

GRADUATE TRACKING PROJECT

INTRODUCTION

The Problem

According to the 2003-2007 UH System report, Kap'iolani Community College's performance indicator for standard 3P2, Student Retention in Employment was below the set standard rate (92%). Graduates from about half of our Career and Technical Education (CTE) programs were not staying in their jobs; therefore, programs failed to meet the standard rate for "retention in employment" noted above. Perkins IV reduced the number of core indicators that are required for postsecondary institutions. Thus, effective 2007-2008 the indicators have been renumbered. The new core indicator 4P1, covers this area of employment retention. Performance indicator, 4P1, defines student placement as "Student Placement in military service or apprenticeship programs, or placement or retention in employment, including placement in high skill, high wage, or high demand occupations or professions."

Several factors may contribute to the retention problem, including the lack of a systematic method for collecting reliable student placement, tracking, and employment retention data once students enter the workforce. Additionally, successful student placement and retention depends on the appropriate alignment of the college's programs with industry needs and students' workforce readiness.

The Study

To identify the reasons for the failure to meet employment retention standards, the college conducted a three-year project, The Graduate Tracking Project, with the support of Perkins funding. The study was divided into two distinct parts. The first was a continuous assessment of the employment placement and retention of graduates. We tracked students via post-graduation data. The second was the delivery of services to students, including provisions to adapt LRI's Workforce Readiness Program to CTE programs that fell below the retention standard. This report will focus on the procedure and result of the first activity: tracking graduates' employment and training satisfaction.

PURPOSE

The Graduate Tracking Project served two purposes: (1) develop an efficient graduate tracking process and (2) *begin* to identify possible causes for low retention rates.

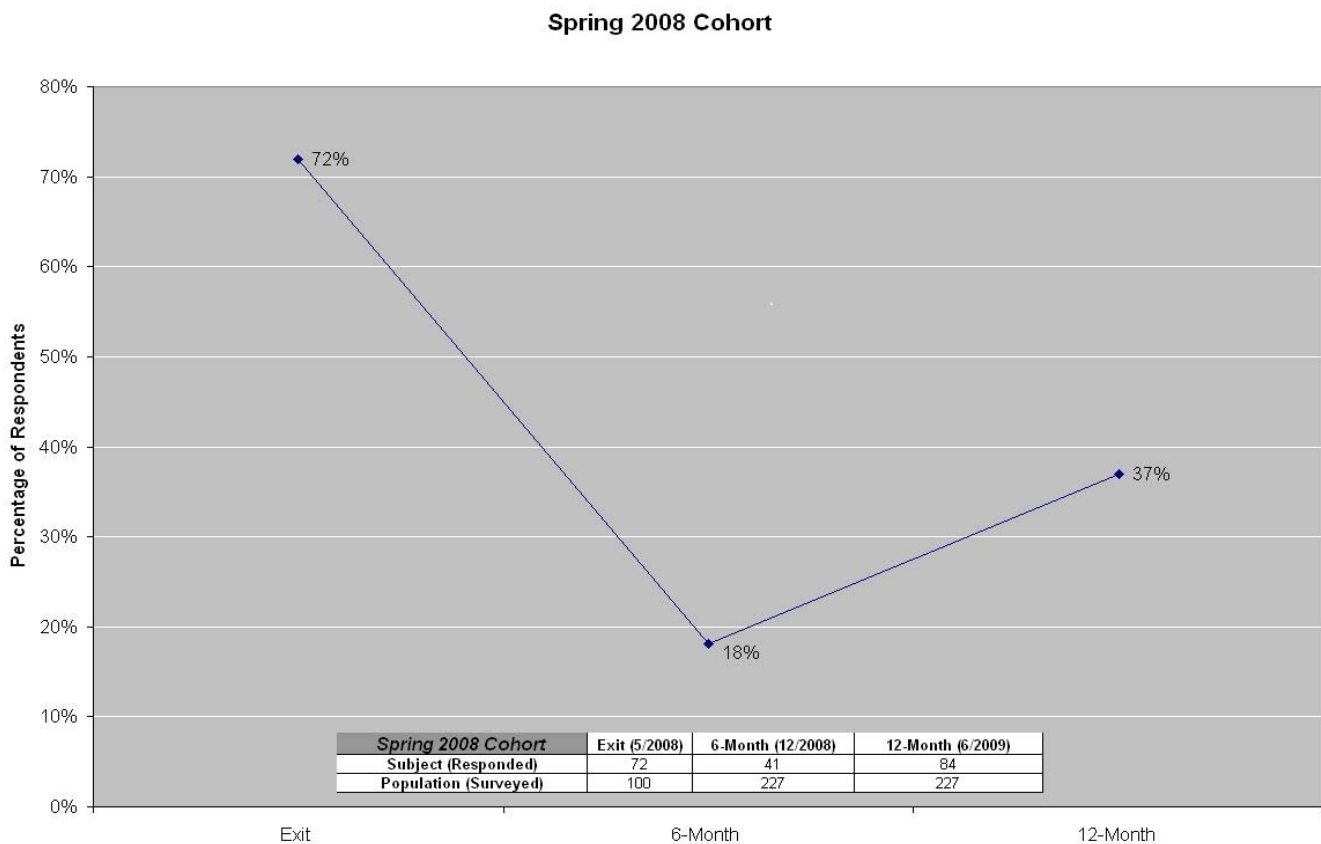
DATA COLLECTION

The project developed and implemented surveys to gather data in three different areas: 1) success in finding employment; 2) job satisfaction; and 3) quality of training received at KCC.

As a first step, I, as coordinator, recruited and gathered a team of faculty and staff from the following departments: Office for Institutional Effectiveness (OIE), Center for Excellence in Learning, Teaching & Technology (CELTT), and Language, Linguistics & Literature (LLL). Next, before committing to a comprehensive approach, we decided to develop a pilot project that focused specifically on programs that performed below standard: Accounting, Culinary, Dental Assisting, Information Technology, Legal Education, Marketing, Medical Assisting, Physical Therapy Assistant, and Radiological Technology. Our first cohort of students was the spring 2008 CTE students.

With the collaborative efforts of the team members, three surveys were created: 1) Exit Survey (hard-copies distributed to graduates prior to their last class), 2) 6-Month Survey (distributed online after graduation) and 3) 12-Month Survey (distributed online after graduation). The online surveys were created using SurveyShare. The surveys went through multiple revisions and the final version can be found in appendices D1-D6.

Exit surveys were distributed during in-class sessions for most of the targeted CTE programs. Results of the exit survey are based on the number of graduates who completed the survey out of the total number of graduates in each class. The 6- and 12-month survey was conducted online through SurveyShare. Graduates were contacted through their email addresses. Email addresses were obtained through Banner and kept in our database where student information is stored. The results of the 6- and 12-month surveys were based on the number of students who completed the online survey out of the total number of students who were contacted through email. The line graph below displays the process and our response rate by percentages.



The increase of response rate from the 18% to 37% was due to hiring of a new staff member who was able to make follow-up phone calls and mail out surveys. Follow-up phone calls were made to students requesting their participation in the survey and to update their contact information. A mail-out of the 12-

month survey was distributed using their mailing addresses listed in the database. This full-time staff devoted approximately two-thirds of her time to this project.

The project was expanded to survey all CTE programs. Due to funding and time constraints, only exit surveys were distributed online (Using Opinio through the service of CELTT) for our Fall, 2009 cohort.

A database using FileMaker has been created and maintained with the assistance from CELTT to store the data collected from the surveys. An assessment blog/website has also been created with the guidance and leadership of English faculty member James Shimabukuro. This blog/website is a resource page for all faculty, staff, students and the community. The data collected from the surveys will eventually be posted on the site <http://askap.wordpress.com/>.

RESULTS

Through the surveys, a large amount of information was collected. With the assistance of our Office for Institutional Effectiveness and faculty James Shimabukuro, we were able to create a foundation for the analysis process. The data has been organized and a few generalizations were made. Data and graphs pertaining to each question in the survey are displayed in the appendices. The questions are separated into three different areas: 1) Success in finding employment; 2) Job satisfaction; and 3) Student's opinion of the quality of their training received.

Success in Finding Employment

Among all the respondents, approximately 92.5% of our Spring 2008 CTE graduates had jobs (full or part-time) between 6-12 months after graduation and approximately 73% of those graduates were employed in a field that is related to their certificate or degree (see appendices A3-A4). According to data reported in 2006-2007 from the UH System Office, the standard rate was at 92% (which is acceptable). KCC's actual retention in employment reported in 2006-2007 was at 90.55%. This concludes that in 2008-2009 we are slightly above the standard Perkins rate for retention in employment and there was an approximate 2% increase in our numbers of Spring 2008 CTE graduates being employed 6-12 months after graduation. The

primary reason for student's not being enrolled 12-months after graduation was because they returned to school (see appendix A8).

Job Satisfaction

Of all the questions we asked students in relation to their job satisfaction, we found that approximately 67% of our students were either "somewhat satisfied" or "neutral" when it came to their salary (see appendix B2). However, majority of the students (60%) thought that their current salary was as expected (see appendix B1). Overall, approximately 65% were satisfied with their jobs and not thinking of quitting (see appendix B4). The survey results show that the top reason that graduates are attracted to their employer is work schedule (see appendix B7). For those students thinking of quitting, the top three reasons were 1) Change of career interest (included finding a job in field of study, learning more or new things, and different experiences); 2) Moving elsewhere and 3) Returning to school (see appendices B5-B6).

Quality of Training Received

Of all the questions we asked students in relation to their training received at KCC, we found that above 80% of our students felt their training at KCC has prepared them to be flexible in working with supervisors, co-workers, and customer/clients in the following areas: 1) Teamwork; 2) Communication; 3) Responsibility; 4) Problem solving; and 5) Dealing with adversity (see appendix C3). Also, above 60% of our students rated the training they received at KCC "very good" or "excellent" in preparing them for the following: 1) Current employment position; 2) Positive professional relationships with supervisors in the workplace; and 3) Positive professional relationships with co-workers in the workplace (see appendix C2). Overall, most students commented positively regarding the training at KCC.

CONCLUSION & RECOMMENDATIONS

Being that this was a pilot project, further research is needed in this area of employment retention. Due to time constraints and funding, general conclusions were made and further analysis is needed to explain the results of the data. Given that a full cycle (6- and 12-months after graduation) of this project had to be

completed before any comparative analysis could occur, only a foundation of the analysis process was created. However, it gives us a starting point for gathering information.

If this project continues, I would recommend focusing on increasing response rates by offering incentives to survey participants and institutional support to provide assistance in survey follow-ups. Feedback from employers would also be beneficial. There was also a disparity between 6- and 12-month responses because of the increase in response rate. The 12-month response rate was higher due to the hiring of an assistant who conducted follow-up phone calls and mail-outs.

In order to better understand what happens to our students after they leave KCC, we need to continue tracking the satisfaction of our graduates, as well as improve our ways of gathering data and tracking our graduates. By utilizing the information gathered from graduates, improvements in curriculum and assessment can take place.

With a strategy in place the college will be able to reach Achieving the Dream Goal #5 (Increase the numbers of students, especially native Hawaiian, low-income and other under-served students who earn certificates or degrees). As a result of the development of improved data collection and tracking methods, the following strategic outcomes could also be achieved:

Outcome 2: Increase the educational capital of the state by increasing the participation and completion of students, particularly from underserved regions.

Outcome 3: Contribute to the state's economy and provide a solid return on its investment in higher education through research and training.

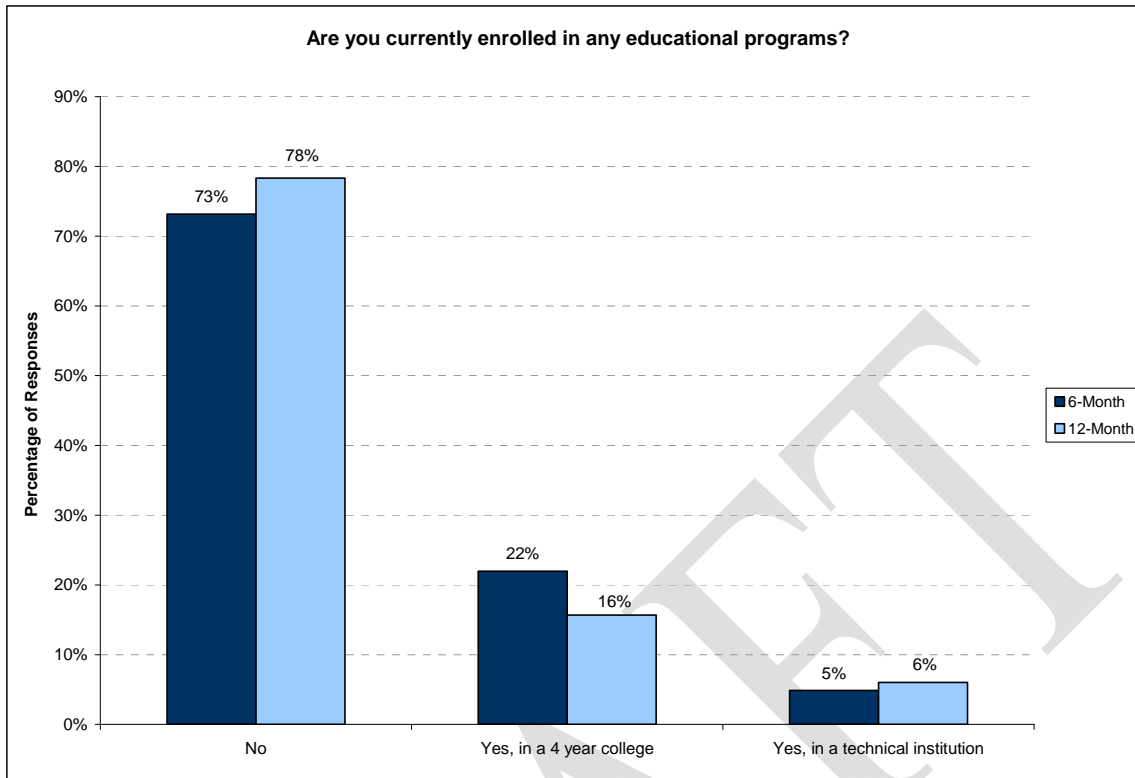
Outcome 4: Address critical workforce shortages and prepare students (undergraduate, graduate, and professional) to be leaders in a globally competitive economy.

Overall, this project is valuable to the college and its goals.

APPENDIX

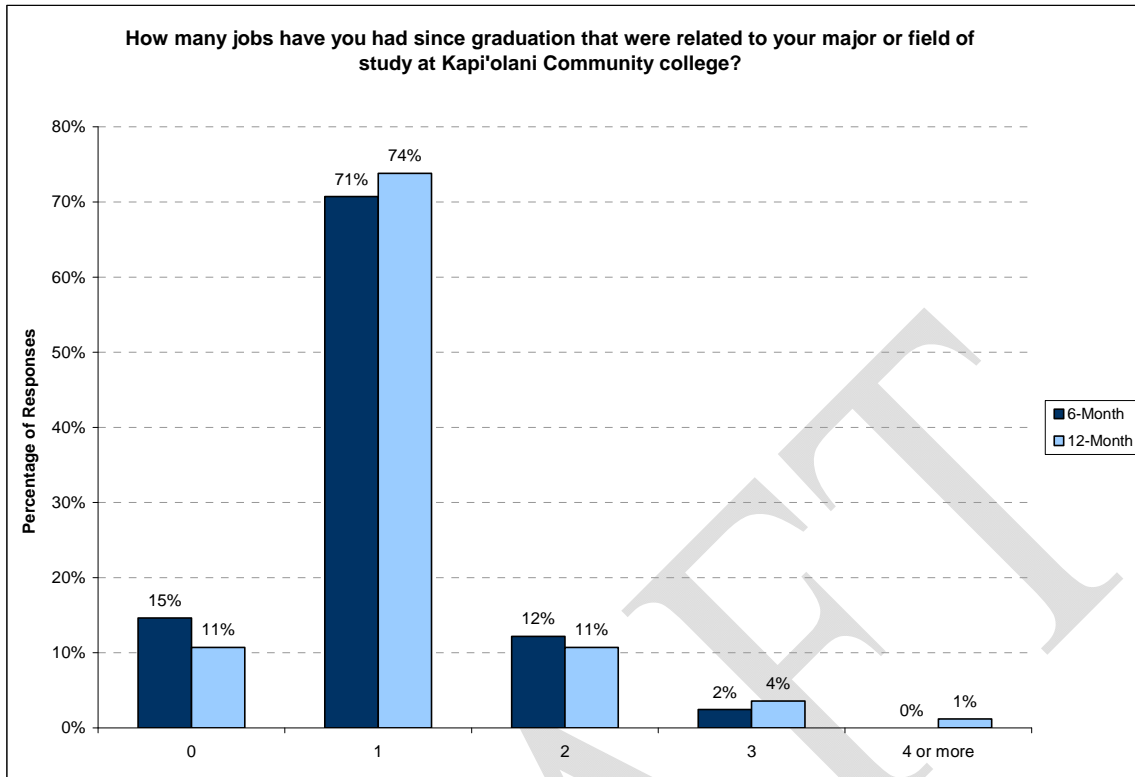
A. Success in Finding Employment	
Quantitative & Qualitative Data.....	A1 – A25
B. Job Satisfaction	
Quantitative & Qualitative Data.....	B1 – B8
C. Quality of Training Received	
Quantitative & Qualitative Data.....	C1 – C15
D. Survey Template	
Final Survey Template.....	D1 – D6

SUCCESS IN FINDING EMPLOYMENT



	6-Month	12-Month
No	30	65
Yes, in a 4 year college	9	13
Yes, in a technical institution	2	5
answered	41	83
skipped	0	1

