

## Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

**Institution:** Central Community College      **Program:** Auto Body Technology

I certify the following:

- the information provided regarding this program is accurate
- the above named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on **May 19, 2022**
- the governing board's action was: \_\_\_\_\_

Signed: \_\_\_\_\_  
(Chief Academic Officer or designated representative)      (Date)

### Evidence of Demand and Efficiency

		16-17	17-18	18-19	19-20	20-21	5 yr avg
<b>Student Credit Hours (SCH)</b>		422	489	349	510	570	<b>468.00</b>
<b>Faculty Full-time Equivalency (FTE)</b>		2.00	2.00	2.00	2.00	2.00	<b>2.00</b>
<b>SCH/Faculty FTE</b>		211.00	244.50	174.50	255.00	285	<b>234</b>
<b>Number of Degrees and Awards</b>  <i>(list degrees/awards separately)</i>	<b>AAS</b>	3	5	4	4	10	5.2
	<b>Diploma</b>	9	16	7	8	22	12.4
	<b>Certificate</b>	34	37	19	42	44	35.2
	<b>Total Awards</b>	46	58	30	54	76	52.8
	<b># of Unduplicated Graduates</b>	17	19	16	20	24	19.2

**Evidence of Need** (provide a detailed explanation below or attach documentation)

See attached

**Justification if the program is below either of the CCPE thresholds—complete page 2**

\_\_\_\_\_  
For CCPE use: reviewer/date

**Justification if the program is below CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document**

☒ Program is critical to the role and mission of the institution (detailed explanation).

*Only program of its kind available in the institution's 25-county service area.*

☐ Program contains courses supporting general education or other programs (detailed explanation).

☐ Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

☒ Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

*Jobs within this field are considered H3 jobs (High Wage, High Demand, High Skill)*

☐ Program provides unique access to an underserved population or geographical area (explain).

☒ Program meets a unique need in the region, state, or nation (explain).

☐ Program is newly approved within the last five years (no additional justification needed).

☐ Other (detailed explanation).

# **Central Community College**

## **Auto Body Technology**

### **Coordinating Commission Seven-Year Review 2022**

*Information in this report reviewed and recommended to cabinet:*

Central Community College Educational Services, 4/28/2022

*Recommended continuation of programs without monitoring:*

Central Community College College Cabinet, 05/11/2022

Central Community College Board of Governors, XXXXXX

**Michael Hoskins** – Program Faculty

**Fred Kuta** – Program Faculty

**Alison Feeney** – Associate Dean of Instruction, Skilled & Technical Sciences

**Dr. Nate Allen** – Dean of Instruction, Skilled & Technical Sciences

**Dr. Jerry Wallace** – Division Vice President, Skilled & Technical Sciences

## **Auto Body Technology**

### *Program Review Summary – Dr. Nate Allen*

The Auto Body Technology (AUTB) program continues to be a successful program within the Skilled & Technical Sciences division at Central Community College serving the autobody industry from the Hastings campus with two full-time instructors.

Economic Modeling Specialist International (EMSI) data suggests the industry needs for autobody technicians is growing and will continue to grow within the CCC service area, the state of Nebraska, and nationally. This data shows the wages are lower than the national average and there is a higher number of job offerings. This lower entrance level pay could possibly be increased with better credentials achieved while attending CCC. The program is currently working towards becoming I-CAR certified.

Enrollment in the program is strong with an 84% graduation rate, which ranks as one of the higher completion rates amongst the college.

The program continues to provide a ladder structure of program awards with four certificates, two diplomas, and an AAS degree. Over the past five years, the number of degrees awarded annually have ranged from 3-10 with a five-year average of 5.2. The trend over the last five years for total awards earned in the Auto Body Technology program has varied between 30-76 but has averaged a total of 52.8 total awards since 2016.

Direct assessment of student learning the past few years was suspended because the program has been trying to incorporate I-CAR skills into the curriculum with the plan to rewrite the curriculum. The process of implementing the I-CAR curriculum has started, but the rewrite of the curriculum has yet to occur for the program. The faculty are planning to start the incorporation and rewrite of the I-CAR curriculum during the 2022-2023 school year. Other changes that have occurred to enhance learning trends of the Auto Body Technology students, is the purchase of a paint simulator for the program. This allows students to practice outside of the lab area and perfect their skills virtually, which is more cost effective for this program.

