

22-23 Annual Progress Report

Recommended actions for improvement identified in the 5-Year Self-Study.

Our actions for program improvement are to increase enrollment, accessibility, student success, provide program flexibility and career advancement opportunities to all students and meeting the goals of Strong Work Force/CTE.

Actions taken and progress made in accomplishing the improvement.

Even though our program already demonstrates high student success rates, we strive to achieve better outcomes and to prevent gaps by implementing the following actions.

ACTION #1 taken: Restructure and align curriculum to decrease unit load to create a sequential, 2-tier **accredited** Pharmacy Technology Program.

- Entry-Level Certificate: 6 months
- Advanced-Level Certificate: 9 months

The 24-week, Entry Level program totals 27 units consisting of 10 courses and one externship rotation. With an **additional** quarter of 14 units, consisting of 3 courses and **another** externship rotation, students can obtain an Advanced-level certificate. For students that complete GE course requirements, they can also earn an AS Degree in Pharmacy Technology.

Progress: 2021-22 piloted the new stackable Entry and Advanced-Level Pharmacy Technician Certificate Program to meet our program goals; increase enrollment, accessibility, and provide program flexibility and career advancement opportunities. We have now established a pathway for students to their **Doctor of Pharmacy Degree** to complete ALL their pre-requisites courses for Pharmacy School solely at Foothill College.

ACTION #2 taken: Create a **dual enrollment** “Pharmacy Careers Pathway” with stackable certificates.

- Pharmacy Assistant (Aide/Clerk) Certificate
- Basic Pharmacy Technician Certificate

Creation of a low barrier, **dual enrollment**, stackable Pharmacy Careers CTE pathway program empowers students to achieve their goal beginning in high school. This directly provides students with **opportunities** to pursue careers not only within the pharmacy profession, but also, various entry-level health professions. The Pharmacy Assistant Certificate spans two semesters and is designed for seniors. By High school graduation, students would have received 13 units of instruction and training and can directly secure a job as a Pharmacy Assistant. Since most seniors are 18 when they graduate, they are eligible to participate in clinical externship. For just 6 more weeks AND 6 more units of course work, students can obtain a **Basic Pharmacy Technician Certificate** which satisfies the minimum CA Board of Pharmacy Requirements for a Pharmacy Technician License. Not only will students be gainfully employed, they acquire invaluable and applicable experience in an occupation allowing them the flexibility and options to pursue additional education or training at a later time.

Progress: Working closely with California Regional Health Sector Director and BACCC to establish offerings of the **CTE certificates stackable** “Pharmacy Careers Pathway” and Health Pathway Certificates to area High Schools and Adult Schools.

ACTION #3 taken: Partner with Boys and Girls Club, Veteran's Administration VITALS program, educational entities and employers to support the program graduates. The data indicates many disproportionately impacted students reside in locations with numerous barriers to student success...such as transportation, technology, academic support and even basic needs. We're able to **improve** achievement and student outcomes by working in partnership with the Boys and Girls Club of the Peninsula and other industry partners. For example, by teaching these dual enrollment courses in the evening at the Boys and Girls Club, the students don't have a far commute, and receive ancillary support and get their basic needs met. Most importantly, they get quality education delivered to THEM. We can simultaneously serve students from 4 different high schools within the region, which increases scope of service and enrollment numbers. This also avoids the challenges associated with navigating the rigid high school day-time block schedule with individual schools. We strongly believe collaboration with BGCP or other educational entities is the ideal model for Dual Enrollment.

Progress: Continued partnership and collaboration with with Boys and Girls Club, Veteran's Administration VITALS program, and regional educational entities and employers to support the program graduates.

ACTION #4 taken: Connect with NOVA, Adult Ed, and regional recruitment events to increase marketing and outreach. With these new pathways and partnerships in place, we hope to work with marketing and outreach to implement effective advertising and recruitment strategies. This would include the re-design of our program website to improve content accessibility. We also need to **increase** program visibility through Google search, social media, and other effective advertising mediums. By connecting with NOVA, Adult schools and regional recruitment events, we hope to increase attendance at Outreach and In-reach events which may **then**, increase our applicant pool and enrollment numbers.

