



A YEAR IN REVIEW

AUGUST 2026

State of the College 2025-2026



As we conclude our 60th anniversary year, I am filled with gratitude and optimism as I reflect on all we have accomplished together. Throughout this milestone year, we celebrated our rich history, honored those who built this remarkable institution, and embraced what has truly been **A Year of Transformation.**

While our anniversary provided an opportunity to look back with pride, it also challenged us to look ahead with purpose. Together, we advanced strategic initiatives, strengthened academic and workforce programs, expanded partnerships, enhanced student experience, and positioned Lehigh Carbon Community College to meet the evolving needs of our communities for decades to come.

This *Year in Review and State of the College* highlights the many accomplishments made possible through the dedication of our faculty, staff, administrators, trustees, students, and community partners. It reflects a shared commitment to innovation, collaboration, and student success, while laying the foundation for our future.

Thank you for your commitment to our College and for the role each of you has played in making this anniversary year so meaningful. Together, we celebrate our legacy, embrace the opportunities before us, and look forward to shaping the next 60 years of excellence.

With gratitude,

Dr. Ann D. Bieber
President



Middle States Reaccreditation 2027

Our Middle States Reaccreditation process is well underway following the approval of LCCC's Self-Study Design by the Middle States Commission on Higher Education (MSCHE). This important milestone reflects months of collaborative work across the College and officially launches the next phase of our accreditation process. In mid-August, we will submit the first draft of our Self-Study Report to our MSCHE Evaluation Team Chair, Dr. Brenden Rickards, President and Chief Academic Officer of Rowan College of South Jersey. We look forward to welcoming Dr. Rickards to campus on October 20 for his preliminary visit as we continue preparing for the comprehensive evaluation. Transparency and broad campus engagement remain central to this effort. The reaccreditation process is outlined on the College's website, with regular updates shared through College Voice and other campus communications.

Next steps:

Summer/Fall 2026

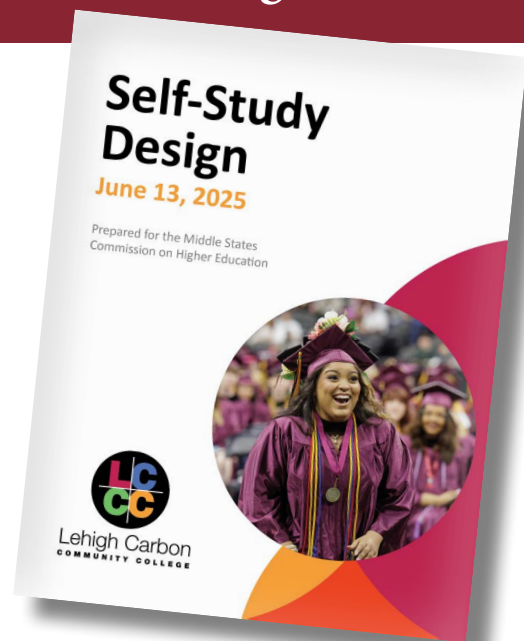
Continue review and refinement of the Self-Study Report. Host the Evaluation Team Chair's campus visit on October 20.

Early Winter 2026

Submit the finalized Self-Study Report and complete Evidence Inventory to the MSCHE portal at least ten weeks prior to the evaluation visit.

March 7-10, 2027

Welcome the Middle States Evaluation Team to LCCC for the comprehensive campus visit.



LCCC Partners with Temple for New Dental Programs

LCCC has partnered with Temple University's Kornberg School of Dentistry to launch Dental Assistant and Dental Hygienist programs together with The Kornberg School of Dentistry, Temple University in their new clinic and education center in Tamaqua. This

groundbreaking, state-of-the-art dental clinic and education center will be the first in the nation to train dental assistants and hygienists alongside dental students.



