

Career and Technical Education Programs Addendum

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A. Re-Accreditation Information

1. When was your last re-accreditation visit?

Answer:

February 12, 2013

2. Did the program maintain accreditation?

- yes
 no

3. Were there any commendations/special mentions identified? If yes, please elaborate.

Answer:

Of the 100 evaluative areas assessed in the survey, there were zero citations (non-compliance). The program is in "full compliance" in 85 areas with 15 areas of "partial compliance" to be addressed. Accreditation commends the Foothill College Program on: 1. Having an exemplary model curriculum which meets all goals/objectives of an accredited program. 2. The program exceeds accreditation standards in numerous areas. 3. Excellent student success rates with no achievement gaps. 4. High completion rates for all students. 5. Having highly qualified, committed faculty team and director teaching/mentoring students. 6. High pass rate on PTCE—National Pharmacy Technician Certification Exam.

4. What were the major citations of the last re-accreditation report (e.g. areas of improvement, strategic direction, facilities, personnel, etc.)?

Answer:

No major citations but gave strong recommendations: 1. Members of college's administration should work with program director (PD) to add appropriate support or reassign time so the director has adequate time to perform the required duties of the position. 2. PD and advisory committee members should create a governance document defining the commitment of the advisory committee members and their specific task responsibilities. 3. PD should delegate specific tasks to advisory committee members to distribute workload, engage committee members in the work of the committee, and benefit from their input into the functions of the program. 4. PD should develop a training plan for students including all required educational goals of the program. The educational goals and objectives should be carried through enrollment, all phases of evaluation, and the didactic, lab, and externship experiences. 5. PD and instructors should list the educational goals for each course taught, mapped to the curriculum for each course. 6. PD and instructors should create a laboratory learning experience in insurance processing of prescription claims. 7. PD and instructors should modify laboratory learning experiences to include more prescription processing experience. 8. PD and instructors should seek means of exposing to and training the students on the use of current technology used in inpatient pharmacy environments. 9. PD and instructors should create lab experiences requiring students to function in a time-constrained environment. 10. PD should seek more high quality inpatient experiential training sites. 11. PD, instructors, and advisory committee members should evaluate options for designing the program to allow more practice experience in the laboratory prior to starting experiential training. 12. PD should require that students complete the Pharmacy Technician Certificate Board exam prior to completing the program. 13. PD should develop a graduation checklist to ensure that students have completed all requirements prior to graduation.

5. What actions has the program taken to address the accreditation citations/recommendations? What barriers has the program faced in implementing improvements?

Answer:

In order to receive re-accreditation, the program was required to submit a "Response Report" addressing how the program will address each area of Partial Compliance and Consultative Recommendations listed above. This report was submitted on April 25, 2013. After evaluating the Response Report, ASHP/ACPE granted Foothill College re-accreditation for another 6 years. In 2016, a required mid-

cycle report was submitted (October 16, 2016) to inform accreditation of the status and progress on how the program has resolved the areas of Partial Compliance. 13 areas of Partial Compliance have been completely resolved with two areas partially resolved—which are not within direct department control. 1. Program Director has not acquired adequate release time from College Administrators. 2. There continues to be a limited number of Inpatient Hospital Experiential Pharmacy Sites available within the industry. The program has secured several new hospital sites and will continue to seek and establish more affiliations.

6. If applicable, what areas of concern were noted during the annual accreditation report?

Answer:

ASHP/ACPE does not require annual accreditation reports. It requires mid-cycle report which is every 3 years.

B. Advisory Board

1. Did the program hold an annual advisory meeting each year of the five-year cycle?

- yes
 no

2. Did the program submit advisory board meeting minutes each year of the five-year cycle?

- yes
 no

3. Web link to meeting minutes?

Answer:

NO link—Minutes were/are emailed to Donna Wolfe or CTE coordinator.

4. Were there any advisory board commendations/special mentions identified?

Answer:

1. Foothill PHT Program is ranked #1 in the nation, received "silver" Strong Workforce Star recognition and known to be the top, and "branded" training program in the Bay Area. 2. Foothill College students excel in externship training compared to students from other programs and have also elevated the standards and work employed pharmacy technicians do within pharmacy sites. 3. Employers consistently seek and prefer to hire Foothill College PHT graduates. 4. Qualified and committed faculty/program director focused on student success. Provides all levels of personalized support to students; supplemental instruction, academic support, mentorship, life-skills coaching, accessibility and accountability.

