
**NAVAJO COUNTY:
NORTHLAND PIONEER COLLEGE**

*Workforce Development Report
FY 2010*

Submitted by:
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NORTHLAND PIONEER COLLEGE

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OVERVIEW

Northland Pioneer College received \$422,737 of Proposition 301 revenue in FY 2010.

SECTION I: Introduction

Northland Pioneer College continued, expanded or implemented workforce development initiatives within five programs and one center of the college in support of workforce development.

SECTION II: Strategic Position for Workforce Development —Accountability Measures and Outcomes

Proposition 301 funds were invested in five programs and one center at Northland Pioneer College in FY 10.

1. Pre-Nursing Program

Qualified high school juniors and seniors completed general education prerequisites to the Associate Degree Nursing Program. Students completing the program requirements are eligible to enroll directly in the registered nursing program in the fall semester following high school graduation.

Northland Pioneer College entered into a partnership with the Northern Arizona Vocational Institute of Technology (NAVIT) in FY 2002, which continued in FY 10. Proposition 301 revenues funded 50 percent of the salary/employee related expenses for one biology faculty position.

Enrollment in the program during FY 10 included 126 NAVIT students with an annualized FTSE of 46.6. Proposition 301 funds used for this program were \$36,534 providing an efficiency standard for FY 10 of \$784 per FTSE. Retention continues to be outstanding for the program, with 96 percent of the coursework completed in FY09 and 95 percent in FY 10.

2. Fire Science Program

The fire science program, in cooperation with the State Fire Marshall's Office and fire departments throughout Northland Pioneer College's district, trains students in fire fighting operations and in the use of equipment. Job opportunities are available in municipal and private fire departments, as well as with agencies fighting wild land fires. Employment areas related to firefighting include fire inspectors, arson investigators, fire prevention specialists, insurance investigators, hazardous materials specialists and business/industry fire protection system engineers.

Training became available to high school students in FY 02 and continued in FY 10 due to a partnership with NAVIT and local fire departments. Proposition 301 revenues provided 50 percent of the salary/employee-related expenses for one fire science faculty position.

Enrollment during FY 10 included 185 students with an annualized FTSE of 26. Proposition 301 funds were \$36,052, providing an efficiency standard for FY 10 of \$1,387. Retention has been excellent in this strenuous program, with 98 percent of students completing the coursework in FY 10.

3. Cosmetology Program

The cosmetology program trains students to be beauty operators, hairstylists, beauticians and cosmetologists. Related occupations include makeup artists, nail technicians and styling/cosmetic supply sales. The program is designed to meet cosmetologist licensing requirements for the Arizona State Board of Cosmetology and to prepare students to qualify for the state examination.

The cosmetology program was expanded in FY 02 to accommodate NAVIT students. Additional expansion occurred in FY 03. Proposition 301 allocations funded two cosmetology faculty positions/employee-related expenses.

During FY 10, 144 students enrolled in the program, with an annualized FTSE of 95.2. This is compared to 61.7 in FY 09. Proposition 301 funds used for this program totaled \$136,304, providing an efficiency standard for FY 10 of \$1,388 per FTSE. Retention has been superior in this demanding program and continues to improve, with a 89 percent coursework completion rate for FY 09 and a 92 percent completion rate in FY 10.

4. Nursing Assistant Program

The nursing assistant program prepares students to take the Arizona State Board of Nursing/Nursing Assistant Test for Certification and to work as a Nursing Assistant. Successful completion of the Nursing Assistant Test for Certification qualifies students for employment in hospital, home health and long-term-care facilities. Nursing assistants often continue to receive education and training to qualify for the Licensed Practical Nurse and/or Registered Nurse examination.

Beginning in FY 02 and continuing in FY 10, high school students enrolled in the nursing assistant program through a partnership with NAVIT. Proposition 301 revenues provided funds for two faculty salary and employee-related expenses.

Enrollment in the program during FY 10 included 249 students with an annualized FTSE of 27.7. Proposition 301 funds totaled \$138,923, providing an efficiency standard in FY 10 of \$558 per person. Retention for this program was outstanding and improved in FY 10, with 97 percent of the coursework being completed. The retention rate in FY 09 was 93 percent.

