



## *HLC Accreditation Evidence*

Title: Board END 2: Work Preparedness

Office of Origin: Vice President of Instruction - WTCE

**POLICY TYPE: ENDS #2 WORK PREPAREDNESS**  
**Students will be prepared for success in the workplace**

**Indicator 1**

Students will have the skills and knowledge required for successful entry into the workplace.

**Program Concentrators:** A postsecondary student, with a declared major in a Perkins approved program, who has passed 12 tiered credit hours in that major over a three-year time period (data compiled from the Kansas Board of Regents follow-up report.)

**Summer 2015, Fall 2015, Spring 2016**

	Pursuing Add Educ(A)	Status Unknown (0)	Full-Time Military (1)	Employed in Related Field (2)	Employed Not Related Field (3)	Still Enrolled At Barton (4)	Unemployed Not Pursuing Additional Education (5)	Still enrolled at Barton (spring) (9)	Disabled (B)	Deceased (7)	Furthering Education- Employed (C)	Dept of Corrections (D)	TOTALS
Automotive		2		7	1	9					2		21
Agriculture Bus Mgmt.		1		4		4							9
Beef Cattle				1									1
Crop Protection	1			2		1							4
Bus, Mgmt., Leadership	2	3	5	6		9							25
Business Admin Tech				4	3	1							8
Comp Aided Drafting	2												2
Criminal Justice			1	1		1							3
Dietary Manager		7	2	10	1								20
Early Childhood				4	1	12					1		18
Infant/Toddler			1			1							2
Child Development		1	1	5	1								8
Emergency Mgmt.		4	7			10							21
EMS I/C			2	8									10
EMS TO1				19		6							25
EMS TO2				3		1							4
EMT		4	3	12	2	9							30
Adv Emerg Tech				0									0
Paramedic			5	24	1	19							49
Gas Measurement		2		1	5						1		9
Hazardous Materials		3	13			7							23
Healthcare Doc						1							1
Manufacturing Skills		30				8				1		11	50
Medical Admin Tech	1	5	1	3	2	3			1				16
Medical Assistant	1			3	4	7							15
Medical Coding	1	2	3	3	1	12							22
Medical Lab Technician		1		11	1	5							18
Phlebotomy					1								1
Networking Specialist	1	1	6	3		6					1		18

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Military Leadership		2	4			2							8
Natural Gas Tech		3		11	8	4							26
Medication Aide		3		2									8
Nurse Aide	3	43	3	2	1	58	1				1		112
Nursing-LPN		2	1	6	2	16							27
Nursing-RN		5		30		4							39
Pharmacy Tech		5	1	1		7							14
Technical Accounting						4							4
Welding		16		10	4	7						16	53
Qualified 401K													0
Retirement Plan				4	1								5
Tax Exempt													0
<b>TOTALS</b>	<b>12</b>	<b>145</b>	<b>59</b>	<b>200</b>	<b>40</b>	<b>237</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>27</b>	<b>729</b>

**Healthcare Certification Pass Rates**  
*Reflects First Time Pass Rates; Reference Information at Conclusion of Report*

Program		2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
Nursing RN	# Attempted	26	31	26	26	40	25	27
	# Passed	23	20	22	15	29	19	12
	Pass Rate	88%	64.5%	85%	57.69%	72.5%	76%	44.44%
	National Avg				83.04%	79.26%	82%	81.68%
Practical Nursing Certificate	# Attempted	34	34	32	30	28	38	24
	# Passed	30	32	30	29	27	30	21
	Pass Rate	88%	94.12%	93.75%	96.67%	96.43%	79%	87.5%
	National Avg				84.63%	82.16%	81.89%	83.73%
Certified Nurse Aide (CNA)	# Attempted	312	118	58	138	165	132	89
	# Passed	268	103	48	113	150	114	82
	Pass Rate	86%	87%	83%	82%	91%	86%	92%
Certified Medical Aide (CMA)	# Attempted	36	21	8	21	10	28	11
	# Passed	36	20	7	21	10	27	11
	Pass Rate	100%	95%	87.5%	100%	100%	96%	100%
Medical Laboratory Tech	# Attempted	9	11	6	2	9	10	7
	# Passed	6	9	3	1	8	6	5
	Pass Rate	66%	82%	50%	50%	89%	60%	71%
	National Avg				78%	74%	75%	81%
EMT	# Attempted	47	65	53	45	31	24	41
	# Passed	32	38	27	22	16	15	27
	Pass Rate	68%	60%	51%	49%	52%	63%	66%
	National Avg				78%	69%	66%	71%
AEMT	# Attempted	25	0	0	3	25	5	7
	# Passed	23	0	0	1	20	4	6
	Pass Rate	92%			33%	80%	80%	86%
	National Avg				52%	57%	58%	57%
Paramedic	# Attempted	17	15	31	18	20	22	31
	# Passed	11	10	24	13	18	17	22
	Pass Rate	65%	67%	77%	72%	90%	77%	71%
	National Avg				71%	72.5%	75%	76%
Dietary Manager	# Attempted		12	22	23	26	9	11
	# Passed		12	16	17	20	7	7
	Pass Rate		100%	73%	69.05%	77%	78%	64%
	National Avg				73.9%	74.4%	74%	71%
Pharmacy Technician	# Attempted					4	1	5
	# Passed					4	0	3
	Pass Rate					100%	0	60%
	National Avg					76%	75%	57%
Medical Assistant	# Attempted					5	3	8
	# Passed					4	3	7
	Pass Rate					80%	100%	88%
	National Avg							74%
Licensure Exams, Overall	# Attempted	506	307	230	306	363	297	261
	# Passed	429	244	171	232	306	242	203
	Pass Rate	85%	79.4%	74%	75.8%	84%	82%	78%

