

## **CAREER TECHNICAL EDUCATION (CTE) TWO-YEAR PROGRAM REVIEW**

**Program: Registered Nursing, Associate Degree (NRAD)**

**Planning Year: 2018-2019**

**Unit: Registered Nursing (NRAD)**

**Cluster: Math and Sciences**

**Last Year of CPPR/Voc. Ed Review: 2014-2015 (2018-2019 to be submitted March 2019)**

### **California Ed Code 78016**

- A. Every vocational or occupational training program offered by a community college district shall be reviewed every two years by the governing board of the district to ensure that each program, as demonstrated by the California Occupational Information System, including the State-Local Cooperative Labor Market Information Program established in Section 10533 of the Unemployment Insurance Code, or if this program is not available in the labor market area, other available sources of labor market information, does all of the following:
  1. Meets a documented labor market demand.
  2. Does not represent unnecessary duplication of other manpower training programs in the area.
  3. Is of demonstrated effectiveness as measured by the employment and completion success of its students.
- B. Any program that does not meet the requirements of subdivision (A) and the standards promulgated by the governing board shall be terminated within one year.
- C. The review process required by this section shall include the review and comments by the local Private Industry Council established pursuant to Division 8 (commencing with Section 15000) of the Unemployment Insurance Code, which review and comments shall occur prior to any decision by the appropriate governing body.
- D. This section shall apply to each program commenced subsequent to July 28, 1983.
- E. A written summary of the findings of each review shall be made available to the public.

I. Meets a documented labor market demand, <http://www.labormarketinfo.edd.ca.gov/>.



2014-2024 Comparison of Growing Occupations by Entry Level Education  
San Luis Obispo County

Fastest Growing (New Jobs from Industry Growth)	Entry Level Education	Largest Growing (New Jobs and Replacement Needs)
Physical Therapists (41.7% or 50 jobs) Family and General Practitioners (31.3% or 50 jobs) Lawyers (9.1% or 20 jobs) Clinical, Counseling, and School Psychologists (2.7% or 10 jobs)	Doctoral or Professional Degree	Clinical, Counseling, and School Psychologists (100 jobs) Family and General Practitioners (90 jobs) Physical Therapists (80 jobs) Lawyers (50 jobs) Pharmacists (50 jobs)
Educational, Guidance, School, and Vocational Counselors (17.0% or 80 jobs) Education Administrators, Postsecondary (6.7% or 20 jobs) Instructional Coordinators (5.3% or 10 jobs)	Master's Degree	Educational, Guidance, School, and Vocational Counselors (170 jobs) Education Administrators, Postsecondary (110 jobs) Instructional Coordinators (40 jobs) Education Administrators, Elementary and Secondary School (40 jobs)
Market Research Analysts and Marketing Specialists (50.0% or 240 jobs) Computer Systems Analysts (43.5% or 100 jobs) Cost Estimators (42.1% or 80 jobs) Loan Officers (38.9% or 70 jobs) Mechanical Engineers (35.3% or 60 jobs)	Bachelor's Degree	General and Operations Managers (930 jobs) Registered Nurses (750 jobs) Accountants and Auditors (340 jobs) Market Research Analysts and Marketing Specialists (300 jobs) Elementary School Teachers, Except Special Education (260 jobs)
Electrical and Electronics Engineering Technicians (23.1% or 30 jobs) Dental Hygienists (20.8% or 50 jobs) Radiologic Technologists (16.7% or 20 jobs) Preschool Teachers, Except Special Education (6.8% or 30 jobs) Paralegals and Legal Assistants (5.9% or 10 jobs)	Associate's Degree	Preschool Teachers, Except Special Education (170 jobs) Dental Hygienists (90 jobs) Electrical and Electronics Engineering Technicians (60 jobs) Paralegals and Legal Assistants (50 jobs) Radiologic Technologists (40 jobs)
Medical Assistants (50.0% or 300 jobs) Heating, Air Conditioning, and Refrigeration Mechanics and Installers (40.9% or 90 jobs) Surgical Technologists (25.0% or 30 jobs) Licensed Practical and Licensed Vocational Nurses (24.5% or 120 jobs) Medical Records and Health Information Technicians (23.5% or 40 jobs)	Postsecondary Non-degree Award	Nursing Assistants (470 jobs) Medical Assistants (420 jobs) Automotive Service Technicians and Mechanics (280 jobs) Licensed Practical and Licensed Vocational Nurses (260 jobs) Heavy and Tractor-Trailer Truck Drivers (250 jobs)
Computer User Support Specialists (18.2% or 80 jobs) Bookkeeping, Accounting, and Auditing Clerks (9.6% or 120 jobs)	Some College, No Degree	Teacher Assistants (250 jobs) Bookkeeping, Accounting, and Auditing Clerks (240 jobs) Computer User Support Specialists (150 jobs)
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders (64.7% or 110 jobs) Demonstrators and Product Promoters (53.1% or 170 jobs) Veterinary Assistants and Laboratory Animal Caretakers (45.5% or 100 jobs) Electricians (42.0% or 290 jobs) Bus and Truck Mechanics and Diesel Engine Specialists (40.0% or 60 jobs)	High School Diploma or Equivalent	Farmers, Ranchers, and Other Agricultural Managers (960 jobs) Office Clerks, General (790 jobs) First-Line Supervisors of Retail Sales Workers (540 jobs) Hotel, Motel, and Resort Desk Clerks (490 jobs) Maintenance and Repair Workers, General (460 jobs)
Roofers (58.8% or 100 jobs) Cement Masons and Concrete Finishers (48.3% or 140 jobs) Personal Care Aides (46.6% or 1,240 jobs) Home Health Aides (41.0% or 160 jobs) Cooks, Restaurant (37.8% or 480 jobs)	No Formal Educational Credential	Retail Salespersons (2,550 jobs) Walters and Waitresses (1,840 jobs) Combined Food Preparation and Serving Workers, Including Fast Food (1,830 jobs) Cashiers (1,710 jobs) Farmworkers and Laborers, Crop, Nursery, and Greenhouse (1,600 jobs)