The Auto Body Technology program meets the minimum threshold for the number of program awards. The five-year average for number of student credits to each full-time instructor is below the threshold but improving. Skilled & Technical Sciences leadership recommends continuation of the program.

- I. **Program:** **Auto Body Technology (AUTB)**
- II. **College Mission:** Central Community College maximizes student and community success.
- III. **College Vision:** The Best Choice –
- for students to achieve their educational goals.**
- quality education
  - personal service and individualized attention
  - exceptional and passionate faculty and staff
  - extraordinary value
- for developing a skilled workforce.**
- employability and/or successful credit transfers
  - graduates who advocate for CCC
  - business and industry partnerships
  - state-of-the-art facilities and technologies
- for advancing communities.**
- educational partnerships
  - strong alumni support
  - foster economic development
  - sustainability leaders
- IV. **Program Mission Statement:** Students in the Auto Body technology program will acquire the necessary entry level skills to seek employment in the Collision/Autobody repair industry.
- V. **Program Vision Statement:**
- Students completing the AUTB program will be prepared to enter the work force with entry level skills in painting, reconditioning, refinishing, sheet metal repair and replacement.
  - Curriculum will be updated and aligned to the national standard of I-CAR (Inter-Industry Council of Auto Collision Repair)
  - The program will have active partnerships with business and industry that provide Job opportunities, equipment and scholarship support

## EMSI Q4 2021 Data Set

EMSI data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics.

Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States.

This core offering is then enriched with data from online social profiles, resumes, and job postings to give you a complete view of the workforce.

## Report Parameters

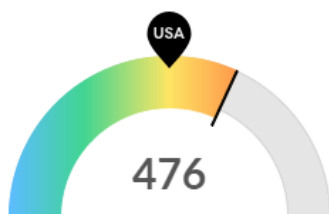
### 2 Occupations

49-3021 Automotive Body and Related Repair Machine

51-9124 Coating, Painting, and Spraying

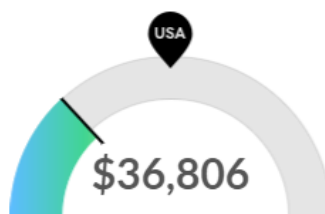
## Executive Summary

Average Job Posting Demand Over a Deep Supply of Regional Jobs



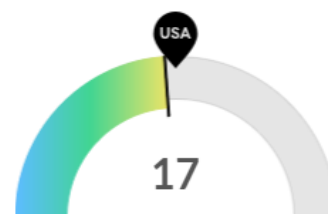
Jobs (2021)

Your area is a hotspot for this kind of job. The national average for an area this size is 325\* employees, while there are 476 here.



Compensation

Earnings are low in your area. The national median salary for your occupations is \$41,300, compared to \$36,806 here.



Job Posting Demand

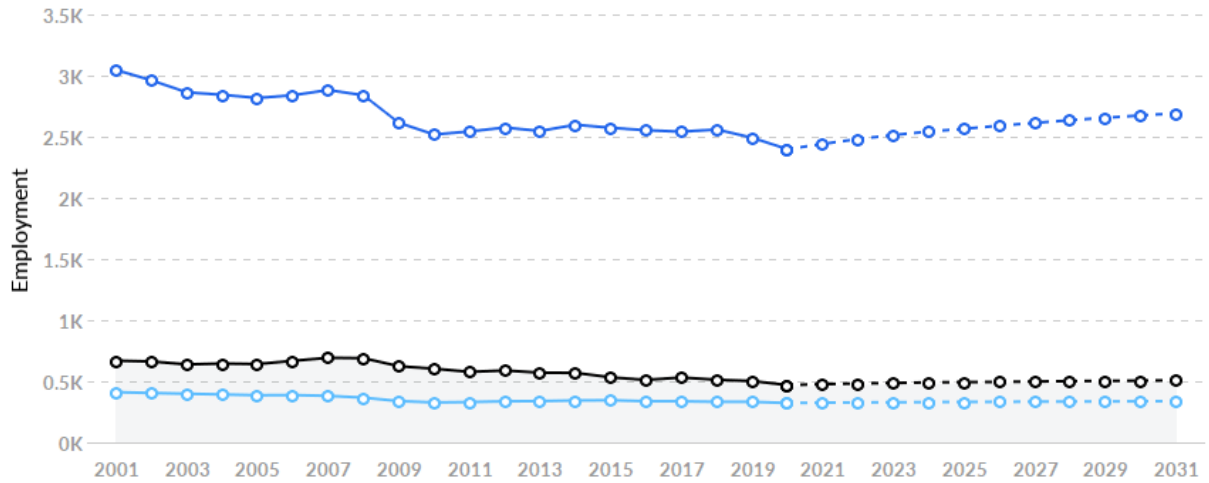
Job posting activity is about average in your area. The national average for an area this size is 18\* job postings/mo, while there are 17 here.

