

OC Environmental Studies Survey ***February - March 2010***



WORKFORCE DEVELOPMENT AND BASIC STUDIES
1600 Chester Avenue, Bremerton, WA 98337-1699

Tel 360.475-7555 ~ Fax 360.475-7845 ~ www.oc.ctc.edu

In the fall of 2008, Olympic College began offering its one-year certificate and an ATA in Environmental Studies. In addition, agreements with Huxley College of the Environment, Western Washington University, have been made for students with an Associate of Arts to qualify to pursue a Bachelor of Arts in Environmental Policy. Efforts toward establishing agreements for students with an Associate of Science to achieve a Bachelor of Environmental Science are underway as well.

As Environmental Studies is a new discipline for the College, it was determined that it would be beneficial to consult with area organizations to ensure that the program content is consistent with their workforce development needs.

During the months of February and March, 2010, Olympic College surveyed area employers, agencies, and organizations asking them to review the curriculum for our Certificate of Proficiency (COP) and Associate in Technical Arts (ATA) degree in Environmental Studies. Respondents were asked if they had positions in their organization for individuals who had taken these classes. If the organizations responded affirmatively, they were also requested to supply possible position titles and wage ranges. In order to better understand the educational requirements, respondents were also asked similar questions regarding hiring individuals with an Associate of Arts or Science, Bachelor of Arts or Science, and Master of Arts or Science.

Survey respondents were asked to forecast the number of individuals they anticipated hiring for each position title in the next twelve to twenty-four months. Likely as a result of the current economic climate, most of the respondents either skipped these questions or indicated that they were unable to determine the information at this time. Only in one instance, did the results indicate a better ability to estimate future hiring rates. As such, only the results as they relate to Bachelor Degrees are included in this report.

A total of fourteen organizations located from Bainbridge Island to Shelton responded to the survey. Olympic College extends gratitude and appreciation to:

Kitsap County	WSU Mason County
InTheWorks, Inc.	Kitsap County Public Works
WorkSource	WSU Kitsap Extension
Concurrent Technologies	HBA of Kitsap County
Port of Bremerton	Suquamish Tribe Fisheries
Great Peninsula Conservancy	Twiss Analytical Laboratories, Inc.
Kitsap County Department of Community Development	Parametrix

Key Findings

The results of the survey reflect that approximately 36% (5) of organizations had employment positions for individuals who completed the coursework associated with the Certificate of Proficiency in Environmental Studies. These organizations indicated that the associated titles would include: 1) Planner, Environmental Programs; 2) Shoreline Programs Intern; 3) Engineering Technician; 4) AmeriCorps; 5) Solid Waste Technician; and 6) Education and Outreach Assistant. In terms of wage ranges, 50% of respondents stated that these positions would pay \$15-\$20 per hour, while 34% stated \$8-\$15 per hour and 17% stated \$20-\$30 per hour.

For those individuals holding an Associate of Technical Arts degree, survey respondents were fairly equally divided on whether or not positions existed at the local organizations; approximately 54% (7) reported “Yes”, while 46% (6) reported “No.” Those who reported “Yes” provided the following position titles: 1) Program Assistant; 2) AmeriCorps; 3) Engineering Technician; 4) Project Assistant; 5) Fisheries Technician; 6) GIS Technician; and 7) Solid Waste Technician. Approximately 57% of respondents estimated the associated pay range to be between \$15 and \$20 per hour, while 29% said \$12-\$15 per hour and 14% said \$8-\$10 per hour.

From a percentage perspective, Associate of Arts or Science degree holders would fare better in terms of employment opportunities within local organizations, than those holding a COP or ATA degree. Approximately 67% (4) of respondents reported that they had positions for individuals with an AA or AS degree, while 33% (2) responded negatively. It is important to note that there were only 6 responses to this question compared with 14 for the COP and 13 for the ATA respectively. The following position titles were provided by those participants who said “Yes”: 1) Program Assistant; 2) Water Resource Assistant; 3) Engineering Technician; 4) Project Assistant; 5) Solid Waste Technician; and 6) Waste Water Treatment Plant Operator. For wage ranges, 67% of participants estimated a pay range of \$15-\$20 per hour, while 17% said \$12-\$15 per hour and another 17% said \$20-\$30 per hour.

