Sonya Christian
President
Bakersfield College

@sonya.christian@bakersfieldcollege.edu
bcpresidentblog.com
sonya.christian.96
@sonyachristian
Guided Pathways

Four Pillars of Pathways

CLARITY

INTAKE

SUPPORT

LEARNING
Accelerating College Entry
Tennessee Dev Ed Co-Requisite Pilot: College Math Pass Rate by ACT

Source: TN BOR

Redesigning America's Community Colleges

Thomas R. Bailey
Shanna Smith Jagsaars
Davis Jenkins

A CLEAR PATH TO STUDENT SUCCESS
<table>
<thead>
<tr>
<th>Cafeteria Model</th>
<th>Guided Pathways Model</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Academic Program Structure:</strong></td>
<td><strong>Academic Program Structure:</strong></td>
</tr>
<tr>
<td>• Unclear pathway with unlimited options</td>
<td>• Clear program pathway easily identifiable by students</td>
</tr>
<tr>
<td>• Unpredictable scheduling</td>
<td>• Program mapped to outcomes</td>
</tr>
<tr>
<td>• Curriculum not always intentionally or comprehensively aligned</td>
<td>• Alignment between departments and disciplines</td>
</tr>
<tr>
<td>• Predictable scheduling and availability</td>
<td>• Predictable scheduling and availability</td>
</tr>
<tr>
<td><strong>New Student Intake:</strong></td>
<td><strong>New Student Intake:</strong></td>
</tr>
<tr>
<td>• Often optional</td>
<td>• Required academic plans (comprehensive &amp; brief)</td>
</tr>
<tr>
<td>• Emphasis on self-exploration</td>
<td>• Multi-tool meta-majors</td>
</tr>
<tr>
<td>• Assessment testing for placement</td>
<td>• Diagnostic assessment and multiple measures placement</td>
</tr>
<tr>
<td>• Optional guidance/intrusive suggestions</td>
<td>• Basic skills, contextualized real-world applications</td>
</tr>
<tr>
<td><strong>Instruction-Student Learning:</strong></td>
<td><strong>Instruction-Student Learning:</strong></td>
</tr>
<tr>
<td>• Learning outcomes focus on courses</td>
<td>• Faculty collaborate to define/assess learning outcomes for programs</td>
</tr>
<tr>
<td>• Instructors independent contractors</td>
<td>• Faculty trained and supported, metacognition explicit instructional goal</td>
</tr>
<tr>
<td>• Student metacognitive skills outside of discipline scope</td>
<td></td>
</tr>
<tr>
<td><strong>Progress - Keeping Students on Track:</strong></td>
<td><strong>Progress - Keeping Students on Track:</strong></td>
</tr>
<tr>
<td>• Not coordinated for most students</td>
<td>• Students closely monitored for progress</td>
</tr>
<tr>
<td>• Little intrusive support</td>
<td>• Early warning systems in place coupled with timely interventions</td>
</tr>
<tr>
<td>• Academic departments disconnected from counseling and student tracking</td>
<td>• Advisors and program faculty work closely</td>
</tr>
</tbody>
</table>
1. Clarify Pathways (Mapping Pathways to Student End Goals)
2. Get Students on Pathways (Intake)
3. Keeping Students on Pathways (Intrusive Advising and Support)
4. Learning with Intentional Outcomes

GUIDED PATHWAYS ESSENTIAL PRACTICES: SCALE OF ADOPTION SELF-ASSESSMENT
Redesigning America's Community Colleges: A Clearer Path to Student Success, by Thomas Bailey, Shanna Smith Jaggars, and Davis Jenkins (Harvard University Press, 2015)
Guided Pathways

Guided

- Matriculation Steps
- Orientation
- Assessment Student Ed Plan
- Counseling & Registration
- Mentoring
- Advising

Pathways

- Curricular alignment
- K-16
- Industry partners
- Effective and Efficient Curriculum
- Transfer
Clarifying Pathways