\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

# Jobs

## Regional Employment Is Higher Than the National Average

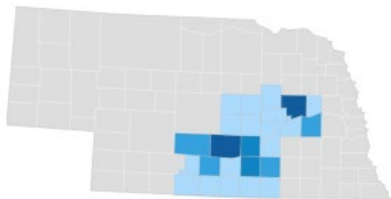
An average area of this size typically has 325\* jobs, while there are 476 here. This higher than average supply of jobs may make it easier for workers in this field to find employment in your area.



Region	2021 Jobs	2026 Jobs	Change	% Change
● CCC Service Area	476	495	19	4.1%
● National Average	325	332	7	2.2%
● State of Nebraska	2,441	2,590	149	6.1%

\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

## Regional Breakdown



County	2021 Jobs
Buffalo County, NE	97
Platte County, NE	86
Hall County, NE	78
Adams County, NE	60
Dawson County, NE	30

## Most Jobs are Found in the Automotive Repair and Maintenance Industry Sector

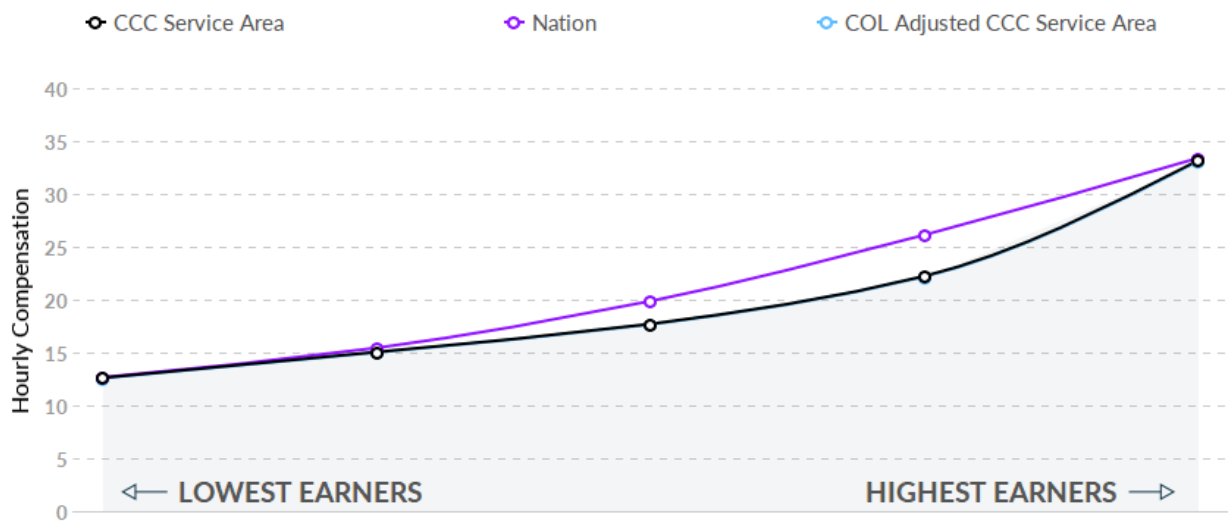


Industry	% of Occupation in Industry (2021)
Automotive Repair and Maintenance	47.9%
Automobile Dealers	8.4%
Architectural and Structural Metals Manufacturing	7.4%
Agriculture, Construction, and Mining Machinery Manufacturing	5.4%
Motor Vehicle Body and Trailer Manufacturing	5.2%
Motor Vehicle Parts Manufacturing	3.9%
Other	21.9%

## Compensation

### Regional Compensation Is 11% Lower Than National Compensation

For your occupations, the 2020 median wage in your area is \$17.70/hr, while the national median wage is \$19.86/hr.