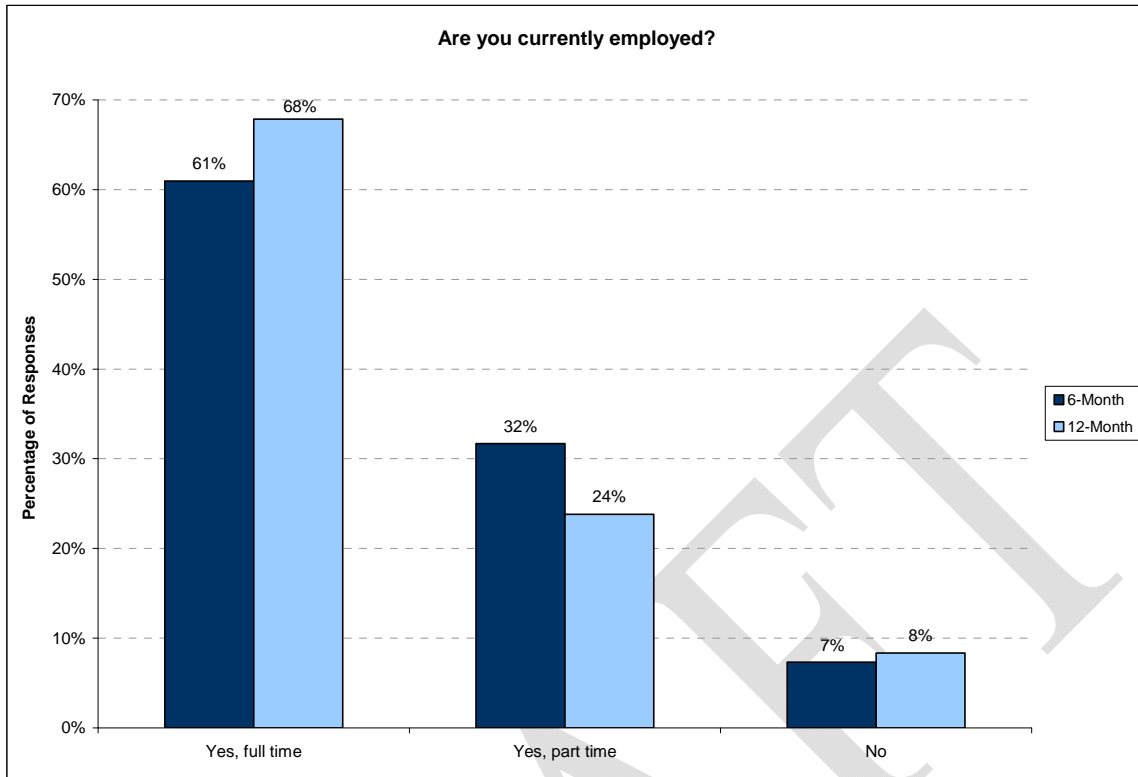
	6-Month	12-Month
No	73%	78%
Yes, in a 4 year college	22%	16%
Yes, in a technical institution	5%	6%



	6-Month	12-Month
0	6	9
1	29	62
2	5	9
3	1	3
4 or more	0	1

answered	41	84
skipped	0	0

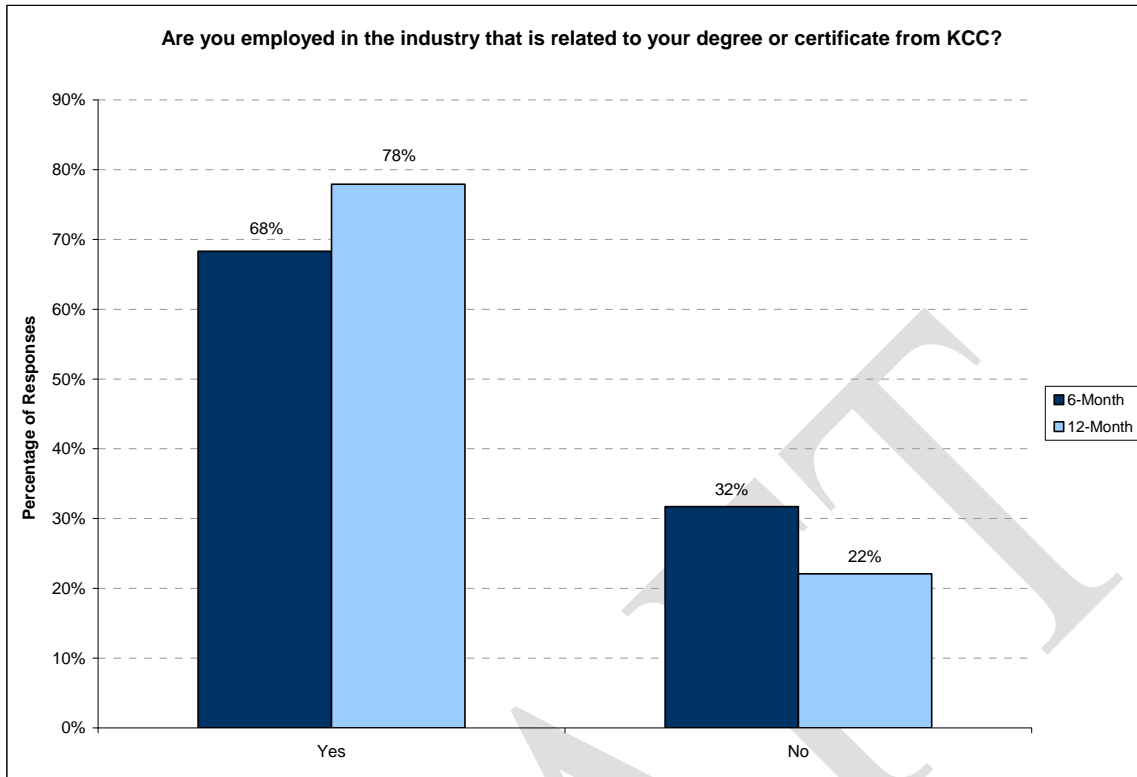
	6-Month	12-Month
0	15%	11%
1	71%	74%
2	12%	11%
3	2%	4%
4 or more	0%	1%



	6-Month	12-Month
Yes, full time	25	57
Yes, part time	13	20
No	3	7

answered	41	84
skipped	0	0

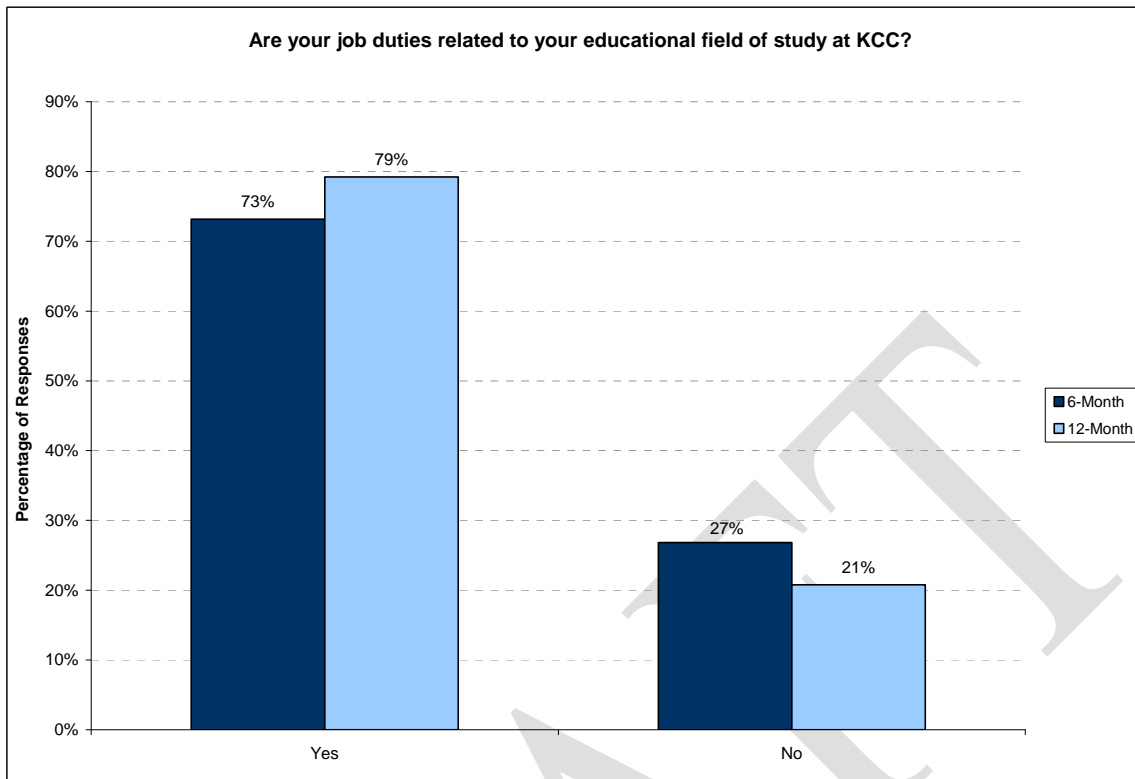
	6-Month	12-Month
Yes, full time	61%	68%
Yes, part time	32%	24%
No	7%	8%



	6-Month	12-Month
Yes	28	60
No	13	17

answered	41	77
skipped	0	7

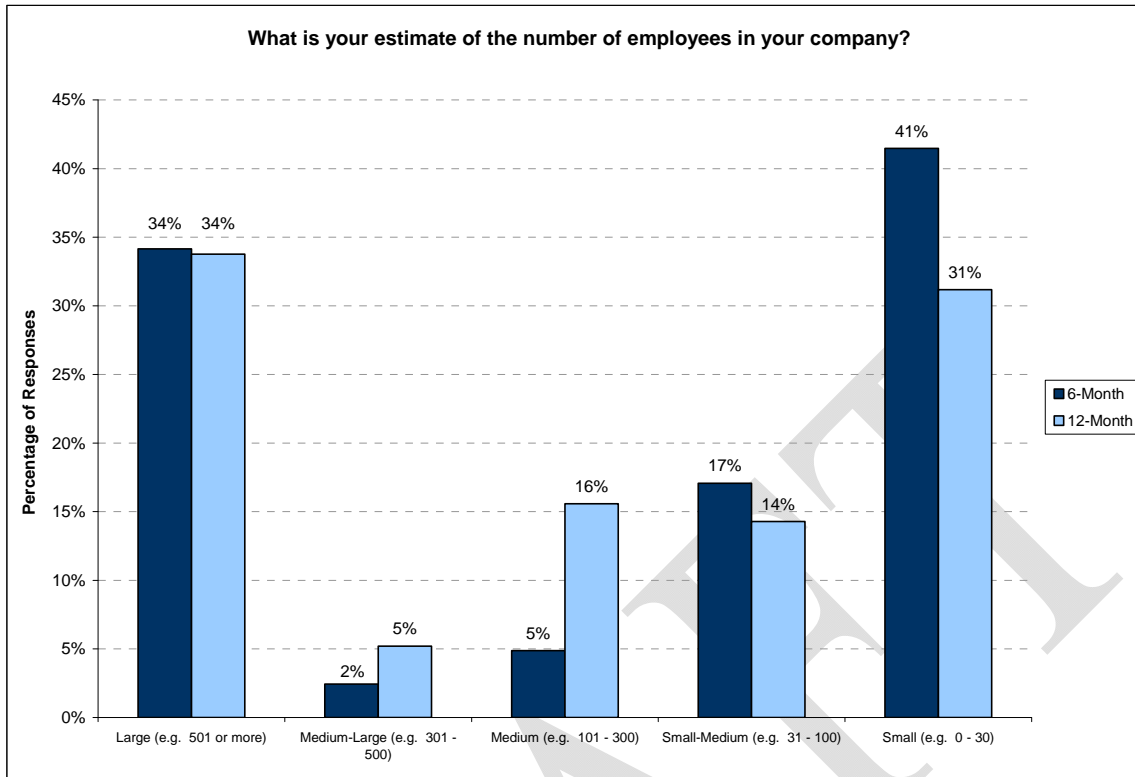
	6-Month	12-Month
Yes	68%	78%
No	32%	22%



	6-Month	12-Month
Yes	30	61
No	11	16

answered	41	77
skipped	0	7

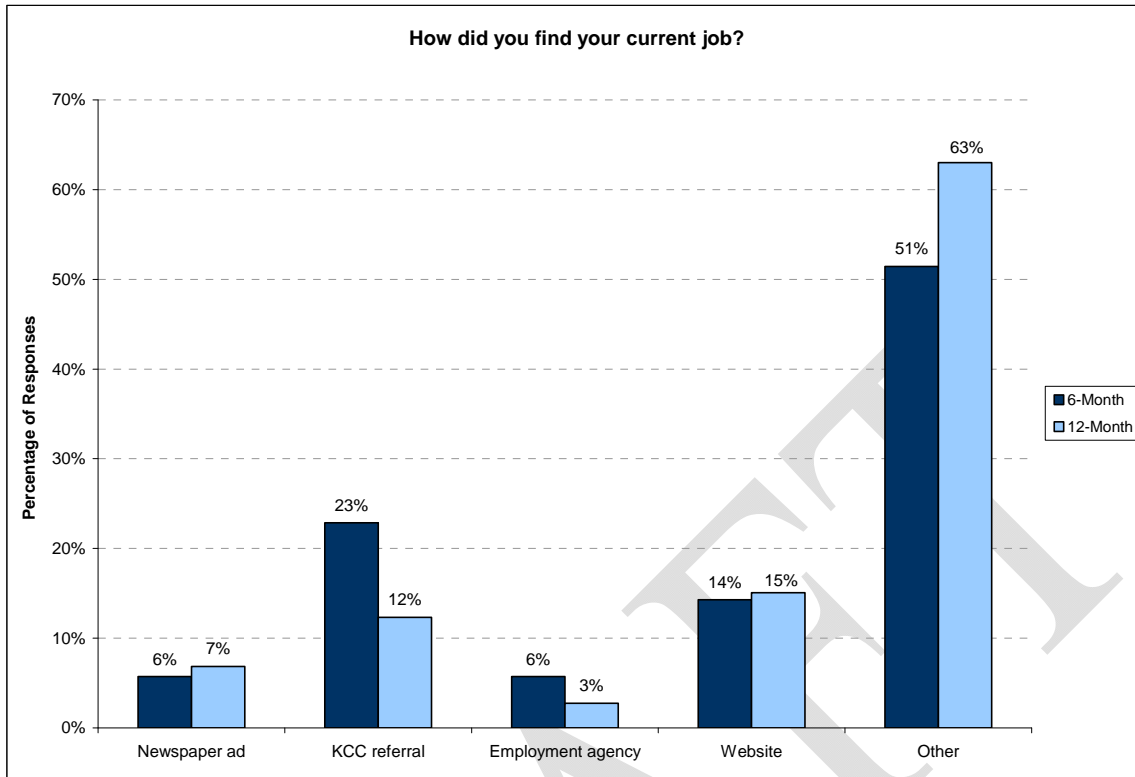
	6-Month	12-Month
Yes	73%	79%
No	27%	21%



	6-Month	12-Month
Large (e.g. 501 or more)	14	26
Medium-Large (e.g. 301 - 500)	1	4
Medium (e.g. 101 - 300)	2	12
Small-Medium (e.g. 31 - 100)	7	11
Small (e.g. 0 - 30)	17	24

answered	41	77
skipped	0	7

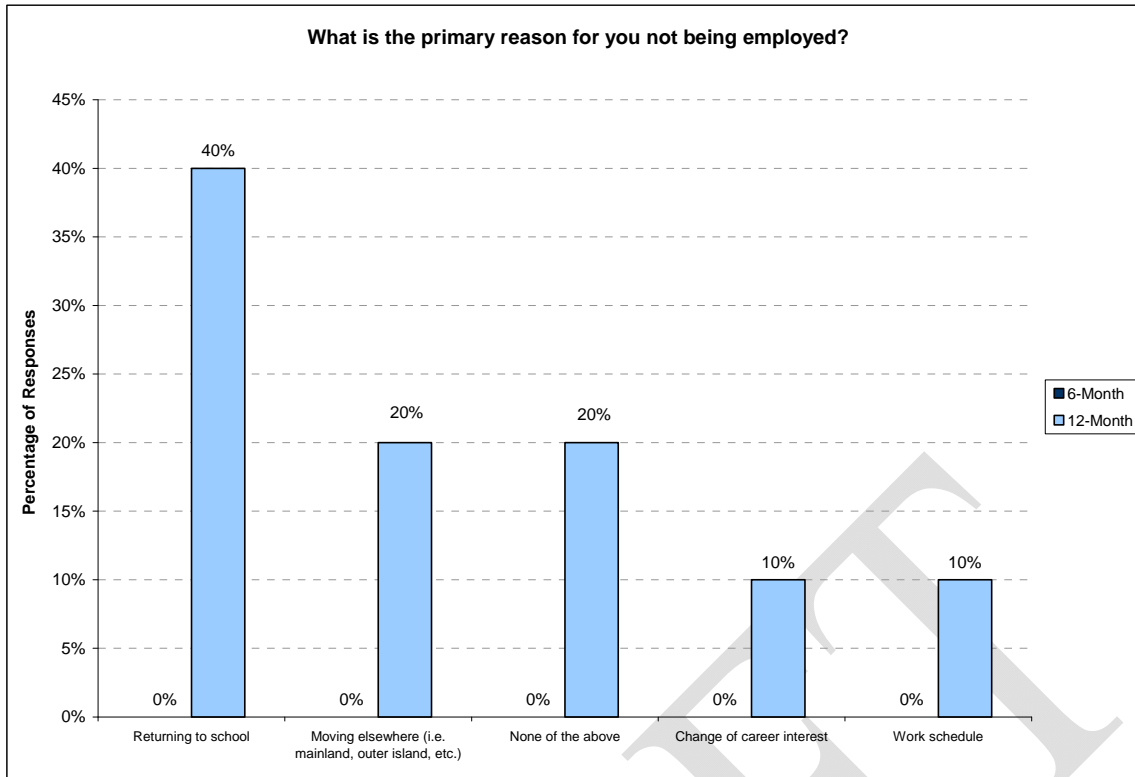
	6-Month	12-Month
Large (e.g. 501 or more)	34%	34%
Medium-Large (e.g. 301 - 500)	2%	5%
Medium (e.g. 101 - 300)	5%	16%
Small-Medium (e.g. 31 - 100)	17%	14%
Small (e.g. 0 - 30)	41%	31%



