YEARLY PLANNING DISCUSSION TEMPLATE General Questions

Program Name: Veterinary Technology **Academic Year 2024-2025**

1. Has your program mission or primary function changed in the last year?

No. The primary function of preparing students to utilize the Alternate Route Pathway to RVT Licensure remains the same. The veterinary technology program provides training that can lead to new or enhanced career opportunities for students while fulfilling the veterinary community's need for highly skilled, licensed veterinary technicians. Students in the veterinary technology program will be prepared for employment in careers which can provide upward economic mobility without the need for university-level preparation.

2. Were there any noteworthy changes to the program over the past year? (eg, new courses, degrees, certificates, articulation agreements)

This year's cohort of students are the first that will be completing the Work Experience Education (WEE) requirement for the program certificate.

3. Is your two-year program map in place and were there any challenges maintaining the planned schedule?

The <u>program map for Veterinary Technology</u> is a two semester plan and is published on the Course Catalog page of the college website. There were no challenges in maintaining the plan during this academic year.

4. Were there any staffing changes?

There were no staffing changes this year.

- 5. What were your program successes in your area of focus last year?
 - Students have continued positive experiences with the bookstore, counseling services and financial aid. LAP services were used intensively and successfully by one student this year to convert teaching worksheets into a form usable by the student.
 - 25% of this year's cohort were offered jobs as a result of their WEE experience, after introducing the experience to last year's cohort.
 - Counseling services have referred several students to the program.

Learning Outcomes Assessment

a. Please summarize key results from this year's assessment.

Completion of the program indicates that learning objectives have been achieved. As a cohort program, the data are based on the same student population. A small percentage of students do not enroll in the second semester of the program but generally return in following years to complete the program. 86% of students in this cohort performed well (attaining 70% or better) throughout the program.

b. Please summarize your reflections, analysis, and interpretation of the learning outcome assessment and data.

Students that attend class sessions, participate in class, read class materials, and have higher login times within Canvas typically do better on assessments. Students that have high absence rates or miss exams tend to have more difficulty on assessments. Students participating in WEE noted that they gained a deeper understanding of material presented in class.

c. Please summarize recommendations and/or accolades that were made within the program/department.

86% of students completed the program successfully.

d. Please review and attach any *changes* to planning documentation, including PLO rubrics, associations, and cycles planning.

PLOs of record are in the process of being entered into CurriQuNet.

Distance Education (DE) Modality Course Design Peer Review Update (Please attach documentation extracted from the *Rubric for Assessing Regular and Substantive Interaction in Distance Education Courses*)

- a. Which courses were reviewed for regular and substantive interactions (RSI)?
 VT 302 was reviewed in 2023 and the same RSI criteria are in place. See Program Review for 2023-2024 for details.
- b. What were some key findings regarding RSI?n/a see statement above

- Some strengths:
- Some areas of possible improvement:
- c. What is the plan for improvement? n/a see statement above

CTE two-year review of labor market data and pre-requisite review

a. Does the program meet documented labor market demand?

Yes. In 2023, 306 Veterinary Technology jobs were available in San Luis Obispo and Santa Barbara counties. This job sector has a predicted growth rate of 21% through 2028, making demand for RVTs high.

Regional Breakdown County Santa Barbara County, CA San Luis Obispo County, CA 144

Fig. 1. 2023 RVT Job Demands. Lightcast Occupational Overview

| Occupational Projection | ns of Employment (also called "Outlook" or "Demand | d") | | | | [Top] |
|-------------------------|--|------------|-----------|-------------------|---------|--------------------|
| Area | Estimated Year-Projected Year | Employment | | Employment Change | | Total Job Openings |
| | Estillated Tear-1 Tojected Tear | Estimated | Projected | Number | Percent | Total 500 Openings |
| California | 2018 - 2028 | 9,900 | 12,000 | 2,100 | 21.2 | 10,910 |

Fig. 2. Occupational Outlook for RVTs in California. EDD Labor Market Outlook

Geographic profile for Veterinary Technologists and Technicians:

States and areas with the highest published employment, location quotients, and wages for Veterinary Technologists and Technicians are provided. For a list of all areas with employment in Veterinary Technologists and Technicians, see the Create Customized Tables function.

