

Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

Institution: Central Community College **Program:** Human Services

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
Student Credit Hours (SCH)		1,421	1,415	1,417	1,349	1,475	1,415.40
Faculty Full-time Equivalency (FTE)		2.43	2.53	2.50	2.42	2.45	2.47
SCH/Faculty FTE		584.77	559.29	566.80	557.49	602.04	573.55
Number of Degrees and Awards <i>(list degrees/awards separately)</i>	AAS	13	15	20	15	13	15.2
	Diploma	3	9	20	8	11	10.2
	Certificate	20	14	25	25	35	23.8
	Total Awards	36	38	65	48	59	49.2
	# of Unduplicated Graduates	28	29	39	29	36	32.2

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).

☐ 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).

☐ 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

Human Services

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

Dr. Paige Denman, LIMHP, LADC – Program Faculty
Shelly Wragge, LIMHP, LADC – Program Faculty

Mark Funkey – Associate Dean of Instruction, Health Sciences
Sarah Kort – Dean of Instruction, Health Sciences
Dr. Marcie Kemnitz – Division Vice President, Health Sciences

Human Services

Program Review Summary – Sarah Kort, MA

Data from our official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics suggest the future is bright for Human Services students at Central Community College. Many current employees in helping professions are nearing retirement age, which will increase an already promising job market. Employment in the HUSR field is projected to grow 13% over the next decade, which is faster than in most jobs. A growing elderly population and the rising demand for social services, indicates a solid job market for program graduates.

Job posting data indicates an unmet need in the area, which supports the evident need for the program. The program focus is further supported both as a vocational program preparing students for work in the community as well as a transfer portal for further educational endeavors. Data also supports HUSR students will have additional opportunities should they continue their education. HUSR graduates at CCC are encouraged to go to earn Bachelors, Masters and Doctoral degrees in areas such as human services, social work, counseling, psychology and other helping fields. Many of the HUSR courses have been added to the CCC Transfer list and cooperative/transfer agreements have been developed with several 4-year institutions which should continue to add to the overall enrollment numbers into the future.

Online enrollment continues to outpace more traditional lecture classes which is expected to continue to add to program growth. Faculty FTE's remain stable over the last few years as full-time positions are secure, as is the adjunct faculty being used to fill any gaps.

The Human Services program continues to maintain stability in student awards over the last 5 academic years with an average of 49.2 total awards and 32.2 unduplicated graduates. The Covid-19 pandemic did affect the program's ability to locate practicum placement for some students, which likely affected the total AAS degree numbers being lower. However, certificate and diploma numbers stayed strong and even increased.

An average of 89% of graduates over five years either gained employment or enrolled in a 4-year institution. Our employer survey data indicates employers feel CCC graduates are prepared with overall ratings in all five categories rates as proficient or advanced more than 50% of the time. Graduates continue to rate their skills and abilities in all areas higher than employers, with clear indications that they feel good about the quality of education received, and they feel prepared for the next steps in their academic and/or professional careers.

Based on the strong industry need in our 25 county area and large number of continued awards earned (completers), we recommend continuation of the program. Human Services facilities and partners continue to demonstrate a need for our graduates who possess critical skills offered and earned here at Central Community College.

Central Community College

I. Program: Human Services

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:

- It is the Mission of the Human Services Program at Central Community College to provide a solid foundation in the theories, tools and skills necessary to succeed in a helping profession and/or to further education in the field of human services.

V. Program Vision Statement:

- Ethical decision making in all interactions is an essential component in service to others.
- Critical thinking skills are required to be successful in the field of human services.
- Knowledge, awareness and support of multicultural influences drive success in the field.
- Social justice and community involvement are core components in supporting change.

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

5 Occupations

21-1093 Social and Human Service Assistants

21-1094 Community Health Workers

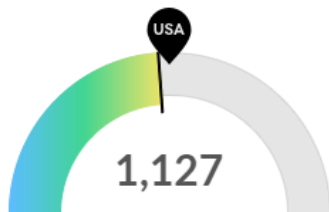
21-1023 Mental Health and Substance Abuse

21-1021 Child, Family, and School Social Work

21-1022 Healthcare Social Workers

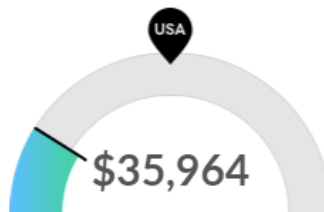
Executive Summary

Average Job Posting Demand Over an Average Supply of Regional Jobs



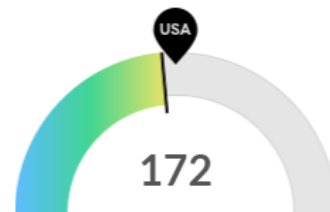
Jobs (2021)

Your area is about average for this kind of job. The national average for an area this size is 1,204* employees, while there are 1,127 here.