	6-Month	12-Month
Newspaper ad	2	5
KCC referral	8	9
Employment agency	2	2
Website	5	11
Other	18	46

answered	35	73
skipped	6	11

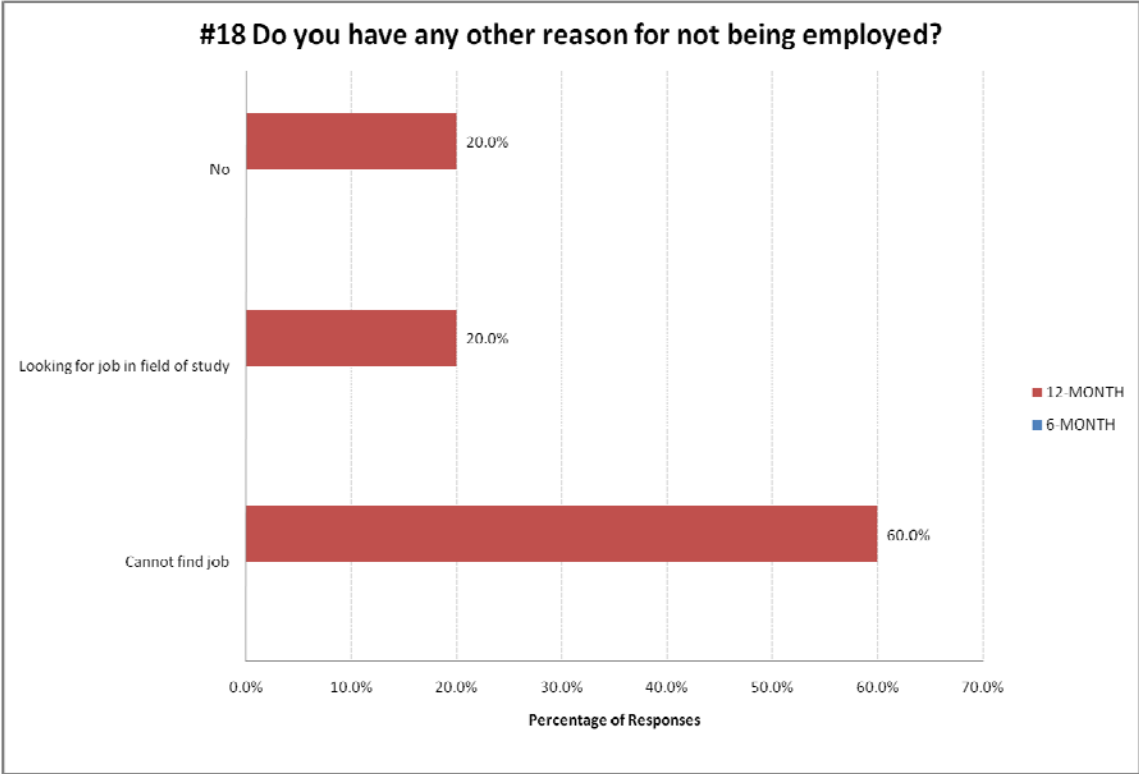
	6-Month	12-Month
Newspaper ad	6%	7%
KCC referral	23%	12%
Employment agency	6%	3%
Website	14%	15%
Other	51%	63%



	6-Month	12-Month
Moving elsewhere (i.e. mainland, outer island, etc.)	0	2
Health issues	0	0
Marriage	0	0
Starting a family (i.e. birth, child care, etc.)	0	0
Change of career interest	0	1
Returning to school	0	4
Providing care for ill or elderly family members	0	0
Workplace violence (i.e. sexual harassment, verbal/physical abuse, etc.)	0	0
Unsafe work environment	0	0
Commute	0	0
Work schedule	0	1
Not getting along with supervisor	0	0
Not getting along with co-workers	0	0
Physical work environment	0	0
Difficult customers/clients	0	0
None of the above	0	2

answered	0	10
skipped	41	74

	6-Month	12-Month
Returning to school	0%	40%
Moving elsewhere (i.e. mainland, outer island, etc.)	0%	20%
None of the above	0%	20%
Change of career interest	0%	10%
Work schedule	0%	10%



6-MONTH

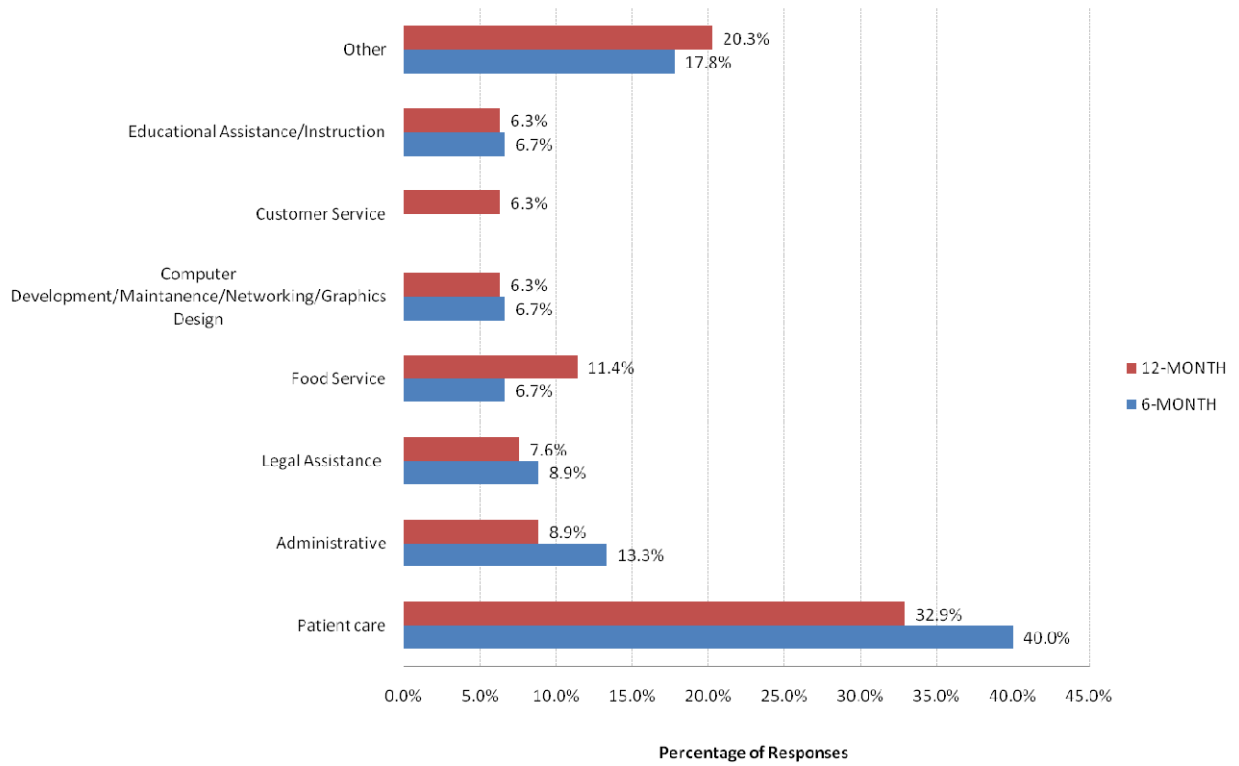
12-MONTH

Cannot find job	3
Looking for job in field of study	1
No	1

Responses	
Blank	79
Interpretable/Meaningful	5
Individual data point	5
Total No. of Respondents	5

Question 18) Do you have any other reason for not being employed?
Can't find a job that suits my needs
Hard to find employment in this current economy
Currently looking for a specific job related to my degree
no
there are very few new positions for nursing new graduates

#7 What are the main duties of your current position?



6-MONTH

Patient care	18
Administrative	6
Legal Assistance	4
Food Service	3
Computer Development/Maintenance/Networking/Graphics Design	3
Educational Assistance/Instruction	3
Other	8

12-MONTH

Patient care	26
Administrative	7
Legal Assistance	6
Food Service	9
Computer Development/Maintenance/Networking/Graphics Design	5
Customer Service	5
Educational Assistance/Instruction	5
Other	16

Responses

N/A	1
Blank	1
Interpretable/Meaningful	39
Individual data point	45
Total No. of Respondents	40

Responses

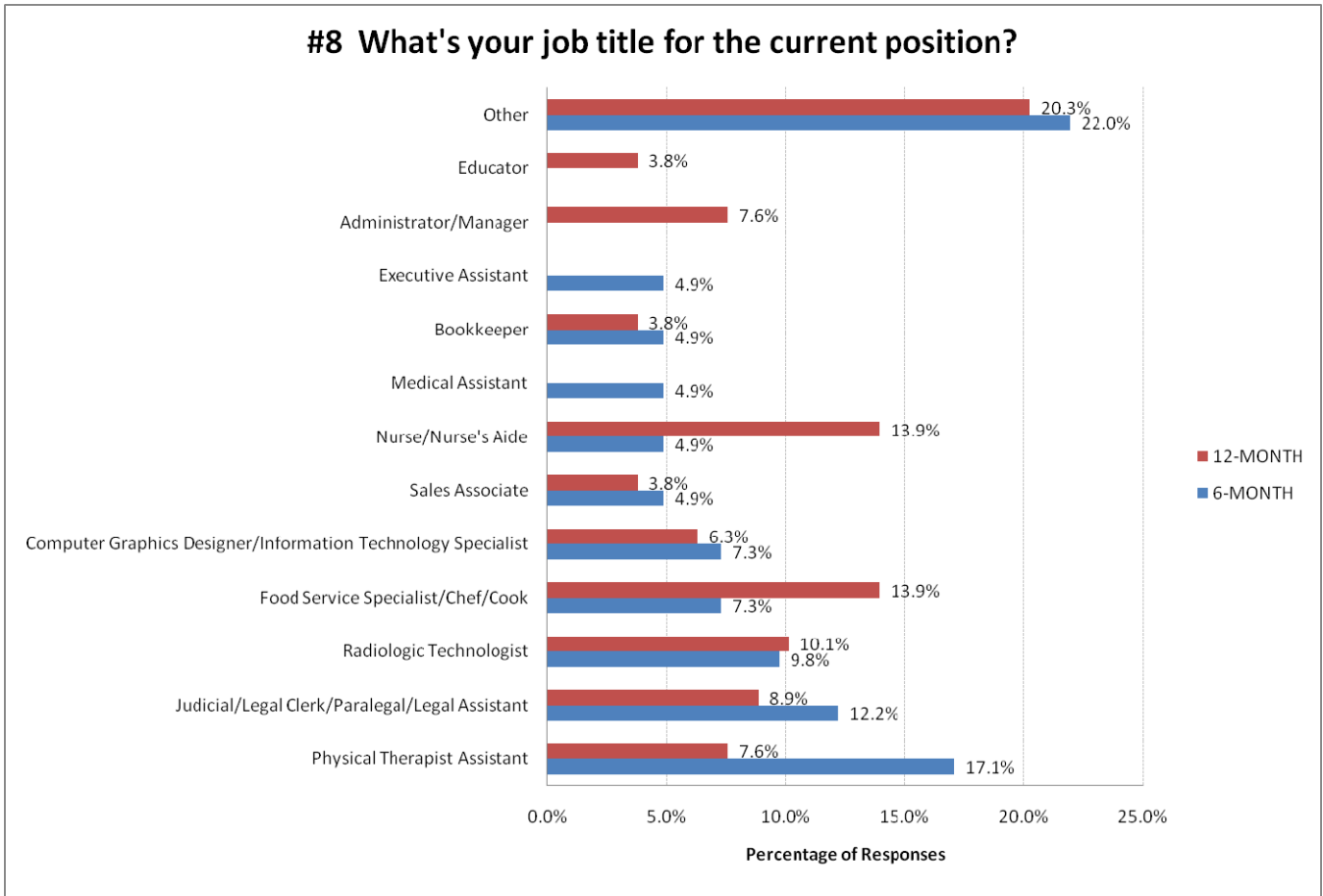
Blank	14
Interpretable/Meaningful	70
Individual data point	79
Total No. of Respondents	70

Question 7) What are the main duties of your current position?
Tutoring supplemental instruction in sciences
I provide paralegal assistance in working with clients of the Department of Health involving mental health patient cases who have been involuntarily committed until a court hearing is held to determine whether the patient is committable or stable enough to be released. Other duties include working with clients of the Department of Human Services involving child protective services petitions adoptions pretrial statements and adult guardianships etc.
Assess and treat patients according to treatment plan laid out by Physician and Physical Therapist. Also perform documentation and record keeping in relation to appropriate insurance coverages.
Answering phones filing charting
MLT
produce radiographic images for diagnostic purpose
Medical Assistant Back office duties Suture removal injections wound irrigation vitals etc...
performing radiographic procedures patient care supporting compliance and principles of responsibilities maintaining confidentiality showing ethics and integrity. work as a team with other staff members and independently.
Perform diagnostic examinations using ionizing radiation on specific areas of the body as indicated by ordering physicians assist radiologists during special procedures practice good patient care
Manual Therapy Therapeutic Exercises Modalities
outpatient physical therapy interventions
I have been working for the State Judiciary for the past 11 years. Am presently working for Family Court.
Data entry
treating students for minor illness and first aide as well as administering medication.
answer questions from callers in regard to their obtaining motor vehicle registration and/or driver's license clearance processing payments opening mail filing motions issuing clearances scheduling hearings processing written statements for submission to judges entering license suspension data.
Treating patients in there physical therapy needs.
Work Unit coordinator.
Help desk support Computer Networking Hardware and Software troubleshooting
everything from washing dishes to chopping vegetables to baking brownies. basically everything that can be done in a kitchen its my job to know what to do and how to do it
all Accounts payable duties journal entries
Technology liaison and office manager for a nonprofit that teaches writing and literature professional development skills to teachers. I developed and maintain a website do layout editing and deign for newsletters and teach technology as related to writing.
rehab
draft documents docket calendar file court docs
Office administration production
Treat patient according the Plan of Care from the Physical Therapist
I'm a liberal arts graduate. And I am currently enrolled at UHManoa majoring in Journalism. Please note that question no. 16 should not be a mandatory question since it may not relate to other people being surveyed. Thus response to this question may be skewed.
Interpret ASL/English for Deaf students in public school mainstream programs.
RN Nursing
Patient Care
sales associate
assisting the dentist
Out patient phsical therapy assisting
Taking X-ray writing prescriptions and assisting Orthopedic physicians
Daytime opener. Breakfast and lunch line cook. Checking in orders. Responsible for rotation and dishes in 3 deli cases. Quality and portion control. Customer service taking orders packaging take outs.
Administrative Assistant in a UH Department.
Legal Research and now I'm doing a case where I do a little of what Adjusters do calculate losses.
cashier/stock
Accounts Receivable
Clinical Assistant/ward clerk
Cake Decorator

Question 7) What are the main duties of your current position?
taking care of critically ill patients.
sales/marketing
The main duties are that I meet with the clients to go over their estate planning documents that we prepared for them and have them sign their final documents I notarize their documents and then all the regular office duties.
Implement Physical Therapist's plan of care to patients.
Provide paralegal assistance in working with clients of the Department of Health involving mental health patient cases who have been involuntarily committed until a court hearing is held to determine whether the patient is committable or stable enough to be released. Other duties include working with clients of the Department of Human Services involving child protective services petitions adoptions pretrial statements and adult guardianships etc.
Case management of terminally ill patients
Laboratory research work Gene sequencing
legal assistant/secretary to family law atty (this is a 2nd part time job(10-20hrs/week)
dealing with Japanese visitor. giving information for Japanese tourists. arrangement tour for them.
-explain radiological exams to patients and their family obtain consent -conduct radiological exams according to the facility protocols -tend to patients+families' needs -assist students in their clinical rotation
Nurse
Judiciary Clerk answering questions in regard to traffic violation citations driver license clearance and motor vehicle clearance.
I worked for the Judiciary prior to getting my degree. However it was my job that prompted me to get a degree in the legal field.
Educate and enforce Therapeutic excercises
sales associate
ass. producer main editor and graphic designer for Hawaiian Extreme sports TV and Ocean Paddler TV on OC16 and me and a felo student are the design consultants for Digipro
Cook. Prep. Line.
Journal entries process and enter invoices in the system print/cut checks
data systems development
Technology Liason webmaster
Assist project director to implement assess and improve programs for professional development of writing and literacy Database management web development technology lecturer
arranging fruits and vegetables
Cooking for the residents in Avalon Health Care
Install move and troubleshoot end user's issues with PCs hardware printer servers and software. Help desk and technical support.
cut checks and journal entry
Administrative
Design implement and assess the treatment plans of various injuries that our patients come in with.
Perform skilled physical therapy services to the patients at the nursing facility such as mobility training strengthening gait training and so forth so they may safely return home.
Non-profit startup and Art Sales
marketing of products and the company.
Creation of general 3D assessts: modeling texturing animation lighting rendering compositing
Clinical Medical Assisting-Vitals medical procedures assisting physician

Assist the PT with patients
RN - caring for my patients
Assisting patients with daily living.CNA
Accounts Receivable
administering medication and treatments applying my nursing skills to take care of 50 residents in a care home
cooking
Perform radiographic procedures
Cake icer decorator and mixer
I am employed with DOE as a School Based Paraprofessional in a fully self-contained classroom of students with special needs including those with hard of hearing disabilities.
Administration
Patient care
Assist the Dentist in procedures break down set up sterilize instruments
Assists in assessment of patients problems/needs and in developing implementing and evaluating plan of care. Assists in admission and participates in discharge planning of patients. Carries out restorative and rehabilitative programs for patients as directed by care plan. Instructs patients in self-care to promote independence. Involves patients significant others in patients' care. Assists with patients' ADL care (e.g. oral hygiene skill and nail care). Uses such equipment as foley catheters tracheotomy tubes nasogastric tubes oxygen and suction equipments etc.). Makes rounds with physicians and assists them in draping and gowning patients for various examinations or procedures. Applies compresses (hot or cold) as prescribed. Observes patients for reaction to drugs and/or treatment or any unusual condition and report to charge nurse. Answers patients call signals. Directs and assists in post-mortem care. Checks emergency cart. Counts and signs for controlled drugs. Receives transcribes and carries out physicians orders: Administers po IV SUBQ IM medications are ordered; performs treatments which do not require direct supervision of RN (e.g. dressings douches enemas irrigations alcohol rubs). Documents care/treatment rendered (per handwriting or computer) as required. Gives and receives intershift reports. Answers phone inquiries. Assists in orientation of newly hired or agency nursing personnel. Attends required in-service programs. On regular sustained basis cooperates with other staff members both within and outside department in accomplishment of own job duties as well as assisting others in accomplishing theirs; Serves as team player and role model for other employees in Organization always exhibiting traits of courtesy caring helpfulness and respect; conducts oneself in service-oriented manner that is attentive pleasant cooperative sensitive respectful and kind when dealing with members visitors public and all employees.
Neonatal Intensive Care Registered Nurse
patient healthcare in radiography and taking xrays throughout the hospital
payroll stuffs.. data entry
Cocktail Service
take xrays
retail work

#8 What's your job title for the current position?



