

san josé·evergreen  
COMMUNITY COLLEGE DISTRICT



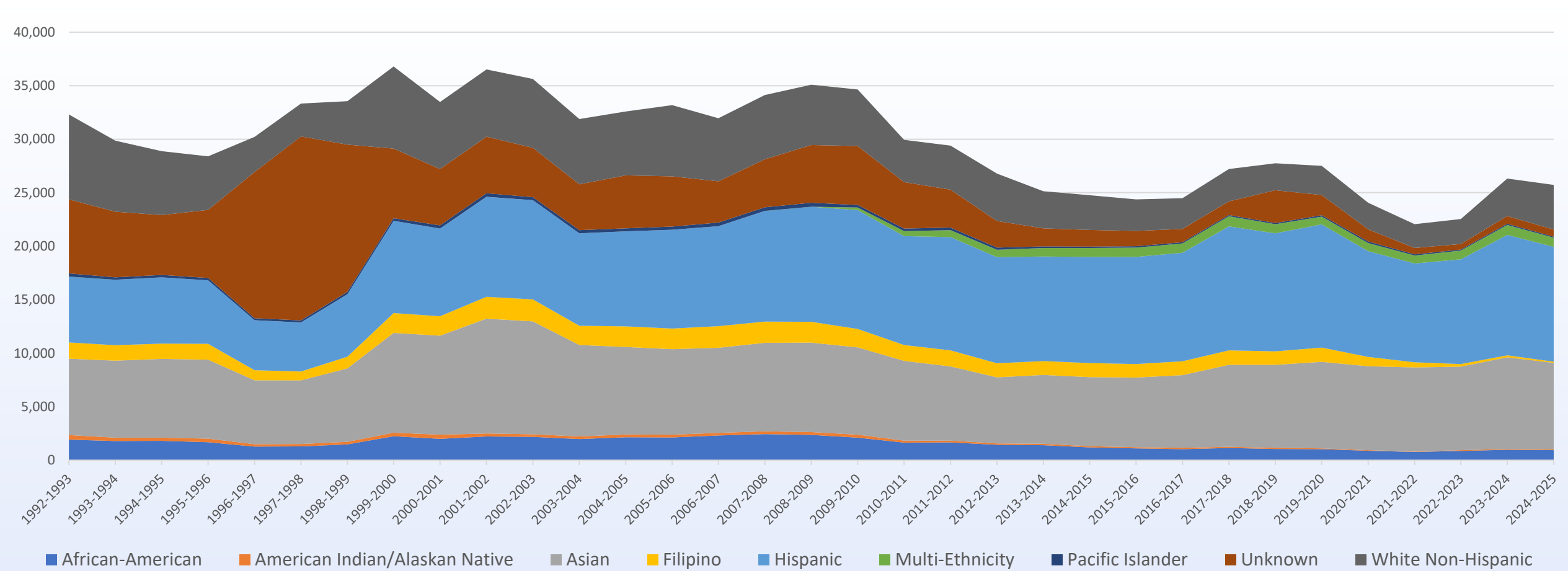
# INTERNAL ENVIRONMENTAL SCAN

OCTOBER 6, 2025



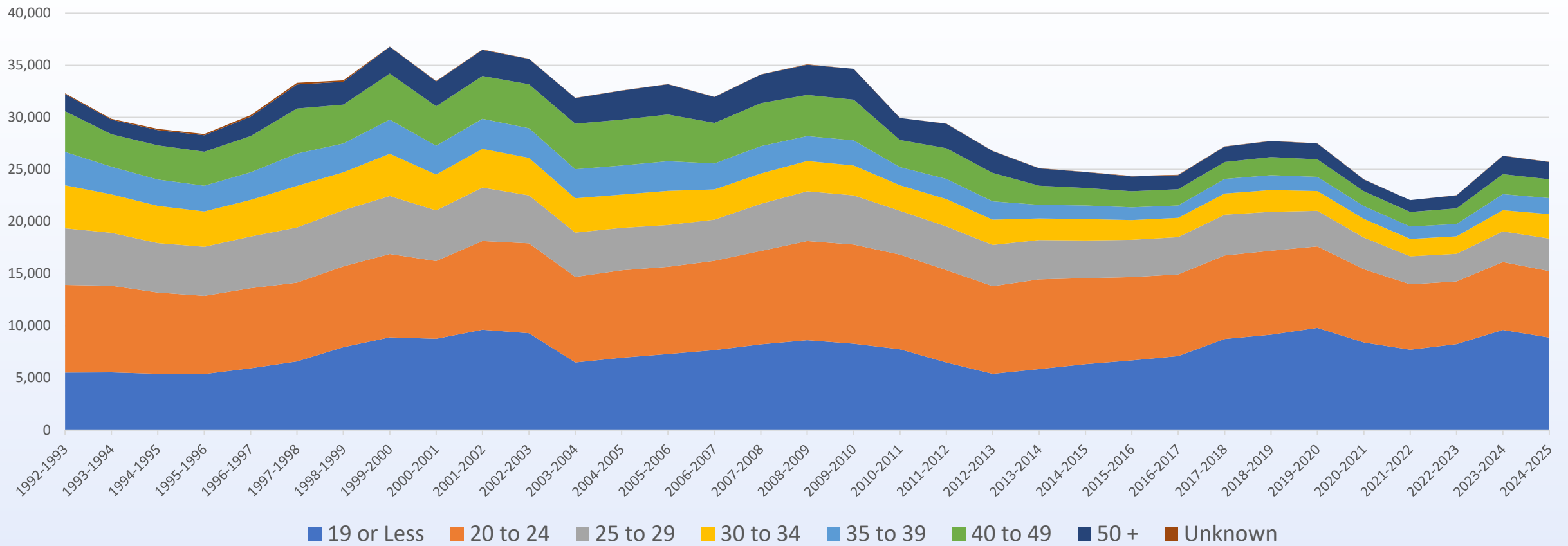
# ENROLLMENT TRENDS





Source: CCCCO [DataMart](#)

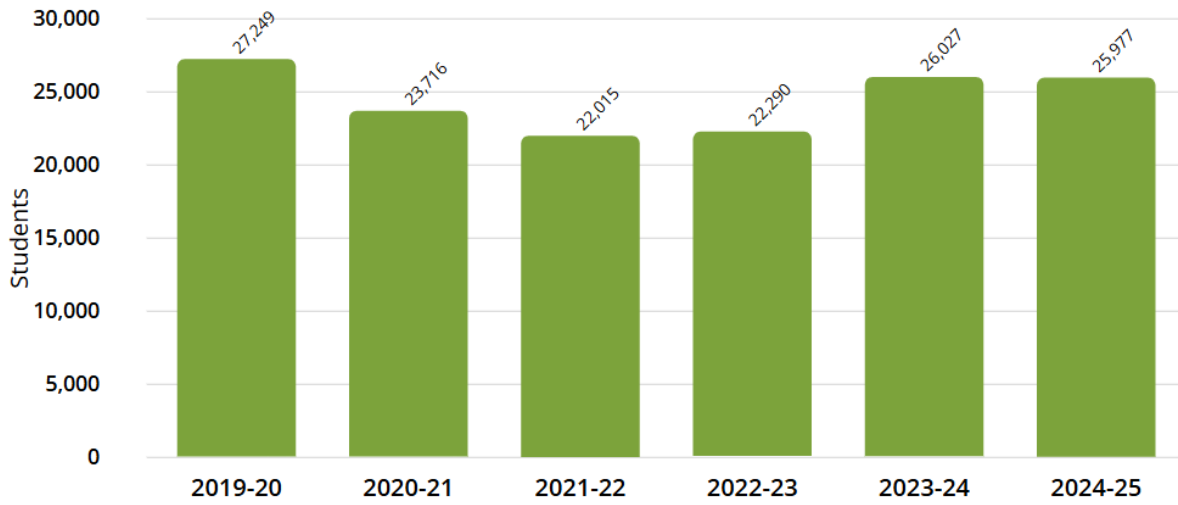
# SJECCD HISTORIC ENROLLMENT, BY ETHNICITY



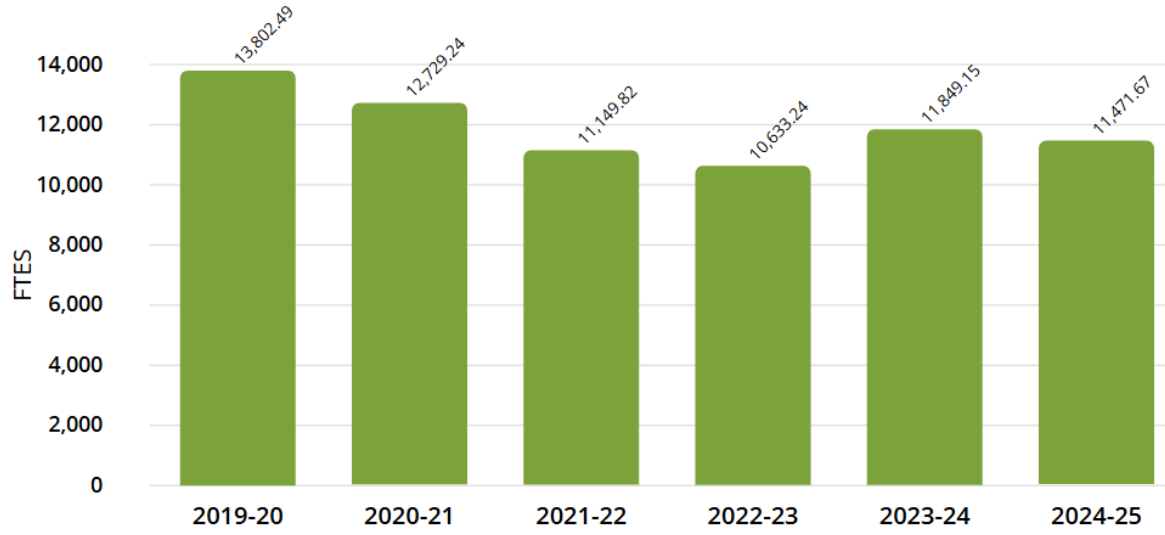
Source: CCCC DataMart

# SJECCD HISTORIC ENROLLMENT, BY AGE

(EOT) Headcount by Year | SJECCD District



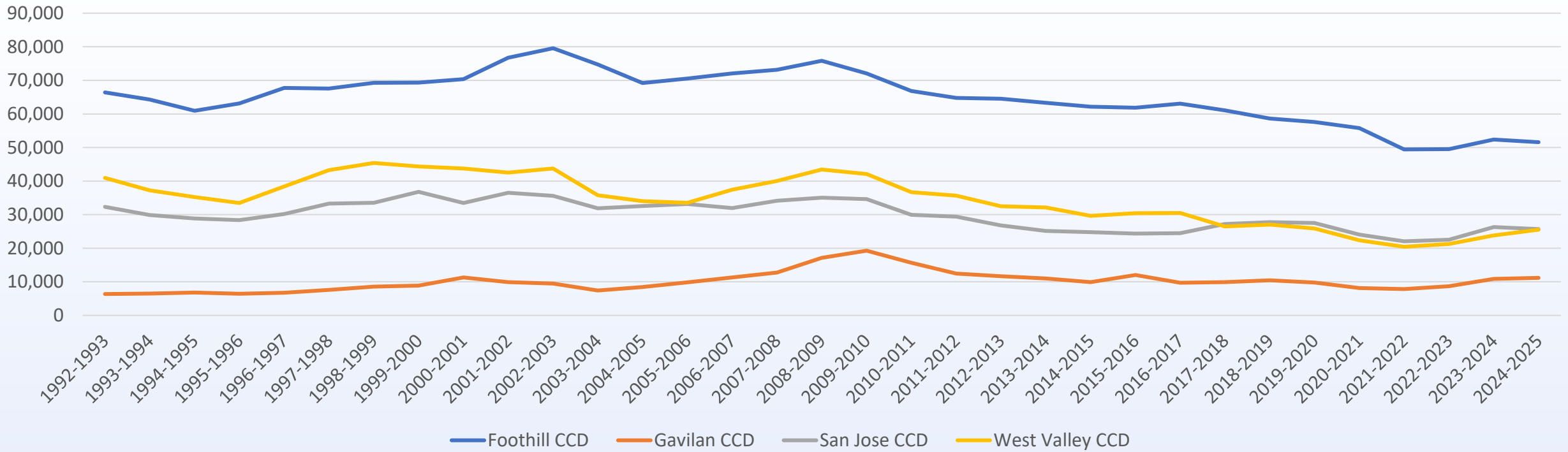
(EOT) FTES by Year | SJECCD District



- Student **headcount** decreased during the pandemic, but began increasing in 2023, and has been flat for the past two academic years
- **FTES** followed this pattern, with the exception of a slight decrease from 23-24 to 24-25

