



OFFERING BACHELOR OF SCIENCE IN CRIMINOLOGY IN A COLLEGE: A FEASIBILITY STUDY

CHARLYN R. MAPA

ORCID No. <https://orcid.org/0009-0007-5579-5671>

2nylrach0215@gmail.com

Columban College-Sta. Cruz, Inc.

Naulo, Sta. Cruz, Zambales

Abstract: A comprehensive feasibility study is paramount when making strategic decisions and developing projects. This study demonstrated the importance of a thorough feasibility study in ensuring the viability and long-term success of a BS-Criminology program in a college. The study addressed vital objectives, including an examination of the availability of critical resources needed for the proposed program. It also assessed the demand for a BS-Criminology program within the local community, potential student enrollment rates, exploring employment opportunities for graduates and identifying potential impacts of introducing a BS-Criminology program on the College and the broader community. This includes an evaluation of the program's financial profitability, its influence on the College's reputation, and its contribution to the local economy. Lastly, Columban College-Sta.—Cruz, Inc.'s overall viability for implementing the BS-Criminology program was assessed. The study employed a mixed methods approach, combining quantitative and qualitative research methods. Surveys and interviews were utilized to collect data on resource availability, community demand, and potential impacts. Analysis tools, such as content and SWOT analysis, were employed to derive meaningful insights. Research findings showed that the college can provide support facilities, student services, and human and financial resources, including curriculum requirements for the proposed program. However, it lacks sufficient resources for laboratory requirements, equipment, and other instructional aids. Survey analysis revealed that among the 282 respondents in the Bachelor of Science in Criminology program, 48.23% (136 students) indicated they would enroll in Columban College-Sta. Cruz, Inc., if the College will offer the said program. Favourable responses were also generated from the interviews to support the quantitative results. The document analysis showed that the college generated positive cash flows. Furthermore, an increased net profit percentage was also observed, indicating the profitability of offering the BS Criminology program back-up by an increased annual rate of return on investment. The synthesis of findings leads to the evidence-based recommendation that the Bachelor of Science in Criminology program is feasible to be offered in the College. Considering the institution's capabilities, the suggested developmental action plan is also recommended.

Keywords: Feasibility study, BS-Criminology program, mixed-method of research, document analysis, SWOT analysis

INTRODUCTION

A bright future is made possible by the educational system, which is a potent tool for learning. The ability of graduates to quickly integrate into a company depends on higher education institutions being business-friendly. As a result, receiving an education requires the support of a higher education institution, especially at the tertiary level. Higher education institutions are regarded as the leading producers of high-calibre labour, technology, and knowledge in any nation's efforts to reach the necessary level of development. Both the present and the future demand for education exist. The world must offer educational initiatives that benefit society. It is crucial to ensure that educational programs are of a high standard and to provide for both the present and future demands. (Asuncion P.R., et al, 2022)

Universities and colleges can boost a region's economy by deepening its residents' skills and knowledge capital. These institutions raise the levels of human capital by producing graduates who join the educated labour force in the area. Policymakers increasingly see colleges and universities as engines of regional economic growth. Additionally, policymakers often seek the presence of academic institutions, particularly in declining regions, as they tend to stabilize local economies and operate in a sector that is less vulnerable to contraction during economic downturns than other sectors. (Abel, J. R., & Deitz, R., 2011)

The dedication is consistent with the HEI's mission to develop professional leaders in science and technology, advanced education, information technology, agriculture, fisheries and forestry through



appropriate programs and instructions and maintaining accreditation procedures across campuses. Additionally, it entails offering equitable and inexpensive access to higher education and innovative ideas based on the requirements and trends in the global market. (Almazan C., et al, 2020)

The Philippine Government's Commission on Higher Education (CHED) is in charge of promoting relevant and high-quality higher education, ensuring that all people have access to such higher education, and guaranteeing and defending academic freedom to foster ongoing intellectual development, advance learning and research, foster the growth of responsible and effective leadership, educate highly qualified professionals, and enhance historical and cultural legacies. CHED has released specific memoranda outlining various policies and regulations that higher education institutions must follow to be recognized for offering a specific program, thereby ensuring program quality.

