









# 2024 STATE OF THE SYSTEM REPORT

## THE STATE OF THE SYSTEM IS STRONG!

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


LIBERAL ARTS
CRITICAL THINKING IN PSYCHOLOGY

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COLLEG

# INTRODUCTION

Each day, millions of Californians trust our system with the development of their workforce skills, access to greater economic mobility, and the hopes of a brighter future for themselves and their families. Their continued trust is how we know we are doing our job.

In 2023, the California Community Colleges Chancellor's Office launched Vision 2030. This bold plan provides a foundation for transformational change to ensure our institutions work for our students and provide equitable access to future learners through college. By working collaboratively as a system to advance the Vision 2030 priorities, our colleges are creating a higher education experience that is more inclusive of all Californians - one that ensures access points for every student across race, ethnicity, religion, class and gender to enter a pathway with tailored supports and exit points to transfer, complete a community college baccalaureate degree or obtain a job with family-sustaining wages.

In the first year we launched the plan, our system made significant progress in meeting or exceeding the goals identified in our Vision, especially related to Equity in Access. As we release our 2024 State of the System report, we are thrilled to share that the state of our system is STRONG. Most notably, our total enrollment has increased to more than 2.1 million students as of 2023-24. This is a **nearly 10% increase in enrollment** over a one-year period and means we are exceeding our Vision 2030 goal for this point in time.

It is also important to note that most student populations — including Latino, Black/African American and Native American —have also exceeded enrollment increase targets for the same period. Dual enrollment is up over 24%, while increases in veteran, justice-involved and foster youth populations have also met or exceeded the annual progress needed to reach our ultimate goals in 2029-30.

This means more of our future leaders in health care, climate resilience, manufacturing, hospitality, technology and innovation are on our campuses and in classrooms.

While overall completion still reflects the effects of the pandemic, the number of students finishing a degree or certificate continues to be near an all-time high for all demographic groups. A more comprehensive and current view of transfer as well as the other outcome metrics, will be available in early spring 2025. What's important and rewarding to report now is that we fully expect the work and priorities initiated systemwide through Vision 2030 will continue to yield positive results in meeting or exceeding our goals.

As we advance our efforts to align Vision 2030 with the Governor's Roadmap for the Future of California Community Colleges—a complementary strategy to boost degree attainment—we are mobilizing our system to play a pivotal role in achieving the state's goal of 70% postsecondary degree and certificate attainment among working-age Californians by 2030. Our focus is on key workforce priorities highlighted in the Governor's Roadmap, including healthcare, education, STEM, and climate change.






## CALIFORNIA PUBLIC HIGHER EDUCATION ENROLLMENT

Total enrollment in the California Community Colleges increased to more than 2.1 million students as of 2023-24, which represents a 9.6% increase from the previous year. The enrollment exceeds the Vision 2030 annual goal for 2023-24.

While California represents 21% of the national enrollment of community college students, our state's increase accounted for 37% of the national gain in enrollment during this time frame.

California State University (CSU) enrollment grew 3.1% for this time frame.

University of California (UC) enrollment grew by 1.2% during this same period.

**2022-23 TO 2023-24**

**THE CALIFORNIA COMMUNITY COLLEGES ENROLLMENT INCREASED BY**

**9.6%**

# PART I: VISION 2030 GOALS & OUTCOMES REVIEW

## VISION 2030 GOAL PROGRESS

### Goal 1: Equity in Success

**Ensure the academic and career success of all Californians who are current and prospective California community college students.**

The California Community Colleges system is committed to the governor's ambitious higher education goal of 70% postsecondary degree and certificate attainment among working-aged Californians by 2030. Our colleges play a significant role in achieving this state goal by increasing transfer options and providing more community college baccalaureate degrees. To this end, we are tracking three different outcomes as measures of the success of California Community Colleges students.

**Outcome 1:** Completion of a meaningful education outcome (a certificate, associate degree or community college baccalaureate degree)

**Outcome 2:** Baccalaureate attainment (completion of a baccalaureate degree). We are tracking five metrics relating to this outcome for students, separately tracking students who:

- Earn an Associate Degree for Transfer
- Earn a community college baccalaureate
- Transfer to a CSU or UC
- Transfer to a non-profit private/independent college or university
- Ultimately earn a bachelor's degree (either at a California community college or a subsequent college or university)

**Outcome 3:** Earning a living wage (students who've exited our system and earn a living wage for their region)

While data for transfers to non-profit private/independent colleges or universities and ultimate bachelor's degree earners is not yet available, we are working now to develop robust metrics that will allow us to measure progress toward these important equity-driven goals in the updated annual report that will be available in spring 2025.