Source: SJECCD Internal Data, [Precision Campus](#)

# SNAPSHOT: SJECCD HEADCOUNT AND FTES

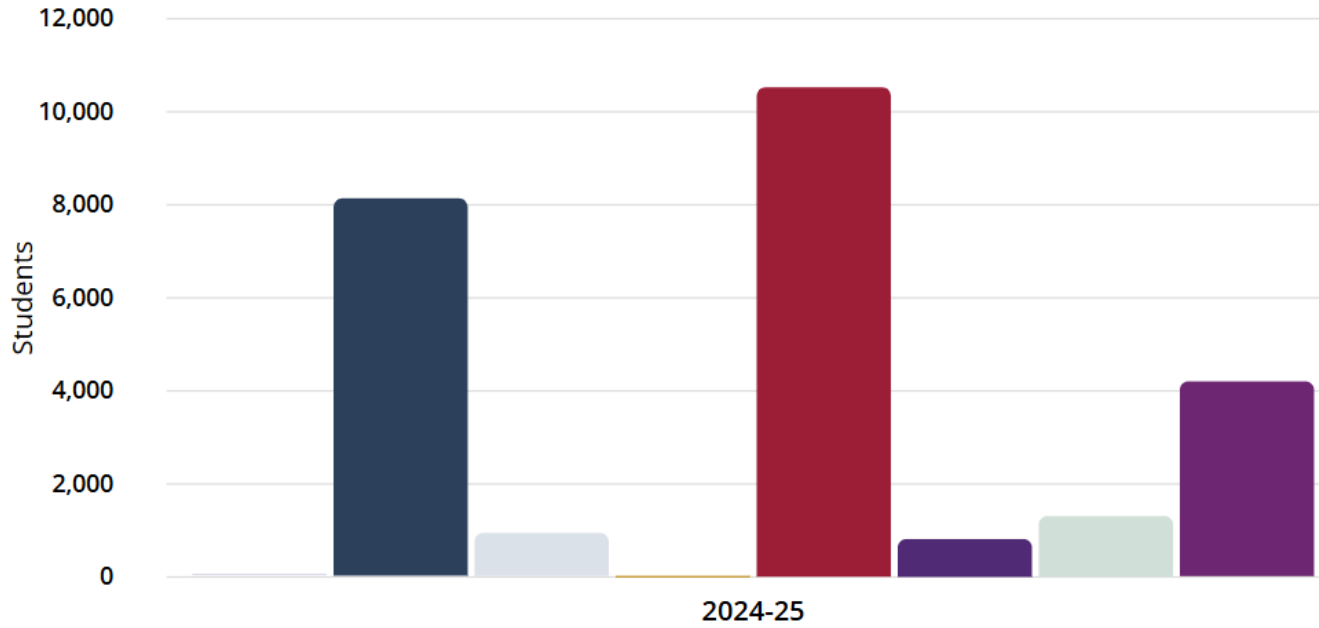


- **Enrollment** at Silicon Valley CCs has **trended downward**, particularly during the past 15 years, but has **trended upward in the past few years**, with Gavilan showing the most growth over the decades
- Foothill/De Anza is the **largest CC district** in Silicon Valley, Gavilan is the smallest, and SJECDD and West Valley/Mission are in the middle

Source: CCCCO [DataMart](#)

# HISTORIC ENROLLMENT, SILICON VALLEY CCCS

## (EOT) Headcount by Year | SJECCD District



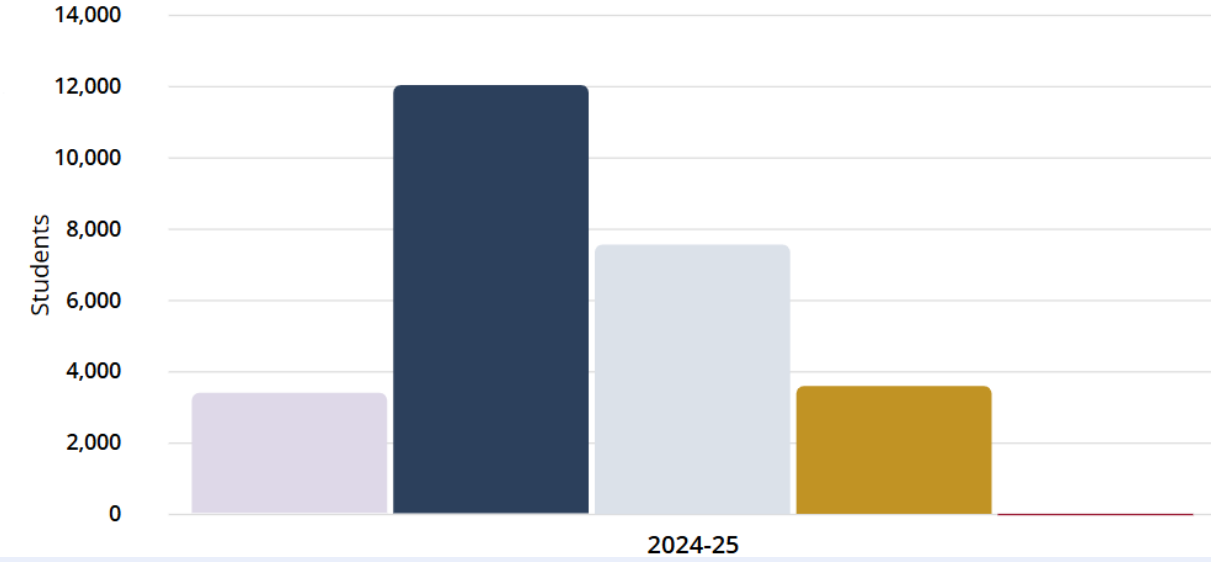
Ethnicity/Race	2024-25
American Indian	0%
Asian	31%
Black/African American	4%
Hawaiian/Pacific Islander	0%
Latinx	41%
Two or More Races	3%
Unknown	5%
White	16%

- The **largest ethnic group** amongst students is **Latinx** (41%), followed by **Asian** (31%) and **White** (16%)

Source: SJECCD Internal Data, [Precision Campus](#)

# SNAPSHOT: STUDENTS BY ETHNICITY, 2024-2025

(EOT) Headcount by Year



Age	2024-25
17 & Below	13%
18-24	46%
25-39	29%
40 & Over	14%
Unknown	0%

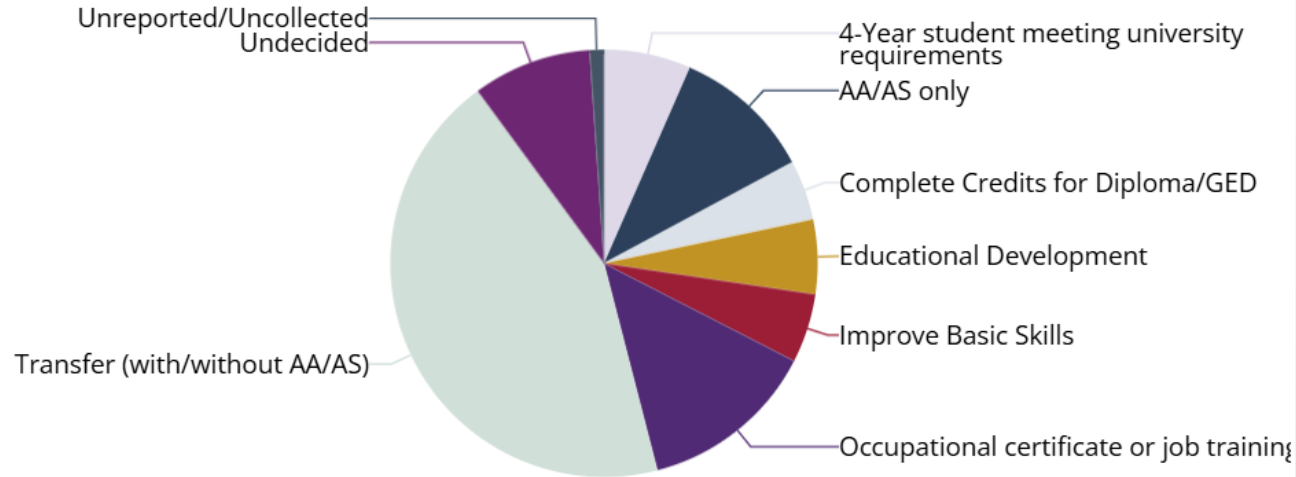
- The **largest age group** amongst students is **18-24** (46%), followed by 25-39 (29%). The youngest and oldest age groups are proportionally much smaller,

Source: SJECCD Internal Data, [Precision Campus](#)

# SNAPSHOT: STUDENTS BY AGE, 2024-2025

## (EOT) Headcount by Year

2024-25

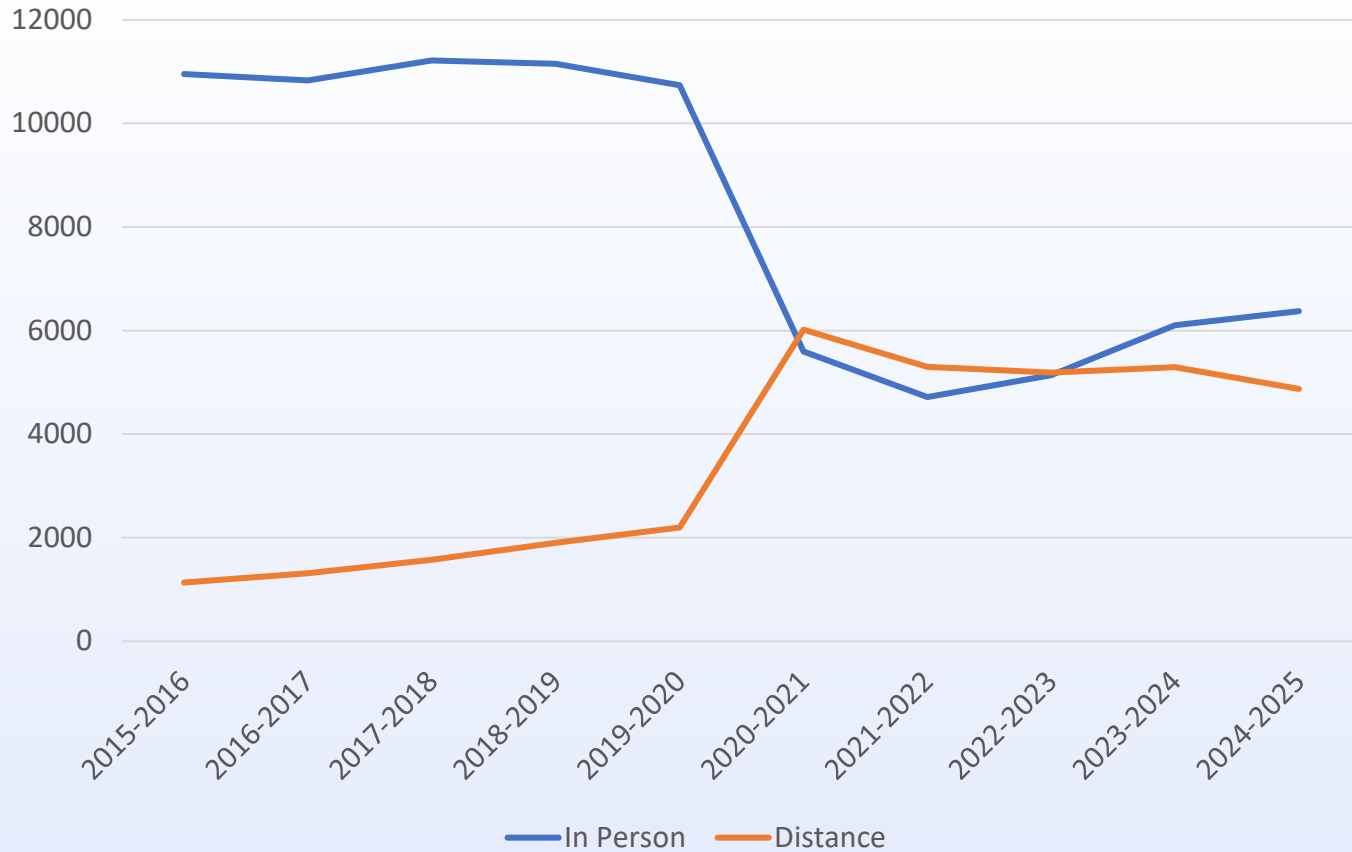


Original Ed Goal	2024-25
4-Year student meeting university requirements	7%
AA/AS only	11%
Complete Credits for Diploma/GED	5%
Educational Development	6%
Improve Basic Skills	5%
Occupational certificate or job training	14%
Transfer (with/without AA/AS)	44%
Undecided	9%
Unreported/Uncollected	1%

- **Nearly half** (44%) of incoming students have **transfer** as their educational goal, followed by career education (14%), Associate Degree only (11%), and undecided (9%). It is Important to note that 7% of students are university students.