Columban College-Sta Cruz, Inc. is a higher education institution in Sta Cruz, Zambales. It began operations in 1996 and held sessions at Sta Cruz Academy. The following academic year, the school relocated to Brgy Naulo in Sta Cruz, Zambales, where it is now. The current two-story building initially included ten classrooms, five laboratories, one library, one multipurpose hall, one admin and faculty room, one clinic, and one guidance office. In its first year of operation, 1996-1997, 150 students enrolled; this number increased to 430 in 2002-2003. The enrollment continued to fall after Ramon Magsaysay Technological University opened its Satellite Campus with program offerings comparable to CCSC until it achieved the crucial number of 100 students only in the academic year 2008-2009. This tipping point forced the board of trustees and management to decide what they believed was best for the institution. The board of trustees decided to stop offering degree programs altogether and switched to providing TESDA programs instead. The school converted some classrooms into laboratories and purchased tools and equipment to comply with TESDA requirements. The Senior High School Program, a significant development in the educational system, was introduced by the Department of Education, which presented the institution with a new challenge. Although the adoption of Senior High School may initially seem like a challenge, for CCSC, it represents an opportunity. The implementation of the Senior High School program significantly impacted college enrollment, with a decline from 270 students to 240 during A.Y. 2016-2017, the first year of its implementation. It was anticipated that the College would see an increase in enrolment for the academic year 2018-2019 to begin accepting first-year students; however, this expectation was not met as a result of the implementation of the Universal Access to Quality Tertiary Education for the Free College Education in SUC's and LUC's. The institution is currently still dealing with a continuous fall in college enrollment. The management offered new, on-demand courses to solve this issue as part of their product development strategy. One of the suggested programs is a Bachelor of Science in Criminology. A Bachelor of Science in Criminology is a 4-year course studying crime and how law enforcement agencies function and respond to crime, criminals, and victims. Therefore, the goal of the criminology program is to produce graduates who are both professionally competent and morally upright and who can provide the community with effective and efficient services in a variety of fields, including criminological research, custody and rehabilitation of offenders, law enforcement, public safety, and crime prevention. Graduates of this program are prepared for careers in scientific crime detection and investigation, crime prevention, criminological research, law enforcement, correctional administration, public safety, security management, criminalistics and even in academe. (CHED CMO. No. 5 s. 2018)

The college's location suggests that the only other institution offering the specified program is Masinloc, Zambales. If this program is implemented, students from Sta Cruz, Zambales, and nearby



communities will benefit significantly. Students will obtain an accessible, high-quality, and cheap criminology degree, satisfying a demand for this education.

Guided by the institution's vision to become an innovative institution of learning, extension, and research, and its mission to transform lives through holistic education, Christian formation, and service, the researcher proposed offering a Bachelor of Science in Criminology program.

For this reason, in support of the college's strategic goal, the researcher is motivated to conduct this study about offering a B.S. in Criminology program in a college: A Feasibility Study.

FRAMEWORK

According to Campbell et al. (2002), any company's most crucial tasks are strategic planning and management. The organization's long-term success or failure will ultimately depend on how well these actions are executed. As is well known, businesses are actively looking for ways to outperform their rivals in the marketplace. Most of these firms began analyzing their historical data to uncover insightful information they might use to serve their consumers better (Jalao, E.R.L., 2015). In practice, competitive strategy encompasses a wide range of strategic and tactical decision-making, from product pricing to investments in production and distribution facilities, contracting procedures with clients and input suppliers, and spending on R&D (Shapiro, C., 1989). Different business strategies are implemented to maintain business operations and secure growth. Innovation is one of the key elements in doing so. Factors that result from the confluence of internal and external influences may also impact innovation. For instance, businesses may receive information from other sources before using it to change their internal behaviors and features. From a strategic standpoint, we anticipate that businesses with divergent strategic philosophies will approach innovation based on these characteristics in various ways. (Blumentritt, T., & Danis, W. M., 2006)

It is becoming increasingly apparent that new product strategies play a significant role in determining long-term firm performance across most if not all, industries. The most crucial external aspects of product development strategies are related to market and technical change. Consequently, businesses need both marketing and technological strategies to effectively manage product development. They must, however, in particular: (1) make their technological and marketing strategies more apparent and (2) incorporate them into a broader new product strategy. As part of the growth strategy through product development, Columban College-Sta. Cruz, Inc. proposes a new program, Bachelor of Science in Criminology.

