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: Welding Technology

Outcome #1: Enrollment (unduplicated)

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	Schedule high school tours to come through shops and classrooms. (Assessed by: Compare numbers from previous years to see if enrollment is up)	High school tour numbers have continued to increase in 2023-2024. Tours are becoming more frequent, and enrollment continues to grow.
2	Follow up with local companies to find the needs and demands of their operations. (Assessed by: Once students get jobs, we will follow up with employers. We will verify that we are equipping them with the needed knowledge and skills.)	Constant contact is being made with the companies we get our students employed at. Employers are pleased with most of the students' skills. We frequently get calls asking if we have students who are ready to come to work.

Baseline: 37 # (Average of total enrollment for the last three years – 2018-19; 2019-20; 2020-21)

Standard: 39 # Target: 41 #

Program Enrollment

Program Enrollment (unduplicated)					
Academic Year (Fall, Spring, Summer)	Enrollment				
2020-2021	42				
2021-2022	36				
2022-2023	45				

All Levels

Enrollment by Ethnicity, Gender, and Age

Ethnicity & Gender Table

	2020-20	21	2021	-2022	2022-	-2023
Ethnicity & Gender	N	%	N	%	N	%
African American, Female	0	0.0%	1	2.8%	1	2.2%
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	2.4%	1	2.8%	0	0.0%
Hawaiian/Other Pacific Islander,						
Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	1	2.4%	1	2.8%	1	2.2%
Two or More Races, Female	0	0.0%	0	0.0%	0	0.0%
Unknown, Female	0	0.0%	0	0.0%	0	0.0%
Female Total	2	4.8%	3	8.3%	2	4.4%
African American, Male	5	11.9%	2	5.6%	6	13.3%
American Indian/Alaskan Native,						
Male	2	4.8%	0	0.0%	0	0.0%
Asian, Male	0	0.0%	0	0.0%	1	2.2%
Caucasian, Male	24	57.1%	21	58.3%	27	60.0%
Hawaiian/Other Pacific Islander,						
Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	6	14.3%	7	19.4%	9	20.0%
Two or More Races, Male	2	4.8%	3	8.3%	0	0.0%
Unknown, Male	1	2.4%	0	0.0%	0	0.0%
Male Total	40	95.2%	33	91.7%	43	95.6%
Total	42	100.0%	36	100.0%	45	100.0%

