

## Coordinating Commission for Postsecondary Education Review of Existing Instructional Programs

**Institution:** Central Community College    **Program:** Pharmacy Technician

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution's governing board on **May 21, 2026**
- the governing board's action was: **Approved - pending**

Signed: \_\_\_\_\_  
(Chief Academic Officer or designated representative)

\_\_\_\_\_  
(Date)

### Evidence of Demand and Efficiency

		20-21	21-22	22-23	23-24	24-25	5 yr avg*
<b>Student Credit Hours (SCH)</b>		122	184	56	179	172	<b>142.60</b>
<b>Faculty Full-time Equivalency (FTE)</b>		1.37	1.36	1.42	1.13	1.26	<b>1.31</b>
<b>SCH/Faculty FTE</b>		89.05	135.29	39.44	158.41	136.51	<b>108.85</b>
<b>Number of Degrees and Awards</b>  <i>(list degrees/awards separately)</i>	<b>AAS</b>	5	1	3	2	4	3.0
	<b>Diploma</b>	7	1	6	1	6	4.2
	<b>Certificate</b>	0	0	0	0	13	2.6
	<b>Total Awards</b>	12	2	9	3	23	9.8

\*By term analysis combined to conduct an annual review. Numbers reported reflect 3 negotiated contract periods (FA17-SU20, FA20-SU22, FA22-SU25). Numbers for 22-23 and 23-24 FTE reflect updated tracking method for part-time instructors.

**Evidence of Need** (provide a detailed explanation below or attach documentation)

**Justification if the program is below either of the CCPE thresholds—complete page 2**

\_\_\_\_\_  
For CCPE use: reviewer/date

**Justification if the program is below CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document**

**Program is critical to the role and mission of the institution (detailed explanation).**

The Pharmacy Technician (PHRM) program supports Central Community College's mission of maximizing student and community success by providing an accessible pathway into a high-demand healthcare field. The program serves a significant number of part-time, working, and non-traditional students who require flexible options to enter or advance in the workforce.

The program equips students with both technical and operational pharmacy skills that directly support patient care, medication safety, and healthcare system efficiency. This alignment with workforce preparation, particularly in a critical support role within healthcare, reinforces the program's importance to CCC's mission, even as it operates at a smaller scale.

The program's stackable credential structure (certificate, diploma, and AAS) also provides a flexible workforce development model. Students can enter the workforce quickly and continue their education over time, supporting both immediate employment needs and long-term career advancement.

Program contains courses supporting general education or other programs (detailed explanation).

Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

**Program provides unique access to an underserved population or geographical area (explain).**

The Pharmacy Technician program plays an important role in expanding access to healthcare education across CCC's predominantly rural service area. The program's delivery model, which includes distance and flexible learning options, allows students to complete coursework while remaining in their local communities, an essential factor for individuals balancing work, family, and geographic constraints.

This access is particularly critical in rural areas where educational options in specialized healthcare fields are limited. By offering a local pathway into pharmacy technician careers, the program reduces barriers related to travel and relocation while increasing participation among non-traditional and place-bound students. In addition, the program supports workforce sustainability in rural communities by preparing students who are more likely to remain in the region after completion. Local healthcare providers, including retail and hospital pharmacies, rely on accessible training programs like CCC's to develop a pipeline of qualified technicians who can meet ongoing staffing needs.

Program meets a unique need in the region, state, or nation (explain).

Program is newly approved within the last five years (no additional justification needed).

**Other (detailed explanation).**

Over the past five years, the program has averaged 142.60 student credit hours and 9.8 total awards annually, with the most recent year (24–25) showing a significant increase to 23 total awards. This growth is largely attributed to the addition of industry-aligned certificates in Retail Pharmacy and Sterile Compounding, which expanded stackable credential opportunities and supported increased completion.



