



2026 REPORT

California Career Passport Metrics

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



California
Community
Colleges

SONYA CHRISTIAN
Chancellor

July 14, 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 next Career Passport Metric Report.

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 Vice Chancellor of Workforce and Economic Development Anthony Cordova at acordova@cccco.edu.

Sincerely,

Sonya Christian, Chancellor

A handwritten signature in black ink that reads "Sonya Christian". The signature is written in a cursive, flowing style.

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 METRICS

Prepared By

California Community Colleges Chancellor's Office

Information Services, Technology, and Innovation Division

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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.

In Gov. Newsom's Career Passport [press release](#) (June 2026), he stated:

“We’re working to connect qualified Californians to employment opportunities they may have otherwise been overlooked for. California’s Career Passport will be a win-win for our workforce, ensuring that relevant skills, credentials and real-world experience are recognized, and that capable workers are not being filtered out simply because they lack a four-year degree.”

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. The Career Passport will also capture information that is relevant for credit for prior learning. 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 non-traditional learning.

The Career Passport focuses on the following goal:

What tools can help people who are currently overlooked and underrepresented in the workforce demonstrate what they know and what they can do, and what tools will make it easier for employers to find, hire, and retain skilled talent they are currently missing?

REPORTING REQUIREMENTS

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.

Additionally, the Higher Education Trailer Bill required the following review:

- SEC. 19(c)(4): The Department of Technology and the Department of Finance review the March 1, 2026 Timeline report to verify that the plan submitted pursuant to paragraph (3) is well planned and a reasonable use of resources.

The Chancellor's Office received the initial memo from the California Department of Technology (CDT) and California Department of Finance (DOF) in March 2026, provided a response, and then received a final report in June 2026 that included their [recommendations](#) related to the further development and expansion of the Career Passport.

***“Taken together, the proposed \$25 million investment represents a reasonable initial approach for infrastructure of this scale, particularly given the use of phased procurement and pilot-based validation to manage risk. However, realization of value is highly contingent on successful adoption and ecosystem participation. Without progress in these areas, there is a risk that the Project delivers a technically sound solution that does not achieve meaningful utilization or statewide impact.*”**

To strengthen the Project and support successful outcomes, continued emphasis should be placed on: 1) advancing a more defined adoption strategy, including employer engagement and measurable targets; 2) clarifying and operationalizing a near-term MVP; 3) strengthening governance and cross-agency coordination mechanisms; 4) advancing sustainability planning earlier in the lifecycle; and 5) ensuring that pilot project efforts validate end-to-end user outcomes, not solely technical capability.

CDT has concluded that the Project represents a reasonable and strategically aligned investment that supports the state's broader workforce, education, and digital modernization objectives. The Project demonstrates a strong technical foundation, thoughtful phased implementation strategy, and appropriate use of pilot-based validation to manage risk and inform future expansion."

The Chancellor's Office concurs with these recommendations and has already implemented activities that address these. In particular, the Chancellor's Office has robust ongoing coordination with key state entities that include the Labor and Workforce Development Agency, the Office of Cradle-to-Career Data, and others.

OFFICE OF CRADLE-TO-CAREER DATA'S CAREER PASSPORT REPORT

In May 2026, the Office of Cradle-to-Career Data released the report, [Informing the California Career Passport](#), which documents findings from a national scan and draws lessons from early adopters of learning and employment record systems from across the country.

Exploring state policy priorities, existing infrastructure, and lessons from early adopters across the country, the report identifies a set of implementation questions states can use when building systems to strengthen opportunities for career mobility for all workers and learners.

UPDATE FOR JULY 1, 2026 METRICS REPORT

Much progress has been made on the implementation of the Career Passport since the January 2026 metrics report. The timeline report in March 2026 provided an updated timeline and key activities that are detailed in the next section. This report (July 1, 2026) provides an update on activities for the 2025-26 fiscal year, along with an update on the initial activities for the 2026-27 fiscal year.

FUNDING

In the Chancellor's Office's response to questions from Finance and CDT, an updated funding chart was provided that has been updated below.

