Board Monitoring Report

Professional Programming

March 2023

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Introduction

The SCC Board of Trustees, through the Strategic Outcomes policy on College Purpose (B1000), has identified eight critical services:

- Transfer Programming (B1003)
- Professional Programming (B1004)
- Continuing Education Programming (B1005)
- Workforce Training (B1006)
- Community Education Programming (B1007)
- College Readiness Programming (B1008)
- Adult Education Programming (B1009)
- Student Services (B1010)

In addition, the Board believes accreditation and diversity are essential elements needed to support the achievement of those services (B1002). As such, the Board has identified Strategic Outcome policies for Accreditation & Certification (B1011) and Diversity, Equity, and Inclusion (B1012).

To provide an effective and consistent assessment framework for the Board to evaluate the College's progress, the Board will regularly inspect (B4003), through President provided monitoring reports, College performance using the Shawnee College Effectiveness System (SCCES). Specific monitoring measures and indicators of performance are suggested in each Strategic Outcomes policy and aligned to Strategic Plan strategies.

In accordance with the Board policy on Monitoring College Effectiveness (B1002), monitoring reports will assist the Board with guiding the President on decisions related to the Strategic Plan for prioritizing improvement initiatives and allocating resources. Monitoring reports will include, at minimum:

- An explicit alignment with the College's Strategic Plan strategies
- An in-depth analysis of the aligned key performance indicators in SCCES
- Relevant strengths and areas for improvement informed by the analysis
- Specific, measurable actions and recommendations for continuous improvement anchored in a realistic timeframe

Further, through the Governance & Bylaws policies, the Board has identified key areas integral to the success of the Strategic Outcome policies for which monitoring reports are required (B4003). These areas include:

- Finance & Budget (Quarterly)
- Investment (Quarterly)
- Foundation (Quarterly)
- Facilities (Quarterly)

- Information Technology (Quarterly)
- Human Resources (Quarterly)
- Risk Management (Quarterly)
- Student Academic Assessment (Annual)

Executive Summary

As identified in the College purpose statement (B1000), professional programming is an essential service that prepares students for entry-level employment and apprenticeships.

According to the Board's Professional Programming Strategic Outcomes policy (B1004), students receive value by engaging in the College's professional (i.e. career technical education) courses, certificates, and degrees designed to prepare them for direct entry-level employment in the workplace or for an industry recognized apprenticeship. Students benefit from relevant and evolving curriculum that is informed by employer, educational partner, and economic development professional input. Students benefit when they obtain enhanced job skills, employment, and/or promotion in careers related to their courses and programs of study. Students receive greater value when they receive a wage in a high skill-high demand career located within the district after completion of a SCC professional course or program of study. In addition to wage growth, students receive superior value when they are able to obtain professional certification and/or licensure after completing a course or program of study that is aligned with industry-recognized standards. Furthermore, students are well positioned for future job growth when their professional course, certificate, and/or degree align with advanced professional degrees at colleges and universities. This clarifies the transfer pathway, reduces the time spent obtaining advanced professional degrees, increases career flexibility/mobility, and potentially limits student loan debt.

Employers benefit from a supply of employees who possess the knowledge, skills and abilities needed to succeed. Employers receive value from an agile and skilled workforce that brings new ideas and creativity to a rapidly changing market and work environment.

To achieve these benefits, the Board directs the President to establish, deliver, and continuously improve a program of professional (i.e. career-oriented) education. This report provides updates on the College's Professional Programming and how it aligns with the Board Strategic Outcomes using the Key Performance Indicators (KPIs) in the Shawnee Community College Effectiveness System (SCCES).

Some areas of focus for 2021-2022 include:

- Truck Driving Expansion to Metropolis Center (G1.O2.SA)
- Competency-Based Education Welding (G2.O5.SF)
- Nursing Programs received ACEN Accreditation (G1.O2.SB)
- Purchased high-fidelity simulation equipment for the Nursing and Allied Health Simulation lab (G1.O2.SB)
- Articulations initiated, updated, and/ or completed with Southern Illinois University Carbondale, Southern Illinois University Edwardsville, McKendree University, Murray State University, and Southeast Missouri State University (pending) (G1.O1.SB)

- Implemented Medical Assistant Program at Anna Center (G1.O2.SF)

Implemented Medical Assistant evening program, offered EMT course in Alexander County with EMS agency, offered evening EMT courses at main campus, offered evening phlebotomy course and created phlebotomy short term certificate (G2.O3.SB)

As specified by Board Policy *B1004 Professional Programming*, the following SCCES areas of performance (KPAs) have been identified:

- Community Need
- Student Interest
- Enrollment
- Academic Progress
- Academic Success
- Completion
- Employment Readiness
- Deployment

When analyzing the KPIs aligned to these SCCES areas, the following patterns and trends are evident:

- Nursing program enrollment has decreased in the past five years.
- 67% of SCC Nursing and Allied Health and 88% of Career and Technology programs are aligned with high need, living wage occupations in at least one surrounding area, LWIA 25.
- The CTE Dean role was vacant from August 2022 until January 2023.
- Efforts are underway to update and expand the CTE articulation agreements with universities.
- CTE has 14 less-than-one-year certificates. There are 11 between 6-16 credit hours that can be completed in one semester. There are 3 between 18-29 credit hours that can be completed in two semesters.
- CTE has 5 one-year certificates between 30-40 credit hours that can be completed in one year.
- CTE has 9 Associate of Applied Science degrees between 60-65 credit hours that can be completed in two years.
- CTE overall program enrollments have increased over the last five years.

Performance Areas (Value Statements in B1004)

Policy Value: Prepare for direct entry-level employment

According to Board Policy B100 College Purpose, SCC's purpose is to provide high quality, affordable higher education services to its service area, which advance economic mobility, personal growth, and the local economy. Determining needs within the SCC service area is a critical step to meet the needs of the community while also providing a living wage to citizens.

Program Completion Time (Less than one semester to two years)

Of the SCC professional programs that are currently active (Table 1) nearly 43% can be completed in less than one year.

Table 1. Professional Programs by Length and Type of Credential

Nursing and Allied Health		
Less than 1 year certificate	**One year certificate**	**Two year Associate Degree**
Certified Nursing Assistant 7.5 credit hours	Medical Assistant - 32 credit hours	Associate Degree Nursing - 64 credit hours
Medical Biller - 11 credit hours	Medical Coding Specialist - 33 credit hours	Social Work - 64 credit hours
Medical Coder - 12 credit hours	Medical Office Assistant - 32 credit hours	Medical Lab Technologist - 66 credit hours (SICCM)
	Practical Nursing - 50 credit hours	Occupational Therapy Assistant - 70 credit hours (SICCM)
		Surgical Technology - 61 credit hours (SICCM)
Career and Technology		
Less than 1 year certificate	**One year certificate**	**Two year Associate Degree**
Auto Body - 6 credit hours	Agriculture – 33 credit hours	Accounting – 64 credit hours
Automotive Maintenance and Light Repair - 16 credit hours	Automotive Technician Assistant – 31 credit hours	Ag Business Management – 61 credit hours
Basic Residential Electricity - 18 credit hours	Cosmetology – 40 credit hours	Automotive Technology – 62 credit hours
Cosmetology Instructor Training - 24 credit hours	Criminal Justice – 30 credit hours	Business Management – 63 credit hours
Diesel Technology - 29 credit hours	Combination welding – 31 credit hours	Computer Systems and Security Specialist – 65 credit hours
Basic Heating and Air - 29 credit hours		Construction Management of Laborers-62 hr credit hours
Internet and Computing Core Prep - 7 credit hours		Criminal Justice – 62 credit hours
Microsoft Office Specialist Prep - 6 credit hours		Fish and Wildlife Management – 60 credit hours
Nail Technology - 16 credit hours		HVAC– 61 credit hours
Truck Driving - 16 credit hours		Information Processing Technology – 62 credit hours
Welding: Arc - 11 credit hours, Gas - 6 credit hours, TIG - 5 credit hours, Pipe - 14 credit hours, MIG - 6 credit hours		

High Need, Living Wage Careers

The [SCC Labor Market Report](#) charts on page 27-30 show the alignment of our programs to the need and living wage in our service area and surrounding region. The majority of the programs (67% of SCC Nursing and Allied Health and 88% of Career and Technology) are high need, living wage occupations in our service region with the exception of the following SCC Programs:

- Allied Health and Nursing: Medical Assistant, Medical Coder, Medical Coding Specialist, and Certified Nursing Assistant programs are not considered High Need, Living Wage occupations per the most recent Labor Market Analysis, primarily due to the low entry wage. While those are not considered high need/ living wage careers, they are an entry point into other health career opportunities.
- Career and Technology: Basic Electricity, Cosmetology, Fish and Wildlife Management

Although SCC has 7 total programs that are not reflected on the high need/living wage chart, the aggregated program numbers are reflective of student interest from 2018 to 2022:

- Certified Nursing Assistant programs had 247 enrolled and 231 completed.
- Medical Assistant had 10 enrolled and 5 completed.
- Medical Coding had 49 enrolled and 22 completed.
- Medical Coding Specialist had 65 enrolled and 24 completed.
- Basic Residential Electricity had 22 enrolled and 3 completed.
- Cosmetology had 79 enrolled and 29 completed.
- Fish and Wildlife Management had 27 enrolled and 8 completed.

Alignment to Industry Standards

Alignment of our programs to the accepted industry standards ensure our students can carry out the standard functions and operations in their respective fields. The programs in Table 2 are aligned with industry standards. It is the goal of SCC to make sure all professional programs are aligned to their industry standards and can obtain the associated recognitions and/or accreditations (G1.O3.SA).

Table 2. Programs Aligned with Industry Standards

All Nursing, Allied Health, and Career and Technology programs	Higher Learning Commission
	Illinois Community College Board
Practical Nursing, Associate Degree Nursing	Illinois State Board of Nursing/ Illinois Department of Financial and Professional Regulation
	Accreditation Commission on Education in Nursing
Certified Nursing Assistant	Illinois Department of Public Health
Medical Assistant	National Center for Competency Testing
Medical Coding Specialist	National Healthcare Association
Medical Laboratory Technology (SICCM)	National Accrediting Agency for Clinical Laboratory Sciences
	American Society of Clinical Pathologists Board of Registry
Occupational Therapy Assistant (SICCM)	Accreditation Council for Occupational Therapy Education of the American Occupational Therapy Association
	National Board for Certification in Occupational Therapy
Surgical Technology (SICCM)	Commission on Accreditation of Allied Health Education Programs
	Accreditation Review Counsel for Surgical Technology and Surgical Assisting
Cosmetology Nail Technician	Illinois Department of Financial and Professional Regulation
Truck Driving	Federal Motor Carrier Safety Administration

Policy Value: Evolving curriculum that is informed by employer, educational partner, and economic development professional input

Advisory Councils

The following programs held advisory council meetings this calendar year (G1.O3.SA; G4.O2.SB).

- Nursing and Allied Health Advisory Meeting was held on April 27, 2022 with 78 invitees and 28 participants, including SCC faculty and area clinical and community partners. A list of participants can be found in Appendix A. A Fall 2022 advisory meeting was tentatively set for November 9, 2022, but was canceled due to a scheduling conflict. An in-person Spring 2023 advisory meeting is scheduled for April 27, 2023.
- SICCM: each SICCM program holds its own annual advisory meeting with their clinical partners and community stakeholders, including SCC allied health chair and dean. Occupational Therapy and Medical Lab Technology programs hold May advisory meetings and Surgical Technology holds a December advisory meeting. Additionally, SICCM director and program directors meet annually with SCC and JALC deans and directors (last meeting was April 29, 2022).
- Career and Technical Program Advisory meetings were held in Spring and Fall 2022. A list can be found in Appendix A. These meetings are held on the main campus at a time convenient for that specific occupational area. The committee structure includes business and industry partners as well as universities when applicable. The curriculum is reviewed to ensure relevance and that the program continues to meet the needs of the employers.
- In preparation for the Fall 2022 meetings, it was determined that there is a need to increase the number and quality of business and industry relationships. Attention to outreach and development of these relationships is needed moving forward.

