

## ❖ IMPACT OF JOB AUDIT AND STREAMLINING ON STUDENTS

- SOME LOW ENROLLMENT PROGRAMS WILL MOVE TO A COHORT BASIS (PROGRAM WILL BE OFFERED AT SPECIFIC INTERVALS BASED ON THE NUMBER OF STUDENTS READY TO ENROLL IN THE PROGRAM).
  - HAVE A ½ TIME COUNSELOR AT HIGH SCHOOL TO ADVISE STUDENTS AS PART OF RECRUITMENT EFFORT.
  - COHORT IS A GOOD IDEA BUT ADVISING PART MUST BE VERY GOOD TO AVOID LOSING STUDENTS ONCE HAVE BEGUN. COHORT GROUP IS GOOD BASED ON TYPE OF PROGRAM / SERVICES.
  - INSTRUCTORS FOR COHORT GROUP – CAN BE EXPENSIVE IF NOT TEACHING CLASSES.
  - 
  -

Cohort basis - NEED TO IMPROVE AND ACTIVELY RECRUIT STUDENTS INTO EXISTING PROGRAMS

- INSUFFICIENT INFORMATION / DATA TO DETERMINE THE FINANCIAL VIABILITY OF RUNNING COHORT PROGRAMS.

### Challenges:

- Scheduling
- Students not ready to study in cohort; preparation courses need more time
- Study will stay in school longer
- Facilities for each campus – are campuses ready to do cohort?
- Potential of losing students who may wait for another cohort
- Pell refund as an incentive to go to college for some students
- SOME PROGRAMS ARE MORE POPULAR THAN OTHERS, e.g., carpentry versus electronics

### Opportunities:

- Campus specialization
- students study together
- STUDENTS MAY SELECT OTHER AVAILABLE PROGRAMS INSTEAD OF WAITING FOR THE PROGRAMS OF THEIR CHOICE TO BECOME AVAILABLE LATER.
- STUDENTS IN ACE AND ACADEMIC RELATED PROGRAM WILL TRANSFER TO THE NATIONAL CAMPUS AND STUDENTS IN PUBLIC HEALTH AND NURSING WOULD TRANSFER TO POHNPEI CAMPUS. A TRANSPORTATION SYSTEM WOULD BE EXPANDED BETWEEN THE NATIONAL AND POHNPEI CAMPUS THAT WOULD BENEFIT ALL STUDENTS.
  - ❖ FACILITIES - NEED TO DETERMINE IF THERE IS NEED FOR ADDITIONAL FACILITIES OR CURRENT FACILITIES ARE ADEQUATE
  - TRANSPORTATION - STUDENTS SHOULD COME UP WITH OWN TRANSPORTATION

- COLLEGE MUST PROVIDE TRANSPORTATION TO ENSURE STUDENT SAFETY AND ARRIVAL TO CLASS ON TIME; LOGISTICS AND FINANCIAL ASPECTS WILL BE DETERMINED LATER. COST FOR THIS SERVICE?????????
- 

❖ DISTANCE EDUCATION:

- TYPES OF DISTANCE EDUCATION:

- DREAM – TELEVIDEO CONFERENCE IN REAL TIME - SYNCHRONOUS
- ONLINE – INTERACTIVE – ASYNCHRONOUS

- COST OF HAVING THE EQUIPMENT IN PLACE / TECHNOLOGY
- COLLEGE HAS NOT SET ITSELF UP WELL ENOUGH TO ACCOMMODATE THE NEED FOR THIS SERVICE
- NEED FOR TRAINING OF FACULTY TO DELIVER ONLINE COURSES
- NEED FOR A FACILITATOR AT EACH CAMPUS TO ASSIST WITH DISTANCE EDUCATION
- COLLEGE IS NOT PREPARED RIGHT NOW FOR DISTANCE EDUCATION; COLLEGE (FACULTY, STAFF, ADMINISTRATION) TO PREPARE AND GET ITSELF READY TO DO DISTANCE EDUCATION.
- COST OF DELIVERY ?????
- COLLEGE SHOULD FOCUS ON ONE PROGRAM TO OFFER IT DISTANCE EDUCATION AND SELECT THE RIGHT / APPROPRIATE MODE FOR DELIVERY
- NEED TO SUPPORT DISTANCE EDUCATION COORDINATOR FOR THIS PROGRAM

❖ INCREASED EMPHASIS ON WORKFORCE (SHORT TERM) TRAINING

- STRONG SUPPORT FROM GROUP
- COLLEGE HAS A PROBLEM IN BEING MORE RESPONSIVE TO MEET TRAINING NEEDS OF THE COMMUNITIES; NEED FOR THE COLLEGE TO IMPROVE OR STREAMLINE THE PROCESS / PROCEDURE TO MEET THE NEEDS IN A TIMELY MANNER.
- NEED FOR THE COLLEGE TO BE PROACTIVE AND SURVEY / IDENTIFY THE NEEDS OF THE COUNTRY.
- POHNPEI CAMPUS HAS AN EXCELLENT SET UP WITH THE TRAINING INSTITUTE; THEY GO OUT TO LOOK FOR AND WORK WITH THEIR CLIENTS TO DELIVER TRAININGS TO MEET NEEDS
- SHORT TERM TRAININGS WHICH CAN LEAD TO LICENSURE
- \*\*\*\*\*USE POHNPEI CAMPUS MODEL – POHNPEI CAMPUS TRAINING INSTITUTE
- COLLEGE TO BE INVOLVED IN THE GUAM BUILD UP [\$300 mil. worth of IDP projects For FSM; need to train the workforce for these projects as well as Guam Build Up projects]
- CONVINCING THE STATE GOVERNMENTS, ORGANIZATIONS THAT THE COLLEGE CAN PROVIDE TRAININGS TO MEET THEIR NEEDS; BE MORE PROACTIVE

❖ IMPLEMENTATION OF THE PERFORMANCE MANAGEMENT PROGRAM WILL ASSIST MORE CONSISTENT AND RELIABLE SERVICES TO STUDENTS.

- CHALLENGES

- EVERYONE IS INGRAINED IN WHAT THEY'VE BEEN DOING; HARD TO GET THEM TO CHANGE
- REPLACEMENT OF PERSONNEL

- TRAINING / ESTABLISHING KEY PERFORMANCE INDICATORS
- ASSESSMENT – ONGOING PROCESS.....CLOSING THE LOOP AND BEYOND
- ACCOUNTABILITY AND REPURCUSSIONS

❖ **IMPACT OF JOB AUDIT AND STREAMLINING ON OPERATION ACCOUNT**