

# Retention

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# The Panelists



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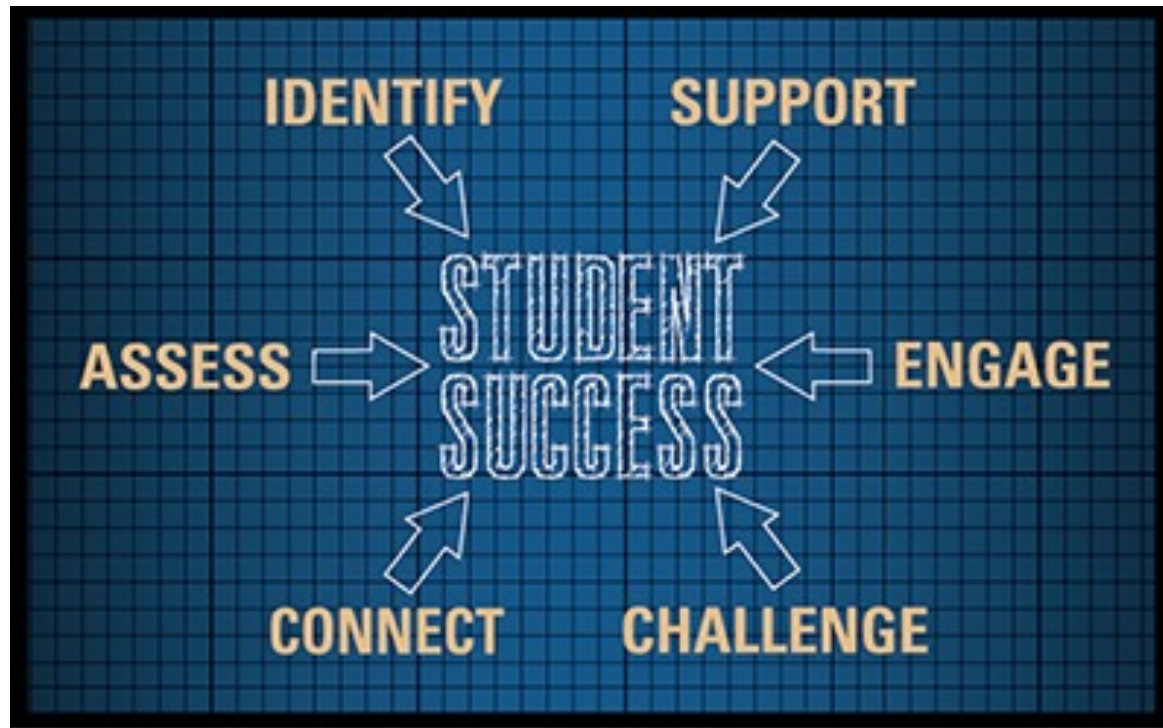




Pat



# What is retention?



Mike

# What is the difference between retention and attrition?



Mike





## Why is retention important?

Transparency

Protection of the public

Protection of the student

Appropriate use of resources

Costs associated with attrition

Mike



# Why do we have to report retention?



**ACCREDITORS**



Mike



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## Students leave for non-academic reasons

Personal

Financial

Other job/  
professional  
opportunities

This isn't the  
job for me

Life.....

Pat



**I can't screen students: what do I do?**

**REGISTER NOW!**

Pat



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# Recommendations

Screening

Assessment  
exams

Interviews

Recommendations  
for math and  
reading  
remediation

Candidate written  
information:  
requirements



## Recommendations *before* they start

# new Student ORIENTATION

Preparing You for Success from Day One

Career  
decisions/discussion

Pre-program  
information sessions

Pre-program  
orientation

Family and friends  
orientation

Pat



**Recommendations *before* they start**

**Strategies for  
success: tailor to  
the type of  
program**

**Presentation from  
program  
graduates**

# **Paramedic Program Student Success Strategies**

Pat



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Formal advising/  
progress review

Frequent  
assessment and  
feedback: all  
domains

# Recommendations *after* they start



Committee on Accreditation  
of Educational Programs for the  
Emergency Medical Services Professions



