



Norco College – 2025

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. California community colleges have participated statewide since 2017. In 2024, the survey was aligned to California Community Colleges Vision 2030 with a focus on wage and earnings outcomes. Survey participants are contacted through email and SMS links and receive a \$10 incentive upon completion of the survey.

Survey Population

Award earner and skills-building students statewide were surveyed if they met one of the following criteria in 2022-2023, and did not enroll (or were minimally enrolled) in 2023-2024: 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 September 16th, 2025, through December 15th, 2025. A total of 1,128 students were surveyed and 166 (14.72%) students responded: 62.65% by email, and 37.35% 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	10.90%	5.41%	59.93%	0.09%	0.18%	3.10%	19.06%	1.33%
Respondents	12.65%	4.22%	62.65%	0.60%	0.00%	4.22%	15.66%	0.00%

Gender

	Non-Binary	Female	Male	Unknown
Total Cohort	0.09%	44.24%	55.14%	0.53%
Respondents	0.00%	56.63%	42.77%	0.60%

Cohort

	Earned a CTE Award Non-Transfer	Earned a Non-CTE Award Non-Transfer	Transfer	Non-Completer
Total Cohort	7.62%	1.60%	52.48%	38.30%
Respondents	8.43%	3.01%	58.43%	30.12%



Key Findings

48% of respondents seeking an associates or bachelors, **63%** seeking a certificate, apprenticeship, updating job skills or renewing a license/permit and **75%** of those taking classes for self-enrichment said their training had a positive impact on their employment.

81% of respondents employed full time at one job (excluding self-employed) are working in their field of study compared to **49%** of part-time workers or those working multiple jobs.

73% of respondents making less than \$30/hour are seeking new or additional employment opportunities compared to **41%** of respondents making over \$30/hour.

68% of completers and **88%** of transfers stated they met their primary goal compared to **36%** of skills builders.

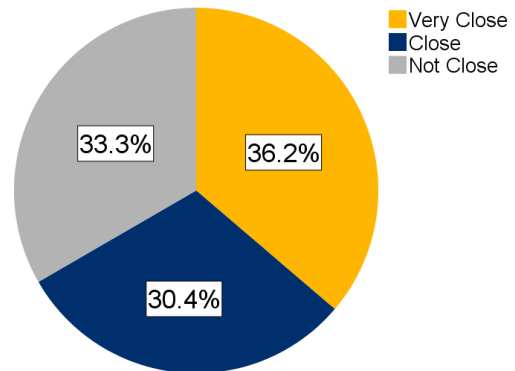
54% of people working but not employed in their field of study indicated they were currently seeking employment in their field of study.

Of those working for pay, **50%** of completers, **48%** of transfer and **79%** of non-completers are employed at one full time job.

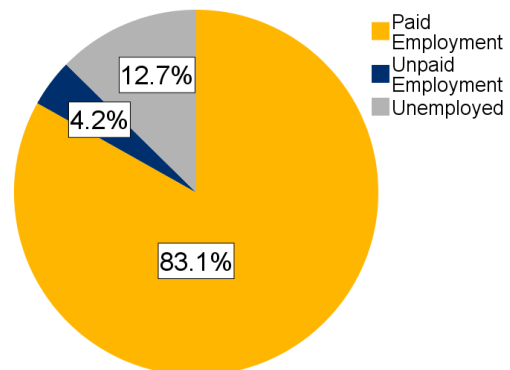
74% of respondents who reported their employment is close or very close to their field of study stated they met their primary educational goal compared to **67%** who indicated their employment is not related to their field of study.

The mean hourly wage of respondents was **\$30.79** while the median was **\$23.09**. The livable wage for your county is **\$21.08**.ⁱ

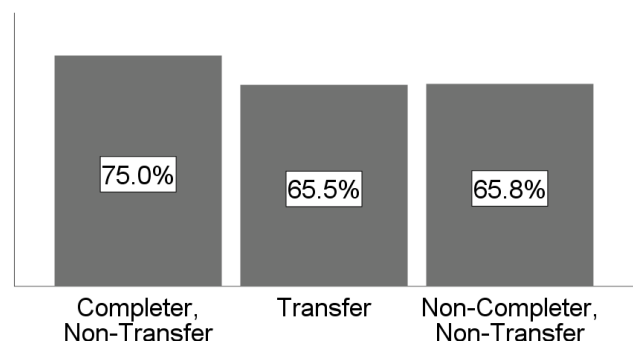
Percent of employed respondents who report working in their field of study.



