

Funeral Service Education Program Status

Summer 2024

Presentation Overview

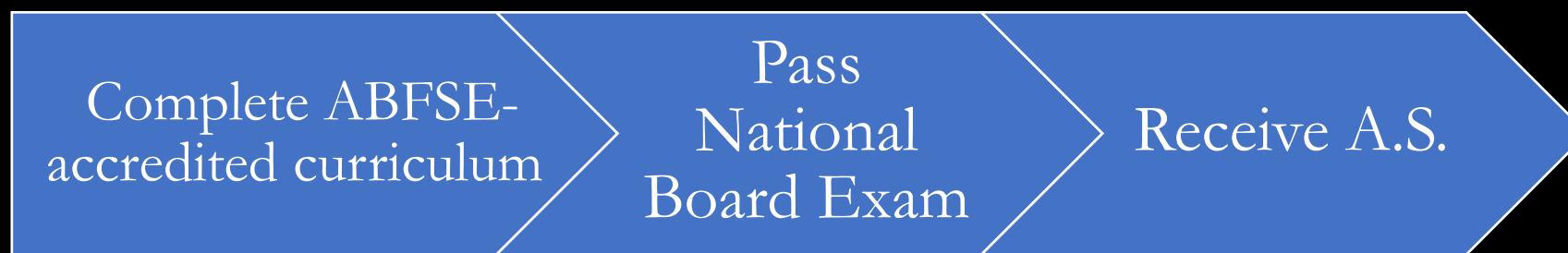
- Program Overview and Inception
- Program Revisions
- Current Challenges: Accreditation Rejection and New Accreditation Standards

Funeral Service Education in California

- Two schools in California: Cypress College and American River College
- Students are going out of state, which is costly

Cañada College Funeral Service Education Program (A.S.)

- First introduced to Cañada around 2018
- Program Requirement: Accreditation by American Board of Funeral Service Education (ABFSE)
- A.S. approved by the CA Chancellor's Office in Spring 2021



Operating Assumptions

- Students want the program
- Students need the program
- Cañada College can create a viable program

Initial Launch: Fall 2022



Offered a section of the
introductory class,
FSE 200



Enrollment:
2 students

Presentation Overview

- Program Overview and Inception

Re-evaluating Operating Assumptions: Students Want the Program

Action

- Revised the curriculum
- Courses online, embalming off-site
- Worked with community partners to develop a student base

Result

- FSE 200 enrollment, Fall 2023-
23 students

Re-evaluating
Operating
Assumptions:
Students
Want the
Program

Re-evaluating Operating Assumptions: Students Need the Program

Education Requirements for Funeral Service Jobs in California

High School Diploma or Less

- Cemetery/Crematory Manager
- **Funeral Arranger**
- **Funeral Attendant**
- Funeral Event Planner
- Funeral Home Administrator
- Mortuary Transport
- Office Assistant
- Sales

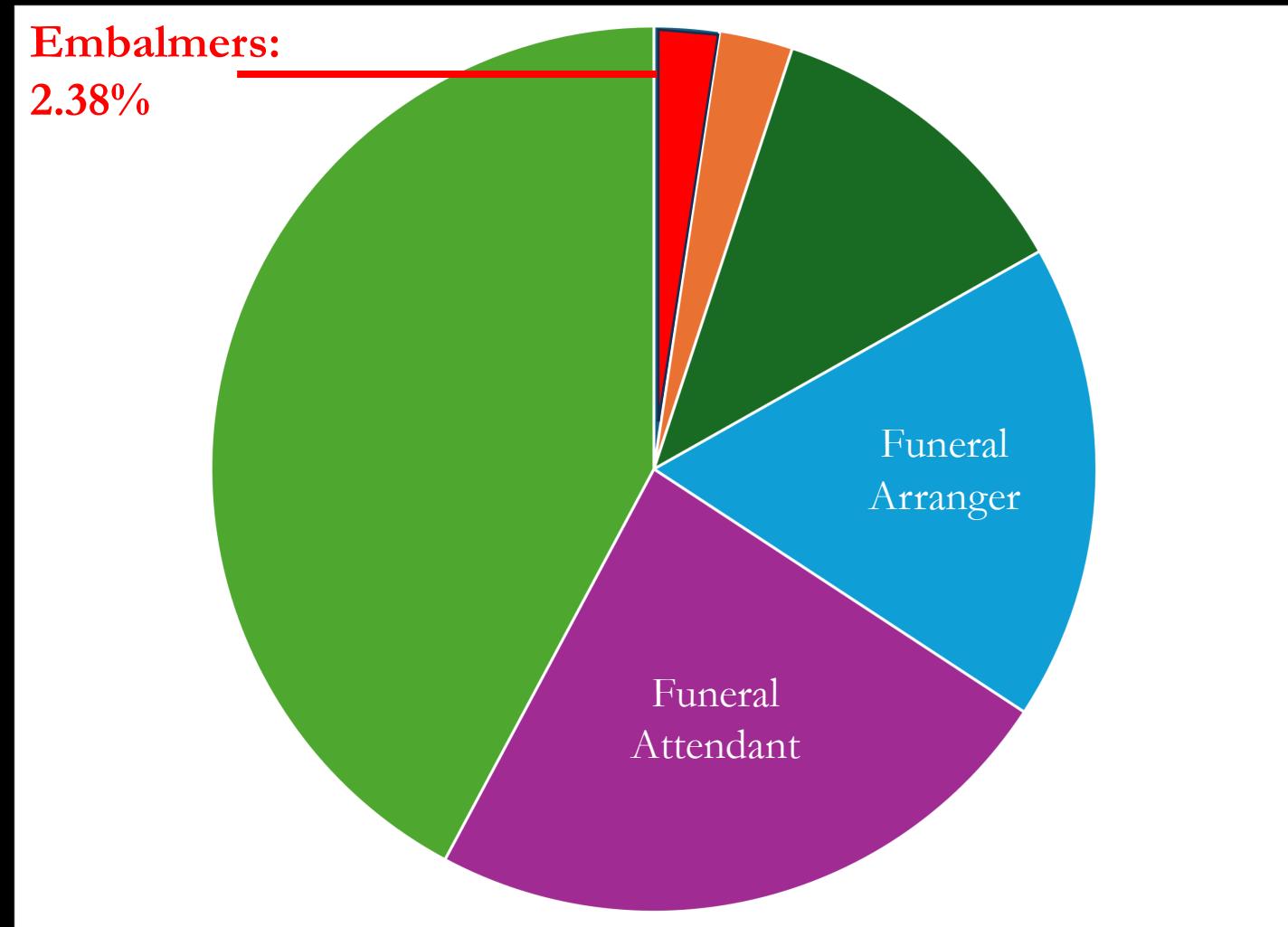
60 College Credits

- Funeral Director*

ABFSE-Accredited Program

- **Embalmer***

Distribution of Funeral Service Jobs



Source: US Bureau of Labor Statistics Occupational Outlook Handbook

Re-evaluating Operating Assumptions: Students Need the Program

Action

- Created *Funeral Arranger* and *Funeral Attendant* certificates
 - Approved for 2024-2025 catalog
 - Certificates hold value **as long as we are on track for accreditation**

Result

- 24 students completed the coursework for the *Funeral Attendant* certificate in Spring 2024

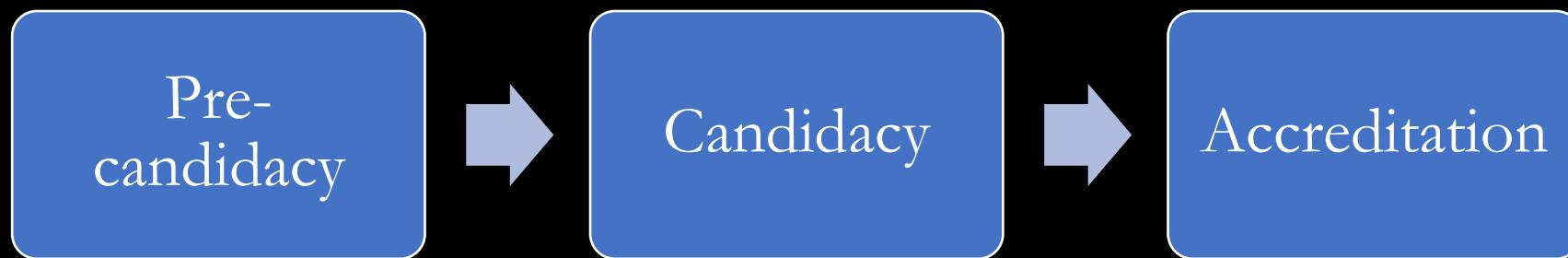
Re-Evaluated Operating Assumptions

- Students want an accredited program
- Students could benefit from an accredited program, but it is only **required** for **embalmers**

Presentation Overview

- Program Overview and Inception

Accreditation Candidacy Application Rejected

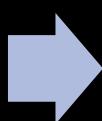


- Visit from ABFSE Executive Director-December 2022
- Pre-candidacy self-study
- No indications of significant shortcomings

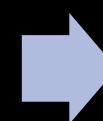
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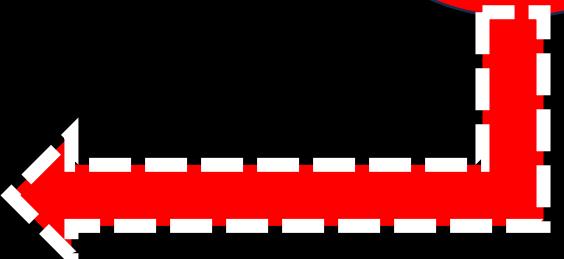
Application
Rejected
(April, 2024)



Candidacy



Accreditation



Synopsis of Accreditation Deficiencies



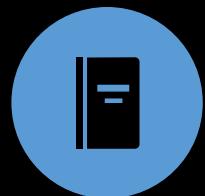
Plans for additional faculty and facilities



Enrollment projections



At least one program in place



Syllabi for all courses in the program



Facilities meet ABFSE standards

New Accreditation Standard 6.8

“Every program is required to have at least two full-time faculty members...”



