

STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION

June 14, 2023

TOPIC: Annual Adult Learner Report

PRESENTED BY: Landon Pirius, Ph.D., Vice Chancellor for Academic and Student Affairs

RELATIONSHIP TO THE STRATEGIC PLAN: Transform the Student Experience. Create Education without Barriers through Transformational Partnerships.

EXPLANATION: In academic year 2021-2022, The Colorado Community College System saw a 7% decline in the number of adult learner students taking courses that award college credit, largely due to the effects of the pandemic. Overall, 35,760 adult learner students enrolled in CCCS colleges in academic year (AY) 2021-2022 compared to 38,472 in 2020-2021. In AY 2021-2022, adult learner students accounted for 32 percent of the total annual headcount within CCCS colleges, down from 33.9% in 2020-2021. In addition to the pandemic, which continued to impact this segment of students, the rise in concurrent enrollment also had an effect on this percentage.

While adult learner students transferred to four-year universities at a lower rate than the traditional college students (18-24), they were more likely to be retained, more likely to be skills builders, and more likely to have earned a higher education credential if not falling into any of the other success categories.

This first adult learner students report is based on our efforts to disaggregate data by demographic and college in comparison to the traditional college students (18 to 24 year-olds). In addition, this year's report includes key year-over-year comparisons going back as many as five academic years.

ATTACHMENT(S):
Academic Year 2021-2022 Adult Learner Students Attending CCCS Colleges

ACADEMIC YEAR 2021-2022:
ADULT LEARNER STUDENTS
ATTENDING CCCS COLLEGES



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OVERVIEW OF ADULT LEARNER STUDENTS

Academic year (AY) 2021-2022 headcount and FTE for both traditional college students (Ages 18-24) and adult learner students continued to decline year over year, albeit, at a slower rate than the year before (Figures 1 and 2), which was the COVID-19 year. Still, the main concern for adult learner students continues to be that the rate of decline has been more precipitous compared to the traditional college students (Ages 18-24) in every single academic year going back to 2017-2018 (Figure 3 and 4). A number of factors for this have been made prevalent, including the low unemployment rate in the most recent year with many students choosing to take jobs in a more lucrative job market rather than to pursue education at the college level. Adult learner students made up 32% of total enrollment in the 2021-2022 academic year, which is a two-percentage point decrease from the year prior.

Figure 1- Number of Unique Adult learner Students by Academic Year Compared to 18-24 Age Group

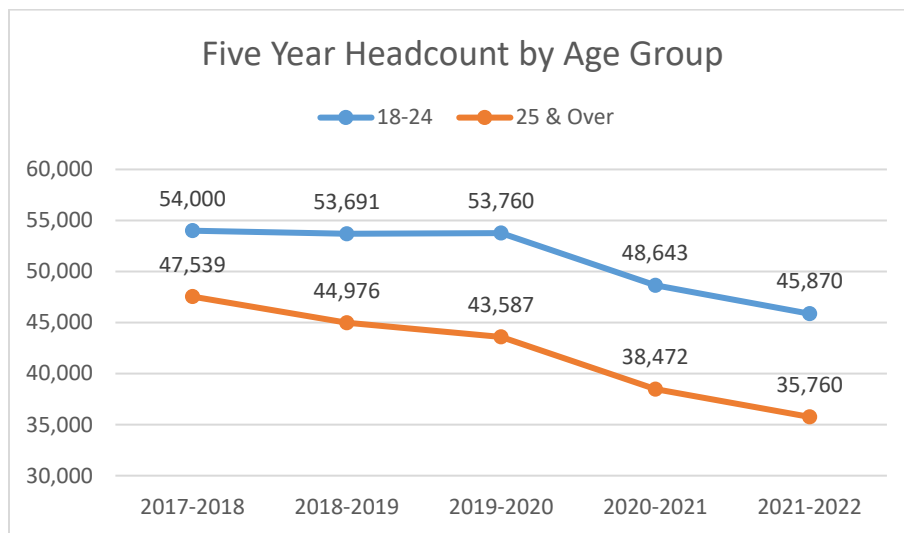


Figure 2- FTE by Academic Year for Adult Learner Students Compared to Traditional College Students

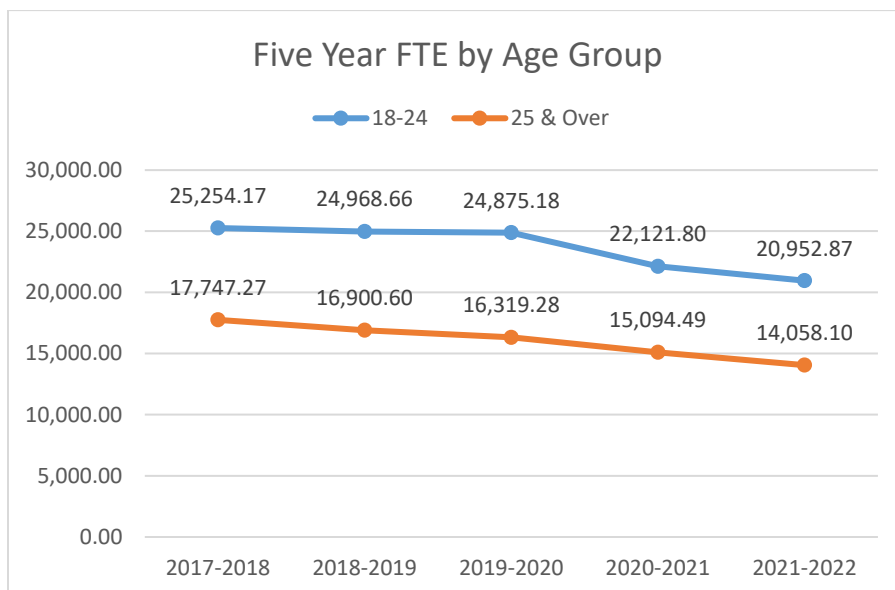


Figure 3- Percent of Overall CCCS Headcount by Age Group

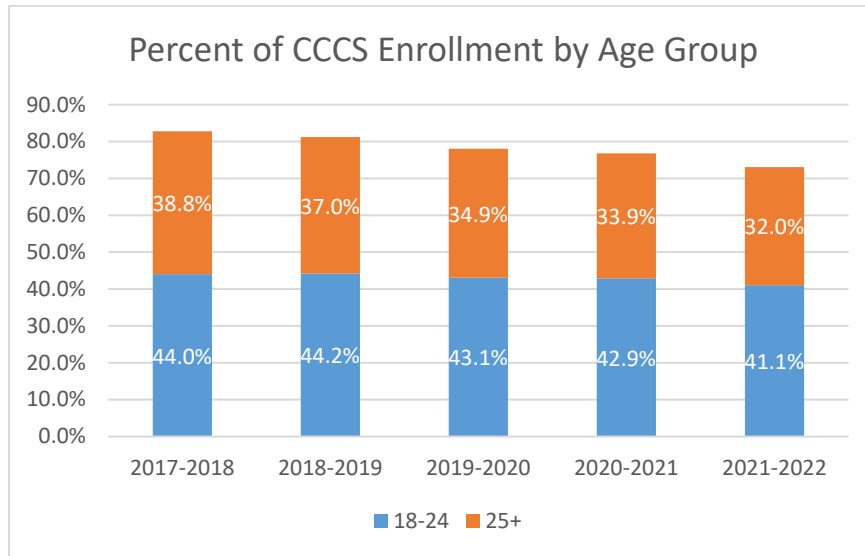
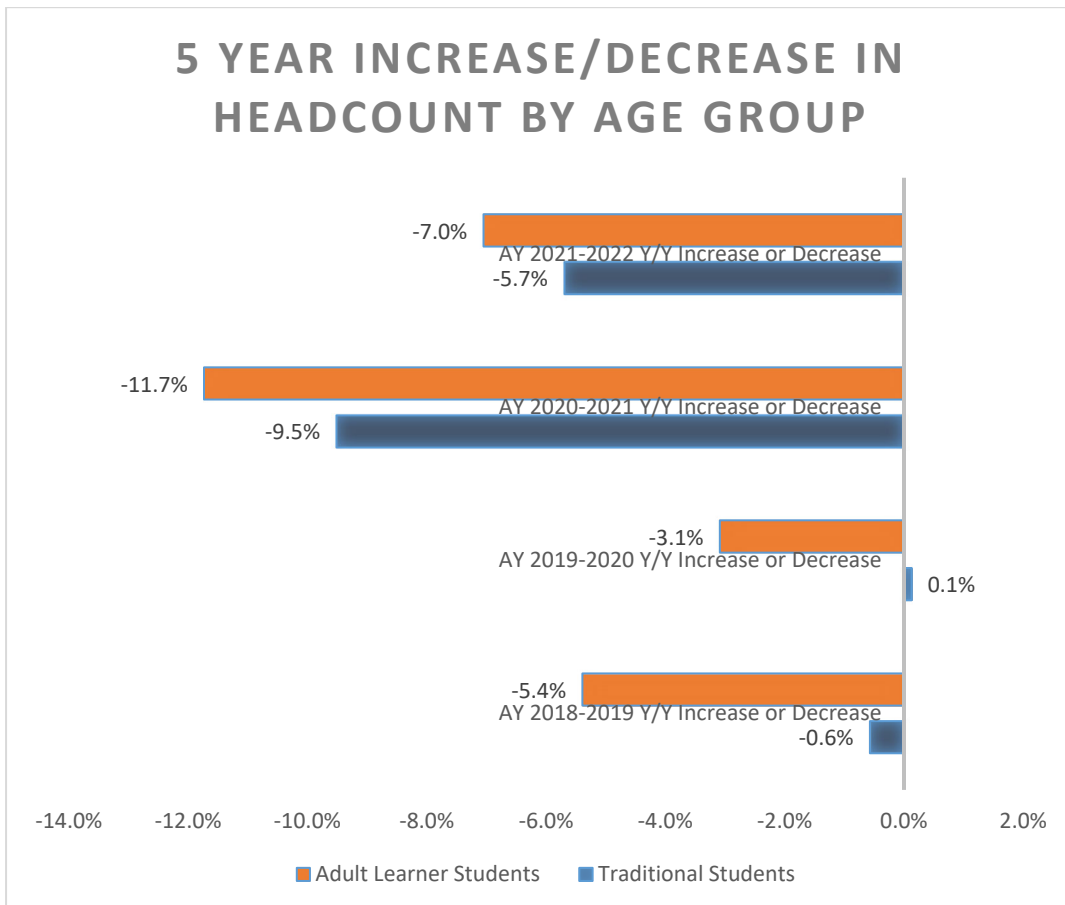


