



# **California Community College Funds: Final Report**

Prepared for: Joint Legislative  
Budget Committee  
Prepared by: Employment Training  
Panel

Gavin Newsom, Governor  
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***Disclaimer:*** The accuracy of the data provided in this report was verified as of December 11, 2024 by the Employment Training Panel.

## Section 1: Introduction

The Budget Act of 2021 appropriated \$15 million from the General Fund to the Employment Training Panel\* (ETP) to align and operate programs with the community college system, in partnership with the California Community Colleges Strong Workforce program\*. The ETP program funded by this allocation is known as “California Community College Funds\*\*” (CCCF). This funding was available for encumbrance or expenditure through June 30, 2024.

## Section 2: Objective

The CCCF\* program followed ETP’s vision and goals to support future-oriented and sustainable economic development, as well as quality job training that is equitable and inclusive, through strategic partnerships with business, labor, and government bodies. Encompassed in these goals is providing support for high-road employers, training that leads toward licensing\*\* and certification\*\*, and workforce training efforts for communities disproportionately impacted by the Covid-19 pandemic.

The intent of the CCCF\* program was to ensure that the use of these funds was consistent with ETP’s mission to assist California businesses in the development of performance-based customized training that will attract and retain businesses, provide workers (also referred to as trainees and participants) with secure jobs that pay good wages and have opportunities for advancement, and meet the needs of small business.

## Section 3: Scope

This report covers the time of July 1, 2021 through November 30, 2024 and includes information on the use and outcomes of the CCCF\* funds.

This report includes the following:

- A) Financial Summary
- B) Outreach and Marketing
- C) Legislative Data Reporting Requirements

## Section 4: Financial Summary

Of the \$15 million appropriated for the CCCF\* program, ETP approved 13 Multiple Employer Contracts\* (MEC) totaling over \$12.7 million in funds for worker training. Upon the approval of contracts, one project subsequently cancelled their contract. The remainder of uncontracted dollars was used for administrative purposes such as the development of guidelines, development of individual projects, monitoring and operations work of ongoing projects, preparation of financial and legislative reporting, and other costs associated with managing the program.

The following table provides additional detail on each of the contracts.

\*The full definition provided in the Glossary

\*\*While ETP encourages training that lead to licensing and certification, ETP does not collect any data regarding licensing and certification

Table 1. Total Projects Approved with Approved Funding, and Estimated Number of Trainees

Contractor Name	Total Approved Amount	Estimated Number of Trainees
Butte Glenn Community College District	\$1,511,053	925
Chaffey Community College District, Chaffey College	\$881,244	552
College of the Sequoias	\$1,508,480	1,572
El Camino Community College District	\$1,511,016	1,336
Glendale Community College Professional Development Center	\$1,510,970	1,048
Kern Community College District	\$838,360	883
Los Angeles Trade Technical College	\$1,007,132	1,306
Merrit College	\$114,626	74
Mt San Antonio College	\$583,950	600
Riverside Community College District	\$221,495	299
San Bernardino Community College District	\$1,510,710	1,611
Santa Clarita Community College District	\$1,509,840	1,120
Ventura County Community College District	\$41,595	47
<b>Total: 13 Contracts</b>	<b>\$12,750,471</b>	<b>11,373</b>

*Note: Contract with Orange highlight cancelled after project approval.*

Estimated number of trainees are the contractor's estimate of the number of trainees they have trained over the course of the agreement with the approved job number.

## Section 5: Outreach and Marketing

Upon passage of the 2021 Budget Act, ETP formed partnerships with key California Community College districts and California Community College Chancellor's Office Regional Consortium Chairs in order to gain critical knowledge for the development of the funding. The partnerships included:

- Chancellor's Office Division of Workforce & Economic Development (WED)
- California Community College Chancellor's Office Regional Consortia Chairs
- Community College ETP Collaborative\*

ETP staff developed the CCCF\* guidelines based on the insight and feedback provided from these partners, the SB 129 (Chapter 60, Statutes of 2021) framework, and ETP's established performance-based contracting model. The CCCF guidelines were presented at the September 15, 2021 ETP Policy Committee meeting, and approved at the October 1, 2021 ETP Panel meeting.