New Accreditation Standard 6.8

“Every program is required to have at least two full-time faculty members...”

Current FSE Program Personnel

- 0 Full-time faculty
- 1 Adjunct faculty
- Program Supervisor
 - Strong Workforce Funds (grant)

New Accreditation Standard 6.8



American Board of Funeral Service Education
Committee on Accreditation
992 Mantua Pike, Suite 108
Woodbury Heights NJ 08097

January 29th, 2024

RE: Call for Comments on Proposed Standards

Dear ABFSE Committee on Accreditation,

California is currently facing a significant shortage of funeral care practitioners, particularly in the field of embalming. Notably, the state only houses two ABFSE accredited institutions, situated approximately 400 miles apart.

Recognizing the urgency of addressing this shortage and aiming to contribute a much-needed service to the community, Cañada College has embarked on the development of a new ABFSE accredited Funeral Service Education program. Given the constraints of our campus size and budget, our plans rely on maintaining a lean and fiscally responsible program.

A pivotal consideration in this endeavor is the newly proposed standard 6.8, which stipulates that "Every program is required to have at least two full-time faculty members, one of whom may serve in the role of the program director." This proposed standard, if officially ratified, poses a significant challenge for us in meeting accreditation requirements.

The implementation of standard 6.8 would necessitate a thorough re-evaluation of the financial feasibility of launching a funeral program at Cañada College. Balancing the imperative of accreditation with the practicalities of our resources is a critical aspect of this decision-making process.

Additional Questions:

Standard 4.1: The institution/program must have sustainable and sufficient financial resources to provide instruction and facilities in compliance with this manual.

New Accreditation Standard 6.8

“This proposed standard, if officially ratified, poses a significant challenge for us in meeting accreditation requirements... The implementation of standard 6.8 would necessitate a thorough re-evaluation of the financial feasibility of launching a funeral program at Cañada College. Balancing the imperative of accreditation with the practicalities of our resources is a critical aspect of this decision-making process.”

Potential Paths Forward



To re-apply we, “Must provide a detailed written explanation of the plans to meet each Standard of accreditation”.

Application
Rejected



Potential Paths Forward



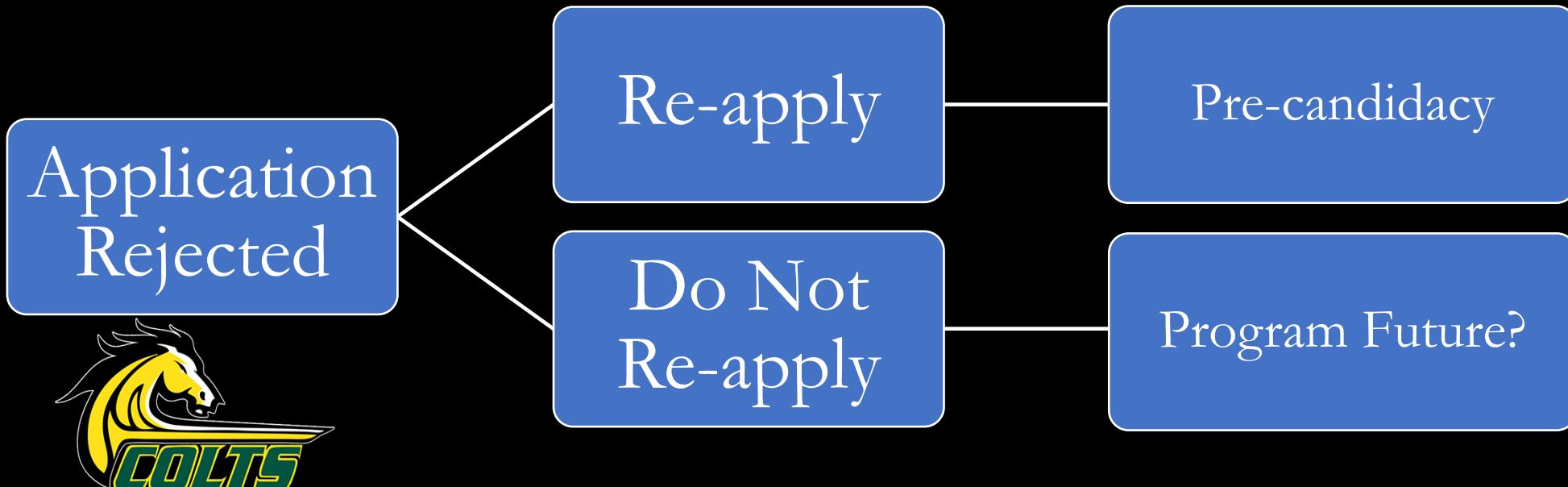
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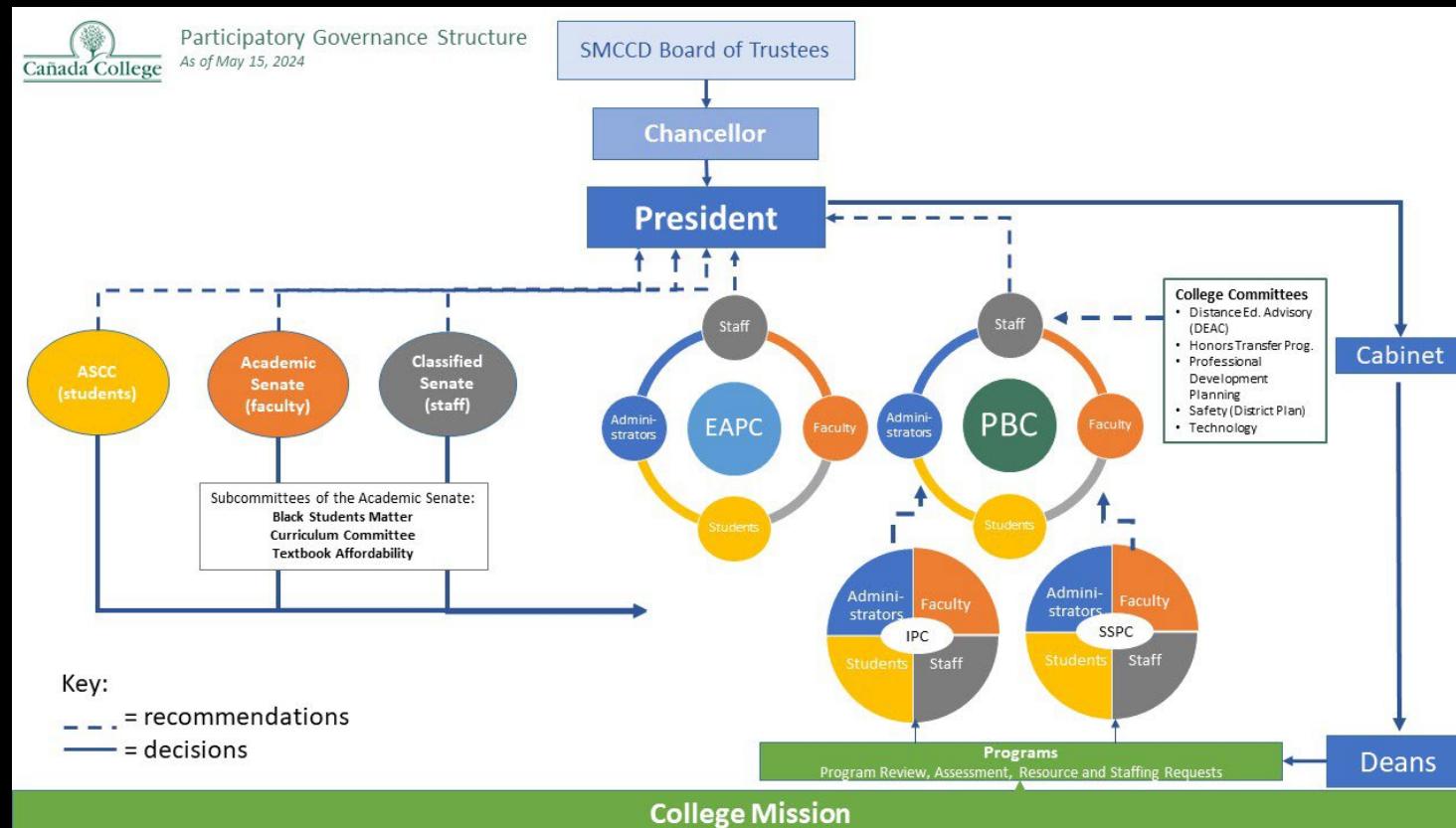
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Re-evaluating Operating Assumptions :
Cañada College can create a viable program

