



**New York State Education Department
Office of Higher Education**

**2025 Comprehensive Local Needs Assessment (CLNA)
Template**

Recipient Name:

NYC College of Technology, CUNY



New York State
EDUCATION DEPARTMENT
Knowledge > Skill > Opportunity

Local Advisory Council and Stakeholders (Scroll down past directions to chart)

DIRECTIONS: To complete the Comprehensive Local Needs Assessment and oversee the engagement of all required stakeholder groups, the eligible recipient must form a smaller leadership group called a Local Advisory Council. This Advisory Council’s membership should align with the advisory council districts and BOCES are required to maintain per New York Consolidated Laws, Education Law: EDN §4601. The Local Advisory Council will be responsible for collecting data, conducting initial data analysis, disseminating data and supporting materials to all stakeholder groups, coordinating and scheduling stakeholder meetings and feedback, and completing the CLNA based on all data and feedback. The Local Advisory Council members should be well-positioned to provide guidance to all stakeholders concerning timelines, feedback, and review of all data and materials concerning the development of the CLNA. At least ten members are needed on the Local Advisory Council. Participants must include, but are not limited to:

- Individuals familiar with CTE and major industries in the service area and business and industry representatives
- Individuals familiar with CTE programs at the secondary and postsecondary level, and/or School/BOCES board members
- Individuals familiar with the special educational needs of the students with physical and mental disabilities
- Individuals representative of community interests, including individuals familiar with the special needs of the population to be served
- Individuals enrolled as CTE students at the agency served by the advisory council

In conducting the needs assessment, completing the CLNA Template, and developing the local application, the eligible recipient shall involve a diverse body of stakeholders. This stakeholder group will provide analysis, review, and support in the development of the needs assessment and the local application as well as providing ongoing consultation. Per Section 134(d) of Perkins V, this group must include, though is not limited to, participation by the groups listed below. Multiple representatives from each group can be part of the stakeholder engagement group as long as there is at least one representative from each group below.

- Representatives of career and technical education programs in a local educational agency or educational agency or educational service agency, including teachers, career guidance and academic counselors, principals and other school leaders, administrators, and specialized instructional support personnel and paraprofessionals;
- Representatives of career and technical education programs at postsecondary educational institutions, including faculty and administrators
- Representatives of the State board or local workforce development boards and a range of local or regional businesses or industries;
- Parents and students;
- Representatives of special populations
- Representatives of regional or local agencies serving out-of-school youth, homeless children and youth, and at-risk youth (as defined in section 1432 of the Elementary and Secondary Education Act of 1965);
- Representatives of Indian Tribes and Tribal organizations in the State, where applicable; and
- Any other stakeholders

Local Advisory Council

List the Local Advisory Council Members below. Add extra rows if necessary.

NAME	TITLE
Dr. Pamela Brown	Provost and Vice President for Academic Affairs
Dr. Reginald Blake	Associate Provost and Dean of Curriculum and Research
Dean Justin Vazquez-Poritz	Dean, School of Arts and Sciences
Dean Gerarda Shields	Dean, School of Technology and Design
Dean Maureen Archer-Festa	Dean, School of Professional Studies
Ms. Lauri Aguirre	Director, First Year Programs
Ms. Patty Barba Gorkhovor	Director, Sponsored Programs and Perkins Grants Officer
Ms. Shermira Busby-Forrester	Director, Business and Industry Workforce Training Center
Mr. John Currie	Director, Center for Student Accessibility
Dr. Melanie Villatoro	Department Chairperson, Construction Management/Civil Engineering Technology

Stakeholders Consulted

Please note that at least one representative from every stakeholder category must be consulted and identified. Provide the responsibilities and type of input that each stakeholder provided to the CLNA process. Add extra rows if necessary for multiple stakeholders from a single category.

STAKEHOLDER CATEGORY	STAKEHOLDER NAME(S)	TITLE(S)	RESPONSIBILITIES/INPUT PROVIDED TO THE CLNA PROCESS
CTE faculty	Professor Alyssa Adomaitis	Program Director, Business Fashion Technology	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Ting Chin	Department Chair, Architectural Technology	Provides specific program strengths, weaknesses, needs and strategies for improvement.

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	Professor Soyeon Cho	Department Chair, Human Services	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Urmi Duttagupta	Program Director, Computer Science	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Karen Goodlad	Department Chair, Hospitality Management	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Katherine Gregory	Department Chair, Health Sciences	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Steven Indelicato	Program Director, Vision Care Technology	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Sunghoon Jang	Department Chair, Electromechanical Engineering Technology	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Ivana Jovanovic	Department Chair, Chemistry	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Anna Matthews	Department Chair, Dental Hygiene	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Connie Mennella	Department Chair, Legal Studies	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Robert Polchinski	Department Chair, Environmental Control Technology	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor AKM Rahman	Department Chair, Mechanical Engineering Technology	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Mohammad Razani	Department Chair, Electrical Engineering Technology	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Ashwin Satyanarayana	Department Chair, Computer Systems Technology	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Susan Schroeder-Davide	Department of Dental Hygiene	Provides content and review for CLNA in collaboration with faculty and staff.
	Professor Anthony Sena	Department Chair, Restorative Dentistry	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Melanie Villatoro	Department Chair, Construction Management/Civil Engineering Technology	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Zoya Vinokur	Department Chair, Radiological Technology	Provides specific program strengths, weaknesses, needs and strategies for improvement.
	Professor Daniel Wong	Department Chair, Communications Design Technology	Provides specific program strengths, weaknesses, needs and strategies for improvement.
Career guidance and academic counselor(s)	Dr. Marling Sone	Vice President, Enrollment Mangement	Review and provided feedback on CLNA.
Administrators	Dr. Pamela Brown	Provost & Vice President for Academic Affairs	Review, provided content and feedback on CLNA.
	Dr. Reginald Blake	Associate Provost and Dean of	Review and provided feedback on CLNA.
	Dean Justin Vazquez-Poritz	Dean, School of Arts and Sciences	Review and provided feedback on CLNA.
	Dean Gerarda Shields	Dean, School of Technology and	Review and provided feedback on CLNA.
	Dean Maureen Archer-Festa	Dean, School of Professional Studies	Review and provided feedback on CLNA.
	Ms. Lauri Aguirre	Director, First Year Programs	Review and provided feedback on CLNA.
Other CTE staff members	Ms. Tanika Bashir	Academic Internship Manager	Review and provided feedback on CLNA.
	Ms. Shermira Busby-Forrester	Director, Business and Industry Workforce Training Center	Review and provided feedback on CLNA.

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Postsecondary representatives	Ms. Hyun Jeong Kim	Director, STEP and CSTEP Program at City Tech	Review and provided feedback on CLNA.
	Ms. Erica Morales	Early College Liaison	Review and provided feedback on CLNA.
State or local workforce development boards	Ms. Shermira Busby-Forrester	Director, Business and Industry Workforce Training Center	Review and provided feedback on CLNA.
Business and industry	Ms. Alexandra Feldhausen	NYC Tech Talent Pipeline	Review and provided feedback on CLNA.
Parents	Ms. Lauri Aguirre	Director, First Year Programs	Review and provided feedback on CLNA.
	Professor Melanie Villatoro	Department Chair, Construction Management/Civil Engineering Technology	Review and provided feedback on CLNA.
	Professor Susan Schroeder-Davide	Department of Dental Hygiene	Review and provided feedback on CLNA.
Students	Ms. Abigail Thomas	President, Student Government Association	Review and provided feedback on CLNA.
Representatives of special populations	Mr. John Reid Currie	Director, Center for Student Accessibility	Review and provided feedback on CLNA.
Representatives of regional or local agencies serving out-of-school youth, homeless children and youth, and at-risk youth	Dr. Reginald Blake	Associate Provost and Dean of Curriculum and Research Director Black Male Initiative (BMI)	Review and provided feedback on CLNA.
Representatives of Native American and Tribal organizations-where applicable			
Other interested stakeholders (list names and titles)			

Chart 1: Identification of Top Regional Industries and Corresponding NYSED-Approved CTE Programs

DIRECTIONS: Utilizing the New York State Department of Labor's Long-Term Projections by Industry: 2020-2030 (below), list the top five industries by current demand in your region in column A. Next, in column B, identify the NYSED-approved CTE programs that exist at your institution that prepare students for career success in those industries. If your institution does not have any NYSED-Registered programs in the particular industry listed, then write "N/A" in column B. Use the link below:

Long-term Projections by Industry: 2020-2030

TOP FIVE REGIONAL INDUSTRIES	CURRENT NYSED-REGISTERED PROGRAMS THAT PREPARE STUDENTS FOR SUCCESS IN THOSE INDUSTRIES
Office, Administrative Support	Accounting, and Hospitality Management
Healthcare Support	Dental Hygiene, Dental Laboratory Technician, Health Sciences, Nursing, Ophthalmic Dispensing, and Radiological Technology
Business and Finance Operations occupations	Accounting, Marketing and Mangement
Education Training and Library Occupations	N/A
Transporation and Material Moving Occupations	N/A

Chart 2: Current NYSED-Approved CTE Programs in Which Updates are Needed to Better Meet Current Labor Market Needs

DIRECTIONS: Based on the labor market data reviewed, which NYSED-registered programs could be updated to better align with labor market needs?

NYSED-REGISTERED CTE PROGRAM	EVIDENCE	UPDATES NEEDED FOR ALIGNMENT WITH LABOR MARKET NEEDS	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Chemical Technology A.S.	Students in our program typically move to a Bachelor's degree program.	The program needs industry professionals to meet with student and faculty about careers and internships. Students are not prepared to search and apply for jobs at the associate degree level and need more assistance.	Chemical Technology needs funding for panels and seminars with industry professionals and to improve student professional development skills. Perkins can support the PDC.
Computer Science A.S.	Students in our program typically move to a Bachelor's degree program.	Students need access to more research and internship opportunities.	Perkins can support industry speakers and seminars and support the PDC for Computer Science students.
Architectural Technology A.A.S	Information on industry is received from advisory board and adjunct professors who are practicing architects.	To be competitive for entry level jobs, students need the skills to use digital and fabrication tools that are widely used in the industry.	Architectural Technology needs new laser cutter and CNC machine for lab.
Communication Design Management A.A.S	U.S. Bureau of Labor Statistics projects 2022-2032 percent change of employment for film and video editors 9%, television, video and film camera operators and editors 3% and media/communication equipment workers 4% and camera operators, television, video and film 3%.	Updates are needed to capital project/room allocation and equipment for video and sound studio and student sign-out.	Communications & Design needs equipment and supplies for video shooting, editing and sound studio and for equipment outside the classroom.
Computer Information Systems A.A.S	By systematically collecting feedback from Employers, Advisory Board and Alumni Interactions, we have collected evidence on aligning with labor market needs. Our advisory board comprises of members from Chase, Microsoft and other companies who provide constant feedback on the courses and the software.	Strengthen guidance and support services for students in navigating and selecting industry experiences. Upgrade and replace outdated computers and software. Consider modern workstations that support the latest applications and programming environments.	Perkins funding can help Computer Information Systems to purchase equipment and technology upgrades, advisement and industry certifications .
Construction Management Technology A.A.S	Industry advisory board and adjunct professionals recommendations.	Students require certifications, improved professional and soft skills.	Perkins can support student certifications and assistance with professional and soft skills via PDC.
Civil Engineering Technology A.A.S	Employment of civil engineers is projected to grow 5% from 2022 to 2032.	Students require certifications, improved professional and soft skills.	Perkins can support Civil Engineering students certifications, and assistance with professional and soft skills.
Electrical Engineering Technology A.A.S	Faculty research and advisory board member recommendations.	Up-to date equipment.	Electrical Engineering technology needs support for up-to-date lab equipment.

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NYSSED-REGISTERED CTE PROGRAM	EVIDENCE	UPDATES NEEDED FOR ALIGNMENT WITH LABOR MARKET NEEDS	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Electromechanical Engineering Technology A.A.S	In the last decade, industries have left behind electromechanical components for control systems, replacing them with interconnected computers, microcontrollers, and digital components. Program changes are proposed to drop the mechanical and electromechanical content for an associate's degree in CET that better aligns with ABET Accreditation requirements.	We are planning to change the EMT-AAS program to Computer Engineering Technology (CET)-AAS program . The program needs 1) to support ongoing education for faculty training and professional development, 2) to update equipment and lab facilities , 3) to facilitate collaborations, internships, or guest lectures from professionals in the field, and 4) to contribute to the development and enhancement of student support services such as career counseling, and job placement assistance.	Perkins can support faculty development, lab equipment and supplies, professional speakers and student support services for EET.
Environmental Control Technology A.A.S	Local Law 97 is pushing building owners toward electrification of fossil fuel powered systems.	Students need more training in heat pumps and digital control which is being incorporated into the curriculum.	Environmental Control needs support for new heat pump units and digital control training set-ups.
Industrial Design Technology A.A.S	Program enrollment is declining.	The program needs hands-on industrial design tools and training. Course content also needs to be aligned with current industrial needs.	Perkins can support equipment and supplies for Industrial Design.
Mechanical Engineering Technology A.A.S	Faculty including especially adjuncts have industry experience and connections.	Additional industry instructors and newer equipment.	Some new CNC equipment can be purchased for Mechanical Engineering.
Accounting A.A.S	Firms in the industry and recruiters have advised us to develop a baccalaureate accounting program.	The program follows the same standards as similar associate accounting programs.	
Business and Technology of Fashion A.S	The AS degree program aligns itself with labor market needs by surveying industry partners.	Applying for accreditation through TAPAC, the accrediting body for apparel & Textiles. In progress application for affiliate membership. The World Encyclopedia of Dress EICHER Burgh Publication Subscription: Database of Dress and culture - with diversity, inclusion, and cultural awareness. AIMS360 Certification online training.	Perkins can support database resource and certification for students for Business Fashion students.
Dental Hygiene A.A.S	The Dental Hygiene Advisory Board and graduates' feedback surveys recommendations for technological advances and current professional diagnostic/treatment equipment.	Updates needed include introduction of pediatric manikins for radiographs, digital intra-oral/dental scanning and soft tissue lasers therapy.	Perkins funding can purchase equipment; pediatrics DXTR manikins, and digital scanners cameras and software for Dental Hygiene.
Dental Laboratory Technology A.A.S	There is a shift in processes and materials used in the dental field to fabricate dental restorations. More CAD/CAM procedures performed and use of non-metallic structures in restorations.	The program required updated equipment and materials that are current in most laboratories. Exposure to the processing of digitally printed materials is highly needed.	Dental Laboratory Technology needs support for equipment and supplies for milling, processing 3D printing material, scanners and software.

