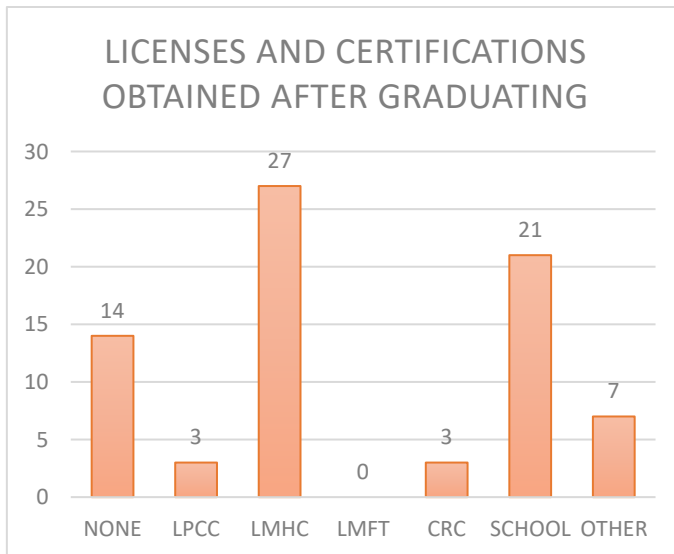


NMHU Counseling Program

Annual Report

Fall 2019

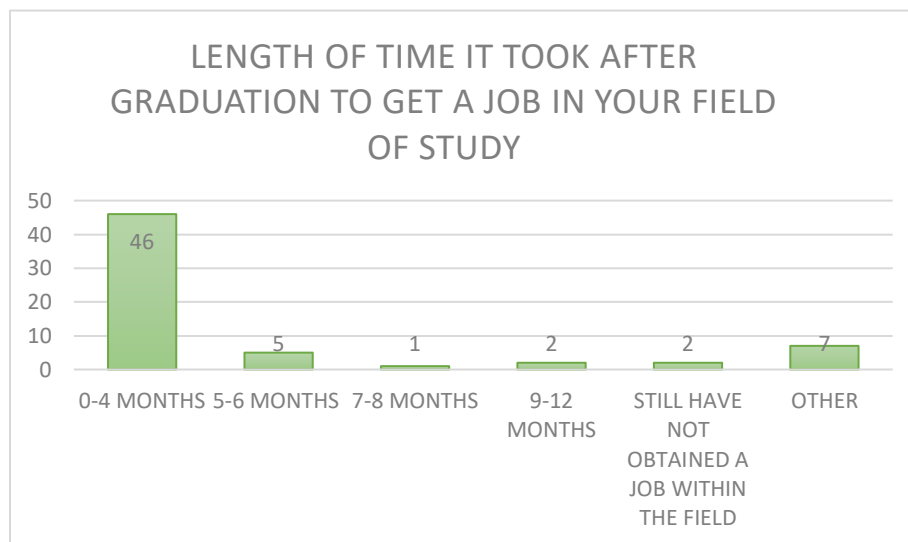
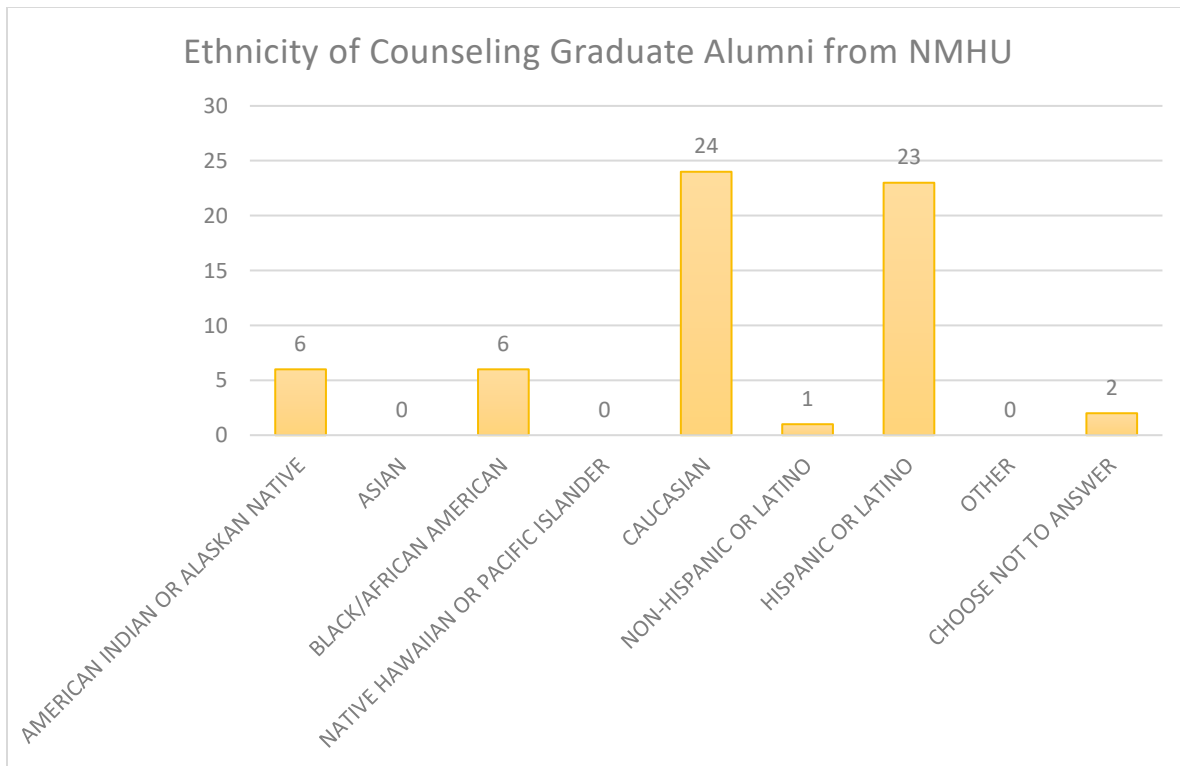
New Mexico Highlands Data



Data for the annual report on graduates was retrieved from a variety of sources, including survey responses performed through telephone and electronically. The Alumni Graduate Survey got a completion rate of 62 alumni graduate responses out of 282 from the 5-year period observed of the graduate years 2014 to 2019. The survey demonstrated that based on obtained or in-process of obtaining license(s) and/or certification(s) status, students who passed the exam(s) for receiving a License as a Mental Health Counselor, License as a School Counselor, License as a Professional Clinical Counselor, Commission on

Rehabilitation Counselor Certification, and other types of licensing and/or certifications there was about a 78% rate of success. Although, it must be noted that the survey did not clarify whether those who stated “none” to the license(s) and/or certification(s) obtained after graduating had attempted the exam(s) at all. Thus, the success rate of the students passing the licensing and/or certification exam(s) may be higher. Further, about 43 percent of students obtained a License in Mental Health Counseling. The variances in quantity of licensure(s) and/or certification(s) obtained by the 63 alumni surveyed is demonstrated by the graph that follows.