How to Determine the Path Forward

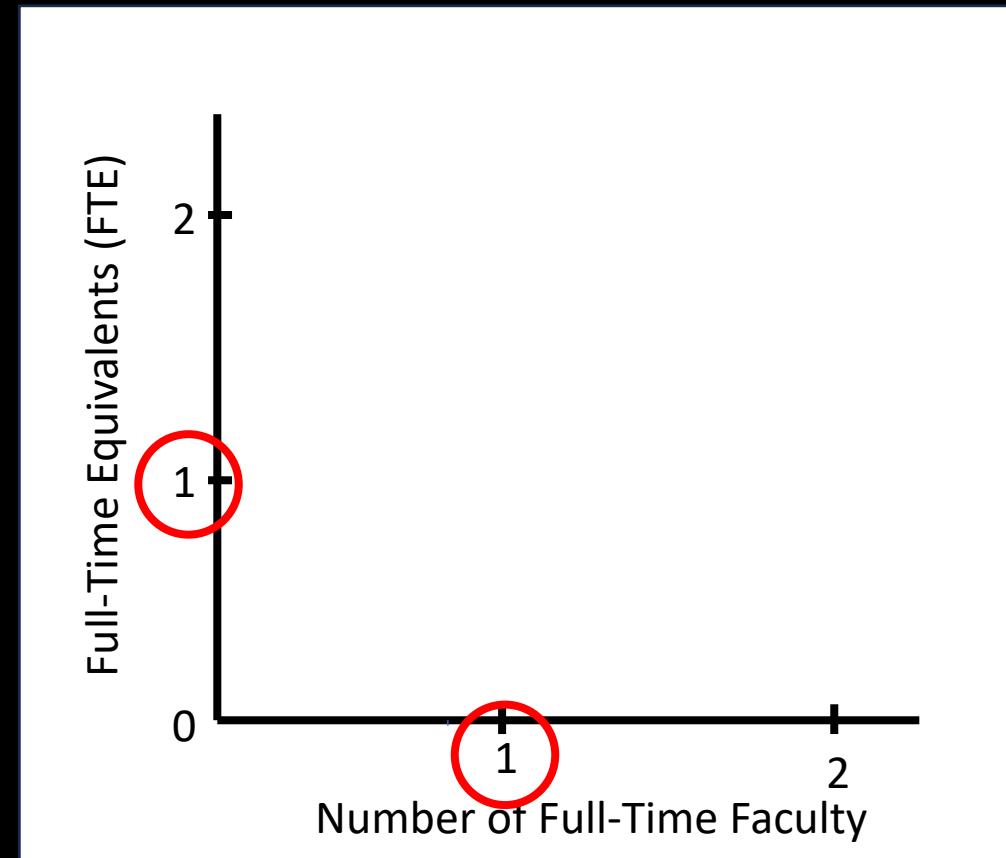
Participatory Governance will evaluate in Fall 2024



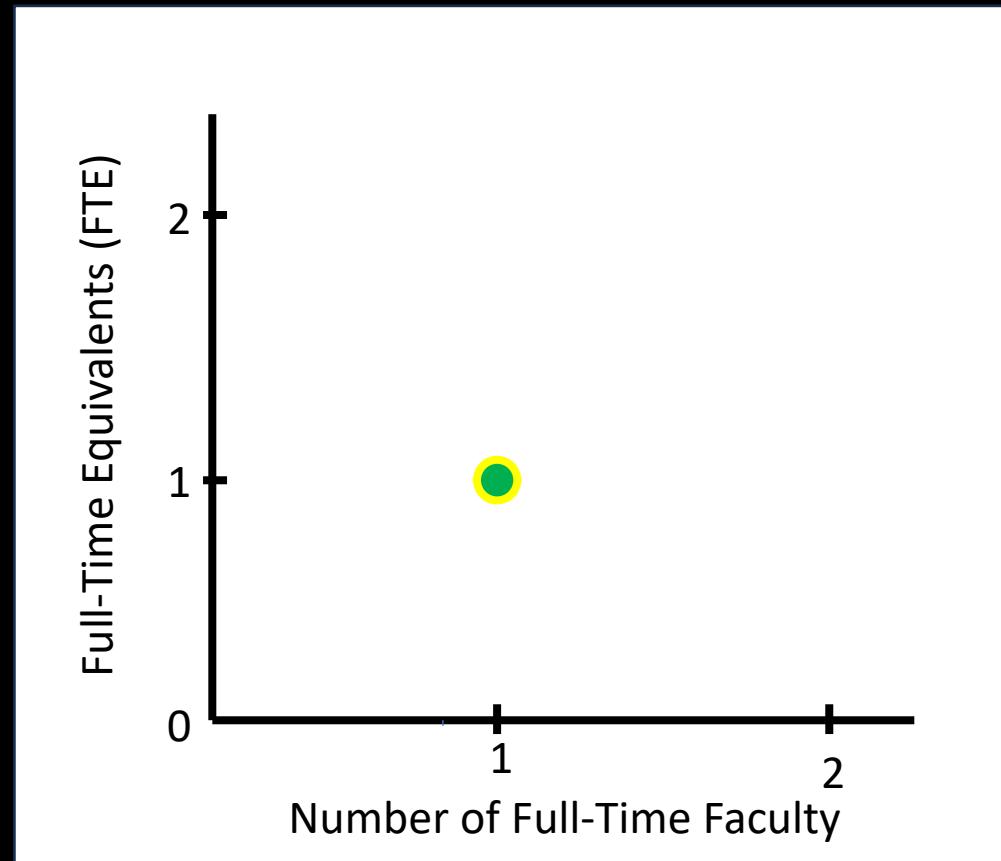
How to Determine the Path Forward

- Examples of factors to consider
 - Is there sufficient workload to support two full-time faculty members?
 - How many students are served per full-time faculty?
 - How does the Funeral Service occupational outlook compare to other Career and Technical Education programs?
 - What is the fiscal impact on the college?

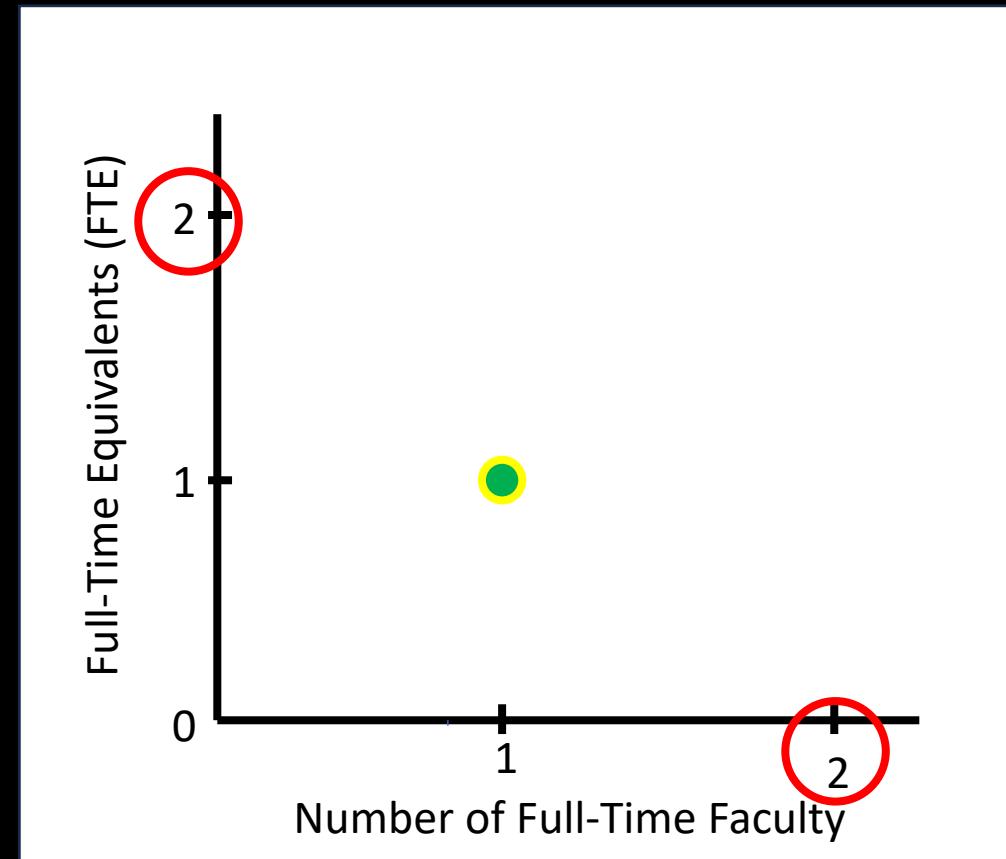
Is there sufficient workload to support two full-time faculty members?



