2	3.0%
Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	2	4.3%	1	1.5%	1	1.5%
Two or More Races, Female	0	0.0%	0	0.0%	0	0.0%
Unknown, Female	0	0.0%	1	1.5%	1	1.5%
Female Total	3	6.4%	4	5.9%	5	7.6%
African American, Male American Indian/Alaskan Native,	11	23.4%	17	25.0%	14	21.2%
Male	0	0.0%	1	1.5%	1	1.5%
Asian, Male	1	2.1%	0	0.0%	0	0.0%
Caucasian, Male Hawaiian/Other Pacific Islander,	21	44.7%	29	42.6%	29	43.9%
Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	10	21.3%	15	22.1%	15	22.7%
Two or More Races, Male	0	0.0%	0	0.0%	1	1.5%
Unknown, Male	1	2.1%	2	2.9%	1	1.5%
Male Total	44	93.6%	64	94.1%	61	92.4%
Total	47	100.0%	68	100.0%	66	100.0%

	2019-20	20	2020-2021		2021-2022	
Ethnicity & Age Range	N	%	N	%	N	%
African American, Under the age of						
18	1	2.1%	1	1.5%	0	0.0%
American Indian/Alaskan Native,	0	0.00/	_	0.00/	_	0.00/
Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Asian, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Caucasian, Under the age of 18	0	0.0%	2	2.9%	0	0.0%
Hawaiian/Other Pacific Islander, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Under the age of	O	0.070	0	0.070	0	0.070
18	0	0.0%	0	0.0%	0	0.0%
Two or More Races, Under the age						
of 18	0	0.0%	0	0.0%	0	0.0%
Unknown, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Under the age of 18 Total	1	2.1%	3	4.4%	0	0.0%
African American, 18-24	0	0.0%	1	1.5%	1	1.5%
American Indian/Alaskan Native,						
18-24	0	0.0%	0	0.0%	0	0.0%
Asian, 18-24	0	0.0%	0	0.0%	0	0.0%
Caucasian, 18-24	8	17.0%	8	11.8%	15	22.7%
Hawaiian/Other Pacific Islander, 18-						
24	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 18-24	0	0.0%	5	7.4%	8	12.1%
Two or More Races, 18-24	5	10.6%	0	0.0%	0	0.0%
Unknown, 18-24	1	2.1%	1	1.5%	0	0.0%
18-24 Total	14	29.8%	15	22.1%	24	36.4%
African American, 25-44	9	19.1%	13	19.1%	9	13.6%
American Indian/Alaskan Native,						
25-44	0	0.0%	1	1.5%	1	1.5%
Asian, 25-44	1	2.1%	0	0.0%	0	0.0%
Caucasian, 25-44	10	21.3%	16	23.5%	13	19.7%
Hawaiian/Other Pacific Islander, 25-	_		_		_	
44	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	5	10.6%	9	13.2%	7	10.6%
Two or More Races, 25-44	0	0.0%	0	0.0%	1	1.5%
Unknown, 25-44	0	0.0%	2	2.9%	2	3.0%
25-44 Total	25	53.2%	41	60.3%	33	50.0%
African American, 45-64	2	4.3%	3	4.4%	5	7.6%
American Indian/Alaskan Native,	0	0.00/		0.00/		0.00/
45-64	0	0.0%	0	0.0%	0	0.0%
Asian, 45-64	0	0.0%	0	0.0%	0	0.0%
Caucasian, 45-64 Hawaiian/Other Pacific Islander, 45-	3	6.4%	4	5.9%	3	4.5%
64	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 45-64	2	4.3%	2	2.9%	1	1.5%
Two or More Races, 45-64	0	0.0%	0	0.0%	0	0.0%
Unknown, 45-64	0	0.0%	0	0.0%	0	0.0%
·						
45-64 Total	7	14.9%	9	13.2%	9	13.6%
African American, 65+ American Indian/Alaskan Native,	0	0.0%	0	0.0%	0	0.0%
65+	0	0.0%	0	0.0%	0	0.0%
Asian, 65+	0	0.0%	0	0.0%	0	0.0%
Caucasian, 65+	0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander,	9	0.070		0.070		0.070
65+	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 65+	0	0.0%	0	0.0%	0	0.0%
Two or More Races, 65+	0	0.0%	0	0.0%	0	0.0%
Unknown, 65+	0	0.0%	0	0.0%	0	0.0%
65+ Total	0	0.0%	0	0.0%	0	0.0%
Total	47	100.0%	68	100.0%	66	100.0%
Total	41	100.070	00	100.070	00	100.070

