Gainful Employment Programs Guidance

January 2012
Eric R. Pedersen, Associate Vice Chancellor

Background

On October 29, 2010, and June 13, 2011, the Department of Education (ED) published final regulations in the Federal Register on a collection of 14 topics known as “program integrity issues.” The rules and regulations created to address these issues aim to strengthen the integrity of what are known as Title IV Federal Financial Aid programs. This includes all federally funded or sponsored grant, student loan, and work-study programs. The regulations phase in throughout 2011, 2012 and 2013 as ED and other offices finalize and publish procedures.

The Program Integrity Rules impact public, non-profit, and for-profit schools in a number of significant ways. There are 14 separate topics addressed in the rules. A number of the topics apply to campus policies and operations beyond administration of Title IV programs and funds, and require the involvement of many departments and offices at UAA. This document concerns just one of those 14 topics – Gainful Employment (GE):

1. Definitions and Affected Programs
2. Required Reporting
3. Disclosures
4. Creation of New GE Programs
5. Changing or Updating Current Programs

1. Definitions and Affected Programs

The general definition of a program affected by the Gainful Employment Program Integrity Rule is:

- A program of study that is eligible for Title IV funds (i.e. enrolled students can receive federal financial aid) and leads to gainful employment in a Recognized Occupation.
  - A Recognized Occupation has been defined as:
    - One identified by a Standard Occupational Classification (SOC) code established by the Office of Management and Budget (OMB), or
    - One identified by an Occupational Network O.Net-SOC code established by the Department of Labor.
- At public and non-profit schools the rules further define a Gainful Employment program as:
  - A program which does not lead to a degree.
A program which is not a transfer program of at least two years in length.

A teacher certification program that results in a certificate awarded by the institution (UAA).

In lay-person terms: Affected programs generally are UAA’s undergraduate and graduate Certificate and Occupational Endorsement Certificate programs, including our Education Certificates. UAA must comply with the Gainful Employment regulations in order to award Federal financial aid funds to students enrolled in these programs. Programs less than 16 undergraduate credits or 8 graduate credits are not eligible for Federal aid; therefore, they are not subject to Gainful Employment requirements.

The Office of Academic Affairs (OAA), Institutional Research (IR), and Enrollment Management have created a list of the 63 UAA programs which fit this definition and are affected by the new rules. This list is attached. It should be noted that the “location” of the programs spans all colleges, campuses and satellite locations in the UAA MAU.

From this point forward in this document UAA programs affected by the new Program Integrity Rules will be referred to as “GE” or “GE programs.”

2. **Required Reporting**

On November 15, 2011 UAA was required to submit a report to the Department of Education with the following information on our GE programs:

- Name and Classification of Instructional Program (CIP) code of the program
- Number of students enrolled in the program
- Number of students completing the program
- Proportion of students completing the program on-time
- Number of students using student loans
- Median student loan debt at time of completion
- Job placement – the number of graduates working in the Recognized Occupation associated with the program

With the assistance of OAA and IR, this report was filed on November 14 by Acting Director of Financial Aid Sonya Fisher. Data was supplied from current enrollment and financial aid data routinely collected and stored by UAA and this will continue into the future. Job placement data for this report was supplied by UAA departments. The job placement data was limited in this first reporting cycle to only those programs already required to track and report job placement by a program level accreditor or state agency. Job placement reporting on all programs will come in the future.

How job placement data will be collected and reported in the future is not fully known at this time. The Department of Education is required to develop a standardized methodology for all institutions to use, but this has not been done. Our Statewide Institutional Research Office has been working with the Alaska Department of Labor to see if it is possible to track employment in-state. We will provide guidance to Academic Departments as soon as we receive it and will find ways to use UA and UAA Institutional Research capabilities to their maximum.
3. **Disclosures**

The primary objective of the new reporting and disclosure requirements is to allow informed decision-making by students. Program Integrity Rules state that prospective students should be able to easily find answers to the following questions at any college or university offering GE programs:

- What specific job(s) is the program designed to prepare me to perform?
- How successful have graduates of the program been in securing jobs in the field they have prepared for?
- Do students generally complete the program on-time?
- What is the total cost of the program?
- How much loan debt (federal, private, and school-based) do students typically incur?

