California Community Colleges | CTE Employment Outcomes Survey

Hartnell College – 2024

About the Survey

CTEOS collects data on former CTE student employment outcomes, how closely related their current career is to their coursework and training, and current employment wage information. In 2024, the survey instrument was refreshed. While no changes were made to the question regarding employment in field of study, other changes were made to the survey instrument to align with the California Community Colleges Vision 2030 with a focus on wage and earnings outcomes. Survey administration also changed providing the survey to participants through email and SMS link with a $10 incentive upon completion of the survey.

Survey Population

Completer and skills-building students statewide were surveyed if they met one of the following criteria in 2021-2022, and did not enroll (or were minimally enrolled) in 2022-2023: earned a certificate of 6 or more units, earned a vocational degree, or earned 9+ CTE units.The survey was administered via email and SMS text message from August 1st, 2024, through January 6th, 2025. A total of 881 students were surveyed and 172 (19.5%) students responded: 51.2% by email, and 48.8% by SMS link.

Race and Ethnicity

	Asian	Black	Hispanic /Latino	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Unknown
Total Cohort	5%	1.1%	76.2 %	0%	0%	1.1%	9.4%	7.2%
Respondents	2.3%	0.6%	81.4%	0%	0%	2.3%	7.6%	5.8%

Gender

	Non-Binary	Female	Male	Unknown
Total Cohort	0%	51.3%	48.6%	0.1%
Respondents	0%	65.7%	34.3%	0%

Cohort

	CTE Completer, Non-Transfer	Non-CTE Completer, Non-Transfer	Transfer	Non-Completer
Total Cohort	15.7%	1.7%	50.4%	32.2%
Respondents	18%	2.9%	58.1%	20.9%

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Key Findings

69% of respondents seeking an associates or bachelors, **75%** seeking a certificate, apprenticeship, updating job skills or renewing a license/permit and **N/A%** of those taking classes for self-enrichment said their training had a positive impact on their employment.

77% of respondents employed full time at one job (excluding self-employed) are working in their field of study compared to **64%** of part-time workers or those working multiple jobs.

65% of respondents making less than $30/hour are seeking new or additional employment opportunities compared to **30%** of respondents making over $30/hour.

83% of completers and **85%** of transfers stated they met their primary goal compared to **42%** of skills builders.

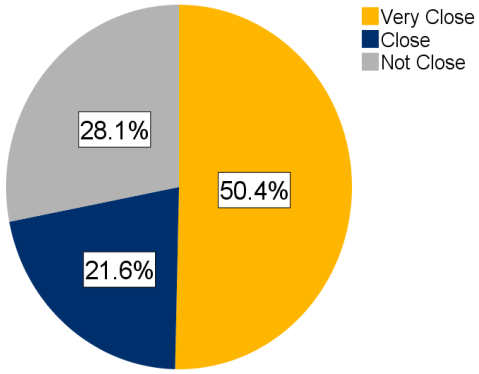
51% of people working but not employed in their field of study indicated they were currently seeking employment in their field of study.

Of those working for pay, **62%** of completers, **64%** of transfer and **88%** of non-completers are employed at one full-time job.

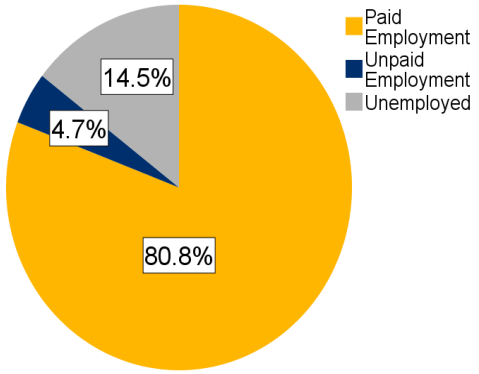
80% of respondents who reported their employment is close or very close to their field of study stated they met their primary educational goal compared to **64%** who indicated their employment is not related to their field of study.

2/18/2025

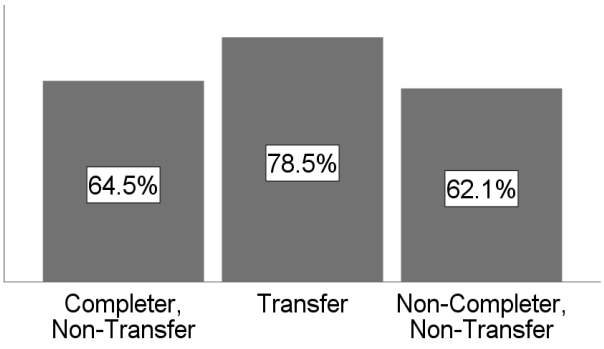
Percent of employed respondents who report working in their field of study.



Percent of respondents who report working for pay.



Percent of respondents who report employment close or very close to field of study by academic outcome.



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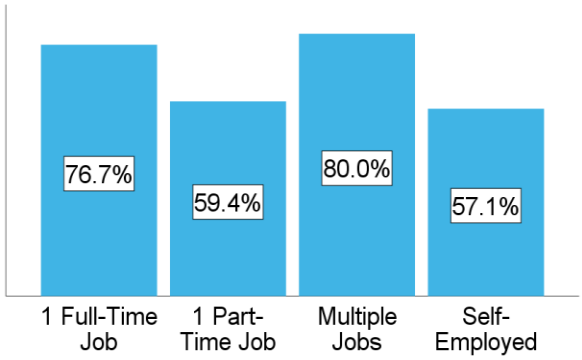
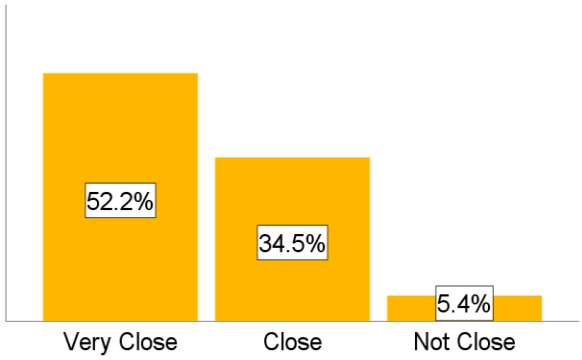
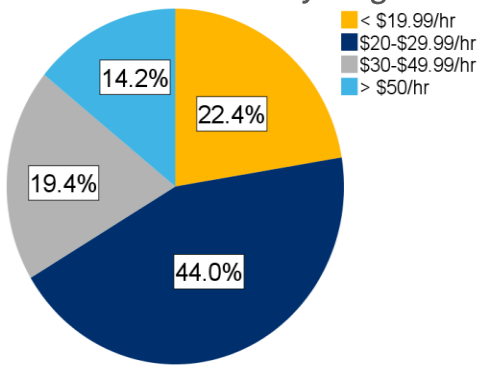
Percent of respondents who report employment close or very close to field of study by employment status.



Percent of respondents who report earning $30/hour or more by employment in field of study.



Reported Current Hourly Wage



For questions about this report visit https://cteos.santarosa.edu/ or email at **cteos@santarosa.edu**.