To further promote the CCCF\* funding opportunities, ETP's Economic Development Unit conducted the following outreach:

\*The full definition provided in the Glossary

- Contacted all Strong Workforce Contract Education Unit Practitioners statewide informing them of the CCCF\* funding opportunity as they were the only entities deemed eligible to hold a CCCF contract based on the guidelines.
- Provided CCCF\* related overviews and updates to CADENCE\* and CASCADE II\*:
  - **CADENCE** – The California Advanced Defense Ecosystems and National Consortia Effort.
  - **CASCADE II** - The California Advanced Supply Chain Analysis and Diversification Effort.
- Attended and advertised CCCF\* contracts at various economic and workforce development partner conferences across the state in order to direct potential California participating employers to the existing CCCF\* contract holders.

## Section 6: Data Requested by the Legislature

This section provides information on the use and outcomes of the funds and data in response to the 13 categories of information requested in SB 129 for the CCCF\* contracts. Of the allocated \$15 million in additional funding, ETP approved 13 contracts totaling over \$12.7 million estimated to train 11,373 workers. This additional alternative funding was crucial for post-pandemic economic recovery for all businesses and trainees that participated in the program.

**Number of Applicants:** 13 MEC applicants submitted an ETP application to train incumbent workers.

**Number of Eligible Applicants:** All 13 MEC applicants identified as a California Community College Contract Education Unit and were deemed eligible under the CCCF\* guidelines.

**Number of Awardees:** Of the \$15 million allotted to ETP in CCCF\* alternative funds, 13 awardees were approved for ETP funding through the CCCF\* program, totaling over \$12.7 million in training funds for California workers. One contractor cancelled their contract prior to the start of training resulting in 12 contracts with reported data that will be shared throughout this report.

**Average Award Amount:** The 13 awardees received an average of \$980,805 per contract.

**Industry Sectors that Received an Award:** The trainees employed in 860 various participating employers received various workforce training across 20 industry sectors. As a result of the additional funds under this initiative, ETP was also able to provide funded training support for non-profit organizations, which are typically not eligible for the ETP Core Program.

See Tables 2 and 3 for a breakdown by North American Industry Classification System (NAICS) industry title.

Table 2. Number of Non-Profit Participating Employers by Industry Title

NAICS Industry Title	Count of Non-Profit Industries Awarded	Percentage of Industry Title
Administration of Conservation Programs	1	2%
All Other Outpatient Care Centers	1	2%
All Other Support Activities for Transportation	1	2%
Bus and Other Motor Vehicle Transit Systems	2	4%
Child and Youth Services	2	4%
Civic and Social Organizations	3	5%
Commuter Rail Systems	1	2%
Elementary and Secondary Schools	5	9%
Executive and Legislative Offices, Combined	17	30%
General Medical and Surgical Hospitals	14	25%
Other Community Housing Services	1	2%
Other Individual and Family Services	3	5%
Other Urban Transit Systems	1	2%
Outpatient Mental Health and Substance Abuse Centers	1	2%
Services for the Elderly and Persons with Disabilities	2	4%
Vocational Rehabilitation Services	2	4%
<b>Grand Total</b>	<b>57</b>	<b>100%</b>

Table 3. Number of Participating Employers by Industry

NAICS Industry Sector	Count of Participating Employers	Percentage of Industry
Accommodation and Food Services	8	1%
Administrative and Support and Waste Management and Remediation	29	3%
Agriculture, Forestry, Fishing and Hunting	29	3%
Arts, Entertainment, and Recreation	1	0%
Construction	19	2%
Educational Services	10	1%
Finance and Insurance	22	3%
Health Care and Social Assistance	76	9%
Information	7	1%
Management of Companies and Enterprises	1	0%

Manufacturing	428	50%
Mining, Quarrying, and Oil and Gas Extraction	1	0%
Other Services (except Public Administration)	15	2%
Professional, Scientific, and Technical Services	32	4%
Public Administration	19	2%
Real Estate and Rental and Leasing	4	0%
Retail Trade	27	3%
Transportation and Warehousing	48	6%
Utilities	9	1%
Wholesale Trade	75	9%
<b>Grand Total</b>	<b>860</b>	<b>100%</b>

**Geographic Distribution of Awardees:** ETP served 13,545 workers in 52% of California's counties with CCCF funds. The Employment Training Panel also funds training in High Unemployment Areas (HUA) of California, focusing on workers who have full-time jobs, but earn low wages and lack the essential job skills necessary to improve their employment opportunities. 2,229 workers funded under the CCCF initiative completed training in 10 HUA counties throughout the state.