To meet this objective, all colleges and universities offering GE programs must publish specified information for prospective students, referred to as Gainful Employment Disclosures in the rules. Institutions are expected to provide this information in a "simple and meaningful manner" on the web. They must also provide a prominent and direct link to this page on any other Web page containing general, academic, or admissions information about each and every GE program. The information is to be displayed in a format that can be located, downloaded, and searched by commonly-used internet search applications.

In addition, a disclosure statement directing prospective students to the disclosure website must be included on all print materials promoting a GE program that are normally distributed to prospective students.

After an institution has collected and analyzed its current and historic data, it is required to disclose the following:

- Occupations (by name and SOC code) that the GE program prepares students to enter with links to occupational profiles on O.NET.
- Program costs, including: Tuition and fees, books and supplies, and room and board (if on-campus housing is available).
- On-time completion rate — *but only if there were more than ten completers during the academic year being reported.*
- Job placement rates for students completing the program — with special provision for 2011 reporting described above.
- Median loan debt incurred by students who complete the program — *but only if there were more than ten completers during the year being reported.*
  - Title IV loan debt (traditional student loans)
  - Private educational loan debt (also known as alternative loans)

**Specific Guidance to Academic Departments for GE Disclosures**

Enrollment Management, in conjunction with OAA, has assembled the necessary information and built a gainful employment disclosure website, referred to as the UAA GE website: [www.uaa.alaska.edu/financialaid/gainful_employment_disclosures.cfm](http://www.uaa.alaska.edu/financialaid/gainful_employment_disclosures.cfm). On this page you will find links to 63 PDF documents, one for each GE Program. Each PDF provides the information to prospective students.
as required by the regulation. A large number of data points are reported as 0 or n/a because we are not required to disclose graduation and student debt information in cases when there are ten graduates or fewer in order to protect the students’ privacy. You may also find some programs combined onto one disclosure because they connect to the same CIP code.

If your department has one or more GE programs these are the actions you need to take:

1. Each GE program website must have the GE disclosure specific to that program. (Direct guidance has been issued by ED that a link to the central page alone does not meet the regulatory standard.)

   - You can link directly to the PDF’s that are part of the UAA GE website. This will meet the regulatory standard. A diagram of the pages and links is in Attachment A. Please complete this on or before 2/15/2012.
   - University of Alaska SE has completed their disclosures. A good example is here: http://www.uas.alaska.edu/academics/undergrad/certs/hp.html. This certificate program links to its specific disclosure page and UAS’s central GE website.
   - An example for UAA: Architectural Drafting UG Certificate, with programs in Anchorage and Palmer. A link to the disclosure form should be on the following two web pages:
     - http://www.uaa.alaska.edu/ctc/programs/academic/cdt/academics/AET/certificates.cfm
     - http://matsu.alaska.edu/office/student-services/degree-programs/architectural-engineering-tech/
   - The UAA GE webpage was created by Charese Gearhart-Dekreon, IS Consultant in Electronic Student Services. If you have any difficulty or need help linking your Disclosures to your program pages please contact her at 786-1882 or ccgearhartdekreon@uaa.alaska.edu.

2. UAA Catalog for 2012-13: When reviewing and updating copy for the 2012-13 Catalog please make sure to insert the disclosure statement in any section specific to a GE program. Enrollment Management and the Office of Academic Affairs will create a general statement regarding Gainful Employment in chapter 4, 5 or 9 (TBD).

3. Advertising, promotional, and informational materials related to a single GE program or multiple GE programs must also have a disclosure statement. This includes such things as: Catalog, Class Listing, brochures, postcards, invitations, flyers, posters, billboards, transit advertising, radio, television, web, and email advertising. If you are doing anything to promote a GE Program you should assume the disclosure statement must be included. This applies to all locations offering a GE Program(s).

   - There is some flexibility, however, in how the disclosure statement is used depending upon the size and format.
     - Full disclosure information (all the data required to be in the disclosure) must be included whenever feasible.
     - If providing the full disclosure information is not feasible because of the size or format, the institution may display the URL or provide a live link to the webpage where the required information is located, with a clear explanation of the information that is available at that webpage. Specific guidance has been given by the Department of Education that verbiage such as “Gainful Employment Information” does not meet the regulatory standard in promotional materials. A statement such as this is recommended: “For more information about graduation rates, the median debt of students who completed the program, and other
important information, please visit our website at www.XYZcollege.edu/abcprogram/disclosure.”.

