



**Monitoring Report on Achieving the
College's ENDS:
Workforce Development
November 18, 2019**



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Background and Summary

The College’s Workforce Development END, established by the OCCC Board of Regents, states:
-- Our graduates go on to earn higher-level degrees or are successful in technical or professional careers.

- The success of our graduates is critical for assessing the College’s programs and ensuring our community has an educated workforce.
- There are four primary core indicators (with several sub-indicators) used to measure graduate success. Based on the latest available information, performance on the targets is as follows:

Target	Performance
OCCC Transfer Grade Point Average (GPA) will be equal to or above the Transfer Institution Average GPA	
• OCCC was 3.13 compared to OU 3.25	
• OCCC was 3.05 compared to OSU 3.12	
• OCCC was 2.93 compared to UCO 2.91	
First Time Licensure Pass Rates will be equal to or above the national pass rates (Health Professions)	
• OCCC Nursing graduates’ pass rate was 97% compared to 88% at the national level	
• OCCC Occupational Therapy Assistant graduates’ pass rate was 91%*	
• OCCC Paramedic graduates’ pass rate was 88% compared to 73% at the national level	
• OCCC Physical Therapist Assistant graduates’ pass rate was 90% compared to 83% at the national level	
• OCCC Respiratory graduates’ pass rate was 91% compared to 62% at the national level.	
92% of the graduates were satisfied with their education, which exceeded the 85% target. Total Number of Respondents were 442.	
100% of the supervisors were satisfied with their OCCC graduates, which exceeded the 85% target. Total Number of Respondents were 24.	

*No national comparisons available

¹ Performance indicators are as follows: • (green) denotes at or exceeding target, • (yellow) denotes slightly below target requiring monitoring, • (red) denotes significantly below target



Background and Summary -- Cont'd

- During the last several years, the College has demonstrated the following progress in addressing its Graduate Success END:
 - OCCC student GPAs exceeded UCO all undergraduates' GPA
 - The licensure pass rates were above the national pass rates in the three programs that had results
 - OCCC graduates were satisfied with their educational experience and preparation for careers and transfer institutions
 - Supervisors value their OCCC employees and would hire additional graduates from the College
- Areas for improvement include the following:
 - OCCC transfer student GPA at OU and OSU is less than GPAs of the native students

Transfer Student Performance

Target: Students who transfer to OU, OSU, or UCO will have a grade point average equal to or better than the grade point average in that institution.

Transfer Student Performance

Type of Student	FY2015 GPA	FY2016 GPA	FY2017 GPA	FY2018 GPA	FY2019 GPA
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UCO

OCCC Transfer	2.9	2.89	2.89	2.97	2.93
All Undergraduates	2.9	2.99	2.77	2.90	2.91

OSU

OCCC Transfer	2.99	3.02	3.02	3.03	3.05
All Undergraduates	3.01	3.03	3.07	3.09	3.12

OU

OCCC Transfer	2.9	2.96	2.96	3.02	3.13
All Undergraduates	3.2	3.17	3.19	3.22	3.25

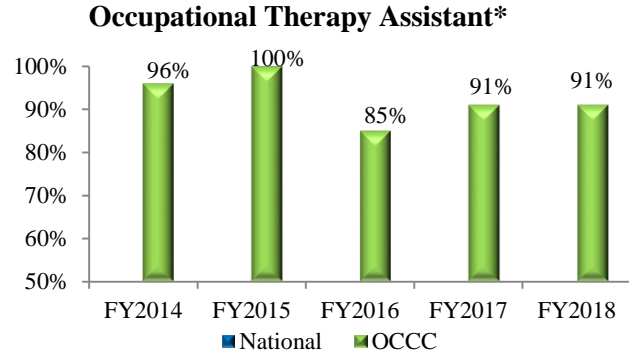
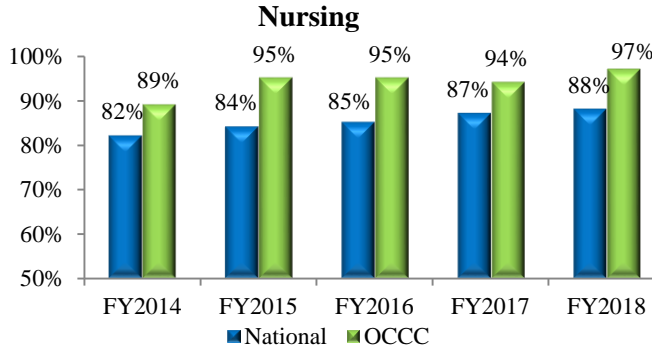
Source: UCO, OSU and OU

OCCC transfer students at UCO had a higher GPA than their native students. OCCC transfer students were slightly below the total undergraduate population GPA at OSU and OU.