## **Pharmacy Technician**

### **Coordinating Commission Seven-Year Review 2026**

*Information in this report reviewed and recommended to cabinet:*

Central Community College Educational Services, 04/23/2026

*Recommended continuation of programs without monitoring:*

Central Community College College Cabinet, 05/07/2026

Central Community College Board of Governors, 05/21/2026-PENDING

**Kerri Dey** - Program Director  
**Karen Smallwood** - Program Instructor

**Kerri Dey** - Associate Dean of Instruction, Health Sciences  
**Dr. Sarah Kort** - Dean of Instruction, Health Sciences  
**Dr. Marcie Kemnitz** - Division Vice President, Health Sciences

## **Pharmacy Technician Program**

### *Program Review Summary – Dr. Sarah Kort*

The Pharmacy Technician (PHRM) program at Central Community College prepares students for certification and employment in pharmacy support roles across retail, hospital, and healthcare settings. The program emphasizes technical competencies, professional behavior, critical thinking, and workplace readiness, with curriculum aligned to industry standards, state requirements, and Pharmacy Technician Certification Board (PTCB) expectations.

The program demonstrates stable enrollment with recent momentum. Over the past five years, it has averaged 142.60 student credit hours and 9.8 total awards annually, with the most recent year (24–25) showing a significant increase to 23 total awards. This growth is largely attributed to the addition of industry-aligned certificates in Retail Pharmacy and Sterile Compounding, which expanded stackable credential opportunities and supported increased completion.

Student success remains a clear strength. Course completion reached 94% in 2024–25, exceeding benchmark expectations, with improved retention across both full-time and part-time students. Graduate and employer feedback consistently indicate high levels of satisfaction with both technical competencies and professional readiness.

The program's flexible hybrid delivery model continues to meet the needs of working students and those across CCC's rural service area, improving access while maintaining essential hands-on learning experiences. The program is also well-aligned with workforce demand, with employers continuing to express a need for trained pharmacy technicians who can support both operational and patient care functions.

While the program falls below CCPE thresholds for SCH/FTE (five-year average of 108.85) and slightly below the minimum average annual awards benchmark (9.8), performance in other key areas remains strong. Additionally, recent increases in completions and continued positive student and employer outcomes demonstrate forward momentum and ongoing relevance. Continued attention to recruitment, particularly among new and first-time students, along with exploration of early college opportunities and high school partnerships, will be important to strengthening the enrollment pipeline. Additional focus on PTCB exam preparation and hands-on training may further support student success and credential attainment.

Overall, the Pharmacy Technician program remains a valuable contributor to CCC's healthcare workforce pipeline. With strong student outcomes, positive employer feedback, and recent growth in completions, the program is well-positioned to continue serving students and meeting regional workforce needs, with targeted efforts needed to sustain and build enrollment moving forward.

**Program: Pharmacy Technician**

**I. College Mission:** Central Community College maximizes student and community success.

**II. College Vision:**

**CCC's vision is to be a leader through measuring:**

- Student success in reaching their educational goals through a quality education led by dedicated faculty and staff, resulting in career opportunities, credit transfers, continued education, and a positive return on investment for students and the community.
- Preparation of a skilled workforce through expanded work-based learning partnerships and entrepreneurship opportunities, while utilizing modern facilities, technologies, and alumni engagement.
- Partnerships with public and private entities to develop innovative solutions that address the evolving needs of current and future residents and our communities.

**III. Program Mission Statement:**

It is the mission of the Pharmacy Technician Program at Central Community College to produce highly trained and skilled individuals who are ready to successfully perform the duties of a pharmacy technician in a variety of occupational environments. They will have the knowledge and skills to communicate effectively with other healthcare professionals, as well as their customers or patients. These individuals will be detail oriented, have an appreciation for lifelong learning, and be ready to excel in the fast-paced and evolving field of pharmacy technology.

**IV. Program Vision Statement:**

The Pharmacy Technician program at Central Community College – Grand Island provides the training needed to begin a high demand career in a growing healthcare field. The program will provide educational opportunities and key fundamentals that are essential to practice in a pharmacy setting. Students will be prepared to work in retail, hospital, and/or home health environments. Pharmacy technicians play an essential role in the pharmacy setting. Patient safety, organized work systems, and quality assurance practices are key traits of a technician, all of which will be characteristics of program graduates.

