



NORTHWEST INDIAN COLLEGE

2016 COMMUNITY NEEDS REPORT

Department of
Institutional Research

NORTHWEST INDIAN COLLEGE

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1. Participants were asked to choose 5 programs that they believe would most benefit the community at the Baccalaureate level.

Behavioral Health

- This was the most popular option among our participants with a **50.2%** favor response.
- A Bachelor's in this field will teach students the knowledge they need for careers that support individuals and communities in managing mental health and other health issues. Course work involves studies in psychology, counseling and rehabilitation.

Common Career Options:

- Mental Health Technician
- Residential Treatment Specialist
- Health Services Manager
- Community Health Specialist
- Interested areas of concentration for our participants in this area include Intensive Chemical Dependency and Indigenous Public Health.

NORTHWEST INDIAN COLLEGE
X w l e m i E l h > T a l > N e x w S q u l



SUMMARY

Guided by the mission statement: Through education, Northwest Indian College promotes indigenous self-determination & knowledge. The purpose of the community needs survey is to identify the most important needs in the tribal communities we serve. These results will inform the planning of the new 7-year plan and help NWIC continue and develop and strengthen its programs and services.

Social Work

- Social Work was the second most popular among participants with a **46.6%** favor response.
- This program also known as a B.S.W., prepares graduates for generalist entry-level work, and direct service positions. The bachelor's degree in Social Work normally takes four years to complete, and includes both in-class coursework and supervised field experience. You can expect courses in:
 - Social Work Practice
 - Issues in Social Welfare
 - Oppression
 - Diversity and the struggle for human rights
 - Promotion of social and economic justice
 - Social welfare policy
 - Social Work Practice
 - Social Research Methods
 - Human Behavior Theory
 - Liberal Arts Electives may include psychological studies, cultural anthropology, sociology, and biology.



Nursing

- Next was the Bachelor of Science in Nursing (BSN) with a **39.8%** favor response.
- A BSN is an academic degree in the science and principles of nursing. The course of study is typically three or four years. This degree prepares nurses for a wide variety of professional roles and graduate study. Course work includes nursing science, research, leadership, and related sciences that inform the practice of nursing. It provides the student with general education in math, humanities and social sciences.
- An undergraduate degree affords opportunities for greater career advancement and higher salary options. It is often a prerequisite for teaching, administrative, consulting and research roles.

Computer Technology

- Computer technology was fourth on the list with a **38.5%** favor response.
- A computer technologist designs and implements software and hardware that allows all areas of business, banking, communication and entertainment. Because of how important computers are to life and industry, a Bachelor's of Science in Computer Technology (BSCT) degree is very marketable and would have many possible applications.

Possible sectors for applications of the BSCT degree include:

- Any large organization such as banks, financial institutions, retail chains and universities.
- Manufacturers
- Local, state and federal government
- Computer companies and vendors
- Research laboratories and institutions
- Areas of concentration interest include Cyber Security, System's administrator & Networking.



Mental Health Counseling

- Finally Mental Health Counseling was considered to be the next program of study with a **38.0%** favor response.
- Most undergraduate degree programs require a blend of science and liberal arts courses. You will typically have chosen your track – whether that's psychology, education, sociology and be ready to take your electives by your junior year.

Examples of Core Courses:

- General Psychology
- History & Systems of Psychology
- Life Span Human Development
- Theories of Personality
- Abnormal Psychology
- Elements of Clinical Psychology
- Statistical Reasoning

There was also written responses to this question with ideas and recommendations outside of the programs listed. These include:

Tribal Law & Administration

- This became a broad category with many recommendations pertaining to similar fields. This part of the survey totaled **1.14%** of our participants. These sub categories include:
 - Criminal Justice
 - Public Administration
 - Political Science
 - Criminology
 - Tribal Finance
 - Business Management & Sovereignty
 - Government Financial Literacy
- Written responses & recommendations below the 2.0% mark at the Bachelor's level include:**
- Tribal Law & Administration – **2.61%**
 - Community Psychology – **0.81%**
 - Technical Programs (Welding, Automotive, Culinary Arts, Architectural Design) – **0.65%**
 - Accounting (Finance, Math) – **0.49%**

2. Participants were asked what 5 degree programs would most benefit their community within the Graduate (Master's Degree) & Professional (PhD, JD, MD) levels.



Business Administration

- Business Administration was the most popular with our participants at the graduate level with a **60.9%** favor response.
- In general MBA programs are structured around specific core courses, and often in the programs first year, students acquire both a working knowledge of management functions and the analytical skills needed to practice them. After the first year, many full-time students seek internships and in the second year, students pursue elective courses, which often go towards a specialization.