LCCC Partners with KidsPeace for New Certificate Program

Lehigh Carbon Community College (LCCC) and KidsPeace have launched the Mental Health Technician (MHT) Training Academy, a partnership designed to fast-track students into careers in children's behavioral health. This certification program combines classroom instruction at LCCC with simulation labs and job-shadowing at KidsPeace's Orchard Hills Campus to provide a foundation in clinical and ethical care. Graduates receive preferred hiring status at KidsPeace, with starting pay equivalent to bachelor's degree holders, effectively addressing the high demand for skilled mental health professionals in the Lehigh Valley.





LCCC Has Been Awarded a \$5 Million Pennsylvania State Grant to Establish a Specialized Science and Technology Training Laboratory

The laboratory will position the College at the forefront of workforce development for the region's rapidly expanding life sciences and advanced manufacturing sectors. This transformational investment supports LCCC's historic collaboration with **Eli Lilly and Company**, which is investing **\$3.5 billion** to construct a state-of-the-art pharmaceutical manufacturing facility in Upper Macungie Township—the largest private-sector investment in the history of the Lehigh Valley.

The new laboratory will feature cutting-edge equipment, providing students with hands-on experience using the same technologies and processes found in modern pharmaceutical production facilities. Through this innovative training center, LCCC will develop workforce pipelines for high-demand careers, including:

Laboratory Testers, Quality Assurance Technicians, Manufacturing Engineers, Production Specialists, and more.

To meet the diverse needs of students and employers, LCCC will offer multiple educational pathways, including **short-term workforce training, credit certificates, associate degree programs, and seamless transfer opportunities** with four-year colleges and universities. These flexible options will prepare individuals for immediate employment while also supporting continued educational and career advancement. The Science and Technology Training Laboratory represents a significant investment in the region's future workforce and reinforces LCCC's commitment to providing industry-driven education that meets the evolving needs of employers and creates meaningful career opportunities for students.



"Catalyst to Workforce Development" Pathway in the Center for Science and Technology at Lehigh Carbon Community College

Dedicated to the vision and leadership of all organizations for their tireless efforts in making this historical opportunity happen for future generations of workers. This pathway serves as a bridge between education and industry while representing a commitment to fueling the regional economy by empowering the next generation of skilled professionals.





LCCC Partners with NORDAKADEMIE University of Applied Sciences for Cooperative Education Experiences in the United States and Germany

Lehigh Carbon Community College and **NORDAKADEMIE University of Applied Sciences**, located in Germany's Hamburg Metropolitan Region, are working to establish a partnership to offer an innovative German-American Co-op Bachelor's Degree program. Through this unique collaboration, students will complete coursework at both LCCC and NORDAKADEMIE while participating in structured cooperative education experiences in the United States and Germany. The program integrates rigorous academic study with hands-on industry experience, preparing graduates to thrive in today's global workforce. By combining international education with employer-sponsored experiential learning, participating companies benefit from reduced onboarding time, improved employee retention, and graduates who are equipped to contribute in multinational environments from the outset of their careers. This partnership further strengthens LCCC's commitment to workforce innovation, international collaboration, and preparing students for high-demand careers in a global economy.

New PA State Police Program allows college students to finish earning a degree at LCCC by completing State Trooper Training Academy

The new program awards academic credits much like a traditional internship completed during a student's final semester. Instead of classroom time to earn their remaining credits, students will finish their training at the Pennsylvania State Police Academy and earn the remaining credits needed to graduate, allowing them to receive their degree and become a trooper at the same time.



German Educators Delegation Visits LCCC

During the spring semester, Lehigh Carbon Community College had the privilege of welcoming a distinguished delegation of German education leaders to campus as part of an educational exchange program in Pennsylvania. The delegation toured exemplary educational institutions across the Commonwealth, with LCCC honored as the only higher education institution selected for a campus visit. Their visit highlighted the College's leadership in workforce development, dual enrollment, industry partnerships, and innovative approaches to student success, providing an opportunity to showcase LCCC's impact on education and workforce preparation both regionally and internationally.