Employment of veterinary technologists and technicians, by state, May 2023

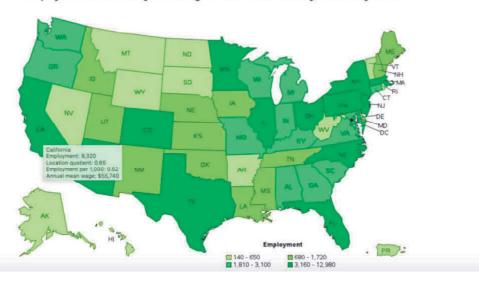


Fig. 3 Employment by state US Bureau of Labor Statistics OEWS

Top paying states for Veterinary Technologists and Technicians:

| State | Employment (1) | Employment per thousand jobs | Location quotient (9) | Hourly mean wage | Annual mean wage (2) |
|-----------------------------|----------------|------------------------------------|-----------------------|------------------|-------------------------|
| District of Columbia | 140 | 0.20 | 0.24 | \$ 27.13 | \$ 56,420 |
| California | 9,320 | 0.52 | 0.65 | \$ 26.80 | \$ 55,740 |
| New York | 5,220 | 0.56 | 0.69 | \$ 26.70 | \$ 55,540 |
| Washington | 2,570 | 0.74 | 0.92 | \$ 26.18 | \$ 54,460 |
| Virginia | 2,400 | 0.60 | 0.75 | \$ 24.51 | \$ 50,980 |

Employment of veterinary technologists and technicians, by area, May 2023

Fig. 4 US Bureau of Labor Statistics OEWS

California is the second top paying state for veterinary technicians.

States with the highest employment level in Veterinary Technologists and Technicians:

| State | Employment (1) | Employment per thousand jobs | Location quotient (9) | Hourly mean wage | Annual mean wage (2) |
|--------------|----------------|------------------------------------|-----------------------|------------------|-------------------------|
| Texas | 12,980 | 0.96 | 1.19 | \$ 18.06 | \$ 37,560 |
| Florida | 10,310 | 1.08 | 1.34 | \$ 20.02 | \$ 41,640 |
| California | 9,320 | 0.52 | 0.65 | \$ 26.80 | \$ 55,740 |
| New York | 5,220 | 0.56 | 0.69 | \$ 26.70 | \$ 55,540 |
| Pennsylvania | 5,190 | 0.87 | 1.09 | \$ 21.27 | \$ 44,250 |

Location quotient of veterinary technologists and technicians, by state, May 2023

Fig. 5 US Bureau of Labor Statistics OEWS

California also ranks as the third highest rate of employment for veterinary technicians.

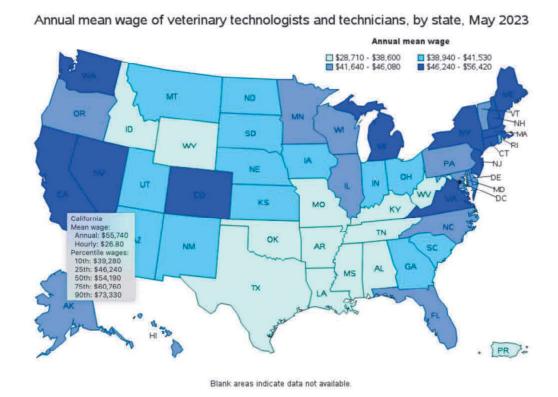


Fig. 6 US Bureau of Labor Statistics OEWS

Wages for veterinary technicians can easily surpass \$70,000/year in some areas of California. The program coordinator has seen ads for credentialed veterinary technicians in the last year offering \$90,000/year, though that is admittedly not the norm. It does, however, indicate that well-educated and well-trained technicians can make a livable wage.

b. How does the program address needs that are not met by similar programs?

The Allan Hancock College Veterinary Technology Program is the only local veterinary technology program preparing students for licensure through the California Alternate Route Pathway to RVT Licensure. Current course offerings prepare students for both the national licensing examination and to function as competent entry level veterinary technicians.

c. Does the employment, completion, and success data of students indicate program effectiveness and vitality? Please, explain.