When asked if a Bachelor of Arts or Science degree is required for employment within local organizations, approximately 67% (8) of respondents responded “Yes,” while 33% (4) stated “No”. Those who responded “Yes” provided the following position titles: 1) Environmental Scientist/Policy; 2) Program Assistant; 3) Executive Director; 4) Waste Quality Technician and Engineer; 5) Program Educators and/or Coordinators; 6) Biologist; 7) Chemist/Microbiologist; 8) Engineer/Geologist/Scientist; 9) Conservation Director; 10) Storm water Education and Outreach Coordinator; 11) Various Coordinators and

Educators in WSU Statewide; and 12) Environmental Scientist. About half of those who participated in this question estimated the wage range to be between \$20 and \$30 per hour, while one-quarter of them stated \$15-\$20 per hour. Although survey respondents were unable to make hiring estimates for any of the other degrees, they were better able to make estimates in the case of the BA/BS degree. Despite a majority of participants still stating that they were unsure about hiring rates over the next twelve (73%) to twenty-four (58%) months, approximately 28% said that their organization would be hiring zero to five new employees in the next twelve months and 42% indicated similar growth over the next twenty-four months.

In regards to a Master of Arts or Science degree, approximately 58% (7) of respondents stated that the degree is unnecessary for employment within their organization. Twenty-five percent (3) indicated that although the degree is not required, it is preferred. Only 17% (2) reported that a MA/MS degree is required for employment.

Additional Comments

At the end of the survey, participants were provided with an opportunity to express their thoughts on both the survey and the subject of the survey.

“Some positions do require MS, BS and some do not.”

“It seems like the program is giving the students a good overview of, and introduction to, emerging careers, and would likely require additional training to get into a highly technical profession within the sustainability arena. Also, I would have liked to have an option for "not at this time" for the question regarding whether we have jobs for a person with that training, i.e. we may in the future. Thx.”

“The laboratory staff we hire can be trained to meet our needs providing they have exposure to natural sciences, mathematics and an overview of environmental stewardship.”

“Because of the economy we do not have any open positions at this time, however in the 12 Puget Sound Counties as funds become available WSU Extension anticipates having positions for Faculty.”

“The CTC Bremerton office is not currently doing any environmental work. However, that may change if a contract is brought in requiring environmental expertise. Previous projects required environmental science and policy expertise. GIS work is being done.”

Next Steps

As a result of the survey and feedback from students, faculty, and the Advisory Committee, the ATA degree option is being reviewed with the intent of the second year containing more technical skills and specialization related to key industries. The College will continue to assess its programming efforts and their ability to meet the needs of business and industry.

Notes

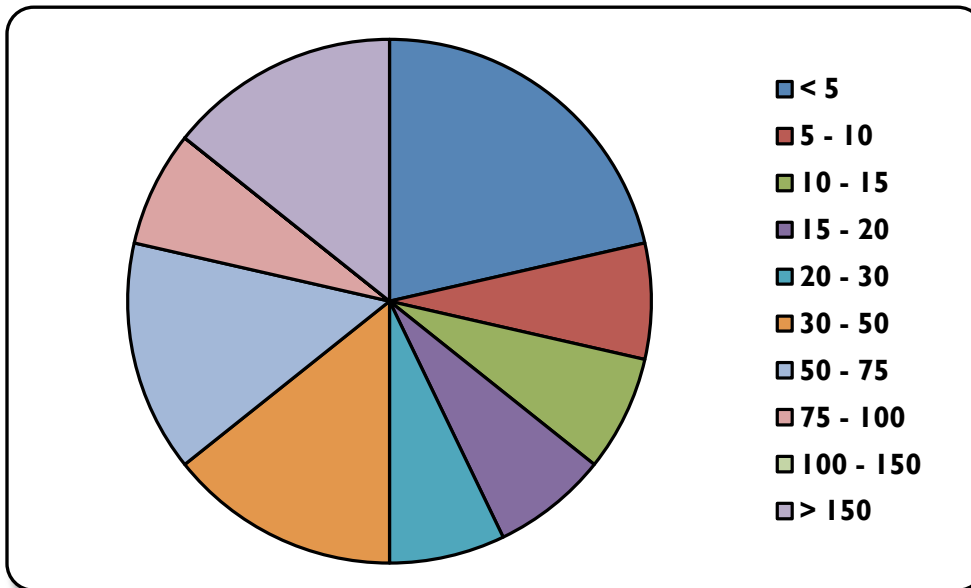
It is essential to note that there were only 14 respondents. As such, the survey results may not fully represent the types of positions available in our local area for students participating in the Environmental Studies options at Olympic College.