• **AACC concept** –
  Advising clarity for students

• **Calif Pathway Concept** –
  Using California Content ATDs, CCPT, Strong Workforce – California Tech Education

• **BC Renegade Road map** –
  Use Areas of study meta-majors picture, Blowing up the catalog, visiting all 49 high schools, counselors on our campus 111 will be here the day you are speaking; Also Hispanic and African American lunches/breakfast bring community to us & we go to the community
Guided Pathways: Planning, Implementation, Evaluation

Creating guided pathways requires managing and sustaining large-scale transformational change. The work begins with thorough planning, continues through consistent implementation, and depends on ongoing evaluation. Colleges should assess their readiness for intensive, broad-based change before beginning this work.

**PLANNING**

**ESSENTIAL CONDITIONS**
Large-scale transformational change requires strong leadership, a commitment to using data, and other key conditions. Make sure these conditions are in place – prepared, mobilized, and adequately resourced – to support the college’s pathways effort.

**PLANNING/PREPARATION**
Understand where you are and prepare for change.

**SUSTAINABILITY**
Commit to pathways for the long term and make sure they are implemented for all students.

**IMPLEMENTATION**

**CLARIFY THE PATHS**
Map all programs to transfer and career. Include features that clarify paths, such as detailed outcomes, course sequences, and progress milestones.

**HELP STUDENTS GET ON A PATH**
Require supports that help students get the best start, including first-year experiences and integrated academic support.

**HELP STUDENTS STAY ON THEIR PATH**
Keep students on track with supports such as intrusive advising and systems for tracking progress.

**ENSURE STUDENTS ARE LEARNING**
Use practices that assess and enrich student learning, including program-specific learning outcomes and applied learning experiences.

**EARLY OUTCOMES**
Measure key performance indicators.

**EVALUATION**

Revisit conditions, sustainability, and implementation. Continuously improve pathways by building on elements that work and adjusting or discarding elements that are not serving all students well.

The Pathways Project is led by the American Association of Community Colleges in partnership with Achieving the Dream (ATD), The Aspen Institute, Center for Community College Student Engagement (CCCSE), Community College Research Center (CCRC), Jobs for the Future (JFF), The National Center for Inquiry and Improvement (NCII), and Public Agenda. It is funded with support from the Bill & Melinda Gates Foundation.
California Pathways designed implement but intentionally incorporating, accommodating and leveraging California’s Particular Ecosystem of Ed Code and legislated requirements in the largest higher ed system in the world.

1. Transfer Degrees and C-ID
2. IGETC and CSU Breadth
3. High School CTE pathways
4. Strong Workforce
Clarifying California Pathways

Transfer Pathways:
Your roadmap to UC’s most popular majors

Are you a California community college student interested in transferring to UC? Do you know which major you want to study but haven’t decided which UC campuses to apply to?

Now there’s a simple way to keep your options open as you plan coursework for your major. Follow one of our new Transfer Pathways, a single set of courses you can take to prepare for your major at any of our nine undergraduate campuses.

The Transfer Pathways cover 21 of our most popular majors:

- Anthropology
- Biochemistry
- Biology
- Business Administration
- Cell Biology
- Chemistry
- Communication
- Computer Science
- Economics
- Electrical Engineering
- English
- Film and Media Studies
- History
- Mathematics
- Mechanical Engineering
- Molecular Biology
- Philosophy
- Physics
- Political Science
- Psychology
- Sociology

Although following a pathway doesn’t guarantee admission to UC, it gives you a clear roadmap to get ready for your major and be well-positioned to graduate on time from UC.

Don’t see your major? You can check out our website where you can find out more about how to prepare for UC.