Ethnicity & Age Range Table

Ethnicity & Age Range African American, Under the age of 18 Annerican Indian/Alaskan Native, Under the age of 18 Asian, Under the age of 18 Asian, Under the age of 18 Caucasian, Under th							
African American, Under the age of 18 American Indian/Alaskan Native, Under the age of 18 O O O O O O O O O O O O O O O O O O O		2020-2021`					
18	, , ,	N	%	N	%	N	%
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 Two or More Races, Under the age of 18 Two or More Races, Under the age of 18 Two or More Races, Under the age of 18 Two or More Races, Under the age of 18 Two or More Races, Under the age of 18 Two or More Races, Under the age of 18 Two or More Races, Under the age of 18 Two or More Races, Under the age of 18 Two or More Races, Under the age of 18 Two or More Races, Under the age of 18 Two or More Races, Under the age of 18 Two or More Races, Under the age of 18 Two or More Races, Under the age of 18 Two or More Races, 18-24 The Asian, 18-24 Two or More Races, 18-24 Two or More Races, 18-24 The Asian, 18-24 The Asian, 18-24 Two or More Races, 18-24 The Asian, 18-24 Two or More Races, 18-24 The Asian, 18-24 Two or More Races, 25-44 Two or More Races, 25-40 Two or More Races, 25-40 Two or More Races, 25-40 Two o	18	0	0.0%	0	0.0%	0	0.0%
Asian, Under the age of 18 Caucasian, Under the age of 18 Caucasian, Under the age of 18 Asian, Under the age of 18 Asian, Under the age of 18 Asian, Under the age of 18 Caucasian, Under the age of 18 Asian, 18-24 Asian, 28-44 Asian,	· ·	0	0.00/		0.00/	0	0.00/
Caucasian, Under the age of 18 Hawaiian/Other Pacific Islander, Under the age of 18 Hispanic/Latino, Under the age of 18 Hispanic/Latino, Under the age of 18 O 0 0.0% 0 0.0% 0 0.0% 0 0.0% Unknown, 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% Unknown, 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% Unknown, 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% Unknown, 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% Unknown, Under the age of 18 0 0.0% 0 0.0% 0 0.0% Unknown, 18-24 1 1 2.4% 0 0.0% 0 0.0% 0 0.0% Caucasian, 18-24 1 1 2.4% 1 1 2	l	_					
Hawaiian/Other Pacific Islander, Under the age of 18		_		_			
Hispanic/Latino, Under the age of 18	Hawaiian/Other Pacific Islander,						
Two or More Races, Under the age of 18 O 0.0% O 0.0%	Hispanic/Latino, Under the age of						
Unknown, Under the age of 18	· ·	1	2.4%	0	0.0%	1	2.2%
Under the age of 18 Total	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		4	9.5%	2	5.6%	4	
Asian, 18-24 Asian, 18-24 Asian, 18-24 Asian, 18-24 Bawaiian/Other Pacific Islander, 18-24 Color More Races, 18-24 Color More Ra	•	3	7.1%	1	2.8%	5	11.1%
Caucasian, 18-24 Hawaiian/Other Pacific Islander, 18-24 Hawaiian/Other Pacific Islander, 18-24 0 0,0% 0 0,0% 0 0,0% 0 0,0% Hispanic/Latino, 18-24 4 9,5% 7 19,4% 8 17.8% Two or More Races, 18-24 1 2,4% 2 5,6% 0 0,0% Unknown, 18-24 1 2,4% 2 5,6% 0 0,0% 18-24 Total 29 69,0% 27 75,0% 32 71,1% African American, 25-44 2 4,8% 2 5,6% 2 4,4% American Indian/Alaskan Native, 25-44 0 0,0% 0 0,0% 1 2,2% Caucasian, 25-44 0 0,0% 0 0,0% 1 2,2% Caucasian, 25-44 1 2,4% 0 0,0% 1 2,2% Hispanic/Latino, 25-44 1 2,4% 1 2,8% 0 0,0% African American, 45-64 0 0,0% 0 0,0% 0 0,0% African American, 45-64 0 0,0% 0 0,0% 0 0,0% African 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% African American, 45-64 0 0,0% 0 0,0% 0 0,0% Asian, 45-64 0 0,0% 0 0,0% 0 0,0% Asian, 45-64 0 0,0% 0 0,0% 0 0,0% Asian, 45-64 0 0,0% 0 0,0% 0 0,0% African American, 65-64 0 0,0% 0 0,0% 0 0,0% African A		1	2.4%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, 18-24 24 0 0,0% 0 0,0% 0 0,0% 0 0,0% 18-24 1 2,4% 2 5,6% 0 0,0% 18-24 1 2,4% 0 0,0% 0 0,0% 18-24 1 2,4% 0 0,0% 0 0,0% 18-24 1 2,4% 0 0,0% 0 0,0% 18-24 Total 29 69,0% 27 75,0% 32 71,1% African American, 25-44 American Indian/Alaskan Native, 25-44 Caucasian, 25-44 Caucasian, 25-44 Hawaiian/Other Pacific Islander, 25-44 Hawaiian/Other Pacific Islander, 25-44 Two or More Races, 25-44 1 2,4% 0 0,0% 0 0,0% 1 2,2% Caucasian, 25-44 Caucasian, 25-44 Caucasian, 25-44 Hawaiian/Other Pacific Islander, 25-44 Two or More Races, 25-44 1 2,4% 1 2,8% 1 2,2% Two or More Races, 25-44 0 0,0% 0 0,0% 0 0,0% African American, 45-64 Two or More Races, 25-44 0 0,0% 0 0,0% 0 0,0% African American, 45-64 Caucasian, 45-64 Cauca	, -	0	0.0%	0	0.0%	0	0.0%
