

# **Performance Monitoring Report: Associate Degree Programs, Technical Diplomas, and Certificates**

## **Associate Degree Programs, Technical Diplomas, Certificates Purpose**

**To deliver associate degree, technical diploma, and certificate level programs which provide the skills and knowledge necessary to address occupational competencies from initial job-entry to advanced certification.**

**October 15, 2019**

*This report serves as partial evidence of FVTC compliance with HLC Criterion 2C.*

# CREDIT PROGRAMMING

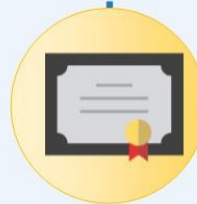
## What We Do / For Whom 2018-19



7,918 students  
Associate Degrees  
Technical Diplomas



4,602 students  
Undeclared/  
Course takers



510 students  
Certificates

### At What Cost



\$15,711  
Associate Degree

Operational  
Cost per FTE



\$23,110  
Technical Diploma

### Graduate Outcomes

Average annual salary

\$42,000

6 months after graduation



\$53,000

5 years after graduation

4.7

OF  
5.0

FVTC Board Rating  
of Performance

(September 2018)




# Associate Degree Programs, Technical Diplomas, and Certificates Report Details

## Overview

FVTC serves its District by providing employers with an educated workforce through credit programming that works to address the health, safety, and business needs of local residents.

Credit enrollments include program students in associate degree and technical diploma courses, non-program students who enroll in program-level courses (course takers), and students enrolled in certificates. The program offerings at Fox Valley Technical College vary slightly each year as the College works to best align academic programming with the needs of area business.

## What We Do

FVTC Program Offerings	
	
71	Associate Degrees
	
66	Technical Diplomas
	
97	Certificates

FVTC academic programming aligns within Wisconsin Technical College System (WTCS) guidelines and district business and industry needs to meet skill and employment demands. To serve the needs of the five-county district, the College's primary educational program offerings include Associate in Applied Science degree programs, Technical Diploma programs, and Certificates defined as:

### Associate in Applied Science (AAS) Degree Programs

AAS degrees prepare individuals for a particular occupation or field. AAS degree completion typically requires 60-70 credits and consists of technical studies, general studies, and electives. Students pursuing a degree full-time will take approximately two years to complete in most programs. Time to completion varies for part-time students.

### Technical Diploma (TD) Programs

Technical diplomas, based on local needs of business and industry, are designed to help individuals prepare for a targeted occupation – typically at the entry level. Technical diploma credit requirements range from 3 to 61 credits; therefore, time to completion varies widely. Some technical diplomas are “embedded” into an associate degree, providing a credential for completion of a smaller segment of the associate degree.

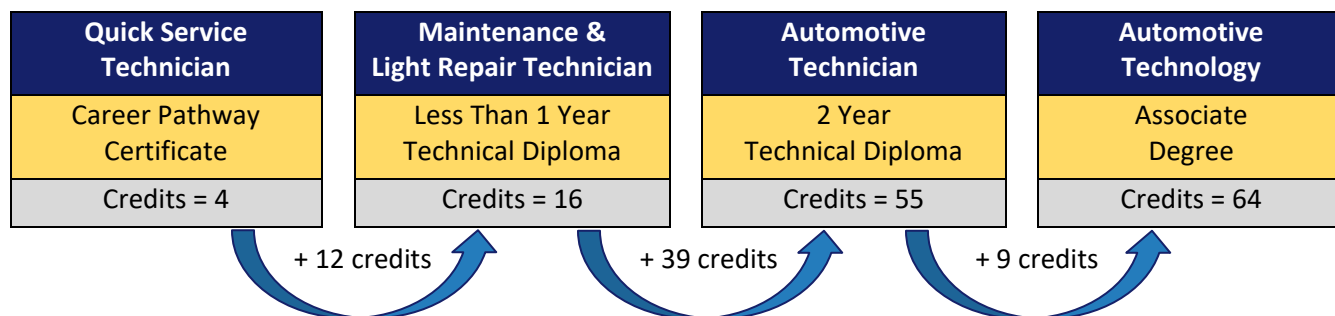
### Certificates

FVTC offers two types of certificates: WTCS Pathway Certificates and local certificates. Pathway Certificates are recognized by the State Board as a select group of courses within an already approved diploma or program. The certificate must contain at least 2 credits, but not more than 18. Local certificates involve a focused set of courses for skills needed in the workplace. Completed certificates can serve as enhancements to an individual's resume or as targeted training beyond the attainment of a degree or diploma. Credit courses from certificates may also be applied to a related technical diploma or associate degree program, encouraging people to continue their education in these programs. Some certificates may serve as entry points to attract people into programs (i.e., exploring careers).