# Job Posting Activity



## 94 Unique Job Postings

The number of unique postings for this job from Jan 2021 to Nov 2021.



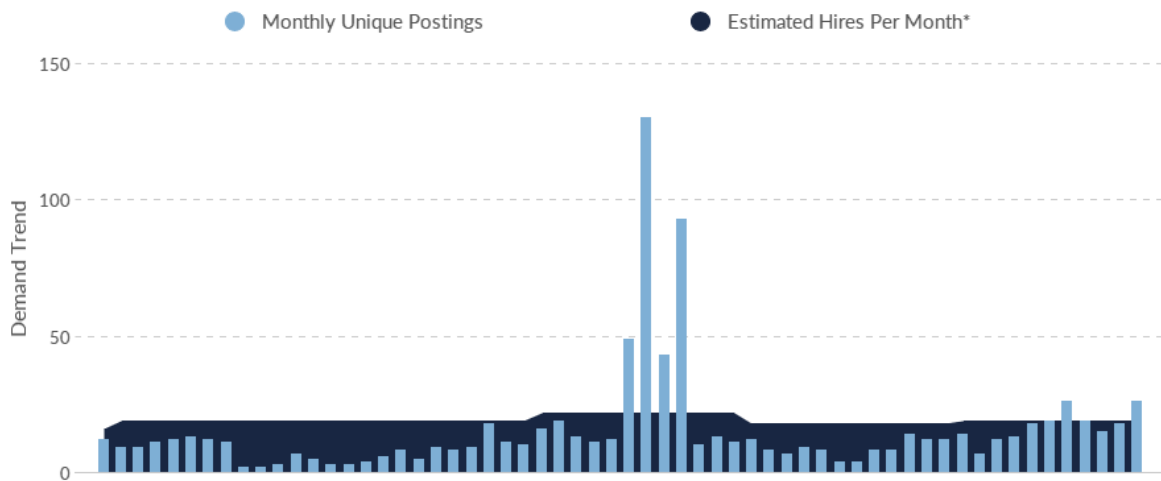
## 20 Employers Competing

All employers in the region who posted for this job from Jan 2021 to Nov 2021.












## 26 Day Median Duration

Posting duration is 3 days shorter than what's typical in the region.



Occupation	Avg Monthly Postings (Jan 2021 - Nov 2021)	Avg Monthly Hires (Jan 2021 - Nov 2021)
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	13	9
Automotive Body and Related Repairers	4	10