Survey Results

Organization Size:

How many employees are currently working at your organization?

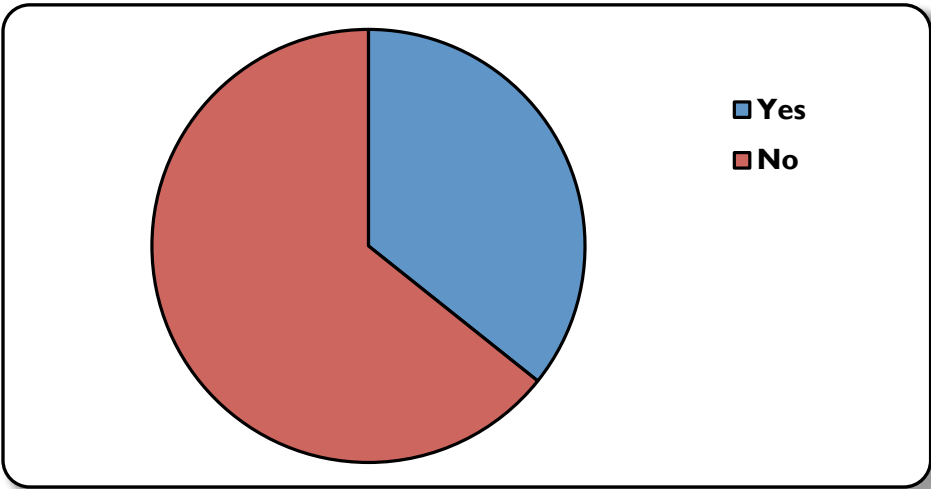
NUMBER OF EMPLOYEES	NUMBER OF RESPONSES	RESPONSE PERCENT
< 5	3	21.43%
5 - 10	1	7.14%
10 - 15	1	7.14%
15 - 20	1	7.14%
20 - 30	1	7.14%
30 - 50	2	14.29%
50 - 75	2	14.29%
75 - 100	1	7.14%
100 - 150	0	0.00%
> 150	2	14.29%



Certificate of Proficiency:

After reviewing the curriculum for the Certificate of Proficiency, do you have positions at your organization for individuals with this education and training in Environmental Studies?

ANSWER	NUMBER OF RESPONSES	RESPONSE PERCENT
Yes	5	35.71%
No	9	64.29%



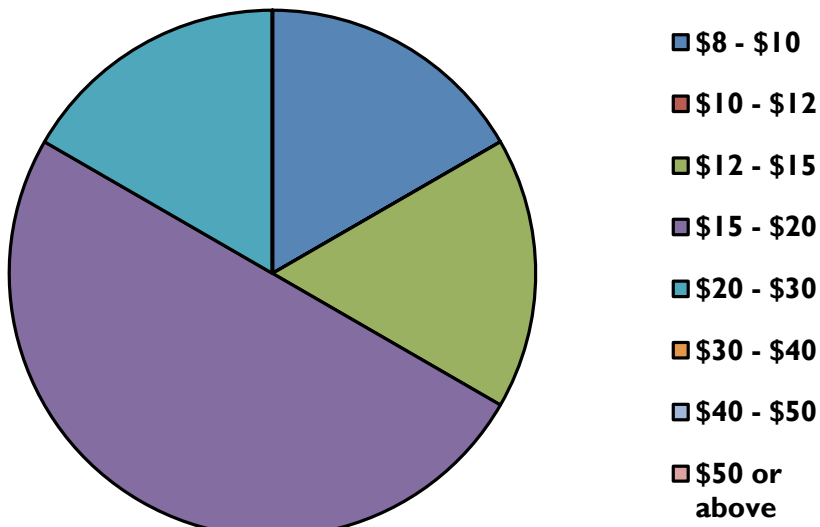
Certificate of Proficiency:

Position Titles and Associated Wage Range

POSITION TITLE

1	Planner, Enviromental Programs
2	Shoreline Programs Intern
3	Engineering Technician
4	AmeriCorps
5	Solid Waste Technician
6	Education and Outreach Assistant

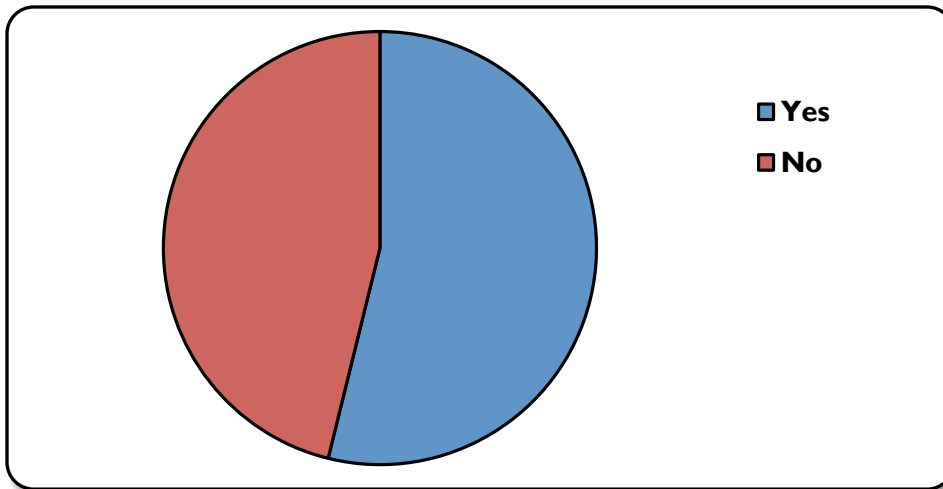
WAGES	NUMBER OF RESPONSES	RESPONSE PERCENT
\$8 - \$10	1	16.67%
\$10 - \$12	0	0.00%
\$12 - \$15	1	16.67%
\$15 - \$20	3	50.00%
\$20 - \$30	1	16.67%
\$30 - \$40	0	0.00%
\$40 - \$50	0	0.00%
\$50 or above	0	0.00%



Associate in Technical Arts:

After reviewing the curriculum for the Associate in Technical Arts, do you have positions at your organization for individuals with this education and training in Environmental Studies?

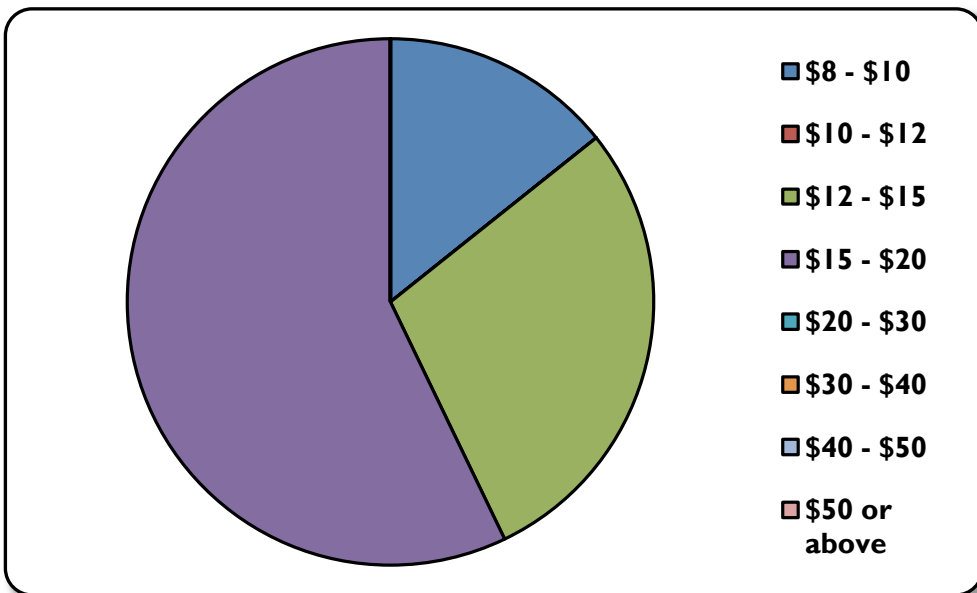
ANSWER	NUMBER OF RESPONSES	RESPONSE PERCENT
Yes	7	53.85%
No	6	46.15%