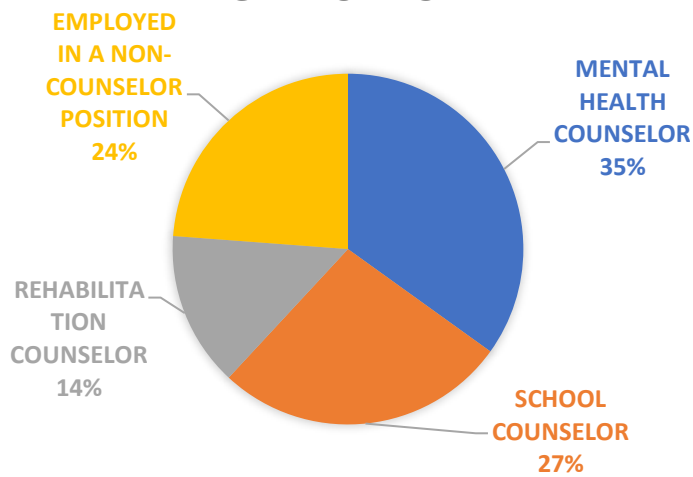
For this 5-year period surveyed, about 87% of alumni surveyed identified as female and the remaining identified as male. This data demonstrates a predominance of females in the Counseling Graduate Program at New Mexico Highlands University. This is comparable to the national annual average for 2019 of counselors employed about 76% counselors were females in the United States (U.S. Bureau of Labor Statistics, 2020). Further, there is a predominance of Caucasian and Hispanic or Latino alumni from those surveyed. About 37% of those surveyed identified as Hispanic or Latino, while in contrast the national annual average in 2019 was about 13% for Hispanic or Latino employed counselors (U.S. Bureau of Labor Statistics, 2020). The Sex, Race, and Ethnic Diversity of U.S. Health Occupations Report for the years of 2011-2015 states that Hispanic, Latino, Native Americans and Asians are underrepresented in the counseling work force (U.S. Department of Health and Human Services, 2017). This demonstrates that the New Mexico Highlands University Counseling Master’s Program has effectively reaching the Hispanic and/or Latino communities.



About 73% of the Graduate Counseling Program alumni were able to obtain a job within their field in 0 to 4 months after the day of graduation. Of those, some obtained a job prior to the graduation date although this specification was not distinctly made in the survey due to it being compiled in the “0 to 4 months” response. 8% of the alumni surveyed obtained a job in their field 5 to 6 months after the day of

graduation, 5% obtained a job in their field in the range of 7 to 12 months and the remaining 3% stated they still have not obtained a job within their field. The remaining 11% accounts for those who stated “other” as their response for the length of time it took after graduation to obtain a job within the field. The varied responses for specification of what “other” meant to them are anywhere from “I chose not to use the degree” to “I was already working in the field of education.”

FIRST POSITION OBTAINED AFTER GRADUATION



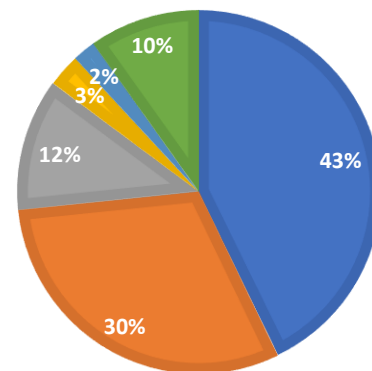
Further, a larger portion of the alumni responded that their first position after graduation was in a mental health counselor position and it is consistent with higher percentages in concentrations and licenses in clinical mental health (or professional) counseling. The data obtained from the alumni surveys also demonstrates that 76% of the graduates from the NMHU Counseling Program obtained jobs within their field of study as their first job after graduation. Those in the 24% who were employed in a non-counselor position after graduation from the program account for those

who chose not to use the degree, chose not to pursue a counseling position or have not found a that they want job in the field. The data stays consistent when these individuals were asked what their position is currently with only a 3% increase in employment in a non-counselor position. The increase in employment in a non-counselor position includes those who may be retired, chose not to use the degree and others. In addition, while the current employment status as a school counselor and rehabilitation counselor decreased, the mental health counselor current employment status increased in the survey sample.

Alumni also were asked how they rated their level of satisfaction with the program's aspects and with the coursework, an average of 43% of responses were "excellent," 30% were "good" and 12% were "average." The remaining 15% account for the average response of anywhere from "below average" to "not applicable." An average of 85% of alumni in the 5-year sample thought the program was exceeding their expectations and/or fulfilled them and required small changes if any at all.

