

2008 Annual Report of Program Data Coversheet

College: Windward Community College

Program: Health Program

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|--------------------------------------|-----------|-----------|------------|------------|-----------|-----------|------------|------------|--------------|
| Check All Credentials Offered | AA | AS | ATS | AAS | CA | CC | COM | ASC | OTHER |
| | | | | | | | | | X |

College Mission Statement (or provide link)

Windward Community College is committed to excellence in the liberal arts and career development; we support and challenge individuals to develop skills, fulfill their potential, enrich their lives, and become contributing, culturally aware members of our community.

Program Mission Statement (or provide link)

The mission of Windward Community College, Employment Training Center, is to serve the community by providing short-term, career-focused education and training in a flexible, learner-centered and supportive environment.

The mission of the Health Program at Windward Community College, Employment Training Center is to increase access to entry level health career training and provide culturally-based instruction to prepare individuals to succeed in skill proficiency and course completion.

| <i>OVERALL PROGRAM HEALTH (Check one)</i> | | |
|--|--------------------------|-------------------------|
| <i>Healthy</i> | <i>Cautionary</i> | <i>Unhealthy</i> |
| | X | |

Part II. Analysis of the Program (strengths and weaknesses in terms of demand, efficiency, and effectiveness based on an analysis of the data)

A. Overall Program Status

Based on available data, program evaluation finds that the overall status of the E.T.C. Health Program nurse aide course is healthy in areas of program demand, effectiveness, and outcomes. The health of the program in terms of program efficiency is cautionary due to the budget to contact hour ratio.

Program evaluation finds that, in addition to fulfilling The University of Hawaii and community needs for health career courses and enrollment of Native Hawaiians, students who completed the program went on to achieve other goals. For instance, we know that 77% (35 of 45) of course completers went on to take the State of Hawaii, American Red Cross, Nurse Aide Examination (SHARCNAE), of those 94% (34 of 35 passed). In addition, 77% (35 of 45) of course completers successfully transitioned to credit-bearing

college courses and/or employment.

B. Overall Program Demand

Overall program demand for the CNA course is healthy. The State of Hawaii Economic Modeling Specialist Incorporated (EMSI) data estimates that there will be a need for 821 new nurse aides and 703 new home health aides by 2014. The reported need for trained personnel is matched by vigorous recruitment activity. As such 104 students applied to the program. Due to 10:1 (student: instructor) maximum ratio of nurse aide training, enrollment could not keep up with demand. Enrollment in the nurse aide course is at 92% capacity (86 % are Native Hawaiian and 14% are Non-Hawaiian). Less than 100% enrollment is reported due to persistence of barriers to accessing employment training (transportation, childcare, tuition, scheduling conflicts). However, beyond the current enrollment, there is also a six month wait list for the course.

C. Overall Program Efficiency

Overall program efficiency is cautionary. The State of Hawaii requires that a Registered Nurse teach the CNA course. The cost of employing a Registered Nurse faculty is considerably higher than instructional costs for other E.T.C. faculty. Currently, tuition costs do not sufficiently cover the cost of running the course. Further evaluation needs to be done to weight potential barriers associated with access to vocational training and increased tuition costs. The analysis section of this report further addresses issues of program cost efficiency.

D. Overall Program Effectiveness

Overall program effectiveness is healthy. A completion rate of 91% (42 of 46 enrolled students) demonstrates high effectiveness.

E. Overall Program Outcomes

Overall program outcomes are healthy. According to data, based on Perkins measures, the E.T.C. CNA program exceeded two of the three applicable goals in the following areas of student attainment: 1) vocational and technical skill proficiencies; and 2) post-secondary credential. These accomplishments are inline with the E.T.C. mission statement.

It is important to note that 89% (35 of the 39) Native Hawaiians enrolled completed the course. Furthermore, the transition of all enrolled students from the course to jobs and other training is 78%. These accomplishments are the result of program design that was guided by the U.H. system strategic plan.

