



# PENINSULA COLLEGE

**STATE BOARD FOR COMMUNITY  
AND TECHNICAL COLLEGES  
NOVEMBER 2022  
STATEMENT OF NEED  
BACHELOR OF APPLIED SCIENCE  
DEGREE IN BEHAVIORAL  
HEALTHCARE  
PENINSULA COLLEGE**

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# Cover Page — Statement of Need

## Program Information

Institution Name: Peninsula College

Degree Name: Bachelor of Applied Science in Behavioral Healthcare

CIP Code: 51.1501

Name(s) of existing technical associate degree(s) that will serve as the foundation for this program:

Degree: Addiction Studies AAS/AAS-T

CIP Code: 51.1501

Year Began: 1995

Degree: AAS Medical Assisting

CIP Code: 51.0801

Year Began: 2002, although a similar program (Health Care Assistant Program) began in 1996

**Proposed Start Implementation Date (i.e. Fall 2014):** Fall 2023

Projected Enrollment (FTE) in Year One: 10

Projected Enrollment (FTE) by Year: 15 by 2024

Funding Source: State FTE

## Mode of Delivery

Single Campus Delivery: Peninsula College, 1502 East Lauridsen Blvd., Port Angeles, WA 98362

Off-site: Possibly via Zoom or similar at Forks and Port Townsend sites

Distance Learning: All courses will be delivered via Hyflex and/or via online modality option

## Statement of Need

*Please see criteria and standard sheet. **Page Limit: 20 pages***

## Contact Information (Academic Department Representative)

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## Chief Academic Officer signature

The Statement of Need must be signed. To sign, double click on the signature line below.

A handwritten signature in black ink that reads "Steven L. Thomas". The signature is written in a cursive style with a long horizontal flourish at the end.

Steven L. Thomas

Chief Academic Officer/Vice President of Instruction

11/3/2022

# Introduction

Peninsula College is pleased to present this Statement of Need for a Bachelor of Applied Science (BAS) Degree in Behavioral Healthcare. Washington State Labor Market Supply/Demand data show jobs remain unfilled in Jefferson and Clallam counties, Peninsula College's service area. Conversations with local authorities in the behavioral healthcare field indicate a high demand for employees holding bachelor's degrees. Many prospective BAS behavioral healthcare students in Peninsula College's service district are place-bound; traveling to another institution may take up to five hours each way and result in time away from jobs and families. A BAS degree in Behavioral Healthcare, offered locally at Peninsula College, will meet a need for the college's students and community and in serving low-income and students of color.

Peninsula College is more affordable than other institutions offering online degrees and can provide a variety of on-campus and virtual educational and local support services that enhance students' learning and success. Due to the college's large and unique geographic and demographic composition, Peninsula College has become skilled at providing flexible and supportive online, hybrid, Hyflex, and face-to-face course offerings and services to meet the needs of the communities served. Peninsula College has the experience, expertise, and infrastructure established to offer creative, innovative, and robust modalities to support students. Peninsula College delivers complex and rigorous curriculum to place-bound, time-bound, and traditionally underrepresented individuals in the service district and beyond. To meet the equity needs of diverse student populations, the college believes offering additional baccalaureate degrees, in combination with accessible modalities, will help bridge the gap between underserved and historically underrepresented students by providing equitable access and the means to achieve employment and earnings milestones that can truly enrich lives and advance prospects, including broadening opportunities for transfer into graduate programs. Additionally, Peninsula College has established relationships with local behavioral health clinics and centers, and is well positioned to assist students with internships, job placement, and additional support throughout their transition to local employment in behavioral healthcare.

Peninsula College aims to have a BAS Behavioral Healthcare degree that is affordable, and easily available for the community. This proposed degree fills a gap in the behavioral healthcare needs of the community and meets the affordability requirement for those seeking to attain this bachelor's degree. Since no BAS in behavioral healthcare is offered in our service district, the addition of this program increases access and opportunities for place-bound, working adults. In addition, this program meets the needs of Peninsula College associate degree graduates because it is non-duplicative and does not require students to transition to another institution outside the area. The proposed BAS in Behavioral Healthcare program is designed to build on and inform students in the Addiction Studies program and Medical Assistant program and other students with an interest in behavioral healthcare at Peninsula College.

## Criteria 1

## Relationship to institutional role, mission, and program priorities.

Peninsula College serves Clallam and Jefferson counties, with a service district covering a large geographical area more than 3,000 square miles that is primarily rural and semi-urban. There are large numbers of place-bound students living in this region.

The college's mission is to educate diverse populations of learners through community-engaged programs and services that advance student equity and success. Peninsula College is a destination of cultural and environmental diversity where the teaching and learning process is at the center of our mission, and academic excellence transforms students' lives and strengthens communities. Peninsula College accomplishes this vision by advancing student success, achieving academic excellence, fostering equity and inclusion, and strengthening communities.