Source: SJECDD Internal Data, [Precision Campus](#)

# SNAPSHOT: EDUCATIONAL GOAL



- As with education across the nation, colleges pivoted to teaching **online during the Covid-19 Pandemic.**
- Between 2020 and 2022, SJECED garnered more FTES from Distance Education than from In Person. That trend flipped beginning in 2023.
  - In recent years, **nearly half of FTES still comes from Distance Education.**

Source: CCCC DataMart

## SJECED DISTANCE V. FACE-TO-FACE FTES



# THOUGHTS?



# STUDENT OUTCOMES



## Equity in Success

- Increase with equity the number of California Community College students:
  - Who complete a meaningful educational outcome.
  - Who attain a baccalaureate degree.
  - Who earn a living wage.

## Equity in Access

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

## Equity in Support

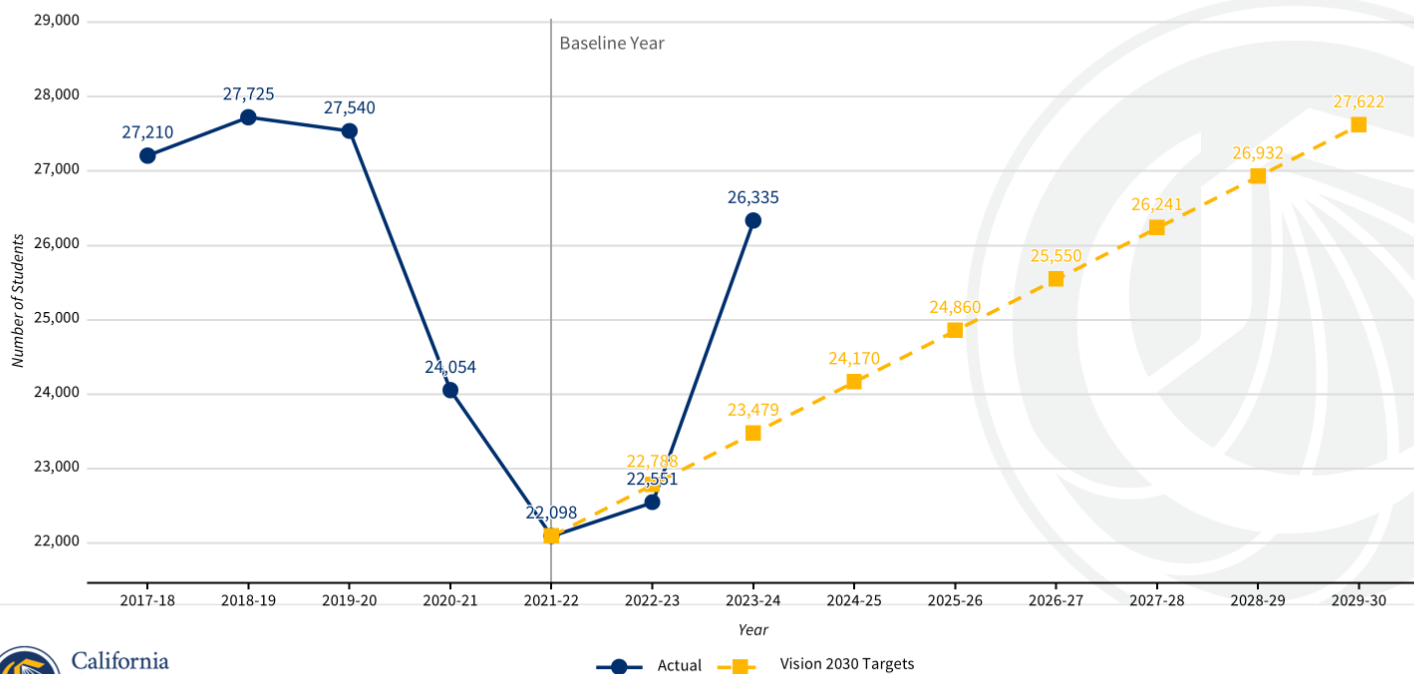
- Increase with equity the number of California Community Colleges students receiving state and federal aid for which they are eligible to better support their educational journey.
- Decrease the number of units in excess of 60 units for the Associate Degree for Transfer.



# CCCCO VISION 2030 GOALS AND METRICS

## Outcome 1: Increase with equity the number of students attending a California community college by 25%.

Overall | San Jose-Evergreen



Metric 1225T: Chancellor's Office Management Information System

- SJECED has nearly reached its **goal** for Equity in Access (**enrollment**)
- Note that the benchmark was in 2021-22, when enrollment was at a low point

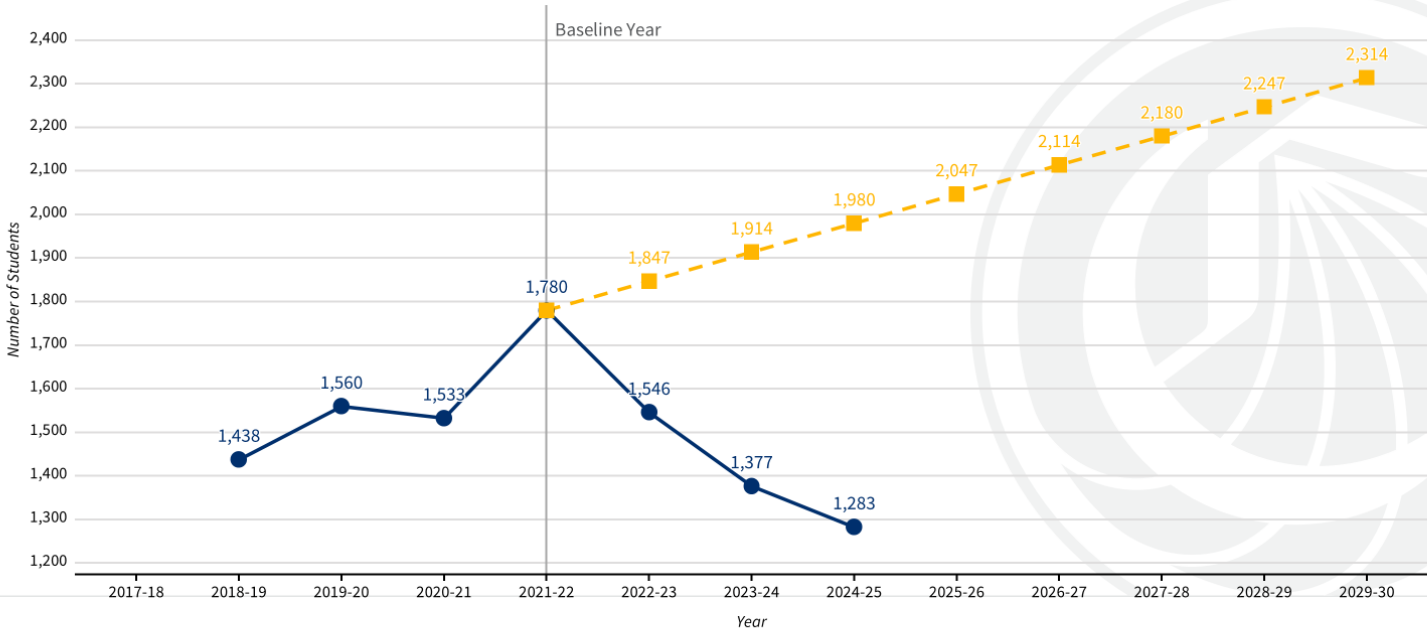
Source: CCCCC, via SJECED Institutional Effectiveness

# VISION 2030 OUTCOME: EQUITY IN ACCESS

Outcome 2: Increase with equity the number of California community college students completing a certificate, associate degree, or baccalaureate degree by 30%.

Overall | San Jose-Evergreen

- The number of SJECCD students completing a **certificate or degree** has been **declining** since 2021-2022, the benchmark year for Vision 2030



Actual Vision 2030 Targets

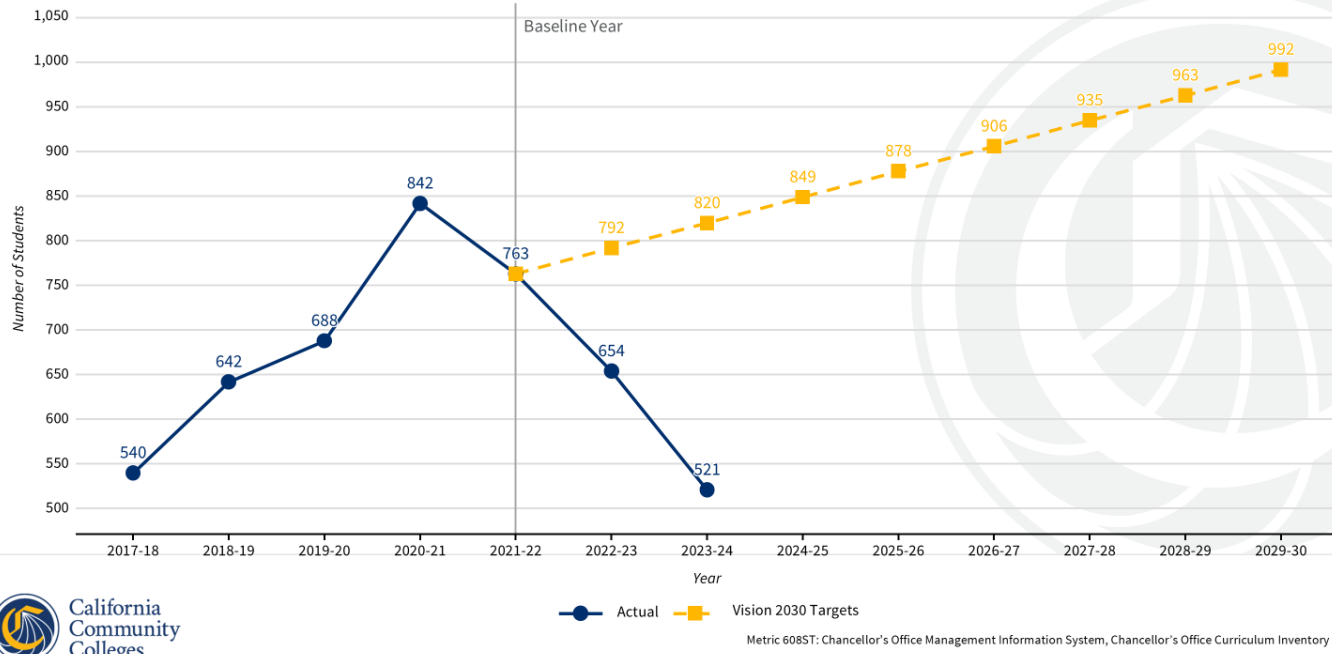
Metric 6195T: Chancellor's Office Management Information System

Source: CCCCCO, via SJECCD Institutional Effectiveness

# VISION 2030 OUTCOME : EQUITY IN SUCCESS

### Outcome 3a: Increase with equity the number of California community college students who earn an associate degree for transfer by 30%.

