

WORKFORCE AND ECONOMIC DEVELOPMENT WORKPLAN

Accomplishments - May 2026

Executive Summary

The Workforce and Economic Development workplan is driving coordinated, systemwide implementation of Vision 2030 by strengthening equitable pathways that connect education to workforce opportunity and economic mobility. Through coordinated system leadership and cross-sector partnerships, the system has expanded apprenticeship access to more than 90 colleges, completed a multi-college Apprenticeship Pathways Demonstration Project across 25 colleges, and scaled regional and statewide convenings to support implementation and employer engagement.

Significant progress has been made in addressing critical workforce shortages in healthcare and high-demand sectors. The Nursing Demonstration Project engaged 18 colleges and resulted in measurable enrollment growth—approximately 12 percent in fall and 18 percent in spring—while advancing faculty mentorship models, simulation-based instruction, and stronger academic and employer partnerships. Community colleges have also expanded workforce-responsive baccalaureate pathways and advanced research supporting the expansion of Bachelor of Science in Nursing (BSN) programs as a cost-effective strategy to strengthen California’s nursing pipeline, particularly in underserved regions.

The workplan has also strengthened educator preparation and emerging workforce sectors through coordinated partnerships with state agencies and industry. This includes launching the PAVE Toolkit Community of Practice to align PK–3 pathways, advancing early childhood education and CTE teacher pipelines, and expanding climate and blue economy workforce initiatives through regional consortia, statewide tools, and partnerships such as the AltaSea MOU. Together, these efforts position California Community Colleges as a central driver of economic mobility, expanding access to affordable, workforce-aligned credentials and building durable, equity-centered pathways that respond to the state’s evolving workforce needs.

Vision 2030 in Action

The Vision 2030: Workforce and Economic Development workplan operationalizes Strategic Direction: 2 - [Equitable Workforce and Economic Development](#), and Actions: [7-11](#).

Demonstration Projects

- Apprenticeship Pathways
- United Domestic Workers (UDW)
- Bridging the Nursing Gap: Associate Degree in Nursing (ADN)

- Early Childhood Education/Education Workforce

Progress & Accomplishments

Activity 1: Strategic Partnership Development

- Cultivated and managed strategic partnerships through formal MOUs and collaborative agreements that enhance workforce development capacity across the system. These partnerships interconnect with demonstration projects and workforce initiatives to amplify program impact.

Active Industry Partnerships

Council for Adult Experiential Learning (CAEL), Coalition on Adult Basic Education (COABE), Association of Community & Continuing Education (ACCE), California Community College Association of Occupational Education (CCCAOE), California Council for Adult Education (CCAЕ), ILG, Goodwill, Boys and Girls Club of America, California Hospital Association

Active Govt. Partnerships

CDE, Labor Workforce Development Agency (LWDA), California Health and Human Services Agency (CalHHS), Employment Development Department (EDD), California Workforce Development Board (CWDB), HealthCare Access and Information (HCAI)

Activity 2: Increase educational access for low-income workers to enhance their socio-economic mobility

- Expanded apprenticeship pathways statewide through administration of the California Apprenticeship Initiative (CAI) New & Innovative Pre-Apprenticeship and Apprenticeship Grant Programs, leveraging Proposition 98 funds to support emerging and priority industry sectors.
- Completed the two-year Apprenticeship Pathways Demonstration Project, engaging 25 community colleges to develop and validate a replicable, credit-bearing apprenticeship model.
- Increased the number of colleges offering apprenticeship programs to more than 90 of 116 colleges, significantly expanding systemwide access to earn-and-learn opportunities.
- Scaled implementation through three regional workshops (American River College, Rio Hondo College, and Palomar College) and a statewide convening in Costa Mesa, strengthening coordination among colleges, employers, and workforce partners.
- Tied apprenticeship expansion efforts with Related and Supplemental Instruction (RSI) funding to support program quality, sustainability, and integration with academic pathways.

Activity 3: Strengthening California science, technology, engineering, and mathematics (STEM) workforce through the California community college baccalaureate degree program

- Expanded California Community Colleges Baccalaureate Degree (CCCBD) efforts to address workforce shortages in high-demand CTE and STEM sectors through targeted program development aligned with regional labor market needs.
- Supported colleges, regional consortia, and employer partners in developing baccalaureate programs in priority sectors, including healthcare, industrial automation, and advanced manufacturing.
- Prioritized CCC bachelor's degrees as a core equity and workforce strategy, increasing access to high-wage, high-demand career pathways for historically underserved student populations.
- Conducted comprehensive research, data analysis, and stakeholder engagement to evaluate expansion of Bachelor of Science in Nursing (BSN) programs as a strategy to address statewide nursing shortages.
- Demonstrated that expanding CCC BSN capacity is a high-impact, cost-effective approach to strengthening California's nursing workforce pipeline, particularly in rural and underserved regions.

Activity 4: Expand access to innovation health care pathway programs with a concentrated focus on Nursing, Allied Health, and Mental/Behavioral Health.