## Student Academic Progress

CoAEMSP Program Number:

Date:

Paramedic Sponsor/  
Program Name:

Length in Program:  (months)

Student:

Term Number:

Category	
<b>Mid-term Average</b>	
Areas of Strength	
Weakest Areas	
<b>Skills Completion</b>	
% of Skills Completed	
Any Remaining Skills	
Performance in Scenarios	
<b>Affective Performance</b>	
	N/A
<b>Clinical Progress</b>	
% of Clinicals Completed	
Clinicals to Complete	
<b>Capstone Field Internship Progress</b>	
% of Capstone Field Internship Completed	
Progress on Competencies and Contacts Completed	

[NOTE: All response boxes on this form will automatically expand as text is entered. Additional rows can be added to this table by placing the cursor in the bottom, right hand box and pressing "tab".]

Pat



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## Recommendations *after* they start

Study groups

Frequent communication – especially between semesters



Pat



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## Recommendations for administration



Quality vs quantity of student candidates



Access to student services



Support for personal issues



Facilitate tutoring



Conduct exit interviews for withdrawals

Pat





Academic advising is considered "perhaps the most crucial aspect" and can play a major role in retention.

## Strategies for Improving Student Retention

*Hanover Research (2014)*

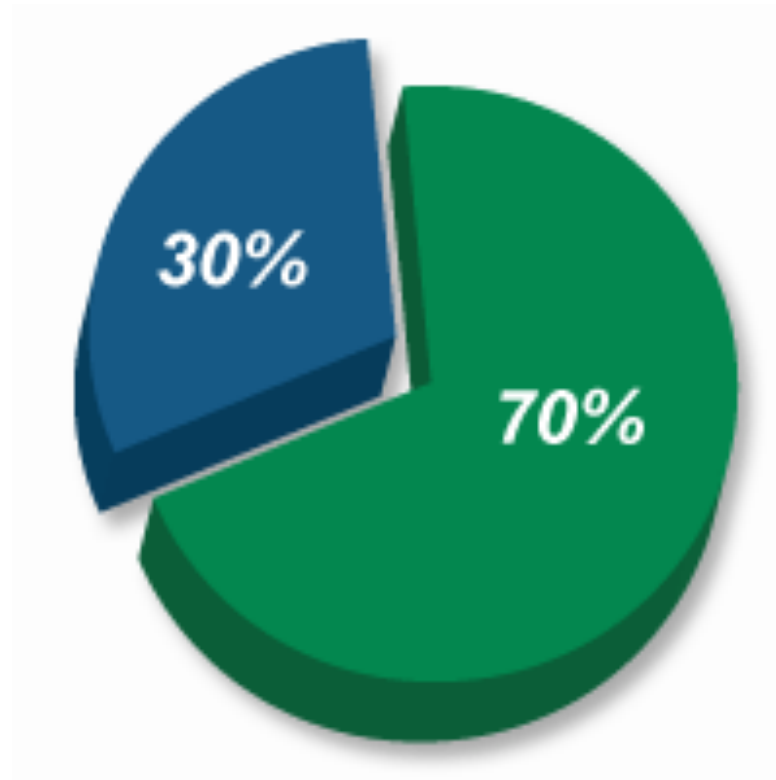
- Academic advising
- Social connectedness
- Student involvement
- Faculty and staff approachability
- Business procedures
- Learning experiences
- Student support services



