

**COMPREHENSIVE
PROGRAM REVIEW
2022**

UNIVERSITY of HAWAII
KAUA'I
COMMUNITY COLLEGE



Carpentry Technology (CARP)



UNIVERSITY of HAWAII®
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COMMUNITY COLLEGE

Kaua'i Community College

Five Year Comprehensive Program Review (CPR)

Program Name Carpentry Technology

Assessment Period: (e.g., 2017-2022) AY's 2017-2018 through 2022-2023

Program or Unit Mission Statement (UHCCP 5.202)

The Carpentry Technology (CARP) program provides the basic entry-level skills in the construction of buildings. Skilled carpenters are required in areas of new building construction, repair, and alteration of buildings. The program provides an introduction into the sustainable and green construction methods and materials, while offering instruction in the state's building codes for energy efficiency. This program also enhances the graduate's entry into the Carpenter's Apprenticeship Program.

The Carpentry Program fulfills its mission by incorporating the following practices. The Program:

- Makes classes available through credit/non-credit to train a local construction personnel;
- Delivers classes for entry level, working apprentice adults and experienced journey-people in small classes that meet the island population size;
- Provides a valuable program that contributes to the island's workforce and community needs;
- Prepares and supports carpentry students by providing training that otherwise would not be available except by traveling to the mainland or other islands;
- Encourages students to stay and work on the island of Kaua'i to provide economic growth to the community.

College Mission Statement (UHCCP 5.202)

Kaua'i Community College is a kahua that inspires, engages, and empowers learners and educators to enrich our community and our world.

Ke kū nei ke Kulanui Kaiāulu ma Kaua'i ma ke 'ano he kahua e
ho'oulu, ho'ā, a ho'oikaika 'ia ai ka 'ike a me ka na'auao o nā
kānaka a'o aku a a'o mai no ka ho'owaiwai 'ana i ke kaiāulu a
me ka honua.

'O ke kahua ma mua, ma hope ke kūkulu.
First comes the foundation, then comes the building.
('Ōlelo No'eau, number 2459)

Part I. Executive Summary of Program Status

With a changing Kaua'i economy coupled with low enrollments, a decision was made to consolidate the EIMT, FENG, AEC, and WELD programs with the Carpentry Program to create the Construction Program to match and articulate the program Maui College (UHMC) and West Oahu (UHWO). As far as the Building Construction Technology proposal it was rejected last year by the Curriculum Committee, the Administration, and the UHCC System because of problems associated with Banner, Star GPS, Financial Aid and Student Services with the merger of the program. A new proposal was submitted as part of Ka Papa Hana Holomua: Academic Affairs Plan Fall 2021- Fall 2026 to UHCC. Part of this plan for EIMT and FENG was to stop-out starting Fall 2022 and Teach Out completed by Spring 2024. With the continuation of the Carpentry Program. This proposal was also abandoned because of increased enrollment and the needs of trained employees for the island employers. During the last two (2) years the program has been healthy and has continued to grow.

The decision was made to consolidate the Facilities Maintenance Technology Certificate of Competence with the CARP program and the CO of Electro-Mechanical and Plumbing combined with EIMT and keep the two programs separate. The Facilities Engineering program was closed to future enrollment and will be stopped out by Spring 2023. An attempt to start an Architecture, Engineering & Construction Technologies (AEC) CO for the Early College students from the DOE to transfer to Hon CC was also disallowed by the UHCC System. We are still working on trying to match Maui's courses as closely as possible so that articulation agreements can be made for a pathway for those wanting to continue their education with Maui College and West Oahu.