AVERAGE RESPONSES FOR RATED LEVEL OF SATISFACTION WITH COURSEWORK AND PROGRAM'S ASPECTS

■ EXCELLENT/HIGH ■ GOOD ■ AVERAGE
 ■ BELOW AVERAGE ■ POOR/LOW ■ NOT APPLICABLE

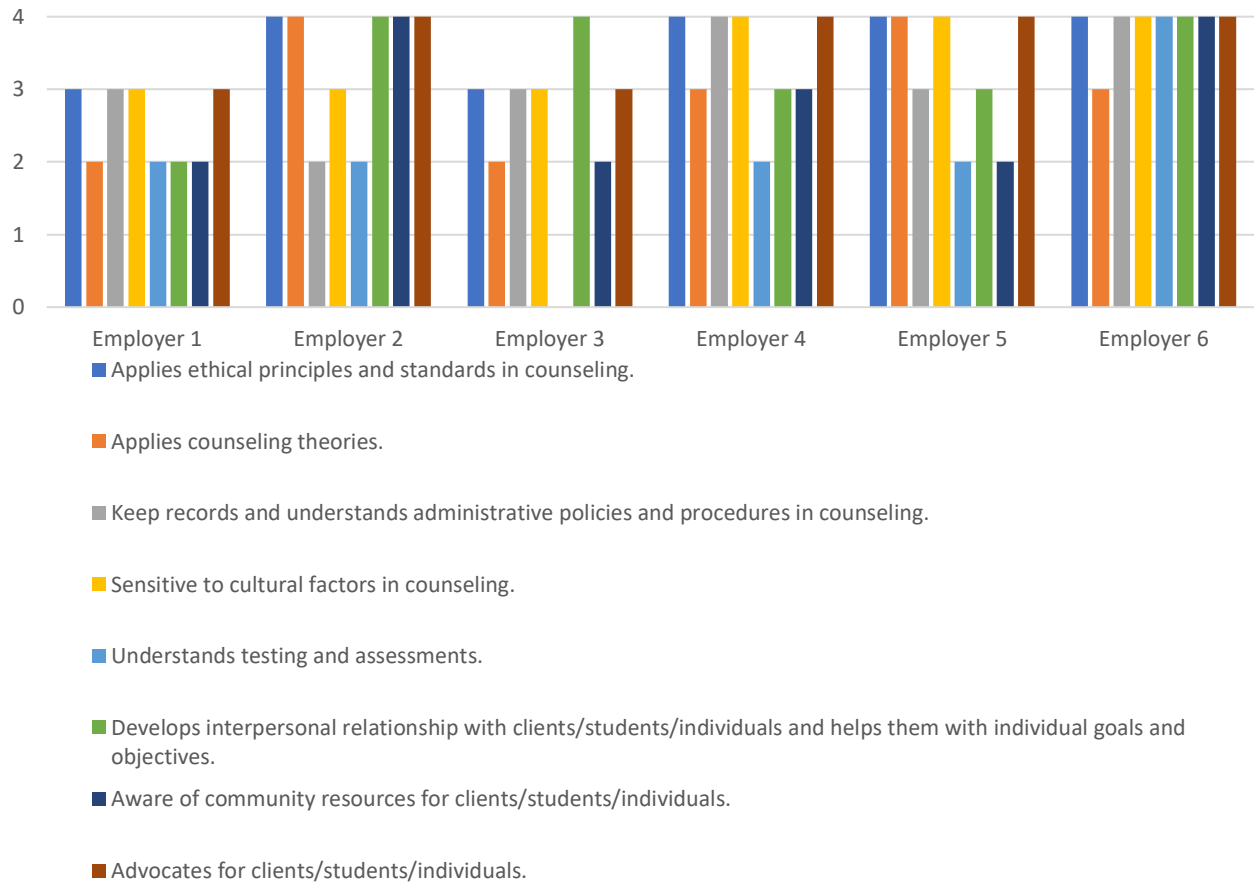


Lastly, alumni employers were surveyed to assess the effectiveness of the program in preparing students for the jobs within the field. A list of the employers was created from the information given by the alumni in their survey. The employers were randomly selected from different types of counseling offered at these facilities. The six employers that were surveyed were A New Awakening, an Albuquerque Public Schools’ elementary school, Albuquerque Family Counseling, Albuquerque Health Services, Attachment Healing Center, and Student

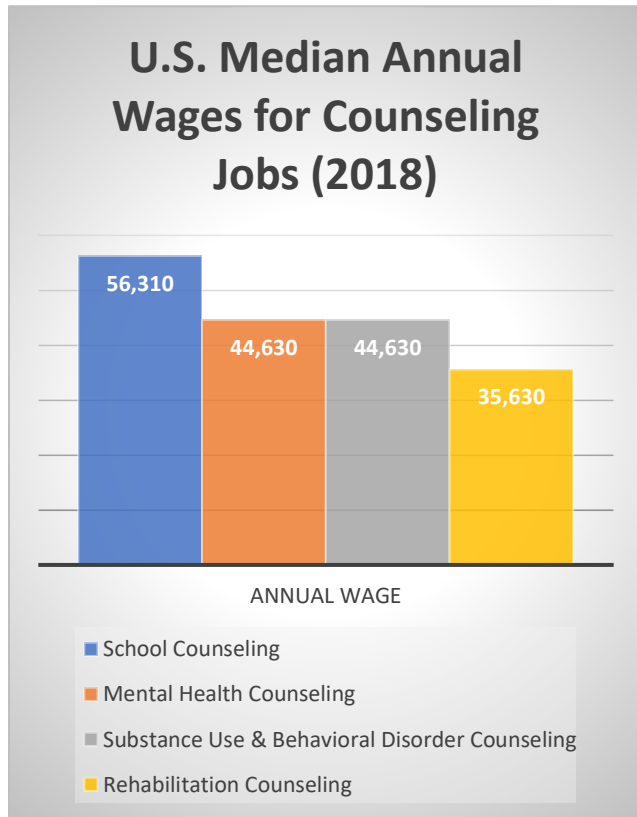
| KEY: Numerical Rating | Meaning of Numerical Rating |
|--------------------------|-----------------------------|
| 4 | Excellent |
| 3 | Above Average |
| 2 | Average |
| 1 | Below Average |
| 0 | Not Applicable |

Family & Community Center. All of the employers stated that they felt that the New Mexico Highlands Program prepared the individuals as entry-level counseling professionals. All of the ratings for the level of preparedness in regard to several different topics were stated to be average or above average, meaning none of the employers stated the quality of preparedness was below average. The average response for all questions in regard to level of preparation was “3” or “above average” level of readiness for the field of counseling.