Increasing the number of Bachelor of Applied Science (BAS) degrees offered locally is consistent with Peninsula College's mission, vision, and key strategic enrollment priorities. Increased opportunities for local bachelor's degree completion will create equitable pathways to high demand employment opportunities and increased family wages. Equity in access focuses on providing educational programs and services to meet the needs of the local communities, including developing pathways for students to achieve their educational and career goals, and offering students the ability to transition from an associate degree to a bachelor's degree without leaving the area. Equity in achievement is provided to serve large numbers of place-bound students living in this service district.

A local BAS degree in Behavioral Healthcare fills a gap in our local communities and meets the affordability requirement. The BAS in Behavioral Healthcare would be non-duplicative and would enable students to remain in their communities instead of transitioning to a distant institution. The program would meet the needs of Peninsula College's associate-degree holders who want to continue their education without the financial and time constraints of traveling nearly a hundred miles to the nearest four-year college or university.

This BAS degree in Behavioral Healthcare directly addresses the strong regional need in a diversified and place-bound location with difficult access to the I-5 corridor and universities. Peninsula College can provide an economical hybrid experience for our rural, low-income, and historically underserved students that results in a behavioral healthcare degree, while filling a need on the Olympic Peninsula.

## Program Description

Peninsula College is pleased to propose a Bachelor of Applied Science (BAS) degree in Behavioral Healthcare. Peninsula College is a regionally—and nationally—accredited college with a group of faculty and staff who serve students and their families with outstanding dedication and demonstrated expertise. In addition to a BAS degree in Applied Management, Peninsula College also offers associate transfer degrees, professional technical degree programs and training, basic education for adult learners, and a variety of other unique learning opportunities.

The proposed BAS degree in Behavioral Healthcare will meet a need not only for students but also for the community and regional employers. This new program has grown naturally from our

efforts to meet employer's and student' needs. This BAS degree will recruit new behavioral healthcare employees and attract them to the vital profession of behavioral healthcare for both Jefferson and Clallam counties, where employers have voiced a need for applicants with 4-year degree. Our current and former students also have repeatedly asked for an opportunity to continue their education in this area. The proposed BAS program will be designed to build on and inform students in Addiction Studies and Medical Assistant programs while preparing them to understand and demonstrate foundational critical thinking and leadership skills. Washington continues to experience a significant behavioral healthcare shortage, particularly evident in certain geographic regions. Peninsula College foresees a need that is only expanding, specifically in the college's service area, and is excited and eager to meet this challenge.

Furthermore, Peninsula College's unique geographic and demographic composition means online education is something that the college already does exceedingly well. With a current infrastructure already established, Peninsula College has experience and expertise offering courses in creative, innovative, and robust modalities, and can deliver complex and rigorous curriculum to place-bound, timebound, and traditionally underrepresented individuals in the college's service district and beyond. Offering additional baccalaureate degrees, in combination with accessible modalities, will work towards bridging the gap and supporting underserved and historically underrepresented students. Peninsula College will provide equitable access and the means to achieve employment and earnings milestones that can truly enrich lives and advance prospects, including broadening opportunities for transfer into graduate programs.

Peninsula's existing BAS degree in Applied Management is designed to meet the needs of working adults, and Peninsula College is positioned to continue to provide exceptional education, resources, and services, particularly in a multiple modality environment. By adding a BAS degree in Behavioral Healthcare, the college can deliver what students, community stakeholders and districts in the six tribal nations need.

## Proposed Program Outcomes

Industry professionals consistently reiterate the knowledge, skills and values they expect employees to possess. Students who successfully complete this program will demonstrate the following skills and abilities:

- Awareness of the needs, roles, and strengths of the professionals within integrated healthcare and human services teams;
- Demonstrate the ability to identify an appropriate tool for addressing a psychological / mental health issue.
- Knowledge of the structures, functions and organizations which comprise the local healthcare system, with a particular focus on behavioral healthcare organizations.
- Understanding of the practical application of treatment principles to a variety of individual concerns;
- Maintain quality care coordination skills;
- The ability to complete holistic biopsychosocial assessments and develop client-centered, person-first plans;
- Abiding hope in recovery for each and every person.

The proposed Behavioral Healthcare degree program reflects and supports Peninsula College's role, mission and priorities. The BAS Behavioral Healthcare program will provide a continued pathway for students to achieve a career in behavioral healthcare and earn a family-wage income in a high-demand occupation. This BAS in Behavioral Healthcare will also provide our community stakeholders with 4-year graduates who have earned a range of certificates to baccalaureate degrees in specific areas of need.