Figure 4- Year-Over-Year Change in Headcount by Age Group since Academic Year 2017-2018



ADULT LEARNER STUDENTS BY COLLEGE

Similar to the overall CCCS headcount, most of the colleges observed a precipitous decline over the past 5 years (Figure 5). However, it's worth noting that headcount at four of the rural colleges increased in the most recent academic year. Besides OC seeing 4.6% headcount growth year-over-year, a few of the rural colleges experienced the largest enrollment growth among adult learner students: NJC with 15.8%, PCC with 15.3%, and TSC with 6.4% (Figure 6). PCC was also the only college to see a consistently higher number of adult learner students over the five-year period compared to the same for traditional college students (Figure 5).

In AY 2021-2022, the proportion of adult learner students' headcount to overall college headcount ranged from a low of 14.9% at LCC to a high of 50.8% at PCC (Figures 7 and 8). ACC has seen the most dramatic decline in proportion of adult learner students' headcount going from 43.8% in AY 2017-2018 to 24.7% in AY 2021-2022. This has been over the same period in which concurrent enrollment has grown in proportion at ACC. TSC adult learner students steadily grew as a proportion over the same period from 29.8% in AY 2017-2018 to 33.2% in AY 2021-2022.

When broken down further, adult learner students are more likely to fall into younger sub-groups (Figure 9) across all 13 colleges. More specifically, there were over 21,000 students falling into the 25-34 age category compared to 379 in the 65+ category for the most recent academic year.

In terms of FTE among adult learner students, most of the colleges observed a decrease from AY 2017-2018 (Figure 10). FTE at CNCC, however, slightly increased from 184.56 in AY 2017-2018 to 187.15 in AY 2021-2022. Similar to headcount, younger adult learner students at all 13 colleges enrolled in a higher number of credits than their peers (Figure 11).

Figure 5- Headcount by Academic Year for Adult Learner Students Compared to Traditional College Students

College	2017-2018 18-24	2017-2018 25 & Over	2018-2019 18-24	2018-2019 25 & Over	2019-2020 18-24	2019-2020 25 & Over	2020-2021 18-24	2020-2021 25 & Over	2021-2022 18-24	2021-2022 25 & Over
ACC	6,281	8,389	6,378	7,937	6,626	8,121	6,338	6,049	6,078	4,400
CCA	4,638	3,549	4,543	3,212	4,668	3,216	3,957	2,862	3,867	2,680
CCD	6,500	4,592	6,211	4,281	6,104	4,126	5,151	3,951	4,648	3,598
CNCC	659	679	696	557	651	466	612	479	617	455
FRCC	14,254	9,418	14,247	8,925	14,271	8,537	13,322	8,095	12,441	7,523
LCC	593	191	578	208	626	191	557	153	506	126
MCC	807	507	727	470	719	495	682	492	666	459
NJC	1,167	808	1,165	839	1,030	697	909	550	920	637
OC	834	558	778	489	732	456	696	436	642	456
PCC	3,102	5,427	3,131	5,056	3,209	4,667	2,865	4,109	2,622	4,738
PPSC	8,745	7,968	8,860	7,693	8,999	7,648	8,153	6,957	7,549	6,578
RRCC	5,382	4,760	5,346	4,625	5,099	4,239	4,470	3,651	4,386	3,378
TSC	1,038	693	1,031	684	1,026	728	931	688	928	732
CCCS Total	54,000	47,539	53,691	44,976	53,760	43,587	48,643	38,472	45,870	35,760

Figure 6- Percentage Change from Previous Year in Number of Adult Learner Students Enrolled

College	AY 2018-2019	AY 2019-2020	AY 2020-2021	AY 2021-2022
ACC	-5.4%	2.3%	-25.5%	-27.3%
CCA	-9.5%	0.1%	-11.0%	-6.4%
CCD	-6.8%	-3.6%	-4.2%	-8.9%
CNCC	-18.0%	-16.3%	2.8%	-5.0%
FRCC	-5.2%	-4.3%	-5.2%	-7.1%
LCC	8.9%	-8.2%	-19.9%	-17.6%
MCC	-7.3%	5.3%	-0.6%	-6.7%
NJC	3.8%	-16.9%	-21.1%	15.8%
OC	-12.4%	-6.7%	-4.4%	4.6%
PCC	-6.8%	-7.7%	-12.0%	15.3%
PPSC	-3.5%	-0.6%	-9.0%	-5.4%
RRCC	-2.8%	-8.3%	-13.9%	-7.5%
TSC	-1.3%	6.4%	-5.5%	6.4%
CCCS Total	-5.4%	-3.1%	-11.7%	-7.0%

Figure 7- Adult Learner Students as a Percentage of College Enrollment by Academic Year

College	AY 17-18	AY 18-19	AY 19-20	AY 20-21	AY 21-22
ACC	43.8%	40.9%	37.8%	32.5%	24.7%
CCA	30.1%	28.3%	26.4%	26.5%	24.4%
CCD	37.1%	36.4%	35.6%	38.4%	34.6%
CNCC	37.8%	31.8%	29.8%	33.4%	28.9%
FRCC	33.5%	31.8%	29.4%	28.9%	27.6%
LCC	18.8%	21.0%	18.3%	16.8%	14.9%
MCC	28.4%	29.0%	29.4%	29.1%	26.5%
NJC	36.4%	37.7%	35.2%	31.8%	35.1%
OC	32.1%	30.2%	28.4%	28.6%	31.4%
PCC	54.8%	52.4%	48.3%	47.4%	50.8%
PPSC	42.8%	41.1%	40.0%	39.7%	40.1%
RRCC	40.2%	38.4%	36.7%	36.2%	33.7%
TSC	29.8%	30.3%	31.7%	32.8%	33.2%
CCCS Total	38.8%	37.0%	34.9%	33.9%	32.0%

Figure 8- Adult Learner Students as a Percentage of College Enrollment

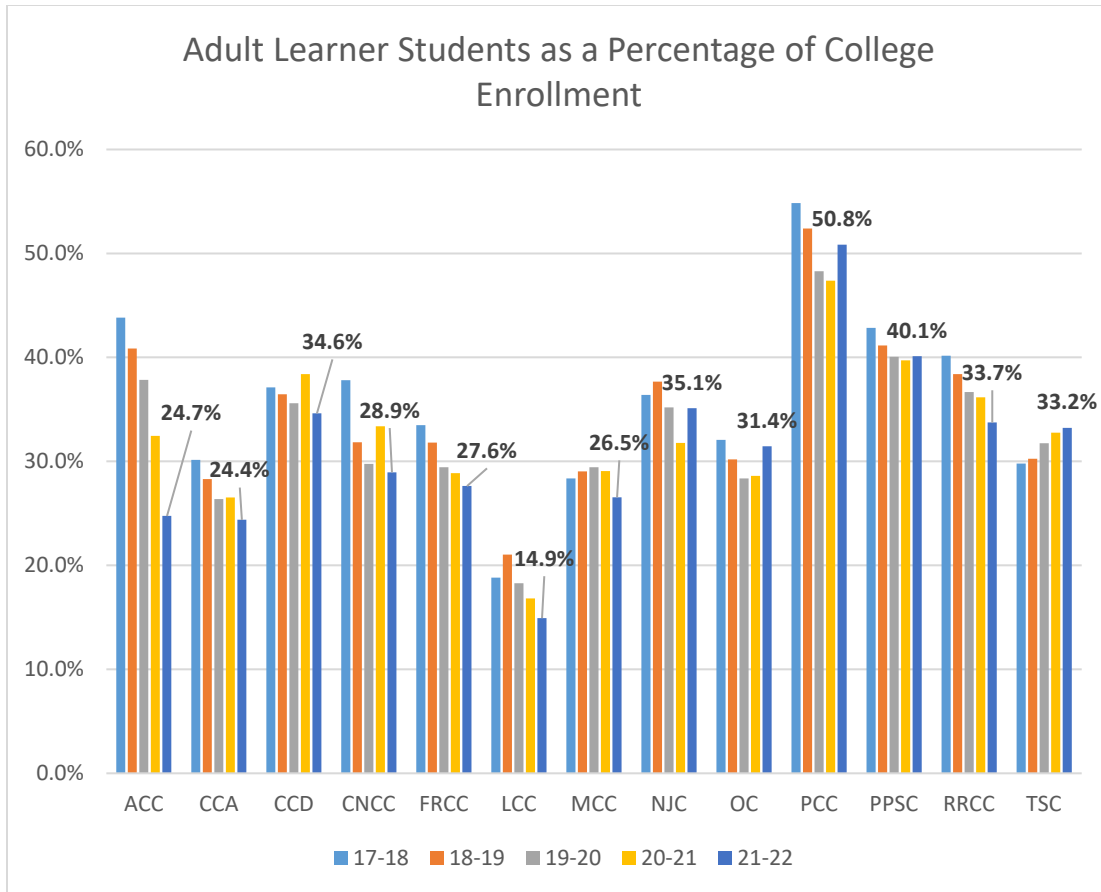


Figure 9- CCCS Headcount by Adult Learner Students' Sub-Age Group in AY 2021-2022

