

Shasta-Tehama-Trinity Joint
Community College District

Workplace Skills ISLO: Worksite Learning 2019



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Background

Shasta College has seven institutional student learning outcomes (ISLO) that outline what all students, regardless of program of study, should know, understand, or be able to do at the completion of their educational tenure at the college. These outcomes include the ISLO of Workplace Skills, which is defined as the ability to perform effectively at work. Included in this skill set are three categories: technology skills, teamwork, and workplace effectiveness. Workplace effectiveness includes time management and knowledge of industry standards.

In order to measure student achievement of the ISLO, supervisory evaluations of students in worksite learning courses were examined over the last six years. Evaluations ask direct questions regarding workplace effectiveness, as well as questions relating to teamwork and are therefore valid, direct measures of student achievement of the Workplace Skills ISLO.

Worksite Learning students are those enrolled in courses identified with the course number of 94; twenty-four courses exist across multiple disciplines. On average, over 230 students participate each year, working within Shasta College departments (45%) as well as in local businesses and non-profits. Students are evaluated by their worksite supervisor at the end of the course semester and the results are presented in this report. Evaluations are counted within each job site; students may be duplicated across job sites and years. Years presented are by calendar year, not academic year.

Student Profile

Demographics of the students evaluated show an increasing trend of women, nearing the proportion of students enrolled college wide (61% women). The percent of white students is approximately six percentage points above that of the college wide percent (66%), although this has also been trending closer to the institutional ratio. The students by age groups is fairly evenly distributed across groups.

	2013	2014	2015	2016	2017	2018	All
Students Evaluated	223	239	251	234	226	215	1,388

STUDENT DEMOGRAPHICS

% by Year		Year						
Gender		2013	2014	2015	2016	2017	2018	All
<i>Women</i>		36.8%	51.0%	51.8%	51.3%	57.5%	56.7%	50.9%
<i>Men</i>		62.3%	49.0%	48.2%	48.7%	42.0%	42.8%	48.8%
<i>Unknown</i>		0.9%	0.0%	0.0%	0.0%	0.4%	0.5%	0.3%

IPEDS_Ethnicity	2013	2014	2015	2016	2017	2018	All
<i>Hispanic</i>	8.1%	13.4%	9.6%	16.7%	14.6%	14.4%	12.8%
<i>American Indian</i>	4.5%	4.6%	4.8%	2.1%	0.9%	3.3%	3.4%
<i>Asian</i>	0.0%	1.3%	0.0%	0.9%	1.3%	2.3%	0.9%
<i>Black or African American</i>	0.4%	0.4%	2.4%	0.4%	0.4%	0.5%	0.8%
<i>Hawaiian/Pacific Islander</i>	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.1%
<i>White</i>	77.1%	74.5%	73.7%	73.5%	72.6%	71.6%	73.8%

IPEDS_Ethnicity	2013	2014	2015	2016	2017	2018	All
<i>Two or More Races</i>	3.6%	2.9%	5.2%	3.8%	4.9%	4.2%	4.1%
<i>Unknown</i>	4.9%	2.5%	2.8%	2.6%	4.4%	3.3%	3.4%
<i>Non-Resident Alien</i>	1.3%	0.4%	1.2%	0.0%	0.9%	0.5%	0.7%

Age Group	2013	2014	2015	2016	2017	2018	All
<i>Under 18</i>	1.3%	1.7%	5.2%	7.7%	11.5%	7.0%	5.7%
<i>18 to 19</i>	17.0%	17.6%	17.5%	15.4%	19.0%	21.4%	17.9%
<i>20 to 24</i>	26.0%	25.9%	20.7%	24.4%	18.1%	18.6%	22.3%
<i>25 to 34</i>	26.9%	25.1%	24.7%	17.9%	28.3%	25.6%	24.7%
<i>35 to 49</i>	18.8%	20.5%	23.5%	23.9%	14.6%	19.1%	20.2%
<i>50 to 64</i>	9.4%	9.2%	7.6%	10.7%	8.4%	7.4%	8.8%
<i>65 & Over</i>	0.4%	0.0%	0.8%	0.0%	0.0%	0.9%	0.4%

Findings

Summary

Based on the scores from the worksite learning evaluations, it appears students are achieving the Workplace Skills ISLO. The average score across all years is 4.68 and 77% of responses had the highest score of 5.

Detail

Question. In general, students scored high across all questions; on a scale of 5, the mean response was 4.68 across all years with a variation of 0.09. Mean scores were stable from year to year, with a variation of 0.16. The lowest mean question was workmanship/skill at 4.63 across all years.

