

Date of Report: 3/21/2018

**Institution-Set Standards (ISS) for JOB PLACEMENT & LICENSURE EXAMINATION
PASSAGE RATES**

Division: HSHS

Table 1. Licensure Exam Rates and ISS

Program	Exam Type (State or National)	Institution-Set Standard (%) (2018)	2016-17 Pass Rate (%)	2015-16 Pass Rate (%)	2014-15 Pass Rate (%)	2013-14 Pass Rate (%)
Registered Nurse	National	90%	98%	93%	94%	96.4
Paramedic	National	90%	97%	100%	99%	99%
Emergency Medical Technician	National	60%	90%	78%	63%	75%
Medical Lab Technician	National	90%	100%	100%	100%	N/A
Phlebotomy	National	80%	100%	76%	93%	91%

Table 2. Job Placement Rates and ISS for students completing CTE Certificates and Degrees (ONLY programs with 10+ completers in 2016-17)

Program	Institution-Set Standard (%) (2018)	2015-2016 Job Placement Rate (%)	2014-15 Job Placement Rate (%)	2013-14 Job Placement Rate (%)	# Of Students who Completed Program in 2016-17
Administrative Medical Assistant	60%	85.0%	93.8%	68.4%	20
Alcohol and Drug Studies	60%	82.4%	90.0%	65.0%	26
American Sign Language	50%	42.9%	100.0%	75.0%	12
Clinical Medical Assistant	60%	79.3%	68.4%	77.3%	27
Comprehensive Medical Assistant	60%	77.1%	88.5%	63.0%	24
Emergency Medical Technician	60%	72.2%	84.0%	76.9%	15
Medical Lab Technology	80%	93.8%	87.5%	60.0%	18
Paramedic	80%	95.2%	100.0%	100.0%	18
Registered Nurse	80%	90.4%	80.7%	82.4%	115

Note: Completion of OSAs were included as well as C of As and degrees in CTE programs. Regarding job placement rates, the Perkins Core Indicator Report does not contain data for the most recent year (2016-17).

Notes: The Dean would like to continue using the Perkins Core Indicator report for tracking historical placements in this division. Below are highlights of the discussion regarding programmatic changes and updates on the applicable CTE programs as they relate to job placement and licensure exams:

Alcohol and Drug Studies Job Placement Rate: This is a diverse student group that often comes to one of our courses through court-mandated avenues. We were granted the HRSA grant which allows us to provide resources to these students to support student success (\$2,000 each). In order to meet community need, we feel that these resources will assist our students to succeed. Keep the standard the same at 60%.

American Sign Language Job Placement Rate: This is newly tracked data start conservative with the ISS at 50% until we get a better idea of the factors that influence this data.

Emergency Medical Technician Job Placement Rate: We recognized that over the past three years we have averaged 112 students completing the sequence of courses to get the EMT certificate at Saddleback. This number is not reflected in our Perkins data. The HSHS division staff will assist and encourage students to petition for a certificate. This assistance should significantly increase the number of completions and will likely impact the job placement rate. Although we hope this will result in high job placement rates, students often complete the EMT courses to explore the possibility of entering the health care field or as a requirement of another job (i.e. lifeguards, Scribes in Hospitals, park rangers etc..). We will keep the job placement rate ISS at 60% and evaluate closely.

Emergency Medical Technician Licensure Passage Rate: The EMT classes are very popular and fill quickly. Their pass rates have improved significantly over the past few years. It seems we may be getting a more focused goal directed student in this program that has no prerequisites. We may consider surveying these students to understand the demographic, and determine what factors may be contributing to this improvement. Keep the ISS at 60% until we know more about the factors that are impacting these scores.