Visit ucal.us/transferpathways to learn more.
Clarifying California Pathways

California’s Career Technical Education:
Preparing Students for the 21st Century and Beyond

INDUSTRY SECTORS

- Agriculture and Natural Resources
  - Agricultural Business
  - Agricultural Mechanics
  - Agroscience
  - Animal Science
  - Forestry and Natural Resources
  - Ornamental Horticulture
  - Plant and Soil Science

- Business and Finance
  - Business Management
  - Financial Services
  - International Business

- Building and Construction Trades
  - Cabinetry, Millwork, and Woodworking
  - Engineering and Heavy Construction
  - Mechanical Systems Installation and Repair
  - Residential and Commercial Construction

- Communications Technologies
  - Information Support and Services
  - Networking
  - Software and Systems Development
  - Games and Simulation

- Fashion and Interior Design
  - Fashion Design and Merchandising
  - Interior Design
  - Personal Services

- Education, Child Development, and Family Services
  - Child Development
  - Consumer Services
  - Education
  - Family and Human Services

- Engineering and Architecture
  - Architectural Design
  - Engineering Technology
  - Engineering Design
  - Environmental Engineering

- Energy, Environment, and Utilities
  - Environmental Resources
  - Energy and Power Technology
  - Telecommunications

- Health Science and Medical Technology
  - Biotechnology
  - Patient Care
  - Health Care Administrative Services
  - Health Care Operational Support Services
  - Public and Community Health
  - Mental and Behavioral Health

- Hospitality, Tourism, and Recreation
  - Food Science, Dietetics, and Nutrition
  - Food Service and Hospitality
  - Hospitality, Tourism, and Recreation

- Information and Communication Technologies
  - Information Support and Services
  - Networking
  - Software and Systems Development
  - Games and Simulation

- Manufacturing and Product Development
  - Graphic Production Technologies
  - Machining and Forming Technologies
  - Welding and Materials Joining
  - Product Innovation and Design

- Marketing, Sales, and Services
  - Marketing
  - Professional Sales
  - Entrepreneurship/Small Enterprise

- Transportation
  - Operations
  - Structural Repair and Refinishing
  - Systems Diagnostics, Service, and Repair

- Arts, Media, and Entertainment
  - Design, Visual, and Media Arts
  - Performing Arts
  - Production and Managerial Arts
  - Game Design and Integration

- Public Services
  - Public Safety
  - Emergency Response
  - Legal Services

Learning that works for California
CAREERS

It's all about the career, right? A college degree is a great way to get a foot in the door or improve your chances of getting a promotion or a new job. Find that dream job through one of these job search websites:

Career Pathways and Information: Not sure what to major in, or how your major affects your future? These sites will help you learn more about career opportunities that can stem from your passions and interests.
- WhoDoYouWant2B.com: http://www.whodoyouwant2b.com/
- California Career Cafe: http://www.cacareercare.com/
- California Career Briefs: http://cacareerbriefs.com/

Internships and Career Opportunities for Students: Work experience will help you get a foot in the door. Use the resources below to identify internship and entry level career opportunities in your area of interest.
- http://www.foundationccc.org/WhatWeDo/StudentJobs/tabid/358/default.aspx
- http://www.facacc.edu/project_match/
- http://www.cacareerzone.org
- http://www.careeronestop.org

Jobs and Job Search: Ready for the working world? Check out these sites to find real, paying jobs for people with your educational background and experience.
- http://www.caljobs.ca.gov/
- www.usajobs.gov/StudentsandGrads
Clarifying College-Specific Pathways

BC Renegade Road Map
Getting On The Path (Intake)

AACC Concept –
Strong Advising, Corequisites, Non-cognitive assessment, Correct placement

Calif Pathway Concept –
Clarifying math, Contextualization, Acceleration (CAP), Common Assessment (CAI), Multiple measures, Data for Decisions (Cal PASS Plus)

BC Renegade Road map –
Dual Enrollment, Early SEP, Summer Bridge, Multiple Measures
# California Intake

## CAI & MM

High school variables that predict success in college-level courses:

- **English**
  - **Cumulative HS GPA**
  - Grade in last HS English
    - C+ or better in AP English class
  - Score on English CST
  - Non-remedial status in HS English