## Criteria 2

### Support of the statewide strategic plans.

By developing the Bachelor of Applied Science (BAS) degree in Behavioral Healthcare, Peninsula College continues to support the statewide strategic plan and mission goals. Washington Student Achievement Council (WSAC) has four strategic framework clusters: Affordability, Enrollment, Completion and Student Supports, and Commitment to the Equity Lens. These align SBCTC's mission. The following describes how Peninsula College's BAS in Behavioral Healthcare degree supports the SBCTC Mission Study. [1] [2]

#### Affordability

SBCTC Mission Goals: Higher education should be affordable for all Washington residents (p.5). Most cited student barrier to enrolling in education beyond high school. Many students must support, or contribute to the support, of their household (p.5). [2]

Peninsula College response: Getting a BAS degree from Peninsula College will allow students, including Indigenous students to stay in their homes and communities, removing the expense of relocating or traveling several hours for classes. The HyFlex mode of instruction is less expensive than out-of-state online institutions.

For the current workforce living within Peninsula College's educational service district, it will open an opportunity to further their education and obtain a baccalaureate degree without jeopardizing current employment and dislocating their families.

#### Enrollment

SBCTC Mission Goals: Washington's effort to increase enrollment should be particularly focused on supporting students of color, especially Black, Indigenous and Latino students, who have been historically and institutionally marginalized from accessing higher education (p.8). Washington must increase postsecondary enrollment for both traditional K-12 students as well as working-age adults. [2]

Peninsula College response: Peninsula College is the first community college in the nation to create a longhouse. ʔaʔkʷustəŋáwtxʷ House of Learning, Peninsula College's Longhouse was co-created by the six tribes the college serves: the Hoh, Makah, Quileute, Port Gamble S'Klallam, Jamestown S'Klallam, and Lower Elwha Klallam tribes and several course curriculum has been infused with equity-inspired programming. Peninsula College Faculty and community stakeholders, including tribal representatives, will be involved in creating curriculum for this BAS Behavioral Healthcare pathway/program map. The Since Time Immemorial (STI)



Curriculum is an important guide for this college and will be included also.

## Student Support and Completion

SBCTC Mission Goals: More than 60 percent of WA college students face housing or food insecurity. Fewer than one in five undergraduates working towards a degree in Washington (19.3%) are traditional students attending college directly out of high school (p.6). Large numbers of students are working adults, many with children. Higher education should guide and support student academic pathways through postsecondary education into the workforce. Washington's effort to increase completion rates should be particularly focused on supporting students of color, especially Black, Indigenous, and Latino students, who have been historically and institutionally marginalized from accessing higher education (p.12).

Students can receive academic credit for prior learning that took place in the military, formal and informal education, and/or industry training (p.3). [2]

Peninsula College response: The new BAS degree in Behavioral Healthcare program will also add to the number of adults in Washington who have a postsecondary credential contributing to the WSAC goal of at least 70 percent of Washington adults, ages 25- 44, having a postsecondary credential. Local services, including Hyflex modality, will allow working adults to stay in their existing communities and receive an education. This is especially true for place-bound indigenous populations. Community Juvenile Services, Treatment Centers, Counseling Services, Recovery Services, and Healing Clinics support the plan to increase employees in the Behavioral Healthcare field. BAS Behavioral Healthcare students may also receive credit for prior learning.

## Equity

SBCTC Mission Goals: Prioritizing racial equity and removing barriers to ensure racial equity in our state. This requires that our higher education system reflects the diversity of our population (p.14) [2]

Peninsula College response: Peninsula College service district includes populations that are often place-bound due to family obligations. The BAS degree in Behavioral Healthcare provides an additional opportunity for place-bound community members to continue their education past a certificate or AAS degree and complete a baccalaureate degree. This degree will help meet local employment needs, increase the diversity of the employee population and remove barriers to ensure racial equity.

In summary, Peninsula College recognizes the need for the BAS degree in Behavioral Healthcare and will collaborate with and support local clinics, treatment, recovery, and counseling services, by preparing highly trained professionals to meet employment needs. The proposed BAS in Behavioral Healthcare supports the State Board for Community and Technical Colleges (SBCTC) mission goals outlined in the Mission Study policies and goals for higher education as articulated in the Strategic Master Plan for Higher Education. One of the key takeaways in the 2021 Strategic Action Plan was that Education and training beyond high school is essential. [2]

## Criteria 3

## Employer/community demand for graduates with baccalaureate level of education proposed in the program.

Peninsula College is approximately 100 miles west of Seattle, with an expensive ferry ride to the closest face-to-face university. Peninsula College's educational service district covers over 3,000 miles of rural and diverse communities, serving Jefferson and Clallam counties and 6 tribal communities. There are more than 100,000 people in the Peninsula College Service District. Some areas are 40% historically underrepresented people of color. Local areas report that over 13% of their students are living at poverty level, however it is likely that figure is underreported, suggested by Port Angeles School district data that 26.5% of students are eligible to participate in the federal free and reduced-price meal program. [10]