Yes. Occupational demand and wage trends are continually increasing in the veterinary technology field. According to our industry collaborators, increased attrition of the workforce due to the pandemic after-effects continues to lead to a significant increase in work load at veterinary clinics, and there is a statewide shortage of qualified RVT and veterinary assistants to fill the employment gaps. Students completing the program continue to have little difficulty finding employment in our area.

d. Has the program met the Title 5 requirements to review course prerequisites, and advisories within the prescribed cycle of every 2 year for CTE programs and every 5 years for all others?

Yes, and all are appropriate.

e. Have recommendations from the previous report been addressed?

Yes. A space in Building W has been updated and designed to function as a space for the Agriculture and Veterinary Technology Programs. Cephalic venipuncture manikins have been repaired, new jugular venipuncture and intubation manikins have been purchased, and an anesthetic monitoring simulation package has been purchased.

Use the tables below to fill in **NEW** resources and planning initiatives that **do not apply directly to core topics**. *This section is only used if there are new planning initiatives and resources requested*.

| New Program Planning Initiative (Objective) – Yearly Planning Only | | | | | | | |
|--|---|--|--|--|--|--|--|
| Title (including | Augment perishable supplies like bandage and splinting material, | | | | | | |
| number: | venipuncture items, venous catheters, and simulation supplies. | | | | | | |
| Planning years: | 2025-2026 | | | | | | |
| | Description: | | | | | | |
| | ts inventory of products needed throughout the school year, including but not | | | | | | |
| | le supplies such as bandaging material, venipuncture items, venous catheters and | | | | | | |
| simulation supplies \$4800.00 | j. | | | | | | |
| 34800.00 | | | | | | | |
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| What college plans | s are associated with this Objective? (Please select from the list below): | | | | | | |
| Ed Master Plan | Student Equity Plan Guided Pathways AB 705/1705 | | | | | | |
| | | | | | | | |
| Technology Pla | n Facilities Plan Strong Workforce Equal Employment Opp. | | | | | | |
| Title V | | | | | | | |
| | | | | | | | |
| NI. | ew Program Planning Initiative (Objective) – Yearly Planning Only | | | | | | |
| | | | | | | | |
| Title (including number: | Subscription license for atDove veterinary training website | | | | | | |
| Planning years: | 2025-2026 | | | | | | |
| | D | | | | | | |
| Subscription licens | Description: e for atDove veterinary training website for veterinary technology student to use | | | | | | |
| during their time in | , | | | | | | |
| \$800.00 | The program. | | | | | | |
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| What college plans | s are associated with this Objective? (Please select from the list below): | | | | | | |
| | | | | | | | |
| Ed Master Plan | Student Equity Plan Guided Pathways AB 705/1705 | | | | | | |
| Technology Pla | n Facilities Plan x Strong Workforce Equal Employment Opp. | | | | | | |
| Title V | | | | | | | |

| New Program Planning Initiative (Objective) – Yearly Planning Only | | | | | | | | |
|--|---|--|--|--|--|--|--|--|
| Title (including number: | Anesthetic machine hardware upgrade | | | | | | | |
| Planning years: | 2025-2026 | | | | | | | |
| Description: | | | | | | | | |
| Upgrading the hard appropriate equipm | machine is not indicative of what students would see in a modern practice. Iware of our current anesthetic equipment will allow students to train on more nent. nimal anesthesia machine \$3800.00 | | | | | | | |
| What college plans | are associated with this Objective? (Please select from the list below): | | | | | | | |
| Ed Master Plan | Student Equity Plan Guided Pathways AB 705/1705 | | | | | | | |
| Technology Pla | Facilities Plan x Strong Workforce Equal Employment Opp. | | | | | | | |
| Title V | | | | | | | | |
| Ne | ew Program Planning Initiative (Objective) – Yearly Planning Only | | | | | | | |
| Title (including | IM3 ultrasonic scaler tip and insert | | | | | | | |
| number: | 2025 2026 | | | | | | | |
| Planning years: | 2025-2026 | | | | | | | |
| | Description: t and tip from the iM3 ultrasonic scaler needs replacement to teach ultrasonic sup insert also needed. | | | | | | | |
| What college plans | are associated with this Objective? (Please select from the list below): | | | | | | | |
| Ed Master Plan | Student Equity Plan Guided Pathways AB 705/1705 | | | | | | | |
| Technology Pla | r Facilities Plan x Strong Workforce Equal Employment Opp. | | | | | | | |
| Title V | | | | | | | | |