<table>
<thead>
<tr>
<th>English Level</th>
<th>Rule</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transfer</td>
<td>HS 12 GPA &gt;= 2.6</td>
</tr>
<tr>
<td>One level below Transfer</td>
<td>HS 12 GPA &gt;= 2.2 AND HS 12 English course GP &gt;= 1.8</td>
</tr>
</tbody>
</table>

- **Math**
  - **Cumulative HS GPA**
  - Enrollment and grades in Geometry, Algebra II, Trigonometry, Pre-calculus, Statistics, Calculus
  - Taking a more challenging CST
  - Score on math CST
  - Delay*

<table>
<thead>
<tr>
<th>Math Level</th>
<th>Rule</th>
</tr>
</thead>
<tbody>
<tr>
<td>College</td>
<td>HS GPA &gt;=3.2 OR HS GPA &gt;=2.9 AND Pre-Calculus C or better</td>
</tr>
<tr>
<td>Algebra</td>
<td></td>
</tr>
<tr>
<td>Intermediate Algebra</td>
<td>HS 12 GPA &gt;=2.9 OR HS 12 GPA &gt;=2.5 AND Algebra II CST &gt;= 302</td>
</tr>
</tbody>
</table>
BC Intake Redesign

• Become a Renegade in a Day
• Created at least 3 visits to every high school (49 high schools)
  • Orientation
  • Assessment
  • Counseling
  • Registration for only 14 High Schools
• Redesigned online following this data
BC Intake Outcomes

Course Success Rates

<table>
<thead>
<tr>
<th>Category</th>
<th>Success Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>69%</td>
</tr>
<tr>
<td>Online Orientation</td>
<td>68%</td>
</tr>
<tr>
<td>In-Person Orientation</td>
<td>71%</td>
</tr>
<tr>
<td>Summer Bridge Orientation</td>
<td>73%</td>
</tr>
</tbody>
</table>

Four Pillars of Pathways

CLARITY  INAKE  SUPPORT  LEARNING
Intrusive Matriculation Delivery
Partners: KHSD, BC, Community Organizations

High School Matriculation Scale-up 2014 thru 2016

- Application Workshops: 0 (Fall 2014), 15 (Fall 2015), 34 (Fall 2016)
- Orientation Workshops: 0 (Fall 2014), 25 (Fall 2015), 44 (Fall 2016)
- Assessment Workshops: 10 (Fall 2014), 31 (Fall 2015), 59 (Fall 2016)
- Counseling Workshops (ASEP): 14 (Fall 2015), 93 (Fall 2016)
- Registration Workshops: 0 (Fall 2014), 31 (Fall 2015), 13 (Fall 2016)
Keeping on the Path

• **AACC Concept –**
  Early alert, Advising, Completion Coaches, SI, Co-curricular

• **Calif Pathway Concept –**
  Starfish, EPI – Educational Portal, OEI, Online Tutoring

• **BC Renegade Road map –**
  Cohorts, Acceleration, Completion Coaches, Writing center, tutoring, Bahr report & WestEd data
982 students began in ENGL B60
300 (31%) attempted College Composition (mean of 4.5 semesters including term of first English)
244 (25%) completed College Composition (mean of 4.6 semesters including term of first English)

693 students began in ENGL B53
307 (44%) attempted College Composition (mean of 2.8 semesters including term of first English)
233 (34%) completed College Composition (mean of 2.9 semesters including term of first English)
BC Keeping on the Path

Figure 3. Course Success
Support Services
Increase Success

Course Success Rates for Support Services

<table>
<thead>
<tr>
<th></th>
<th>Overall</th>
<th>Student Success Lab</th>
<th>Supplemental Instructions</th>
<th>Tutoring</th>
<th>Writing Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>Success Rate</td>
<td>67%</td>
<td>82%</td>
<td>75%</td>
<td>73%</td>
<td>80%</td>
</tr>
</tbody>
</table>
Making Sure Learning Happens