Seven years ago, in June 2016, Washington Governor Jay Inslee announced action to address challenges in the behavioral healthcare workforce. Referencing the behavioral health workforce shortages, he said, "We need to . . . expand training opportunities" [7]. The Peninsula College BAS Behavioral Healthcare degree program will contribute to reducing the continued crisis in Washington State. Clallam and Jefferson Counties, which are in the Peninsula College service area, still show IN DEMAND for several of the Behavioral Healthcare occupations, according to the Washington Occupational Employment & Wages 2022 release. These specific occupations include Healthcare, Child, Family social workers, Community and Social Service Specialist, First-Line supervisors of Protective service workers, Rehabilitation Counselors, Substance Abuse, Behavioral Disorder Specialist and more. These occupations all require a bachelor's degree that Peninsula College's BAS in Behavioral Healthcare would provide. [9]

Wendy Sisk, the CEO of Peninsula Behavioral Health, said "The challenge for us is that we recruit a lot out of the area, but they are not able to find housing, or they stay for only a short time to gain experience, and then they leave. We need to grow our own locally. Last year we lost 5 staff to four-year universities who are now hiring our people out of the area" [4] This phenomenon is substantiated by Jeremy Kirkland, a social worker at the Department of Social and Health Services, stated that "it seems like we are continually training employees from out of the area and then they leave. We are finding that urban students do not want to live in rural areas" [6].

With the new Jamestown Sklallam Healing Campus which includes the Medication Assisted Treatment facility which includes counseling services, dozens of higher paying jobs will be needed in our area, jobs that our Behavioral Healthcare students could secure [4]. The Jamestown Tribe newsletter stated, "With 17,000 patients at the JFHC, providers are aware that there is a percentage who are opioid addicts, and of those, some require daily services to stay on the right track". [11] This will also require more behavioral healthcare workers.

Sisk, stated, "We are absolutely supportive of this new bachelor's degree in Behavioral Healthcare and look forward to partnering with Peninsula College". We have set up paid internships, typically above minimum wage. We consider longer internships an investment. [4]

Dr. Paul Cunningham, CMO Jamestown Family Health Center, explained that besides counselors, those that have chemical dependency credential – a double credential, is super sought after for the Jamestown Healing Clinic. Local individuals can get an education locally and be on

a pathway. “We are biased toward the population that already resides in the community”. [5]

Rachel Hardies, owner of New Growth, private counseling service, said that there is a demand for local behavioral healthcare professionals in Clallam and Jefferson counties especially in the area of counseling, and specifically, there is definitely a need in our community for substance abuse and behavioral disorder counselors. We also need case management employees who could do home visits. Also, there is a need in Family Preservation Services (FPS), with a parenting and child focus. These all require a bachelor's degree. “In fact, if someone were to have a bachelor's degree in social work, they would have more opportunities than if they had a bachelor's degree in psychology”. [12]

## Criteria 4

### Baccalaureate program builds from existing professional and technical degree program offered by the institution.

Peninsula College’s proposed BAS Behavioral Healthcare program builds on the strength of Addiction Studies, Medical Assistant program, and Basic Education Academic Core courses. Students who have earned an associate degree in any subject area that is a transfer degree or an applied science degree will be eligible to apply to the Bachelor of Applied Science in Behavioral Healthcare program. Among the students who will be recruited for the BAS degree in Behavioral Healthcare program are current or former students enrolled in the Addiction Studies program or the Medical Assistant program at Peninsula College. Students completing the Addiction Studies and Medical Assistant programs can expect to graduate with the following learning outcomes:

The Addiction Studies and the Medical Assistant programs are feeder programs to the BAS degree in Behavioral Healthcare. The Addiction Studies program has been supplying graduates for 27 years, and the Medical Assistant program supplying graduates for 20 years. Both programs are popular programs and have full cohorts of students each year.

## Criteria 5

### Student demand for program within the region.

An email was sent to current Addiction Studies students asking how beneficial is the opportunity to obtain a 4-year bachelor's degree in behavioral healthcare here at Peninsula College? And why do they feel that way? Below please find some of their feedback:

- It would be amazing. Considering how prominent the affects of the addiction studies are on our community, it would only make sense for there to be the the next step be at the same college.
- Very beneficial.
- It's an opportunity that many students won't have upon graduation. Many of us don't plan to attend a university far away, but if is there was one offered at PC campus, I think that many of us would obtain our bachelor's degree.