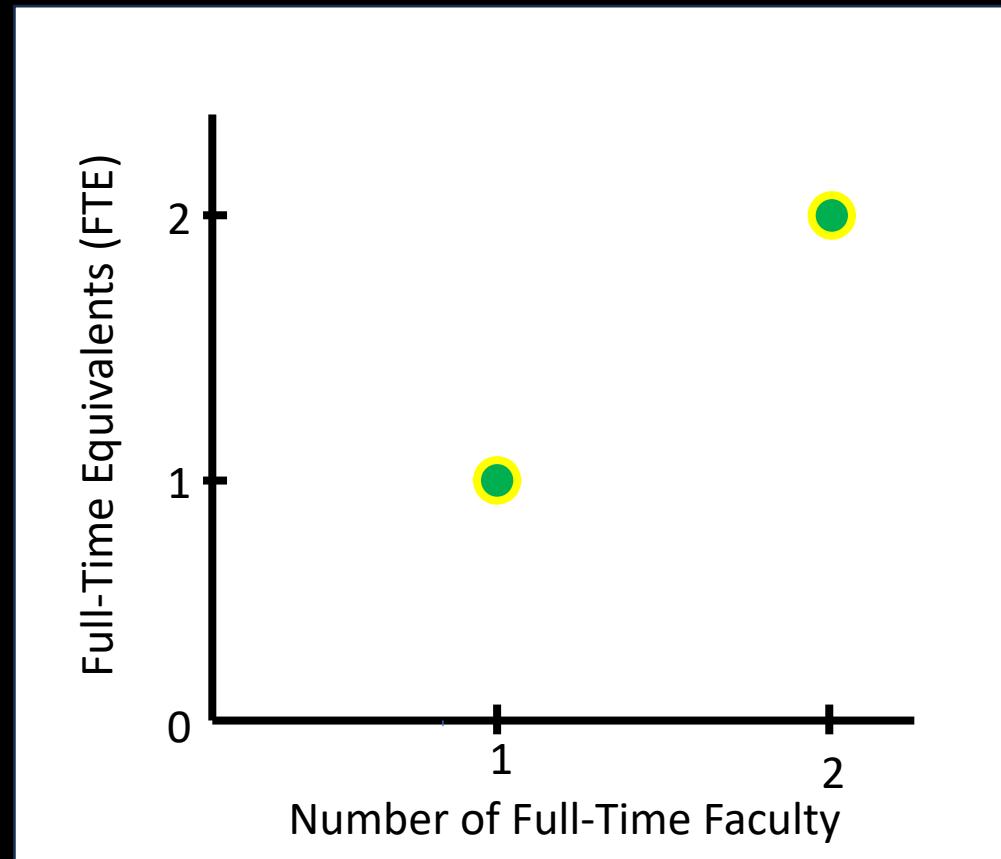
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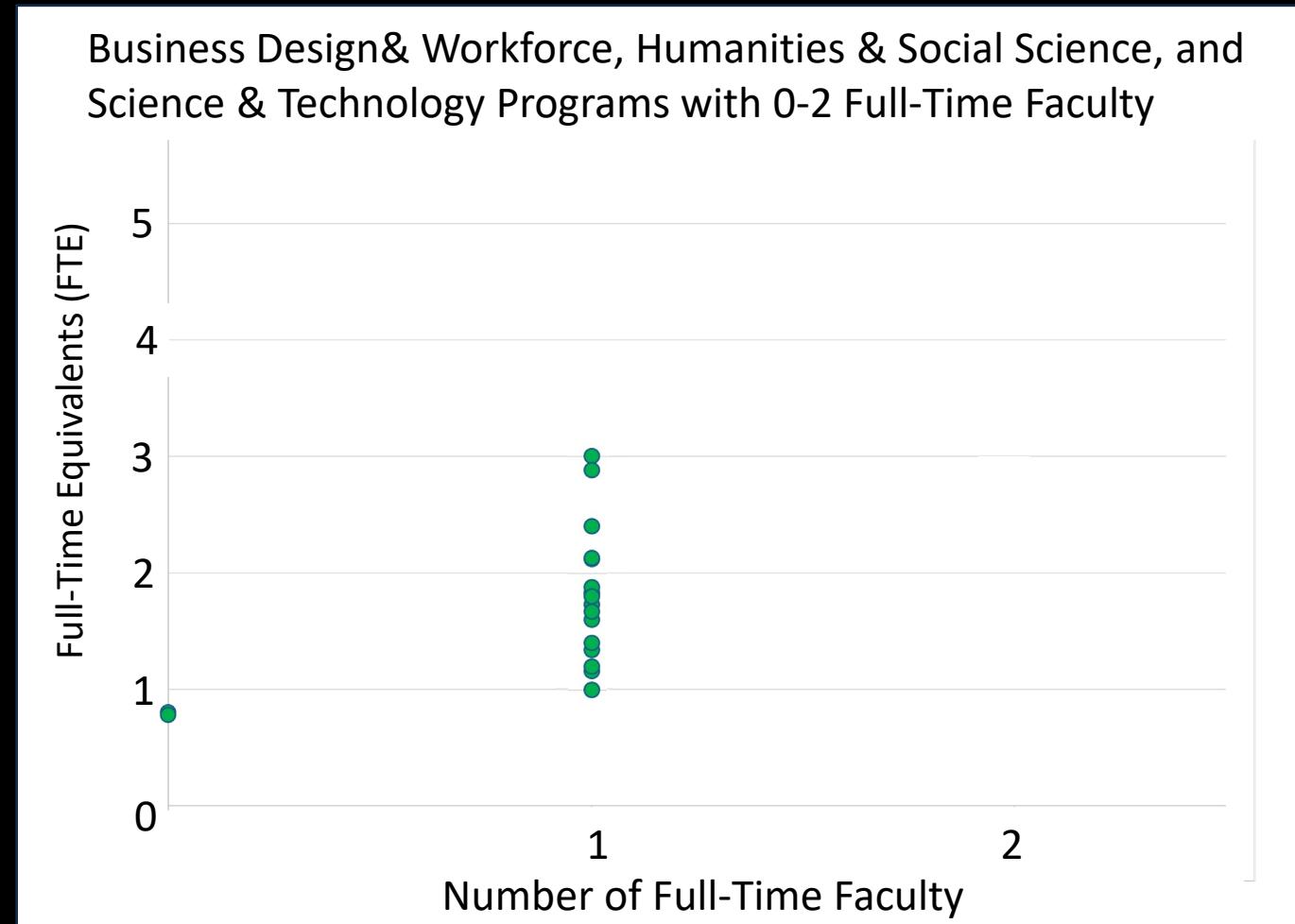
Current programs have the workload to support their full-time faculty



Source: Cañada College Office of Planning, Research, and Institutional Effectiveness

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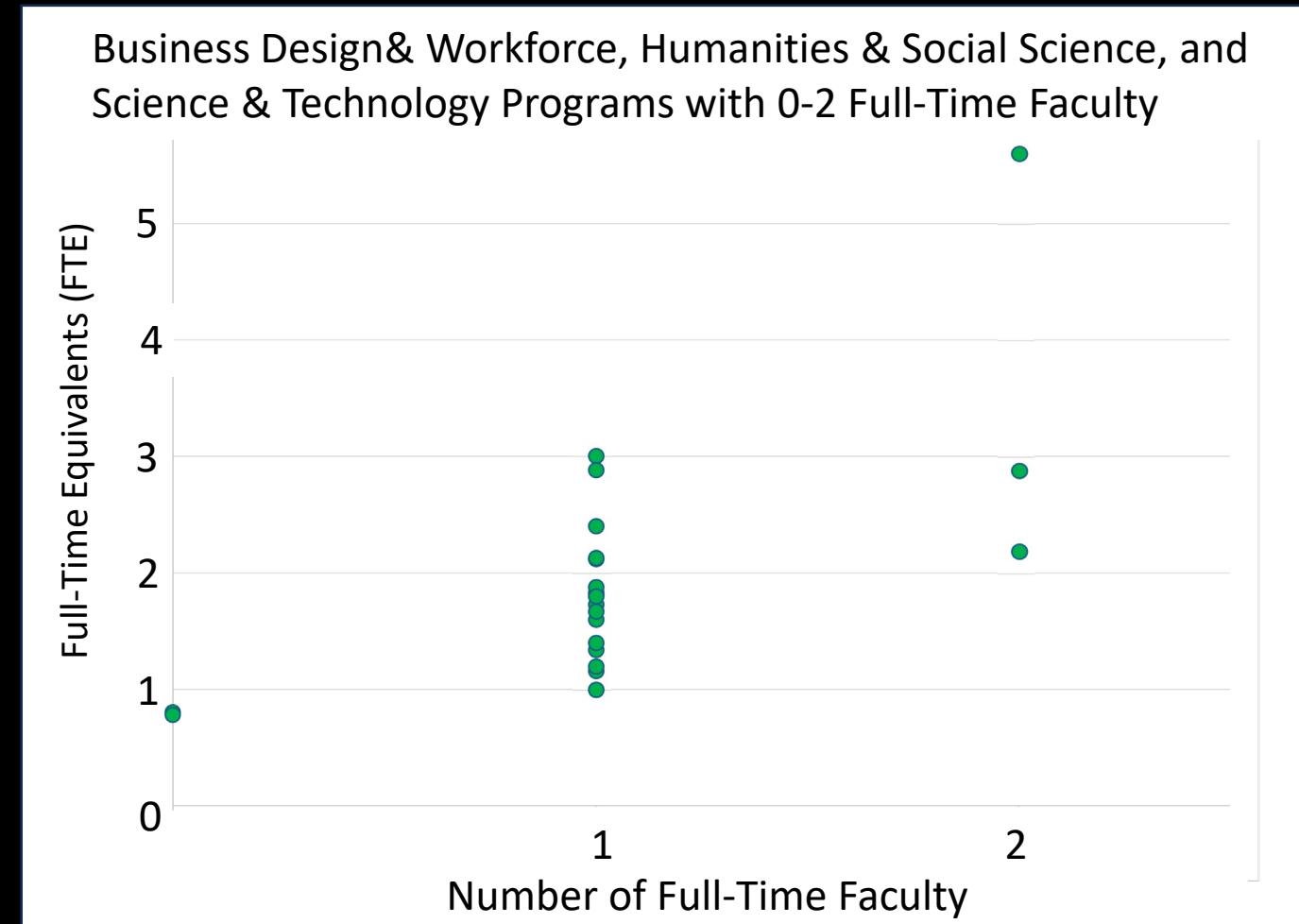
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Funeral Service Program FTE Projection