**Trades & Technology Pass Rates**  
*Reflects First Time Pass Rates; Reference Information at Conclusion of Report*

Program		2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
<b>Automotive NATEF - Brakes</b>	# Attempted				24	7	4	4
	# Passed				17	7	4	2
	<b>Pass Rate</b>				<b>71%</b>	<b>100%</b>	<b>100%</b>	<b>50%</b>
<b>Automotive NATEF - Electrical</b>	# Attempted					7	4	4
	# Passed					5	4	2
	<b>Pass Rate</b>					<b>71.4%</b>	<b>100%</b>	<b>50%</b>
<b>Automotive NATEF – Engine Performance</b>	# Attempted					7	4	4
	# Passed					5	2	3
	<b>Pass Rate</b>					<b>71.4%</b>	<b>50%</b>	<b>75%</b>
<b>Automotive NATEF - Suspension</b>	# Attempted					7	4	4
	# Passed					6	3	3
	<b>Pass Rate</b>					<b>86%</b>	<b>75%</b>	<b>75%</b>
<b>Early Childhood (CDA)</b>	# Attempted				4	0	0	1
	# Passed				4	0	0	1
	<b>Pass Rate</b>				<b>100%</b>			<b>100%</b>
<b>Information Security</b>	# Attempted				7	4	10	15
	# Passed				6	4	10	11
	<b>Pass Rate</b>				<b>86%</b>	<b>100%</b>	<b>100%</b>	<b>73%</b>
<b>Certiport MOS (Access)</b>	# Attempted				2	0	0	0
	# Passed				2	0	0	0
	<b>Pass Rate</b>				<b>100%</b>			
<b>Certiport MOS (Excel)</b>	# Attempted				3	3	0	0
	# Passed				2	2	0	0
	<b>Pass Rate</b>				<b>67%</b>	<b>67%</b>		
<b>IC3</b>	# Attempted				12	0	33	36
	# Passed				8	0	27	30
	<b>Pass Rate</b>				<b>67%</b>		<b>82%</b>	<b>83%</b>
<b>EMS Instructor/Coord</b>	# Attempted					7	0	10
	# Passed					7	0	10
	<b>Pass Rate</b>					<b>100%</b>		<b>100%</b>
<b>EMS Training Officer I</b>	# Attempted					20	22	25
	# Passed					20	22	25
	<b>Pass Rate</b>					<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>EMS Training Officer II</b>	# Attempted					12	11	11
	# Passed					12	11	11
	<b>Pass Rate</b>					<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Commercial Driver's License (CDL)</b>	# Attempted						15	13
	# Passed						9	12
	<b>Pass Rate</b>						<b>60%</b>	<b>92%</b>
<b>Licensure Exams, Overall</b>	# Attempted				52	74	107	127
	# Passed				39	68	92	110
	<b>Pass Rate</b>				<b>75%</b>	<b>92%</b>	<b>86%</b>	<b>87%</b>

## **Certification Reference Information**

### **Nursing (RN & PN)**

- Students may retake the NCLEX every 45 days for two years and after this time period, they must petition KSBN for permission to test. This usually includes some remediation.
- A new PN passing standard was established in 2015. A new passing standard for RN was implemented in 2013.

### **CNA/CMA**

- CNA Students may retest every 30 days and may attempt the exam three times. If a student fails after the third attempt, they must retake the course.
- CMA students may attempt the exam two times. If a student fails after the second attempt, they must retake the course.
- New textbook may have impacted pass rates.

### **MLT**

- Students are eligible to retest immediately; however, it takes 30-40 days to process their request.
- Students may retest three times. After the third attempt, students must complete remediation (identified by CLEC)
- Students have up to five years to test, therefore, each year is not a true cohort group score. The students testing could be from multiple years and as long as 4+ years since graduation.