Rating the Level of Preparation of Graduates

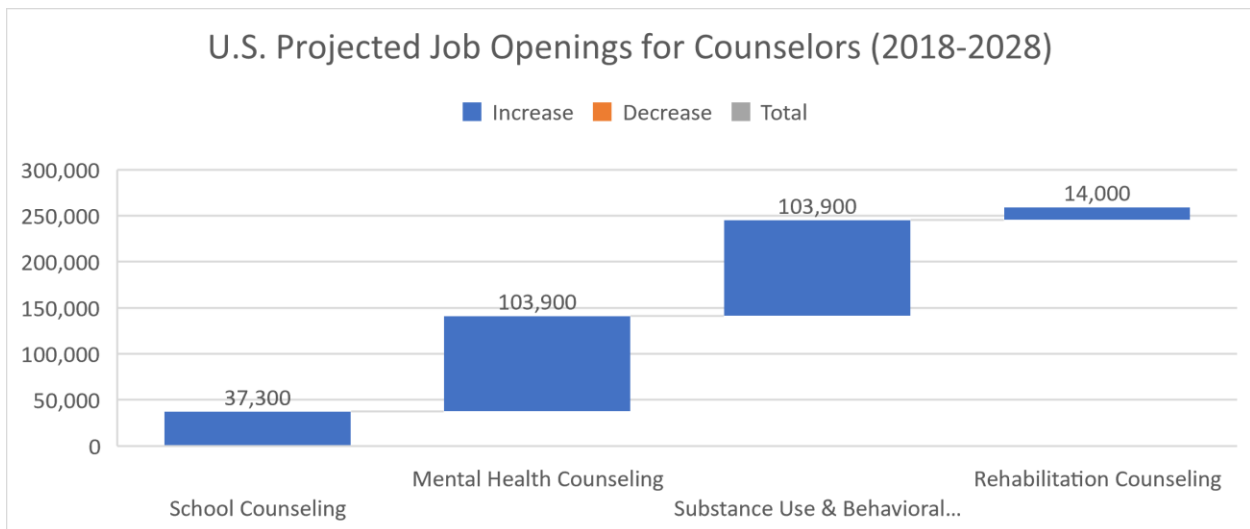


National and State Data

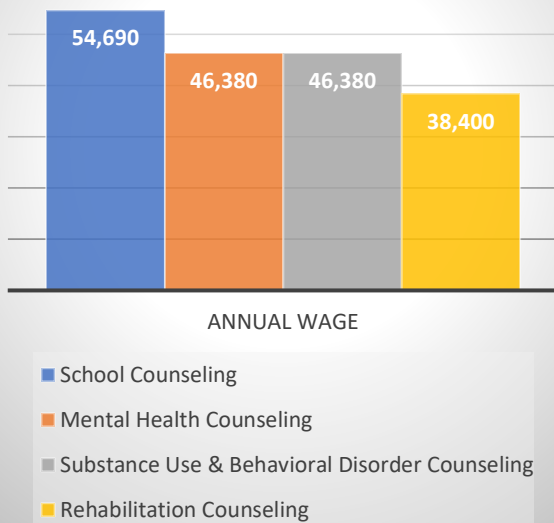


The U.S. Bureau of Labor Statistics (2020) state that there was a total of 157, 538,000 individuals employed in the United States in 2019, of these 927,000 were counselors. Out of the 927,000 counselors employed, 76% were women and 73% were Caucasian. This data demonstrates that there is a disparity of men and ethnically diverse individuals in the counseling field in the United States, which may be due to a variety of different variables. The U.S. Department of Labor, Employment and Training Administration (2020) state that there the mental health counselors field has a projected national growth of 23% which is faster than the average. The median wages as reported for 2018 were 21.46 dollars per hour for mental health counselors (U.S. Department of Labor, Employment and Training Administration, 2020). For school, vocational, guidance, and educational counselors the projected national growth is

8% for the 10-year span of 2018 to 2028, with median wages in 2018 being 27.07 dollars hourly. For rehabilitation counselors the projected national growth of the field for the same 10-year span is 10% and the median wages for 2018 were 17.13 dollars an hour. Lastly, for substance use and behavioral disorder counselors the projected national growth of the field is 23% and the median wages for 2018 were 21.46 dollars hourly. Despite the varying percentages of projected growth for the different concentrations of counseling, the counseling field as a whole is projected grow faster than average in its entirety.



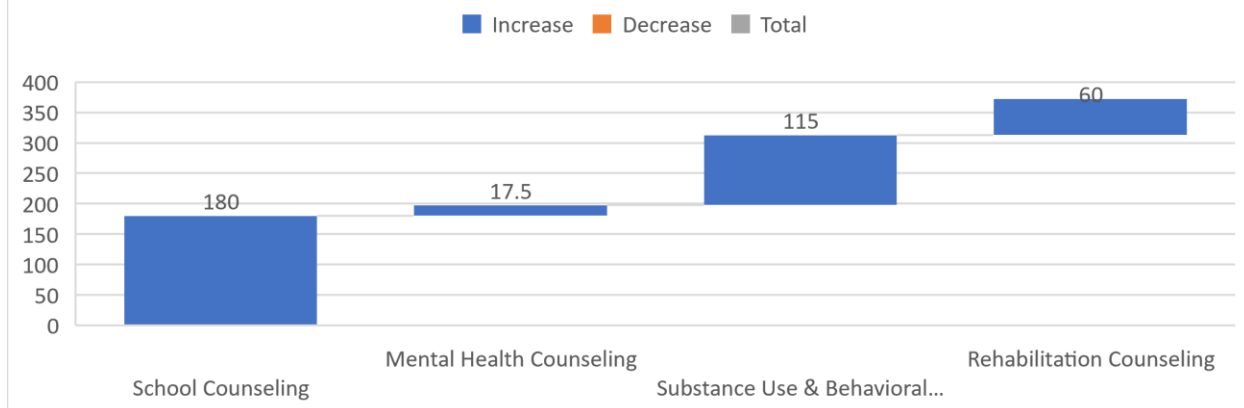
New Mexico Median Annual Wages for Counseling Jobs (2018)



In New Mexico, there were about 3,800 counselors employed in 2018 (U.S. Bureau of Labor Statistics, 2019). The median hourly wage for guidance, school and vocational counselors in New Mexico was 26.29 dollars, 18.46 dollars for rehabilitation counselors, and 22.30 dollars an hour for substance use, behavioral disorder and mental health counselors (U.S. Bureau of Labor Statistics, 2019). In comparison with the rest of the states in the U.S., New Mexico provides a positive outlook on the quantity of open jobs for counselors in various fields and the annual wage earned. The U.S. Department of Labor, Employment and Training Administration (2020) demonstrate through their data on annual wages that New Mexico pays counselors above the median annual wage in the U.S. For the 10-year span between 2016 and 2026, the projected growth for the field of

rehabilitation counseling for the state of New Mexico is more than 12% with 60 projected annual openings (U.S. Department of Labor, Employment and Training Administration, 2020). For the same 10-year span, the projected growth in New Mexico for educational, guidance, school and vocational counseling is more than 10.3% with 180 projected annual job openings (New Mexico Department of Workforce Solutions, 2020). The projected growth for the field of mental health

Projected Job Openings for Counselors in New Mexico (2016-2026)



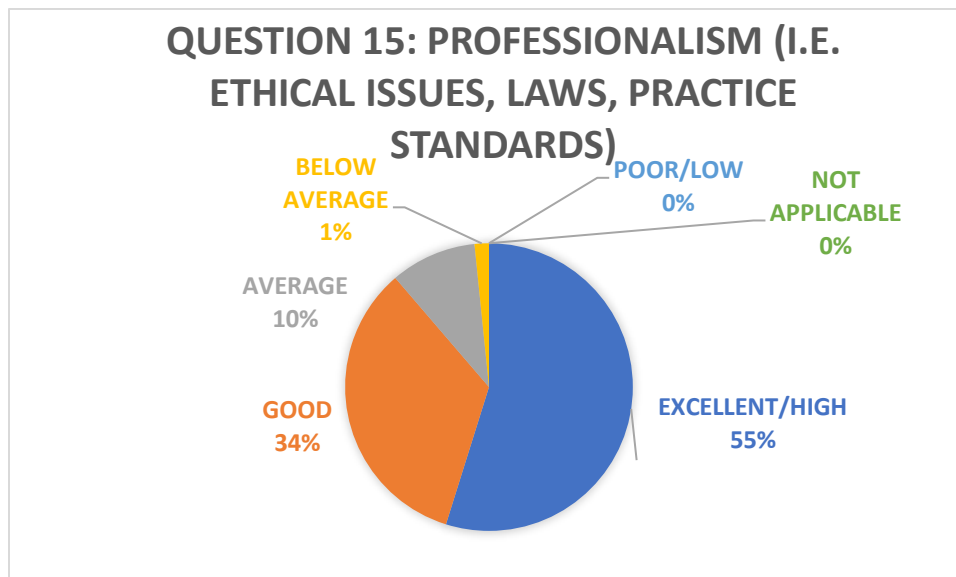
counseling is projected a 17.5% growth with 160 projected annual openings in New Mexico for 2016 to 2026 (New Mexico Department of Workforce Solutions, 2020). Mental health and substance use social workers/counselors have a projected 12.1% growth in the field with 115 projected annual job openings (New Mexico Department of Workforce Solutions, 2020). The

state of New Mexico shows that the counseling field has more projected growth in all fields of counseling when compared to the nation as a whole. The New Mexico Department of Workforce Solutions (2020) finds that jobs that are in-demand and are categorized as the best occupational opportunity are substance use and behavioral counseling positions, mental health counseling positions and vocational, school, education counseling positions.