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Hospitality Management A.A.S	ACPHA Accreditation specifically call for the following under the subject of "PHYSICAL AND LEARNING RESOURCES: a. The Program has access to appropriate physical resources for in-person, hybrid, and online programming, such as classroom space, office space, and facilities, equipment, and technology. b. The Program has access to appropriate resources and support for online/distance/virtual programming, such as equipment, technology, and broadband access in order to satisfactorily meet the Program's mission and learning outcomes.	Kitchen equipment is not up-to-date and in disrepair. Technology is available to project lab demonstrations but equipment, supplies and software are required.	Hospitality Management requires support for updated kitchen and media equipment, software and supplies.
Human Services A.A.S	The behavioral and mental health sector has experienced an increased demand for human service workers since the beginning of the pandemic. Specifically, there is a notable rise in demand within the substance use and aging areas.	The HUS program should cultivate more collaborations with community-based agencies to augment students' exposure to field experiences, ultimately increasing their chances of securing employment. Also the HUS program should offer certificate training in substance use and aging to equip students with the skills needed to enhance their marketability in the job sector.	Perkins funding can assist Human Services program with support of an annual internship fair and support certification training in substance use and gerontology.
Paralegal Studies A.A.S	Students either drop out of the program or fail out of the program because lack of understanding of subject matter.	Students need additional tutoring for classwork and clarification of complex legal classes.	Perkins can fund tutoring for Paralegal Studies.
Marketing Management and Sales A.A.S	There is a plethora of jobs in management, marketing & sales. Based on firms in the industry and recruiters.		

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NYS-REGISTERED CTE PROGRAM	EVIDENCE	UPDATES NEEDED FOR ALIGNMENT WITH LABOR MARKET NEEDS	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Nursing A.A.S	Currently, 10.8% of the workforce in the United States are employed in the healthcare sector. Highly skilled workers are in strong demand In NYS the percentage is higher, over 14% of the workforce is employed in the healthcare sector.(Peterson-KFF, 2023).	Our simulation lab requires hospital grade equipment and supplies and staff to coordinate student use of lab.	Perkins can support the Nursing department simulation lab with staff and updated equipment and supplies.
Ophthalmic Dispensing A.A.S	We have had success in retention, however offering more online courses to our students can ensure we reach out to those who work full time.	Better laboratory equipment that can be used in our fabrication and contact lens lab. Some of our equipment are outdated. This will allow students better opportunities to practice for their state board examinations and give them more experience on tools that they can work with in the real world.	Perkins can support Ophthalmic Dispensing program with updated lab equipment and supplies, specifically in fabrication and contact lens lab.
Radiologic Technology A.A.S	Shortage of Radiologic Technology in healthcare industry	Equipment/software will enhance clinical and didactic portion of the students' education.	Perkins can support equipment and software for Radiological Technology.

Chart 3: Postsecondary Performance Indicators

DIRECTIONS: The Local Advisory Council must meet and evaluate the student performance strengths, gaps, and strategies for improvement based on appropriate data. This data analysis should be provided to the larger stakeholder group to inform their work on the CLNA.

Questions to consider: (Please note: the law requires that recipients plan to improve performance of all subgroups not meeting the performance indicators.)

1. In which programs did students, including subgroups and special populations, meet or exceed performance levels? Are there specific supports for access and success for these students? Can these supports be replicated in other programs?
2. In which programs did students, including subgroups and special populations, struggle to meet performance levels? Are there specific circumstances and/or reasons for these results that can be identified?
3. Are there specific programs which lack proportional representation from subgroups and special populations? If so, what factors contribute to this?
4. Are there specific programs in which subgroups and special populations are disproportionately overrepresented? If so, what factors contribute to this?

PERFORMANCE INDICATOR	TARGETS FOR THE 2024-2025 Application	MOST RECENT PERFORMANCE DATA BY PROGRAM	PROGRAMS NOT MEETING TARGET	SPECIAL POPULATIONS NOT MEETING TARGET WITHIN PROGRAMS	POSSIBLE CAUSES OF GAPS	STRATEGIES FOR IMPROVEMENT (IF NEEDED)	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
The percentage of CTE concentrators who, during the second quarter after program completion, remain enrolled in postsecondary education, are in advanced training, military service, or a service program that receives assistance under title I of the National and Community Service Act of 1990 (42 U.S.C. 12511 et seq.), are volunteers as described in section 5(a) of the Peace Corps Act (22 U.S.C. 2504(a)), or are placed or retained in employment. (1P1)	37%*	50.00%	Chemical Technology A.S.		Students have academic issues: poor performance in math and chemistry, not taking advantage of advisement and lack of peer mentoring.	Continued support with math and chemistry tutoring and offering peer mentoring.	Chemistry tutoring and peer mentoring.
		41.38%	Computer Science A.S.		Lack of Computer Science baccalaureate program and lack of industry experience.	Availability of internships and industry speakers	Provide hands-on experience with coding/intensive summer coding experience for Computer Science students. Support Professional the Development Center (PDC).
		57.14%	Architectural Technology A.A.S		Students need assistance with work/school balance, they are not adequately prepared for coursework and are not aware or have access to support mechanisms. Class size is too large and there is no common student area.	Improving student awareness of support available to them. More classroom space to run more sections to reduce class size. Providing tutoring and peer mentorship.	Perkins can support ARCH students tutoring and peer mentoring and support the PDC.
		66.67%	Communication Design Mangement A.A.S		Students need more hands-on experience. As enrollment increases we need more labs outfitted for video shooting and production. Sound is part of video production but a separate studio/equipment are needed.	Equipment, space and out of classroom opportunities.	Perkins can support lab equipment for Communication Design.
		61.70%	Computer Information Systems A.A.S		Students need additional academic support and they have financial constraints due to cost of living and textbooks.	Supplemental tutoring, holistic advising, and financial aid.	Perkins can support CIS students with tutoring, supplemental advisement and resources of the Student Success Center (SSC).

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		80.00%	Construction Management Technology A.A.S		Students are unable to focus primarily on their academics due to juggling too many commitments. They are not prepared for college experience.	Scaffolded support programs	Perkins can support peer mentors, student orientations activities and work/life balance support via SSC. for Construction Management/Civil Engineering students. City Tech 101 (CT101) can better prepare students for the college experience.																																													
		76.47%	Civil Engineering Technology A.A.S							71.43%	Electrical Engineering Technology A.A.S		Retention is expected.	More college involvement in advertising.	Perkins can support purchase of new equipment for Electrical Engineering Technology.			75.00%	Electromechanical Engineering Technology A.A.S		1) Academic challenges such as difficult courses, inadequate foundational knowledge, or insufficient support for specific topics, 2) lack of support services such as tutoring, counseling, and academic advising, 3) balancing workload and time management, and 4) career guidance and information.	1) Early intervention programs, 2) tutoring, mentoring, and academic advising, 3) clear communication regarding program expectations, requirements, and available resources, and 4) increase student engagement such as extracurricular activities, industry networking events, or collaborative projects.	Perkins can support EET students with tutoring, mentoring, advising and industry networking. Students can utilize PDC for career information, CT101 assistance with college life skills and SSC for counseling and resources.			71.43%	Environmental Control Technology A.A.S		Students may be struggling with math or college skill such as studying, test taking and attending classes.	Early student advisement for new students.	Perkins can support advisement and tutoring for students for Environmental Control . CT 101 and SSC can assist students with college skills.			100.00%	Industrial Design Technology A.A.S		Course contents are not aligned with current industry needs.	Modify the curriculum with contemporary design components	Perkins can support Industrial Design program with industrial tours and equipment purchase.			66.67%	Mechanical Engineering Technology A.A.S		So far the program has a consistent retention, however it is still below from pre pandemic level.	Program needs updated curriculum and equipment to keep up with advanced manufacturing system	Perkins can support new equipment for Mechanical Engineering.			65.00%	Accounting A.A.S	
		71.43%	Electrical Engineering Technology A.A.S		Retention is expected.	More college involvement in advertising.	Perkins can support purchase of new equipment for Electrical Engineering Technology.																																													
		75.00%	Electromechanical Engineering Technology A.A.S		1) Academic challenges such as difficult courses, inadequate foundational knowledge, or insufficient support for specific topics, 2) lack of support services such as tutoring, counseling, and academic advising, 3) balancing workload and time management, and 4) career guidance and information.	1) Early intervention programs, 2) tutoring, mentoring, and academic advising, 3) clear communication regarding program expectations, requirements, and available resources, and 4) increase student engagement such as extracurricular activities, industry networking events, or collaborative projects.	Perkins can support EET students with tutoring, mentoring, advising and industry networking. Students can utilize PDC for career information, CT101 assistance with college life skills and SSC for counseling and resources.																																													
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		66.67%	Mechanical Engineering Technology A.A.S		So far the program has a consistent retention, however it is still below from pre pandemic level.	Program needs updated curriculum and equipment to keep up with advanced manufacturing system	Perkins can support new equipment for Mechanical Engineering.																																													
		65.00%	Accounting A.A.S		The introductory accounting class, ACC 1101 is a course that many students struggle to pass.	Additional tutoring resources would help improve retention.	Perkins can support tutoring for Accounting students.																																													

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		40.00%	Business and Technology of Fashion A.S		During COVID many students struggled with only online courses and also academically. Lack of student peer mentors.	Resume in-person, hybrid, and online modalities to students. Apply for the accreditation of TAPAC. Establish student peer mentor program.	Perkins can support peer mentors and tutoring for BUSF.
		75.00%	Dental Hygiene A.A.S		Students need more time and small-group practice on instrumentation and radiographic exposures.	Continue to offer small-group instrumentation and radiography tutoring and increase the number of available sessions.	Perkins can support Dental Hygiene tutoring.
		52.63%	Dental Laboratory Technology A.A.S		First year students have weak study skills and we lose the greatest number of students in the first year. Many do not pass the first year major courses.	Workshops for students to review study skills in the first year of the program and tutoring during student activity periods.	Perkins can support study skills workshops and tutoring for Dental Lab students. CT101 and SSC can also assist students with study skills.
		60.00%	Hospitality Management A.A.S		Student lack preparedness, impacts of COVID restrictions on both education and the hospitality industry have had long lasting impacts on skill development, soft skills, and reading and math skills. Enrollment in HS culinary/hospitality/tourism CTE programs has stayed stagnant . Importantly, the negative press regarding job retention in the hospitality and tourism industries has made the field unattractive to many.	Purchase new or replacement equipment to ensure technical skill development Update media to provide use of emerging technologies to better connect industry professionals from around the globe to students while in class. Update media to provide students foster marketing and analytical skills.	Perkins can support Hospitality Management with equipment and supplies. CT101 and SSC can also assist students with soft skills and become prepared for college life.

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		62.50%	Human Services A.A.S		Challenges and obstacles in the internship process discourage students leave program. There have not been enough opportunities to attract students to stay in the program. Program puts great emphasis on internship experiences, however, the program does not offer enough chances for students to learn about agencies.	A centralized platform where students track their progress in securing internships and internship documents. HUS program can organize an annual "internship fair" and invite supervisors from community-based agencies to create networking that can lead to internship placement and employment.	Perkins can support Human Services with purchase of an internship placement software program and support for an internship event. SSC can also be a resource for students to remain in program.
		100.00%	Paralegal Studies A.A.S		No available tutoring.	Provide peer tutors to students struggling with the subject matter.	Perkins can support Paralegal Studies tutors.
		43.33%	Marketing Management and Sales A.A.S		Low pass rates in introductory classes. Students often transfer to an institution that offers a Bachelor's program.	Increase access to tutoring. Develop baccalaureate programs.	Perkins can provide funds for tutoring for Marketing/Management students.
		81.54%	Nursing A.A.S		Need to improve completion rate (34 % for student to progress through all 4 semesters continuously) Need to improve NCLEX pass rates- students work life balance causes difficulties.	Use of an educational software -Nurse Achieve Skills lab . Investment simulation and hospital equipment. Increased exposure to commonly encountered issues in the Hospitals Supporting workshops to increase NCLEX pass rate.	Perkins can support Nursing simulation lab staff supplies and equipment. SSC can assist students with work/life balance skills.
		68.18%	Ophthalmic Dispensing A.A.S		We need more online courses so our students can ensure we reach out to those who work full time. Students do not pass their written ABO or NCLE examination and are unable to sit for the hands on practical exam. Exams and graduation, are required for NY state licensure as an ophthalmic dispenser and/or contact lens fitter.	In need of a new faculty, we only have two FT faculty. More courses should be online since many students are also working. We can improve by promoting our program as a dual track modality. This includes most lectures being taught online, and all labs in person with tutoring available.	Perkins can support Vision Care program with lab equipment/supplies, tutoring and student exam preparation. SSC can help students with work/life balance skills.
		21.70%	Radiologic Technology A.A.S	X	Failure of first semester students possible causes include lack of tutoring for radiography subject matter.	As the trend goes up, we need to provide additional academic support.	Perkins can support tutoring for Radiological Technology students.

PERFORMANCE INDICATOR	TARGETS FOR THE 2024-2025 Application	MOST RECENT PERFORMANCE DATA BY PROGRAM	PROGRAMS NOT MEETING TARGET	SPECIAL POPULATIONS NOT MEETING TARGET WITHIN PROGRAMS	POSSIBLE CAUSES OF GAPS	STRATEGIES FOR IMPROVEMENT (IF NEEDED)	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
The percentage of CTE concentrators who receive a recognized postsecondary credential during participation in or within 1 year of program completion. (2P1)	51%*	50.00%	Chemical Technology A.S.	X	Students have academic issues: poor performance in math and chemistry, not taking advantage of advisement and lack of peer mentoring.	Support for additional advisement and tutoring and seminar speakers.	Support for additional advisement and tutoring and seminar speakers for Chemistry students.
		25.22%	Computer Science A.S.	X	Lack of Computer Science baccalaureate program and lack of industry experience.	Availability of internships and industry speakers	Provide hands-on experience with coding/intensive summer coding experience for Computer Science students. The PDC can assist students with industry contacts.
		22.58%	Architectural Technology A.A.S	X	Students need assistance with work/school balance, they are not adequately prepared for coursework and are not aware or have access to support mechanisms. Class size is too large and there is no common student area.	Improving student awareness of support available to them. More classroom space to run more sections to reduce class size. Providing tutoring and peer mentorship.	Perkins can support tutoring and peer mentoring in ARCH program. SSC and CT101 can support students in college preparedness and work/life balance.
		24.00%	Communication Design Mangement A.A.S	X	Students need space to do homework and extra curriculum work.	Student open labs and rental equipment are needed. Students need employment on real-world projects.	Perkins can support lab equipment for Communication Design. The PDC can assist students with employment opportunities.
		40.17%	Computer Information Systems A.A.S	X	Students need assistance with work/School /life balance. Changing majors can delay graduation. Students have insufficient pre-requisite skills.	Provide students with opportunity to develop professionalism.	Perkins can support mentoring and professional skills assistance via City Tech 101, SSC and PDC.
		25.64%	Construction Management Technology A.A.S	X	Students are unable to focus primarily on their academics due to juggling too many commitments. They are not prepared for college experience.	Scaffolded support programs.	Perkins can support peer mentors, student orientations activities and work/life balance support via SSC. for Construction Management/Civil Engineering students. City Tech 101 (CT101) can better prepare students for the college experience.
		34.69%	Civil Engineering Technology A.A.S	X			
		21.88%	Electrical Engineering Technology A.A.S	X	It is as expected.	More college involvement in advertising.	Perkins can support purchase of new equipment for Electrical Engineering Technology.