The Career Passport is funded through a \$25 million appropriation authorized by AB 123 (FY

2025-26, Proposition 98 funds), available for expenditure through FY 2029-30. The project anticipates utilizing the full \$25 million appropriation through FY 2029-30, consistent with the phased implementation plan submitted to the Legislature on March 1, 2026.

Table 1. Career Passport Budget Projections

	FY 2025-2026		FY 2026-2027		FY 2027-2028		BUDGET TOTAL	
Coordination, Project Management & Support	\$184,615	24.6%	\$1,072,056	6.8%	\$992,719	11.7%	\$2,249,390	9%
Technology Platform Development (including RFP)	\$200,000	26.7%	\$12,225,000	77.5%	\$425,000	5.0%	\$12,850,000	51%
Integration & Implementation Services	\$0	0.0%	\$1,865,000	11.8%	\$6,737,533	79.4%	\$8,602,533	34%
Administrative Set-Aside & Indirect	\$365,385	48.7%	\$606,482	3.8%	\$326,210	3.8%	\$1,298,077	5%
TOTAL	\$750,000		\$15,768,539		\$8,481,462		\$25,000,000	100%

The project is managed to meet the state budget allocation of \$25 million. Expenditures to-date are on pace to meet the budget projections and reflect the project's **initial development phase**. These include costs such as onboarding project staffing and support, preparation for RFP release, technology readiness assessment, and key stakeholder engagement in preparation for pilots. Additional spending through the end of this fiscal year (June 30, 2026) will support RFP release, RFP pilot contracts, development and piloting of supporting infrastructure, and user (employers and students) research.

REPORT

As noted in the [March 2026 Timeline Report](#), the Chancellor's Office is implementing the Career Passport through a structured, three-phase approach. This sequencing reflects the practical progression from prototyping, to defining shared standards and methods for documenting and interpreting skills, to scaling statewide implementation. Each phase includes defined activities and outputs that build on one another to support long-term sustainability and includes the initial set of activities from the [January 2026 Metrics Report](#).

The phased approach clarifies the roles of key partners, including colleges, nonacademic credential providers, employers, and learners, and ensures that technical development, policy design, and employer adoption advance in coordination.

The phased core activities focus on measurable adoption outcomes (as recommended by the CDT/DOF report) since they help to identify the roles that various interest holders will play, including educators, nonacademic credential providers, employers, and workers. These core activities focus on ways to strategically engage each partner at the various stages of developing the California Career Passport.

OVERVIEW OF PHASES AND PROJECT MILESTONES

PHASE 1: INITIAL DEVELOPMENT CORE ACTIVITIES (2025-26)

Phase 1 establishes and tests a functional model of the Career Passport with a cohort of campuses and an early employer adopter (such as the Department of Human Resources) to validate technical integration, user experience, and hiring use cases.

- **Dependency:** Phase 1 activities are dependent on the outcomes of the two ongoing Request for Proposal processes for eTranscript California modernization and the Career Passport platform. Additional detail is found in Key Output 4.

Update (as of July 1, 2026):

Credential Registry Whiteboard Session (June 3, 2026) The Chancellor's Office invited representatives from the Labor and Workforce Development Agency, Mapping Articulated Pathways, the Office of Cradle-to-Career Data, and WestEd to explore the relationship between the proposed California Credential Registry and the California Career Passport initiative. The discussion focused on shared terminology, the respective roles of the two efforts, and opportunities for coordination.

Participants generally distinguished the Credential Registry as statewide infrastructure that describes credentials and supports multiple use cases, while the Career Passport is a learner-facing application that enables individuals to receive, store, and share verified credentials. The discussion also identified several topics for future consideration, including governance, trust, technical architecture, and the role of credential quality and outcomes information.

Staff will continue coordinating with partner agencies as these efforts evolve.

