

Strong Workforce Program Metrics (Revised)

In 2018, the Chancellor’s Office worked with a group of practitioners to develop the Student Success Metrics, a set of system-level measures that represent a holistic assessment of the California community colleges’ work on student success. The Student Success Metrics measure students’ progression along their educational journey from recruitment to completion, transfer, and the workforce. The metrics were designed to be applicable across various California Community College initiatives, with the number limited to ensure that the system focuses only on critical measures.

The Strong Workforce Program (SWP) will align with the Student Success Metrics by adopting the measures that are relevant to assess the outcomes of Career Education students. Beginning in 2019-20, SWP incentive funding will employ the revised metrics. The table below details the revisions to the SWP metrics and incentive funding formula following that alignment. The original SWP metrics (including disaggregations by race, gender, age grouping, and economically disadvantaged status) are still available for viewing on the LaunchBoard.¹ In early 2019, the SWP Tab in LaunchBoard will be updated to display the revised metrics.

Strong Workforce Program Alignment with Student Success Metrics

Metric	Original Metric/Calculation (2018-19 only)	Revised Metric/Calculation (2019-20+)	Impact of Revisions
Progress			
<i>Metric:</i>	Attainment of 12+ credit CTE units or 48+ noncredit CTE contact hours	Attainment of 9+ credit CTE units or a noncredit workforce milestone (completed a noncredit CTE or workforce preparation course or had 48 or more contact hours in a noncredit career education or workforce preparation course)	Changes made to align with the Student Centered Funding Formula and Student Success Metrics. More colleges will earn points as the credit threshold was lowered and the noncredit metric also includes students who completed a noncredit CTE course.
<i>Points:</i>	½ point will be awarded per student who attains the outcome	No change	

¹ <https://www.calpassplus.org/Launchboard/SWP.aspx>

Metric	Original Metric/Calculation (2018-19 only)	Revised Metric/Calculation (2019-20+)	Impact of Revisions
Credential Attainment			
<i>Metric:</i>	Attainment of the following CTE degrees/certificates: <ul style="list-style-type: none"> • BA/BS • AA/AS/AD-T • CO-approved certificates • Local certificates of at least 6 units • Noncredit certificates of at least 48 contact hours 	Attainment of the following CTE degrees/certificates: <ul style="list-style-type: none"> • BA/BS • AA/AS/AD-T • CO-approved certificates • Noncredit certificates of at least 48 contact hours 	Removes local certificates to align with the Student Centered Funding Formula. Fewer colleges will earn points as some types of awards have been removed, but this will also discourage colleges from giving awards that have not been vetted by the Chancellor's Office for quality standards. CCC bachelor's degree and apprenticeship journey status weighted at 4 points to reflect the higher level of effort.
<i>Points:</i>	Each student counted only once per year. Points given for the highest point-value award obtained. <ul style="list-style-type: none"> • 1 point: <ul style="list-style-type: none"> ○ Local credit certificates of at least 6 units ○ Chancellor's Office approved credit certificate of 12 to < 18 units ○ Noncredit certificate of 48 to < 288 hours • 2 points: <ul style="list-style-type: none"> ○ Credit certificate of 18 to < 30 units ○ Noncredit certificate of at least 288 hours • 3 points: <ul style="list-style-type: none"> ○ Credit certificate of at least 30 units ○ Associate degree ○ Apprenticeship journey status ○ CCC bachelor's degree 	Each student counted only once per year. Points given for the highest point-value award obtained. <ul style="list-style-type: none"> • 1 point: <ul style="list-style-type: none"> ○ Chancellor's Office approved credit certificate of 12 to < 18 units ○ Noncredit certificate of 48 to < 288 hours • 2 points: <ul style="list-style-type: none"> ○ Credit certificate of 18 to < 30 units ○ Noncredit certificate of at least 288 hours • 3 points: <ul style="list-style-type: none"> ○ Credit certificate of at least 30 units ○ Associate degree • 4 points: <ul style="list-style-type: none"> ○ Apprenticeship journey status ○ CCC bachelor's degree 	

