



Addendum to Summary of Technical Programs

At The

***Regional Community Colleges and Westfield State
University***

Graduation Data and Employment Status- 2019-2020

April 2021

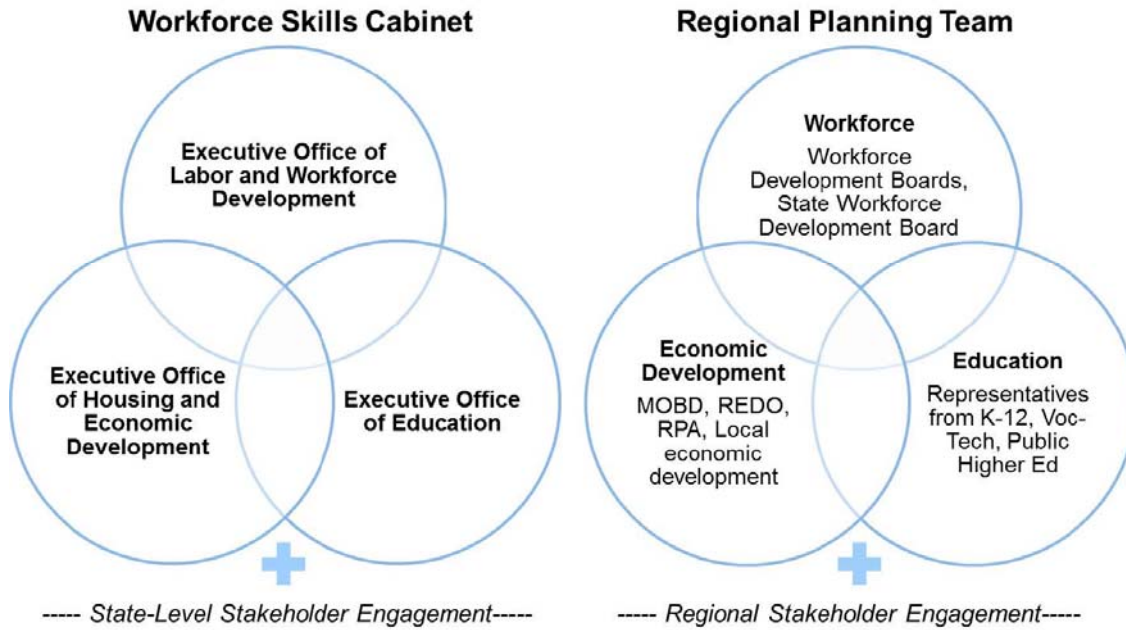
The ***Addendum Graduation Data and Employment Status-2019-2020*** to the ***Summary Report*** of the technical programs/courses conducted at the regional community colleges and vocational technical high schools, with additional information on specific courses at Westfield State University, was produced by the MassHire Workforce Boards of Franklin-Hampshire and Hampden Counties as part of the implementation of the ***Pioneer Valley Labor Market Blueprint- 2018-2022*** and ***UPDATED Blueprint (September 2020)***

The preparation of the ***Addendum*** to the ***Summary Report*** was directed by the ***Educator Work Group*** that was constituted by the Workforce Boards as a part of the Blueprint implementation process. The Educator Work Group for this ADDENDUM was comprised of the following members:

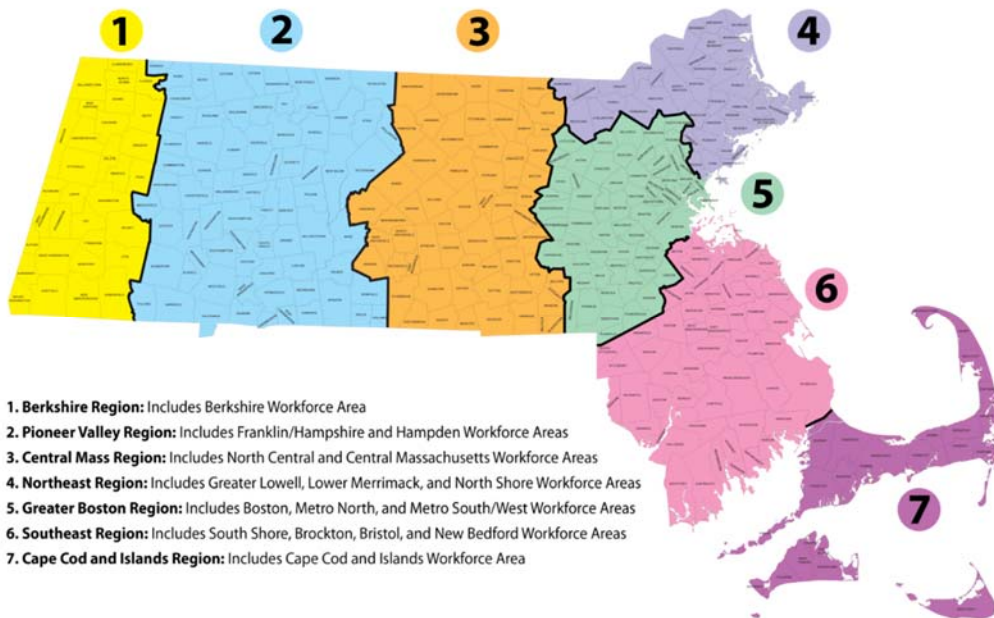
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WIOA Regional Planning

New State-Regional Structure



Region #2: Pioneer Valley



INTRODUCTION

This **ADDENDUM *Summary of Technical Programs at The Regional Community Colleges and Westfield State University*** is focused on ***Graduation Data and Employment Status-2019-2020***.

MassHire Hampden and Franklin Hampshire County Workforce Boards, as part of the implementation of the Goals and Strategies contained in the [Pioneer Valley Labor Market Blueprint-2018-2022](#), and the [UPDATED Blueprint](#) (September 2020) constituted a ***Regional Planning Blueprint Educator Work Group***.

In November 2020, in partnership with the three regional community colleges and Westfield State University, the workforce boards began collecting the following information relative to the three Priority Industries contained in each Blueprint:

1. **Graduation Data- 2019-2020 Academic Year**
2. **Employment Status of Graduates-2019-2020 Academic Year**

This information was a continuation of the work begun in January 2020, and codified in the July 1, 2020 Report- **ADDENDUM to Summary of Technical Programs at The Regional Community Colleges and Westfield State University: Program Enrollment and Enrollment vs. Program Capacity**, posted on this webpage - <http://masshirehcb.com/massachusetts-regional-workforce-development-planning/>.

In preparing this ADDENDUM Report on ***Graduation Data and Employment Status-2019-2020***, the workforce boards, in consultation and agreement with the three community colleges and Westfield State University, included **Graduation Data** that comprised all graduates earning a Degree/Certificate at various times during the 2019-2020 academic year, in particular as the final graduation data for some programs was not known until the fall 2020 due to the impact of the pandemic.

Data on the **Employment Status of Graduates- 2019-2020** is limited, and in some cases is not available. Collecting employment data within six (6) months post-graduation has historically been difficult to accomplish, and was compounded in 2020 by many factors related to the conditions created by the pandemic and its impact on both the economy and on the graduates. Accordingly, this **ADDENDUM Report** presents a skewed assessment of the employment status of the graduates from the 2019-2020 academic year.

Collecting cogent, meaningful, and current employment data will be a critical part of the on-going work of the Educator Work Group, and presents an opportunity to develop collaborative and innovative approaches to this important Blueprint implementation work task.

We believe the ADDENDUM Report captures important information on ***Graduation Data and Employment Status*** and will **provide** guidance for future decision making and action steps going forward.

MassHire Hampden and Franklin Hampshire County Workforce Boards continue as committed partners in the enhancement of existing technical programs and in the development of new programs that respond to labor market demand in Region 2.



Addendum to Summary of Technical Programs

At The

Regional Community Colleges and Westfield State University

Program Graduation and Employment Status

Priority Industry: Healthcare and Social Assistance

Priority Occupations	2019 Supply Gap (Ratio)
Registered Nurse SOC: 29-1141	-2,905 (.05)
Licensed Practical Nurse 29-2052	-276 (.52)
Pharmacy Technician SOC: 29-2052	-126 (.16)
Medical Assistant SOC: 31-9092	-3 (.99)
Patient Care Technician SOC: 31-1014	56 (1.12)
Physician Assistant SOC: 29-1071	-206 (.02)
Occupational Therapist SOC: 29-1122	-157 (.09)
Physical Therapist SOC: 29-1123	-547 (.01)
Human Service/Behavioral Health/Social Assistants	N/A

**Chart 1- Priority Industry: Healthcare and Social Assistance
Degree Status: Associate Degree**

Program	Community College	Program Enrollment (Fall 2019)	Graduations Winter 2019 To Fall 2020	Employment Status	
				Employed in Degree Occupation NA- Not Available	CODE:ENDO (Employed-Non Degree Occupation) Unknown
Nursing	GCC	93	39	NA	NA
Nursing	HCC	92	31	NA	NA
Nursing	STCC	191	84	15	ENDO: 8 Unknown: 61
Health Science	GCC	234	8	NA	NA
Health Science	STCC	146	4	-0-	EDNO: 2
Foundations of Health	HCC	733	23	NA	NA
Human Services	GCC	35	0	NA	NA
Human Services	HCC	139	14	NA	NA
Human Services	STCC	127	12	2	ENDO: 1 Unknown: 8
Radiologic Technology	HCC	31	11	NA	NA
Radiologic Technology	STCC	34	14	-0-	
Dental Hygiene	STCC	37	17	1	
Health Information Technology	STCC	16	7	2	ENDO: 3
Medical Assistant	STCC	5	5	NA	NA
Medical Coding and Billing	STCC	38	12	1	
Medical Laboratory Technician	STCC	24	9	NA	NA
Medical Office Administrative Assistant	STCC	15	4	1	ENDO: 1
Occupational Therapy Assistant	STCC	22	2	NA	NA
Physical Therapy Assistant	STCC	32	14	NA	NA
Diagnostic Medical Sonography	STCC	20	9	NA	NA
Respiratory Care	STCC	32	13	2	ENDO: 2 Unknown: 9
Surgical Technology	STCC	37	13	2	ENDO: 1

Observations:

- Each community college offers an **Associate Degree-Nursing (ADN)** program with a primary goal of graduates obtaining a full or part time Registered Nurse position in a healthcare organization immediately following graduation and successful completion of the licensing process. Many graduates matriculate part time or full time, concurrent with employment, in a Bachelor's of Science- Nursing (BSN) program at an accredited regional four-year college or university.

- ✦ In the 2019-2020 academic year, **One Hundred Fifty-Four (154)** students from a total enrollment 376 students, graduated from the **Associate Degree-Nursing** program at the three community colleges. This is an extremely positive indicator toward mitigating the current Supply Gap Ratio (.05) in the Registered Nurse occupational classification in Region 2. Graduation levels for the 2020-2021 academic year, based on current student enrollment, look equally positive.
- ✦ In the 2019-2020 academic year, **Twenty -Five (25)** students were awarded **Associate Degrees** from the **Radiologic Technology** programs at HCC and STCC. This is an important contributor to satisfying the demand for Radiology Technicians in Region 2. Graduation projections for the 2020-2021 academic year, based on current student enrollment, indicate an equal or slightly higher number of graduates for the 2020-2021 academic year.
- ✦ The **Seventeen (17)** graduates from the **Dental Hygiene AD** program at STCC should mitigate demand needs in this occupation across Region 2. Enrollment levels indicate a similar number should present themselves for graduation in June 2021.
- ✦ Associate Degree programs in **Occupational Therapy Assistant** and **Physical Therapy Assistant** offered at STCC are associated with the Blueprint **Occupational Therapy** and **Physical Therapy** priority occupational classifications with Supply Gap Ratios of .09 and .02 respectively. **Two (2)** students successfully graduated from **Occupational Therapy Assistant** program from a student enrollment of 22 students. This graduation number appears low in comparison to the student enrollment of 22 students. The **Fourteen (14)** graduates from the **Physical Therapy Assistant** program is in- line with enrollment level of 32 students. Graduates should find employment opportunities available to them in a myriad of organizations providing PT related services.
- ✦ There are a total of **Twenty-Four (24)** graduates from the 61 students enrolled in the **Medical Coding and Billing AD** program (38) and one-year Certificate program (23) at STCC (**Chart 2**). Graduation data in the Certificate program at Holyoke Community College was not available, however MHCWB has estimated that an additional **Fourteen (14)**- 45% of the total enrollment of 32- were graduated from HCC's Medical Coding and Billing Certificate program. The addition of **Thirty-Eight (38)** Medical Coding and Billing professionals into the industry should mitigate needs in this occupational grouping.
- ✦ The availability of **Thirteen (13)** new Associate Degree graduates from the **Surgical Technology** program at STCC should address a need for this position in the acute care hospitals in Region 2.
- ✦ In the 2019-2020 academic year, **Thirteen (13)** students were awarded Associate Degrees from the **Respiratory Care** program at STCC. This is an important contributor to satisfying regional demand in this occupation. Graduation projections for the 2020-2021 academic year, based on student enrollment, look positive.

Chart 2-Priority Industry: Healthcare and Social Assistance
Degree Status: Certificate

Program	Community College	Program Enrollment (Fall 2019)	Graduations Winter 2019 To Fall 2020	Employment Status	
				Employed in Certificate Occupation NA- Not Available	CODE:ENDO (Employed-Non Certificate Occupation) Unknown
Dental Assistant	STCC	15	6	NA	2
Medical Assistant	GCC	44	33	NA	NA
Medical Assistant	HCC	40	0	NA	NA
Medical Assistant	STCC	19	15	NA	1
Medical Coding and Billing	HCC	32	0	NA	NA
Medical Coding and Billing	STCC	23	12	1	5
Addiction Studies	GCC	16	2	NA	NA
Addiction Studies	HCC	45	6	NA	NA
Medical Office Administrative Assistant	GCC	7	1	NA	NA
Medical Office Administrative Assistant	STCC	14	7	1	4
Practical Nursing (LPN)	GCC	35	25	NA	NA
Practical Nursing (LPN)	HCC	12	0	NA	NA
Direct Care/Community Health	HCC	69	1	NA	NA

Observations:

- STCC and GCC graduated **Forty-Eight (48)** students from their **Medical Assistant Certificate** programs, representing 76% of the total students who were enrolled in their respective programs in September 2019. The availability of these new graduates should contribute to mitigating the regional Supply Gap in this priority occupational classification.
- The One-Year Certificate program in **Addiction Studies** being offered at GCC and HCC is associated with the Social and Human Service Assistants priority occupational grouping identified in the Blueprint. **Eight (8)** students were graduated from the program during the 2019-2020 academic year. This graduation number appears low in relation to the 61 students reported as enrolled in the respective programs in September 2019, but is a positive supply-side indicator in response to the growing need for trained professionals in this occupational classification.

- ✦ The graduation of **Twelve (12)** students from the combined enrollment of 36 in the **Medical Office Administrative Assistant** Associate Degree program (STCC) and the one year Certificate programs at GCC and STCC will help fill a need for this support position across all the varying genres in the regional healthcare industry.
- ✦ The graduation of **Twenty-Five (25)** students from the **Practical Nursing (LPN)** program at GCC is critical to mitigating the Supply Gap .52 in this occupational classification in Region 2, particularly in Franklin Hampshire County.

Chart 3-Priority Industry: Healthcare and Social Assistance
Location: Westfield State University

Program	Bachelors	Masters	Program Enrollment (Fall 2019)	Graduations Winter 2019 To Fall 2020	Employment Status	
					Employed in Degree Occupation NA- Not Available	CODE:ENDO (Employed-Non Degree Occupation) Unknown
Nursing	☒		126	30	5	NA
Health Sciences	☒		91	3	NA	NA
Nursing (RN→ BSN (STCC and GCC)	☒		WSU: 23 STCC:22 GCC: 16	WSU: 14 STCC:13 GCC: 9	NA	NA
Forensic Mental Health Counseling		☒	14	9	NA	NA
Social Work	☒	☒	Westfield: 202	139	NA	NA
Applied Behavioral Analysis		☒	23	13	NA	NA
Physician Assistant Studies		☒	54	48	NA	NA

Observations:

- ✦ The graduation of **Thirty (30)** students from the **Nursing (BSN)** program is a positive indicator toward mitigating the regional Supply Gap (.05) in this critical occupational classification. Based on enrollment, this positive trend to continue in 2021.
- ✦ The **Thirty-Six (36)** graduates from the **RN (AD) → BSN** provides additional BSN's to mitigate the regional Supply Gap (.05).
- ✦ The **Forty-Eight (48)** graduates from the **Physician Assistant Studies** program is extremely high, and a positive response to mitigating the Supply Gap (.02) in this critical occupational classification.

- ✦ The **One Hundred Thirty-Nine (139)** graduates from the **Social Work** program ensures the availability of a robust pool of qualified practitioners for a variety of social work positions throughout the region
- ✦ The graduation of **Thirteen (13)** students from the **Applied Behavioral Analysis** program, and **Nine (9)** graduates from the **Forensic Mental Health Counseling** is a positive supply-side factor going forward in the Social Assistance field.

**PRIORITY INDUSTRY: HEALTHCARE AND SOCIAL ASSISTANCE
SUMMARY OBSERVATIONS**

- 1. The 220 graduates with Bachelor of Science degree in Nursing (BSN) (66) and the Associate Degree in Nursing (ADN) (154) programs is a positive indicator toward mitigating the current Supply Gap Ratio (.05) in the Registered Nurse occupational classification in Region 2.**
- 2. The graduation levels from the Technology-Specific Associate degree and Certificate programs should mitigate workforce needs in these targeted technical occupational groupings. Increasing program capacity and enrollment in selected technology Associate degree and Certificate programs should continue to be a focus at each community college.**
- 3. The positive graduation levels in the Medical Assistant programs at the three community colleges is significant, and will clearly help mitigate demand in this occupation.**
- 4. The 48 graduates from the Physician Assistant Studies program at Westfield State University is significant, and a key contributor toward ensuring the availability of professionals in this occupational classification in Region 2.**

Priority Industry: *Advanced Manufacturing*

Priority Occupations	2019 Supply Gap (Ratio)
Production Worker Machinist SOC: 51-4041	-131 (.02)
Production Worker CNC Operator SOC: 51-4011	-60 (.81)
Inspectors, Testers, Quality Control SOC: 51-9061	-49 (.42)
Supervisors (Manufacturing-Specific) SOC: 51-1011	-23 (.23)
CNC Programmer SOC: 51-4012	-30 (.06)

Chart 4-Priority Industry: Advanced Manufacturing
Degree Status: Associate Degree

Associate Degree Program	Community College	Program Enrollment (Fall 2019)	Graduations Winter 2019 To Fall 2020	Employment Status	
				Employed in Degree Occupation NA- Not Available	CODE:ENDO (Employed-Non Degree Occupation) Unknown
Mechanical Engineering Technology	STCC	119	29	3	Unknown: 16
Biotechnology	STCC	12	1	-	-
Biotechnology	HCC	15	1	NA	NA
Optics and Photonics	STCC	17	4	0	Unknown: 2
Biomedical Equipment Technology	STCC	13	1	0	Unknown: 1
Biomedical Manufacturing Technology	STCC	1	0	-	-

Observations:

- ✚ **Twenty-Nine (29)** graduates from a September 2019 enrollment of 119 students received an **Associate Degree** in **Mechanical Engineering Technology** at STCC. This graduation level is consistent with graduation levels documented by MHHCWB over the past three academic years, and is a positive supply side indicator to respond to the Supply Gap in priority occupational classifications in Advanced Manufacturing.
- ✚ Graduations from the **Optics and Photonics, Biomedical Equipment Technology, and Biomedical Manufacturing Technology** Associate Degree programs were limited and may reflect a smaller than planned number of completers for June

2020. Increasing enrollment may require developing strategies to use dual enrollment and articulation agreements with secondary schools in Region 2, as well as developing a targeted marketing plan to familiarize interested individuals with the positive career pathways that exist in these advanced manufacturing fields.