The curriculum is based on the Standards and Guidelines of the American Society of Health-System Pharmacists (ASHP)/ Accreditation Council for Pharmacy Education (ACPE).

Successful graduates will receive a diploma or an Associates of Applied Science degree.

Students take the Pharmacy Technician Certification Exam (PTCE) at the end of the program giving them the opportunity to be Pharmacy Technician Certification Board (PTCB) certified. Upon passing the exam, students become Certified Pharmacy Technicians (CPhT).

The program is offered online, allowing access to coursework in a setting most conducive to students. One day per week on campus is required to fulfill hands-on laboratory practice.

## Labor Market Data

Labor market data is provided by Lightcast, which shows which jobs, skills, and education are in demand in CCC's service area, Nebraska, and nationally. It pulls information from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics, and is enriched with data from online social profiles, resumes, and job postings to provide a complete view of the workforce.

### Report Parameters: 2026 to 2031 Forecast

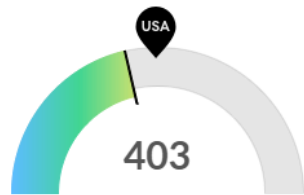
Lightcast Q4 2025 Data Set

PHRM Occupations:

SOC Code	SOC Title	SOC Definition
29-2052	Pharmacy Technicians	Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.

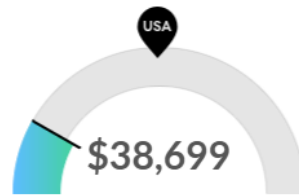
### Job Demand Summary

Average Job Posting Demand Over a Thin Supply of Regional Jobs



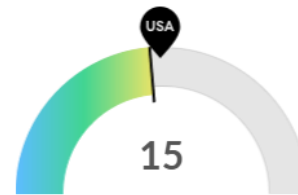
Jobs (2026)

Your area is not a hotspot for this kind of job. The national average for an area this size is 499\* employees, while there are 403 here.



Compensation

Earnings are low in your area. The national median salary for Pharmacy Technicians is \$43,454, compared to \$38,699 here.



Job Posting Demand

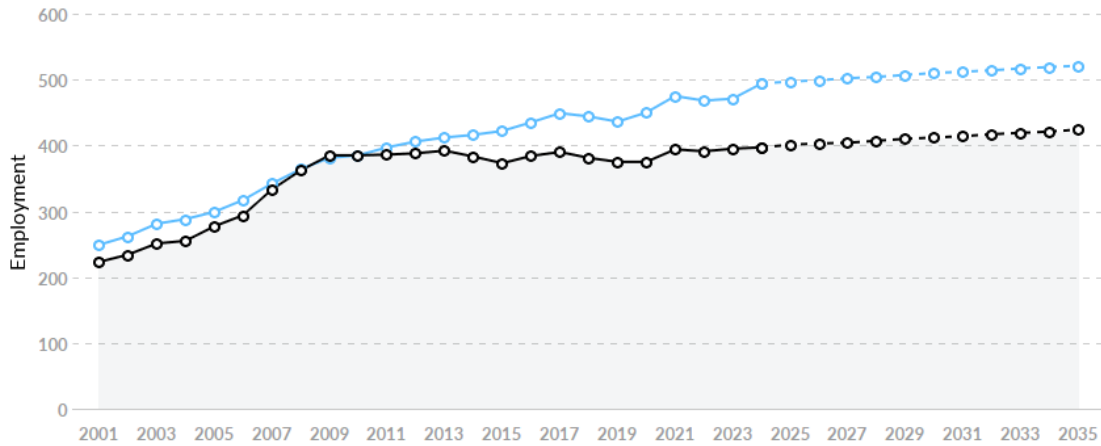
Job posting activity is about average in your area. The national average for an area this size is 16\* job postings/mo, while there are 15 here.

\*National average values are derived by taking the national value for Pharmacy Technicians and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

## Jobs Forecast

### Regional Employment Is Lower Than the National Average

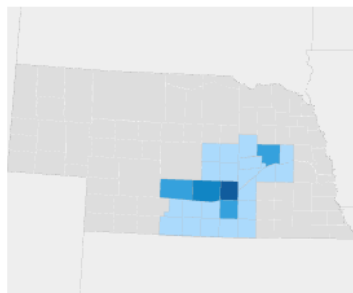
An average area of this size typically has 499\* jobs, while there are 403 here. This lower than average supply of jobs may make it more difficult for workers in this field to find employment in your area.