24	· '	19	45.2%	17	47.2%	19	42.2%
Hispanic/Latino, 18-24	· .	0	0.0%	0	0.0%	0	0.0%
Two or More Races, 18-24	Hispanic/Latino. 18-24	_		_		_	
Unknown, 18-24	· '	1		2	-	0	
18-24 Total 29 69.0% 27 75.0% 32 71.1%	·	1	2.4%	0	0.0%	0	0.0%
American Indian/Alaskan Native, 25-44 25-44 1 2.4% 0 0.0% 0 0.0% 1 2.2% Asian, 25-44 Asian, 25-45 Asian, 25-64 Asian, 25-6	·	29	69.0%	27	75.0%	32	
25-44 Asian, 25-44 Asian, 25-44 Asian, 25-44 Bawaiian/Other Pacific Islander, 25-44 Hawaiian/Other Pacific Islander, 25-44 Hispanic/Latino, 25-44 Two or More Races, 25-44 Caucasian, 45-64 Caucasian, 65+ Caucasia	African American, 25-44			2		2	
Caucasian, 25-44 Hawaiian/Other Pacific Islander, 25-44 Hispanic/Latino, 25-44 Two or More Races, 25-44 Asian, 45-64 Hawaiian/Other Pacific Islander, 45-64 Two or More Races, 45-64 O O O O O O O O O O O O O O O O O O O	· · · · · · · · · · · · · · · · · · ·	1	2.4%	0	0.0%	0	0.0%
Hawaiian/Other Pacific Islander, 25-44 Hispanic/Latino, 25-44 African American, 45-64 Hispanic/Latino, 45-64 Two or More Races, 45-64 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%	-	2.2%
Hispanic/Latino, 25-44 Two or More Races, 25-44 Two or More Races, 25-44 Unknown, 25-44 0 0.0%	Hawaiian/Other Pacific Islander, 25-	3	7.1%	2	5.6%	5	11.1%
Two or More Races, 25-44 Unknown, 25	44	_		0		0	
Unknown, 25-44 Unknown, 25-44 Total Unknown, 25-45 Total Unknown, 25-46 Total Unknown, 25-47 Total Unknow	' ·	2	_	1	-	1	2.2%
25-44 Total 9	i i	1		1	-	0	
African American, 45-64 American Indian/Alaskan Native, 45-64 Asian, 45-64 Caucasian, 45-64 Hawaiian/Other Pacific Islander, 45-64 O 0.0%							
American Indian/Alaskan Native, 45-64 Asian, 45-64 Caucasian, 45							
Asian, 45-64 Caucasian, 45-64 Hawaiian/Other Pacific Islander, 45-64 Hispanic/Latino, 45-64 Unknown, 45-64 African American, 65+ American Indian/Alaskan Native, 65+ Hawaiian/Other Pacific Islander, 65+ Caucasian, 65	American Indian/Alaskan Native,						
Caucasian, 45-64 0 0.0% 1 2.8% 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% 0 0.0% 0 0.0% 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% 0 0.0% African American, 65+ 0 0.0% 1 2.8% 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% 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+						_	
Hawaiian/Other Pacific Islander, 45-64 Hispanic/Latino, 45-64 Two or More Races, 45-64 O O O O O O O O O O O O O	· ·	_				_	
Hispanic/Latino, 45-64 Two or More Races, 45-64 Unknown, 45-64 0 0 0.0%	Hawaiian/Other Pacific Islander, 45-	0	0.0%	1	2.8%	0	0.0%
Two or More Races, 45-64 Unknown, 45-64 0 0 0.0%							
Unknown, 45-64 0 0.0% 0 0.0% 0 0.0% 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%	'						
45-64 Total 0 0.0% 1 2.8% 0 0.0% 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	·						
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 0.0% Caucasian, 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% 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%							
Asian, 65+ Caucasian, 65+ O O O O O O O O O O O O O O O O O O O	American Indian/Alaskan Native,						
Caucasian, 65+ 0 0.0% 0 0.0% 0 0.0% Hawaiian/Other Pacific Islander, 65+ 0 0.0%							
Hawaiian/Other Pacific Islander, 0 0.0% 0 0.0% 0 0.0% 65+ 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% 65+ Total 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% 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%
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%		0	0.0%	n	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%							
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65+ Total 0 0.0% 0 0.0% 0 0.0%	·						
	·						
	Total	42	100.0%	36	100.0%		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.)

