



UNIVERSITY  
of HAWAII®  
SYSTEM

March 17, 2014

TO: Leon Richards, Chancellor  
Kapi'olani Community College

SUBJECT: Career & Technical Education Award

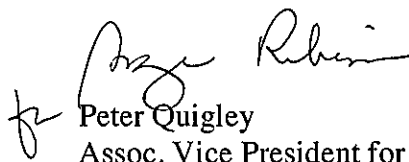
Kapi'olani Community College is awarded \$4,008 in 2013-14 Title I Career and Technical Education funds to support the titled project:

Practical Nurse (PN) Program - Concept Based Curriculum	\$4,008
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The award period for the project is from July 1, 2013 to August 30, 2014 and the award number for the project is: **OSD/KAP2013/14(1)-T1-16** and should be referenced on all future correspondence and reports. These funds must be expended and goods received by August 30, 2014. A completion report is due on **October 10, 2014**.

Please call Dominic (Nic) Estrella at 956-3865 if you have questions.

Sincerely,

  
Peter Quigley  
Assoc. Vice President for Academic Affairs

Cc: L. Pagotto, VCAA  
B. Furuto, VCAS  
P. O'Hagan, CTE Dean  
C. Masutani, FA  
L. Tshako, FA  
S. Robinson, Dir. of Academic Programs

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**CARL D. PERKINS VOCATIONAL AND TECHNICAL  
EDUCATION ACT OF 2006**

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**Perkins IV Intervention Strategy Proposal Form**  
(revised January 2014)

**Strategy PN Site Visit Priority #**  
**1 Program Year 2013-14**

- 1. College: Kapi‘olani Community College**
- 2. (Descriptive): Practical Nurse (PN) Program - Concept Based Curriculum**
- 3. Proposer’s Name: Patricia Taylor E-Mail: taylorp@hawaii.edu**
- 4. Proposal Period: March 1, 2014 through June 30, 2015**  
Is this proposal a part of a multiple-year strategy? Yes  
If this is a multiple-year strategy, for what year is this proposal requesting funding?  
  
Year 1

**5. Brief Statement of identified problem area and reason for selection:**

Problem Area:

- a) The Practical Nursing Program (PN) at Kapi‘olani Community College is approved by the Hawai‘i State Board of Nursing. The program graduates take the National Council Licensure Examination-Practical Nurse (NCLEX-PN), to obtain a license to work in Hawai‘i as an LPN. The State Board of Nursing issues the LPN license. Recent changes to the nursing curriculum are impeding the career pathway for LPNs.

Reasons for selection:

- b) Students who successfully complete the one year PN program receive a Certificate of Achievement and transfer seamlessly as pathway students into the Associates Degree in Nursing (ADN). In turn, graduates of the ADN program transfer to the Mānoa and Hilo BSN programs. The ADN program is part of the UHCC system wide consortium which changed the content of nursing curriculum to a concept centered approach. This means that the PN program needs revise the curriculum based on identified best practices of the consortium curriculum. There are no other concept based LPN programs in the State of Hawai‘i.
- c) The Annual Report of Program Data (ARPD) for Kapi‘olani Community College PN program list the program as being Healthy on the Efficiency Indicator and Effectiveness Indicators meeting the benchmark fill rate of 89% and Successful Completion at 97% and well as the Perkins Core Indicator 1P1 at 96.8%. However, the student retention 3P1 did not meet the benchmark goal. Integration of concept based best practices will assist in student retention and transfer into the ADN

program.

- d) This proposal aligns with the Purpose of Perkins IV to develop more fully the academic and career and technical skills of postsecondary education students (PN students) to graduate and pathway to the ADN program.