LCCC Foundation Announces “Second Chance” Initiative

The Lehigh Carbon Community College Foundation announced an incredible expansion of financial support for future and current Lehigh County students at Lehigh Carbon Community College. With new funding, almost \$500,000 in scholarships will go to Lehigh County residents. LCCC is removing major financial barriers and opening doors to higher education and workforce training right here in our community. A large portion of the funds is dedicated to a “Second Chance” initiative for individuals who have faced incarceration or struggled with opioid use, covering 100% of tuition for high-demand workforce certifications like healthcare, IT, and commercial driving (CDL). Funding is also available for recent high school graduates looking to continue their education.

The Dual Enrollment Medical Assistant Program is a New Opportunity for 12th Grade Students

The program will prepare high school students for successful careers in healthcare through hands-on training in both clinical and administrative skills. Students who successfully complete the program will earn a Medical Assistant Certificate, qualifying them for entry-level positions in a variety of healthcare settings while building a pathway to continued education and career advancement.



LCCC is one of six community colleges to take part in Rural Talent Lab in Commonwealth

We hosted a community workshop as part of the Listening Tour of Pennsylvania at the Morgan Center. The multi-year, multi-state initiative seeks to strengthen rural communities by creating opportunities for rural residents to live, learn, and earn in the places they call home.

Artificial Intelligence Learning Series

LCCC is offering a fantastic AI Learning Series for faculty and staff to help harness the power of artificial intelligence, including Google Gemini. Webinars include:

Leveraging AI and Gemini at LCCC: Discover how AI can boost efficiency and engagement for all faculty and staff. **The AI-Infused Classroom for**

Teaching and Learning: Explore using Gemini and NotebookLM to revolutionize teaching and student engagement. **Working Smarter**

with AI for Administrative and Support Staff: Learn practical AI applications to streamline your daily tasks. **AI Considerations -**

Ethics, Bias, and Academic Integrity: Understand the critical ethical aspects of AI in education. And, **Increase Efficiency with Gemini**

for Google Workspace: Unlock advanced AI features to supercharge your Google Workspace productivity and more. Ongoing training will include interactive workshops to ensure all faculty and staff are aware, compliant, and confident AI users.



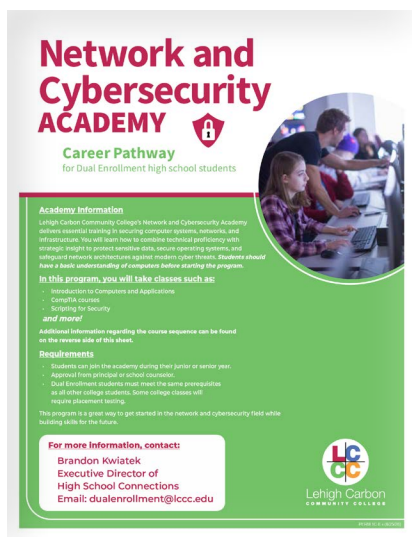


Expanding the Skilled Trades Workforce Pipeline

LCCC continues to strengthen partnerships with industry to develop the highly skilled workforce needed to support the region's unprecedented economic growth. As major employers—including Amazon Web Services and Keel Infrastructure—advance data center development projects in the region, the College is expanding workforce training programs to prepare students for high-demand careers in the skilled trades. To support this initiative, the interior of LCCC's Professional Trades Building is undergoing a comprehensive renovation and will feature state-of-the-art simulation equipment that mirrors real-world industry environments. With electricians identified as one of the region's most critical workforce needs, the College is partnering with the International Brotherhood of Electrical Workers to recruit, train, and prepare the local workforce for careers in the electrical trade. Recognizing that today's learners require flexible educational pathways, LCCC is designing programs with stackable credentials that allow students to earn industry-recognized workforce credentials, followed by certificates and diplomas, before seamlessly progressing into associate degree programs. This approach enables students to gain marketable skills, enter the workforce more quickly, and continue advancing their education as their careers grow.

