

Name of Institution: Northeast Community College

Name of Program: Drug and Alcohol Counseling

Degree/Credential to be Awarded Graduates of the Program: Certificate

Other Programs Offered in this Field by Northeast: Human Services, Associate of Arts Degree Concentration

CIP Code: 51.1501

Administrative Units for the Program: Educational Services: Humanities, Arts, & Social Sciences Division

Proposed Delivery Method: Online

Date Approved by Governing Board: March 17, 2020

Proposed Date the Program will be Initiated: August 2020

Description:

Northeast Community College currently offers coursework to meet the 270 clock hours (19 credits) of education required for initial licensure of alcohol and drug counselors in Nebraska. Northeast proposes the new certificate in Drug and Alcohol Counseling will provide our students with an additional credential to enhance workforce employability. The current courses have been approved by the State of Nebraska Division of Public Health. In addition to the coursework, licensure requires a 300-hour practicum (see Statues relating to Alcohol and Drug Counseling at <http://dhhs.ne.gov/licensure/> for more information). These credit courses may also be applied to an Associate of Arts Degree with a concentration in Human Services.

Centrality to Role and Mission:

The Drug and Alcohol Counseling Certificate is not only consistent with Northeast's mission to be "dedicated to the success of students and the region it serves," but also falls within the community college role as defined by Nebraska Statue and the CCPE Comprehensive Statewide Plan for Postsecondary Education. The certificate aligns with the legislative intent of the first three instructional and service priorities of Nebraska Revised Statute 85-962. The Drug and Alcohol Counseling Certificate provides educational options for students seeking entry-level career training, occupational education, transfer programs, and/or adult continuing education or job-upgrading.

Evidence of Need and Demand:

According to the U.S. Bureau of Labor Statistics Occupational Outlook Handbook, the job outlook for substance abuse, behavioral disorder, and mental health counselors is projected to

grow 22 percent from 2018 to 2028 nationwide. In Nebraska, jobs are expected to grow by 19.4 percent (EMSI, 2020). (Data for substance abuse counselors cannot be disaggregated from Substance, Behavioral Disorder, and Mental Health Counselors.) The median annual wage for substance abuse, behavioral disorder, and mental health counselors in Nebraska is \$46,425 compared to the national wage of \$44,630.

Drug and Alcohol counselors work in a variety of settings, including outpatient substance abuse centers, individual and family services, hospitals, residential substance abuse facilities, prisons, probation or parole agencies, juvenile detention facilities, and employee assistance programs.

In Nebraska, there are two levels of licensure for substance abuse with the first level being Provisional Alcohol and Drug Counselor (PLADC). This level requires successful completion of 270 clock hours of approved coursework and 300 hours of supervised practical training. The coursework also satisfies the educational requirements for the Licensed Alcohol and Drug Counselor (LADC), which is the second level of licensure requiring the same 270 hours of education and 6,000 hours of supervised paid clinical work experience.

Northeast Community College has been previously approved to offer the following courses to satisfy the educational requirement from the Nebraska Department of Health and Human Services (DHHS):

- HUSR 1010 Introduction to Human Services and Counseling (3 credit hours)
- HUSR 1220 Group Therapy and Practice (3 credit hours)
- HUSR 2010 Introduction to Case Management and Professional Ethics (3 credit hours)
- HUSR 1230 Multicultural Counseling (2 credit hours)
- HUSR 2020 Medical and Psycho-social Aspects of Chemical Use (3 credit hours)
- HUSR 2030 Treatment Issues in Chemical Dependency (2 credit hours)
- PSYC 2200 Lifespan Psychology (3 credit hours)

According to the Bureau of Labor Statistics, demand for substance abuse, behavioral disorder, and mental health counselors is expected to rise because the criminal justice system recognizes that substance abuse impacts criminal behavior and is now ordering treatment for those who are addicts. Preventive counseling has been found to be more cost effective than incarceration and reduces recidivism rates. Military veterans are another population in need of treatment for substance abuse.

Northeast Community College receives calls on a regular basis from people seeking the coursework. As courses have been developed and approved by the State, they have had sufficient enrollment the first term they were offered. Northeast has designed the course rotation so students can complete the sequence in a semester or longer.

Adequacy of Resources:

Northeast Community College already has the necessary faculty on staff to deliver the Drug and Alcohol Certificate due to the existing Associate of Arts Human Services concentration.

Northeast employs two full-time faculty and four adjuncts who are credentialed to teach Human Services coursework. All possess a minimum of a master's degree in the field and most have additional credentials such as Licensed Mental Health Practitioner (LMHP), Certified Professional Counselor, and/or LADC. Northeast Human Services faculty are either current practitioners or have been in the recent past. At this time, no additional faculty are needed. Due to the online delivery of the certificate, additional faculty can be easily recruited if the demand exceeds the current offerings.

This certificate has been designed for online course delivery and does not require classrooms or other facilities. Northeast has the necessary technology infrastructure (i.e. learning management system, student portal, online library resources, etc.) to deliver the certificate program entirely online.

Budget projections for the Drug and Alcohol Counseling Certificate are attached. A cost center already exists for Human Services as a concentration for the Associate of Arts. The expense of any additional coursework added under the cost center will be based on enrollment which will generate revenue to offset the expense.

Avoidance of Unnecessary Duplication

Northeast Community College's coursework is offered online making it convenient for those who are employed. The total credit hours of the proposed certificate coursework from Northeast is 19 credit hours which includes specific industry-knowledge coursework and our college expectation of general education course competencies. Additionally, the coursework required can be applied towards an Associate of Arts Degree with a concentration in Human Services and may be accepted for transfer to four-year institutions.

Other education providers approved by DHHS include Central Community College, Chadron State College, Doane University, Metropolitan Community College, Peru State College, and Western Nebraska Community College. Southeast Community College and University of Nebraska at Kearney have been approved to offer some of the coursework. Bellevue University and Training for Addiction Professionals offer non-credit coursework.

Southeast Community College offers a certificate with courses for the PLADC; however, they have not received approval from DHHS for all of the required educational components of the PLADC at this time. Western Nebraska Community College's catalog states that a certificate is under development. With the demand for the online coursework by prospective students and the advantage of the coursework laddering into our associate degree program, a certificate program at Northeast Community College is not be an unnecessary duplication of programs.

Consistency with the *Comprehensive Statewide Plan for Postsecondary Education*:

The Northeast Drug and Alcohol Counseling Certificate aligns well with many of the major goals of the Comprehensive Statewide Plan for Postsecondary Education. It has been designed with access as a primary focus. The online delivery, eight-week course rotation, and flexible full- or part-time options increase the access to all Nebraskans seeking entry level employment, transfer opportunities, continuing education, or job-upgrading. Drug and Alcohol Counseling Certificate graduates will have the educational knowledge necessary to pursue their Provisional Drug and Alcohol License in Nebraska filling local and state workforce needs. The certificate can serve as a credential that ladders into a degree, further leading to additional employment opportunities.

All Northeast online courses follow common design standards to ensure quality. The Drug and Alcohol Counseling Certificate curriculum was developed by faculty through collaboration with DHHS, counseling practitioners, and transfer institutions. Northeast has also made HUSR 1010 – Introduction to Human Services and Counseling available at the dual credit tuition rate to early college students interested in pursuing counseling careers.

Although there are other providers of similar courses across the state, Northeast’s certificate is structured well to provide students with the right pedagogy at a competitive cost and in an accelerated online format which fits well into our service area constituents’ needs for credential-based certificates and degree laddering options. The entire proposed certificate is approved by DHHS to meet the educational component of the PLADC. Northeast’s addition of the Drug and Alcohol Certificate will provide affordable, accessible, high quality education in a high demand field while enhancing statewide goals for education.

**TABLE 1: PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM
Drug and Alcohol Counseling Certificate**

	FY2020-21 Year 1		FY2021-22 Year 2		FY2022-23 Year 3		FY2023-24 Year 4		FY2024-25 Year 5		Total	
	FTE	Cost	FTE	Cost *	FTE	Cost						
Personnel												
Faculty ¹	0.57	\$25,980	0.9	\$26,732	0.9	\$27,482	0.9	\$28,234	0.9	\$28,986	0.9	\$137,414
Professional ²											0	\$0
Graduate assistants											0	\$0
Support staff											0	\$0
Subtotal	0.57	\$25,980	0.9	\$26,732	0.9	\$27,482	0.9	\$28,234	0.9	\$28,986	0.9	\$137,414
Operating												
General Operating ³		\$330		\$340		\$350		\$360		\$370		\$1,750
Equipment ⁴												\$0
New or renovated space ⁵												\$0
Library/Information Resources ⁶												\$0
Other ⁷												\$0
Subtotal		\$330		\$340		\$350		\$360		\$370		\$1,750
Total Expenses	0.57	\$26,310.00	0.9	\$27,072.00	0.9	\$27,832.00	0.9	\$28,594.00	0.9	\$29,356.00	0.9	\$139,164.00

CCPE; 11/19/08

*Costs anticipated in years 2, 3, 4, and 5 are projected for growth with interest and demand.

TABLE 2: REVENUE SOURCES FOR PROJECTED REVENUE - NEW INSTRUCTIONAL PROGRAM

Drug and Alcohol Counseling Certificate

	FY2020-21 Year 1	FY2021-22 Year 2	FY2022-23 Year 3	FY2023-24 Year 4	FY2024-25 Year 5	Total
Reallocation of Existing Funds ¹						\$0
Required New Public Funds ²						\$0
1. State Funds						\$0
2. Local Tax Funds (community colleges)						\$0
Tuition and Fees ³	\$47,952	\$56,544	\$65,052	\$66,960	\$76,506	\$313,014
Other Funding ⁴						\$0
1						\$0
2						\$0
3						\$0
Total Revenue ⁵	\$47,952	\$56,544	\$65,052	\$66,960	\$76,506	\$313,014

CCPE; 11/19/08