

2024 Annual Report of Program Data

Culinary Arts



1. Program or Unit Mission

Utilizing the island's beauty and abundant agricultural potential, Kaua'i Community College's Culinary Institute of the Pacific provides open-access education and training in a high-quality, ethical, caring, innovative, student-centered, and community-focused environment. The Culinary program curriculum promotes an appreciation for diversity and builds the characteristics for lifelong learning while offering cultural, historical, and contemporary culinary training that prepares graduates to lead responsible, fulfilling, and successful lives as gainfully employed culinary professionals"

College Mission Alignment

Kaua'i Community College's mission is a *kahua that inspires, engages, and empowers learners and educators to enrich our community and our world*. The Culinary program is in direct alignment with the campus mission by successfully fulfilling the lives of students as they are gainfully employed in the culinary profession.

2. Program Student Learning Outcomes

Communication: Students will be able to communicate with guests, co-workers, and supervisors by using oral, written, and nonverbal skills required in food service operations.

Assessed During this APRU Cycle (Y or N) - Yes

Findings - Met benchmark of 70% or higher on participation exhibited through daily observation

Improvements Implemented - Continual emphasis on communication skills with interaction between students and guests in our dining room service and also through outside community events that students participate in every semester.

Next Assessment Date - 2025

Cognition: Students will be able to demonstrate reasoning and decision-making skills that reflect critical thinking (problem solving, creative thinking, quantitative reasoning, application, and resource management) and the current state of culinary arts/science.

Assessed During this APRU Cycle (Y or N) - Yes

Findings - Met benchmark of 100% completion rate of capstone projects. The CULN 294 Culinary Practicum class utilizes all the critical thinking skills throughout their major project which is to operate a fine dining restaurant with the necessary procedures developed through the information learned throughout the culinary program. Evaluate the advantages and disadvantages of the fine

dining restaurant operation developed. This class teaches the students to assess and troubleshoot any problems that they find while repairing and improving their skills and reasonable thinking.

Improvements Implemented - Continue the emphasis on the critical thinking skills by implementing new ideas and trending culinary techniques.

Next Assessment Date - 2025

Information Competency: Students will be able to use print materials, personal communications, observations, and electronic media efficiently and ethically to locate, retrieve, evaluate, organize and present information needed to meet educational, personal, and professional objectives.

Assessed During this APRU Cycle (Y or N) - Yes

Findings - Met benchmark of 70% or higher on research and presentation of Continental Cuisine

Improvements Implemented - Continued emphasis on Information Competency concepts

Next Assessment Date - 2025

Social Responsibility: Students will apply work ethics, attitudes, and professional codes of conduct in the workplace with guests and with members of the culinary team including co-workers and supervisors.

Assessed During this APRU Cycle (Y or N) - Yes

Findings - Met benchmark of 70% or higher on students' work habits and ethics while working with each other as a team member which is assessed daily.

Improvements Implemented - Continued emphasis on Social Responsibility concepts

Next Assessment Date - 2025

Personal Responsibility: Students will demonstrate commitment to culinary arts and food service practices through

Assessed During this APRU Cycle (Y or N) - Yes

Findings - Met benchmark of 70% or higher to comply with the responsibilities of designated tasks assigned within the program.

Improvements Implemented - Continue emphasis on Personal Responsibility concepts

Next Assessment Date - 2025

3. Analysis of the Program/Unit

Demand Indicators

The Demand Indicator shows in Program Year 23-24 1365 new positions and replacement county positions, up from 1356 in Program Year 22-23 and slightly higher 1,326 in Program Year 21-22. Industry demand for employees remains high and the program cannot keep up with this high demand as the majority

of all graduates are employed in the culinary field. Employers have continually solicited to hire students prior to graduation which may have led to some of the drop off in enrollment.

Number of Majors dipped in 2023-24 to seven from 18 in 2022-2023 and 19 in 2021-2022. This was due to the very low enrollment that caused the program to stop out the incoming first year cohort class. As industry demand was very high to include a high starting salary, students decided to find jobs instead of attending school and the culinary industry was willing to train their employees in order to get the necessary workers that they needed. This is similar to the trend-when the economy is strong, especially when the tourism market is strong in Hawai‘i, enrollment drops. When the economy dips, student enrollment increases. Currently, however, the program this year has increased three times the enrollment (from seven to 20 students), and Industry has gone back to using college trained students from the program as indicated by Advisory Board members. The program has increased its marketing efforts by participating in campus recruitment programs, working with high schools through a mentoring program sponsored by the Hawai‘i Chef’s Educational Foundation (HCEF) “Chef’s Mentorship Program”. Having well known and established Chefs as guest speakers that perform demonstrations create engaging experiences for students. These events along with additional marketing efforts with Culinary graduates producing videos of their accomplishments have been and will continue to be shared with high schools on the Island to improve the program majors and number of classes taught.