College	Age 25-34	Age 35-44	Age 45-54	Age 55-64	Age 65+
ACC	2,446	1,171	558	173	52
CCA	1,593	716	252	94	25
CCD	2,503	752	251	69	23
CNCC	231	122	62	32	8
FRCC	4,875	1,686	662	247	53
LCC	75	33	13	4	1
MCC	235	120	77	17	10
NJC	217	199	128	75	18
OC	189	112	61	49	45
PCC	2,250	1,543	658	238	49
PPSC	4,236	1,545	578	182	37
RRCC	2,165	757	303	103	50
TSC	337	229	105	53	8
CCCS Total	21,352	8,985	3,708	1,336	379

Figure 10- FTE by Academic Year for Adult Learner Students Compared to Traditional College Students

College	AY 2017-2018 18-24	AY 2017-2018 25 & Over	AY 2018-2019 18-24	AY 2018-2019 25 & Over	AY 2019-2020 18-24	AY 2019-2020 25 & Over	AY 2020-2021 18-24	AY 2020-2021 25 & Over	AY 2021-2022 18-24	AY 2021-2022 25 & Over
ACC	2,397.53	1,761.55	2,427.00	1,728.47	2,541.58	1,630.48	2,537.77	1,654.57	2,542.15	1,575.97
CCA	2,014.15	1,417.55	1,938.80	1,286.20	2,000.82	1,301.67	1,619.58	1,142.52	1,620.30	1,041.80
CCD	2,942.32	1,898.77	2,827.73	1,735.17	2,873.20	1,696.33	2,343.70	1,648.47	2,096.10	1,459.68
CNCC	401.45	184.56	411.95	176.25	391.00	162.08	354.97	172.47	344.20	187.15
FRCC	6,402.45	3,864.07	6,261.28	3,596.90	6,165.30	3,420.17	5,650.10	3,246.74	5,260.37	3,001.61
LCC	406.78	96.75	368.22	96.71	423.34	92.63	365.88	70.52	345.03	54.54
MCC	366.08	197.50	326.83	194.50	332.35	186.03	322.05	211.12	306.05	189.68
NJC	899.97	159.13	860.97	160.88	780.65	140.10	658.32	136.28	685.30	133.10
OC	571.08	228.77	542.42	219.97	494.07	212.65	466.57	235.48	465.03	227.95
PCC	1,396.00	1,589.17	1,393.50	1,516.69	1,444.23	1,556.83	1,250.53	1,370.38	1,148.45	1,314.53
PPSC	4,276.48	3,825.60	4,372.30	3,672.10	4,393.18	3,654.45	3,949.07	3,211.23	3,585.35	2,980.90
RRCC	2,527.10	2,154.43	2,612.42	2,176.50	2,402.66	1,919.47	1,997.88	1,674.13	1,991.02	1,558.72
TSC	652.77	369.43	625.24	340.27	632.80	346.38	605.40	320.60	563.52	332.47
CCCS Total	25,254.17	17,747.27	24,968.66	16,900.60	24,875.18	16,319.27	22,121.80	15,094.49	20,952.87	14,058.10

Figure 11- FTE by Adult Learner Students' Sub-Age Group, AY 2021 – 2022

College	25-34	35-44	45-54	55-64	65+
ACC	1,017.75	365.68	141.08	41.88	9.57
CCA	668.50	256.10	83.90	27.77	5.53
CCD	1,071.58	275.33	87.72	18.12	6.93
CNCC	119.05	49.45	15.62	2.82	0.22
FRCC	2,016.58	666.28	235.58	72.33	10.83
LCC	30.97	17.56	5.02	0.97	0.03
MCC	107.52	47.92	25.63	4.82	3.80
NJC	72.20	38.65	14.77	5.80	1.68
OC	117.57	66.00	27.45	13.20	3.73
PCC	827.48	328.95	123.38	28.70	6.02
PPSC	1,962.63	686.52	252.02	71.97	7.77
RRCC	1,106.97	316.45	97.05	28.83	9.42
TSC	169.82	105.25	38.53	16.67	2.20
CCCS Total	9,288.62	3,220.13	1,147.75	333.87	67.73

DEMOGRAPHICS

Over the last five years, the proportion of female adult learners has increased by nearly 5 percentage points with a corresponding decrease in male students (Figures 12.1 and 12.2). Compared with traditional college students, a higher percentage of adult learner students are female. The percentage of adult learner students that is female has been increasing across most of the colleges (PCC and RRCC are close to evenly split) over the last five years. Particularly at rural colleges, LCC, MCC, NJC, and OC, over or near 70% of the adult learner students were female in AY 2021-2022 (Figure 12.3).

Compared to traditional college students, a higher percentage of adult learners were Black or African American over the past five years and this percentage has been steadily increasing year over year (Figures 13.1 and 13.2). Even though adult learner students had a relatively lower percentage of Hispanic compared to traditional college students, the percentage for both age groups has also been slightly increasing since AY 2017-2018. Overall, students of color have increased proportionally among adult learner students by a couple of percentage points each year over the last five years. In the most recent academic year, CCA had the largest percentage of adult learner students of color (62.2%, Figure 13.3), with 29.5% Black or African American and 22.2% Hispanic.

Similarly, the percentage of first-generation adult learner students has increased slightly over the past five years (Figures 14.1 and 14.2). Adult learner students also had a higher percentage of first-generation students than traditional college students. In AY 2021-2022, over 70% of the adult learner students at LCC, MCC, and OC were first-generation (Figure 14.3). Pell eligible students have decreased by a couple of percentage points each year over the last five years for both adult learner and traditional college students (Figures 15.1 and 15.2). Adult learner students are more likely to be Pell eligible than their younger counterparts by significant margins. LCC had the largest proportion of Pell eligible adult learner students (54.8%, Figure 15.3) in the most recent academic year, following by TSC (53.7%), OC (49.3%), and PPSC (49.1%).

The percentage of residents among adult learner students has been increasing over the past five years, from 82.7% in AY 2017-2018 to 89.1% in AY 2021-2022 (Figures 17.1 and 17.2). Compared to traditional college students, however, adult learner students had a higher proportion of non-residents. While the trend towards Colorado residency has increased for both age groups over the five academic years profiled, adult learner students exhibited the most prolific five-year increase (6.3 percentage points vs. 3 percentage points). In AY 2021-2022, over 90% of the adult learner students at a majority of the colleges were resident (Figure 17.3).

Figure 12.1- Headcount by Age Group by Gender

Gender	2017-2018 18-24	2017-2018 25 & Over	2018-2019 18-24	2018-2019 25 & Over	2019-2020 18-24	2019-2020 25 & Over	2020-2021 18-24	2020-2021 25 & Over	2021-2022 18-24	2021-2022 25 & Over
Female	29,385	26,364	29,446	25,392	29,648	25,001	28,056	23,305	25,575	21,602
Male	24,615	21,175	24,245	19,584	24,112	18,586	20,587	15,167	20,295	14,158

Figure 12.2- Percentage of Headcount by Age Group by Gender

Gender	2017-2018	2017-2018	2018-2019	2018-2019	2019-2020	2019-2020	2020-2021	2020-2021	2021-2022	2021-2022
	18-24	25 & Over	18-24	25 & Over	18-24	25 & Over	18-24	25 & Over	18-24	25 & Over
Female	54.4%	55.5%	54.8%	56.5%	55.1%	57.4%	57.7%	60.6%	55.8%	60.4%
Male	45.6%	44.5%	45.2%	43.5%	44.9%	42.6%	42.3%	39.4%	44.2%	39.6%

Figure 12.3- Percentage of Headcount of Adult Learner Students by Gender by College: AY 2021-2022

College	Female	Male
ACC	63.0%	37.0%
CCA	66.2%	33.8%
CCD	66.0%	34.0%
CNCC	59.3%	40.7%
FRCC	62.2%	37.8%
LCC	70.6%	29.4%
MCC	76.3%	23.7%
NJC	75.0%	25.0%
OC	69.1%	30.9%
PCC	48.8%	51.2%
PPSC	61.6%	38.4%
RRCC	51.5%	48.5%
TSC	54.1%	45.9%

Figure 13.1- Headcount by Age Group by Race/Ethnicity

Race/Ethnicity	2017-2018	2017-2018	2018-2019	2018-2019	2019-2020	2019-2020	2020-2021	2020-2021	2021-2022	2021-2022
	18-24	25 & Over	18-24	25 & Over	18-24 t	25 & Over	18-24	25 & Over	18-24	25 & Over
American Indian or Alaskan Native	320	522	295	546	333	492	283	422	260	420
Asian	1,735	1,298	1,907	1,231	1,930	1,303	1,820	1,143	1,855	1,121
Black or African American	2,642	3,543	2,615	3,464	2,676	3,307	2,272	3,094	2,282	2,998
Hispanic	12,991	8,438	13,629	8,171	14,430	8,202	13,236	7,675	12,998	7,490
Multiple races	2,321	1,450	2,368	1,375	2,373	1,367	2,255	1,325	2,167	1,324
Native Hawaiian and Other Pacific Islander	154	134	140	138	146	136	119	124	112	105
Non-Resident Alien (International)	2,021	559	1,814	593	1,647	588	1,114	488	1,029	545
Unknown	3,005	5,260	3,043	5,034	2,077	4,873	1,428	2,837	1,033	1,816
White	28,811	26,335	27,880	24,424	28,148	23,319	26,116	21,364	24,134	19,941