**PROGRESS:**

When we launched Vision 2030, we did so with a clear purpose: leveraging existing and new strategies to position community colleges as the keys to transforming professional possibilities, economic access and the lives people want to lead. As part of our **Equity in Success** goal, we can see with this interim data the full extent of COVID-19's impact and the work we must do to restore previous trends in statewide completion and other areas. Despite the pandemic's clear impact, we have already received promising indicators of progress and trend corrections based on the enrollment figures, projections and stories we have already received from students across the system.

We're **just now** seeing the peak impacts of the enrollment downturn from the pandemic in lagging indicators like degree completion, transfer and earning a living wage. With hundreds of thousands of fewer students enrolled in the last five years, there are significantly fewer available to exit our system to transfer or enter the workforce, suppressing the numbers on these metrics for the current years. With our enrollment rebounds, we expect these areas to also recover. And, as we expand systemwide tools like the Common Cloud Student Data Platform, we will be able to collect real-time information and support data exchanges with other higher education institutions like CSU and UC, which should also provide a more accurate view of our progress in attaining the Vision 2030 goals.





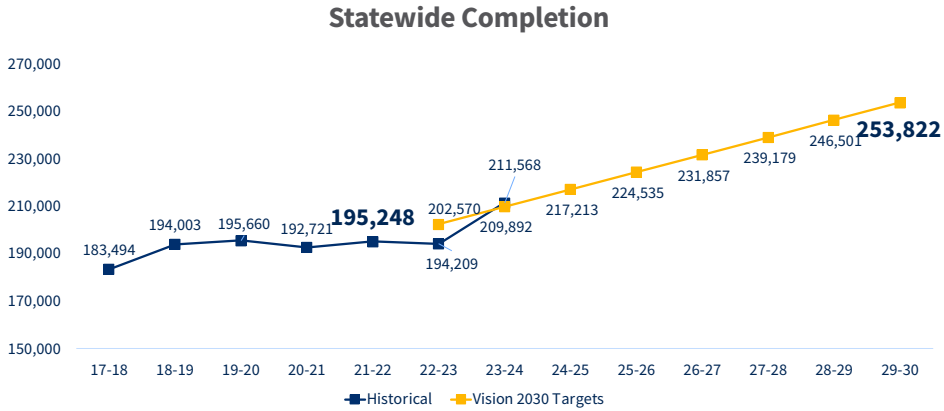

## Spotlight: Nathaniel Ilo

### Norco College

Nathaniel Ilo's journey from the Bronx to Norco College and then to UC Santa Barbara as a transfer student exemplifies resilience and the transformative power of education. At Norco, the Umoja program and supportive mentors gave him a sense of belonging, inspiring him to excel; at UCSB, he co-founded the Nigerian Student Association and reactivated a fraternity, enhancing campus unity for underrepresented students. After earning his bachelor's degree, he pursued a master's at the University of Southern California (USC)and now works as an admissions counselor, aspiring to become a university president. Nathaniel's story highlights the importance of community and determination in pursuing one's dreams and lifting others along the way. At the same time, his personal success also demonstrates the importance of providing a supportive campus climate with mentors, advisors, and resources to help demystify the transfer process and break down real or perceived barriers.