Overall | San Jose-Evergreen



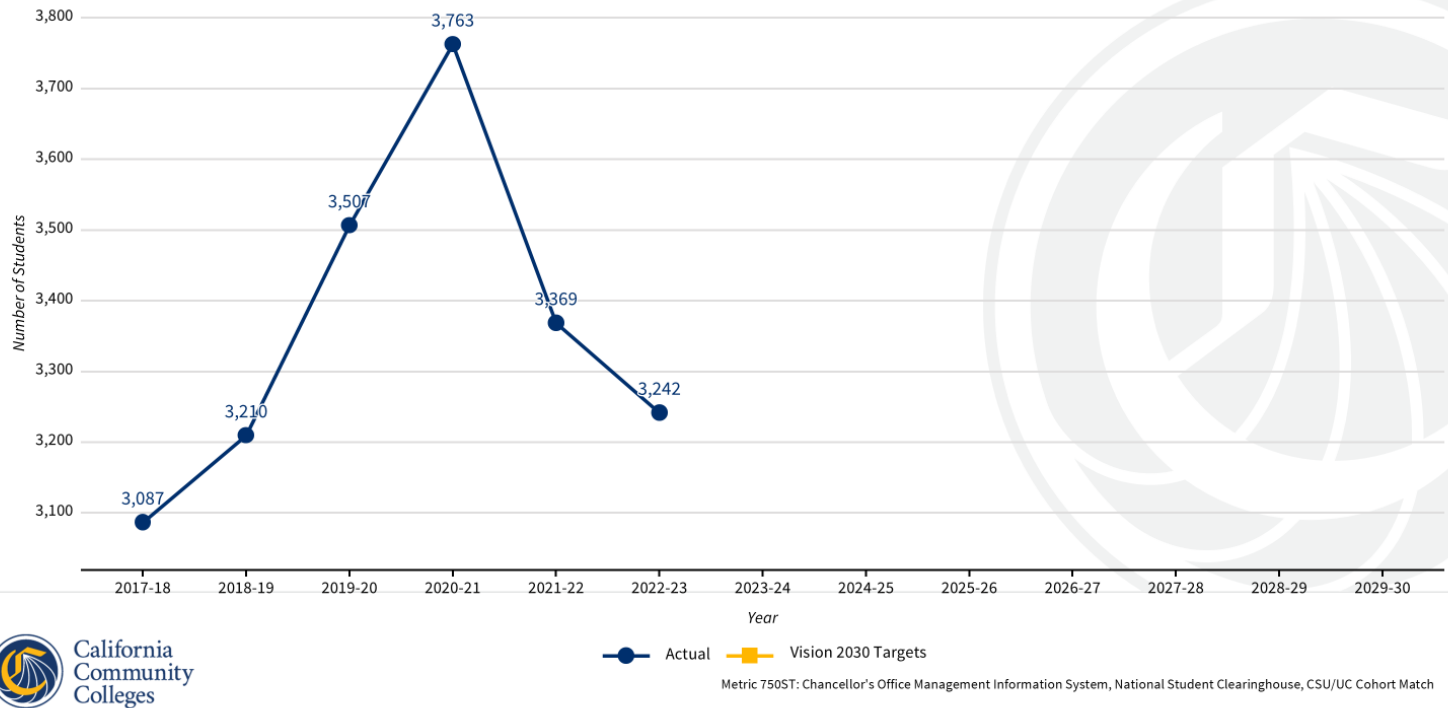
- The number of SJECCD students earning an **ADT** has been **declining** since 2020-2021

Source: CCCCC, via SJECCD Institutional Effectiveness

# VISION 2030 OUTCOME: EARN ADT

### Outcome 3c: Increase with equity the number of California community college students who transfer to a 4-year institution.

Overall | San Jose-Evergreen



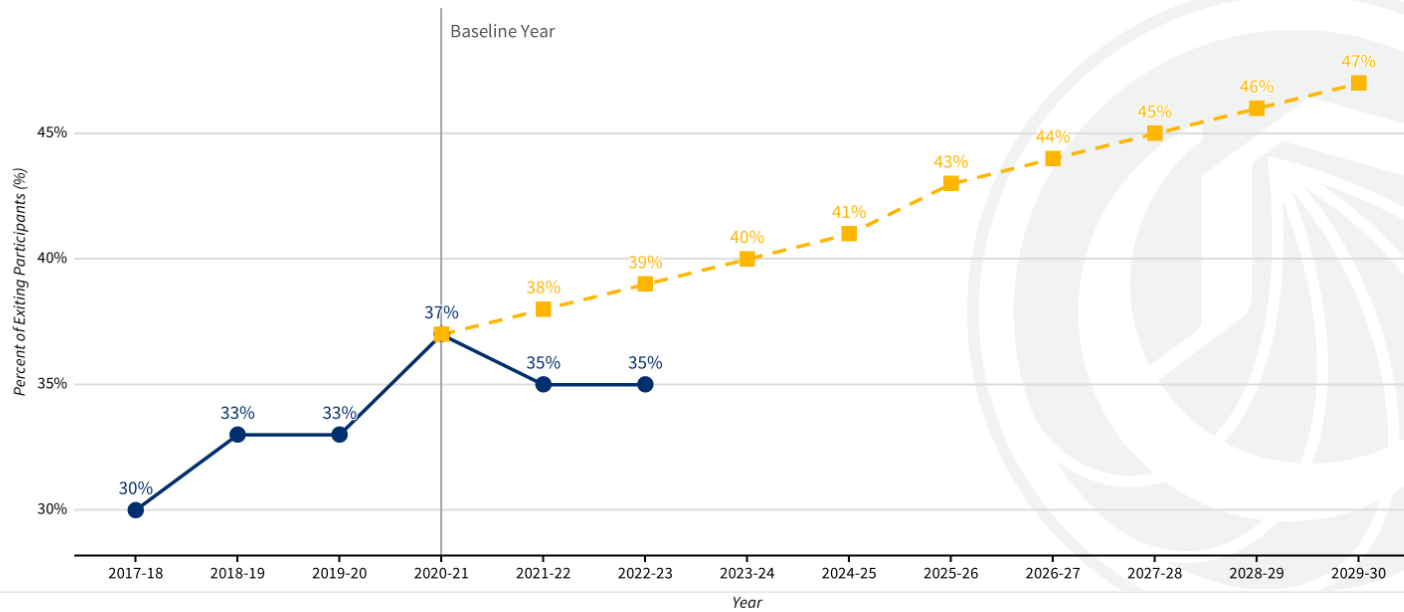
- The number of SJECCD students **transferring** to a 4-year institution has been **declining** since 2020-2021

Source: CCCC, via SJECCD Institutional Effectiveness

# VISION 2030 GOAL: TRANSFER

## Outcome 4: Increase with equity the percentage of California community college students who earn a living wage for their region after exiting higher education by 10 percentage points.

Overall | San Jose-Evergreen



Actual Vision 2030 Targets

Metric 802SW: Chancellor's Office Management Information System, Employment Development Department Unemployment Insurance Dataset, National Student Clearinghouse, CSU/UC Cohort Match, Insight Center for Community Economic Development, Living Wage Table

- The percentage of SJECED students earning a **living wage** has **declined slightly** 2020-2021

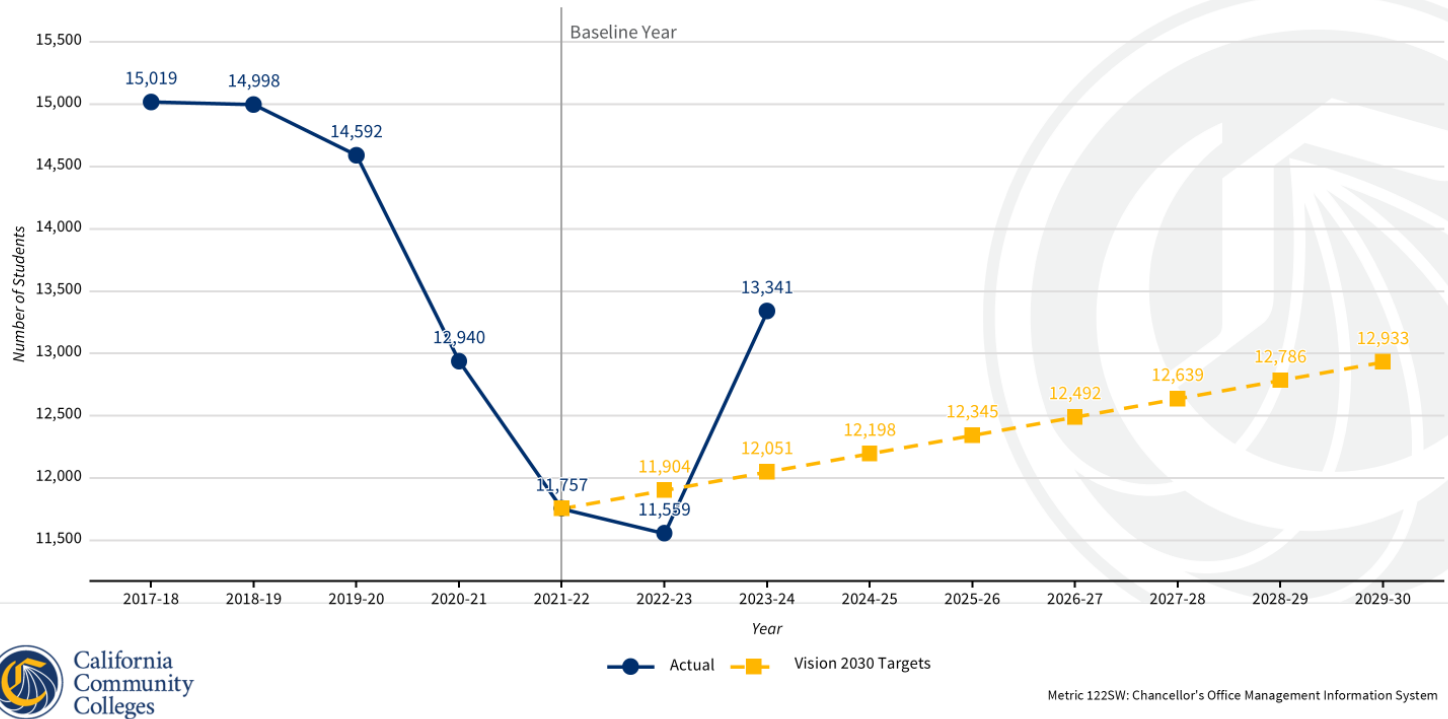
Source: CCCCC, via SJECED Institutional Effectiveness

# VISION 2030 GOAL: ATTAIN LIVING WAGE

Outcome 5: Increase with equity the number of California community college students receiving California College Promise Grants by 10%.

College Promise Grant/BOG Recipient | San Jose-Evergreen

- SJECED has **nearly exceeded its goal for Promise Grants**
- Note that the benchmark was in 2021-2022, when enrollment was at a Promise Grant receipt was at a low point

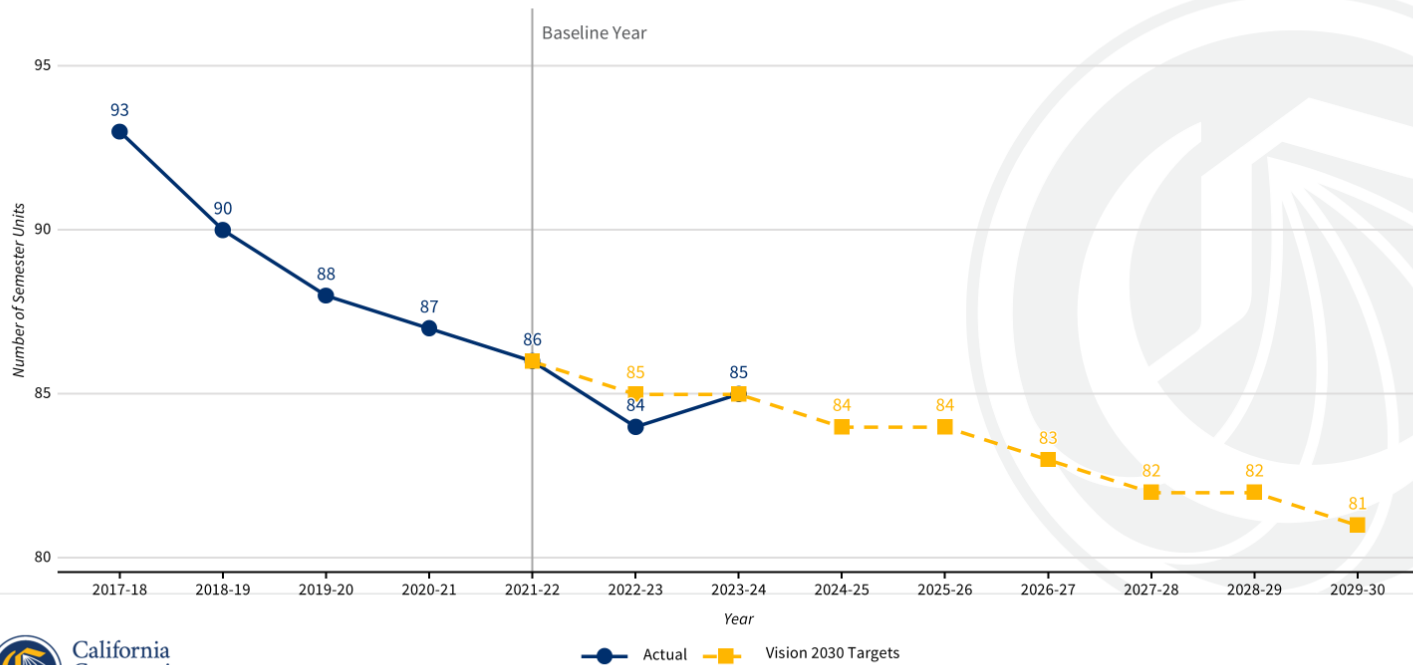


Source: CCCCC, via SJECED Institutional Effectiveness

VISION 2030 GOAL: EQUITY IN SUPPORT

Outcome 6: Reduce with equity the average number of units in excess of 60 units to complete students' first Associate Degree for Transfer by 20%.

