

# Guarantee of Job Competency

If a recipient of an Associate of Applied Science degree or Certificate of Completion is judged by his or her employer to be lacking in technical job skills identified as exit competencies for his or her specific degree program, the graduate will be provided up to 12 tuition-free credit hours of additional skill training by Weatherford College under the conditions of the guarantee policy. Special conditions that apply to the guarantee include the following:

- The graduate must have earned the Associate of Applied Science degree or Certificate of Completion beginning May, 1993 or thereafter in a technical, vocational or occupational program identified in the college's catalog.
- The graduate must have completed requirements for the Associate of Applied Science degree or Certificate of Completion at Weatherford College, with a minimum 75 percent of credits earned at Weatherford College, and must have completed the degree or certificate within a five-year time span from initial date of entry into the program.
- Graduates must be employed full-time in an area directly related to the area of program concentration as certified by the Vice President of Academics and Student Services.
- Employment must have commenced within twelve months of graduation.
- The employer must certify in writing that the employee is lacking entry-level skills identified by Weatherford College as program exit competencies and must specify the areas of deficiency within 90 days of the graduate's initial employment.
- The employer, graduate, division dean, job placement counselor, and an appropriate faculty member will develop a written educational plan for retraining.
- Retraining will be limited to twelve credit hours related to the identified skill deficiency and to those classes regularly scheduled during the period covered by the retraining plan.
- All retraining must be completed within a calendar year from the time the educational plan is agreed upon.
- The graduate and/or employer is responsible for the cost of books, insurance, uniforms, fees, and other course-related expenses.
- The guarantee does not imply that the graduate will pass any licensing or qualifying examination for a particular career.