Provide narrative for analysis of program enrollment. (Is enrollment increasing or decreasing? What are possible reasons for increase/decrease? Describe any action plans to improve or increase program enrollment.)

Enrollment in the program has increased from pre 2020 levels. The involvement of Smithfield Foods' apprenticeship program is a major factor in the increase. Kristie Sauls' work with Smithfield and our local industries is now the major source of new students. Our ability to offer classes that accommodate their work schedules has helped with this partnership's success.

2023-2025 Action Items:

Item	Action Items (What actions can be taken to increase enrollment in your program?)	Assessment of Action Items (How will you assess the results of action items?)
1	Continue our close relationship with the Apprenticeships and Career Development department.	By maintaining or increasing the number of students involved in an apprenticeship with our local industries.
2	Explore the possibility of offering evening classes.	Discuss with Department Chair / Dean on the availability of instructors and resources. Judge interest from potential students.

Outcome #2: Retention

Action Items from Program Review:

Item #	Action Items: (Action item identified in the	Results / Use of Results: (Provide results of the action
	2021-22 program review.)	item identified. Was the action item successful? If not,
		did you want to continue this action item going
		forward? If so, please include this action item in the
		2023-2025 action items table below.)
1	Continue to emphasize to students the	Retention rates in our department are tightly bound to
	long-term benefits of completing the	the demand for our students in the technician field.
	program. (Assessed by: Evaluate retention	Students may leave the program once they have
	rates in future reports)	gained marketable skills. We will continue with our
		present strategy.

Baseline: 68.3 % (*Average of last three years – 2018-19; 2019-20; 2020-21; program retention*)

 Standard:
 69 %

 Target:
 70 %

Fall to Fall	Retention Rate
Fall 2019 to Fall 2020	72.2%
Fall 2020 to Fall 2021	67.3%
Fall 2021 to Fall 2022	71.0%

All Levels

Retention by Ethnicity, Gender, and Age

			Fall 202	0 to Fall	Fall 202	1 to Fall
	Fall 2019 to F	all 2020	2021		2022	
Ethnicity & Gender	N	%	N	%	N	%
African American, Female	1	3.8%	1	3.0%	1	2.4%
American Indian/Alaskan Native,						
Female	0	0.0%	0	0.0%	0	0.0%
Asian, Female	0	0.0%	0	0.0%	0	0.0%
Caucasian, Female	0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander,						
Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	0	0.0%	0	0.0%	1	2.4%
Two or More Races, Female	0	0.0%	0	0.0%	0	0.0%
Unknown, Female	0	0.0%	1	3.0%	1	2.4%
Female Total	1	3.8%	2	6.1%	3	7.3%
African American, Male	7	26.9%	9	27.3%	6	14.6%
American Indian/Alaskan Native,						
Male	0	0.0%	1	3.0%	1	2.4%
Asian, Male	0	0.0%	0	0.0%	0	0.0%
Caucasian, Male	13	50.0%	13	39.4%	19	46.3%
Hawaiian/Other Pacific Islander,						
Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	4	15.4%	7	21.2%	10	24.4%
Two or More Races, Male	0	0.0%	0	0.0%	1	2.4%
Unknown, Male	1	3.8%	1	3.0%	1	2.4%
Male Total	25	96.2%	31	93.9%	38	92.7%
Total	26	100.0%	33	100.0%	41	100.0%