Average Evaluation by Question	2013	2014	2015	2016	2017	2018	All
Personal Appearance: Dresses appropriately and meets grooming standards for the position.	4.71	4.76	4.69	4.70	4.66	4.81	4.72
Human Relations: Is cooperative, courteous, and friendly to customers, associates, and supervisors. Accepts suggestions and constructive criticism. Is responsible and works well with others.	4.73	4.75	4.69	4.72	4.60	4.77	4.71
Attitude: Uses mature judgment, progresses on own initiative, is sincere, has appropriate work habits, and follows directions.	4.70	4.74	4.60	4.67	4.57	4.78	4.67
Workmanship/Skill: Strives for improvement, shows thoroughness, accuracy and precision. Ability to learn new skills.	4.67	4.78	4.53	4.61	4.54	4.68	4.63
Dependability: Meets deadlines and is punctual and reliable.	4.69	4.73	4.57	4.67	4.57	4.73	4.66
Attendance: Attends as scheduled.	4.68	4.79	4.62	4.72	4.64	4.70	4.69
All	4.70	4.76	4.62	4.68	4.60	4.75	4.68

Course Name. Course offerings and enrollment varies from year to year, as some are based on department need, although some courses are more stable from year to year, such as: ECE-94, Early Childhood Education;

BUAD-94, Business Administration; CONS-94, Construction; and OAS-94, Office Administration. With the exception of one course in 2016, scores are generally high (over 4.00) in all courses.

Course	2013		2014		2015		2016		2017		2018		Total n	Total Avg
	n	Avg	n	Avg	n	Avg	n	Avg	n	Avg	n	Avg		
ADJU-94	2	5.00	3	4.00	2	5.00							7	4.57
AG-94	29	4.57	30	4.62	23	4.28	31	4.50	23	4.27	26	4.67	162	4.50
AGEH-94	12	4.79	5	4.87	6	4.64	6	4.44	8	4.60	1	4.83	38	4.68
AGNR-94	10	4.35	13	4.90	4	4.50	13	4.68	3	4.94	2	5.00	45	4.69
ASL-94											3	4.61	3	4.61
AUTO-94	8	5.00	22	4.88	22	5.00	21	5.00	15	4.97	13	5.00	101	4.97
BUAD-94	22	4.79	30	4.73	24	4.72	13	4.67	26	4.24	11	4.58	126	4.62
CIS-94	4	4.38	6	4.75	2	4.42					1	5.00	13	4.60
CONS-94	29	4.87	15	4.96	36	4.75	36	4.86	18	4.77	43	4.90	177	4.85
CULA-94	16	4.47	16	4.72	8	4.60	6	4.75	16	4.78	12	4.82	74	4.68
DIES-94	20	4.84	15	4.58	18	4.59	12	4.69	18	4.54	6	4.83	89	4.66
ECE-94	10	4.52	29	4.64	37	4.71	26	4.62	24	4.41	28	4.40	154	4.57
EDUC-94	2	3.75	6	4.89	3	4.22	9	4.76	3	4.78	8	4.48	31	4.60
GEOG-94	2	4.92	1	4.83	9	4.57	5	4.20	14	4.71	13	4.83	44	4.67
GIS-94	9	4.85											9	4.85
HEOC-94									15	4.99			15	4.99
HOSP-94	9	4.76	5	4.80	4	4.50	4	4.71	6	4.42	8	4.52	36	4.62
HUSV-94			1	4.17	4	4.79	5	4.53	7	4.67	4	5.00	21	4.70
OAS-84	7	4.60	25	4.83	21	4.78	25	4.81	18	4.95	26	4.86	122	4.83
PEAT-94							2	3.75					2	3.75
PSYC-94					13	3.71	13	4.67	7	4.24			33	4.20
WELD-94	24	4.76	9	5.00	3	5.00							36	4.84
WSL-94	4	4.79	6	4.92	4	4.96					8	4.98	22	4.92
WTT-94	4	4.17	2	5.00	8	4.19	7	4.12	5	4.30	2	4.17	28	4.24
All	223	4.70	239	4.76	251	4.62	234	4.68	226	4.60	214	4.75	1388	4.68

Financial Compensation. There was no significant difference in student performance between those learning experiences that were paid and those that were unpaid. Paid experiences totaled approximately half (52%) that of unpaid, but paid students, on average, worked more than twice the number of hours as unpaid students (237%). The average number of hours worked varied by course, ranging from 60 hours to 438 hours in 2018.

Eval Paid?	2013		2014		2015		2016		2017		2018		Total n	Total Avg
	n	Avg	n	Avg	n	Avg	n	Avg	n	Avg	n	Avg		
No	888	4.72	888	4.78	1002	4.56	1026	4.66	810	4.55	864	4.76	5478	4.67
Yes	450	4.65	546	4.73	504	4.73	378	4.72	546	4.66	426	4.71	2850	4.70
All	223	4.70	239	4.76	251	4.62	234	4.68	226	4.60	215	4.75	1388	4.68

Average of Total Hours							
Paid?	2013	2014	2015	2016	2017	2018	All
No	130.63	138.06	182.87	125.11	113.78	125.49	137.06
Yes	302.23	323.75	341.17	325.91	276.92	391.86	324.93
All	188.60	208.76	235.85	179.17	179.47	213.46	201.40

Worksite Location. Students working on-campus had higher evaluation scores than those working off campus.

