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# **Retention Plan (2024)**



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## **Introduction**

Retention is critical for any College and fortunately, Verve College has been successful in meeting certain metrics. The retention rate can be defined as the school's undergraduate students who continue at the school the next year. According to research, most students are dropping out of college due to financial difficulties, lack of advising support, and lack of student engagement. Therefore, Verve College plans to focus on such areas of the education process in the near future. Over the last couple of years, Verve College has had a retention rate of at least 70%, which meets the standards of our accreditors and Verve College plans to maintain those standards moving forward. In order to maintain these retention rates, Verve College must implement an appropriate plan.

## **Verve College Retention Plan Committee**

1. Naveen Bindra (President, CEO)
2. Nitasha Bindra (Vice President, COO)
3. Catherine Jackson (Nursing Administrator)
4. Ash Bindra (Operations Manager)
5. Roschell Holbert (Clinical and Lab Manager)
6. Reni George (Senior Faculty)

## **Retention Goal**

Verve College's goal is to increase its retention rate by 2% each year. More specifically, in the 2023-2024 academic year, Verve College's goal is to have a retention rate of 76%. In general, Verve College's management team understands the importance of student retention on the school's reputation, which is why Verve College is focused on maintaining a high retention rate.



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## **Recommended Strategies**

### **A. Identify student challenges and address them.**

Understandably, many students are facing challenges, which sometimes prevents students from pursuing their academic dreams. Therefore, during the admissions process and PN interview, Verve College staff will ask specific questions, while providing guidance on how to get through the program successfully. Verve College will make recommendations should any student bring any challenges he or she is facing. In general, Verve College understands that many students have to work and are facing some financial difficulties, which is why students have the opportunity to apply for financial aid, scholarships, tuitions reimbursement, and grants. Additionally, Verve College will focus on collecting more data via surveys to analyze precisely what difficulties students are facing. In today's world, analytics plays a significant role in any industry. Also, Verve College management will encourage faculty to provide sound academic advisement during module monitoring, which involves an evaluation of the student's attendance and grades. Ultimately, Verve College does want its students to be successful and may even consider hiring college retention specialist who can help Verve College maintain high retention rates.

### **B. Ensure continuing student success within the program.**

Overall, Verve College plans to offer its students a plethora of resources to ensure student success within the program. Verve College offers its students Assessment Technologies Institute (ATI), Evolve (Elsevier), Kaplan practice questions, etc. to ensure that students have the greatest chance of being successful in the program. Furthermore, Verve College can start recognizing students who have high grades or who perform well on certain assignments or projects. This will make the student feel appreciated and keep their self-esteem high, giving that student a greater likelihood of completing the program. Also, Verve College has to relay to the student that the instructors and administration is there to help the student as much as possible, so one should reach out if he or she has any concerns or questions. Lastly, Verve College can utilize social media by providing students online forums to discuss issues that one may be facing.



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### **C. Improve communication between students and faculty.**

Verve College management and staff is going to remind students that all Verve College faculty members have individual emails and are available for one on one tutoring, if necessary. Moreover, studies have shown that frequent and advising increases retention because this provides the student with a greater chance of following through on his or her goals.

### **D. Encourage faculty to get more involved within student retention.**

Essentially, Verve College management has to have more meetings and discussions with faculty about the importance of student retention. Since faculty work directly with the students, they can have a big impact on student retention. More specifically, faculty can provide study sessions, academic coaching, academic strategies, and other types of tutoring, which should help Verve College maintain a respectable retention rate.

### **E. Provide more resources and guidance to students throughout the program.**

Essentially, student retention is a major aspect of an educational entity and Verve College may have to allocate more resources towards helping the students. Also, Verve College has to focus on academic advising, social connectedness, student involvement, faculty and staff approachability, business procedures, learning experiences, and student support services. Basically, Verve College wants to continue to provide its students with top notch books along with other valuable online resources, in order to help them successfully complete the program.

### **F. Highlight the benefits of becoming a Licensed Practical Nurse.**

Overall, pursuing the LPN program is a worthwhile investment for most students. Some of the benefits of becoming an LPN involve entering the workforce quicker, exciting employment growth, lots of available jobs, and opportunities to further one's education. Additionally, LPN programs are not too long and many LPN's are able gain a balance between work and life.



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## **Conclusion**

Verve College's retention plan is feasible and achievable. The plan is reviewed on an annual basis and the evaluation results are shared with the faculty and staff. Overall, Verve College administration understands the importance of retention and will continue to strive for greatness.