Work-Based Learning Opportunities

The following programs incorporate a work-based learning experience into their curriculum through a formal clinical, practicum, or internship (G4.O5.SA). Nursing and Allied Health partners are listed in Appendix B.

Nursing and Allied Health:

- Practical Nursing: Clinicals
- Associate Degree Nursing: Clinicals
- Certified Nursing Assistant: Clinicals
- Medical Assistant: Internship
- SICCM Programs: Clinicals/Internships/ Practicum
- Social Work: Internship

CTE Programs:

- Agriculture: Internship
- Automotive: Work-Based Learning (student lab)
- Business Management: Internship
- Computer System and Security Specialist: Internship
- Construction Management of Laborers: Internship and Work-Based Learning (job site)
- Cosmetology: Internship
- Criminal Justice: Internship
- Fish and Wildlife: Internship
- Truck Driving: Internship

Policy Value: Obtain enhanced job skills, employment, and or promotion in careers located within the district after completion

Job Placement

Associate Degree Nursing, Medical Lab Technician, and Surgical Technology programs monitor placement data, due to requirements of accreditation bodies (Tables 3-5). Practical Nursing data (Table 3) is being monitored effective 2021; however, it has been determined that 80% or more of SCC practical nursing students choose to advance their nursing career by application to an Associate Degree in Nursing (ADN) program.

Placement Data for the CTE programs are not currently available; however, SCC has added Career Coach for current job listings and resume building. CTE programs should work with Career Services to assist in tracking future placement data (G4.O5.SA).

Table 3. Nursing Program Placement Data

Nursing Job Placement Data		
Academic Year	PN	ADN
2017-2018	n/a	n/a
2018-2019	n/a	22/39 (56%)
2019-2020	n/a	n/a
2020-2021	n/a	14/14 (100%)
2021-2022	82%*	18/19 (95%)

*reported job placement or continuation in an ADN program

Table 4. Medical Lab Technology Program Placement Data

Medical Lab Technology Graduate Placement Rate (Includes JALC student data)			
Academic Year	% Employed	% Graduated	% of Attrition
2017-2018	100%	92%	8%
2018-2019	100%	82%	18%
2019-2020	100%	100%	0%
2020-2021	100%	56%	44%
2021-2022	n/a	n/a	n/a

Table 5. Surgical Technology Program Placement Data

Surgical Technology Graduate Placement Rate (includes JALC student data)			
Year	# Students Enrolled	# Student Placement	Placement Rate
2017-2018	10	9	90%
2018-2019	12	11	92%
2019-2020	7	6	86%
2020-2021	5	5	100%
2021-2022	n/a	n/a	n/a

Policy Value: Professional certification and/or licensure after completing a course of study

Certificate/Licensure Data and Pass Rates

Certificate/Licensure Pass Rates (G1.O2.SB) are monitored for all nursing programs and SICCM programs due to accreditation requirements. Very few CTE programs track or officially record Certificate/Licensure Pass Rates. An analysis of the pass rates reveals that, with an exception in a couple of years, SCC students are well prepared to pass the exams.

Nursing and Allied Health: Certified Nursing Assistant (Table 6a and 6b), Practical Nursing (Table 7), Associate Degree Nursing (Table 8), Medical Assistant (official reported data does not yet exist), and all SICCM programs (Table 9): Medical Lab Technician, Occupational Therapy Assistant, and Surgical Technician. CTE Programs: Cosmetology and Nail Technician (Table 10).

Table 6a. Certified Nursing Assistant Pass Rates

CNA Certification Exam Pass Rate (SCC program codes 0205, 0810, 0818)		
Year	Total # Students Testing	% Pass Rate
2018	43	86%
2019	9	100%
2020	17	100%
2021	22	97.9%
2022	pending	pending

Table 6b. Certified Nursing Assistant Pass Rates - Dual Credit

CNA Certification Exam Pass Rates - Dual Credit Programs										
Year	Total # Students Testing/ % Pass Rate by Program 2018-2021 (2022 data not released as of 1/23/23)									
	Anna		Five County		Goreville		Massac		Vienna	
2018	7	71.4%	16	100%	8	100%	5	100%	15	93.3%
2019	15	100%	7	100%	6	100%	6	83.3%	14	92.9%
2020	7	100%	10	40%	4	75%	4	75%	13	92.3%
2021	14	100%	3	100%	6	100%	2	100%	17	76.5%

Table 7. Practical Nursing Pass Rates

Nursing NCLEX Pass Rates - PN			
Year	# Students Tested	# Students Passes	Pass Rate
2018	34	34	100%
2019	39	39	100%
2020	39	37	95%
2021	32	26	81%
2022* (As of 3rd quarter)	22	21	95%

Table 8. Associate Degree Nursing Pass Rates

Nursing NCLEX Pass Rates - ADN			
Year	# Students Tested	# Students Passes	Pass Rate
2018	29	28	97%
2019	35	27	77%
2020	42	34	81%
2021	14	14	100%
2022* (as of 3rd quarter)	18	18	100%

*4th quarter data and annual report will be made available in February. 2023. Data was not available at the time of this report.
Source: IDFPR Annual Report and ACEN Annual Report/ SCC website

Table 9. SICCM Pass Rates (Includes JALC total student numbers, SCC % provided by SICCM faculty)

MLT - ASCP Board of Registry Exam Pass Rates (includes JALC students)					
Exam Year	Total # Graduated	Total # Tested	Total # Passed	Pass Rate	SCC Pass Rate
2018	11	7	5	71%	50%
2019	9	7	5	71%	100%
2020	5	5	5	100%	100%
2021	5	4	3	75%	0%
2022			pending	88%	100%

OTA - National Board for Certification in Occupational Therapy (NCBOT) Exam (includes JALC Students in numbers)

Graduation Year	Students Entering / Student Graduating	Graduation Rate	SCC Pass Rate
2022	21/16	76%	100%
2021	17/11	65%	100%
2020	23/19	82%	100%
2019	25/20	80%	100%

CST -National Board Examination Certified Surgical Technologist (CST)Exam Pass Rate (Includes JALC students)

Year	# Students Tested	# Students Passes	Pass Rate	SCC Pass Rate
8/1/2017 – 7/31/2018 (2018)	10	8	80%	86%
8/1/2018 – 7/31/2019 (2019)	12	5	42%	40%
8/1/2019 – 7/31/2020 (2020)	7	4	57%	50%
8/1/2020 – 7/31/2021 (2021)	5	3	60%	100%

Table 10. CTE - Cosmetology and Nail Tech Pass Rates

Cosmetology and Nail Tech Pass Rates		
Year	Cosmetology	Nail Tech
2018	100%	n/a
2019	100%	100%
2020	98%	n/a
2021	99%	n/a
2022	pending	pending

IDFPR Annual Reports are available after February 2023.

Policy Value: Align with advanced professional degrees at college and universities

Articulation Agreements exist to improve the transfer process between SCC and area universities (G1, O1, SB).

Table 11. Articulation Agreements

	Nursing and Allied Health	
Articulation Agreements	Nursing articulation agreements or Transfer Pathways:	McKendree University, Murray State University, Southern Illinois University - Edwardsville, Southern Illinois
	Social Work Articulation:	McKendree University, Southern Illinois University Carbondale
	Career and Technical Programs	
	Accounting	Southern Illinois University Carbondale
	Agriculture Business and Management	McKendree University, Southern Illinois University
	Automotive	Southern Illinois University Carbondale
	Criminal Justice	McKendree University, Southern Illinois University Carbondale
	Business Management	McKendree University, Southern Illinois University
	Construction Management	Southern Illinois University Carbondale
	Fish and Wildlife Management	Southern Illinois University Carbondale
	Computer System and Security Specialist	Southern Illinois University Carbondale
	Heating/ Ventilation/ AC/ Refrigeration	Southern Illinois University Carbondale
Source: https://www.shawneecc.edu/academics/transfer-programs and SCC Registrar		

Policy Value: Possess the knowledge, skills and abilities needed to succeed

Nursing Programs

Nursing Program Enrollment (Data Source: Program Enrollment History, SCC CROA, 12/12/2022) - All Professional Programming Enrollment can be found in Appendix C

Notable Enrollment Trends:

- The SCC nursing programs (combined PN, ADN, and CNA programs) show an enrollment decline since 2018 (Table 12). CNA enrollment was lower due to Five-County Regional Vocational unable to find an instructor for the Anna-Jonesboro/ Cobden/ Shawnee program. Additionally, the global pandemic negatively impacted nursing enrollment, as students were unable to complete clinical components and area facilities required vaccinations for placements. These requirements were not well-received by the community. and several students dropped the nursing programs as a result of the changes. The vaccination requirements remain in place today, though more facilities are taking medical and true religious exemptions into consideration for student placement.
- SCC's nursing program is predominantly white students (Table 13), predominantly female (Table 14), and predominantly between the ages of 21-25 years old (Table 15).
- The region's most populated counties are the primary source of nursing students, with lower numbers coming from lesser populated counties (Table 16).

Table 12. Overall Nursing Programs Enrollment
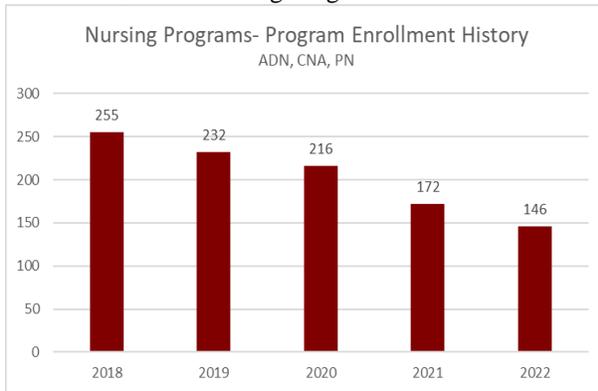
Table 13. Nursing Programs Enrollment by Ethnicity

	American Indian	Asian	Black or African American	Hawaiian/Pacific Islander	Hispanic	Two or More Races	Unknown	White
2018	2	2	21	0	8	0	1	221
2019	3	3	16	0	6	0	2	202
2020	3	0	19	1	5	1	0	188
2021	1	0	18	0	1	0	3	149
2022	0	0	22	0	3	0	3	118
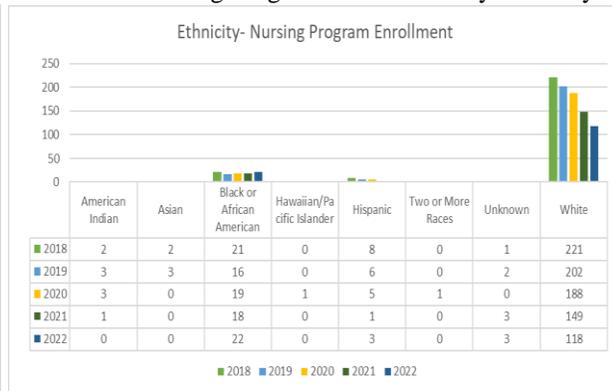
Table 14. Nursing Programs Enrollment by Gender

Gender- Nursing Program Enrollment

Year	Female	Male
2018	227	28
2019	205	27
2020	184	32
2021	146	26
2022	126	20
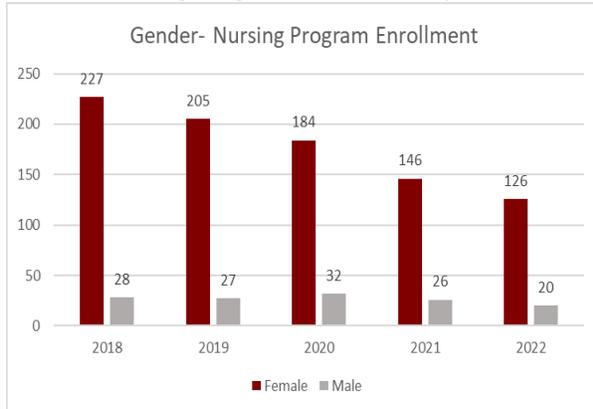
Table 15. Nursing Programs Enrollment by Age