#### Perkins Indicators and Strategic Alignment:

- a) Perkins Core Indicator **3P1**: Student Retention in postsecondary education or transfer to a baccalaureate degree program and the **UHCC Strategic Outcome D** (2008-2015) and **Kapi'olani CC Strategic Outcome 3** to Promote a Globally Competitive and Collaborative Workforce. In order to promote a competitive and collaborative workforce that responds to the workforce needs, an aligned PN program is required to provide students with the ability to continue their career pathway into the ADN program. The proposal will provide the opportunity to visit programs with concept based curriculum, observe best practices of curriculum integration and to confer with the faculty and administration.
- b) The Annual Report of Program Data (ARPD) for Kapi'olani Community College PN program list the program as being Healthy on the Efficiency Indicator and Effectiveness Indicators meeting the benchmark fill rate of 89% and Successful Completion at 97% and well as the Perkins Core Indicator 1P1 at 96.8%. However, the student retention 3P1 did not meet the benchmark goal of 74.25%. Integration of concept based best practices will support student retention/transfer into the ADN program.
- c) This project also aligns with maintaining the Perkins Core Indicator 2P1: Credential, Certificate, or Degree and UHCC Strategic Outcome A and Kapi'olani CC Strategic Outcome 4 to Promote Degree and Certificate Completion and Transfer for Student Success.
- d) The 2012-2013 ARPD Program Perkins Core Indicators provided data on areas that **we met and did not meet**. 1P1 Technical Skills Attainment goal of 90% was surpassed at 96.88%. 2P1 Completion goal of 50% surpassed at 68.75. 3P1 Student **Retention and Transfer goal of 74.25 was not met at 73.68%**. 4P1 Student Placement goal of 60% was surpassed at 67.35%.

#### **6. Brief Strategy Description:**

- In order to promote a globally competitive and collaborative workforce, the proposed visit is to identify best practices for the integration of the concept based course competencies into the PN curriculum. The integration of the competencies will continue to provide students with the pathway into ADN Program thereby provides better-trained entry-level LPN's. Graduates of the Practical Nursing Program qualify to write the National Council of Licensure Examination for practical nurses (**NCLEX-PN**), which provides **certification to work as a Practical Nurse**.

- The concept based curriculum is found in the following states: Nevada, Oregon Texas or New Mexico.

Industry Support:

- Industry supports is represented by the integration of the concept based curriculum and evidenced by the MOA consortium between KCC and Mānoa which provides ADN graduates with one additional year of course work to obtain their BSN. In addition, the ADN program recently received accreditation renewal of the program based in part on how the curriculum met the national standards using concept based competencies.
- In addition, support for this project will allow the PN Program to continue to meet the **workforce demand needs** (seem as a measure of industry support) by increasing the number of majors from 28 to 36 or 77%. The ARPD data shows that since 2010, there on average there are 73 new and replacement positions in the State of Hawai‘i and 50 for the County of Honolulu.

Overall Program Health: Healthy Majors Included: PRCN Program CIP: 51.3901			
<b>Program Year</b>			
<b>Demand Indicators</b>	<b>10-11</b>	<b>11-12</b>	<b>12-13</b>
• New & Replacement Positions (State)	72	78	70
*New & Replacement Positions (County Prorated)	48	54	48
• Number of Majors	52.5	39	28

The national employment of Licensed Practical Nurses is expected to increase by 25 percent between 2012 and 2022. Statistics by the U.S. Bureau of Labor projected the increase listed below: See

- <http://www.bls.gov/ooh/healthcare/licensed-practical-and-licensed-vocational-nurses.htm#tab-6>

<b>Employment projections data for Licensed Practical Nurses 2012-22</b>						
Occupational Title	SOC Code	Employment, 2012	Projected Employment, 2022	Change, 2012-2022		Employment by Industry
				Percent	Numeric	
Licensed practical and licensed	29-2061	738,400	921,300	25	182,900	<a href="#">XLS</a>

**Employment projections data for Licensed Practical Nurses 2012-22**

Occupational Title	SOC Code	Employment, 2012	Projected Employment, 2022	Change, 2012-2022		Employment by Industry
				Percent	Numeric	
vocational nurses						

“Employment of licensed practical and licensed vocational nurses is projected to grow 25 percent from 2012 to 2022, much faster than the average for all occupations. As the baby-boom population ages, the overall need for healthcare services is expected to increase. LPNs and LVNs will be needed in residential care facilities and in home health environments to care for geriatric patients”.

- Travel to Oregon and Texas in June 2014. These institutions were identified and chosen as they represent **recently accredited ACEN PN Programs** and/or **concept based in their curriculum**. The travel participant will confer with faculty and administrators to learn about **best practices in (3P1) transfer and retention, program technology (simulation and electronic health records in long term care), multi-campus satellite sites, and CME courses**.