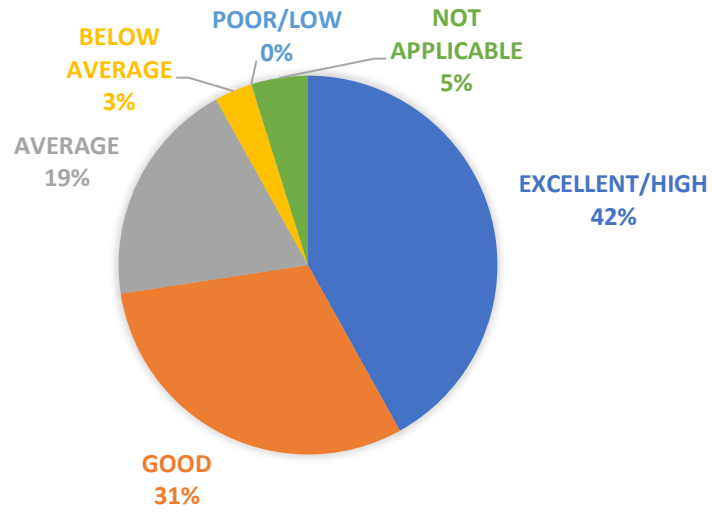
Discussion

The employment, wage and projected job growth for the nation and state demonstrate that counseling in any specific concentration has a positive outlook. Further, the O*NET Interest Profiler (National Center for O*NET Development, 2020) can determine possible interests and further aid in the decision to pursue this field. According to the National Center for O*NET Development (2020) social, investigative and artistic interest are those that will more likely ensure success in the profession for the individual, in addition there is a need for self-control, concern for others, integrity, stress tolerance and dependability. Individuals who value relationships, achievement and independence will find that their work values coincide with the profession as well. According to New Mexico Highlands University Counseling Master’s Program alumni, the department and school provide an adequate or even excellent environment, curriculum, program for growth of counseling skills and knowledge. The employers of these alumni reiterated this idea in their survey, as they stated the alumni were prepared for the field after graduating from the universities program and exceeded in their duties. Through analysis of data of the state of New Mexico, the U.S., and the surveys there are plenty of job/field growth and immediate or almost-immediate attainment of jobs within the field.

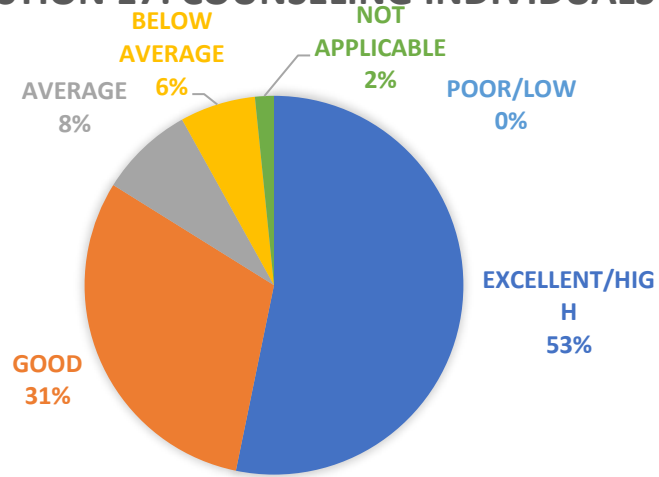
Graphs for Answers to Rated Level of Satisfaction of Coursework and Program Aspects



