



Addendum to Summary of Technical Programs

At The

Regional Community Colleges and Westfield State University

Program Enrollment and Enrollment Vs. Program Capacity

March 2020

The ***Addendum*** 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***.

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 is comprised of the following members:

<u>Name</u>	<u>Organization</u>
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Enrollment Vs. Program Capacity	Symbol
Enrollment Exceeds Capacity	↑
Enrollment Equal to Capacity	↔
Enrollment Below Capacity	↓

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

Priority Industry: Healthcare and Social Assistance
Degree Status: Associate Degree

Program	Community College	Program Enrollment (Fall 2019)	Enrollment Vs. Program Capacity		
			↑	↔	↓
Nursing	GCC	93		↔	
Nursing	HCC	92		↓	
Nursing	STCC	191		↔	
Health Science	GCC	234		↓	
Health Science	STCC	146		↓	
Foundations of Health	HCC	733		↔	
Human Services	GCC	35		↓	
Human Services	HCC	139		↓	
Human Services	STCC	127		↔	
Radiologic Technology	HCC	31		↓	
Radiologic Technology	STCC	34		↔	
Dental Hygiene	STCC	37		↔	
Health Information Technology	STCC	16		↓	
Medical Assistant	STCC	5		↓	
Medical Coding and Billing	STCC	38		↓	
Medical Laboratory Technician	STCC	24		↔	
Medical Office Administrative Assistant	STCC	15		↓	
Occupational Therapy Assistant	STCC	22		↔	
Physical Therapy Assistant	STCC	32		↔	
Diagnostic Medical Sonography	STCC	20		↔	
Respiratory Care	STCC	32		↔	
Surgical Technology	STCC	37		↔	

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.

- ✚ Currently, 376 students are enrolled in the **Associate Degree-Nursing** program at the three community colleges. This is a positive indicator toward mitigating the current Supply Gap Ratio (.05) in the Registered Nurse occupational classification. Enrollment at GCC and STCC is Equal to Program Capacity, while HCC has Capacity to enroll additional students into the program.
- ✚ STCC and GCC offer an **Associate Degree- Health Science**, where students learn about the multifaceted aspects of healthcare including a broad survey of health care jobs and potential short-term certificate programs, and complete many of the prerequisites for transfer into professional health occupations program at the community college or transfer to a bachelor's degree program. HCC offers similar programming in its **Associate Degree-Foundations of Health** program.
- ✚ Currently, 380 students are enrolled in the **Associate Degree- Health Science** program at STCC and GCC, with each college having Program Capacity to enroll additional students. HCC's **Associate Degree-Foundations of Health** program has 733 students enrolled, and that enrollment level is Equal to Program Capacity
- ✚ HCC, STCC, and GCC offer an AD Transfer Option in **Human Services**. This program is associated with the Social and Human Service Assistants priority occupational grouping (Supply Gap Ratio.24) identified in the Blueprint. The 301 students enrolled in the program is a positive indicator to mitigating anticipated supply-side shortages. GCC and HCC have Program Capacity to enroll additional students.
- ✚ There are 65 students enrolled in the **Radiologic Technology** program HCC and STCC. Although not a priority occupation, the enrollment in this occupational classification, indicates strong student interest in this area.
- ✚ 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. The enrollment of 54 students in both AD programs is Equal to Program Capacity and a positive indicator going forward.
- ✚ There are 61 students enrolled in the **Medical Coding and Billing** AD program (38) and one-year Certificate program (23) at STCC. Although Enrollment is Below Program Capacity, it appears to be in line and consistent with current labor market demand in this occupation.

Priority Industry: Healthcare and Social Assistance
Degree Status: Certificate

Program	Community College	Program Enrollment (Fall 2019)	Enrollment Vs. Program Capacity		
			↑	↔	↓
Dental Assistant	STCC	15			↓
Medical Assistant	GCC	44			↓
Medical Assistant	HCC	40			↑
Medical Assistant	STCC	19			↓
Medical Coding and Billing	HCC	32		↔	
Medical Coding and Billing	STCC	23			↓
Addiction Studies	GCC	16			↓
Addiction Studies	HCC	45		↔	
Medical Office Administrative Assistant	GCC	7			↓
Medical Office Administrative Assistant	STCC	14			↓
Practical Nursing (LPN)	GCC	35		↔	
Practical Nursing (LPN)	HCC	12			↓
Direct Care/Community Health	HCC	69		↔	

Observations:

- ✚ A total of 103 students are enrolled in the **Medical Assistant** (Supply Gap Ratio.42) program at the regions community colleges, and program graduates should contribute to mitigating the regional Supply Gap in this occupational classification.
- ✚ The enrollment (32) in the **Medical Coding and Billing** program at HCC is significant and in line with program capacity. STCC's program appears to have Capacity to enroll additional students.
- ✚ 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. 61 students are enrolled in the two programs, with additional enrollment capacity available at GCC. This is a positive supply-side indicator in response to the growing need for trained professionals in this occupational classification.
- ✚ The combined enrollment of 36 in the **Medical Office Administrative Assistant** Associate Degree program (STCC), and the Certificate programs at GCC and STCC appears to be significantly Below Program Capacity.