Region	2026 Jobs	2031 Jobs	Change	% Change
● CCC Service Area	403	414	12	2.9%
● National Average	499	512	13	2.5%

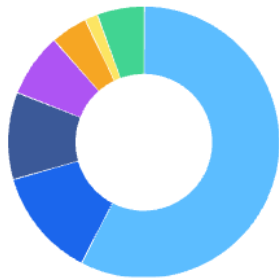
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### Regional Breakdown



County	2026 Jobs
Hall County, NE	101
Buffalo County, NE	67
Adams County, NE	49
Platte County, NE	41
Dawson County, NE	28

## Most Jobs are Found in the Health and Personal Care Retailers Industry Sector

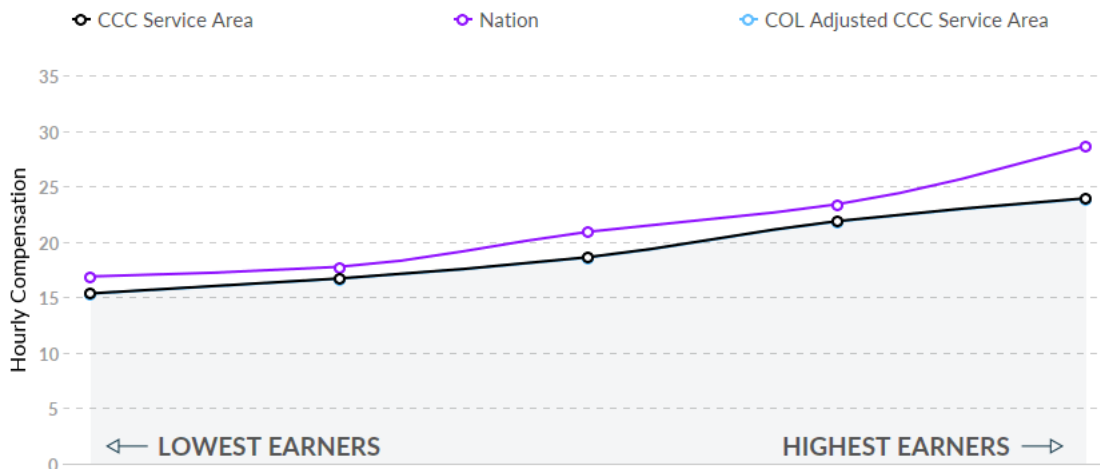


Industry	% of Occupation in Industry (2026)
Health and Personal Care Retailers	57.5%
General Medical and Surgical Hospitals	13.0%
Warehouse Clubs, Supercenters, and Other General Merchandise Retailers	10.4%
Grocery Stores	7.6%
Education and Hospitals (Local Government)	4.4%
Department Stores	1.6%
Other	5.6%

## Compensation

### Regional Compensation Is 11% Lower Than National Compensation

For Pharmacy Technicians, the 2024 median wage in your area is \$18.61/hr, while the national median wage is \$20.89/hr.



## Job Posting Activity



**180 Unique Job Postings**

The number of unique postings for this job over the last 12 months.