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		29.63%	Electromechanical Engineering Technology A.A.S	X	1) Academic challenges including difficult courses, a lack of foundational knowledge, or insufficient academic support services, 2) resource limitations such as insufficient access to necessary equipment, labs, or materials, and 3) lack of clear guidance on program requirements, course sequencing, and career paths.	1) Academic support programs such as tutoring, study groups, and workshops 2) enhanced resources in equipment, labs, or materials, and 3) improved academic advising services	Perkins funding can upgrade lab equipment, and supplies online resources, and tutoring. SSC and PDC can provide academic and career guidance.
		41.18%	Environmental Control Technology A.A.S	X	Some students start working before degree completion.	Encourage students to complete degree even if employed.	Student Success Center (SSC) can support Environmental Control students.
		33.33%	Industrial Design Technology A.A.S	X	Upon graduation with AAS degree students do not find enough industry or students struggle with limited job market.	Modify the curriculum and create opportunities for four year degree in IND program.	Perkins can support equipment purchases for Industrial Design and PDC to help students with employment opportunities.
		19.15%	Mechanical Engineering Technology A.A.S	X	Students need assistance with coursework and exam preparation.	Provide tutoring, advisement and peer mentoring.	Perkins can support tutoring, mentoring, and advisement for Mechanical Engineering Students.
		33.90%	Accounting A.A.S	X	Many students transfer out to colleges that offer baccalaureate degrees in accounting before graduating our program.	Develop a baccalaureate degree in Accounting	
		33.33%	Business and Technology of Fashion A.S	X	Minimal to no guidance for continuing into 2 + 2 program. Tutoring nonexistent.	Opportunity to provide student peer mentors and tutoring.	Perkins can support SSC, CT101, peer mentors and tutoring for BUSF students.
		50.00%	Dental Hygiene A.A.S	X	Students need more time and small-group practice on instrumentation and radiographic exposures. Students need more faculty academic support - learning strategies, test-taking strategies, Board exams preparations.	Continue mall-group instrumentation and radiography tutoring and increase the number of available sessions. Initiate academic tutoring by faculty and offer faculty-led Board review sessions to seniors in their subject areas.	Perkins can support Dental Hygiene tutoring and board review sessions.
		71.70%	Dental Laboratory Technology A.A.S		Students that don't pass courses are delayed to graduate because they need to repeat prerequisite courses. Rather than waiting for the course to be offered again they may drop out. If they remain graduation is delayed by at least a year.	Workshops to review study skills in the first year of the program. Students would also benefit from tutoring to ensure students pass courses and graduate.	Perkins can fund tutoring, advisement and SSC for study skills.

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		45.45%	Hospitality Management A.A.S	X	Student lack preparedness, impacts of COVID restrictions on both education and the hospitality industry have had long lasting impacts on skill development, soft skills, and reading and math skills. Enrollment in HS culinary/hospitality/tourism CTE programs has stayed stagnant . Importantly, the negative press regarding job retention in the hospitality and tourism industries has made the field unattractive to many.	Purchase new or replacement equipment to ensure technical skill development Update media to provide use of emerging technologies to better connect industry professionals from around the globe to students while in class. Update media to provide students foster marketing and analytical skills.	Perkins can support Hospitality Management with lab equipment and supplies.
		33.33%	Human Services A.A.S	X	Program is designed for students to take classes in sequence. Sometimes, students take incorrect classes, which can cause delays in graduation.	We need to have creative ways to promote program-specific advisement to associate students.	Perkins can support creation of a web-based virtually interactive advisement guide.
		25.00%	Paralegal Studies A.A.S	X	Students either drop out of the program or fail out of the program because of lack of understanding of the subject matter. Currently professors have insufficient time to meet with the students individually and cannot reteach the course or provide individual attention they need.	Provide student tutoring and peer mentoring.	Perkins can support tutoring and peer mentoring for Paralegal Studies.
		41.67%	Marketing Management and Sales A.A.S	X	Students transfer to an institution that offers a Bachelor's program.	Develop baccalaureate programs.	

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		52.42%	Nursing A.A.S		Students work schedule impedes taking more than one course. students have complex life responsibilities and limited time to study.	Offer the skills lab and simulation learning opportunities to support their limited studying time to maximize learning outcomes. Students need support for NCLEX review .	Perkins can support Nursing simulation lab staff supplies and equipment. SSC can support work/life balance assistance.
		56.41%	Ophthalmic Dispensing A.A.S		Students who do not graduate are typically working full time. Students do not pass their written ABO or NCLE examination and are unable to sit for the hands on practical exam. Exams and graduation, are required for NY state licensure as an ophthalmic dispenser and/or contact lens fitter.	Additional faculty and staff are needed to provide more student support/tutoring and updated resources. Students need industry up-to date lab fabrication and contact lens lab equipment. Additional support for state board exams, new and updated digital online resources for students.	Perkins can support Vision Care program with lab equipment/supplies, assistance with developing online resources and student support/tutoring for exam preparation.
		50.96%	Radiologic Technology A.A.S	X	Identify struggling students and use faculty stipend to assist students for exam review.	Software used in the lab needs tutoring for supplemental exam prep/review. More advisement, tutoring and peer mentoring.	Perkins can support additional advisement, tutoring, and peer mentoring.

PERFORMANCE INDICATOR	TARGETS FOR THE 2024-2025 Application	MOST RECENT PERFORMANCE DATA BY PROGRAM	PROGRAMS NOT MEETING TARGET	SPECIAL POPULATIONS NOT MEETING TARGET WITHIN PROGRAMS	POSSIBLE CAUSES OF GAPS	STRATEGIES FOR IMPROVEMENT (IF NEEDED)	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
The percentage of CTE concentrators in career and technical education programs and programs of study that lead to non-traditional fields. (3P1)	27.5%*		Chemical Technology A.S.				
		14.14%	Computer Science A.S.	X	Lack of female role models	Bringing female speaks and active recruitment strategies of female recruitment from High Schools.	Summer coding /computing experience geared toward girls and/or female faculty members.
		38.28%	Architectural Technology A.A.S				
		17.66%	Computer Information Systems A.A.S	X	Students need more women faculty role models in department.	Hold events with women speakers from industry.	Perkins can support speaker honoraria.
		9.35%	Construction Management Technology A.A.S	X	Enrollment of women in engineering technology programs is consistently low on the national level. Lack of role models and exposure to career in the K-12 experience	K-12 Outreach Activities, specific events to support women in STEM.	
		15.44%	Civil Engineering Technology A.A.S	X			
		6.25%	Electrical Engineering Technology A.A.S	X	Enrollment of women in engineering technology programs is consistently low on the national level.	K-12 Outreach Activities, specific events to support women in STEM.	
		11.36%	Electromechanical Engineering Technology A.A.S	X	Enrollment of women in engineering technology programs is consistently low on the national level.	K-12 Outreach Activities, specific events to support women in STEM.	
		4.76%	Environmental Control Technology A.A.S	X	Enrollment of women in engineering technology programs is consistently low on the national level.	K-12 Outreach Activities, specific events to support women in STEM.	
		31.82%	Industrial Design Technology A.A.S				
		4.94%	Mechanical Engineering Technology A.A.S	X	Enrollment of women in engineering technology programs is consistently low on the national level.	K-12 Outreach Activities, specific events to support women in STEM.	
		60.71%	Accounting A.A.S				

MOST RECENT PERFORMANCE DATA BY PROGRAM	PROGRAMS NOT MEETING TARGET	SPECIAL POPULATIONS NOT MEETING TARGET WITHIN PROGRAMS	POSSIBLE CAUSES OF GAPS	STRATEGIES FOR IMPROVEMENT (IF NEEDED)	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
17.23%	Dental Hygiene A.A.S	X	Dental Hygiene has traditionally been a 'female' profession. Current student population is ~10% male	Outreach to male students to increase their applications to the program, retention and graduation from the DH program	Perkins can provide financial support to male students mentoring/outreaching to potential male students.
43.90%	Paralegal Studies A.A.S				
21.05%	Nursing A.A.S	X	Enrollment for men in Nursing is low nationally about 11-12% but our program has maintained a level above the national average. It has increased since from reported 16.15% in last CLNA.	Male students would benefit from male mentoring group or club.	

*Performance Levels included here for 2024-2025 are proposed but not yet finalized. NYSED will inform the institutions when the 2024-2025 Performance Levels are finalized.

New York State's Perkins V Performance Levels for Postsecondary Programs						
Postsecondary Indicators	Baseline Level	Performance Levels by application year				Provisional 2024-2025*
		2020-2021	2021-2022	2022-2023	2023-2024	
1P1: Postsecondary Retention and Placement	64.00%	49.25%	49.50%	49.75%	50.00%	37.00%
2P1: Earned Recognized Postsecondary Credential	32.50%	20.25%	20.50%	20.75%	21.00%	51.00%
3P1: Non-Traditional Program Enrollment	24.00%	16.25%	16.50%	16.75%	17.00%	27.50%

**Performance Levels included here for 2024-2025 are proposed but not yet finalized. NYSED will inform the institutions when the 2024-2025 Performance Levels are finalized.

Chart 4: Program Performance: Size, Scope, and Quality

DIRECTIONS: Review New York State's definitions for size, scope, and quality below and evaluate all programs at your institution to ensure that they meet size, scope, and quality guidelines.

SIZE
 --eligible institutions must have a minimum of five approved CTE programs and the ability to generate a minimum of \$50,000 in formula funding on their own or by partnering with another institution in the form of a consortium.

SCOPE
 -- programs must prepare concentrators for employment in high-skill, high-wage, or in-demand careers. Programs must lead to technical skill proficiency or a recognized postsecondary credential. Scope must ensure all students are provided with equitable access to CTE programs of study.

QUALITY
 -- is measured by evaluation of the program's progress on the Core Indicators of Performance as compared to federal and state targets.☐

TARGET	HOW DO PROGRAMS MEET THE TARGET	PROGRAMS THAT DO NOT MEET THE TARGET (LIST EITHER ALL PROGRAMS OR EXPLAIN BY SPECIFIC PROGRAMS, IF APPLICABLE)	STRATEGIES TO ENSURE ALL STUDENTS MEET THE TARGET (WHERE NEEDED)	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
All programs prepare concentrators for employment in high-skill, high-wage, or in-demand careers.	All programs remain up to date with accreditation standards and have industry advisory boards.			
All programs lead to technical skill proficiency or a recognized postsecondary credential.	City Tech is accredited by Middle States Commission on Higher Education. Programs that have professional accreditation include: Engineering programs are accredited by ABET, Dental Hygiene and Restorative Dentistry by CODA, Hospitality Management by ACPHA, Nursing by ACEN, Paralegal Studies by ABA, Radiological Technology by JCERT and Human Services by CSHSE.			
All students will be provided with equitable access to CTE programs of study.	Admission to the college is open admissions. There are no barriers preventing students from accessing CTE programs at City Tech, 80% of student population received need-based aid.			
All programs will achieve performance targets established for Perkins V performance indicators, as compared to federal and state targets.	The average of all programs for 1P1 is 58.22% above the 37% target. The average for all programs for 2P1 is 40.78% below the 51% target. Only three programs are above target percentage. Dental Laboratory, Technician, Nursing and Ophthalmic Dispensing. A few programs such as Nursing are below the state performance level but above national average for non-traditional students by gender (3P1).	The only program that falls below 1P1 target is Radiological Technology. All but three programs are below 2P1 target. Programs that do not meet 3P1 target: Computer Science, Computer Information Systems, Construction Management Technology, Civil Engineering Technology, Electrical Engineering Technology, Electromechanical Engineering Technology, Environmental Control Technology, Mechanical Engineering Technology, Dental Hygiene, and Nursing.	Strategies include tutoring, peer mentorship, assistance with career skills and readiness. Program up-to-date equipment. Strategies include tutoring, peer mentorship, assistance with career/life skills and readiness. Program up-to-date equipment. Update and continue to recruit and support women in computational and engineering technology programs.	Perkins can support tutoring, peer mentorship, and assistance with career skills, readiness and advisement for students. Updated industry standard equipment. Perkins can support tutoring, peer mentorship, and assistance with career skills, readiness and advisement for students. Updated industry standard equipment. Perkins can support activities for women students and have current students assist in recruitment of secondary students.

The eligible institution has a minimum of five NYSED-registered CTE programs.

All institutions must have the ability to generate a minimum of \$50,000 in formula funding on their own or by partnering with another institution in the form of a consortium.

Chart 5: Program of Study Implementation

DIRECTIONS: The term 'program of study' means a coordinated, nonduplicative sequence of academic and technical content at the secondary and postsecondary level that —

(A) Incorporates challenging State academic standards, including those adopted by a State under section 1111(b)(1) of the Elementary and Secondary Education Act of 1965;

(B) Addresses both academic and technical knowledge of skills, including employability skills

(C) Is aligned with the needs of industries in the economy of the State, region, Tribal community, or local area;

(D) Progresses in specificity (beginning with all aspects of an industry or career cluster and leading to more occupation-specific instruction);

(E) Has multiple entry and exit points that incorporate credentialing; and

(F) Culminates in the attainment of a recognized postsecondary credential.

Evaluate each of your NYSED-approved programs to determine the strengths or gaps that may exist in each program in terms of implementing programs of study. Based on your gaps, identify specific needs that can be addressed through Perkins funding.