Medical Assistant Job Placement Rate (Administrative, Clinical and Comprehensive): In order to establish job placement ISS for each program, the Dean reviewed historical job placement rates and ISS. In response to advisory recommendations, each MA program is in the process of condensing content and lowering units for faster completion. The Administrative MA will now be 27 units (decreased from 31.5), Clinical MA will now be 30 (decreased from 36), and the Comprehensive MA will now be 39 units (decreased from 42). They are now admitting twice a year. The Division will also be providing assistance and encouraging students to petition for a certificate/degree. This assistance should significantly increase the number of completions and increase in job placement rate. In regards to this year's job placement rate ISS, keep the standard the same at 60% for all three programs.

Medical Lab Technology Job Placement Rate: We continue to use the Perkins indicators for job placement. The program is supposed to be two years long, but that duration assumes that students take a full load for an associate degree. Many of our students work and take courses part-time. Strong Workforce funding is allowing us to remodel and upgrade the MLT lab over this upcoming summer. As a result, we hope to be able to enhance the lab experiences for students before they enter their practicum. Additionally, we are exploring the possibility of using Professional Experts in the clinical environment to assist students especially at the beginning of their practicums to orient students to the clinical labs where they will be "working as students" with the goal of minimally disrupting the current workflow. Ideally orientation to the clinical lab by an "in house" expert will lead to increased employment for our graduates.
Keep the ISS 80%

Medical Lab Technology Licensure Passage Rate: These results are from the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS). With Strong Workforce funding we have been able to hire a full-time department chair and lab assistant for this program. Our hope is that with ongoing funding and support for this growing program our pass rates will continue to improve. Keep the ISS at 90%.

Paramedic Job Placement Rate: For job placement, we had a bad year in 2012-2013 when the economy was bad. It was the only year that we had more independently funded enrollments versus sponsored enrollments. Typically, 75 - 80% of our students are sponsored by the fire departments and paid to go to school, so they have guaranteed employment upon completion. Our program does not have the capacity to take on more than 36 students, so we will continue to interview and closely evaluate candidates for admission and give preference to those who have completed the Paramedic prep course, EKG course and Advanced Cardiac Life support as these classes provide a good foundation and set students up to succeed. Keep the ISS to 80% for job placement.

Paramedic Licensure Passage Rate: Similar to above, the economy in 2012-2013 was really hard on this program. Students were independently paying for the program and this affected their ability to finish and pass the exam. Since then, things are getting better. We will continue to interview and closely evaluate candidates for admission and give preference to those who have completed the Paramedic prep course, EKG course and Advanced Cardiac Life support as these classes provide a good foundation and set students up to succeed. However, our passage rates tend to be quite high and we are ok with keeping the standards at 90%.

Registered Nurse Job Placement Rate: RN job placement is impacted by the number of hospitals who have Magnet status designation or are applying for Magnet status designation. These hospitals preferentially hire bachelors educated RNs to reach the goal that 80% of their RN workforce is educated with a BSN by 2020. In the past 10 years 10 new prelicensure RN programs have started in Orange County. This has significantly impacted clinical placements and increased competition for jobs. In response the Nursing program has partnered with 11 colleges and Universities in order to increase the number of students who are concurrently enrolled in BSN programs and/or enroll immediately upon graduation. Keep the ISS for job placement the same at 80%.

Registered Nurse Licensure Passage Rate: The nursing licensure pass rate ISS has been 90% for many (more than 10) years and we will keep it there, despite a current pass rate as posted on the California BRN website of 98.2%. Every three years the National Council for State Boards of Nursing (NCSBN) evaluates the exam and determines if the “difficulty of the exam” is appropriate and makes adjustments that impact the pass rates usually for a year. It is typical that this adjustment results in a decrease in test score temporarily. In the next 2 years there will be a major revision to the NCLEX RN exam that will change the way the test is taken and include a new questioning format. At that time, we will consider an adjustment to our ISS for licensure pass rate.

Phlebotomy Licensure Passage Rate: We set these rates by looking at trends over time. We look at the state and national averages. Keep the ISS at 80%.