6-MONTH

12-MONTH

Physical Therapist Assistant

7 Nurse/Nurse's Aide

11

Judicial/Legal Clerk/Paralegal/Legal Assistant

5 Food Service Specialist/Chef/Cook

11

Radiologic Technologist

4 Physical Therapist Assistant

6

Food Service Specialist/Chef/Cook

3 Administrator/Manager

6

Computer Graphics Designer/Information Technology Specialist

3 Radiologic Technologist
Computer Graphics Designer/Information Technology Specialist

8

Sales Associate

2 Specialist
Judicial/Legal Clerk/Paralegal/Legal Assistant

5

Nurse/Nurse's Aide

2 Assistant

7

Medical Assistant

2 Bookkeeper

3

Bookkeeper

2 Sales Associate

3

Executive Assistant

2 Educator

3

Other

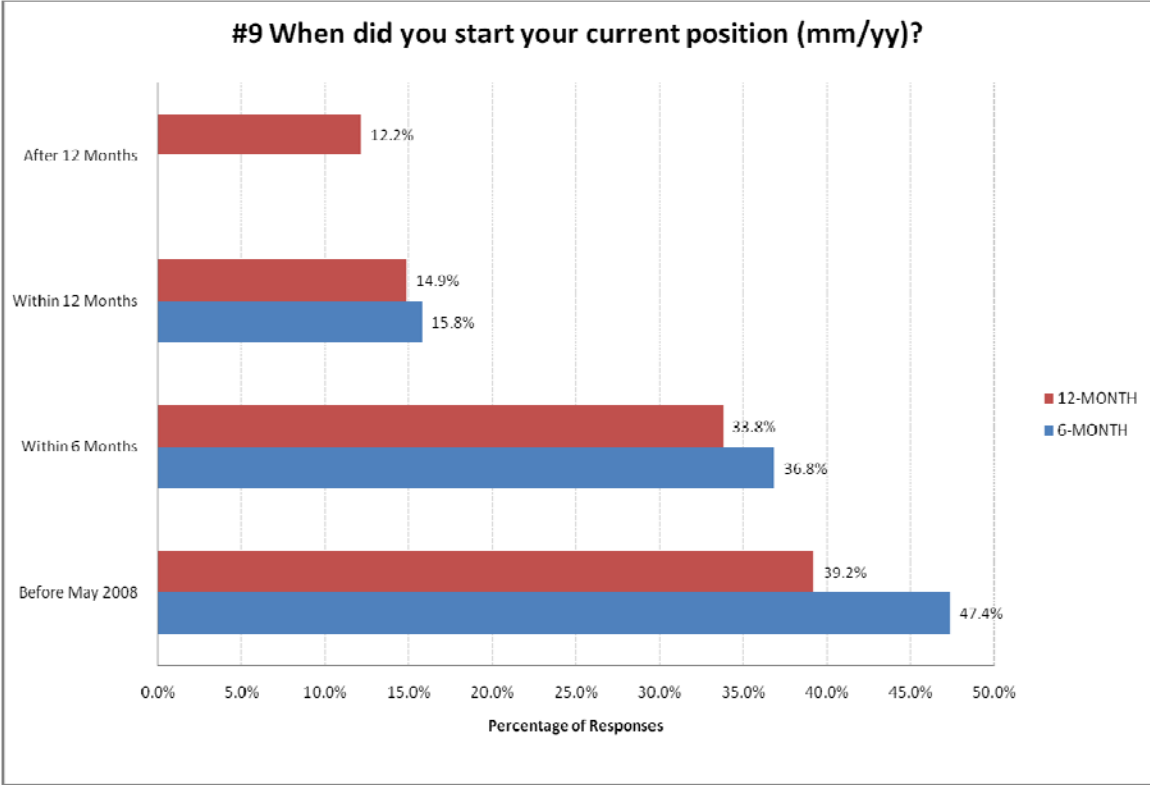
9 Other

16

Responses	Count	Responses	Count
N/A	1	Blank	10
Blank	1	Interpretable/Meaningful	74
Interpretable/Meaningful	39	Individual data point	79
Individual data point	41	Total No. of Respondents	74
Total No. of Respondents	40		

Question 8) What's your job title for the current position?
Student alaka'i
Legal Assistant III
Physical Therapist Assistant
medical assistant
MLT
radiologic technologist
Medical Assistant
Radiologic Technologist I
Radiologic Technologist
Physical Therapist Assistant
PTA
Judicial Clerk II
Coding Clerk
Substitute School health aide
Judiciary Clerk
PTA
Quality Assurance Assistant Coordinator
IT Specialist
Kitchen Utility Worker
accounts payable
Tech liaison and office manager
Physical therapist assistant
paralegal
Executive Assistant
Physical Therapy Assistant
n/a
Educational Interpreter
RN
Pediatric RN
sales associate
dental assistant
Physical therapist assistant
Radiologic Technologist
Lunch prep and line cook. Middle management position.
Secretary II
Legal Clerk
cashier
Accounts Receivable and Inside Sales
Clinical assistant
Cake Decorator

Question 8) What's your job title for the current position?	
RN	Cake Decorator
sales	School Based Paraprofessional
Final Signer-Paralegal	Administrator
Physical Therapy Assistant	Nurse's aid
Legal Assistant III	Dental Assistant
RN case manager for Hospice Hawaii	LPN
Research assistant	Registered Nurse
assistant	radiological technologist
administration operator arrangement operator wroter	bookkeeper
radiologic technologist	cashiering/sushi maker
Nurse	Cocktail Server
Judiciary Clerk	radiologic technologist
Judicial Clerk	Physical Therapist Assistant
PTA	RN (call-in)
sales associate	Bank teller
ass. producer main editor graphic designer and design consultants	sales
cook	
accounts payable	
Data Systems Developer	
Technology liaison office manager	
Technology liaison office manager	
produce clerk	
Cook/Dietary Aide	
IT Specialist	
accounting clerk	
certified medical assistant	
Physical Therapist Assistant	
Physical Therapist Assistant	
Self Employed	
owner/ tour manager	
Radiology technologist I	
Animator/Maya Specialist	
Medical Assistant	
PT assistant	
RN	
CNA	
Accounts Supervisor	
Charge Nurse	
Chef de partie	
Registered radiologic technologist	



6-MONTH

Before May 2008
 Within 6 Months
 Within 12 Months

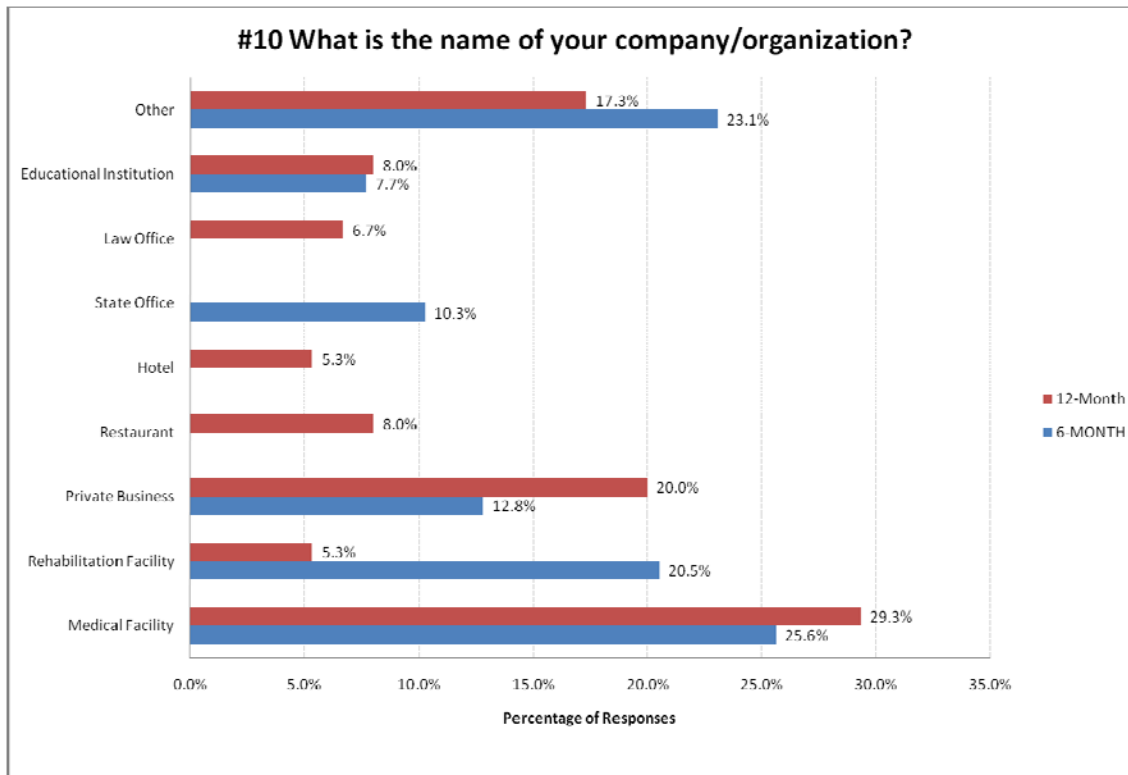
12-MONTH

Before May 2008 29
 Within 6 Months 25
 Within 12 Months 11
 After 12 Months 9

Responses		Responses	
Incomplete	1	Blank	10
N/A	1	Interpretable/Meaningful	74
Blank	1	Individual data point	74
Interpretable/Meaningful	38	Total No. of Respondents	74
Individual data point	38		
Total No. of Respondents	40		

Question 9) When did you start your current position (mm/yy)?
August-07
May-06
September-08
April-08
May-08
September-08
April-08
October-08
September-08
October-08
September-08
November-97
november
September-07
October-05
September-08
July-06
June-07
May-08
March-06
January-98
November-08
February-07
August-04
January-09
n/a
January-06
October-08
January-09
November-08
July-08
November-08
October-08
July-08
April-02
July-08
November-07
March-07
March-09
June-06

Question 9) When did you start your current position?	
October --- 2008	August --- 2008
May --- 2009	May --- 2009
April --- Prior to 2003	June --- 2006
January --- 2009	August --- Prior to 2003
May --- 2006	December --- 2006
May --- 2008	February --- 2009
May --- 2009	July --- 2008
September --- 2007	July --- 2009
July --- 2008	October --- 2008
September --- 2008	September --- 2008
October --- 2008	May --- 2007
October --- 2005	May --- 2005
November --- Prior to 2003	November --- 2007
August --- 2008	October --- 2008
November --- 2008	October --- 2008
March --- 2008	December --- 2008
July --- 2008	May --- 2007
March --- 2006	May --- 2009
April --- 2009	
January --- Prior to 2003	
January --- Prior to 2003	
October --- 2006	
March --- Prior to 2003	
June --- 2007	
June --- 2008	
April --- 2008	
September --- 2008	
August --- 2008	
August --- 2004	
August --- 2006	
October --- 2008	
July --- 2008	
April --- 2008	
August --- 2008	
October --- 2008	
March --- 2009	
May --- Prior to 2003	
January --- 2009	



6-MONTH

Medical Facility
 Rehabilitation Facility
 Private Business
 State Office
 Educational Institution
 Other

12-Month

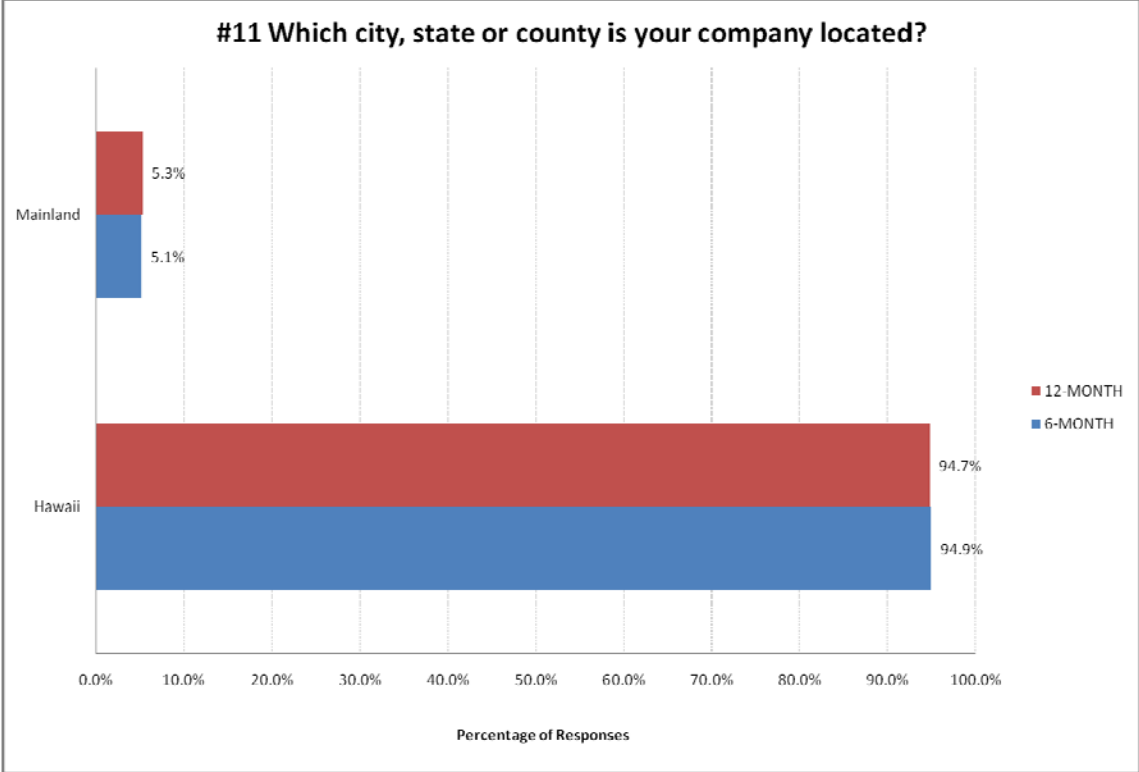
10 Medical Facility
 8 Rehabilitation Facility
 5 Private Business
 4 Restaurant
 3 Hotel
 9 Law Office
 Educational Institution
 Other

22
 4
 15
 6
 4
 5
 6
 13

Responses		Responses	
N/A	1	N/A	2
Blank	1	Blank	11
Interpretable/Meaningful	39	Interpretable/Meaningful	71
Individual data point	39	Individual data point	75
Total No. of Respondents	40	Total No. of Respondents	73

Question 10) What is the name of your company/organization?
Kapiolani Community College
Department of the Attorney General-Family Law Division
Kaiser Permanente
Dr. Laurie K.S. Tom
Tripler
Kapi'olani Medical Center for Women & Children and Castle Medical Center
Kahala Urgent Care
Kaiser Permanente Moanalua Medical Center
Hawaii Pacific Health
Action Rehab
First Physical & Functional Rehab
State of Hawaii Judiciary
Kaiser Permanente
DOE
The Judiciary State of Hawaii
Sports Medicine Hawaii
HMSA
Analyzer USA Inc.
Kamehameha Schools-Kapalama Campus
Ilikai Hotel
Hawaii Writing Project (Part of the National Writing Project)
1st Physical & Functional Rehab
Cades Schutte
Sapo Enterprises
Intergro Rehab services
n/a
Department of Education
Kaiser Permanente
Kapiolani Medical Center for Women and Children
gap
Dr. Cary Chang DDS
Kaneohe physical therapy
South Bay Orthopaedic Specialists
Kalapawai Cafe and Deli
UHM/SPAS Center for Pacific Islands Studies
Harold Chu Attorney At Law
Williams-Sonoma
Brokerage of Quality Foods Inc.
Kapiolani Medical Center for Women and Children
Napoleons Bakery

Question 10) What is the name of your company/organization?	
Straub Clinic and Hospital	Palolo Chinese Home
Montgomery Motors Cycle Sports	The French Laundry
Sterling & Tucker	University Medical Center
Intergro Rehab services	Napoleon's Bakery
Department of the Attorney General	Department of Education/Kea'au High School
Hospice Hawaii	Fung Associates Inc
UH Manoa	Straub Clinic & Hospital
Thomas Collins III	Pediatric Dentistry
Wincubic JTB Hawaii Hawaii Tourism Japan	Tripler Army Medical Center
Kapiolani Medical Center for Women & Children and Castle Medical Center	Kaiser Permanente
Kaiser Permanente	hawaii pacific health
The Judiciary State of Hawaii	Harry Tam CPA
State of Hawaii -Judiciary	kozo sushi
Fukuji and Lum PT and Kapiolani Medical Center @ Pali Momi	Starwood
gap inc.	Maui Memorial Medical Center
Zone3 and Digipro	Straub
Kalapawai Cafe and Deli	Bank of Hawaii
Ilikai Hotel	dont wish to say
RCUH	
Hawaii Writing Project	
Hawaii Writing Project	
Times	
Hale Nani Rehab & Nursing CTR/ Avalon Health Care	
Analyzer USA Inc.	
Dr. Laurie Tom	
Kaiser Permanente	
Hale Nani Nursing Center and Rehab	
Project FRESH	
private	
Kaiser Permanente Moanalua Medical Center	
Screaming Wink Productions	
Kahala Urgent Care	
Sports Medicine Hawaii	
Houston Northwest Medical Center	
KA Puna Wai Ola	
Shimaya Shoten Ltd.	