Location	2013		2014		2015		2016		2017		2018		All	
	n	Avg	n	Avg	n	Avg	n	Avg	n	Avg	n	Avg	n	Avg
Off-campus	636	4.65	792	4.74	828	4.56	798	4.62	828	4.64	678	4.69	4560	4.65
On-Campus	702	4.74	642	4.77	678	4.68	606	4.77	528	4.53	612	4.81	3768	4.72

Semester employed. There is variation in when students work, as well as their evaluation scores by term. Most students work in the spring (50-63%), and on average, 10% work in the summer. Fall evaluations have the lowest score (4.61), and summer have the highest (4.84). Summer work is primarily off-campus (88%), and one-third are paid positions.

Semester	2013	2014	2015	2016	2017	2018	All
Spring	36.3%	50.6%	47.4%	62.8%	50.0%	63.3%	51.7%
Summer	15.7%	11.3%	6.0%	7.7%	14.6%	4.2%	9.9%
Fall	48.0%	38.1%	46.6%	29.5%	35.4%	32.6%	38.5%
Average Evaluation							
Spring	4.69	4.73	4.73	4.74	4.53	4.77	4.70
Summer	4.88	4.86	4.83	4.72	4.85	4.87	4.84
Fall	4.64	4.76	4.47	4.54	4.59	4.69	4.61

Gender. Male students were evaluated at a higher average than women, 4.72 vs 4.64 respectively. When disaggregating by location, this is particularly notable for students working on-campus. The difference in means between genders on-campus is 0.20 and off-campus is 0.05. It should be noted that men are more likely to work on-campus than women, 61% vs 30% respectively.

	2013	2014	2015	2016	2017	2018	All
Off-campus							
Women	4.65	4.76	4.61	4.69	4.63	4.66	4.67
Men	4.67	4.71	4.48	4.47	4.66	4.76	4.62
On-Campus							
Women	4.71	4.63	4.52	4.61	4.46	4.66	4.59
Men	4.74	4.85	4.77	4.83	4.58	4.92	4.79
All	4.70	4.76	4.62	4.68	4.60	4.75	4.68

Ethnicity. There is some variation by race; however, due to the high level of disaggregation across groups and years, the number of students represented, no conclusions can be drawn. Over half (51%) of the values represent student counts below 10.

IPEDS_Ethnicity	2013	2014	2015	2016	2017	2018	All
<i>Hispanic</i>	4.44	4.85	4.83	4.46	4.60	4.81	4.67
<i>American Indian</i>	4.93	4.83	4.69	4.93	4.42	4.79	4.80
<i>Asian</i>		4.83		4.67	5.00	4.10	4.56
<i>Black or African American</i>	3.17	5.00	4.81	5.00	5.00	5.00	4.73
<i>Hawaiian/Pacific Islander</i>			5.00				5.00
<i>White</i>	4.73	4.72	4.55	4.75	4.58	4.75	4.68
<i>Two or More Races</i>	4.67	4.83	4.79	4.37	4.64	4.80	4.68
<i>Unknown</i>	4.71	4.94	4.86	4.47	4.62	4.81	4.73
<i>Non-Resident Alien</i>	4.11	5.00	4.72		4.83	4.67	4.58
All	4.70	4.76	4.62	4.68	4.60	4.75	4.68

Age Group. Means increase along with age groups, from 4.56 for those under 18, to 4.74 for those 50 to 64 years of age. The age group for 65 and over has a small (<10) count of students across all years, and as such, the outlier mean in 2015 has a strong impact on the aggregated mean. If that figure was excluded, the pattern would continue.

Age Group	2013	2014	2015	2016	2017	2018	All
<i>Under 18</i>	4.61	4.96	4.51	4.64	4.37	4.72	4.56
<i>18 to 19</i>	4.66	4.60	4.57	4.68	4.53	4.75	4.63
<i>20 to 24</i>	4.78	4.70	4.60	4.61	4.64	4.70	4.67
<i>25 to 34</i>	4.58	4.84	4.69	4.70	4.65	4.78	4.70
<i>35 to 49</i>	4.77	4.81	4.62	4.76	4.70	4.68	4.72
<i>50 to 64</i>	4.74	4.83	4.73	4.67	4.61	4.89	4.74
<i>65 & Over</i>	5.00		3.25			4.83	4.23
All	4.70	4.76	4.62	4.68	4.60	4.75	4.68