Figure 13.2- Percentage of Headcount by Age Group by Race/Ethnicity

Race/Ethnicity	2017-2018 18-24	2017-2018 25 & Over	2018-2019 18-24	2018-2019 25 & Over	2019-2020 18-24	2019-2020 25 & Over	2020-2021 18-24	2020-2021 25 & Over	2021-2022 18-24	2021-2022 25 & Over
American Indian or Alaskan Native	0.6%	1.1%	0.5%	1.2%	0.6%	1.1%	0.6%	1.1%	0.6%	1.2%
Asian	3.2%	2.7%	3.6%	2.7%	3.6%	3.0%	3.7%	3.0%	4.0%	3.1%
Black or African American	4.9%	7.5%	4.9%	7.7%	5.0%	7.6%	4.7%	8.0%	5.0%	8.4%
Hispanic	24.1%	17.7%	25.4%	18.2%	26.8%	18.8%	27.2%	19.9%	28.3%	20.9%
Multiple races	4.3%	3.1%	4.4%	3.1%	4.4%	3.1%	4.6%	3.4%	4.7%	3.7%
Native Hawaiian and Other Pacific Islander	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.2%	0.3%	0.2%	0.3%
Non-Resident Alien (International)	3.7%	1.2%	3.4%	1.3%	3.1%	1.3%	2.3%	1.3%	2.2%	1.5%
Unknown	5.6%	11.1%	5.7%	11.2%	3.9%	11.2%	2.9%	7.4%	2.3%	5.1%
White	53.4%	55.4%	51.9%	54.3%	52.4%	53.5%	53.7%	55.5%	52.6%	55.8%
Students of Color	37.3%	32.4%	39.0%	33.2%	40.7%	34.0%	41.1%	35.8%	42.9%	37.6%

Figure 13.3- Percentage of Headcount of Adult Learner Students by Race/Ethnicity by College by College: AY 2021-2022

College	American Indian or Alaskan Native	Asian	Black or African American	Hispanic	Multiple races	Native Hawaiian and Other Pacific Islander	Non-Resident Alien (International)	Unknown	White	Students of Color
ACC	0.6%	3.8%	5.0%	16.0%	2.8%	0.3%	1.4%	14.1%	56.0%	28.5%
CCA	0.7%	4.6%	29.5%	22.2%	4.8%	0.3%	3.5%	1.8%	32.5%	62.2%
CCD	1.0%	4.1%	14.0%	23.8%	4.7%	0.1%	3.5%	2.3%	46.4%	47.8%
CNCC	1.3%	0.7%	2.0%	11.9%	3.1%	0.2%	0.4%	11.4%	69.0%	19.1%
FRCC	1.1%	3.5%	3.1%	18.3%	3.7%	0.2%	1.4%	2.0%	66.8%	29.8%
LCC	0.8%	2.4%	0.8%	31.7%	1.6%	0.8%	2.4%	1.6%	57.9%	38.1%
MCC	0.0%	0.9%	12.4%	25.5%	2.2%	0.0%	4.1%	0.7%	54.2%	41.0%
NJC	0.2%	0.8%	1.9%	8.8%	0.6%	0.0%	1.1%	4.6%	82.1%	12.2%
OC	1.1%	2.9%	7.7%	26.5%	2.0%	0.7%	0.7%	3.1%	55.5%	40.8%
PCC	3.1%	1.3%	7.8%	28.5%	2.5%	0.2%	0.6%	10.2%	45.9%	43.4%
PPSC	0.9%	3.4%	9.3%	21.3%	5.1%	0.6%	0.9%	2.2%	56.5%	40.5%
RRCC	0.8%	3.0%	2.4%	16.8%	3.7%	0.2%	1.1%	4.7%	67.3%	26.9%
TSC	1.0%	1.6%	9.8%	34.8%	1.4%	0.7%	1.0%	4.4%	45.4%	49.3%

Figure 14.1- Headcount by Age Group by First-generation Status

First-generation Indicator	2017-2018 18-24	2017-2018 25 & Over	2018-2019 18-24	2018-2019 25 & Over	2019-2020 18-24	2019-2020 25 & Over	2020-2021 18-24	2020-2021 25 & Over	2021-2022 18-24	2021-2022 25 & Over
First Generation	27,493	25,712	27,149	24,326	26,496	23,191	22,502	20,818	21,066	19,939
Non-First Generation	26,507	21,827	26,542	20,650	27,264	20,396	26,141	17,654	24,804	15,821

Figure 14.2- Percentage of Headcount by Age Group by First Generation Status

First-generation Indicator	2017-2018 18-24	2017-2018 25 & Over	2018-2019 18-24	2018-2019 25 & Over	2019-2020 18-24	2019-2020 25 & Over	2020-2021 18-24	2020-2021 25 & Over	2021-2022 18-24	2021-2022 25 & Over
First Generation	50.9%	54.1%	50.6%	54.1%	49.3%	53.2%	46.3%	54.1%	45.9%	55.8%
Non-First Generation	49.1%	45.9%	49.4%	45.9%	50.7%	46.8%	53.7%	45.9%	54.1%	44.2%

Figure 14.3- Percentage of Headcount of Adult Learner Students by First Generation Status by College: AY 2021-2022

College	First-generation	Non-First Generation
ACC	44.7%	55.3%
CCA	68.7%	31.3%
CCD	59.4%	40.6%
CNCC	50.1%	49.9%
FRCC	52.4%	47.6%
LCC	75.4%	24.6%
MCC	80.6%	19.4%
NJC	44.6%	55.4%
OC	71.9%	28.1%
PCC	58.9%	41.1%
PPSC	59.2%	40.8%
RRCC	47.2%	52.8%
TSC	64.2%	35.8%

Figure 15.1- Headcount by Age Group by Pell Eligibility Status

Pell Eligibility	2017-2018 18-24	2017-2018 25 & Over	2018-2019 18-24	2018-2019 25 & Over	2019-2020 18-24	2019-2020 25 & Over	2020-2021 18-24	2020-2021 25 & Over	2021-2022 18-24	2021-2022 25 & Over
Pell Eligible	16,883	18,266	16,380	16,774	15,982	15,993	13,439	14,489	12,140	13,408
Not Pell Eligible	10,642	7,637	10,309	7,234	10,342	7,282	9,882	7,899	9,207	7,461
Unknown (No FAFSA)	26,475	21,636	27,002	20,968	27,436	20,312	25,322	16,084	24,523	14,891

Figure 15.2- Percentage of Headcount by Age Group by Pell Eligibility Status

Pell Eligibility	2017-2018 18-24	2017-2018 25 & Over	2018-2019 18-24	2018-2019 25 & Over	2019-2020 18-24	2019-2020 25 & Over	2020-2021 18-24	2020-2021 25 & Over	2021-2022 18-24	2021-2022 25 & Over
Pell Eligible	31.3%	38.4%	30.5%	37.3%	29.7%	36.7%	27.6%	37.7%	26.5%	37.5%
Not Pell Eligible	19.7%	16.1%	19.2%	16.1%	19.2%	16.7%	20.3%	20.5%	20.1%	20.9%
Unknown (No FAFSA)	49.0%	45.5%	50.3%	46.6%	51.0%	46.6%	52.1%	41.8%	53.5%	41.6%

Figure 15.3- Percentage of Headcount of Adult Learner Students by Pell Eligibility Status by College: AY 2021-2022

College	Pell Eligible	Not Pell Eligible	Unknown (No FAFSA)
ACC	26.2%	22.4%	51.4%
CCA	44.7%	20.4%	34.9%
CCD	42.1%	26.2%	31.7%
CNCC	28.1%	16.0%	55.8%
FRCC	35.1%	24.0%	40.9%
LCC	54.8%	10.3%	34.9%
MCC	47.7%	19.8%	32.5%
NJC	18.8%	4.9%	76.3%
OC	49.3%	16.0%	34.6%
PCC	33.7%	12.0%	54.3%
PPSC	49.1%	22.3%	28.7%
RRCC	27.2%	23.3%	49.4%
TSC	53.7%	11.5%	34.8%

Figure 16- Number and Percentage of Adult Learner Demographic Characteristics by College: AY 2021-2022

College	Students of Color	Percent of Students of Color	First Generation	Percent of First Generation	Pell Eligible	Percent of Pell Eligible
ACC	1,253	28.5%	1,967	44.7%	1,153	26.2%
CCA	1,667	62.2%	1,841	68.7%	1,198	44.7%
CCD	1,720	47.8%	2,137	59.4%	1,513	42.1%
CNCC	87	19.1%	228	50.1%	128	28.1%
FRCC	2,245	29.8%	3,942	52.4%	2,643	35.1%
LCC	48	38.1%	95	75.4%	69	54.8%
MCC	188	41.0%	370	80.6%	219	47.7%
NJC	78	12.2%	284	44.6%	120	18.8%
OC	186	40.8%	328	71.9%	225	49.3%
PCC	2,054	43.4%	2,790	58.9%	1,599	33.7%
PPSC	2,663	40.5%	3,893	59.2%	3,228	49.1%
RRCC	908	26.9%	1,594	47.2%	920	27.2%
TSC	361	49.3%	470	64.2%	393	53.7%

