



2026 REPORT

Hire Up

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



California
Community
Colleges

SONYA CHRISTIAN
Chancellor

May 27, 2026

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

RE: Hire UP Pilot Program

Dear Secretary Contreras,

Pursuant to Education Code section 78082, the California Community Colleges Chancellor's Office is pleased to provide the 2026 Hire UP Program Legislative Report.

The Hire UP Pilot Program, established in 2022, aims to provide financial support and workforce integration for vulnerable student populations, including formerly incarcerated students, CalWORKs recipients, and former foster youth. The total allocation for this program is \$30 million for ten selected districts. The following report provides an in-depth analysis of the required performance metrics.

For any questions regarding this report, please contact Allison Beer, Dean, Educational Services and Support, at ABeer@cccco.edu.

Sincerely,

A handwritten signature in black ink that reads "Sonya Christian".

Sonya Christian, Chancellor

Enclosure: Report

CC:
Sue Parker, Chief Clerk of the Assembly
Office of Legislative Counsel

2026 HIRE UP PROGRAM REPORT

Prepared By

California Community Colleges Chancellor's Office
Educational Services and Support Division

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INTRODUCTION

The California Community Colleges system is the largest higher education system in the nation, serving over two million students in every community in the state. California’s 116 community colleges serve the most diverse student body of any California higher education system; they are uniquely positioned to help residents of all backgrounds improve their social and economic mobility and build a better future for themselves, their communities, and the state. The California Community Colleges system is a critical partner to achieve state higher education priorities by supporting baccalaureate degree attainment through transfer to four-year institutions—annually transferring about 80,000 students and offering Baccalaureate Degree Programs—and to meet its workforce needs by providing opportunities for upskilling and workforce preparation for all Californians, particularly working adults.

The Hire Up Pilot Program, established on June 30, 2022, through Assembly Bill 183 (Education Code §§ 78080–78084), is a five-year initiative designed to support educational and workforce advancement for vulnerable student populations. The program received \$30 million in funding and was distributed to participating districts in two equal allocations: \$15 million in 2023 and \$15 million in 2024. It provides financial assistance and workforce-integration opportunities for students facing significant barriers, including formerly incarcerated individuals, CalWORKs recipients, and former foster youth.

Under state authority, the Chancellor’s Office provides funding to ten community college districts to provide financial support to eligible students. Selection of participating districts was based on criteria developed by the Chancellor’s Office, including the percentage of enrolled students who are formerly incarcerated, former foster youth, or current CalWORKs recipients as well as students that completed transfer level math and English. Financial assistance includes stipends to cover students’ cost of college attendance, including living expenses, and ensuring students have access to higher education programs.

Hire UP leverages a unique financial aid model, in which students receive monthly stipends rather than lumpsum payments at the beginning of each term. This financial aid model is commonly known as “aid like a paycheck,” providing regular disbursements that help students manage and sustain their financial resources through their academic progress. Furthermore, the stipend amount is equivalent to earnings from a full-time job at the California state minimum wage and awarded to students up to their total cost of attendance, adjusted for enrollment intensity and unmet need.

This report provides an update for the 2024–2025 Academic Aid Year in alignment with the legislative requirements of the Hire UP Pilot Program. The following summary presents the most current data submitted by participating districts and highlights progress toward achieving the program’s objectives. These updates support ongoing statutory compliance and provide insight into the effects of Hire Up funding on student engagement, access to support services, and academic performance over the last aid year.

HIRE UP FUNDING OVERVIEW

The Chancellor’s allocated the full \$30 million in funding for the 2023–24 and 2024–25 fiscal years. No additional funding has been available since those years. Participating districts received their funding share according to the established formula, which considered each district’s share of formerly incarcerated students, former foster youth, CalWORKs recipients, and students who completed transfer-level math and English. In accordance with statutory requirements, districts may use up to 7% of their allocation for program administration, with the remaining funds dedicated to student stipends.

Table 1: Hire UP Allocation by District

District	2023 Allocation	2024 Allocation
Allan Hancock	\$1,320,000.00	\$1,320,000
Los Angeles	\$1,750,000.00	\$1,750,000
North Orange	\$1,320,000.00	\$1,320,000
Peralta	\$1,320,000.00	\$1,320,000
Rio Hondo	\$1,400,000.00	\$1,400,000
San Diego	\$1,750,000.00	\$1,750,000
San Francisco	\$1,320,000.00	\$1,320,000
Shasta-Tehama	\$1,750,000.00	\$1,750,000
Solano	\$1,750,000.00	\$1,750,000
Sonoma	\$1,320,000.00	\$1,320,000
Total	\$15,000,000.00	\$15,000,000

DATA COLLECTION

The Chancellor’s Office collected student-level data from participating districts, including the total number of students receiving stipends, their enrollment levels, and the total stipend amounts for each student. Additionally, participating districts reported whether the students were formerly incarcerated, CalWORKs recipients, or former foster youth. Other data points included the units completed by each student while in the program, and the degree or training program the student was currently participating in or had completed. The data collected here pertains to the 2024-2025 academic year, unless otherwise noted.

