



Environmental Scan

January 2014



County College of Morris – Environmental Scan - January 2014

Background

This document is the report of the Environmental Scan for the County College of Morris (CCM). It was produced during fall 2013 as the first step in developing the 2015-2018 Strategic Plan. This report serves as an update to the full scale Environmental Scan conducted in 2009.

In 2009 the Environmental Scan was a college-wide effort with approximately 35 members from the college community representing one of six subcommittees. These groups provided a SWOT analysis for the following areas: 1. Student Subcommittee 2. Job Trends Subcommittee 3. Demographics Subcommittee 4. Community Subcommittee 5. Government Subcommittee 6. Academic and Educational Trends Subcommittee. While many findings were discovered, only some of the findings from these reports were used to develop the 2011-2014 Strategic Plan. As we approach the 2015-2018 Strategic Plan, the President's Cabinet has decided to continue to use the findings from the 2009 full scale Environmental Scan, with updates on the current county trends, in conjunction with the 2014 Strategic Plan final report to identify areas that need to be addressed or revisited.

The overall findings of the 2009 Environmental Scan indicated a vision to extend over several years. *'CCM's long term planning should start out with a plan that has a vision that goes beyond the next three to four years. The recommendation of the 2009 Environmental Scan was to move forward with what is manageable and cost-effective, but with a greater sense of dedication on the part of our faculty and staff to reach out to new populations as part of the next strategic plan.'*

The findings show a continuing decline in college-age students, cuts in public financial support and a slight shift in student demographics with an increase in older, non-traditional age students. As suggested in the 2009 report *'CCM should consider reaching out to new markets to offset projected college age population declines in Morris County and seek new ways of financing refocused admissions initiatives for retraining unemployed workers, older adult learners, veterans and individuals from diverse backgrounds as well as students that need special accommodations.'* The adult learner is a potential large market for CCM.