Percent of respondents who report working for pay.

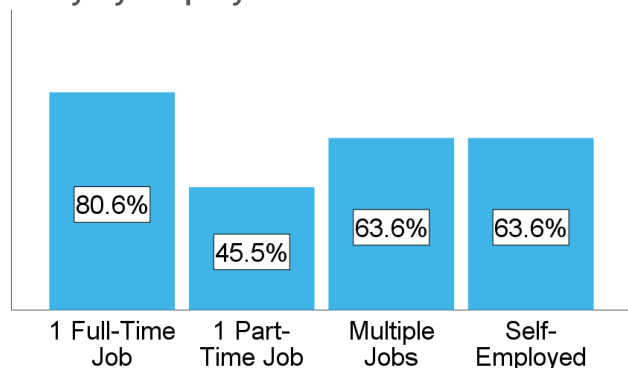


Percent of respondents who report employment close or very close to field of study by academic outcome.

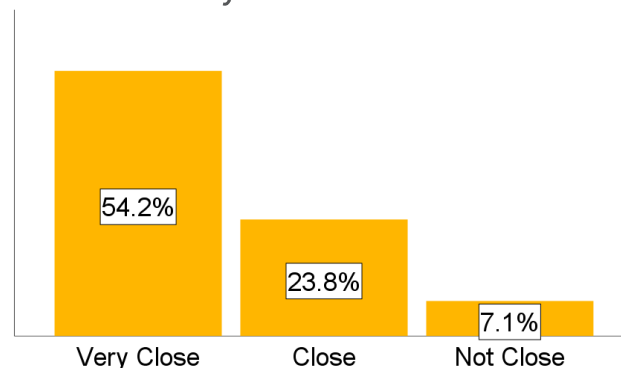




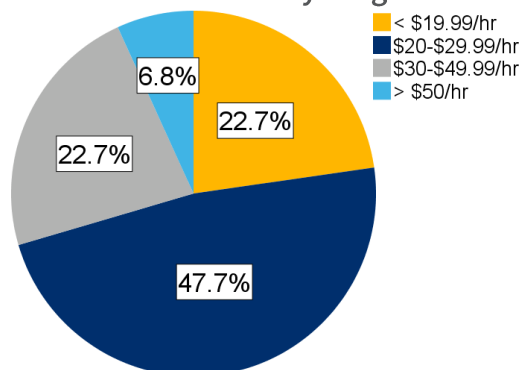
Percent of respondents who report employment close or very close to field of study by employment status.



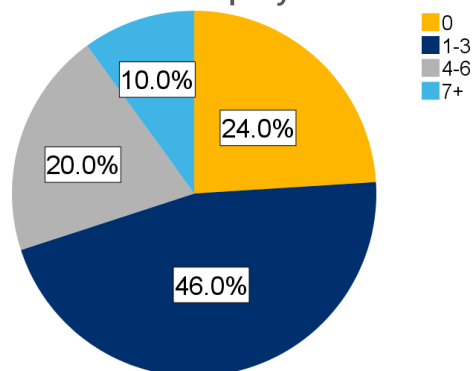
Percent of respondents who report earning \$30/hour or more by employment in field of study.



Reported Current Hourly Wage



Months to Find Employment



2025 Survey Instrument Updates

The 2025 CTEOS includes several refinements to the survey instrument to strengthen analyses of employment outcomes:

- Added items on **time in current employment**, **employment status before training**, **county of residence**, and **county of employment**.
- Introduced an SOC-based **autocomplete occupation list** with nearly 700 titles.
- Expanded **certification options** to a 36 item select all that apply format.
- Reinstated legacy questions on **engaging in a job search**, **months to find work**, and **prior employment** for longitudinal continuity.
- Reverted **wage reporting** to a continuous hourly value rather than ranges.

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

[i] Living wage data: *The Self-Sufficiency Standard for California 2024*, University of Washington, Center for Women's Welfare. selfsufficiencystandard.org/california