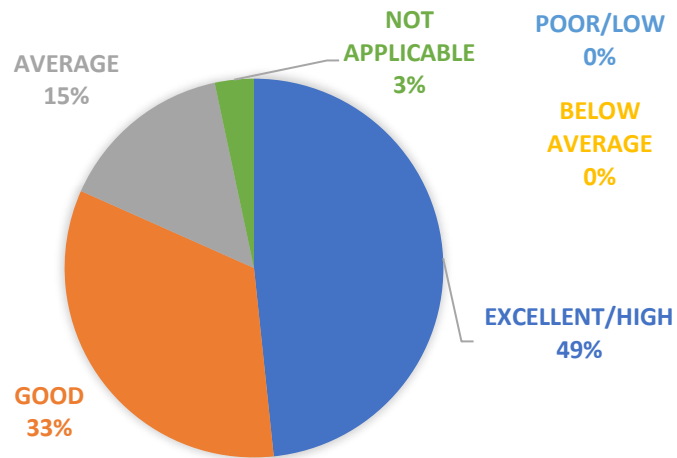
QUESTION 16: RESEARCH FOUNDATIONS



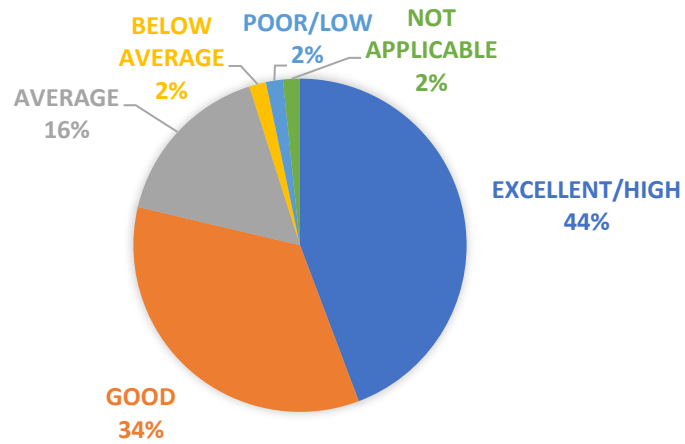
QUESTION 17: COUNSELING INDIVIDUALS



QUESTION 18: COUNSELING GROUPS

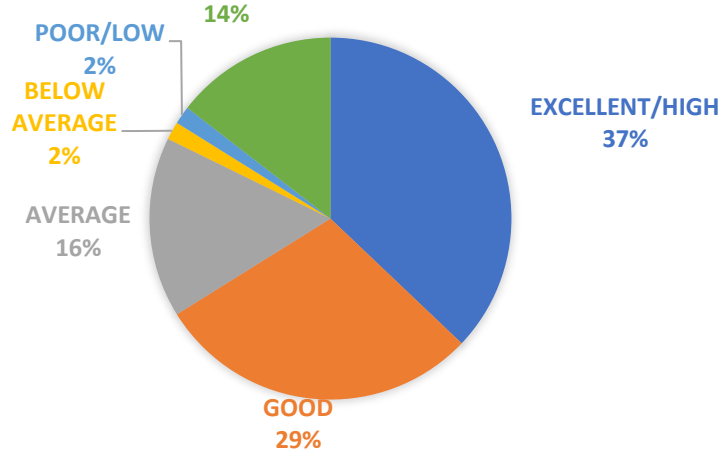


QUESTION 19: KNOWLEDGE OF VOCATIONAL AND CAREER DEVELOPMENT



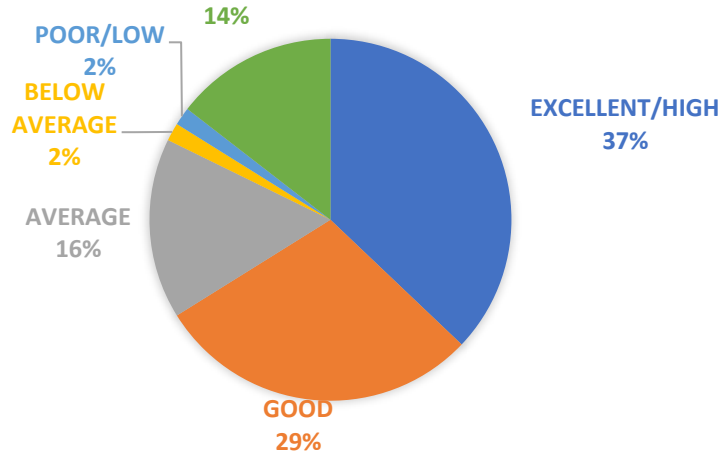
QUESTION 20: PLANNING, CASE CONCEPTUALIZATION, AND CASE MANAGEMENT (REHABILITATION)

NOT APPLICABLE

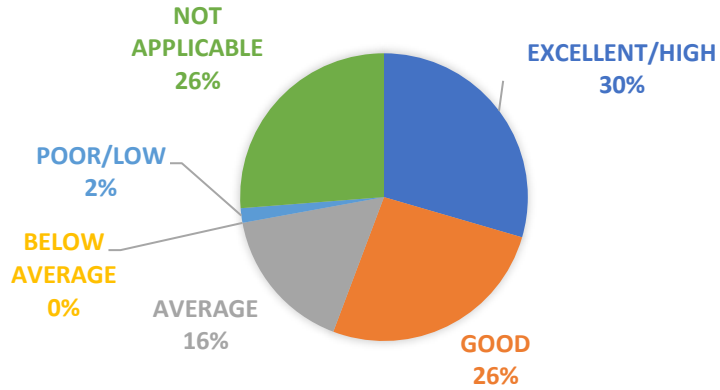


QUESTION 20: PLANNING, CASE CONCEPTUALIZATION, AND CASE MANAGEMENT (REHABILITATION)

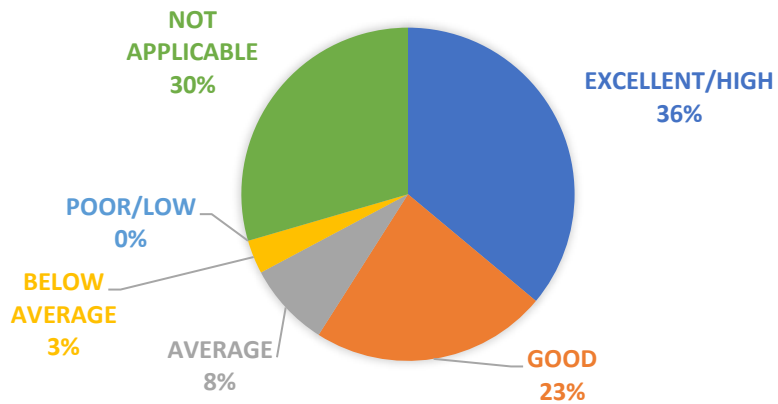
NOT APPLICABLE



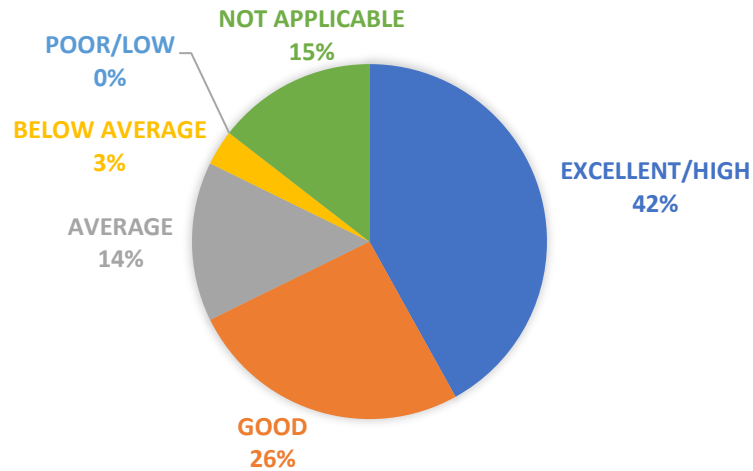
**QUESTION 22: HISTORY, PHILOSOPHY,
AND STRUCTURE OF REHABILITATION
DELIVERY SYSTEMS IN THE U.S.**



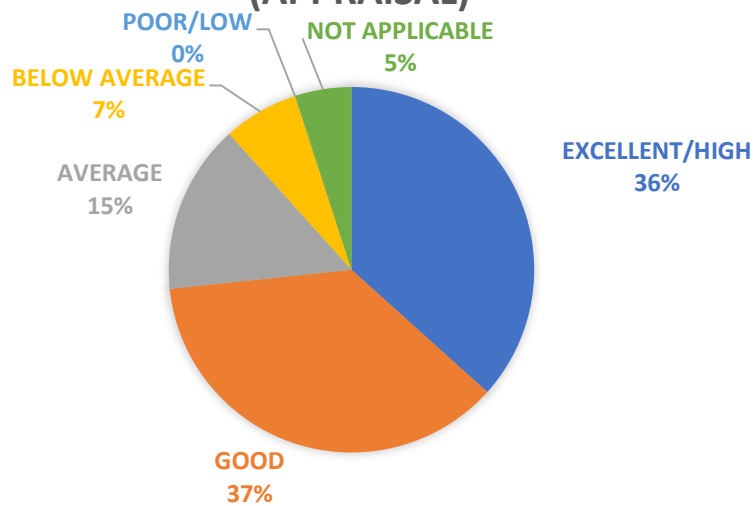
**QUESTION 23: KNOWLEDGE ABOUT
UTILIZATION OF ASCA (SCHOOL)**