Phase 2 Pilot Kickoff

Design & Discovery Workshop: The California Career Passport (June 23, 2026): The Chancellor's Office convened approximately 60 representatives from state agencies, educational institutions, employers, workforce organizations, and technology partners as part of the project's ongoing stakeholder engagement activities. The workshop provided project updates, demonstrated the pilot technology, and gathered stakeholder input on priority use cases and implementation considerations. This work is consistent with recommendations in the independent CDT/Department of Finance project assessment to engage stakeholders throughout project development.

mDL Showcase Event (June 24, 2026): The California Community Colleges Chancellor's Office (Chancellor's Office) sponsored the California Department of Motor Vehicles' mDL Showcase, which brought together more than 100 participants representing over 80 organizations from government, education, and industry. The event highlighted California's investment in digital credential infrastructure and standards-based technologies for issuing and verifying digital credentials. The Career Passport initiative is leveraging California's existing investment in digital credential infrastructure to explore how trusted digital credentials can be used across education, workforce, and public services. The event also included a demonstration by the California Community Colleges Digital Center illustrating how digital identity credentials can streamline student onboarding through CCCApply and the new CCCStart admissions platforms.

Career Passport: Request for Proposal (RFP) Phase 2 Pilot Demonstration:

The Chancellor's Office completed the competitive procurement for the Career Passport pilot in May 2026. On June 8, 2026, the Foothill-De Anza Community College District Board, as fiscal agent for the California Community Colleges Digital Center, approved contracts with four vendors to participate in the pilot demonstration (Infosys (Inji), SpruceID, Auth9/Certree, and Territorium).

Rather than selecting a single solution based solely on written proposals, the pilot is designed to evaluate multiple approaches under real-world conditions with California learners and jobseekers. This phased approach reflects the innovative procurement model established in the new Request for Innovative Ideas (RFI2) process¹, which similarly prioritizes real-world demonstration and validation over reliance on written proposals alone.

In Phase 2 of the Career Passport RFP, vendors must first demonstrate technical interoperability through a pre-pilot integration check before participating in user testing. During the pilot, participants will evaluate usability, accessibility, and overall user experience, while the Chancellor's Office will assess each solution's technical feasibility, interoperability, and suitability for California's long-term needs. Findings from the pilot will inform future procurement and implementation decisions.

1 The Chancellor's Office is using the Request for Innovative Ideas (RFI2) process, referred to as the Request for Proposals process in this document.

The phased procurement approach emphasizes evidence-based decision making by validating technical performance and user experience before broader implementation and is consistent with practices identified in the independent CDT/Department of Finance project assessment.

Key milestones for the Career Passport RFP are as follows:

Table 2: Career Passport RFP Update

Timeframe	Milestone	Notes/Dependencies
January 1, 2026	Career Passport Metrics Report	Submitted
March 1, 2026	Career Passport Timeline Report	Submitted
April 16, 2026	Career Passport RFP Released	Completed
June 8, 2026	Career Passport RFP Phase 2 Pilot Begins	In Progress
July 1, 2026	Career Passport Metrics Report	Submitted
September 2026	Issue Notice of Intent to Award	Planned
October 2026	Final Contract Execution	Planned

- **Career Passport Website:** The Career Passport website (careerpassport.ca.gov) is in development, with launch planned later in 2026. The site will serve as the project’s primary public-facing communication channel. The Chancellor’s Office will use it to share Career Passport updates with students, job seekers, employers, and other stakeholders, and provide opportunities for public engagement as the initiative progresses.

PHASE 2: SKILLS DEVELOPMENT (2026-27)

Phase 2 focuses on establishing methods for defining and documenting skills derived from verifiable credentials and academic records, creating the structured foundation necessary for employer interpretation and interoperability.

- **Dependency:** Phase 2 activities are based on the Mapping Articulated Pathways (MAP) project to implement skills transparency using Credential Transparency Description Language (CTDL) and related open data structures. The Career Passport will leverage the MAP’s infrastructure to ensure consistent, machine-readable representation of credentials, assessments, learning opportunities, transfer values, jobs, and more.

Update (as of July 1, 2026):

- Following the June 3, 2026 Credential Registry whiteboard session with the Labor and Workforce Development Agency, MAP, the Office of Cradle-to-Career Data, and WestEd, the Chancellor’s Office has coordinated responsibilities and the Career Passport team has taken on responsibility for defining the credential schema layer — the structure used to represent credential data in a consistent, machine-readable format — and is beginning to draft initial technical requirements for that work.