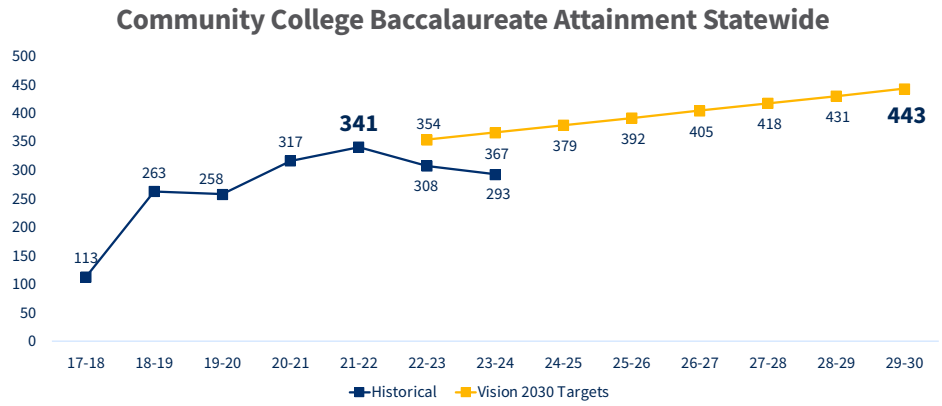
## OUTCOME 1: COMPLETION

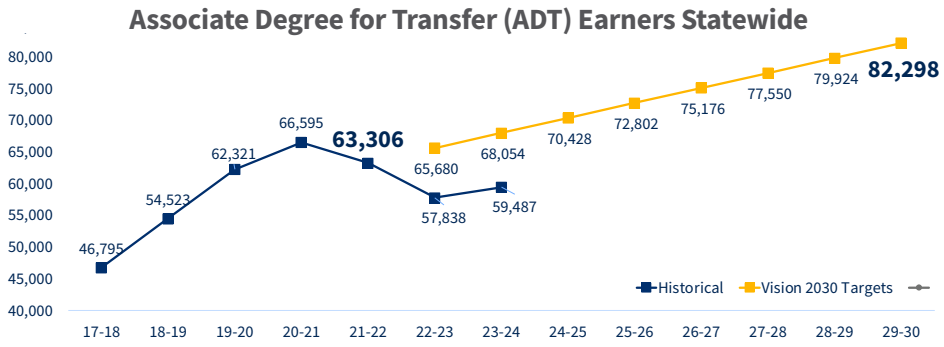
Increase with equity the number of California community college students who complete a meaningful educational outcome.

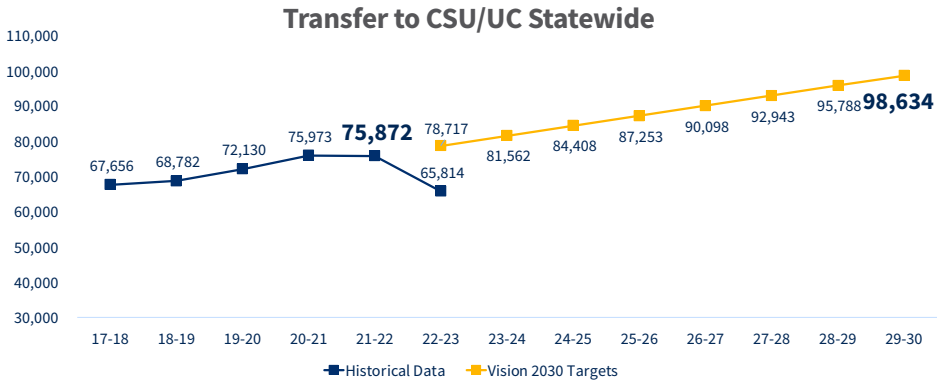



## OUTCOME 2: BACCALAUREATE ATTAINMENT

Increase with equity the number of California community college students attaining a baccalaureate degree.





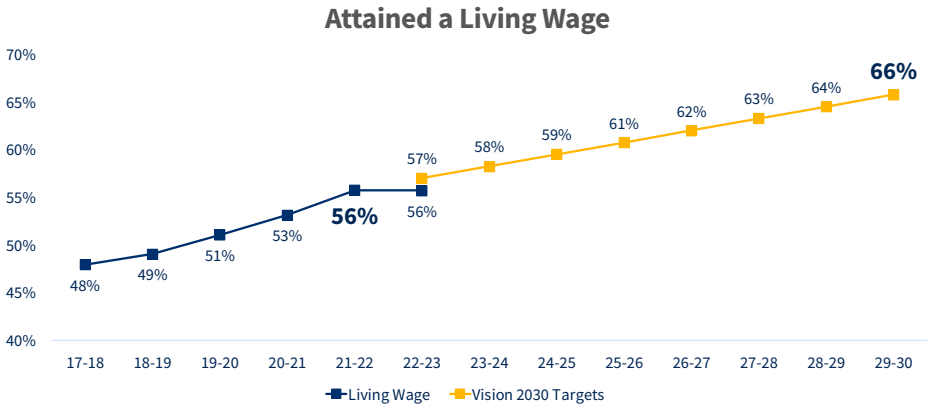




Progress has been made this year in mapping the Vision 2030 and the Governor's Roadmap goals, but more support is needed to collect real-time data. The Common Cloud Student Data Platform (CCSDP) is a vital initiative to address persistent delays and inaccuracies in collecting and analyzing data from districts and colleges.