AACC Concept –

Calif Pathway Concept –
Transfer, Employment, Student Success, Assessment

BC Renegade Road map –
Assessment, Outcomes (Metrics) Student Success, Signposts – remedial completions, degrees certificates
Making Sure Learning Happens

Remedial Math Completion by 2 year cohorts

<table>
<thead>
<tr>
<th>Year</th>
<th>African American</th>
<th>Hispanic/Latino</th>
<th>White</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011-12</td>
<td>9.30%</td>
<td>20.40%</td>
<td>22.90%</td>
<td>20.10%</td>
</tr>
<tr>
<td>2012-13</td>
<td>7.10%</td>
<td>19.90%</td>
<td>25.30%</td>
<td>20.50%</td>
</tr>
<tr>
<td>2013-14</td>
<td>7.50%</td>
<td>24.20%</td>
<td>22.70%</td>
<td>23%</td>
</tr>
<tr>
<td>2014-15</td>
<td>19.40%</td>
<td>23.30%</td>
<td>25.20%</td>
<td>24.15%</td>
</tr>
</tbody>
</table>
Making Sure Learning Happens

Comparison of Remedial English Success for 2-year cohorts disaggregated by Ethnicity

<table>
<thead>
<tr>
<th>Success after 2 years</th>
<th>Total students in each cohort</th>
<th>African-American</th>
<th>Hispanic</th>
<th>White Non-Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012-14 (N=1210)</td>
<td>40.2%</td>
<td>23.2%</td>
<td>37.7%</td>
<td>52.3%</td>
</tr>
<tr>
<td>2013-15 (n=1307)</td>
<td>46.5%</td>
<td>40.9%</td>
<td>45.5%</td>
<td>53.3%</td>
</tr>
<tr>
<td>2014-2016 (N=1230)</td>
<td>51.1%</td>
<td>47.6%</td>
<td>49.6%</td>
<td>58.9%</td>
</tr>
</tbody>
</table>
AACC Guided Pathways Process
AACC Guided Pathways Process

- 30 schools selected
- 6 institutes - titles with teams working most of the time on planning
- Get out of it what we put into it
California Pathways Concept
California Pathways Concept

• Model similar to AACC but with California specifics – incorporating Ed Code and Calif Initiatives

• Planning meetings June 29, 2016 and another Oct 11, 2016

• Applied for Funding through College Futures (will hear Dec 8

• IEPI workshops Dec 8/9 Sacramento; Jan 24/25 Orange county – Davis Jenkins keynote

• Concept is application and working institutes
OUR WORK

The Career Ladders Project works in partnership with California Community Colleges state-wide to provide educational and career advancement opportunities for Californians. We foster these opportunities through research, policy initiatives and strategic assistance to colleges and their workforce development partners.
CAREERS

It's all about the career, right? A college degree is a great way to get a foot in the door or improve your chances of getting a promotion or a new job. Find that dream job through one of these job search websites:

Career Pathways and Information: Not sure what to major in, or how your major affects your future? These sites will help you learn more about career opportunities that can stem from your passions and interests.

- WhoDoUWant2B.com: http://www.whodouwant2b.com/
- California Career Café: http://www.cacareercafe.com/
- California Career Briefs: http://cacareerbriefs.com/

Internships and Career Opportunities for Students: Work experience will help you get a foot in the door. Use the resources below to identify internship and entry level career opportunities in your area of interest.

- http://www.laccd.edu/project_match/
- http://www.cacareerzone.org/
- http://www.careeronestop.org

Jobs and Job Search: Ready for the working world? Check out these sites to find real, paying jobs for people with your educational background and experience.