IMPLEMENTATION OF:	PROGRAM	STRENGTHS (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT (IF NEEDED)	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Access to career advisement and development opportunities for all students	Chemical Technology A.S.	Career advisement is done by the faculty in the department, Chemistry Club and somewhat by the Professional Development Center (PDC) at City Tech. The program organizes information seminars on careers and graduate and professional schools via Chemistry Club seminars.	The PDC services are broad and serve entire college population; not specific to chemistry industry careers.	Improve career mentoring, internship offerings, industry professionals as guest speakers.	Perkins can support seminars, workshops, additional faculty time to support mentoring, internship information and guest speakers for Chemical Technology program.
	Computer Science A.S.	The students receive career advisement during their academic advisement.	Most students see this as a transition program to move to other field including Computer Science baccalaureate program.	Organizing a career information day, bring people from industry as speakers, work with other clubs/groups to advertise about various career opportunities	Perkins can support students with assistance with resume writing (Writing Center) professional presentation and internship applications via PDC and SSC. Honoraria for external speakers can also be supported for Computer Science program students.
	Architectural Technology A.A.S	A faculty member is assigned the role of Director of Advisement. We offer a pre-internship program series of workshops held at an architecture office for approximately 125 students. We participate in a mentorship program sponsored by an architectural organization that pairs students with an architect in a local firm for 30 students. Both of these programs have led to internships and jobs for our students.	For the pre-internship and mentorship programs, faculty coordinate these efforts as service to the department but these efforts take up a lot of time and energy and are dependent on the faculty members' willingness to do it.	Additional faculty and staff are needed to support mentorship and internship programs.	Perkins can support faculty to conduct supplementary advisement for students in Architectural Technology.
	Communication Design Mangement A.A.S	Students are assigned faculty advisors.	It is difficult to track students across the years and post-graduation.	Post graduation support and activities are needed and an internship coordinator. Students require assistance with competition and organization fees. There is also a lack a space for student groups.	
	Computer Information Systems A.A.S	We have a well-established and accessible career advisement and development framework.	Sometimes there is a focus on a narrow set of career paths. Technical skills are crucial but gaps exist in soft skills such as communications and teamwork.	Implementing individualized career planning and goals for each student. Strengthen partnerships with diverse set of industries.	Perkins can CIS students with supplemental faculty advisement and support via PDC.

	PROGRAM	STRENGTHS (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT (IF NEEDED)	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
	Construction Management Technology A.A.S	The program has faculty mentors available to students.	Students are not engaged in campus activities and there is low attendance at events.	Coordination to connect students with certifications with jobs. Provide conference participation opportunities, host professional development seminars on campus.	Perkins can support career development activities in the department and with PDC.
	Civil Engineering Technology A.A.S				
	Electrical Engineering Technology A.A.S	All students have access to career advisement.	No significant gaps.		
	Electromechanical Engineering Technology A.A.S	Career advisement services including career counseling, industry workshops, and networking events are available to students.	Students are not aware of career advisement and development opportunities and there is limited industry-relevant training.	Improve communication about existing career advisement services, to expand and strengthen partnerships with industry professionals, organizations, and alumni, and implement interactive workshops and seminars that focus on career-related topics including resume writing, job search strategies and interview skills.	Perkins funding can support career-related activities with PDC and writing support via Writing Center for EET students.
	Environmental Control Technology A.A.S	Students have access to college Professional Development Center (PDC).	No significant gaps.		
	Industrial Design Technology A.A.S	Industrial design is a unique program among all the CUNY campus, therefore a strong career can be developed with this program.	Students are not aware of the career advisement opportunities that support their program.	Organize career focused event and invite industries. Career training and apprenticeship program.	Perkins funding can support PDC for career events for IND students.
	Mechanical Engineering Technology A.A.S	The students receive career advisement through academic advisement.	Students lack career-skill preparedness.	Collaborate with Student Success Center for career skill development and activities.	Perkins can support career development activities.
	Accounting A.A.S	Students have access to college Professional Development Center (PDC) where they post potential jobs and developmental experiences.	Accounting students have insufficient internship opportunities.	Build relationships with accounting firms to expand campus recruitment. Supplemental faculty advisement.	Perkins can support the PDC and advisement for Accounting students.
	Business and Technology of Fashion A.S	All faculty work with students on career advisement. The internship director provides students with at least two Professional Development Seminars for each student to attend.	Many students do not take full advantage of career opportunities. Many students do not take advantage of computer workshops in excel, PP, and adobe among other university-wide offerings which would assist greatly in skill development.	A strategy to be implemented is to require BUF students to take at least two university-wide computer workshops to enhance their respective skills. Workshops should be offered at convenient times as many students also work.	Perkins funding can support professional development skills for students BUF students.
	Dental Hygiene A.A.S	Faculty advisors provide mentoring and career advisement.	Student peer mentoring is not established as an ongoing practice.		
	Dental Laboratory Technology A.A.S	We schedule guest speakers to give presentations to our students.	No significant gaps.		

	PROGRAM	STRENGTHS (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT (IF NEEDED)	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
	Hospitality Management A.A.S	The program recently developed an academic advisement task force to address academic advising needs.. We have identified areas in our curriculum where students should address barriers and or information gaps. Faculty provide career advisement to students.	The program has had a significant number of retirements by experienced advisors. There is a gap in career mapping for students to understand which careers their degrees can lead to.	Train new faculty to identify tools available in the advising process Work with the college PDC on career mapping and introduce to students.	
	Human Services A.A.S	The program has internship classes that help students navigate their career options.	Although there has been an increase demand for human service workers in the field, there have not been enough opportunities to assess the field's needs and establish connections with supervisors. Nowhere in the curriculum does the program provides certificate training opportunities to our students to enhance their marketability.	1) HUS program can organize an annual "internship fair" invite supervisors from community-based agencies and create networking opportunities for students, employment opportunities. 2) The HUS program can offer certificate training in substance use and aging to equip students with the skills needed to enhance their marketability in the job sector.	Perkins can support internship event, student professional development (PDC), and training/certification for Human Services students.
	Paralegal Studies A.A.S	Program offers Internships. Faculty advise students with their goals whether it's Law school or seeking employment as a paralegal.	Student need supplemental assistance for LSAT exam.	Offering Prep courses for the LSAT law school entrance exam.	Perkins can support exam prep workshop for Paralegal students.
	Marketing Management and Sales A.A.S	Students have access to the Professional Development Center that provides information about career and internship opportunities.	The program would benefit from campus recruitment from more companies.	Develop relationships with recruiters and firms to increase recruitment.	Perkins can support the PDC.
	Nursing A.A.S	The metropolitan area allows us great possibilities to establish these career advisement opportunities.	A student club needs to organize to provide career mentoring opportunities.	A club could have invited guest speakers about various aspects in Nursing.	Perkins can support honoraria for professional speakers for Nursing.
	Ophthalmic Dispensing A.A.S	We would enjoy working with the professional development office. However, we need specific customer service and more vision care technology to capture students to attend sessions.	Money for a social networking event for juniors and seniors. Guest lecturers are welcome during our club hours. Increasing student club funding to allow more guest speakers.	Create a social networking event for students and industry partners.	Perkins can support funding for student professional development, and honoraria for guest speakers.
	Radiologic Technology A.A.S	Student Advisement is provided by program faculty.	More advisees than program faculty can address	Additional advisement hours/Town Hall sessions	Perkins can support funding for additional advisement hours for Rad Tech students.

	PROGRAM	STRENGTHS (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT (IF NEEDED)	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
	Chemical Technology A.S.	AS curriculum includes classroom and laboratory course work in general and organic chemistry and requires courses in calculus, calculus-based general physics I and II, two elective courses in science or mathematics. Students are prepared to work in a chemistry labs as technicians or continue to other baccalaureate programs.	There are internship opportunities and a few research opportunities for research in the department.	Improve conversation about internships.	
	Computer Science A.S.	Program is strong with teaching students to write algorithms and coding.	Students need a more rigorous practical coding experience.	A week of summer intensive coding experience.	Perkins can support coding workshops for CS students and faculty.
	Architectural Technology A.A.S	We have a large fabrication lab entirely devoted to digital fabrication tools so that students can get hands-on experience using the tools they need to be successful in the profession. We have a robust system of CLT support to monitor the lab, and run workshops on how to use the tools in the lab and software that is used as part of students' coursework. We have a digital spine where we introduce industry throughout the curriculum.	Most of the equipment in the fabrication lab is ten years old and is broken or always breaking. The lab and workshops are run by several lab technicians and faculty who coordinate their efforts. Coordination of faculty and staff has been difficult.	More staff or faculty is needed to run these programs. We need a fabrication lab manager who can manage and supervise the lab, and its equipment, and coordinate the CLTS that support our digital spine.	Perkins can support lab equipment and supplies for Architectural Technology.
	Communication Design Mangement A.A.S	Software training, portfolio and writing activities.	Students need experience in real world activities and extra curriculum activities.	Students need more opportunities for practice and application of classroom instructions. Students would benefit from tutoring and peer mentoring. Also equipment, lab and studio space is needed.	Communications Design students would benefit from tutoring, peer mentoring and updated lab equipment funded by Perkins.
	Computer Information Systems A.A.S	Industry based skills are provided to students via the program 's 76 adjuncts, of which 63% working in industry. Our advisory council composed of industry professionals has reviewed and makes recommendations for curriculum updates. In the last four years, fourteen courses were added/modified.	Students do not make use of networking opportunities available. Students lack soft skills needed for interviews, team projects and professional etiquette.	A mentorship program between tech industry and students. Adjunct faculty as mentors to provided personal guidance, support for soft skills to increase student confidence and motivation.	Perkins can support mentorship program for CIS students.
	Construction Management Technology A.A.S	The number of certification offerings has increased.	Coordination to connect certified students with jobs.	A coordinator to establish partnerships in industry to hire our students.	Perkins can continue to support certifications for CMCE.
	Civil Engineering Technology A.A.S				
	Electrical Engineering Technology A.A.S	Labs are equipped.	Additional lab equipment is needed.	Purchase of lab equipment.	Perkins can support purchase of equipment.

PROGRAM	STRENGTHS (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT (IF NEEDED)	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Electromechanical Engineering Technology A.A.S	The expertise of faculty members in the program who bring industry experience and knowledge.	1) Limitations in students' access to industry-standard equipment or technology, 2) insufficient practical application opportunities for students consistently applying theoretical knowledge in real-world scenarios, and 3) needs for emerging technologies addressed within the curriculum.	Enhance lab facilities, strengthen partnerships with industry stakeholders to create internship opportunities and collaborative projects, implement project-based learning initiatives that involve students in real-world projects, and to advocate for faculty professional development programs focused on staying current with industry trends and technologies.	Perkins can support lab equipment, supplies and faculty development.
Environmental Control Technology A.A.S	Program provides a solid foundation of technical skills. There is a better emphasis on theory than most technical schools.	Lab curriculum should be incorporating electrical based equipment.	Acquisition of equipment.	Perkins can support purchase of lab equipment for Environmental Control.
Industrial Design Technology A.A.S	Program has a strong potential to connect with companies specialized in industrial products.	There is a lack in project based learning and real life industry focused projects.	Advanced CNC manufacturing lab and product development lab.	Perkins can fund IND lab equipment and supplies.
Mechanical Engineering Technology A.A.S	This program offers courses on contemporary knowledge using advanced technology and software.	The program needs updated state-of-the-art commercial software computers.	Create a solid mechanics lab with new/up-to-date computers.	Perkins can support lab equipment for Mechanical Engineering Technology.
Accounting A.A.S	Technical skills needed for an accounting professional are taught in the curriculum.	Not enough access to accounting analytics software to be able to teach students how to leverage analytics in accounting.	Develop curriculum that teaches students about accounting analytics	Perkins can support computers and accounting analytic software.
Business and Technology of Fashion A.S	Program offers technical skills such as website development, e-portfolio development and work with textiles.	Having additional resources such as SHOPIFY, more ADOBE illustrator, and understanding the AIMS 360 certification of buying/vendor applications would enhance our students technical skills.	Strategies for improvement would be to implement these industry-based technical skills so students would be more advanced in their skill set when applying for jobs upon graduation.	Perkins can fund software for Business Fashion Technology Program.
Dental Hygiene A.A.S	Program continuously introduces industry based technical/clinical skills to students based on the current developments in profession.	Some equipment is not up-to-date on equipment commonly used industry.	Purchase and introduce current equipment and technologies to students, such as pediatric DXTRR manikins, digital scanners, lasers, camera and GBT.	Perkins can support equipment and supplies for Dental Hygiene program.
Dental Laboratory Technology A.A.S	Students participate in a summer externship during the summer of their first year.	Finding externship sites is a difficult process in keeping relations with labs and dental offices. Outreach to them could be improved.	Offering college events for local labs and dental office managers can build relationships and could provide continuing education opportunities for external partners.	

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Hospitality Management A.A.S	The program is continually being evaluated to incorporate and strengthen current workplace skills.	There has been a significant number of faculty retirements. Outdated and non-functioning kitchen lab equipment. Equipment and supplies to allow for project demonstrations in student labs.	Update and replace equipment and supplies.	Perkins can support purchase of equipment and supplies for Hospitality Management.
Human Services A.A.S	Seminar class and internship classes prepare students to learn appropriate skills for the field.	Due to the pandemic, there has been a significant surge in the demand for virtual care and services in Human Services field. Students still lack adequate skills in using telehealth techniques and peer mentoring support.	Associate students in the HUS program will receive telehealth training to obtain adequate skills.	Perkins funding can support telehealth training and certification in Human Services program.
Paralegal Studies A.A.S	The program has an internship course.	Student support for coursework; challenging courses. Professional Development support and writing skills	Tutoring.	Perkins can support tutoring and professional skills development.
Marketing Management and Sales A.A.S	The curriculum encompasses the technical skills required in the industry.	Better use of current software as a teaching platform.	Obtain a computer lab and software.	Perkins can support computers/laptops and software.
Nursing A.A.S	Curriculum is skill-based and provides didactic knowledge for entry level Nursing career. Simulation and skills introduced.	Students need more simulation and skills lab. NCLEX and pharmacology review is needed.	NCLEX and pharmacology reviews to increase knowledge in content areas.	Perkins can support simulation tutoring, NCLEX and pharmacology review for Nursing.
Ophthalmic Dispensing A.A.S	Our limited full time faculty, and all adjunct faculty currently work in the field and bring real world scenarios and up to date industry based technical skills to our students in the classroom.	Additional resources to generate students interest in vision care and have continuous updated information for new technological advancements in eyewear and telehealth medicine.	Lecture series for vision care. Offering better updated library resources for our students. The eyecare field is changing daily with the advancement of technology. Keeping our digital and physical material up to date is imperative. Providing better digital database with easier access for our students.	Perkins can support speaker honoraria for Ophthalmic Dispensing.
Radiologic Technology A.A.S	We have equipment to practice skills in the lab.	Equipment is near or at end of life and does not reflect industry standard/new technologies.	Acquisition of updated/new equipment/software for student practice/skills.	Perkins can support acquisition of Portable Radiography Equipment.