## Career Pathways

Fox Valley Technical College offers career pathways in many areas, giving students flexibility to explore career options and the ability to reach educational goals in achievable increments. In career pathways, embedded credentials ladder to higher-level diplomas and degrees. A full listing of FVTC's career pathways resides at [www.fvtc.edu/programs/career-pathways](http://www.fvtc.edu/programs/career-pathways)

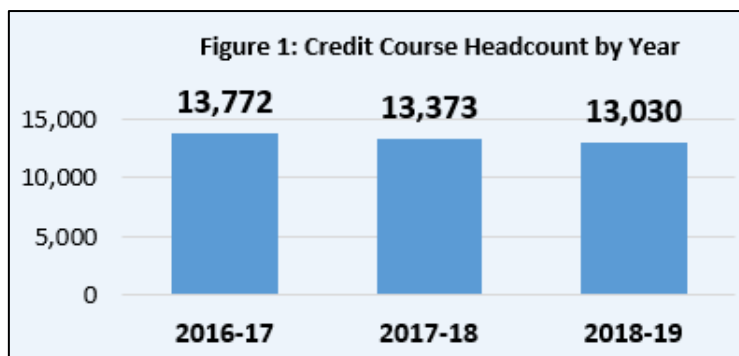
### Example: Automotive Technology Career Pathway



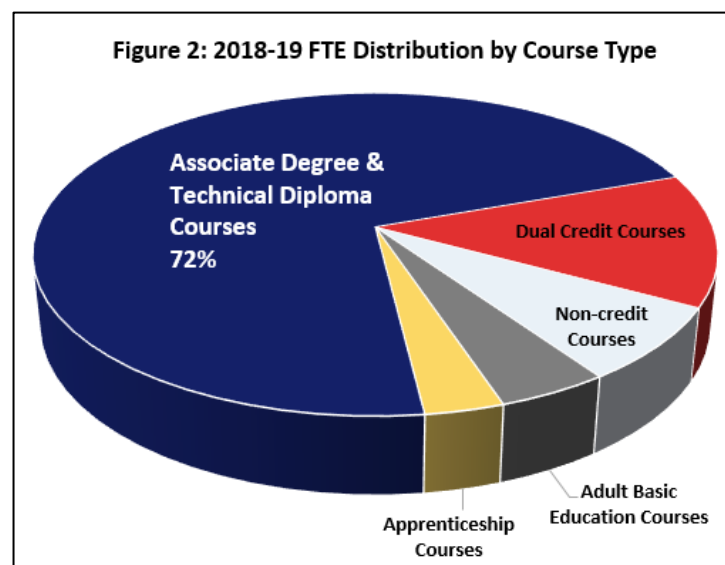
## For Whom

### Program Course Enrollment

In 2018-19 there was a 3% enrollment decline in credit course headcount, with 13,030 distinct students enrolled (Figure 1). This marks the seventh straight year in which FVTC has experienced decreasing program student counts.



Source: FVTC data warehouse query as of August 7, 2019.



Source: WTCS Client Reporting Data Cube as of August 7, 2019.

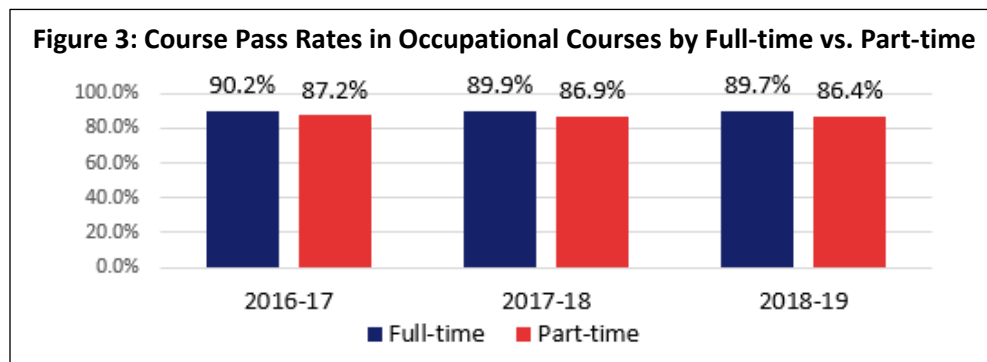
Full-Time Equivalents (FTEs) are a common measure of student enrollment. A full-time equivalent (FTE) is calculated as 30 credits per enrolled student in an academic year. Associate degree and technical diploma course enrollments currently account for 72% of total annual FTEs (Figure 2). The remaining 28% of FTEs are generated through enrollments in dual credit courses, non-program classes, basic skills education, and apprenticeship training.