Additional workforce partnerships include:

- **Light Brigade Fiber Optics Training** – LCCC will host Light Brigade's Train-the-Trainer workshops this August, preparing faculty from Luzerne, Bucks, and Northampton Community Colleges to deliver industry-recognized fiber optics training throughout the region.
- **Fiber Optics Lab** – LCCC will establish a Fiber Optics Lab with Light Brigade equipment that will allow schools and industry partners to use for hands-on training. LCCC secured \$280,000 in funding to establish this lab.
- **MC3 (Multi-Craft Core Curriculum) Apprenticeship Readiness Program** – This 120-hour standardized pre-apprenticeship program, developed by North America's Building Trades Unions, provides participants with foundational construction skills, OSHA 10 and CPR certifications, construction mathematics, and hands-on exposure to multiple skilled trades, preparing graduates for entry into registered apprenticeship programs.



Lehigh Carbon Community College was Awarded a \$1 million Pennsylvania Dual Credit Innovation Grant

This is the second \$1 million grant which allows LCCC to strengthen career-connected learning opportunities for high school students throughout the region. The grant is designed to help students, families, and school counselors approach Dual Enrollment with greater career intentionality by moving beyond individual course selection and toward structured academic pathways aligned with Pennsylvania's high-priority occupations. Through this initiative, students will be able to explore career interests earlier, earn college credits while in high school, and build a clear pathway to postsecondary education and employment. As part of this innovative effort, LCCC is launching **five Dual Enrollment Academies that connect academic coursework with workforce needs in high-demand fields: Criminal Justice, Education, Healthcare, Computer Science, including Computer Science & Computer Information Systems, Network & Cybersecurity, Gaming, and Advanced Manufacturing and Technology.** These academies will provide students with a guided pathway from high school to college and ultimately into careers that are critical to the economic vitality of the

Commonwealth and the region. By aligning educational opportunities with workforce demands, LCCC continues to strengthen its role as a leader in college and career readiness while expanding access to affordable, high-quality postsecondary education.



Amazon Mechatronics & Robotics Apprenticeship (MRA) at LCCC

Lehigh Carbon Community College launched its partnership with Amazon in 2020 to deliver the Mechatronics and Robotics Apprenticeship (MRA) program, providing advanced manufacturing and industrial automation training for Amazon employees.

The program prepares participants for careers in mechatronics, robotics, and industrial maintenance through an intensive blend of classroom instruction and hands-on technical training delivered through LCCC's National Center for Manufacturing. In 2026, the program transitioned from a 12-week format to an accelerated 9-week model with new cohorts beginning every three weeks, allowing for greater flexibility, increased throughput, and faster employer response to workforce needs. **LCCC is proud to be one of only four colleges in the nation** selected to host this program, further strengthening the College's role as a national leader in advanced manufacturing and industrial automation training.



LCCC Secures \$463,000 Federal Boost to Launch Robotics Lab and Upgrade Tech Training

Lehigh Carbon Community College is set to become a **premier hub for industrial innovation** following a \$463,000 federal funding award secured by Senator Dave McCormick.

The centerpiece of this initiative is the creation of a brand-new, state-of-the-art Robotics Lab. This facility will feature a progressive learning environment where students start with block coding and Python on entry-level units before moving to advanced industrial robots. These high-level machines will simulate real-world factory conditions, including AI machine learning, heavy payloads, and complex conveyor systems, allowing workers to master the skills necessary for the high-tech workforce.

LCCC Recently Welcomed Representative Milou Mackenzie for a Campus Visit to Learn More About the College and its Mission

Accompanied by President Dr. Ann D. Bieber, Trustee Ken Mohr and leadership, the Representative toured our Amazon, Nursing, and Technology Center labs to see our hands-on training facilities in action. It was a great opportunity to showcase our programs and demonstrate the vital role LCCC plays in preparing students for high-demand careers in our community. Representative Mackenzie toured the labs LCCC is using to train our workforce, specifically highlighting the advanced technology used in our nursing simulations and the hands-on logistics training in the Amazon lab.





