

**Program Outcomes Assessment Follow-Up
2023-2024 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 2022-23 Program Outcome Year-End Report:

Item #	Action Items: <i>(Action item identified in the 2022-23 program outcome year-end report.)</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 2024-2025 action items table below.)</i>
1	Continue our close relationship with the Apprenticeships and Career Development department. (Assessed by: By maintaining or increasing the number of students involved in an apprenticeship with our local industries.)	For the past 8 years, the number of apprentices has averaged in the 10 to 12 range. In fall semester of 24, there were 17 students that began as apprentice students.
2	Explore the possibility of offering evening classes. (Assessed by: Discuss with Department Chair / Dean on the availability of instructors and resources. Judge interest from potential students.)	This is still an ongoing discussion point. It will be revisited once the department is settled into the new CITE building.

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
2020-2021	68
2021-2022	66
2022-2023	70

All Levels

Enrollment by Ethnicity, Gender, and Age

Ethnicity & Gender Table

Ethnicity & Gender	2020-2021		2021-2022		2022-2023	
	N	%	N	%	N	%
African American, Female	1	1.5%	1	1.5%	3	4.3%
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	1	1.5%	2	3.0%	1	1.4%
Hawaiian/Other Pacific Islander, Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	1	1.5%	1	1.5%	1	1.4%
Two or More Races, Female	0	0.0%	0	0.0%	0	0.0%
Unknown, Female	1	1.5%	1	1.5%	0	0.0%
Female Total	4	5.9%	5	7.6%	5	7.1%
African American, Male	17	25.0%	14	21.2%	12	17.1%
American Indian/Alaskan Native, Male	1	1.5%	1	1.5%	1	1.4%
Asian, Male	0	0.0%	0	0.0%	0	0.0%
Caucasian, Male	29	42.6%	29	43.9%	30	42.9%
Hawaiian/Other Pacific Islander, Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	15	22.1%	15	22.7%	19	27.1%
Two or More Races, Male	0	0.0%	1	1.5%	2	2.9%
Unknown, Male	2	2.9%	1	1.5%	1	1.4%
Male Total	64	94.1%	61	92.4%	65	92.9%
Total	68	100.0%	66	100.0%	70	100.0%

Ethnicity & Age Range Table

Ethnicity & Age Range	2020-2021`		2021-2022		2022-2023	
	N	%	N	%	N	%
African American, Under the age of 18	1	1.5%	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	2	2.9%	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	3	4.4%	0	0.0%	0	0.0%
African American, 18-24	1	1.5%	1	1.5%	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	8	11.8%	15	22.7%	15	21.4%
Hawaiian/Other Pacific Islander, 18-24	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 18-24	5	7.4%	8	12.1%	9	12.9%
Two or More Races, 18-24	0	0.0%	0	0.0%	0	0.0%
Unknown, 18-24	1	1.5%	0	0.0%	0	0.0%
18-24 Total	15	22.1%	24	36.4%	24	34.3%
African American, 25-44	13	19.1%	9	13.6%	10	14.3%
American Indian/Alaskan Native, 25-44	1	1.5%	1	1.5%	1	1.4%
Asian, 25-44	0	0.0%	0	0.0%	0	0.0%
Caucasian, 25-44	16	23.5%	13	19.7%	13	18.6%
Hawaiian/Other Pacific Islander, 25-44	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	9	13.2%	7	10.6%	10	14.3%
Two or More Races, 25-44	0	0.0%	1	1.5%	2	2.9%
Unknown, 25-44	2	2.9%	2	3.0%	1	1.4%
25-44 Total	41	60.3%	33	50.0%	37	52.9%
African American, 45-64	3	4.4%	5	7.6%	5	7.1%
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	4	5.9%	3	4.5%	3	4.3%
Hawaiian/Other Pacific Islander, 45-64	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 45-64	2	2.9%	1	1.5%	1	1.4%
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	9	13.2%	9	13.6%	9	12.9%
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	68	100.0%	66	100.0%	70	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.)*

Our enrollment target has been met for the past three years. Enrollment in the program is continuing to slightly increase. This is due largely to our partnerships with local industries and their apprenticeship programs.