Data show spring full-time students have increased by 18 percentage points, while part-time students have shown a decrease. The program does not offer a part-time cohort option, so those data are flawed. Due to the program’s cohort approach, all students are full-time. The only part-time option, a Certificate of Competence pathway, is currently on hold until the program is fully staffed with four instructors. This speaks to a program strength of having students grouped into cohorts establishing a cohesive working team as they graduate and need to work in a team environment.

Efficiency Indicators

The average class size over the past three years has been seven (AY 2023), nine (AY 2022), and nine (AY 2021). Due to the stop out of the incoming cohort class last fall, the average class size dropped that also affected the fill rate, and majors to FTE BOR appointed faculty. With the current enrollment of the new cohort class at twenty students this fall semester, the program anticipates these numbers to significantly increase above the previous averages.

Fill rate results show 56.1% in 2021-2022, 44.1% in 2022-2023, and 35% in 2023-2024. Drop offs in enrollment affected fill rates that were the results of the industry in high demand for workers that trained their newly hired employees instead of hiring qualified graduates. Hotels were using newly hired workers that were not trained in the culinary field and alternately, trained those individuals themselves leading to these low results. With the program’s design as a cohort model, all of the CULN lecture classes have a maximum class size of 20 students. As a result, courses sometimes fall below 10 students due to attrition. However, the number of low-enrolled courses dropped from 10 to eight over the past year with fewer courses being offered. Additionally, some students exit-the program prior to the AAS degree attainment because their academic goal was a certificate of competency or achievement, which is sufficient for gainful employment.

Effectiveness Indicators

Effectiveness indicators for the culinary arts program have continually remained strong in the areas of successful completion and persistence. The indicator has improved as the number of successful completions (Equivalent C or Higher) went up slightly. The past three years went from 98% in 2021-2022, to 96% in 2022-2023, and currently back to a 100% successful completion rate in 2023-2024. The fall-spring persistence has remained strong with an increase from 84% in 2022-23 to 100% in 2023-24. However, the fall-fall persistence did drop from 58% to 0% due to the stop out of the 1st year cohort class in fall 2023.

2024 Kaua‘i Community College ARPD

Program: Culinary Arts

Instructional faculty continue to provide nurturing support and counseling to students, uplifting them to instill confidence to help them believe in themselves that they can achieve their goals to reach higher standards. Faculty also mentor students one-to-one throughout the program while practicing an open door policy and collaboratively develop skills to be successfully applied in the industry. Having students prepare specialty dishes, present them to guests and discuss what they created empowers them to break out of their comfort zones as an approach used to ensure students acquire passion and belief that they can accomplish goals and work at a higher standard.

The graduating students have experienced a Culinary Journey with outer-island visits to culinary-related vendors, restaurants, bakeries, airline caterers, ethnic food markets, and a fine dining experience. Providing these experiences, the cohort model for this program successfully builds camaraderie, confidence, and the feeling of being a family. Skills along the way layers upon previously learned ones that have transferred into the next set of classes. Students recently also participated in the Maui relief feeding program throughout the Fall and Spring semesters. Students prepared approximately 2650 pounds of food for the displaced community of Maui. Students also had the opportunity to work with a highly coveted chef from Yamagata Japan learning the art of sushi making and fish cutting.

Unduplicated Degrees/Certificates Awarded is decreasing over time from 19 in AY 2021, 18 in AY 2022, and seven in AY 2023. The current data represent a lower number of majors completing degrees and certificates. The reduction of degrees and certificates awarded is directly proportional to lower enrollment this past year, however, current enrollment in the fall 2024 semester is at its limit of twenty students that will lead to increased degrees and certificates to be awarded.

Spring 2024, the program was fully articulated with all six UHCC Culinary programs. Culinary course numbers were changed through the formal curriculum process to align with the updated articulation agreement.

Perkins Indicators

The program met all Perkins core indicators in 2023-2024. Perkins indicators are addressed below under analysis for Perkins Core Indicators.

1P1 Post Secondary Placement. This indicator is now at 94% versus a goal of 35% - MET. As the number has drastically improved and was so close to the goal, no action will be taken. A factor that strongly affects this result includes students exiting the program when GPAs do not meet program requirements.

2P1 Earned Recognized Credential Indicator is at 100% versus a goal of 35%-Met.

3P1 Nontraditional Program Concentration is 50% Versus a goal of 12 %.

All Perkins indicators were met this year, though demand is very high in this industry as reflected in the Demand Indicators new & Replacement Positions County and State. Therefore, oftentimes students are offered jobs prior to graduation, which negatively could continue to impact persistence measures.