5. Are there any identified actions for improvement or recommendations based on feedback from the program's advisory board?

Answer:

1. Improve and increase outreach/marketing efforts to increase public awareness of the quality and affordable PHT Program at Foothill. Requires the need of marketing/outreach department's direct participation and expertise. 2. Recommend college administrators recognize the need for a nationally accredited PHT program within a community college system—prevent program discontinuation due to district budget crisis. 3. Recommend college administrators provide adequate support (administrative, release time, funding etc) for program restructuring to meet new accreditation standards of an Entry and Advanced Level Pharmacy Technician Program. 4. Move experiential (externships) training to Spring quarter and evaluate courses for quarterly load balance.

6. What actions has the program taken to address recommendations made by the Advisory Board? What barriers has the program faced in implementing improvements?

Answer:

1. Until recently, support has been limited due to marketing/outreach staffing shortage. PD will work directly with outreach/marketing members on strategies to increase outreach and enrollment. Barrier: Google Search for FH PHT still not resolved. 2. College administrators spared all allied health programs; no program cuts for 2 years; a new program discontinuation process/protocol is being drafted and will be utilized to determine program discontinuation. Barrier: Program survival is still unknown until document is published. 3. The college approved temporary additional release time, strong workforce funding and provided administrative support for the PD/faculty members to restructure the program during academic year 2019-2020. Projected roll out of the Entry/Advanced Level

Programs with the addition two new CTE dual enrollment pharmacy certificates will be Fall 2021. 4. Evaluated and adjusted course sequencing to create a more balanced and manageable full-time student unit load per quarter; moved both externship rotations to Spring quarter.

C. Regional Labor Demand

Visit <https://www.calpassplus.org/LaunchBoard/Community-College-Pipeline.aspx> (<https://www.calpassplus.org/LaunchBoard/Community-College-Pipeline.aspx>) to view your program data.

For questions on navigating the LaunchBoard website for Regional Labor Demand, see the user guide here

<https://www.loom.com/share/9651715dfbe343cca3f1ba0aaee458d2> (<https://www.loom.com/share/9651715dfbe343cca3f1ba0aaee458d2>) or contact Teresa Ong at ongteresa@fhda.edu or (650) 949-7794.

1. In the data table, what does the regional labor demand data trend indicate?

- the data trend shows an increase
- the data trend shows a decrease
- the data trend shows no change

2. Describe the regional demand for labor in this sector. If the projected data trend shows an increase or decrease in labor demand, explain why.

Answer:

The projected increase of 7% over 5 years with 188 average annual openings ensures Foothill graduates (max cohort of 24) can secure a position upon graduation. The population is aging with older people typically using more prescription medicines, this, along with higher rates of chronic diseases among all age groups require more prescription medications which leads to a higher demand for pharmaceutical services. The pharmacy profession has also evolved and PHT roles have expanded in pharmacy operations to include tasks previously done by Pharmacists—such as collecting patient information, preparing more types of medications, and verifying the work of other technicians.

D. Regional Labor Supply

Visit <https://www.calpassplus.org/LaunchBoard/Community-College-Pipeline.aspx> (<https://www.calpassplus.org/LaunchBoard/Community-College-Pipeline.aspx>) to view your program data.

For questions on navigating the LaunchBoard website for Regional Labor Supply, see the user guide here

<https://www.loom.com/share/a8ba18e6897d4983aa9c10d9176429c4> (<https://www.loom.com/share/a8ba18e6897d4983aa9c10d9176429c4>) or contact Teresa Ong at ongteresa@fhda.edu or (650) 949-7794.

1. In the data table, what does the regional labor supply data trend indicate?

- the data trend shows an increase
- the data trend shows a decrease
- the data trend shows no change

2. Describe the regional supply for labor in this sector over the last five years. If the data trend shows an increase or decrease in supply, explain why labor supply increase or decreased or showed no change.

Answer:

The downward regional labor supply trend is due to the limited number of PHT Programs in the region. Of the 3 Community College PHT Programs (Santa Rosa City College, City College of SF), Foothill College is the only nationally accredited program—aside from Carrington College (for profit institution). Fewer programs all with small cohorts yield a lower labor supply. January 2020, PTCE and ExCPT implemented new regulations requiring candidates to complete approved training programs/work experience prior to taking the national certification exam. This limits the number of individuals who can become state registered pharmacy technicians through examination only as previously allowed.