- I am currently enrolled in the addiction studies program at Peninsula and may be interested in a Behavioral Science degree in a field relating to mental health counseling. I plan on obtaining a Masters in mental health.
- I would love it, in part because not all of my credits will transfer to a university. Plus, it's basically in my backyard and PC is great. Only problem is it has to happen next year, or I will have to look elsewhere. I've waited too long to start my career and I'm kind of in a hurry.
- I would strongly support this. Thank you so much for advocating for it.
- That would be very beneficial, and I would do it, I already have a bunch of psych classes- which I could transfer over- like social psychology 350, and behavior healthcare is part of psychology ("The Cuckoo's Nest"). I am still planning on getting my psych degree, after PC. I already have all of my classes for my AA, or I am a math class short of having an associate in science, and I have a minor in theatre. I would take those classes, for that bachelor's degree in behavior healthcare - from PC.
- I think that a bachelor's degree in behavioral healthcare would be an excellent addition to the available programs. A lot of places are looking to hire professionals with bachelor's degrees instead of AA degrees. Especially when they are looking to hire supervisors. I would be one of the first ones to sign up for this degree course if it became available.
- I think this would be a great opportunity for many people in the counseling and addiction field. At the community College level more bachelor's degrees are needed and would add great value to the education of people in our community. I myself would do this program today if it was available. I've been searching for a bachelor's program and would rather learn locally rather than have to participate in programs elsewhere.
- The opportunity to obtain a Bachelor of Applied Science degree in Behavioral Healthcare at Peninsula College would be greatly beneficial for me. One of the many reasons being that I have just obtained my AA in addiction studies there, I am already familiar with the campus, some of the professors, the process. Another reason is that Peninsula College is my local college, any chance to stay local, and therefore remain close to home is of high value to me. I am currently looking into other colleges that I can obtain this degree and am having a hard time as many require a hybrid model and relocating is just not an option for me at this time. The thought of being entirely online for it is not that appealing either. Whereas with our campus I know where to seek help and guidance, so even if the class itself is online I know I can come in person and get that face-to-face help should I need it.
- I greatly hope that this opportunity is considered favorably, as I know of many other than myself that this would benefit.
- Extremely beneficial due to it focusing around the area of study and our current careers please let me know more so I might have a chance to pursue this
- Yes, I am very interested. Especially if the classes can be online or at night.
- I would take it. I was going to do the business admin bachelors, but behavioral healthcare would be a better fit for my career path. Thank you!
- I am planning on doing a bachelors program after completing my AA here at PC. I looked into the current program offered by PC but felt that it didn't offer me what I was really looking for as far as my future career goals. I would like to be a mental health counselor or possibly work in social services in the future so a bachelor's in behavioral healthcare would be a great option for me. If PC offered this option, I would absolutely

apply for the program. I love PC and want to stay if I can. It seems challenging to find a similar program at a different college that offers classes completely online (which is what I would need since I'm not planning on moving away from port Angeles). I hope that you are able to make this work and offer this program! I'm looking forward to hearing more about it. Thank you!

*Table 1: This table illustrates enrollment projections for the next five years. Projected enrollment includes both part-time and full-time students.*

Academic Year	Projected BAS Behavioral Healthcare Enrollment
2023	10
2024	15
2025	20
2027	25

## Criteria 6

### Efforts to maximize state resources to serve place-bound students.

Peninsula College is a public, comprehensive community college. The College service district encompasses both Clallam and Jefferson counties on the Olympic Peninsula. The region is home to six Native American tribal nations, which are dispersed across the North Olympic Peninsula. The main campus is located in Port Angeles and occupies 75 acres in the foothills of the Olympic Mountains. Extension sites are located in Forks, 57 miles west of Port Angeles, and in Port Townsend, 46 miles to the east. Peninsula College is the only resident institution of higher education in the North Olympic Peninsula. The Bachelor of Applied Science (BAS) degree in Behavioral Healthcare will serve place-bound working adults by providing a Hyflex option where students can earn stackable certificates and bachelor's degrees without traveling up to 100 miles from home which will minimize the expense and time away from their communities.

Wendy Sisk, the CEO of Peninsula Behavioral Health, said that some of her employees have had to go to the University of Washington in the evenings and weekends. Besides a big time commitment, the students come out with a big education debt. Since the bachelor's degree in Behavioral Healthcare through Peninsula College would be more affordable, and less time required in travel, Sisk, thinks that many more students and current employees will take the risk to further their education. "It will cost less and they will have support for continued growth". [4]

Peninsula College can work with behavioral health clinics and centers to provide practical internships across Clallam and Jefferson county. Sisk is currently doing some significant investment work with Washington Behavioral Health Council to entice people in this community

to get into this field and to stay in this field. She is working on some pathways for more sustainable wages. The employee wages can conceivably go up by \$10.00 an hour if they have a bachelor's degree. This is a potential to make a good family-wage living and receive great benefits while staying right here in our community. With the 15 clinics and behavioral health centers in this area, there is a lot of opportunity in this community to move into higher positions. A bachelor's degree in Behavioral Healthcare is a real attainable goal that will make a real impact, a real difference, to this community". [4]

Kirkland, from DSHS, suggests that there is a definite lack of education for those service providers that teach parenting classes and other evidence-based classes, especially in the west end of the county in Forks. If we could have a program where our local students could see this career path as an option, we could provide more employees that would not be temporary. They could have those jobs. The tribe, has their own child welfare system and a lot of training is required in order to meet the state standards. This is a challenge for tribal populations, as it is hard for them to leave the community, which is exactly what they would have to do to get a BA degree. This opportunity would absolutely provide an open door for them. [6] Our bachelor programs could be filled with local candidates who are living in and have connections to the community.

There are similar programs are offered by Western Governors University and Grand Canyon University but are exclusively online and cannot provide the internships and hands-on experience that can be offered locally. Often other universities will not accept previous credits from AAS degrees, requiring students to have another year of classes before they qualify for the bachelor's program.

