**Program Implementation Proposal**

**For**

**Associate in Applied Science**

**In**

**Human Services**

***Purpose and Objective***

Washington County Community College proposes a new Associate in Science degree in Human Services. Human Services is a major field of endeavor in the college's service area and recent conversations with agencies across the county indicate that there is a shortage of skilled personnel across the spectrum of human services work.

Due to the broad variety of possible occupations that make up the field of Human Services, it is difficult to meet all the needs of the employment marketplace through a single program offering. Accordingly, the college has structured the Human Services program to be general in nature. It is intended to provide a series of foundational courses and experiences that will qualify students for skilled entry into the specialty of their choice. The college recognizes that graduates will, in most cases, receive extensive professional development while on the job. DHHS, for example, requires a 6 month training program after hire for all eligibility workers.

Education is highly valued in human services and an Associate's degree provides graduates with a distinct advantage when entering the field. The curriculum, as structured, is also aimed at preparing students for Baccalaureate programs and work is underway between the University of Maine at Machias (UMM) and WCCC to ensure that students can transfer seamlessly into the Psychology and Community Studies program at UMM. Additional articulation opportunities will be explored continuously.

Health and human services organizations comprise some of the largest business in Washington County. This results primarly from three factors: the first being the need to provide essential services to a large and expanding senior population; the second is widespread poverty and the numerous efforts to remediate the personal and societal issues that spring from it; and third is the emerging concept of a “medical home” for delivering a wide range of health and human services which requires a person to help patients get to required services. It is the college’s belief that the program will alleviate the current shortage of skilled human services employees in this region and will provide another avenue for gaining employment in this region.

***Suitability and Need***

Washington County is the oldest county, in the oldest state in the nation, and has the oldest housing stock. Additional distinctions earned by the county are the highest rate of persons living in poverty in Maine; the largest percentage of children participating in the free and reduced lunch program, and one of the highest rates of substance abuse in the state. According to the Washington-Hancock Community agency, the county also has an alarming rate of homeless teens while the nearest homeless shelter is in Bangor. All of these social issues contribute to the expanding need for persons to work in social services and for the need for WCCC help meet labor market needs.

Our research shows that the nature of the human services in Maine is changing profoundly. The system of providing services on a residential basis is transitioning to a community based service model. The consensus among human services providers in our region is that this transition will create a significant need for persons to deliver services in client homes or in local facilities. While it is expected that Medicare will continue to reimburse for such services, it does so only if the services are provided by a "certified" person. For that reason, the curriculum will address the requirements for a number of different certifications, including: BHP (Behavioral Health Professional); CADC (Certified Alcohol and Drug Counselor); MHRT/C (Mental Health Rehabilitation Technician/Community; and MHSS (Mental Health Support Services).

In Washington County, no single industry dominates the economy of the area. Currently, the employment cluster of education, health, social services and public administration account for 33% of all jobs. The county leads Maine in the percentage of people receiving food stamps and in subsidized school lunches. Thirty-four percent of all personal income is derived from “transfer payments” from state and federal government allotments. The projected 2006-2016 Washington County community/social services job growth is 8.3%. In occupational groups, such as healthcare support and health care/social service, which also employs human service workers, the job growth is projected to be 9.1% and 10.5% respectively. Jobs in the community and social service areas had a 2008 annual average wage of $30,000 and accounted for 440 jobs in the county. Along with healthcare jobs, the human/social services occupational sector is projected to be the highest demand sector in Washington County over the next decade. In addition to job growth there is need for replacement workers due to a high percentage of retirements over the next decade.

Human Services occupations are numerous across the wide spectrum of the field, causing some difficulty in reporting a general estimate of wages and employment opportunity. Some examples are illustrative of the growth in the field. "Social and Human Services Assistants", as categorized by the U.S. Bureau of Labor Statistics, earn a median wage of $27,280 annually. The BLS forecasts a 23% increase in job growth, 2008-2018. Other human services occupations poised for significant growth according to the BLS are: Home health aides, 50%; Personal aides, 46%; Physical Therapist Aides; 36%; Occupational Therapy Assistants, 31% and Eligibility Interviewers, 13%. Maine DOL lists Mental Health and Substance Abuse Workers as having a 6.7% growth rate.

