

SUBSTANCE ABUSE COUNSELING



COMPREHENSIVE

REPORT OF PROGRAM DATA

AY18-19 to AY20-21

July 1, 2018 through June 30, 2021



UNIVERSITY of HAWAII®
HAWAII
COMMUNITY COLLEGE

1. Program or Unit Description

A 20-credit Certificate of Competence in Substance Abuse Counseling is offered for students interested in a career in substance abuse counseling. Credit and non-credit courses are offered for in-service substance abuse, human service, and criminal justice professionals seeking to develop and/or upgrade their skills in working with individuals and families who suffer as a result of chemical abuse or dependency. Students who successfully complete these courses are eligible to receive additional studies and/or fieldwork hours that can apply towards obtaining a State Substance Abuse Counseling Certificate as required by the State of Hawai'i Department of Health Alcohol and Drug Abuse Division (ADAD), the National Alcoholism and Drug Abuse Counselor Credentialing Board, and the International Certification and Reciprocity Consortium. Students completing the CC in Substance Abuse Counseling along with an associate's degree are eligible to receive 2,000 hours toward the ADAD Substance Abuse Certification.

The target student or service population are students that are interested in substance abuse, behavioral disorders and mental health. The program is designed to support students that are interested in working in underserved areas with people experiencing Substance Use Disorders (SUDs) and populations needing behavioral health services. It is also for those students needing to renew their state certification as a Certified Substance Abuse Counselor (CSAC).

2. Analysis of the Program/Unit

[UHCC Annual Report of Program Data \(VARPD\)](#)

The Overall Program Health status of the Hawaii Community College Substance Abuse Counseling Program is **Cautionary**.

The Demand Indicators show that statewide new and replacement positions are in a steady decrease from 220 positions in 2019 to 195 in 2020 and, in 2021, only 126. In Hawaii County there were 15 new and replacement positions prorated for 2021. Per the Standard Occupational Classification (SOC), the SUBS program strengthens the work force of Substance Abuse, Behavioral Disorder, and Mental Health Counselors. There are also many paraprofessional positions in the human and social services field that benefit from students with substance abuse knowledge and certifications. There were 9 students that declared SUBS as a Major with 6 students identifying as Native Hawaiian. The majority of the students are part-time students (89%). The strength in the program is that there were 11 courses taught with no BOR Appointed faculty.

Another strength is that the program attracts non-program majors to SUBS classes such as students from Administration of Justice, Social Work, Nursing, and Human Services disciplines; these students recognize that in their line of work, understanding the

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substance abuser is critical. Some students have declared double majors, feeling that the Certificate in SA counseling will make their resume stand out.

This continues to demonstrate a general interest in finding out more about substance abuse and related drug usage and relating it to student's general knowledge, which will be beneficial for self-awareness or to their families and friends and community. A knowledge of alcohol and other drugs is beneficial for all other careers, such as education, medical and health fields, and counseling to name a few.

The Demand Health is rated as **Healthy**.

The Efficiency Indicators received an Efficiency Health rating of **Needs Attention**. In review of the past three years the average class size is 7 with a fill rate of 41%. There were 6 low enrolled classes in 2020-21 out of the 11 classes taught (54%). In 2018-19 the ratio was 13 out of the 16 classes taught were low-enrolled (81%) and in 2019-2020, 8 out of 12 classes were low-enrolled (67%). The SUBS program is a low-enrolled program with a cost per SSH of \$143.

As reported in previous reviews, due to the decrease in the number of program majors, there is a concentrated effort to scale back the number of offerings for each semester from 8 to 5 different classes. That increased the class size, but it still did not put them over the threshold of 10 students. The program limited the program offerings to only core courses to increase efficiency.

On the positive side, the Effectiveness Indicators for this period received an Effective Health rating as **Healthy**. In the three-year review period, the successful completion rate averaged from 75-92%. There was only 1 student withdrawal in 2020-21 and 6 Certificates awarded.

The Perkins Indicator was not met for the 1P1 Postsecondary Placement but was met for the 2P1 Earned Recognized Credential.

In this three-year review period only one student in 2019-20 transferred to UH-4-year.

In Spring of 2020, as a result of a system-wide HSER/SUBS PCC meeting, most of the CO required courses were reviewed and changes were submitted through Kualii to align course descriptions, course learning objectives and course topics with agreed upon system descriptions for SUBS 140, 248, 268, and 270.

Due to the COVID-19 Pandemic, all courses in the Spring 2020-21 were delivered by distance education, either synchronous or asynchronous modality. Covid-19 had a negative impact on students who needed to complete field work in their seminar course.