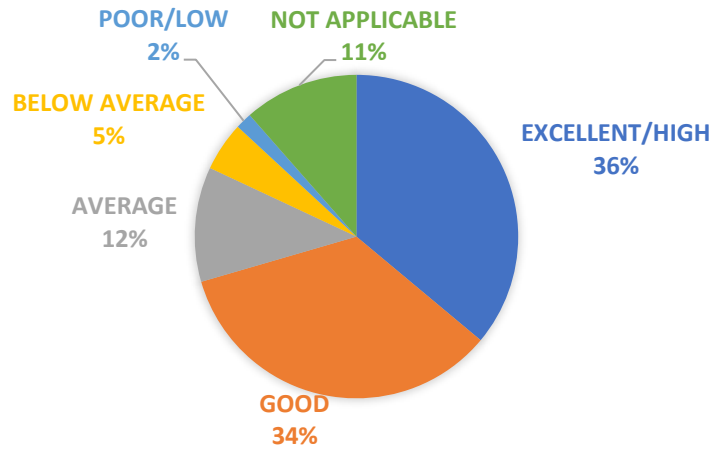
QUESTION 24: PROGRAM DEVELOPMENT AND CONSULTATION SKILLS (NOT CLINICAL MENTAL HEALTH COUNSELING/PROFESSIONAL)



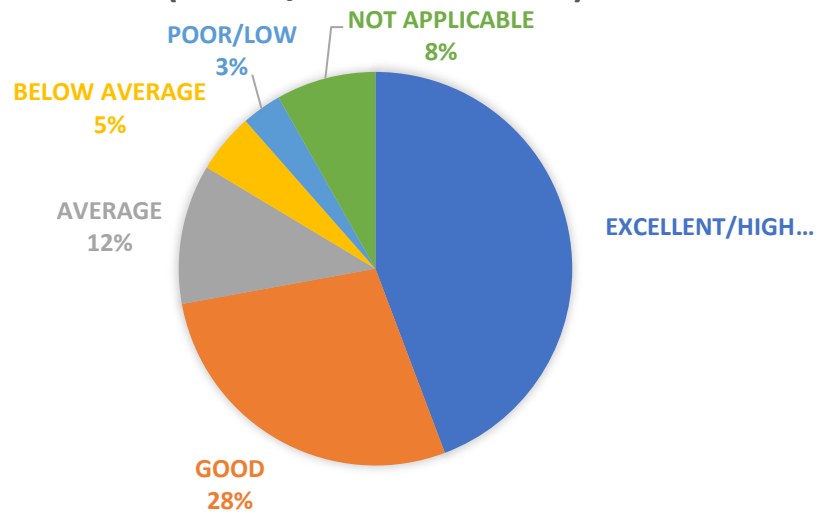
QUESTION 25: IDENTIFICATION AND UTILIZATION OF ASSESSMENT INFORMATION (APPRAISAL)



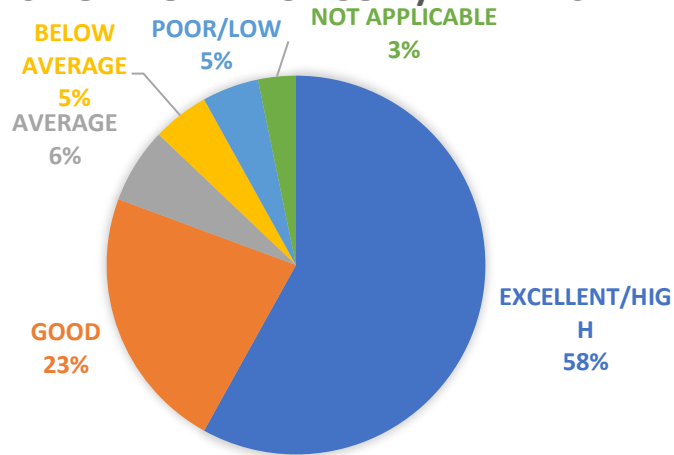
QUESTION 26: COUNSELING FAMILIES (CLINICAL REHABILITATION, CMHC/PROFESSIONAL, AND SCHOOL)



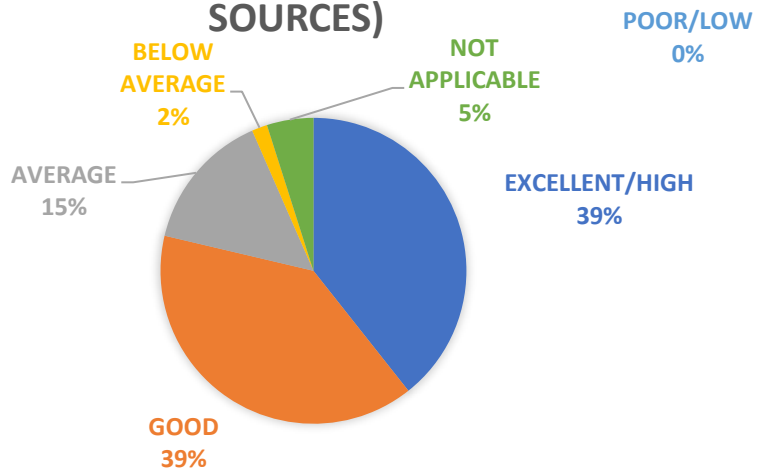
QUESTION 27: ADDRESSING TRAUMA (CMHC/PROFESSIONAL)