Age- Nursing Program Enrollment

	<18	18-20	21-25	26-30	31-40	41-50	51-61
2018	3	52	91	49	33	21	6
2019	2	54	93	44	28	10	1
2020	0	32	101	44	25	13	1
2021	0	31	72	28	28	12	1
2022	0	26	57	29	21	12	1
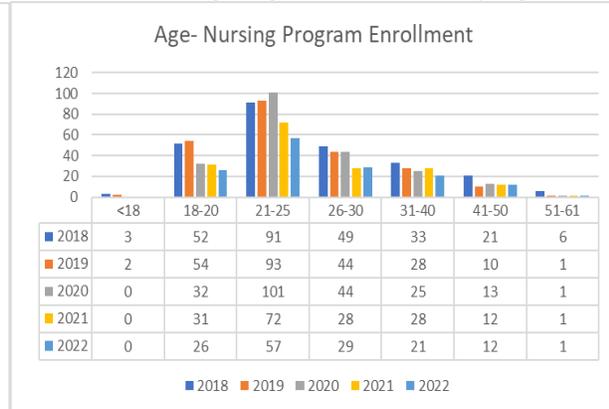
Table 16. Nursing Programs Enrollment by SCC Service Area County

Nursing Program Enrollment by Service County

	Alexander	Jackson	Johnson	Massac	Pulaski	Union
2018	14	7	60	52	23	75
2019	6	8	51	47	23	75
2020	11	10	54	31	24	61
2021	13	8	33	28	16	50
2022	7	8	28	23	15	36
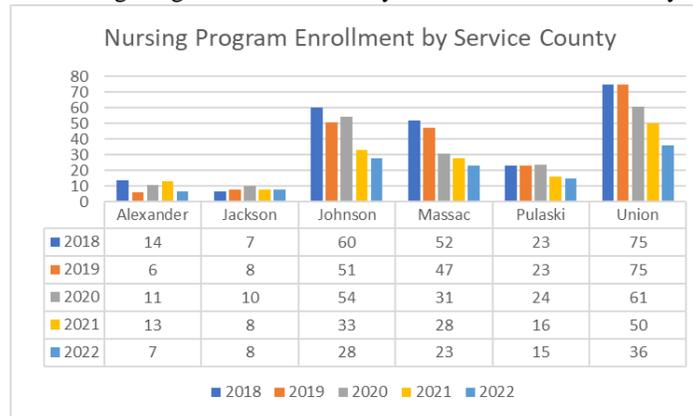
Nursing Course Enrollment and Success Rates-Duplicated Student Count (Data Source: Course Enrollment, SCC CROA, 12/9/2022)

Notable Nursing Course Success Trends (Tables 17-20):

- Overall combined course success rates (Table 7) are steady given the requirement to pass all PN courses with a 77% or higher or ADN courses with 80% or higher to continue within the program.
- While Black or African American and Hispanic success rates are above 80%, they are lower than the other subgroups (Table 18). Course-level success includes high school dual-credit CNA students, where the highest course success rates are students under age 18 (Table 19).
- There is little difference in success rates between males and females (Table 20).

Table 17. Success Rates for All Nursing Courses

Grades	2018	2019	2020	2021	2022
A	121	106	93	65	86
B	130	128	114	116	88
C	84	77	72	61	55
Lower Than C	110	122	124	121	101
Total Students	**231**	**197**	**177**	**182**	**160**
Total C or Better	**212**	**185**	**164**	**163**	**145**
Success Rate	**91.77%**	**93.91%**	**92.66%**	**89.56%**	**90.63%**

Table 18. Success Rates for All Nursing Courses by Ethnicity

Grades	American Indian	Asian	Black or African American	Hawaiian/ Pacific Islander	Hispanic	Two or More Races	Unknown	White
A	4	5	27		12	1	1	334
B	3	2	37	1	11		3	334
C	3	1	27	1	6		1	211
Lower Than C	3	2	30	1	9		1	294
Total Students	**5**	**5**	**63**	**1**	**25**	**1**	**5**	**565**
Total C or Better	**5**	**5**	**56**	**1**	**21**	**1**	**5**	**525**
Success Rate	**100.00%**	**100.00%**	**88.89%**	**100.00%**	**84.00%**	**100.00%**	**100.00%**	**92.92%**

Table 19. Success Rates for All Nursing Courses by Age

Grades	<18	18-20	21-25	26-30	31-40	41-50	51-61
A	57	154	86	51	43	18	4
B	30	142	139	71	52	18	3
C	5	79	100	46	33	12	2
Lower Than C	4	124	135	77	49	22	3
Total Students	**94**	**298**	**172**	**105**	**69**	**26**	**7**
Total C or Better	**92**	**268**	**157**	**89**	**65**	**22**	**6**
Success Rate	**97.87%**	**89.93%**	**91.28%**	**84.76%**	**94.20%**	**84.62%**	**85.71%**

Table 20. Success Rates for All Nursing Courses by Gender

Grades	F	M
A	338	46
B	336	55
C	217	33
Lower Than C	297	43
Total Students	**572**	**98**
Total C or Better	**529**	**90**
Success Rate	**92.48%**	**91.84%**

Nursing Program Completion (Data Source: *Program Completers*, SCC CROA, 12/12/2022) - All Professional Programming completion data can be found in Appendix D.

Notable Completion Trends:

- Aligned with enrollment, overall completion has decreased (Table 21).
- Seven students in the 2021-2022 PN and ADN programs dropped before completion due to vaccination requirements by clinical partners. This was unforeseen and unavoidable.
- In 2021, a Nursing Tutor was hired full-time to increase course and program pass rates. Nursing faculty require students to complete remediation with the tutor after any grade less than 77% (PN) or 80% (ADN), which has had a positive impact on nursing pass rates.
- Nursing program completion is composed of 87% female and 13% male students (Table 23) which is commensurate with the enrollment trend by gender (Table 14).
- Per the Accreditation Commission on Nursing Education 2022 annual report, Practical Nursing On-time completion was 85%, Associate Degree Nursing (2021) on-time completion rate was 60.8% due to multiple students failing. Implementation of a progression pathway to ensure student success was initiated and remains in effect to improve on-time completion rate.

Table 21. Completion for All Nursing
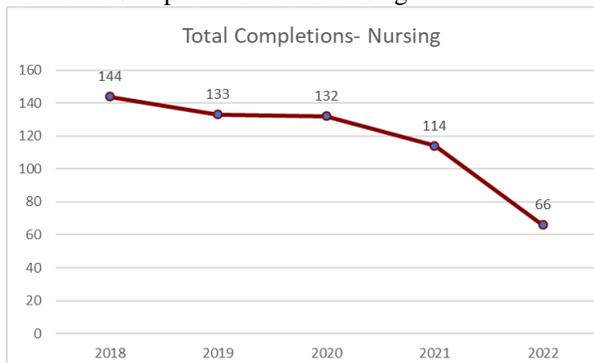
Table 22. Completion for Nursing by Ethnicity

	American Indian	Asian	Black or African American	Hawaiian/Pacific Islander	Hispanic	Two or More Races	Unknown	White
2018	1	1	9	0	2	0	1	130
2019	2	3	4	0	4	0	0	120
2020	2	0	5	1	3	1	2	118
2021	0	1	13	0	5	0	0	95
2022	0	0	9	0	2	1	2	52
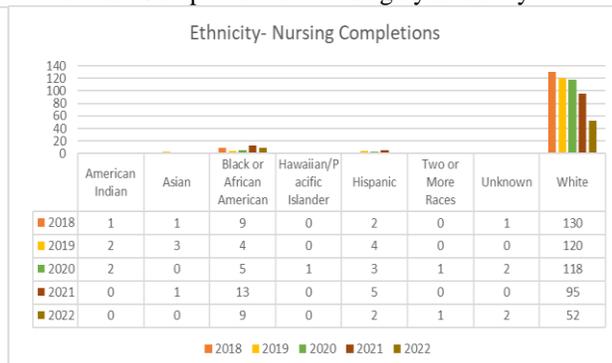
Table 23. Completion for Nursing by Gender
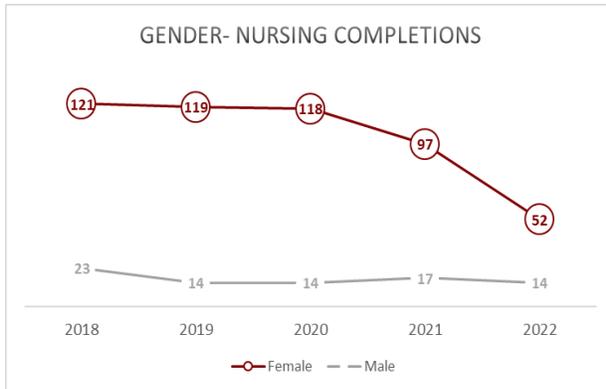
Table 24. Completion for Nursing by Age

GENDER- NURSING COMPLETIONS

Female: 121 (2018), 119 (2019), 118 (2020), 97 (2021), 52 (2022)
Male: 23 (2018), 14 (2019), 14 (2020), 17 (2021), 14 (2022)

Age- Nursing Completions

	<18	18-20	21-25	26-30	31-40	41-50	51-61
2018	8	63	37	23	9	2	2
2019	2	52	45	17	11	5	1
2020	6	49	38	21	14	3	1
2021	2	56	26	13	13	3	1
2022	1	20	26	7	5	7	0
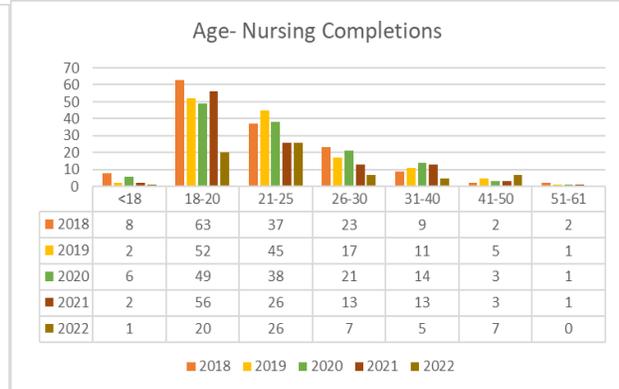
Table 25. Completion for Nursing by SCC Service County

Service Counties- Nursing Completions

	Alexander	Jackson	Johnson	Massac	Pulaski	Union
2018	3	2	50	26	8	41
2019	4	5	39	26	11	41
2020	5	3	36	18	7	46
2021	3	6	29	24	9	31
2022	3	3	16	7	9	16
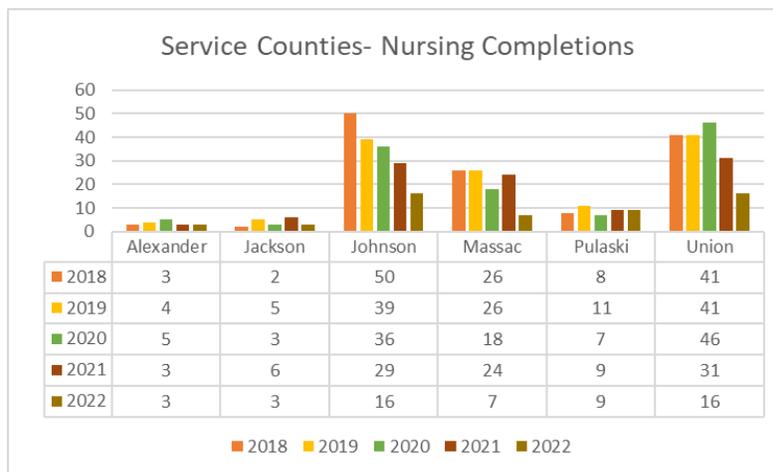
SICCM PROGRAMS

SICCM Program Enrollment History (Data Source: *Program Enrollment History*, SCC CROA, 12/12/2022) – All Professional Programming enrollment data can be found in Appendix C.

Notable Enrollment Trends:

- SICCM programs (OTA, MLT, ST programs) enrollment changes since 2018 are reflected in Table 26, as addressed above, some students dropped SICCM programs as a result of changes related to the pandemic, including required vaccinations. During the data acquisition, it was determined that students were placed into programs before acceptance into actual SICCM programs, as a placeholder for their declared major. It is important to note that 2018 Veterinarian Tech is also included and that program no longer exists.