The current data processes, while state of the art when they were originally built more than 20 years ago, do not meet the real-time demands of Vision 2030 and the Roadmap priorities. A unified platform will provide near real-time information to enable informed decision-making, recalibrate system goals, and enhance support for student success. One way that near real-time information can assist in these efforts, is to support data exchanges with the California State University and University of California systems to improve transfer recruitment and outreach. As we continue to expand the CCSDP beyond its pilot phase, we expect to reduce the number of hours colleges spend meeting data reporting requirements, reduce redundancy in reporting, and improve the accuracy of submissions.

# OUTCOME 3: WORKFORCE OUTCOME

Increase with equity the number of California community college students who earn a living wage.






## Goal 2: Equity in Access

**Broaden the opportunities for all Californians to participate in higher education by starting or continuing their higher education at a California community college.**

As part of this goal, the California Community Colleges Chancellor's Office aims to increase, with equity, the number of students attending a California community college, with particular emphasis on students who face financial challenges and students who face systemic barriers due to their racial and ethnic identities. In line with Vision 2030 goals, the system plans to either increase this number by 25% or to match pre-pandemic enrollment numbers, with emphasis on reaching underserved populations of Californians by 2030.

Vision 2030 focuses on the students and future learners impacted by increasing income inequality and poverty, and the benchmark for student participation refers to increasing the number of students attending a California community college with equity.

The number of Black/African American and Asian students enrolled in the California community college system grew by nearly 13% between 2022-23 and 2023-24. Among Hispanic students, the enrollment numbers increased by 10% over the same period. The highest growth for demographic groups in 2023-24 was 17% among Native American students. Filipino student enrollment has declined by approximately 2.3%, reflecting broader demographic trends in California, including an 18% decrease in the K-12 Filipino population over the past decade. If this trend persists, our system will strive to increase enrollment through focused community outreach and awareness efforts and collaboration with colleges in areas that have higher numbers of current and prospective Filipino students.

The system is also meeting or exceeding its Vision 2030 targets among other groups it focuses on. For example, the number of students enrolling via dual enrollment increased by more than 24% between 2023 and 2024. Among veterans, enrollment numbers increased by more than 10%. Foster youth participation also increased by nearly 10% over the same period.

Given the growth across nearly all groups outlined in Vision 2030, we are pleased with these results and will continue to invest in efforts to broaden participation by aspiring students in our community college system.

**PROGRESS:**

Overall, the number of students attending a California community college is increasing. There was an almost 10% increase in the number of students between 2023 and 2024, and we exceeded our Vision 2030 target of almost 2 million students attending California community colleges in 2023-24. This is welcome progress following pandemic-related declines in enrollment.




### Spotlight: Adriana Vejar

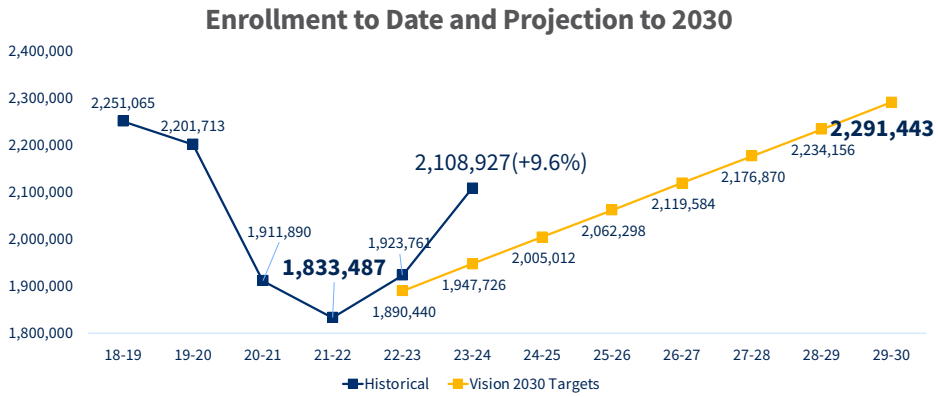
**Madera Community College**

Vision 2030's goal of Equity in Support is rooted in the belief that we can and should do more to make sure everyone can benefit from available support. One example of this work in action is Adriana Vejar. A student in the Licensed Vocational Nursing program at the Madera Community College (MCC) and a young mother, she found academic and financial support from MCC staff who connected her with scholarships and grants, along with social services, which helped Vejar complete her program. With an associate degree in hand, Vejar is transferring to Fresno State University so she can work on a bachelor's degree. "My heart just feels so full because I didn't have that growing up," said Adriana. "I didn't see anyone graduate. I didn't go to graduations."




