

3357:13-13-02 Guarantee of Graduate Job Competency Policy

- (A) North Central State College guarantees that graduates are occupationally competent. The guarantee applies only to job skills identified in the program outcomes for a specific degree. The guarantee applies only to graduates employed on a full-time basis in a position directly related to the area of their program concentration, during the 12 months immediately following their graduation.
- (B) If a graduate is judged by his or her employer to be lacking in technical job skills identified by the program outcomes for his or her specific degree program, North Central State College under the conditions of the guarantee policy will provide the graduate up to eight, tuition-free, semester credit hours of additional training. Cost of books, insurance, uniforms, laboratory and activity fees, and other course-related expenses are the responsibility of the graduate and/or the employer.
- (C) Special conditions for the guarantee. The employer must provide to the College:
 - (a) Identification, in writing, of areas of deficiency within six months of the graduate's initial employment.
 - (b) Verification, in writing, of specific job skills the employee is lacking which relate directly to the degree's program outcomes.
 - (c) A written educational plan for retraining developed in cooperation with the appropriate academic department at the College.
- (D) Retraining will be limited to eight semester hours of credit related to the identified skill deficiency and to those classes regularly scheduled during the period covered by the retraining plan and must be completed within a calendar year from the time the educational plan is agreed upon.
- (E) The guarantee does not imply the graduate will pass any licensing or qualifying examination for a particular career.

Effective: August 27, 2019

Next Review: August 1, 2029

Review Dates: 3/22/00, 8/27/19, 8/20/24

Approved by the Board of Trustees on March 22, 2000 under resolution R-2000-13