Compensation

Earnings are low in your area. The national median salary for your occupations is \$43,943, compared to \$35,964 here.



Job Posting Demand

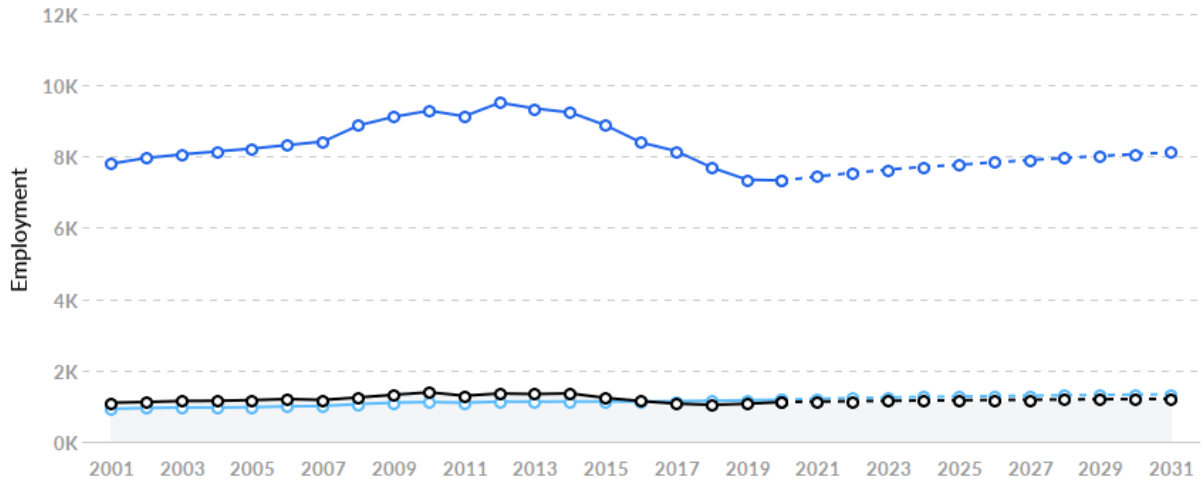
Job posting activity is about average in your area. The national average for an area this size is 187* job postings/mo, while there are 172 here.

*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 About Equal to the National Average

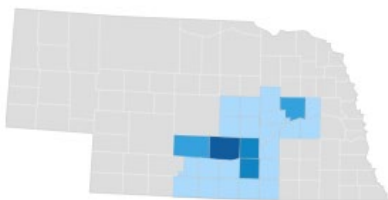
An average area of this size typically has 1,204* jobs, while there are 1,127 here.



Region	2021 Jobs	2026 Jobs	Change	% Change
● CCC Service Area	1,127	1,170	44	3.9%
● National Average	1,204	1,280	77	6.4%
● State of Nebraska	7,443	7,839	396	5.3%

*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	273
Hall County, NE	207
Adams County, NE	171
Platte County, NE	134
Dawson County, NE	73

Most Jobs are Found in the Local Government, Excluding Education and Hospitals Industry Sector