A Day on the Course for Student Success

The LCCC Foundation proudly hosted the annual **Tony Boyle Memorial Golf Classic in September 2025**, and what a wonderful day it was! The event brought together friends of the College, alumni, community partners, and supporters for a day of golf, camaraderie, and shared purpose. This event is especially meaningful because it honors the legacy of Tony Boyle, who combined a passion for golf with a deep commitment to higher education.

While the sunshine and beautiful course made it an enjoyable outing, the day's true success was measured by the generosity of those who participated. Thanks to the support of our golfers, sponsors, and volunteers, the Golf Classic raises funds that directly support scholarships and opportunities for LCCC students. Each swing, each putt, and each sponsorship is a step toward opening doors for students who are working hard to pursue their dreams.

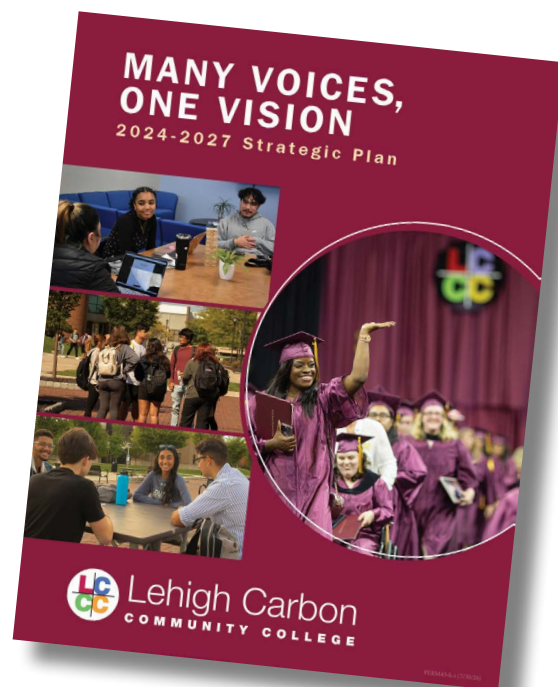
The Tony Boyle Memorial Golf Classic is more than just a tournament; it is a tradition that reflects the strength of our community and the belief that investing in education transforms lives.

Strategic Plan Update (2025-2026)

During the 2025-2026 academic year, the college through Many Voices One Vision: Strategic Plan 2024-2027 made meaningful progress in advancing its strategic priorities across employee engagement, student success, communication, data, enrollment, and programming. Employee engagement initiatives included the successful implementation of the Employee Shout Out recognition program, which generated more than 160 peer recognitions, as well as new mindfulness workshops and leadership training for supervisors. Student and community engagement expanded through career fairs, wellness events, open gym and pickleball activities, food truck events, and partnerships with community organizations across all campuses.

The college also completed a comprehensive Strategic Communications Plan, developed standardized communication tools and templates for campus-wide use, and strengthened data-informed decision making through expanded Argos reporting training, enhanced data governance practices, and continued development of reporting calendars and data documentation.

While enrollment application and conversion goals remained challenging, the institution plans to increase student retention targets through enhanced advising, onboarding, successful coaching, and registration initiatives. Significant progress was made in expanding academic and workforce programming through the planning and approval of new credit and workforce programs- including Dental Hygiene, Dental Assistant, Mental Health Technician, and the Electrician Certificate -while strengthening noncredit-to-credit pathways, implementing comprehensive program viability processes, and developing a Priority Program Marketing Plan to support future enrollment growth and regional workforce needs.





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State of the College 2025-2026



LCCC Partners with Lehigh University for RE@L Scholars Program

The RE@L scholars program provides an opportunity for students at Lehigh Carbon Community College to conduct one semester of research and for senior graduate students to gain mentoring experience at Lehigh University. This program provides a pathway for LCCC honors students to experience an academic research environment and close gaps in equity. In addition, it is building strong ties between LCCC and Lehigh University.

LCCC Named a 2025 PTK REACH Chapter

Congratulations to our Phi Theta Kappa chapter for being named a 2025 REACH Chapter! This prestigious recognition from the Phi Theta Kappa Honor Society honors chapters that excel in membership development, ensuring more students have access to life-changing scholarships and campus engagement opportunities.