- 1 semester
- 1 section of each class
- 2 cohorts
- 2 certificates

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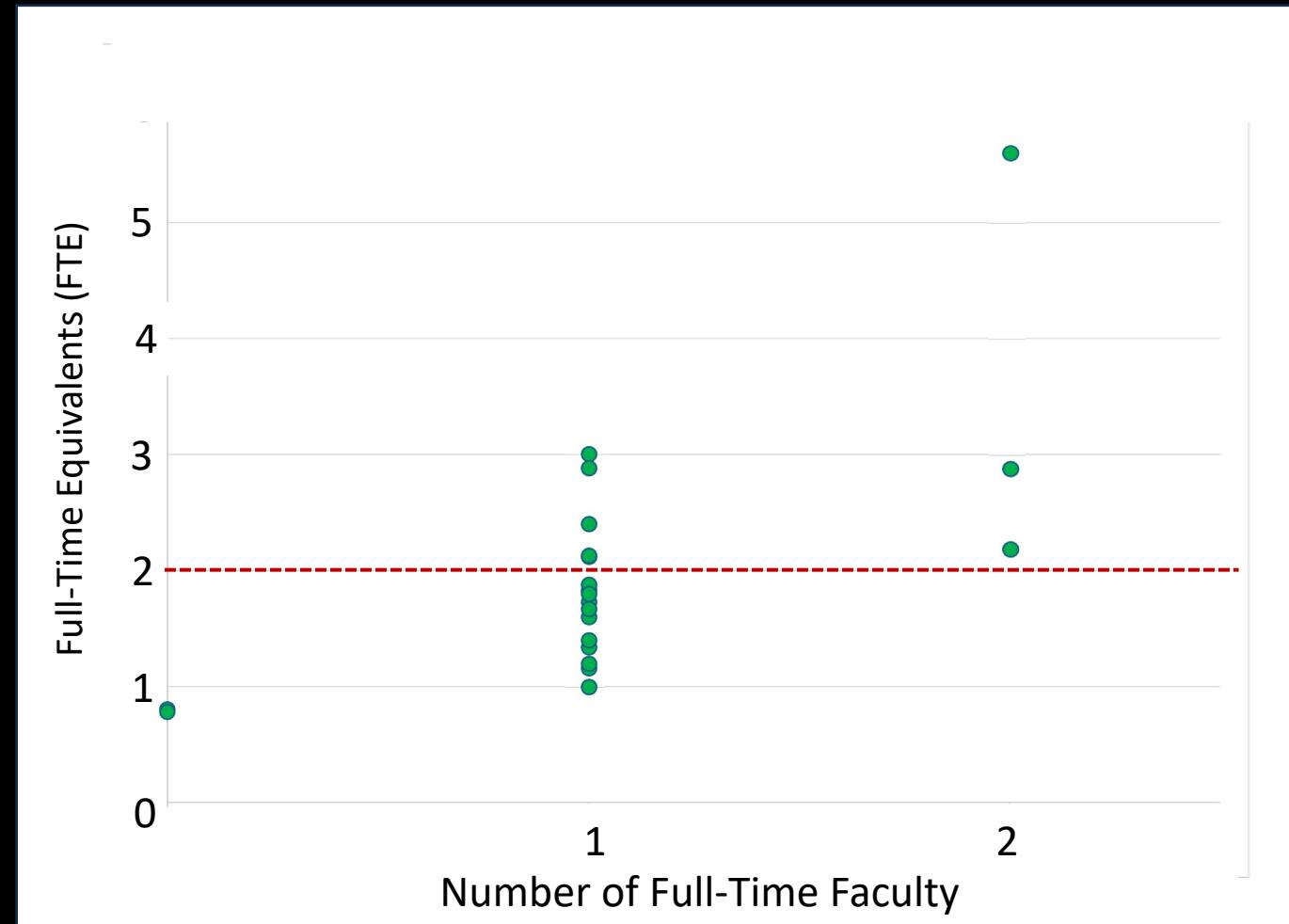
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FSE Course	Full-Time Equivalent (FTE)
FSE 200	0.13
FSE 210	0.25
FSE 225	0.2
FSE 220	0.2
FSE 230	0.2
FSE 270	0.2
Total FTE	1.18