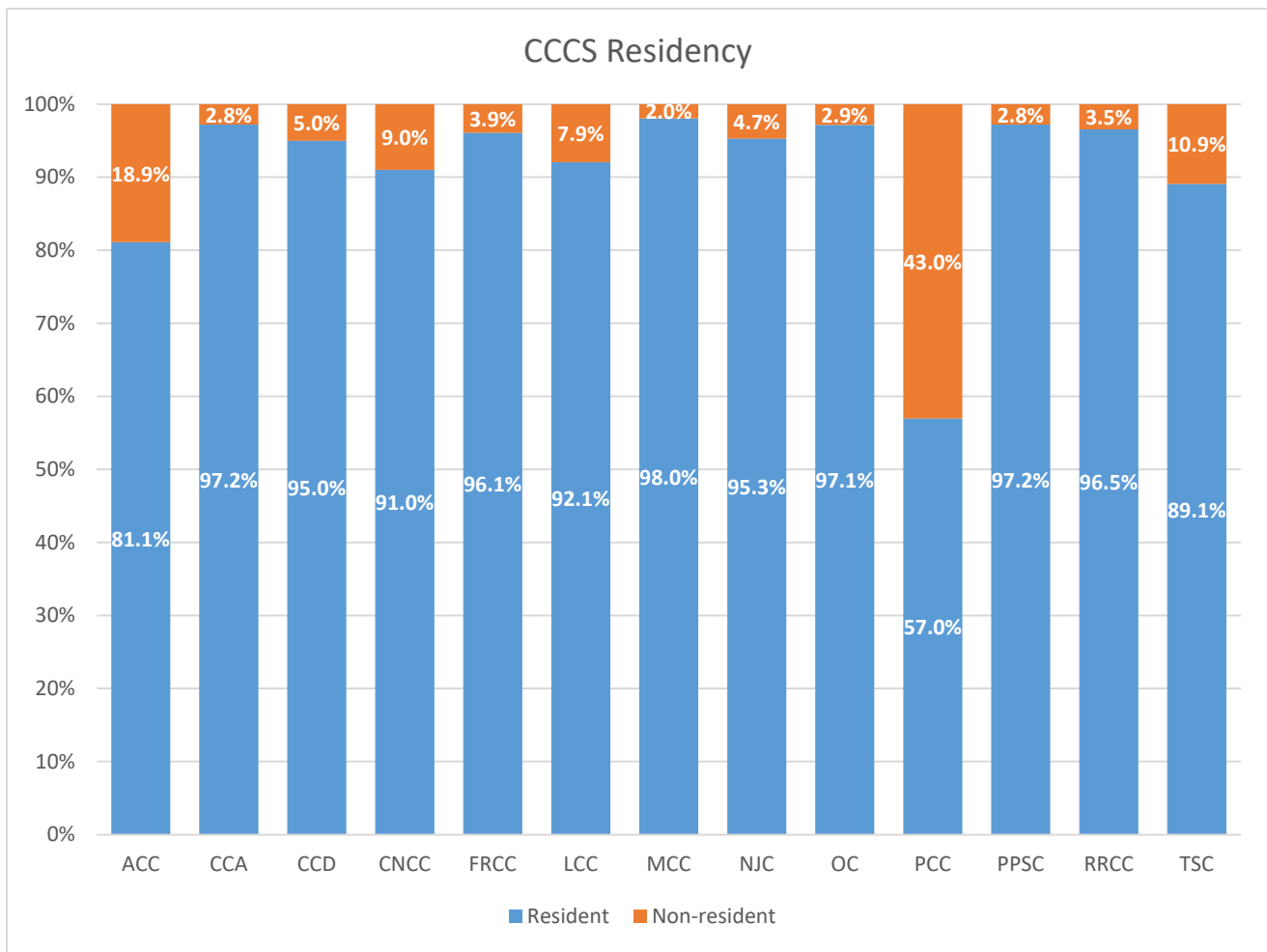
Figure 17.1- Headcount by Age Group by Tuition Residency

Tuition Residency	2017-2018 18-24	2017-2018 25 & Over	2018-2019 18-24	2018-2019 25 & Over	2019-2020 18-24	2019-2020 25 & Over	2020-2021 18-24	2020-2021 25 & Over	2021-2022 18-24	2021-2022 25 & Over
Resident	48,787	39,332	48,858	37,423	49,462	36,251	45,221	33,766	42,841	31,853
Non-resident	5,213	8,207	4,833	7,553	4,298	7,336	3,422	4,706	3,029	3,907

Figure 17.2- Percentage of Headcount by Age Group by Tuition Residency

Tuition Residency	2017-2018 18-24	2017-2018 25 & Over	2018-2019 18-24	2018-2019 25 & Over	2019-2020 18-24	2019-2020 25 & Over	2020-2021 18-24	2020-2021 25 & Over	2021-2022 18-24	2021-2022 25 & Over
Resident	90.3%	82.7%	91.0%	83.2%	92.0%	83.2%	93.0%	87.8%	93.4%	89.1%
Non-resident	9.7%	17.3%	9.0%	16.8%	8.0%	16.8%	7.0%	12.2%	6.6%	10.9%

Figure 17.3- Percentage of Headcount of Adult Learner Students by Tuition Residency by College: AY 2021-2022





PARTICIPATION BY TERM

In general, more adult learner students were registered in the fall term than in the summer or spring terms in the most recent academic year, although the spring term is nearly as active (Figure 18). CNCC had the highest proportion of fall enrollment (41.9%) while LCC featured the highest proportion of spring enrollment (47%). Similar to headcount, credit hour enrollment was similar in fall and spring terms over the past five years.

Figure 18- Adult Learner Students Headcount by Term: AY 2021-2022

	Summer	Fall	Spring	Summer as Pct. of Year	Fall as Pct. of Year	Spring as Pct. of Year
ACC	1,782	2,605	2,622	25.4%	37.2%	37.4%
CCA	941	1,676	1,684	21.9%	39.0%	39.2%
CCD	1,210	2,304	2,231	21.1%	40.1%	38.8%
CNCC	107	268	265	16.7%	41.9%	41.4%
FRCC	2,386	4,920	4,689	19.9%	41.0%	39.1%
LCC	36	62	87	19.5%	33.5%	47.0%
MCC	199	288	292	25.5%	37.0%	37.5%
NJC	261	370	323	27.4%	38.8%	33.9%
OC	164	316	328	20.3%	39.1%	40.6%
PCC	1,814	2,565	2,387	26.8%	37.9%	35.3%
PPSC	2,186	4,384	4,135	20.4%	41.0%	38.6%
RRCC	1,071	2,137	2,146	20.0%	39.9%	40.1%
TSC	215	439	442	19.6%	40.1%	40.3%
CCCS	12,372	22,334	21,631	22.0%	39.6%	38.4%

Figure 19- Adult Learner Students Credit Enrollment by Term

Academic Year	Summer	Fall	Spring	Summer as Pct. of Year	Fall as Pct. of Year	Spring as Pct. of Year
2017-2018	86,271	244,826	245,908	15.0%	42.4%	42.6%
2018-2019	84,347	229,519	234,377	15.4%	41.9%	42.8%
2019-2020	81,349	222,347	227,563	15.3%	41.9%	42.8%
2020-2021	76,351	194,381	205,178	16.0%	40.8%	43.1%
2021-2022	74,408	186,987	182,064	16.8%	42.2%	41.1%

COURSE ENROLLMENT

Adult learner students enrolled in 142,051 courses in AY 2021-2022, a decrease of 6% from the previous year, compared to a 5% decrease among traditional college students (Figure 18). Among the 13 colleges, ACC adult learner students experienced the highest percentage of decrease (-16%, from 18,930 to 15,867 courses) in number of courses taken from the previous year, while PCC experienced the highest percentage of increase (12% from 19,993 to 22,472, Figure 19).

A smaller percentage (34.5%) of adult learner students were likely to take 5 or more courses compared to traditional college students (38.9%) in the most recent academic year, though adult learner students had slightly higher percentages in every other number-of-courses-taken category (Figure 20). Also, the 34.5% of adult learners taking 5+ courses is the highest proportion over the past five academic years (Figure 21). The colleges with the largest 5+ courses taken percentages for both age groups were amongst rural colleges such as OC, LCC, and TSC (Figure 22).

The average CCCS credit hours per student has not changed very much for either age group over the past five academic years, although there is slightly more variation at the college level (Figure 23). For instance, CNCC adult learner students' average credits increased from 8.3 credits to 12.5 credits while TSC adult learner students' average credits decreased from 16.2 to 13.8.

The top 10 courses taken by headcount in AY 2021-2022 largely center around entry level courses, particularly in English and math (Figure 24).