Common Career Options:

- Business Analyst or Strategist
- Business Development Analyst, Associate, or Manager
- Director (of a department)
- Entrepreneur/Founder
- Financial Analyst
- Management Consultant
- Marketing Associate, Analyst, or Manager
- Portfolio Manager
- Project, Product, or Program Manager
- Operation Analyst, Associate, or Manager



Social Work

- Similar to question #4 about prospective Bachelor Degrees, Social Work came in second with our participants with a **50.3%** favor response.
- The **Master of Social Work (MSW)** is a professional degree with specializations compared to a **Bachelor of Social Work (BSW)** MSW promotes macro-, meso- & micro aspects of professional social work practice, whereas the BSW focuses more on direct social work practices in community, hospitals (outpatient & inpatient services) & other fields of social services.
- Most MSW programs allow students to choose a clinical or direct practice track, which focuses on direct practice with clients, or a macro practice track, with a focus on political advocacy, community organizing, policy analysis and/or human services management.

Common Career Options: (2010 Median Salaries per year)

- **Clinical Social Worker** (Clinics & Hospitals) - \$50,020
- **Medical/Public Health Social Worker** (Local Government, Health Care) - \$76,370
- **Hospital Social Worker** (Outpatient Services, Hospice & Palliative Care) - \$55,460
- **Psychiatric Social Worker** (Health Care, HR, Schools, Psychiatric Hospitals) - \$65,170
- **Managers & Administrators** (Health Care, Public Welfare, NPOs, Fund Raising) - \$62,460
- **Public Policy & Politics** (Policy Making & Advocacy, Lobbyist, Field Organizer) - \$58,260
- **Rehabilitation** (Hospital & Nursing Care Facilities) \$41,860
- **Mental Health & Substance Abuse** (Hospital) - \$48,010, Psychiatric & Substance Abuse Specialty Hospitals - \$47,710, Local Government - \$45,210, Outpatient Services - \$36,740, Individual & Family Services - \$36,740
- **Educators & Researchers** (Colleges, Government & Private Institutions) - \$50,000



Law (Professional Level)

- Law was the next program of interest as well as one of the broader fields that our participants chose. Particularly areas of Tribal Administration and Criminal Justice. It earned a **45.23%** favor response.
- **Masters of Laws** is a post graduate degree, also referred to as an **LLM** Degree. (LL.M is from the Latin “Legum Magister”, meaning “Master of Laws.) LLM degrees can be earned in Tribal Law & Governance and is designed to provide attorneys, judges, and law professors with both academic and practical training in the areas of tribal law, federal Indian law, traditional forms of governance, and policy within the federal, state, and tribal structures through its program of study.
- A **Master of Public Administration** in Tribal Governance focuses on structures, processes and issues specific to tribal governments. The concentration is also appropriate for those working with governmental or other organization in a liaison role with tribal governments.
- Earning a **Master’s in Criminal Justice** can open doors to career advancement and wider employment opportunities in the criminal justice field. Criminal justice professionals fill vital roles in society, from law enforcement and homeland security to forensic science, policy research and law. Graduate study equips students the problem solving analytical skills needed to address the complexities of the modern justice system; the degree is also a route to leadership positions. Students can choose to concentrate in a number of areas including, investigation, crime prevention, terrorism, counseling, system analysis and law.
- Common jobs in criminal justice include, Criminal Profiler, Director of Court Services, Criminologist, U.S. Marshall, FBI Agent, Forensic Psychologist, College Level Professor, Federal Probation Officer, and Criminal Justice Management.



Environmental Science

- Fourth on the list is environmental science with a **43.4%** favor response.
- As a field of study, environmental science is interdisciplinary. Environmental graduate degrees integrate physical, biological, and information sciences such as ecology, physics, chemistry, oceanology, meteorology, and biology to learn about the environment or solve environmental problems. Environmental scientists are problem solvers, and research environmental and health problems to determine their causes and come up with solutions, such as protecting the environment, or cleaning up pollution.

Potential Career Options Include:

- Agricultural Engineer
- Anthropologist
- Archaeologist
- Bioinformatics
- Climatologist
- Ecologist
- Entomologist
- Geographer
- Hydrologist
- Marine Biologist
- Meteorologist
- Molecular Biologist
- Oceanographer
- Paleontologist
- Seismologist
- Wildlife Biologist
- Zoologist



Educational Leadership

- Lastly Educational Leadership was the next program of interest with a **35.7%** favor response.
- Individuals with a Master's Degree in Educational Leadership are qualified for such positions as superintendent, principal, department chair, and curriculum developer, dean of instruction, program administrator, education specialist, and director of an academic division.
- Educational Leadership studies at the graduate level vary by concentration. Courses may include topics in professional development and leadership, school finance and law, strategic and organizational planning, adult learning, community relations and student affairs. Internships and research activities may also be a part of the programs curriculum. These exercises are designed to sharpen a student's management, communication, organizational and problem solving skills in a real-world environment.