2024-2025 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	Work with the campus recruiter and our marketing department to inform area residents about our program. (Average pay, job demand and placement.)	Examine non-apprentice enrollment numbers. This may also improve apprenticeships, as potential students examine the program and the options that it offers.
2	Take advantage of opportunities to visit local high schools to inform the students about our program.	Is there an increase in “traditional student” numbers?

Outcome #2: Retention

Action Items from 2022-23 Program Outcome Year-End Report:

Item #	Action Items: <i>(Action item identified in the 2022-23 program outcome year-end report.)</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 2024-2025 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 have increased. We will continue with this strategy.
2	Request more in-person Math, English and elective classes that would fit in our students' schedule. (Assessed by: Monitor completions of these type classes, compared to "technical courses".)	There is one in person Math and English course being offered this spring that fits our students schedule. Unfortunately, they are offered at the same time.

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 2020 to Fall 2021	67.3%
Fall 2021 to Fall 2022	71.0%
Fall 2022 to Fall 2023	85.5%

All Levels

Retention by Ethnicity, Gender, and Age

Ethnicity & Gender Table

Ethnicity & Gender	Fall 2020 to Fall 2021		Fall 2021 to Fall 2022		Fall 2022 to Fall 2023	
	N	%	N	%	N	%
African American, Female	1	3.0%	1	2.4%	1	2.1%
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%	1	2.1%
Hawaiian/Other Pacific Islander, Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	0	0.0%	1	2.4%	1	2.1%
Two or More Races, Female	0	0.0%	0	0.0%	0	0.0%
Unknown, Female	1	3.0%	1	2.4%	0	0.0%
Female Total	2	6.1%	3	7.3%	3	6.4%
African American, Male	9	27.3%	6	14.6%	7	14.9%
American Indian/Alaskan Native, Male	1	3.0%	1	2.4%	1	2.1%
Asian, Male	0	0.0%	0	0.0%	0	0.0%
Caucasian, Male	13	39.4%	19	46.3%	21	44.7%
Hawaiian/Other Pacific Islander, Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	7	21.2%	10	24.4%	12	25.5%
Two or More Races, Male	0	0.0%	1	2.4%	2	4.3%
Unknown, Male	1	3.0%	1	2.4%	1	2.1%
Male Total	31	93.9%	38	92.7%	44	93.6%
Total	33	100.0%	41	100.0%	47	100.0%

Ethnicity & Age Range Table

Ethnicity & Age Range	Fall 2020 to Fall 2021		Fall 2021 to Fall 2022		Fall 2022 to Fall 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	9.1%	9	22.0%	11	23.4%
Hawaiian/Other Pacific Islander, 18-24	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 18-24	2	6.1%	5	12.2%	6	12.8%
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	5	15.2%	14	34.1%	17	36.2%
African American, 25-44	8	24.2%	4	9.8%	5	10.6%
American Indian/Alaskan Native, 25-44	1	3.0%	1	2.4%	1	2.1%
Asian, 25-44	0	0.0%	0	0.0%	0	0.0%
Caucasian, 25-44	8	24.2%	8	19.5%	9	19.1%
Hawaiian/Other Pacific Islander, 25-44	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	4	12.1%	5	12.2%	6	12.8%
Two or More Races, 25-44	0	0.0%	1	2.4%	2	4.3%
Unknown, 25-44	2	6.1%	2	4.9%	1	2.1%
25-44 Total	23	69.7%	21	51.2%	24	51.1%
African American, 45-64	2	6.1%	3	7.3%	3	6.4%
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	2	6.1%	2	4.9%	2	4.3%
Hawaiian/Other Pacific Islander, 45-64	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 45-64	1	3.0%	1	2.4%	1	2.1%
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	15.2%	6	14.6%	6	12.8%
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	33	100.0%	41	100.0%	47	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.)*

Average program retention for the past 3 years is 74.6%, exceeding our target of 70%. Apprenticeship opportunities have also helped retention. Students have the employers backing them to finish their degrees.