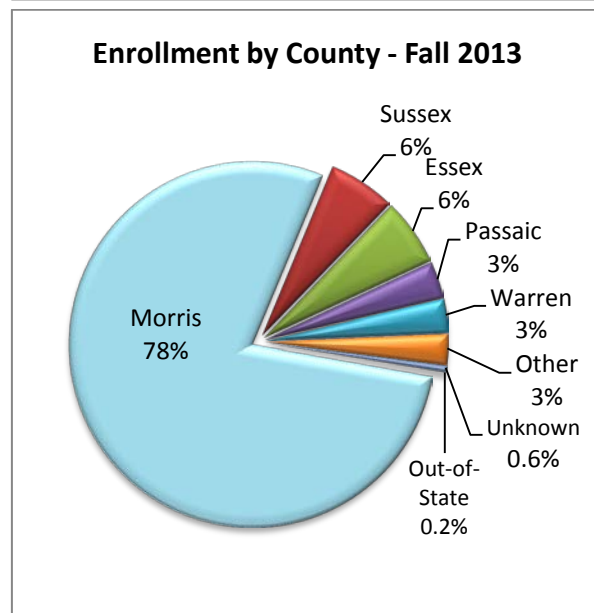
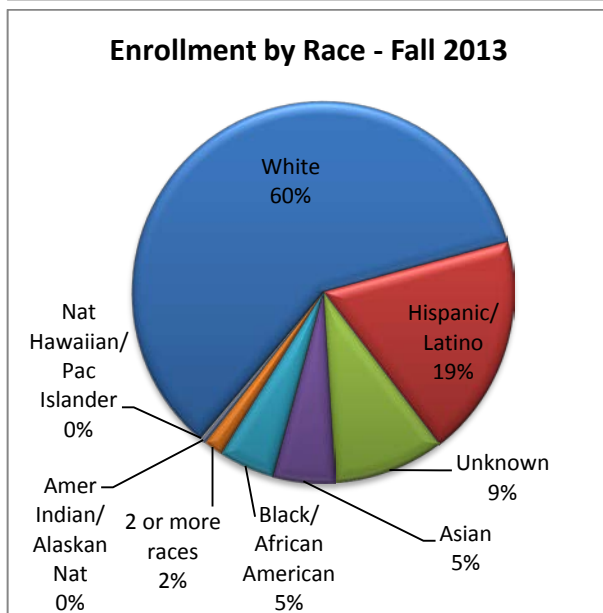
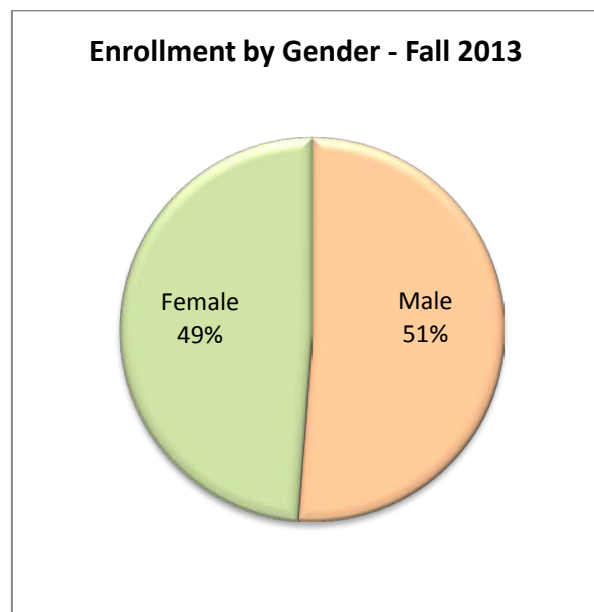
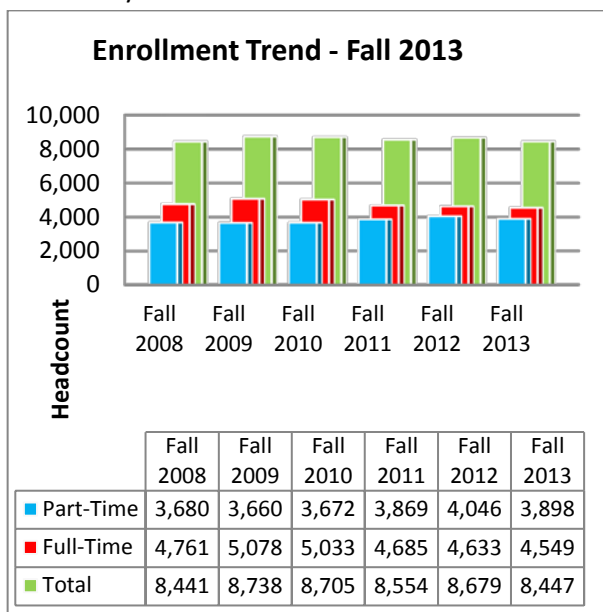
As the 2011-2014 Strategic Plan wraps up, an analysis of what worked, what did not, what areas need continual support, along with additional issues not addressed in the 2009 Environmental Scan, should drive the upcoming Strategic Plan. This work still needs to be done.

The following pages will provide an update on current CCM trends, as well as Morris County and national trends.

CCM Today

Demographic Factors

The number of part-time students has increased and full-time has declined over recent years, making the split 54/46 full-time to part-time students in fall 2013. This is a variation from the 58/42 full-time to part-time ratio in fall 2009. The male to female ratio has remained 51/49 since fall 2009 where 10 years ago it was on the flipside (48/52). The most frequent student type is a 19-year-old white male. 78% of our students are from Morris County, another 12% come from Sussex and Essex counties. About 39% of our degree-seeking students receive some sort of financial aid (scholarships, grants, loans, etc.). The Hispanic/Latino population is on the rise; however the increase may also be due to the new reporting and classification structure implemented in 2012. This new format also split the Asian population. Students who identify as both Asian and Pacific Islander now fall under the '2 or more races' category where they once were classified under Asian.



The new standards for the classification of federal data on race and ethnicity adopted the 2-question format with '2 or more races' referring to non-Hispanic/Latinos only.

Degree Programs and:

Age

Humanities Social Science, Business Administration, Nursing, Criminal Justice and Biology continue to be our largest intake of new students.

Just fewer than half of students enrolled in fall 2013 were under 21 (48.9%). The other half were split between students 21-24 (27.6%) and 25 and older (23.2%). When taking a look at the age groups by attendance status it is important to note that part-time students over the age 24 represent the second largest student population (1,570) on campus, behind the full-time students under 21 (3,076).