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<p>Programs that provide challenging academic coursework that is embedded within a field of study</p>	Chemical Technology A.S.	The program promotes an understanding of modern theory, applications and issues in chemistry; development of laboratory techniques and analytical skills; and enhanced communication skills with a focus on scientific writing.	Lack of opportunities for students to do research or internship.	Partnership with PDC and academic tutoring.	Perkins can support Chemistry tutoring.
	Computer Science A.S.	Mathematics courses provide strong analytical skill while the programming and discrete math courses help improving logical and critical thinking skills.	Students need a more rigorous practical problem solving skills.	Incorporate independent study or research course as electives to challenge academically advanced students. Students would benefit from academic tutoring.	Perkins can support coding workshops and tutoring for CS students and faculty.
	Architectural Technology A.A.S	Our digital spine incorporates the learning of digital tools into the curriculum.	Faculty need to be kept up-to-date.	Encourage faculty to attend trainings on new technologies.	Perkins can support faculty professional development geared towards current ARCH technologies.
	Communication Design Management A.A.S	We provide specialty specific courses in a variety of media.	There is no enough time for in-depth work with all media.	Students would benefit from additional software licenses, and online video tutorial services.	Perkins can support purchase of software for students in Communication Design.
	Computer Information Systems A.A.S	Program courses are current and challenging, and provide hands-on projects, labs and assignments that allow students to apply theoretical concepts in practical settings.	Critical thinking and analytical skills development is needed, a skill set that is highly valued in the tech industry.	Faculty development to incorporate real-world examples, case studies and industry projects into coursework. Integrate critical thinking skill activities into coursework. Co-curricular activities such as hackathons, coding competitions and tech talks can foster student engagement, creativity, teamwork, and critical thinking skills.	
	Construction Management Technology A.A.S	Certifications are tied to courses.	Linking student performance in certification exams to the course.	Coordinator to track exam results. Provide supplemental tutoring and workshops for certification exam preparation.	Perkins can support staff to track CMCE student certification results and placement and supplemental tutoring and exam preparation workshops.
	Civil Engineering Technology A.A.S				
	Electrical Engineering Technology A.A.S	Program meets technology advancement.	More modern equipment is needed.	Hiring full-time faculty and modern equipment.	Perkins can support lab equipment.
	Electromechanical Engineering Technology A.A.S	Program's curriculum that is designed to be both relevant to industry needs and academically rigorous. Hands-on projects, labs, and practical assignments engage students. Faculty members bring industry experience into the academic setting.	Students have limited access to advanced equipment, there is a need for interdisciplinary integration, and adaptation to emerging technologies.	Enhance labs and facilities ,explore opportunities for interdisciplinary collaboration with other programs or departments, advocate for faculty professional development programs and to propose initiatives to integrate emerging technologies into the curriculum.	Perkins can fund to upgrade lab equipment and supplies and support faculty development.
	Environmental Control Technology A.A.S	Upper level courses require more critical thinking and analytical skills.	No significant gaps.		
Industrial Design Technology A.A.S	Program is open to adopt new and challenging coursework.	Lack of experienced instructors.	Hiring new instructors, teaching and research associates and postdocs.		
Mechanical Engineering Technology A.A.S	Program offers courses on contemporary knowledge on advanced technology and software.	The program needs latest commercial software and new computers for coursework.	Create a solid mechanics lab with latest software and high-end computers.	Perkins can support software and equipment for Mechanical Engineering Technology students.	

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Accounting A.A.S	The program teaches students the principles of accounting and the skills they need in the field today.	Low pass rate for introductory accounting classes.	More access to tutoring and advanced software for students to apply knowledge and analyze accounting information.	Perkins can fund software purchase and tutoring for Accounting students.
Business and Technology of Fashion A.S	Many courses are challenging. BUF courses currently offer research papers that utilize APA, less than 20% matching of ideas, and offer reading comprehension at more advanced levels.	Improving professional writing with both in-text citations and correct referencing in APA continues to be addressed as a point of concern.	Having students take additional writing and in-text citation (APA) seminars early in academic career.	Perkins can support supplemental writing activities for BUF students.
Dental Hygiene A.A.S	Program course work is challenging	Some students need additional supports for coursework and to prepare for Board exams (NDHBE)	We can offer academic tutoring and board review courses.	Perkins can support Dental Hygiene tutoring and board review sessions.
Dental Laboratory Technology A.A.S	The program has been evolving with the changes in the field.	Most programs in the School of Professional Studies are expensive to operate and funds are often limited.	Purchase of the equipment and supplies to expose students to the latest processes of the industry.	Perkins can support updated equipment and supplies for program.
Hospitality Management A.A.S	The curriculum is continually being evaluated.	There has been a significant number of faculty retirements. Outdated and non-functioning kitchen lab equipment. Equipment and supplies to allow for project demonstrations in student labs.	Update and replace equipment and supplies. There are two faculty positions open and awaiting notification to post additional positions.	Perkins can support purchase of equipment and supplies for Hospitality Management.
Human Services A.A.S	The program has two internship courses to offer students hands-on field experiences.	Challenges and obstacles in the internship application process often cause students to drop out of the program. Students fall behind due to missed deadlines or a lack of clarity in the process. This lack of clarity is often exacerbated by the absence of a visual platform that allows students to track and follow their progress seamlessly.	Having a centralized platform where students can visually track their progress in securing internships and access any relevant internship documents will help keep students on track.	Perkins can support software platform for students in Human Services.
Paralegal Studies A.A.S	Program offers Internships, Faculty advise students with their goals whether it's Law school or seeking employment as a paralegal.	Student support for coursework; challenging courses. Professional Development support and writing skills	Tutoring.	Perkins can support tutoring in Paralegal Studies.
Marketing Management and Sales A.A.S	The curriculum is vigorous.	No significant gaps.		
Nursing A.A.S	Program history demonstrates a previous history of a high pass rate on the NCLEX and program wants to re-establish this.	We need to understand which concepts are not well learned by students.	External review of concepts require improvement. Assessment of students performance and concept gaps is needed.	Perkins can support Mountain Measurement student assessment.

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Ophthalmic Dispensing A.A.S	Program provides students with great knowledge for our field of study, both preparing them for licensure and real world experience.	Program contact lens pass rates are low. Need to encourage more students to take this examination and provide exam prep review.	More is needed for hands on experience. More books in stronger technical skills, and quality books to fill library resources. Library funds are critical and video embedded materials.	Perkins can support exam prep/review and funds for library resources for Ophthalmic Dispensing.
Radiologic Technology A.A.S	Many 2D Anatomy Models	Anatomy limitation to visual differences between anatomy radiographically	More resources to improve anatomical/radiograph positioning and image evaluation skills using Anatomage Table.	Perkins can support acquisition of software for Rad Tech.

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<p>Programs that provide employability skills for success in a field of study</p>	<p>Chemical Technology A.S.</p>	<p>The program provides graduates with the foundations for a bachelor's degree or higher in disciplines such as chemistry, biochemistry, chemical engineering, education, applied mathematics and other related sciences. These programs may lead to admission to medical and dental schools, for highly qualified applicants. The program prepares students for transfer to professional schools in the health sciences in areas such as medical technology, pharmaceutical sciences and physician assistant programs.</p>	<p>Students are not prepared to search and apply for jobs.</p>	<p>Improve partnership with PDC</p>	<p>Perkins can support departmental partnerships with the PDC.</p>
	<p>Computer Science A.S.</p>	<p>Students gain mathematical knowledge and programming skills.</p>	<p>Lack of more rigorous coding experience, presentation, communication, and resume writing skills.</p>		<p>Perkins can support Writing Center, SSC and PDC.</p>
	<p>Architectural Technology A.A.S</p>	<p>Students are taught design thinking with an emphasis on technical knowledge and the ability to use the most current digital tools.</p>	<p>We no longer have the most current digital tools and also lack the support to maintain what we currently have.</p>	<p>We need to replace the equipment in our fabrication lab; laser cutters and CNC machine.</p>	<p>Perkins can support fabrication lab equipment and digital tools for Architectural Technology.</p>
	<p>Communication Design Mangement A.A.S</p>	<p>Our instruction includes use of the latest software and methods.</p>	<p>Newer technologies are not easily available, faculty professional development is needed.</p>	<p>Professional development and training for faculty.</p>	<p>Perkins can support professional development for Communications Design faculty.</p>
	<p>Computer Information Systems A.A.S</p>	<p>Industry based skills are provided to students via the program 's 76 adjuncts, of which 63% working in industry. Our advisory council composed of industry professionals has reviewed and makes recommendations for curriculum updates. In the last four years, fourteen courses were added/modified.</p>	<p>Students do not make use of networking opportunities available. Students lack soft skills needed for interviews, team projects and professional etiquette.</p>	<p>A mentorship program between tech industry and students. Adjunct faculty as mentors to provided personal guidance, support for soft skills to increase student confidence and motivation.</p>	<p>Perkins can support mentorship program for CIS students.</p>
	<p>Construction Management Technology A.A.S</p>	<p>Certifications make our students employable.</p>	<p>More connections to industry to hire students.</p>	<p>Continue to support industry certifications to students.</p>	<p>Perkins can support certification training and support for CMCE students.</p>
	<p>Civil Engineering Technology A.A.S</p>				
<p>Electrical Engineering Technology A.A.S</p>	<p>Program has state of the art technology.</p>	<p>More faculty and lab equipment is needed.</p>	<p>Hire additional faculty and purchase more lab equipment.</p>	<p>Perkins can support lab equipment.</p>	

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Electromechanical Engineering Technology A.A.S	Hands-on learning experiences, labs, and workshops. The curriculum that incorporates industry-relevant content and practical skills, and internship and co-op programs that provide students with opportunities to apply their skills in a professional setting.	1) Limitations in providing students with professional development opportunities such as workshops, seminars, or networking events, 2) soft skills development such as communication, teamwork, and problem-solving, and 3) industry-recognized certifications that enhance students' competitiveness in the job market.	Strategies for improvement are professional development and soft skills workshops; career counseling services, resume building tools, interview preparation, expanded internship opportunities, and networking events.	Perkins can support PDC, SSC and Writing Center.
Environmental Control Technology A.A.S	Almost all students find work in this field.	Student improvement of interviewing skills.	Students referred to Professional Development Center (PDC).	Perkins can support the PDC.
Industrial Design Technology A.A.S	Program has a strong potential to connect with companies specialized in industrial products.	There is a lack in project based learning and real life industry focused projects.	Advanced CNC manufacturing lab and product development lab.	Perkins can fund IND lab equipment and supplies.
Mechanical Engineering Technology A.A.S	Program provides a broad range of technical skills as demanded by current market.	Lack industry-based instructors	Hire industry people as instructor. Develop apprenticeship program where students can get industry training while studying.	
Accounting A.A.S	Students have opportunities to apply for entry level bookkeeping jobs.	AAS degree is no longer sufficient to work in the field of accounting.	Develop a BS degree in Accounting. Computers and software is required to develop a BS program	
Business and Technology of Fashion A.S	The program provides employability skills embedded into the program such as APA in-text citations and referencing, critical thinking skills, e-portfolio development, advanced textiles, and technical writing.	More computer-aided skills would be an asset for our students such as advanced Excel spreadsheets, Shopify, buying certification, and career enhancement such as technical writing in both professional writing and research.	As a CUNY Careers fellow, technical writing in both emails and professional writing are currently being addressed within the program. Funding for computer-aided skills would be addressed by adding Shopify, buying certification in and having a Fashion computer lab created. Students would be able to use fashion applications to their respective course work and a specific lab would allow students the needed time and place to practice these skills.	Perkins could support computer lab equipment and writing center.
Dental Hygiene A.A.S	The program continuously introduces industry based technical/clinical skills to students based on current developments in the profession.	Some equipment is not up-to-date on equipment commonly used industry.	Purchase and introduce current equipment and technologies to students, such as pediatric DXTRR manikins, digital scanners, lasers, camera and GBT.	Perkins can support equipment and supplies for Dental Hygiene program.
Dental Laboratory Technology A.A.S	Students that graduate from our program are highly sought after.	More materials needed to provide students with what is currently used in the field	Student exposure to more digital flow, 3D printing and CAM processing.	Perkins can support 3D printing materials for Dental Lab Technology Program.

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Hospitality Management A.A.S	The college has invested in a new writing lab that provides great access and support to students as they develop their writing skills.	Math skills, quantitative reasoning skills, and technological competencies continue to lag behind industry expectations. Opportunities to practice culinary/pastry technical skills could be more readily available to students.	Offer tutoring in math, quantitative reasoning, culinary/pastry technical skills, and office 365 training, specifically excel, word, PowerPoint, and forms.	Perkins can support tutoring and computer skills trainings in Hospitality Management.
Human Services A.A.S	HUS program offers seminar course and internship courses to prepare students ready for the field.	Due to the pandemic, there has been a significant surge in the demand for virtual care and services. The behavioral and mental health sector has experienced an increased demand for human service workers since the beginning of the pandemic. Specifically, there is a notable rise in demand within the substance use and aging areas. In addition, there is a lack of opportunities for students to exercise their interview skills.	Students require telehealth training to obtain adequate skills and certificate. Program should offer certificate training in substance use and aging to equip students with the skills needed to enhance their marketability in the job sector. Program should organize an annual "internship fair" to create networking opportunities for students, facilitating connections that can lead to internship placement as well as employment opportunities. Tutoring should be available to students for courses with rigorous content	Perkins can provide funding for student certifications, tutoring, professional development skills (PDC), and internship fair.
Paralegal Studies A.A.S	Courses such as legal Document preparation, Civil Law and procedure, Legal writing and research all set students to be prepared for their Internship in their last semester.	Student support for coursework; challenging courses. Professional Development support and writing skills	Tutors for these courses would help students become more comfortable with the course materials and as such working in a legal office	Perkins could support student tutoring in Paralegal Studies.
Marketing Management and Sales A.A.S	The program equips students with the skills needed to obtain entry level jobs in the field.	Students would benefit from hands on experiences early on by having internships.	Work with the Professional Development Center and companies to increase internship opportunities.	Perkins can support the PDC.
Nursing A.A.S	Students in their clinical hospital rotations develop and meet many adjunct faculty that serve as mentors and help them improve their employability skills.	Students need more practice with phlebotomy and IV insertion.	Purchase and use of training arms to master skills.	Perkins can support tutoring, purchase of training arms and associated equipment and supplies for Nursing.
Ophthalmic Dispensing A.A.S	Our faculty are all working in the field and provide our students with real world experience. Our hands on laboratories provide, to the best of their ability, all real world equipment and tools students will use in the field.	Lack of all up to date and state of the art equipment. Lack of telehealth medicine for our clinic.	Connecting with our alumni and advisory board to provide more job opportunities for our students. Reaching out to leaders of the industry to provide grants and/ or donations of modern optical equipment. Resources to reach alumni who work in the field and can offer positions and/or internships for our current and former students. Seminars to include large industry leaders that will provide networking opportunities for our students.	Perkins can support updated lab equipment, supplies and resources.
Radiologic Technology A.A.S	Students often have secured employment before graduation.			