- This is the statement Enrollment Management will be using:

    Many University of Alaska Anchorage Certificate and Occupational Endorsement Certificate programs are defined as Gainful Employment programs for the purposes of student financial aid. Valuable information about these programs including program cost, graduation rates, job placement rates, student loan debt, and other important consumer information can be found at www.uaa.alaska.edu/financialaid/gainful_employment_disclosures.cfm.

4. In promotional items (of all types) that advertise more than one GE Program there are two options.
   - The first is to list the specific links to the disclosure page for each GE program mentioned in the piece.
   - The second is to link to the central UAA GE website where prospective students can jump to the program specific pages. A statement such as this is required: “For information about graduation rates, student debt, and other important consumer information about these UAA programs, please visit www.uaa.alaska.edu/financialaid/gainful_employment_disclosures.cfm.”

5. You do not need to recycle large quantities of publications currently on-hand, but they should be updated to meet the GE disclosure requirements at the next re-printing.

6. Enrollment Management will update the following publications: Career Cluster fliers, UAA viewbook, and general give-away brochures used by Student Recruitment.

4. **Creation of New GE Programs**

   The regulations describe these as “additional educational programs.” There are two levels of decision-making to determine if a new or additional program is a GE program and, if so, whether or not a Notice of Intent to Offer a New Gainful Employment Program must be filed with the Department of Education. The decision tree in Attachment B and the comments in section one can be used to determine if it is GE Program.

   Once determined to be a GE Program, and if the proposed program meets any one of the following three criteria, a Notice of Intent to Offer a New Gainful Employment Program must be filed with the Department of Education, absolutely no less than 90 days prior to the first day of class, in order for students enrolled in that program to be eligible for Federal financial aid:

   1. The proposed program has a Classification of Instructional Programs (CIP) code that is different from the CIP code for any other UAA program currently approved for Title IV financial aid;
   2. The proposed program has the same CIP code as another UAA program, but it will lead to a different completion credential;
   3. The proposed program has been determined by the Northwest Commission on Colleges and Universities (NWCCU) to be a new program.

A Notice of Intent filed with less than 90 days will not be reviewed by ED in-time and enrolled students will not be able to receive financial aid. There is no maximum timeframe in which a notice can be filed, i.e. it could be done 4 – 12 months in advance of the first day of class.
A special note about “no less than 90 days prior…” This means ED must receive the Notice and all required documentation. This is not a postmark deadline. Documents must be mailed far enough in advance to ensure arrival, and electronic submissions must be sent early enough to confirm their arrival.

The Notice of Intent should include the following information:

- An explanation of why and how the new program was developed, how UAA determined the need for the program, and how the program is designed to meet job market needs.
- How the program was reviewed or approved by, or developed in conjunction with, advisory committees, public or private oversight or regulatory agencies, and businesses that would be likely to employ graduates of the program.
- Documentation of the program's approval or inclusion in the school's accreditation (or similar documentation from a recognized state agency for a public vocational school, if applicable).
- If the program is being offered in connection with, or in response to, a government initiative, documentation should be included.
- If UAA performed any wage analysis for the program, a description of the analysis should be included.

The UAA Office of Student Financial Assistance can provide more details on the procedures and requirements for submitting a Notice of Intent. Please contact them at the beginning of your processes for creating a new program. Reviewing your Notice of Intent and preparing it for submission to ED will take the Financial Aid Office five to seven working days. Please plan accordingly as you develop a timeline for rolling out a new program.

If UAA fails to submit timely notice as required, fails to obtain approval from ED, or incorrectly determines that the new program does not need to be approved by ED, UAA must repay to ED any Title IV funds received for students enrolled in the program.

The Department of Education will notify UAA at least 30 days prior to the first day of class (as specified in our Notice of Intent) if additional information is required in order to approve the program. If no additional information is requested at the 30 day mark the program can be considered approved and UAA can begin enrolling students. In other words – not hearing from ED means the new GE program has been approved and we can offer Title IV financial aid funds to enrolled students.

The Department of Education has described the factors it will consider in reviewing a Notice of Intent to Offer a New Gainful Employment Program:

- The school's demonstrated financial responsibility and administrative capability.
- Whether the additional program is one of several new programs that will replace similar programs currently provided by the school, or if it will supplement or expand the school's current offerings.
- Whether the number of additional programs being added is consistent with the school's past program offerings, growth, and operations.
- Whether the process and determination of the institution to offer an additional program is sufficient, i.e. the research and analysis of the need for the program is sufficient.
If ED denies approval for the new program, the reason for this decision will be explained to the school and the school will be given an opportunity to respond to ED’s concerns and to request reconsideration.