| Ne | ew Program Planning Initiative (Objective) – Yearly Planning Only |
|---------------------------------|--|
| Title (inclu- | |
| Planning ye | ears: 2025-2026 |
| | Description: |
| Purchase of a wings \$300.00 | ed elevator set needed to familiarize students with dental extraction equipment. |
| What college plans | are associated with this Objective? (Please select from the list below): |
| Ed Master Plan | Student Equity Plan Guided Pathways AB 705/1705 |
| Technology Pla | n Facilities Plan x Strong Workforce Equal Employment Opp. |
| Title V | |
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| Ne | ew Program Planning Initiative (Objective) – Yearly Planning Only |
| Title (including number: | RVT licensing and professional memberships |
| Planning years: | 2025-2026 |
| | Description: |
| | program coordinator for RVT licensure and professional dues and memberships |
| , , | nformed of changes in the field. |
| What college plans | are associated with this Objective? (Please select from the list below): |
| Ed Master Plan | Student Equity Plan Guided Pathways AB 705/1705 |
| Technology Pla | Facilities Plan x Strong Workforce Equal Employment Opp. |
| Title V | |

| Ne | w Program Planning Initiative (Objective) – Yearly Planning Only |
|----------------------------|--|
| Title (including number: | Digital radiology software for use with current dental xray system |
| Planning years: | 2025-2026 |
| | Description: |
| techniques utilizing date. | graphy software, sensor and laptop needed to train students to perform current the xray unit we have. The film developing system we currently have is out of |
| 1 | ed to speak with a representative to go over specific needs for an accurate quote) bund \$1500, sensor ranges from \$9000-\$12,000 and laptop likely will be of mid- |
| What college plans | are associated with this Objective? (Please select from the list below): |
| Ed Master Plan | Student Equity Plan Guided Pathways AB 705/1705 |
| Technology Plan | Facilities Plan Strong Workforce Equal Employment Opp. |
| Title V | |
| Ne | w Program Planning Initiative (Objective) – Yearly Planning Only |
| Title (include number | , , |
| Planning ye | ars: 2025-2026 |
| | Description: |
| | f digital imaging software: re needed for students taking dental radiographs to comply with law. |
| What college plans | are associated with this Objective? (Please select from the list below): |
| Ed Master Plan | Student Equity Plan Guided Pathways AB 705/1705 |
| Technology Plan | Facilities Plan x Strong Workforce Equal Employment Opp. |
| Title V | |

| Ne | w Program Planning Initiative (Objective) – Yearly Planning Only |
|---------------------------------|---|
| Title (includ numb | |
| Planning yea | ars: 2025-2026 |
| State mandated lice \$500.00 | Description: nsing of dental xray unit. Used to teach veterinary dental radiography techniques. |
| What college plans | are associated with this Objective? (Please select from the list below): |
| Ed Master Plan | Student Equity Plan Guided Pathways AB 705/1705 |
| Technology Plan | Facilities Plan x Strong Workforce Equal Employment Opp. |
| Title V | |
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| Ne | w Program Planning Initiative (Objective) – Yearly Planning Only |
| Title (including number: | Clear Canine dental skulls (articulated) |
| Planning years: | 2025-2026 |
| | Description: |
| | nventory as class size increasing. These models allow students to visualize the e dental charting and hand scaling. |
| What college plans | are associated with this Objective? (Please select from the list below): |
| Ed Master Plan | Student Equity Plan Guided Pathways AB 705/1705 |
| Technology Plan | Facilities Plan x Strong Workforce Equal Employment Opp. |
| Title V | |

Area of Focus Discussion Template ENROLLMENT TRENDS AND EFFICIENCY

Enrollment Trends and Efficiency – look for areas of growth or decline, relationship to the college and similar programs, and head count (enrollment and full-time equivalents for students and full-time equivalents faculty). Sample activities include the following:

Possible topics:

- Review FTES, headcount and enrollment trends disaggregated by population groups.
- Assess trends in productivity.
- Review retention and success rates by modality and disaggregated by population groups.
- Analyze the throughput of students from every completion and assess time to completion and disproportionate impact.
- Collaborate with guided pathways success teams to determine if programmatic barriers exist.
- Establish program goals for success rates.
- 1. What data were analyzed and what were the main conclusions?

