



Developing a Sector-based Meta-Major *Building & Energy Systems Professional*

Background

College of the Desert has developed a "Building & Energy Systems Professional" (BESP) meta-major that currently creates career pathways for 16 occupations in the Energy, Construction, and Utilities Sector (ECU). A unique aspect of this meta-major is that the certificate or degree in each occupation is linked to an industry-recognized credential.

Funding is available through the CCCCC Industry Sector Projects in Common (ISPIC) initiative to scale this meta-major to other colleges around the state.

The Inland Empire/Desert Region allocated \$1.4M in Strong Workforce funds to implement BESP at six colleges in 2018-19. The ECU Regional Director has retained a consultant to work with these colleges in adopting BESP. A statewide consultant – to be selected - will leverage planning and best practices from the Inland Empire/Desert regional consultant.

This expansion for 2018-19 is planned for three colleges outside Inland Empire /Desert. Initial interest is at Ventura, Sequoias, and Cabrillo colleges. Interest exists at other colleges, which will be considered in selecting locations for BESP meta-major planning.

Outline of the Plan

ECU proposes to engage qualified consultants that assist faculty and administrators in adapting ECU TOP Code programs for a BESP meta-major at a minimum of three colleges. Ideally, these colleges will be in the process of adopting a Guided Pathways framework within which BESP can reside. Coordination with Guided Pathways can occur on the timetable set by participating colleges. Duration of the consulting assignment is August 2018 through July 2019. Follow-on consulting with the colleges is expected to be based on traction achieved during this time frame.

The model is BESP, as currently configured at College of the Desert. Implementation at College of the Desert and expansion to other Inland Empire/Desert colleges will inform the statewide scaling effort. Statewide scaling consultants will work closely with those who are managing the Inland Empire/Desert expansion effort. It is expected that significant regional and statewide synergies will be achieved through this relationship.

Successful implementation relies on applying the BESP framework to programs of study currently being offered by the colleges, not on attempting to adapt a college's meta-major to the full complement offered by College of the Desert. Planning can include potential future programs of study that can logically be added to the college's ECU meta-major.

Selection of consultants will be decided by participating colleges. Initial funding and overall leadership is provided by the ECU Statewide Director. Activities with the colleges will be supported by the ECU Sector Regional Directors, including introductions to

administrators and faculty, convenings, linkages to employers, and overall engagement of consultants with the colleges. The Regional Directors will identify a faculty champion at each participating college to act as the single point of contact and primary facilitator within the college.

This plan funds in-depth engagement at three colleges. While the starting point is the three above-referenced colleges, it is expected that the Regional Directors will consider multiple colleges before prioritizing funding support for the top three.

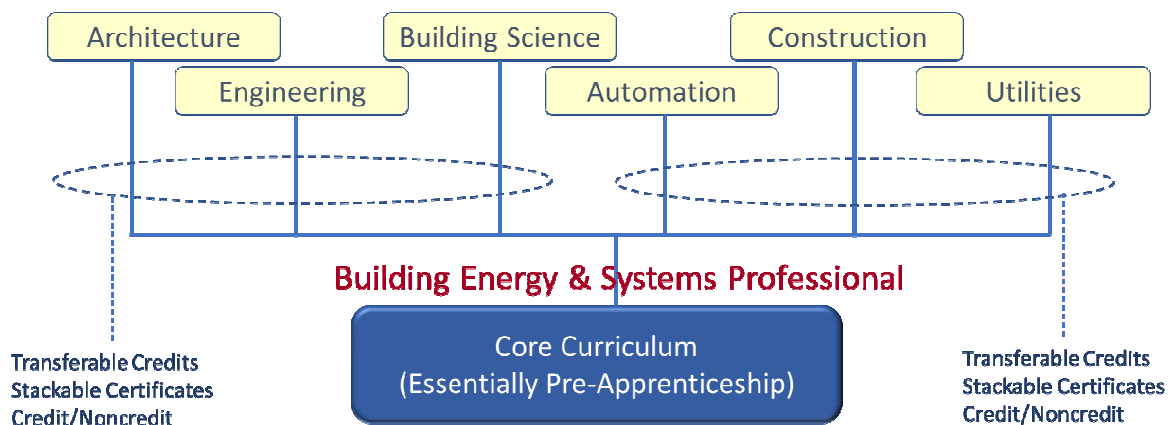
Faculty implementation of meta-majors will be funded by Strong Workforce or other appropriate sources.

The BESP Meta-Major Model

BESP is a meta-major framework, not a prescriptive set of courses and programs that make up the meta-major. Each participating college determines its own approach to BESP, with an appropriate set of the following objectives:

- All ECU awards combined under one meta-major
- All awards organized as stackable certificates
- Stackable certificates aligned with industry-recognized credentials
- Student completion enhanced through robust credit transfer across programs
- Full-time faculty resources optimized via cross-discipline design
- Industry recognition of common program names and occupational specialties
- Combination of credit and noncredit enables lifelong learning opportunities
- Transfer to UC/CSU included in design

A key element is availability of core courses that are common to most if not all certificate programs. This core sets a strong foundation for multiple occupations and may be designed as an initial “employment ready” certificate that qualifies students for an entry-level ECU Sector job. Students pursuing higher-level certificates can transfer credits between programs within the meta-major to reflect changes over time in their employment goals.



BESP also offers significant branding opportunities to simplify employers' hiring decisions. Internal college degree and certificates follow naming conventions recognized by employers as aligned with industry certifications directly aligned with occupational requirements.

Aggregating multiple certificate programs under the BESP meta-major creates faculty collaboration within a common structure, expanding capacity to evolve programs across a broad occupational landscape.

Lifelong learning is simplified in the BESP meta-major. Incumbent workers can return for new skills and knowledge, earning stackable credentials that include credit for prior course completion.

Alignment with the C-ID framework becomes easier as colleges adopt BESP. Over time, BESP programs could offer greater transferability to the CSU and UC systems through C-ID.

Reference Material

BESP (College of the Desert):

http://www.collegeofthedesert.edu/community/ewd/Documents/BESP%20A%20S%20%20Degree_POR_040717_jmc.pdf

Meta-Majors (Jobs for the Future): <http://www.iff.org/publications/meta-majors-essential-first-step-path-college-completion>

Meta-Majors (Career Ladders Project): <http://www.careerladdersproject.org/guided-pathways-resources/>

Meta-Major Examples (Career Pathways): <http://www.careerladdersproject.org/wp-content/uploads/2017/04/Meta-Major-Examples-4.27.pdf>

Meta-Major Pathway Mapper (Bakersfield College): <https://programmap.bakersfieldcollege.edu/academics>

Guided Pathways Overview (CCCCO): <http://cccgp.cccco.edu/>

Guided Pathways Electronic Toolkit (CCCCO): <http://cccgp.cccco.edu/Guided-Pathways-Electronic-Toolkit>