Part II. Program Description (UHCCP 5.202)

Number of Faculty and Staff	Faculty (FT):1
	Faculty (Lecturers):3, 1 Welding, 1 AEC, 1 CARP (Early College- Kaua'i HS)
	Staff:0
Date Website Last Reviewed/Updated	10/07/2022
Brief History of Program	<p>The CARP program was developed to meet the preparatory needs of individuals who are not yet employed or currently working in the field. The Carpentry Technology Program offer an (AAS) Associate of Applied Science degree and a, Certificate of Achievement (CA), and Certificate of Achievement (CO) in Carpentry Technology: Facilities Maintenance Technology to allow high school and adult students to gain knowledge and hands-on experience with the addition of lifelong skills.</p> <p>The Carpentry Technology program has gone through some turbulent times for the past 20 years since the retirement of the last full-time faculty prior to 2003. The Carpentry courses were continued to be offered through lecturers with a high turnover in the full-time faculty until January of 2018. After another four years the current instructor has provided stability and focus for the program and the program is now showing signs of success. One of the key components in sustaining the Carpentry program was the Legislature's investment in the Construction Academy. In 2006, the Hawai'i State Legislature passed Act 234 providing funds for the establishment of Construction Academy programs by University of Hawai'i Community College campuses at Department of Education high schools. The Act was signed by the Governor on June 23, 2006.</p> <p>One of the goals of the Construction Academy was to feed students to the Carpentry Technology program. Although in theory this was the perfect way to gain student interest in high school and encourage them to enroll at the community college, program enrollments have been low throughout the years. In Spring 2015 legislative funding was eliminated and funding was assigned to the general fund. In 2021 the Construction Academy program was terminated and Kaua'i High became the only school as of AY 2022-2023 to offer Early College CARP 120B courses.</p>

For Instructional Programs ONLY

Graduate Occupation or Transfer Options	Apprenticeship Carpenter or affiliated trades; Transfer to Maui College and UH West Oahu for Construction Management
Special Admission Requirements	Program prerequisites: (1) Qualified for ENG 106 and either qualified for MATH 82X or concurrent enrollment in MATH 75X or higher; or (2) approval of instructor.
Credentials Offered	Carpentry Technology Associate in Applied Science Degree (AAS) Carpentry Technology Certificate of Achievement (CA) Carpentry Technology: Facilities Maintenance Technology Certificate of Competence (CO)
Current Program Articulation Agreements (Institution and Expiration Date)	Institution: Honolulu Community College
	Expiration Date: N/A
	Institution: Maui College
	Expiration Date: N/A
	Institution: Hawai'i Community College
	Expiration Date: N/A
Distance Education Courses Offered	None
Early College Courses offered (total number of sections/high school)	Course Alpha and Number CARP120B; CARP 122B; CARP 141B; CARP142B; AEC 101; AEC 161 – 3 sections per course– Kaua'i High School
Distance Education Programs offered	None
Current Advisory Board Members/Employer and last meeting date	Member Name: Karen Taketa Advisor Board Chair (All Members are on Board- Meetings held together)
	Employer: Contractors Association of Kaua'i
	Last Meeting Date: 10/6/2022
Employer Internships	Some students transfer to the Carpentry Union through OCET during the course of study.
Working Partnerships (Students working on projects off campus providing community service)	Kipu Ranch, Habitat for Humanities, Kawakini Charter School, Kamehameha Schools, Waimea High School, Kaua'i High School, Kapa'a High School,

	Saint Theresa School, Multiple Private Sector Partnerships.
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Part III. Analysis of Quantitative Indicators

This year report is located and shared at the following url:

<https://uhcc.hawaii.edu/varpd/index.php?y=2022&c=KAU&t=CTE&p=2599>

The Overall Program Health is Healthy.

For the Fourth Year in a ROW in the history of a merging of the building trades with the evaluation of the Carpentry Program has an overall health of Healthy!!!!

Academic Year	AY 2017-18	AY 2018-19	AY 2019-20	AY 2020-21	AY 2021-22
Overall Health	Cautionary	Healthy	Healthy	Healthy	Healthy
Demand	Unhealthy	Healthy	Healthy	Healthy	Healthy
Efficiency	Cautionary	Healthy	Healthy	Progressing	Healthy
Effectiveness	Healthy	Healthy	Progressing	Healthy	Progressing

Demand Indicators-Healthy.