Anyone seeking more information about creation and approval of new GE Programs should read the transcript from a training webinar conducted by ED. It can be found at http://www.ifap.ed.gov/GainfulEmploymentInfo/GETraining.html, and is entitled “Webinar #3 Adding a New Gainful Employment Program 9/26/2011.”

5. Changing or Updating Current Programs

When updating or making changes to a current GE program no special actions need to be taken unless the changes meet one of these same three criteria applied to new programs:

1. The proposed program has a Classification of Instructional Programs (CIP) code that is different from the CIP code for any other UAA program currently approved for Title IV financial aid;
2. The proposed program has the same CIP code as another UAA program, but it will lead to a different completion credential;
3. The proposed program has been determined by the Northwest Commission on Colleges and Universities (NWCCU) to be a new program.

If the changes or updates meet any of these criteria the procedure for new GE programs described in Section Four must be followed. If not, follow the normal UAA curriculum revision procedure as outlined in sections 7.1, 7.2 and 7.3 of the Curriculum Handbook. Enrollment Management, Office of Academic Affairs and Governance will be creating a process for the Office of Student Financial Assistance to receive notification of program changes as part of the current curriculum process. (This will not cause a change in procedures for academic departments, simply that a copy of the CAR form will route to Student Financial Assistance as official notification of the change.) The Office of Student Financial Assistance must update UAA’s Program Participation Agreement with ED if there are changes to the number of credits, length of the term and/or CIP for any UAA academic program.

Compliance and Questions

Compliance with these new regulations is important, as is compliance with all regulations. There is a heightened awareness in Congress, the Department of Education, and the Federal Judiciary surrounding college costs, student loan debt, and abuses of the federal student financial system. These new Program Integrity Rules are just one example of increased accountability and oversight measures coming from Congress and ED.

While four-year public universities are not the focus of the concerns, we must not be lax in compliance. The Director of Student Financial Assistance and the Chancellor are the two individuals ED considers responsible for monitoring and maintaining compliance. As in all institutions, the real work of this falls to the Director of Student Financial Assistance. Communication and planning are the keys to UAA compliance. If you are unsure of how these regulations, or any federal financial aid regulation, impact
your program or department please contact the Director of Student Financial Assistance. If she is unsure of the answer to your questions she has an array of professional associations and contacts in the Department of Education’s regional office in Seattle we can turn to for help.

Preparing a Notice of Intent will take you and your department quite some time, and reviewing it and preparing it for submission will take the Financial Aid Office five to seven working days. Please plan for that as you develop a timeline for rolling out a new program.

The primary sources of information for this guidance document are:

- [http://www.ifap.ed.gov/GainfulEmploymentInfo/index.html](http://www.ifap.ed.gov/GainfulEmploymentInfo/index.html) - the FAQ and training sections are the most informative.
Attachment A, GE Disclosure Schematic

**UAA Gainful Employment Disclosure Scheme**

- **Future Students Page**
  - [http://www.uaa.alaska.edu/futurestudents/](http://www.uaa.alaska.edu/futurestudents/)

- **Student Financial Assistance**
  - Somewhere on [http://www.uaa.alaska.edu/financialaid/](http://www.uaa.alaska.edu/financialaid/)

- **Admissions Page**
  - Link on page [http://www.uaa.alaska.edu/admissions/degrees.cfm](http://www.uaa.alaska.edu/admissions/degrees.cfm). Or, include in left column or links or right column “quick links.”

- **Career Pathways webpage**
  - [http://www.uaa.alaska.edu/pathways/career_connections.cfm](http://www.uaa.alaska.edu/pathways/career_connections.cfm). This is probably optional in the regulations, but seems like good practice given the intent/purpose of the page.

**Enrollment Management maintained Gainful Employment Information webpage**

- Each of the 63 individual GE Program Page, at every location the program is offered. I.e., a program offered in Anchorage, Kenai and Mat-Su would be have links from the webpage for the program at each campus.

**To specific Disclosure form, REQUIRED**

- 63 PDF Disclosure pages, specific to each program

---

1/12/2012, Eric R. Pedersen, AvC Enrollment
GE Programs Decision Tree for Non-Profit and Public Institutions

Is the program a degree program?

- Yes
  - Stop, not a GE program, including where certificates are awarded as part of the degree program but are not offered independent of the degree program

- No

Is the program at least one academic year in length?