***Economic Impact***

Health and human services organizations comprise some of the largest businesses in Washington County. This results primarily from two factors: the first being the need to provide essential services to the large and expanding senior population and the second a result of widespread poverty and the numerous efforts to remediate the personal and societal issues that spring from it.

It is the college's belief that the program will serve to help alleviate the current shortage of skilled human services employees DownEast and ultimately will have some impact in reducing the number of persons mired in generational poverty here. The college firmly believes that education is the path to prosperity and that the educational opportunities inherent in this program will serve as a catalyst to move people into higher education and ultimately into the workforce in positions offering a decent wage and benefits package. It is of note that governmental and human services agencies tend to offer better benefits packages than are typically found in our service area.

Despite a declining population, the number of senior citizens in Washington County continues to grow. The need for human services continues to grow with it.. The primary economic contribution of the program will be to provide a skilled workforce that will allow service agencies to thrive and deliver services effectively.

**Program Learning Outcomes**

*Upon completion of the Associate in Applied Science degree in Human Services the graduate is prepared to:*

1. Demonstrate knowledge of the human services professions, its' history and structures, and the implications of social policy on the helping professions.

2. Exercise effective interpersonal communications techniques when dealing with diverse populations.

3. Understand and demonstrate basic counseling skills and group communications techniques.

4. Exercise professional ethics in all matters pertaining to the helping relationship and the workplace.

5. Exhibit professional conduct in a human services organization including legal and ethical responsibilities and demonstrated understanding of roles and boundaries.

6. Demonstrate knowledge of the formal and informal support systems in the community. Show an understanding of, and skill at, accessing available resources.

7. Collaborate with other treatment team members from a variety of disciplines and perspectives in the treatment of individuals, families, and other groups.

8. Demonstrate awareness of the challenges faced by individuals with psychological, social or economic deficits as they regard human rights, access to services, financial strain, and social stigma.

9. Establish and engage in a process of continued personal and professional growth in order to remain personally healthy and professionally competent.

***Proposed Curriculum***

**Admission Criteria: Required:** High school diploma or GED

**Curriculum Categories Academic Credit**

College Composition………………………………………..3 cr

Foundations of Modern Science…………………………….4 cr

Math ………………………………………………...............3 cr

English/Communications …………………………………...3 cr

Arts/Hum …………………………………………………...6 cr

Social Science/Humanities/Lit./Arts…………………..…..... 6 cr **25 credits**

**GENERAL EDUCATION SUB TOTAL**

Human Services Core………..................................................36 cr

**TOTAL PROGRAM CREDIT REQUIREMENTS 61 credits**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Course Number** | **Course Title** |  | **Credits** | **Credit Type** |
|  | **FIRST SEMESTER** |  |  |  |
|  |  |  |  |  |
| ENG-101 | College Composition |  | 3 | Gen Ed - College Comp |
| PSY-101 | Intro to Psychology |  | 3 | Gen Ed – Social Science |
| HUS-101 | Intro to Human Services |  | 3 | Specialty Core |
| MAT\_\_\_ | Mathematics |  | 3 | Gen Ed-Math MAT119  or above  or above |
| HUS\_\_\_ | Substance Abuse |  | 3 | Specialty Core |
|  |  |  | **15** |  |
|  | **SECOND SEMESTER** |  |  | \*• |
|  |  |  |  |  |
| PSY 195 | Child and Adolescent Development |  | 3 | Specialty Core |
| PSY 207 | Developmental Psychology |  | 3 | Specialty Core |
| Elective | English/Communications  Elective |  | 3 | Gen Ed-English/Comm |
| Elective | Arts/Humantities |  | 3 |  |
| HUS\_\_\_ | Community Mental Health |  | 3 | Specialty Core |
|  |  |  | **15** |  |
|  | **THIRD SEMESTER** |  |  |  |
|  |  |  |  |  |
| SED 220 or  SED 230 | Children. w/Special Needs  Behavior Management |  | 3 | Special Education Elective |
| PSY 225 | Adult Development from Young adulthood to Death |  | 3 | Gen Ed-Social Science |
| HUS 102 | Topics in Health & Aging |  | 3 | Specialty Core |
| HUS\_\_\_ | Human Services Internship |  | 3 | Specialty Core |
| SCI\_\_\_ | Found. of Modern Science |  | 4 | Gen Ed-Math/Science |
|  |  |  | **16** |  |
|  | **FOURTH SEMESTER** |  |  |  |
|  |  |  |  |  |
| HUS\_\_\_ | Interviewing and Counseling |  | 3 | Specialty Core |
| HUS\_\_\_ | Case Management |  | 3 | Specialty Core |
| HUS\_\_\_ | Hum.Services Internship II |  | 3 | Specialty Core |
| HUS\_\_\_ | Disabilities and Psycho-Social Rehabilitation |  | 3 | Specialty core |
| PHI-115 | Ethics |  | 3 | Gen. Ed-Social Science |
|  |  |  | **15** |  |
|  |  |  |  |  |
|  | **TOTAL CREDITS** |  | **61** |  |