During the last year local union and non-union contractors have been hiring students for work on residential and small commercial projects throughout the county. Recruiting at the DOE is difficult during this academic year due to the current COVID-19 pandemic. The Construction Academy has been eliminated at the DOE, but we have begun teaching Early College at Kaua'i High School and Waimea High School beginning with CARP120B- Basic Carpentry Skills. However, Kapa'a High School chose not to switch to our Early College Carpentry Program and have decided to begin their own program in coordination of Ho'akeolapono Trades Academy and Institute at Kanuikapono Public Charter School with the Hawai'i Carpenters Apprentice and Training Fund. The State and County "New & Replaced Positions" are down slightly and could be an indicator of our local Government and contractors managing their workforce as they deal with a project budget shortfall. The data of the private sector hires are not available, but through my contacts in the industry, I know there is a demand there. The private sector is projecting an improving trend in projects. With an aging building trades workforce retiring and a smaller entry level sector of students entering the building trades demand for students will continue to grow.

During the last year, the number of majors has decreased, from 13 down to 8. The data also shows the number of full-time students almost leveled from 46% to 85% to 67% while the numbers of part-time students rose substantially from 54% to 15% to 33%. This is due to the fact that more students are going for an AAS Degree instead of a CA. The number of SSH Program Majors in Program Classes have been level and increased from 190 to 227 and down to 165.

2019 Kaua'i Community College ARPD Program: Carpentry Technology reported an increase from 7 to 9 then decreased to 6 FTE Enrollment in Program Classes. The overall reason seems to be from the continuation with in-person classes with other programs offering hybrid classes mostly online. Students have been hesitant to attend in person classes in the Covid-19 Pandemic. With students more interested in the higher pay and job availability provided the trend for classes and interest to grow as the in-person classes return to normal. Demand Indicators for the CARP Program for 2020-2021 is Healthy.

#	Demand Indicators	2017 - 18	2018 - 19	2019 - 20	2020 - 21	2021 - 22
1	New & Replacement Positions (State)	1060	1390	925	920	918
2*	New & Replacement Positions (County Prorated)	84	91	62	62	61
3	Number of Majors	11	12	13	8	12
3a	Number of Majors Native Hawaiian	2	4	3	5	5
3b	Fall Full-Time	100%	46%	85%	67%	58%
3c	Fall Part-Time	0%	54%	15%	33%	42%
3d	Fall Part-Time who are Full-Time in System	0%	0%	0%	0%	0%
3e	Spring Full-Time	82%	55%	23%	71%	55%
3f	Spring Part-Time	18%	45%	77%	29%	45%
3g	Spring Part-Time who are Full-Time in System	0%	0%	0%	0%	0%
4	SSH Program Majors in Program Classes	189	190	227	165	213
5	SSH Non-Majors in Program Classes	24	12	35	0	430
6	SSH in All Program Classes	213	202	262	165	643
7	FTE Enrollment in Program Classes	7	7	9	6	21
8	Total Number of Classes Taught	5	5	4	4	17

Efficiency Indicators- Healthy.

The Average Class size for the CARP Program has increased from 8 to 12 but returned to pre-pandemic numbers. The Fill Rate increased from 75% to 97.9%. and returned to 67% with FTE BOR Appointed faculty remaining at one. Three of the four Construction Academy instructors have been retained as lectures to teach the Early College Classes. Those numbers will be included on the APRD until next year. The Majors to Analytic FTE Faculty has decreased from 12 to 8. The number of Low-Enrolled classes is at 4 with more than the 50% enrollment of 12 allowed but less than the 10 listed in the report. Interest with recruited students is high and the students we have currently in the program have been better qualified to start and complete the program. It is felt that as we return back to normal the Carpentry Program will be ready to train

more students as the economy begins to strengthen. Student’s formally headed to EIMT will be directed to the Carpentry Program. Efficiency Indicators for the CARP Program for 2020-2021 is Healthy.