**Associate in Technical Arts:
Position Titles and Associated Wage Range**

POSITION TITLE	
1	Program Assistant
2	AmeriCorps
3	Engineering Technician
4	Project Assistant
5	Fisheries Technician
6	GIS Technician
7	Solid Waste Technician

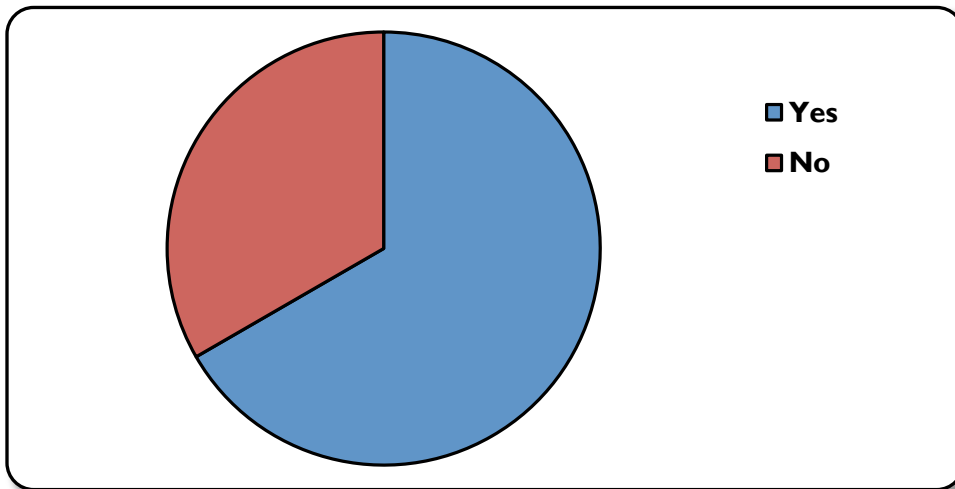
WAGES	NUMBER OF RESPONSES	RESPONSE PERCENT
\$8 - \$10	1	14.29%
\$10 - \$12	0	0.00%
\$12 - \$15	2	28.57%
\$15 - \$20	4	57.14%
\$20 - \$30	0	0.00%
\$30 - \$40	0	0.00%
\$40 - \$50	0	0.00%
\$50 or above	0	0.00%



Associate in Arts or Associate in Science:

Do you have positions for individuals with an Associate in Science or Associate in Arts degree (instead of an Associate in Technical Arts)?