Concerning the guidelines and requirements for the Bachelor of Science in Criminology degree, the Commission on Higher Education (CHED) has released CMO No. 5, Series of 2018. The curriculum, admission requirements, and other crucial program elements are described in this document to guarantee high-quality instruction and compliance with industry demands. Criminal law, forensic science, criminal investigation, and similar topics are commonly included in the criminology curriculum under CMO No. 5. Graduates from the CHED program should be prepared with the information and abilities needed for a career in criminology, law enforcement, or other related professions.

A feasibility study assesses the feasibility of a proposed plan or project. A feasibility study examines a project's viability to ascertain its likelihood of success. The analysis aims to identify potential concerns and challenges that may arise during the project's pursuit.

A feasibility study is a tool that can provide a technical, economic, and financial rationale for the financial decision of an investment project. By its very nature, the concept of a feasibility study



involves making complex analyses and assessments at the level of a future investment objective in a specific time horizon, taking into account risk and uncertainty factors. (Booth, S. et al., 2016)

A feasibility study can help make the critical decision of whether to proceed with a wide range of business challenges. (Overton R., 2007)

An essential tool for firms to assess their position in the market, a strengths, weaknesses, opportunities, and threats (SWOT) analysis is frequently used to examine organizations' internal and external environments at times of indecision (Rozmi et al., 2018; Wu, 2020). The four elements list factors that are either internal or external. When referring to an organization's internal components, strengths help it achieve its objectives, while weaknesses hinder that achievement. Opportunities are external factors that support an organization in achieving its objectives, including favourable environmental factors and chances to fill gaps and start new initiatives. On the other hand, threats are features of the organization's external environment that act as actual or potential roadblocks to achieving its objectives. (Aldehayyat & Anchor, 2008; Fleisher & Bensoussan, 2003; Shrestha et al., 2004) The SWOT analysis has been applied in various contexts and industries, including education, business, and agriculture, demonstrating its applicability and accuracy. Researchers blended The SWOT paradigm with additional methodologies (Benzaghta, M. A, et al., 2021).

The organization's overall readiness is also considered when assessing the business strategy's viability. The resources, curriculum, human capital requirements, financial situation, level of technical preparation, and market demand for the proposed program are used to gauge its academic and managerial competencies. Utilizing financial ratios and analysis of financial statements is one method for determining a company's capacity to carry out its operations and provide information about its condition and financial performance in the past, present, and possibly future (Ningsih et al., S. P., 2019). Companies focus on generating income to operate and thrive in a dynamic and unstable environment. Even the effectiveness of managers depends on their capacity to recognize the factors that can boost profitability. One of the most crucial elements that determine managerial success, shareholder pleasure, investor interest, and the longevity of the business is profit. (Alarussi & Alhaderi, 2018). Profits are usually generated only when the business is operating efficiently. The effectiveness of management and operations is demonstrated if the company can succeed, obtain financing, and reward its investors. Return on investment (ROI) is essential for evaluating how well or poorly management performs (Astrella, J.A., 2017). Therefore, understanding how to calculate profitability is crucial. Since operating profit and net profit are the two most frequently used measurements, this study aims to determine what they are and how they relate to one another among all the measurements (Jayathilaka et al., 2020).

Columban College-Sta. Cruz, Inc. is very much ready for a new program offering with the support of the Board of Trustees and the school administration; moreover, stakeholders in the community welcomed the move of the institution to offer the B.S. Criminology program for it will provide an accessible criminology course because of its strategic location which will cater the students as far as Alaminos, Pangasinan to Candelaria, Zambales.

OBJECTIVES OF THE STUDY

This study has several goals, with the main one being to offer a thorough assessment of the viability and possible advantages of starting a Bachelor of Science in Criminology program at Columban College-Sta. Cruz, Inc. First and foremost, the study identifies and assesses the resources needed to run this program, including trained instructors, suitable space, necessary equipment, and a well-organized curriculum. This entails determining whether the organization already has these



resources or needs more funding. To ensure a stable and long-term student intake, the study also aims to assess the demand for a BS in Criminology program in the surrounding community by analyzing prospective student enrollment rates. Thirdly, the study will assess the program's possible effects on the College and the larger community. This includes assessing the program's financial viability, impact on the College's reputation, and potential job opportunities for graduates. Lastly, based on the findings, the study aims to develop a comprehensive action plan for executing the BS-Criminology program, offering strategic recommendations to direct Columban College-Sta. Cruz, Inc. has successfully established and run this new academic program.