### **Emergency Medical Services**

- Students may test with two years of the last day of their training program and may retest up to six times
- Passing the written exam and passing the practical assessment is separate. If a student passes their practical, but fails their written they only have to retake the written.
- Students must pass both their written and their practical exam within the same 12 month period.
- Kansas has adopted the NREMT (National Registry of EMT) practical and written exams so once a student passes their boards they are nationally and Kansas certified.
- Nothing has changed in the past year or two for pass rates.
- There are curriculum changes currently in the implementation phase for paramedic testing. Students are now being required to have a portfolio that shows not only skill check sheets, but also scenario based training prior to the start of clinicals and internship. They no longer want to see proficiency, but want to see mastery prior to clinicals and FI. This is a complete paradigm shift for paramedic education. It is likely to double the amount of required class time to get students through the skill training. In the past the program focused on teaching pathophysiology, critical thinking, differential diagnosis, etc. and used clinicals and field internship to teach mastery once the students had gained proficiency in the lab. This will change and the program won't be able to do nearly as much didactic study as we have in the past. Students will be required to increase their independent learning and focus more on skills. Testing is also changing and is moving from component skills to scenario based testing. Pilots programming across the nation that includes the curriculum and testing changes has resulted in significant reductions in the number of students who are passing test. It has taken these pilot

locations multiple years to regain the national average or above on student testing.

### **Dietary Manager**

- Students may retake the certification exam every 90 days; retakes are unlimited, but students must pay the exam fee each time.
- The (ANFP) curriculum is new and it is reflected in the exam which started March 2016.

### **Pharmacy Technician**

- Candidates are allowed four attempts to pass the PTCE. Candidates must apply and pay (\$129) for each attempt.
- Candidates who are unsuccessful at passing the PTCE must wait 60 days from the most recent attempt to apply for the second and third attempts, and six months for the fourth attempt.
- After four attempts, candidates will need to petition the Pharmacy Technician Certification Board in writing for additional attempts. Petitions will only be considered and approved by PTCB if candidates provide a substantial reason for PTCB to permit another examination attempt, such as the completion of additional exam preparation activities.
- There was a change in the format of the PTCE. The updated exam has nine knowledge domains instead of three, with revised proportions of emphasis. The updated PTCE results are now reported on a new score scale, ranging from 1000 to 1600, with a passing score being 1400.

### **Automotive Service Excellence**

- Students may retest every 30 days; no retesting maximums

### **Early Childhood - CDA-Child Development Associate**

- Students may retest every 6 months; no retesting maximums
- Students are not required to take the test.

### **CDL-Commercial Driver's License**

- Students may retest four times. If they fail after this number of attempts, there is a six month waiting period. After this timeframe, individuals have to once again take the knowledge test to obtain their learner's permit. Students must wait two weeks after obtaining their learner's permit to attempt the skills test (driving test).

## **Indicator 2**

Students will have the work ethics, discipline, and collaborative skills necessary to be successful in the workplace.

### **Kansas Board of Regents Employer Follow-up Survey**

<b><i>Employers rate graduates as “Excellent” or “Good” in the following areas:</i></b>	
<b>GENERAL EDUCATION</b>	
Math Computational Skills and Reasoning	<b>86%</b>
Oral Communication Skills	<b>86%</b>
Written Communication Skills	<b>86%</b>
Computer Skills	<b>83%</b>
Problem Solving Skills	<b>83%</b>
Critical Thinking Skills	<b>97%</b>
<b>TECHNICAL EDUCATION</b>	
Knowledge/Skills Related to Employment Position	<b>80%</b>
Operating Job-Related Tools, Instruments & Equipment	<b>95%</b>
<b>PROFESSIONALISM</b>	
Organizational/Time-Management Skills	<b>80%</b>
Quantity/Quality Of Work Accomplished	<b>97%</b>
Following Directions	<b>83%</b>
Working Independently	<b>86%</b>
Working Cooperatively With Others (Team Work)	<b>83%</b>
Leadership/Promotion Potential	<b>78%</b>
Attitude (Initiative, Cooperation, Loyalty, Attendance, Personal Appearance)	<b>93%</b>
Ability/willingness to learn	<b>92%</b>
Understands the need for continuing education	<b>92%</b>
Accepts advice, supervision and constructive criticism	<b>89%</b>
Seeks to continuously improve performance	<b>94%</b>
Work Ethics (reliability, punctuality, integrity, judgment, maturity, politeness, dependability, confidentiality, etc.)	<b>89%</b>
Maintains Confidentiality	<b>86%</b>
Customer Focused	<b>89%</b>

**88 employers were surveyed; 36 surveys returned. 41% return rate**

### **Essential Skills Program**

The WTCE Division continues to facilitate discussions, activities and learning opportunities specific to workplace essential skills. The project provides an introduction to skills identified and desired by employers. This past summer and fall the majority of WTCE advisors/instructors participated in “A Game” professional development training made available through a KBOR grant. The training provides curriculum and a student workbook to support Essential Skills training.