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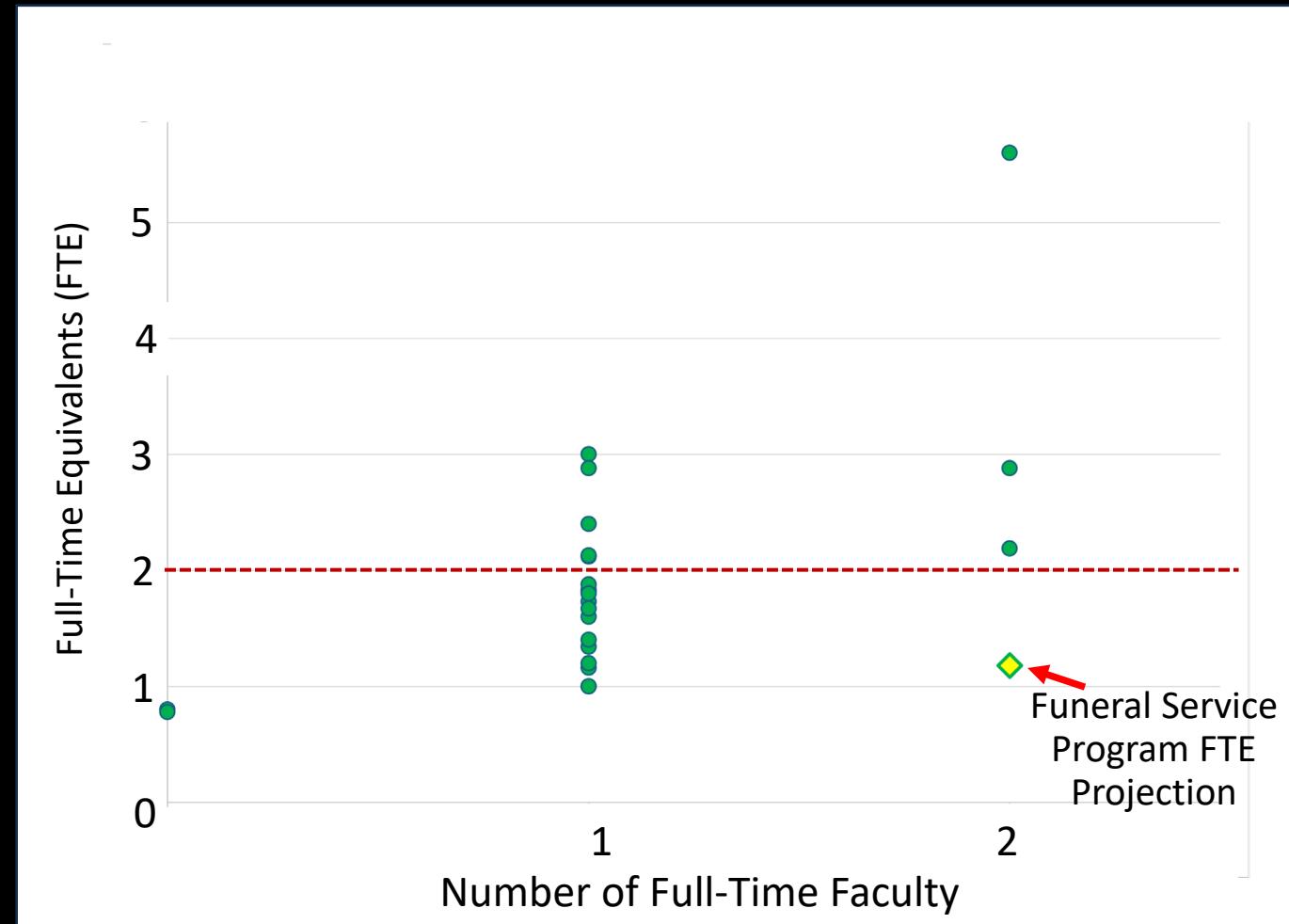
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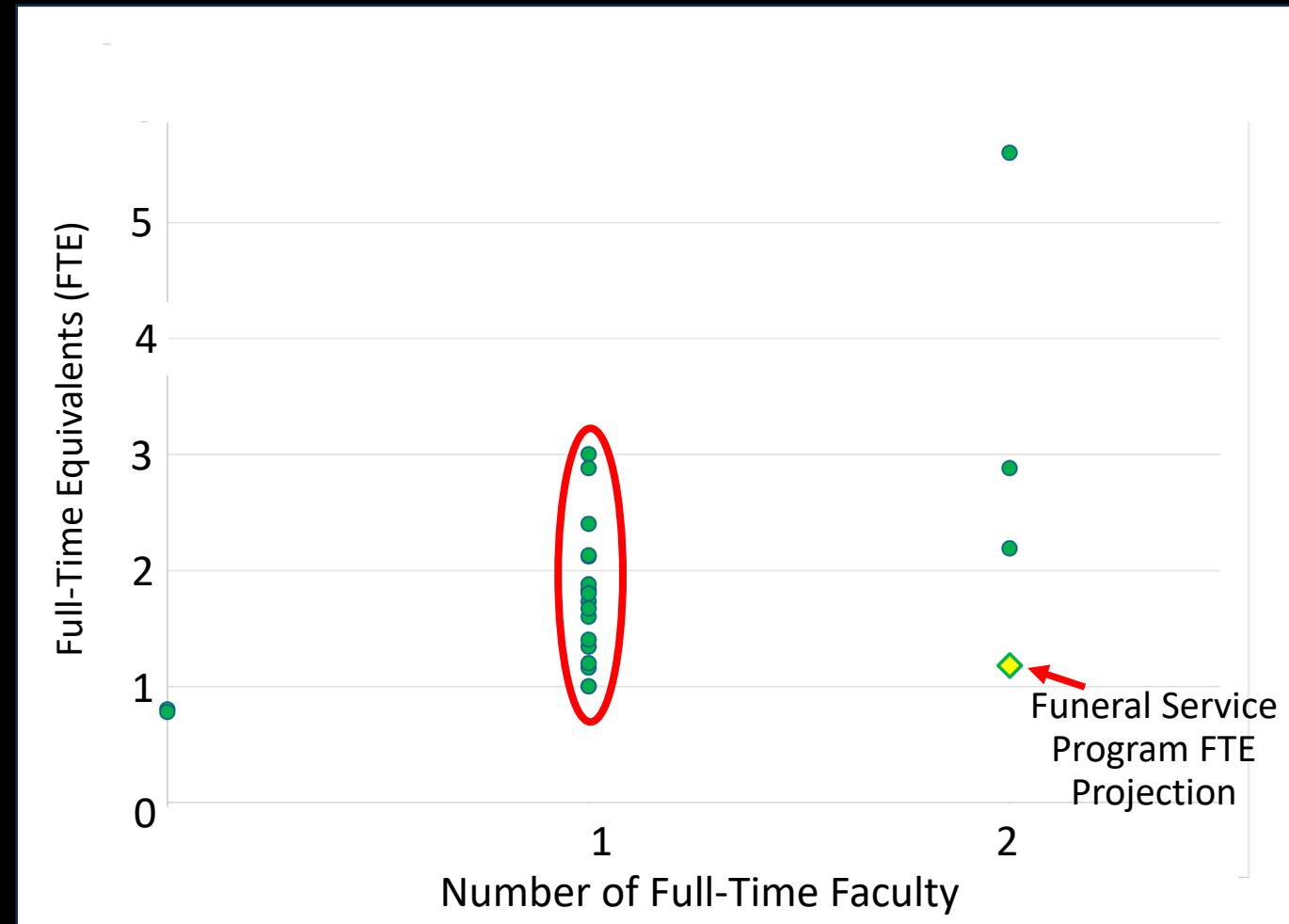
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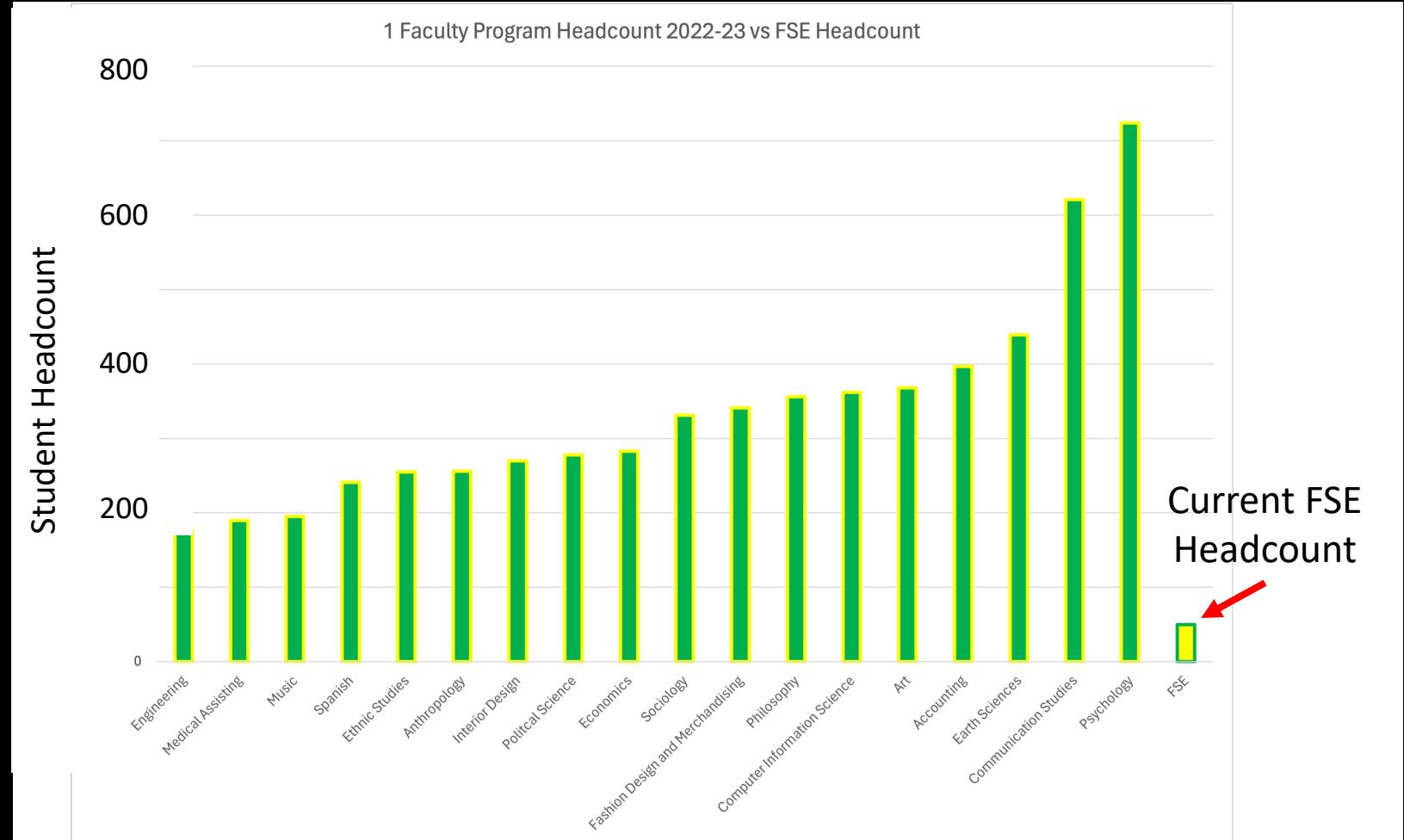
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How many students are served per full-time faculty?