Analyzing the 5-year enrollment numbers, a drop in enrollment occurred during the time of the new program coordinator transition. This number is expected to continue to increase with new dedicated faculty in place, as the enrollment numbers for 2024-2025 showed a slight increase over previous years and program applications for 2025-2026 increased dramatically (33 total applications were received for this particular cohort). This increase is due to higher visibility within the campus and community in the recent years and to word-of-mouth dissemination of program information from advisory committee members and former students.

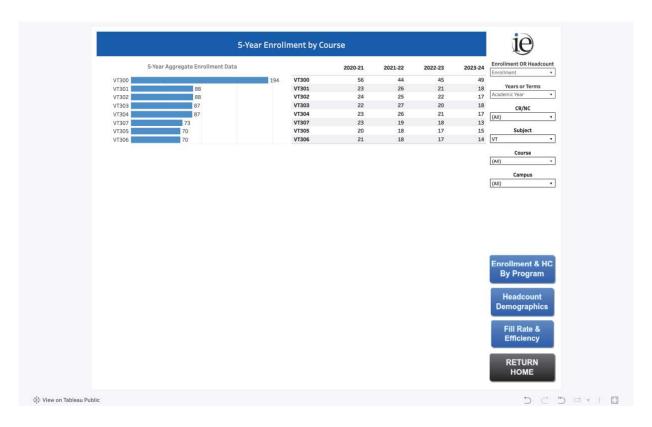


Fig.1. Enrollment by course (from IE, AHC data dashboard).

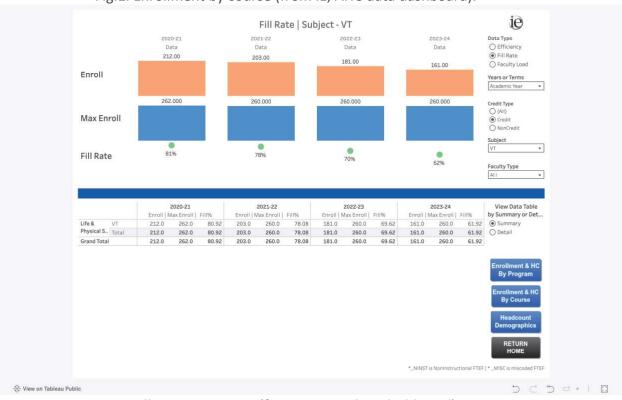


Fig. 2 Fill rate VT courses (from IE, AHC data dashboard)

Cohort demographics remain very similar throughout each of the recent years. Efficiency dipped with the drop in enrollment but is expected to increase with the projected future cohort numbers.



Fig. 2. Headcount demographics (from IE, AHC data dashboard)

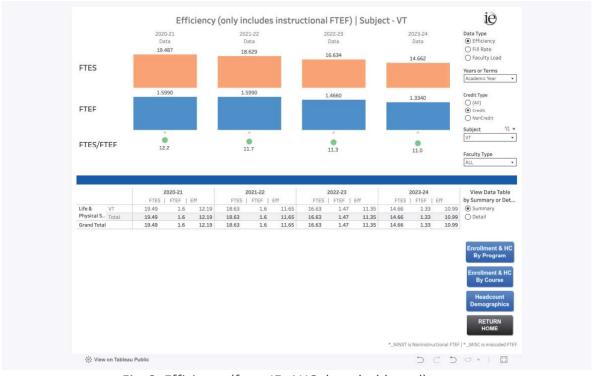


Fig. 3. Efficiency (from IE, AHC data dashboard)

Success and retention may have been artificially increased in 2019-2020 due to the transition to a completely online model of instructional delivery. 2022-2024 had several students that had personal or medical issues that necessitated dropping from the program or caused failure of a course that prevented continuation into the second semester. One student enrolled in both the 2023 and 2024 cohorts was not successful either year due to circumstances outside of the academic arena. A nearly 100% success and retention rate occurs in the second semester courses, showing that the great majority of students that complete the first semester are successful with program completion.