Ethnicity & Age Range		Fall 2019 to F	all 2020		0 to Fall 21	_	1 to Fall 22
African American, Under the age of 18 American Indian/Alaskan Native, Under the age of 18 American Indian/Alaskan Native, Under the age of 18 Asian, Under the age of 18 Caucasian, Under	Ethnicity & Age Range						
American Indian/Alaskan Native, Under the age of 18	, , ,						
Under the age of 18 Asian, Under the age of 18 Caucasian, Under the age of 18 Caucasian, Under the age of 18 Hawaiian/Other Pacific Islander, Under the age of 18 Hispanic/Latino, Under the age of 18 Cunknown, 18-24 Cunknown, 18-24 Cucaucasian, 18-24 Cunknown, 18-24 Cucaucasian, 25-44 Cuncaucasian, 25-44 Cucaucasian, 25-44 Cunknown, 25-44 Cucaucasian, 45-64 Cucaucasian, 45-64 Cunknown, 45-64 Cucaucasian, 45-64 Cucaucasian, 45-64 Cunknown, 45-64 Cucaucasian, 45-64 Cucaucasian, 45-64 Cunknown, 45-64 Cucaucasian, 45-64 Cunknown, 45-64 Cucaucasian, 45-64 Cuca	of 18	0	0.0%	0	0.0%	0	0.0%
Asian, Under the age of 18 Caucasian, Clatino, Under the age of 18 Caucasian, Clatino, Under the age of 18 Caucasian, Clatino, Clat	· · · · · · · · · · · · · · · · · · ·						
Caucasian, Under the age of 18 Hawaiian/Other Pacific Islander, Under the age of 18 Hispanic/Latino, Under the age of 18 O 0,0% O 0,0% O 0,0% O 0,0% Two or More Races, Under the age of 18 Under the age of 18 O 0,0% O 0,0% O 0,0% Under the age of 18 O 0,0% O 0,0% O 0,0% Under the age of 18 O 0,0% O 0,0% O 0,0% Under the age of 18 O 0,0% O 0,0% O 0,0% African American, 18-24 American Indian/Alaskan Native, 18-24 O 0,0% O 0,0% O 0,0% O 0,0% Caucasian, 18-24 Islamin/Other Pacific Islander, 25-44 Islamin/Other Pacific Islander, 25-45-44 Islamin/Other Pacific Islander, 25-45-45-45-45-45-		_		-		_	
Hawaiian/Other Pacific Islander, Under the age of 18	1	-		-		_	
Under the age of 18	, ,	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Under the age of 18 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 0.0%	,	0	0.00/	0	0.00/	0	0.00/
18		_	0.0%	U	0.0%	U	0.0%
age of 18 Unknown, Under the age of 18 Unknown, Under the age of 18 Total Under the age of 18 Total Under the age of 18 Total Under the age of 18 Total 0 0.0% 0 0.0% 0 0.0% African American, 18-24 American Indian/Alaskan Native, 18-24 Asian, 18-24 0 0.0% 0 0.0% 0 0.0% Asian, 18-24 0 0.0% 0 0.0% 0 0.0% Asian, 18-24 15.4% 3 9.1% 9 22.0% Hispanic/Latino, 18-24 1 3.8% 2 6.1% 5 12.2% Two or More Races, 18-24 0 0.0% 0 0.0% 0 0.0% African American, 25-44 American Indian/Alaskan Native, 25-44 Asian, 25-44 Caucasian, 25-45 Caucasian, 25-44 Caucasian, 25-64 Caucasian, 25-64 Caucasian, 25-64 Caucasian, 25-64 Caucasian, 25-64 Caucasian,			0.0%	0	0.0%	0	0.0%