Overall | San Jose-Evergreen



Metric 618ST: Chancellor's Office Management Information System

- Total **units accumulated** upon degree completion has been **decreasing** for SJECCD students, and is on target to meet Vision 2030 Goals
- In 2023-2024, units accumulated upon degree completion for **SJECCD** was **84**. By comparison (not shown on slide):
  - 81 for all CCCs
  - 81 for Silicon Valley CCCs
    - *note: Foothill/De Anza not included as they are on quarter system*
  - 79 for West Valley/Mission
  - 77 for Gavilan

Source: CCCCC, via SJECCD Institutional Effectiveness

# VISION 2030 GOAL: REDUCE UNITS UPON COMPLETION

Metric	Bay Area (Macro Region)	Silicon Valley (Micro Region)	San Jose - Evergreen CCD
Strong Workforce Program Students	183,515	56,681	10,212
Students Who Earned 9 or More Career Education Units in the District in a Single Year	17%	18%	17%
Students Who Completed a Noncredit CTE or Workforce Preparation Course	72%	81%	61%
Job Closely Related to Field of Study	75%	78%	75%
Median Annual Earnings	\$57,036	\$65,386	\$53,084
Median Change in Earnings	31%	37%	34%
Attained a Living Wage	49%	51%	39%

Source: CCCC DataVista

- Compared to the micro and the macro regions, SJECDD has **mixed workforce outcomes**, according to strong workforce metrics.
- SJECDD posts the same or higher as the macro regional average, but lower than the micro regional average, on the following:
  - 9+ CTE units earned
  - Job closely related to field of study
  - Median change in earnings
- SJECDD posts the same or lower than the macro or micro regional average on the following:
  - Completion of Noncredit CTE or Workforce Prep Course
  - Attainment of Living Wage

## STRONG WORKFORCE OUTCOMES, COMPARED



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# THOUGHTS?

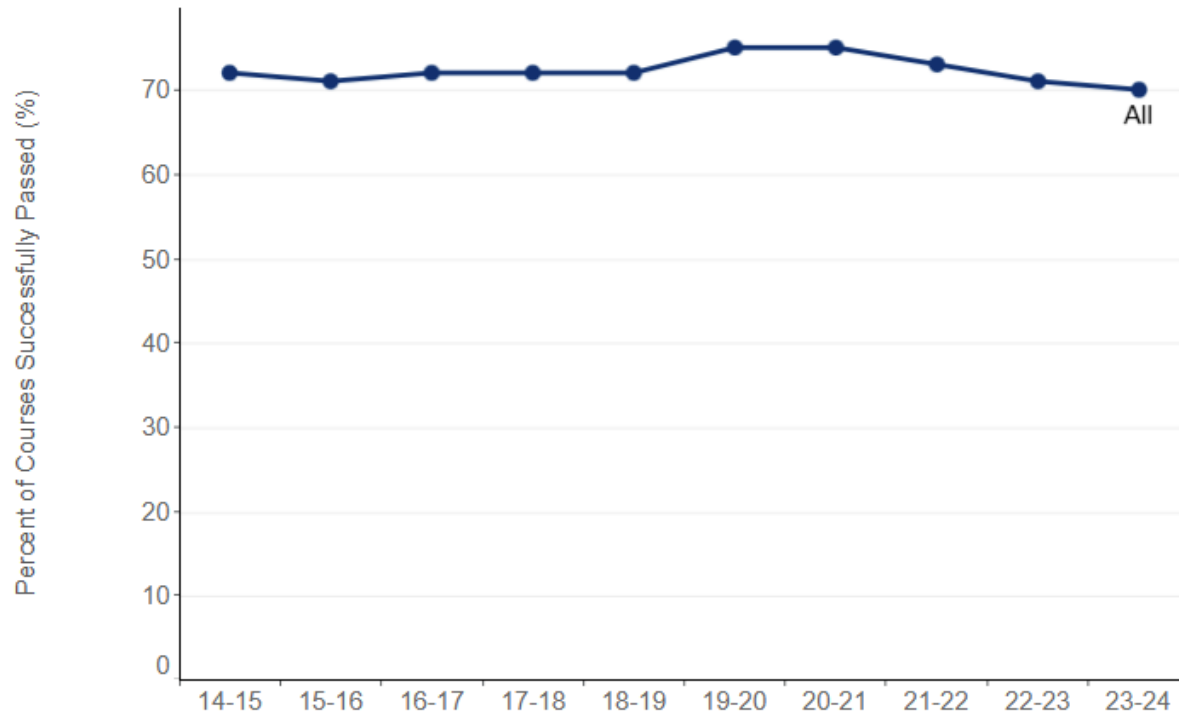


# LEADING INDICATORS

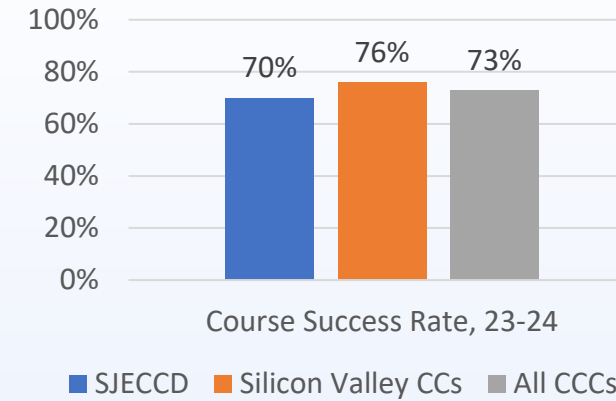


## Course Success Rate by Overall

All General Admit Students in All Programs at San Jose-Evergreen (District)



## SJECED Compared



- **Course success rates** have been trending **slightly downward**
- The course success rate for SJECED in 23-24 was 70%, which is **below** the statewide **average** of 73% and the regional average of 76%

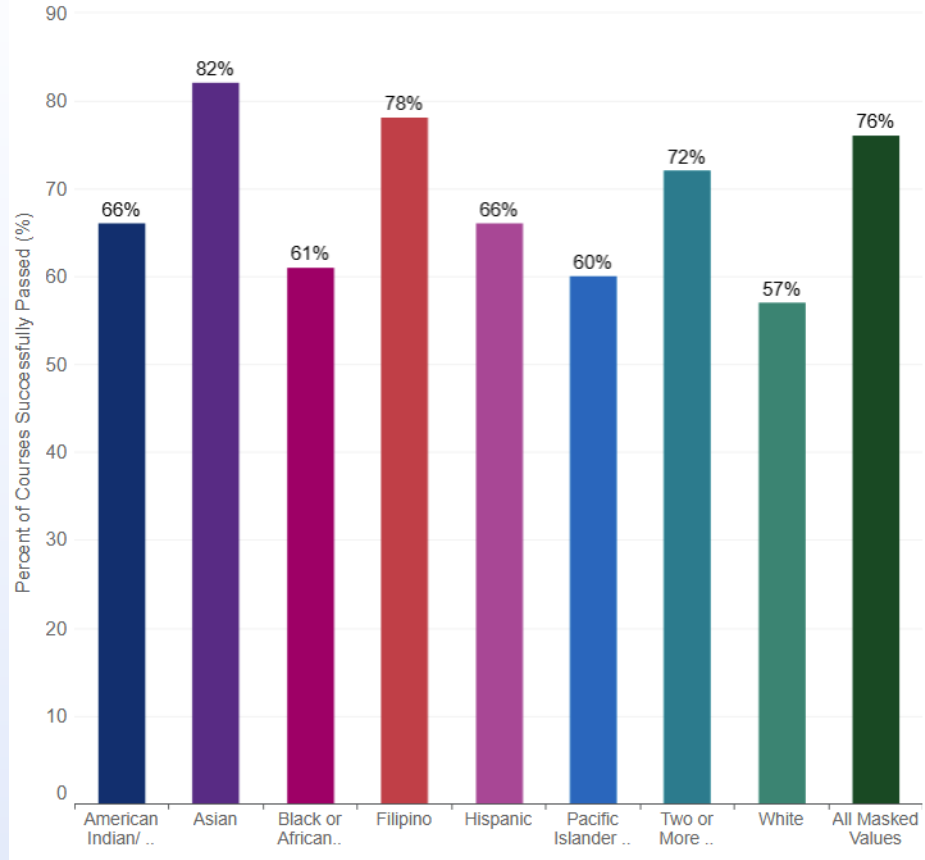
Source: CCCC [DataVista](#)

# LEADING INDICATOR: COURSE SUCCESS RATES

## Course Success Rate by Ethnicity

All General Admit Students in All Programs at San Jose-Evergreen (District)

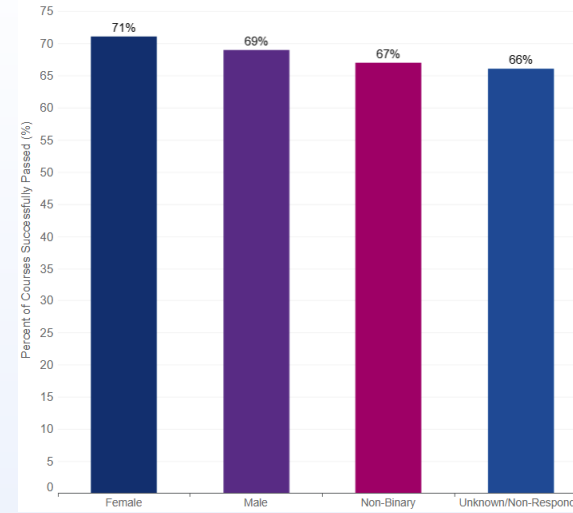
23-24



## Course Success Rate by Gender

All General Admit Students in All Programs at San Jose-Evergreen (District)

23-24



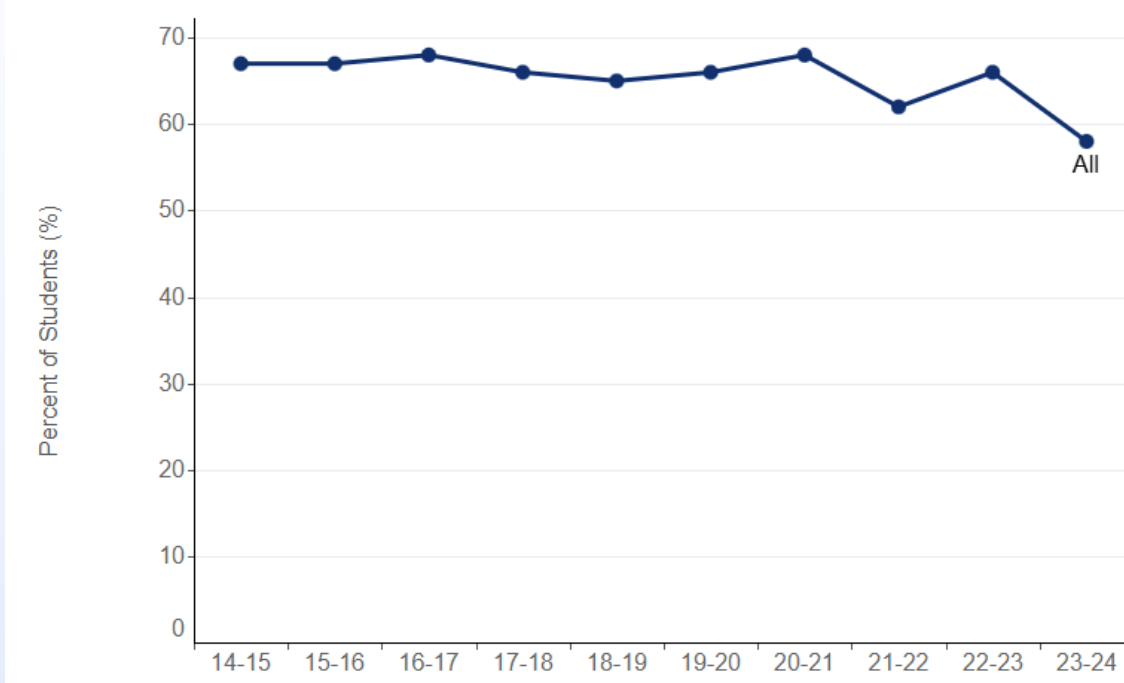
- **Course success rates are higher for Asian, Filipino, and Multi-Ethnic students, and for Females**