Based on the above data, enrollment has increased. Some possible factors that contribute to this increase could be economic changes, tours, and overall demand of the welding trade. I hope to continue this same path as time moves forward.

2024-2025 Action Items:

Item	Action Items (What actions can be taken	Assessment of Action Items (How will you assess the
	to increase enrollment in your program?)	results of action items?)
1	Follow up with companies to find the needs and demands of their operations.	Once students get jobs, we will follow up with employers. We will verify that we are equipping the student with the needed knowledge and skills required for the job.
2	Keep welding simulators and equipment in proper working condition.	We will make sure each student has proper working equipment and a clean environment to ensure quality and success.

Outcome #2: Retention

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

Action Items: (Action item identified in the	Results / Use of Results: (Provide results of the action
2022-23 program outcome year-end	item identified. Was the action item successful? If not,
report.)	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.)
We will continue to work our students schedules out seamlessly, making it flow, and ensuring their needs are met. (Assessed by: Follow up with students, make sure their needs are met, and make sure the completion rate continues to	The schedule changes and the new flow of our classes have been great. Students are really enjoying how seamless class times are. We will continue to keep this practice in place to ensure time efficiency for our students.
	2022-23 program outcome year-end report.) We will continue to work our students schedules out seamlessly, making it flow, and ensuring their needs are met. (Assessed by: Follow up with students, make sure their needs are met, and make

Baseline: 70.9 % (Average of last three years – 2018-19; 2019-20; 2020-21; program retention)

 Standard:
 74 %

 Target:
 76 %

Fall to Fall	Retention Rate
Fall 2020 to Fall 2021	54.8%
Fall 2021 to Fall 2022	52.0%
Fall 2022 to Fall 2023	62.5%

All Levels

Retention by Ethnicity, Gender, and Age

Ethnicity & Gender Table

	Fall 2020 to \$	Summer	Fall 2021 t	o Summer	Fall 2022 t	o Summer
	2021		2022		2023	
Ethnicity & Gender	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	1	5.9%	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%	1	7.1%	1	5.0%
Two or More Races, Female	0	0.0%	0	0.0%	0	0.0%
Unknown, Female	0	0.0%	0	0.0%	0	0.0%
Female Total	1	5.9%	1	7.1%	1	5.0%
African American, Male	1	5.9%	0	0.0%	3	15.0%
American Indian/Alaskan Native,						
Male	1	5.9%	0	0.0%	0	0.0%
Asian, Male	0	0.0%	0	0.0%	1	5.0%
Caucasian, Male	9	52.9%	7	50.0%	12	60.0%
Hawaiian/Other Pacific Islander,						
Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	3	17.6%	3	21.4%	3	15.0%
Two or More Races, Male	1	5.9%	3	21.4%	0	0.0%
Unknown, Male	1	5.9%	0	0.0%	0	0.0%
Male Total	16	94.1%	13	92.9%	19	95.0%
Total	17	100.0%	14	100.0%	20	100.0%