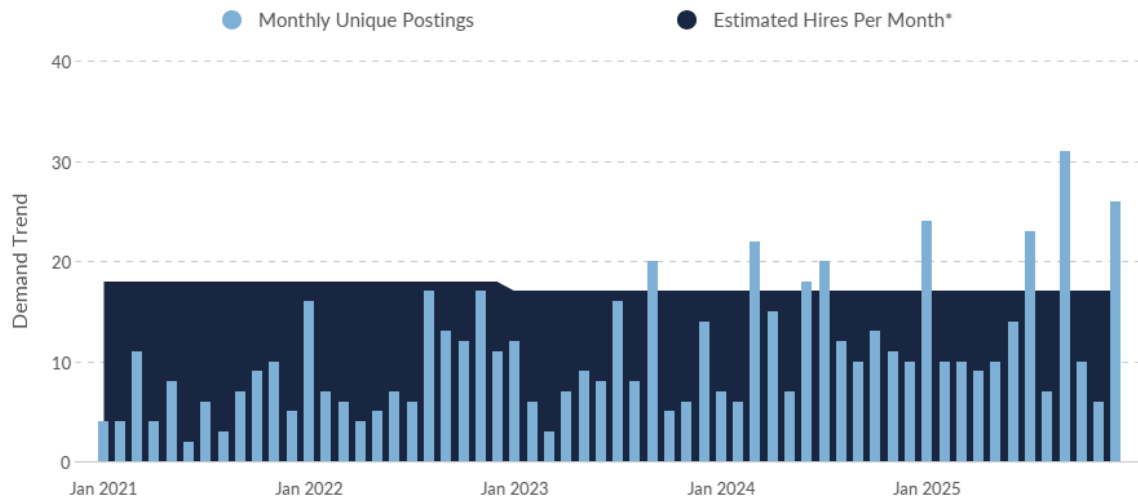
**29 Employers Competing**

All employers in the region who posted for this job over the last 12 months.



**24 Day Median Duration**

Posting duration is the same as what's typical in the region.



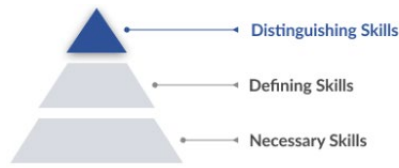
Occupation	Avg Monthly Postings (Jan 2025 - Dec 2025)	Avg Monthly Hires (Jan 2025 - Dec 2025)
Pharmacy Technicians	15	17

\*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies		Top Job Titles	
	Unique Postings		Unique Postings
Walgreens Boots Alliance	52	Pharmacy Technicians	67
CVS Health	37	Pharmacy Interns	31
Walmart	26	Pharmacy Service Associates	17
Hy-Vee	18	Certified Pharmacy Technician	16
Bryan Health	5	Pharmacy Grad Interns	12
Guardian Pharmacy Services	5	Pharmacy Clerks	11
Consonus Pharmacy Svc	4	Pharmacy Technicians-in-Train	7
Cardinal Health	2	Fulfillment Pharmacy Technici	5
CommonSpirit Health	2	Bilingual Pharmacy Technician	3
Ingles	2	Pharmacists	2

## Top Distinguishing Skills By Demand

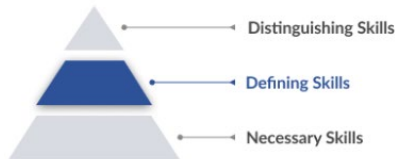
An occupation's Distinguishing Skills are the advanced skills that are called for occasionally. An employee with these skills is likely more specialized and able to differentiate themselves from others in the same role.



Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Chemotherapy	✓	22	+15.0%	Growing
Issuing Refunds	✗	17	+10.2%	Growing
Stock Rotation	✗	17	+28.3%	Rapidly Growing
Order Delivery	✗	17	+21.8%	Rapidly Growing
Dosage Form	✓	8	+1.3%	Lagging
Automated Dispensing Machines	✓	5	+7.4%	Stable
Hospital Pharmacy	✓	5	+0.5%	Lagging
Compounded Sterile Preparations	✓	4	+6.6%	Stable
Admixtures	✓	3	+8.5%	Growing
Medication Therapy Management	✓	3	+12.7%	Growing

## Top Defining Skills By Demand

An occupation's Defining Skills represent the day-to-day tasks and responsibilities of the job. An employee needs these skills to qualify for and perform successfully in this occupation.