PHASE 3: BROADER IMPLEMENTATION (2026-27)

Phase 3: Broader implementation of the Career Passport with participating campuses. This work area focuses on preparing the California Career Passport for phased statewide access, while strengthening the technical, operational, and communications capacity required to support expanded participation across education, training, and employment contexts.

- **Dependency:** Phase 3 activities depend on pilot results, user feedback, and the final vendor selection. Implementation sequencing will be informed by demonstrated technical readiness and adoption conditions identified during earlier phases.

Update (as of July 1, 2026):

A list and description of the major technology tools that will be used by the Career Passport are listed in the Technical Architecture and the Interoperability of the Career Passport section in the [March 2026 Timeline Report](#). Several of the tools are included in the Chancellor's Office's [Vision 2030 Demonstration Projects](#).

The next section provides an overview of the core activities and key outputs for each phase. See the March 2026 Timeline Report for detailed descriptions of each core activity.

Appendix A provides an update with the timeline for the phases, key outputs, and the total costs upon implementation.

FROM JANUARY 2026 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):** The Chancellor's Office maintains a regular biweekly working cadence with C2C and LWDA, supplemented by monthly meetings with the broader intersegmental partner group.
- **Establish process for integrating credit for prior learning:** As part of the summer pilot, the Chancellor's Office is testing a workflow that connects the Career Passport to the MAP Student Portal, allowing internal pilot testers to share credentials directly from their Career Passport into their MAP student portal account for credit-for-prior-learning review.
- **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. As of July 2026, the Chancellor's Office has finalized a partnership with the Aspen Institute's UpSkill America initiative to strengthen the employer engagement strategy, including employer survey development, a landscape analysis of employer hiring systems (ATS/HRIS), and planning for employer pilot participation.

- **Prepare legislative reports:** The Chancellor’s Office established key deliverables and began developing a strategy to collect the information needed for upcoming legislative reporting.

CONSIDERATIONS FOR FUTURE DEVELOPMENT AND EXPANSION OF THE CALIFORNIA CAREER PASSPORT

The statute requests that the Chancellor’s Office identify considerations for future development and expansion of the Career Passport. Because procurement and pilot activities are ongoing, the following items reflect preliminary considerations. More detailed recommendations will be informed by vendor selection, pilot outcomes, employer and intersegmental engagement, and implementation experience. These will be addressed in subsequent reports.

1. Supporting Diverse Employer Needs and Talent Practices

- Design infrastructure that accommodates a range of employer types, industries, and hiring practices, including skills-based and other emerging talent approaches.
- Assess participation models that are accessible to small and medium-sized employers with limited HR capacity.

2. Expanding the Range of Credentials and Learning Pathways

- Develop strategies for engaging nonacademic credential providers and establishing appropriate data-sharing agreements.
- Evaluate criteria for inclusion of credentials that demonstrate quality and employment value.
- Continue coordinating with the California Credential Registry effort, following the June 2026 discussions that clarified the distinct but complementary roles of statewide credential infrastructure and the learner-facing Career Passport.

3. Strengthening Interoperability with Other State Initiatives

- Identify opportunities to further align the Career Passport with other state digital infrastructure and data initiatives to reduce duplication and improve user experience.
- Promote shared standards, technical approaches, and open source or public infrastructure to support portability of learning and credentials across systems.
- Monitor the evolving landscape of national and interstate efforts around shared skills and credential data infrastructure and assess whether and how California’s participation in such coalitions could advance the Career Passport’s goals.

4. Expanding Access Beyond the Community Colleges

- Assess pathways for expanding access beyond the California Community Colleges to serve a broader population over time.
- Explore outreach strategies to support use by job seekers, workers, and learners not currently connected to postsecondary institutions.

CDT/DOF Review: In its June 2026 review, CDT and DOF recommended the Career Passport for continued development and expansion, noting that long-term success will depend on sustained cross-agency coordination and ongoing state budgetary support beyond the initial one-time appropriation. This assessment aligns with the Chancellor’s Office’s own planning and underscores the need for continued state investment as the program moves from pilot to statewide implementation.

