



**Monitoring Report on Achieving the
College's ENDS:
Workforce Development
November 27, 2023**



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Background and Summary

The College’s Workforce Development END, established by the OCCC Board of Regents, states:
-- Our graduates earn higher-level degrees or are successful in technical and 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 undergraduate GPA | |
| • OCCC was 3.18% compared to OU 3.31% | Yellow |
| • OCCC was 3.25% compared to OSU 3.25% | Green |
| • OCCC was 3.13% compared to UCO 3.04% | Green |
| Health Professions First-Time Licensure Pass Rates will be equal to or above the national pass rates | |
| • OCCC Nursing graduates’ pass rate was 91% compared to 80% at the national level. | Green |
| • OCCC Paramedic graduates’ pass rate was 69% compared to 70% at the national level. | Yellow |
| • OCCC Physical Therapist Assistant graduates’ pass rate was 100% compared to 83% at the national level. | Green |
| • OCCC Respiratory Care graduates’ pass rate was 84% compared to 66% at the national level. | Green |
| • OCCC Anesthesia Technology graduates’ pass rate was 100% compared to 67% at the national level. | Green |
| Health Professions First-Year Licensure Pass Rates will be equal to or above the national pass rates | |
| • OCCC Occupational Therapy Assistant graduates’ pass rate was 96% compared to 71% at the national level. | Green |
| 85% of OCCC Automotive Technology graduates will be employed in a related field six months after graduation. | |
| • 100% of Automotive Technology graduates from OCCC were employed in a related field six months after graduation, which exceeded the 85% target. | Green |

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



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
 - OCCC student GPAs matched OSU all undergraduates' GPA
 - The licensure pass rates were above the national pass rates in five of the six programs
 - Automotive Technology graduates continue to have high employment rates following graduation
- Areas for improvement include the following:
 - OCCC transfer student GPA at OU is less than GPAs of the native students
 - OCCC Paramedic students were slightly below the national exam pass rate

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 2019 GPA | FY 2020 GPA | FY 2021 GPA | FY 2022 GPA | FY 2023 GPA |
|-----------------|----------------|----------------|----------------|----------------|----------------|
|-----------------|----------------|----------------|----------------|----------------|----------------|

UCO

| | | | | | |
|----------------------------|------|------|------|------|------|
| OCCC students transferring | 2.93 | 3.23 | 3.12 | 3.18 | 3.13 |
| All Undergraduates | 2.91 | 3.12 | 3.00 | 3.04 | 3.04 |

OSU

| | | | | | |
|----------------------------|------|------|------|------|------|
| OCCC students transferring | 3.05 | 3.17 | 3.20 | 3.24 | 3.25 |
| All Undergraduates | 3.12 | 3.23 | 3.25 | 3.25 | 3.25 |

OU

| | | | | | |
|----------------------------|------|------|------|------|------|
| OCCC students transferring | 3.13 | 3.27 | 3.25 | 3.21 | 3.18 |
| All Undergraduates | 3.25 | 3.31 | 3.32 | 3.31 | 3.31 |

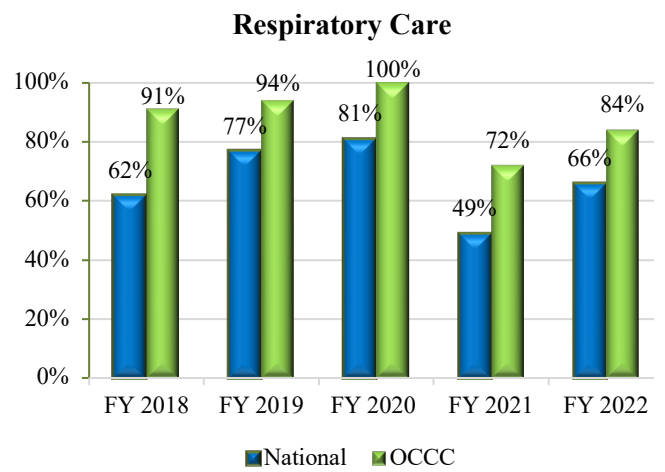
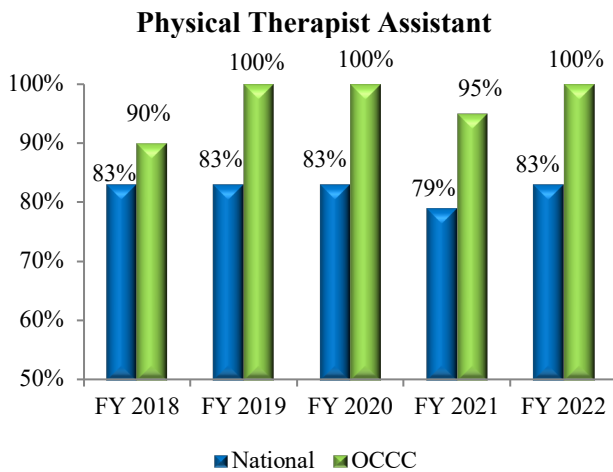
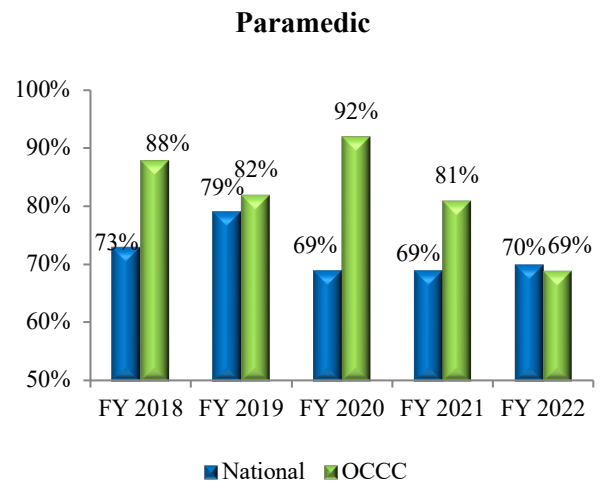
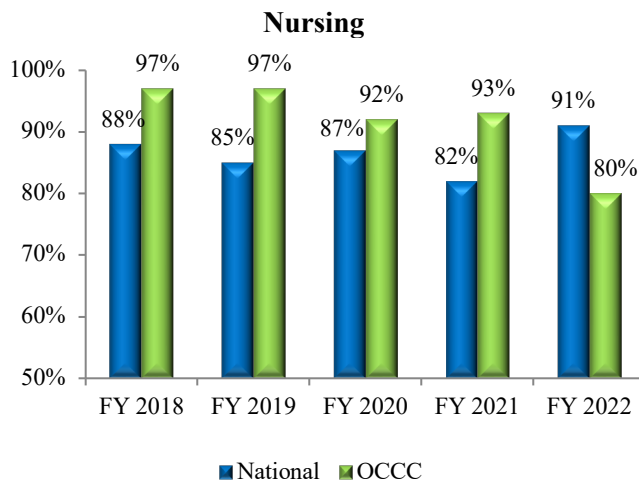
Source: UCO, OSU and OU