- http://www.caljobs.ca.gov/
- www.usajobs.gov/StudentsandGrads
College Specific Pathways

BC Renegade Road Map
<table>
<thead>
<tr>
<th>META MAJOR</th>
<th>MAJORS OF STUDY</th>
<th>HIGHEST RANKED JOBS IN KERN COUNTY/MEDIAN HOURLY WAGES</th>
</tr>
</thead>
</table>
| Business & Communication | Lynn Krausse/ Leah Carter/Suzanne Durst/Marisa Marquez/Cindy Collier | • Accounting (AA)  
• Business Administration (AS-T)  
• Office Assistant (CA)  
• Bookkeeping (CA)  
• Retail Management (CA)  
• Economics (AA-T)  
• Culinary Arts (AS,CA)  
• Dietetic Services Supervisor Program (CA)  
• Food service Management Option (AS)  
• Communication (AA-T)  
• Ag Business (AA, AS, CA) (AS-T pending)  
• Animal Science (AA,AS, CA) (AS-T pending)  
• Environmental Horticulture (AA,AS, CA)  
• Forestry (AA,AS, CA)  
• Plant Science-Crops emphasis (AA,AS)  
• Plant Science –Horticulture Emphasis (AA,AS)  
• Plant Science (CA)  
• Agriculture Plant Sciences (AS-T pending)  
• Registered Nursing (AS)  
• Vocational Nursing (CA)  
• Paramedic (AS,CA)  
• Public Health Sciences (AS-T pending)  
• Radiology Technology (AS)  
• Kinesiology (AA-T)  
• Health Information Technology (new program)  
• Math (AA-T)  
• Biology – General Biology (AS) (AS-T pending)  
• Biology – Human Biology (AS)  
• Chemistry (AS)  
• Physics (AS-T)  
• Geology (AS-T)  
• Computer Science (AS-T)  
• Engineering (AS)  
• Business Operation Specialist $35.13/hr.  
• Accountants/Auditors $29.33/hr.  
• Human Resource Specialist$26.83/hr.  
• Purchasing Agents $35.44/hr.  
• Financial Specialist $32.58/hr.  
• Restaurant Cooks $11.66/hr.  
| Agriculture | Bill Barnes/ Gregg Cluff/ Grace Comiso/Corny Rodriguez | • Agriculture Equipment Operators $13.34/hr.  
• Agriculture Inspectors $21.15/hr.  
• Forest/Conservation Workers $9.87/hr.  
• Agriculture Workers, All Others $16.10/hr.  
• First line Forestry Workers $20.98/hr.  
| Health Sciences | Jennifer Johnson/ Sarah Baron/Dinorah Castro/Cindy Collier | • Registered Nurses $38.87/hr.  
• Licensed Vocational Nurses $23.66/hr.  
• Nurse Assistant $11.40/hr.  
• Physical Therapist Assistant $32.33/hr.  
• Radiology Technologists $31.17/hr.  
| STEM | Kenward Vaughn/ Regina Hukill/ Jason Dixon/Fabioloa Johnson/ Liz Rozell/Stephen Waller/ | • Statisticians’ $41.36/hr.  
• Database Administrator $37.24/hr.  
• Mathematicians’ $41.99/hr.  
• Environmental Scientist/Specialist $42.99/hr.  
• Geological & Petroleum Technicians $29.06/hr.  
• Industrial Engineers $53.70/hr.  
• Electrical Engineers $42.02/hr. |
<table>
<thead>
<tr>
<th>MAJORS OF STUDY</th>
<th>HIGHEST RANKED JOBS IN KERN COUNTY/MEDIAN HOURLY WAGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fire Technology (AA)</td>
<td>Corrections Officers $37.24/hr.</td>
</tr>
<tr>
<td>Wildland Fire Technology (AS)</td>
<td>Police/Sheriff Officers $33.84/hr.</td>
</tr>
<tr>
<td>Chief Fire Officer (CA)</td>
<td>Firefighter’s $30.20/hr.</td>