Written responses & recommendations below the 1.0% mark at the Master's level include:

- Environmental Engineering – **0.65%**
- Engineering – **0.49%**
- English (Literature) – **0.32%**
- Nursing – **0.32%**
- Accounting (Finance) – **0.32%**

3. Participants were asked about continuing Education Unit courses (CEUs), workshops or conferences that are a unit credit equal to 10 hours of participation that they would like to see offered. These courses are non-academic and are designed to promote self-sufficiency and wellness for Indigenous people through culturally grounded, multi-generational and holistic programs. Examples of current CEU courses are: Financial Literacy, Traditional Plants/Foods & Cultural Arts. Participants were asked to identify 3 areas of interest that would meet future community needs.



Addiction/ Recovery Education

This category had the highest favor response with a **79.22%** of participants interested in the subjects. This area contained a variety of topics in the field such as Behavioral Health, Domestic Violence, General Recovery & Self Care & Wellness. Heroin and particularly methamphetamines have been a growing and rampant problem in recent years on the Lummi reservation and continues to get worse. According to our recent surveys, interest in Behavioral health and Chemical Dependency have been at the top of the list in what the community is looking for in education. Considering the increasing rise in drug use, these findings verify these problems indefinitely and the rising concern from the public to raise awareness on this issue.

Diabetes Education

Diabetes education has a substantial favor response with **64.6%** participants interested in the course. Diabetes is long standing problem for Native Communities and education about its impact and how it can be treated is critical to the overall health of the community. There have been efforts to raise awareness about traditional and local foods, nutritional education, and promoting sovereignty in the food acquisition and preparation through efforts from Washington State University and Northwest Indian College. Offering a CEU through NWIC would assist in the continuation of educating the community about this problem.

Teen Parenting

This was the next area of concern among participants with a **52.7%** favor response. Lummi Nation School has made progress of helping youth do better in school in the last 6 years. Since creating the teen pregnancy center, the school has assisted teen mothers finish school while caring for their new babies, and making sure the kids entering kindergarten are able to read. With the possibility of starting a CEU course in this area, NWIC can assist with the progress made by Lummi Nation School.



There were many written recommendations for what participants wanted to see offered as far as CEUs and workshops. These options were below the 5% mark but still listed in our results.

- Traditional plants & food (Nutrition) - **4.15%**
- Cultural Education - **1.49%**
- Computer Technology (3D Printing, Laser Engraving, CAD Programming, Networking.) – **0.83%**

4. NWIC supports an environment for increasing the indigenous body of knowledge through scholarship and research. Examples of current research projects are: Witnessing our future suicide prevention, climate change vulnerability, and Early Childhood Education Restorative Teachings. Participants were asked to identify 3 areas of interest that would meet the community need.



Behavioral Health

- Again this continues to be a trending topic of interest and concern among the community. It tops the list with an **80%** favor response and further illustrates the rising threat these issues have become. There are many community members suffering from emotional trauma, grief, depression, anxiety disorders and particularly addictions to various substances. Behavioral Health is a critical ingredient to the overall condition of the community and there has been a strong calling for more effective methods to treat these problems.

Indigenous (e.g. Language Restoration)

- This subject gathered a **65.1%** favor response. Language restoration is essential in the preservation of Native culture and around the world revitalization efforts increasingly involve community-led, community based partnerships or collaborations between communities and linguists. The effects of colonization, and especially of the residential school era, interruption resulted in loss of identity and culture, and ways of living, but like many indigenous people around the world, Coast Salish people are working to reclaim their languages and make them alive again.

Environmental (e.g. Climate Change)

- Washington is experiencing changing climate conditions that bring significant risks to human health, our forests, agriculture, freshwater supplies, coastlines and other resources that are vital to our economy, environment and quality of life. Fish, wildfire and natural systems are facing increased stress, certain habitats and species like cold water fish are facing the alteration of natural patterns such as animal migrations or flower blooms, as well as the presence of pests and invasive species. Interest in this area reached a **61.6%** favor response.