Age Group	Age by Attendance Status -Fall 2013					
	Full-Time		Part-Time		Total	
	Count	Table N %	Count	Table N %	Count	Table N %
18&under	926	11.0%	308	3.6%	1,234	14.6%
19-20	2,150	25.5%	749	8.9%	2,899	34.3%
21-24	1,079	12.8%	1,253	14.8%	2,332	27.6%
25-34	276	3.3%	868	10.3%	1,144	13.5%
35-64	109	1.3%	653	7.7%	762	9.0%
65+	3	.0%	49	.6%	52	0.6%
unknown	6	.1%	18	.2%	24	0.3%
Total	4,549	53.9%	3,898	46.1%	8,447	100.0%

Younger full-time students tend to be in transfer oriented programs while older full-time students are more career program oriented. While the majority of students who are non-matriculated or in certificate programs attend part-time, non-matriculated students make up just 10% of the student population and only 1% are in certificate programs.

Of the 3,076 full-time students under age 21 in fall 2013, 46.1% were enrolled in AS degree programs. They were least likely to be enrolled in certificate programs or be non-matriculated. 20.6% enrolled in AAS programs compared to 48.2% of those full-time students over 34.

Fall 2013	Degree programs by Age Group – Full-Time students (N=4,549)								
	AAS	AS	AA	AFA	Cert	Cert of Achv	Non Matric	Total	
	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Count	Row N %
18&under	22.7%	43.5%	23.2%	4.9%	.2%	.2%	5.3%	926	100.0%
19-20	19.7%	47.2%	25.0%	5.6%	.3%	.0%	2.1%	2,150	100.0%
21-24	20.3%	46.8%	23.4%	5.0%	.6%	.1%	3.9%	1,079	100.0%
25-34	41.7%	36.6%	13.4%	4.0%	0.0%	0.0%	4.3%	276	100.0%
35-64	48.6%	27.5%	14.7%	2.8%	0.0%	.9%	5.5%	109	100.0%
65+	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	3	100.0%
unknown	16.7%	50.0%	0.0%	33.3%	0.0%	0.0%	0.0%	6	100.0%

Part-time students tend to follow the same pattern as their full-time counterparts for the same age groups. Of the 1,057 part-time students under age 21 in fall 2013, 31.3% were enrolled in AS degree programs. 26.3% enrolled in AAS programs compared to 34.8% of those part-time students over 34. 32.1% of part-time students over 34 were non-matriculated.

Fall 2013	Degree programs by Age Group – Part-Time students (N=3,898)								
	AAS	AS	AA	AFA	Cert	Cert of Achv	Non Matric	Total	
	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Count	Row N %
18&under	16.6%	26.0%	16.2%	1.6%	.3%	.3%	39.0%	308	100.0%
19-20	30.3%	33.5%	18.4%	5.6%	1.3%	.5%	10.3%	749	100.0%
21-24	30.2%	37.3%	15.4%	3.6%	1.0%	.9%	11.7%	1,253	100.0%
25-34	43.9%	25.9%	11.6%	2.1%	.6%	.6%	15.3%	868	100.0%
35-64	37.1%	19.4%	8.3%	2.0%	1.8%	2.1%	29.2%	653	100.0%
65+	4.1%	6.1%	10.2%	2.0%	4.1%	4.1%	69.4%	49	100.0%
unknown	22.2%	33.3%	5.6%	0.0%	0.0%	5.6%	33.3%	18	100.0%

NOTE: The large portion of part-time students 18 and under are expected to be non-matriculated as they are typically in our Challenger program.

Ethnicity

Asian students were more likely to be enrolled in AAS programs; 8% more than the average (35.3% vs. 27.3%). They were also more likely to be non-matriculated (14.8% vs. 10.2% college wide). Hispanic students were more likely to be enrolled in AS programs (41.5% vs. 38.1% college wide) and the least likely to be non-matriculated (5.6% vs. 10.2% college wide). White and black students were more likely to be enrolled in AS programs (38.0% and 37.5%).

