

**BCC GUARANTEE TO EMPLOYERS****POLICY**

Brunswick Community College guarantees that its graduates are proficient in basic knowledge and skills covered by our educational programs.

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**PROCEDURES**

Graduates not meeting their employer's entry-level expectations during the first year following graduation may be referred, by the employer, to BCC for additional course work provided the employer's entry-level expectations are consistent with those skills and competencies routinely taught in the college program from which the employee graduated. In addition, the graduate must have earned a minimum grade of "C" in the course(s) in which the skill or competency should have been mastered and must have passed a licensure exam if applicable.

After determining the precise nature of the deficiency in conjunction with appropriate college departments, the graduate, his or her employer, and the Vice President for Academic and Student Affairs will arrange to enroll the graduate in a maximum of three applicable courses and/or the learning lab (ACE) at the College. Courses will be provided at no charge to the graduate other than books and supplies. The College reserves the right to notify the relevant curriculum advisory committee of the College and the Academic and Student Affairs Committee of the Board of Trustees with respect to specific claims made under this guarantee so that programs may be adjusted as needed.

A graduate who is referred to BCC for additional course work must permit the College to give the employer any information that might help explain the graduate's lack of proficiency. This information may include grades and/or attendance records. The guarantee becomes null and void if the graduate refuses to allow the College to share such information with the employer.

The guarantee applies to graduates of one-year diploma programs and two-year associate degree programs. It is not intended to create any specific legal rights or causes of action whatsoever. The exclusive remedy under this guarantee is as provided herein and is intended solely as a statement of educational commitment to employers.

*Approved by Brunswick Community College Board of Trustees*

March 18, 1992; June 20, 2001; June 20, 2014; November 20, 2017