## OUTCOME 4: STUDENT PARTICIPATION

Increase with equity the number of students attending a California community college, with particular emphasis on the number of underserved Californians.






### Disaggregated Enrollment Data for Demographic Groups and Populations Identified in Vision 2030

| Demographic Population | Academic Year 2022-23 | Academic Year 2023-24 | Change |
|---|---|---|---|
| Asian | 206,897 | 232,988 | + 12.6% |
| Black | 104,002 | 117,243 | + 12.7% |
| Filipino | 44,522 | 43,290 | - 2.3% |
| Hispanic/Latine | 925,569 | 1,019,446 | + 10.1% |
| Native American | 6,565 | 7,704 | + 17.3% |
| Pacific Islander | 7,217 | 7,949 | + 10.1% |
| White | 446,892 | 491,076 | + 9.9% |

| Special Population | Academic Year 2022-23 | Academic Year 2023-24 | Change |
|---|---|---|---|
| Dual Enrollment | 233,688 | 289,906 | + 24.1% |
| Justice-Involved | 28,024 | 29,936 | + 6.8% |
| Veterans | 30,298 | 33,346 | + 10.1% |
| Foster Youth | 23,605 | 25,845 | + 9.5% |
| Low-Income | Metric in development | | |

## Goal 3: Equity in Support

**Partner with other systems, agencies, institutions and community-based organizations to provide students the academic, financial and social supports necessary to thrive by taking education opportunities and the accompanying support to Californians.**

As part of this goal, the California Community Colleges Chancellor's Office is working to increase, with equity, the number of students receiving state and federal aid for which they are eligible to better support their educational journey. In line with Vision 2030 goals, the system is increasing, with equity, the number of California community college students receiving a Pell and/or California College Promise Grant by 10% by 2030. Additionally, as part of this goal, the system is working to decrease, with equity, the number of units in excess of 60 for the Associate Degree for Transfer (ADT).

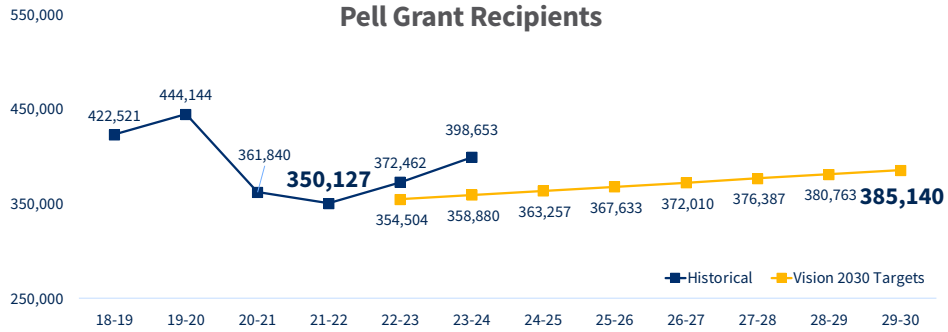
**PROGRESS:**

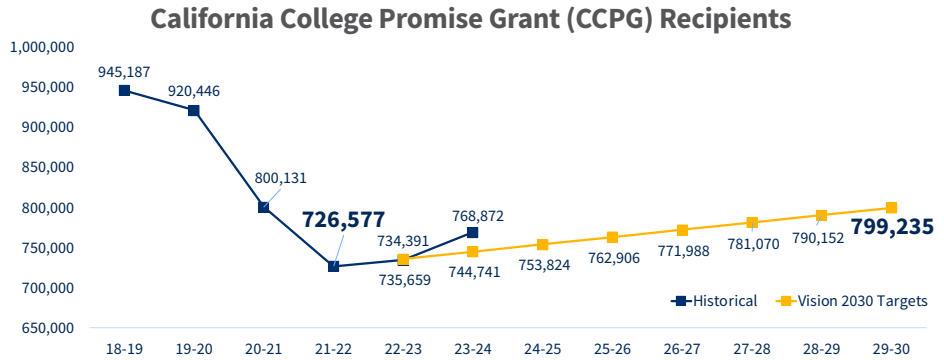
In 2023-24, we saw a significant increase in the number of students receiving Pell Grants and California College Promise Grants—a testament to our ongoing efforts to address one of the largest barriers to student enrollment and success: financial aid access. These strides reflect our commitment to reducing financial obstacles that prevent students from pursuing and completing their education. As we move forward, we remain dedicated to expanding financial aid opportunities and ensuring equitable support, empowering more students to achieve their academic and career goals.