	Degree programs by Ethnicity – Fall 2013								
	AAS	AS	AA	AFA	Cert	Cert of Achv	Non Matric	Total	
	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Count	Row N %
White	26.1%	38.0%	19.8%	3.9%	.6%	.6%	11.0%	5,040	100.0%
Hispanic Latino	28.4%	41.5%	18.1%	5.7%	.5%	.3%	5.6%	1,592	100.0%
Asian	35.3%	33.9%	10.6%	4.0%	.7%	.7%	14.8%	445	100.0%
Black African American	29.5%	37.5%	19.8%	4.8%	1.0%	0.0%	7.5%	400	100.0%
American Indian Alaskan Native	30.0%	36.7%	16.7%	3.3%	0.0%	0.0%	13.3%	30	100.0%
Native Hawaiian Pacific Islander	54.5%	27.3%	9.1%	9.1%	0.0%	0.0%	0.0%	11	100.0%
2 or More Races	29.2%	37.2%	13.1%	2.2%	1.5%	.7%	16.1%	137	100.0%
Unknown Not Populated	26.4%	34.7%	20.8%	3.9%	1.1%	.5%	12.5%	792	100.0%
Total	27.3%	38.1%	18.9%	4.3%	.7%	.5%	10.2%	8,447	100.0%

Gender

Gender has a significant relationship to student status. Females represent 48.7% of enrollment on campus. They are disproportionately part-time and more likely to be of non-traditional age. Their degree emphasis are concentrated in AAS degrees, though younger women are also likely to enroll in AA and AS programs. Nearly half of male students are enrolled in AS programs (47.7%).

Gender	Percent Full-Time	Degree Programs by Gender – Fall 2013								
		AAS	AS	AA	AFA	Cert	Cert of Achv	Non Matric	Total	
		Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Row N %	Count	Row N %
Female	48.6%	30.7%	27.9%	22.8%	5.7%	.7%	.3%	12.0%	4,115	100.0%
Male	59.0%	24.1%	47.7%	15.3%	2.9%	.7%	.7%	8.5%	4,317	100.0%
unknown	13.3%	20.0%	46.7%	0.0%	0.0%	6.7%	6.7%	20.0%	15	100.0%
Total	53.9%	27.3%	38.1%	18.9%	4.3%	.7%	.5%	10.2%	8,447	100.0%

		Average Age by Gender and Degree – Fall 2013						
		AAS	AS	AA	AFA	Cert	Cert of Achv	Non Matric
		Mean	Mean	Mean	Mean	Mean	Mean	Mean
Female	age	26.20	22.25	22.25	21.83	33.63	36.33	31.08
Male	age	23.60	21.64	21.64	21.98	25.24	32.90	28.39
unknown	age	22.00				20.00		32.00
Total	age	25.02	22.00	22.00	21.88	29.12	33.88	29.93

All these factors - age, ethnicity, gender, and enrollment status, have considerable bearing on program enrollment at CCM. And in the end, they are all intertwined in a complex pattern to produce different sets of student outcomes.

STUDENT OUTCOMES

Retention:

The one-year retention rate for the fall 2009 cohort of first-time full-time degree-seeking students was 65.0%. That figure rose to 68.5% for the 2010 cohort and rose again to 69.6% for the fall 2011 cohort. For our peers in the mid-Atlantic region reported to NCES that figure was 60.0% and 62.3% for the New Jersey community college sector. Our most recent cohort has increased again to 71.7%. The retention of part-time, new transfer students is also on the rise.

one year retention rate							
	Fall 2007-08	Fall 2008-09	Fall 2009-10	Fall 2010-11	Fall 2011-12	Fall 2012-13	
First-Time	FT	65.5%	68.3%	65.0%	68.5%	69.6%	71.7%
	PT	53.6%	54.5%	51.2%	57.8%	48.7%	48.6%
New Transfer	FT	54.0%	59.5%	53.6%	51.7%	55.7%	58.0%
	PT	50.0%	54.0%	43.3%	56.8%	48.4%	59.5%
Readmit	FT	40.5%	37.7%	44.0%	42.5%	41.6%	48.5%
	PT	36.3%	41.2%	38.9%	35.7%	38.7%	37.2%
Continuing	FT	46.6%	46.6%	48.5%	50.1%	49.4%	49.1%
	PT	48.5%	50.5%	48.5%	49.4%	48.2%	50.7%

Graduation and Transfer:

Since FY2010, the number of graduating students/degrees awarded (1,157/1,146) has seen a decline of about 4% and in FY2013 increased back to FY2010 levels. The figure is expected to increase slightly as we begin to award certificates and certificates of achievement starting in fall 2013. In FY 2013, 24.5% of the awards were AA degrees, 40.8% AS degrees, 29.1% AAS degrees, 5.3% AFA degrees and only three students were reported to receive a certificate. There has been a 17% increase of students receiving AS degrees between FY2010 and FY2013 and a decrease of 15.5% in AA degrees during the same time period. The largest increase of degrees awarded are in the following areas: Exercise Science(AS) and Biology(AS).