- SCC's SICCM programs include predominantly white students (Table 27), predominantly female (Table 28). While there is a higher percentage of students 21-25, other age groups are well-represented (Table 29).

Table 26. Overall SICCM Program Enrollment

SICCM Program Enrollment MLT, OTA, SLT, Vet (2018)

Year	Enrollment
2018	35
2019	51
2020	34
2021	36
2022	46
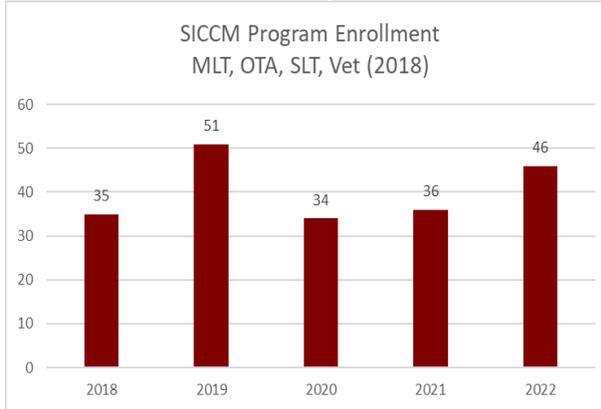
Table 27. SICCM Program Enrollment by Ethnicity

Ethnicity- SICCM Programs Enrollment

	American Indian	Asian	Black or African American	Hawaiian/ Pacific Islander	Hispanic	Two or More Races	Unknown	White
2018	1	0	1	0	0	1	0	32
2019	2	0	5	0	1	1	1	41
2020	3	0	3	0	0	0	0	28
2021	1	0	1	0	1	0	2	31
2022	0	1	6	0	3	2	1	33
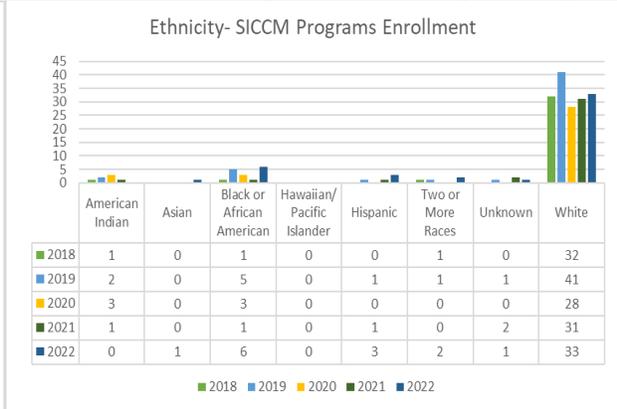
Table 28. SICCM Program Enrollment by Gender

Gender- SICCM Program Enrollment

Year	Female	Male
2018	32	3
2019	47	4
2020	32	2
2021	35	1
2022	42	4
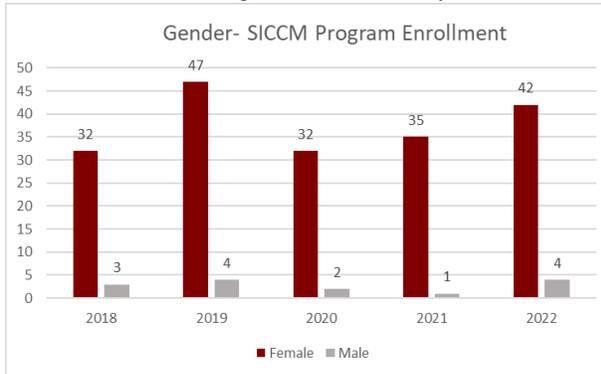
Table 29. SICCM Program Enrollment by Age

Age- SICCM Program Enrollment

	18-20	21-25	26-30	31-40	41-50	51-61
2018	8	11	10	3	2	1
2019	12	16	10	7	4	2
2020	4	14	5	7	2	2
2021	3	19	5	7	2	0
2022	4	19	12	10	1	0
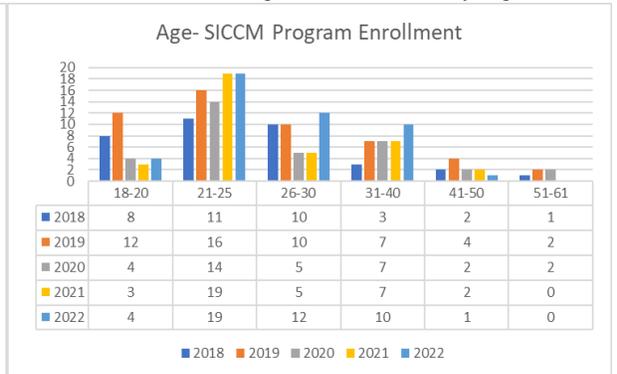
Table 30. SICCM Program Enrollment by SCC Service County
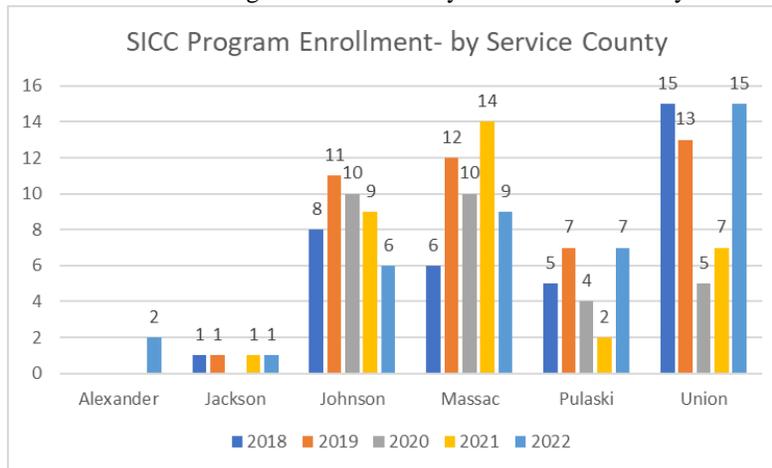
SICC Program Enrollment- by Service County

County	2018	2019	2020	2021	2022
Alexander					2
Jackson	1	1		1	1
Johnson	8	11	10	9	6
Massac	6	12	10	14	9
Pulaski	5	7	4	2	7
Union	15	13	5	7	15

Course Enrollment and Success Rates-Duplicated Student Count (Data Source: *Course Enrollment*, SCC CROA, 12/9/2022)

Notable Course Success Trends:

- SICCM courses have high success, overall, in passing courses given the requirements for continuation of the programs (Table 31).
- Males have a lower success rate (77.78%) than females (91.30%) (Table 34).

Table 31. Overall Success Rates-SICCM Courses

Grades	2018	2019	2020	2021	2022
A	18	19	20	20	24
B	22	23	23	19	24
C	13	11	10	6	10
Lower Than C	10	15	11	4	7
Total Students	**27**	**32**	**31**	**24**	**35**
Total C or Better	**26**	**32**	**30**	**24**	**33**
Success Rate	**96.30%**	**100.00%**	**96.77%**	**100.00%**	**94.29%**

Table 32. SICCM Course Success Rates by Ethnicity

Grades	American Indian	Asian	Black or African American	Hispanic	Two or More Races	Unknown	White
A	2		2	2	1	1	61
B	3		6		1	1	63
C	3		7		1	1	33
Lower Than C	1	1	5	1	1		42
Total Students	**3**	**1**	**7**	**2**	**1**	**1**	**86**
Total C or Better	**3**	**0**	**7**	**2**	**1**	**1**	**77**
Success Rate	**100.00%**	**0.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**89.53%**

Table 33. SICCM Course Success Rates by Age BY AGE-SICCM

Grades	18-20	21-25	26-30	31-40	41-50	51-61
A	16	29	13	13	5	3
B	19	27	18	13	3	1
C	12	11	12	8	0	2
Lower Than C	9	22	13	9	1	1
Total Students	24	43	22	21	6	3
Total C or Better	21	36	20	19	5	3
Success Rate	87.50%	83.72%	90.91%	90.48%	83.33%	100.00%

Table 34. SICCM Course Success Rates by Gender

Grades	F	M
A	64	5
B	67	7
C	42	3
Lower Than C	46	5
Total Students	92	9
Total C or Better	84	7
Success Rate	91.30%	77.78%

SICCM Program Completion (Data Source: Program Completers, SCC CROA, 12/12/2022) - All Professional Programming completion data can be found in Appendix D.

Notable Completion Trends:

● SICCM program completion (Table 35) is very low compared to enrollment numbers (Table 26). As noted in enrollment trends, it was determined that students may have been placed into programs before

acceptance into actual SICCM programs, as a placeholder for their declared major. This will be explored to determine a more accurate way to capture enrollment and completion data.

Table 35. SICCM Overall Completions
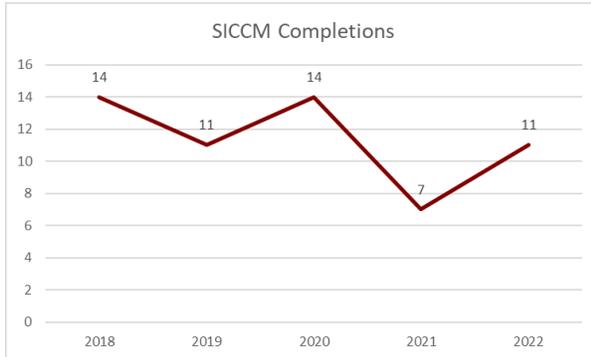
Table 36. SICCM Completions by Ethnicity
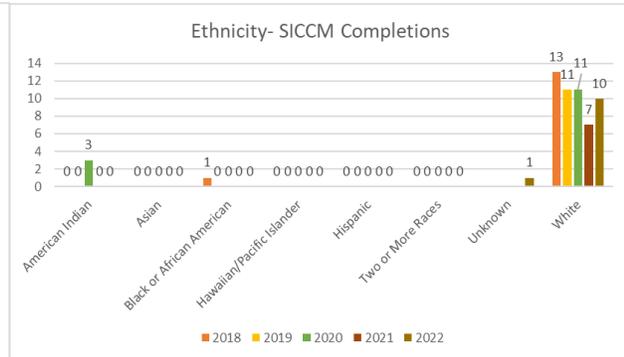
Table 37. SICCM Completions by Age
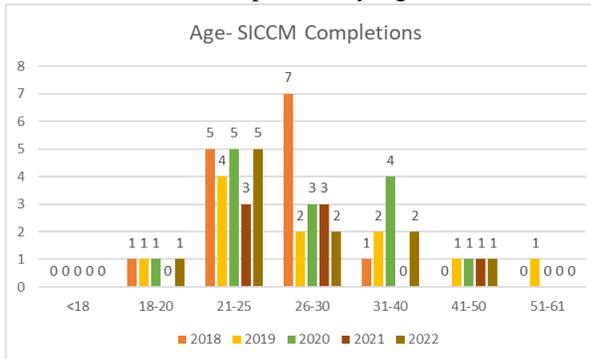
Table 38. SICCM Completions by SCC Service County
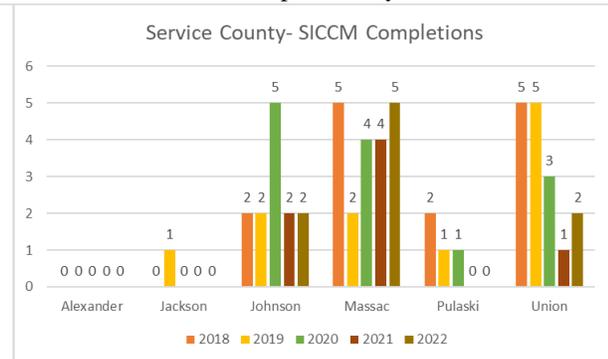
ALL OTHER ALLIED HEALTH PROGRAMS

All Other Allied Health Programs-Program Enrollment History (Data Source: Program Enrollment History, SCC CROA, 12/12/2022) - All Professional Programming enrollment data can be found in Appendix C.

- Programs include Medical Assistant, Medical Office Assistant, Medical Coding Specialist, Medical Billing, Medical Coding, Social Work, Massage Therapy (last in 2019), and Gerontology (last in 2020).
- Medical Billing, Medical Coding, Medical Office Assistant, Medical Coding Specialist, and Social Work programs are fully online programs.
- A Medical Assistant program was added in 2021.