The system has steadily and consistently decreased the number of ADT units statewide, with the number going down by approximately one per year since 2017. We are pleased with this trend and we'll continue to invest in efforts to provide the necessary support for current and aspiring community college students in California to thrive. The system is pleased with this trend and will continue to invest in efforts to provide the necessary support for aspiring students in California to thrive.

## OUTCOME 5: MAXIMIZING FINANCIAL AID

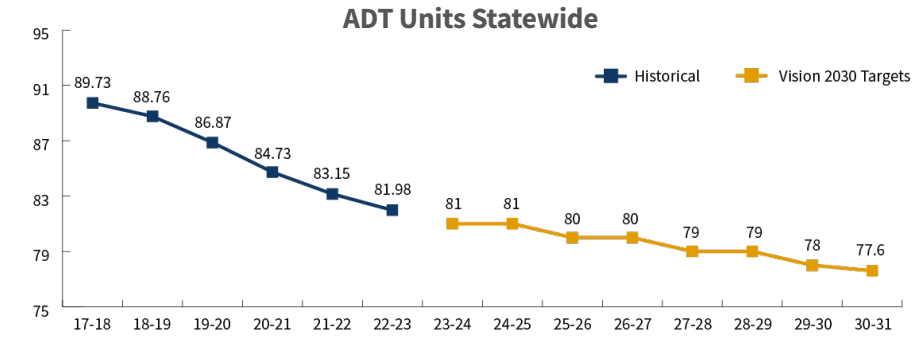
Increase with equity the number of California community college students receiving state and federal aid for which they are eligible to better support their educational journey.




## OUTCOME 6: REDUCE UNITS TO COMPLETION

Decrease with equity the number of units in excess of 60 for the Associate Degree for Transfer (ADT).



# PART II: DEMONSTRATION PROJECTS

Key to achieving our Vision 2030 goals is the implementation of 11 current demonstration projects that will foster significant change in California's community colleges by seeding innovation, scaling implementation of promising practices and integrating new education models.

Vision 2030 demonstration projects serve as living examples of Vision 2030's impact. In various stages of development, many of these projects are already showing strong early results and are expanding pathways for more credit opportunities and apprenticeships among students earning lower incomes, as well as veterans and other groups.

## AgTEC

California's Central Valley is a food-producing powerhouse, and food production and processing is the foundation of the regional economy. However, worker shortages are persistent, particularly as industry adopts innovative practices requiring new skill sets. The AgTEC demonstration project is developing an Agriculture Systems certificate program that is incorporating competency-based education with a carefully designed classroom curriculum to produce a skilled, next-generation agricultural workforce. The certificate will be available at seven Central Valley community colleges that are collaborating in the program design.

## APPRENTICESHIP PATHWAYS

Apprenticeship is a valuable tool that provides students the opportunity to earn an income while combining experiential learning with classroom instruction. Governor Gavin Newsom established a goal of creating 500,000 apprenticeship opportunities by 2029-30, and apprenticeships are a key component of the state's economic development. The Apprenticeship Pathways demonstration project gives students on-the-job training and classroom instruction in high-demand industries, guaranteeing wages during their education and employment afterward. The project is engaging 25 colleges and creating a roadmap to engage students in credit-bearing apprenticeships. Our colleges are employing Credit for Prior Learning to award credit for the apprenticeships, providing students with a direct path to certificates and degrees, employment and upward social mobility. The goal of the project is to provide a statewide model for apprenticeships.





## CENTRAL VALLEY TRANSFER

Our Central Valley Transfer Project is improving transfer rates, particularly among underrepresented and first-generation students, by engaging Central Valley community colleges and local University of California and California State University campuses to define curricular pathways, help students choose their pathway, streamline transfer and reduce excess units. The project uses the Program Pathways Mapper to map courses in the most-efficient pathway to transfer. If successful, the project could serve as a statewide model for regional collaboration between community colleges and four-year universities and the use of the Program Pathway Mapper to streamline transfer.