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Programs that are aligned and articulated across secondary and postsecondary education	Chemical Technology A.S.		Program has no formal alignment with high schools.		
	Computer Science A.S.		Program has no formal alignment with high schools.		
	Architectural Technology A.A.S	We have a successful articulation agreement with City Poly High School.	This program needs to be overseen by faculty as service to the department and is dependent faculty availability.	Additional administrative staff or faculty.	
	Communication Design Mangement A.A.S	Communications Design has articulation agreements with high schools in place.	We would like more interaction with high school students to promote program.	The program would like to hold exhibitions, workshops and activities for high school students.	
	Computer Information Systems A.A.S	Articulation agreements with high schools in place.	There are no significant gaps.		
	Construction Management Technology A.A.S	Articulation agreements with high schools in place.	We lack women in our programs and want to encourage young women to enroll in our programs.	Outreach at the HS level to recruit into our program	
	Civil Engineering Technology A.A.S				
	Electrical Engineering Technology A.A.S		Program has no formal alignment with high schools.		
	Electromechanical Engineering Technology A.A.S		Program has no formal alignment with high schools.	The change to Computer Engineering Technology AAS will allow opportunities for articulation agreements.	
	Environmental Control Technology A.A.S	Articulation agreements with high schools in place.	There are no significant gaps.		
	Industrial Design Technology A.A.S		Program has no formal alignment with high schools.		
	Mechanical Engineering Technology A.A.S	Articulation agreements with Brooklyn STEAM high school in place.	There are no significant gaps.		
	Accounting A.A.S		Program has no formal alignment with high schools.		
	Business and Technology of Fashion A.S	The program has high school articulation agreements.			
	Dental Hygiene A.A.S	The program has high school articulation agreements.	There are no significant gaps.		
Dental Laboratory Technology A.A.S	There are three high schools that have dental lab technology programs in NYC and our program has one high school articulation agreements.	There is an articulation agreement with one high school, and the second should be ready soon. The third high school is a newer program and unable to have similar agreement.			

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Hospitality Management A.A.S	The program is sought after by students in CTE high schools including LICHS, FFHS, Brooklyn STEAM Center and others. Current faculty serve as advisors to their advisory board and as proctors for nationwide exams. Signature of an MOU with Food and Finance High School, Food Education Fund and CUNY to offer students in the FFHS game changer program the opportunity to earn an AAS degree within one year of graduation. A strong and continually developing relationship with CCAP.	There are no significant gaps.		
Human Services A.A.S	The program has high school articulation agreements.	No significant gaps.		
Paralegal Studies A.A.S		Program has no formal alignment with high schools.		
Marketing Management and Sales A.A.S		Program has no formal alignment with high schools.		
Nursing A.A.S		Program has no formal alignment with high schools.		
Ophthalmic Dispensing A.A.S	The program has high school articulation agreements.	No significant gaps.		
Radiologic Technology A.A.S		Program has no formal alignment with high schools.		

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All CTE students having access to business and industry experiences through either mentoring, work-based learning, or relevant industry projects	Chemical Technology A.S.	The program shares information about internship opportunities and urges students to apply. Some students participate in on campus research projects.	Students need internship experiences.	Partnering with the PDC to help students search for internships.	Perkins can support the PDC.
	Computer Science A.S.	We have several clubs and groups. Students have access to many of the talks or programs those are organized by these clubs or groups.	We currently do not have any established mentoring or work-based learning or relevant industry projects	Promote more rigorous coding experience and internship opportunities.	Perkins can support coding workshops for CS students and faculty.
	Architectural Technology A.A.S	We offer a pre-internship program series of workshops held at an architecture office for approximately 125 students. We participate in a mentorship program sponsored by an architectural organization that pairs students with an architect in a local firm for 30 students. Both of these programs have led to internships and jobs for our students.	For the pre-internship and mentorship programs, faculty coordinate these efforts as service to the department but these efforts take up a lot of time and energy and are dependent on the faculty members' willingness to do it.	Additional faculty and staff are needed to run these programs.	
	Communication Design Mangement A.A.S	The program reviews and has students write about industry practices.	There are no internship course opportunities at the AAS level.	Support for faculty to facilitate internships for AAS students.	
	Computer Information Systems A.A.S	Industry based skills are provided to students via the program 's 76 adjuncts, of which 63% working in industry. Our advisory council composed of industry professionals has reviewed and makes recommendations for curriculum updates. In the last four years, fourteen courses were added/modified.	Students do not make use of networking opportunities available.	A mentorship program between tech industry and students. Adjunct faculty as mentors to provided personal guidance, support for soft skills to increase student confidence and motivation.	Perkins can support mentorship program for CIS students.
	Construction Management Technology A.A.S	The program provides conference participation opportunities, and hosts professional development seminars on campus.	Student participation has declined.	Improve student outreach activities.	
	Civil Engineering Technology A.A.S				
	Electrical Engineering Technology A.A.S	Capstone projects and internships.	College involvement.	College support for internships.	Perkins can support PDC activities.

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Electromechanical Engineering Technology A.A.S	Hands-on learning experiences, labs, and workshops. The curriculum that incorporates industry-relevant content and practical skills, and internship and co-op programs that provide students with opportunities to apply their skills in a professional setting.	Students have limited access to advanced equipment, there is a need for interdisciplinary integration, and adaptation to emerging technologies.	Expand partnerships with a diverse range of industries that can offer unique experiences to students 2) to implement initiatives for diverse work-based learning opportunities including job shadowing, industry tours, and cooperative education programs, 3) to strengthen existing mentorship programs or establish new ones and 4) to organize networking events, industry panels, or career fairs	Support materials, equipment, and technology and career events for Electromechanical Engineering Technology.
Environmental Control Technology A.A.S	Student clubs offer access to industry professionals.	Offer better internship opportunities.	Outreach to industry about internships.	
Industrial Design Technology A.A.S	The program has strong potential to provide industrial experiences.	Students have limited industrial exposure.	Student internships and visits to various manufacturing and design industries.	
Mechanical Engineering Technology A.A.S	Student clubs support work-based and project-based learning.	Offer better internship opportunities.	Outreach to industry about internships.	
Accounting A.A.S	Some introductory courses require an experiential learning project.	All sections must participate in the project, which seems challenging to accomplish.	Train adjunct professors to implement an experiential learning project.	
Business and Technology of Fashion A.S	Courses provide networking, industry speakers and some work based projects.	To provide a service-learning, hands-on industry project implemented into AS program	Faculty to network and reach out to industry to provide an experiential industry based research projects.	
Dental Hygiene A.A.S	The program does not offer internships/externships at this time.	No significant gaps.		
Dental Laboratory Technology A.A.S	Students gain experience during the summer externship program.	More externship activities can improve mentoring and work-based learning.	Attracting more externship opportunities.	
Hospitality Management A.A.S	Faculty are encouraged to introduce students to industry professionals through field trips, guest lectures, and attendance at conferences. We offer a professional alliances course to prepare students to better communicate in professional settings, articulate their contributions, and advocate for their needs.	Current media equipment and/or lack of equipment and professional simulations classrooms limits the ability to have guest experts attend class virtually.	Install media equipment to ensure Hy flex classrooms can be utilized by all instructors and students, purchase professional board room simulations equipment and technology.	Perkins can support purchase of media and professional board room equipment and technology for Hospitality Management.

PROGRAM	STRENGTHS (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT (IF NEEDED)	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Human Services A.A.S	The program offers internship class.	Program puts a great emphasis on internship experiences, however, the program does not offer enough chances for students to get to know about agencies.	Program can organize an "internship fair" within the College annually and Invite supervisors from community-based agencies. This will create networking opportunities for students, facilitating connections that can lead to internship placement as well as employment opportunities.	Funding can support the HUS program to host the "internship fair."
Paralegal Studies A.A.S	Program includes internship course.	No significant gaps.		
Marketing Management and Sales A.A.S	Students have access to internships but it is limited.	Students would benefit from hands on experiences early on by having internships.	Work with the Professional Development Center and companies to increase internship opportunities.	Perkins can support the PDC.
Nursing A.A.S	Students develop industry necessary skills in their clinical hospital rotations.	Students may not get a uniform experience based upon their hospital location.	Use of simulation lab on campus to create standardized foundational nursing skills.	Perkins can support simulation lab staff, equipment and supplies for Nursing.
Ophthalmic Dispensing A.A.S	We hold guest speakers who are optical industry leaders. The program director is on the board of the Nation Federation of Opticianry Schools, New York State Society of Opticians and member of the Optician Association of America. These state and national optical societies provide experiences for students throughout the year that include education and networking.	Failure to include more organization and guest speakers can diminish student access to business and industry experiences.	Industry led projects in courses. Partner with large optical companies to provide in classroom opportunities for students. Funding for outreach to business and industry leaders.	
Radiologic Technology A.A.S	Students develop industry necessary skills in their clinical hospital rotations.	Diversity/Cultural Competence Skills Training	Incorporation of Diversity/Cultural Competence within Lab/Classroom Setting with acquisition of Diversity Phantoms	Perkins can support simulation lab/classroom equipment for Rad Tech.

Chart 6: Recruitment, Retention, and Training of CTE Educators

DIRECTIONS: What are the processes to recruit, retain, train, and support CTE educators? To complete this chart, please evaluate data materials that include staff demographics, length of service, and certification information. When evaluating the process for recruitment, retention, and training of CTE Educators, the Local Advisory Council and the larger Local Advisory Committee should review the following data:

-Current faculty rosters for each program which provide:

1. Demographic data
2. Length of service
3. Teacher certification

-Professional development opportunities provided by the local recipient for the past three years

PROCESS	STRENGTHS	GAPS	STRATEGIES FOR IMPROVEMENT (IF NEEDED)	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Current levels of faculty and staff (including instructors, support staff, guidance, and advisement professionals, administrators, and other key staff) are sufficient to offer high-quality programs and career development	CTE programs are housed in academic departments that have the benefit of a stable tenured/tenure track faculty, long-term adjuncts, and most have FT college laboratory technicians who support efficient lab operations. They are supported by School Deans and the College administration. Many faculty members have industry experience and professional licenses, as well as academic credentials. Faculty are responsible for advisement of continuing students.			
Anticipated levels of faculty and staff to meet short, medium, and long-term needs are sufficient	Most CTE programs at City Tech hold separate accreditations and many are registered through NYSED Office of the Professions. Accreditation and NYSED OP standards require an adequate teaching staff and other resources.	We anticipate needs, use substitute appointments for short-term needs, and initiate searches in advance of need when possible. Departments use a network of relationships with employers and alumni to identify part-time faculty.		
There are efficient processes to recruit and retain faculty and staff in place, particularly for individuals coming from industry	Our hiring processes generally result in adequate pools of applicants.	The most challenging full-time positions to fill are those where salaries in the private sector are significantly greater than in academia. Computers systems, computer engineering and mechanical engineering are three such examples.	Many professionals feel a calling to become educators, the challenge is to find them. Strategies include networking and targeted advertising.	
An effective system is in place to mentor and support new teachers— especially those new to teaching	All new full-time faculty members participate in a semester long orientation program and are provided mentors. Departments also offer mentoring. New adjuncts have orientation opportunities, both collegewide and in their departments. Most courses have a course leader or course coordinator, who guide all instructors teaching the course and offer special assistance to new faculty. A system of regular observations is in place, student evaluation of teaching is implemented in all course, and all full-time faculty are evaluated annually. New part-time faculty are observed each semester. After 10 semesters, part-time faculty are evaluated at the discretion of the chairperson. Faculty Commons offers workshops on pedagogy and ITEC provides workshops on using technology for teaching.			

PROCESS	STRENGTHS	GAPS	STRATEGIES FOR IMPROVEMENT (IF NEEDED)	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Regular and substantive professional development opportunities are offered for faculty, staff, and administrators	Faculty Commons offers workshops on pedagogy and iTEC provides workshops on using technology for teaching and in the workplace. CUNY offers opportunities for professional development, including funding for conference attendance and professional travel. Many departments offer discipline-specific professional development for their faculty. Some licensed program require faculty to receive professional development to maintain their currency in the discipline.	Ensuring that all department faculty maintain currency in discipline	Additional support for professional development.	Perkins can support specific professional development for faculty on current industry technologies.
PROCESS	STRENGTHS	GAPS	STRATEGIES FOR IMPROVEMENT (IF NEEDED)	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Faculty, staff, and administrators have opportunities to work with and learn directly from representatives of business and industry	All programs are required to have Advisory Commissions, which include industry representatives who advise the faculty on current conditions, trends, workforce needs, and new directions. Adjunct faculty and CLTs who are industry professionals offer opportunities to demonstrate new materials, tools, and techniques. The Continuing Education Dept. works with the academic departments to provide certification opportunities for students and information on emerging workforce needs. The Professional Development Center which works with local employees to support student's career readiness.			
PROCESS	STRENGTHS	GAPS	STRATEGIES FOR IMPROVEMENT (IF NEEDED)	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Recruitment and hiring practices are utilized for faculty and staff that are diverse and reflect the make-up of the student body	City Tech is proud of the diversity of its faculty with underrepresented groups well represented. Overall, our faculty are among the most diverse within CUNY.			

Chart 7a: Access and Equity

Are recipients ensuring access and equity for all students, including special populations? Multiple programs with similar strengths or gaps can be grouped together.

QUESTION	ANSWER (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
What is the process for recruiting students, including special populations, to enroll in NYSED-registered CTE programs?	Admission to college is open admission. City Tech holds an Open House event annually. There are articulation agreements/MOUs with high schools in place. Several thousand middle and high school students from NYC's diverse schools visit the college through CUNY Explorers program each year.			
QUESTION	ANSWER (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
What barriers to entry exist that prevent all students, including special populations, from accessing NYSED-registered CTE programs?	There are no barriers preventing students from accessing CTE programs at City Tech, 80% of student population receives need-based aid.	There are no gaps.		
QUESTION	ANSWER (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
To what degree are special populations over or under-represented in NYSED-registered CTE programs?	City Tech CTE programs are over-represented in special populations. Programs are comprised of 75- 80% of special populations, mostly economically disadvantaged.	Gaps on retention and graduation exist for Latino and Black students compared to Caucasian and Asian students.	Faculty professional development on DEI and events celebrating our diverse student population.	
QUESTION	ANSWER (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
What systems and processes are in place to ensure that all students, including those from special populations, are successful in NYSED-registered CTE programs?	We provide and advertise a comprehensive tutoring schedule. There is an early alert/early intervention system to support students who faculty identify as struggling. We offer multiple opportunities for orientation, including City Tech 101, CONNECT DAY and promote advisement and engagement during PLAN week. City Tech has a Student Success Center (SSC) which provides coaching, advisement and emergency support for students. Each department and Academic Advisement/ Student Affairs all use EAB Navigate for targeted and important communication with students. Engineering technology programs offer a mentoring program. We have specialized support	Students are often unprepared for the academic rigor of college. Supplemental tutoring, coaching and advisement is needed.	Expand comprehensive orientation, and supplemental support for students at the academic, professional and advisement level.	Perkins can support tutoring, advisement and coaching.