Progress: Poor progression with outreach, in-reach and marketing due to the lack of staffing, resources, talent and effective individuals to support this area.

Evidence used to evaluate progress.

(ex: What data are you using to make your progress judgment?)

Action #1 data/evidence:

- Both the new Entry-Level and Advanced-Level Pharmacy Technician Certificates of Achievement were approved by the State Chancellors Office on March 9, 2021. We offered both certificates to a cohort of 20 students 2021-22. Some students initially indicated at the beginning of the program they were only interested in earning the Entry-Level Certificate, but eventually elected to complete the Advanced Level Certificate. 17 students completed and received the Advanced-Level Pharmacy Technician Certificate.
- An MOU with Touro University California College of Pharmacy has been established and executed in 2023. Touro will hold **5 seats** in reserve from each entering class for Foothill College students who submit complete applications through PharmCAS by the date specified in Section 1.1.C. of the MOU. A fully mapped pathway has been established for Pharmacy School, PharmD Degree.

Action #2 data/evidence:

- The new Pharmacy Assistant and Basic Pharmacy Technician Certificates of Achievement were approved by the State Chancellors Office on November 12, 2020.
- Piloted the Pharmacy Assistant and Basic Pharmacy Technician Program in 2020-21. Enrollment and success measures **increased 5%** from 2019-20 to 2020-21.
- 2021-22 suspended program certificate offerings due to failed faculty search in Spring 2021.

Action #3 data/evidence:

- We piloted both the Pharmacy Assistant and Basic Pharmacy Technician certificates to a full cohort of **high school dual enrollment** students in 2020-21 at BGCP Redwood City in partnership with VITALS. Although we had hoped for a higher success rate, we had our first graduating Class of 2021 with 7 students receiving BOTH certificates of achievements.
- Suspended VITAL program due to failed faculty search and impacted outreach/recruitment. Will resume program Spring 2023.

Action #4 data/evidence: The PHT Director has been (and still is) involved in establishing partnerships with regional Strong Work Force/CTE programming and participating in outreach to increase program visibility.

- **NOVAWorks:** PHT program connected with Program Managers, Luther Jackson and Lelan Landers, and their recruitment team in July 2020 and December 2020. Present details of new programming and certificates. Discussed opportunities to increase outreach and collaboration to support individuals seeking to re-train for a new career suitable to their interests and goals.
- **JobTrain Works:** Connected with Chief Strategy Officer Art Taylor, in December 2020 and January 2021 to provide career pathway opportunities for their graduates. Discussed opportunities to increase outreach and collaboration with their student population.
- **SBCAE Adult Schools (Santa Clara Adult Ed Education):** Connected with CTE Supervisor Connie Web and Health Care Sector Program Managers, Christine Berdiansky and Carrie Casto (November 2020 through May 2021) to discuss offering Dual Enrollment Pharmacy Assistant and Basic Pharmacy Technician Certificates at their campus. SBCAE was excited for the launch of this new program in Fall 2021 but due to a failed FT faculty search, SBCAE plans to launch program Fall 2023.
- **Santa Clara County Office of Education:** Connected with Rick Charvet, K-12 Pathway Coordinator to establish CTE opportunities for students interested in health careers to pursue pharmacy technology. (March 2021 to present)
 - SCCOE K-8 Virtual Career Fair Zoom Presentation: Zoom presentation on the profession of pharmacy and the career opportunities within the field to middle school students. (March 11, 2021).
 - Distinguished career guest at the Silicon Valley Reads Career Fair (February 26, 2022)
- **Health Careers CTE Virtual Session at BACCC:** Zoom presentation on the profession of pharmacy and the career opportunities within the field to high school/adult students (February 9, 2021)/(February 8, 2022)
- VITAL Pharmacy Careers Pathway Recruitment: Partnered with BGCP of Redwood City to deliver in-person outreach sessions at four Sequoia School District High Schools
- Enrollment and success measures in PHT 200L course, a pre-requisite course required of all applicants into the program
 - Increased by 115% from 2019-20 to 2020-21.
 - Decrease by 72% from 2020-21 to 2021-22.
- Increased number of applicants for the Entry-Level and Advanced Level Pharmacy Technician Program.
 - Increase from 2019-20 to 2020-21 by **15.6%**
 - Decrease from 2020-21 to 2021-2022 by **8%**

New trends, policies, or state initiatives that have impacted your actions for improvement.