- ✚ The **Direct Care/Community Health** program at HCC with an enrollment of 69 students is a positive indicator to responding to the demand for employees at this rapidly growing regional occupational grouping.
- ✚ The **Practical Nursing (LPN)** program enrollment at GCC (35) is strong and equal to program capacity. The LPN program at HCC appears to have capacity to enroll additional students. Both programs are critical to mitigating the Supply Gap .52 in this occupational classification.

Priority Industry: Healthcare and Social Assistance
Location: Westfield State University

Program	Bachelors	Masters	Program Enrollment (Fall 2019)	Enrollment Vs. Program Capacity		
				↑	↔	↓
Nursing	☒		126		↔	
Health Sciences	☒		91		↔	
Nursing (RN→ BSN (STCC and GCC)	☒		WSU: 23 STCC:22 GCC: 16		↔	↓
Forensic Mental Health Counseling		☒	14		↓	
Social Work	☒	☒	Westfield: 202		↓	
Applied Behavioral Analysis		☒	23		↔	
Physician Assistant Studies		☒	54		↔	

Observations:

- ✚ The enrollment (126) in the **BSN Nursing** program at WSU is Equal to Program Capacity and a positive indicator toward mitigating over time the regional Supply Gap of .05 in this critical occupational classification.
- ✚ The enrollment (61) in the **RN (AD) → BSN** provides additional BSN's to mitigate the regional Supply Gap of .05.
- ✚ The enrollment (54) in the **Physician Assistant Studies** program is a positive sign to respond to the Supply Gap .02 in this critical occupational classification.
- ✚ The **Applied Behavioral Analysis** program with 23 students enrolled is a positive supply-side factor going forward in the Social Assistance field.

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

1. Enrollment in the Registered Nursing programs at the Bachelor's Degree and Associate Degree levels is significant, with Enrollment Equal to Program Capacity.
2. Enrollment in Associate Degree programs focused on specialized Technician level occupational positions is significant, with Enrollment Equal to Program Capacity.
3. Program Capacity exists to enroll additional students in selected AD and Certificate level programs.
4. There appears to be consistent Enrollment in programs associated with Social Assistance and Behavioral Health occupational positions.

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)

**Priority Industry: Advanced Manufacturing
Degree Status: Associate Degree**

Associate Degree Program	Community College	Program Enrollment (Fall 2019)	Enrollment Vs. Program Capacity		
			↑	↔	↓
Mechanical Engineering Technology	STCC	119		↔	
Biotechnology	STCC	12		↓	
Biotechnology	HCC	15		↓	
Optics and Photonics	STCC	17		↓	
Biomedical Equipment Technology	STCC	13		↓	
Biomedical Manufacturing Technology	STCC	1		↓	

Observations:

- ✚ The enrollment of 119 students in the **Associate Degree-Mechanical Engineering Technology** at STCC is a positive supply side indicator to respond to the Supply Gap in priority occupational classifications in Advanced Manufacturing.
- ✚ Enrollment in the Optics and Photonics, Biomedical Equipment Technology, and Biomedical Manufacturing Technology Associate degree programs are Below Program Capacity, and may require developing strategies to use dual enrollment and articulation agreements with secondary schools, as well as developing a targeted marketing plan to increase program enrollment.

Priority Industry: Advanced Manufacturing
Degree Status: Certificate

Program	Community Colleges	Program Enrollment (Fall 2019)	Enrollment Vs. Program Capacity		
			↑	↔	↓
Engineering Technology	GCC	3		↓	
CAD/CAM	STCC	8		↔	
CNC Operations	STCC	29		↔	
Optics and Photonics	STCC	2		↓	

Observations:

- ✚ Enrollment in one-year Certificate programs, other than the CNC Operations (29) program at STCC, are below program capacity and not a significant factor in mitigating current Supply Gaps in the priority occupational classifications.
- ✚ Each community college offers an array of **Non-Credit Certificates/Courses/Modules** related to advanced manufacturing focused on preparing students with foundational skills that will prepare them for entry-level production positions in the **CNC Operator** occupational classification.