5. Power Plant Fundamentals Program

This program is designed to prepare individuals for entry-level positions at local power plants. The program was developed in FY 02 and implemented in FY 03 involving a partnership with Arizona Public Service, Tucson Electric Power, Salt River Project and ABITIBI Consolidated. Students are prepared by utilizing several on-line training modules and hands-on laboratories. Proposition 301 funds provided one faculty position/employee-related expenses.

During FY 10, 123 students enrolled in the program, with an annualized FTSE of 32.4. Proposition 301 funds totaled \$74,924, providing an efficiency standard for FY 10 of \$609 per person. Retention continued to be very good for this demanding program with a 86 percent coursework completion rate.

6. Small Business Development Center

The Small Business Development Center (SBDC) was established in 1989 by Northland Pioneer College and the Small Business Administration (SBA) to help increase the number of successful small businesses in northeastern Arizona.

SBDC programs, resources and services focus on a broad range of business issues. The SBDC staff and consultants work with clients to identify challenges and to develop strategies for success. SBDC provides educational programs, access to resources and “one-on-one” counseling to small businesses throughout the region.

In conjunction with additional SBA funding, personnel and services were expanded in FY 03. Proposition 301 funds provided \$10,171 in matching funds.

The number of jobs added or saved was 97. Business revenue in the county increased by \$6.5 million, surpassing an aggressive goal of \$6.4 million. The assisted new capital formation was \$13.1 million, far exceeding the goal of \$4.3 million, and the new business startups was 22, going beyond the goal of 19. The SBDC exceeded its goals in all areas tracked.

**SECTION III:
Budget Overview and Private Sector/In Kind Contributions**

See Attachment A for the budget overview and Attachment B for the Private Sector/In Kind Contributions.

**SECTION IV:
Demographic Profile of District**

Northland Pioneer College is a comprehensive, multi-campus community college with four campuses, six centers and numerous other delivery sites throughout northeastern Arizona. Northland Pioneer College was established in 1974 with primary funding from Navajo County. Northland Pioneer College provides classes in Apache County, which lacks an organized community college district, through an intergovernmental agreement. Over 60 percent of Northland Pioneer College's service area population is Native American, with many residing on three major Indian reservations (Navajo, Hopi and White Mountain Apache), making up nearly 40 percent of the district's 21,158 square-mile service area.

ATTACHMENT A
Workforce Development Expenditures
FY 2010

NORTHLAND PIONEER COLLEGE Budget Overview	
Program	Total
Pre-Nursing	\$ 36,772
Fire Science	35,605
Cosmetology	133,942
Nursing Assistant	131,896
Power Plant Fundamentals	74,351
SBDC (matching funds)	10,171
Total Expenditures	\$422,737

ATTACHMENT B
Private Sector/In Kind Contributions
FY 2010

NORTHLAND PIONEER COLLEGE	
Category	Amount
Fire Science	\$60,000
Cosmetology	84,750
Nursing Assistant	48,000
Power Plant Fundamentals	98,000
TOTAL CONTRIBUTIONS	\$290,750

Fire Science	Area Fire Departments and Districts provide facilities, equipment (trucks, turn out gear, chain saws, wild land firefighting gear, etc.) and employees who serve on college advisory and program review committees. Departments and Districts sponsor Fire Science programs.
Cosmetology	Local community members patronize the cosmetology clinic providing opportunities for the students to develop a broad range of skills and meet required clinical hours.
Nursing Assistant	Two hospitals, Whiteriver Service Unit and White Mountain Regional Medical Center, provide access to facilities for experiences to provide direct patient care in acute settings. Three long term care facilities, Tall Pines, Winslow Campus of Care and Chinle Nursing Home, provide opportunities for students to enhance learning in skilled nursing environments. Assisted living facilities, Bannon Springs and Carriage House, provide opportunities for students to assist residents with activities of daily living.
Power Plant	Arizona Public Service - Cholla and Salt River Project power plants provide access to facilities/equipment, internet connectivity, supplies and student internships. Arizona Public Service - Cholla, Tucson Electric Power, Navopache Electric, Salt River Project and Catalyst personnel serve on an advisory council along with providing outreach and marketing.