Students enrolled in program-level courses at FVTC fall into one of three categories: Associate Degree/ Technical Diploma students, certificate students, or course takers (students not in a program). As illustrated in Table A, certificate students and course takers are predominantly part-time (less than 12 credits per term) and take few credits per year. Program students average just over 15 credits per year, and slightly over half attend part-time.

**Table A: 2018-19 Credit Enrollments by Student Type**

Student Type	2018-19 Academic Year			
	Unduplicated Students	FTEs	Average Credits Taken Per Year	Percent Part-time
Certificate Students	510	148	8.7	81%
Course Takers	4,602	460	3.0	99%
Associate Degree/ Technical Diploma Students	7,918	4,008	15.2	55%

Source: FVTC data warehouse query as of August 7, 2019. Excludes dual credit students.

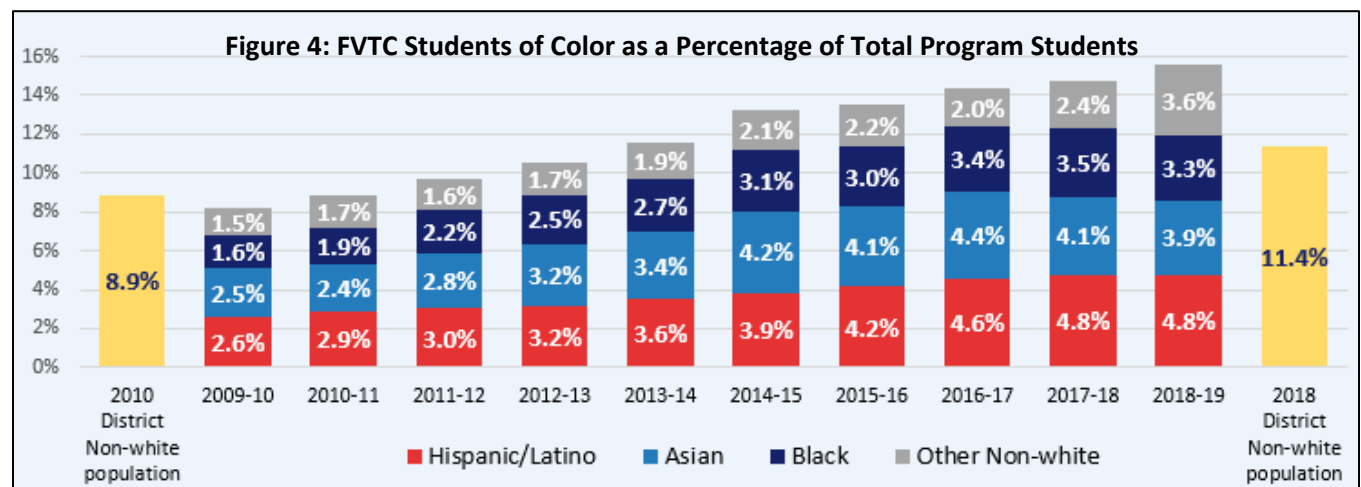


In recent years, the College has placed increased emphasis on serving part-time students. More enrollees are looking for flexible, part-time schedule options. Unfortunately, part-time students show lower course completion rates (Figure 3).

Source: FVTC data warehouse query as of August 2, 2019.

### Students of Color

As part of FVTC's Strategic Plan, the College monitors success metrics for students of color. Figure 4 illustrates the growth in diverse students at FVTC compared to the demographics of the regional population. A decade ago, the percentage of non-white students at FVTC was less than the regional average. Now the FVTC student body is more ethnically diverse than the district population.