CONCLUSION

The Chancellor’s Office, the Labor and Workforce Development Agency, and the Office of Cradle-to-Career Data will continue to collaborate on the successful implementation of the Career Passport, which creates a mechanism for people without bachelor’s degrees to attain well-paid work, unlocking opportunities that will benefit individuals, families, and the broader economy.

The Chancellor’s Office remains committed to strengthening the Career Passport through its phased implementation strategy, iterative development, and ongoing stakeholder and employer engagement, maturing the project’s approach to adoption, governance, and sustainability as pilot activities and vendor selection progress.

By utilizing currently available technology tools, such as the Common Cloud, eTranscript California, and Mapping Articulated Pathways, the Career Passport will ensure efficient and effective use of current and future funding and resources.

The Career Passport’s technical architecture and interoperability will provide a way for community colleges, as well as public and private employers, to use this innovative tool for the benefit of all Californians. The Chancellor’s Office will continue working with the Legislature to advance the project toward full implementation.

APPENDIX A: TIMELINE, OUTPUTS, AND TOTAL COSTS UPON FULL IMPLEMENTATION

The Chancellor's Office, the Labor and Workforce Development Agency and the Office of Cradle-to-Career Data collaborated to design these core activities. This summary timeline presents an overview of the key deliverables and phases for the Career Passport, including the project scope (with each phase and core activities noted), the anticipated schedule, and dependencies.

Core Activity Summary & Key Outputs	Anticipated Schedule Timeframe	Estimated Total Cost Upon Full Implementation
Phase 1: Initial Development Core Activities Core Activity 1: Foundational Design, Partnerships, and Procurement 1. Functional and Policy Alignment 2. Employer Engagement for Early Design and Use Cases 3. Campus Participation and Worker Engagement Design 4. Technology Procurement and Platform Readiness Dependencies: Outcomes of the two Request for Proposals Dependencies: Outcomes of the two Request for Proposals Updates: Employer Engagement (#2): Finalized a partnership with the Aspen Institute's UpSkill America initiative to strengthen the employer engagement strategy. Technology Procurement (#4): Selected four vendors (Infosys (Inji), SpruceID, Auth9/Certree, and Territorium) for Career Passport pilot testing, currently underway.	2025-26	To be determined based on dependencies (by Fall 2026)

Core Activity Summary & Key Outputs	Anticipated Schedule Timeframe	Estimated Total Cost Upon Full Implementation
Phase 2: Skills Definition and Credential Transparency Core Activity 2: Skills Definition and Credential Transparency 1. Pilot Skill Documentation and Methodology Development for Priority Use Cases 2. Expansion of Skills Documentation Practices 3. Long-Term Systemwide Skill Transparency Dependency: Success of the integration of the Mapping Articulated Pathways (MAP) project's integration with the Credential Transparency Description Language (CTDL). Updates: Following a June 2026 whiteboard session with the Labor and Workforce Development Agency, MAP, the Office of Cradle-to-Career Data, and WestEd, the Career Passport team took on responsibility for defining the credential schema layer and has begun drafting initial technical requirements — directly advancing the MAP/CTDL integration named in the dependency line.	2026-27	To be determined by the success of the integration of the Mapping Articulated Pathways (MAP) project with the Credential Transparency Description Language (CTDL).

Core Activity Summary & Key Outputs	Anticipated Schedule Timeframe	Estimated Total Cost Upon Full Implementation
Phase 3: Broader Implementation Core Activity 3: Statewide Access, Adoption Readiness, and Capacity Building 1. Preparing for Statewide Access 2. Communications and Public Awareness 3. Capacity Building Across the Ecosystem Dependency: The dependency for this section will be based upon the pilot users and their feedback about the Career Passport. A final vendor will also need to be selected. Updates: The Career Passport website (careerpassport.ca.gov) is in development, with launch planned later in 2026 to serve as the project's primary public-facing communication channel. The Chancellor's Office also convened a Design & Discovery Workshop on June 23, 2026, with approximately 60 representatives from state agencies, educational institutions, employers, workforce organizations, and technology partners to share project updates and gather stakeholder input.	2026-27	To be determined by the selection of the vendor for the Career Passport (final vendor from the two Request for Proposals).