Degrees Awarded by Type	FY 2010	FY 2011	FY 2012	FY 2013	1 Year % Change	2 Year % Change	3 Year % Change
A.A.	336	359	291	284	-2.4%	-20.9%	-15.5%
A.S.	404	419	412	473	14.8%	12.9%	17.1%
A.A.S.	352	303	344	337	-2.0%	11.2%	-4.3%
A.F.A.	61	64	63	61	-3.2%	-4.7%	0.0%
Certificate	4	4	0	3		-25.0%	-25.0%
Total	1,157	1,149	1,110	1,158	4.3%	0.8%	0.1%
Unduplicated Headcount	1,146	1,133	1,101	1,146	4.1%	1.1%	0.0%

Similar to the number of graduates, the graduation rate based on IPEDS definitions, has seen a slight decline over recent years and the 2009 cohort is once again up to the 2005 rate of 23%. CCM ranks 5th among the 19 New Jersey community college's, up 2 spots from the previous year, and is 7% higher than our NCES mid-Atlantic peers for the 2009 cohort (23% vs. 16%). However, CCM and New Jersey continue to rank below the national average (31%) for graduation rates.

Transfer rates for the IPEDS defined cohorts has also seen variations in alternating years, with a high 30.5% for the 2006 cohort and a low 21.6% for the 2007 cohort. The 2008 cohort rate of 27.8% ranked CCM in the top spot among the 19 New Jersey community colleges and was 9% higher than our NCES mid-Atlantic peers (28% vs. 19%). These figures ranked CCM at the highest combined graduation and transfer rate (49.4%) among the 19 New Jersey community colleges for the 2008 cohort. The most recent 2009 cohort lowers CCM's rank to 6th and only 1% higher than our NCES peers. (source: NCES IPEDS Data Feedback Report 2013)

CCM entering	report year	First-time Full-time Degree-seeking Cohort	Number of Graduates at 150% (3yrs)	Graduation Rate	Number of Transfers at 150% (3yrs)	Transfer Rate	Combined Graduation and Transfer Rate
Fall05cohort	2008	1,231	285	23.2%	276	22.4%	45.6%
Fall06cohort	2009	1,277	278	21.8%	390	30.5%	52.3%
Fall07cohort	2010	1,344	278	20.7%	290	21.6%	42.3%
Fall08cohort	2011	1,439	311	21.6%	400	27.8%	49.4%
Fall09cohort	2012	1,522	354	23.3%	330	21.7%	44.9%

Institution Name	2009 cohort through 2012									
	FTFTD cohort 2009	Completers within 150%	Transfer-out students	Grad Rate	Grad Rank	Transfer Rate	Trans Rank	Grad/Trans Rate	Grad/Trans Rank	
Atlantic Cape Community College	1,349	247	209	18.3%	10	15.5%	13	33.8%	12	
Bergen Community College	2,696	469	391	17.4%	12	14.5%	15	31.9%	14	
Brookdale Community College	3,145	693	568	22.0%	7	18.1%	11	40.1%	8	
Burlington Community College	1,952	375	407	19.2%	9	20.9%	8	40.1%	8	
Camden County College	1,658	185	361	11.2%	15	21.8%	5	32.9%	13	
County College of Morris	1,522	354	330	23.3%	5	21.7%	6	44.9%	3	
Cumberland County College	669	148	97	22.1%	6	14.5%	15	36.6%	10	
Essex County College	2,671	198	343	7.4%	19	12.8%	16	20.3%	17	
Gloucester County College	1,694	429	316	25.3%	4	18.7%	10	44.0%	5	
Hudson County Community College	1,849	155	216	8.4%	17	11.7%	18	20.1%	18	
Mercer County Community College	1,623	221	376	13.6%	14	23.2%	3	36.8%	9	
Middlesex County College	2,323	356	452	15.3%	13	19.5%	9	34.8%	11	
Ocean County College	2,175	655	317	30.1%	1	14.6%	14	44.7%	4	
Passaic County Community College	726	56	115	7.7%	18	15.8%	12	23.6%	15	
Raritan Valley Community College	1,311	262	275	20.0%	8	21.0%	7	41.0%	7	
Salem Community College	242	66	53	27.3%	2	21.9%	4	49.2%	1	
Sussex County Community College	821	149	203	18.1%	11	24.7%	1	42.9%	6	
Union County College	2,073	179	256	8.6%	16	12.3%	17	21.0%	16	
Warren County Community College	337	86	79	25.5%	3	23.4%	2	49.0%	2	
	30,836	5,283	5,364	17.1%		17.4%		34.5%		

