

2008 Annual Report of Program Data Coversheet

College: Hawaii Community College

Program: Practical Nursing

Check All Credentials Offered	AA	AS	ATS	AAS	CA	CC	COM	ASC	
					x				

College Mission Statement (or provide link)

<http://hawaii.hawaii.edu/abouthawcc/>

Program Mission Statement (or provide link)

The mission of the Certificate of Achievement in Practical Nursing is to provide a continuous and adequate supply of licensed practical nurses for employment in the health care delivery system of Hawaii County, the State of Hawaii.

OVERALL PROGRAM HEALTH (Check one)

<i>Healthy</i>	<i>Cautionary</i>	<i>Unhealthy</i>
X		

Part II. Analysis of the Program (strengths and weaknesses in terms of demand, efficiency, and effectiveness based on an analysis of the data)

According to the data, the interest in licensed practical nurses is not increasing. Students are not as interested in the Practical Nursing program as the A.S. Nursing program leading to registered nursing. Some of the students who enter the PN program actually have becoming an RN as their goal. After completing the PN program they immediately enter the RN program and may not even take the NCLEX-PN licensure exam. This decreases the number of graduates actually entering the workforce as licensed practical nurses.

The agency demand for licensed practical nurses is small but steady. Long term care, home care, clinics and medical offices continue to use LPNs. Acute health care facilities do not. Informal agency requests for LPNs coming through the Nursing and Allied Health Division seem to have increased during 2007 and 2008 indicating that there are more positions open for LPN's than previously. In addition, outlying areas of the island have requested an onsite PN program. The demand for LPNs it is not well understood. The Hawaii Center for Nursing was reportedly gathering workforce data regarding licensed practical nurses but a report has not materialized.

Ten students were admitted in 2004 and 2005. Twenty students were admitted in fall 2006. Students graduate in summer with the graduations reflected the following fall semester. A faculty was hired into the vacant PN position making two faculty available for fall 2006. As a result, twenty students were admitted. With a class size of ten only one faculty is assigned to the program full time and other A.S nursing faculty or lecturers assist with the theory credits. During the summer the program is taught by two 11- month faculty assigned to the RN program during the rest of the year. According to the demand indicators the program is healthy in that the

number of pre nursing students is in line with the number of new and replacement positions. According to the efficiency indicators the program is healthy. However, it is more efficient to admit twenty students than ten students each year.

According to the effectiveness indicators the program is healthy. Most students who enter the PN program graduate on time. The average on time graduation rate for graduates of 2005-2007 was 85%. In addition, students who fail or withdraw from a course are allowed to repeat the course once and may proceed on to graduation which increases the overall graduation rate. The average NCLEX-PN pass rate for graduates of 2005-2007 was 91%. However, not all graduates take the NCLEX-PN exam especially those who enter the RN program the following year. According to the indicators the program is healthy overall.

Significant Program Actions (new certificates, stop-out; gain/loss of positions, results of prior year's action plan)

Rather than hire a replacement for the practical nursing position, one of the associate of science faculty transferred in to the PN program to teach full time. The position was then utilized to hire a replacement for the faculty who transferred. The second PN position continues to teach the CHO courses and non-credit nurses' aide course. Surveys were mailed to 2005 and 2006 graduates and indicated that all who responded were employed. The return rates of the surveys continued to be low, 55% and 30% respectively. The PN workforce data that we hoped would be supplied by the Hawaii Center for Nursing has not materialized. Center staff indicated it is extremely hard to obtain such data from health care agencies. The new modular buildings on the Manono campus are not in place. The best case scenario for completion of the buildings is the end of fall 2009. Therefore, plans cannot move forward for the future use of the current NLRC. Discussions with program advisory council members indicated that the employability of licensed practical nurses is excellent however the jobs may be located in areas other than East Hawaii. Plans to develop an distance education practical nursing outreach program have not moved forward as quickly as planned. Experience with outreach nurses' aide classes have proven to be difficult, time consuming and costly. The infrastructure in any outreach site will need to be established before the program can be offered in a distance education with onsite clinical mode.

Part III. Action Plan 2008

1. Implement use of Laulima as a partial or total method of teaching all program courses
2. Explore the feasibility of using distance education to offer the program in sites other than East Hawaii and expand admissions
3. Determine and implement a method to obtain adequate employment data

Part IV. Resource Implications (physical, human, financial)

The action plan will involve faculty, division chair and the institutional researcher's time and energy.