#	Efficiency Indicators	2017 -18	2018 - 19	2019 - 20	2020 - 21	2021 - 22
9	Average Class Size	8	8	12	8	12
10*	Fill Rate	68.3	75%	97.90%	68.20%	81.7
11	FTE BOR Appointed Faculty	1	1	1	1	1
12*	Majors to FTE BOR Appointed Faculty	11	12	13	8	12
13	Majors to Analytic FTE Faculty	11	12	13	8	6
13a	Analytic FTE Faculty	1	1	1	1	2
14	Overall Program Expenditures	\$61,658	\$0	\$0	\$0	\$0
14a	General Funded Budget Allocation	\$42,797	\$0	\$0	\$0	\$0
14b	Special/Federal Budget Allocation	\$0	\$0	\$0	\$0	\$0
14c	Tuition and Fees	\$19,089	\$0	\$0	\$0	\$0
15	Cost per SSH	\$0	\$0	\$0	\$0	\$0
16	Number of Low-Enrolled (<10) Classes	4	5	0	4	5

Effectiveness Indicators- *Progressing*

Successful Completion Rate has increased from 74% to 81% dropped to 67%. The majority of these students have either transferred or have taken jobs locally. Withdrawals are up two from zero then four and are within normal range as students explore the occupation. Persistence fall to spring also down from 92% to 85% then to 92%, and the Persistence fall to fall is down as well from 44% to 38% then to improve to 100%. The stay at home order issued by the government in their attempt to “Flatten the Covid-19 curve” played a huge role in these numbers being down. The Unduplicated Degree/Certificates Awarded and Degree Awarded rose, and the Certificates of Achievement Awarded is 4 with AAS degree awarded at 3 with most of the students completing and one student coming back this year. Effectiveness Indicators for the CARP Program for 2020-2021 is Healthy..

#	Effectiveness Indicators	2018 - 19	2019 - 20	2019 - 20	2020 - 21	2021 - 22
17	Successful Completion (Equivalent C or Higher)	85%	74%	81%	67%	77%
18	Withdrawals (Grade = W)	0	4	0	2	24

19*	Persistence Fall to Spring	100%	92%	85%	67%	92%
19a	Persistence Fall to Fall	70%	44%	38%	29%	100%
20*	Unduplicated Degrees/Certificates Awarded	2	5	0	4	1
20a	Degrees Awarded	0	4	0	3	0
20b	Certificates of Achievement Awarded	2	3	0	4	1
20c	Advanced Professional Certificates Awarded	0	0	0	0	0
20d	Other Certificates Awarded	0	0	0	0	0
21	External Licensing Exams Passed 1					
22	Transfers to UH 4-yr	1	0	0	1	0
22a	Transfers with credential from program	0	0	0	0	0
22b	Transfers without credential from program	0	0	0	1	0

Distance Education

(Completely On-line Classes) The CARP program does not offer Distance Learning at the current time.

Perkins Core Indicators

The CARP Program did meet the Perkins Core Indicators for Post-Secondary Placement Student and Earned Recognized Credential R were met. It is difficult to ascertain why the other indicators were not met as the data provided is incomplete. Nontraditional Participation and Completion has been a priority in the CARP Program and has those students enrolled in the program. Our Trades Tracking Coordinator is working with our students helps them stay on track to graduate. All students who were expected to complete after spring 2021 completed and have entered the workforce.