Notable Enrollment Trends:

- The SCC Allied Health programs show an overall enrollment increase since 2018 (Table 39).
- SCC's allied health programs include predominantly white students (Table 40), predominantly female (Table 41), and predominantly between the ages of 21-25 years old (Table 42).
- These programs show a relatively even enrollment distribution across our service counties (Table 43).

Table 39. Overall Other Allied Health Enrollment
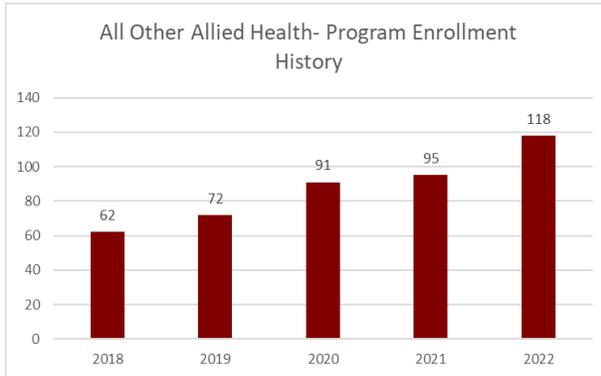
Table 40. Other Allied Health Enrollment by Ethnicity

Ethnicity- All Other Allied Health-

	American Indian	Asian	Black or African American	Hawaiian /Pacific Islander	Hispanic	Two or More Races	Unknown	White
2018	0	0	7	0	6	0	0	49
2019	2	0	5	0	5	0	0	60
2020	0	0	19	0	8	0	5	59
2021	0	0	40	0	5	0	1	49
2022	0	0	40	0	2	0	2	74
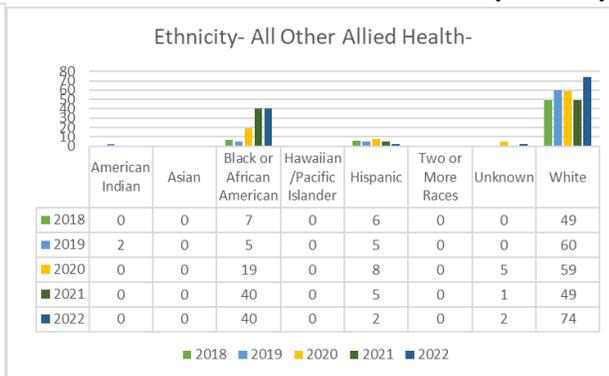
Table 41. Other Allied Health Enrollment by Gender
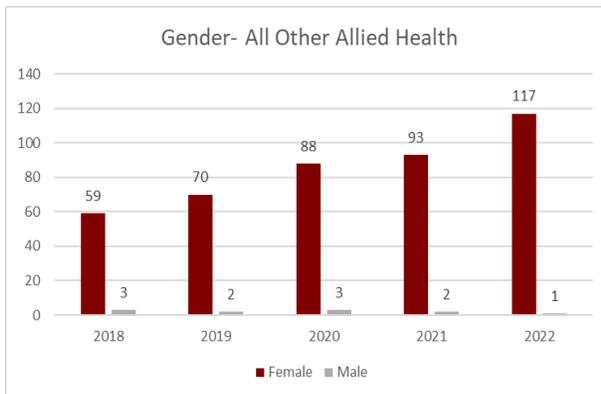
Table 42. Other Allied Health Enrollment by Age

Age- All Other Allied Health

	18-20	21-25	26-30	31-40	41-50	51-61	66-67	68+
2018	7	11	17	14	8	2	0	3
2019	7	16	15	21	5	6	0	2
2020	18	22	13	15	14	7	1	0
2021	8	25	15	23	18	4	1	0
2022	6	31	23	21	21	13	0	1
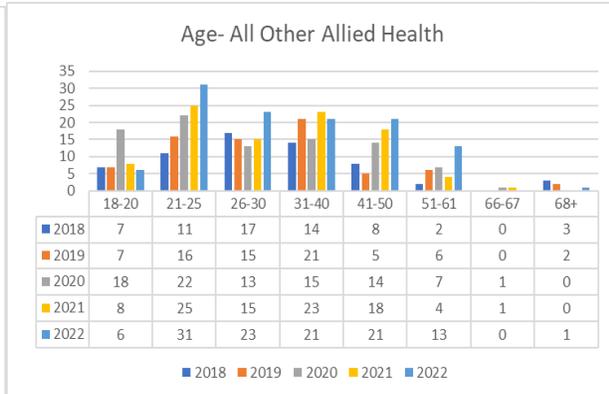
Table 43. Other Allied Health Enrollment by Scc Service County
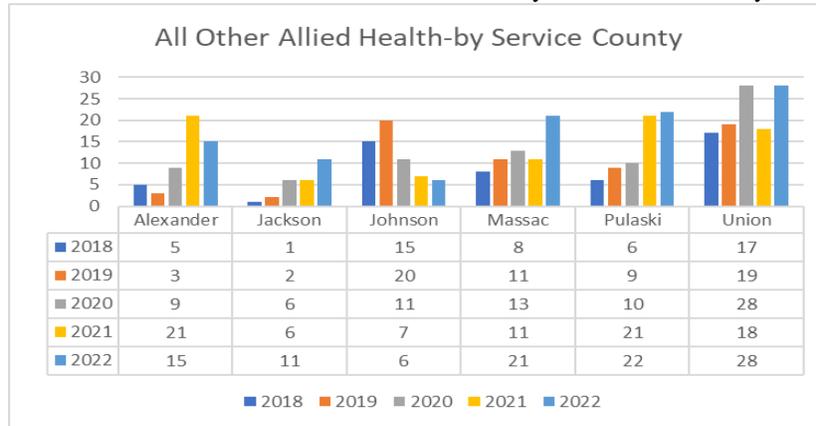
All Other Allied Health-by Service County

	Alexander	Jackson	Johnson	Massac	Pulaski	Union
2018	5	1	15	8	6	17
2019	3	2	20	11	9	19
2020	9	6	11	13	10	28
2021	21	6	7	11	21	18
2022	15	11	6	21	22	28

Course Enrollment and Success Rates-Duplicated Student Count (Data Source: *Course Enrollment*, SCC CROA, 12/9/2022)

Notable Course Success Trends:

- Ethnicity data show that there is a wide range of success rates across ethnicity with Asian, Hawaiian/Pacific Islander (only 1 student), and White being the only ones above 80% (Table 45).
- Age data show that the youngest and oldest individuals have higher success rates (although enrollment numbers are lower) which could be from life experience and motivation to complete courses for a career change (Table 46) as well as enrollment in the dual-credit HIT 100 Medical Terminology course at area high schools.
- Gender data show that females (85.11%) have a higher success rate than males (75.77%) (Table 47).

Table 44. Overall Success Rates- All Other Allied Health Programs

Grades	2018	2019	2020	2021	2022
A	161	166	183	162	164
B	109	110	102	91	98
C	82	55	37	40	57
Lower Than C	67	60	48	61	68
Total Students	366	349	335	319	334
Total C or Better	316	302	296	266	284
Success Rate	86.34%	86.53%	88.36%	83.39%	85.03%

Table 45. All Other Allied Health Programs-Course Success Rates by Ethnicity

Grades	American Indian	Asian	Black or African American	Hawaiian/ Pacific Islander	Hispanic	Two or More Races	Unknown	White
A	8	8	98	1	29	5	26	674
B	5		67		27	2	12	384
C	3	2	46		14	2	5	200
Lower Than C	8	3	95		29	6	15	369
Total Students	21	11	236	1	78	12	47	1287
Total C or Better	14	10	177	1	57	7	36	1052
Success Rate	66.67%	90.91%	75.00%	100.00%	73.08%	58.33%	76.60%	81.74%

Table 46. All Other Allied Health Programs-Course Success Rates by Age

Grades	<18	18-20	21-25	26-30	31-40	41-50	51-61	62-65	66-67	68+
A	250	312	117	74	71	45	23	5	1	0
B	65	231	82	55	50	20	2	1	0	1
C	23	143	53	24	21	10	3	0	0	2
Lower Than C	60	224	116	63	59	18	10	1	0	1
Total Students	365	757	302	163	155	72	33	5	1	2
Total C or Better	319	595	218	123	115	61	25	5	1	2
Success Rate	87.40%	78.60%	72.19%	75.46%	74.19%	84.72%	75.76%	100.00%	100.00%	100.00%

Table 47. All Other Allied Health Programs-Course Success Rates by Gender

Grades	F	M
A	697	152
B	406	91
C	220	52
Lower Than C	421	104
Total Students	1334	359
Total C or Better	1082	272
Success Rate	81.11%	75.77%

All Other Allied Health Programs Completion (Data Source: *Program Completers*, SCC CROA, 12/12/2022) - All Professional Programming completion data can be found in

Notable Allied Health Completion Trends:

- Completion data suggests further exploration is needed to capture why students are enrolled in these programs but do not complete.
- As an example, Social Work (AAS) has had program enrollment of 25, 26, and 32 in 2020, 2021, and 2022, respectively. Completion data from that program shows 1 completion in 2020, none in 2021, and 2 in 2022. A discussion with the Social Work instructor and the Registrar determined that students who wanted to pursue a Social Work degree actually changed to an Associate of Arts major for greater transferability to the baccalaureate level. While we have an articulation with one area university, there was a need for other courses to be taken in order to meet transfer requirements at other institutions.
- SCC's "other allied health" programs are composed of predominantly white, predominantly female students (Tables 49, 50).
- Union county has the highest number of student completions of other allied health programs in the service area. (Table 51). Upon further exploration of the 2019 surge from Johnson county, disaggregated data showed 4 students completed more than one program in Medical Biller, Medical Coder, Medical Coding Specialist, and Medical Office Assistant, making up 12 of the 13 enrolled at Johnson County.

Table 48. Other Allied Health Programs Completions   Table 49. Other Allied Health Completions by Ethnicity
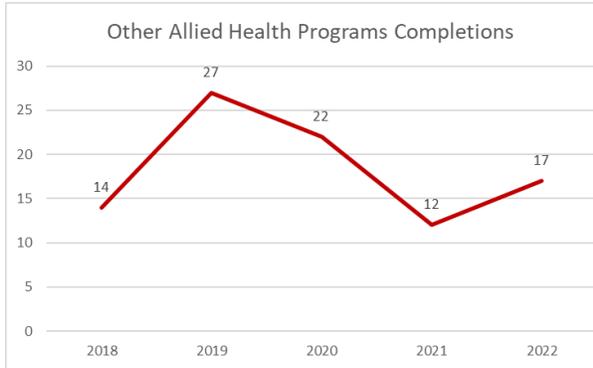
Other Allied Health Programs Completions

Ethnicity- Other Allied Health Programs Completions
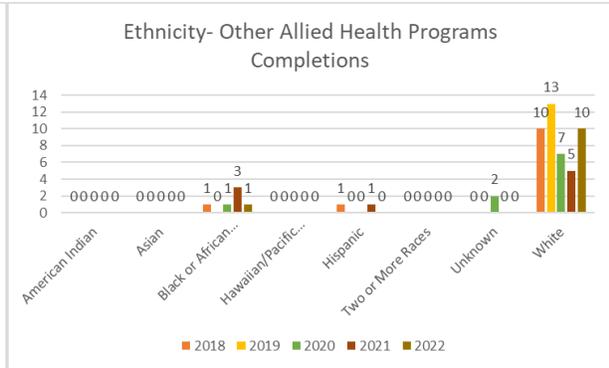
Table 50. Other Allied Health Completions by Gender   Table 51. Other Allied Health Completions by Age
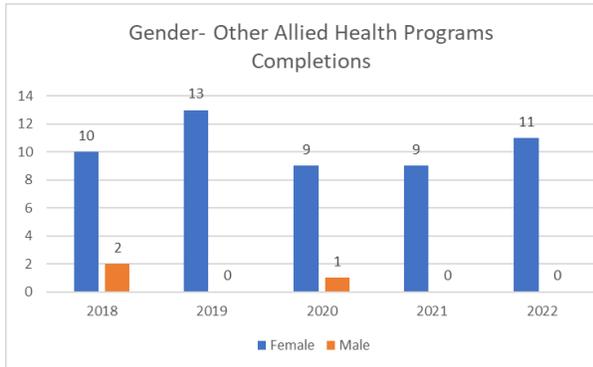