Excludes "All-Other" occupations and those with employment less than 120 in 2014.

Source: California Employment Development Department

The above chart from the California Employment Development Department demonstrates Registered Nurses as the #2 largest growing occupation for new jobs and replacement needs in San Luis Obispo County between 2014 through 2024. Data shows 750 jobs will be needed in San Luis Obispo to either replace or fill registered nursing jobs. This new data however is a shift from the previous 2012-2022 projections which showed the profession to be fastest and largest growing for an Associate's Degree. New data demonstrates registered nursing to be a growing occupation requiring a Bachelor's degree as an entry level education. Many healthcare facilities in California are preferring Baccalaureate-prepared nurses due in part to the recommendation by the Institute of Medicine (IOM) which recommended that 80% of the nursing workforce have a bachelor's degree in nursing by 2020. In their report, *The Future of Nursing: Leading Change, Advancing Health (2010)*, the IOM identified the need to ensure nurses are well-prepared to not only meet the increased demand for care but also be active contributors and leaders towards improving the quality and safety of care. Cuesta College in partnership with CSU Monterey Bay offers a collaborative pathway for enrolled nursing students who graduate with an associate's degree to attain a bachelor's degree in nursing one year after completing the registered nursing program at Cuesta. The industry job growth projections report supports the need

of this collaborative pathway and also highlights the importance of supporting this program to address job market needs. Last year, 18 students from our first collaborative pathway with CSU-Monterey Bay graduated with a Bachelor of Science in Nursing. This year, 17 are on target to graduate with their BSN in May 2019, one year after completing their associate degree in Cuesta's nursing program.

**II. Does not represent unnecessary duplication of other manpower training programs in the area.**

The Cuesta College RN program does not represent unnecessary duplication of training programs in the area. The closest registered nursing program to Cuesta College is 30 miles south of San Luis Obispo at Allan Hancock College in Santa Maria. Their program is structured as an LVN-RN model whereas Cuesta's registered nursing program is a generic program with no healthcare pre-requisites. The Cuesta College and Hancock College RN programs both receive more applications annually than spaces in the program.

**III. Is demonstrated effectiveness as measured by the employment and completion success of its students,**

[https://misweb.cccco.edu/perkins/Core\\_Indicator\\_Reports/Summ\\_CoreIndi\\_TOPCode.aspx](https://misweb.cccco.edu/perkins/Core_Indicator_Reports/Summ_CoreIndi_TOPCode.aspx)

**Institutional Measurements/Data:**

100% of the RN graduates receive their AS degree.

The 30 unit non-degree option certificate is a pathway for LVN's to enter the program in the 3<sup>rd</sup> semester, complete the 3<sup>rd</sup> and 4<sup>th</sup> semester, and receive an RN certificate. However, this non-degree option certificate currently has limited employment and educational advancement. Therefore, LVN's are advised to enroll in the full-degree option rather than the 30 unit non-degree option. We believe that early faculty and student interaction as well as all students being referred to the success specialist if grades are 75% or less contribute to the increased success and retention rates.