Unknown, Under the age of 18 Total	Two or More Races, Under the						
Under the age of 18 Total 0 0.0% 0 0.0% 0 0.0% African American, 18-24 American Indian/Alaskan Native, 18-24 0 0.0%	age of 18	0	0.0%	0	0.0%	0	0.0%
Affican American, 18-24 American Indian/Alaskan Native, 18-24	Unknown, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native, 18-24	Under the age of 18 Total	0	0.0%	0	0.0%	0	0.0%
18-24	African American, 18-24	0	0.0%	0	0.0%	0	0.0%
Asian, 18-24 Asian, 25-44 Asian, 45-64 As							
Caucasian, 18-24 Hawaiian/Other Pacific Islander, 18-24 Hawaiian/Other Pacific Islander, 18-24 Two or More Races, 18-24 O 0.0% African American, 25-44 American Indian/Alaskan Native, 25-44 Caucasian, 25-44 Hawaiian/Other Pacific Islander, 25-44 O 0.0% O		0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, 18-24	· ·	0	0.0%	0	0.0%	0	0.0%
18-24		4	15.4%	3	9.1%	9	22.0%
Hispanic/Latino, 18-24	I ·		0.00/	•	0.00/		0.00/
Two or More Races, 18-24 Unknown, 18-24 1 3.8% 0 0.0% 0 0.0% 18-24 Total 6 23.1% 5 15.2% 14 34.1% African American, 25-44 American Indian/Alaskan Native, 25-44 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 1 3.0% 1 2.4% Asian, 25-44 0 0.0% 1 2.4% African American, 25-44 0 0.0% 0 0.0% 0 0.0% 1 2.4% 1 2.1% 5 12.2% 1 2.4% 1 12.1% 5 12.2% 1 2.4% 1 12.1% 1 2.4% 1 2.4% 1 2.4% 1 2.4% 1 2.4% 1 2.4% 1 2.4	1	-		-		_	
Unknown, 18-24	' ' ' '	-			-		
18-24 Total 6 23.1% 5 15.2% 14 34.1%	· ·	_		-		_	
African American, 25-44 American Indian/Alaskan Native, 25-44	· · · · · · · · · · · · · · · · · · ·	-					
American Indian/Alaskan Native, 25-44 Asian, 25-44 Asian, 25-44 Caucasian, 25-44 Asian, 25-44 Caucasian, 45-64 Caucasian, 65+ Caucasi			_				
25-44 Asian, 25-45	· · · · · · · · · · · · · · · · · · ·	7	26.9%	8	24.2%	4	9.8%
Asian, 25-44 Caucasian, 25-44 Hawaiian/Other Pacific Islander, 25-44 Unknown, 25-44 Asian, 25-44 Asian, 25-44 Asian, 25-44 Bo 0.0% 0 0.0%	,	0	0.0%	1	3.0%	1	2.4%
Caucasian, 25-44 Hawaiian/Other Pacific Islander, 25-44 Hispanic/Latino, 25-44 Cunknown, 25-44 Cunknown, 25-44 Caucasian, 45-64 Caucasian, 45-64 Caucasian, 45-64 Caucasian, 45-64 Caucasian, 45-64 Chispanic/Latino, 45-64 Chispanic/Latino, 25-44 Color Onow Care Races, 45-64 Caucasian, 45-64 Color Onow Care Races, 45-64 Caucasian, 65+ Caucasia		-					
Hawaiian/Other Pacific Islander, 25-44 Hispanic/Latino, 25-44 Lunknown, 25-45 Lunknown, 25-45 Lunknown, 25-46 Lunknown, 25-46 Lunknown, 25-46 Lunknown, 25-47 Lunknown, 25-47 Lunknown, 25-48 Lunknown, 25-49	· ·	-		-		_	