- Completed the Nursing Demonstration Project in Spring 2026, a time-bound, multi-college initiative engaging 18 colleges to expand Associate Degree in Nursing (ADN) capacity and advance equity-centered pathways for working learners and underserved student populations.
- Achieved measurable enrollment growth across participating colleges, including approximately 12 percent growth in fall enrollments and 18 percent growth in spring enrollments, demonstrating strong student demand and the effectiveness of targeted capacity-building strategies.
- Implemented statewide Communities of Practice, faculty mentorship models, and expanded use of simulation and instructional technology to strengthen instructional and clinical capacity and mitigate clinical placement constraints.
- Strengthened academic-employer partnerships and advanced intersegmental collaboration with CSU nursing programs to support more aligned education and workforce pathways.
- Advanced system-level learning related to faculty minimum qualifications, clinical placement access, and administrative understanding of nursing program compliance.
- Embedded core strategies and lessons learned into the Rebuilding Nursing Infrastructure (RNI) Grant, establishing a sustained, multi-year approach to scaling nursing education capacity and addressing California's nursing workforce shortages.

Allied Healthcare Worker Programs

- Through partnership with California Department of Health Access and Information HCAI, community colleges developed accredited centers to issue Certified Wellness Coach (CWC) credentials under the Children and Youth Behavioral Health Initiative (CYBHI), addressing critical workforce shortages in schools and community settings.
- The Chancellor’s Office has engaged in partnership with California Labor & Workforce Development Agency (LWDA) and California Department of Aging (CDA) centered around California’s Master Plan for Aging. There are two specific initiatives underway at present.
- California Department of Developmental Services (DDS) and other collaborators, the Chancellor’s Office, LWDA, and CDA, are also supporting the development of curriculum for Direct Support Professionals (DSPs) caring for individuals with intellectual and developmental disabilities (I/DD).
- California MAP Initiative, efforts are underway to make this and other DDS curricula eligible for credit for prior learning, creating new pathways for individuals to enter a California Community Colleges degree program and to chart their course to career advancement in one of the state’s high-need workforce areas.

Activity 5: Advance Community College Engagement with the four fields of climate practice – Facilities and operations, workforce development for green and blue economy jobs, curriculum integration of climate literacy and community engagement

- Supported the LA Region BECAP Consortium through a regional summit focused on faculty development and employer partnership building.
- Executed an MOU with AltaSea at the Port of Los Angeles to expand blue economy workforce models across California ports.
- Convening a multi-college North Coast Blue Economy Consortium, aligning colleges, workforce boards, industry, and tribal partners around priority sectors including offshore wind, aquaculture, logistics, ocean energy, and regenerative infrastructure.
- Compiled a statewide inventory of climate-aligned CTE and climate-adjacent programs across multiple sectors, validating alignment with regional labor market needs.
- Developed a Green and Blue Economy Primer and Climate CTE Workforce Dashboard to support workforce planning, advising, and regional coordination.
- Serving on Agricultural Workforce Development task force, convened by the California Workforce Development Board.
- Developing high performance buildings partnership between CREL and Climate Fellows to ensure workforce development opportunities and commitment to BOG Climate Action and Sustainability Awards.

Community Engagement & Regional Climate Partnerships

- Supported campuses in becoming community resilience hubs through clean energy infrastructure planning and regional resilience coordination.
- Engaged students through partnerships with Keep California Beautiful and Caltrans to expand Clean California Community designations across campuses.

- Initiated development of a statewide database of community-based organizations working in climate, sustainability, and environmental justice to support local college partnerships.
- Strengthened public-private and regional partnerships connecting colleges with industry, ports, local governments, workforce boards, and tribal entities.

Activity 6: Expand education and early childhood education workforce and address faculty shortages in high-demand fields through stackable credentials and credit for prior learning opportunities

- Expanded community college capacity and educator preparation pipelines through coordinated system leadership, cross-sector partnerships, and interagency collaboration with the California Commission on Teacher Credentialing (CTC), with a focus on early childhood education (ECE), PK–3 pathways, and career technical education (CTE).
- Launched the Pathways for Advancing Visionary Educators (PAVE) Toolkit Community of Practice (CoP), establishing a statewide network to strengthen and align PK–3 Early Childhood Education credential pathways.
- Advanced PK–3 pathway alignment by improving transfer and articulation between community colleges and CSU programs, while promoting equity-centered preparation models for early childhood educators.
- Strengthened cross-institutional partnerships and shared accountability to grow and support California’s early childhood teacher workforce.
- Advanced strategies to position community colleges as a primary entry point into CTE teaching careers, including exploration of authorization pathways for CCCs to offer CTE teacher credential programs.
- Secured confirmation from the California Commission on Teacher Credentialing that AACCJC-accredited community colleges are eligible to participate in Accreditation 101, with Santa Monica College initiating the process to become a program sponsor for CTE credentials in Arts, Media and Entertainment.

Contributors

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