See Table 4 for a breakdown

Table 4. Counties served by approved CCCF\* contracts

County	Trainees Placed per County	Percentage of Trainees Placed
Alameda County	133	1%
Butte County	671	5%
Contra Costa County (HUA)	44	0.3%
El Dorado County	371	3%
Fresno County (HUA)	241	2%
Glenn County	116	1%
Inyo County	109	1%
Kern County (HUA)	604	4%
Kings County (HUA)	445	3%
Los Angeles County (HUA)	5,245	39%
Madera County (HUA)	138	1%
Marin County	32	0.2%
Monterey County	140	1%
Orange County	639	5%
Plumas County	19	0.1%
Riverside County	894	7%
Sacramento County (HUA)	86	1%
San Bernardino County	1,585	12%

\*The full definition provided in the Glossary



San Diego County	221	2%
San Francisco County	3	0.0%
San Joaquin County (HUA)	52	0.4%
San Mateo County	45	0.3%
Santa Barbara County	42	0.3%
Santa Clara County	54	0.4%
Shasta County	30	0.2%
Sutter County	4	0.03%
Tehama County	49	0.4%
Tulare County (HUA)	1,358	10%
Tuolumne County (HUA)	1	0.01%
Ventura County	174	1%
<b>Grand Total</b>	<b>13,545</b>	<b>100%</b>

*Note: HUA Counties highlighted in blue*

**Number of Workers Served:** 13,545 workers successfully completed training, met wage requirements, and were retained with their participating employers with the CCCF\* contracts

**Description of Use of Funds:** The trainees that participated in training received career advancement opportunities, higher wages, secure jobs, new skillsets, new certifications, staff development and professional growth; all consistent with ETP's goals of supporting the growth of California's workforce.

See Table 5 for information on the four delivery methods and 17 training types that trainees participated in as a result of successful completed training courses.

Table 5: Training types and delivery methods

Delivery Methods	# of Each Type Approved
Classroom/Simulated Laboratory	12
Computer Based Training	1
Productive Laboratory	1
Instructor Led/Distance Learning	12
Training Types	# of Each Type Approved
Business Skills	12
Commercial Skills	10
Computer Skills	12
Continuous Improvement	12
Green/Clean Skills	2
Hazardous Materials Skills	5
Job Readiness Skills	2
Hazardous Waste Operations and Emergency Response (HazWoper)	4

\*The full definition provided in the Glossary

Literacy Skills	7
Management Skills	7
Manufacturing Skills	12
Medical Skills Didactic	5
Medical Skills Preceptor	2
Safety Skills OSHA 10	7
Safety Skills OSHA 30	7
Safety Skills- General	2
Other Skills Not Specified	1

**Number of Workers – New Hire\* and Job Creation Program\*:** The ETP Panel prioritizes projects that align with its “Retrainee- Job Creation Program” guidelines, which include demonstrating a strong link to job creation and business expansion, including the employer’s investment in new workers or other measurable investments in hiring of workers and expansion of California’s workforce. The awarded contracts provided training for 96 workers that were unemployed at the start of training (new hires\*) and created new jobs for 1,000 workers.