Figure 18- Total Courses Taken by CCCS Adult learner Students Over the Previous Five Academic Years

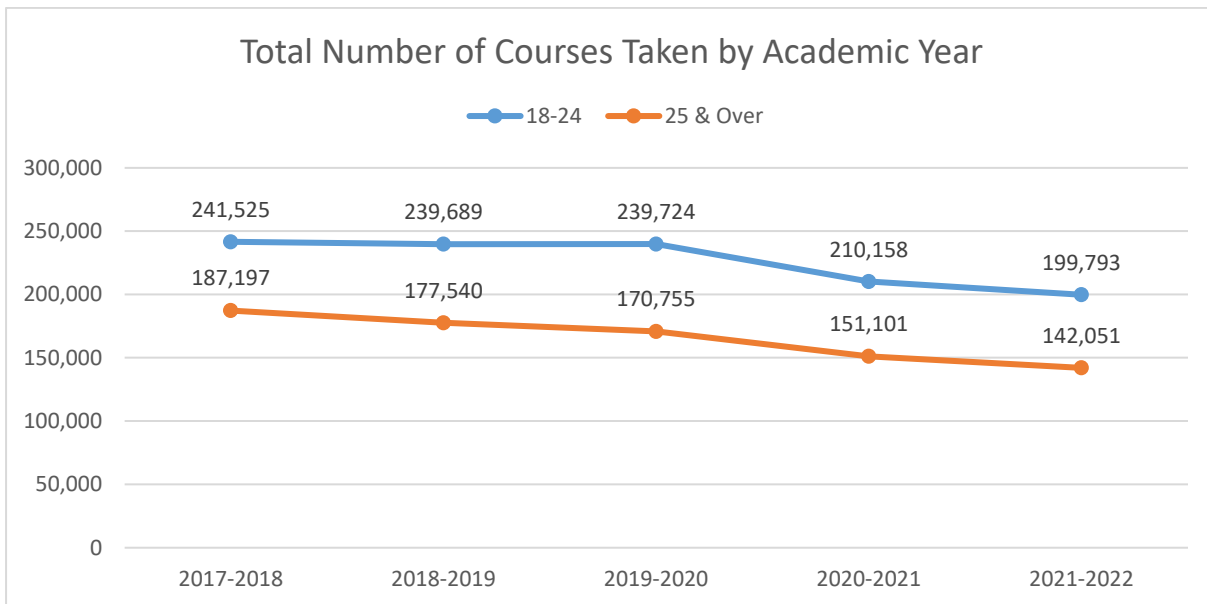


Figure 19- Number of Courses Taken by Age Group and College over Five Academic Years

College	2017-2018 18-24	2017-2018 25 & Over	2018-2019 18-24	2018-2019 25 & Over	2019-2020 18-24	2019-2020 25 & Over	2020-2021 18-24	2020-2021 25 & Over	2021-2022 18-24	2021-2022 25 & Over
ACC	23,534	22,449	24,138	22,468	25,749	23,349	24,840	18,930	24,825	15,867
CCA	19,120	13,365	18,190	11,968	18,839	12,168	14,945	10,583	15,025	9,625
CCD	27,986	17,897	26,780	16,402	27,028	16,000	21,924	15,427	19,759	13,754
CNCC	3,966	2,095	4,053	1,822	3,956	1,655	3,537	1,740	3,368	1,856
FRCC	58,806	35,646	58,119	33,188	57,463	31,649	52,211	30,005	48,814	27,680
LCC	4,063	847	3,644	915	4,264	855	3,575	657	3,461	567
MCC	3,544	1,929	3,192	1,885	3,251	1,758	3,174	2,024	3,011	1,796
NJC	9,800	2,244	9,297	2,199	8,537	1,892	7,034	1,751	7,226	1,805
OC	5,529	2,343	5,423	2,214	4,819	2,110	4,400	2,042	4,548	2,015
PCC	14,888	28,994	14,886	26,961	15,378	24,324	12,798	19,993	11,707	22,472
PPSC	40,270	35,929	41,233	34,499	41,602	34,488	37,294	30,095	33,944	27,978
RRCC	23,611	19,611	24,589	19,491	22,568	17,001	18,495	14,778	18,531	13,502
TSC	6,408	3,848	6,145	3,528	6,270	3,506	5,931	3,076	5,574	3,134

Figure 20- Number of Courses Taken by Age Group: AY 2021-2022

	1 Course 18-24	1 Course 25 & Over	2 Courses 18-24	2 Courses 25 & Over	3 Courses 18-24	3 Courses 25 & Over	4 Courses 18-24	4 Courses 25 & Over	5+ Courses 18-24	5+ Courses 25 & Over
Number of Students	8,732	7,248	7,909	6,914	5,770	4,710	5,638	4,536	17,821	12,352
Percentage of Students	19.0%	20.3%	17.2%	19.3%	12.6%	13.2%	12.3%	12.7%	38.9%	34.5%

Figure 21- Percent of Number of Courses Taken by Adult learner Students Over Previous Five Academic Years

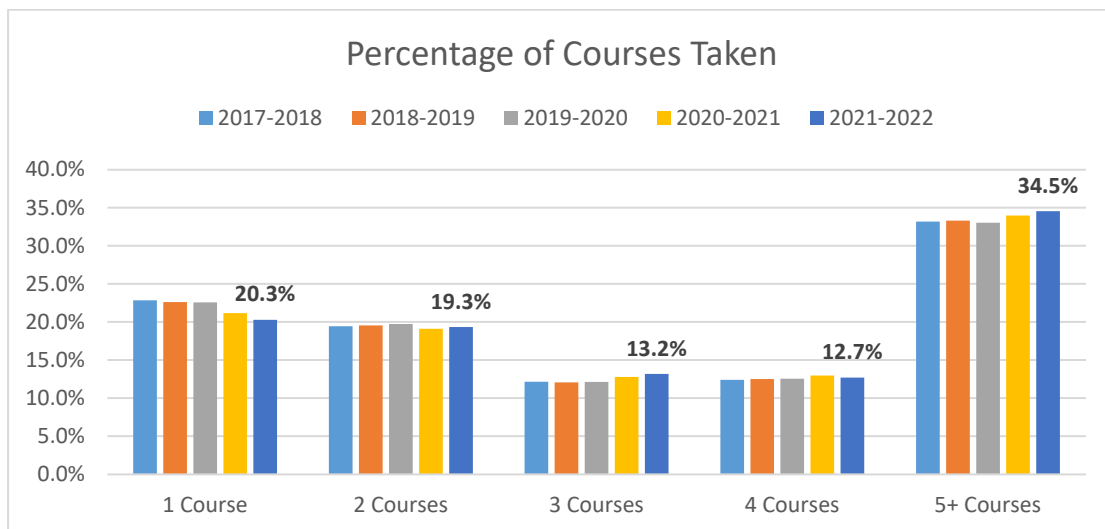


Figure 22- Percent of Number of Courses Taken by Age Group and by College: AY 2021-2022

College	1 Course 18-24	1 Course 25 & Over	2 Courses 18-24	2 Courses 25 & Over	3 Courses 18-24	3 Courses 25 & Over	4 Courses 18-24	4 Courses 25 & Over	5+ Courses 18-24	5+ Courses 25 & Over
ACC	25.4%	24.6%	16.4%	20.7%	11.7%	13.0%	10.1%	12.0%	36.4%	29.7%
CCA	19.3%	20.7%	21.2%	22.3%	14.6%	13.2%	11.9%	13.8%	33.0%	29.9%
CCD	17.7%	20.4%	18.7%	21.2%	12.8%	13.5%	12.7%	13.0%	38.1%	32.0%
CNCC	19.3%	36.0%	12.6%	11.6%	8.9%	5.5%	11.8%	9.7%	47.3%	37.1%
FRCC	21.6%	21.7%	18.7%	21.0%	13.0%	12.9%	12.6%	13.0%	34.1%	31.4%
LCC	10.9%	20.6%	7.1%	17.5%	7.3%	8.7%	9.7%	8.7%	65.0%	44.4%
MCC	15.9%	20.5%	20.9%	18.7%	13.1%	14.8%	10.7%	12.4%	39.5%	33.6%
NJC	10.2%	42.4%	6.1%	25.1%	6.7%	9.3%	9.3%	8.9%	67.6%	14.3%
OC	7.9%	18.6%	7.6%	16.2%	5.9%	7.2%	9.5%	8.1%	69.0%	49.8%
PCC	17.2%	14.3%	17.8%	15.0%	12.6%	15.3%	13.5%	12.2%	38.9%	43.2%
PPSC	13.7%	15.3%	15.1%	17.5%	14.2%	14.1%	15.3%	14.5%	41.7%	38.5%
RRCC	20.7%	22.5%	18.8%	20.1%	12.2%	11.8%	10.9%	11.5%	37.5%	34.1%
TSC	11.6%	21.7%	12.0%	17.1%	7.0%	10.8%	9.1%	9.2%	60.3%	41.3%

Figure 23- Average Credit Hours Taken Per Student by College

College	2017-2018 18-24	2017-2018 25 & Over	2018-2019 18-24	2018-2019 25 & Over	2019-2020 18-24	2019-2020 25 & Over	2020-2021 18-24	2020-2021 25 & Over	2021-2022 18-24	2021-2022 25 & Over
ACC	11.6	8.6	11.6	9.0	11.8	9.2	12.0	10.1	12.5	11.8
CCA	12.9	12.2	12.7	12.2	12.7	12.4	12.2	12.1	12.5	11.8
CCD	13.4	12.7	13.5	12.4	14.0	12.6	13.5	12.7	13.4	12.4
CNCC	18.1	8.3	17.7	9.6	17.9	10.6	17.3	10.9	16.6	12.5
FRCC	13.3	12.6	13.1	12.3	12.9	12.2	12.6	12.3	12.6	12.2
LCC	20.5	15.3	19.0	14.2	20.2	14.8	19.7	13.9	20.4	13.3
MCC	13.6	11.8	13.4	12.6	13.6	11.6	14.1	12.9	13.7	12.5
NJC	23.1	6.3	22.1	6.0	22.6	6.5	21.7	7.5	22.3	6.3
OC	20.4	12.5	20.8	13.7	20.1	14.2	19.9	16.5	21.7	15.1
PCC	14.2	13.7	14.0	13.5	14.3	13.9	13.4	13.3	13.5	12.3
PPSC	14.5	14.6	14.6	14.5	14.5	14.5	14.3	14.1	14.1	13.8
RRCC	14.0	13.6	14.5	14.1	14.0	13.6	13.2	13.7	13.5	13.8
TSC	18.7	16.2	18.1	15.0	18.4	14.5	19.3	14.3	18.1	13.8
CCCS	14.0	12.3	13.9	12.4	13.8	12.4	13.5	12.6	13.6	12.6

Figure 24- Top Ten Courses Taken by CCCS Adult Learner Students: AY 2021-2022

Courses	Headcount	Percentage
ENG121	4,154	2.9%
ENG122	2,525	1.8%
PSY101	2,344	1.7%
BIO201	2,247	1.6%
MAT121	2,109	1.5%
BIO111	1,885	1.3%
PSY235	1,728	1.2%
BIO202	1,676	1.2%
CIS118	1,580	1.1%
MAT135	1,525	1.1%

COURSE PASS RATE

CCCS overall course pass rates for adult learner students have consistently been around 83% for the last five years (Figure 25) while the traditional college students' pass rates have hovered around 76%. Course pass rates by adult learner students at NJC, OC and PCC met or exceeded 90% in AY 2021-2022 (Figures 26 and 27). On the other hand, CCD observed the lowest pass rates for both age groups in the most recent academic year, which largely has been consistent over the five years.