#	Perkins Indicators Met	2017 - 18	2018 - 19	2019-20	2020 - 21	2021 - 22
29	1P1 Postsecondary Placement	Met	Not Met	Not Met	Met	Met
30	2P1 Earned Recognized Credential	Not Met	Not Met	Met	Met	Met
31	3P1 Nontraditional Program Concentration	Not Met	Not Met	Not Met	N/A	N/A
32	Placeholder - intentionally blank (First 3 Years 4P1)	Not Met	Not Met	Not Met	N/A	N/A
33	Placeholder - intentionally blank (First 3 Years 5P1)	Not Met	Not Met	Not Met	N/A	N/A
34	Placeholder - intentionally blank (First 3 Years 5P2)	Not Met	Not Met	Not Met	N/A	N/A

Performance Indicators

As mentioned, our completion rates have been a priority in the CARP Program and having those students complete the program our main goal. All students who were expected to complete after spring 2021 completed and have entered the workforce. Seven total CA and AAS is the best year we have had for completions. Student tend to be most successful when beginning with CARP120 B and CARP120C and follow the suggested four semester sequence. This is apparent with the waveform of data with high and low years. Although many students have moved on and this AY will be lean, next year we will have another great year.

#	Performance Indicators	2017 - 18	2018-19	2019-20	2020-21	2021 - 22
35	Number of Degrees and Certificates	2	7	0	7	1
36	Number of Degrees and Certificates Native Hawaiian	0	1	0	2	0
37	Number of Degrees and Certificates STEM	Not STEM	Not STEM	Not STEM	Not STEM	Not STEM
38	Number of Pell Recipients ¹	2	4	0	2	1
39	Number of Transfers to UH 4-yr	0	0	0	1	0

Part IV. Assessment Data (EP 5.202)

The PSLO’s approved by the Assessment Committee for the Building Construction Technology Program in 2017 were used for assessment purposes for Academic Years 2017 through 2021 as the program was preparing to merge with the EIMT Program.

1. Examine blueprints sufficiently to use them to plan a project.
2. Select proper materials for a given project that comply with building standards and codes.
3. Maintain the tools required in the Construction Technology Industry.
4. Utilize Occupational Safety and Health Administration (OSHA) and State safety regulations necessary to assess a task for hazards and the steps required to minimize risks, protecting self and others.
5. Know the application of codes and regulations in the mechanical, electrical, and carpentry fields to construct or repair and maintain these systems within a facility.
6. Communicate successfully orally and in writing using computer technology.
7. Understand, integrate, and utilize knowledge in the professional environment.
8. Demonstrate professionalism with attitudes, conduct, ethics, and work practices.

After the program was redirected, the PSL0’s for AY 2022-23 reverted back to the latest approved 9/17/2014 PSLO by the Assessment Committee. Modifications were made and approved on 2/15/2022 and the Building Construction PSLO’s were discontinued. The CARP Program is currently assessing using these PLSO’s was in in the current academic year.

CARP	Instructions: Indicate all ISLOs (column C) that apply to each PSLO. More than 1 may be listed.	
	<u>Link to refer to ISLOs (use the number associated with the ISLO that applies to each PSLO)</u>	
PSLO #	PSLO - approved 02/15/2022	ISLO #(s)

1	Read and understand blueprints sufficiently to use them to plan a project.	3, 5, 6
2	Select materials properly for a given project that comply with published codes and deliver energy efficient outcomes.	4, 5, 6
3	Maintain and care for the tools required in the construction industry.	7
4	Utilize Occupational Safety and Health Administration (OSHA) and State safety regulations to minimize risk and protect self and others.	5, 6, 9
5	Communicate successfully orally and in writing using computer technology.	1, 2
6	Demonstrate the craftsmanship standards of dependability, punctuality, and quality.	4, 8, 9
	Completed	9/29/2022
CARP	Need to link ISLOs 3, 8, and 9 to at least one PSLO.	
	Revised by JDA	10/3/2022
	Completed	10/3/2022

The last completed Assessment data that was gathered before the revision is listed below using the AY2020 – 2021 data:

PSLO	Assessed During this APRU Cycle (Y or N)	Findings	Improvements Implemented	Next Assessment Date
Examine blueprints sufficiently to use them to plan a project.	Yes	All students passed with 70%	Work on “Just in Time” Math and implemented the QM course for Trades. Students are in the second year of the course offerings and we are continuing to evaluate the results. Students who have completed the course have improved in program completion.	Annually
Select proper materials for a given project that comply with building standards and codes.	Yes	All students passed with 80%	Work on identifying proper building materials. Students are required to select and calculate the proper amount of materials needed per projects. This has cut down on	Annually

			waste materials and decreased the need to purchase additional materials.	
Maintain the tools required in the Construction Technology Industry.	Yes	All students passed with 90%	Students can improve on maintaining basic hand tools more efficiently. Broken or worn out equipment has been tagged and taken out of service and the next step is to implement a preventive maintenance program.	Annually
Utilize Occupational Safety and Health Administration (OSHA) and State safety regulations necessary to assess a task for hazards and the steps required to minimize risks, protecting self and others.	Yes	All students passed with 90%	Additional Training and PPE Equipment required in the shop area. This is to eliminate accidents in the lab area. OSHA and lab rules will now be enforced for all students in the lab area. Students are now aware of the job requirements for safety.	Evaluated on a daily basis
Know the application of codes and regulations in the mechanical, electrical, and carpentry fields to construct or repair and maintain these systems within a facility.	Yes	All students passed with 100%	Constant monitoring, students are evaluated and graded on the application of working in a neat and workman like manner. This eliminates bad habits and improves the learning environment.	Evaluated on a daily basis
Communicate successfully orally and in writing using computer technology.	Yes	All students passed with 70%	Students are required to write a weekly log. This is to help increase communication	Annually

			skills and to handle the completion of workorders and billing materials. This also creates documentation for the work done. Also, students need to validate their work experience for their EJ license for five years.	
Understand, integrate, and utilize knowledge in the professional environment.	Yes	All students passed with 80%	Students are required to make up for tardiness after class, cleaning up and only allowed in the lab area if they have proper PPE on. The skills in the classroom will mimic what the students will do on the job. This prepares students to be successful on the job.	Daily
Demonstrate professionalism with attitudes, conduct, ethics, and work practices.	Yes	All students passed with 80%	Students were evaluated with off campus instructor evaluation on job site. We gauge how students are on the jobsite outside of the classroom and how they interact with other workers and how they complete assigned tasks.	Weekly

Part V. Curriculum Revision and Review

Minimum of 20% of existing courses are to be reviewed each year so that within the timeframe of the CPR, all courses will be reviewed and revised as appropriate. Indicate when all courses within the program will be reviewed during the next five years.

Course Prefix and Number	Date Last Reviewed	Next Review Date
BLPR 122	2021/22	2026/27
CARP 120B	2018/19	2023/24
CARP 120C	2018/19	2023/24
CARP 122B	2018/19; 2020/21	2025/26
CARP 122C	2018/19; 2020/21	2025/26
CARP 141B	2018/19; 2020/21	2025/26
CARP 141C	2018/19; 2020/21	2025/26
CARP 142B	2018/19; 2022/23	2027/28
CARP 142C	2022/23	2027/28
FENG 120	2021/22	2026/27
FENG 121	2018/19; 2021/22	Retire (Replaced by CARP122B and CARP141B)
FENG 122	2018/19; 2021/22	Retire (Replaced by CARP142B)
WELD 117	2019/20; 2020/21	2025/26
WELD 118	2020/21	2025/26
WELD 120	2021/22	2026/27
WELD 141	2019/20; 2022/23	2027/28
WELD 161	2014/15; 2018/19	2023/24

Part VI. Survey Results

List results of surveys administered during the review timeframe [e.g., student satisfaction, occupational placement in jobs (for CTE programs), employer satisfaction (for CTE programs), CESSE, licensure pass rates, and graduate/leaver].

This is an area that we need to address and work on in future APRU and CPR documents. Although we contact our students and check on employment and status, no formal surveys have been completed.

Part VII. Financials

Provide your program or unit's budget for each year of this review.