The program historical trend continues as a small enrolled program that nevertheless addresses a serious issue in our state and especially in Hawaii County. Hawai'i County is recognized to have a high ALICE (Asset Limited, Income Constrained, Employed), which

gives measurements showing a comprehensive and unbiased picture of financial hardship. Both ALICE and the Substance Abuse and Mental Health Services Administration (SAMHSA) annual National Survey on Drug Use and Health (NSDUH) show increasing numbers of Hawaii residents that regularly use marijuana, cocaine and heroin. There is also a major methamphetamine and fentanyl crisis being identified.

The program has no dedicated FTE BOR appointed faculty. A SSCI faculty member taught and coordinated the program for 3 credits reassigned time/year, but her load included other course offerings as well as SUBS. This faculty member retired in August of 2020.

Currently, the HawCC faculty and staff have no current CSAC employee and therefore have relied on lecturers to teach all the courses since Fall 2020. This is not cost effective for a small enrolled program although the lecturers are all qualified and experienced and are current community practitioners.

The Program did not apply for a Perkins grant.

3. Program Learning Outcomes or Unit/Service Outcomes

3a. List of Program SLOs

Program Learning Outcomes:

SUBS PLO1: Satisfy the addiction studies educational requirements for Hawaii State Department of Health Alcohol and Drug Abuse Division's (ADAD) Certified Substance Abuse Counselor (CSAC) and/or Certified Drug Prevention Specialist (CDPS).

SUBS PLO2: Identify and articulate medical, social, and/or psychological aspects of addiction.

SUBS PLO3: Apply the Twelve Core Functions of the Alcohol and Drug Abuse Counselor, and practice within the legal and ethical parameters of the substance abuse counseling profession.

SUBS PLO4: Perform basic individual or group counseling and interviewing/facilitation skills and reflect on personal values and issues that may enhance or interfere with effectiveness as a counselor.

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SUBS PLO5: Develop career plans for entry-level positions in substance abuse, criminal justice, and human services organizations that service substance abusing populations, or transfer to a 4-year college to continue education in SUBS related fields

3b. Program or Unit/Service Outcomes that have been assessed in the year of this

Annual Review:

SUBS PLOs 1, 3 and 4 were assessed in Spring 2020 through a CLO-based assessment of student artifacts from SUBS 270.

SUBS 131, 268 and 140 need to be assessed when taught again.

3c. Assessment Results

The last assessment showed that 75% of the 8 students either met (37.5% = 3 students) or exceeded (37.5% = 3 students) expectations. Two students, or 25%, did not meet expectations. This means the course is meeting its goal of students learning the 12 Core Functions required by ADAD (HI State Dept. of Health Alcohol and Drug Abuse Division) to become a Certified Substance Abuse Counselor. The results showed that the course does cover all 12 Core Functions and that the students have learned to apply them to cases either real or imagined. This shows the curriculum is strong and that the teaching is effective. However, the assessment showed that there is a need to simplify the CLOs and make the assessment more manageable by collapsing the 10 CLOs into one CLO as recommended by the system-wide PCC HSER/SUBS meeting held on Feb. 7, 2020 at the Pālanui campus. There also needs to be a further discussion by the program on making sure the assessment assignment meets ADAD guidelines to be applicable to the student's future in Substance Use Disorder work.

3d. Changes that have been made as a result of the assessment results:

As recommended in the system-wide Feb. 7, 2020 PCC HSER/SUBS meeting and the spring 2020 Assessment of SUBS 270, in December 2020 a Fast Track proposal was submitted via the Quali Curriculum system in which the 10 separate Core Function CLOs were integrated into two comprehensive CLOs for Fall 2021 implementation. Also, as recommended by the PCC at the Feb. 7, 2020 HSER/SUBS meeting, this Fast Track proposal revised the Course Description, Objectives, and Topics as agreed upon for system-wide alignment.

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No assessment or 20% review was done in 2021-22. The following SUBS courses were taught: 131, 132, 141, 294.

In Spring of 2020 and 2021, the discussions of the “hub and spoke” model and the further alignment of SUBS courses systemwide were shared, and direction is still needed.

In Fall of 2020, Leeward Community College received the Hawai'i Behavioral Health Training Institute (HBHTI) Scholarship Awards Grant and it included participation of Hawaii Community College and UH-Maui students in their program. The grant was written to address growing the state's workforce to help respond and combat the challenges of mental health and substance use. If accepted into the program, the HBHTI award would afford participants a scholarship and stipend to earn a Substance Abuse Counseling Certificate of Competence. In the Spring of 2021 and Fall 2021 HawCC referred students to participate in the program.

4. Action Plan

Based on findings in Parts 1-3, the following action plan for the SUBS program considers the previous reviews, current resources and future direction.

In August 2019, the coordinatorship of the program was switched out of AJ to a Social Sciences faculty member who was CSAC certified and could teach courses in the program. The intent was to nurture and support the program to help it fulfill its potential. It was also hoped that the faculty would be able to bring the curriculum, course review, and assessment current.

