

Leading and Lagging Indicators for 2020-23 Strategic Plan Implementation & Monitoring



Lagging Indicators

1. Degree Completion

Number of students earning a degree

	2016-17 VfS ¹ Baseline	2020-21 Target	2021-22 VfS Target	2022-23 Target
Overall	2,441	2,848	2,929	2,929
LGBT	27	45	48	52
Black or African American	241	350	366	388

2. Certificate Completion

Number of students earning a certificate

	2016-17 VfS Baseline	2020-21 Target	2021-22 VfS Target	2022-23 Target
Overall	437	510	524	524
Black or African American	42	62	65	69

3. Transfers to CSU or UC

Number of students who transfer to a CSU or UC

	2015-16 VfS Baseline	2020-21 Target	2021-22 VfS Target	2022-23 Target
Overall	1,676	2,179	2,263	2,263
Veteran	23	37	38	40
Disabled	74	118	121	128
Foster Youth	15	24	24	25
LGBT	20	31	32	33
Black or African American	181	276	282	293

4. Unit Accumulation

Average number of units accumulated by degree earners

	2016-17 VfS Baseline	2020-21 Target	2021-22 VfS Target	2022-23 Target
Overall	87	80	78	78
Disabled	94	89	88	86

5. Annual Earnings

Median annual income of former ECC students

	2015-16 VfS Baseline	2020-21 Target	2021-22 VfS Target	2022-23 Target
Overall	\$24,404	\$30,715	\$31,767	\$31,767
Amer. Indian or Alaska Nat.	\$11,426	\$18,139	\$19,562	\$22,003
Foster Youth	\$15,896	\$21,133	\$22,244	\$24,149
LGBT	\$18,376	\$22,795	\$23,732	\$25,339
Disabled	\$18,808	\$23,084	\$23,992	\$25,547

6. Living Wage Attainment

Percent of former ECC students who attain living wage

	2015-16 VfS Baseline	2020-21 Target	2021-22 VfS Target	2022-23 Target
Overall	36%	48%	50%	50%
Foster Youth	14%	35%	37%	40%
Disabled	20%	39%	40%	42%
LGBT	21%	40%	41%	43%
Black or African American	30%	46%	46%	47%
Econ. Disadvantaged	32%	47%	48%	48%
Hispanic or Latino	33%	48%	48%	49%
Female	34%	48%	49%	49%

¹ VfS stands for California Chancellor's Office Vision for Success
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7. Job in Field of Study

Percent of career education students with a job closely related to their field of study

	2014-15 VfS Baseline	2020-21 Target	2021-22 VfS Target	2022-23 Target
Overall	76%	83%	84%	84%

Note: No DI² Groups identified

Leading Indicators

1. Two-term Retention

Percent of students enrolled in Fall and following Spring

	2018-19 Baseline	2020-21 Target	2021-22 Target	2022-23 Target
Overall	75%	76%	76%	76%
First Generation	61%	65%	67%	69%
Native HI/Other Pac. Islander	63%	66%	68%	69%
Foster Youth	64%	67%	69%	70%
Black or African American	66%	68%	70%	71%
LGBT	70%	71%	72%	73%

2. Average Number of Degree Applicable Units

Average number of degree applicable units earned during first year

	2018-19 Baseline	2020-21 Target	2021-22 Target	2022-23 Target
Overall	16.97	17.07	17.12	17.17
Foster Youth	8.95	11.17	12.24	13.23
Disabled	12.09	13.46	14.12	14.73
Black or African American	13.39	14.41	14.90	15.36
Native HI/Other Pac. Islander	14.55	15.26	15.60	15.91

3. Transfer-level English and Math Completion

Percent of students who complete Transfer-level English and Math within first year

	2017-18 Baseline	2020-21 Target	2021-22 Target	2022-23 Target
Overall	12%	13%	14%	14%
Disabled	2%	6%	7%	9%
Foster Youth	3%	6%	7%	9%
Veteran	3%	7%	8%	9%
Black or African American	3%	7%	8%	9%
First Generation	6%	8%	9%	10%
Hispanic or Latino	7%	9%	10%	11%
Economically Disadvantaged	11%	12%	12%	12%

4. 30+ Units

Percent of students completing 30+ units within first year

	2018-19 Baseline	2020-21 Target	2021-22 Target	2022-23 Target
Overall	11%	13%	13%	14%
Foster Youth	0%	4%	6%	7%
Native HI/Other Pac. Islander	0%	4%	6%	7%
Disabled	6%	8%	9%	10%
Black or African American	5%	8%	9%	10%
Hispanic or Latino	9%	10%	11%	11%

² DI stands for disproportionately impacted.
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5. Course Withdrawal

Percent of students who withdraw from one or more courses during the academic year

	2018-19 Baseline	2020-21 Target	2021-22 Target	2022-23 Target
Overall	39%	37%	36%	36%
Foster Youth	65%	57%	53%	50%
Native HI/Other Pac. Islander	50%	46%	44%	43%
Disabled	48%	44%	43%	41%
Black or African American	44%	42%	41%	40%
Hispanic or Latino	42%	40%	39%	38%

6. Employable Skill Attainment

Percent of students who successfully complete a Career Education course (SAM codes A, B, C, or D) designed to teach employable skills

	2018-19 Baseline	2020-21 Target	2021-22 Target	2022-23 Target
Overall	77%	77%	78%	78%
Foster Youth	59%	64%	67%	69%
American Indian or Alaska Native	64%	68%	70%	71%
Black or African American	66%	69%	71%	72%
Disabled	70%	72%	73%	74%
Some other race	70%	72%	73%	74%
Native HI/Other Pac. Islander	72%	74%	75%	75%
Veteran	74%	75%	75%	76%