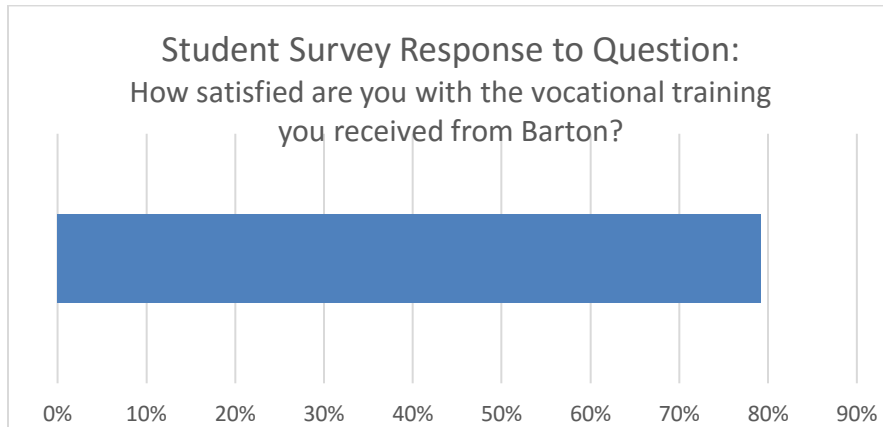


**Indicator 3**

Students will have the skills and knowledge necessary to maintain, advance, or change their employment or occupation.

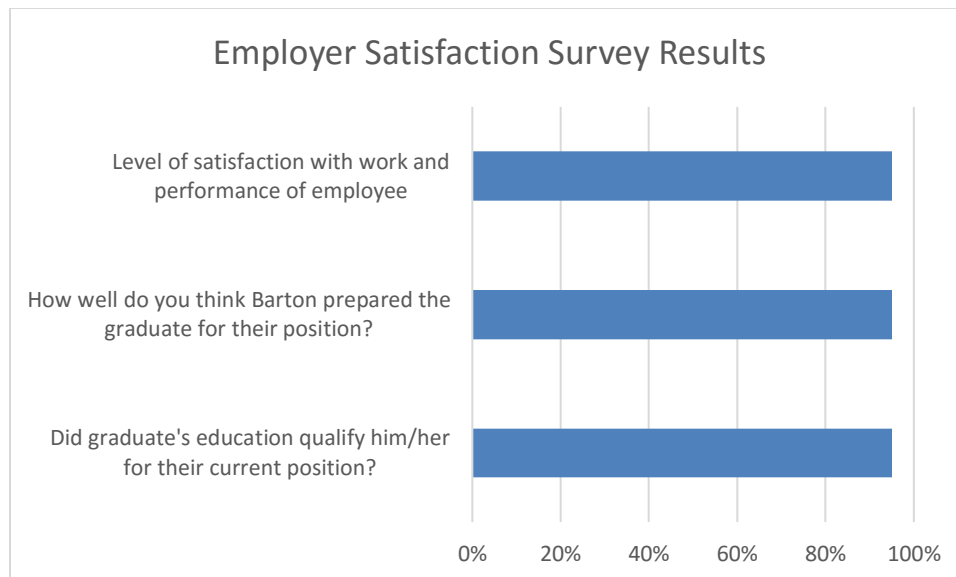
**Kansas Board of Regents Student Satisfaction Survey**

Results of Student Satisfaction Surveys sent to 2015-16 completers (fall 2016).



**Barton Community College Employer Satisfaction Survey**

Results of Employer Satisfaction Surveys sent to employers of the 2015-16 completers (fall 2016).



## Checking Out Barton Alumni & Their Barton Experience!

### Number of Barton Employees Possessing Barton Degrees or Credentials

	BCC Employees
Degree Awarded	2016 Payroll
A	23
AA	26
AAS	43
AGS	8
AS	75
CERT1	7
CERT2	11
CERT3	1
SAPP	22
<b>Grand Total</b>	<b>216</b>

### Number of Barton Trustees Possessing Barton Degrees/Credentials or Credit Hours

	BCC Trustees
Degree Awarded	BCC Trustees
A	1
AGS	3
AAS & AGS	1
Credit Hours	1
<b>Grand Total</b>	<b>6</b>

Barton's total employee count including part-time and adjuncts is 833, approximately 26% have Barton degrees and/or credentials.

Presentation - Barton employees and their professional growth since graduating from Barton:

- Lori Crowther - Registrar
- Orlando Hernandez - Senior Coordinator of Enterprise Technology

#### Respectfully Submitted:

- LaVonne Gerritzen – Program Assistant
- Krystall Barnes Workforce Development Coordinator
- Elaine Simmons
  - Acting Vice-President of Instruction & Student Services
  - Dean of Workforce Training & Community Education