Source: CCCCO [DataVista](#)

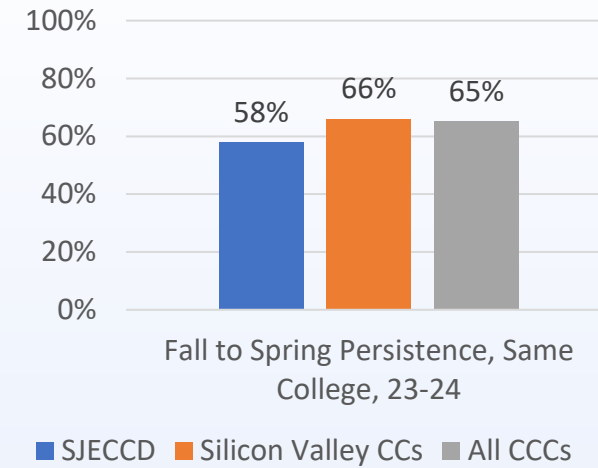
# LEADING INDICATOR: COURSE SUCCESS RATES DISAGGREGATED

## Persisted from Fall to Spring, At the Same College by Overall

All General Admit Students in All Programs at San Jose-Evergreen (District)



## SJECCD Compared



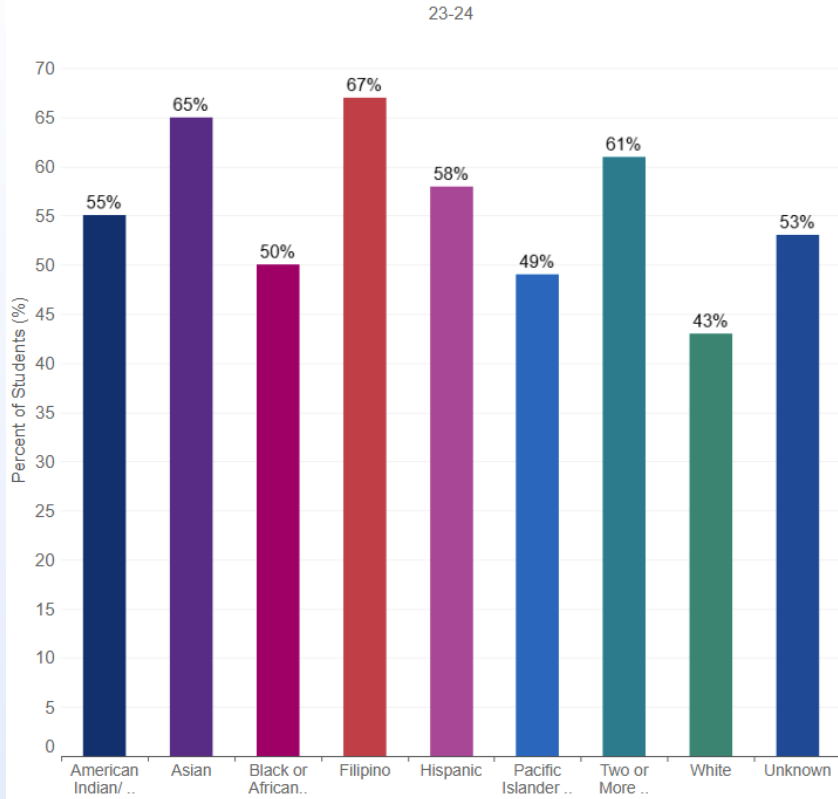
- **Persistence** from Fall to Spring **at the same college** has been **trending down**, and is lower at SJECCD than in the region or the state

Source: CCCC [DataVista](#)

# LEADING INDICATORS: PERSISTENCE AT SAME COLLEGE

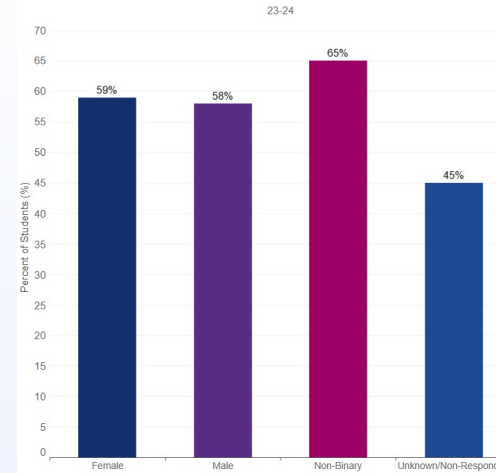
## Persisted from Fall to Spring, At the Same College by Ethnicity

All General Admit Students in All Programs at San Jose-Evergreen (District)



## Persisted from Fall to Spring, At the Same College by Gender

All General Admit Students in All Programs at San Jose-Evergreen (District)



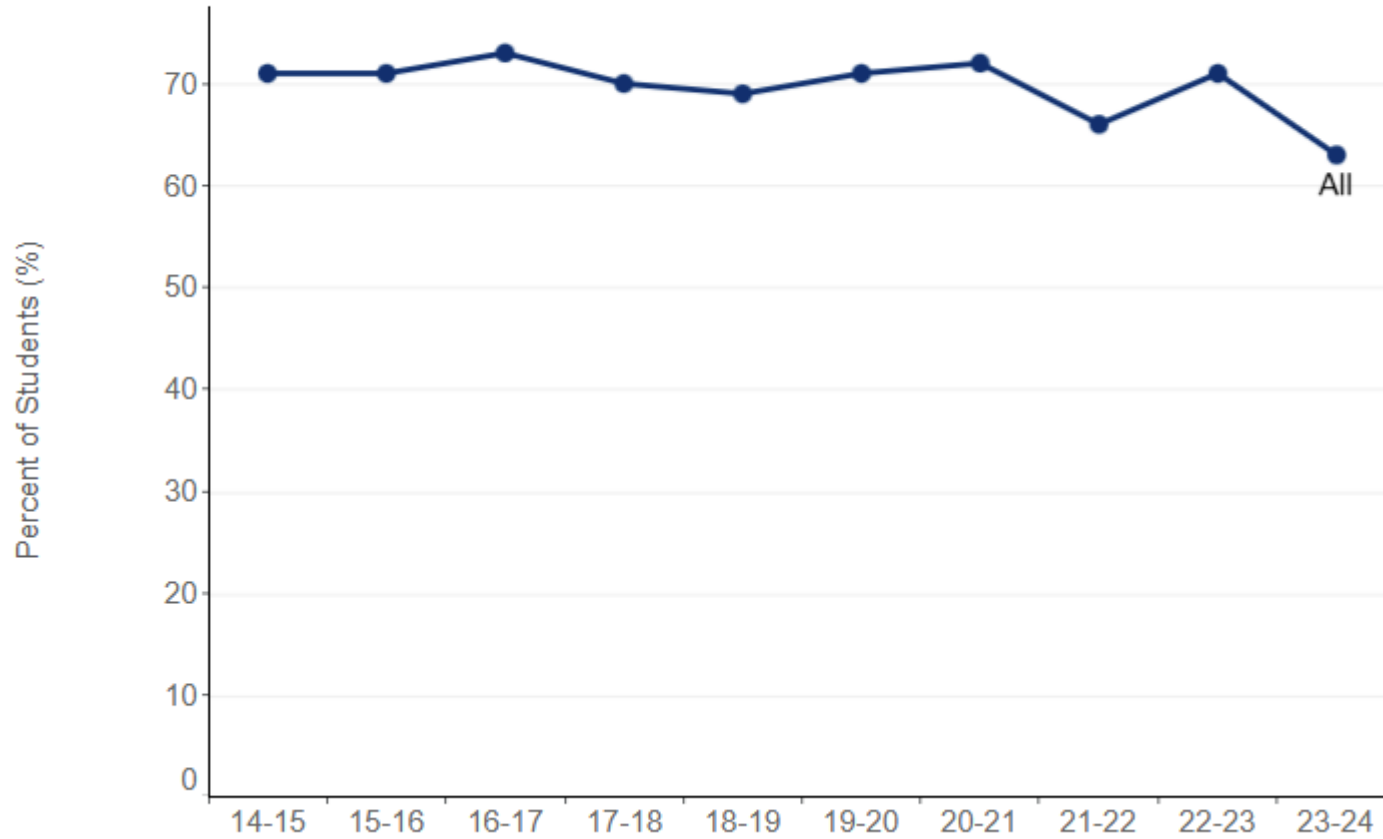
- **Persistence** from Fall to Spring at the **same college** is **higher** for **Filipino, Asian** and **Multi-Ethnic** students, and **Females**.

Source: CCCC [DataVista](#)

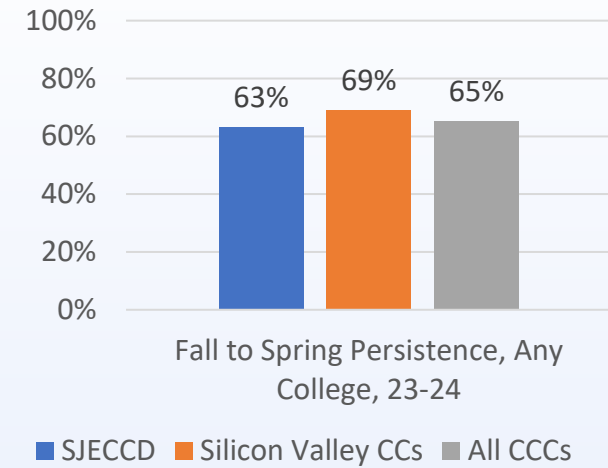
# LEADING INDICATORS: PERSISTENCE AT SAME COLLEGE, DISAGGREGATED

# Persisted from Fall to Spring, At Any College by Overall

All General Admit Students in All Programs at San Jose-Evergreen (District)



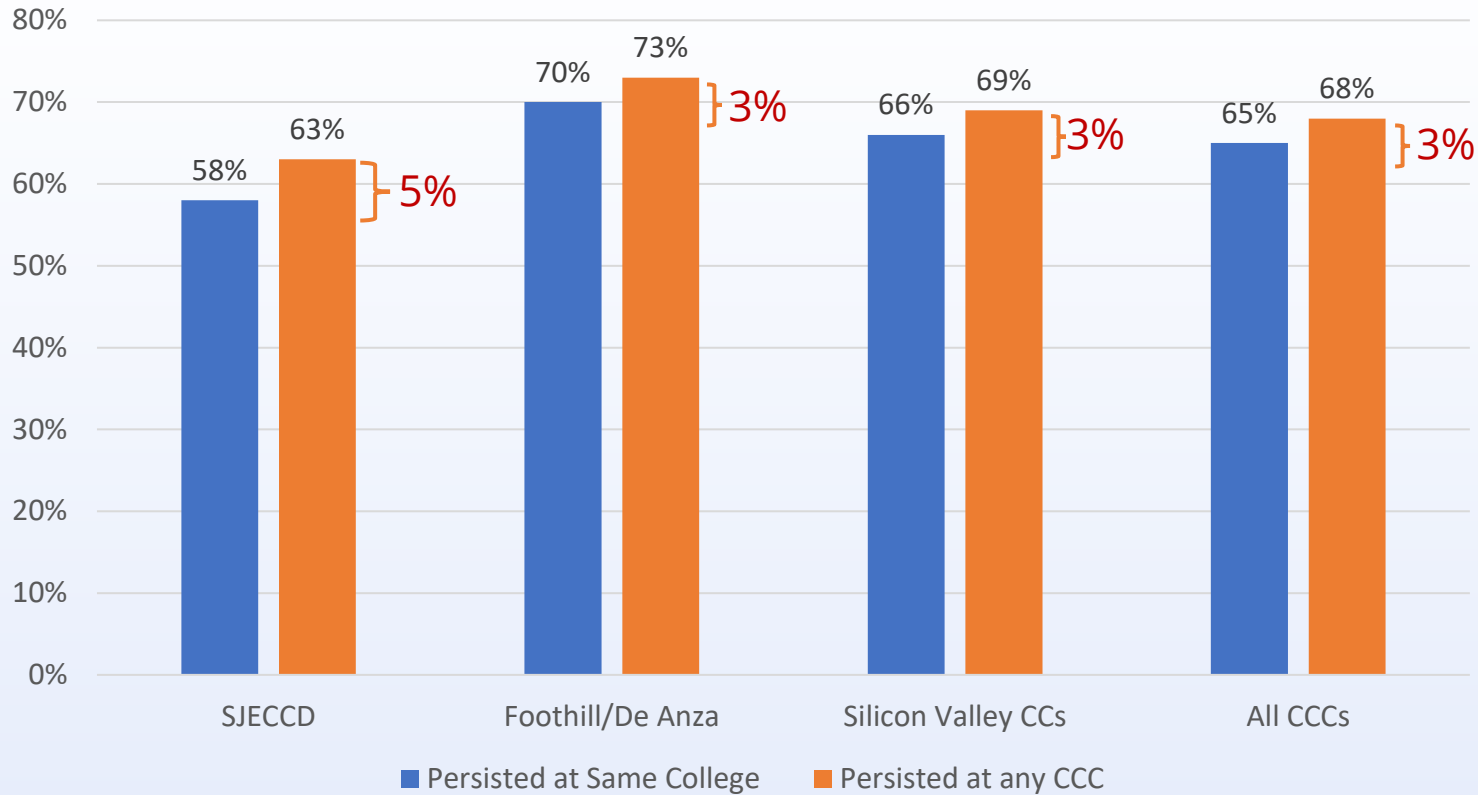
## SJECCD Compared



- **Persistence** from Fall to Spring at **any CC** has been **trending down**, and is lower at SJECCD than average for the region or state.