Gender- Other Allied Health Programs Completions

Age- Other Allied Health Programs Completions
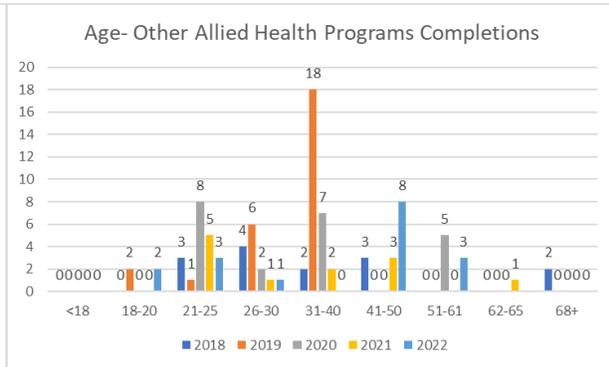
Table 52. Other Allied Health Completions by SCC Service County

Service County- Other Allied Health Programs Completion
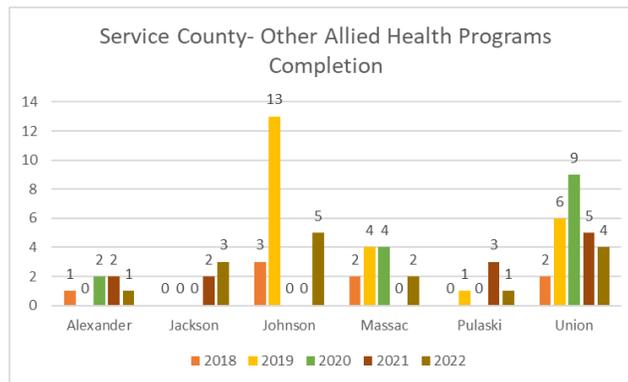
Career and Technical Programs

CTE Program Enrollment (Data Source: *Program Enrollment History*, SCC CROA, 12/9/2022) - All Professional Programming enrollment data can be found in Appendix C.

Notable Enrollment Trends:

- Overall, since 2019, enrollment is increasing across CTE programs (Table 53). When looking at the programs individually, the following trends emerge:
    - 6 CTE programs have shown a decline in enrollment: Agriculture Business and Management, Auto Body, Automotive Maintenance and Light Repair, Basic Residential Electricity, Computer System and Security Specialist, Cosmetology
    - 8 programs reflect an increase: Arc Welding, Automotive Technology AAS, Business Management, Construction Management Laborers, Gas Welding, HVAC, MIG Welding, Truck Driving
    - 13 programs have remained stable: Accounting, Agriculture, Automotive Technician Assistant, Basic Heating and Air Conditioning, Combination Welding, Cosmetology Instructor Training, Criminal Justice, Fish and Wildlife Management, Internet and Core Prep, Microsoft Office Specialist Prep, Nail Technology, Pipe Welding, and TIG Welding.
- CTE Program Enrollment is composed of 56.5% male and 43.5% female students (Table 55).
- CTE Programs are composed of predominantly White (Table 54), predominantly age 18-25 students (Table 56).
- The county of residency of enrolled students (Table 57) may be impacted by program offerings at the various campuses and employer demand in the county of residence.
- Since expanding to the Metropolis Center, the Truck Driving Program has seen a significant increase in enrollment. Additionally, program enrollments reflect a 160% increase in enrolled Black or African American students since the program expansion (Tables 58-59).

Table 53. Overall CTE Program Enrollment
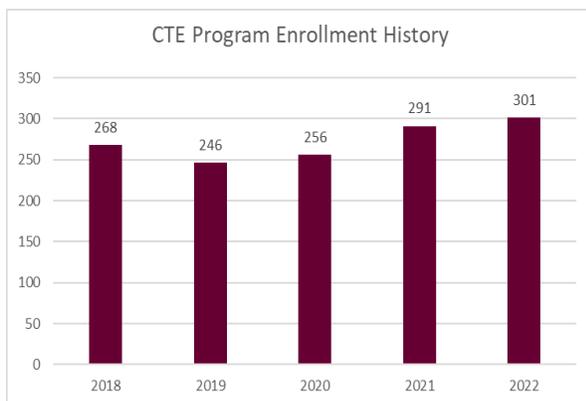
Table 54. CTE Program Enrollment by Ethnicity

Table 55. CTE Program Enrollment by Gender

Gender-CTE Programs

Year	Female	Male
2018	107	170
2019	119	139
2020	138	126
2021	124	172
2022	123	184
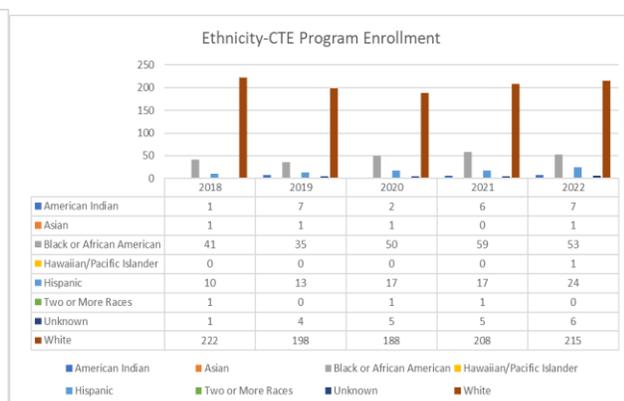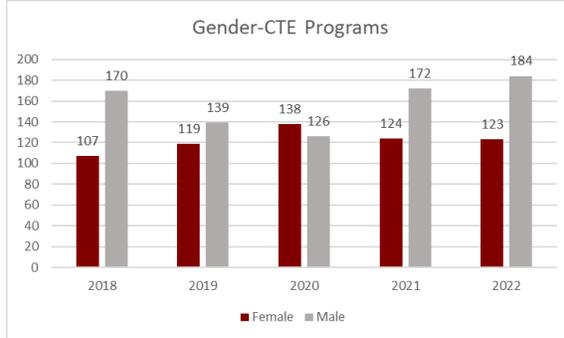
Table 56. CTE Program Enrollment by Age

Age- CTE Programs

	18-20	21-25	26-30	31-40	41-50	51-61	62-65	66-67	68+
2018	89	92	29	32	15	18	2	0	0
2019	93	76	18	36	12	16	2	1	4
2020	92	68	21	35	22	13	7	0	6
2021	102	83	18	53	17	19	2	0	2
2022	103	85	26	55	23	12	0	1	2
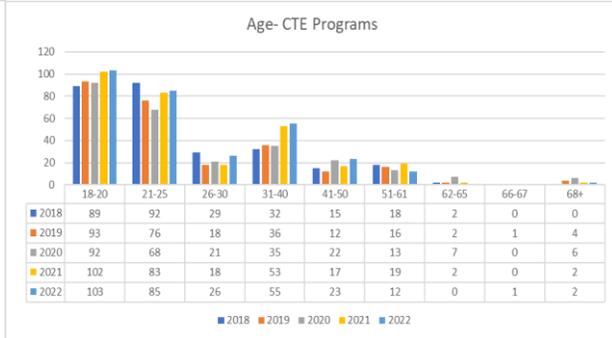
Table 57. CTE Program Enrollment by Ethnicity

CTE Program Enrollment-by Service County

	Alexander	Jackson	Johnson	Massac	Pulaski	Union
2018	23	6	42	51	53	68
2019	18	9	39	43	49	72
2020	24	7	40	47	49	66
2021	27	9	45	52	52	64
2022	29	13	41	52	53	71
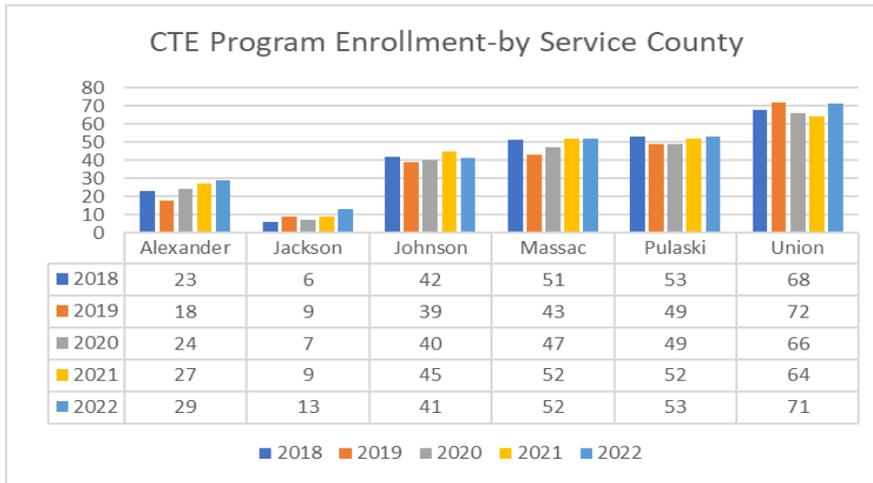
Table 58: Truck Driving Program Enrollment

Shawnee Community College - Program Enrollment

	2018	2019	2020	2021	2022	2023	Unduplicated Student Count
Truck Driving	24	28	38	38	41	68	213

Table 59: Truck Driving Program Enrollment by Ethnicity

Shawnee Community College - Program Enrollment

|		2018	2019	2020	2021	2022	2023	Unduplicated Student Count
Truck Driving	American Indian	1	2	1		1	2	6
	Black or African American	6	8	9	9	8	21	58
	Hawaiian/Pacific Islander					1	1	2
	Hispanic			2		3	5	9
	Unknown		1	2	1			3
	White	17	17	24	28	28	39	135
Truck Driving	**Sum:**	**24**	**28**	**38**	**38**	**41**	**68**	**213**

CTE Course Enrollment and Success Rates-Duplicated Student Count (Data Source: *Course Enrollment*, SCC CROA, 12/9/2022)

- CTE Course success rates are relatively consistent over 5 years (Table 60). The lower success rate from 2020 is most likely related to changes in course delivery method and campus closures due to the pandemic.
- While all ethnicity groups have overall success rates above 80%, the Black or African American group success rates are the lowest (80.52%) with the Unknown group next (82.76%) (Table 61). Course success rates for ages 62-67 are lower than other age categories (Table 62). Increased use of technology and alternate delivery methods could have impacted this group.
- There are no noticeable trends when disaggregated course success rates by gender (Table 63).

Table 60. Overall Course Success Rates- CTE Programs

Grades	2018	2019	2020	2021	2022
A	275	242	243	219	239
B	129	133	98	122	84
C	67	72	57	65	60
Lower Than C	90	67	135	99	86
Total Students	**443**	**371**	**409**	**360**	**364**
Total C or Better	**380**	**340**	**323**	**302**	**303**
Success Rate	**85.78%**	**91.64%**	**78.97%**	**83.89%**	**83.24%**

Table 61. CTE Course Success Rates by Ethnicity

Grades	American Indian	Asian	Black or African American	Hawaiian /Pacific Islander	Hispanic	Two or More Races	Unknown	White
A	12	7	152	1	38	3	19	785
B	6	1	77	0	28	5	6	359
C	6	1	55	0	14	2	5	207
Lower Than C	5	2	87	0	20	3	10	300
Total Students	**18**	**9**	**267**	**1**	**64**	**10**	**29**	**1160**
Total C or Better	**17**	**8**	**215**	**1**	**56**	**9**	**24**	**1011**
Success Rate	**94.44%**	**88.89%**	**80.52%**	**100.00 %**	**87.50 %**	**90.00%**	**82.76%**	**87.16 %**

Table 62. CTE Course Rates by Age

Grades	<18	18-20	21-25	26-30	31-40	41-50	51-61	62-65	66-67	68+
A	230	415	115	68	105	57	54	13	12	12
B	44	261	85	28	45	19	13	3	2	3
C	19	168	40	14	27	12	9	1	0	3
Lower Than C	34	204	73	28	42	21	19	10	4	7
Total Students	305	708	202	98	152	86	70	22	17	20
Total C or Better	279	614	165	81	129	71	58	15	13	14
Success Rate	91.48%	86.72%	81.68%	82.65%	84.87%	82.56%	82.86%	68.18%	76.47%	70.00%

Table 63. CTE Course Success Rates by Gender

Grades	F	M
A	506	511
B	245	237
C	150	140
Lower Than C	213	214
Total Students	782	776
Total C or Better	670	671
Success Rate	85.68%	86.47%

CTE Program Completion (Data Source: *Program Completers*, SCC CROA, 12/16/2022) - All Professional Programming completion data can be found in Appendix D.