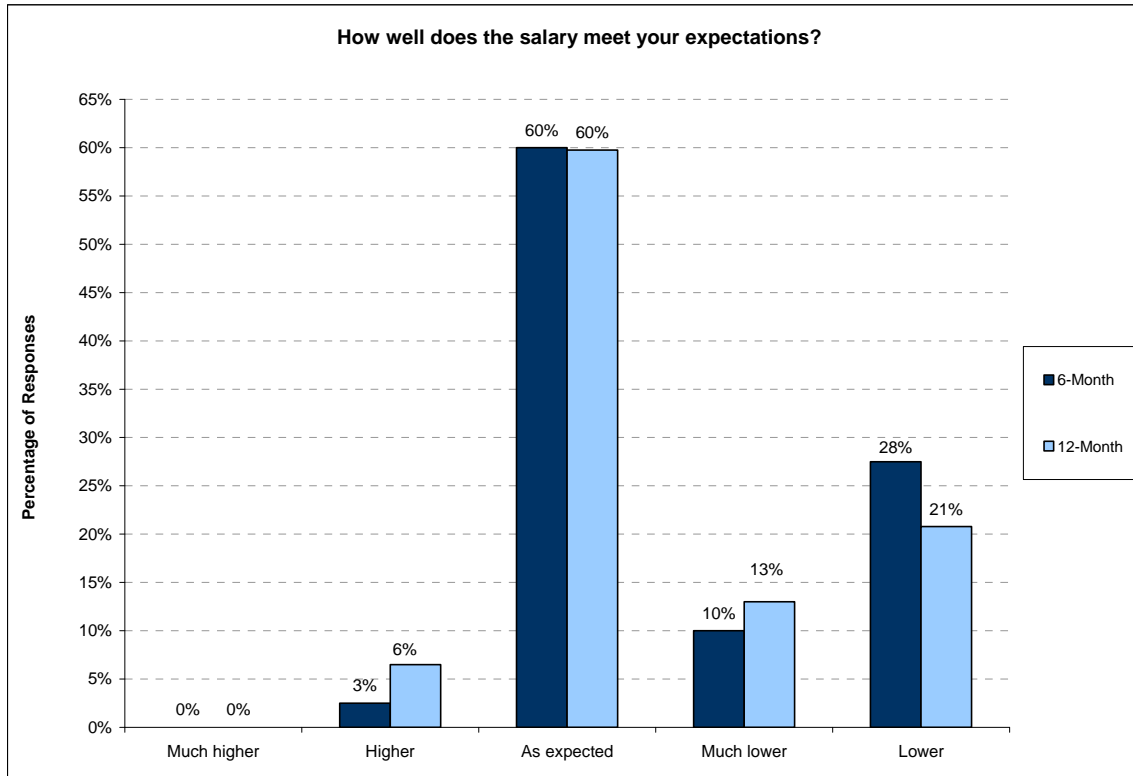
6-MONTH		12-MONTH	
Hawaii	37	Hawaii	72
Mainland	2	Mainland	4

Responses		Responses	
N/A	1	N/A	1
Blank	2	Blank	10
Interpretable/Meaningful	38	Interpretable/Meaningful	73
Individual data point	39	Individual data point	76
Total No. of Respondents	39	Total No. of Respondents	74

Question 11) Which city state or county is your company located?
Honolulu HI
Honolulu Hawaii
Honolulu Hawaii
Honolulu
HNL HI
Honolulu and Kailua
Honolulu Hawaii
honolulu HI
Honolulu HI
Honolulu Hawaii
Wahiawa HI
Honolulu
Honolulu HI
Honolulu Hi
Honolulu Hawaii
Honolulu Hawaii
Honolulu Hawaii
Honolulu HI
Honolulu HI
Honolulu
Honolulu
Wahiawa
Honolulu HI
Honolulu
Huntington Beach California
n/a
Hawaii
Honolulu HI
Honolulu Hawaii
honolulu hi
Kaneohe Hawaii
Torrance CA
Kailua
Honolulu HI
Honolulu Hawaii
Honolulu HI
Honolulu Hawaii
Honolulu HI
Waipio O'ahu

Question 11) Which city state or county is your company located?	
Honolulu	Las Vegas Nevada
Honolulu Hawaii	Waipio HI
Honolulu Hawaii	Kea'au Hawaii
Hungtington Beach California	Honolulu HI
Honolulu Hawaii	Honolulu Hawaii USA
Honolulu HI	Pearl City Hawaii
Honolulu HI	Honolulu HI
Honolulu HI	Honolulu HI
Honolulu HI	aiea hawaii
Honolulu HI and Kailua HI	honolulu hawaii
Honolulu HI	honolulu
Honolulu Hawaii	Waikiki
Honolulu Hawaii	Wailuku Hawaii
Honolulu Kailua Aiea	Honolulu
honolulu HI	Honolulu
HI	Honolulu
Kailua	dont wish to say
Honolulu HI	
Honolulu HI	
Honolulu	
Honolulu	
Honolulu	
Honolulu HI	
Honolulu HI	
honolulu hi	
Honolulu Hawaii	
Honolulu Hawaii	
Honolulu HI	
honolulu hi	
Honolulu Hawaii	
Hakalau HI	
Honolulu HI	
Honolulu	
Houston Texas	
KApolei	
Honoluu	
Honolulu Hawaii	
California	

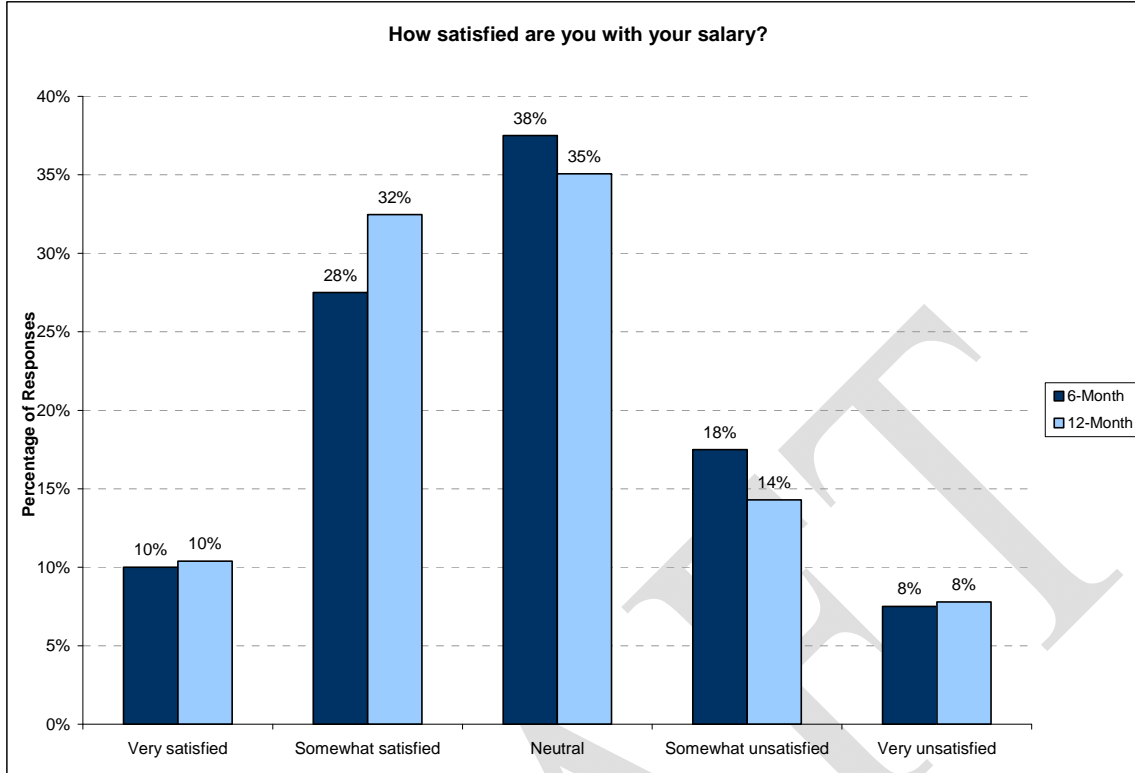
JOB SATISFACTION



	6-Month	12-Month
Much higher	0	0
Higher	1	5
As expected	24	46
Much lower	4	10
Lower	11	16

answered	40	77
skipped	1	7

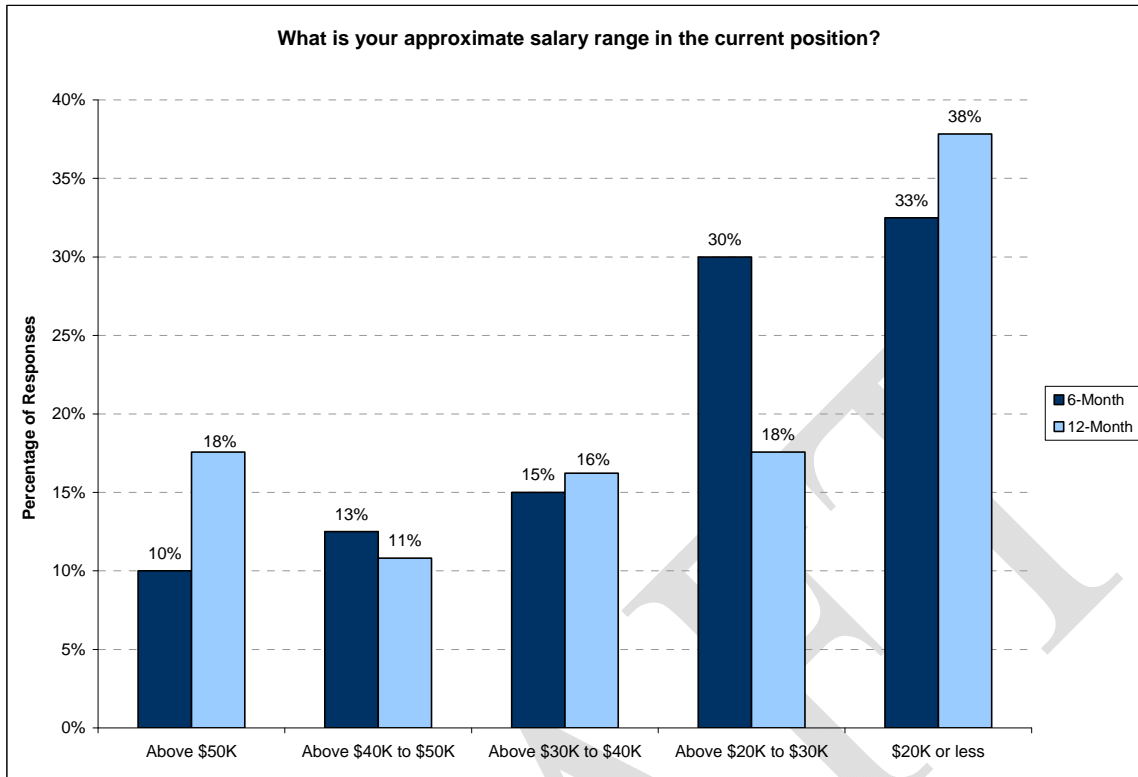
	6-Month	12-Month
Much higher	0%	0%
Higher	3%	6%
As expected	60%	60%
Much lower	10%	13%
Lower	28%	21%



	6-Month	12-Month
Very satisfied	4	8
Somewhat satisfied	11	25
Neutral	15	27
Somewhat unsatisfied	7	11
Very unsatisfied	3	6

answered	40	77
skipped	1	7

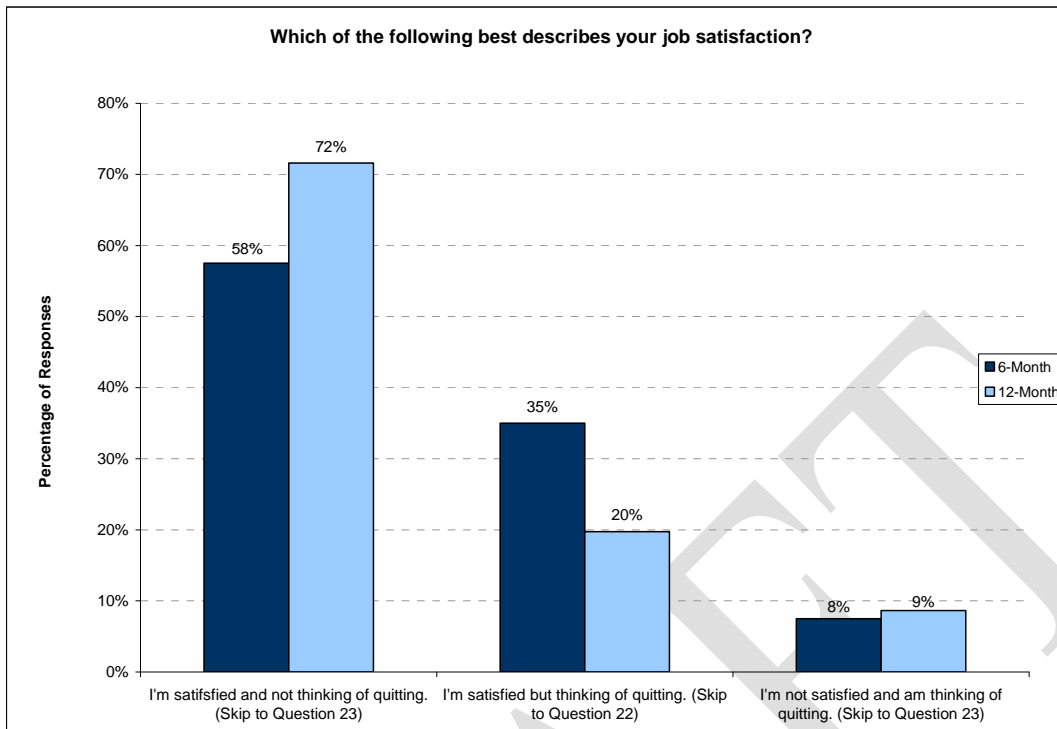
	6-Month	12-Month
Very satisfied	10%	10%
Somewhat satisfied	28%	32%
Neutral	38%	35%
Somewhat unsatisfied	18%	14%
Very unsatisfied	8%	8%



	6-Month	12-Month
Above \$50K	4	13
Above \$40K to \$50K	5	8
Above \$30K to \$40K	6	12
Above \$20K to \$30K	12	13
\$20K or less	13	28

answered	40	74
skipped	1	10

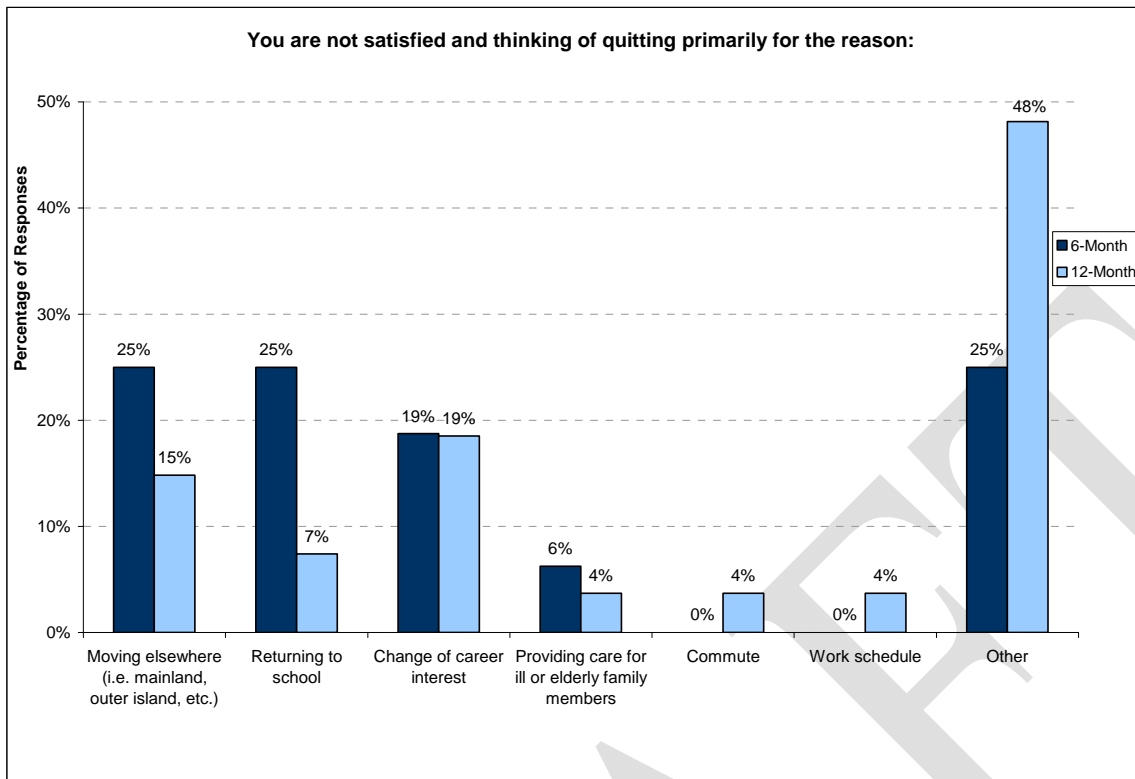
	6-Month	12-Month
Above \$50K	10%	18%
Above \$40K to \$50K	13%	11%
Above \$30K to \$40K	15%	16%
Above \$20K to \$30K	30%	18%
\$20K or less	33%	38%



