



References

Refer to the California Community Colleges Chancellor's Office [Program and Course Approval Handbook, 8th Edition, pp. 99](#) for a discussion on Labor Market Information analysis and considerations

Useful links for Labor Market information and UC and CSU Majors:

[Labor Market Information](#)

[Centers of Excellence Website](#)

[SAC Career Ed Dashboard](#)

[UC & CSU Data](#)

[ACCJC Standards Pertaining to BDP](#)

[SAC 2+2 Degree Program](#)

2+2 program – Students earn an associate degree in 2 years and then go on to earn a bachelor's degree in an additional 2 years (therefore the student will earn both degrees in 4 years)

4-year program – Students are required to complete 4 years of college prior to receiving their bachelor's degree. There isn't an option to earn the 2-year degree at the mid-point.

*For emerging occupations only*The Initiative website (<http://www.coeccc.org>) includes comprehensive reports on emerging occupations, called "Environmental Scans," as well as information about requesting customized reports if no scan has been published.

Department: _____ Degree Program: _____

Name: _____ Application Due Date: August 15, 2025

☐ 2-year + 2-Year Program ☐ 4-year Program

I. Evidence Unmet Workforce Needs	Yes	No	Comments and/or Evidence
1. Would you be able to provide evidence that the proposed baccalaureate degree will help address unmet workforce needs?			
2. Please provide projections from LMI that suggest adequate job openings in the college service area to provide employment for all program completers. 2a. If not, please explain what other factors may justify the program and make the LMI figures misleading. **SEE ATTACHED**			
3. Would you be able to provide evidence that you consulted with your advisory members and/or regional employers?			
4. Would you be able to provide any of the following evidence (please select applicable items)? <input type="checkbox"/> Employers are having difficulty filling positions that require a baccalaureate degree. <input type="checkbox"/> Employers are willing to pay baccalaureate degree holders more than those with a related associate degree or no postsecondary degree. <input type="checkbox"/> Employers prefer candidates with the proposed baccalaureate degree.			

II. California State University/ University of California	Yes	No	Comments and/or Evidence
1. Does the degree program (or program curricula) for which you are interested duplicate any existing program in the California State University or the University of California?			
2. Would you be able to submit documentation of consultation with the California State University and the University of California regarding collaborative approaches to meeting regional workforce needs? <i>(Any form of communication could be utilized, such as email, phone call or in-person/zoom meetings)</i>			

III. Resources Needed Based on ACCJC Program Standards	Yes	No	Comments and/or Evidence
1. Does the overall facilities availability meet your needs when adding courses for a bachelor's program?			
Please describe the anticipated known resources (For example: storage, equipment, software/hardware)			
Projected Total Cost (if possible):			

IV. Faculty	Yes	No	Comments and/or Evidence
1. Do you currently have one full time faculty that could be dedicated to the bachelor's program?			
2. Do you need to hire a full-time faculty? <i>BDP will require faculty to develop upper division curriculum including upper division general education course work appropriate for the proposed degree.</i>			
3. Does your faculty meet the minimum requirements? <i>Per ACCJC (Standard III), the full-time faculty is required to have a *Master's Degree (or academic credentials at least one level higher than a baccalaureate degree) or doctoral degree, in an appropriate discipline.</i>			
Projected Number of Students:			

*From ACCJC: In disciplines where the master's degree is not generally expected or available, and where a related bachelor's or associate degree is not generally expected or available, possession of:

- Any bachelor's degree or equivalent foreign degree and six years of professional experience directly related to the faculty member's teaching assignment and any appropriate licensure.



Vetting Program Proposal

I. Interest Form Completed	Yes	No	Date
Interest Form Completed?			

Acknowledgments (Initials):

Department Chair: _____ Division Dean: _____

II. Curriculum and Instruction Council	Yes	No	Date
Submission to CIC?			
Approved by CIC?			

- CIC reviews proposals
- CIC reports to Academic Senate
- Academic Senate provides recommendations for College Council Approval

[Curriculum and Instruction Council Meeting Dates](#) Last
date to submit to CIC: **November 13, 2023**

III. College Council	Yes	No	Date
College Council reviewed and approved?			

[College Council Meeting Dates](#)

Last date to present to College Council: **November 22, 2023**

Agreement/Institutional Commitment	Yes	No
SAC has included the baccalaureate degree in its decision-making and planning processes, and in setting its goals for student learning and achievement.		
The financial resources allocated to the baccalaureate program are sufficient to support and sustain program student learning and effectiveness.		

College Council

Date

Fire Technology BDP Interest Form Attachment for #2(a):

Fire Technology is proposing a Bachelor's of Science degree in **Fire and Emergency Services Leadership**. We have had several meetings with the Orange County Center of Excellence since Fall 2024. The COE is preparing the LMI data for our BDP application for presentation to the Orange County Regional Consortium this Thursday, May 15, 2025. While we are awaiting LMI data from the COE, an important consideration when interpreting the LMI data is that nearly all job openings in the fire service that require a bachelor's degree are internal promotions that would not be captured in LMI searches.

According to one HR Manager for a municipal fire department in Orange County, ***"With the exception of the Fire Chief position, the recruitments for the positions which require a bachelor's degree are internal promotional."***

In addition, while a bachelor's degree is not required for entry-level fire service positions, increasingly more promotional opportunities require a bachelor's or master's degree.

According to another Orange County Fire Agency, ***"for the Chief Officer level, we are moving toward Master's Degree as a requirement, so acquiring the Bachelor's Degree prior to being considered for promotion to Fire Captain or Assistant Fire Marshal or Plans Examiner is an expectation."***

According to our Fire Advisory Board, ***"Promotional opportunities and succession planning efforts are limited without more cost-effective options formal education."***

Furthermore, the skill sets afforded by a bachelor's degree, ***specifically in Fire and Emergency Services Leadership***, is a highly desirable qualification in the Orange County fire service. According to our Advisory Board:

"In many cases, (fire department) applicants are lacking skill sets that could be included within a Baccalureate program, including communications (written and oral), partnerships, critical thinking, data analytics, health & wellness, budgeting, MOU's/contract management, as well as life skill sets."

"(Applicants) specifically lack the technical research, analytical, writing, math, and management skills that are developed through a bachelor's degree program. While other online options are available, they lack the classroom interaction and Orange County fire service perspective. They are also significantly more expensive which limits access to members where additional costs are a burden early in their career."

“The value of a Bachelor's Degree is important in the fire service, particularly as it relates to the ability to critically think, thoughtfully communicate (oral and written), engage with others, work with and lead others, enhance research and presentation skill sets, professional development and growth.”

Many employers also offer **education incentive pay** for the possession of a 4-year degree **for entry-level positions and above**, including Firefighters, Fire Engineers, Fire Captains, Fire Prevention Specialist I/II/III, Assistant Fire Marshal, and Fire Plan Examiner.

Our Fire Advisory Board, consisting of Orange County Fire Chiefs, Fire Training Officers, Fire Marshals, and at-large members, strongly supports a bachelor's degree that is focused on leadership in fire and emergency services.