ENDs 2: Workforce Preparedness

October 27, 2026

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- **Indicator 1:** Students will have the skills and knowledge required for successful entry into the workplace.

- **Indicator 2:** Students will have the work ethics, discipline, and collaborative skills necessary to be successful in the workplace.

- **Indicator 3:** Students will have the skills and knowledge necessary to maintain, advance, or change their employment or occupation.

Partnerships

- Partnerships ensure that programs stay up to date on their curriculum and that our programs are teaching what our workforce needs to be competitive and successful. (Indicator 1 & 3)
- Instructors prepare students with realistic and cutting edge training so the transition into the workplace is seamless.
- Barton's Career Technical programs have 23 Advisory Boards with approximately 20 individuals per Advisory Board. All Advisory Boards meet at least two times per year and communicate with program leaders more frequently.

Instructional Reviews

- Instructional reviews are completed every two years and include a review of: general information, fiscal and student data analysis, sustainability strategies, program assessment, teaching and learning techniques, strategic planning and goal setting.

- All reviews are submitted to the Vice-President of Instruction with biannual updates during the two-year review period.

- Program Learning Outcomes (PLO's) drive what a student should be able to demonstrate in terms of knowledge, skills, and abilities upon completion of the program. (Indicator 1& 3) These outcomes are established between program leaders, program faculty, and with the assistance of Jo Harrington.

Certification Pass Rates

Healthcare Certification Pass Rates

- ADN/RN, LPN, CNA, CMA, MLT, EMT, AEMT, Paramedic, Dietary Manager, Medical Assistant and Pharmacy Technician

    - 2 programs had 100% pass rate (LPN and MLT)
    - 7/11 programs had a pass rate at or greater than 80%
    - 8/11 programs had pass rates above the industry average (state/national)
    - 2025-26 overall pass rate for Healthcare programs was 86%

Certification Pass Rates

Trades & Technology Pass Rates

- CDL, Plumbing-NCCER Plumbing 1, Plumbing NCCER-Core, Plumbing-OSHA 10, Carpentry-NCCER-1, Carpentry – NCCER, Carpentry - OSHA 10, Welding – Safety, Welding – Blueprint, Welding GTAW, Welding – Cutting, Welding – GMAW and Welding – SMAW
    - 4/13 Certifications were 100% (Plumbing NCCER Plumbing 1, Plumbing NCCER – Core, Carpentry OSHA 10, Welding – Safety)
    - All certifications were over 80%
    - 2025-26 overall pass rate for all Trades & Technology certifications was 96%

Feedback from Industry (Employer Follow-up Survey)

- General Education, Technical Education, Professionalism
  - Overall, employers rated graduates as “Excellent” or “Good” in these areas 75% of the time.

- Graduates rated highest in areas of Technical Education
  - Graduates rated at 88% for their technical education preparedness – knowledge and skills
  - Employer level of satisfaction with work and performance of employee – 84%

  - Areas to improve upon: Leadership/Promotion Potential, Understanding the need for continuing education

Student Satisfaction:

How satisfied are you with the vocational training you received at Barton?

- Graduates who responded with Excellent or Very Good - 91%

Essential Skills Program

- Reinforce skills in: Accountability, Communications, Critical Thinking, Customer Service, Professionalism, and Self Management.
- Started with WTCE Division in 2011; implemented college-wide in 2021
- Implemented into student employment in Fall 2023
- Essential Skills Committee Members:

Janet Balk (FR)
Deanna Heier (GB)
Brian Howe (GB)
Erika Jenkins-Moss (FL)
Vic Martin (GB)
Dani Kultgen (GB)
Nolan Esfeld (GB)
Lindsay Holmes (GVP)
Christy Huslig (GB)
Sam Kline-Martin (GB)
Carley Page (FR)
Mandy Johnson (FL)

- **Questions or Comments**