*Table 6. Contracts with a Job Creation Program\* or New Hire\* Component*

Contractor Name	Number of Placed Trainees
Butte Glenn Community College District	234
College Of The Sequoias	33
El Camino Community College District	51
Glendale Community College Professional Development Center	131
Kern Community College District	85
Los Angeles Trade Technical College	82
Mt San Antonio College	79
San Bernardino Community College District	31
Santa Clarita Community College District	274
<b>Total Job Creation Program Trainees:</b>	<b>1,000</b>
Chaffey Community College District, Chaffey College	3
College Of the Sequoias	6
Glendale Community College Professional Development Center	16
Kern Community College District	11
Los Angeles Trade Technical College	10
San Bernardino Community College District	50
<b>Total New Hire Trainees:</b>	<b>96</b>

\*The full definition provided in the Glossary

Number of Placed Trainees are the actual number of trainees who have completed training, met wage requirements, and retained with Employer.

**Changes in Participant Employment Status as a Result of the Program:** ETP continues to support job creation and workforce development throughout California by supporting projects with the greatest impact on the economy. Upon completion of this project, nine contractors employed and delivered training for 1,000 new workers under the Job Creation Program\* component, and ix contractors provided 96 Californians permanent employment as a result of participating in CCCF\* training. New skills obtained through job training frequently help workers advance on their career ladder and/or improve their compensation.

**Information on Participant Wage Gain:** Wage at enrollment is a trainee's self-reported hourly wages at the start of the ETP project. The average wage at enrollment collected was \$35.01 per hour, while the average post-retention wage upon training completion was \$36.40. Of the overall 13,545 trainees, 39% (5,309) received an average wage gain of \$1.40 at the end of their training.

**Trainee Demographic Information:** There were 13,545 total trainees whose demographic information such as age, education level, race/ethnicity, gender and veteran status was collected upon enrollment and is illustrated in the tables and infographic below.

Table 7. Trainee age range data

Age Group	# of Trainees in Group	Percentage of Total
25-34	4,148	30.6%
35-44	3,712	27.4%
45-54	2,737	20.2%
55-64	1,655	12.2%
65 and Older	301	2.2%
Under 25	992	7.3%
<b>Grand Total:</b>	<b>13545</b>	<b>100%</b>

Table 8. Self-reported trainee gender data

Gender	# of Trainees	Percentage of Total
Female	5,995	44.26%
Male	7,545	55.7%
Non-Binary	5	0.04%
<b>Grand Total:</b>	<b>13,545</b>	<b>100%</b>

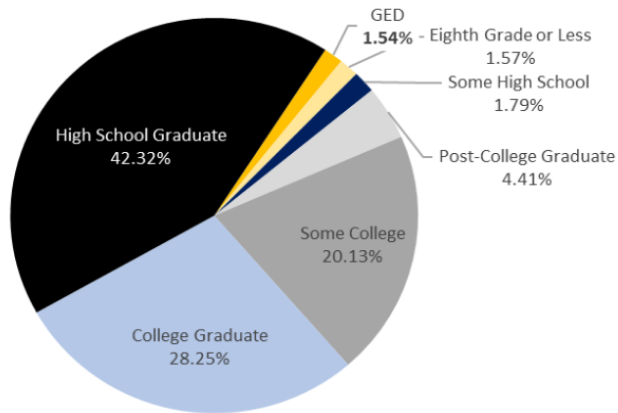
\*The full definition provided in the Glossary

Figure 1. ETP Trainee demographic characteristics

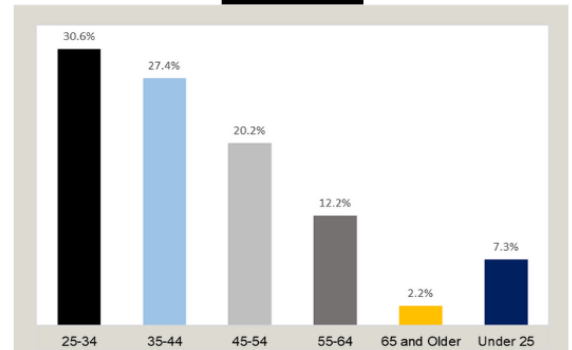
# Trainee Demographics

ETP trainee demographic characteristics have been self-reported for sex, age, education, ethnicity, veterans, identity and orientation.