The Culinary Arts program was designed as a career ladder program with clear points of exit as well as a pathway to the Associate in Applied Science (AAS) degree. All culinary students complete the fall semester CULN courses (14 credit hours) that lead to a Certificate of Competence (CO) in Culinary Arts Food Prep. This initial certificate provides students with a better understanding and practice for an entry-level position as a prep cook in the culinary industry. In addition, students will also have an overview of various types of jobs that are available in the industry, good fundamentals of sanitation and food handling practices, and the understanding of basic cooking methods. Students are then eligible to apply for the Culinary Arts Certificate of Achievement (CA; 24 credit hours), which takes an additional semester (spring) to complete. This certificate provides students with the basic fundamental skills for an entry level position in either

front-of-the-house or back-of-the-house careers in the culinary industry with skills in customer service, baking, and cooking. Successful completers may then apply for the Certificate of Achievement in Advanced Culinary Arts, which is two semesters in length and a total of 32 credit hours. This advanced certificate provides students with knowledge and skills to progress into a management or chef position in the culinary industry. Students will learn the fundamentals of managing a restaurant. Completers of the advanced certificate will be able to earn their AAS degree after successfully completing a college-level English and Math course. Earning an AAS degree not only provides the graduate baccalaureate transfer options, but also career advancement opportunities within the culinary field.

ARPD results are available to be viewed here:

<https://uhcc.Hawaii.edu/varpd/index.php?y=2024&c=KAU&t=CTE&p=3063>

4. Action Plan

Improve Number of Majors -

- **Anticipated Goal** - Increase the number of majors to the program to a least eighteen in the next AY.
- **Actual Outcome** - Current fall 2024 enrollment is at twenty due to outreach efforts in promoting the program. Ongoing collaboration with the CTE Workforce Development Coordinator, the Onboarding counselors, Marketing Director, and industry partners are planned for continued improvements.

Improve Fall to Fall Persistence -

- **Anticipated Goal** - Increase the persistence rate of continuing students.
- **Actual Outcomes** - An increase in enrollment and program majors will directly affect persistence and the number of degrees/certificates. Continual support to students providing them with experiential learning opportunities while traveling to outer-island events and participating in On-campus and Off-campus culinary events enables students to build self-confidence in honing their skills that would lead to graduation and employment.

Hire Two Replacement Instructors -

- **Anticipated Goal** - Fulfill the needs of the program and campus and reduce overload.
- **Actual Outcome** – In order to have the Culinary Arts program fully functional, maintain the accreditation goals of the American Culinary Federation and continue serving the local community and campus, the program must be adequately staffed with four full time faculty. These four faculty members are necessary to ensure the success of the Culinary Arts AAS Degree program which operates the Fine Dining Room serving the general public and the Culinary Arts Certificate programs which serve as an advanced training resource for the community and industry. Campus, community and industry demand for both of these program areas remain high. Additionally, with the planned reopening of Campus Cafeteria operations, participants in the certificate programs will provide much needed assistance in the cafeteria kitchen while gaining valuable real time training.

Floor repair in Fine Dining Kitchen near drainage. -

- **Anticipated Goal** - The floor tiles are lifting and is a safety concern. Replacement of these tiles must be completed by the spring semester.
- **Actual Outcome** – The Operations & Maintenance department are made aware of the situation and students are advised of the situation with safety procedures taken while working in that area.

Work with our advisory board to determine how curriculum can be restructured for changes in Industry today.

- **Anticipated Goal** - Schedule regular advisory board meetings to discuss industry trends and evaluate current curriculum taught and advise on improvements needed to strengthen the program.
- **Actual Outcome** – Next meeting yet to be determined as continual industry consultations are in place.

5. Resource Implications

Program Goal #1 – PSLOs 1, 2,3,4,5

Resource Requested – Replacement for 2 retiring faculty

Cost and Vendor Totaling– \$110,000-\$120,000 annual w/ increases per CBA

Annual Recurring Cost – Dependent upon UHPA/BOR CBA

Useful Life of Resource – 10-20 years

Person(s) Responsible and Collaborators – PC's/DivChair/VCAA

Timeline – 2024

Program Goal #2 – PSLOs 1, 2,3,4,5

Resource Requested – Floor repair in Fine Dining Kitchen near drainage. Floors are lifting.

Cost and Vendor Totaling– TBD

Annual Recurring Cost – None

Useful Life of Resource – 10-20 years

Person(s) Responsible and Collaborators – PC's/DivChair/VCAA

Timeline – 2025

Program Goal #3 – PSLOs 1, 2,3,4,5

Resource Requested – Work with our advisory board to determine how curriculum can be restructured for changes in Industry today.

Cost and Vendor Totaling– TBD

Annual Recurring Cost – None

Useful Life of Resource – 10 years

Person(s) Responsible and Collaborators – PC's/DivChair/VCAA

Timeline – 2024

I am NOT requesting additional resources for my program/unit.