



**Monitoring Report on Achieving the
College's ENDS:
Workforce Development
October 19, 2020**



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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 3.27 compared to OU 3.31	Yellow
• OCCC was 3.17 compared to OSU 3.23	Yellow
• OCCC was 3.23 compared to UCO 3.12	Green
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 85% at the national level	Green
• OCCC Paramedic graduates’ pass rate was 82% compared to 79% at the national level	Green
• OCCC Physical Therapist Assistant graduates’ pass rate was 100% compared to 83% at the national level	Green
• OCCC Respiratory graduates’ pass rate was 94% compared to 77% at the national level.	Green
First Year Licensure Pass Rates will be equal to or above the national pass rates (Health Professions)	
• OCCC Occupational Therapy Assistant graduates’ pass rate was 88% compared to 89% at the national level	Yellow

*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
- 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: OCCC 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	FY 2016 GPA	FY 2017 GPA	FY 2018 GPA	FY 2019 GPA	FY 2020 GPA
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UCO

OCCC students transferring	2.89	2.89	2.97	2.93	3.23
All Undergraduates	2.99	2.77	2.90	2.91	3.12

OSU

OCCC students transferring	3.02	3.02	3.03	3.05	3.17
All Undergraduates	3.03	3.07	3.09	3.12	3.23

OU

OCCC students transferring	2.96	2.96	3.02	3.13	3.27
All Undergraduates	3.17	3.19	3.22	3.25	3.31

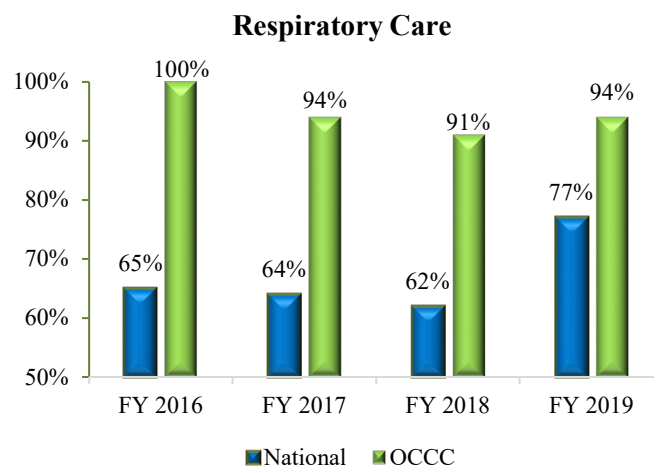
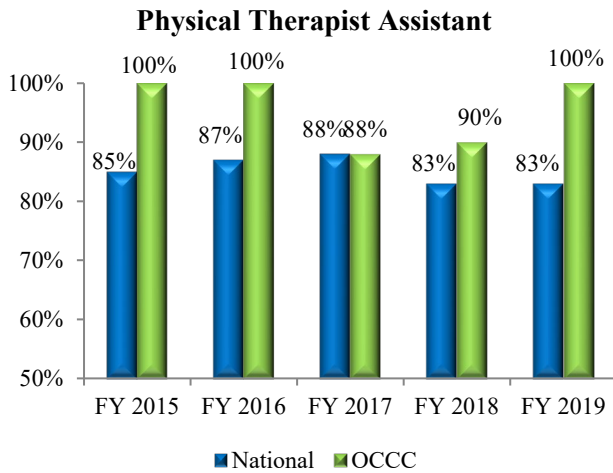
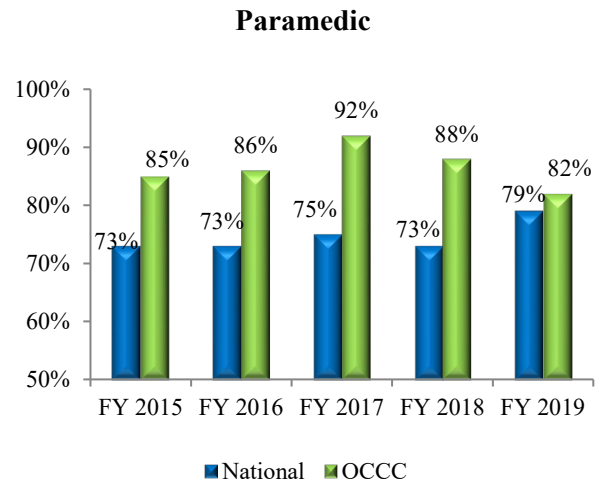
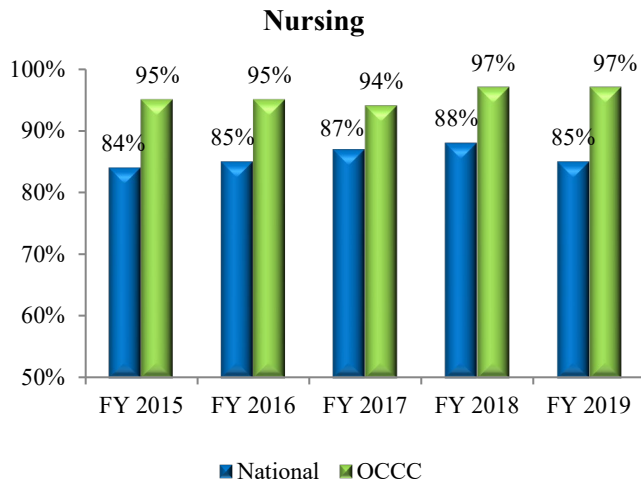
Source: UCO, OSU and OU

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.

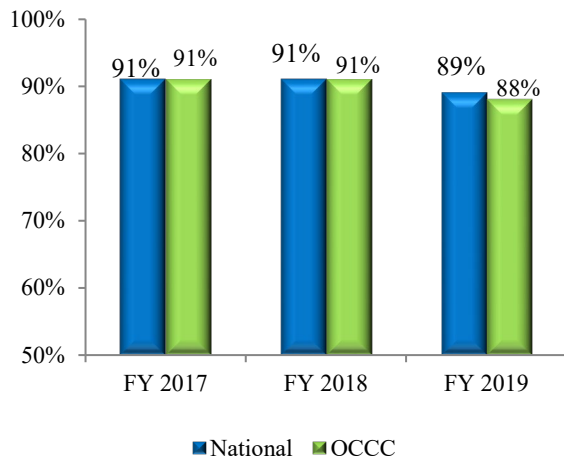
In 2019, OCCC first time licensure pass rates exceeded national pass rates in all four programs.



Licensure Pass Rates

Target: The first-year licensure pass rate of OCCC Occupational Therapy Assistant graduates will exceed the national average.

Occupational Therapy Assistant





Future Issues

Development of new processes for obtaining graduate responses and employer satisfaction responses.