2024-2025 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	Request more in-person Math, English and elective classes that would fit in our students' schedule. Some of our students have become frustrated with online courses and have left the program, only lacking these courses.	Monitor course availability as students register. Work with other departments to better understand each other's scheduling requirements and problems.

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

Action Items from 2022-23 Program Outcome Year-End Report:

Item #	Action Items: (Action item identified in the 2022-23 program outcome year-end report.)	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 2024-2025 action items table below.)
1	Counsel students that are considering leaving the program. (Assessed by: We will evaluate the completion numbers as an indicator of a valid strategy.)	Completion numbers have increased.

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
2021-2022	12
2022-2023	18
2023-2024	35

All Levels

Completers by Ethnicity, Gender, and Age

Ethnicity & Gender Table

Ethnicity & Gender	2021-2022		2022-2023		2023-2024	
	N	%	N	%	N	%
African American, Female	0	0.0%	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%	2	5.7%
Hawaiian/Other Pacific Islander, Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	0	0.0%	1	5.6%	0	0.0%
Two or More Races, Female	1	8.3%	0	0.0%	0	0.0%
Unknown, Female	0	0.0%	0	0.0%	0	0.0%
Female Total	1	8.3%	1	5.6%	2	5.7%
African American, Male	2	16.7%	3	16.7%	6	17.1%
American Indian/Alaskan Native, Male	0	0.0%	0	0.0%	1	2.9%
Asian, Male	0	0.0%	0	0.0%	0	0.0%
Caucasian, Male	8	66.7%	9	50.0%	12	34.3%
Hawaiian/Other Pacific Islander, Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	1	8.3%	4	22.2%	12	34.3%
Two or More Races, Male	0	0.0%	0	0.0%	2	5.7%
Unknown, Male	0	0.0%	1	5.6%	0	0.0%
Male Total	11	91.7%	17	94.4%	33	94.3%
Total	12	100.0%	18	100.0%	35	100.0%

Ethnicity & Age Range Table

Ethnicity & Age Range Table	2021-2022		2022-2023		2023-2024	
	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	33.3%	3	16.7%	7	20.0%
Hawaiian/Other Pacific Islander, 18-24	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 18-24	0	0.0%	3	16.7%	5	14.3%
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	4	33.3%	6	33.3%	12	34.3%
African American, 25-44	2	16.7%	2	11.1%	4	11.4%
American Indian/Alaskan Native, 25-44	0	0.0%	0	0.0%	1	2.9%
Asian, 25-44	0	0.0%	0	0.0%	0	0.0%
Caucasian, 25-44	3	25.0%	4	22.2%	7	20.0%
Hawaiian/Other Pacific Islander, 25-44	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	1	8.3%	1	5.6%	7	20.0%
Two or More Races, 25-44	1	8.3%	0	0.0%	1	2.9%
Unknown, 25-44	0	0.0%	1	5.6%	0	0.0%
25-44 Total	7	58.3%	8	44.4%	20	57.1%
African American, 45-64	0	0.0%	1	5.6%	2	5.7%
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	8.3%	2	11.1%	0	0.0%
Hawaiian/Other Pacific Islander, 45-64	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 45-64	0	0.0%	1	5.6%	0	0.0%
Two or More Races, 45-64	0	0.0%	0	0.0%	1	2.9%
Unknown, 45-64	0	0.0%	0	0.0%	0	0.0%
45-64 Total	1	8.3%	4	22.2%	3	8.6%
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	12	100.0%	18	100.0%	35	100.0%

