

Nursing  
2-year CE Review  
Spring 2022

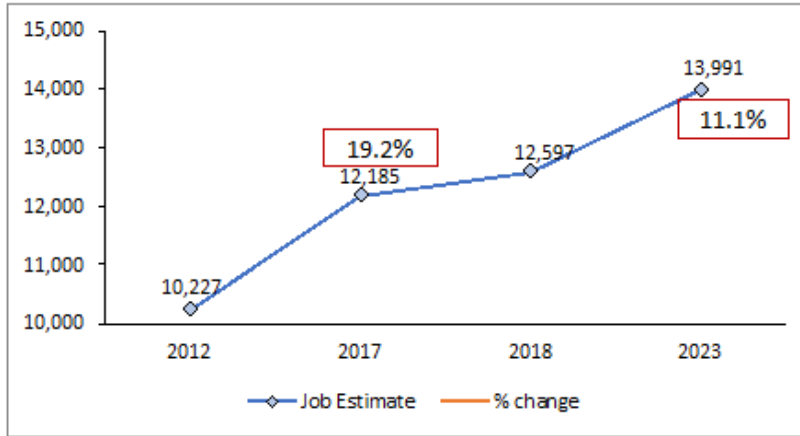
1. How strong is the occupational demand for the program? In your response, describe any changes in demand over the past 5 years and discuss the occupational outlook for next five (5) years. Provide applicable labor market data (e.g., US Bureau of Labor Statistics, Employment Development Department) that address state and local needs.

According to the U.S. Nurse Workforce Report Card and Shortage Forecast, published in the American Journal of Medical Quality in 2012, over the next two decades, the demand for nurses will greatly outpace the supply. California's RN supply will grow only about 10 percent by 2030 — not nearly enough. The demand for registered nurses in California is expected to increase by 16.2% or 45,800 jobs between 2016 and 2026. Considering the many factors impacting the education and training of future nurses, the UCSF report recommends, "Growing our RN programs a bit more." In California, many students are ill prepared to enter a nursing program due to a lack of prerequisites like microbiology, statistics, or psychology. Having to play catch-up will delay admission.

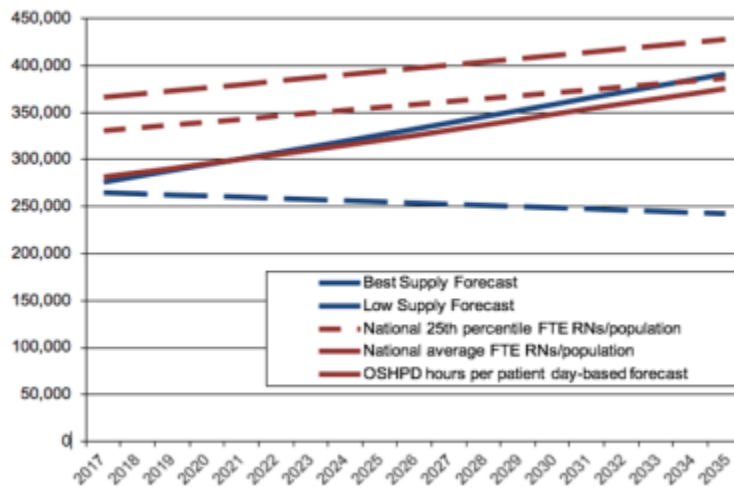
Key Figures 2012-2023: The summary figures below are generated for Los Angeles County and cities that are projected to have job openings in nursing and related fields.

<b>12,185</b>	<b>+19.1%</b>	<b>+11.1%</b>	<b>\$40.86/hr</b>
<b>Jobs estimate (2017)</b>	<b>% Change (2012-2017)</b>	<b>% Change (2018-2023)</b>	<b>Median Hourly Earnings</b>
<i>28% below National average</i>	<i>Nation: +7.9%</i>	<i>Nation: +8.5%</i>	<i>Nation: \$30.39/hr</i>

**Occupational Growth Summary 2012-2023:**



**Figure 6. Forecasted full-time equivalent supply of and demand for RNs, 2017-2035.**



- How does the program address needs that are not met by similar programs in the region? In your response, identify any distinctive components of the program (e.g., curriculum, facilities, resources) and/or describe any unique contributions the program or its students/graduates make to the community served.