- No
  - Stop, not a GE program

- Yes

Is the program a Title IV eligible vocational program as defined by ED?

- No
  - Stop, not a GE program

- Yes

Program is a GE program

Does the program lead to a certificate or other non-degree recognized credential awarded by the institution?

- No

- Yes

Is the program at least two years in length and fully transferable to a bachelor’s degree?

- No

- Yes

Program is a GE program

This decision tree aims to guide an institution through major considerations related to determining whether a program is a GE program. It does not address all considerations nor does it incorporate all GE and non-GE programs. Please review the Q&A for more detail.
<table>
<thead>
<tr>
<th>PROGRAM NAME</th>
<th>LEVEL/TYPe</th>
<th>DEGREE CODE</th>
<th>COLLEGES</th>
<th>CAMPUSES</th>
<th>MAJOR CODES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Office Support</td>
<td>Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>KP, KO, CT, MA A, I, D, P</td>
<td>AOS</td>
<td></td>
</tr>
<tr>
<td>Advanced Human Service Systems</td>
<td>Graduate Certificate</td>
<td>GCRT</td>
<td>CH</td>
<td>A</td>
<td>AHSS</td>
</tr>
<tr>
<td>Applied Ethics</td>
<td>Undergraduate Certificate</td>
<td>CT1</td>
<td>AS</td>
<td>A</td>
<td>ETHC</td>
</tr>
<tr>
<td>Architectural Drafting</td>
<td>Undergraduate Certificate</td>
<td>CT1</td>
<td>CT, MA</td>
<td>A, P</td>
<td>AEDF</td>
</tr>
<tr>
<td>Automotive Technology</td>
<td>Undergraduate Certificate</td>
<td>CT2</td>
<td>CT</td>
<td>A</td>
<td>AUTO</td>
</tr>
<tr>
<td>Automotive Technology</td>
<td>Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>CT</td>
<td>A</td>
<td>BASL, ELTR, ENGP, POTR</td>
</tr>
<tr>
<td>Aviation Maintenance</td>
<td>Undergraduate Certificate</td>
<td>CT2</td>
<td>CT</td>
<td>A</td>
<td>AVAF, AVMT, AVPW</td>
</tr>
<tr>
<td>Children's Behavioral Health</td>
<td>Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>CH</td>
<td>A</td>
<td>CHBH, CRSV</td>
</tr>
<tr>
<td>Cisco Certified Network Associate</td>
<td>Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>CT, MA</td>
<td>A, P</td>
<td>CCNA</td>
</tr>
<tr>
<td>Civic Engagement</td>
<td>Undergraduate Certificate</td>
<td>CT1</td>
<td>CH</td>
<td>A</td>
<td>CENG</td>
</tr>
<tr>
<td>Civil Drafting</td>
<td>Undergraduate Certificate</td>
<td>CT1</td>
<td>CT, MA</td>
<td>A, P</td>
<td>CVDR</td>
</tr>
<tr>
<td>Clinical Assistant</td>
<td>Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>CH</td>
<td>A</td>
<td>CLAS</td>
</tr>
<tr>
<td>Clinical Social Work Practice</td>
<td>Graduate Certificate</td>
<td>GCRT</td>
<td>CH</td>
<td>A</td>
<td>CSWP</td>
</tr>
<tr>
<td>Commercial HVAC Systems</td>
<td>Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>CT</td>
<td>A</td>
<td>HVAC</td>
</tr>
<tr>
<td>Commercial Refrigeration</td>
<td>Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>MA</td>
<td>P</td>
<td>CRS</td>
</tr>
<tr>
<td>Computer &amp; Networking Technician</td>
<td>Undergraduate Certificate</td>
<td>CT2</td>
<td>CT, MA</td>
<td>A, P</td>
<td>CNTC</td>
</tr>
<tr>
<td>Computer Information Office Systems</td>
<td>Undergraduate Certificate</td>
<td>CT1</td>
<td>KP, KO, CT, MA A, D, I, P</td>
<td>CIOS (CT1)</td>
<td></td>