Collaboration with local community has been a key element in the development of this degree proposal. Peninsula College's current BAS in Applied Management collaborates with Olympic College on a regular basis to honor cross credit courses. A Peninsula College's BAS degree in Behavioral Healthcare will also honor other credits awarded by other institutions to help students expedite degree completion. Peninsula College is initiating a process to apply prior learning credit for students with work-life experience. The associate dean for the BAS programs at Peninsula College also holds the position of Chair for the Washington State Baccalaureate Leadership Council (BLC).

In conversations with community stakeholders a consistent sentiment was expressed, we want to grow our own. They expressed that it is a challenge to recruit because we are so remote, and our community is rural with indigenous populations and areas where you employees need to know a little bit of everything. This is a niche that needs to be filled.

Peninsula College can fill this niche by offering a BAS degree in Behavioral Healthcare. In addition to being local, Peninsula College is developing a culturally responsive curriculum that will prepare healthcare professionals specifically working with historically underrepresented populations. As we involve our community partners and respond to the need to 'grow our own'- we can be responsive to the diverse and rural population.

The Peninsula College Bachelor of Applied Science (BAS) degree in Behavioral Healthcare would empower local communities to 'grow our own'. Olympic College in Bremerton also has submitted a proposal for a BAS in Behavioral Health and there may be times that our Peninsula



College students may be able to collaborate for specific classes offered at Olympic College. Although, Olympic College is the closest brick-and-mortar college that will be offering this certified teaching program it is still over a two-hour drive from the Peninsula College campus and a three-hour drive from some area school districts. According to Mapquest, a bus ride to Olympic College could take over seven hours. Resulting in a real need for our students to have this BAS Behavioral Healthcare program offered locally at Peninsula College.

## Criteria 7

### Promoting equitable opportunities for students, including historically marginalized students.

Providing bachelor's degrees for behavioral healthcare students will give clinics and healthcare centers the opportunity to hire community members that will increase the probability that the employee demographic will match the client demographic. Wendy Sisk, the CEO of Peninsula Behavioral Health, stated that behavioral healthcare positions typically have historically appealed to women, about 70% of the workforce is female. However, Sisk said now employees are coming into the field from all walks of life. They have a more diverse workforce than ever before. "We have employed an African American who is here on a Visa from Nigeria, Native members, transgender, and LGBTQ. We attract a real diverse work force because we serve a diverse community. We need to reflect our population." [4]

Current behavioral healthcare employees, and high school students interested in this career, could stay in their communities while completing a bachelor's degree in behavioral healthcare. Expensive online courses are often not an option for rural and Indigenous students. The majority of low-income and students of color face this challenge of living in a remote area, some living up to five hours away from the next closest college. Many homes on tribal land are income adjusted, so leaving home is unrealistic due to the lack of affordable housing in outside areas, which creates a tremendous barrier for some who might otherwise pursue a bachelor's degree in behavioral healthcare. Another barrier for rural and indigenous students is the lack of dependable internet connection. Peninsula College provides support hubs for easier access and connectivity for these students.

Peninsula College is focused on diminishing or removing the barriers of navigating through the enrollment process, including more robust support for students navigating enrollment and advising. Across the Peninsula College campus, staff and faculty are inspired by the college's strategic goal of improving diversity, equity, and inclusion.

Peninsula College's implementation plan to recruit and support students of color and low-income students includes the plan to "grow our own". Another goal of starting a BAS degree in Behavioral Healthcare is to provide high school students in the college's service district a path to partner with community resources and encouraging initial enrollment into any Peninsula College AA or AAS degree program.

Peninsula College will promote a learning community through the cohort model for students

pursuing the BAS degree in Behavioral Healthcare. Offering this cohort would provide the opportunity to place local people, including tribal members in their community, allowing for the flexibility to serve where the need arises within the individual needs of the community. There is potential for an Indigenous focus for tribal communities and surrounding areas as Peninsula College focuses on building relationships and community.

Another plan to recruit and support students of color and low-income students is to offer additional, practical-use stackable certificates in addition to the BAS degree in Behavioral Healthcare and adding the Since Time Immemorial (STI) curriculum into our program of study. Peninsula College faculty are working with four Curriculum Planners who are Native/Indigenous and local to create a curriculum for this IIS Pathway. The co-teaching model is important to the IIS courses, including KLA (Klallam Language) courses where instructional assistants who are Certified Klallam Language Teachers and are also tribal members/tribal citizens work with an instructor of record (in this case, a linguist, Professor Tim Montler) to offer the courses.

Also, Peninsula College currently has programs to earn credit for life experiences thus further providing support and encouraging recruitment. Another resource is community partners in businesses, tribal nations, and service organizations that will provide scholarships.