Ethnicity & Age Range Table

	Fall 2020 to 3	Summer		o Summer 22	-	o Summer 23
Ethnicity & Age Range	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%	2	10.0%
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	9	52.9%	6	42.9%	9	45.0%
Hawaiian/Other Pacific Islander,		02.070	· ·	.2.070		10.070
18-24	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 18-24	3	17.6%	3	21.4%	4	20.0%
Two or More Races, 18-24	1	5.9%	2	14.3%	0	0.0%
·	1	5.9%	0	0.0%	0	0.0%
Unknown, 18-24	·				-	
18-24 Total		82.4%	11	78.6%	15	75.0%
African American, 25-44	1	5.9%	0	0.0%	1	5.0%
American Indian/Alaskan Native,	_	5.00/	•	0.00/		0.00/
25-44	1	5.9%	0	0.0%	0	0.0%
Asian, 25-44	0	0.0%	0	0.0%	1	5.0%
Caucasian, 25-44	1	5.9%	1	7.1%	3	15.0%
Hawaiian/Other Pacific Islander,						
25-44	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	0	0.0%	1	7.1%	0	0.0%
Two or More Races, 25-44	0	0.0%	1	7.1%	0	0.0%
Unknown, 25-44	0	0.0%	0	0.0%	0	0.0%
25-44 Total	3	17.6%	3	21.4%	5	25.0%
African American, 45-64	0	0.0%	0	0.0%	0	0.0%
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	0	0.0%	0	0.0%	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%	0	0.0%	0	0.0%
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		0.0%	0	0.0%	0	0.0%
African American, 65+	0	0.0%	0	0.0%	0	
American Indian/Alaskan Native,	"	0.076	U	0.076	U	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,		0.00/	0	0.00/	_	0.00/
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	17	100.0%	14	100.0%	20	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.)

The retention rates of the welding program are great. This may be due to seamless class scheduling, giving real world projects for students to complete, and communicating with students about their goals to make sure we meet them.

2024-2025 Action Items:

Item	Action Items (What actions can be taken	Assessment of Action Items (How will you assess the
	to increase program retention?)	results of action items?)
1	We will continue to work our students	Follow up with students, make sure their needs are
	schedules out seamlessly, making it flow,	met, and make sure the completion rate continues to
	and ensuring their needs are met.	increase.
2	We will continue to encourage students to	Make sure students are completing their work with
	work towards finishing with a diploma by	quality. We will also make sure students remain
	giving new and interesting projects in	interested by following up with them and making sure
	hopes of keeping their attention.	needs are met.

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	Results / Use of Results: (Provide results of the action
	2022-23 program outcome year-end	item identified. Was the action item successful? If not,
	report.)	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	Communicate with students the	This action may be one of the most beneficial things
	importance of completing the diploma	that we do with our students. We are honest with
	(Assessed by: Compare numbers from	them, and we always make sure that we meet them
	previous years to see if retention	where they are at. This action will continue moving
	increases.)	forward.
2	Help advise CCP students better (Assessed	We continue to have more CCP students each
	by: Compare numbers from previous years	semester. We make sure CCP students can be a part of
	to see if retention increases)	a few intro classes which leads them into pursuing the
		welding technology diploma. We will continue this
		action.

Baseline: 26 # (*Average of total completers for the last three years – 2019-20; 2020-21; 2021-22*)

Standard: 28 # Target: 30 #

Number of Completers (unduplicated) – Graduation Year – Summer, Fall, Spring					
Graduation Year	Total Completers				
2021-2022	25				
2022-2023	33				
2023-2024	40				