Source: CCCC [DataVista](#)

# LEADING INDICATOR: PERSISTENCE AT ANY COLLEGE



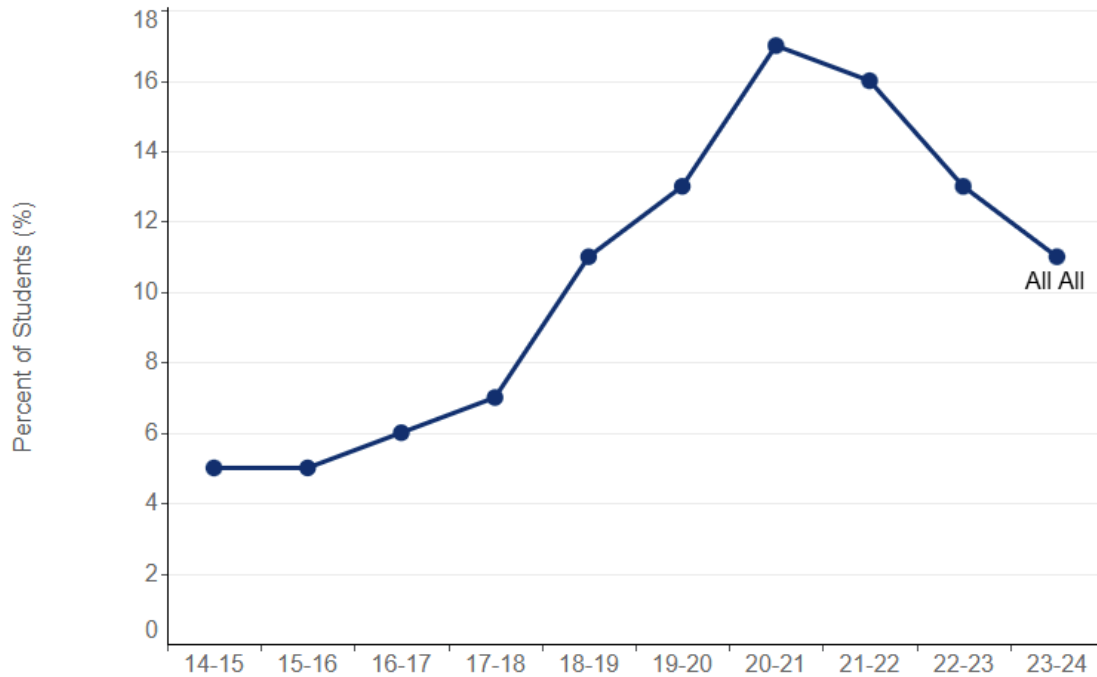
- **SJECCD** posts **lower rates** of Fall to Spring Persistence at the same college, and at a different college.
- *Note: the gap between persisting at the same college, and persisting at any CC, shows the students who are leaving to attend a different CC. That percentage is higher for SJECCD than for the regional or the statewide averages – it is 5% at SJECCD.*

Source: CCCC [DataVista](#)

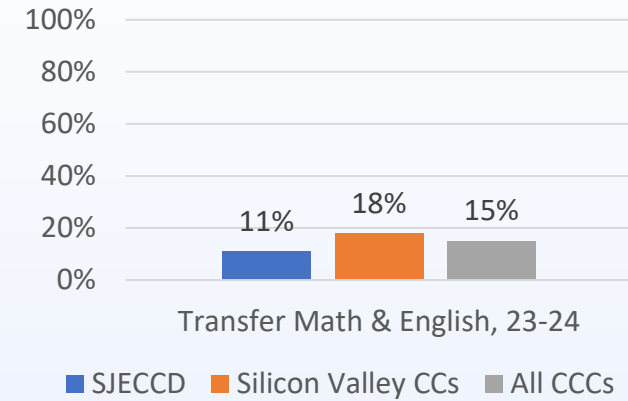
# FALL TO SPRING PERSISTENCE 23-24, COMPARED

## Completed Transfer-Level Math and English: Aligned with Student Centered Funding Formula by Overall (Overall)

1 year Cohort in All Programs at San Jose-Evergreen



## SJECCD Compared



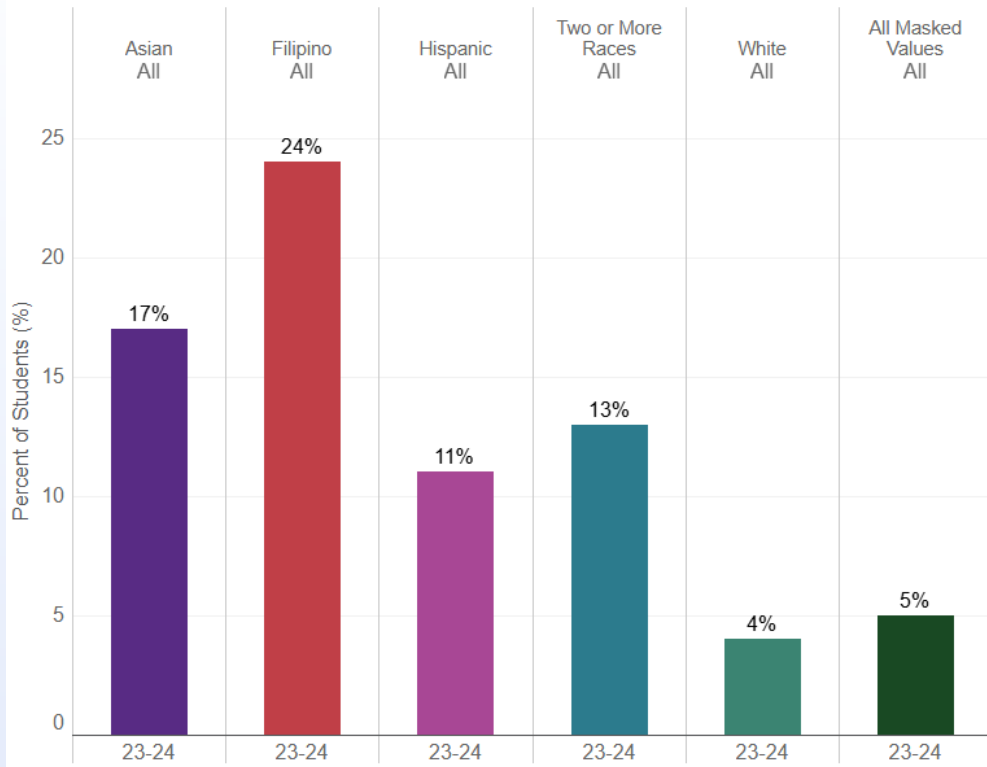
- The percentage of **SJECCD** students **completing math and English in their first year** increased up until 20-21, and has been decreasing since
- The **rate for SJECCD is lower** than it is for the state or the region

Source: CCCC [DataVista](#)

# LEADING INDICATOR: COMPLETION OF TRANSFER LEVEL MATH AND ENGLISH IN YEAR 1

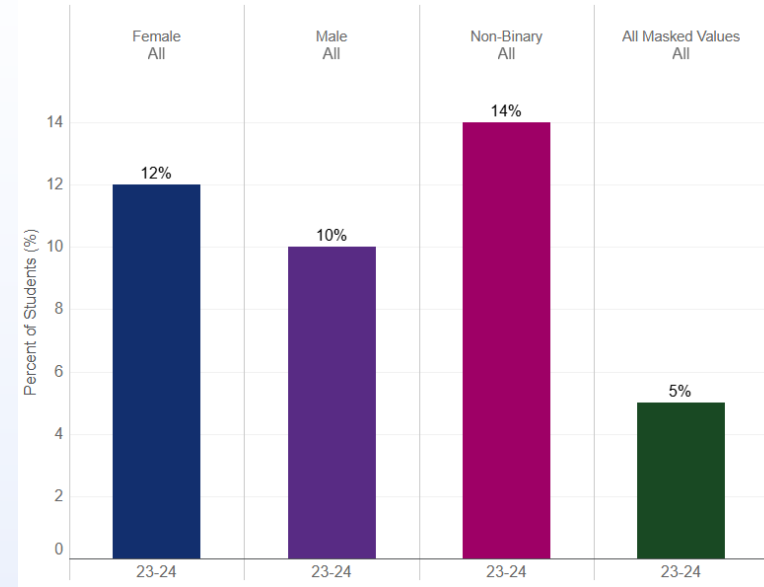
### Completed Transfer-Level Math and English: Aligned with Student Centered Funding Formula by Ethnicity (Overall)

1 year Cohort in All Programs at San Jose-Evergreen



### Completed Transfer-Level Math and English: Aligned with Student Centered Funding Formula by Gender (Overall)

1 year Cohort in All Programs at San Jose-Evergreen



- **Rates for completing math and English are higher for Filipino, and Asian students, and for Females (non-Binary numbers are very low)**

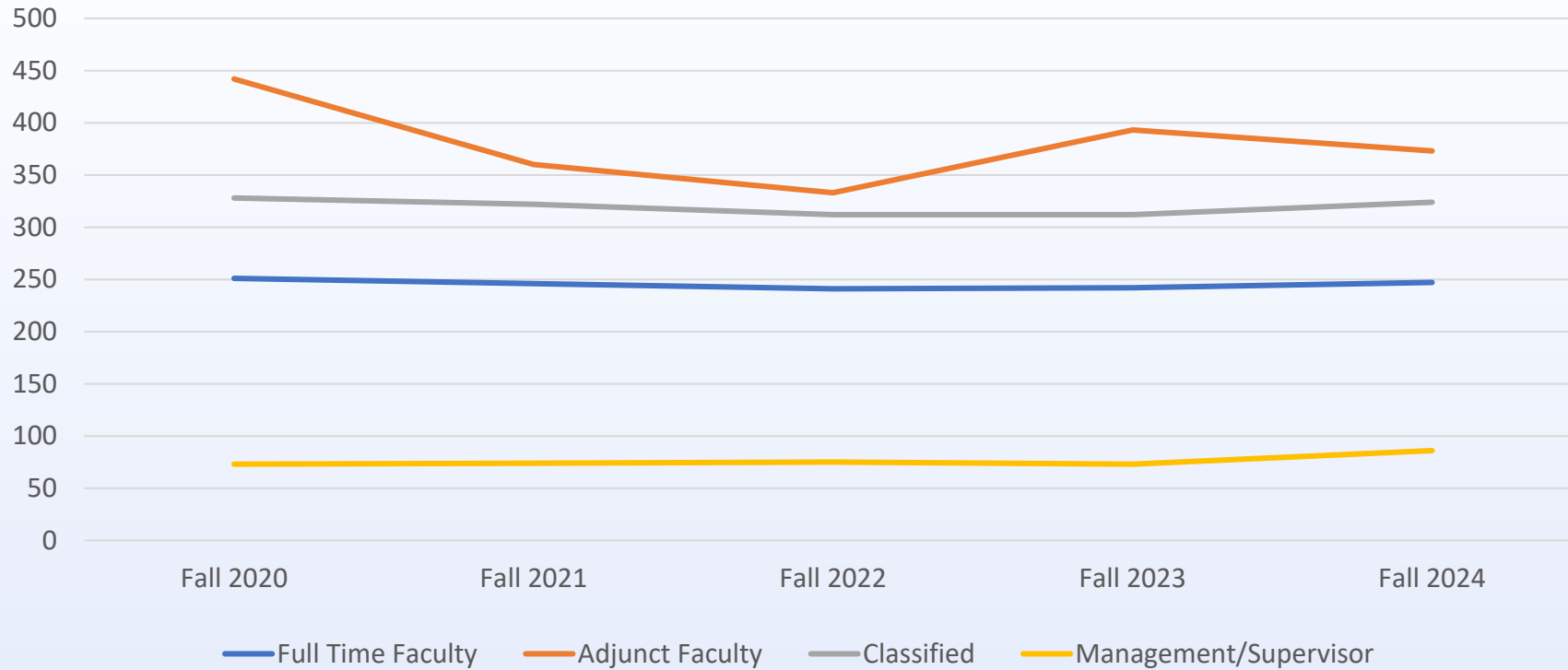
Source: CCCCO [DataVista](#)