PHI THETA KAPPA
HONOR SOCIETY



Celebrating America 250!

What an incredible turnout for our America 250 Spirit Day! The weather was perfect, and it was great to see so many people from our campus community wearing red, white, and blue. Thank you to everyone who dressed up and brought so much energy to the mall area. This event would not have been a success without your hard work preparing food, keeping the hot dogs and chips flowing, and handling cleanup.



The Intramurals, Recreation, and Wellness Program Update

The Intramurals, Recreation, and Wellness program made significant strides in developing a sustainable, student-centered model for campus engagement during 2025-2026. The year began with the implementation of a structured program management process, informed by student interest surveys and a comprehensive assessment of campus needs. This data-driven approach ensured that programming reflected student interests and enhanced the overall campus experience.

A renewed focus on branding, communication, and outreach increased awareness and participation while strengthening connections with students. Guided by direct student feedback, programs and events became more intentional, inclusive, and responsive to the needs of our diverse student population.

The Intramural program experienced remarkable growth, evolving from early-stage offerings into a well-organized recreation program that fostered community, wellness, and school spirit. Throughout the 2025-2026 academic year, 875 students participated in intramural activities, making the program a key contributor to student engagement and campus life.



Student Enrollment

	Fall 2024	Fall 2025	% Change
Students	6,222	6,213	-0.1%
Credit Hours	48,891	48,174	-1.4%

	Spring 2025	Spring 2026	% Change
Students	5,578	5,317	-4.9%
Credit Hours	43,354	41,272	-4.8%

	Summer 2025	Summer 2026	% Change
Students	2,204	2,111	-4.2%
Credit Hours	11,258	10,752	-4.5%

Source: ARGOS Report: 8/4/2026

PERM 32-tt-i (AC) (8/12/26)



The 2026-2027 Goals and Priorities are to support
the *Strategic Plan: Many Voices, One Vision 2024-2027*.



College Engagement and Wellbeing

Goal 1: Create a campus culture of excellence, innovation, and creativity by providing opportunities and resources that enhance the recruitment and retention of outstanding faculty and staff and facilitate work-life balance.

Objective 1: Assess and implement strategies to recruit and retain top talent through promotion of professional development, work-life balance, and appreciation, with a goal to maintain retention rates in line with industry averages.

Goal 2: Develop meaningful opportunities and experiences for student engagement.

Objective 1: Promote student-focused activities that will enhance engagement and strengthen the college community across all campuses.

Goal 3: Enhance engagement with the communities of Lehigh, Carbon, and Schuylkill counties.

Objective 1: Create events that are open to communities surrounding the college campuses to foster engagement.

Objective 2: Establish partnerships with community-based organizations to address community identified desires.



Communication

Goal 1: Develop and implement a comprehensive Communications Plan that promotes unified and consistent messaging.

Objective 1: Year 1: Create a committee consisting of stakeholders from across the college including students and representatives from each campus site for input on plan development.

Objective 2: Year 1: Conduct research on and review the strategic communications plans of five other institutions to garner best practices for implementation, review climate survey results for use in the plan.

Objective 3: Year 2: Development of Plan: At the beginning of development and implementation, conduct focus groups of faculty, students, staff, administrators, as well as after development, to make an necessary adjustments.

Objective 4: Year 3: Implementation and adjustment of comprehensive Strategic Communication Plan as needed. Success of the plan will be measured by reconvening focus groups.



Data

Goal 1: Develop a culture of data-informed decision making and assessment.

Objective 1: Develop a comprehensive approach to data analysis, incorporating data into decision making and planning.

Objective 2: Enhance data reports to be secure and accessible.

Objective 3: Develop dashboards, provide data literacy training and continue to support college-wide data discussions.



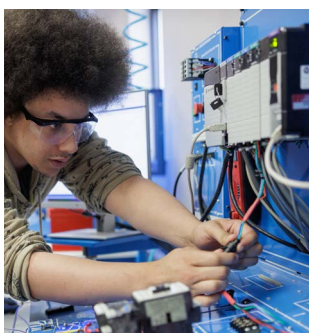
Enrollment and Retention

Goal 1: Gradual increase in student enrollment and retention to pre-pandemic level.