Notable CTE Completion Trends:

- Overall CTE program completion is very low compared to enrollment numbers. These lower completion rates may be in part due to entire programs being taught by adjunct faculty (i.e. Accounting and Business). Completion rates may also be impacted as students change majors into a traditional transfer associate of arts degree for greater transferability of programs to the four-year university. Completion numbers by CTE program are shown in Table 64.
- When looking at the disaggregated data by program, 16 programs had less than 15 completers in the five-year period. 13 programs had more than 15 completers in the 5 year period.

- CTE Program gender completion data (Table 67) reflects 73% of male students completing CTE programs as compared to 27% female students.   This is a trend to explore, as the enrollment by gender is 56.5% male and 43.5% female (Table 54) and course success rates are similar for each gender around 86%.

Table 64: Total Completions by Active CTE Program

Total Completions by Active CTE Program

		2018	2019	2020	2021	2022	Total
Accounting	ACC.AAS	2		2	6		10
Agriculture	AG.CERT				2	1	3
Agriculture Business and Management	AGBUS.AAS	5	3		1		9
Arc Welding	WELD.ARC.CERT	7	8	6	4	7	32
Auto Body	AUTO.BODY.CERT		12	1	9		22
Automotive Maintenance & Lgt Repair	AUTO.MLR.CERT	7		1	5	1	14
Automotive Technician Assistant	AUTO.TECH.CERT	6		2	5	4	17
Automotive Technology AAS	AUTO.AAS	2	2	1	1	4	10
Basic Heating and Air Conditioning	HVAC.CERT	3			1	4	8
Basic Residential Electricity	ELECT.CERT	8	6	1		2	17
Business Management	BUS.AAS			2	2		4
Combination Welding	WELD.COMB.CERT	4	9	5	4	4	26
Computer System & Security Spec.	COMP.SYS.AAS	1		3	2		6
Construction Management of Laborers AAS	CONSTRUCT.AAS				3	4	7
Cosmetology	COSMO.CERT	12	7	4	4	5	32
Cosmetology Instructor Training	COSINST.CERT	1	1				2
Cosmetology Technology	COSMO.AAS	1					1
Criminal Justice	CRIME.AAS	5	6	4	2	3	20
	CRIME.CERT	2	4	5	3		14
Fish and Wildlife Management	FISH.AAS	4		1	1	2	8
Gas Welding	WELD.GAS.CERT	11	7	8	9	14	49
Heating/Ventilation/Ac/Refrigeration	HVAC.AAS	2	1			1	4
Internet & Computing Core Prep	CORE.CERT		1	8	2		11
Microsoft Office Specialist Prep	MOPREP.CERT		2	5	4	9	20
MIG Welding	WELD.MIG.CERT	13	6	6	10	13	48
Nail Technology Certificate	NAIL.CERT	3		6	3	3	15
Pipe Welding	WELD.PIPE.CERT	5	9	6	4	7	31
TIG Welding	WELD.TIG.CERT	8	9	7	6	7	37

Truck Driving	TRUCK.CERT	13	22	22	31	45	**133**
	Total Completions	**125**	**115**	**106**	**124**	**140**	**610**
	Unduplicated Student Count	**82**	**78**	**66**	**94**	**105**	**425**

Table 65. Overall CTE Completions
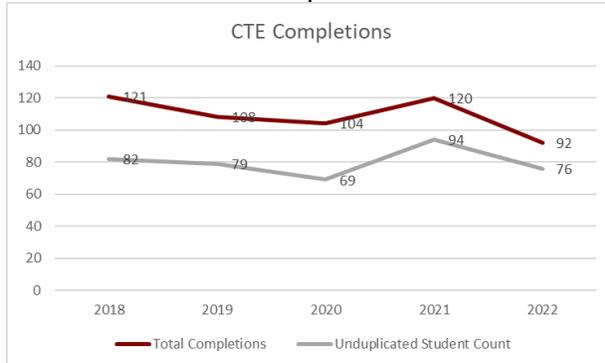
Table 66. CTE Completions by Ethnicity

	American Indian	Asian	Black or African American	Hawaiian /Pacific Islander	Hispanic	Two or More Races	Unknown	White
2018	3	0	15	0	2	0	0	62
2019	2	0	13	0	2	0	3	59
2020	0	0	8	0	7	0	0	54
2021	0	0	15	0	2	0	2	75
2022	3	0	18	1	5	0	1	48
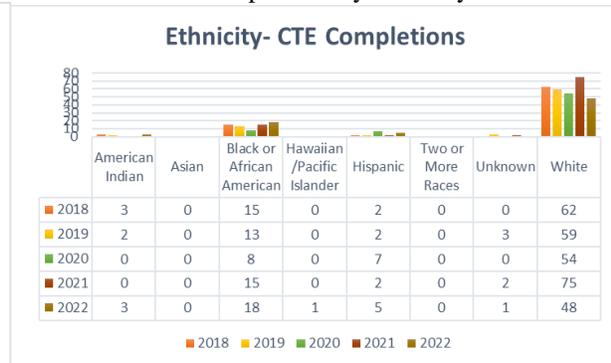
Table 67. CTE Completions by Gender
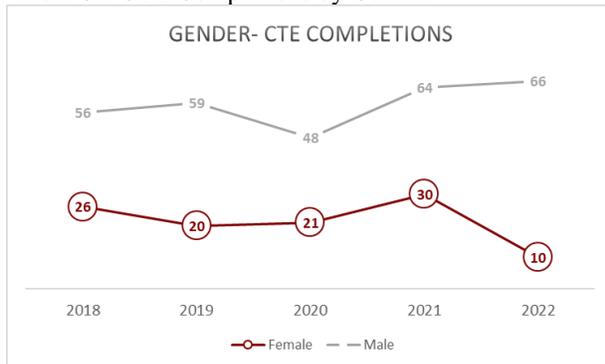
Table 68. CTE Completions by Age

	<18	18-20	21-25	26-30	31-40	41-50	51-61	62-65	66-67	68+
2018	2	42	40	10	16	4	4	1	1	1
2019	2	49	26	6	8	6	9	0	0	2
2020	0	34	17	10	17	13	10	2	0	1
2021	0	47	31	6	17	8	9	0	1	1
2022	0	37	24	9	10	8	4	0	0	0
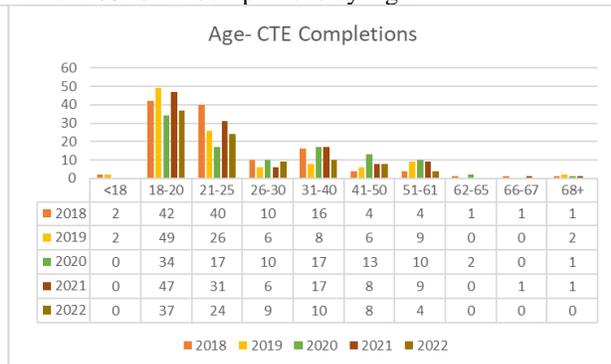
Table 69. CTE Completions by Service County

	Alexander	Jackson	Johnson	Massac	Pulaski	Union
2018	10	3	27	19	16	28
2019	7	4	31	6	16	37
2020	7	3	21	16	20	24
2021	4	5	20	31	18	29
2022	10	5	12	10	25	18
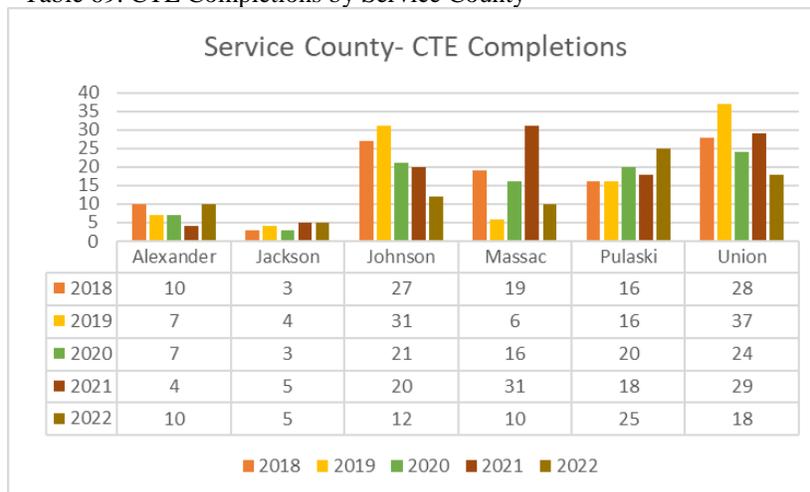
Actions and Recommendations

Actions Completed/Currently Implemented: (and the Strategic Plan Initiative to which they are aligned)

- Nursing Programs received ACEN Accreditation in October 2022 (G1, O2, SB).
- Expanded the Truck Driving Program to the Metropolis Center in Fall 2022 (G1.O2.SA), doubling program capacity and increasing access to under-represented groups.
- Received the Strengthening America's Community Colleges grant through a consortium with Parkland College for an award of $540,00 for a period of four year. This grant will enable the College to focus on developing competency-based education in the IT sector and continue to expand and strengthen our transportation programs (Automotive and Truck Driving).
- Received $450.000 in congressional district funding through Senator Durbin's office for expansion of the truck driving program (G1.O2.SA).
- Received the Pipeline for the Advancement of the Healthcare Workforce (PATH) Grant in the amount of $358,063.00 through June 30, 2023 to support healthcare programs (1.2.B, D).
- Received the NIU Pathways grant in the amount of $25,000 over two years, to support healthcare programs such as CNA dual-credit into future nursing programs (1.2.B).
  - A requirement of the grant was to create a certificate. A phlebotomy certificate of 3.5 credit hours was completed in December 2022 to provide an additional option for a student interested in a health science field.
  - Health Science Pathways are being created with 16 credit hours of health science-related classes for nursing and non-nursing tracks.
- Developed a state-of-the-art Simulation and Skills lab to support Nursing and Allied Health programs with the Delta Healthcare Grant which ends tentatively in September 2023 (per request) (1.2.B, D)
- SCC received the Perkins Reserve Grant, which is only available every few years with stringent requirements to be met. As a result of the CTE Advisory council meetings and based on recommendations, SCC was able to purchase necessary equipment for CTE, Nursing, and Allied Health programs. The following FY22 equipment purchased through Perkins included: (1.2.B, C, D)
  - Welding: 10 Welding Helmets, 28 Welding Curtains, 2 AC/DC 60hz 230 Lincoln Welders, Welding Positioner, Welding Beveler, Welder Stick, 3 Dewalt Grinders
  - Cosmetology: 4 Shampoo Bowls, 4 Vacuum Breaker Kits, 5 Client & Tech Chairs, Wig Dryer
  - OTA: Vestibulator Frame & System, Samsung Galaxy Charting Tablet

- o MLT: 2 Upright Microscopes,
- o STP: 4 Sterilization Trays
- o Nursing: Pediatric Crash Cart
- o Automotive: Table Top Tire Changer,
- o Agriculture: Hydrocycle Microgreen System w/ 10 Light System, 48 EZ Grow Benches, 30 (360 degree) Sprinkler Emitter Systems

Recommendations and Actions for Consideration: (and the Strategic Plan Initiative to which they are aligned)

