



**2026 REPORT**

# California Career Passport Program

California Community Colleges Chancellor's Office | Sonya Christian, Chancellor





California  
Community  
Colleges

**SONYA CHRISTIAN**  
Chancellor

January 22, 2026

Secretary of the Senate  
Erika Contreras  
State Capitol, Room 305  
Sacramento, CA 95814

**RE: California Career Passport Program**

Dear Secretary Contreras:

Pursuant to California Higher Education Trailer Bill (AB 123, Section 19 of Chapter 9 of the Statutes of 2025), the California Community Colleges Chancellor's Office is pleased to release the first of the Career Passport Metrics Reports.

This report provides an overview of the current and proposed measurable project milestones, activities, and expenditures for the California Career Passport.

For any questions regarding this report, please contact Anthony Cordova, Vice Chancellor of Workforce and Economic Development, at [acordova@cccco.edu](mailto:acordova@cccco.edu).

Sincerely,

A handwritten signature in black ink that reads "Sonya Christian". The signature is fluid and cursive, with a long horizontal line extending from the end.

Sonya Christian, Chancellor

Enclosure: Report

CC:

Sue Parker, Chief Clerk of the Assembly  
Office of Legislative Counsel  
Department of Finance  
Legislative Analyst's Office

**Chancellor's Office**

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# CALIFORNIA CAREER PASSPORT PROGRAM

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Prepared By

**California Community Colleges Chancellor's Office**  
Workforce and Economic Development



# TABLE OF CONTENTS

INTRODUCTION . . . . .	1
REPORT . . . . .	2
Key Deliverables/Measurable Project Milestones . . . . .	2
Table 1: Measurable Project Milestones (July 1 To December 31, 2025) . . . . .	3
Table 2: Projected Project Milestones And Expenditures (January 1 To June 30, 2026) . . . .	4





## INTRODUCTION

When Gov. Gavin Newsom launched the Master Plan for Career Education in 2025, he described a key priority--creating a mechanism for people without bachelor's degrees to attain well-paid work. The Career Passport will deliver on that vision by ensuring that Californians who have built skills through apprenticeships, industry-recognized credentials, the military, and noncredit programs can share those competencies with both employers and colleges. By creating a tool that documents competencies that are relevant to hiring and credit for prior learning, we are unlocking opportunities that will benefit individuals, families, and the broader economy.

Initially, the Career Passport will focus on verifying credentials that job seekers have obtained in both academic and nonacademic settings. For example, an employer seeking to hire someone for a behavioral health position could see that a candidate completed a Community Healthcare Worker certificate at Berkeley City College and a CPR certification with the Red Cross. The Career Passport will also capture information that is relevant for credit for prior learning, thereby leveraging this ongoing systemwide initiative. A college could verify that a student earned a forklift certification from a reliable for-profit provider so they could finish a logistics technician certificate in less time. In addition, the California community college system will validate credentials through the credit for prior learning assessment process. This additional level of review will provide a deeper level of documentation about the skills that individuals have mastered through specific credentials, which will help to build trust among both employers and faculty in accepting nontraditional learning.

The [2025 Higher Education Trailer Bill](#) (Committee on Budget, AB 123, Chapter 9, Statutes of 2025) specified the reporting requirements for the Career Passport Program, including:

- Metrics and Milestone Reports (Due January 1, July 1, and December 1, 2026)
- Timeline Report (Due March 1, 2026)
- Development Metrics Preliminary Report (Due December 31, 2027)
- Final Report on Student and Employer Use (Due December 31, 2031)

This report fulfills the legislative requirements of the Higher Education Trailer Bill SEC. 19(c)(2) that requires:

- SEC. 19(c)(2)(A): A list and description of all measurable project milestones achieved during the previous reporting period, including the amount of funding expended to date and the specific project activities those expenditures supported; and

SEC. 19(c)(2)(B): A description of measurable project milestones anticipated to be met in the following reporting period, including projected expenditures and the specific project activities those expenditures are intended to support.