*In addition to these noted amounts, the Chancellor's Office intends to: (1) allocate \$400,000 to the Foothill-De Anza 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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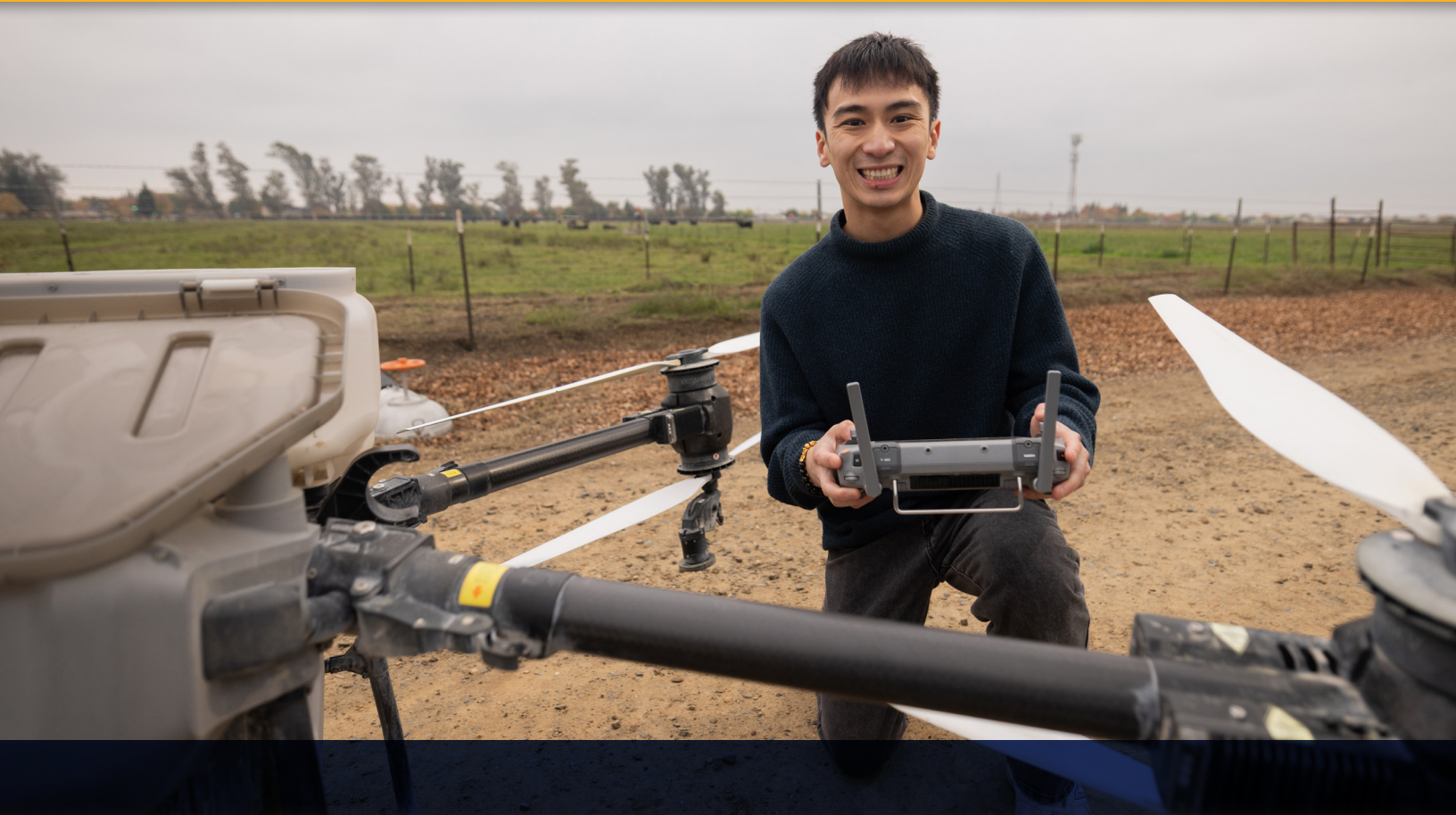
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