## COMMON CLOUD DATA PLATFORM

Our Common Cloud Data Platform demonstration project is addressing a key data shortcoming among California community colleges; the inability of colleges to share data across a common platform. The project is developing a shared data infrastructure and data governance principles that will deliver near real-time student analytics, provide the foundation for an automatic application and acceptance pipeline to other institutions, and offer student support services and programs. The outcomes will help colleges define program pathways and improve transfer rates. Our project is being piloted at 11 community colleges and, if successful, could be scaled to serve the entire California Community Colleges system.

## CREDIT FOR PRIOR LEARNING

Granting students credit for their prior learning is a strategy with demonstrated success in dramatically increasing completion, transfer and baccalaureate degree attainment rates for students. Our Mapping Articulated Pathways — Credit for Prior Learning demonstration project is expanding a technology infrastructure to enable faculty to more equitably and consistently award credit for common prior learning experiences like military and workforce training. We are expanding the current Mapping Articulated Pathway pilot to about a dozen more colleges, offering technical assistance, planning and periodic convenings. If successful, the technology could become available to all California community colleges.

## EDUCATIONAL TEACHER PIPELINE



California's critical teacher shortfall — where 80% of school districts face a shortage of teachers — is impacting education across the state. Our Educational Teacher Pipeline demonstration is addressing this shortage by (1) conducting regional analyses of teacher shortfalls; (2) prioritizing teacher training statewide; (3) developing apprenticeship programs that lead directly to teaching positions; (4) investing in the teacher recruitment pipeline at the high school level; (5) supporting "Grow Your Own" strategies to diversify the teacher workforce.

## HIGH ROAD PATHWAYS

California is facing a crippling workforce shortage in key sectors, including agriculture, education and health care. Our High Road Pathways demonstration project is expanding and streamlining certificates and degrees in four economic sectors facing critical worker shortfalls.

## MENTAL HEALTH FOR VETERANS

Our Mental Health for Veterans demonstration project is strengthening institutional policy and practice to provide support — including mental health services, professional development for faculty and staff, and peer-to-peer mentorship — that student veterans need to succeed. The project supports 10 colleges to (1) establish partnerships to improve campus support, with a focus on mental health services, for student veterans; (2) facilitate professional development opportunities for campus faculty and staff about the unique needs of student veterans, and; (3) develop peer-to-peer student veteran networks on and off campus. If successful, this project will serve as a model for the California Community Colleges systems.

## MENTAL HEALTH WORKFORCE DEVELOPMENT

Our Mental Health Workforce Development demonstration project addresses the shortage in mental health workers by (1) conducting a gap analysis to assess areas of greatest need and shortfalls in existing programs; (2) working with colleges to develop new mental health curricula and programs; (3) providing innovative student support including career counseling, partnerships with local high schools, job and internship placement, and English skills training.

## NURSING WORKFORCE DEVELOPMENT

The shortfall in health care workers is leading to "health care deserts" where residents — mostly people of color and low-income residents — must travel great distances to receive basic care. Our Nursing Workforce Development demonstration project addresses the nursing shortfall by (1) identifying areas of greatest need and gaps in existing programs; (2) developing new nursing curricula and programs; (3) helping students achieve Bachelor of Science in Nursing degrees at four-year universities; (4) providing additional student support including counseling and internship, apprenticeship and job placement opportunities, and; (5) expanding the successful apprenticeship program that allows licensed vocational nurses to become registered nurses.

## PATHWAYS FOR LEARNERS WITH LOW INCOMES (UDW AND UHW)

Our Pathways for Learners with Low Incomes demonstration project is supporting adult learners earning low wages to acquire the education necessary to secure upward economic mobility. The project includes (1) developing a framework for employer-driven pathways that can be adopted and replicated by colleges; (2) identifying and incorporating principles of effective andragogy; (3) developing effective pathways for adult learners who often face profound barriers to participation in higher education; (4) establishing communities of practice around pathway development and community and industry engagement. This project includes two partnerships:

**United Domestic Workers (UDW):** The Chancellor's Office is partnering with UDW to construct seamless educational pathways for the union's more than 171,000 members and their families. The project is expected to build capacity for colleges to engage learners in pathways that lead to high-value certificates and degrees, improving the workers' economic mobility.

**United Healthcare Workers:** The Chancellor's Office is also teaming up with the Service Employees International Union–United Healthcare Workers West to provide educational pathways for the 100,000-member union. The partnership will include counseling and academic support, noncredit expansion and educational pathways that lead to associate and bachelor's degrees and transfers to four-year universities.



