



NORTHWEST INDIAN COLLEGE

2016 COMMUNITY NEEDS REPORT

Office of Institutional Research

SUMMARY

The community needs survey will help us identify the most important needs in the tribal communities we serve. The results of the survey will inform the planning of the new 7-year Strategic plan, help NWIC continue to develop and strengthen programs and services, and determine resource allocation necessary to achieve our strategic plan and fulfill our mission. The survey was distributed online and in paper format to NWIC constituents that include: students, staff, faculty, and community members. The survey was delivered using survey monkey and printed for optimal distribution. We got 672 responses in which we followed up with focus groups to probe deeper into the data.



NWIC MISSION:

*Through
education,
Northwest
Indian College
promotes
indigenous
self-
determination
and
knowledge.*

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 give students the foundation they need for a career in managing mental health services and other behavioral 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.

SOCIAL WORK

- Social Work was the second most popular among participants with a **46.6%** favor response.
- A B.S.W. program will teach students the fundamentals they need to qualify for entry level employment within this field. This degree program typically takes four years to complete. 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 specializes in the science of nursing. This degree program usually takes three to four years to complete.
- This undergraduate degree will set up the foundation for future advancement within this field and provides opportunities within a variety of different roles.

COMPUTER TECHNOLOGY

- Computer technology was fourth on the list with a **38.5%** favor response.
- Computer Technology has a vast amount of applicability in a large variety of fields such as business and communication. Computers are very crucial to the daily operations of any organization and a degree in this field would provide many types of job opportunities.

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.

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 were also written responses to this 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.
- MBA programs have specific areas of emphasis particularly in accounting, marketing and entrepreneurship. It is a very popular program of study since it can provide students with a wide range of business expertise that can be useful in a number of various occupations.

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

- Social Work came in second with our participants with a **50.3%** favor response.
- The **Master of Social Work (MSW)** is a professional degree that can be a continuation of a **Bachelor of Social Work (BSW)**
According to the Bureau of Labor Statistics (BLS), with 20 percent employment growth projected over the next decade, the highest paying careers in Social Work are:
 - **Substance Abuse Counselor - \$38,000**
 - **Marriage & Family Therapist - \$45,700**
 - **Clinical Social Workers - \$48,010**
 - **Health Care Social Workers - \$51,000**
 - **School Counselor - \$53,000**
 - **Medical Social Workers - \$53,400**
 - **Community Program Administration - \$57,950**
 - **Social Work Teachers - \$71,000**

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.
- Degree programs in **Tribal administration** involve courses in leadership & ethics, federal Indian law, tribal management, business courses in finance and accounting, and principles of tribal sovereignty. Students interested in becoming tribal leaders must learn these principles to begin a career in tribal administration and governance.
- **Criminal Justice** is a very expansive field to enter into and very competitive. Common areas in this program can involve Emergency Management, Homeland Security, Cyber Security and Public Policy. According to *criminaljustice.com* careers in this field are on the rise. A 2020 outlook predicts police force hiring to increase 5% and forensic science careers to increase 6%.

ENVIRONMENTAL SCIENCE

- Fourth on the list is environmental science with a **43.4%** favor response.
- Students in an environmental science program will cover many information sciences in chemistry, biology and physics to establish ways to solve environmental concerns. By doing research and diagnosing environmental problems, students will learn the principles of this science and address issues regarding pollution and environmental protection.

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.
- Educational Leadership is a program of study that teaches its students the basics of school policy, procedure, and reform at the institutional level. Its main purpose is to maintain and guide student academic progress and faculty efficiency.
- 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

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

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.

- 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.

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

BEHAVIORAL HEALTH

- Again this continues to be a trending topic of interest and concern among the community. It tops

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.

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.

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.

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.

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

Other fields of interest for this question include:

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

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

- A Certified Nursing Assistant (CNA) has the crucial tasks of assisting their patients with their daily needs such as personal hygiene, monitoring vital signs and providing overall comfort.
- CNAs are known to work in hospitals but many choose to work at patients' private residences. This gives the patient the opportunity to live at home while still having their needs taken care of. CNAs that choose this approach will get to know their patients personally and will work primarily from the patient's home.
- 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

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

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%**

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%**