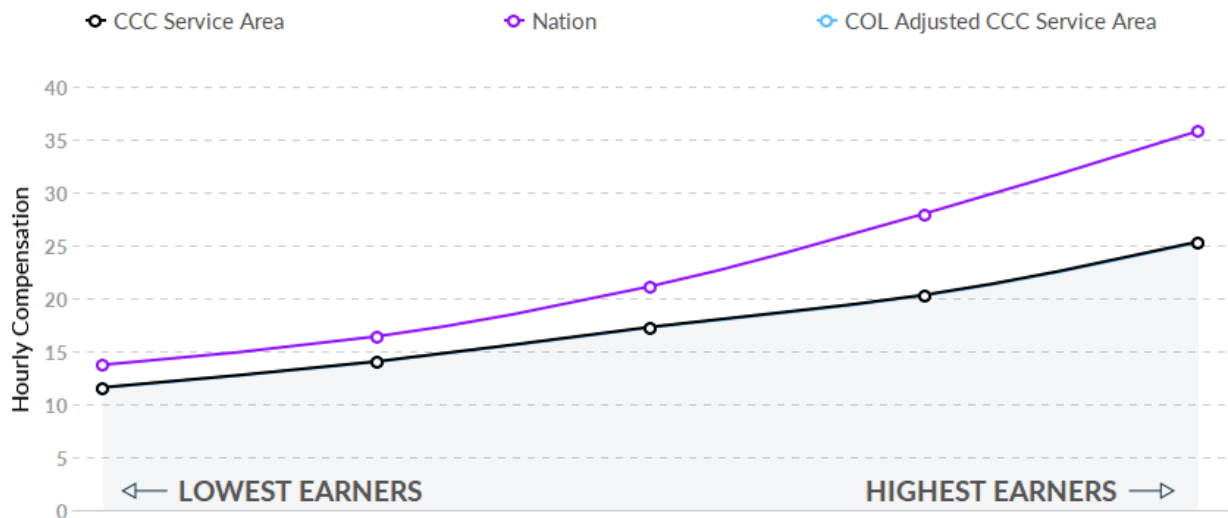


Industry	% of Occupation in Industry (2021)
Local Government, Excluding Education and Hospitals	21.6%
Individual and Family Services	15.2%
State Government, Excluding Education and Hospitals	10.8%
Education and Hospitals (Local Government)	9.5%
Outpatient Care Centers	7.0%
Community Food and Housing, and Emergency and Other Relief Services	5.6%
Other	30.3%

Compensation

Regional Compensation Is 18% Lower Than National Compensation

For your occupations, the 2020 median wage in your area is \$17.29/hr, while the national median wage is \$21.13/hr.



Job Posting Activity



850 Unique Job Postings

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



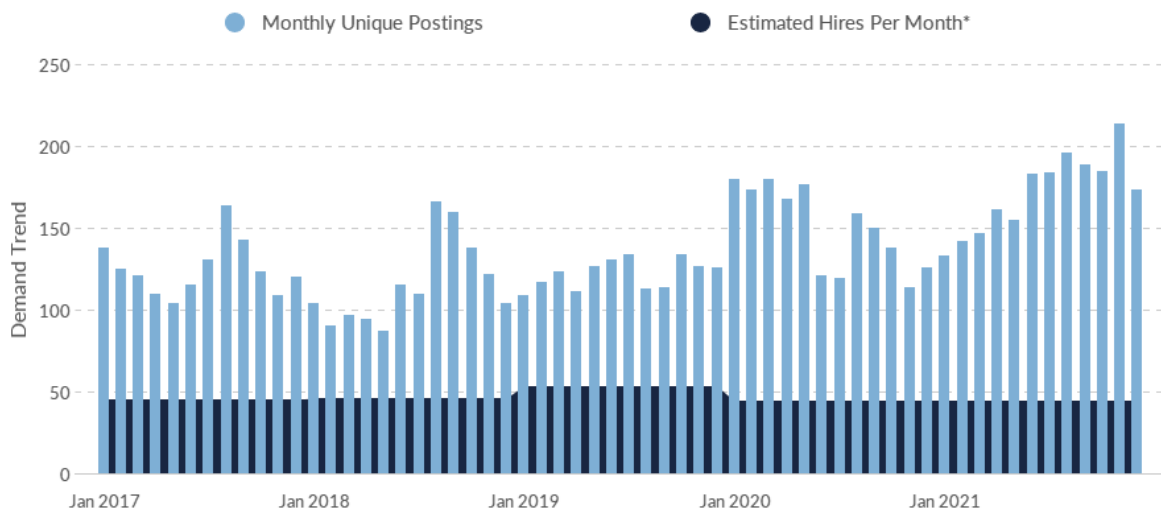
167 Employers Competing

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



29 Day Median Duration

Posting duration is the same as what's typical in the region.