Developmental Studies

Placement

In fall 2013, 15.3% of new first-time students tested for remediation passed both math and English and were considered college-ready. 82.3% of new first-time students tested required remediation in at least one math or English subject. Another 2.4% were placed in ESL. When looking at math and English separately, more students required remediation in English (78%) than math (64%). Of these same students, 57.6% needed remediation in both subject areas. Of the 1591 students needing math or English remediation, 1,103 (69.3%) actually enrolled in at least 1 developmental course in their first term (separately: 75% math, 39% English). Almost half of the students who need English remediation are placed in the 'lowest' level, ENG-025.

<u>Placement Level</u>	<u>Frequency</u>	<u>Percent of tested</u>	<u>English Placement Course – Fall 2013</u>	
College-ready	295	15.3%	ENG-007	17.1%
Developmental	1,591	82.3%	ENG-022	33.5%
ESL	46	2.4%	ENG-025	47.8%
2 areas: math and English/ESL	1112	57.6%	WITT	1.6%
1 area: English/ESL only	405	21.0%	Total	100.0%
1 area: math only	120	6.2%		
Total first-time tested	1,932	100.0%		

It is important to note that about 75% of new first-time students are recent high school graduates and only 12.6% of those tested enter college-ready in both math and English.

Success

The success rates (grade C or better) for students completing developmental courses in fall 2012 are better for English than math.

<u>Course</u>	<u>Success Rate</u>
ENG-022	86.2%
ENG-025	70.0%
MAT-011	60.4%
MAT-014	62.1%
MAT-016	40.7%
MAT-050	48.5%
MAT-060	50.0%

Service Area Factors

Population

Beginning In 2011, the oldest baby boomers turned 65. According to the U.S Census, 40 million people in the United States are ages 65 and older, and this number is projected to increase by 15 million by 2020 and more than double to 89 million by 2050.

Morris County population change from 2010 to 2015 (492,276 to 507,400) is estimated to increase by 3% and by 6% from 2010 to 2020. From 2000 to 2010 it increased 4.7%. Morris County added the most persons 65 and over (+13,625) from 2000 to 2010 compared to other New Jersey counties. It is projected to increase further from 2010 to 2020 (+22,145 persons), which will be the largest percentage gain (32.5%) for the county. The 35-64 age group makes up 45% of Morris County's population. At CCM this group only accounts for about 10% of students. The 0-14 age group is expected to be the only decline (-12.1%) in population among the age groups from 2010 to 2020.

Although whites are Morris County's largest racial group (73.9%, 2012 estimate) their population has declined slightly since 2010 (-0.6%). The fastest growing racial groups were Asians (7.3%) and multiracial (7.0%). The Hispanic population increased by 6.5% during the same time period. At CCM, from 2010 to 2012, there has been an increase in Hispanics by 26%, blacks 21%, while whites were down 6%. In 2007 white students made up 67% of the CCM student population and in 2012 they made up 62%.

Labor Force

The 2011 annual average unemployment rate for Morris County was 7.0%. The 5-year high (2010) was 7.3%. The 5-year low (2007) was 3.0%. The New Jersey rate (2011) was 9.3%.

In 2011, professional and business services (25.2%) and trade/transportation/utilities (22.0%), made up almost half of Morris County's private sector job base. Between 2006 and 2011, Morris County recorded increases in the leisure and hospitality (10.9%) and educational and health services (9.7%) sectors. Statewide the figures were -0.3% and +9.3% respectively. The county's level of employment declined by 21,500 jobs between the same 5-year time period. The private sector experienced a much steeper loss (-8.2%) than the state (-5.5%).

Between 2010 and 2020, Morris County occupations with the most projected job openings that require an associate degree or higher will be: registered nurses (190 jobs), accountants and auditors (130 jobs), computer systems analysts (90 jobs), management analysts (80 jobs), elementary school teachers (70 jobs) and lawyers (70 jobs). According to the New Jersey Department of Labor and Workforce Development (NJLWD), the county's significant increase in the number of residents 65 and over is expected to translate into a demand for services, especially in health care and social assistance and educational services jobs.