Source: American Fact Finder (<https://factfinder.census.gov>) and FVTC data warehouse query as of August 2, 2019. "Other Non-white" includes "Two or more races," "American Indian/Alaska Native," and "Native Hawaiian/Pacific Islander."

Table B shows FVTC ranking higher than the state average for third year graduation rates. Although students of color average lower completion rates, the gap compared to all students at FVTC is 6.8%, while statewide the difference is 12.6%. FVTC efforts to close this gap in order to reach equity continue in 2019-20 with one of the College Annual Objectives focused on improving cultural competency and the inclusion of diverse populations.

**Table B: Success Metrics for Students of Color**

Associate Degree & Technical Diploma Programs	FVTC	WTCS
3 <sup>rd</sup> Year Graduation Rate - All Students (2016-17 cohort)	39.5% (8 <sup>th</sup> in the state)	34.5%
3 <sup>rd</sup> Year Graduation Rate - Students of Color (2016-17 cohort)	32.7%	21.9%
Gap (Rate for All Students minus rate for Students of Color)	6.8%	12.6%

Source: WTCS Tableau Student Success Dashboard as of August 26, 2019. Data not final for students completing in 2018-19.

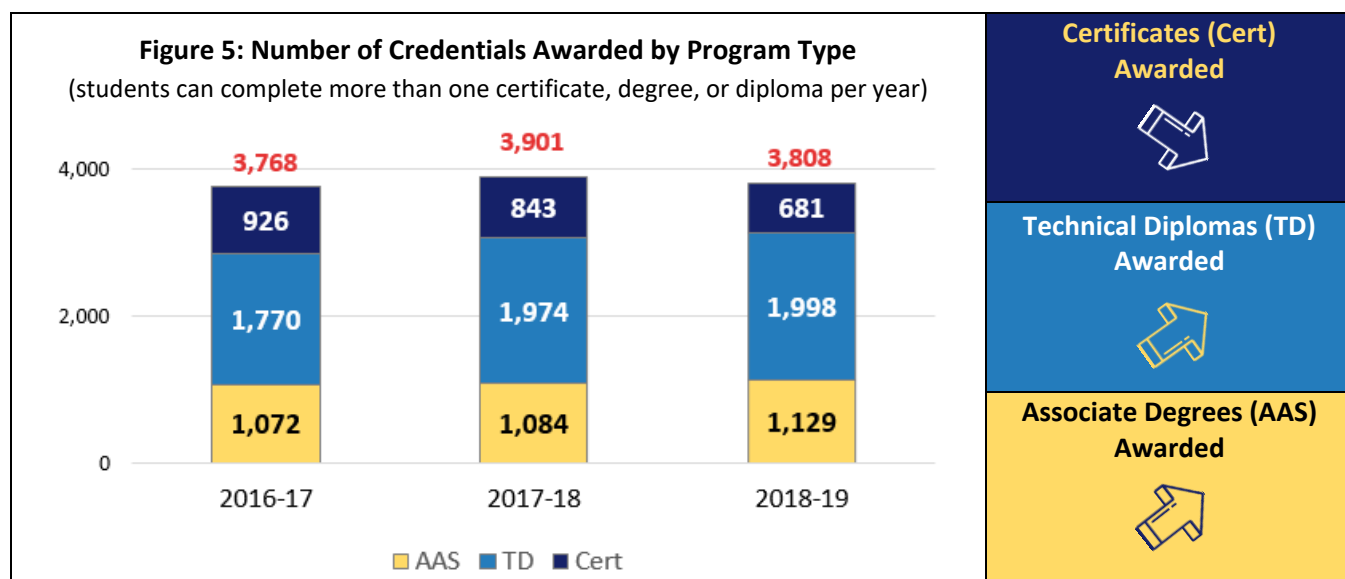
### Program Enrollments and Awards

Table C lists the programs with high enrollments. Large numbers of students have enrolled in health and business programs. Overall, the total student population at FVTC has declined in recent years; however, the number of credentials awarded each year has remained high (Figure 5). This is due to increased student success efforts, program credit reductions, and career pathways.

**Table C: 2018-19 Top Program Enrollments by Credential Type**

Associate Degrees		Technical Diplomas		Certificates	
Business Management	647	Nursing Assistant	622	Basic GMAW Welder	106
Nursing - Associate Degree	380	Practical Nursing	176	General Studies Trans. UW-O	103
Criminal Justice Studies	379	Medical Assistant	164	General Education	88
IT - Software Developer	280	Truck Driving	154	Phlebotomy Technician	72
Accounting	246	EMT – Basic	147	Computer Numerical Ctrl.	51

Source: FVTC data warehouse query as of August 7, 2019.