ANSWER	NUMBER OF RESPONSES	RESPONSE PERCENT
Yes	4	66.67%
No	2	33.33%

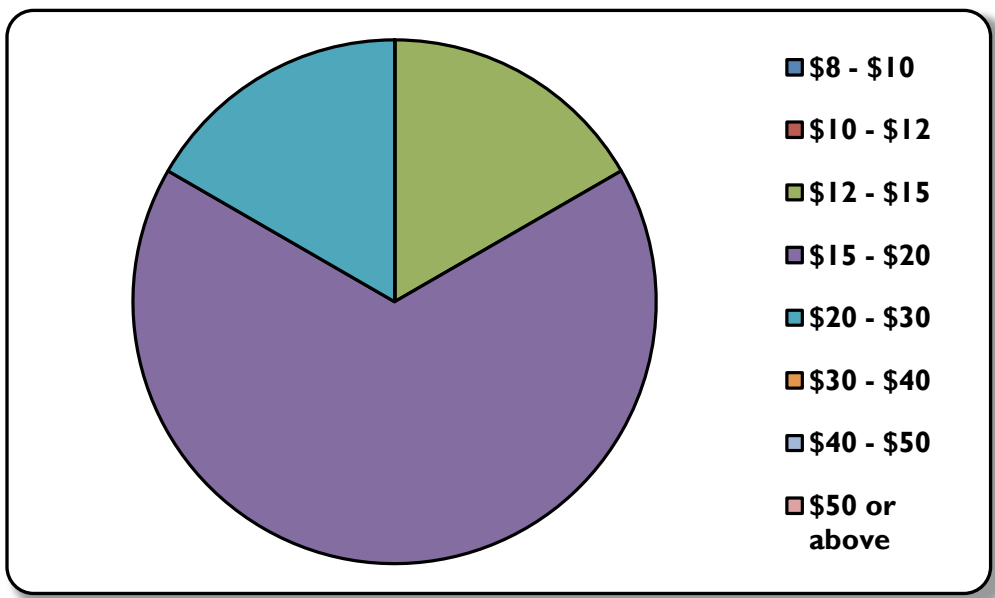


**Associate in Arts or Associate in Science:
Position Titles and Associated Wage Range**

POSITION TITLE

1	Program Assistant
2	Water Resource Assistant
3	Engineering Technician
4	Project Assistant
5	Solid Waste Technician
6	Waste Water Treatment Plant Operator

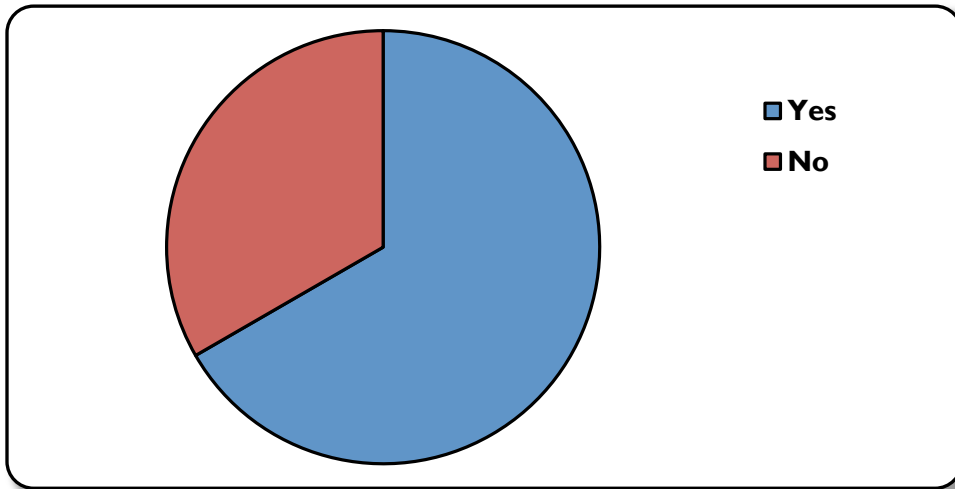
WAGES	NUMBER OF RESPONSES	RESPONSE PERCENT
\$8 - \$10	0	0.00%
\$10 - \$12	0	0.00%
\$12 - \$15	1	16.67%
\$15 - \$20	4	66.67%
\$20 - \$30	1	16.67%
\$30 - \$40	0	0.00%
\$40 - \$50	0	0.00%
\$50 or above	0	0.00%



Bachelor of Arts or Bachelor of Science:

Do you require a Bachelor of Arts or Bachelor of Science degree for positions within your organization?