Objective 1: Maximize opportunities and outreach to prospective students to generate a 2-3% increase in total applications for the next three years. (Fall 2022: 5,572 applications.) This measures success in enticing our community to apply to LCCC based on Academic Programming/Availability, Student Life, Campus Culture, Marketing Campaigns, and Admissions Presentations/Events.

Objective 2: Increase Applications to Enrolled yield rate. Starting Fall 2023, improve yield rate by 2% from 55% to 57% (yield rate for all applicants). Yield (Conversion) rate is the percentage of applicants we are able to turn into enrollments (registered students).

Objective 3: Retain continuing students by at least 50-56% for full-time and 35-40% for part-time students for the next three years.



Programming

Goal 1: Develop and promote the growth of pathways to meet the needs of our students.

Objective 1: Program Creation: Align current credentials and programs to create seamless pathways and identify new program opportunities that fill pathway needs.

Objective 2: Program Continuation: Establish a data analytics structure to assess continued viability of pathways. Conduct market research and internal cost analysis to determine return on investment for low enrolled programs and new programs within the pathways.

Objective 3: Program Closure/Removal: Establish a process of decision-making and communication on the closing out of programming that is no longer viable.

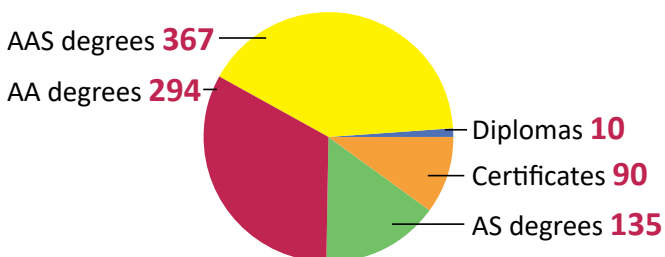
Objective 4: Program and Course Scheduling Goals (NEW Objective).



Awards Conferred

(December 2025, May 2026, Summer 2026)

TOTAL 938



Online Programs

10 programs offered

100% online

19 programs offered

80% or more online

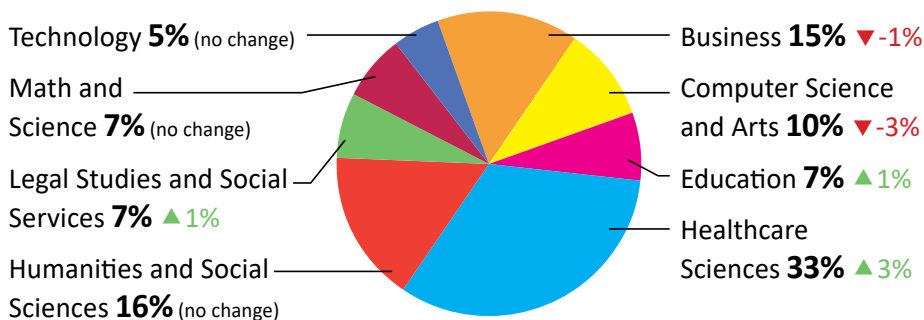
Veterans on Campus

644 (2025-2026) Includes active duty, dependents, spouses, National Guard, reservists, veterans



Registered Students by School

Fall 2025 Percentage and Increase/Decrease over Fall 2024 (Degree Seeking Only)



In 2025-26 students received

\$21 million+

in all forms of **financial aid** and **scholarships**.

The **college** and the **LCCC Foundation** disbursed

\$1,511,184

in **scholarships** to

1,292 students.

Applications by School

Fall 2025 (Degree Seeking Only)

School of Business

438

School of Computer Science and Arts

276

School of Education

167

School of Healthcare Sciences

1,068

School of Humanities and Social Sciences

719

School of Legal Studies and Social Services

201

School of Math and Science

233

School of Technology

231