**PRIORITY INDUSTRY: ADVANCED MANUFACTURING
SUMMARY OBSERVATIONS**

- Enrollment in the Associate Degree and Certificate Program in Mechanical Engineering Technology is Equal to Program Capacity and a positive response to the Supply Gap in priority occupational classifications in Advanced Manufacturing.**
- Enrollment in the other Associate Degree and Certificate programs are Below Program Capacity and may require developing dual enrollment and articulation agreements with secondary schools, as well as a targeted marketing plan to increase program enrollment.**

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)

Priority Industry: Educational Services Degree Status: Associate Degree

Program	Community College	Program Enrollment (Fall 2019)	Enrollment Vs. Program Capacity		
			↑	↔	↓
Early Childhood Education (Includes Child Development Associate plus Certificate)	STCC	46		↑	
Early Education and Care	HCC	36		↓	

Observations:

- ✚ The enrollment (46) in the **Early Childhood Education** which includes Child Development Associate (CDA) plus Certificate at STCC is Above Program Capacity and a positive indicator toward mitigating the on-going need for early childhood educators at the Pre-K levels in center based and family based EEC programs.
- ✚ The enrollment (36) in HCC's EEC program is positive, with additional program capacity.

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

Program	Community College	Program Enrollment (Fall 2019)	Enrollment Vs. Program Capacity		
			↑	↔	↓
Early Childhood Education	GCC	32			↓
Early Childhood Education	HCC	84			↓
Early Childhood Education	STCC	61			↑
Elementary Education	GCC	16			↓
Elementary Education	HCC	42			↓
Elementary Education	STCC	28			↓
Secondary Education	GCC	6			↓
Secondary Education	HCC	47			↓
Secondary Education	STCC	28			↓
Science- Mathematics	GCC	4			↓

Observations:

- ✚ The **Associate Degree-Transfer Option** programs offered at the regional community colleges are clearly associated with the Blueprint Priority **K-12 Teachers** and **Early Childhood Teachers** occupational classifications.
- ✚ There are 177 students enrolled in the **Early Childhood Education** Associate Degree-Transfer Option at the three regional community colleges, with additional program capacity available at both GCC and HCC. This is a positive indicator for future matriculation to a Bachelor’s Degree program leading to early childhood teacher positions in community based center programs and public school settings.
- ✚ Each community college has program capacity to increase enrollment in both the Elementary and Secondary Education Transfer Option program. GCC’s Secondary Education and Science- Mathematics Transfer option programs appear to be Below Program Capacity.

Priority Industry: Educational Services
Location: Westfield State University- Bachelor's Degree

Program	Program Enrollment (Fall 2019)	Enrollment Vs. Program Capacity		
		↑	↔	↓
Early Childhood Education (Grades Pre-K-2),	152 (19 Licensure)			↓
Elementary Education (Grades 1-6),	204 (34 Licensure)			↓
Special Education: Moderate Disabilities (Grades PreK-8)	94 total in both programs (9 Licensure)			↓
Moderate Disabilities (Grades 5-12).	(5 Licensure)			↓

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. Degree programs include the following:
 - ✚ The enrollment in the **Early Childhood Education** (152) and **Elementary Education** (204) Bachelor's Degree programs is positive with Capacity to increase enrollment in each program.
 - ✚ The 94 student enrollment in the spectrum of **Special Education** program options is positive with Capacity to enroll additional students in each program specialization. The need for a sustainable flow of licensed special education teachers is critical to mitigating the Supply Gap (.38) along the Pre-K –Grade 12 continuum.

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

Program	Program Enrollment (Fall 2019)	Enrollment Vs. Program Capacity		
		↑	↔	↓
School Counselor (Grades Pre-K-8, 5-12)	12			↓
School Adjustment Counselor (Grades 5-12)	7			↓

Observations:

- ✦ Enrollment in the **Master's Degree** program for both School Counselors, and in particular School Adjustment Counselor, is below program capacity. The availability of School Adjustment Counselors to assist in the provision of social emotional supports to selected students at all levels is an important part of successful school completion.

**PRIORITY INDUSTRY: EDUCATIONAL SERVICES
SUMMARY OBSERVATIONS**

- 1. Enrollment in the Associate Degree Early Childhood Education programs is Equal to Program Capacity and should increase the number of Teachers and Lead Teachers at the Pre-K levels in community center- based and family based EEC programs.**
- 2. Enrollment levels in Early Childhood Education, Elementary Education, and Secondary Education AD Transfer Option programs are positive with additional Program Capacity to increase enrollment across all programs at each community college.**
- 3. Enrollment levels in Early Childhood Education, Elementary Education, and Special Education at the Bachelor's degree level at WSU are positive, with additional Program Capacity to increase enrollment in each field of study.**



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