- The number of graduates from the new Biotechnology Associate Degree programs at HCC and STCC was limited, and may reflect a smaller than planned number of graduates for June 2020. September 2019 enrollment was in-line with planned enrollment levels.

**Chart 5-Priority Industry: Advanced Manufacturing
Degree Status: Certificate**

Program	Community Colleges	Program Enrollment (Fall 2019)	Graduations Winter 2019 To Fall 2020	Employment Status	
				Employed in Certificate Occupation NA- Not Available	CODE:ENDO (Employed-Non Certificate Occupation) Unknown
Engineering Technology	GCC	3	1	NA	NA
CAD/CAM	STCC	8	2	0	Unknown: 1
CNC Operations	STCC	29	9	0	ENDO: 1 Unknown: 5
Optics and Photonics	STCC	2	1	0	Unknown: 1

Observations:

- Nine (9)** individuals completed the one-year Certificate programs in **CNC Operations** at STCC. That number is in-line with graduation levels from the Certificate programs documented by MHHCWB over the past three academic years.

**PRIORITY INDUSTRY: ADVANCED MANUFACTURING
SUMMARY OBSERVATIONS**

- The number of graduates from the Associate Degree and Certificate programs in manufacturing is slightly higher than previous year’s data collected separately by MHHCWB, and is a positive response to mitigating the Supply Gap in priority occupational classifications in Advanced Manufacturing. Increasing enrollment leading to higher levels of graduates is essential to responding to the on-going need for talent in this priority regional industry.
- Increasing the number of graduates from the other Associate Degree and Certificate programs is directly connected to enrollment, and the Educator Work Group should support developing innovative approaches to marketing the programs, including developing more dual enrollment programs and articulation agreements with secondary schools.

Priority Industry: Educational Services

Priority Occupations	2019 Supply Gap (Ratio)
K-12 Teachers (Incl. Special Education/Bilingual) SOC: 25-2021	-460 (.38)
Paraprofessional/Techer Assistant SOC: 25-9041	-325 (.22)

Chart 6-Priority Industry: Educational Services
Degree Status: Associate Degree

Program	Community College	Program Enrollment (Fall 2019)	Graduations Winter 2019 To Fall 2020	Employment Status	
				Employed in Degree Occupation NA- Not Available	CODE:ENDO (Employed-Non Degree Occupation) Unknown
Early Childhood Education (Includes Child Development Associate plus Certificate)	STCC	46	27	3	Unknown: 12
Early Education and Care	HCC	36	1	NA	NA

Observation:

- ✚ **Twenty-Seven (27)** students at STCC earned an Associate degrees in **Early Childhood Education** which includes Child Development Associate (CDA) plus Certificate. This is a positive indicator toward mitigating the on-going need for early childhood educators at the Pre-K levels in center based and family based Early Education and Care programs. Enrollment trends indicate a similar number of graduates will earn an Associate Degree in June 2021.

Chart 7-Priority Industry: Educational Services
Degree Status: Associate Degree (Transfer Option)

Program	Community College	Program Enrollment (Fall 2019)	Graduations Winter 2019 To Fall 2020	Employment Status	
				Employed in Degree Occupation NA- Not Available	CODE:ENDO (Employed-Non Degree Occupation) Unknown
Early Childhood Education	GCC	32	3	NOT APPLICABLE TO TRANSFER OPTION	
Early Childhood Education	HCC	84	9		
Early Childhood Education	STCC	61	5		
Elementary Education	GCC	16	2		
Elementary Education	HCC	42	3		
Elementary Education	STCC	28	4		
Secondary Education	GCC	6	1		
Secondary Education	HCC	47	2		
Secondary Education	STCC	28	5		
Science- Mathematics	GCC	4	0		

Observations:

- ✚ The number of students, relative to program enrollment, graduating in 2019-2020 from the **Associate Degree-Transfer Option** programs offered at the three regional community colleges appears very small, and may not be a clear indicator of the past or future number of students transferring to a Bachelor’s level program immediately following completion of their Associate degree.
- ✚ Similarly, it appears that for the 2019-2020 academic year, a small number of students graduated from the Associate Degree concentration in **Elementary or Secondary Education- Transfer Option**. This may not be a clear indicator of the past or future number of students transferring to a Bachelor’s Degree program in **Elementary or Secondary Education** immediately following completion of their Associate degree.

Chart 8-Priority Industry: Educational Services
Location: Westfield State University- Bachelor’s Degree

Program	Program Enrollment (Fall 2019)	Graduations Winter 2019 To Fall 2020	Employment Status	
			Employed in Degree Occupation NA- Not Available	CODE:ENDO (Employed-Non Degree Occupation) Unknown
Early Childhood Education (Grades Pre-K-2),	152 (19 Licensure)	53 (26 Licensure)	2	NA
Elementary Education (Grades 1-6),	204 (34 Licensure)	62 (43 Licensure)	4	NA
Special Education: Moderate Disabilities (Grades PreK-8)	94 Total In Both Programs (9 Licensure)	30 Total In Both Programs (7 Licensure)	1	NA
Moderate Disabilities (Grades 5-12).	(5 Licensure)	(3 Licensure)	NA	NA

Observations:

- ✚ Westfield State University has a **Bachelor of Science- Education** major with licensure and licensure only programs designed to prepare graduates at the Massachusetts initial licensure level. **Employment Status numbers reflect self-reporting by individual graduates and may not reflect actual total Employment Status of degree program graduates.**
- ✚ The graduation of **Fifty-Three (53), (26 Licensure)** from the **Early Childhood Education** and **Sixty-Two (62), (43 Licensure)** from the **Elementary Education** Bachelor’s Degree programs ensures the availability of a strong pipeline of emerging educators at each of these two critical educational levels.
- ✚ The **Thirty (30), (10 Licensure)** graduates from the spectrum of **Special Education** program options is positive with enrollment indicating similar number of graduates for the 2020-2021 academic year. The availability for a sustainable flow of licensed special education teachers is critical to mitigating the Supply Gap (.38) along the Pre-K –Grade 12 continuum.

Chart 9-Priority Industry: Educational Services
Location: Westfield State University- Master's Degree

Program	Program Enrollment (Fall 2019)	Graduations Winter 2019 To Fall 2020	Employment Status	
			Employed in Degree Occupation NA- Not Available	CODE:ENDO (Employed-Non Degree Occupation) Unknown
School Counselor (Grades Pre-K-8, 5-12)	12	4	NOT APPLICABLE	
School Adjustment Counselor (Grades 5-12)	7	2		

Observations:

- ✚ Graduates from the **Master's Degree** program for both School Counselors, and in particular School Adjustment Counselor, is consistent with enrollment and an important contributor to ensuring the provision of social emotional supports to selected students along the Pre-K-Grade 12 spectrum.

PRIORITY INDUSTRY: EDUCATIONAL SERVICES
SUMMARY OBSERVATIONS

- 1. The number of graduates from the Associate Degree Early Childhood Education programs is a positive indicator toward mitigating the on-going need for early childhood educators at the Pre-K levels in center based and family based Early Education and Care programs.**
- 2. The number of graduates from the Associate Degree-Transfer Option programs at all educational program levels appears very small, and may not be a clear indicator of the past or future number of students transferring to a Bachelor's level program. Further analysis of this data will be done by the workforce boards and shared with the Educator Work Group.**
- 3. The graduation of 115 students from the Early Childhood Education and Elementary Education Bachelor's Degree programs at Westfield State University ensures the availability of a strong pipeline of credentialed professionals at these critical educational levels.**
- 4. Westfield State University's degree and licensure programs in Special Education are a key contributor toward ensuring the availability of licensed professionals to serve the growing number of students requiring additional supports and services.**