Licensure Pass Rates

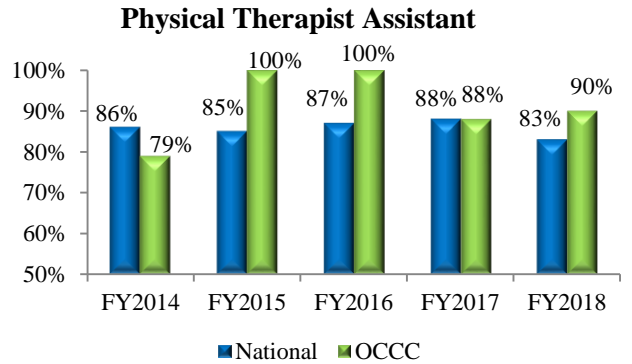
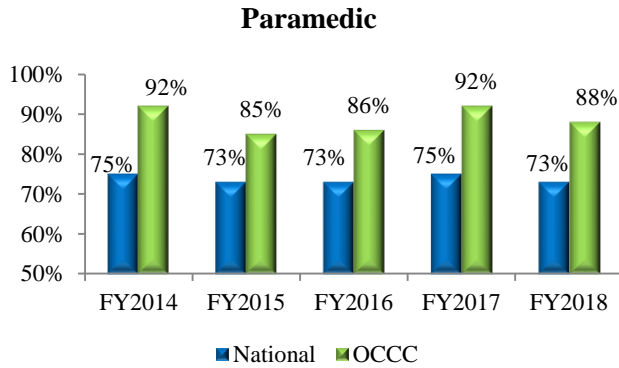
Target: The first-time licensure pass rates of OCCC Health Professions' graduates will exceed the national averages.

In 2018, OCCC licensure pass rates exceeded national pass rates in all four programs that had national numbers.



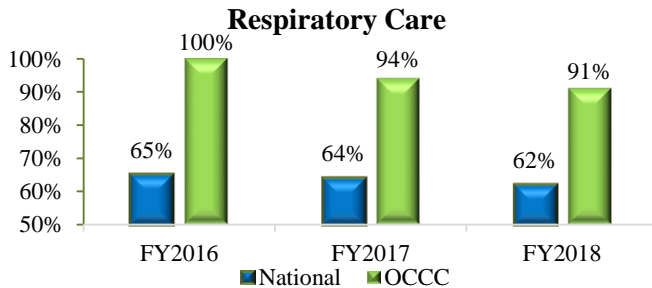
Nursing success rates continue to exceed the national licensure pass rates and the pass rates for the State of Oklahoma. FY2018 pass rates broke the pass record with 240 graduates taking the test, compared to 210 in FY2017.

*The national licensure authority is no longer keeping national statistics. The statistics listed for OCCC is the cumulative total for graduates taking the exam in FY2018.



Paramedic graduates' licensure pass rates continue to exceed the national pass rate.

The Physical Therapist Assistant graduate licensure pass rates increased from last year and exceeded the national pass rate.



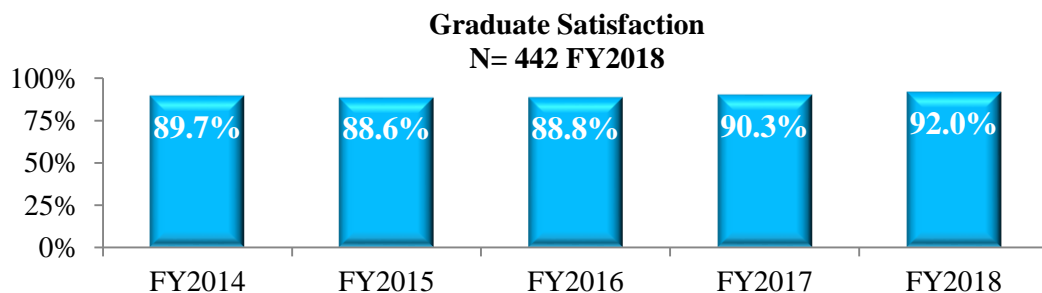
The Respiratory Care graduate licensure pass rates have far exceeded the national pass rate.