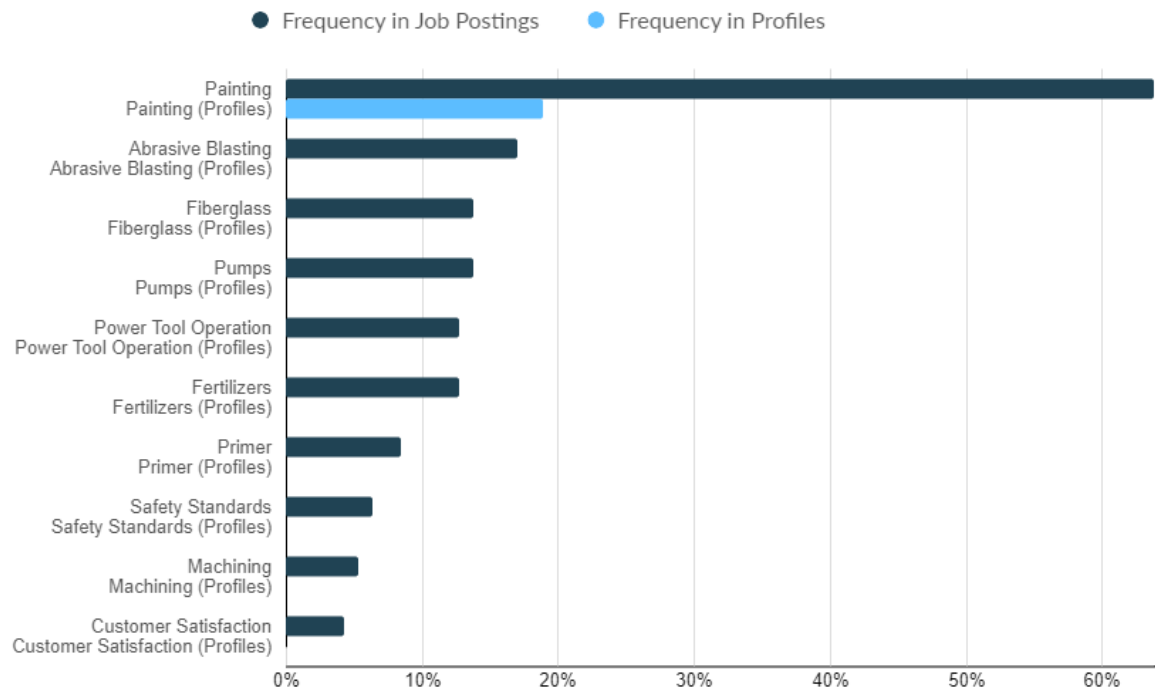
\*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi hires are calculated using a combination of Emsi jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings
Essential Personnel	14 
Allen Blasting and Coating	7 
ASSOCIATED STAFFING	5 
CNH Industrial	5 
Hansen Agri-placement	5 
McGill Restoration	5 
Minden Machine Shop	5 
Chief Industries	3 
GPAC	2 
Midway International	2 

Top Job Titles	Unique Postings
Sprayers	15 
Painters	13 
Sandblasters	13 
Industrial Painters	8 
Agricultural Managers	6 
Body Shop Technicians	5 
Powder Coat Painters	5 
Auto Body Technicians	2 
Coater Operators	2 
Powder Coaters	2 

# Top Hard Skills

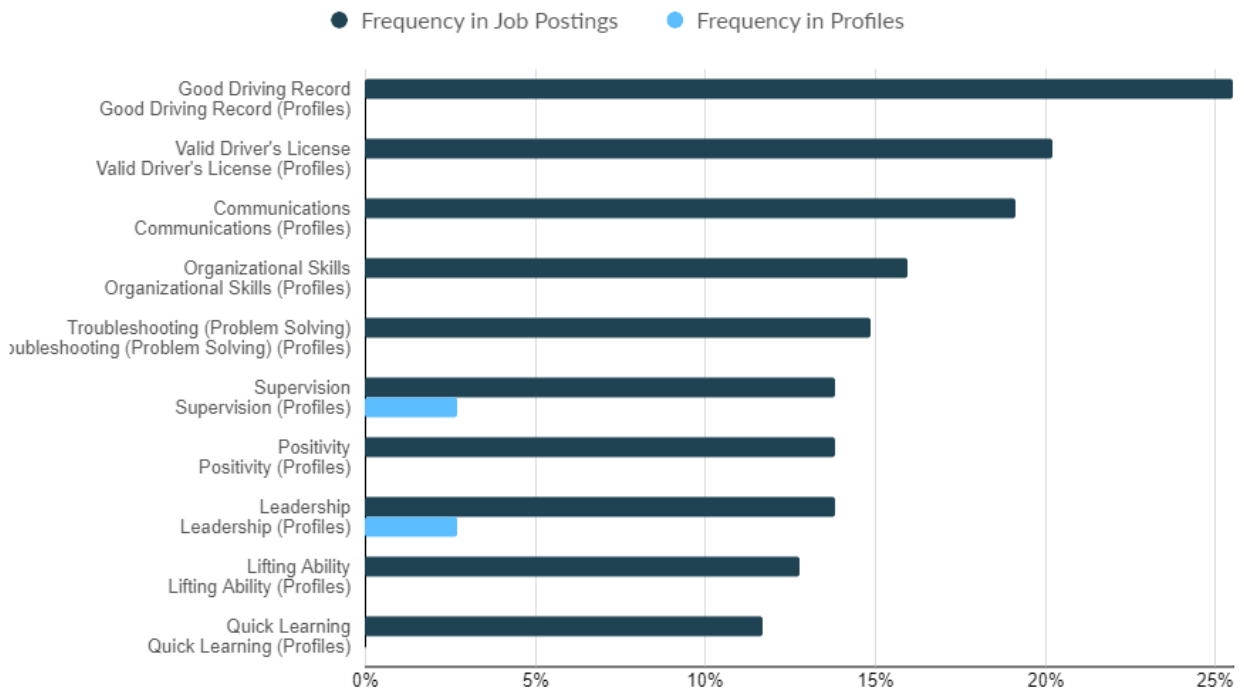
## Top Hard Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Painting	60	64%	7	19%
Abrasive Blasting	16	17%	0	0%
Fiberglass	13	14%	0	0%
Pumps	13	14%	0	0%
Power Tool Operation	12	13%	0	0%
Fertilizers	12	13%	0	0%
Primer	8	9%	0	0%
Safety Standards	6	6%	0	0%
Machining	5	5%	0	0%
Customer Satisfaction	4	4%	0	0%