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

Licensure Pass Rates

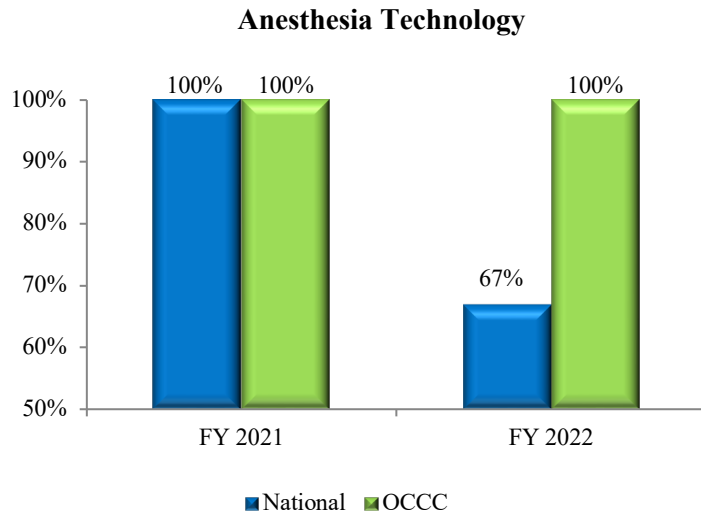
Target: The **first-time** licensure pass rates of OCCC Health Professions' graduates will exceed the national averages.

In 2022, OCCC first-time licensure pass rates exceeded national pass rates in four of the five programs.



Licensure Pass Rates

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

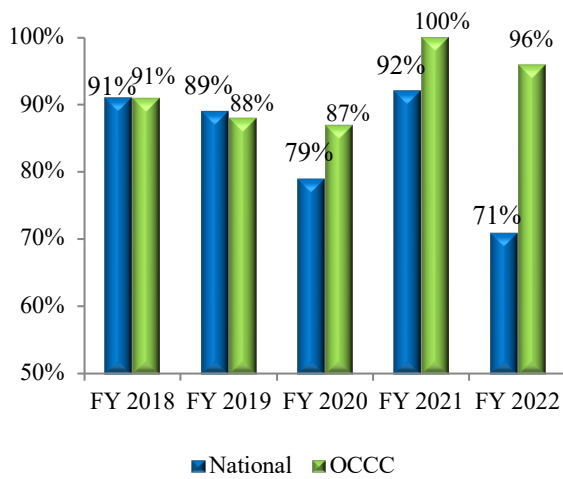


Licensure Pass Rates

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

In 2022, OCCC first-year licensure pass rates exceeded national pass rates in the OTA program.

Occupational Therapy Assistant





Future Efforts

OCCC has established division-level advisory boards to provide a structure to provide consistent input from employers and our transfer partners to prepare our students at the highest level.

A current review of all program outcomes is being completed to be able to clearly and accurately identify the knowledge, skills, and abilities that students will have upon completion of the program. These will be reviewed by advisory board members to allow for the consideration of their input and insights.

OCCC's Associate in Applied Science (A.A.S.) programs are reviewing the alignment of their program goals with the appropriate licensure or certification exam.

OCCC is in the beginning stages of developing a metric for the awarding of micro-credentials to allow us to capture and report students that are gaining new skills outside of a degree or certificate.