25-44 Hispanic/Latino, 25-44 Two or More Races, 25-44 Unknown, 25-44 O 0.0% O 0.0% O 0.0% O 0.0% I 2.2% Two or More Races, 25-44 O 0.0% O 0.0% O 0.0% I 2.4% O 0.0% O 0.0% O 0.0% I 2.4% O 0.0% O 0.0% O 0.0% I 2.4% O 0.0% O 0.0%		o o	20.170	O	24.270	O	13.370
Two or More Races, 25-44	·	0	0.0%	0	0.0%	0	0.0%
Unknown, 25-44	Hispanic/Latino, 25-44	2	7.7%	4	12.1%	5	12.2%
25-44 Total 15 57.7% 23 69.7% 21 51.2% African American, 45-64	Two or More Races, 25-44	0	0.0%	0	0.0%	1	2.4%
African American, 45-64 American Indian/Alaskan Native, 45-64 Asian, 45-64 Caucasian, 45-64 Hawaiian/Other Pacific Islander, 45-64 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% Caucasian, 45-64 11.5% 2 6.1% 2 4.9% Hawaiian/Other Pacific Islander, 45-64 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% Hispanic/Latino, 45-64 1 3.8% 1 3.0% 1 2.4% Two or More Races, 45-64 0 0.0%	Unknown, 25-44	0	0.0%	2	6.1%	2	4.9%
American Indian/Alaskan Native, 45-64	25-44 Total	15	57.7%	23	69.7%	21	51.2%
45-64 0 0.0% 0 0.0% 0 0.0% Asian, 45-64 0 0.0% 0 0.0% 0 0.0% Caucasian, 45-64 3 11.5% 2 6.1% 2 4.9% Hawaiian/Other Pacific Islander, 45-64 0 0.0% 0	African American, 45-64	1	3.8%	2	6.1%	3	7.3%
Asian, 45-64 Caucasian, 45-64 Hawaiian/Other Pacific Islander, 45-64 Hispanic/Latino, 45-64 Two or More Races, 45-64 African American, 65+ American Indian/Alaskan Native, 65+ Caucasian,	American Indian/Alaskan Native,						
Caucasian, 45-64 3 11.5% 2 6.1% 2 4.9% Hawaiian/Other Pacific Islander, 45-64 0 0.0% <td>45-64</td> <td>0</td> <td>0.0%</td> <td>0</td> <td>0.0%</td> <td>0</td> <td>0.0%</td>	45-64	0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, 45-64	Asian, 45-64	0	0.0%	0	0.0%	0	0.0%
45-64 0 0.0% 0 0.0% 0 0.0% Hispanic/Latino, 45-64 1 3.8% 1 3.0% 1 2.4% Two or More Races, 45-64 0 0.0% 0 0.0% 0 0.0% 0 0.0% Unknown, 45-64 0 0.0% 0 0.0% 0 0.0% 0 0.0% African American, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% American Indian/Alaskan Native, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Asian, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Caucasian, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Hawaiian/Other Pacific Islander, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Two or More Races, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Unknown, 65+ 0 0.0%	· ·	3	11.5%	2	6.1%	2	4.9%
Hispanic/Latino, 45-64 Two or More Races, 45-64 0 0.0%	· · · · · · · · · · · · · · · · · · ·	0	0.00/	0	0.00/	0	0.00/
Two or More Races, 45-64							
Unknown, 45-64 0 0.0% 0 0.0% 0 0.0% 45-64 Total 5 19.2% 5 15.2% 6 14.6% African American, 65+ 0 0.0% 0 0.0% 0 0.0% American Indian/Alaskan Native, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Asian, 65+ 0 0.0%	' ' ' '						