# REPORT

## KEY DELIVERABLES/MEASURABLE PROJECT MILESTONES

- **Establish partnership between the California Community Chancellor's Office (Chancellor's Office), the Office of Cradle-to-Career Data (C2C), and the Labor and Workforce Development Agency (LWDA):** A number of agencies are partnering with the Chancellor's Office to design the Career Passport, in alignment with work begun during the development of Master Plan for Career Education, with support from WestEd. The partners examined models for learning and employment records that have been adopted across the country, through a scan prepared by WestEd and through direct engagement with managers of similar tools in other states. This enabled the Chancellor's Office to determine the technology tools and activities necessary to build a technology ecosystem that meets California's priorities, including:
  - Credential Engine will assist in creating a registry to house a master list of approved academic and nonacademic credentials
  - Mapping Articulated Pathways (MAP) platform will validate and document the skills embedded in those credentials
  - eTranscript California will issue academic credentials and allow nonacademic credentials to be transcribed as academic credit for prior learning (CPL)
  - Data sharing agreements that ensure appropriate data privacy when with third party credential users verify non-academic credentials
  - A digital wallet will allow individuals to curate which credentials they have and how they want to share them
  - A digital resume or equivalent integration that allows job seekers to share credentials with employers electronically as part of hiring, with verification of academic and nonacademic credentials
- **Establish process for integrating credit for prior learning:** The Chancellor's Office worked with MAP, which is implementing the state's CPL strategy, to detail how the Career Passport will streamline the process for students to document the credentials they have already completed. For example, because MAP is already using Credential Engine to document credentials, it can be used as a single registry of eligible credentials for both hiring and CPL. In addition, the partners determined that the CPL validation process will enrich the information, including validated skills, available about nonacademic credentials.
- **Determine ways to evaluate credentials for inclusion:** WestEd conducted a research scan to determine ways that credentials could be evaluated to ensure that the Career Passport has the ability to share information on industry-valued credentials. This

research informed the establishment of a steering committee that will review research on how programs offered by community colleges and that are on LWDA's Eligible Training Providers List (ETPL) meet those criteria to refine the methodology, as part of a broader effort to create criteria for Workforce Pell.

- **Develop timeline and process for reviewing and releasing Requests for Proposals:** The Chancellor's Office began work on the Requests for Proposals (RFPs), which will include both procuring a new infrastructure for eTranscript California and an additional RFP that will address other core technical components of the Career Passport. We plan to pilot the Career Passport in early-to-mid 2017.
- **Design initial employer engagement strategy:** To ensure Career Passport will address specific hiring challenges, the Chancellor's Office partnered with C2C and WestEd to identify which subsectors would benefit from a credential verification tool, created an initial plan for employer outreach, developed personas that clarify the types of individuals who would use the Career Passport in the initial pilot and the types of positions they would be seeking, and began outreach to employers.
- **Prepare legislative reports:** The Chancellor's Office established key deliverables and began developing a strategy to collect the information needed for upcoming legislative reporting.

**TABLE 1: MEASURABLE PROJECT MILESTONES (JULY 1 TO DECEMBER 31, 2025)**

Project Activity	Project Milestones	Project Expenditures*
Establish partnership between the California Community Chancellor's Office (Chancellor's Office), the Office of Cradle-to-Career Data (C2C), and the Labor and Workforce Development Agency (LWDA)	<ul style="list-style-type: none"> <li>• Weekly meetings with core partners</li> <li>• Quarterly meeting with additional agencies (State Board of Education, Department of Finance, California State University, University of California)</li> <li>• Documentation on efforts in related states and reports on core concepts (skills, credentials, learning and employment records)</li> <li>• Established core components of the Career Passport</li> </ul>	Funding augmented by C2C to better ensure an integrated approach is utilized Contract with WestEd: \$29,166
Establish process for integrating credit for prior learning	<ul style="list-style-type: none"> <li>• Planning meetings resulting in roadmap for integration of CPL and Career Passport activities</li> </ul>	Funding augmented by MAP to better ensure an integrated approach is utilized