# Top Common Skills

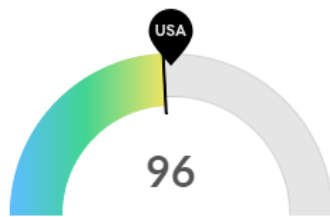
## Top Common Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Good Driving Record	24	26%	0	0%
Valid Driver's License	19	20%	0	0%
Communications	18	19%	0	0%
Organizational Skills	15	16%	0	0%
Troubleshooting (Problem Solving)	14	15%	0	0%
Supervision	13	14%	1	3%
Positivity	13	14%	0	0%
Leadership	13	14%	1	3%
Lifting Ability	12	13%	0	0%
Quick Learning	11	12%	0	0%

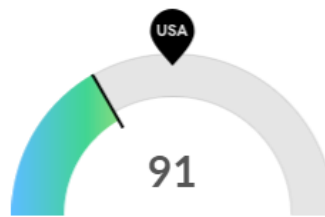
## Demographics

Retirement Risk Is About Average, While Overall Diversity Is Low



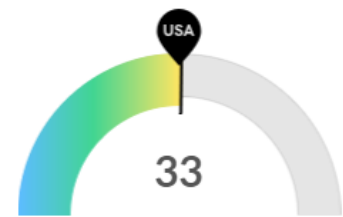
**Retiring Soon**

Retirement risk is about average in your area. The national average for an area this size is 101\* employees 55 or older, while there are 96 here.



**Racial Diversity**

Racial diversity is low in your area. The national average for an area this size is 155\* racially diverse employees, while there are 91 here.



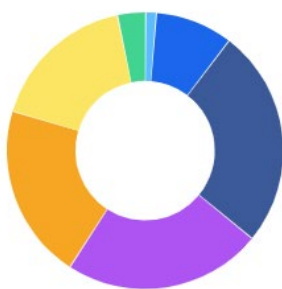
**Gender Diversity**

Gender diversity is about average in your area. The national average for an area this size is 33\* female employees, while there are 33 here.

\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

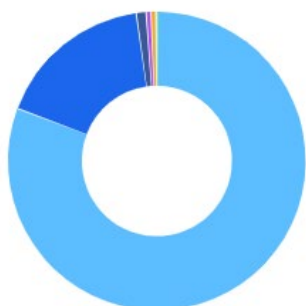
## Graduate Pipeline

Occupation Age Breakdown



	% of Jobs	Jobs
14-18	1.3%	6
19-24	9.1%	43
25-34	25.5%	120
35-44	23.2%	109
45-54	20.5%	96
55-64	17.2%	81
65+	3.3%	15

## Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	80.7%	379
Hispanic or Latino	17.1%	80
Black or African American	1.1%	5
Asian	0.5%	2
Two or More Races	0.5%	2
American Indian or Alaska Native	0.2%	1
Native Hawaiian or Other Pacific Islander	0.0%	0

## Occupation Gender Breakdown



	% of Jobs	Jobs
Males	93.0%	436
Females	7.0%	33



### 2 Programs

Of the programs that can train for this job, 2 have produced completions in the last 5 years.



### 172 Completions (2020)

The completions from all regional institutions for all degree types.



### 55 Openings (2020)

The average number of openings for an occupation in the region is 28.

CIP Code	Top Programs	Completions (2020)
47.0604	Automobile/Automotive Mechanics Technology/Technician	118 <div></div>
47.0603	Autobody/Collision and Repair Technology/Technician	54 <div></div>

Top Schools	Completions (2020)
Central Community College	172 <div></div>

### 2022 Summary of EMSI Data:

This data shows that the auto body technician compensation is lower for our area than the national average. This topic has been discussed with our Advisory Committee members. The AUTB program focuses on the industry's entry level expectations. The topic of wages is often discussed with our students. Instructors in AUTB try to impress upon each student that with the advancement of skills comes the advancement of wages.

Jobs Graph indicates our area is higher than the national average for available jobs, which allows our students to find entry level jobs easier and more often.

The Sector graph indicates that a majority of the available jobs are in refinishing and painting. The faculty are building on refinishing painting skills and introducing students to painting earlier in the program. Within the last couple of years we have added tech savvy pieces of equipment into our curriculum which repair facilities are using. The goal is to prepare our students for employment at graduation with current industry skills and advanced materials that are used in industry. Due to a steady increase in body technicians retiring from the trade, the need for technicians is even higher for our industry across the state and within our service area.

#### A. Supporting Data

##### a. Awards

<b>Degree/ Credential Awarded</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>5-yr avg</b>
<b>AAS</b>	3	5	4	4	10	5.2
<b>Diploma</b>	9	16	7	8	22	12.4
<b>Certificate</b>	34	37	19	42	44	35.2
<b>Total Awards</b>	46	58	30	54	76	52.8
<b># of unduplicated graduates</b>	17	19	16	20	24	19.2

### 2022 Summary of Awards:

The overall number of awards that AUTB students have received this past year has been one of our highest years ever produced. The number of diplomas and degrees greatly increased and the number of certificates has held consistent. The instructors have stressed the importance to each of their students that soft skills are equally important on the job. Industry partnerships have also echoed this statement. The program offers one degree, two diplomas and four certificates which ladder from certificate to diploma to degree. More students are seeing the value in obtaining an AAS degree.

### **b. Student Credit Hours Produced per Faculty FTE**

	16-17	17-18	18-19	19-20	20-21	5 yr. avg
<b>Student Credit Hours (SCH)</b>	422	489	349	510	570	<b>468.00</b>
<b>Faculty Full-time Equivalency (FTE)</b>	2.00	2.00	2.00	2.00	2.00	2.00
<b>SCH/Faculty FTE</b>	211.00	244.50	174.50	255.00	285	234

Source: Program Stats by Alpha and Instructor-Student FTE reports.

### **2022 Summary of the Student Credit Hours per Faculty FTE:**

The AUTB program continues to grow, despite the pandemic. We attribute our growing student credit hours to recruiting and retention through the completion of an AAS degree. The instructors work hard to be creative and find ways to reach as many students as possible across our 25-county service area. The program has steadily increased the number of student credit hours while maintaining two full-time program instructors. This year we have reached capacity due to space and equipment limitations.

### **2022 Summary Statement:**

The institution continues to keep up with the purchasing of equipment for the lab. Most recently we have added a virtual paint simulator for an innovative and effective way to save materials and provide students with maximized hands-on learning with painting skills. We also received a grant to partially purchase an ADOS system to recalibrate collision damaged cars. Our advisory committee commented how well the school does on new equipment, unfortunately, they also comment on how dated the lab is. The instructors of the program feel that the condition of the facilities may be hindering us on attracting new students. If our numbers continue to stay the same, we will need to add space and two paint booths to continue with student success. Our bottle neck continues to be the capstone projects and the paint portion of the program. The growth of the program has presented us with some unique challenges but confirms the need for this trade and to provide industry with an ever-growing group of individuals to fill those open jobs.

AUTB program meets the threshold for number of program awards. The five-year average for number of student credits to each full-time instructor is below the threshold but improving. At this time, the lab facilities are being maximized.