### Spotlight: Roxana de Hernandez

**Southwestern College**

Having escaped violence in San Salvador at the age of 13, Roxana de Hernandez now works as a caregiver and looks after her daughter who is a person with disabilities. Additionally, Roxana is taking English classes so that she can achieve her GED diploma to expand her employment opportunities. Thanks to the United Domestic Workers (UDW) Resource Center, a union program which partners with the California Community Colleges Chancellor's Office to provide support to members, Roxana is attending English classes at Southwestern College free of charge. "The dreams I had as a child—now I feel I can reach them," said Roxana about the life-altering program.

## TOP 25 Credit Programs in 2023-24 by Volume of Total Awards

| Annual 2023-24 | AA/AS Degrees | All Certificates (Credit) | Total |
|---|---|---|---|
| Liberal Arts and Sciences, General | 36,728 | 61,715 | 98,443 |
| Biological and Physical Sciences (and Mathematics) | 17,891 | 499 | 18,390 |
| Business Administration | 16,697 | 753 | 17,450 |
| Humanities | 16,089 | 16 | 16,105 |
| Child Development/Early Care and Education | 4,975 | 9,446 | 14,421 |
| Psychology, General | 12,545 | 134 | 12,679 |
| Administration of Justice | 5,674 | 4,080 | 9,754 |
| Social Sciences, General | 7,735 | 24 | 7,759 |
| Nursing | 5,263 | 1,781 | 7,044 |
| Business Management | 1,242 | 4,867 | 6,109 |
| Sociology | 4,523 | 25 | 4,548 |
| Health Professions, Transfer Core Curriculum | 3,771 | 776 | 4,547 |
| Automotive Technology | 668 | 3,873 | 4,546 |
| Accounting | 1,654 | 2,890 | 4,544 |
| Economics | 4,310 | 51 | 4,361 |
| Biology, General | 4,165 | 147 | 4,312 |
| Speech Communication | 3,732 | 394 | 4,126 |
| Mathematics, General | 3,703 | 93 | 3,796 |
| Fire Technology | 1,030 | 2,601 | 3,631 |
| Manufacturing and Industrial Technology | 493 | 2,312 | 2,805 |
| Business and Commerce, General | 1,467 | 1,322 | 2,789 |
| Computer Infrastructure and Support | 895 | 1,886 | 2,781 |
| Art | 2,710 | 66 | 2,776 |
| General Studies | 76 | 2,436 | 2,512 |
| Construction Crafts Technology | 308 | 2,077 | 2,385 |



# CONCLUSION

**"If you want to go fast, go alone.
If you want to go far, go together."**
**– African Proverb**

In year two of Vision 2030 districts will create workplans similar to our statewide workplan and include annual targets for each Vision 2030 metric, via two Regional Workshops – one in Orange County and the second in the North/Far North Region. The workplans focus on the alignment of the Governor's Roadmap, Vision 2030 goals, and district and regional goals, as well as aligning funding to the priorities established by the Vision 2030 and district goals.

We extend our deepest gratitude to Governor Newsom and the California Legislature for their steadfast support during the pandemic and the years following, which provided vital funding to the California Community Colleges system. This investment has been transformative, enabling us to increase enrollment, expand access for underserved Californians, and deliver outcomes that align with Vision 2030 and Governor's Roadmap for the Future for California Community Colleges. These resources have empowered more Californians to start and complete their education, gain critical career skills, and provide better opportunities for their families, showcasing the significant impact of your commitment.

Thanks to this funding, our system has seen remarkable progress, including a nearly 10% increase in total enrollment, with significant gains among underrepresented groups such as Black, Hispanic and foster youth students. Dual enrollment has surged, giving more high school students a head start on college, and our focus on veterans has yielded a 10.1% enrollment increase. These achievements demonstrate that your investment is yielding strong returns, and we are poised to build on this momentum to achieve even greater results. Continued and expanded support is essential to sustain this success as we strive toward the ambitious goals of Vision 2030 and the Roadmap. Together, we can ensure a brighter future for all Californians.

Each day, millions of Californians trust California Community Colleges with the development of their skills, and with their dreams of achieving more stability and success for themselves and their families. These remarkable students, from all backgrounds and experiences, are coming to us in greater numbers with hope and ambition for a brighter future. They are the strength behind the California Community Colleges!

And the California Community Colleges continue to take care of them – our students, our communities and our planet.



# CALIFORNIA COMMUNITY COLLEGES BOARD OF GOVERNORS



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Joseph R. Williams



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# 2024 STATE OF THE SYSTEM REPORT


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