Although proportions varied across colleges depending on the demographic variable, adult learner students consistently outperformed their younger counterparts (Figure 28). Minority adult learner students (namely students of color, first-generation, Pell eligible) have a relatively lower course pass rates than non-minority adult learner students.

Figure 25- Five Academic Year Course Pass Rates by Age Group

	2017-2018 18-24	2017-2018 25 & Over	2018-2019 18-24	2018-2019 25 & Over	2019-2020 18-24	2019-2020 25 & Over	2020-2021 18-24	2020-2021 25 & Over	2021-2022 18-24	2021-2022 25 & Over
Number of Courses Passed	183,982	155,359	183,102	147,976	180,761	140,339	156,979	124,245	151,196	116,709
Total Number of Courses	240,858	186,405	239,194	176,809	237,712	168,763	209,336	149,880	199,005	140,726
Pass Rate	76.4%	83.3%	76.5%	83.7%	76.0%	83.2%	75.0%	82.9%	76.0%	82.9%

Figure 26- Course Pass Rates by College over Five Academic Years

College	2017-2018 18-24	2017-2018 25 & Over	2018-2019 18-24	2018-2019 25 & Over	2019-2020 18-24	2019-2020 25 & Over	2020-2021 18-24	2020-2021 25 & Over	2021-2022 18-24	2021-2022 25 & Over
ACC	78.2%	87.8%	78.6%	88.7%	79.3%	89.5%	78.0%	87.2%	78.2%	85.3%
CCA	77.6%	81.7%	78.9%	81.9%	77.3%	81.4%	75.3%	80.6%	75.2%	78.5%
CCD	69.5%	78.2%	70.8%	78.9%	68.0%	77.7%	65.4%	76.7%	68.2%	75.9%
CNCC	84.5%	93.7%	85.8%	89.4%	85.3%	89.4%	80.2%	90.7%	81.8%	89.3%
FRCC	75.1%	80.8%	74.3%	80.8%	74.5%	80.9%	73.9%	81.6%	73.8%	81.6%
LCC	79.8%	85.4%	81.5%	84.5%	82.8%	78.9%	81.4%	80.6%	83.3%	83.2%
MCC	85.5%	87.9%	83.2%	86.2%	84.1%	86.9%	83.4%	88.3%	83.6%	87.3%
NJC	82.0%	91.3%	82.6%	89.6%	81.4%	89.0%	81.2%	90.0%	83.6%	90.7%
OC	79.3%	80.3%	79.7%	82.0%	77.8%	87.8%	79.9%	84.8%	81.9%	89.9%
PCC	80.6%	90.4%	79.7%	91.4%	80.2%	90.7%	76.5%	88.9%	78.3%	90.1%
PPSC	73.9%	78.2%	73.4%	78.2%	72.7%	77.5%	72.8%	78.9%	73.8%	79.1%
RRCC	78.2%	85.1%	79.7%	85.3%	79.6%	83.2%	78.6%	85.3%	79.5%	84.7%
TSC	84.6%	84.6%	84.8%	87.2%	84.6%	86.1%	84.1%	83.7%	84.4%	87.0%
CCCS	76.4%	83.3%	76.5%	83.7%	76.0%	83.2%	75.0%	82.9%	76.0%	82.9%

Figure 27- Adult Learner Students Pass Rates by College

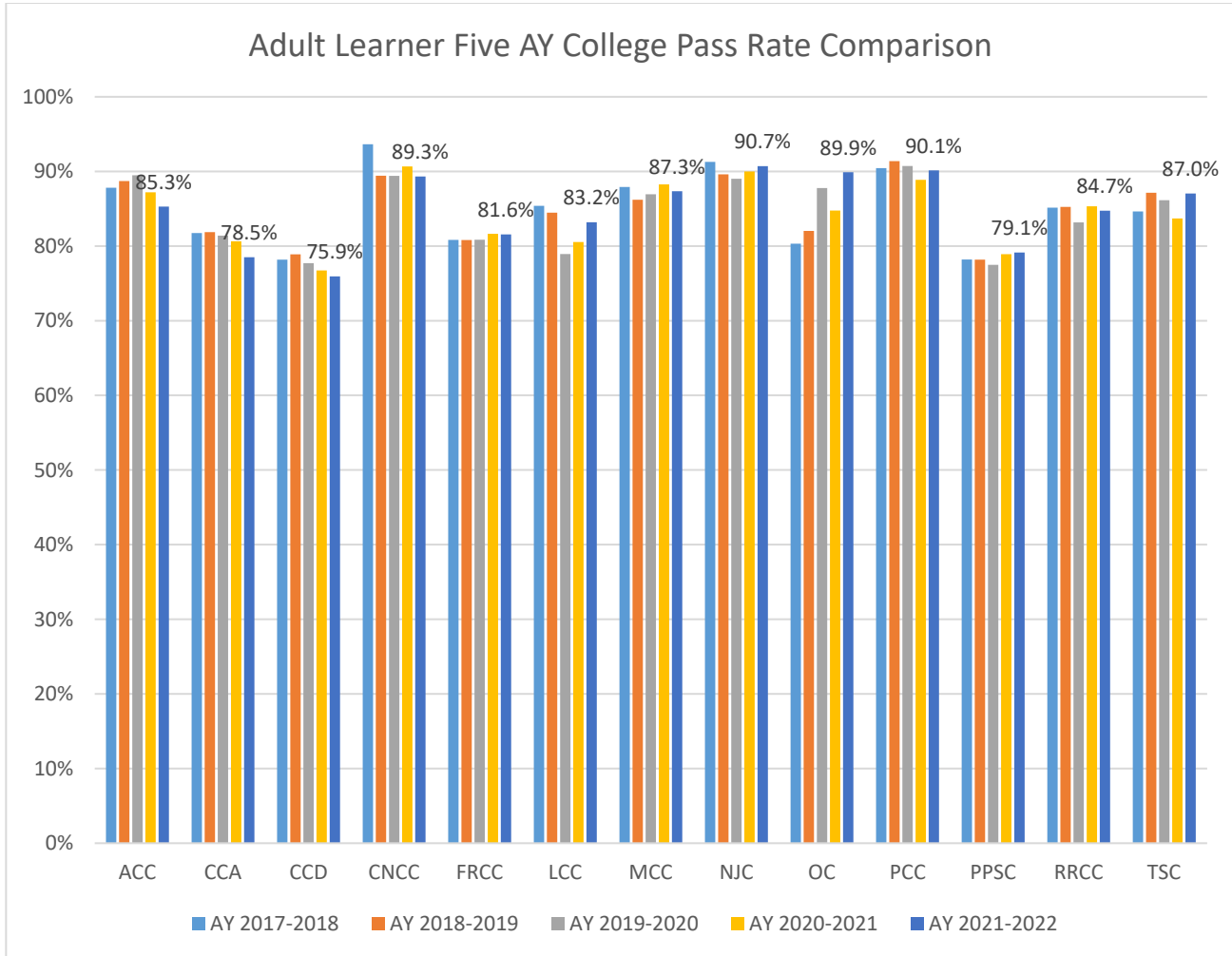


Figure 28- Course Pass Rates by Demographic Group by College: AY 2021-2022

College	Students of Color 18-24	Students of Color 25 & Over	Non-Students of Color 18-24	Non-Students of Color 25 & Over	First Generation 18-24	First Generation 25 & Over	Non-First Generation 18-24	Non-First Generation 25 & Over
ACC	74.1%	80.2%	79.8%	87.4%	75.2%	81.9%	79.7%	88.5%
CCA	72.1%	75.5%	80.8%	83.2%	72.3%	77.4%	79.2%	81.0%
CCD	65.0%	71.8%	73.9%	79.6%	65.7%	75.0%	72.4%	77.4%
CNCC	71.7%	84.7%	87.4%	90.7%	78.1%	88.3%	86.3%	91.0%
FRCC	69.3%	77.6%	76.6%	83.2%	70.6%	79.8%	76.2%	83.6%
LCC	78.5%	85.5%	87.4%	81.4%	82.0%	81.4%	85.4%	89.4%
MCC	80.9%	86.6%	86.6%	87.9%	82.6%	87.1%	86.0%	88.4%
NJC	78.7%	86.1%	85.5%	91.6%	81.0%	87.8%	86.4%	94.4%
OC	78.9%	88.9%	85.4%	90.6%	78.3%	89.3%	87.4%	91.8%
PCC	74.6%	87.7%	82.3%	92.0%	75.6%	87.7%	82.2%	93.6%
PPSC	69.7%	76.0%	76.9%	81.2%	70.0%	78.2%	76.8%	80.6%
RRCC	74.9%	79.1%	81.7%	86.8%	76.5%	82.0%	81.6%	87.2%
TSC	80.1%	85.4%	90.5%	88.6%	83.1%	87.0%	86.4%	87.2%
CCCS	71.5%	79.1%	79.4%	85.2%	73.0%	81.1%	78.7%	85.4%