Significant Program Actions (new certificates, stop-out; gain/loss of positions, results of prior year's action plan)

Action Plans established for 2007-2008 in the 2006-2007 Assessment Report

| Brief Description | Status |
|--|---|
| Note: No courses were taught in the health program in the 2006 due to inability to hire a qualified instructor. The plan thus was to hire qualified RN to coordinate Health Program. | Dr. J. Boyd, RN was hired in 4/2007. 46 students were trained in the report period. |

Part III. Action Plan

Action Plans established during the 2007-2008 Assessment Report period.

| | Brief Description | Status |
|----|---|---|
| 1 | Maintain healthy status of course effectiveness | The health program has experienced higher than expected enrollment and completion rates. Plans are to maintain the healthy status of program demand and outcomes. |
| 2 | Pilot other health career course: | |
| | Certified Nurse Aide Recertification | Currently working with State of Hawaii, Department of Health on curriculum design and approval. Pilot is planned for 2/2009 |
| | Medical Terminology | Currently in talks with KCC Chair of Nursing to model a new ETC Medical Terminology course after the existing KCC course. |
| 3 | Build collaborative relationship with KCC to support planned CNA to LPN to RN pathway. The pathway model is designed to transition students enrolled in ETC entry level nurse aide training to next higher level Practical Nurse training and beyond to highest level Registered Nurse. | |
| | Licensed Practical Nurse training (LPN) | Collaborative efforts in 2008 have resulted in an MOA between KCC and WCC to offer the first ever – LPN program at the WCC campus. The LPN program will be managed and all courses will be taught by KCC staff |
| | Associate Degree Nurse training (RN) | The planned CNA to LPN to RN pathway has progressed so that 10 Nurse Aide students are prepared to begin training in the ADN (RN) program at the KCC campus in January 2009. |
| | | Talks are ongoing – Re: offering the ADN program at WCC. Offering the course at WCC would minimize barriers to graduation associated with commute. Plans are to offer the first ADN course at WCC in Fall 09 |
| 4. | Maintain relationships with current community partners and identify other potential partnerships that would strengthen Health Programs. | |
| | Continue work with Advisory Panel | (See attachment C). The advisory panel met twice in 2008. Health Program goals and activities are focused on UH Strategic plan recommendations and recommendations of the advisory panel. The advisory panel supports the |

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| | | Nursing Pathway model. |
| | Office of Hawaiian Affairs | Awarded a 150,000 grant to support student costs associated with nurse aide training. Funds were budgeted to support training for 60 students. To date 46 students have been trained. * Funds are in place, and IRB approval is pending - to support the "Living Wage" research project. |
| | Perkins – PCATT | Awarded 9,750 grant to support a technology pilot designed to expose students in nurse aide training to health care documentation in hand-held 'Palm Pilot' computers. Important knowledge was gained from student surveys and the project is now in phase II. |
| | Kamehameha Schools Bishop Estate | Awarded a 528,000 grant to support the nursing pathway model. 10 students (9 Native Hawaiian and 1 non-Native Hawaiian represent the first cohort of CNA students advancing to LPN and RN training. |

Part IV. Resource Implications (physical, human, financial)

| | Brief Description | Budget | Rationale |
|----|--|---------------|---|
| 1 | Maintain healthy status of course effectiveness | | |
| | Offer Nurse Aide course | No change | Current allocations (instruction, supplies, casual hire support, etc.) are estimated to support future actions. |
| 2 | Pilot other health career course: | | |
| | Certified Nurse Aide Recertification | 0.0 | Plans are to set tuition fees to cover instructional and supply costs. |
| | Medical Terminology | 0.0 | Plans are to set tuition fees to cover instructional and supply costs. |
| 3 | Build collaborative relationship with KCC to support planned CNA to LPN to RN pathway. | | |
| | Licensed Practical Nurse training (LPN) | 3000.00 | Plans are to provide minor renovation to create a nurse training lab with a sink and office space with fax/phone. |
| | Associate Degree Nurse training at KCC (RN) | 0.0 | See above |
| | Associate Degree Nurse training at WCC (RN) | 0.0 | See above |
| 4. | Maintain relationships with current community partners | | |
| | Continue work with Advisory Panel | 0.0 | The advisory panel informs development of the Nursing Pathway model. |
| | Office of Hawaiian Affairs | 0.0 | Funds are in place |
| | Perkins – PCATT, Phase II | 0.0 | All equipment currently available |
| | Kamehameha Schools Bishop Estate | 0.0 | Funds are in place |