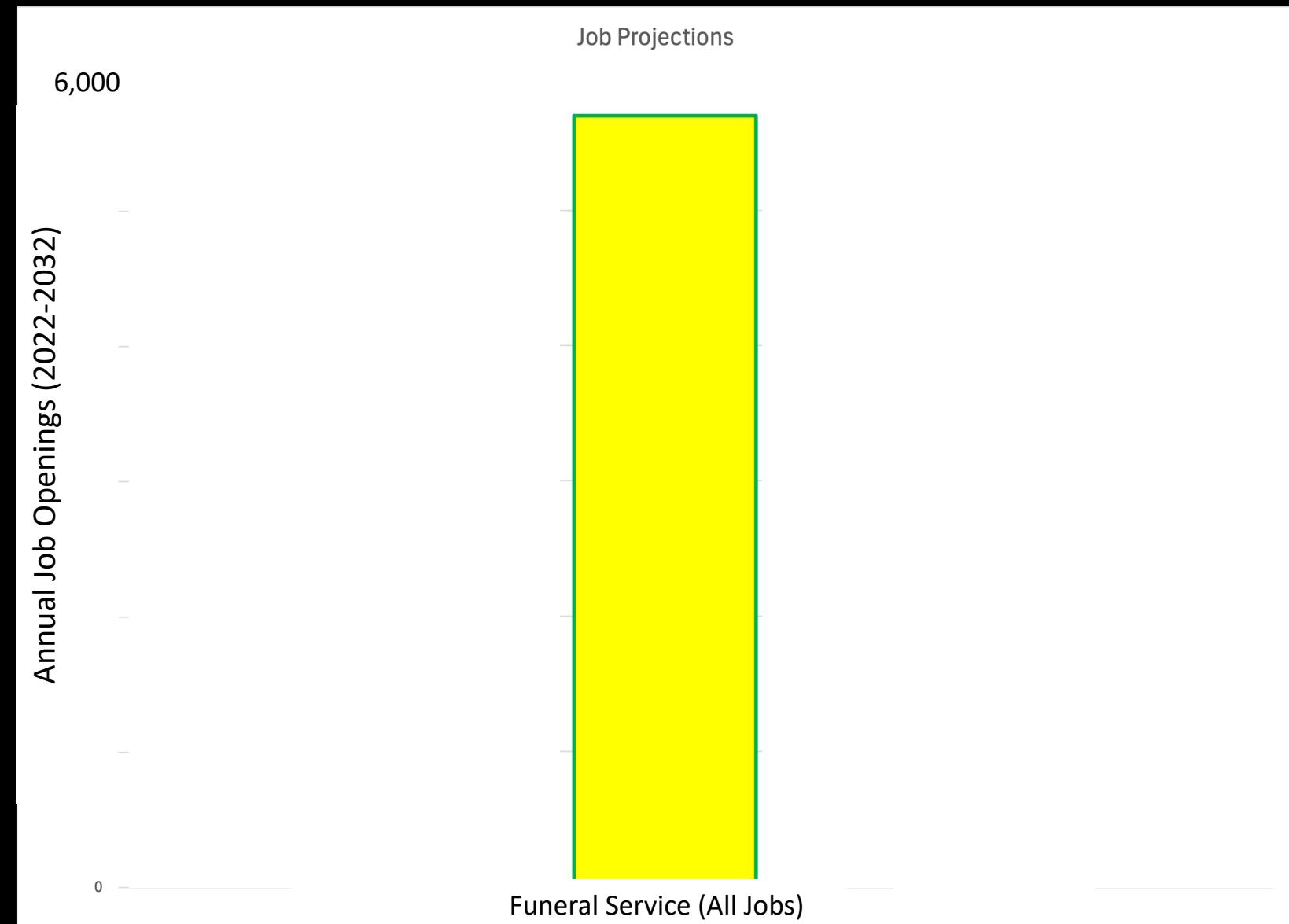
Students Served
by Programs
with One FT
Faculty



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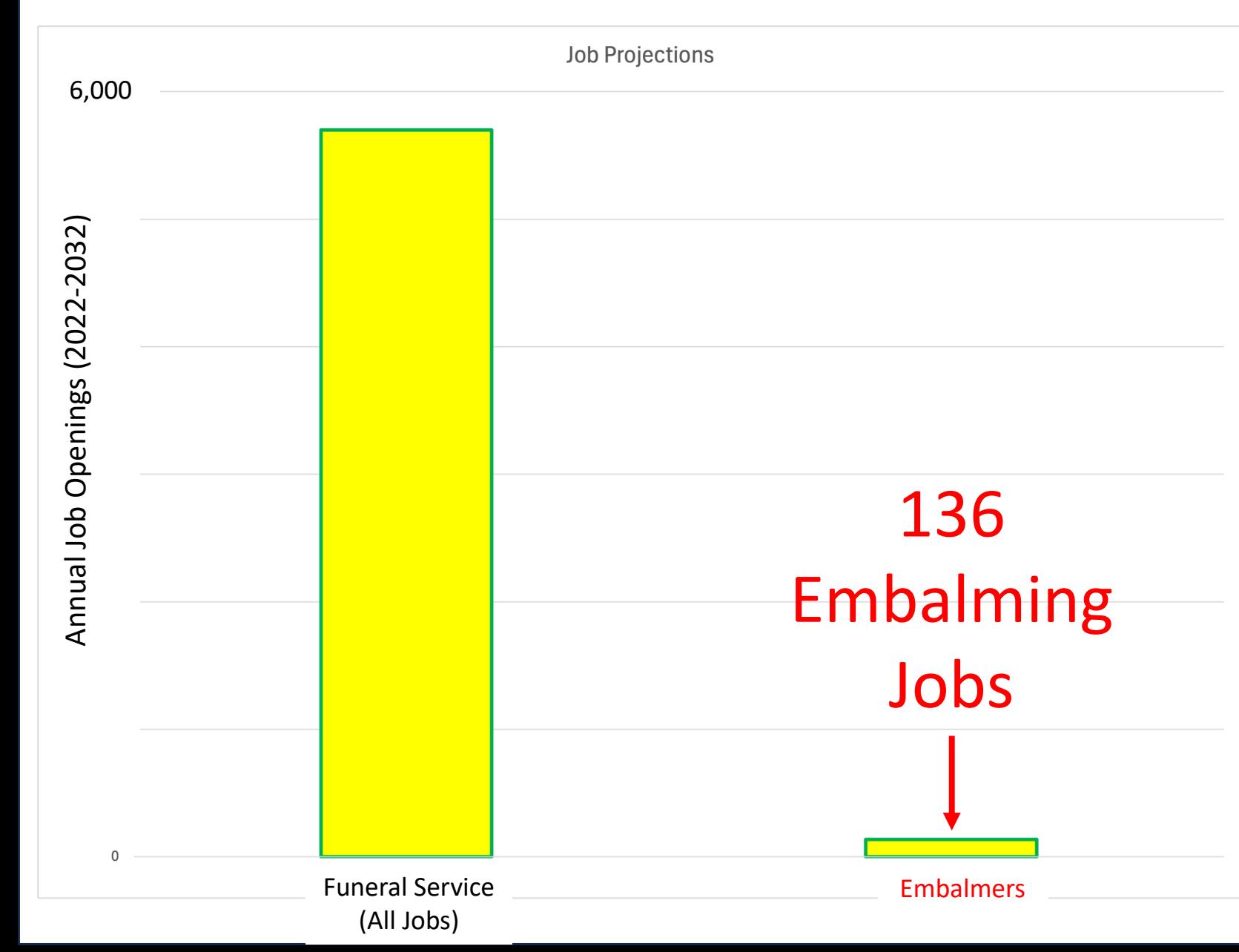
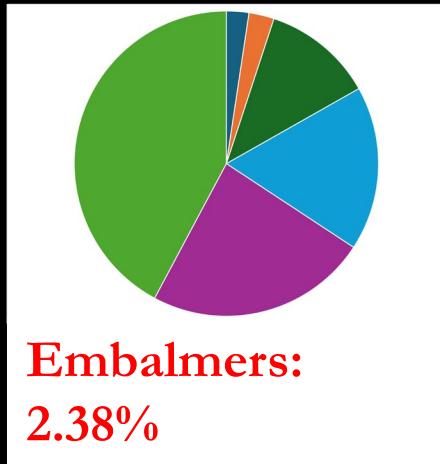
How Does FSE Occupational Outlook Compare to Other CTE Programs?

5,700 Projected
Annual Job
Openings for
Funeral Service
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States
(2022-2032)