Fig. 3 Success and retention (from IE, AHC data dashboard)

- 2. Based on the data analysis and looking through a lens of equity, what do you perceive as *challenges* with student success or access in your area of focus?
 - a. Veterinary technology students may struggle with heavy academic coursework and often are having trouble maintaining their work/academic/social/family life balances. Many of the students are working 35-45 hours a week while trying to study and attend class. Students not working may be having issues with the transition to evening courses over day or afternoon courses.

- b. Students may be either new to the workforce or may be looking to change careers and have no experience or preparation for what veterinary medicine includes. Expectation and reality may be very different, and in some cases more than what students are prepared for.
- c. After completion of the program, students are on their own to study for their Veterinary Technician National Exam (VTNE). Many students do not take the VTNE immediately upon completion of the program as the alternate route pathway to RVT certification also requires two years of full-time work experience. Students find they need a refresher course to increase their chance of successfully passing. When surveyed, students overwhelmingly stated they would be interested in a course offering such as this.
- 3. What are your plans for change or *innovation*?
 - a. Early intervention and recommendation to campus offered services to help mitigate first semester attrition due to grades or health. More discussion in classes regarding the time commitment needed to be successful. The program coordinator has started to accumulate suggestions from this cohort to pass along to future cohorts that will hopefully set them up for success. As in previous years, continue the search for qualified veterinary technology tutors and encourage students to utilize office hours. Once facilities are in place, it could be beneficial for students to have a "drop-in" skills lab available, but feasibility will need to be assessed. Class scheduling may need to be changed in the future if many students are not working full time. Surveying multiple cohorts will be needed to make an informed decision on this change.
 - b. Encouraging students completely new to veterinary medicine to enroll in VT 300 and to volunteer at one of our local shelters. The exposure both academically and in person will give the student a better understanding of the qualities and commitment needed to succeed in this program and in the field.
 - c. Offer a non-credit or community education short course that can help effectively refresh and review information program graduates will need for success on the VTNE.
- 4. How will you measure the results of your plans to determine if they are successful?
 - a. Data from Institutional Effectiveness regarding student retention and success will be utilized.
 - b. Program coordinator will track the students enrolled in VT 300 who then move on to apply to the program, and communicate with volunteer coordinators at the shelters.
 - c. Program coordinator will track VTNE scores. Offering a VTNE Prep course.

Validation for Program Planning Process: If you have chosen to do the Validation this year, please explain your process and the findings.

- Who have you identified to validate your findings? (Could include Guided Pathway Success Teams, Advisory Committee Members, related faculty, industry partners or higher education partners)
 Validation not done this year.
- 2. Are there specific recommendations regarding the core topic responses from the validation team? n/a

Based on the narratives for the prompts above, what are some program planning initiatives and resources needed for the upcoming years? Use the tables below to fill in **NEW** resources and planning initiatives. *This section is only used if there are new planning initiatives and resources requested that pertain to the Core Topic only.*

Resource Requests: Please use the Resource Request Excel template located on the Program Review web page to enter resource requests for equipment, supplies, staffing, facilities, and misc. resources needed. Send completed excel document along with completed program view core topic for signature.



| New | Program Planning Initiative (Objective) – Core Topic Only |
|--------------------------|--|
| Title (including number: | Offer a non-credit VTNE Prep course |
| Planning years: | 2025-2027 |
| | Description: |
| Develop and offer a com | munity or non-credit VTNE Prep course. |
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| What college plans are a | associated with this Objective? (Please select from the list below): |
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Amy Rice (May 30, 2025 15:04 PDT) Program Review Lead Date Sean Abel (May 30, 2025 15:21 PDT) Program Dean Date

Date

Program Review Signature Page:

Vice President, Academic Affairs

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Vet PReview 2024-25 and resource

Final Audit Report 2025-07-17

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By: Florentina Perea (fperea@hancockcollege.edu)

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