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African American, 65+ 0 0.0% 0 0.0% 0 0.0% American Indian/Alaskan Native, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Asian, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Caucasian, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Hawaiian/Other Pacific Islander, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Hispanic/Latino, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Two or More Races, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Unknown, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0%							
American Indian/Alaskan Native, 0 0.0% 0 0.0% 0 0.0% 65+ 0 0.0% 0 0.0% 0 0.0% 0 Caucasian, 65+ 0 0.0% 0 0.0% 0 0.0% 0 Hawaiian/Other Pacific Islander, 0 0.0% 0 0.0% 0 0.0% Hispanic/Latino, 65+ 0 0.0% 0 0.0% 0 0.0% Two or More Races, 65+ 0 0.0% 0 0.0% 0 0.0% Unknown, 65+ 0 0.0% 0 0.0% 0 0.0% 65+ Total 0 0.0% 0 0.0% 0 0.0%							
65+ 0 0.0% 0 0.0% 0 0.0% Asian, 65+ 0 0.0% 0 0.0% 0 0.0% Caucasian, 65+ 0 0.0% 0 0.0% 0 0.0% Hawaiian/Other Pacific Islander, 65+ 0 0.0% 0 0.0% 0 0.0% Hispanic/Latino, 65+ 0 0.0% 0 0.0% 0 0.0% Two or More Races, 65+ 0 0.0% 0 0.0% 0 0.0% Unknown, 65+ 0 0.0% 0 0.0% 0 0.0% 65+ Total 0 0.0% 0 0.0% 0 0.0%	<u> </u>	U	0.0%	U	0.0%	U	0.0%
Asian, 65+ Caucasian, 65+ O O O O O O O O O O O O O O O O O O O		0	0.0%	0	0.0%	0	0.0%
Caucasian, 65+ 0 0.0% 0 0.0% 0 0.0% Hawaiian/Other Pacific Islander, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Hispanic/Latino, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Two or More Races, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Unknown, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0%							
Hawaiian/Other Pacific Islander, 0 0.0% 0 0 0.0% 0 0.0% 0 0.0% 0 0.0%							
65+ 0 0.0% 0 0.0% 0 0.0% Hispanic/Latino, 65+ 0 0.0% 0 0.0% 0 0.0% Two or More Races, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0% Unknown, 65+ 0 0.0% 0 0.0% 0 0.0% 0 0.0%	· ·		0.570		0.070		5.570
Two or More Races, 65+ 0 0.0% 0 0.0% 0 0.0% Unknown, 65+ 0 0.0% 0 0.0% 0 0.0% 65+ Total 0 0.0% 0 0.0% 0 0.0%	· ·	0	0.0%	0	0.0%	0	0.0%
Two or More Races, 65+ 0 0.0% 0 0.0% 0 0.0% Unknown, 65+ 0 0.0% 0 0.0% 0 0.0% 65+ Total 0 0.0% 0 0.0% 0 0.0%	Hispanic/Latino, 65+	0	0.0%	0	0.0%	0	0.0%
65+ Total 0 0.0% 0 0.0% 0 0.0%		0	0.0%	0	0.0%	0	0.0%
	Unknown, 65+	0	0.0%	0	0.0%	0	0.0%
Total 26 100.0% 33 100.0% 41 100.0%	· · · · · · · · · · · · · · · · · · ·	0		0		0	
	Total	26	100.0%	33	100.0%	41	100.0%