By continuing and increasing the Distance Education classes for SUBS, we will be able to serve more students all over our Hawai'i Island community. The program is also willing to open classes to other students in the UHCC system. Currently, Kauai CC continues its partnership with HawCC, and Kauai CC relies on our college to deliver the CSAC curriculum to serve their students' goal to become certified counselors.

COVID-19 provided additional challenges that restricted field work and seminar assignments. There needs to be efforts into recruitment for students from the community and various treatment facilities must resume. This was mentioned in the advisory council meeting.

It is important to note that demand for Certified Substance Abuse Counselors has skyrocketed due to the arrival of the COVID-19 pandemic in March 2020. Several CEOs of Substance Abuse Programs serving our community have written letters asking that we continue our program because of the increased community needs--notably from Big Island Substance Abuse Council and Bay Clinic, Inc. who started a new Substance Abuse Treatment program in late 2021. The program courses continue to

attract non-program students. Substance abuse is such a major problem not only in our

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state but worldwide, and this should be given a high priority in seeking out students to fill this need, as well as those employers who would hire them. As stated in our previous review, by 2028, the projected need for Substance Abuse Counselors will increase by 87.6%.

This SUBS program aligns with the College's Mission in that it provides workforce readiness in a greatly needed profession. Graduates of this program will be able to

serve all segments of our Hawai'i Island community as well as serve our sister campuses. However, without dedicated faculty the program will almost assuredly remain a low-enrolled program.

<https://hawaii.hawaii.edu/sites/default/files/assets/docs/strategic-plan/hawcc-strategic-directions-2015-2021.pdf>

5. Resource Implications -

*** ONE-TIME BUDGET REQUESTS ONLY ***

Detail any ONE-TIME resource requests that are not included in your regular program or unit operating "B" budget, including reallocation of existing resources (physical, human, financial).

*Note that CTE programs seeking future funding via UHCC System Perkins proposals must reference their ARPD Section 4. Action Plan and this ARPD Section 5. Resource Implications to be eligible for funding.

X I am NOT requesting additional ONE-TIME resources for my program/unit.

☐ **I AM requesting additional ONE-TIME resource(s) for my program/unit.**

Total number of items being requested: _____ (4 items max.)

***For each item requested, make sure you have gathered the following required information and all relevant documentation before you upload this Review; you will submit all information and attachments for your **Resource Request** as part of your Review document submission via the**

[Hawaii CC - Program & Unit Review Submission portal](https://hawaii.kualibuild.com/app/builder/#/app/60ef56c477b0f470999bb6e5/run)

<https://hawaii.kualibuild.com/app/builder/#/app/60ef56c477b0f470999bb6e5/run>

- ✓ Item Description
- ✓ Justification
- ✓ Priority Criteria (must meet at least one of the following):
 1. Ensure compliance with mandates and requirements such as laws and regulations, executive orders, board mandates, agreements and contracts and accreditation requirements.
 2. Address and/or mitigate issues of liability, including ensuring the health, safety and security of our Kauhale.
 3. Expand our commitment to serving all segments of our Hawaii Island community through Pāalamanui and satellite centers
 4. Address aging infrastructure.
 5. Continue efforts to promote integrated student support in closing educational gaps.
 6. Leverage resources, investments with returns, or scaling opportunities

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7. Promote professional development.

Category-Specific Information				
Equipment	Estimated Date Needed	Quantity / Number of Units; Cost per Unit	Total Cost (with S&H, tax)	On Inventory List (Y/N); Decal #, Reason replacing
Facilities Modification	Estimated Date Needed	Total Cost	Monthly/Yearly Recurring Costs	Utilities Required
Personnel Resource	Estimated Date Needed	FTE; Position Type; Position Title	Estimated Salary	Was an Existing Position Abolished? (Y/N); Position #
Professional Development	Estimated Date Needed	Have you applied before (Y/N); was it approved?	Professional Development Type	PD Details; Impact; Total Cost
Reallocation	Estimated Date Needed	Total Cost	Monthly/Yearly Recurring Costs	Reallocation Proposal

6. Optional: Edits to Occupation List for Instructional Programs

Review the Standard Occupational Classification (SOC) codes listed for your Instructional Program and verify that the occupations listed align with the program learning outcomes. Program graduates should be prepared to enter the occupations listed upon program completion. Indicate in this section if the program is requesting removal or additions to the occupation list.

☒ **I am NOT requesting changes to the SOC codes/occupations listed for my program.**

☐ **I am requesting changes to the SOC codes/occupations listed for my program.**

[O*Net CIP-SOC Code Look-up](#)

in the **Crosswalks box, choose "Education," then enter CIP number to see related SOC codes*

List below each SOC code for which change is being requested and include details of requested code deletions and/or additions. Include justification for all requested changes.

*All requested changes to the SOC codes/occupations listed for programs must be discussed with and approved by the Department/Division Chair.