Graduate Survey of FY2018 Graduates

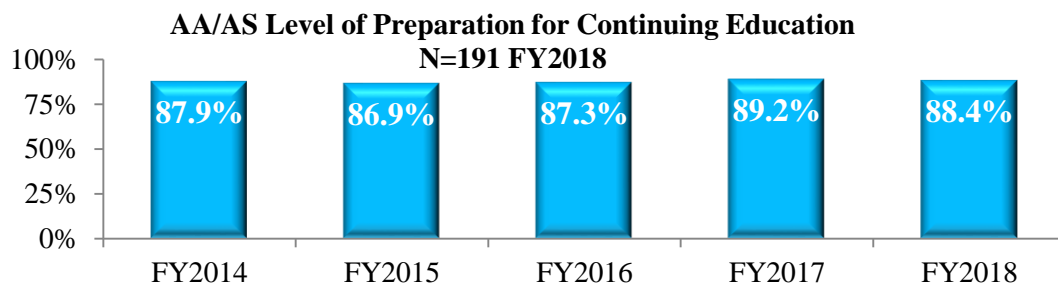
Target: 85% or higher satisfaction rating on a graduation survey

The number of completed surveys was 442 of 1,920 sent, or a response rate of 23.0%. Findings include:

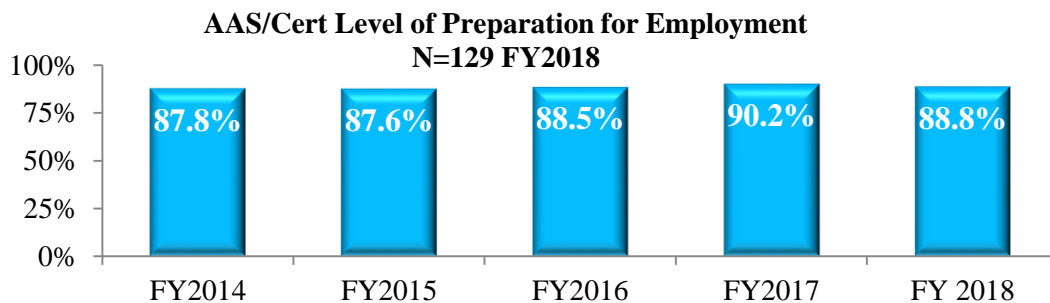
- 94.2% met their educational goals.
- 98.4% would recommend OCCC to a friend.



Graduates were very satisfied with their OCCC education. The chart is based on a 10-point scale and satisfaction is defined as a percentage of the scale, 9.20 points = 92.0%.



AA/AS graduates continuing their education were satisfied with the usefulness of their OCCC education in preparing them for transfer institutions.



AAS/Certificate graduates rated their preparation for employment in FY2018 slightly lower than the previous year.

Source: OCCC Office of Institutional Effectiveness

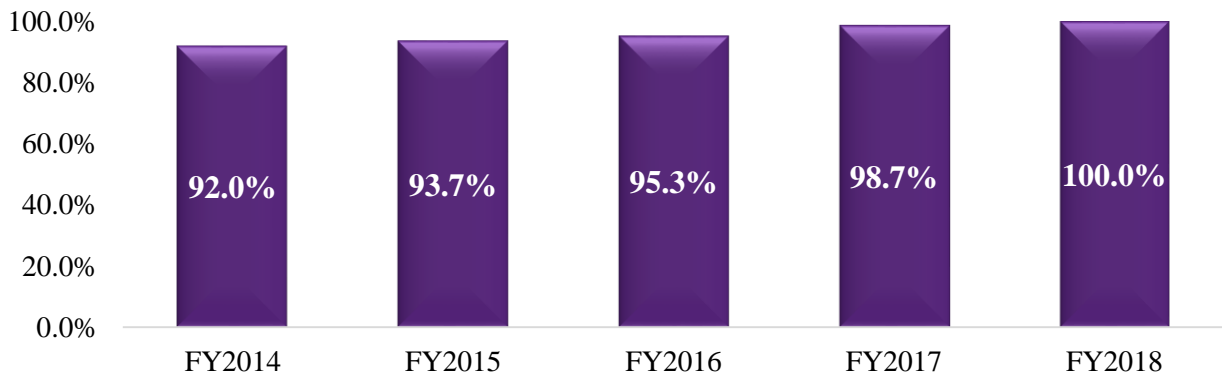
Supervisor Survey of FY2018 Graduates

Target: 85% or higher satisfaction on Supervisor survey

Each year, the College surveys graduates to ascertain if they have continued their education and/or if they are working in their field of study. Graduates working in a field related to their OCCC education provided permission to contact their supervisor. Twenty-four of the 87 supervisors responded to the survey, or 27.6%.

One hundred percent of the supervisors indicated graduates' preparation for employment was either excellent or good.

**Supervisor Satisfaction Excellent and Good
N = 20 FY2018**



One hundred percent of the supervisors would hire another OCCC graduate.



Future Issues

Academic Affairs will work with Institutional Effectiveness to increase standard response rates. In addition, Academic Divisions will increase efforts to engage employers.