Most nursing students receive financial aid; however, it is usually not enough to support them through the two years of the program. Many work part-time

jobs to support themselves financially. This limits the amount of time they have available to devote to course work and studying. The El Camino College Nursing Program has been fortunate to receive a large HRSA grant that goes directly to the nursing students enrolled in the program. Several students have reported receiving a substantial amount of support. This grant provides students with the opportunity to limit their work hours and in some cases not work at all. Students are able to focus on their studies and have more time to attend practice sessions and workshops geared at improving student success.

3. What are the completion, success, and employment rates for students in the program? In your response, identify the standards set by the program and discuss any factors that may impact completion, success, and employment rates among students in the program. Describe the status of any action plans for maintaining/improving rates relative to such benchmarks.

ECC utilizes the Chancellor's Office methodology to determine retention rates (percentages) among students in each course. Retention rates are defined as the number of students who remain enrolled in a course until the course end. Data provided by the ECC Institutional Research Program (IRP) under Academic Performance data (<http://www.elcamino.edu/administration/ir/acadperformance.asp>), from 2017 – 2021, demonstrates that the Nursing Program's success rates are consistently high. Students within the ECC nursing program are motivated to succeed and are academically well prepared in their pre-requisite classes: a tribute to the students attending ECC and the ECC faculty that prepare them to enter the Nursing Program. From 2017-2021, IRP trended a minimum four-year success rate of 91.1% course success rate among students in the nursing program completion rate of 94%.

Because the ECC nursing department has struggled with obtaining graduate student survey feedback and employer survey feedback regarding graduate employment, efforts to improve methods for obtaining survey results to provide meaningful and relevant data were explored and the Evaluation Committee members decided that faculty who took students for their clinical rotations in each community facility must directly approach unit leaders and ask about the graduates' performance as nurses. By applying this method, the faculty was able to gather more information.

## Employer Graduate Survey

Facility Unit Month Year

1. Individual responding about the graduate:

Nurse Manager \_\_\_\_\_

Nurse Leader \_\_\_\_\_

Other \_\_\_\_\_

2. Is the new graduate ready for clinical practice? Yes \_\_\_\_\_

No \_\_\_\_\_

If No what were the issues?

\_\_\_\_\_

3. Have you found the new graduate to be safe? Yes \_\_\_\_\_

No \_\_\_\_\_

During spring 2020 the Evaluation Committee developed the below tool to assist with employer data collection. This instrument was used retrospectively for years 2017, 2018, and 2019 to document the data that was gathered verbally. During the 2017, 2018, and 2019 there 27 employers who responded to the survey. One hundred percent of them stated the graduates are ready for clinical practice and practice safe nursing. Ninety six percent of the employers considered ECC graduate nurses portrayed professional behavior. The feedback received demonstrated that graduates are highly rated by their employers on both clinical and professional areas. One point brought up by some employers was the fact that many graduates when applying for jobs select different units such as: ICU, ER, etc., instead of being open to work for any RN position that is available. In this way, they limit themselves to only certain units and have less chances of being hired. Fourth semester faculty addressed this issue with the students and recommended them to apply for open positions, regardless the specialty. During spring 2020 the Evaluation Committee developed the below tool to assist with employer data collection. This instrument was used retrospectively for years 2017, 2018, and 2019 to document the data that was gathered verbally. During the 2017, 2018, and 2019 there 27 employers who responded to the survey. One hundred percent of them stated the graduates are ready for clinical practice and practice safe nursing.

4. List any licensure/certification exam(s) required for entry into the workforce in the field of study and report the most recent pass rate(s) among program graduates. In your response, identify any applicable performance benchmarks set by regulatory agencies and describe the status of any action plans for maintaining/improving pass rates relative to such benchmarks.

Students completing this program are very successful with the National Council Licensure Exam for Registered Nurses (NCLEX-RN), which is required to obtain a Registered Nurse license. The NCLEX pass rates for first-time test takers have been consistently above BRN requirements for the academic years 2018 – 2019 through 2020-2021, with scores ranging from 91.8% to 94.4%.