Airfare @ \$1,300 ea.	\$1,300
M&IE @ \$568 ea.	\$ 568
Lodging @\$180 per night, 8 nights	\$1,440 (includes 1 weekend)
Car Rental or cabs	\$ 700
Total Travel	\$4,008

**7. Calendar of Planned Activities:**

Activity	Month(s) the Activity will take by place
Approval of travel	March 2014
Purchase Air Fare and arrange hotel and car reservations	May 2014
Site visit to best practice ACEN accredited programs	June 2014

**8. Effectiveness Measures:**

- A **78%** increase in the **number of majors** from 28 to 36.
- A 2% expected increase in the **3P1 Student Retention and Transfer** and thereby **surpass the 74.25%** benchmark goal by 1.43%.
- A 2 % increase in the **fall to spring persistence** from 89.6% to 91.6%
- By teaching the new concept based curriculum and aligning the pathway to the ADN program, the program will increase the number of majors, student retention

and transfer and the fall to spring persistence ensuring continuation into the nursing career pathway from LPN – ADN – BSN.

- Analysis of the ARPD for Perkins Indicator 3P1, Student Retention and Transfer, shows that the program was just short 73.68%, of meeting the benchmark goal of 74.25%.
- Teaching based on long-term healthcare industry and national standards is expected to improve Perkins Indicator 4P1, the Student Placement benchmark which is set at **60.0%**. The program surpassed this goal and achieved 67.35%.

**9. Budget Summary:** For system projects, the budget must include a breakdown of costs by campus along with a total system budget. (Double-click to access Excel Worksheet).

Personnel (List all positions separately)	Budget	Category
Personnel Subtotal	\$ -	
Fringe Benefits (List per position)		
	0 \$ -	0
	0 \$ -	0
	0 \$ -	0
	0 \$ -	0
	0 \$ -	0
	0 \$ -	0
	0 \$ -	0
	0 \$ -	0
	0 \$ -	0
	0 \$ -	0
	0 \$ -	0
	0 \$ -	0
Fringe Total	\$ -	
Personnel Subtotal	\$ -	
Services		
Material & Supplies		
Travel and accomodations	3308	
Rentals	700	
Other		
Equipment		
TOTAL COSTS	\$ 4,008	
Fringe Benefit Rates (as of)		7/10/13
Faculty/Staff		44.91%
Casual Hire/Overload		2.26%
Student		0.51%

**10. Indicate which Perkins requirements are covered by this proposal?** (Check no more than three categories that best describe your proposal):

	1. Building of the efforts of States and localities to develop challenging academic and technical standards and to assist students in meeting such standards, including preparation for high skill, high wage, or high demand occupations in current or emerging professions
	2. Promoting the development of services and activities that integrate rigorous and challenging academic and career and technical instructions, and that link secondary education and postsecondary education for participating career and technical education students
X	3. Increasing State and local flexibility in providing services and activities designed to develop, implement and improve career and technical education, including tech prep education
<input type="checkbox"/>	4. Conducting and disseminating national research and disseminating information on best practices that improve career and technical education programs, services, and activities
<input type="checkbox"/>	5. Providing technical assistance that – (a) Promotes leadership initial preparation, and professional development at the State and local levels; and (b) Improves the quality of career and technical education teachers, faculty, administrators and counselors
X	6. Supporting partnerships among secondary schools, postsecondary institutions, baccalaureate degree granting institutions, area career and technical education schools, local workforce investment boards, business and industry, and intermediaries
X	7. Providing individuals with opportunities throughout their lifetimes to develop, in conjunction with other education and training programs, the knowledge and skills needed to keep the United States competitive



**11. Certifications:**

I certify that this proposal, budget, and certifications are accurate and complete and that this project will be conducted in accordance to Perkins policies and Federal, State, and University regulations and requirements.

I also certify that I have consulted with the appropriate Institutional Research, Business Office and Human Resources Office personnel and that they have reviewed all budgets and resource commitments and have found that they comply with Perkins, Federal, State, and University requirements and policies.

Signature: \_\_\_\_\_ Date: 2/13/2014

Print name: Patricia Taylor