Project Activity	Project Milestones	Project Expenditures*
Determine ways to evaluate credentials for inclusion	<ul style="list-style-type: none"> <li>Report summarizing ways to define credentials, workforce equity, and career mobility</li> <li>Draft set of measurements to evaluate credentials</li> <li>Data strategy for testing potential methods</li> </ul>	Funding augmented by the Centers of Excellence for Labor Market Information to better ensure an integrated approach is utilized
Develop timeline for releasing Request for Proposals	<ul style="list-style-type: none"> <li>Draft timeline</li> <li>Documentation on features prioritized in other states</li> </ul>	Funding augmented by C2C to better ensure an integrated approach is utilized
Design initial employer engagement strategy	<ul style="list-style-type: none"> <li>Identified two industry subsectors</li> <li>Created kick-off plan for employer outreach</li> </ul>	Funding augmented by C2C to better ensure an integrated approach is utilized
Prepare legislative reports	<ul style="list-style-type: none"> <li>Created the first metrics report</li> </ul>	

**TABLE 2: PROJECTED PROJECT MILESTONES AND EXPENDITURES (JANUARY 1 TO JUNE 30, 2026)**

Project Activity	Project Milestones	Project Expenditures*
Establish partnership between the California Community Chancellor's Office (Chancellor's Office), the Office of Cradle-to-Career Data (C2C), and the Labor and Workforce Development Agency (LWDA)	<ul style="list-style-type: none"> <li>Weekly planning meetings</li> <li>Roadmap for shared implementation</li> </ul>	Funding augmented by C2C to better ensure an integrated approach is utilized
Establish process for integrating credit for prior learning	<ul style="list-style-type: none"> <li>Select pilot colleges for the Career Passport that are already implementing CPL</li> <li>Develop MOUs for college participation</li> </ul>	Subcontract with WestEd: \$25,000

Project Activity	Project Milestones	Project Expenditures*
Determine ways to evaluate credentials for inclusion	<ul style="list-style-type: none"> <li>Finalize metrics to be evaluated</li> <li>Conduct analysis</li> <li>Finalize criteria</li> <li>Identify nonacademic credentials to recruit for the Career Passport pilot</li> <li>Identify policies that need to be amended to support a unified credential list</li> <li>Identify AI-informed strategies for documenting skills in academic programs</li> </ul>	Subcontract with WestEd: \$100,000
Develop timeline for releasing Request for Proposals	<ul style="list-style-type: none"> <li>Release RFP for eTranscript California</li> <li>Release RFP for the Career Passport</li> <li>Train RFP reviewers</li> <li>Evaluate proposals are evaluated</li> <li>Award contracts to vendors</li> </ul>	Subcontract with WestEd: \$50,000
Design initial employer engagement strategy	<ul style="list-style-type: none"> <li>Finalize personas to share during outreach</li> <li>Finalized protocol for employer engagement</li> <li>Outreach activities</li> <li>Engagement activities</li> <li>Synthesis of feedback</li> <li>Secure employers to participate in the pilot</li> </ul>	Funding augmented by C2C to better ensure an integrated approach is utilized
Prepare legislative reports	<ul style="list-style-type: none"> <li>Submit first metrics report</li> <li>Collect information for the timeline report</li> <li>Submit timeline report</li> </ul>	

\*In addition to these noted amounts, the Chancellor’s Office intends to: (1) allocate \$400,000 to Foothill DeAnza Community College District to support project development efforts through the Digital Center for Innovation, Transformation, and Equity, (2) allocate \$350,000 through a community college district to support career passport development, and (3) allocate \$24.25 million to support the core RFP to acquire the technology, professional development, and implementation training needed to enable students to have access to, and utilize, career passports.



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