Source: FVTC data warehouse query as of August 7, 2019.

### Program Graduations in High-Demand Fields

One component of the WTCS outcomes-based funding model is degrees awarded in high-demand fields. The Wisconsin Department of Workforce Development (DWD) has identified specific occupations as being high-demand fields based upon future occupational projections. This measure aims to lessen the skills gap and meet employer needs by ensuring that individuals have the skills necessary for workplace demands.

The WTCS outcomes-based funding metric for high-demand programs is determined by summing three years' worth of data. The funding for 2019-20 is based on totals from 2015-16, 2016-17, and 2017-18. FVTC led the state both for 2017-18 and for the cumulative total (Table D).

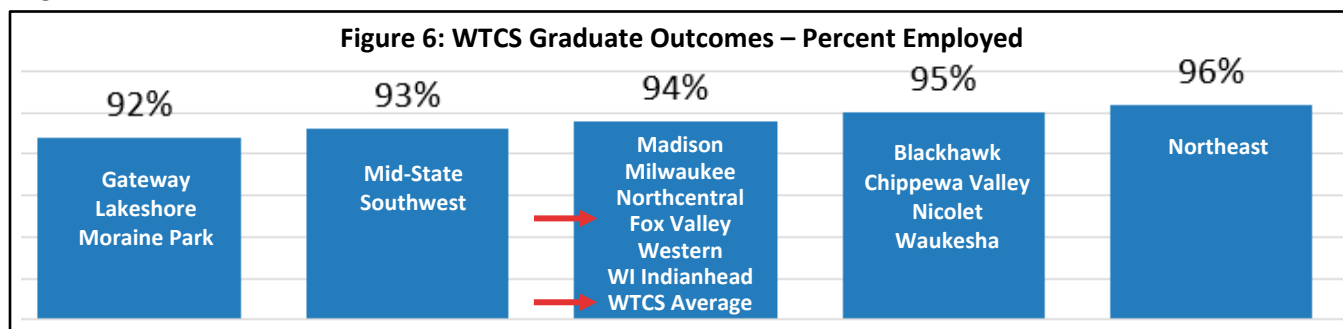
**Table D: Top WTCS Rankings for Degrees Awarded in High-Demand Fields**

District	Number of High-Demand Credentials Awarded			
	2015-16	2016-17	2017-18	3 Year Total
Fox Valley	2,050	1,897	2,381	<b>6,328</b>
Northeast WI	2,009	1,908	2,060	<b>5,977</b>
Madison	1,814	1,827	2,308	<b>5,949</b>
Milwaukee	1,608	1,743	1,676	<b>5,027</b>
WI Indianhead	1,609	1,669	1,736	<b>5,014</b>