METHODOLOGY

Research Design

Mixed methods research (MMR) has gained traction due to its capacity to provide richer and more nuanced insights than purely quantitative or qualitative approaches. As noted by Clark (2010), the blending of established quantitative and qualitative designs within a single study allows researchers to leverage the strengths of both methodologies, enhancing the validity and reliability of their findings. One significant advantage of mixed methods research is its capacity to provide comprehensive insights into complex educational phenomena. As stated by (Baskwill, 2017), blending qualitative and quantitative insights helps capture the multifaceted nature of educational practices, leading to well-informed policies and interventions.

The mixed method design type used in this study was the convergent design approach. Convergent designs comprise a study's quantitative and qualitative components, carried out separately. Integration most frequently happens during interpretation, when the conclusions or findings from the two separate strands are combined. Additionally, using mixed methods enhances the validity and reliability of research findings. The incorporation of multiple data sources strengthens the defensibility of the conclusions drawn from the study, reinforcing the claims made (Zaydan et al., 2021).

This study combined the survey method with a qualitative approach of using interviews, document analysis, SWOT analysis, and observations in triangulating the data. SWOT analysis is a unique tool for strategic planning (Hayati M. et al., 2023). SWOT is a simple and helpful framework for leveraging an organization and its strengths, improving weaknesses, reducing threats, and exploiting opportunities (Gurel & Tat, 2017). It entails verifying the consistency of the findings by comparing them with other data sources, including surveys, observations, and interviews. When a researcher employs multiple methods of qualitative data collection, such as observations, interviews, and documentation, this approach is known as multiple methods triangulation (Denzin, 2009; Merriam & Tisdell, 2016; Thurmond, 2001).

Merriam and Tisdell (2016) explain, 'What someone tells you in an interview can be checked against what you observe on-site or read about in documents.' Additionally, a researcher may combine quantitative and qualitative methodologies in a single study. (Denzin, 2009; Merriam and Tisdell, 2016; Thurmond, 2001).

A cluster sampling method is employed to select the respondents for the study. Profitability was analyzed using a net profit margin/ratio. After considering significant assumptions, the return on investment is computed by dividing net income by the proposed project's net educational revenue. Profitability is one of the most critical considerations in measuring a specific project's success, so the researcher thoroughly examined this significant financial information aspect. Moreover, an annual rate of return on investment was done to assess the percentage of return on the institution's investment.

Research Site



Sta. Cruz and Candelaria, Zambales municipalities are where the survey is conducted and extended to Region 1, Infanta, and Dasol, Pangasinan. Candelaria and Sta. Cruz is a coastal municipality in the province of Zambales. Their combined land area measures 772.05 square kilometres with a total population of 94,102, comprising 14.49% of Zambales' total population. (Source: www.philAtlas.com)

Infanta, Dasol, and Burgos are coastal municipalities in the province of Pangasinan. Their combined land area measures 552.21 square kilometres, and they have a combined population of 81,346, which comprises 2.57% of Pangasinan's total population. (Source: www.philAtlas.com).

Participants

All Grade 12 senior high school students enrolled during the 2023-2024 school year who were present during the survey were included. Secondary schools from Candelaria, Zambales, Dasol, and Pangasinan are the participants in the study. There are a total of 576 respondents—selected employees of Columban College-Sta. Cruz, Inc. was also interviewed to gain valuable input for the study. Professionals in criminology, parents, and people working in related fields were also interviewed.

Instrumentation

The primary method for acquiring data and information was the survey questionnaire. The questionnaire focuses on the respondents' profiles related to the study being conducted and the measure of the demand and interest of the respondents in the proposed program.

Part I concentrated on the designation profile of the respondents

Part II focused on the degree of interest of the respondents in entering collegiate schooling, including reasons for not taking degree courses in College and the choice of degree courses to be taken.

Part III focused on the willingness of the respondents to enrol in Columban College-Sta. For the BS-Criminology program, Cruz includes criteria for choosing a school and the tuition fee they are willing to pay.

The second instrument used was the checklist questionnaire, which was answered by the selected administrator and employees of Columban College-Sta. Cruz, Inc., which is modified and based on the Government Permit Recognition (GPR) Checklist for Initial Permit of Commission on Higher Education and the CHED memorandum order number 5 series of 2018 with the subject "Policies, standards and guidelines for the Bachelor of Science in Criminology (B.S. Criminology) program." The instrument consists of the following: (1) School Facility Requirements; (2) Human Asset Requirements; (3) Equipment and other instructional devices/aids; (4) Financial Resources; (4) Curriculum. This instrument was used to ascertain the resources needed to offer the B.S. Criminology program at Columban College-Sta. Cruz, Inc.