Peninsula College can support students' current way of life. Moving away to go to college requires tribal people to give up many aspects of their culture. Peninsula College supports Indigenous students by offering programs at our *ʔaʔkʷustəŋáwtxʷ* House of Learning, Peninsula College Longhouse, including cultural gatherings, student club meetings, and community activities. Peninsula College currently hosts a Native Graduation Celebration each year and a Faculty Learning Community for Engaging Native Perspectives and First Nation's Club.

Peninsula College also offers relief to low-income students with a food pantry, robust support in navigating financial aid opportunities, scholarships, and emergency funding available for those students experiencing financial hardships. These and other resources and support will help recruit, support, and provide equitable opportunities for students of color and low-income students.

## Conclusion

Peninsula College's proposed Bachelor of Applied Science (BAS) degree in Behavioral Healthcare is the next step for many of the Addiction Studies and Medical Assistant students who are earning their AA or AAS degree. Peninsula College can provide an opportunity to complete a bachelor's degree while promoting lifelong learning. This program will provide a more affordable education and give local families options for sustainable wages and family wage jobs.

This Statement of Need will go to the State Board February 2023 board meeting. The pre-proposal will be submitted February 10 to be on the docket for the May 2023 board meeting with an anticipated approval. This timeline will allow Peninsula College several months to market the new Bachelor of Applied Science in Behavioral Healthcare degree for the first cohort to start Fall quarter 2023.

This BAS degree in Behavioral Healthcare at Peninsula College will empower local



communities, including tribal partners, to hire local candidates in community clinics and behavioral healthcare centers. Peninsula College can offer an educational experience that is needed by the diverse students who live locally and remove barriers for further education through direct pathways that lead into the BAS program after completion of an associate degree. An associate degree in any subject area that is a transfer degree or an applied science degree from Peninsula College and other regionally accredited institutions will be eligible to apply.

## References

- [1] [Strategic Action Plan | WSAC \(wa.gov\)](#)
- [2] [SBCTC Strategic Plan Goals and Strategies | SBCTC](#)
- [4] Conversation with Wendy Sisk, LMHC, CEO Peninsula Behavioral Health, October 24, 2022.
- [5] Conversation with Dr. Paul Cunningham, CMO Jamestown Family Health Center, October 25, 2022.
- [6] Conversation with Jeremy Kirkland, MSW, Department of Social and Health Services, October 27, 2022.
- [7] [Inslee takes action to address challenges in behavioral health care workforce | Governor Jay Inslee \(wa.gov\)](#).
- [8] [ESDWAGOV - Labor area summaries](#)
- [9] [ESDWAGOV - Occupations in Demand list](#)
- [10] [Port Angeles School District - U.S. News Education \(usnews.com\)](#).
- [11] [Tribal-Newsletter-January-2020.pdf \(jamestowntribe.org\)](#)
- [12] Conversation with Rachel Hardies, LMHC owner/employer New Growth counseling services.

# APPENDIX A: Applied Baccalaureate Degree Supply/Demand Gap Rubric for Colleges

## Applied Baccalaureate Degree Supply/Demand Gap Rubric for Colleges

*The goal of this rubric is to help you build a program that will meet the needs of your community. We have given you options about the information you can use to support the need for your new program. Also, the guidelines for estimating the supply/demand gap are similar to the ones we use for other program applications. We hope this makes the rubric more familiar to you. If not, contact the Director of Transfer Education at SBCTC for further information.*

**The application needs to show the information below for program approval:**

- employers demand\* the level of technical training proposed within the program, making it cost-effective for students to seek the degree;
- lead to high wage-earning jobs; and
- the proposed program fills a gap in options available for students because it is not offered by a public four-year institution of higher education in the college's geographic area.

<b>College Name: Peninsula College</b>
<b>Program Name: Bachelor of Applied Science Behavioral Healthcare</b>
<b>Select one:</b> Existing Occupation <input checked="" type="checkbox"/> <b>or</b> Emerging Occupation <input type="checkbox"/>
<b>If local demand/supply information is available for the specified degree program and target occupation(s),**</b>