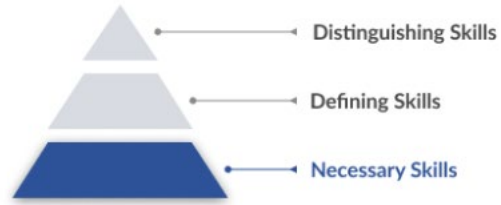


Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Medical Prescription	✗	161	+8.5%	Growing
Workflow Management	✗	98	+18.0%	Growing
Inventory Management	✗	91	+12.6%	Growing
Certified Pharmacy Technician	✗	85	+9.4%	Growing
Pharmacist Assistance	✓	66	+18.9%	Growing
Pharmaceuticals	✓	65	+19.6%	Rapidly Growing
Cash Register	✗	63	+21.4%	Rapidly Growing
Pharmacy Systems	✗	53	0.0%	
Asset Protection	✗	52	+12.8%	Growing
Quality Improvement	✓	49	+16.1%	Growing

## Top Necessary Skills By Demand

An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs.

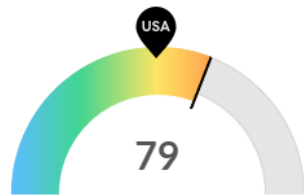
An employee needs these skills as building blocks to perform the more complex Defining Skills.



Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Patient Safety	✘	38	+11.7%	Growing
Medical Privacy	✘	36	+16.6%	Growing
Inventory Control	✘	33	+11.6%	Growing
Registration	✘	29	+29.0%	Rapidly Growing
Billing	✘	14	+20.0%	Rapidly Growing
Data Entry	✘	5	+2.6%	Lagging
Regulatory Compliance	✘	2	+18.6%	Growing

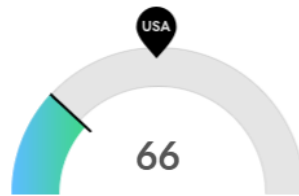
## Occupation Demographics

Retirement Risk Is High, While Overall Diversity Is Low



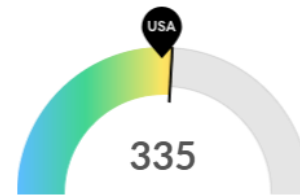
Retiring Soon

Retirement risk is high in your area. The national average for an area this size is 57\* employees 55 or older, while there are 79 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 168\* racially diverse employees, while there are 66 here.



Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 317\* female employees, while there are 335 here.

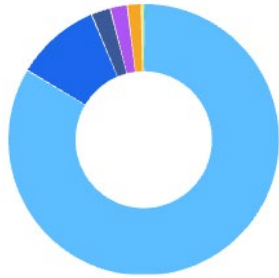
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### Occupation Age Breakdown



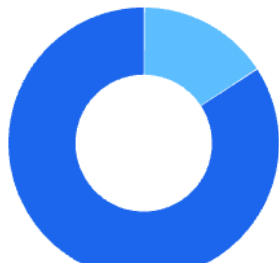
	% of Jobs	Jobs
14-18	2.0%	8
19-24	17.6%	70
25-34	23.4%	93
35-44	22.1%	88
45-54	14.9%	59
55-64	13.8%	55
65+	6.1%	24

### Occupation Race/Ethnicity Breakdown



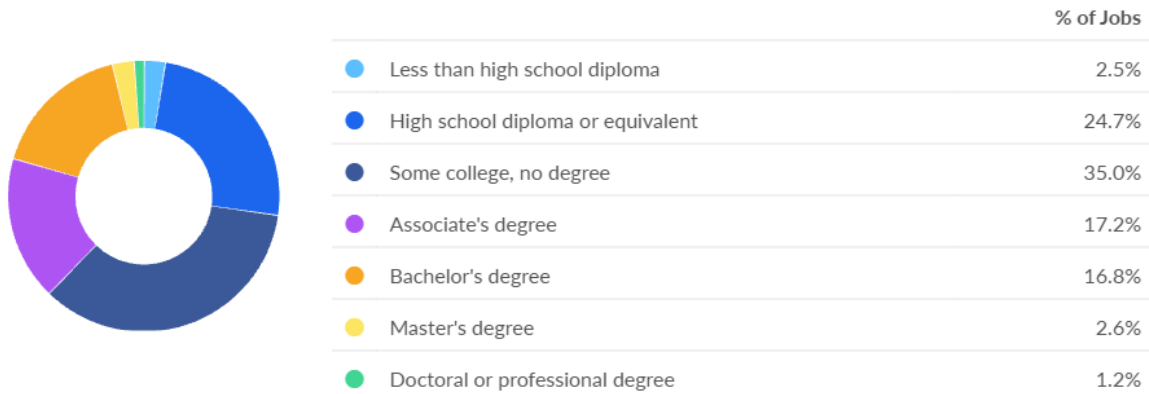
	% of Jobs	Jobs
White	83.5%	332
Hispanic or Latino	10.2%	40
Black or African American	2.3%	9
Asian	2.0%	8
Two or More Races	1.7%	7
American Indian or Alaska Native	0.3%	1
Native Hawaiian or Other Pacific Islander	0.0%	0