Source: WTCS Outcomes-Based Funding Detail Spreadsheet

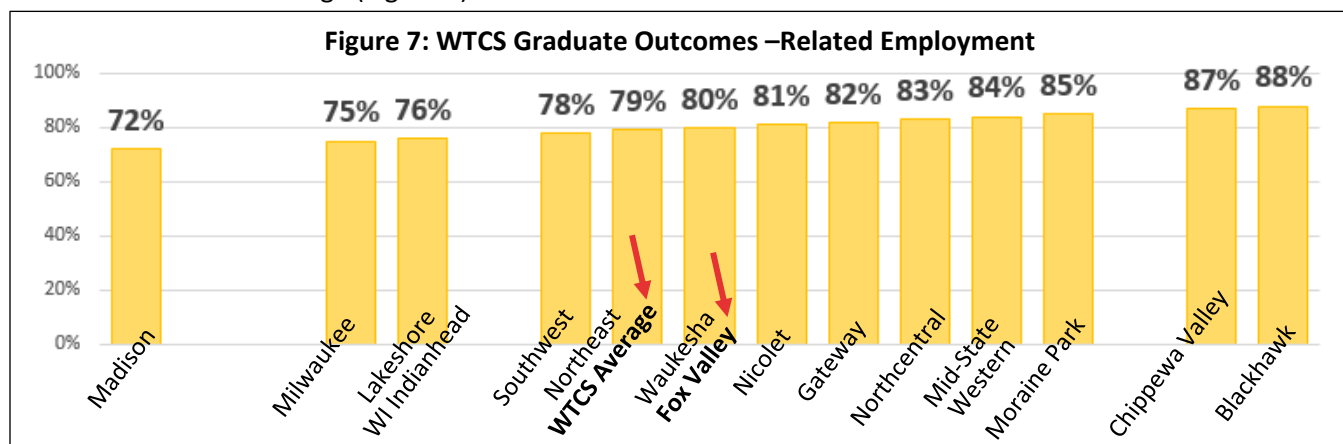
### Graduate Outcomes

The Spring 2019 report of previous year graduates (2017-18) shows strong employment outcomes for FVTC graduates. Six months after graduation, 94% of FVTC graduates desiring to be in the workforce were employed (Figure 6).



Source: WTCS Portal report FLW300 as of August 8, 2019.

Of those employed, 80% were in jobs related to their programs of study. For peer benchmark colleges, program-related job placement rates ranged from a low of 72% at Madison College to a high of 88% at Blackhawk Technical College (Figure 7).

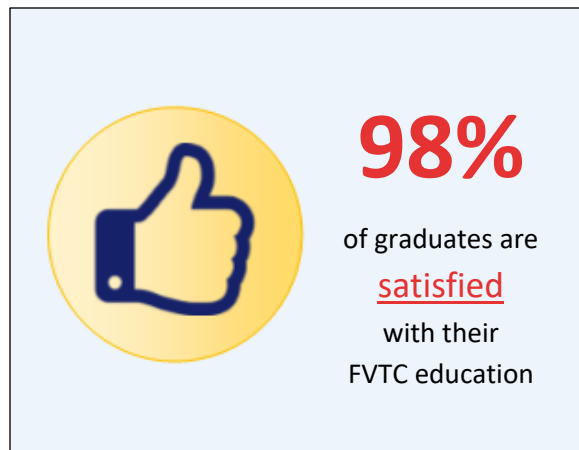


Source: WTCS Portal report FLW300 as of August 8, 2019.



In 2017-18, FVTC awarded degrees and diplomas in 118 different program areas. FVTC graduates serve a vital role in the Fox Cities' economy. Students who completed Associate Degrees or Technical Diplomas at FVTC in 2017-18 filled 475 distinct program-related occupational categories in the district either while attending or after graduating from the College.

The fulfillment of this statutory purpose is measured by the satisfaction of our graduates with their educational experience and by the satisfaction of our employers with graduates' performance in the workplace. Graduates and employers recognize that credentials can offer increased earnings potential, improved job performance, and higher job satisfaction.



### Employer Satisfaction

FVTC has a strong employer network across the district for hiring graduates. Each year, FVTC conducts an employer satisfaction survey. In 2018-19, a total of 142 employers responded regarding their employees who were 2017-18 Fox Valley Technical College graduates.

Employer responses are a valuable component in the process of obtaining feedback on FVTC programs. The employer satisfaction survey is based on a four-point scale related to meeting expectations, with four being "exceeds" expectations. Employers posted a mean rating of 3.49 out of 4 regarding the importance of the local technical college to overall business success. Employers' satisfaction with graduates' technical education posted a 3.52 mean rating.

Employability Essentials, or soft skills, continue to be of importance to employers. Table E shows the ratings as collected by the Employer Satisfaction Survey.

**Table E: Employer Satisfaction Survey Results for Employability Essentials**

Employability Essentials	2018 (graduates from 2016-17) 129 respondents	2019 (graduates from 2017-18) 142 respondents	Change
Adapt to Change – Anticipate changes and positively react to them.	3.24	3.23	-0.01
Think Critically and Creatively – Apply independent and rigorous reasoning that leads to informed decisions, innovation and personal empowerment.	3.13	3.16	0.03
Work Collaboratively – Work collaboratively with others to complete tasks, solve problems, resolve conflicts, provide information, and offer support.	3.37	3.40	0.03
Communicate Effectively and Respectfully – Apply appropriate writing, speaking, and listening skills across various settings to engage diverse audiences.	3.34	3.32	-0.02
Act Responsibly – Apply ethical standards in both personal and professional behavior.	3.39	3.42	0.03