All Levels

Completers by Ethnicity, Gender, and Age

Ethnicity & Gender Table

	2021-2022		2022-2023		2023-2024	
Ethnicity & Gender	N	%	N	%	N	%
African American, Female American Indian/Alaskan Native,	0	0.0%	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,	1	4.0%	2	6.1%	1	2.5%
Female	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Female	1	4.0%	1	3.0%	1	2.5%
Two or More Races, Female	0	0.0%	0	0.0%	0	0.0%
Unknown, Female	0	0.0%	0	0.0%	0	0.0%
Female Total	2	8.0%	3	9.1%	2	5.0%
African American, Male	1	4.0%	2	6.1%	3	7.5%
American Indian/Alaskan Native, Male	0	0.0%	0	0.0%	0	0.0%
Asian, Male	0	0.0%	1	3.0%	1	2.5%
Caucasian, Male	14	56.0%	19	57.6%	27	67.5%
Hawaiian/Other Pacific Islander, Male	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, Male	5	20.0%	6	18.2%	7	17.5%
Two or More Races, Male	3	12.0%	2	6.1%	0	0.0%
Unknown, Male	0	0.0%	0	0.0%	0	0.0%
Male Total	23	92.0%	30	90.9%	38	95.0%
Total	25	100.0%	33	100.0%	40	100.0%

Ethnicity & Age Range Table

	2021	-2022	2022-	-2023	2023	-2024
Ethnicity & Age Range Table	N	%	N	%	N	%
African American, Under the age of						
18	1	4.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native,	0	0.00/		0.00/	0	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 Hawaiian/Other Pacific Islander.	0	0.0%	1	3.0%	1	2.5%
Under the age of 18	0	0.0%	0	0.0%	0	0.0%
	· ·	0.070		0.070	· ·	0.070
Hispanic/Latino, Under the age of 18	0	0.0%	1	3.0%	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	4.0%	2	6.1%	1	2.5%
African American, 18-24	0	0.0%	1	3.0%	1	2.5%
American Indian/Alaskan Native, 18-		0.00/		0.00/	0	0.00/
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 Hawaiian/Other Pacific Islander, 18-	12	48.0%	16	48.5%	23	57.5%
24	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 18-24	5	20.0%	6	18.2%	8	20.0%
Two or More Races, 18-24	2	8.0%	2	6.1%	0	0.0%
Unknown, 18-24	0	0.0%	0	0.1%	0	0.0%
18-24 Total	19	76.0%	25	75.8%	32	80.0%
African American, 25-44	0	0.0%	1	3.0%	2	5.0%
American Indian/Alaskan Native, 25-	U	0.070	'	3.070	2	3.070
44	0	0.0%	0	0.0%	0	0.0%
Asian, 25-44	0	0.0%	1	3.0%	1	2.5%
Caucasian, 25-44	3	12.0%	4	12.1%	3	7.5%
Hawaiian/Other Pacific Islander, 25-						
44	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 25-44	1	4.0%	0	0.0%	0	0.0%
Two or More Races, 25-44	1	4.0%	0	0.0%	0	0.0%
Unknown, 25-44	0	0.0%	0	0.0%	0	0.0%
25-44 Total	5	20.0%	6	18.2%	6	15.0%
African American, 45-64	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaskan Native, 45-		0.00/		0.00/	0	0.00/
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-	0	0.0%	0	0.0%	1	2.5%
64	0	0.0%	0	0.0%	0	0.0%
Hispanic/Latino, 45-64	0	0.0%	0	0.0%	0	0.0%
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	0	0.0%	0	0.0%	1	2.5%
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	25	100.0%	33	100.0%	40	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 welding program continues to have a high completion rate. There will always be certain circumstances where jobs, family, and personal conflicts come up causing students to have to take a break. One reason I believe that the welding program is successful is because we are able to get on a student's level. We communicate with them, we try to meet their needs, and we try to accommodate students the best that we can. Our biggest goal for each student is for them to be happy to graduate from Wayne Community College and for them to be successful in the field.

2024-2025 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	Communicate with students about the importance of completing the diploma.	Compare numbers from previous years to see if retention increases.
2	Help to better advise CCP students.	Compare numbers from previous years to see if retention increases.

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	11/15/2024	
Department Chair, Dea	n, Director, and/or AVP / Date:	Steven Reese	11/15/2024