Strict validity and reliability guidelines are followed in this research project to guarantee the reliability and validity of the results.

A pilot test was conducted to ensure the instrument's accuracy in measuring the desired variable, involving selected Grade-11 students who answered the research instrument. The pilot testing findings were utilized to enhance and improve the instrument. Following the pilot testing, the researcher felt secure in the validity and dependability of the study tool and thought it generated accurate and trustworthy data.

In this study, ethical guidelines were followed. The study was conducted with approved consent, and the required approvals were obtained.



No harm was done to the research participants. The dignity of research participants was valued and honoured in this investigation. Before the dissemination of the survey questionnaire, the consent of school heads was sought. Participants in the research were given the assurance of confidentiality. Any use of another author's work throughout the manuscript has been acknowledged. The highest level of objectivity was maintained throughout the study, particularly in discussions and analyses related to the Data Privacy Law.

Data Collection

The researcher requested permission from the school heads to administer the instrument to the student respondents through a formal letter after carefully reviewing it and determining that it was appropriate for the study. The investigation's aims and purposes were explicitly stated to them during the face-to-face survey. The respondent's willingness to participate in the study was taken into consideration.

The researcher asked for permission from the administrator and selected employees of Columban College-Sta. Cruz, Inc. was tasked with administering the checklist questionnaire and requesting relevant documents for analysis. Other stakeholders' consent (parents, professionals in criminal justice education, and agencies and businesses needing jobs related to criminal justice education) was also secured before the interview was conducted.

The researcher adhered to all ethical guidelines, including respondent privacy and confidentiality.

The data collection started from July to October 2023. The researcher immediately retrieved the instrument after the respondents completed the survey questionnaire. The results were tallied and tabulated to process the gathered data.

RESULTS AND DISCUSSION

1. Availability of resources in the College

From the checklist interview questionnaire answered by the administrator and selected employees of Columban College-Sta. Cruz, Inc., indicates that 60% of the support facilities can be provided for the proposed program, B.S.- Criminology. Three out of 13 listed instructional facilities were already in place. It was also noted in the 'actions to be taken' column the administrator answered, "to be included in the new building to be constructed while the school will provide others through crafting a Memorandum of Agreement with the nearest police camp referring to listed instructional facilities on the checklist.

The College already has and is currently offering several student services, including a library, an admissions and registration office, a school clinic, an office for the National Service Training Program (NSTP), guidance, research, a community extension service office, a finance office, and an office for student affairs.

For the Human Asset requirements: (1) Academic-Teaching personnel for general education needs was already secured through the faculty of other courses already teaching general education subjects such as purposive communication, science, technology, and society, understanding self and life and works of Rizal. (2) Faculty requirement for professional education: The school will hire two (2) full-time professional education teachers, and their commitment letter has already been submitted and duly notarized. One will assume the position of program chairperson for the BS-Criminology program. (3) the academic non-teaching personnel already have a licensed librarian and a licensed



guidance counsellor on staff. Other administrative staff members include registrars, cashiers, bookkeepers, coordinators for NSTP, research, and student affairs. (4) Nonacademic staff members, such as maintenance and security professionals, are already employed. (5) Regarding administration, the program chairperson will be allocated to the full-time faculty member who has been hired and meets the qualifications for the role. The present dean of the College College will serve as the concurrent dean of the criminal justice education program.

The library's general education and professional books are the only available resources among the 11 equipment and other instructional devices/aids listed on the checklist.

The school's current operations will provide the necessary financial resources for pre-operational activities. At the same time, loans from Columban College, Inc. and the Diocese of Iba Educational Foundation will reportedly be used to construct the new building.

A sample course syllabus, course descriptions, and checklist had already been prepared for submission with the initial permit application.

2. Market Feasibility

Three institutions have been identified as being close to the area, based on the availability of colleges offering the BS-Criminology course in the region. The first is Northern Zambales College, Inc. in Masinloc, Zambales, with a branch in Iba, Zambales; the second is Lyceum of Western Luzon in Botolan, Zambales. This means that the school can serve the Candelaria market and the larger Region 1 geographic market, as the nearest college offering the Criminology program is located in Dagupan City, which is more distant than Sta. Cruz, Zambales.