ANSWER	NUMBER OF RESPONSES	RESPONSE PERCENT
Yes	8	66.67%
No	4	33.33%

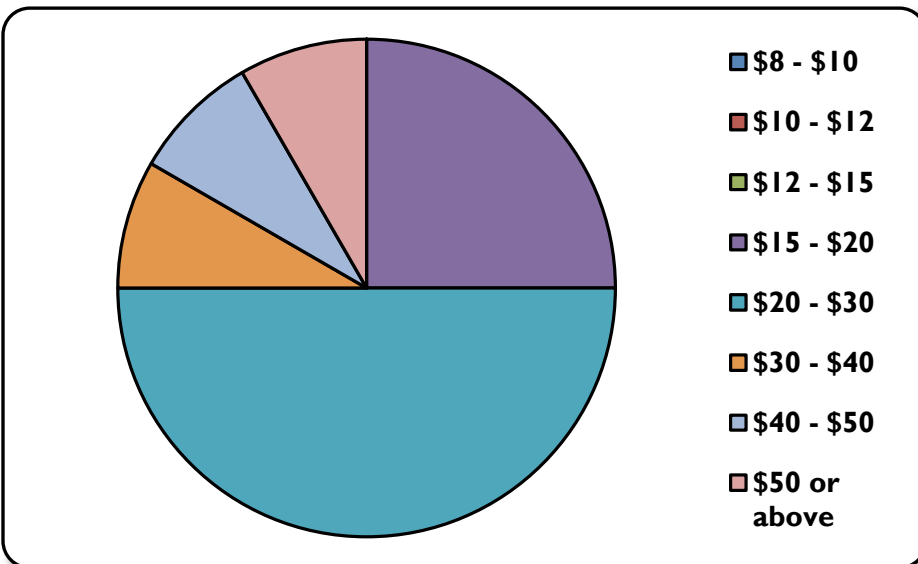


**Bachelor of Arts or Bachelor of Science:
Position Titles and Associated Wage Range**

POSITION TITLE

- 1 Environmental Scientist/Policy
- 2 Program Assistant
- 3 Executive Director
- 4 Waste Quality Technician and Engineer
- 5 Program Educators and/or Coordinators
- 6 Biologist
- 7 Chemist/Microbiologist
- 8 Engineer/Geologist/Scientist
- 9 Conservation Director
- 10 Stormwater Education and Outreach Coordinator
- 11 Various Coordinators and Educators in WSU Statewide
- 12 Environmental Scientist

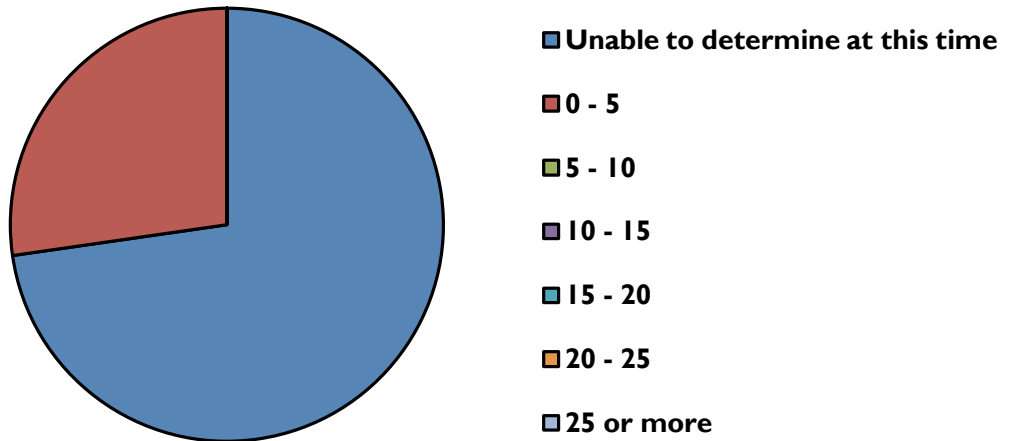
WAGES	NUMBER OF RESPONSES	RESPONSE PERCENT
\$8 - \$10	0	0.00%
\$10 - \$12	0	0.00%
\$12 - \$15	0	0.00%
\$15 - \$20	3	25.00%
\$20 - \$30	6	50.00%
\$30 - \$40	1	8.33%
\$40 - \$50	1	8.33%
\$50 or above	1	8.33%



Bachelor of Arts or Bachelor of Science:

Please indicate how many individuals you'll be hiring of this position type within the next 12 months.