Occupation	Avg Monthly Postings (Jan 2021 - Dec 2021)	Avg Monthly Hires (Jan 2021 - Dec 2021)
Social and Human Service Assistants	107	17
Child, Family, and School Social Workers	24	15
Mental Health and Substance Abuse Social Workers	29	6
Healthcare Social Workers	12	3
Community Health Workers	0	2

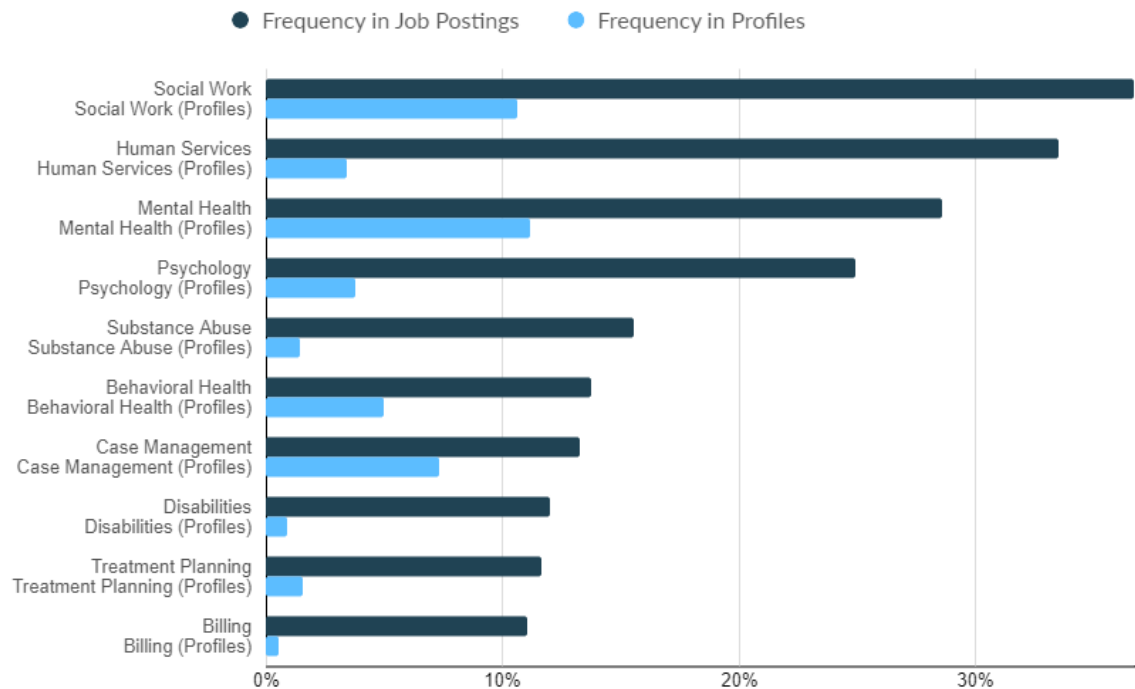
*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi hires are calculated using a combination of Emsi jobs data, information on separation rates from the Bureau of Labor Statistics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

Top Companies	Unique Postings	
State of Nebraska	88	<div></div>
BetterHelp	46	<div></div>
Guardian Light Family Services	37	<div></div>
Goodwill Industries Of Greater Omaha	29	<div></div>
Mosaic	22	<div></div>
Owens & Associates	16	<div></div>
Central Community College	13	<div></div>
WebMD	13	<div></div>
BETTER LIVING COUNSELING	12	<div></div>
Care.com	12	<div></div>

Top Job Titles	Unique Postings	
Family Support Workers	58	<div></div>
Licensed Therapists	43	<div></div>
Child and Family Specialists	24	<div></div>
Social Workers	23	<div></div>
Direct Support Professionals	22	<div></div>
House Cleaners	17	<div></div>
Developmental Disabilities Specialists	16	<div></div>
Youth Program Specialists	16	<div></div>
Youth Specialists	14	<div></div>
Program Specialists	13	<div></div>