</tr>
<tr>
<td>Computer Information Office Systems</td>
<td>Undergraduate Certificate</td>
<td>CT2</td>
<td>PW</td>
<td>V</td>
<td>CIOS (CT2)</td>
</tr>
<tr>
<td>Conflict Resolution</td>
<td>Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>CH</td>
<td>A</td>
<td>CFRS</td>
</tr>
<tr>
<td>Construction Technology</td>
<td>Undergraduate Certificate</td>
<td>CT1</td>
<td>KO</td>
<td>D</td>
<td>CTEC</td>
</tr>
<tr>
<td>Corrections</td>
<td>Undergraduate Certificate</td>
<td>CT1</td>
<td>KP</td>
<td>I</td>
<td>CORR</td>
</tr>
<tr>
<td>Corrections</td>
<td>Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>KP</td>
<td>I</td>
<td>CRCT</td>
</tr>
<tr>
<td>Counselor Education</td>
<td>Graduate Certificate</td>
<td>GCRT</td>
<td>EA</td>
<td>A</td>
<td>EDCN</td>
</tr>
<tr>
<td>Dental Assisting</td>
<td>Undergraduate Certificate</td>
<td>CT2</td>
<td>CH</td>
<td>A</td>
<td>DAST, PMDA</td>
</tr>
<tr>
<td>Desktop Publishing &amp; Graphics</td>
<td>Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>KP, KO, CT, MA A, D, I, P</td>
<td>DGP</td>
<td></td>
</tr>
<tr>
<td>Dietetic Internship</td>
<td>Graduate Certificate</td>
<td>GCRT</td>
<td>CT</td>
<td>A</td>
<td>DIET</td>
</tr>
<tr>
<td>Direct Services Specialist</td>
<td>Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>PW</td>
<td>V</td>
<td>DISY</td>
</tr>
<tr>
<td>Disability Services</td>
<td>Undergraduate Certificate</td>
<td>CT2</td>
<td>PW</td>
<td>V</td>
<td>DISS</td>
</tr>
<tr>
<td>Early Childhood</td>
<td>Post-Baccalaurette Certificate</td>
<td>PBCT</td>
<td>EA</td>
<td>A</td>
<td>ERCH</td>
</tr>
<tr>
<td>Early Childhood Development</td>
<td>Undergraduate Certificate</td>
<td>CT1</td>
<td>EA</td>
<td>A</td>
<td>ECDN, ECDV</td>
</tr>
<tr>
<td>Earthquake Engineering</td>
<td>Graduate Certificate</td>
<td>GCRT</td>
<td>EN</td>
<td>A</td>
<td>EQEN</td>
</tr>
<tr>
<td>PROGRAM NAME</td>
<td>LEVEL/TYPEx</td>
<td>DEGREE CODE</td>
<td>COLLEGES</td>
<td>CAMPUSES</td>
<td>MAJOR CODEs</td>
</tr>
<tr>
<td>--------------------------------------------------------</td>
<td>-------------</td>
<td>-------------</td>
<td>----------</td>
<td>----------</td>
<td>--------------</td>
</tr>
<tr>
<td>Elementary Education (K-6) Post-Baccalaurette Certificate</td>
<td>PBCT</td>
<td>EA</td>
<td>A</td>
<td>TCEL</td>
<td></td>
</tr>
<tr>
<td>Environmental Regulation &amp; Permitting Graduate Certificate</td>
<td>GCRT</td>
<td>EN</td>
<td>A</td>
<td>ENRP</td>
<td></td>
</tr>
<tr>
<td>Family Nurse Practitioner Graduate Certificate</td>
<td>GCRT</td>
<td>CH</td>
<td>A</td>
<td>FNPR</td>
<td></td>
</tr>
<tr>
<td>Geographic Information Systems Undergraduate Certificate</td>
<td>CT1</td>
<td>EN</td>
<td>A</td>
<td>GISY</td>
<td></td>
</tr>
<tr>
<td>Heavy Duty Transportation &amp; Equipment Undergraduate Certificate</td>
<td>CT2</td>
<td>KO</td>
<td>D</td>
<td>ISPS</td>
<td></td>
</tr>
<tr>
<td>Industrial Technology Undergraduate Certificate</td>
<td>CT2</td>
<td>PW</td>
<td>V</td>
<td>ITEC</td>
<td></td>
</tr>
<tr>
<td>Language Education Graduate Certificate</td>
<td>GCRT</td>
<td>EA</td>
<td>A</td>
<td>LGED</td>
<td></td>
</tr>
<tr>
<td>Logistics Undergraduate Certificate</td>
<td>CT1</td>
<td>CB</td>
<td>A</td>
<td>LOGI, LSCO</td>