*Note: The rating is on four-point scale with 4 being "Exceeds Expectations"*



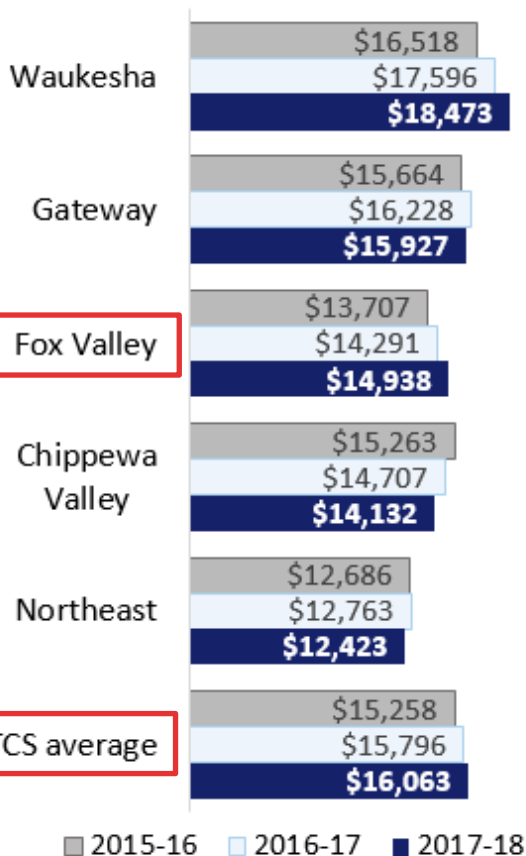
## At What Cost

### Peer Benchmarks

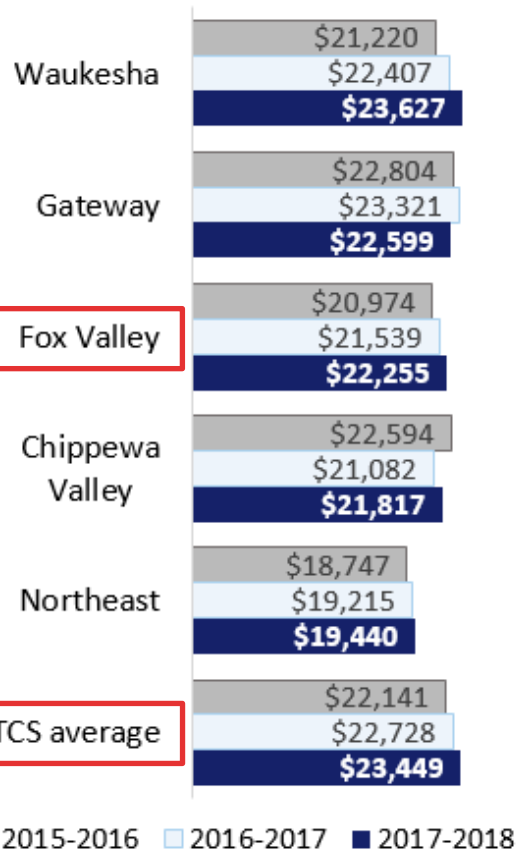
Operational cost per FTE is defined as all operating fund expenditures (General, Contract Training, & Grant funds) divided by FTEs. The College consistently maintains a cost per FTE that aligns just under the statewide average (Figures 8 and 9). 2017-18 is the most recent year available for the benchmark colleges. For 2017-18, FVTC cost per FTE increased by 4.5% for associate degree and increased 3.3% for technical diploma. Technical diploma cost per FTE is typically higher than associate degree cost per FTE due to intensive laboratory class time resulting in more contact hours for faculty with students, as well as the supplies and minor equipment needed for a higher level of hands-on experiences. When total enrollments decline, as they did in 2017-18, the operational cost per FTE usually increases.

Comparisons with other WTCS colleges are provided for peer benchmarks. However, critical analysis is difficult due to multiple variations by district. Some district variations include cost of living, demographics, local faculty contracts, types of programs, number of program offerings, and contracting activity.

**Figure 8: Associate Degree Operational Cost per FTE**



**Figure 9: Technical Diploma Operational Cost per FTE**



Source: WTCS Statewide Operational Cost as reported on VE-CA-5 Cost Allocation Schedule

### Cost to the Student

In the past three years, tuition cost has increased just under 2% per year with the current 2019-20 cost of \$154.65 per credit.