Provide narrative for analysis of program retention data. (Based on the data, provide a narrative of your analysis of retention. Indicate factors that may have affected your retention. State any changes you plan to make to improve retention.)

Our retention rates have remained steady. Retention rates in our department are tightly bound to the demand for our students in the technician field. Students may leave the program once they have gained marketable skills.

Some students leaving the program before graduation often will only lack English, Math or an elective to complete. I have received informal comments from some students that they cannot complete online courses. They need the discipline and instructor feedback from seated classes.

2023-2025 Action Items:

Item	Action Items (What actions can be taken to increase program retention?)	Assessment of Action Items (How will you assess the results of action items?)
1	Continue to emphasize to students the long-term benefits of completing the program.	Evaluate retention rates in future reports.
2	Request more in-person Math, English and elective classes that would fit in our students' schedule.	Monitor completions of these type classes, compared to "technical courses".

Outcome #3: Completers (unduplicated by highest level of attainment)

Action Items from Program Review:

Item#	Action Items: (Action item identified in the 2021-22 program review.)	Results / Use of Results: (Provide results of the action item identified. Was the action item successful? If not, did you want to continue this action item going forward? If so, please include this action item in the 2023-2025 action items table below.)
1	Counsel students that are considering leaving the program. (Assessed by: We will look for an increase in the completion numbers as an indicator of a valid strategy.)	We have retained some students by speaking with them. Although this did not greatly increase our retention rate, I do believe it kept it from falling.
2	Work with employers, through the apprenticeship program, to encourage their participants to complete their degree. (Assessed by: Look specifically at apprenticeship completion numbers.)	Apprentices that remain with the company have a 100% completion rate. We have lost some students due to the sponsoring companies terminating their employment.

Baseline: 10 # (*Average of total completers for the last three years* – 2019-20; 2020-21; 2021-22)

Standard: 11 #
Target: 12 #

Number of Completers (u	Number of Completers (unduplicated) – Graduation Year – Summer, Fall, Spring					
Graduation Year Total Completers						
2020-2021	8					
2021-2022	12					
2022-2023	18					

All Levels

Completers by Ethnicity, Gender, and Age

	2020-2021		2021-2022		2022-2023	
Ethnicity & Gender	N	%	N	%	N	%
African American, Female American Indian/Alaskan Native,	1	12.5%	0	0.0%	0	0.0%
Female	0	0.0%	0	0.0%	0	0.0%
Asian, Female	0	0.0%	0	0.0%	0	0.0%
Caucasian, Female Hawaiian/Other Pacific Islander,	0	0.0%	0	0.0%	0	0.0%
Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	0	0.0%	0	0.0%	1	5.6%
Two or More Races, Female	0	0.0%	1	8.3%	0	0.0%
Unknown, Female	0	0.0%	0	0.0%	0	0.0%
Female Total	1	12.5%	1	8.3%	1	5.6%
African American, Male	1	12.5%	2	16.7%	3	16.7%
American Indian/Alaskan Native, Male	0	0.0%	0	0.0%	0	0.0%
Asian, Male	0	0.0%	0	0.0%	0	0.0%
Caucasian, Male	6	75.0%	8	66.7%	9	50.0%
Hawaiian/Other Pacific Islander, Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	0	0.0%	1	8.3%	4	22.2%
Two or More Races, Male	0	0.0%	0	0.0%	0	0.0%
Unknown, Male	0	0.0%	0	0.0%	1	5.6%
Male Total	7	87.5%	11	91.7%	17	94.4%
Total	8	100.0%	12	100.0%	18	100.0%