E. Regional Wages

Visit <https://www.calpassplus.org/LaunchBoard/Community-College-Pipeline.aspx> (<https://www.calpassplus.org/LaunchBoard/Community-College-Pipeline.aspx>) to view your program data.

For questions on navigating the LaunchBoard website for Regional Wages, see the user guide here

<https://www.loom.com/share/9f259c5c91344e4a9abf8dfcbca139a8> (<https://www.loom.com/share/9f259c5c91344e4a9abf8dfcbca139a8>) or contact Teresa Ong at ongteresa@fhda.edu or (650) 949-7794.

1. In the data table, what does the wage data trend indicate?

- the data trend shows an increase
- the data trend shows a decrease
- the data trend shows no change

2. Describe the regional trend for wages in this sector over the last five years. If the data trend shows an increase or decrease in wages, explain why the regional wages increased, decrease or showed no change.

Answer:

The increase in occupational wage is due to increased demand for capable, competent, and well-trained technicians. With a decrease in labor supply, a 7% fast growing labor demand and aging population, wages have increased across various pharmacy practice settings to maintain a competitive wage within the industry. Some employers provide additional benefits to compensate for the high cost of living in the region. The increased occupational responsibilities required of a PHT has led to the expansion of career growth opportunities to include various specialized Pharmacy Technician positions—Medication Reconciliation, Clinical Pharmacy, Insurance, Sterile Compounding, Chemotherapy and other pathways to Management/Administrative positions.

F. Program 13.5 Course Completion

Visit <https://foothill.edu/programreview/prg-rev-docs/fh-cte-program-13.5-units.pdf> (<https://foothill.edu/programreview/prg-rev-docs/fh-cte-program-13.5-units.pdf>) to view your program data.

1. In the data table, what does the data trend indicate about the number of students completing the 13.5 CTE units each year in the last five years within your program?

- the data trend shows an increase in the number of students completing the 13.5 CTE units
- the data trend shows a decrease in the number of students completing the 13.5 CTE units
- the data trend shows no change in the number of students completing the 13.5 CTE units

2. If the data trend shows an increase or decrease, explain why the number of students increased or decreased in completing the 13.5 CTE units.

Answer:

While the annual data fluctuates significantly over the 5 year period, the line of best fit indicates the number of students completing 13.5 units stayed flat. The program already has high student success rate—program course completion is dependent on the number of students enrolled in the program. The program has struggled with lower numbers of qualified applicants and the need for stronger outreach/marketing strategies and support are necessary to increase enrollment. The creation of a 6-month Entry Level Program may increase enrollment as a shorter program may appeal to a different student population when compared to the 9-month Advanced program.

G. Program Graduate Employment Rates

Visit <https://www.calpassplus.org/LaunchBoard/Community-College-Pipeline.aspx> (<https://www.calpassplus.org/LaunchBoard/Community-College-Pipeline.aspx>) to view your program data. To navigate to the LaunchBoard website, see the instructions below.

Select "Bay Area" in the College or Region and enter your program under Program or Sector (Note: Music Tech is identified as Commercial Music). Under Credit Status select "For-Credit" and in Academic Year, select "2016-2017" then click "View." Scroll down the page and click "View Employment," then "Detailed Data." Next, click the link on the left titled "Employed in the Second Fiscal Quarter After Exit (All Exiters)." Use this data table to respond to the questions below.

1. In the data table above, what does the graduate employment rate indicate for certificate/degree completers (e.g., Within one year after Community College Completion)?

- the data trend shows an increase
- the data trend shows a decrease
- the data trend shows no change

2. Describe the graduate employment rate trend for both certificates and degrees. If the projected data trend shows an increase or decrease, explain why.

Answer:

The 5 year average employment rate is 75% with a slow increase toward 79%. Reasons for lower employment rate: Most graduates desire a hospital pharmacy position which has a significantly higher wage compared to retail pharmacy—Kaiser:\$34.50 vs. Walgreens:\$16.50. This wage difference and limited number of hospital PHT positions (17%) vs Retail positions (68%) affect graduates as many are unwilling to work in a retail environment (higher stress, faster pace, customer service orientated) PHT position at a lower wage and high turn-over rates. The demand for Retail PHT is still high, industry wages have only recently increased to retain graduates.

This form is completed and ready for acceptance.