Mike

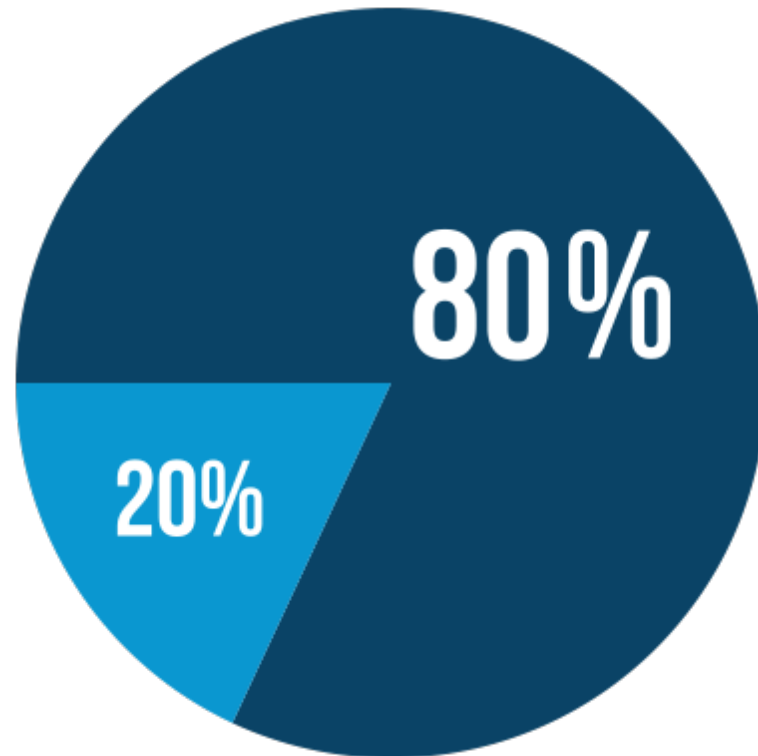


## Why is the CoAEMSP retention threshold 70%?



Mike

## How many programs meet the threshold?



Mike



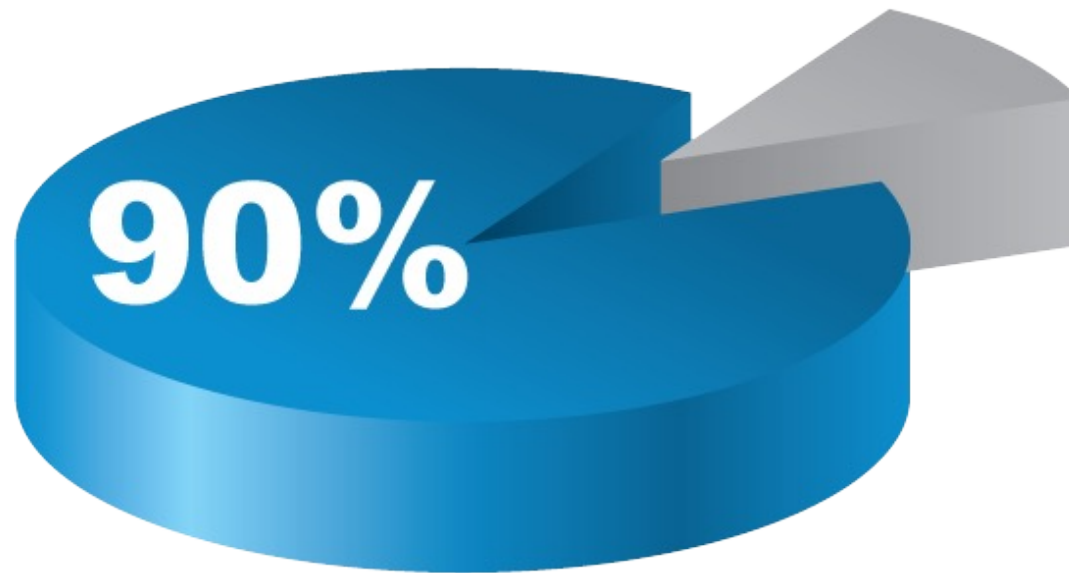
## Reasons for Attrition

- About half (52%) report academic reasons
  - Dismissed due to grades – 32%
  - Withdrew due to grades – 10%
  - Other academic reasons – 10%
- About half (49%) report non-academic reasons
  - Financial reasons – 3%
  - Medical/Personal reasons – 24%
  - Other/Unknown – 22%

Mike



## Where did the 10% formula come from?



Mike



## Other strategies?



Pat



Accreditation is  
an everyday activity





# Thank you



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