The table below identifies the El Camino College Nursing Department NCLEX pass rates. This table is categorized by academic year (e.g., July 1 - June 30) and reflects the results of all graduates who have taken the NCLEX examination for the first time from 2018 – 2019; 2019 – 2020; and 2020 -2021. The number of El Camino College students who took the NCLEX and the percentage of students who passed are from the BRN at <https://www.rn.ca.gov/education/passrates.shtml>.

The NCLEX pass rates have exceeded the National Council of State Boards of Nursing (NCSBN) national mean for all three academic years. In addition, the NCLEX pass rates have exceeded the El Camino Nursing BRN Systematic Program Evaluation benchmark of at least a 75% annual pass rate for first-time takers of NCLEX for the last two years.

El Camino Nursing Program reviews NCLEX pass rates on a quarterly basis and an annual basis to ensure the program is maintaining both BRN and ACEN annual licensure examination passing standards of 75% and 80% respectively. The NCLEX pass rates have exceeded the NCSBN national mean for the past three academic years despite the impact of the Covid Pandemic on lecturing and adaptation of skills simulation and clinical site changes. In addition, the NCLEX pass rates have exceeded the El Camino Nursing BRN Systemic Program Evaluation benchmark of at least 75% annual pass rate for first-time takers of NCLEX for the last five years. Over the last three years, the passing rates have been as follows:

2018 - 2019

The El Camino College Nursing Program demonstrated evidence of graduates' achievement on the licensure examination by maintaining annual licensure examination pass rate at 94.44%;

2019 - 2020

The El Camino College Nursing Program demonstrated evidence of graduates' achievement on the licensure examination by maintaining annual licensure examination pass rate at 91.80%.

2020-2021

The El Camino College Nursing Program demonstrated evidence of graduates' achievement on the licensure examination by maintaining annual licensure examination pass rate at 94.37%.

There are two graduating classes per year, in June and December. Table 6.2.1 is a chart listing percentage of pass rates for students per year from 2018-2021.

Percentage Of Pass Rates For Students From 2018-2021

The NCLEX pass rates for first-time test takers have been consistently above BRN requirements for the last five academic years, with scores ranging from 88.2% to 96.6%.

5. Are the students satisfied with their preparation for employment? Are the employers in the field satisfied with the level of preparation of program graduates? Use data from student surveys, employer surveys, and other sources of employment feedback to justify your response.

As noted in the BRN Approval Report 2021 based on a small sample of ECC Nursing graduates, over 83% of the ECC Nursing Graduates who passed the NCLEX were employed as RNs and began work within 6 – 8 months after taking the exam.. Of those employed the practice settings included: Obstetrics, Pediatrics, Psychiatric Home Health, Critical Care, Medical Surgical, Float Pool, Out-Patient Clinic, Doctor's Office Geriatrics, Telemetry, and ER trauma. All the working RN graduates (100%) reported that the knowledge and skills gained from the ECC nursing program sufficient for entry level practice. One graduate responded- This nursing program taught me so much. When I started my job, I felt like I was well prepared, and it was up to me to only get better. The graduates also noted that they went in with a good foundation of critical thinking.

6. Is the advisory committee satisfied with the level of preparation of program graduates? How has advisory committee input and feedback been used in the past two years to ensure employer needs are met by the program? Describe the status and impact of any advisory committee recommendations.

The ECC Nursing Program is associated with several different Advisory Committees. The nursing program also has its own Advisory Committee. The Nursing Director and nursing faculty have been actively participating in various hospital advisory board meetings to enhance partnerships between health care agencies, other nursing programs, colleges, and the community. The Nursing Department works with the organizations listed below to promote collaboration, share ideas, improve the nursing program, and advocate for ECC Nursing Students.

California Education Code 78016 requires that the review process for CE programs includes the review and comments of a program’s advisory committee. Provide the following information:

- a. Advisory committee membership list and credentials.

California Institute for Nursing & Health Care (CINHC)	LA Regional Nursing Advisory Committee through Health Workforce Initiative (HWI)	Providence Little Company of Mary Medical Center Advisory Committee
California Organization of Associate Degree Nursing Program Directors (COADN)	National Council of State Boards of Nursing (NCSBN)	Southern California Simulation Collaborative
Kaiser, South Bay Advisory Committee		

- b. Meeting minutes or other documentation to demonstrate that the CE program review process has met the above Education Code requirement