	2020	-2021	2021-	-2022	2022-	-2023
Ethnicity & Age Range Table	Ν	%	Ν	%	Ν	%
African American, Under the age of	0	0.00/	0	0.00/	0	0.00/
18 American Indian/Alaskan Native.	0	0.0%	0	0.0%	0	0.0%
Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Asian, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Caucasian, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander,						
Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
Two or More Races, Under the age of 18	0	0.00/	0	0.00/	0	0.00/
'-	0	0.0% 0.0%	0	0.0% 0.0%	0	0.0% 0.0%
Unknown, Under the age of 18 Under the age of 18 Total	0	0.0%	0	0.0%	0	0.0%
	0		-			
African American, 18-24 American Indian/Alaskan Native, 18-	U	0.0%	0	0.0%	0	0.0%
24	0	0.0%	0	0.0%	0	0.0%
Asian, 18-24	0	0.0%	0	0.0%	0	0.0%
Caucasian, 18-24	3	37.5%	4	33.3%	3	16.7%
Hawaiian/Other Pacific Islander, 18-						
24	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 18-24	0	0.0%	0	0.0%	3	16.7%
Two or More Races, 18-24	0	0.0%	0	0.0%	0	0.0%
Unknown, 18-24	0	0.0%	0	0.0%	0	0.0%
18-24 Total	3	37.5%	4	33.3%	6	33.3%
African American, 25-44	2	25.0%	2	16.7%	2	11.1%
American Indian/Alaskan Native, 25-						
44	0	0.0%	0	0.0%	0	0.0%
Asian, 25-44	0	0.0%	0	0.0%	0	0.0%
Caucasian, 25-44	2	25.0%	3	25.0%	4	22.2%
Hawaiian/Other Pacific Islander, 25-	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	0	0.0%	1	8.3%	1	5.6%
Two or More Races, 25-44	0	0.0%	1	8.3%	0	0.0%
Unknown, 25-44	0	0.0%	0	0.0%	1	5.6%
25-44 Total	4	50.0%	7	58.3%	8	44.4%
African American, 45-64	0	0.0%	0	0.0%	1	5.6%
American Indian/Alaskan Native, 45-	O	0.070	U	0.070	'	3.070
64	0	0.0%	0	0.0%	0	0.0%
Asian, 45-64	0	0.0%	0	0.0%	0	0.0%
Caucasian, 45-64	1	12.5%	1	8.3%	2	11.1%
Hawaiian/Other Pacific Islander, 45-						
64	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 45-64	0	0.0%	0	0.0%	1	5.6%
Two or More Races, 45-64	0	0.0%	0	0.0%	0	0.0%
Unknown, 45-64	0	0.0%	0	0.0%	0	0.0%
45-64 Total	1	12.5%	1	8.3%	4	22.2%
African American, 65+	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native, 65+	0	0.00/	0	0.00/	0	0.00/
Asian, 65+	0	0.0%	0	0.0%	0	0.0%
Caucasian, 65+	0 0	0.0%	0	0.0%	0	0.0%
Jaucasian, OJT	U	0.0%	U	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, 65+	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 65+	0	0.0%	0	0.0%	0	0.0%
Two or More Races, 65+	0	0.0%	0	0.0%	0	0.0%
Unknown, 65+	0	0.0%	0	0.0%	0	0.0%
65+ Total	0	0.0%	0	0.0%	0	0.0%
Total	8	100.0%	12	100.0%	18	100.0%

Provide narrative for analysis of completers. (Based on the data, provide a narrative of your analysis of completions. Indicate factors that may have affected your completions. How might you increase the number of completers in your program?)

The apprenticeship programs have also increased our completion rates. Since these students already have a job, they are not tempted to leave school to take a job.

Completion rates in our program are always tightly bound to the demand for our students in the workplace. Students may leave the program once they have gained marketable skills.

Some students leaving the program before graduation often will only lack English, Math or an elective to complete. I have received informal comments from some students that they cannot complete online courses. (These are often the only classes that will fit their school / work schedule.) They tell me that they need the discipline and instructor feedback from seated classes.

2023-2025 Action Items:

Item	Action Items (What actions can be taken to increase student completion in your program?)	Assessment of Action Items (How will you assess the results of action items?)			
1	Counsel students that are considering leaving the program.	We will evaluate the completion numbers as an indicator of a valid strategy.			
2	Request more in-person Math, English and elective classes that would fit in our students' schedule.	Monitor completions of these type classes, compared to "technical courses".			

Approvals

- 1. Using DocuSign (electronic signature), the Office of Institutional Effectiveness (IE) will review and approve the Program/Service Outcome Assessment when completed by the responsible program/service personnel.
- 2. Using DocuSign (electronic signature), appropriate Department Chair, Division Dean, Director, and/or AVP is asked to read and approve the Program/Service Outcome Assessment.

IE Acceptance / Date: _	Dorothy Moore		11/9/2023
Department Chair, Dear	n, Director, and/or AVP / Date: _	Steven Reese	11/9/2023