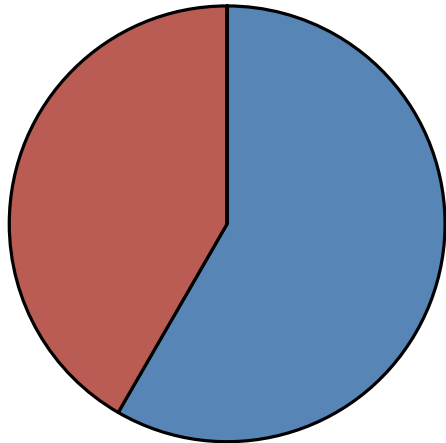
ANSWER	NUMBER OF RESPONSES	RESPONSE PERCENT
Unable to determine at this time	8	72.73%
0 - 5	3	27.27%
5 - 10	0	0.00%
10 - 15	0	0.00%
15 - 20	0	0.00%
20 - 25	0	0.00%
25 or more	0	0.00%



Bachelor of Arts or Bachelor of Science:

Please indicate how many individuals you'll be hiring of this position type within the next 24 months.

ANSWER	NUMBER OF RESPONSES	RESPONSE PERCENT
Unable to determine at this time	7	58.33%
0 - 5	5	41.67%
5 - 10	0	0.00%
10 - 15	0	0.00%
15 - 20	0	0.00%
20 - 25	0	0.00%
25 or more	0	0.00%

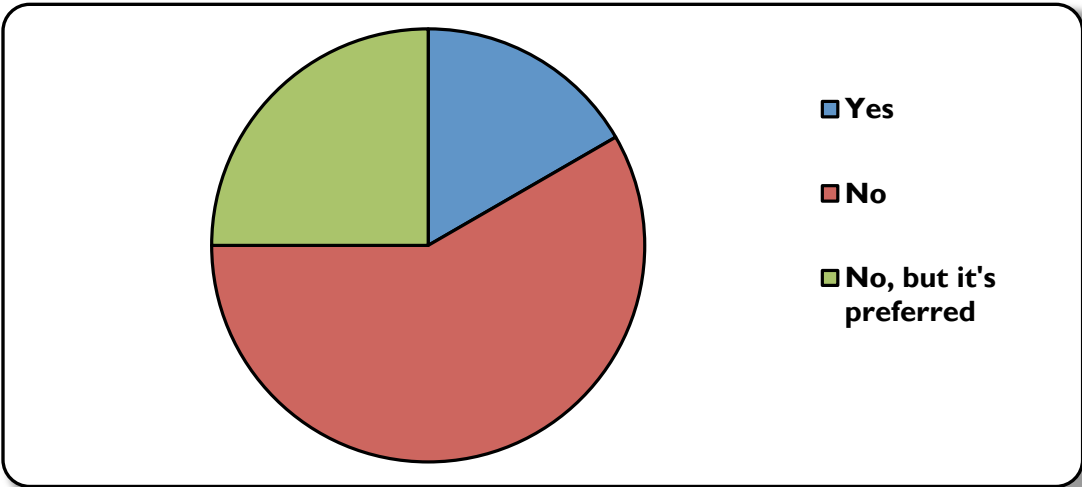


- Unable to determine at this time
- 0 - 5
- 5 - 10
- 10 - 15
- 15 - 20
- 20 - 25
- 25 or more

Master of Arts or Master of Science:

Do you require a Master of Arts or Master of Science degree for positions within your organization?

ANSWER	NUMBER OF RESPONSES	RESPONSE PERCENT
Yes	2	16.67%
No	7	58.33%
No, but it's preferred	3	25.00%





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