

**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: <i>(Action item identified in the 2021-22 program review.)</i>	Results / Use of Results: <i>(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.)</i>
1	Create an “exploratory” certificate for CCP to allow younger students to sample the program. (Assessed by: Monitor enrollment numbers for the under 18 and 18-24 age group to see if there is an increase.)	A new certificate was added to the 2023 – 2024 catalog. It is the Industrial Exploration Certificate (C50240E) Enrollment will be monitored to gauge the success of the certificate.
2	Increase outreach for recruitment by working with the office of communication to create recruitment materials. (Assessed by: Poll students as to how they found out about the program.)	New flyers have been created for the program, with updated information. These are being presented at all outreach / recruiting events.

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

Ethnicity & Gender	2019-2020		2020-2021		2021-2022	
	N	%	N	%	N	%
African American, Female	1	2.1%	1	1.5%	1	1.5%
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%	1	1.5%	2	3.0%
Hawaiian/Other Pacific Islander, 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	11	23.4%	17	25.0%	14	21.2%
American Indian/Alaskan Native, Male	0	0.0%	1	1.5%	1	1.5%
Asian, Male	1	2.1%	0	0.0%	0	0.0%
Caucasian, Male	21	44.7%	29	42.6%	29	43.9%
Hawaiian/Other Pacific Islander, 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%

Ethnicity & Age Range	2019-2020		2020-2021		2021-2022	
	N	%	N	%	N	%
African American, Under the age of 18	1	2.1%	1	1.5%	0	0.0%
American Indian/Alaskan Native, 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 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, 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	6.4%	4	5.9%	3	4.5%
Hawaiian/Other Pacific Islander, 45-64	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+	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native, 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%
Total	47	100.0%	68	100.0%	66	100.0%

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 <i>(What actions can be taken to increase enrollment in your program?)</i>	Assessment of Action Items <i>(How will you assess the results of action items?)</i>
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: <i>(Action item identified in the 2021-22 program review.)</i>	Results / Use of Results: <i>(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.)</i>
1	Continue to emphasize to students the long-term benefits of completing the program. (Assessed by: Evaluate retention rates in future reports)	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. 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

Ethnicity & Gender	Fall 2019 to Fall 2020		Fall 2020 to Fall 2021		Fall 2021 to Fall 2022	
	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 Fall 2020		Fall 2020 to Fall 2021		Fall 2021 to Fall 2022	
	N	%	N	%	N	%
African American, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native, 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	0.0%	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	0	0.0%	0	0.0%	0	0.0%
African American, 18-24	0	0.0%	0	0.0%	0	0.0%
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	4	15.4%	3	9.1%	9	22.0%
Hawaiian/Other Pacific Islander, 18-24	0	0.0%	0	0.0%	0	0.0%
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%
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	7	26.9%	8	24.2%	4	9.8%
American Indian/Alaskan Native, 25-44	0	0.0%	1	3.0%	1	2.4%
Asian, 25-44	0	0.0%	0	0.0%	0	0.0%
Caucasian, 25-44	6	23.1%	8	24.2%	8	19.5%
Hawaiian/Other Pacific Islander, 25-44	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	2	7.7%	4	12.1%	5	12.2%
Two or More Races, 25-44	0	0.0%	0	0.0%	1	2.4%
Unknown, 25-44	0	0.0%	2	6.1%	2	4.9%
25-44 Total	15	57.7%	23	69.7%	21	51.2%
African American, 45-64	1	3.8%	2	6.1%	3	7.3%
American Indian/Alaskan Native, 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	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%
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%
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%
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 <i>(What actions can be taken to increase program retention?)</i>	Assessment of Action Items <i>(How will you assess the results of action items?)</i>
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 (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

Ethnicity & Gender	2020-2021		2021-2022		2022-2023	
	N	%	N	%	N	%
African American, Female	1	12.5%	0	0.0%	0	0.0%
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	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%

Ethnicity & Age Range Table	2020-2021		2021-2022		2022-2023	
	N	%	N	%	N	%
African American, Under the age of 18	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native, 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	0.0%	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	0	0.0%	0	0.0%	0	0.0%
African American, 18-24	0	0.0%	0	0.0%	0	0.0%
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	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, 25-44	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, 45-64	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	0.0%	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%
Total	8	100.0%	12	100.0%	18	100.0%