Metric	Original Metric/Calculation (2018-19 only)	Revised Metric/Calculation (2019-20+)	Impact of Revisions
Transfer			
<i>Metric:</i>	CTE students who transferred to a four-year institution (no unit threshold to be included)	CTE students who transferred to a four-year institution (12 unit threshold to be included)	Unit threshold introduced to align with the Student Centered Funding Formula. Doubling the points given to transfer students puts a stronger emphasis on building transfer pathways, in addition to completion and employment.
<i>Points:</i>	1 point awarded for each student who transfers to a four-year institution	2 points awarded for each student who transfers to a four-year institution	
Employment			
<i>Metric:</i>	Attainment of the following: <ul style="list-style-type: none"> Employed in the 2nd fiscal quarter after exit Employed in the 4th fiscal quarter after exit 	Metrics eliminated	Removed the two employment metrics to align with the Student Success Metrics. Employment will decrease in its impact on the formula. However, given that most students are already employed, this may bring the metrics in closer alignment to their intended purpose.
<i>Points:</i>	Employment in the 2nd and 4th fiscal quarters after exit <ul style="list-style-type: none"> 1 point is awarded for each student who attains the outcome 	Delete Employment in the 2nd and 4th fiscal quarters after exit	
Employment in Job Related to Field of Study			
<i>Metric:</i>	Employment in job related to field of study (for completers and skills-builders only)	Employment in job related to field of study (for students who did not transfer)	Definition for the job in a related field adjusted to align with the Student Success Metrics.
<i>Points:</i>	Employment in Job Related to Field of Study: <ul style="list-style-type: none"> Percent of students who report employment in a job closely related to their field of study, multiplied by the # of students who were sent the survey equals the number of points awarded 	No change	

Metric	Original Metric/Calculation (2018-19 only)	Revised Metric/Calculation (2019-20+)	Impact of Revisions
Earnings			
<i>Metric:</i>	Median earnings in the 2nd fiscal quarter after the end of the academic year in which the student exited the community college system (for all exiters, excluding transfers)	Median annual earnings, beginning in the 1st quarter after the end of the academic year in which the student exited the community college system (summing the 1 st , 2 nd , 3 rd & 4 th fiscal quarters) (for all exiters, excluding transfers)	Using annualized earnings is easier for practitioners to understand and is aligned with the Student Centered Funding Formula and the Student Success Metrics.
<i>Points:</i>	1 point is awarded for each dollar earned, then the number is divided by 10	1 point is awarded for each dollar earned, then the number is divided by 40	
Earnings Gain			
<i>Metric:</i>	Compares earnings in the year before exiting to the year after the end of the academic year in which the student exited the community college system (for completers and skills-builders only)	Compares earnings in the 2rd quarter before most recent continuous enrollment (using the MIS definitions for a first time or returning student) in the community college system to the 2rd quarter after the end of the academic year in which the student exited the community college system (for all exiters, excluding transfers)	The change in methodology is a more accurate means of evaluating impact of college on earnings, reduces volatility associated with missing quarterly earnings records.
<i>Points:</i>	2 points are awarded for each student who attains the outcome	No change	

Metric	Original Metric/Calculation (2018-19 only)	Revised Metric/Calculation (2019-20+)	Impact of Revisions
Living Wage			
<i>Metric:</i>	Attained a microregion-level living wage (for completers and skills-builders only) Sum of the 1st, 2nd, 3rd & 4th fiscal quarters after the end of the academic year in which the student exited the community college system	Attained a county-level (where district office is located) living wage (for all exiters, excluding transfers) No change	Using all exiters aligns with the Student Centered Funding Formula. Using county-level provides more accurate earnings figure, especially in regions with disparate standards of living like San Diego/Imperial. Assigning two points puts more emphasis on longer-term outcomes.
<i>Points:</i>	1 point awarded for each completer or skills-builder who attains a microregion-level living wage	2 points awarded for each exiting student who attains the county-level living wage	

To further incentivize colleges to close equity gaps, more points are awarded for those who are designated as economically disadvantaged students:

Weighted Categories	Original Definition/Calculation (2018-19 only)	Revised Definition/Calculation (2019-20+)	Impact of Revisions
Economically Disadvantaged Students			
<i>Definition:</i>	Uses the Perkins definition: <ul style="list-style-type: none"> • Awarded a BOG waiver • Awarded a Pell Grant • Identified as a CalWORKS participant • Identified as a participant in Workforce Innovation and Opportunities Act (WIOA) program • Reported as economically disadvantaged 	No change	Change in weighting made to align with the Student Centered Funding Formula.
<i>Weighting:</i>	Economically disadvantaged students are weighted 50% more	Economically disadvantaged students are weighted 100% more	