Other fields of interest for this question include:

- Economic Development
- Political Science
- Leadership
- Law Enforcement
- Mechanical Engineering
- Parenting
- Tribal Government

5. Participants were asked to choose from 3 areas of interest that would meet the future community need.



Victim Advocacy (Domestic Violence, Victim of Crime or Child Advocacy) (1-year Certification)

- Victim advocacy is a service that is available to all crime victims. These professionals help support victims during their time of need, and may help them with such things as emergency care, basic needs, navigating the justice system, finding legal representation, and finding help for mental and emotional problems a crime.
- This program scored the highest for this question with a **51.9%** favor response.
- Although it is not mandatory, some victim advocates may want to become certified, and since certification can lead to more job opportunities and higher wages. To gain certification, advocates must contact the National Organization for Victim Assistance. This organization offers different levels of credentials for advocates, depending on their levels of experience and education.

Certified Nursing Assistant

- Certified Nursing Assistants (CNAs) provide intimate, hands-on healthcare to patients in medical settings, helping with bathing, dressing and the basic activities of life.
- While CNAs can be found in hospitals, the majority of them work in nursing and residential care facilities, where CNAs interact with patients on a regular basis and get to know them personally.
- These days' job prospects for CNAs are bright. The U.S. Bureau of Labor Statistics (BLS) estimates that the demand for the profession will rise at a rate of 17% through 2024, much faster than the typical job growth. As the population ages, demand for round the clock personal services is on the upswing.

- The BLS estimates that a median income of \$25,090 for CNAs in its 2016-17 Occupational Outlook Handbook, but your earnings will vary according to where you live; the BLS found that the top 10 percent of nursing assistants earned more than \$36,000. By taking on more training, CNAs can move into higher-paying roles as licensed practical nurses or registered nurses.
- You must take a competency exam and most certifications last 12 weeks or less.
- This program scored a **50.4%** favor response among our participants.

Computer Science (Associate Level)

Major-area requirements of an Associate degree in computer science include calculus, database management, and programming and data structures. These core classes allow students to develop a solid background needed to be successful in the workforce, and the ability to continue their education.

An example for what the course schedule for this program might look like is:

- Introduction to Computer Science and Programming
- Object Oriented Programming
- Introduction to Assembly Language Programming
- Data Telecommunications & Computer Networks
- Discrete Mathematics
- Applied Calculus

Entry Level Salaries

Career	Entry-Level salary with High School Diploma	Entry Level Salary with Associate Degree
Computer Support Specialist	\$27,930	\$34,930
Web Developer	\$55,500	\$62,500
Computer Programmer	\$28,500	\$35,000

- An Associate's in Computer Science is a great opportunity to improve marketability and kicks off a technology based career. This degree opens many doors, and potential jobs typically pay more for those with a degree.
- This program scored a **43%** favor response with our participants.

- **There were several other programs that scored a decent amount of response from our participants. These include:**
 - Paraprofessional Teacher Education (Associate Level – **42.3%**)
 - Marine Outboard Maintenance (Workforce Education) – **30.7%**
 - Dental Health Aid Therapist (Workforce Education) – **30.3%**
 - Certified Nurse’s Assistant (Workforce Education) – **29.0%**
 - Facilities Maintenance (Workforce Education) – **21.2%**
 - Forestry (Written Recommendation) – **0.16**

6. We asked participants to rate the following challenges that they may face in pursuit of higher education.

Answer Options	Very High	High	Neutral	Low	Very Low	Rating Average	Response Count
College Readiness (i.e. English, computer, math)	180	245	112	24	3	1.98	564
Housing	127	210	156	42	9	2.26	544
Childcare	185	229	107	26	11	2.01	558
Transportation	124	213	166	36	9	2.26	548
Financial need (i.e. unmet need, unfamiliar with)	264	170	82	30	6	1.81	552
Technology (i.e. lack of online accessibility)	121	210	162	46	17	2.33	556
Learning disability	74	171	243	48	15	2.56	551
Physical disability	33	95	292	96	29	2.99	545
Job Readiness	116	212	179	34	10	2.29	551
In recovery	124	201	185	20	13	2.26	543
Unfamiliar with college application process	173	218	123	30	8	2.06	552
Lack of family support	127	205	177	34	14	2.29	557
Other (please specify)							40
						<i>answered question</i>	569
						<i>skipped question</i>	103

Written responses for this question include:

- **Poor Advising – 1.58%**
- **Poor Scheduling for Courses – 0.70%**
- **Lack of Motivation – 0.70%**
- **Lack of Self-Worth – 0.52%**
- **Lack of Self-Discipline – 0.52%**
- **Personal Issues – 0.52%**