1. Pharmacy profession salary/wages are significantly higher than Foothill-DeAnza District Faculty Salary Schedule.
2. Low applicant pool numbers with very limited qualified faculty candidates.
3. Industry shortage of pharmacists, pharmacy technicians, and pharmacy clerks.
4. Inflation requiring students to work part time/full time to afford cost of living in the Bay Area.
5. COVID-19 "lost learning" consequences. Significant deficiency in meeting minimum academic standards and lack of basic transferrable skills.
6. Increase in demand for Dual Enrollment CTE Pharmacy Technology Pathways located at regional high schools not within Foothill College service area.

7. Inability to sustain and deliver the various programs offered by the Pharmacy Technology Department due to failed faculty search, staffing shortages in other departments needed to support the program.

Actions needed/designed to address the area of work/improvement for new trends, policies, or state initiatives.

1. Devise a method for Allied Health Faculty to receive competitive salaries to at least meet respective industry standards. Some ideas which will need FA and Administrative Support:
 - o Create a separate Allied Health Foothill-DeAnza District Faculty Salary Schedule (similar to how the District has one for Child Development)
 - o Special stipend
 - o District Foundation Fund
 - o Support from Industry Partners and Stakeholders: Incentive Program
 - o Consult Advisory Board for additional ideas.
2. Post open faculty position on more platforms such as various State and National Pharmacy Associations. Hire a recruiter.
3. Industry utilizes sign-on bonuses, overtime pay or additional incentives to recruit talent. Approach hospital foundations and community pharmacies to fund site specific Pharmacy Education Scholarships. Recipients of the scholarship who complete the program have a direct pipeline into the specific pharmacy site.
4. Consider apprenticeship program for the Pharmacy Clerk and Basic Pharmacy Technician Program to support "earning while learning" needs of both students and industry.
5. Students who have endured compounded 3 years of COVID-19 "lost learning" have remarkable deficiency in numerous areas. Consider creating "Pharmacy Tech Bridge" course or bootcamp pre-requisite prior to start of the program in the Fall. Alternatively, implementing pre-requisite Counseling (CNSL) and/or Career Life Planning (CRLP) course work along with the Summer Bridge Math Program. Collaborate with Counseling Department to determine the course(s) that will prepare students for success within the PHT Program. Career Life Planning (CRLP) course work to include at least one or more of the following:
 - o CNSL 1: College Success(3 Units)
 - o CNSL 52: College & Life Management (4 Units)
 - o CNSL 56: Lifelong Learning Strategies (3 Units)
 - o CNSL 72: Stress, Wellness & Coping (3 Units)
 - o CNSL 275: EOPS: The Road to College Success-More Than Just Books (1 Unit)
 - o CRLP 7: Self Assessment (4 Units)
 - o Summer Bridge Math Program
6. Explore additional methods to bring PHT/Health Pathway Program to high schools not within the Foothill District **with ease**.
 - o PD to obtain CTE Credential.
 - o Hiring PT/FT instructor with CTE Credential or willingness to obtain credential.
 - o Identify High School Instructor already teaching within the district who meets program Min Quals. Initiate "pilot" year through collaborative delivery of course content.
7. Continue search and hire FT instructor. (Requisition remains approved and will resume with hiring process January 2023). Use PHT Strong Workforce funding to hire **independent** outreach and marketing consultants to help support recruitment of students, update college PHT website and create effective advertising mediums. We urgently need support in the outreach and recruitment portion for both student enrollment and FT faculty search.

This form is completed and ready for acceptance.

Administrator's Name:

Date:

Comments: