

**CLASSIFIED STAFF NEEDS ASSESSMENT APPLICATION**  
**Fall 2016**

Name of Person Submitting Request:	<b>Melinda Moneymaker Dept. Chair</b>			
Program or Service Area:	<b>Human Services</b>			
Division:	<b>SS, HD and PE</b>			
Date of Last Program Efficacy:	<b>Full efficacy 2013, CTE mini 2015</b>			
What rating was given?	<b>Continuation</b>			
Current Number of Classified Staff:	FT:		PT:	<b>X</b>
Position Requested:	<b>1 part-time Professional Expert / Training Specialist position</b>			
Strategic Initiatives Addressed: (See <a href="http://www.valleycollege.edu/about-sbvc/office-of-president/college_planning_documents/documents/strategic-plan-report-working-doc-8-25-15-2.pdf">http://www.valleycollege.edu/about-sbvc/office-of-president/college_planning_documents/documents/strategic-plan-report-working-doc-8-25-15-2.pdf</a> )	Access and Student Success			

Replacement  Growth

If you checked replacement, when was the position vacated? \_\_\_\_\_

1. Provide a rationale for your request. (Explain, in detail, the need for this position.)

The fields of Human Services and Substance Use Disorder Counselors are changing and we are seeing a possible merger between mental health and substance abuse fields, into a more comprehensive behavioral health model. Addiction counselors are now working alongside physicians, nurses, psychiatric treatment professionals in a variety of medical and behavioral health settings, and with 60-80% of the population being treated having both a substance use disorder and a clinical diagnosis, there is a call for a higher level of education and new jobs being created in this field. The changes in the industry bring a possibility of new training methods, new job opportunities in the market, perhaps even the creation of a new vocational certificate here at Valley College. In addition, we are seeing CID courses in development from a state level for addiction studies, and the development of a career pathway from Certificate, to AA degree to BA degree to MA degree (LFMT) and (LCSW) clinical counselors seeking state certification in Addiction Studies and possible licensure at a Master's level in State for Addiction Counselors, thus creating a parity in these professions, including an increase in pay, employment and positions within the field. The Human Services / Social Work being reviewed at this time for finalization as a TMC, with articulation to Cal State Fullerton.

The professional expert / training specialist can assist and support the above mentioned growth and industry changes by assisting the department faculty and students, providing research and information on new job opportunities, training methods around new trends in job market, and curriculum alignment changes in the fields of the helping professions. This position could also assist with outreach to community providers and High Schools to help to create and market a clear pathway for students completing certificates to enter the workforce, and / or completing the AA degree and preparing for transfer.

Working as a liaison with faculty, students, advisory committee, and community partners the Professional Expert / Training Specialist would be a key assist in the department to help bridge our programs into the new model of the helping professions, and create opportunities for future employment of our students.

2. Indicate how the content of the department/program's latest Efficacy Report and/or current EMP supports this request and how the request is tied to program planning. *(Directly reference the relevant information from your latest Efficacy Report and/or current EMP in your discussion.)*

Retention rates on our program have remained consistent over the last year, 92% and our success rates have increased by 3% over last year, (EMP 2015/2016). This in part is due to aligning our curriculum to industry standards and providing a clear path way for students to enter the workforce. The projection for employment and growth in this field over the next few years, job outlook 2014-24 shows a growth of 22%, according to the Bureau of Labor Statistics Occupational Handbook, <http://www.bls.gov/ooh/community-and-social-service/substance-abuse-and-behavioral-disorder-counselors.htm>

The FTEF and WSCH reflect the trend across the college, with enrollment. Fewer students may be attending but more are completing, passing the state exam, and finding employment. Our goal with this proposal is to increase our enrollment in our efficient program, utilizing the professional expert to assist in outreach efforts to the High Schools and community partners, research new trends and training techniques, and help assist with further curriculum alignment. Faculty load for this program is 5 full time Faculty, based on FTEF of 10.83, (EMP 2015/2016). In order to increase enrollment, maintain efficiency and student success in our program, enhance our program with the changes coming in industry standards to meet the need for higher level of certified and degreed individuals in both Human Services and Alcohol and Drug studies, we need the assistance of this professional expert to assist the current faculty in the department.

3. Indicate any additional information you want the committee to consider *(for example, regulatory information, compliance, updated efficiency, student success data, planning, etc.)*.

Social work and Human Services is underway with a draft model curriculum open for vetting. <https://c-id.net/degreereview.html> as the fields of clinical social work and human services are merging under Behavioral Health. The development of a course transfer degree in Addiction Studies is also in course descriptor process from a State level. The job market is calling for higher education, Bachelors Degree or Masters Degree is all ready a National Standard. California Alcohol and Drug Educators (CAADE) our existing regional accreditation board for community colleges Drug and Alcohol certificate programs , is all ready preparing for these changes by implementing the National Standards of SAMHSA's Career Ladder in current certification process for all Substance Use Disorder Counselors in the field, <http://caade.org/catc-tiers> and is working at a State level to create a pathway from certification to licensure in the field of Addiction Studies. In preparing for this and in creating a new certificate "Behavioral Health Technician Certificate" we are building a strong workforce relevant to the industry standards in the fields of Human Service, Substance Abuse and Behavioral Healthcare.

4. What are the consequences of not filling this position?

This position has been funded, (part time professional expert), in the past by Perkins funding, and will not be funded going forward with that funding source. We are submitting this as part of our strong workforce application, but have no guarantee that it will be funded. Without this position we will stay in maintenance and survival mode, and with the industry changes mentioned above this is a time for the department to be in growth mode. As a result if not funded we will experience a loss of valuable research which could enhance our existing programs, outreach to help increase enrollment and expand community partnerships, and possible future jobs and opportunities for our students.