Districts are required to report on various educational outcomes for all participants. These outcomes included program completion dates, employment status, additional education pursued, business start-ups or entrepreneurial ventures, and the percentage of students employed in the field in which they earned their degree or completed training. This comprehensive data collection aims to provide a holistic view of the program’s impact on student success and career readiness.

Much of the data regarding employment outcomes is self-reported by students through district- or college-developed surveys. To address gaps in self-reported data, the Chancellor’s Office accessed Employment Development Department (EDD) wage and employment records.

While this data source can help validate student outcomes, it is limited by reporting lags and the need to match records using Social Security numbers—information that is not available for all participating students. Limited student self-reported data is available to determine whether a student’s employment aligns with their field of study or any business start-ups or entrepreneurial activity.

The Chancellor’s Office has continued to improve data collection by integrating Hire Up into the Management Information System (MIS) for the upcoming 2026-2027 academic year, and providing technical assistance to districts for data collection throughout the pilot. This support will help ensure more consistent, accurate, and comprehensive reporting to inform ongoing policy decisions and program improvements.

The following sections provides data on program allocations and spending, and progress on program goals outlined in AB 183.

PROGRAM ALLOCATION AND SPENDING

Table 2: Hire UP Disbursement Percentages

District	Annual Stipend Amount (Total Dollar Amount) 2023/24	Annual Stipend Amount (Total Dollar Amount) 2024/25	Percentage of Allocation Spent at the End of 2024/25
Allan Hancock	\$0.00	\$1,834,370	69%
Los Angeles	\$43,310.00	\$1,049,302	31%
North Orange	\$1,003,085.00	\$1,591,961	98%
Peralta	\$307,780.00	\$2,321,387	99%
Rio Hondo	\$0.00	\$543,024	20%
San Diego	\$0.00	\$1,354,369	39%
San Francisco	\$586,824.00	\$2,060,078	100%
Shasta Tehama	\$239,840.00	\$644,567	25%
Solano	\$949,209.00	\$2,190,893	90%
Sonoma	\$236,677.00	\$678,111	35%
Total	\$3,366,725.00	\$14,268,062	59%

During the 2023–2024 academic year, seven of the ten participating districts disbursed stipends to students. By the 2024–2025 academic year, all ten districts reported stipend disbursements. Across both years, districts collectively disbursed \$17,634,786 in stipends, with \$3,366,725 distributed in 2023–2024 and \$14,268,062 distributed in 2024–2025. This represents 59% of the total \$30 million allocation provided to participating districts.

REPORTING ON PROGRAM GOALS

PERFORMANCE METRIC 1: THE NUMBER OF STUDENTS RECEIVING A STIPEND PURSUANT TO THIS ARTICLE.

Table 3: Hire UP Students Receiving a Stipend and Enrollment Status by District

District Name	Total Number of Students Receiving Stipend	Part Time Students	Full-Time Students
Allan Hancock	162	128	34
Los Angeles	98	33	65
North Orange	360	139	221
Peralta	333	147	187
Rio Hondo	35	23	13
San Diego	93	57	35
San Francisco	225	100	125
Shasta Tehama	47	29	17
Solano	170	136	34
Sonoma	59	34	25
Total	1582	826	756

Table 4: Hire UP Average Stipend amount and Average Unmet Need*

District	Average Stipend Amount	Average Unmet Need
Allan Hancock	\$11,323	\$34,970
Los Angeles	\$10,707	\$15,519
North Orange	\$4,422	\$33,893
Peralta	\$6,971	\$13,305
Rio Hondo	\$15,416	\$31,372
San Diego	\$14,563	\$11,435
San Francisco	\$9,280	\$18,648
Shasta Tehama	\$14,012	\$29,160
Solano	\$12,888	\$11,138
Sonoma	\$11,493	\$15,919

*Unmet need refers to the portion of a student's educational costs that remain after all available financial aid is awarded.

PERFORMANCE METRIC 2: THE DEGREE OR TRAINING PROGRAM THE STUDENT HAS COMPLETED OR IS PARTICIPATING IN.