	6-Month	12-Month
I'm satisfied and not thinking of quitting. (Skip to Question 23)	23	58
I'm satisfied but thinking of quitting. (Skip to Question 22)	14	16
I'm not satisfied and am thinking of quitting. (Skip to Question 22)	3	7

answered	40	81
skipped	1	3

	6-Month	12-Month
I'm satisfied and not thinking of quitting. (Skip to Question 23)	58%	72%
I'm satisfied but thinking of quitting. (Skip to Question 22)	35%	20%
I'm not satisfied and am thinking of quitting. (Skip to Question 22)	8%	9%



	6-Month	12-Month
Other	4	13
Moving elsewhere (i.e. mainland, outer island, etc.)	4	4
Returning to school	4	2
Change of career interest	3	5
Providing care for ill or elderly family members	1	1
Commute	0	1
Work schedule	0	1
Health issues	0	0
Marriage	0	0
Starting a family (i.e. birth, child care, etc.)	0	0
Workplace violence (i.e. sexual harassment, verbal/physical abuse, etc.)	0	0
Unsafe work environment	0	0
Not getting along with supervisor	0	0
Not getting along with co-workers	0	0
Physical work environment	0	0
Difficult customers/clients	0	0
answered	16	27
skipped	25	57
	6-Month	12-Month
Moving elsewhere (i.e. mainland, outer island, etc.)	25%	15%
Returning to school	25%	7%
Change of career interest	19%	19%
Providing care for ill or elderly family members	6%	4%
Commute	0%	4%
Work schedule	0%	4%
Other	25%	48%

Question #22: You are not satisfied and thinking of quitting primarily for the reason:
OTHER

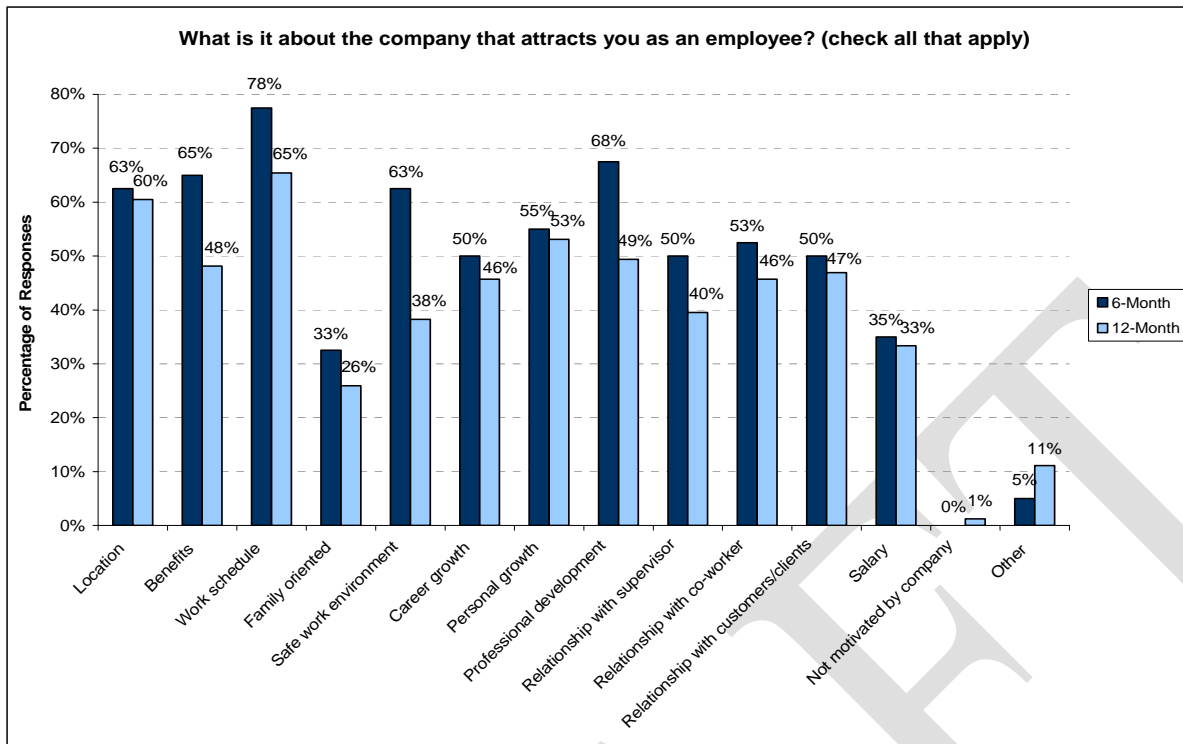
6-Month "other" responses

will be quitting in 2 yrs. (lease is up in 2 years) due to change of location.
want to work in geriatric environment instead of outpatient
Job security
Eager to learn more in my career

12-Month "other" responses

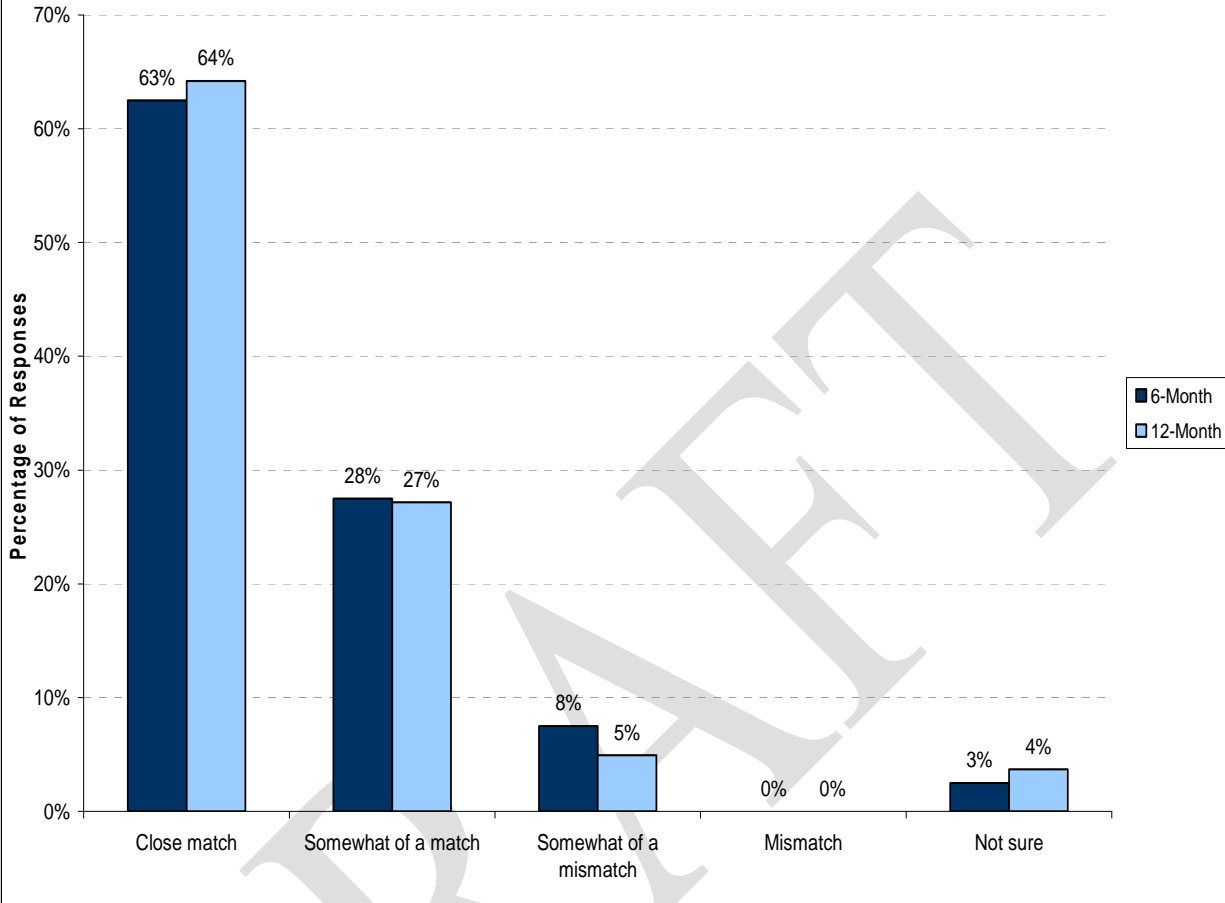
this question is confusing.
I don't have a job
Different experience
Position to be taken over by grad students
Very satisfied with the work environment but always open to better opportunities.
pay
i want to try another field in nursing
Ready to learn new things
N/A
Not the position I for which I was trained
pay
Other: would like a job in my field
Other: low pay

DRAFT



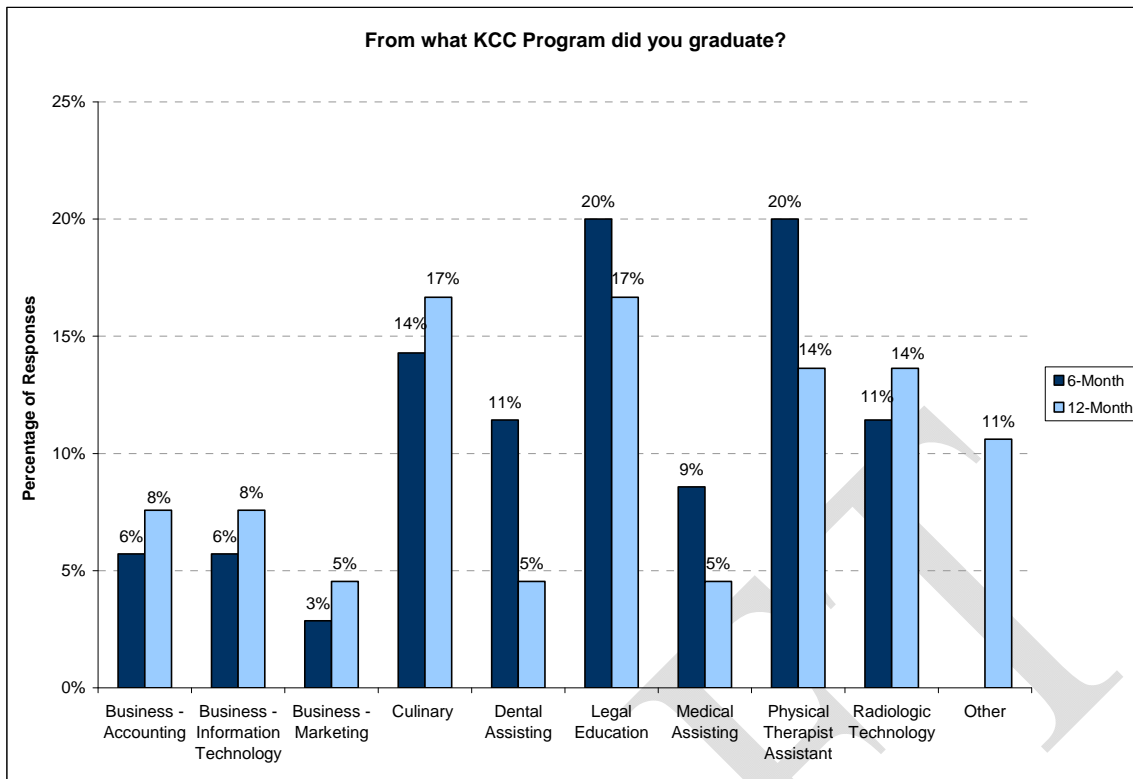
	6-Month	12-Month		6-Month	12-Month
Location	25	49	Location	63%	60%
Benefits (i.e. medical, retirement, tuition waiver, vaction/sick leave, child care, great facilities, etc.)	26	39	Benefits	65%	48%
Work schedule	31	53	Work schedule	78%	65%
Family oriented	13	21	Family oriented	33%	26%
Safe work environment	25	31	Safe work environment	63%	38%
Career growth	20	37	Career growth	50%	46%
Personal growth	22	43	Personal growth	55%	53%
Professional development	27	40	Professional development	68%	49%
Relationship with supervisor	20	32	Relationship with supervisor	50%	40%
Relationship with co-worker	21	37	Relationship with co-worker	53%	46%
Relationship with customers/clients	20	38	Relationship with customers/clients	50%	47%
Salary	14	27	Salary	35%	33%
Not motivated by company	0	1	Not motivated by company	0%	1%
Other	2	9	Other	5%	11%
Answered	40	81			
Skipped	1	3			

How well does your personality match your current position?



6-Month	12-Month
25	52
11	22
3	4
0	0
1	3
40	81
1	3
6-Month	12-Month
63%	64%
28%	27%
8%	5%
0%	0%
3%	4%

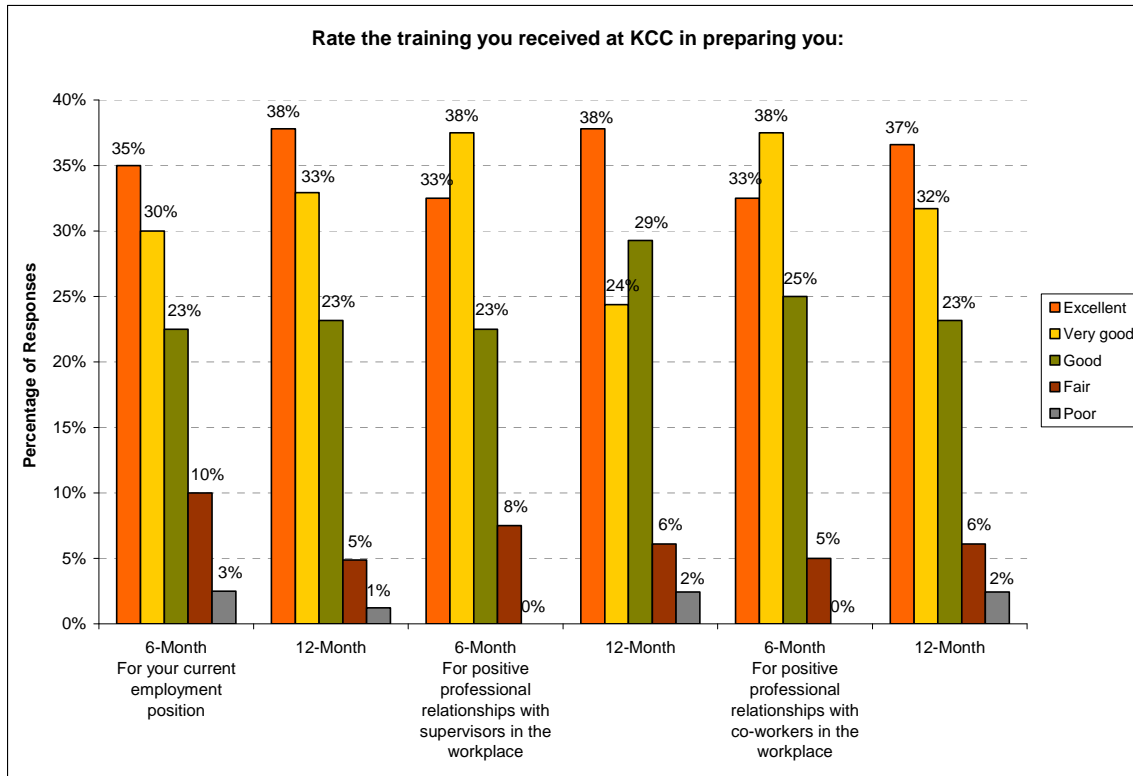
QUALITY OF TRAINING RECEIVED



	6-Month	12-Month
Business - Accounting	2	5
Business - Information Technology	2	5
Business - Marketing	1	3
Culinary	5	11
Dental Assisting	4	3
Legal Education	7	11
Medical Assisting	3	3
Physical Therapist Assistant	7	9
Radiologic Technology	4	9
Other		7

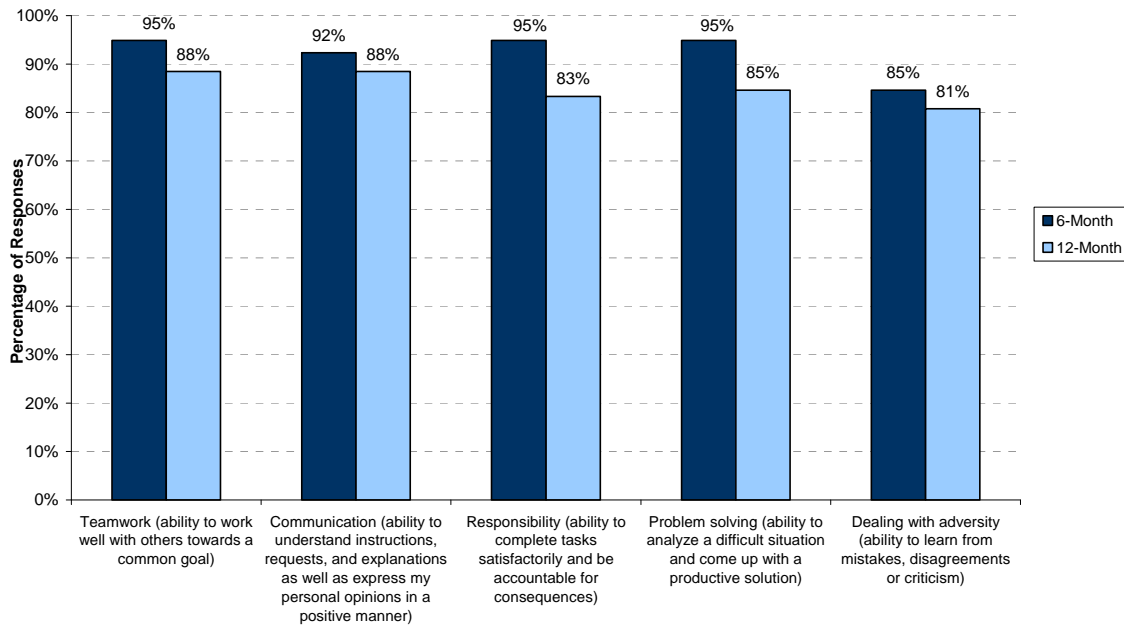
answered	35	66
skipped	6	18

	6-Month	12-Month
Business - Accounting	6%	8%
Business - Information Technology	6%	8%
Business - Marketing	3%	5%
Culinary	14%	17%
Dental Assisting	11%	5%
Legal Education	20%	17%
Medical Assisting	9%	5%
Physical Therapist Assistant	20%	14%
Radiologic Technology	11%	14%
Other		11%

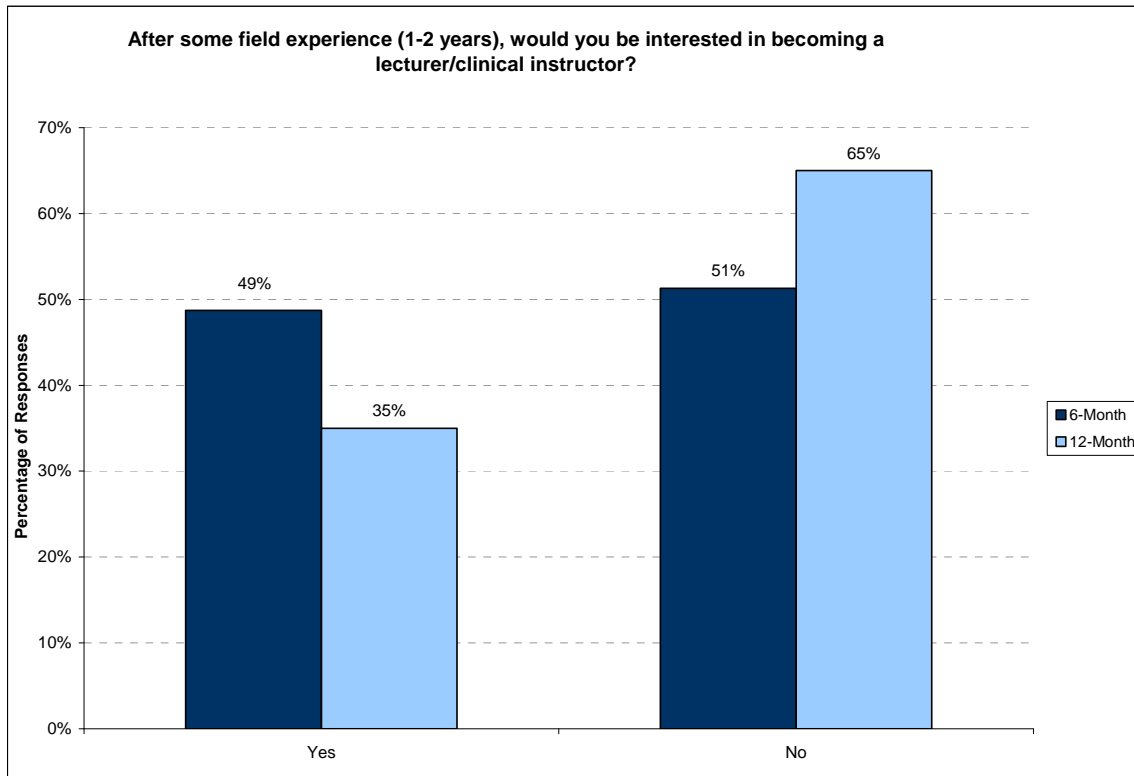


	For your current employment position		For positive professional relationships with supervisors in the workplace		For positive professional relationships with co-workers in the workplace	
	6-Month	12-Month	6-Month	12-Month	6-Month	12-Month
Excellent	14	31	13	31	13	30
Very good	12	27	15	20	15	26
Good	9	19	9	24	10	19
Fair	4	4	3	5	2	5
Poor	1	1	0	2	0	2
answered	40	82	40	82	40	82
skipped	1	2	1	2	1	2
	For your current employment position		For positive professional relationships with supervisors in the workplace		For positive professional relationships with co-workers in the workplace	
	6-Month	12-Month	6-Month	12-Month	6-Month	12-Month
Excellent	35%	38%	33%	38%	33%	37%
Very good	30%	33%	38%	24%	38%	32%
Good	23%	23%	23%	29%	25%	23%
Fair	10%	5%	8%	6%	5%	6%
Poor	3%	1%	0%	2%	0%	2%

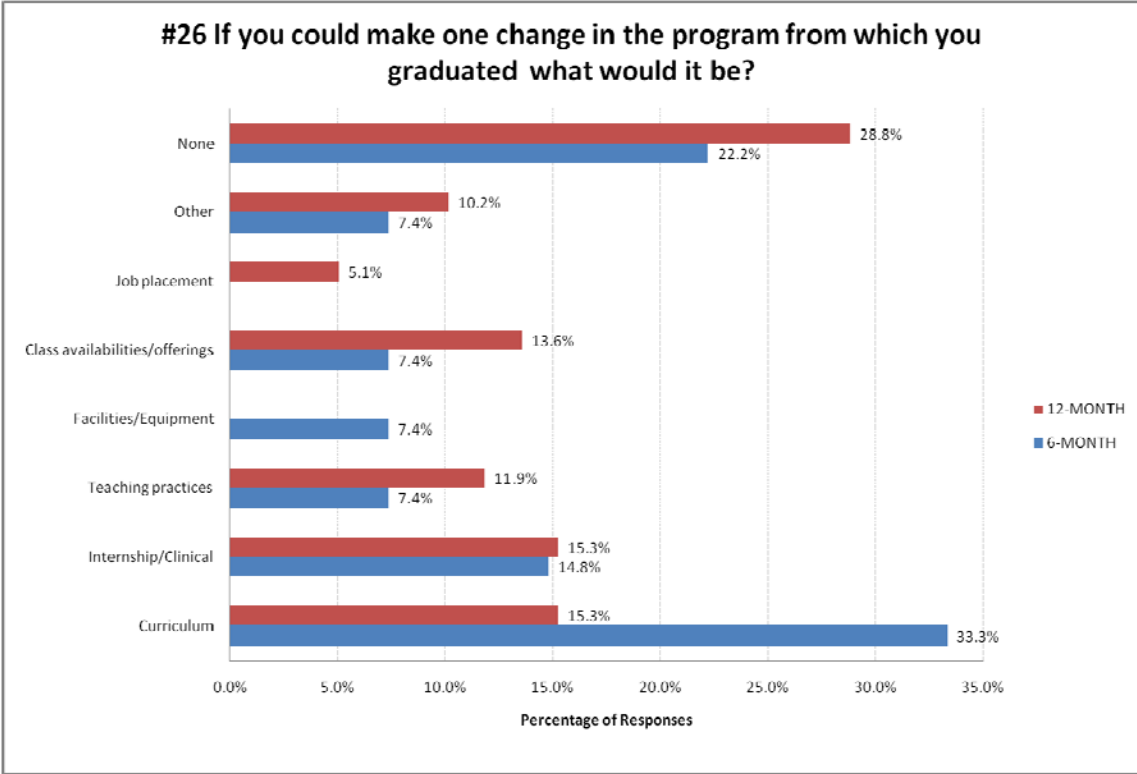
My training at Kapi'olani Community College has prepared me to be flexible (adaptive) in working with supervisors, co-workers, and customer/clients in the following areas: (check all that apply)



	6-Month	12-Month		6-Month	12-Month
Teamwork (ability to work well with others towards a common goal)	37	69	Teamwork (ability to work well with others towards a common goal)	95%	88%
Communication (ability to understand instructions, requests, and explanations as well as express my personal opinions in a positive manner)	36	69	Communication (ability to understand instructions, requests, and explanations as well as express my personal opinions in a positive manner)	92%	88%
Responsibility (ability to complete tasks satisfactorily and be accountable for consequences)	37	65	Responsibility (ability to complete tasks satisfactorily and be accountable for consequences)	95%	83%
Problem solving (ability to analyze a difficult situation and come up with a productive solution)	37	66	Problem solving (ability to analyze a difficult situation and come up with a productive solution)	95%	85%
Dealing with adversity (ability to learn from mistakes, disagreements or criticism)	33	63	Dealing with adversity (ability to learn from mistakes, disagreements or criticism)	85%	81%
answered	39	78			
skipped	2	6			



	6-Month	12-Month
Yes	19	28
No	20	52
answered	39	80
skipped	2	4
	6-Month	12-Month
Yes	49%	35%
No	51%	65%



6-MONTH

12-MONTH

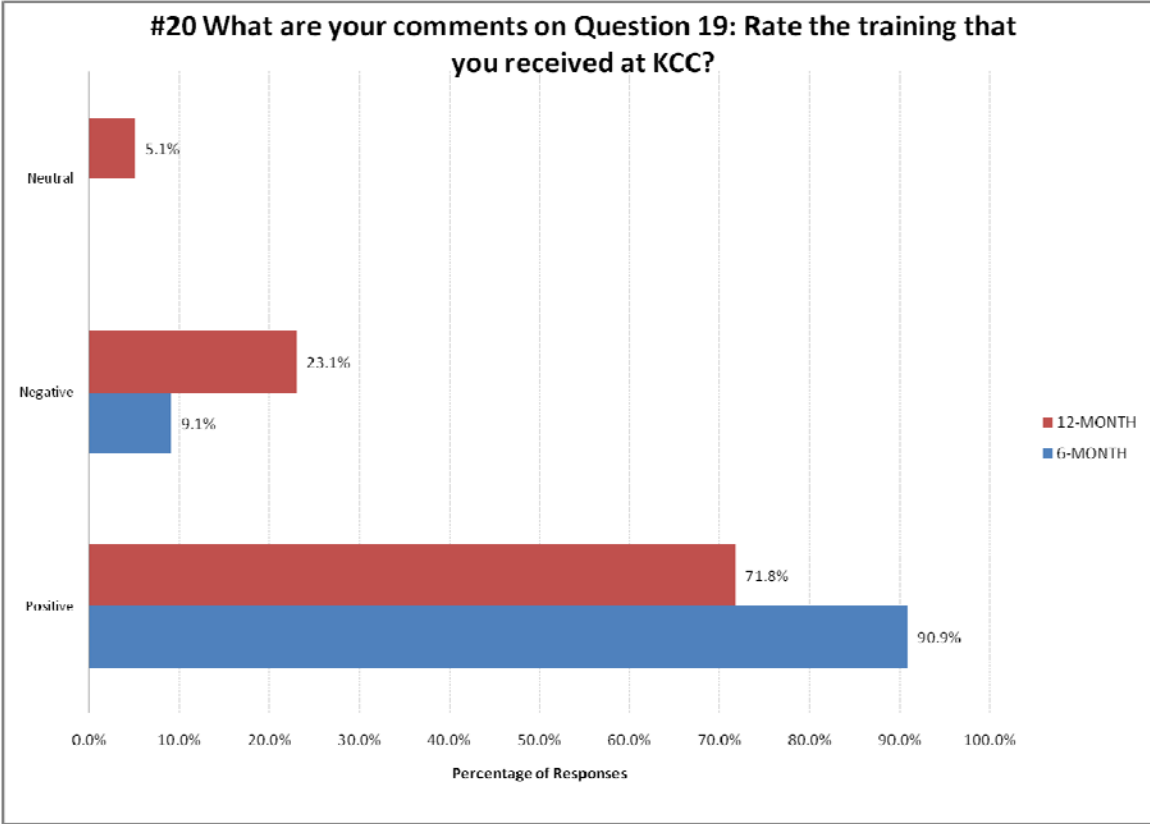
Curriculum	9	Internship/Clinical	9
		Class	
Internship/Clinical	4	Availabilities/offerings	8
Teaching practices	2	Curriculum	9
Facilities/Equipment	2	Teaching practices	7
Class availabilities/offerings	2	Job placement	3
Other	2	Other	6
None	6	None	17

Responses		Responses	
Blank	14	Blank	27
Interpretable/Meaningful	27	Interpretable/meaningful	57
Individual data point	27	Individual data point	59
Total No. of Respondents	27	Total No. of Respondents	57

Question 26) If you could make one change in the program from which you graduated what would it be?
More communication between UH system schools in regards to transfer of credits classes to ease transfer from KCC to UH Manoa.
none
More hands on work
Nothing. I actually learned a lot. It was a great experience and I am currently taking pre-reqs for nursing.
Most of the equipment is old and breaks often and that cannot be helped because it is expensive to upkeep the machines when they break and the cost to replace them is expensive.
The only thing I would change would be the x-ray machines we use for lab classes and demonstrations. They're really old and should be replaced soon.
Longer time during internships especially with the acute and long term care settings.
Not only tell students the doctors can be mean but also the other assistants.
I would think if a student has already had experience and is still working as a paralegal in a law firm he/she should be credited with some internship hours say a number of hours for each year of experience so that he/she does not need to perform so many internship hours as required. It should be noted that it's difficult for a full-time paralegal to perform the required internship hours. In my case the reason that I attended this program is that I wanted to learn and obtain a degree. I have no intention of applying to work as a paralegal any more because I am old and I don't want to work under stress any more.
More clinical experiences.
It would be nice if the classes were more geared towards getting certifications.
Make more classes
I cannot think of any
No changes
Learning an actual marketing skill better such as managing a Database.
I can't think of any thing at this moment
Overhaul the Deaf and Interpreter mentorship program.
Allow each semester to have their own pinning ceremony.
Emphasize more on dental materials- products
Make it a 4 year program.
n/a
doing more mock dental assisting
The instructors are good but some of the clinical settings could be better. Some CIs lack basic social skills.
Because some classes are only offered during the PM during certain semesters it drags out the program. Wastes time.
In the COOP Program to give more training in a specific area with attorneys such as prepare different types of Memorandums. I give the attorney my legal research and how he prepares it in his arguments would be very helpful at this time. I will need to ask Mr. Chu to help me on how he prepares it in his Real Estate practice.
The instructors in the first semester of Nursing School seem to be out of touch with the current nursing environment. I would encourage the program to recruit nursing instructors that have recently worked in the hospital environment.
More opportunities for the pastry program

Question 26) If you could make one change in the program from which you graduated what would it be?
availability of classes offered for requirements of degree. Ex. There were only certain classes available certain semesters.
none...
add advanced classes for those that have been in the field for sometime and need the more advanced classes.
More text books material or case study test questions that that will prepare students for the national board exam.
Allow to ask questions during classes and promote critical thinking rather than memorize whatever the instructors tell us. For 2 years I kept on telling myself 'this is a vocational school not a college. Do not ask 'why' questions. Do not ask ANY question.'
Hands-on application of sciences in real-life situations especially in areas/job that are growing in Hawaii. For example in-vitro fertilization work civil engineering marine sciences etc.
Keep the internship requirement however the class time required for that was a complete waste of time.
reduce the favoritism
If a student has had already work experience of the same major less internship hours would be justifiable.
Make at least one or two student shifts for graveyard hours to better experience emergency situations
incorporate aqua therapy
more Audio Video Classes
Better kitchens and equipment.
none
Eliminate COBOL as required
No changes
Nothing else to change in my honest opinion
Certain classes that can gear and ready you for certain certifications would be great. For example toward the end of the class semester you would be certification test ready and encouraged to take the test before the semester is over. In other words by the time the class semester is over you would be A+ Microsoft etc. Certified. Maybe it is like that and I wasn't paying attention. Sorry if thats the case.
None that I can think of at this time.
Longer clinical hours and having more instructors teach the courses who are specialists in that specific field.
Have marketing credits transfer to UH.
i would create some classes that were more project oriented. something that the students can actually continue after school. i helped with the choosing of the book in the entry level class for marketing.
none
More hands-on experience less lecture
Longer clinical internships
Cant think of anything
I would like to see more specialty classes like C++ offered once in a while to students and graduates. I would like to see more certificate programs too. As a part time student I preferred classes in the morning vs. afternoon and evenings because of my work schedule.
Have a lesson on blood draws or how to start an IV on real people
More extra curricular programs in the culinary department.

The performance test and final paper.
instructors need to motivate the students interest
Being a distant learner student I hoped and wished that more classes were offered here on the Big Island where we can actually sit with an Instructor that is physically there. Learning through HITS(video conference) and on-line courses is quite a challenge. If I weren't determined to finish up the program I would've decided to quit because it takes strong focusing and willingness in order to educate oneself in this particular fashion.
Remove May Kealoha from her position and replace her with someone who is dedicated to ensuring that students are treated fairly and receive adequate training.
I would strongly advocate setting up a program that would help nursing graduates find jobs while still in the ADN program.
More clinical rotations.
Include an interview as part of the admission process to the nursing program!
n/a
None
nothing well taught
More clinical hours to gain experience. I also felt KCC nursing program was too political. Instructors had tendencies to play favorites among the students and noticed that some students that instructors were not fond of were given a hard time and sometimes failed.
I would have included a few more classes about Deaf education and teaching skills.
help students find employers who want an educated individual who is will to pay a proper wage because I found that most culinary places her in Hawaii now a days want someone without education so they can pay them less.



6-MONTH		12-MONTH			
POSITIVE		NEGATIVE	Positive	Negative	Neutral
	10	1	28	9	2

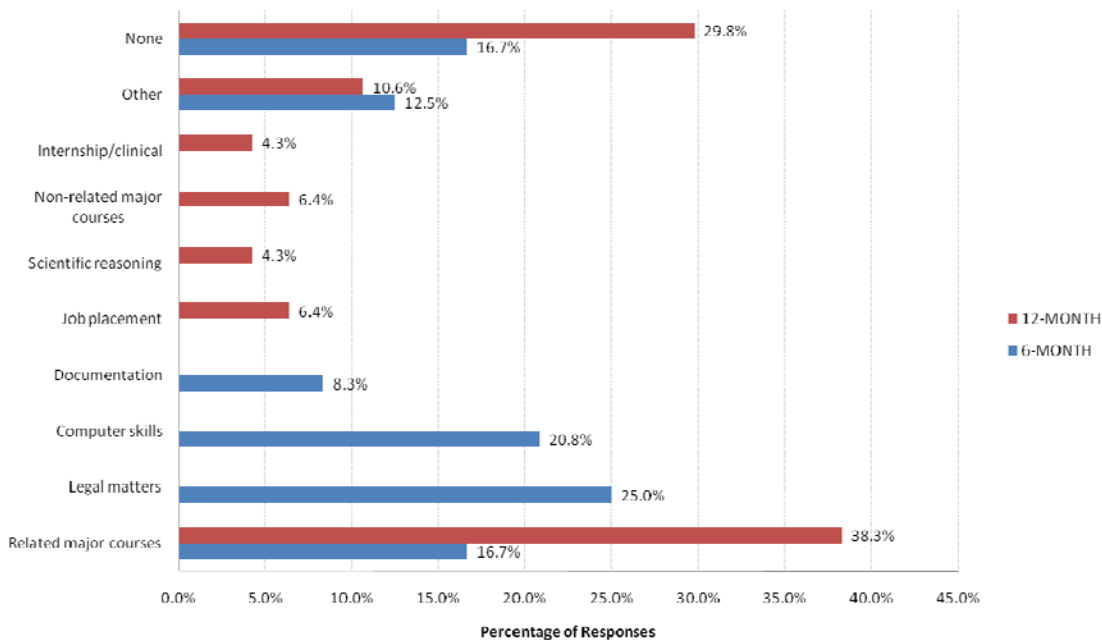
Responses		Responses	
Blank	25	Blank	40
N/A	7	N/A	14
Interpretable/meaningful	9	Interpretable/meaningful	30
Individual data point	11	Individual data point	39
Total No. of Respondents	16	Total No. of Respondents	44

Question 20) What are your comments on Question 19?
I feel that the training our class recieved was very good for the job that I am in right now. Much of what goes on in clinical practice is also learned through on the job experience and our instructors made it a point to assure us of the many variables that we will come to face once in these situations.
The program is very well put together from the very start you are thrown into several radiology departments which shows you the different aspects of each clinic. Books can only do so much and learning hands on is irreplaceable.
I think KCC did an excellent job preparing me for the career I have today. Not only were positive relationships between supervisors and co-workers stressed but important skills knowledge were also taught during the program.
The program has prepared me for this career path.
I don't work in a related profession anymore but when I did I had some problems with immature co-workers which is part of the reason I stopped working there.
I have already had legal working experience prior to attending KCC because I have more than ten years of experience working as a paralegal in immigration field. Therefore the training received at KCC does not prepare me for anything.
I feel that I would have benefited from the training at KCC if I were working in the field while I was taking IT classes.
Was well prepared for the job from what i had learned from school
Paralegal involve things like research writing interviewing and investigation that can help in a wide variety of careers
The nursing program prepared me for the job I have today.
n/a
I've had experience before prior to going to KCC so going into that professional I knew what to expect
No comments.
The working knowledge in legal documentation and legal writing has assisted me in improving my work skills in the work place.
I like working with other people in the law field especially an Attorney like Mr. Chu he is excellent and gives me guidance.
I enjoyed the professor's that are a part of the Accounting program at KCC

Question 20) What are your comments on Question 19?
I feel that KCC did not prepare me for my field of practice only because KCC does not have a semester that includes nursing for critical care.
team work is a critical part of working effectively.
The classes are pretty good when you are taking all the different classes but trying to find more advanced classes without going to law school is -0- and it is hard to grow and learn more without advanced classes. I have gone to all of the estate planning real property etc. and they are all basic!!
I work for the State of Hawaii. As with any working place there are people in positions that they are not qualified for or they work minimally and complain all the time about their work. We are in for a work furlough.
KCC nursing program rather damaging to my trust to other people in my profession. It took awhile before I re-learned to be comfortable with other professionals.
Overall my education at KCC did not prepare me greatly. However one class Biol 275 taught by Dr. Berestecky greatly prepared me for actual research work in a laboratory moreso than any other science or laboratory class taken at KCC.
I am not currently employed
There should be a n/a
I have already had plenty working experience and relationships with co-workers prior to taking education and training at KCC. I have also had experience of being a paralegal which is my major at KCC. I just wanted to attain a degree.
KCC PTA staff did a great job teaching their students about professionalism and the technical aspect of it
It started me the right way
Overall good experience. All my instructors/chefs were super knowledgeable. My only problem was the facilities and budget for upkeep.
Instructors and supervisors have a big difference
COBOL is a waste of time.
Legal Education greatly improved my writing research interviewing investigation and logic skills
I didn't regret taking this course in K.C.C all the hard work were paid off
I have been working in a corporate environment since high school so it was hard for me to relate and rate the last 2 statements.
no
i felt that kcc was good in the beginning but it became repetitive with the marketing classes. it seemed like we ended up doing the same things in the end of each class.
excellent teachers
Although I am not an IT person in this company I am using my skills learned to help design the policies and procedures of our new computer program. The non IT classes such as e-commerce and interpersonal communication classes has extremely help me understand and coop with fellow workers.
none
KCC prepared me very well for my current position. The skill level I received from KCC is as good or lots of times better then my co-workers.
I am able to utilize my training and skills learned at my current employment and it makes me proud to be recognized for my knowledge in ASL.
Since I graduated from the ADN nursing program in May 2008 I have not been able to find a nursing job. For this reason I wasn't able to fully answer question #19.
Much Mahalo to all Nursing Instructors at KCC for their patience hardwork and devotion to their students.
the rad tech program prepares you to handle yourself professionally
no comment
N/A
rad tech program was excellent preparation

KCC nursing program needs to emphasize more training with communication with MDs and nurses not just procedures and paperwork. Too much emphasis on paperwork that isn't used very useful in the field.
Though I am not currently in the field of interpreting the Educational Interpreting program at KCC taught me a great deal about general professional behavior and work-related skills.
hard to answer 'current employment position' based on a position that has nothing to do with my studies in culinary at kcc so I compared it to my general studies.
Receiving the training in KCC was especially good for me because thats how I met my employer. So that I was able to get to know him better.
Wish I could find a job in what I graduated in.
The pastry program is a broad overview of skills necessary, but extra classes in cake decorating, Bread, and candies/chocolate would have helped.
KCC provides many resources that are important in the development of my paralegal career, i.e., seminars, jobs, organizations, good instructors who are practicing lawyers.
19a. I am using the skills that I learned at KCC. 19b. I learned this at my hospitality class. So it's very useful. 19c. I learned this at my hospitality class too.
None
I feel that my training at KCC helped me a lot at work because if I'm ask to do something, at least I have an idea of how it is done & know what it is suppose to look like.
19c We did a lot of team projects which I believe help to build good relationships with our peers.
The program provides a foundation & comprehensive overview of many facets in legal environment. Since the instructors are also lawyers, students are able to get a feel for the personalities they could encounter. I'd say that the program is rigorous - very good. School rarely prepares you for what one will actually be doing - but trains you to persevere
I had fun going to school and learning from our instructors. Great training but also you must study hard as well.
19a. Current employment has nothing to do with training received @ KCC.
Learning how to interact w/ various ppls is a key component to any job. The skills acquired from take the Nurse Aide course truly makes a difference in whatever area in life/job obtained.
My ability to work with other people has more to do with my work experience than it does with training rec'd at KCC.

#27 What else do you wish you had learned/studied during your time at Kapi'olani Community College to prepare you for your current job?



6-MONTH

Legal matters
 Computer skills
 Related major courses
 Documentation
 Other
 None

12-MONTH

6 Related major courses 18
 5 Job placement 3
 4 Scientific reasoning 2
 2 Non-related major courses 3
 3 Internship/clinical 2
 3 Other 5
 None 14

Responses		Responses	
N/A	2	N/A	4
Blank	20	Blank	39
Interpretable/Meaningful	19	Interpretable/Meaningful	41
Individual data point	24	Individual data point	47
Total No. of Respondents	21	Total No. of Respondents	45

Question 27) What else do you wish you had learned/studied during your time at Kapi'olani Community College to prepare you for your current job?
Topics in my field: Involuntary Commitments Child Protective Services
Prepare us in Administration skills a lot better. We mostly focused on clinicals. Since we had advance clinicals we should also have advance administration.
I wish I had known my muscular anatomy a little better.
Include hands on teachings on joint mobilization in the lesson plan.
More in depth neuro program
Would like to get a BA but can't afford it.
Nothing
Refer to my answer to 26.
I wish I had studied more about networking. Database and web would have been nice too.
More Microsoft Office classes
I think I'm very well prepared for my current and/or other jobs.
Taxes estate planning TRUSTS
More computer programs
Documentation on Patient's chart
More experience/exposure to deaf children less with adults.
Nothing
would have taken more course that were not related to my major
I think it pretty much cover everything needed to know
The course left me fairly well prepared. Better documentation practice.
Patisserie
I had a legal writing class maybe I should take more advance classes but again time and money. I don't make enough at this time.

Question 27) What else do you wish you had learned/studied during your time at Kapi'olani Community College to prepare you for your current job?
nothing
None.
More critical thinking and problem-solving based learning related to the sciences. Especially in areas that pertain to major problems faced by Hawaii and globally such as climate change.
More indepth neuro
Nothing
I would like to continue and get a bachelor's degree.
maybe learn more about pharmaceutical drugs that we may encounter in the field
How much should I charge for my skills?
Want to go back for baking and garde.
none
Since I work in this company for the past 15 yrs I learned a lot of things. In fact by the time I registered at K.C.C I consider myself as mentally and physically prepared on any challenges I might encounter inside or outside the classroom.
I wish I had studied more about business.
Nothing that I can think of at this time.
Job searching process interview/resume advising and post-grad transition to job environment.
Computer programs web design
more hands on experience. i learned the same amount that i learned in the how many years at kcc at the business plan competition seminar at the UH competition.
I wish I could have continued my education to acquire a business degree too but my work did not allow me more time.
Same as question 26
Languages (Spanish)
to learn the history of food and food science
Maybe if there were more Education courses I would have loved to have enrolled in them. Although the Ed classes that I have completed were sufficient at the time I feel that we can always explore new and updated methods as education continuously changes.
Having classes through the summer prevented us from taking advantage of summer student internship programs which could have helped more of us to secure employment after graduation. Many of the nursing students who graduated in 2007 and 2008 have not found nursing jobs in Hawaii.
More specialized fields of nursing (i.e. hemodialysis oncology telemetry/critical care)
More clinical rotations.
N/A
n/a
I believe mixology would have been good for my job preparation.
ive learned all that i need to in the program
Just to clarify I graduated from the Educational Interpreters and Assistants department with an AS in Educational Interpreting. That program wasn't on your list.
how to deal with employers who dont have good ethics.

SURVEY TEMPLATE

Dear Kapi'olani Community College Graduate,

This survey will collect information on your post graduate professional activities and your perceptions of the training that you received at Kapi'olani Community College. The information will help us to evaluate the effectiveness of our career and technical education programs. Please take a few minutes to complete and return this survey in the self-addressed, pre-paid envelope. Your responses and comments will help us meet accreditation requirements and provide invaluable information on how to improve our program(s). Your personal information will be kept confidential and will not be shared. Your contact information will allow us to keep in touch with you for possible future assessments.

Thank you,
Kay K. Gushiken
CTE Project Coordinator

Kapi'olani Community College Career and Technical Education Programs Evaluation Survey

Please mark your choice by filling in the bubble completely (●).

1. Are you currently enrolled in any educational programs?

- No
- Yes, in a 4 year college
- Yes, in a technical institution
- Yes, in an art institution
- Yes, graduate school

2. From what KCC program did you graduate?

- Business - Accounting
- Business - Information Technology
- Business - Marketing
- Culinary
- Dental Assisting
- Legal Education
- Medical Assisting
- Physical Therapist Assistant
- Radiologic Technology
- Nursing

3. How many jobs have you had since graduation that were related to your major or field of study at Kapi'olani Community College?

- 0
- 1
- 2
- 3
- 4 or more

4. Are you currently employed?

- Yes, full time.
- Yes, part time.
- No. (If "No," skip to Question 17)

5. Are you employed in the industry that is related to your degree or certificate from KCC?

- Yes
- No

6. Are your job duties related to your educational field of study at KCC?

- Yes
- No

7. What are the main duties of your current position?

8. What's your job title for the current position?

9. When did you start your current position (mm/yy)?

10. What is the name of your company/organization?

11. Which city, state or county is your company located?

12. How did you find your current job? (choose one)

- Newspaper ad
- KCC referral
- Employment agency
- Website
- Other

13. What is your approximate salary range in the current position?

- Above \$50K
- Above \$40K to \$50 K
- Above \$30K to \$40K
- Above \$20K to \$30K
- \$20K or less

14. How well does the salary meet your expectations?

- Much higher
- Higher
- As expected
- Lower
- Much lower

15. How satisfied are you with your salary?

- Very satisfied
- Somewhat satisfied
- Neutral
- Somewhat unsatisfied
- Very unsatisfied

16. What is your estimate of the number of employees in your company?

- Large (e.g., 501 or more)
- Medium-Large (e.g., 301 - 500)
- Medium (e.g., 101 - 300)
- Small-Medium (e.g., 31 - 100)
- Small (e.g., 0 - 30)

17. What is the **primary** reason for you not being employed? (choose one)

- Moving elsewhere (i.e. mainland, outer island, etc.)
- Health issues
- Marriage
- Starting a family (i.e. birth, child care, etc.)
- Change of career interest
- Returning to school
- Providing care for ill or elderly family members
- Workplace violence (i.e. sexual harassment, verbal/physical abuse, etc.)
- Unsafe work environment
- Commute
- Work schedule
- Not getting along with supervisor
- Not getting along with co-workers
- Physical work environment
- Difficult customers/clients
- Other. Please Specify: _____

18.a. Rate the training that you received at KCC in preparing you for your current employment position.

- Excellent
- Very good
- Good
- Fair
- Poor

18.b. Rate the training that you received at KCC in preparing you for forming positive professional relationships with **supervisors** in the work place.

- Excellent
- Very good
- Good
- Fair
- Poor

18.c. Rate the training that you received at KCC in preparing you for forming positive professional relationships with **co-workers** in the work place.

- Excellent
- Very good
- Good
- Fair
- Poor

19. What are your comments on Question 18a., 18b., and/or 18c.?

20. Which of the following best describes your job satisfaction?

- I'm satisfied and not thinking of quitting. (Skip to Question 22)
- I'm satisfied but thinking of quitting.
- I'm not satisfied and am thinking of quitting.

21. You are thinking of quitting **primarily** for the reason: (choose one)

- Moving elsewhere (i.e. mainland, outer island, etc.)
- Health issues
- Marriage
- Starting a family (i.e. birth, child care, etc.)
- Change of career interest
- Returning to school
- Providing care for ill or elderly family members
- Workplace violence (i.e. sexual harassment, verbal/physical abuse, etc.)
- Unsafe work environment
- Commute
- Work schedule
- Not getting along with supervisor
- Not getting along with co-workers
- Physical work environment
- Difficult customers/clients
- Other. Please specify: _____

22. How well does your personality match your current position?

- Close match
- Somewhat of a match
- Somewhat of a mismatch
- Mismatch
- Not sure

23. What is it about the company that attracts you as an employee? (choose all that apply)

- a. Location
- b. Benefits (i.e. medical, retirement, tuition waiver, vacation/sick leave, child care, great facilities, etc.)
- c. Work schedule
- d. Family oriented
- e. Safe work environment
- f. Career growth
- g. Personal growth
- h. Professional development
- i. Relationship with supervisor
- j. Relationship with co-worker
- k. Relationship with customers/clients
- l. Salary
- m. Not motivated by company
- n. Other. Please specify: _____

24. My training at Kapi'olani Community College has prepared me to be flexible (adaptive) in working with supervisors, co-workers, and customer/clients in the following areas: (choose all that apply)

- a. Teamwork (ability to work well with others towards a common goal).
- b. Communication (ability to understand instructions, requests, and explanations as well as express my personal opinions in a positive manner).
- c. Responsibility (ability to complete tasks satisfactorily and be accountable for consequences).
- d. Problem solving (ability to analyze a difficult situation and come up with a productive solution).
- e. Dealing with adversity (ability to learn from mistakes, disagreements or criticism).

25. If you could make one change in the program from which you graduated, what would it be?

26. What else do you wish you had learned/studied during your time at Kapi'olani Community College to prepare you for your current job?

27. After some field experience (1-2 years), would you be interested in becoming a lecturer/clinical instructor?

- Yes
- No

28. How often did you seek counseling/advising of student services?

- 0
- 1
- 2
- 3
- 4 or more

29. How often did you participate in student activities?

- 0
- 1 - 2
- 3 - 4
- 5 - 6
- 7 or more

30. What kinds of services did you participate in?

32. If you answered "Yes," what services or who did you seek help from?

31. Did you seek any type of service (i.e. counseling, advising, etc.)?

- Yes
- No

THANK YOU FOR YOUR PARTICIPATION

Personal Contact Information (will remain confidential) * Your personal information will only be used for updating our graduate database and will not be accessible to any parties except the coordinator and coordinator's assistant.*****

Student Record ID:

Record ID:

1. Name (LAST, FIRST, MIDDLE): _____

2. Mailing Address (Street address, City, State, and Zip Code):

3. Permanent Address: _____

4. Home Phone #: _____

5. Cell Phone #: _____

6. Personal Email Address (if possible not hawaii.edu address): _____