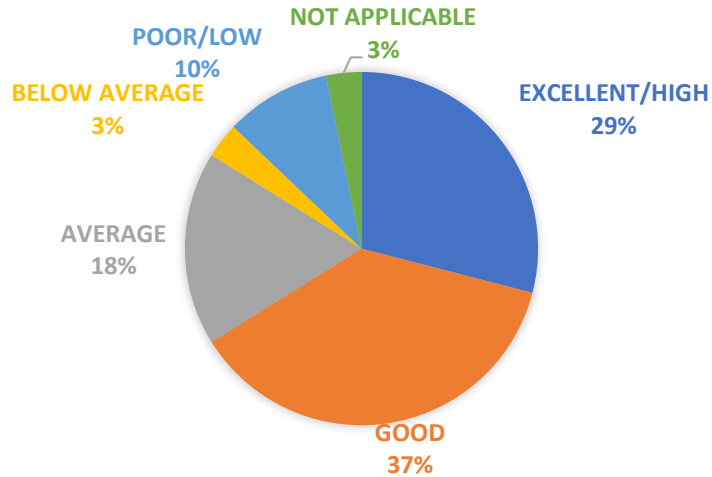
QUESTION 28: PRACTICUM/INTERNSHIP



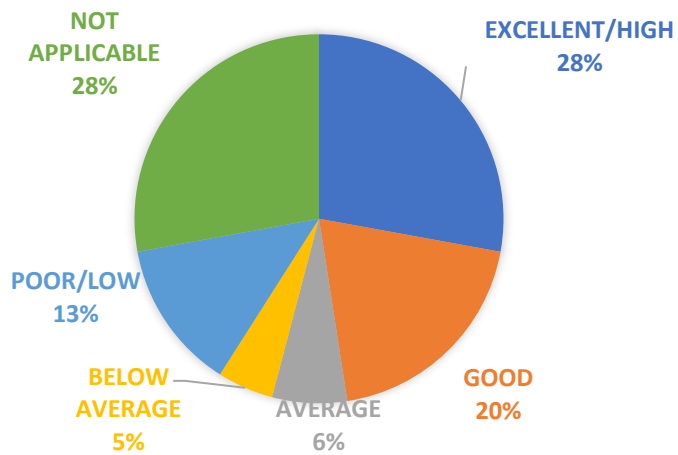
QUESTION 29: RESOURCES OF THE COUNSELING PROGRAM (SUCH AS TECHNOLOGY, LIBRARY, RESEARCH SOURCES)



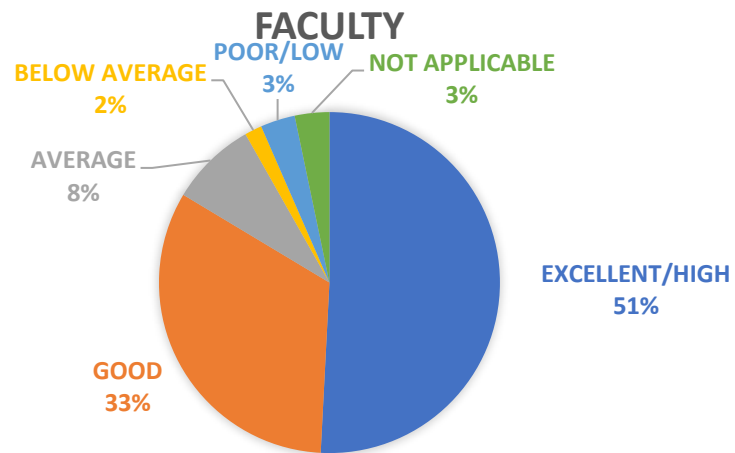
QUESTION 30: INFORMATION PROVIDED ABOUT THE SPECIFIC STEPS IN OBTAINING LICENSE(S) AND/OR CERTIFICATION(S)



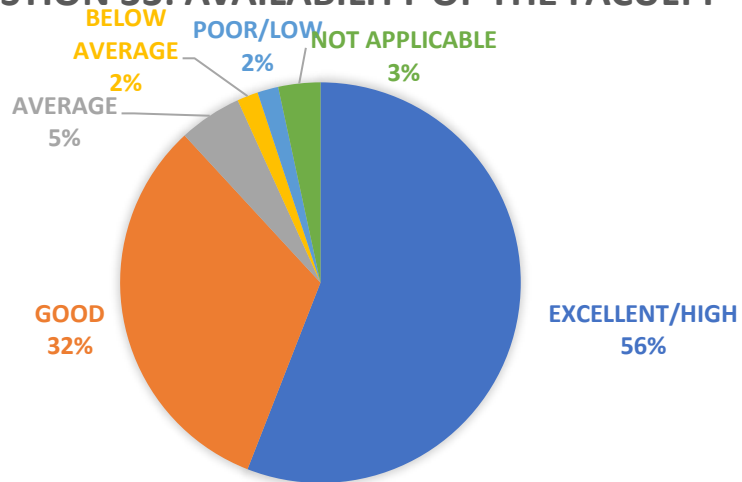
QUESTION 31: JOB PLACEMENT ASSISTANCE PROVIDED BY NMHU COUNSELING FACULTY



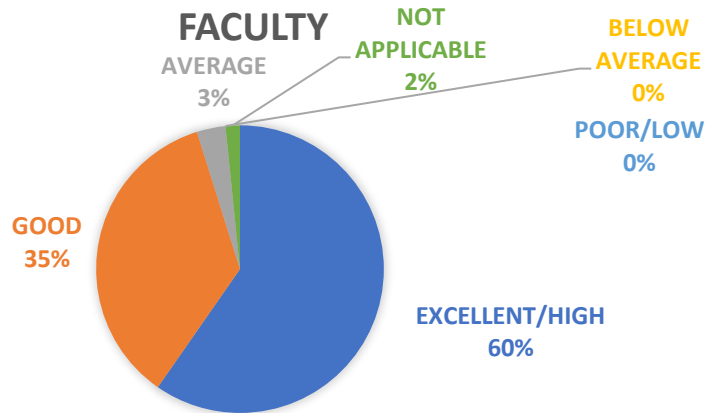
**QUESTION 32: ADEQUACY OF ACADEMIC
ADVISEMENT PROVIDED BY NMHU COUNSELING**



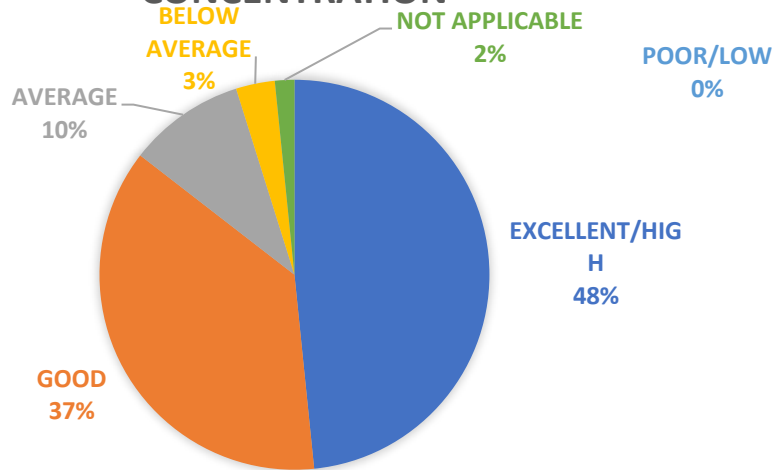
QUESTION 33: AVAILABILITY OF THE FACULTY



QUESTION 34: OVERALL QUALITY OF TEACHING BY NMHU COUNSELING FACULTY



QUESTION 35: RELEVANCE OF THE COUNSELING COURSES IN YOUR SPECIFIC CONCENTRATION



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U.S. Bureau of Labor Statistics. (2020). *Household data annual averages* (11) [Employed persons by detailed occupation, sex, race and Hispanic or Latino ethnicity]. Division of Occupational Employment Statistics. Retrieved from <https://www.bls.gov/cps/cpsaat11.pdf>

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U.S. Bureau of Labor Statistics. (2019). *Occupational Outlook Handbook*. Retrieved from <https://www.bls.gov/ooh/community-and-social-service/home.htm>