**Course Descriptions:**

HUS 101 Introduction to Human Services 3cr.

Students will learn about human services, the helping process, and the role and function of the human service professional. The purpose of this course is to examine the broad range of services and varying responsibilities of the human service professional. Students will gain an understanding of the types of agencies where human service professionals are employed, and be exposed to an overview of the human service profession. This course is the first course toward training students to become professionals in the human service field.

HUS ??9 Substance Abuse 3 cr.

An exploration of substance abuse in contemporary society. this course reviews the physical, psychological and social impact of substance abuse and addresses the strategies used in treating it. The impact of substance abuse from a personal, familial, social, economic, and public health perspective will be emphasized.

HUS ??3 Community Mental Health 3 cr.

A study of community mental health systems from historic and current perspectives. Emphasis is placed on the work of social service agencies and the roles of human services workers. The nature of helping relationships including attitudes, values, skills and conflict will be explored. The care of specific and diverse populations will be covered. Special focus will be on mental health services available in the local environment.

HUS 102 Topics in Aging 3 cr.

This course explores topics and issues related to various aspects of aging, including sociological, governmental, political, healthcare, and economic. The course looks at the issues associated with our aging population and how those issues affect people of all ages. Several current controversies associated with our changing population are examined.

HUS ??4 Disability and Psycho-Social Rehabilitation 3 cr.

An overview of perspectives relating to the day-to-day problems of persons with mental, physical and developmental disabilities including mental retardation, autism, cerebral palsy, epilepsy, traumatic brain injury and other nervous symptom disorders. The rehabilitation process will be examined, including strategies and techniques for rehabilitation of the various disabilities. Additional focus will be on developing the knowledge and skills necessary for functional assessment and rehabilitation planning. Ethical and legal issues such as self-determination, strategies for independence and nondiscrimination will be addressed.

HUS ??5 Human Services Internship. 3 cr.

The internship serves to put knowledge into practice. Students will partner with one or more human service providers to gain experience and an in-depth, personal understanding of the work of human service professionals. Periodic meetings with faculty are required.

HUS ??6 Interviewing and Counseling. 3 cr.

An introductory course focusing on the skills fundamental to professional interviewing and to different psychological approaches to counseling. Ethical issues will be emphasized. Students will participate in small group sessions to practice their interviewing and counseling techniques and to hone their skills in group processes, communication patterns, leadership and decision-making. The class will include group participation, role playing and simulation.

HUS ??7 Case Management 3 cr.

An introduction case management as it is utilized in health and human services. Case management is a process of assessing a client's needs, and planning and facilitating their connections with health and human services and other resources. Case management includes education, advocacy and networking with providers and services across many disciplines. This course will introduce students to the skills and responsibilities central to case management, as well as professional, legal, and ethical issues that impact this service.

HUS ??8 Human Services Internship II 3 cr.

The internship serves to put knowledge into practice. Students will partner with one or more human service providers to gain experience and an in-depth, personal understanding of the work of human service professionals. Periodic meetings with faculty are required.