In 2011, Morris County's per capita personal income was \$71,730. It ranked second in New Jersey and 20th nationally. It has seen a decline and rise over the years with its greatest peak in 2008 at \$74,025. In 2011 the state of New Jersey reached a new high; however Morris County was still 3.1% below its peak.

(source: NJLWD, County Community Fact Book, January 2013 <http://lwd.dol.state.nj.us/labor/lpa/pub/factbook/morfct.pdf>).

Higher Education

Educational Attainment:

Nationally 31% and in New Jersey 35% of residents age 25 and older have completed at least 4 years of college. Education levels for Morris County are quite high. 49% of Morris County residents age 25 and older have completed at least 4 years of college (second highest in the state). An additional 6% completed an associate degree. That leaves 45% of Morris County residents 25 and over with **NO** college degree; 129,450 (38%) of these residents are high school graduates (23%) or have had some college experience (15%). (U.S Census Bureau, 2011 American Community Survey).

School Enrollment:

In 2011, 23% of Morris County residents were enrolled in college or graduate programs. The figure for New Jersey was 26%.

In 2009, over 177,000 students were enrolled in New Jersey community colleges. In 2012, that number declined to just under 173,000 students for a 2.5% decrease in enrollment. For CCM, the enrollment during the same time period decreased by less than 1%. The 5-year comparison is a different story, however. Unlike other New Jersey community colleges, CCM did not experience an increase in enrollment. The average increase from 2007 to 2012 was 9% for all New Jersey community colleges and 4% for CCM. The previous 5 years (2006 to 2011) the difference was even greater (15% vs. 6%). While we are not losing as many students in recent years compared to the other New Jersey community colleges, we also have not noticed the same boost in enrolled as experienced by others in the sector. (source: NJCC FactBook 2012, 21st edition).

NCES Demographic Forecast

The National Center for Education Statistics (NCES) released its projections of education statistics in January of 2013. The report contains forecasts for elementary and secondary schools, and degree granting institutions. It includes data on enrollments and graduates through 2021. Nationally they project a 7% increase in public K-12 enrollments between 2010 and 2021, with a majority of the growth in grades K-8, and an increase of 15% for degree-granting institutions during the same time period. These projections are lower than observed increases of 8% for public K-12 and 46% for post-secondary degree granting institutions from 1996 to 2010.

The report also provides expected changes in graduates from secondary schools and degree-granting institutions. Public high school graduates are predicted to increase by 5% between 2009 and 2022, compared with a 29% increase from the 1997 to 2009 period. And the number of associate degree recipients is projected to increase by 21% through 2022, compared with a 49% increase between 1997 and 2010. The expected growth for Bachelor's degree graduates is also 21% during the same time period.

New Jersey K-12

Enrollment

The NCES forecast for public elementary and secondary school enrollment from 2010 to 2021 is expected to increase 7.3% nationally. The Northeast is expected to increase 2.2%. New Jersey is one of only three states in the region expected to decline (-0.6%). As mentioned earlier, the majority of the increase in enrollment is expected to be in the K-8 grades.

The NCES enrollment forecast for grades 9-12 in public secondary school from 2010 to 2021 is expected to increase 4.4% nationally. The Northeast is expected to increase 0.6%. New Jersey is expected to decrease -4.2% compared to an -11.7% decrease in Vermont.

Actual and projected percentage changes in grades 9–12 enrollment in public schools, by region and state: Fall 2003 through Fall 2021				
	Actual 2003–2010	Projected 2010–2016	Projected 2016–2021	Projected 2010–2021
United States	3.6	1.7	2.6	4.4
Northeast	-0.4	0.7	-0.2	0.6
New Jersey	4.7	-3.8	-0.5	-4.2

Graduates

The 2009 to 2022 figure for public high school graduates is expected to increase 4.7% national, remain relatively flat in the Northeast (-0.1%) and decrease -4.1% in New Jersey. Breaking out the projections from 2009 to 2016 and again, from 2016 to 2022, shows a majority of the decline will be in the earlier years for New Jersey. In 2009 to 2016, the number of high school graduates is expected to increase 1% nationally, decrease -0.4% in the Northeast and -3.9% in New Jersey. The projections of high school graduates between 2016 and 2022 looks slightly better, with an increase of 3.8% nationally, 0.3% in the Northeast, and a -0.2% decrease in New Jersey. The most recent projections for Morris County produced by the CCM office of Institutional Research runs through 2015. Based on 2012 high school graduation rates, Morris County is expected to see a decrease of -2.4% in the number of high school graduates from 2010 to 2015.