Regarding the market, the BS-Criminology program got the highest value as the preferred course in College College, with 15.04%, compared to other courses. The survey also indicates that 48.23% of the respondents are interested in enrolling in Columban College-Sta. Cruz., Inc. According to these percentages, the new program being offered can meet the demand. It was also noted that 15.04% of the respondents selected the Bachelor of Science in Criminology program as their first choice for a degree program in the College. It also revealed that financial/scholarship grants are the number one consideration of the respondents when choosing a school to enrol in, with a frequency of 369 or 32.74%. The tuition fee is next with a frequency of 320 or 28.39%. Sta's distance between the school, reputation, and peer influence followed this. Cruz, Zambales, and various government and non-government institutions offer financial assistance to students, which helps alleviate their families' financial burden for education. It shows that most respondents can afford to pay P10,000-15,000 per semester, with a frequency of 386 or 67.01% of the total respondents. At the same time, only a few respondents can afford to pay 25,000 or more, comprising only 27 or 4.69% of the total respondents. The survey also revealed that out of 576 total respondents, 282 will take B.S.- Criminology. Of the 282, 136 (48.23%) will enroll if Columban College Sta Cruz offers the said college programs, while 110 (39.1%) will most probably enroll in other schools. A few of them, which comprise 36 or 12.77% of the total respondents, are undecided.

On the financial analysis, overall profitability in the first year of operation was 18.13%; in the second year, it was 11.64%, which reflected a slight decrease. The profitability ratios are 39.58%, 50.56%, and 50.68% for the third to fifth year of business. This data shows that the projected project has performed profitably. The project's profitability has increased

CONCLUSION



A new academic program, such as a Bachelor of Science in Criminology, must consider several factors to ensure successful implementation and meet the needs of both the community and the educational institution.

The assessment of the program's critical resources for the planned BS in Criminology reveals a mix of Columban College's strengths and potential drawbacks. Although the facilities, faculty, and staff numbers are encouraging, there are clear areas for improvement in the curriculum and equipment. The study provides valuable insights into the local community's demand for a BS-Criminology program. Through a comprehensive survey backed up by qualitative results, the potential student enrollment rates have been gauged, projecting 80 student enrollees each year, indicating a promising interest in the program. Adding a BS in Criminology program will significantly impact the community and the College. The report emphasizes how crucial it is to consider the College's reputation, job prospects for graduates, and financial profitability. The result of this research acts as a guide for creating an action plan. Clear guidelines for strategic planning are provided by recommendations resulting from evaluations of available resources, demand analysis, and potential effect factors. The recommended action plan included a focused approach to filling resource shortages, streamlining enrollment tactics, and proactively monitoring the program's effects on the College's finances, standing, and job prospects.

In conclusion, the findings of this study offer a comprehensive understanding of the complexities surrounding the initiation of a BS-Criminology program at Columban College-Sta. Cruz, Inc. By addressing resource gaps, aligning with community demand, and strategically planning for the program's impact, the College can position itself for a successful and impactful venture into criminology education. The action plan derived from these conclusions will be instrumental in guiding the College toward a well-executed and sustainable program.

TRANSLATIONAL RESEARCH

Translational research for Columban College-Sta. Cruz, Inc.'s feasibility study on a Bachelor of Science in Criminology program aims to bridge the gap between theoretical research and practical application. This study aims to translate feasibility evaluations into workable plans for starting and maintaining the criminology program. First, the study lists the essential resources, including trained teachers, appropriate buildings, required equipment, and a well-rounded curriculum. Based on these findings, a thorough resource development and allocation plan will be created, guaranteeing that the institution can successfully meet these criteria. To measure demand and adjust recruitment efforts accordingly, community engagement is essential. It entails surveys and interviews with potential students, parents, local law enforcement, and other stakeholders.

To ensure sustainability, economic analysis will predict the program's financial feasibility by evaluating costs, funding opportunities, and prospective revenue. The social impact evaluation will also emphasise boosting the College's standing, increasing graduate employability, and promoting community safety. A comprehensive action plan will delineate the implementation procedures, schedules, and accountabilities. It will be reinforced by collaborations with criminal justice associations to furnish possibilities for hands-on training. Mechanisms for ongoing assessment will be established to gather input and implement data-driven changes, ensuring the program's quality and relevance. This translational research ensures that the theoretical feasibility study is translated into an effective academic program.

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