Fiscal Year	Budget
Budget AY 2018/19	\$3,100.00
Budget AY 2019/20	\$3,100.00
Budget AY 2020/21	\$2,550.00
Budget AY 2021/22	\$4,600.00
Budget AY 2022/23	\$4,600.00

Describe any changes that have occurred regarding services, functions, personnel, facilities, or stakeholders served.

Provide the program or unit's current resources.

Category	Current Resource(s)	What is needed?	Justification
PERSONNEL			
Positions (Faculty)	1 Salaried		
	3 Lecturers 1 AEC 1 Carpentry 1 Welding	7 Lecturers 3 AEC 3 Carpentry 1 Welding	Early College at the remaining DOE High Schools may require lecturers. Currently the trades programs at Kapa'a and Waimea are on hold. Resuming programs is part of the P20 Pathways in discussion with the DOE.
Positions (Staff)		1 APT Teaching Assistant	APT Teaching Assistant to manage lab areas and supplies for all Carpentry and EIMT areas.
OPERATING			
Supplies	Carpentry and Welding Supplies as needed		Welding is the Trades most expensive program and uses the largest amount of budget. Attempts to make the program accredited and degree seeking have been unsuccessful. This limits the availability of grants available to improve the program.

Category	Current Resource(s)	What is needed?	Justification
			Currently the Carpentry Program has relied on partnerships to provide the materials for students to use at the partner off campus projects.
Equipment	Carpentry Equipment	Renovation of Air System	All equipment needs Preventive Maintenance . As equipment is used in the labs, if something breaks then the equipment is no longer used until repaired. Much of the equipment has been broken for over five years with no replacement or repairs done. OCET classes also have used the equipment and have broken or damaged items that have not been replaced or repaired.
Space/Facilities			
TECHNOLOGY			
Hardware	20 Desktops 20 Laptops 3 Teaching Stations 3 Zoom Stations		Currently Desktop located in CARP108 20 Laptops located at Kaua'i HS
Software	40 AutoCAD Educational License		AutoCAD provides teaching Software at No Cost to the College

Part VIII. Results of Prior Year Action Plans (UHCCP 5.202)

The CARP Program has continued with the current courses and program outline through fall 2022 to allow students from the CARP and FENG programs to complete their program certificates and degrees while the transition to the CARP Program and the elimination of the FENG Program. During the previous Academic Year, the creation of the Building Construction Program was suspended and the merger of EIMT Program and the Mechanical, Electrical, and Plumbing Certificate of Competence (CO), 21 credits under the EIMT Program. Carpentry Technology: Facilities Maintenance Technology Certificate of Competence (CO), 19 credits was merged under the Carpentry Program.

The consolidation of the Carpentry, Electrical Installation and Maintenance, and Facility Engineering programs was suggested to help the college justify the building trades on the island of Kaua'i by making it possible to meet the minimum numbers required by the UH BOR Executive Policy 5.229 Programs with Low Number of Degrees Conferred. The decision was made to allow like courses to be combined to be more efficient use of funds and to allow pathways to the building construction trades merging all courses. These tasks were completed and approved by the administration and Curriculum Committee.

The Computer Aided Design, Welding, and Construction Academy courses were moved to the Carpentry Program to give these stand-alone courses a program to help boost enrollment and to budget funds to run the courses through the Trades Division. The Computer Aided Design early college at the DOE was encouraged to seek a P-20 DOE Pathway through HonCC and those courses can then transfer to the UHCC system. The creation of an AEC CO at KauCC was postponed. Welding courses will be placed under the Carpentry Program with the beginning courses placed in the Carpentry PAR. Public demand with increased AWS (American Welding Society) training standards needs to be evaluated each year and as the job market changes in the future a reestablishing of the program should be considered.