**Gold Star Recognition**

The chart above shows the Cuesta College ADN (RN) program earned Gold Star recognition under the Strong Workforce Stars program. Our students boost their earnings by 136%, 84% attain the regional living wage, and 100% report securing a job in the nursing field.

**Employee Surveys:** 2017-2018 survey results indicate that Employers are satisfied with the quality of RN students entering the workforce. While there is always room for improvement, no obvious GAPS are identified.

**NCLEX Results:** The NCLEX test pass rate on first-attempt for 2014 -2015, 2015-2016, 2016-2017, 2017-2018 RN graduates was 100% .

## PERKINS IV Core Indicators of Performance: Summary Detail Report for 2018-2019

Select Report Type: College Summary - Core | Select District/College: Cuesta College | Select Fiscal Year: 2018-2019 | Select TOP Code: | View Report

Summary Core Indicators by TOP Code - Report

PERKINS IV Core Indicators of Performance by Vocational TOP Code  
Indicators for 2018-2019 Fiscal Year Planning  
Summary by College for: CUESTA - SAN LUIS OBISPO

To display 4 or 6 digit TOP codes, click on the plus sign to the left of the TOP code.

	Core 1 Skill Attainment	Core 2 Completion	Core 3 Persistence	Core 4 Employment	Core 5a NT Participation	Core 5b NT Completion
01 AGRICULTURE AND NATURAL RESOURCES	0.00	100.00	100.00		100.00	100.00
02 ARCHITECTURE AND RELATED TECHNOLOGIES	89.47	100.00	100.00	0.00	36.84	39.39
05 BUSINESS AND MANAGEMENT	89.51	99.13	98.53	66.07	45.01	43.45
06 MEDIA AND COMMUNICATIONS	91.49	100.00	97.87	87.50	31.58	28.57
07 INFORMATION TECHNOLOGY	91.67	100.00	98.81	77.78	15.48	11.11
08 EDUCATION	100.00	100.00	100.00			
09 ENGINEERING AND INDUSTRIAL TECHNOLOGIES	96.41	96.10	97.76	79.17	9.04	8.93
10 FINE AND APPLIED ARTS	100.00	100.00	100.00		50.00	50.00
12 HEALTH	96.08	99.53	98.77	93.89	22.87	22.39
1205 MEDICAL LABORATORY TECHNOLOGY	50.00	100.00	100.00	50.00		
1208 MEDICAL ASSISTING	100.00	96.97	96.97	88.00	9.09	13.89
1230 NURSING	99.30	100.00	99.29	100.00	15.49	15.19
123010 REGISTERED NURSING	100.00	100.00	100.00	100.00	20.00	17.65
123020 LICENSED VOCATIONAL NURSING	98.21	100.00	98.21	100.00	8.93	0.00
123030 CERTIFIED NURSE ASSISTANT	100.00		100.00		0.00	

Performance Rate Less Than Goal is Shaded | Total Count is 10 or Greater | Total Count is Less Than 10

Core 1 - Skill Attainment, GPA 2.0 & Above: 91.00% Performance Goal - ( 2015- 2016)  
 Core 2 - Completions, Certificates, Degrees and Transfer Ready: 88.00% Performance Goal - ( 2015- 2016)  
 Core 3 - Persistence in Higher Education: 90.00% Performance Goal - ( 2015- 2016)  
 Core 4 - Employment: 72.00% Performance Goal - ( 2015- 2016)  
 Core 5 - Training Leading to Non-traditional Employment: Greater than 23.36% Participation & 27.27% Completion - ( 2015- 2016)  
 Source: CCCCO MIS Database, EDD Base Wage File, CSU Chancellor's Office, UC Office of the President, 2000 Census, Student Loan Clearing House

Page 1 of 1 | Report Create Date: 02/01/2010

**Perkin's Data** suggests that we are meeting the benchmarks with a performance rate of 100% in Skill Attainment, Completion, Persistence and Employment. Although the benchmarks for Core 5a (20.00) and 5b (17.65) have not been met, the data demonstrates an improvement from the 2015-2016 performance rates which were 14.29 (Core 5a) and 16.07 (Core 5b). The program has seen an increase in men interested in registered nursing as a career and continue to work towards meeting these benchmarks to underserved populations.