	<p>programs such as ASAP, ACE, CSTEP, BMI with personalized support. The college is proud of the upward mobility of our graduates, which is supported by our Professional Development Center. All students have the opportunity to engage in undergraduate research and many associate degree CTE programs have a required or elective internship including computer science, computer information systems, ophthalmic dispensing, dental hygiene, rad tech, law and paralegal studies, communication design, construction management, electrical engineering technology, telecommunications, environmental control and mechanical engineering technology.</p>			
QUESTION	ANSWER (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
<p>What professional development and staff training has taken place to assist staff in ensuring success of all students, including special populations, in NYSED-registered CTE programs?</p>	<p>Professional development (PD) activities for all faculty are provided via the Faculty Commons, a Center for Teaching and Learning, Scholarship and Service, which provides seminars and workshops on a variety of topics from classroom management to academic integrity to pedagogy. iTEC supports online teaching from pedagogy to providing technical support. Professional Development Advisory Council (PDAC) recognized faculty excellence in teaching and scholarship and provides workshops on pedagogy. Funding is provided for professional travel. Other Initiatives include promoting General Education throughout the curriculum, Place-Based Learning, First-Year Programs, and Academic Momentum, all of which support professional development. There are several workshops at the college level such as Writing across the curriculum (WAC) and Reading Effectively Across the Curriculum (READ) Professional development is also provided to support the creation of Open Educational Resources (OER) to reduce the cost of course materials. Professional development on assessment and evaluation is also provided.</p>	<p>The quick pace of changing technology in many programs need to be introduced to all faculty to keep the full curriculum up-to-date.</p>	<p>Provide specific trainings to faculty for technology advances in their disciplines.</p>	<p>Perkins can support professional development for faculty using latest technology in the classroom.</p>

Chart 7b: Access and Equity

Provide program level data for enrollment and completion rates for Perkins V special populations. An individual should only be included in enrollment data if they meet concentrator status. If an individual meets the definition for more than one special population, please include them in each category for which they qualify.

Special Populations	Program	ENROLLMENT RATE (IDENTIFY BY SPECIFIC PROGRAM)	COMPLETION RATE (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Individuals with disabilities		2.90%	3.60%	Students with disabilities do not always self-identify their needs for available services and assistance via Center for Student Accessibility (CSA)	Continue and expand faculty awareness workshops and outreach to make students aware of CSA resources.	Continue to support CSA with technology, writing and tutoring staff. Provide workshops with internal and external speakers to faculty and staff.
	Chemical Technology A.S.	3.70%	0.00%			
	Computer Science A.S.	2.32%	0.00%			
	Architectural Technology A.A.S	2.34%	0.00%			
	Communication Design Management A.A.S	11.43%	16.67%			
	Computer Information Systems A.A.S	3.48%	6.39%			
	Construction Management Technology A.A.S	3.74%	10.00%			
	Civil Engineering Technology A.A.S	2.21%	0.00%			
	Electrical Engineering Technology A.A.S	1.25%	5.68%			
	Electromechanical Engineering Technology A.A.S	5.68%	25.00%			
	Environmental Control Technology A.A.S					
	Industrial Design Technology A.A.S	4.55%	0.00%			
	Mechanical Engineering Technology A.A.S	1.85%	11.11%			
	Accounting A.A.S	1.79%	0.00%			
	Business and Technology of Fashion A.S	97.00%	0.00%			
	Dental Hygiene A.A.S	1.57%	0.00%			
	Dental Laboratory Technology A.A.S	3.15%	2.63%			
	Hospitality Management A.A.S	14.75%	10.00%			
	Human Services A.A.S	5.71%	0.00%			
	Paralegal Studies A.A.S	2.44%	0.00%			
	Marketing Management and Sales A.A.S	98.00%	0.00%			
	Nursing A.A.S	2.63%	5.38%			
	Ophthalmic Dispensing A.A.S	6.15%	4.55%			
	Radiologic Technology A.A.S	2.59%	2.83%			

Special Populations	Program	ENROLLMENT RATE (IDENTIFY BY SPECIFIC PROGRAM)	COMPLETION RATE (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Individuals from economically disadvantaged, families, including low income youth and adults		69.20%	65.07%	There are no significant gaps. The majority of students are from economically disadvantaged families.		
	Chemical Technology A.S.	62.96%	83.33%			
	Computer Science A.S.	81.01%	89.66%			
	Architectural Technology A.A.S	71.09%	71.43%			
	Communication Design Mangement A.A.S	75.24%	100.00%			
	Computer Information Systems A.A.S	77.36%	82.98%			
	Construction Management Technology A.A.S	53.27%	70.00%			
	Civil Engineering Technology A.A.S	66.91%	52.94%			
	Electrical Engineering Technology A.A.S	65.63%	35.71%			
	Electromechanical Engineering Technology A.A.S	63.64%	87.50%			
	Environmental Control Technology A.A.S	47.62%	42.86%			
	Industrial Design Technology A.A.S	54.55%	100.00%			
	Mechanical Engineering Technology A.A.S	68.52%	66.67%			
	Accounting A.A.S	73.21%	80.00%			
	Business and Technology of Fashion A.S	74.76%	90.00%			
	Dental Hygiene A.A.S	66.32%	52.78%			
	Dental Laboratory Technology A.A.S	75.59%	65.79%			
	Hospitality Management A.A.S	75.41%	90.00%			
	Human Services A.A.S	77.14%	100.00%			
	Paralegal Studies A.A.S	60.98%	0.00%			
	Marketing Management and Sales A.A.S	76.10%	76.67%			
	Nursing A.A.S	62.37%	53.08%			
Ophthalmic Dispensing A.A.S	60.00%	72.73%				
Radiologic Technology A.A.S	65.00%	53.77%				

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Special Populations	Programs	ENROLLMENT RATE (IDENTIFY BY SPECIFIC PROGRAM)	COMPLETION RATE (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Individuals preparing for non-traditional fields		19.56%	17.46%	Enrollment of women in most engineering technology programs are low, as they are nationally. Enrollment rates have improved from 13.78% to 19.56% and 12.34% to 17.46% for completion since reported in the last CLNA.	Supporting women in engineering technology programs with career related activities and peer mentoring.	Supporting women in engineering technology programs with career related activities and peer mentoring.
	Chemical Technology A.S.					
	Computer Science A.S.	14.14%	20.69%			
	Architectural Technology A.A.S	38.28%	42.86%			
	Communication Design Mangement A.A.S					
	Computer Information Systems A.A.S	17.66%	19.15%			
	Construction Management Technology A.A.S	9.35%	30.00%			
	Civil Engineering Technology A.A.S	14.44%	29.41%			
	Electrical Engineering Technology A.A.S	6.25%	7.14%			
	Electromechanical Engineering Technology A.A.S	11.36%	0.00%	0		
	Environmental Control Technology A.A.S	4.76%	0.00%			
	Industrial Design Technology A.A.S	31.82%	50.00%			
	Mechanical Engineering Technology A.A.S	4.94%	0.00%			
	Accounting A.A.S	60.71%	50.00%			
	Business and Technology of Fashion A.S					
	Dental Hygiene A.A.S	17.23%	16.67%			
	Dental Laboratory Technology A.A.S					
	Hospitality Management A.A.S					
	Human Services A.A.S					
	Paralegal Studies A.A.S	43.90%	50.00%			
	Marketing Management and Sales A.A.S					
	Nursing A.A.S	21.05%	10.77%			
	Ophthalmic Dispensing A.A.S					
	Radiologic Technology A.A.S					

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Special Populations	Programs	ENROLLMENT RATE (IDENTIFY BY SPECIFIC PROGRAM)	COMPLETION RATE (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Single parents, including single pregnant women		3.36%	4.97%	No significant gaps.		
	Chemical Technology A.S.	7.41%	0.00%			
	Computer Science A.S.					
	Architectural Technology A.A.S					
	Communication Design Mangement A.A.S	0.95%	0.00%			
	Computer Information Systems A.A.S	0.75%	0.00%			
	Construction Management Technology A.A.S	2.80%	10.00%			
	Civil Engineering Technology A.A.S					
	Electrical Engineering Technology A.A.S	2.50%	0.00%			
	Electromechanical Engineering Technology A.A.S	2.27%	0.00%			
	Environmental Control Technology A.A.S	4.76%	14.29%			
	Industrial Design Technology A.A.S	4.55%	0.00%			
	Mechanical Engineering Technology A.A.S	1.23%	0.00%			
	Accounting A.A.S	4.76%	15.00%			
	Business and Technology of Fashion A.S	0.97%	0.00%			
	Dental Hygiene A.A.S	5.22%	16.67%			
	Dental Laboratory Technology A.A.S	3.97%	0.00%			
	Hospitality Management A.A.S	4.92%	0.00%			
	Human Services A.A.S	21.43%	25.00%			
	Paralegal Studies A.A.S	7.32%	0.00%			
	Marketing Management and Sales A.A.S	2.44%	3.33%			
	Nursing A.A.S	5.53%	7.69%			
	Ophthalmic Dispensing A.A.S	6.15%	4.55%			
	Radiologic Technology A.A.S	3.89%	3.77%			

Special Populations	Programs	ENROLLMENT RATE (IDENTIFY BY SPECIFIC PROGRAM)	COMPLETION RATE (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Out-of-workforce individuals		Data not available	Data not available	Data not available		
	Chemical Technology A.S.					
	Computer Science A.S.					
	Architectural Technology A.A.S					
	Communication Design Mangement A.A.S					
	Computer Information Systems A.A.S					
	Construction Management Technology A.A.S					
	Civil Engineering Technology A.A.S					
	Electrical Engineering Technology A.A.S					
	Electromechanical Engineering Technology A.A.S					
	Environmental Control Technology A.A.S					
	Industrial Design Technology A.A.S					
	Mechanical Engineering Technology A.A.S					
	Accounting A.A.S					
	Business and Technology of Fashion A.S					
	Dental Hygiene A.A.S					
	Dental Laboratory Technology A.A.S					
	Hospitality Management A.A.S					
	Human Services A.A.S					
	Paralegal Studies A.A.S					
	Marketing Management and Sales A.A.S					
Nursing A.A.S						
Ophthalmic Dispensing A.A.S						
Radiologic Technology A.A.S						

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Special Populations	Programs	ENROLLMENT RATE (IDENTIFY BY SPECIFIC PROGRAM)	COMPLETION RATE (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
English learners		35.47%	35.45%	No significant gaps.		
	Chemical Technology A.S.	37.04%	66.67%			
	Computer Science A.S.	39.80%	58.62%			
	Architectural Technology A.A.S	46.88%	57.14%			
	Communication Design Management A.A.S	27.62%	33.33%			
	Computer Information Systems A.A.S	38.81%	34.04%			
	Construction Management Technology A.A.S	39.25%	50.00%			
	Civil Engineering Technology A.A.S	42.65%	35.29%			
	Electrical Engineering Technology A.A.S	30.63%	28.57%			
	Electromechanical Engineering Technology A.A.S	35.23%	37.50%			
	Environmental Control Technology A.A.S	9.52%	0.00%			
	Industrial Design Technology A.A.S	36.36%	50.00%			
	Mechanical Engineering Technology A.A.S	29.63%	0.00%			
	Accounting A.A.S	43.45%	55.00%			
	Business and Technology of Fashion A.S	30.10%	30.00%			
	Dental Hygiene A.A.S	44.65%	44.44%			
	Dental Laboratory Technology A.A.S	40.94%	39.47%			
	Hospitality Management A.A.S	34.43%	20.00%			
	Human Services A.A.S	24.29%	12.50%			
	Paralegal Studies A.A.S	21.95%	0.00%			
	Marketing Management and Sales A.A.S	31.22%	26.67%			
	Nursing A.A.S	32.89%	36.15%			
	Ophthalmic Dispensing A.A.S	27.69%	27.27%			
	Radiologic Technology A.A.S	30.00%	31.13%			

Special Populations	Programs	ENROLLMENT RATE (IDENTIFY BY SPECIFIC PROGRAM)	COMPLETION RATE (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Homeless individuals described in section 725 of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a)		0.02%	0.17%	Insufficient data available		
	Chemical Technology A.S.					
	Computer Science A.S.					
	Architectural Technology A.A.S					
	Communication Design Mangement A.A.S					
	Computer Information Systems A.A.S					
	Construction Management Technology A.A.S					
	Civil Engineering Technology A.A.S					
	Electrical Engineering Technology A.A.S					
	Electromechanical Engineering Technology A.A.S					
	Environmental Control Technology A.A.S					
	Industrial Design Technology A.A.S					
	Mechanical Engineering Technology A.A.S					
	Accounting A.A.S					
	Business and Technology of Fashion A.S	0.97%	5.00%			
	Dental Hygiene A.A.S					
	Dental Laboratory Technology A.A.S					
	Hospitality Management A.A.S					
	Human Services A.A.S					
	Paralegal Studies A.A.S					
	Marketing Management and Sales A.A.S					
	Nursing A.A.S					
	Ophthalmic Dispensing A.A.S					
	Radiologic Technology A.A.S					

Special Populations	PROGRAMS	ENROLLMENT RATE (IDENTIFY BY SPECIFIC PROGRAM)	COMPLETION RATE (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
Youth who are in, or have aged out of, the foster care system		0.32%	0.34%	Insufficient data available		
	Chemical Technology A.S.					
	Computer Science A.S.					
	Architectural Technology A.A.S	1.56%	0.00%			
	Communication Design Mangement A.A.S	1.90%	0.00%			
	Computer Information Systems A.A.S	0.50%	0.00%			
	Construction Management Technology A.A.S					
	Civil Engineering Technology A.A.S					
	Electrical Engineering Technology A.A.S	0.63%	0.00%			
	Electromechanical Engineering Technology A.A.S					
	Environmental Control Technology A.A.S					
	Industrial Design Technology A.A.S					
	Mechanical Engineering Technology A.A.S					
	Accounting A.A.S	0.60%	0.00%			
	Business and Technology of Fashion A.S	0.97%	5.00%			
	Dental Hygiene A.A.S					
	Dental Laboratory Technology A.A.S					
	Hospitality Management A.A.S	1.64%	0.00%			
	Human Services A.A.S	2.89%	12.50%			
	Paralegal Studies A.A.S					
	Marketing Management and Sales A.A.S					
	Nursing A.A.S	0.13%	0.00%			
	Ophthalmic Dispensing A.A.S					
	Radiologic Technology A.A.S	0.19%	0.00%			

