WELCOME

PROMISING PATHWAYS
Understanding the Value of 2 Year Degrees and Stackable Certificates

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PROMISING PATHWAYS
Understanding the Value of 2 Year Degrees and Stackable Certificates

I. California Community Colleges (CCC) – Assets and Advantages

II. What are Career Pathways? What is the value-added for Foster Youth?

III. How does CCC completion and transfer influence lifetime earnings and career advancement?

IV. Discussion
Career Ladders Project

Fosters educational and career advancement through research, policy initiatives and direct assistance to community colleges and their partners.
• 12 community colleges phase 1
• 8 community colleges phase 2
• Led by the Career Ladders Project
• Multi-year grants to implement sustainable strategies to increase foster youth student success rates.
• Focus on certificate, AA/AS, transfer completion
Demonstrating What Works; Scaling Effective Practice

Initiatives and Demonstration Projects
- Career Advancement Academies (CAA)
- CA Community College Linked Learning Initiative (CCCLLI)
- Community College Pathways for Former Foster Youth (CCP)
- Concurrent Courses Initiative (CCI)

Sector and Pathway Projects/Partnerships
- Green Transportation Collaborative
- “Design It, Build It, Ship It” (Transportation/Logistics, BioSciences)
- Patient Navigator Center (Healthcare)
- Bay Area Manufacturing Renaissance Council
- Arts, Media, Entertainment Pathways, K-14
- Information, Communication, Technologies San Francisco Pathways K-16 Project
California Community Colleges: Open Access, Place-Based, Most Affordable

- 112 colleges
- 2.5m students
- Fee comparison
  - $1,380 CCC
  - $7,017 CSU
  - $13,077 UC
- 28% of UC graduates and 55% of CSU graduates started at CCC
CC Transfer Student Success

- CC transfer students bachelor’s degree completion rate (71%) higher than that of four-year starters (65%).

- CC transfer students with two-year degree or certificate had higher baccalaureate attainment rates than for those who transferred without a credential.

source: *Bacclaureate Attainment* (National Student Clearinghouse Research Center, August 2013)
California Community College Completion Agenda

• Milestones
  – State-recognized certificates
  – Transfer
  – Associate Degrees, AA-T, AS-T
• All About Student Success
Pathways are a framework for Student success and completion

- connect educational programs & support services
- align with in-demand skills and regional economies
- enable students to advance over time to better jobs and higher levels of education and training.

Each step on a career pathway is designed explicitly to prepare students to progress to the next level of employment and/or education.
Advancing Along Your Career Path

- Basic Skills, English Language Learning, Career Readiness
- Bridge Courses & "Work and Learn"*
- Skills Certificate & "Work and Learn"*
- Associate or Apprenticeship Degree
- Baccalaureate Degree

- Unskilled Jobs
- Semi-Skilled Jobs
- Entry - Level Skilled Jobs
- Entry - Level Technician or Apprentice
- Skilled Technician or Journeyman
- Managers and Technical Professionals

Lifelong Learning → Job Advancement

* "Work and Learn" include programs such as: On-the-Job Training (OJT), internships, and Cooperative Work Experiences (CWS).

Shows career accessible after completion of educational step

Shows the climb to necessary education, in order to advance along career path

Draft 08/10/2010
Leveraging Collective Strengths and Assets

Partners to create High Impact Pathways©

Education: K-12, Community Colleges, Universities

Student Supports: CBOs, WIBs, Social Services

Stakeholders: Employers, Labor, Regional leadership
High Impact Pathways
Pathways…

• Enable students to advance over time to better jobs and higher levels of education

• Increase successful completion of college certificates on the way to degree/transfer

• Align with in-demand skills and provide work-based learning opportunities that lead to high-wage, high-skill employment
Stackable Degrees/Certificates

- Clear transitions with incremental steps in college and career
- Certificates lead to next level achievement including degree and transfer
- Academic program offers work-based learning/experience
- Entry/Exit points – no dead ends
Student Perspective on Career Pathways

“I have learned so much and I know what my goals are and how to get there.” – Student

- Near term and longer term college goals are identified
- Multiple entry and exit points when “life happens”
- Students increase understanding of career options
- Connects with work experience, employers and builds student resume/portfolio
CCC Certificates

- State-recognized
- Relevant to local economy
- Many achievable in one year or less
- Contextualized to basic skills instruction
- Bridge design programs

Students start with certificate, build to degree, and progress while increasing their earning potential - COLLEGE and CAREER
Associate Degree for Transfer

- Guarantees admission with junior standing to the California State University system.
- 60 transferrable units that include a minimum of 18 units in a major or area of emphasis and an approved general education curriculum.
- Provides priority admission consideration to local CSU campus and to a program or major that is similar to the major or area of emphasis studied at the CCC.
- http://adegreewithaguarantee.com/
AS-T Administration of Justice

• ready to transfer to a CSU campus
• Pathway to bachelor’s degree in Criminal Justice/Criminology
• Depending on CSU campus—specializations in corrections, law enforcement, forensics, criminal justice research/management, legal studies for prosecutorial or jurist careers, or criminology.
• A bachelor’s degree in Criminal Justice/Criminology may lead to careers with federal, state, or local law enforcement, probation, parole, and correctional institutions, specialized criminal investigations, forensics, criminalistics, or a career in the study of crime causation or victimology.
Show Me the Money!
Wage Outcomes

- Statewide median for wages 5 years after Community College award
  - $52,700 for Associate Degrees,
  - $49,700 for Certificates and
  - $42,200 for Locally Approved Certificates & Awards.