Top Hard Skills

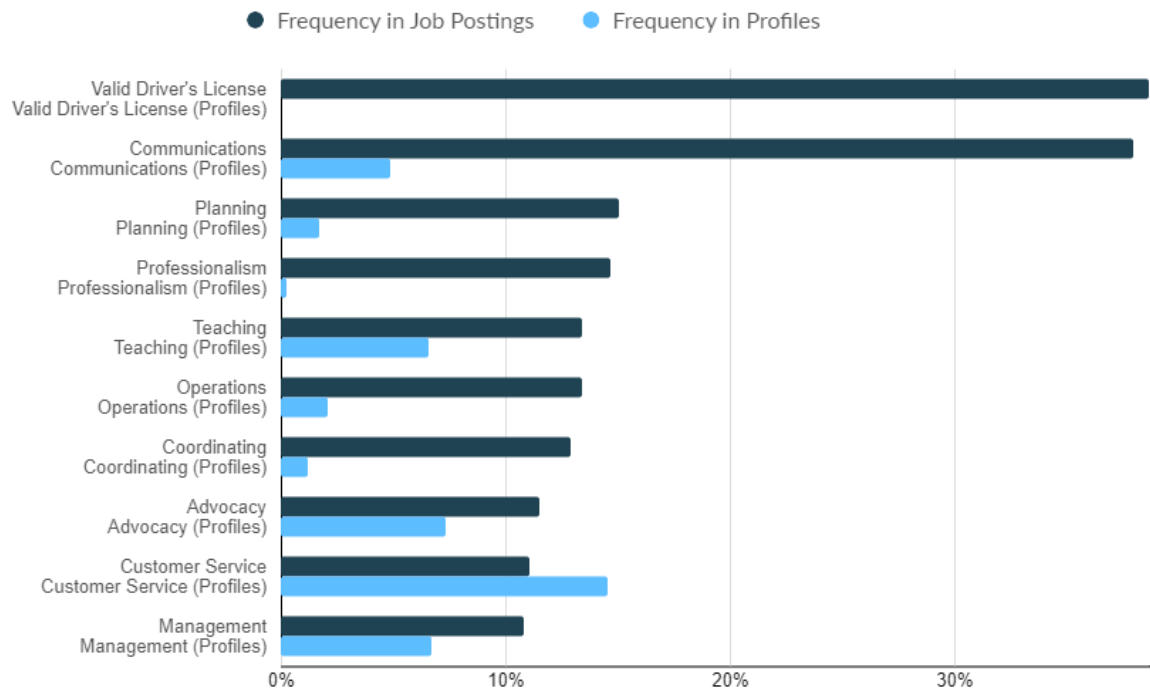
Top Hard Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Social Work	312	37%	81	11%
Human Services	285	34%	26	3%
Mental Health	243	29%	85	11%
Psychology	212	25%	29	4%
Substance Abuse	132	16%	11	1%
Behavioral Health	117	14%	38	5%
Case Management	113	13%	56	7%
Disabilities	102	12%	7	1%
Treatment Planning	99	12%	12	2%
Billing	94	11%	4	1%

Top Common Skills

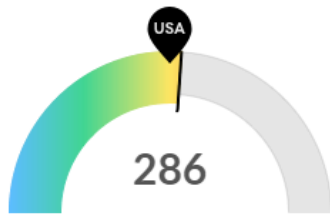
Top Common Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Valid Driver's License	329	39%	0	0%
Communications	323	38%	37	5%
Planning	128	15%	13	2%
Professionalism	125	15%	2	0%
Teaching	114	13%	50	7%
Operations	114	13%	16	2%
Coordinating	110	13%	9	1%
Advocacy	98	12%	56	7%
Customer Service	94	11%	111	15%
Management	92	11%	51	7%

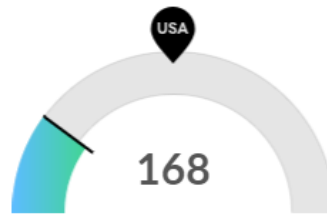
Demographics

Retirement Risk Is About Average, While Overall Diversity Is Low



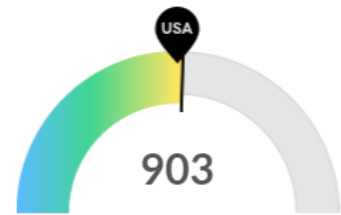
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 268* employees 55 or older, while there are 286 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 515* racially diverse employees, while there are 168 here.



Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 875* female employees, while there are 903 here.

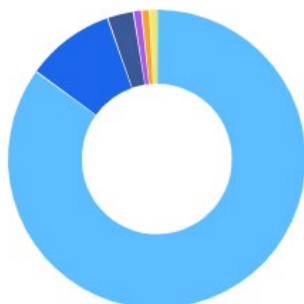
*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Occupation Age Breakdown



	% of Jobs	Jobs
14-18	0.3%	3
19-24	7.5%	84
25-34	26.2%	291
35-44	22.1%	247
45-54	18.2%	203
55-64	19.2%	214
65+	6.5%	72

Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	84.9%	945
Hispanic or Latino	9.7%	108
Black or African American	2.8%	32
American Indian or Alaska Native	0.9%	10
Two or More Races	0.9%	10
Asian	0.8%	9
Native Hawaiian or Other Pacific Islander	0.0%	0

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	18.9%	210
Females	81.1%	903

Graduate Pipeline



10 Programs

Of the programs that can train for this job, 10 have produced completions in the last 5 years.