Actual and projected percentage changes in public high school graduates, by region and state: School years 2003–04 through 2021–22				
	Actual 2004–2009	Projected 2009–2016	Projected 2016–2022	Projected 2009–2022
United States	10.4	0.9	3.8	4.7
Northeast	13.9	-0.4	0.3	-0.1
New Jersey	13.4	-3.9	-0.2	-4.1
	Actual 2005-2010	Projected 2010-2015		
Morris County	9.2	-2.4		

New Jersey Colleges

Enrollment

Between 1996 and 2010 enrollment in degree-granting institutions rose 46% nationally; 36% for public 2-year institutions; 42% for New Jersey community colleges. At CCM the enrollment decreased -2.1% during the same time period.

The enrollment forecast nationally for degree-granting institutions is expected to increase 15% between 2010 and 2021. It is expected to increase 10% for students who are 18 to 24 years old, 20% for students who are 25 to 34 years old and 25% for students who are 35 years old and over. There is an expected increase in Hispanic (42%), Asian/Pacific Islander (20%) and Black (25%) populations during the same time period.

With a decrease in our high school population, CCM should look to new markets as noticed by the 20% increase in our 21-24 year old populations and 45% increase in our Hispanic population, between fall 2008 and fall 2013. Currently, the CCM enrollment forecast through 2015 is expected to remain relatively flat.

Graduates

Just as enrollment is expected to increase, the number of degrees conferred is also expected to increase, however at a faster rate. Degrees awarded at the Associate level are expected to increase 21% nationally between 2010 and 2022. Region and state projections were not provided in this report. Between 1997 and 2010 the number of degrees conferred increased 49% nationally, 57% for New Jersey community colleges, and decreased -4% for CCM.

Fall Enrollment at CCM

In fall 2008 CCM enrolled 8,441 students; 56.4% attended full-time and 43.6% were part-time. In fall 2013 the college enrolled 8,447 students; 53.9% attended full-time and 46.1% were part-time. During this five year interval, total headcount remained relatively flat (0.1%), full-time headcount decreased -4.5% and part-time headcount increased 5.9%. Credits generated showed a decrease of -2.8% full-time and an increase of 10.3% for part-time students. In terms of FTE that is a -2.3% decrease.

In fall 2008, first-time students made up 27.5% of the total population and typically attended full-time (77.7%). In fall 2013, first-time students made up 24% of the total population and 71.2% attended full-time. In the same term, 74.8% of first-time students were recent high school graduates however, just 67.7% of them were from Morris County. Overall, only half (50.6%) of our first-time students were recent high school graduates from Morris County. When taking a look at the attendance status, 85.5% of our first-time full-time students, and 48.5% of our first-time part-time students were recent high school graduates.

The CCM high school yield rate is about 18% for Morris County high schools. Nationally, about 29% of recent high school completers enroll in a 2-year college.

Summary

With an aging and growing population, CCM should expect to make changes in its recruitment efforts over the next few years. Based on population counts and projections developed by the U.S. Census Bureau, Morris County's population is expected to increase; however, most of these increases will occur within age groups from which CCM does not typically draw students. The majority (89%) of new students at CCM are under 21 and the 35-64 age group only accounts for about 10% of the student population where this group makes up 45% of Morris County.

While the 2009 to 2022 figure for high school graduates is expected to increase nationally, the projection of high school graduates is expected to decrease in New Jersey. The majority of the decline will be through 2016, and CCM should also expect a decline in the coming years.

And what about those Morris County residents 25 and older? If present trends continue, these residents will be comparatively well-educated, with a higher percentage holding college degrees than those nationally or in most other New Jersey counties. While this is true, there are still about 45% of Morris County residents 25 and older who do not have a degree of any type. These residents are a potential large market for CCM. It is worth examining our program offerings as these non-traditional age students will most likely be employed and looking to take classes in the evening.