# LEADING INDICATOR: COMPLETION OF TRANSFER LEVEL MATH AND ENGLISH IN YEAR 1, DISAGGREGATED



# THOUGHTS?



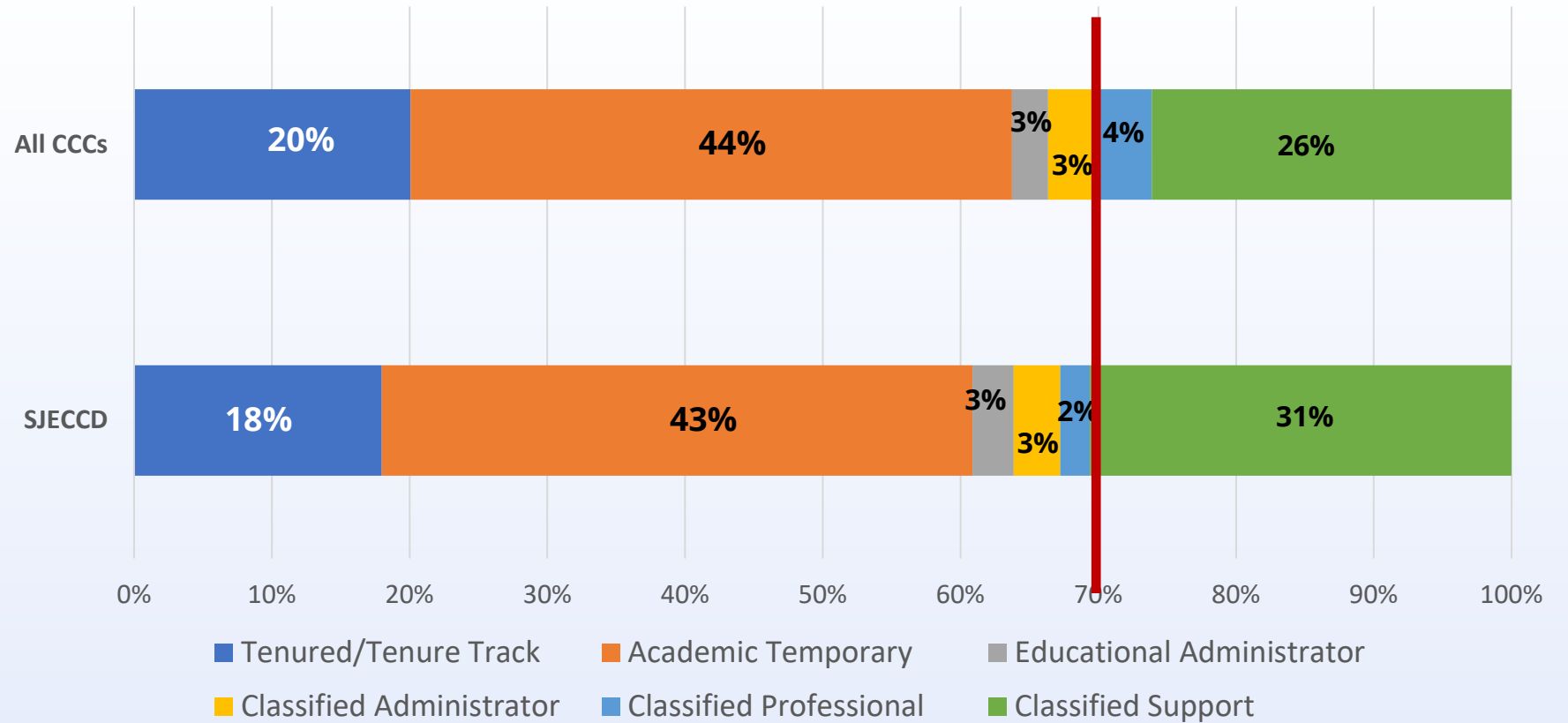


- Over the past five years, employment numbers by job classification have been relatively **stable** for **Full Time Faculty and Classified**
- In the same time period, the number of **adjuncts** has **decreased**, and the number of Managers/Supervisors has increased slightly

Source: Internal SJECCD Data

# SJECCD EMPLOYMENT, BY CLASSIFICATION

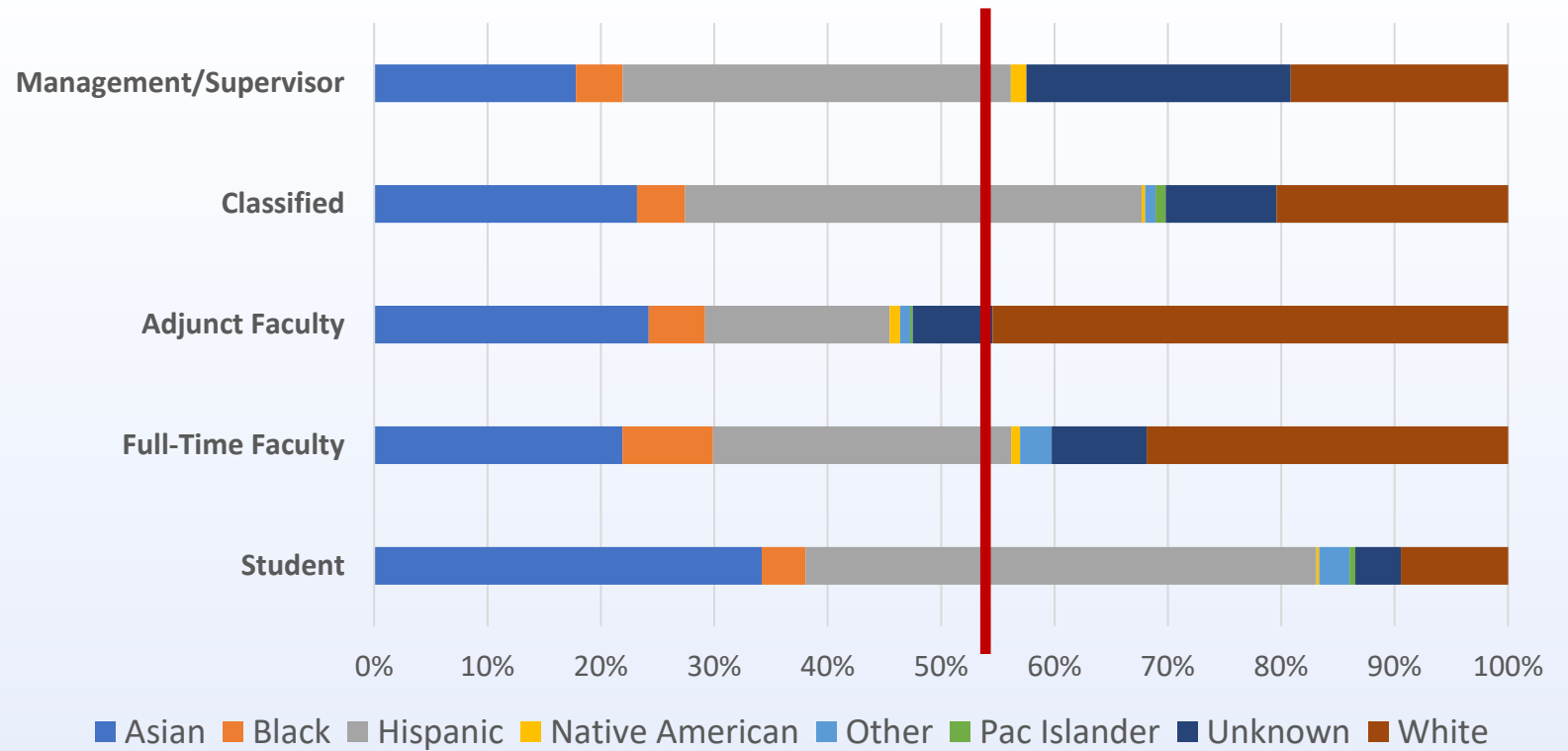
- Compared to the state, SJECCD has a **slightly lower proportion of faculty** (both contract and temporary), similar rates of administrators, and higher rates of **classified**



Source: CCCC DataMart

# SNAPSHOT FALL 2024: SJECCD EMPLOYEES BY CATEGORY COMPARED TO ALL CCCS

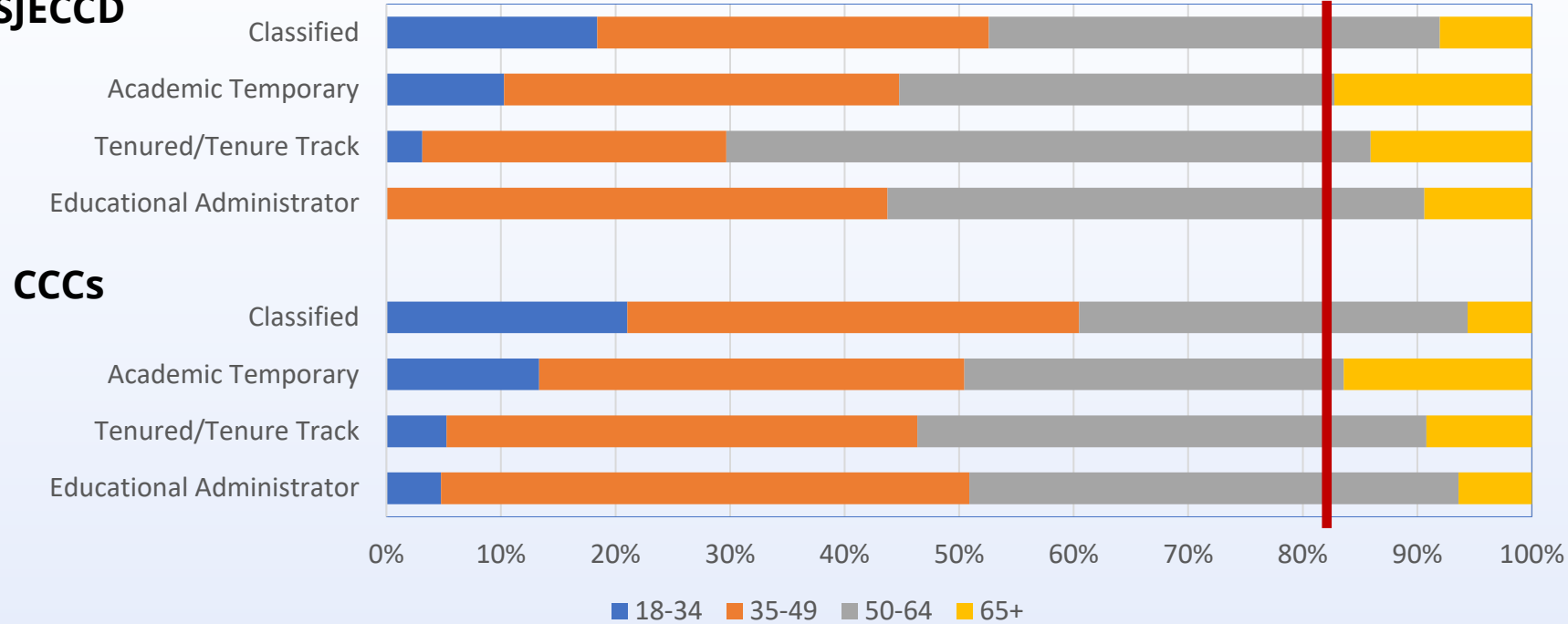
- The **student** population in the SJECCD shows **higher proportions of Asian and Hispanic** than any employee group
- Adjunct **Faculty**, followed by Full-Time Faculty, show the **highest proportion of Whites**



Source: Internal SJECCD Data

# SNAPSHOT FALL 2024: SJECCD EMPLOYEES BY ETHNICITY, COMPARED TO STUDENTS

## SJECCD



- SJECCD has a larger proportion of employees **aged 65+** than the state, in every employee category
- 67 employees are **aged 70+**
  - 13 faculty
  - 44 adjunct
  - 10 classified

*Note: Classified Administrators are included in Classified in this data set*

Source: CCCCO [DataMart](#)

# SNAPSHOT FALL 2024: SJECCD EMPLOYEES BY CATEGORY BY AGE COMPARED TO ALL CCCS



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# THOUGHTS?