## EDUCATION



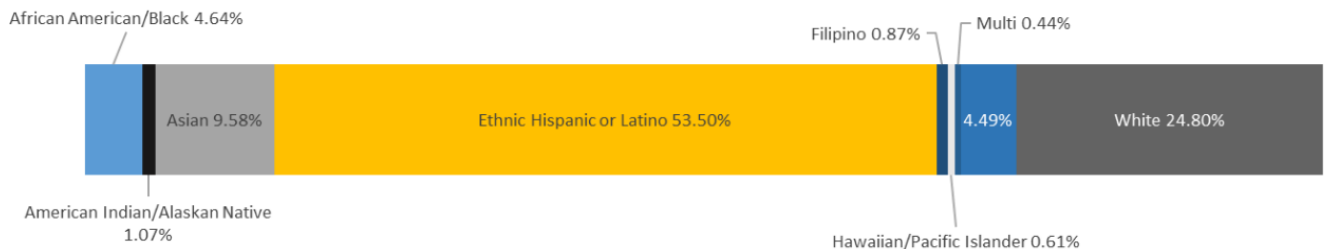
## AGE



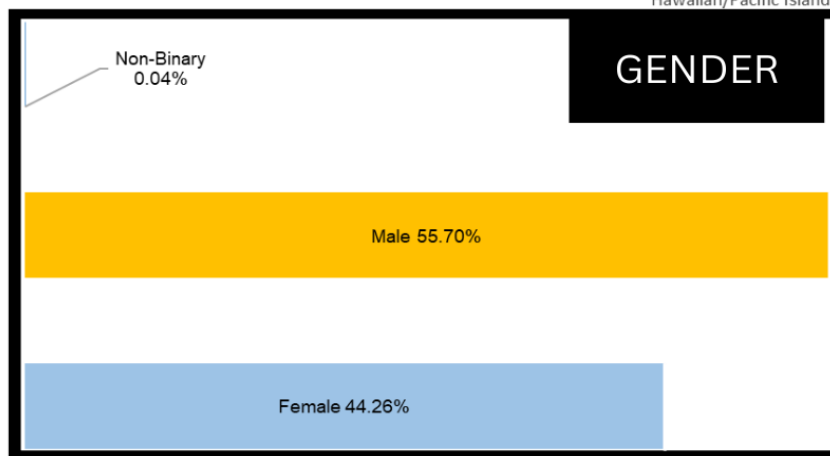
**154 VETERANS**

*ETP trainees who specified a veteran status*

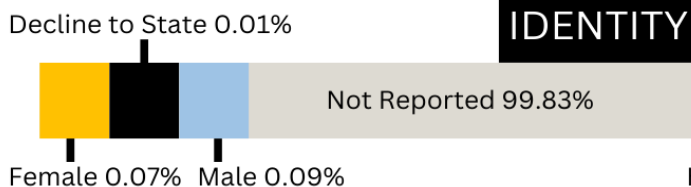
## RACE/ETHNICITY



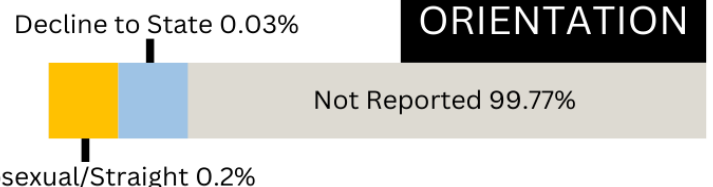
## GENDER



## IDENTITY



## ORIENTATION



## **Appendix A - Information on Participation of High Road Employers**

Per SB 129, ETP is required to report on the participation of high road employers supported with this funding. In order for ETP to report on “High Road Employers,” it was necessary for the Panel to first develop and approve a definition of this term (see below) since no such definition is currently available in California statute. The ETP Policy Committee worked with staff and stakeholders to draft a definition of the term High Road Employers (HRE). The Policy Committee developed supplementary questions for contractors to respond to a self-reported data questionnaire to determine whether a contractor would be considered a High Road Employer. It should be noted that while SB 162 provides a definition of “High Road Strategy,” it does not define “High Road Employer.”

This High Road Employer\* definition is not for eligibility determination for any ETP program. It is only used for reporting purposes. ETP received **734** returned responses for the supplementary questionnaires sent to contractors. Of the 734 returned responses and analysis of HRE attributes, 11 participating employers met all of the criteria of a High Road Employer.