Table 5: Number and Percentage of Students by Educational Goal

Educational Goal	Student Count	Percentage
Earn an Associate Degree (AA, AS, ADT, or other)	693	44%
Bachelor's Degree	190	12%
Certificate	111	7%
Certificate of Achievement (CTE)	58	4%
Noncredit Credential	30	2%
Undecided	5	0%

PERFORMANCE METRIC 3: THE OUTCOMES FOR ALL PARTICIPANTS, INCLUDING EMPLOYMENT, ADDITIONAL EDUCATION, OR BUSINESS STARTUP

Table 6: Number and Percentage of Students by Employment Outcomes

Student Employed	
Yes	264 (17%)
No	718 (45%)
Unknown/NA	600 (38%)
Total	1582
Student Self-Employed	
Yes	40 (3%)
No	873 (55%)
Unknown/NA	669 (42%)
Total	1582

Table 7: Number and Percentage of Students Transferring to a Bachelor's Degree Program

Did the student transfer to a baccalaureate degree granting program?	
Yes	88 (6%)
No	895 (57%)
Unknown/NA	599 (38%)
Total	1582

PERFORMANCE METRIC 4: THE PERCENTAGE OF STUDENTS EMPLOYED IN THE FIELD IN WHICH THEY RECEIVED A DEGREE OR COMPLETED TRAINING.

Table 8: Number and Percentage of Students Employed in Field of Study

Employed in the field of study	
Yes	127 (8%)
No	779 (49%)
Unknown/NA	676 (43%)
Total	1582

PERFORMANCE METRIC 5: THE DEGREE TO WHICH HIRE UP SUPPORTIVE SERVICES ACKNOWLEDGE AND ADDRESS HISTORIC RACIAL INEQUITY AND SOCIOECONOMIC BARRIERS TO WORKFORCE PARTICIPATION FOR THE TARGET POPULATION GROUPS.

Table 9: Student Demographics

Gender	Number of Students	Percentage
Female	779	49%
Male	514	32%
Non-binary	14	1%
Unknown / non-respondent	275	17%

Race/Ethnicity	Number Of Students	Percentage
Hispanic/Latino	537	34%
Black/African American	387	24%
Unknown/non-respondent	284	18%
White	227	14%
Asian	56	4%
Two or More Races	54	3%
American Indian or Alaska Native	16	1%
Filipino	13	1%
Native Hawaiian or Other Pacific Islander	8	1%

PERFORMANCE METRIC 6: THE IMPACT OF THE PILOT PROGRAM ON THE TARGET POPULATION GROUPS, INCLUDING KEY CONCLUSIONS AND POLICY RECOMMENDATIONS TO PROVIDE GUIDANCE TO THE LEGISLATURE AND THE GOVERNOR.

Table 10: Hire UP Target Populations

Targe Population Category	Student Count	Percentage
Formerly Incarcerated	498	31%
Foster Youth	438	28%
CalWORKs	425	27%
Formerly Incarcerated & CalWORKS	78	5%
Foster Youth & CalWORKS	69	4%
Formerly Incarcerated & Foster Youth	63	4%
Formerly Incarcerated & Foster Youth & CalWORKS	11	1%
Filipino	13	1%
Native Hawaiian or Other Pacific Islander	8	1%

DISCUSSION AND CONCLUSION

The Hire Up program supports underserved student populations by addressing longstanding racial inequities and socioeconomic barriers that hinder educational attainment and workforce participation. Thus far, participating districts have dispersed over 17.6 million in aid since the start of the program and served 1,582 students in 2024-2025 academic year. Student participation is evenly distributed among the three target populations including formerly incarcerated students, former foster youth, and CalWORKs recipients—groups that experience disproportionately lower completion rates and greater challenges entering the labor market. Furthermore, Hire Up program participation data shows that more than half of participating students identify as Hispanic (34%) or Black (24%).

To reduce these barriers, the program employs an innovative financial aid structure that provides students with predictable, paycheck like disbursements, and encourages early identification of educational and career goals. Initial data collection demonstrates that participating students are beginning to gain employment and transfer to a university. Because many participating students entered as a cohort during the initial funding year, colleges continue to gather data on their educational and employment outcomes. The Chancellor’s Office will continue to monitor student outcomes through the 2027-2028 academic year, to include in the final report due in March 2029.

The Hire UP pilot program remains a critical resource for colleges, allowing institutions to leverage an innovative financial aid model and apply strategies that help students sustain funding throughout an entire term, fully meet their cost of attendance, and strengthen their readiness for gainful employment.

Feedback from colleges indicates that the program continues to experience strong local demand and delivers measurable outcomes that lay a solid foundation for long-term continuation. Student employment and transfer outcomes are expected to continue strengthening over time as students reach their academic goals. To support this progress, the Chancellor's Office will continue to provide participating colleges with technical assistance and sharing best practices to support student success.

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San Diego Mesa College

Photo at right:
Compton College

Back cover photo:
Sacramento City College



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