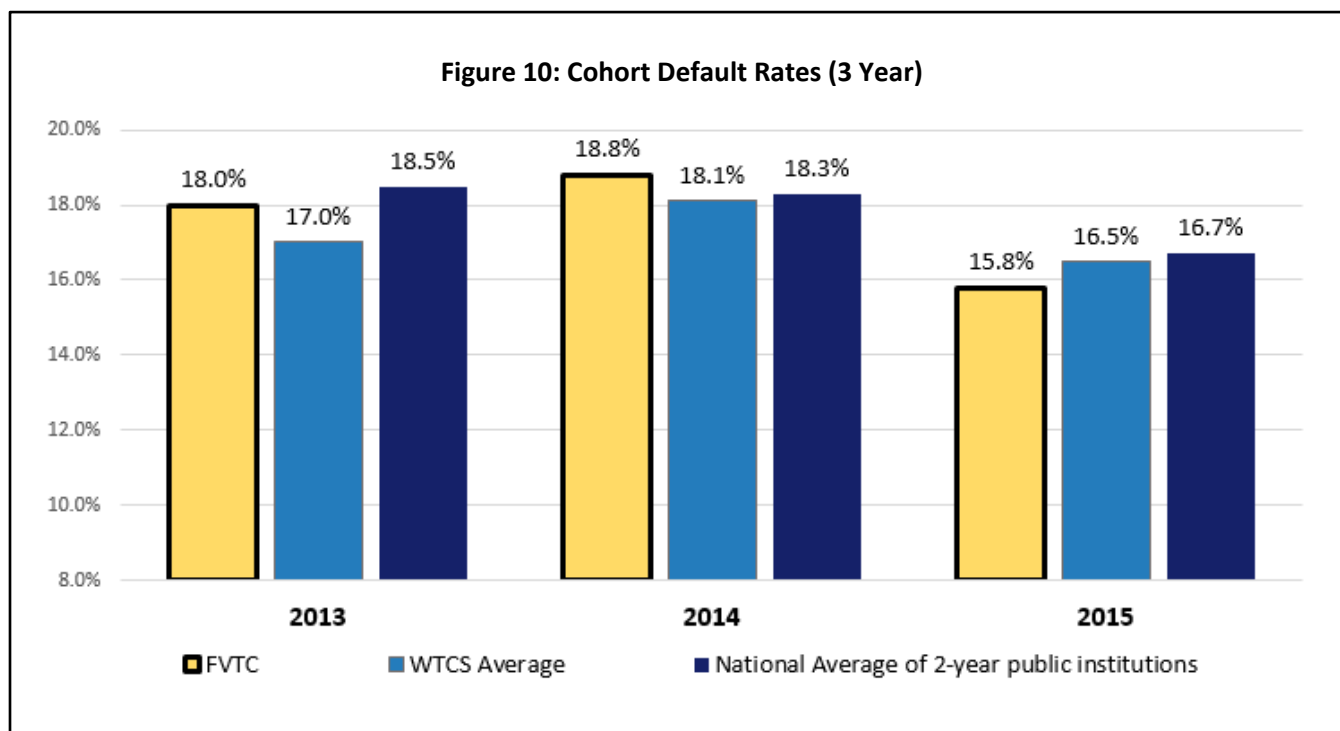
Table F shows a more detailed look at student loan data by graduation year. About half of FVTC graduates leave college with educational debt; however, the percentage of students with loans and the amount borrowed has been decreasing over time.

**Table F: Loan Data by Year and Program Type**

Graduation Year	1-Year Technical Diploma Completers			Associate Degree Completers		
	Graduate Count	Percent With Loans	Average Loan Debt	Graduate Count	Percent With Loans	Average Loan Debt
2014-15	601	47%	\$6,207	1,031	59%	\$12,245
2015-16	684	48%	\$7,030	1,049	58%	\$12,371
2016-17	682	51%	\$6,666	1,017	55%	\$11,841
2017-18	813	40%	\$6,091	1,024	50%	\$11,658
2018-19	797	37%	\$5,705	1,065	47%	\$11,294

Source: FVTC data warehouse query as of August 7, 2019.

Students who take out loans but default within 3 years of entering repayment of their loans are grouped into what is called a Cohort Default Rate (CDR). FVTC default rates remain very close to the WTCS average and the national average of 2-year public institutions as shown in Figure 10.



Source: FVTC Director of Student Financial Services