Special Populations		ENROLLMENT RATE (IDENTIFY BY SPECIFIC PROGRAM)	COMPLETION RATE (IDENTIFY BY SPECIFIC PROGRAM)	GAPS (IDENTIFY BY SPECIFIC PROGRAM)	STRATEGIES FOR IMPROVEMENT	NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING
"Youth with a parent who— (i) is a member of the armed forces (as such term is defined in section 101(a)(4) of title 10, United States Code); and (ii) is on active duty (as such term is defined in section 101(d)(1) of such title. (Sec. 3 (48))."		0.02%	0.17%	Insufficient data available		
	Chemical Technology A.S.					
	Computer Science A.S.					
	Architectural Technology A.A.S					
	Communication Design Mangement A.A.S					
	Computer Information Systems A.A.S					
	Construction Management Technology A.A.S					
	Civil Engineering Technology A.A.S					
	Electrical Engineering Technology A.A.S					
	Electromechanical Engineering Technology A.A.S					
	Environmental Control Technology A.A.S					
	Industrial Design Technology A.A.S					
	Mechanical Engineering Technology A.A.S					
	Accounting A.A.S					
	Business and Technology of Fashion A.S					
	Dental Hygiene A.A.S					
	Dental Laboratory Technology A.A.S					
	Hospitality Management A.A.S					
	Human Services A.A.S					
	Paralegal Studies A.A.S					
	Marketing Management and Sales A.A.S					
	Nursing A.A.S					
	Ophthalmic Dispensing A.A.S					
	Radiologic Technology A.A.S	0.19%	0.94%			

Chart 8: Summary of Needs to be Addressed

DIRECTIONS: Based on the analysis of the completed CLNA , identify needs (no minimum or maximum number) that will be addressed through Perkins funding. Please list the needs below. Refer back to the needs identified in each section of the CLNA Summary. **Section 4 of the Perkins Local Application will ask for detailed action steps and budget items that correspond with the plan to address identified needs.**

CATEGORY OF NEEDS	NEEDS IDENTIFIED (PULLED DIRECTLY FROM CLNA TABS)	ADDITIONAL CLARIFICATION/JUSTIFICATION
<p>Needs pertaining to alignment of current programs of study with industry needs (Chart 2)</p>	<p>Chemical Technology needs funding for panels and seminars with industry professionals and to improve student professional development skills. Perkins can support the PDC.Perkins can support industry speakers and seminars and support the PDC for Computer Science students.Architectural Technology needs new laser cutter and CNC machine for lab.Communications & Design needs equipment and supplies for video shooting, editing and sound studio and for equipment outside the classroom.Perkins funding can help Computer Information Systems to purchase equipment and technology upgrades, advisement and industry certifications .Perkins can support student certifications and assistance with professional and soft skills via PDC.Perkins can support Civil Engineering students certifications, and assistance with professional and soft skills.Electrical Engineering technology needs support for up-to-date lab equipment.NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGPerkins can support faculty development, lab equipment and supplies, professional speakers and student support services for EET.Environmental Control needs support for new heat pump units and digital control training set-ups.Perkins can support equipment and supplies for Industrial Design.Some new CNC equipment can be purchased for Mechanical Engineering.Perkins can support database resource and certification for students for Business Fashion students.</p> <p>Perkins funding can purchase equipment; pediatrics DXTTR manikins, and digital scanners cameras and software for Dental Hygiene.Dental Laboratory Technology needs support for equipment and supplies for milling, processing 3D printing material, scanners and software.NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGHospitality Management requires support for updated kitchen and media equipment, software and supplies.Perkins funding can assist Human Services program with support of an annual internship fair and support certification training in substance use and gerontology.Perkins can fund tutoring for Paralegal Studies.</p> <p>NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGPerkins can support the Nursing department simulation lab with staff and updated equipment and supplies.Perkins can support Ophthalmic Dispensing program with updated lab equipment and supplies, specifically in fabrication and contact lens lab.Perkins can support equipment and software for Radiological Technology.</p>	
<p>Needs pertaining to programs where performance indicator targets are not being met (Chart 3)</p>	<p>Chemistry tutoring and peer mentoring.Provide hands-on experience with coding/intensive summer coding experience for Computer Science students. Support Professional the Development Center (PDC).Perkins can support ARCH students tutoring and peer mentoring and support the PDC.Perkins can support lab equipment for Communication Design.Perkins can support CIS students with tutoring, supplemental advisement and resources of the Student Success Center (SSC).NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGPerkins can support peer mentors, student orientations activities and work/life balance support via SSC. for Construction Management/Civil Engineering students. City Tech 101 (CT101) can better prepare students for the college experience.Perkins can support purchase of new equipment for Electrical Engineering Technology.Perkins can support EET students with tutoring, mentoring, advising and industry networking. Students can utilize PDC for career information, CT101 assistance with college life skills and SSC for counseling and resources.Perkins can support advisement and tutoring for students for Environmental Control . CT 101 and SSC can assist students with college skills.Perkins can support Industrial Design program with industrial tours and equipment purchase.Perkins can support new equipment for Mechanical Engineering.Perkins can support tutoring for Accounting students.NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGPerkins can support peer mentors and tutoring for BUSF.Perkins can support Dental Hygiene tutoring.</p> <p>Perkins can support studv skills workshops and tutoring for Dental Lab students.CT101 and SSC can also assist</p>	

students with study skills.Perkins can support Hospitality Management with equipment and supplies. CT101 and SSC can also assist students with soft skills and become prepared for college life. NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGPerkins can support Human Services with purchase of an internship placement software program and support for an internship event. SSC can also be a resource for students to remain in program.Perkins can support Paralegal Studies tutors.Perkins can provide funds for tutoring for Marketing/Management students.Perkins can support Nursing simulation lab staff supplies and equipment. SSC can assist students with work/life balance skills.Perkins can support Vision Care program with lab equipment/supplies, tutoring and student exam preparation. SSC can help students with work/life balance skills.Perkins can support tutoring for Radiological Technology students.NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGSupport for additional advisement and tutoring and seminar speakers for Chemistry students.Provide hands-on experience with coding/intensive summer coding experience for Computer Science students. The PDC can assist students with industry contacts.Perkins can support tutoring and peer mentoring in ARCH program. SSC and CT101 can support students in college preparedness and work/life balance.Perkins can support lab equipment for Communication Design. The PDC can assist students with employment opportunities.Perkins can support mentoring and professional skills assistance via City Tech 101, SSC and PDC.Perkins can support peer mentors, student orientations activities and work/life balance support via SSC. for Construction Management/Civil Engineering students. City Tech 101 (CT101) can better prepare students for the college experience.Perkins can support purchase of new equipment for Electrical Engineering Technology.NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGPerkins funding can upgrade lab equipment, and supplies online resources, and tutoring. SSC and PDC can provide academic and career guidance.Student Success Center (SSC) can support Environmental Control students.Perkins can support equipment purchases for Industrial Design and PDC to help students with employment opportunities.Perkins can support tutoring, mentoring, and advisement for Mechanical Engineering Students.Perkins can support SSC, CT101, peer mentors and tutoring for BUSF students.Perkins can support Dental Hygiene tutoring and board review sessions.Perkins can fund tutoring, advisement and SSC for study skills.NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGPerkins can support Hospitality Management with lab equipment and supplies.Perkins can support creation of a web-based virtually interactive advisement guide.Perkins can support tutoring and peer mentoring for Paralegal Studies.NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGPerkins can support Nursing simulation lab staff supplies and equipment. SSC can support work/life balance assistance.Perkins can support Vision Care program with lab equipment/supplies, assistance with developing online resources and student support/tutoring for exam preparation.Perkins can support additional advisement, tutoring, and peer mentoring.NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGSummer coding /computing experience geared toward girls and/or female faculty members.Perkins can support speaker honoraria.NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGPerkins can provide financial support to male students mentoring/outreaching to potential male students.

CATEGORY OF NEEDS	NEEDS IDENTIFIED (PULLED DIRECTLY FROM CLNA TABS)	ADDITIONAL CLARIFICATION/JUSTIFICATION
Needs pertaining to programs where certain aspects of size, scope, and quality targets need improvement (Chart 4)	Perkins can support tutoring, peer mentorship, and assistance with career skills, readiness and advisement for students. Updated industry standard equipment.Perkins can support tutoring, peer mentorship, and assistance with career skills, readiness and advisement for students. Updated industry standard equipment.Perkins can support activities for women students and have current students assist in recruitment of secondary students.	

CATEGORY OF NEEDS	NEEDS IDENTIFIED (PULLED DIRECTLY FROM CLNA TABS)	ADDITIONAL CLARIFICATION/JUSTIFICATION
Needs pertaining to successful program of study implementation (Chart 5)	<p>Perkins can support seminars, workshops, additional faculty time to support mentoring, internship information and guest speakers for Chemical Technology program. Perkins can support students with assistance with resume writing (Writing Center) professional presentation and internship applications via PDC and SSC. Honoraria for external speakers can also be supported for Computer Science program students. Perkins can support faculty to conduct supplementary advisement for students in Architectural Technology. Perkins can support CIS students with supplemental faculty advisement and support via PDC. NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING Perkins can support career development activities in the department and with PDC. Perkins funding can support career-related activities with PDC and writing support via Writing Center for EET students. Perkins funding can support PDC for career events for IND students. Perkins can support career development activities. Perkins can support the PDC and advisement for Accounting students. Perkins funding can support professional development skills for students BUF students. NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING Perkins can support internship event, student professional development (PDC), and training/certification for Human Services students. Perkins can support exam prep workshop for Paralegal students. Perkins can support the PDC. Perkins can support honoraria for professional speakers for Nursing. Perkins can support funding for student professional development, and honoraria for guest speakers. Perkins can support funding for additional advisement hours for Rad Tech students. Perkins can support coding workshops for CS students and faculty. Perkins can support lab equipment and supplies for Architectural Technology. Communications Design students would benefit from tutoring, peer mentoring and updated lab equipment funded by Perkins. Perkins can support mentorship program for CIS students. Perkins can continue to support certifications for CMCE. Perkins can support purchase of equipment. NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING Perkins can support lab equipment, supplies and faculty development. Perkins can support purchase of lab equipment for Environmental Control. Perkins can fund IND lab equipment and supplies. Perkins can support lab equipment for Mechanical Engineering Technology. Perkins can support computers and accounting analytic software. Perkins can fund software for Business Fashion Technology Program. Perkins can support equipment and supplies for Dental Hygiene program. NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING Perkins can support purchase of equipment and supplies for Hospitality Management. Perkins funding can support telehealth training and certification in Human Services program. Perkins can support tutoring and professional skills development. Perkins can support computers/laptops and software.</p> <p>Perkins can support simulation tutoring, NCLEX and pharmacology review for Nursing. Perkins can support speaker honoraria for Ophthalmic Dispensing. Perkins can support acquisition of Portable Radiography Equipment. Perkins can support Chemistry tutoring. Perkins can support coding workshops and tutoring for CS students and faculty. Perkins can support faculty professional development geared towards current ARCH technologies. Perkins can support purchase of software for students in Communication Design. Perkins can support staff to track CMCE student certification results and placement and supplemental tutoring and exam preparation workshops. Perkins can support lab equipment. Perkins can fund to upgrade lab equipment and supplies and support faculty development. Perkins can support software and equipment for Mechanical Engineering Technology students. NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING Perkins can fund software purchase and tutoring for Accounting students. Perkins can support supplemental writing activities for BUF students. Perkins can support Dental Hygiene tutoring and board review sessions. Perkins can support updated equipment and supplies for program. Perkins can support purchase of equipment and supplies for Hospitality Management. Perkins can support software platform for students in Human Services. Perkins can support tutoring in Paralegal Studies. Perkins can support Mountain Measurement student assessment. NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDING Perkins can support exam prep/review and funds for library resources for Ophthalmic Dispensing. Perkins can support acquisition of software for Rad Tech. Perkins can support departmental partnerships with the PDC. Perkins can support</p>	

	<p>Writing Center, SSC and PDC.Perkins can support fabrication lab equipment and digital tools for Architectural Technology.Perkins can support professional development for Communications Design faculty.Perkins can support mentorship program for CIS students.Perkins can support certification training and support for CMCE students.Perkins can support lab equipment.NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGPerkins can support PDC, SSC and Writing Center.Perkins can support the PDC.Perkins can fund IND lab equipment and supplies.Perkins could support computer lab equipment and writing center.Perkins can support equipment and supplies for Dental Hygiene program.Perkins can support 3D printing materials for Dental Lab Technology Program.NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGPerkins can support tutoring and computer skills trainings in Hospitality Management.Perkins can provide funding for student certifications, tutoring, professional development skills (PDC), and internship fair.Perkins could support student tutoring in Paralegal Studies.Perkins can support the PDC.Perkins can support tutoring, purchase of training arms and associated equipment and supplies for Nursing.Perkins can support updated lab equipment, supplies and resources.NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGPerkins can support the PDC.Perkins can support coding workshops for CS students and faculty.Perkins can support mentorship program for CIS students.Perkins can support PDC activities.NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGSupport materials, equipment, and technology and career events for Electromechanical Engineering Technology.Perkins can support purchase of media and professional board room equipment and technology for Hospitality Management.NEEDS THAT CAN BE ADDRESSED THROUGH PERKINS FUNDINGFunding can support the HUS program to host the "internship fair."Perkins can support the PDC.Perkins can support simulation lab staff, equipment and supplies for Nursing.Perkins can support simulation lab/classroom equipment for Rad Tech.</p>	
CATEGORY OF NEEDS	NEEDS IDENTIFIED (PULLED DIRECTLY FROM CLNA TABS)	ADDITIONAL CLARIFICATION/JUSTIFICATION
Needs pertaining to staff recruitment and retention (Chart 6)	Perkins can support specific professional development for faculty on current industry technologies.	
CATEGORY OF NEEDS	NEEDS IDENTIFIED (PULLED DIRECTLY FROM CLNA TABS)	ADDITIONAL CLARIFICATION/JUSTIFICATION
Needs pertaining to access and equity for all students (Chart 7a)	Perkins can support tutoring, advisement and coaching.Perkins can support professional development for faculty using latest technology in the classroom.	
CATEGORY OF NEEDS	NEEDS IDENTIFIED (PULLED DIRECTLY FROM CLNA TABS)	ADDITIONAL CLARIFICATION/JUSTIFICATION
Needs pertaining to access and equity for special populations (Chart 7b)	#REF!	