

Data and Evidence Analysis Summary – 2016

Nursing Assistant

Conducted by Doreen Olson, Adjunct Faculty and Program Development Coordinator, 7-27-2016

WTCS Comparative Data:

Unable to complete this section. There was no Wisconsin Technical College System comparative data.

Labor Market Analysis October 2015

<https://facultyresources.westerntc.edu/wp-content/uploads/2015/11/2015-OCT-Nursing-Assistant-Program-Trends.pdf>

In an analysis of the Western District and occupations associated with the field of Nursing Assistant program, the following points are noted:

- From 2016-2020, this occupation is expected to grow 8.3%. This is considered strong growth.
- District trends are anticipated to be comparable within the state (8.3%) and lower to the national trend (11.2%).
- The data indicates the Nursing Assistant jobs within the district will have a high concentration in La Crosse County (3,296). Vernon and Monroe Counties anticipate 537 and 527 positions by 2020.
- This program's employment pattern has a solid age distribution of individuals which is represented in each age group. The 25-34 age group leads the employment field with 21.4% followed by the 45-54 age group (19.5%). The 19-24 age group is third (18.5) with the 55-64 age groups representing 17.4% of the employees.
- An analysis of the district's Classification of Instructional Programs (CIP) shows that there are two educational programs tagged to deliver graduates into the field. The data indicates a total of 423 completions for 100 openings in 2014. At first glance this appears to be an indicator of oversaturation. The program must take into consideration how many students are completing the program as a pathway into other occupations such as nursing, therapy, etc. The data does not indicate if the completers are pursuing other pathways. Deeper data collection may benefit the program in right sizing the program size.
- Industries employing graduates from the Nursing Assistant program is the strongest in nursing care facilities (22.5%, 1,189 jobs). General medical and surgical hospital nursing assistant jobs in 2015 were at 987 (18.7%)
- In 2015, earnings for graduates of this program range from \$10.30 per hour to \$12.98 per hour. Median hourly wage is \$11.64 per hour as compared to \$10.82 per hour nationally.

Student Satisfaction Trends

The Noel Levitz Student Satisfaction Inventory was conducted in the fall of 2015. The instrument asks students to rate the importance AND the satisfaction with 95 items (1-7 with 7 as highest) related to the following "scales":

- Instructional effectiveness
- Academic advising/counseling
- Concern for the individual
- Registration effectiveness
- Admissions and financial aid
- Student centeredness
- Campus climate
- Academic services
- Service excellence
- Safety and security
- Campus support services and responsiveness to diverse populations

In the program self-study process (data and evidence analysis work), programs are asked to identify gaps between importance and satisfaction. Gaps are calculated as the difference between the importance of an item and the satisfaction level. Gaps that are close to a “1” should be discussed and explored – particularly if they are tied to items that are rated as high in importance for students.

This survey had six students respond. A cursory glance at the “scale” level did not reveal any gaps in the various categories of the survey. The overall satisfaction with the experience at Western for Nursing Assistant program was 5.80 as compared to 5.68 for all students responding to the survey. The Nursing Assistant students indicated that the experience thus far was lower than expected (4.60), whereas all students responding to this survey scored this at an average of 4.93.

A more detailed analysis was conducted at the “item” level. Items are associated with one or more “scales” and provide additional insight into specific areas.

Items rated **highest in importance** for Nursing Assistant students include several items that scored a 7 (scale of 1-7 with 7 as very important):

- Item #18 – Quality of instruction I receive in most of my classes is excellent. 7.00
- Item #19 – Campus provides effective support services for displaced homemakers. 7.00
- Item #23 – Faculty are understanding of students’ unique life circumstances. 7.00
- Item #26 – Library staff are helpful and approachable. 7.00
- Item #30 – Career services provides students with help. 7.00
- Item #38 – Student center is a comfortable place for students. 7.00
- Item #58 – Nearly all of the faculty are knowledgeable in their fields. 6.80
- Item #66 – Program requirements are clear and reasonable. 6.80
- Item #72 – Wellness Center meets my fitness needs. 7.00
- Item #77 – There is sufficient financial assistance for child care. 7.00
- Item #79 – Effective support services are available for minority students. 7.00
- Item #87 – Cost as a factor in decision to enroll. 6.80
- Item #89 – Academic reputation as a factor in decision to enroll. 7.00

Note that the students in this program seemed to associate a higher level of importance to many items as compared to students in other programs. This did not result in gaps between importance and satisfaction. The survey indicated 59 items that there was a 0 or higher (indicated with a – sign) between

importance and satisfaction. This indicates the students are satisfied with the education and services at Western. Items that may be topics of discussion for this program include:

- Item #1 – Most students feel a sense of belonging here. (1.45)
- Item #7 – Adequate financial aid is available. (1.35)
- Item #40 – My academic advisor is knowledgeable about transfer requirements. (1.00)
- Item #77 – There is sufficient financial assistance for child care. (2.50)

Student Learning Outcomes Assessment Trends

There was no current assessment data to analyze.

Graduate Follow-Up Trends

There was no current assessment data to analyze.

Career Pathways Assessment

- Your program had six responses to the survey. All six were full-time faculty.
- Items that may be topics of discussion for this program include:
 - There appears to be some disagreement around the course sequencing area so this might be a possible discussion area. Topics such as embedded and laddering credentials, multiple entry and reentry points, and flexible delivery formats are included in this area.
 - Another area of possible discussion would be student options as there seems to be several “unknown” responses. This includes Business and Industry Services course work for program credit, transfer options for students, and articulation agreements with area high schools.
 - The advisory committee representation area had some disagreement indicated around student representation, a cross section of industry represented, and a mix of Western graduates and/or other college graduates in jobs related to the field.
 - Lastly, there seemed to be disagreement among respondents in the area of learning opportunities. Discussion around service learning projects, attendance at career fairs, and other student club activities might be considered.