</tr>
<tr>
<td>Fire officer (CA)</td>
<td>EMT/Paramedics $17.96/hr.</td>
</tr>
<tr>
<td>Criminal Justice (AA)</td>
<td>Security Guards $11.24/hr.</td>
</tr>
<tr>
<td>Correctional Administration (Westec)</td>
<td></td>
</tr>
<tr>
<td>Administration of Justice (AA-T)</td>
<td></td>
</tr>
<tr>
<td>Industrial Technology – Automotive (AS)</td>
<td>Welders’ $25.56/hr.</td>
</tr>
<tr>
<td>Brakes (CA)</td>
<td>Production Workers $11.20/hr.</td>
</tr>
<tr>
<td>Engine Overhaul (CA)</td>
<td>Construction Labors $16.28/hr.</td>
</tr>
<tr>
<td>Tune up Emissions (CA)</td>
<td>Automotive Specialty Technician $15.50/hr.</td>
</tr>
<tr>
<td>Powertrain (CA)</td>
<td>Electrical Engineering Technician $30.88/hr.</td>
</tr>
<tr>
<td>Industrial Technology- General (AS)</td>
<td>Telecommunications Equipment Installer and Repairer $26.95/hr.</td>
</tr>
<tr>
<td>Industrial Technology – Electronics (AS, CA)</td>
<td></td>
</tr>
<tr>
<td>Industrial Technology – Industrial Drawing (AS,)</td>
<td></td>
</tr>
<tr>
<td>Industrial Technology – Manufacturing (AS, CA)</td>
<td></td>
</tr>
<tr>
<td>Industrial Technology – Welding (AS, CA)</td>
<td></td>
</tr>
<tr>
<td>Industrial Technology – Woodworking and Cabinetmaking (AS)</td>
<td></td>
</tr>
<tr>
<td>Cabinet making (CA)</td>
<td></td>
</tr>
<tr>
<td>Engineering Technology (AS)</td>
<td></td>
</tr>
<tr>
<td>Industrial Drawing (AA)</td>
<td></td>
</tr>
<tr>
<td>Architectural Drafting (AS, AA)</td>
<td></td>
</tr>
<tr>
<td>Construction (CA)</td>
<td></td>
</tr>
<tr>
<td>Bachelor of Science, Industrial Automation (BS)</td>
<td></td>
</tr>
<tr>
<td>Psychology (AA-T)</td>
<td>Social &amp; Human Services Assistants $17.51/hr.</td>
</tr>
<tr>
<td>Anthropology (AA-T)</td>
<td>Rehabilitation Counselors $11.47/hr.</td>
</tr>
<tr>
<td>Human Services (AA)</td>
<td></td>
</tr>
<tr>
<td>Political Science (AA-T)</td>
<td></td>
</tr>
<tr>
<td>History (AA-T)</td>
<td></td>
</tr>
<tr>
<td>META MAJOR</td>
<td>MAJORS OF STUDY (From 2015-16 BC catalog)</td>
</tr>
<tr>
<td>------------</td>
<td>------------------------------------------</td>
</tr>
</tbody>
</table>
| Arts, Humanities, & Design | • Studio Art (AA-T)  
• Media Art (CA)  
• Music (AA-T)  
• Commercial Music (CA)  
• Spanish (AA-T)  
• American Sign Language (AA)  
• Philosophy (AA-T)  
• English (AA-T)  
• Journalism (AA-T)  
• Theater Arts (AA-T) | • Graphic Designers $21.59/hr.  
• Photographers’ $12.66/hr.  
• Technical Writers $30.85/hr.  
• Media & Communication Workers $18.21/hr.  
• Public Relation Specialist $23.16/hr. |
| Education | • Early Childhood Education (AA-T)  
• Elementary Teacher Education (AA-T)  
• Child development Teacher (CA)  
• Child Development Master Teacher- Infant Toddler (CA)  
• Child Development Master Teacher-Special Education (CA) | • Child Care Workers $10.88/hr. |

**Associate Degrees for Transfer Scale**

![2014 vs 2015 Graduation Caps]

- 2014
- 2015
- 20
- 197