651 Completions (2020)

The completions from all regional institutions for all degree types.



129 Openings (2020)

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

CIP Code	Top Programs	Completions (2020)	
24.0101	Liberal Arts and Sciences/Liberal Studies	197	<div></div>
43.0104	Criminal Justice/Safety Studies	114	<div></div>
19.0708	Child Care and Support Services Management	91	<div></div>
24.0102	General Studies	58	<div></div>
42.0101	Psychology, General	51	<div></div>
51.1503	Clinical/Medical Social Work	48	<div></div>
13.1399	Teacher Education and Professional Development, Specific Subject	45	<div></div>
44.0701	Social Work	28	<div></div>
30.9999	Multi-/Interdisciplinary Studies, Other	17	<div></div>
09.0905	Health Communication	2	<div></div>

Top Schools	Completions (2020)	
Central Community College	424	<div></div>
University of Nebraska at Kearney	178	<div></div>
Hastings College	49	<div></div>

2022 Summary of EMSI Data:

- The EMSI Data that is presented is compiled of national data which includes a variety of health-related occupations that are HUSR related but may not be specifically applicable to the community college students/graduates in central Nebraska. The data that is reported supports HUSR students' opportunities should they continue their education. HUSR graduates may also earn Bachelors, Masters and Doctoral degrees in areas such as human services, social work, counseling, psychology and other helping fields.
- The data suggests the future is bright for CCC HUSR students. Many current employees in helping professions are nearing retirement age, which will increase an already promising job market. Employment in the HUSR field is projected to grow 13% over the next decade, which is faster than in most jobs. With a growing elderly population and the rising demand for social services, indicates a solid job market for program graduates.
- The Executive Summary Data regarding compensation and earnings being lower than the national average for our region and job titles is in line within our geographic area when you compare compensation with other similar job titles. The regional employment is similar to the national average.
- Job posting data indicates an unmet need in the area, which supports the evident need for the program. The program focus is further supported both as a vocational program preparing students for work in the community as well as a transfer portal for further educational endeavors.

A. Supporting Data

a. Awards

Degree/ Credential Awarded	16-17	17-18	18-19	19-20	20-21	5-yr avg
AAS	13	15	20	15	13	15.2
Diploma	3	9	20	8	11	10.2
Certificate	20	14	25	25	35	23.8
Total Awards	36	38	65	48	59	49.2
# of unduplicated graduates	28	29	39	29	36	32.2

2022 Summary of Awards:

- The Human Services program continues to maintain stability in student awards over the last 5 academic years.
- The Covid-19 pandemic did affect the program's ability to locate practicum placement for some students, which likely affected the degree numbers being lower, but the pandemic grant opportunities also affected the rise in certificate

numbers. There was a rise in the overall unduplicated numbers, indicating growth over time.

- Expectations for total award growth between 19-20 and 20-21 academic years were realized. Further adjustments within the diploma program are being explored to support continued growth in future academic years.

b. Student Credit Hours Produced per Faculty FTE

	16-17	17-18	18-19	19-20	20-21	5 yr avg
Student Credit Hours (SCH)	1,421	1,415	1,417	1,349	1,475	1,415.40
Faculty Full-time Equivalency (FTE)	2.43	2.53	2.50	2.42	2.45	2.47
SCH/Faculty FTE	584.77	559.29	566.80	557.49	602.04	573.55

2022 Summary of the Student Credit Hours per Faculty FTE:

- Student Credit Hours have remained steady with a 4.2% growth over the 5-year average realized in 20-21.
- Online enrollment continues to outpace more traditional lecture classes which is expected to continue to add to program growth.
- Faculty FTE's remain stable over the last year as full-time positions are secure, as is the adjunct faculty being used to fill any gaps.
- Many of the HUSR courses have been added to the CCC Transfer list and cooperative/transfer agreements have been developed with several 4-year institutions which should continue to add to the overall enrollment numbers into the future.

2022 Summary Statement:

- The HUSR program has noted success in the quality enhancement activities over the past three years (updates to ASL, Advisory Committee, Program Location, Course Transfer Approval, etc.).