### Occupation Gender Breakdown



	% of Jobs	Jobs
Males	15.7%	62
Females	84.3%	335

## National Educational Attainment



## Occupational Programs



1 Program

Of the programs that can train for this job, 1 has produced completions in the last 5 years.

CIP Code

Top Programs

51.0805

Pharmacy Technician/Assistant

Top Schools

Central Community College



3 Completions (2024)

The completions from all regional institutions for all degree types.



42 Openings (2024)

The average number of openings for an occupation in the region is 28.

Completions (2024)

3

Completions (2024)

3

### Key Trends and Insights of Labor Market Data:

Labor market data for Pharmacy Technicians (SOC 29-2052) indicate continued demand for trained professionals in Nebraska, CCC's service area, and nationally through 2031. The occupation is expected to grow steadily, driven by increasing healthcare needs, expanded pharmacy services, and an aging population requiring medication management.

Top skills in demand include accurate medication preparation, prescription recordkeeping, customer service, and proficiency with pharmacy software systems. Employers also emphasize professional and ethical behavior, critical thinking, and effective communication in the workplace.

Job postings suggest consistent hiring activity with competitive compensation trends, indicating strong workforce opportunities for graduates. The data also highlights that the PHRM program aligns closely with workforce needs, providing graduates with skills and credentials that support employment in high-demand positions locally and regionally.

Overall, labor market projections reinforce the continued relevance of the Pharmacy Technician

program and the importance of maintaining robust enrollment, applied training, and certification preparation to meet employer expectations.

## Supporting Data

### Awards

Degree/ Credential Awarded	2020-21	2021-22	2022-23	2023-24	2024-25	5-yr total	5-yr avg.
AAS	5	1	3	2	4	15	3.0
Diploma	7	1	6	1	6	21	4.2
Certificate	0	0	0	0	13	13	2.6
<b>Total Awards</b>	<b>12</b>	<b>2</b>	<b>9</b>	<b>3</b>	<b>23</b>	<b>49</b>	<b>9.8</b>
Unduplicated # of graduates	8	2	8	2	11	31	6.2

	2020-21	2021-22	2022-23	2023-24	2024-25	5-yr total	5-yr avg.
Degrees	5	1	3	2	4	15	3.00
Total awards	12	2	9	3	23	49	9.80
FT program faculty	1.37	1.36	1.42	1.13	1.26	6.54	1.31
<b>Degrees/ FT faculty</b>	<b>3.65</b>	<b>0.74</b>	<b>2.11</b>	<b>1.77</b>	<b>3.17</b>	<b>2.29</b>	<b>2.29</b>
<b>Awards/ FT faculty</b>	<b>8.76</b>	<b>1.47</b>	<b>6.34</b>	<b>2.65</b>	<b>18.25</b>	<b>7.49</b>	<b>7.48</b>

LOA	Award Name	2020-21	2021-22	2022-23	2023-24	2024-25	5-yr total	5-yr avg.
AAS_PHRM	Pharmacy Technician Degree	5	1	3	2	4	15	3.0
DIP_PHRM	Pharmacy Technician Diploma	7	1	6	1	6	21	4.2
CER_PHRM.R	Retail Pharmacy Certificate					9	9	9.0
CER_PHRM.S	Sterile Compounding Certificate					4	4	4.0
<b>TOTAL</b>		<b>12</b>	<b>2</b>	<b>9</b>	<b>3</b>	<b>23</b>	<b>49</b>	<b>9.8</b>

### Key Trends and Insights of 2024-25 Awards:

In 2024–25, the Pharmacy Technician (PHRM) program awarded a total of 23 credentials, including 4 AAS degrees, 6 diplomas, and 13 certificates, representing the highest total in the five-year review period. This total significantly exceeds the five-year average of 9.8 awards and reflects strong program productivity and student progression. The number of unduplicated graduates also increased to 11 in 2024–25, compared to the five-year average of 6.2 graduates.