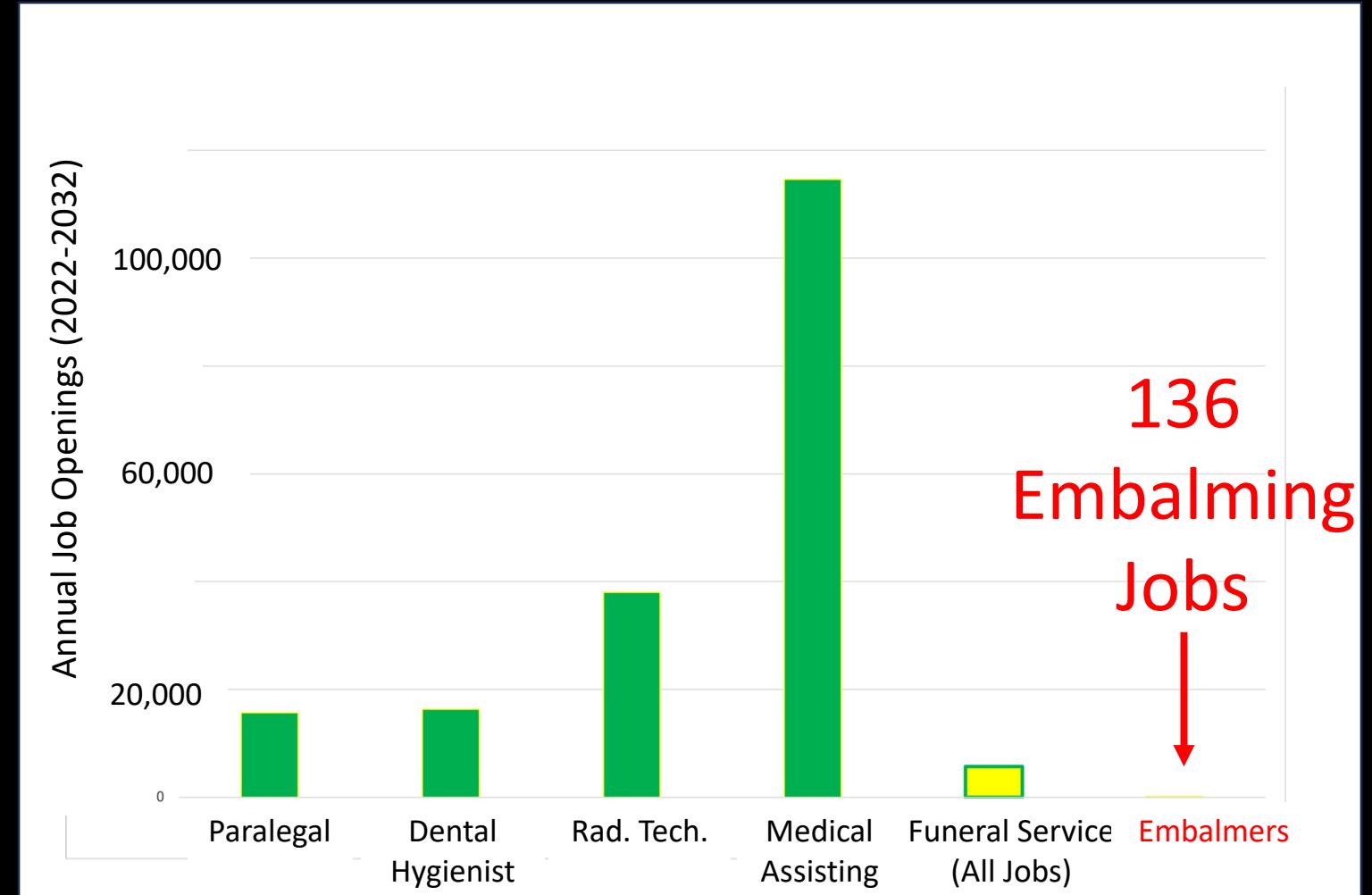
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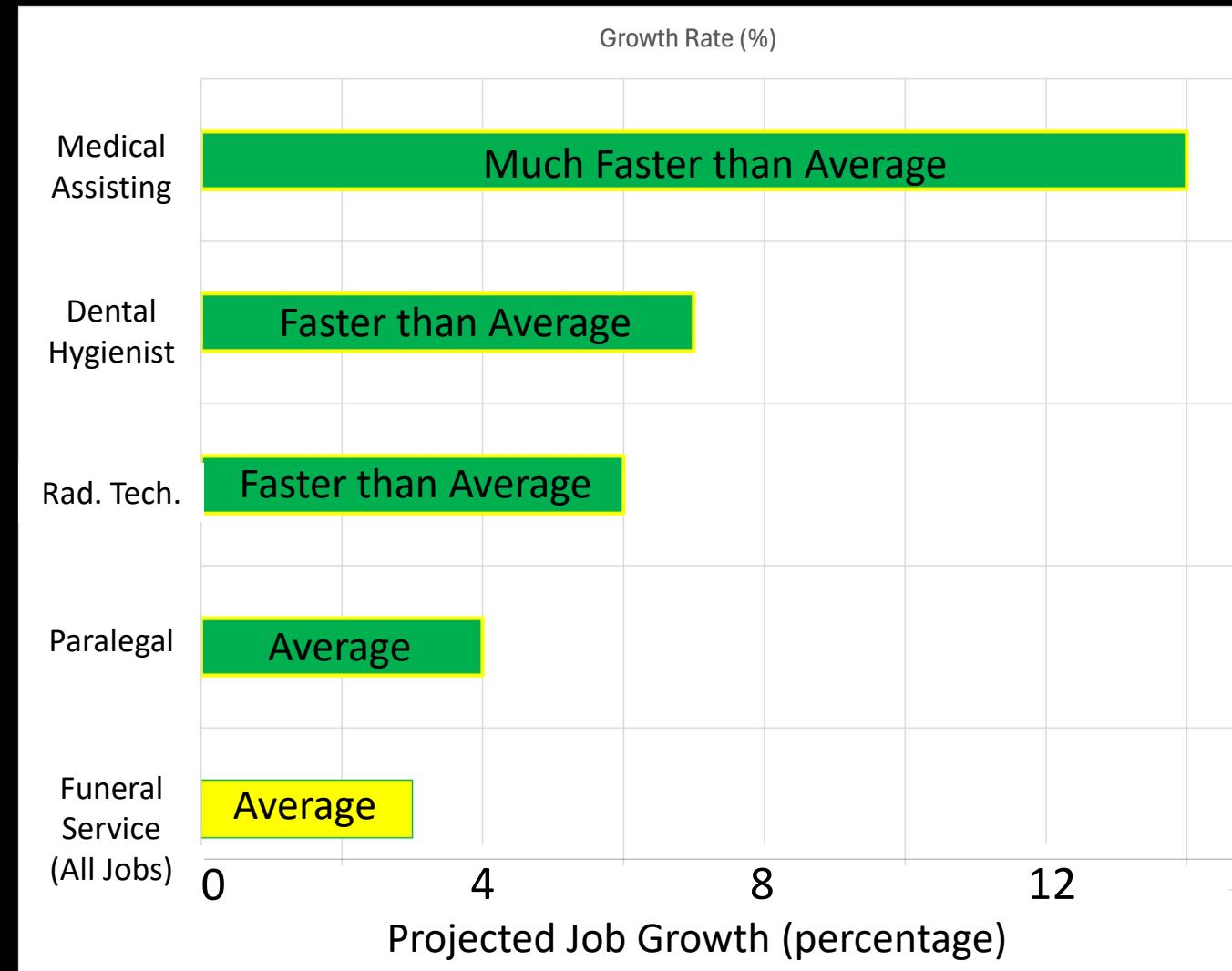
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How Does FSE Occupational Outlook Compare to Other CTE Programs?

Projected Job Growth
Rate of CTE
Programs in United
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What is the fiscal impact on the college?

Cost Projection for 2.0 FTE of
Adjunct Faculty

~\$80,000 per year

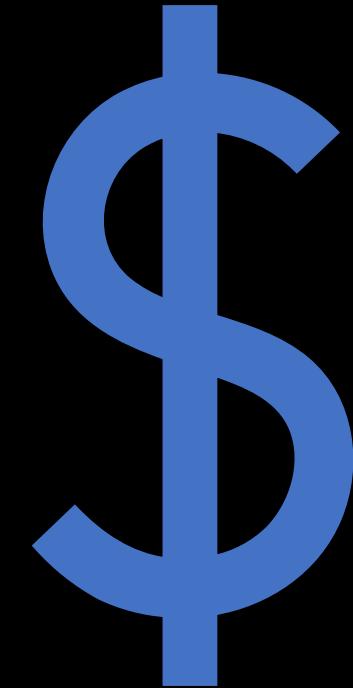


What is the fiscal impact on the college?

Revised Cost Projection for 2.0
FTE of Full-Time Faculty

~\$400,000 per year

- Two full-time faculty salary & benefits 10 months: \$364,000
- Additional ~\$48,000 if they work over the summer



Presentation Overview

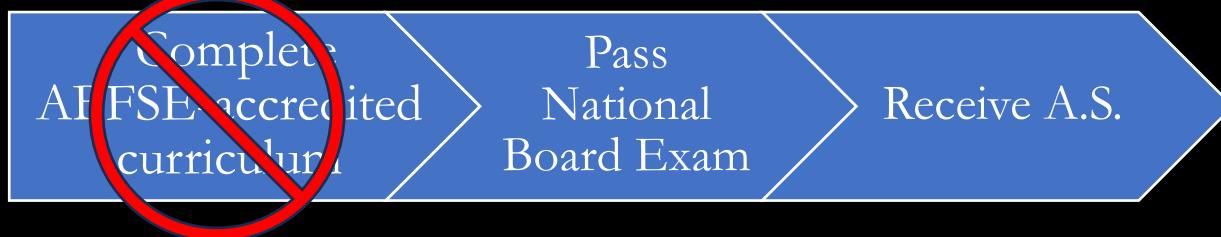
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Student Support Plan

- Prioritize completion of Funeral Service Attendant certificate
 - FSE 210 and FSE 225 in Fall 2024

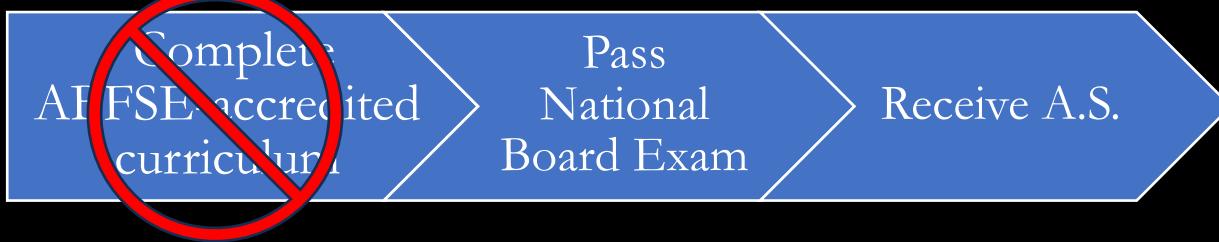
Student Support Plan

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- Pause the pipeline of new incoming students
 - Currently, students cannot graduate from the program



Student Support Plan

- Prioritize completion of Funeral Service Attendant certificate
 - FSE 210 and FSE 225 in Fall 2024
- Pause the pipeline of new incoming students
 - Currently, students cannot graduate from the program
 - Complete AFFSE-accredited curriculum
 - Pass National Board Exam
 - Receive A.S.
- Develop contingency plans and exit strategies for students



Re-Evaluated Operating Assumptions

- Students want an accredited program
- Students could benefit from an accredited program, but it is only required for **embalmers**
- **Next Step: Can Cañada College create a viable program?**
 - Fall 2024 evaluation via shared governance
 - Accreditation rejected & new requirement of two full-time faculty