**Re-Employment Information:** Of the 11 Participating Employers that met the HRE criteria, 11 trainees were reported as being re-employed after a previous layoff.

**The Panel adopted the following definition as of March 2022:**

**A High Road Employer** has one of the following attributes:

1. Has either:
  - a) Wages at or above the SET wage (currently \$39.21/hour); and/or,
  - b) Has a CBA; and/or,
  - c) Is a participant in an H RTP AND
2. Has a turnover rate less than 10% AND
3. Will provide responses to a set of questions dealing with the other high road characteristics, for example: benefit packages (both content and waiting periods), job flexibility, employee development, diversity and inclusion, employee participation in company governance, company engagement with the community, promotion of health and safety in the workplace, and environmental sustainability effort.

## Section 7: Glossary

**CALIFORNIA COMMUNITY COLLEGE CHANCELLOR'S OFFICE REGIONAL CONSORTIUM CHAIRS** - California Community Colleges are organized into ten economic regions, served by eight consortia. These Regional Consortia of Career Education faculty and administrators from community colleges establish regional strategic priorities, administer state and federal funding, form industry partnerships and public private partnerships, and review curriculum and approve proposals for credit Career Education programs. [Title 5, Section 55130(b)(8)E]

**JOB CREATION PROGRAM** - Individuals who are newly hired employees within 90 days before the start of the contract term or within the contract term. These projects are intended to promote creation of jobs.

**MULTIPLE EMPLOYER CONTRACT (MEC)** - A multiple-employer contractor serves multiple participating employers under a single ETP contract and may be: 1) a consortia (group of employers); 2) a training agency (private training entity or local educational agency; or 3) a local Workforce Development Board.

**NEW HIRE** - Individuals who are unemployed at the start of training in an ETP contract. New Hire projects are geared towards helping to decrease the statewide unemployment rate.

**NON-PROFIT** - A group organized for purposes other than generating profit and in which no part of the organization's income is distributed to its members, directors or officers.

Non-profit organizations include churches, public schools, public charities, public clinics and hospitals, political organizations, legal aid societies, volunteer services organizations, labor unions, professional associations, research institutes, museums, and some governmental agencies.

**NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM** - The standard used by federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. It was developed jointly by the U.S., Canada and Mexico in order to provide new comparability in statistics about business activity across North America.

**PARTICIPATING EMPLOYER** - ETP uses this terminology when indicating companies whose employees or new hires will receive training as a result of participating in a multiple employer contract's\* training project. They are not the contract holder yet they are able to participate in the training once the company has been deemed eligible by ETP.

**POST RETENTION WAGE** - ETP reporting requirement for a trainee that has been retained as an employee within a company for at least 90 days after the last date of training.

**SPECIAL EMPLOYMENT TRAINING (SET)** - ETP uses this terminology in applicable

contracts. The Special Employment Training projects are designed to improve skills and employment security of frontline workers in projects that do not meet standard employer or trainee eligibility requirements but are a priority for workforce training.

**SENATE BILL 129** - In fiscal year 2021-22, Governor Newsom signed SB 129, legislation that reflects the majority of the \$100 billion state budget and includes the largest recovery plan in state history to aid those disproportionately affected by the pandemic.

**SENATE BILL 162** - The Community of Economic Resilience Fund Program. Existing law establishes the Employment Development Department (EDD) within the Labor and Workforce Development Agency. Existing law grants the Director of Employment Development duties, purposes, responsibilities, and jurisdiction exercised by the Director of Benefit Payments relating to job creation activities, among other things. The Workforce Innovation and Opportunity Act establishes the California Workforce Development Board as the body responsible for assisting the Governor in the development, oversight, and continuous improvement of California's workforce investment system and the alignment of the education and workforce investment systems to the needs of the 21st century economy and workforce. The act also provides for training partnerships that are overseen by the board, including the High Road Training Partnerships\* initiative, a demonstration project to model partnership strategies for the state among various industry sectors, and that is industry based and worker focused in order to build skills for California employers that, among other things, generate family-supporting jobs.