<b>For demand:</b> Provide local/regional demand data for the targeted occupation job title(s) from traditional labor market data, industry data, trade association data, or other transactional data. (Provide absolute numbers, not just percentages)	<b>Job titles:</b> <ul style="list-style-type: none"><li>• Social and Community Service Managers</li><li>• Counselors, All Other</li><li>• Child, Family, and School Social Workers</li><li>• Mental Health and Substance Abuse Social Workers</li><li>• Community Health Workers</li><li>• Community and Social Services Specialist</li><li>• Social Workers, All Other</li></ul>																																										
	<i>Figure 1: The table below from <a href="https://esd.wa.gov/labormarketinfo/supply-demand-report">ESDWAGOV - Labor area summaries</a> shows detailed gap analysis for Behavioral Healthcare job postings.</i> <a href="https://esd.wa.gov/labormarketinfo/supply-demand-report">https://esd.wa.gov/labormarketinfo/supply-demand-report</a>																																										
	<b>DETAILED GAP ANALYSIS</b>																																										
	<table><tr><th>Occupation</th><th>Long Term Growth Rate</th><th>Annual Average Total Openings</th><th>Demand Status</th><th>Average Annual Wage</th><th>Education Required</th></tr><tr><td>Social and Community Service Managers</td><td>231</td><td>91</td><td>IN DEMAND</td><td>71,229.26</td><td>Bachelor’s Degree</td></tr><tr><td>Counselors, All Other</td><td>1158</td><td>384</td><td>IN DEMAND</td><td>54,215.38</td><td>Bachelor’s Degree</td></tr><tr><td>Child, Family &amp; School Social Workers</td><td>382</td><td>98</td><td>IN DEMAND</td><td>60,998.72</td><td>Bachelor’s Degree</td></tr><tr><td>Mental Health &amp; Substance Abuse Social Worker</td><td>61</td><td>17</td><td>IN DEMAND</td><td>NA</td><td>Bachelor’s Degree</td></tr><tr><td>Community Health Workers</td><td>109</td><td>40</td><td>IN DEMAND</td><td>NA</td><td>Bachelor’s Degree</td></tr><tr><td>Community and Social Service Specialist</td><td>53</td><td>17</td><td>IN DEMAND</td><td>48,466.14</td><td>Bachelor’s Degree</td></tr></table>	Occupation	Long Term Growth Rate	Annual Average Total Openings	Demand Status	Average Annual Wage	Education Required	Social and Community Service Managers	231	91	IN DEMAND	71,229.26	Bachelor’s Degree	Counselors, All Other	1158	384	IN DEMAND	54,215.38	Bachelor’s Degree	Child, Family & School Social Workers	382	98	IN DEMAND	60,998.72	Bachelor’s Degree	Mental Health & Substance Abuse Social Worker	61	17	IN DEMAND	NA	Bachelor’s Degree	Community Health Workers	109	40	IN DEMAND	NA	Bachelor’s Degree	Community and Social Service Specialist	53	17	IN DEMAND	48,466.14	Bachelor’s Degree
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Community and Social Service Specialist	53	17	IN DEMAND	48,466.14	Bachelor’s Degree																																						

	Social Workers, All Other	66	14	IN DEMAND	NA	Bachelor's Degree
<b>For supply gap:</b> Provide data on the number of programs and the number of annual program graduates for all four-year colleges that supply your region. Is the number of current annual graduates insufficient to meet current and projected demand? (The result of demand minus supply).	There is not a four-year college that offers a Behavioral Healthcare degree offered in our service area.					
<b>OR, if demand information is not available or it is a new/emerging/changing occupation, **</b>						

<p><b>For demand:</b> Provide employer survey results for local demand for the targeted occupation job title(s) to support the demand and education level for the program. <u>Survey requirements are listed below.</u></p>	<p>N/A</p>
<p><b>For supply gap:</b> Provide employer survey results for local supply for the targeted occupation job title(s) to support that there is a gap in the number of qualified applicants available to fill jobs. <u>Survey requirements are listed below.</u></p>	<p>N/A</p>
<p align="center"><b>OR, if based on a statutory or accreditation requirement, **</b></p>	
<p><b>Select one:</b> Statutory Requirement <input type="checkbox"/> or Accreditation Requirement <input type="checkbox"/></p>	

<p><b>For demand:</b> Provide labor market information on the current education requirements for the job, including evidence of recent openings for requiring or preferring bachelor's degrees or above. Cite the statute or certifying body, your proposed program is based upon that has specified a bachelor's or above in the field is needed.</p>	<p>N/A</p>
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<p><b>For supply gap:</b> Provide employer survey results for local supply for the targeted occupation job title(s) to support that there is a gap or that employers anticipate a gap in the number of qualified applicants that will be available to fill jobs with the new requirements. <u>Survey requirements are listed below.</u></p>	<p>N/A</p>
<p>* Demand is defined by state law as <i>“an occupation with a <u>substantial</u> number of current or projected employment opportunities.”</i></p> <p>**Applications may include information related to more than one option (i.e., labor market data to support the local demand for the occupation and a local employer survey to support that there is a gap in the number of qualified applicants available to fill jobs).</p>	

### Survey Requirements: N/A

To verify/support supply demand your survey should include at least 25 individual employer responses. If there are not 25 employers in the area, you should cover the employers who comprise at least 75% of the identified employment base. Provide a copy of the survey with the aggregated results as an appendix. The survey must address the following general questions (you may edit the wording to suit your survey):

- (1) **Do you have anticipated demand for application job title(s)? (If this is a new or emerging job title, include a brief description of specific job duties.)**
- (2) **If there is demand, how many positions do you currently have open? How many do you anticipate having open in the next 3 years?**
- (3) **Is a bachelor’s degree a requirement or preference for this position?**  
**Requirement: Y or N Preference: Y or N**

- (4) Do you have difficulty finding Bachelor's degree level applicants for this position? (If yes- explain)**
- (5) Will the proposed program assist you in finding qualified applicants to fill the position(s)?**