- Consideration to separate Nursing, SICCM, and Allied Health from the professional programming monitoring report given that nursing is already reporting annually to Illinois Department of Financial and Professional Regulation and the Accreditation Commission on Education in Nursing (ACEN) and SICCM programs report to other accrediting bodies. (4.1.G).
- Develop competency-based offerings in Welding and IT programs in collaboration and through support of state-wide consortiums and grant funding (G2.O2.SA)
- Develop a consistent system for each Allied Health and CTE program to track enrollment and completion to ensure data is accurate. Train faculty/staff to pull data from CROA that will explain student activity not reflected in CTE Service County enrollment and completion charts (G2.O3.SA-D).
- Complete program mapping for all associate of applied science degrees ensure programs aligns with local labor market needs and students' further educational transfer goals.
- Complete the in-progress feasibility study for Diesel Technology to determine if a Diesel Technology program can be supported in the SCC service area (G1.O2.SH).
- Obtain Automotive Service Excellence (ASE) Certification for Automotive Program (G1.O2.SC).
- Obtain American Welding Society Certification for Welding (G1.O2.S0)
- Obtain CAAHEP Accreditation for Medical Assistant Program (G1.O2.SF).
- Re-evaluate the Associate in Applied Science in Social Work to determine if the program aligns with local labor market needs and students' further educational transfer goals.
- Work with Institutional Effectiveness to determine other high wage careers in the region to guide new program development (1.2.O) (2.3A-F)
- Develop a strategic partnership with local trade organizations for Career and Technical programs (G2.O3.SA)
- Work with Career Services to collect graduate placement data as well as assist students in the job search process with the use of Career Coach.(G4.O2.B)
- Train faculty/staff to pull data from CROA that will explain student activity not reflected in CTE Service County enrollment and completion charts. (G2.O3.SA-D)
- Explore gender enrollment and completion findings across professional programming to ensure gender inclusivity among specific gender-dominated programs. Perkins funds can support students who are in nontraditional gender programs (G2.O2.SA,D)

- Collaborate with the Coordinator of High School Partnerships and Pathways to promote all professional programs to minority/underserved students in the SCC district to ensure equitable access (G1.O4.SD;(G3.O1.SC, D).
- Improve tracking of student internships to determine if permanent employment was obtained.
- Enhance relationships between faculty/staff and Business/Industry to improve Advisory Committee attendance and develop/expand internships opportunities (G1.O4.SD, E; G2.O1.SB)

Appendices

Appendix A

Nursing and Allied Health Advisory Meeting	
	April 27, 2022, 3:00-3:30pm, Breakout sessions 3:30-4:30pm (via Zoom)
	Advisory Partners/ Clinical and Community Stakeholders: (78 invited) Heather Julian - SIH Elizabeth Wheeler - SICCM Rhonda Nehaus - SIH Education Gary Harper - Lourdes Dorie Wilburn - EMT Michelle Lampley - SICCM Sherie Smith - VHS Dual-Credit Jennifer Jordan - SICCM Johnna Douglas - Massac Karen Shaw - SIH Lori Armstong Paula Isenberg - Lourdes Diane Randall - Marion VA Carissa Mays - Massac Lora Phillips - HIT Jennifer Buchanan - Parkway Manor Mary Brown - SCC Student SW Program Robin King - Baptist Health Paducah
A Fall 2022 advisory meeting was tentatively set for November 9, 2022, but was canceled due to a scheduling conflict. An in-person Spring 2023 advisory meeting is scheduled for April 27, 2023.	
SICCM Advisory Meeting	SICCM holds an independent annual advisory meeting that includes the SCC Allied Health chairperson and the Dean of Allied Health and Nursing as well as their own clinical partner and community stakeholders
Career and Technology Programs	Currently, the CTE Program Advisory meetings are held in the Spring and Fall. These meetings are held on the main campus at a time convenient for that specific occupational area. The committee structure includes business and industry partners as well

<table>
<tr><td></td><td>

as Universities when applicable. The curriculum is reviewed to ensure relevance and that the program continues to meet the needs of the employers.

Spring 2022:
Accounting
Agriculture
Automotive – no meeting held
Basic Electricity/HVAC – one attended
Business Management
Computer Programs
Construction Management
Cosmetology and Nail Tech
Criminal Justice
Truck Driving
Welding – no meeting held

Fall 2022:
Accounting/ Business - no meeting held
Agriculture
Automotive
Computers - no meeting held
Cosmetology
Construction Management
Criminal Justice
Electricity – no meeting held
HVAC – no meeting held
Truck Driving
Welding

</td></tr>
<tr><td colspan="2">In preparation for the Fall meeting, it was determined that there is a lack of business and industry relationships. There needs to be some attention to reaching out and developing these relationships moving forward.</td></tr>
</table>

Practical and Associate Degree Nursing clinical partners	Baptist Health Paducah SIH - Memorial Hospital of Carbondale SIH Herrin Hospital Saint Francis Medical Center Massac Memorial Hospital Mercy Bon Secours - Lourdes Hospital Union County Hospital Choate Mental Health Center Heartland Regional Medical Center Marion Unit 2 School District Anna District 81 Schools Massac Unit 1 School District Jonesboro School District Joppa High School Vienna Grade School Vienna High School Lily Pad Childcare Center (Additional affiliation agreements exist in the event of an addition of a clinical section)
Medical Assistant clinical internship partners	Rural Health, Inc. (additional sites are being added to existing contracts at area hospitals)
Social Work internship partners	Arrowleaf
Medical Laboratory Technology clinical partners	Carbondale Memorial Hospital Carbondale, Chester Memorial Hospital Chester, IL Clay County Hospital Flora, IL Fairfield Memorial Hospital Fairfield, IL Ferrell Hospital Eldorado, IL Franklin Hospital Benton, IL Hamilton Memorial Hospital McLeansboro,IL Hardin County Hospital Rosiclare, IL Harrisburg Medical Center Harrisburg, IL Heartland Regional Medical Center Marion Herrin Hospital Herrin, Illinois Marshall Browning Hospital DuQuoin, IL Massac Memorial Hospital Metropolis, IL Salem Township Hospital Salem, IL Sparta Community Hospital Sparta, IL

	St. Joseph's Hospital Murphysboro, IL Union County Hospital District Anna, IL
Occupational Therapy Assistant clinical partners	Clinical Sites include placement options at 136 facilities ranging from hospitals and long term care centers to schools, senior living, and rehab centers in primarily Illinois, Missouri, Kentucky, Indiana with sites at other outlying states.
Surgical Technology clinical partners	(pending)

Appendix C

	2018	2019	2020	2021	2022	Unduplicated Student Count
Shawnee Community College – All Professional Programming Enrollment						
Accounting	17	24	18	17	14	**66**
Administrative Assistant	8	8	3	5	1	**14**
Agriculture				2	1	**3**
Agriculture Business and Management	33	20	17	12	14	**64**
Arc Welding	1	1	1	1	7	**11**
Associate Degree Nursing	52	56	59	65	64	**198**
Auto Body	2	2	2			**6**
Automotive Maintenance & Lgt Repair	6	2	2	7	3	**16**
Automotive Technician Assistant	10	1	4	10	8	**26**
Automotive Technology AAS	8	7	4	10	13	**27**
Basic Heating and Air Conditioning	4	4	2	5	5	**16**
Basic Residential Electricity	10	8	3		2	**22**
Business Management	15	23	32	43	47	**111**
Certified Nurse Assistant	71	70	19	23	39	**198**
Combination Welding	29	17	12	17	18	**79**
Computer System & Security Spec.	15	12	18	11	9	**43**
Construction Management of Laborers AAS			9	18	23	**31**
Cosmetology	20	25	29	24	20	**79**
Cosmetology Instructor Training	2	1	1	1	1	**5**
Cosmetology Technology	2	1				**2**
Criminal Justice	20	31	41	32	32	**102**
Fish and Wildlife Management	8	9	10	7	10	**27**
Gas Welding	9	1			6	**16**
Gerontology Aide			3	7	6	**13**
Heating/Ventilation/Ac/Refrigeration	4	8	3	5	7	**23**
Internet & Computing Core Prep		2	1			**3**
Massage Therapy	7	7	7	4	2	**18**
Medical Assistant				1	10	**10**
Medical Biller	4	9	10	11	13	**38**

Medical Coder	10	10	12	12	13	**49**
Medical Coding Specialist	13	16	16	21	24	**65**
Medical Laboratory Technologist	5	5	4	10	11	**22**
Medical Office Assistant	13	15	18	13	15	**51**
Medical Transcription	3	2				**5**
Microsoft Office Specialist Prep		3				**3**
MIG Welding	14	1			6	**21**
Nail Technology Certificate	3	4	3	8	5	**19**
Occupational Therapy Assistant	17	28	20	15	12	**47**
Pipe Welding	1	2		1	4	**7**
Practical Nursing	132	106	138	84	43	**275**
Social Work	12	13	25	27	36	**76**
Surgical Technology (Certificate)	11	18	10	11	12	**39**
Surgical Technology AAS					11	**11**
TIG Welding	2	2			3	**7**
Truck Driving	24	28	38	38	41	**151**
Veterinary Technology	2					**2**
Unduplicated Totals:	578	573	567	558	587	**2025**

Appendix D

Shawnee Community College – All Professional Programming Completions							
		2018	2019	2020	2021	2022	Total
Accounting	ACC.AAS	2		2	6		10
Administrative Assistant (program withdrawn 2022)	SEC.AAS		2	2			4
Agriculture	AG.CERT				2	1	3
Arc Welding	WELD.ARC.CERT	7	8	6	4	7	32
Associate Degree Nursing	NURSE.RN.AAS	27	39	38	14	19	137
Auto Body	AUTO.BODY.CERT		12	1			13
Automotive Maintenance &	AUTO.MLR.CERT	7		1	5	1	14
Automotive Technician	AUTO.TECH.CERT	6		2	5	4	17
Automotive Technology AAS	AUTO.AAS	2	2	1	1	4	10
Basic Heating and Air	HVAC.CERT	3			1	4	8
Basic Residential Electricity	ELECT.CERT	8	6	1		2	17
Business Management	BUS.AAS			2	2		4
Certified Nurse Assistant	NURSE.CNA.CERT	82	54	56	18	25	235
Combination Welding	WELD.COMB.CERT	4	9	5	4	4	26
Computer System & Security	COMP.SYS.AAS	1		3	2		6
Construction Management of	CONSTRUCT.AAS				3	4	7
Cosmetology	COSMO.CERT	12	7	4	4	5	32
Cosmetology Instructor	COSINST.CERT	1	1				2
Cosmetology Technology (program withdrawn 2017)	COSMO.AAS	1					1
Criminal Justice	CRIME.AAS	5	6	4	2	3	20
	CRIME.CERT	2	4	5	3		14
Fish and Wildlife Management	AG.AAS	4		1	1	2	8

Gas Welding	WELD.GAS.CERT	11	7	8	9	14	49
Gerontology Aide (program withdrawn 2022)	GERON.CERT			1			1
Heating/Ventilation/Ac/Refrige	HVAC.AAS	2	1			1	4
Internet & Computing Core	CORE.CERT		1	8			9
Massage Therapy (program withdrawn 2022)	MASSAGE.CERT	2	2				4
Medical Assistant	CMA.CERT					5	5
Medical Biller	BILLER.CERT	3	7	8	1	4	23
Medical Coder	CODER.CERT	2	6	8	3	4	23
Medical Coding Specialist	CODING.CERT	3	8	2	7	4	24
Medical Laboratory	MEDLAB.AAS	2	1	2	2	3	10
Medical Office Assistant	MEDASSIST.CERT	2	4	2	1	1	10
Microsoft Office Specialist	MOPREP.CERT		2	5		9	16
MIG Welding	WELD.MIG.CERT	13	6	6	10	13	48
Nail Technology Certificate	NAIL.CERT	3		6	3	3	15
Occupational Therapy	OTA.AAS	5	5	10	3	8	31
Pipe Welding	WELD.PIPE.CERT	5	9	6	4	7	31
Practical Nursing	NURSE.LPN.CERT	35	40	38	33	26	172
Social Work	SOCWK.AAS	2		1		2	5
Surgical Technology	SURG.CERT	7	5	2	2	0	16
TIG Welding	WELD.TIG.CERT	8	9	7	2	7	33
Truck Driving	TRUCK.CERT	13	22	22	31	39	127
Veterinary Technology (program withdrawn 2019)	VETTECH.AAS	2					2
	Total Completions	**290**	**283**	**273**	**187**	**233**	**1266**
	Unduplicated Student	247	232	220	156	191	1046