The consolidation efforts that were modeled after the UHMC (Maui College) Construction Technology AAS Degree while building on the strengths of the EIMT and Carpentry (CARP) programs at KauCC has been discontinued. The following action plan tasks were modified and completed by both the EIMT and CARP programs:

- Creation of pathways as a replacement for KauCC's Construction Academy through Early College and AEC classes at Kaua'i High School to bring additional secondary students to the College. Evaluation of Early College at the Kaua'i DOE will be reviewed as requested by their CTE Director.
- Evaluate and modify these programs with reworked pathways was completed and a plan for a two full time tenured faculty to teach building courses in as many disciplines as possible, eliminating lecturers and additional staff, and combine courses that are similar under one program.
- Realizing the Hotel Industry will rebound and that a review of what courses will be needed in the future, a restructuring of course offerings and temporary scheduling was offered for low enrolled classes to complete as many certificates as possible.
- Implemented a plan to offer courses every other year with every other year start dates in areas to better utilize classroom space and staff.

Cost savings were gained by the elimination of the adjunct faculty. The majority of courses should be taught by tenure track salaried faculty of the existing CARP with lecturers teaching Early College Trades programs. The potential for part time night students was evaluated and courses are being offered to allow returning adults seeking an occupational change or a work promotion. Carpentry has been designed so students can start at any semester and each segment of the trade taught on a rotating bases every other year. First and second year students work together with the second-year students leading the teams as they work. The CARP B classes were designed to be taught at Early College or as the Monday Courses at the college campus. For

maintenance workers KauCC is the only source of training for Kaua'i residents to update their skills in the Hospitality Maintenance Industry and offering those courses at a time when employees can attend is evaluated each semester.

Part IX. Analysis of Program

In setting goals for the future of the Carpentry Program the program will continue to seek accreditation through the NCCER (National Center for Construction Education & Research) so student will receive a national certification that can be taken to future employers. We will continue to seek additional partnerships to offer students real life opportunities to learn hands-on skills.

To keep the program in a healthy status it will be important to continue to recruit from the DOE graduates for those seeking to enter the job market and stay on the island. As students progress through their first year we should encourage students to complete Math, English and physics to gain a foundation to be successful. As students complete the program, we have a great developed a school to job by having potential employers come and visit students and take applications from them.

Goal	Strategic Goal/Priority (List number)*	Benchmark	Desired Outcome	Unit of Measure	Year(s) Implemented
Increase successful completion rate	Goal 1	80%	80%	ARPD Effectiveness Indicators	Annually
Maintain Persistence Fall to Fall	Goal 1, 3	80%	80%	ARPD Effectiveness Indicators	Annually
Increase Degrees and Certificates	Goal 1, 2, 3	10	10	ARPD Effectiveness Indicators	Annually
Increase Workforce and Job Placement	Goal 4	10	10	ARPD Perkins Core Indicator	Annually

*All Strategic Goals and Priorities are Aligned to the College Mission.

Part X. Resource Request(s) for next year (Year 1 of the 5-year Plan for your unit or program).

I am NOT requesting additional resources for my program/unit.

In order to improve student learning outcomes and prepare students for the workforce, adequate and updated equipment is essential for the program to progress and produce quality students. As

the program evolves with more off campus job site construction and training, this new equipment is needed.

Program Goal	Complete On and Off Campus Training Projects to allow students a variety of opportunities.
Resource Requested*	F450 or equivalent Flatbed with Crew-CAB with dump bed and lumber rack
Cost and Vendor	\$80,0000 Dealership
Annual Recurring Cost	\$1000.00 Maintenance and Gas
Useful Life of Resource	20 Years
Person(s) Responsible and Collaborators	Duke Lang
Timeline	2023-2043

Program Goal	Complete On and Off Campus Training Projects to allow students a variety of opportunities.
Resource Requested*	Replacement Bobcat Skid steer and/or with excavator attachment
Cost and Vendor	\$40,000 Plus Shipping & Tax \$5,000 Vendor: Volume Sports
Annual Recurring Cost	\$1000.00 Maintenance and Gas
Useful Life of Resource	20 Years
Person(s) Responsible and Collaborators	Duke Lang
Timeline	2023-2043

***An approved ITAC Request Form must be attached for all technology requests**