<td></td>
</tr>
<tr>
<td>Mechanical &amp; Electrical Drafting Undergraduate Certificate</td>
<td>CT1</td>
<td>CT, MA</td>
<td>A, P</td>
<td>MEDF</td>
<td></td>
</tr>
<tr>
<td>Mechanical Technology Undergraduate Certificate</td>
<td>CT2</td>
<td>KP</td>
<td>I</td>
<td>MCHT</td>
<td></td>
</tr>
<tr>
<td>Medical Office Coding Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>CH</td>
<td>A</td>
<td>MOCD</td>
<td></td>
</tr>
<tr>
<td>Nursing Education Graduate Certificate</td>
<td>GCRT</td>
<td>CH</td>
<td>A</td>
<td>NUED</td>
<td></td>
</tr>
<tr>
<td>Office Technology Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>KP, KO, A, MA</td>
<td>A, D, I, P</td>
<td>OFFT</td>
<td></td>
</tr>
<tr>
<td>Paralegal Studies Undergraduate Certificate</td>
<td>CT2</td>
<td>CH</td>
<td>A</td>
<td>PLEG, PMPL</td>
<td></td>
</tr>
<tr>
<td>Petroleum Technology Undergraduate Certificate</td>
<td>CT2</td>
<td>KP</td>
<td>I</td>
<td>PETR</td>
<td></td>
</tr>
<tr>
<td>Pharmacy Technology Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>CH</td>
<td>A</td>
<td>PHTE</td>
<td></td>
</tr>
<tr>
<td>Port and Coastal Engineering Graduate Certificate</td>
<td>GCRT</td>
<td>EN</td>
<td>A</td>
<td>PCEN</td>
<td></td>
</tr>
<tr>
<td>Principal Graduate Certificate</td>
<td>GCRT</td>
<td>EA</td>
<td>A</td>
<td>TCPR</td>
<td></td>
</tr>
<tr>
<td>Psychiatric &amp; Mental Health Nurse Practitioner Graduate Certificate</td>
<td>GCRT</td>
<td>CH</td>
<td>A</td>
<td>PMNP</td>
<td></td>
</tr>
<tr>
<td>Refrigeration &amp; Heat Technology Undergraduate Certificate</td>
<td>CT2</td>
<td>MA</td>
<td>P</td>
<td>RFHT</td>
<td></td>
</tr>
<tr>
<td>Renewable Energy Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>MA</td>
<td>P</td>
<td>RE</td>
<td></td>
</tr>
<tr>
<td>Residential Air Conditioning &amp; Refrigeration Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>MA</td>
<td>P</td>
<td>RACR</td>
<td></td>
</tr>
<tr>
<td>Residential Heating &amp; Ventilation Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>MA</td>
<td>P</td>
<td>RHV</td>
<td></td>
</tr>
<tr>
<td>Small Business Management Undergraduate Certificate</td>
<td>CT1</td>
<td>KP</td>
<td>I</td>
<td>SMBM</td>
<td></td>
</tr>
<tr>
<td>Social Work Management Graduate Certificate</td>
<td>GCRT</td>
<td>CH</td>
<td>A</td>
<td>SWKM</td>
<td></td>
</tr>
<tr>
<td>Special Education Graduate Certificate</td>
<td>GCRT</td>
<td>EA</td>
<td>A</td>
<td>SPED</td>
<td></td>
</tr>
<tr>
<td>Structural Drafting Undergraduate Certificate</td>
<td>CT1</td>
<td>CT, MA</td>
<td>A, P</td>
<td>STDF</td>
<td></td>
</tr>
<tr>
<td>Superintendent Graduate Certificate</td>
<td>GCRT</td>
<td>EA</td>
<td>A</td>
<td>ENSU</td>
<td></td>
</tr>
<tr>
<td>Veterinary Assisting Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>MA</td>
<td>P</td>
<td>VETT</td>
<td></td>
</tr>
<tr>
<td>Web Foundations Occupational Endorsement Certificate</td>
<td>OEC</td>
<td>KP, KO, CT</td>
<td>I, D, A</td>
<td>WBFD</td>
<td></td>
</tr>
<tr>
<td>Welding Undergraduate Certificate</td>
<td>CT1, CT2</td>
<td>KO, KP</td>
<td>D, I</td>
<td>WLDG, WELD</td>
<td></td>
</tr>
</tbody>
</table>

University of Alaska Anchorage, Gainful Employment Program List, AY 2011/12, by UAA Enrollment Management