Source: California Community College Chancellor’s Office
Wage Outcomes

- Median wages 5 years after award for students with associate degrees in vocational disciplines was $66,600 compared to $38,500 for those with non-vocational associate degrees.

- Over the past 20 years the number of graduates with associate degrees from California Community Colleges has increased by 77%.

Source: California Community College Chancellor’s Office
Wage Outcomes

• Associate Degrees with the highest median incomes 5 year after award include Registered Nursing ($81,640), Radiologic Technology ($81,573) and Respiratory Therapy ($72,582).

• Certificates with the highest median incomes include Paramedic ($113,360), Electrical Systems & Power Transmission ($107,466) and Water & Wastewater Technology ($79,205).

Source: California Community College Chancellor’s Office
Wage Outcomes

• 25% of students from CCC who earned an AA/AS and who had not transferred to a four year institution had median wages 5 years after earning the award of more than $81,000.

• This was higher than the median income for those in California who’s highest degree was a Master’s Degree ($72,000).

Source: California Community College Chancellor’s Office
Salary Surfer

As students and their families make important decisions about investing their time and money in pursuing a college education, the California Community Colleges Chancellor’s Office is making available for the first time comparative information about the earnings of recent graduates who received an award in a specific program area at California community colleges.
## Salary Surfer – Licensed Vocational Nursing

<table>
<thead>
<tr>
<th>College</th>
<th>Program Title</th>
<th>Program Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of the Siskiyous</td>
<td>Nursing: LVN</td>
<td>Certificate</td>
</tr>
<tr>
<td>Copper Mountain College</td>
<td>Vocational Nursing</td>
<td>Certificate</td>
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<tr>
<td>Cuesta College</td>
<td>Licensed Vocational Nursing</td>
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<td>Gavilan College</td>
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<td>Hartnell College</td>
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<td>Imperial Valley College</td>
<td>Nursing - Vocational (V.N.)</td>
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<td>Lassen College</td>
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<td>Long Beach City College</td>
<td>Nursing: Vocational</td>
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<td>Los Angeles Trade-Tech College</td>
<td>Nursing (Vocational)</td>
<td>Certificate</td>
</tr>
<tr>
<td>Los Medanos College</td>
<td>Vocational Nursing</td>
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### Degree and Certificate Options

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<th>College</th>
<th>Degree Program</th>
<th>Certificate Program</th>
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- **College of the Siskiyous**: Degree $14,688, Certificate $12,807, Certificate $13,578, Degree $15,739, Degree $16,287.
- **Copper Mountain College**: Degree $13,139, Certificate $55,275, Degree $40,154, Certificate $45,435.

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### Other Programs

- **Medical Assisting**: Degree $11,701, Degree $23,285, Degree $26,922.
Instructional programs that study the principles and procedures developed and enforced by institutions of government for the social order in the form of legislation, decisions, regulations, and orders.

<table>
<thead>
<tr>
<th>Curriculum</th>
<th>Award Type</th>
<th>Median Annual Salary</th>
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<tr>
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<td>2 Years Before</td>
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<tr>
<td>Paralegal</td>
<td>Degree</td>
<td>$26,921</td>
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<tr>
<td>Paralegal</td>
<td>Certificate</td>
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<th>College</th>
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<tbody>
<tr>
<td>Fullerton College</td>
<td>Paralegal Studies</td>
<td>Certificate</td>
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<tr>
<td>Irvine Valley College</td>
<td>Paralegal Studies</td>
<td>Certificate</td>
</tr>
<tr>
<td>Los Angeles City College</td>
<td>Legal Assistant/Paralegal</td>
<td>Certificate</td>
</tr>
<tr>
<td>Los Angeles Mission College</td>
<td>Legal Assisting (Paralegal)</td>
<td>Certificate</td>
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<tr>
<td>Los Angeles Trade-Tech College</td>
<td>PARALEGAL STUDIES</td>
<td>Certificate</td>
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<td>Merritt College</td>
<td>Paralegal Studies</td>
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<tr>
<td>Mt. San Jacinto College</td>
<td>Legal Assistant</td>
<td>Certificate</td>
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<tr>
<td>Napa Valley College</td>
<td>Administration of Justice - Paralegal Studies</td>
<td>Certificate</td>
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<tr>
<td>Oxnard College</td>
<td>Legal Assisting</td>
<td>Certificate</td>
</tr>
<tr>
<td>Pasadena City College</td>
<td>Paralegal Studies</td>
<td>Certificate</td>
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Reflection on Promising Pathways

• What did you hear?
• What resonates with your work?
• What additional questions do you have?
FOR MORE INFORMATION:

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