The increase in awards in 2024–25 was largely driven by the addition of new certificate pathways within the program, including the Retail Pharmacy Certificate and the Sterile Compounding Certificate. These certificates provided additional opportunities for students to earn stackable credentials aligned with workforce needs while progressing through the Pharmacy Technician program.

Credential attainment per full-time faculty also improved in 2024–25, with 18.25 awards per faculty FTE, significantly above the five-year average of 7.48. Degree production per faculty FTE was 3.17, slightly above the five-year average of 2.29, further reflecting strong instructional productivity during the year.

Overall, the 2024–25 data demonstrate significant growth in credential attainment and student completion. The addition of certificate pathways and continued student progression through the program have contributed to increased award production and expanded opportunities for students to obtain workforce-aligned credentials.

### Student Credit Hours Produced per Faculty FTE

	2020-21	2021-22	2022-23	2023-24	2024-25	5-yr avg.
Student credit hours (SCH)	122	184	56	179	172	142.60
Faculty full-time equivalency (FTE)	1.37	1.36	1.42	1.13	1.26	1.31
SCH/ Faculty FTE	89.05	135.29	39.44	158.41	136.51	108.85

Source: Program Stats by Alpha and Instructor-Student FTE reports.

*\*By term analysis combined to conduct an annual review. Numbers reported reflect 3 negotiated contract periods (FA17-SU20, FA20-SU22, FA22-SU25). Numbers for 22-23 and 23-24 FTE reflect updated tracking method for part-time instructors.*

#### Key Trends and Insights of 2024-25 Student Credit Hours/ Faculty FTE:

In 2024–25, the Pharmacy Technician (PHRM) generated 136.51 student credit hours (SCH) per faculty FTE, exceeding the five-year average of 108.85 and reflecting increased instructional productivity compared to the prior academic year.

SCH per faculty FTE has fluctuated across the five-year period, with a notable decline in 2022–23 followed by recovery in 2023–24 and continued stability in 2024–25. These variations correspond with enrollment shifts and changes in faculty FTE tracking methodology.

While current productivity levels remain below the CCPE minimum performance standard of 275 SCH per faculty FTE, recent trends indicate improvement and stabilization following earlier decreases.

Overall, the 2024–25 data suggest improved program efficiency relative to the five-year average, with ongoing monitoring warranted to support continued progress toward institutional benchmarks.

#### Vice President Summary Statement:

While the Pharmacy Technician program has struggled with enrollment, it has not in other areas of performance. With the addition of two industry-driven certificates, the average number of awards over the five-year period has increased to 9.8, just slightly under the CCPE required threshold of 10. Course completion rates for the past two years have rebounded to over 90% and students are gaining employment after completing the program.

Unfortunately, the program has not met the minimum SCH/FTE five-year average threshold of 275; currently at 108.85, mainly due to low enrollment. However, there have been some yearly increases over the past two years, demonstrating improvement.

While the program has significant strengths, including the program director's strong involvement in promoting the program, providing flexibility through hybrid course delivery, meeting workforce demand, and ensuring students' success, additional work is needed to increase enrollment. The Pharmacy Technician program is well-positioned to maximize enrollment and will continue to be closely monitored to assess its long-term viability.

- Stabilization of SCH/Faculty FTE ratio. While still below the threshold, the ratio has stabilized with improved management of faculty resources.
- Course completion rates well above the college benchmark (80-94% in past three years).
- Increase in the number of awards with the creation of certificates, but even without those, the number of degree awards has increased.
- Graduates are finding employment and meeting workforce needs in the community.
- ESM data show growth in the number of positions in the future