Figure 28 (Cont.)- Course Pass Rates by Demographic Group by College: AY 2021-2022

College	Pell Eligible 18-24	Pell Eligible 25 & Over	Not Pell Eligible 18-24	Not Pell Eligible 25 & Over	Unknown (No FAFSA) 18-24	Unknown (No FAFSA) 25 & Over	Male 18-24	Male 25 & Over	Female 18-24	Female 25 & Over
ACC	73.0%	77.5%	78.7%	88.5%	79.5%	89.2%	77.0%	85.1%	79.2%	85.4%
CCA	71.0%	74.7%	78.3%	85.1%	77.1%	80.0%	75.4%	77.9%	75.0%	78.9%
CCD	65.5%	69.5%	72.7%	83.8%	68.8%	79.2%	65.7%	71.5%	69.6%	78.2%
CNCC	75.9%	85.3%	82.7%	96.6%	86.7%	89.0%	81.5%	88.9%	82.0%	89.5%
FRCC	71.4%	77.6%	76.5%	86.0%	73.8%	83.2%	72.3%	78.9%	75.1%	83.3%
LCC	79.6%	80.1%	86.5%	88.5%	85.5%	89.5%	79.8%	79.7%	85.9%	84.7%
MCC	77.4%	84.5%	85.3%	90.5%	88.4%	91.0%	85.0%	85.4%	82.5%	88.0%
NJC	79.6%	81.5%	86.3%	88.4%	85.6%	97.5%	82.2%	85.8%	84.9%	92.2%
OC	78.6%	89.3%	87.0%	93.5%	82.8%	88.7%	81.3%	90.4%	82.4%	89.7%
PCC	73.5%	79.3%	80.0%	90.6%	83.8%	97.2%	80.1%	94.3%	77.0%	85.8%
PPSC	71.5%	76.6%	75.7%	85.5%	74.7%	78.9%	73.3%	76.5%	74.2%	80.9%
RRCC	75.3%	75.9%	81.0%	89.3%	80.9%	88.4%	78.7%	84.8%	80.4%	84.7%
TSC	82.0%	84.8%	85.9%	93.0%	88.5%	90.5%	86.6%	90.0%	82.6%	84.5%
CCCS	72.6%	77.1%	78.4%	87.1%	77.1%	87.7%	75.4%	82.7%	76.5%	83.1%

CAREER AND TECHNICAL EDUCATION

Overall, career and technical education (CTE) accounted for half of adult learner students' course enrollment in 2021-2022 (Figure 29) compared to about one-third for traditional college students. The proportion of CTE courses ranged from 73.3% at LCC to 35.5% at CCD. CTE pass rates at most of the colleges were higher for adult learner students. Adult learner students at OC had the highest pass rate (96.2%), followed by PCC and CNCC. Despite having one of the largest CTE enrollments (11,916), PPSC adult learner students' pass rate was the lowest among all colleges at 84.3%. In AY 2021-2022, the top CTE courses that adult learner students engaged in were generally centered around business, tech, and healthcare (Figure 30).

Figure 29- CTE Course Enrollments Pass Rates by College: AY 2021-2022

College	18-24 Headcount in CTE Courses	18-24 Headcount in All Courses	18-24 CTE as Pct. of All Courses	18-24 CTE Pass Rate	25 & Over Headcount in CTE Courses	25 & Over Headcount in All Courses	25 & Over CTE as Pct. of All Courses	25 & Over CTE Pass Rate
ACC	8,366	24,747	33.8%	85.0%	8,672	15,772	55.0%	90.6%
CCA	4,421	15,001	29.5%	82.9%	3,819	9,591	39.8%	84.9%
CCD	5,130	19,719	26.0%	76.9%	4,855	13,678	35.5%	84.4%
CNCC	1,410	3,345	42.2%	90.0%	1,282	1,825	70.2%	92.0%
FRCC	14,842	48,719	30.5%	80.5%	12,612	27,587	45.7%	86.7%
LCC	1,466	3,459	42.4%	88.3%	414	565	73.3%	86.0%
MCC	1,428	3,003	47.6%	87.2%	1,152	1,794	64.2%	89.7%
NJC	3,196	7,190	44.5%	89.2%	790	1,796	44.0%	90.6%
OC	1,380	4,538	30.4%	87.8%	1,380	2,009	68.7%	96.2%
PCC	5,484	11,642	47.1%	87.8%	14,964	22,330	67.0%	95.0%
PPSC	11,349	33,846	33.5%	81.4%	11,916	27,871	42.8%	84.3%
RRCC	6,895	18,242	37.8%	85.3%	6,339	12,882	49.2%	88.3%
TSC	2,800	5,554	50.4%	87.9%	1,985	3,026	65.6%	88.2%
CCCS	68,167	199,005	34.3%	83.5%	70,180	140,726	49.9%	88.9%

Figure 30- Top CTE Courses Taken by Adult Learner Students: AY 2021-2022

Course	Course Title	Total Enrollment
CIS118	Intro PC Applications	1,580
HWE100	Human Nutrition	1,375
BUS115	Introduction to Business	1,285
ACC121	Accounting Principles I	895
BUS217	Business Communications	787
CSC119	Intro to Programming	719
BUS216	Legal Environment of Business	649
ECE101	Intro to Early Childhood Educ	621
NUR212	Pharmacology II	548
NUR211	Psychiatric-Mental Health NSG	520

CREDENTIALS GRANTED

Overall, 7,447 adult learner students received a total of 9,137 credentials in 2021-2022 (Figures 31 and 32). The trend in the number of unique adult learners earning credentials has continued a downward trend in the five years tracked. While adult learner students received a higher number of credentials than traditional college students over the past five years, the overall trend has been one of downward convergence in more recent years, particularly in AY 2021 and 2022 during COVID-19 when the margin between the two age groups was only 5.8% and 6.5% respectively.

It is important to note that the impact of COVID-19 is more immediately apparent in enrollment than in credentials earned, which has a longer tail. The number of students earning credentials, particularly among adult learner students, may continue to decline because of COVID-19's impact on enrollment in AY 2019-2020 and 2021-2022.

In terms of the type of credentials earned by adult learner students, over 55% were certificates (Figure 33). The proportion of certificates awarded, however, has declined in each of the successive five years. Conversely, AAS/AES degrees, relative to the other degree types, have increased over this time. Both the number and proportion of the two higher level degrees awarded (Bachelor's and Master's) has ticked up in the most recent academic year.

The trends of the number of credentials earned by adult learner students and the headcount of adult learner students receiving a credential have been somewhat mixed at a few colleges. FRCC and ACC, in particular, peaked in number of credentials awarded in AY 2019-2020 (Figure 34) compared to the other four years. On the other hand, by this time, credentials awarded were already trending down or flat at the other colleges for the most part. In the most recent academic year, 8 out of 13 colleges experienced a decline from the previous year. Particularly, two urban colleges, PPSC and RRCC, observed a 19.4% and a 22.8% decline (MCC declined 39% on much less volume). CCA, CNCC and PCC are notable exceptions to this downward trend between the two most recent academic years, experiencing over 10% year-over-year increases.

The demographics of adult credential earners mirrored enrollment demographics for the most part (Figures 36, 37, and 38). That said, a higher percentage of non-students of color obtained a higher number of credentials in the most recent academic year. For instance, in AY 2021-2022, 65% of the credentials were awarded to non-students of color while 35% were awarded to students of color, compared to 62% of non-students of color vs. 38% students of color in enrollment. The enrollment-to-credential gap narrowed depending on the adult learner students' gender. While the enrollment rate for females hovered around 60% over the last three years, only 56% of credentials were granted to female adult learner students in AY 2021-2022.

Figure 31- Total Headcount of Adult Learner Students Receiving a Credential

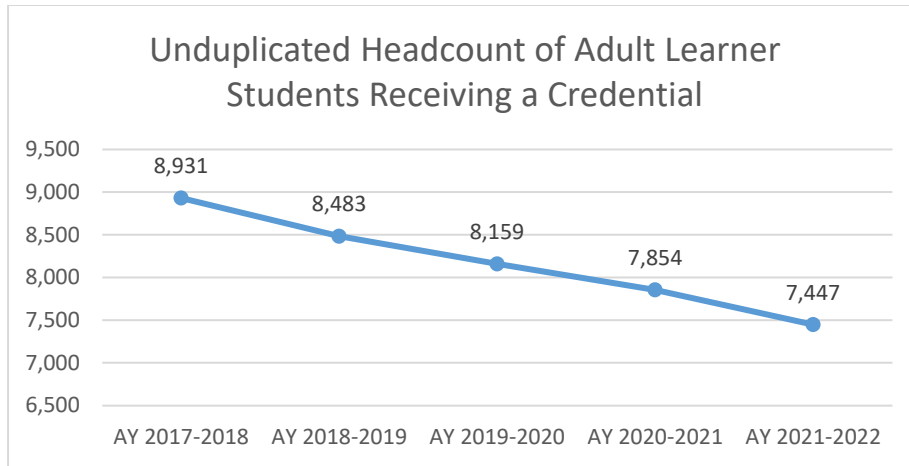


Figure 32- Number of Credentials Awarded to Adult Learner Students

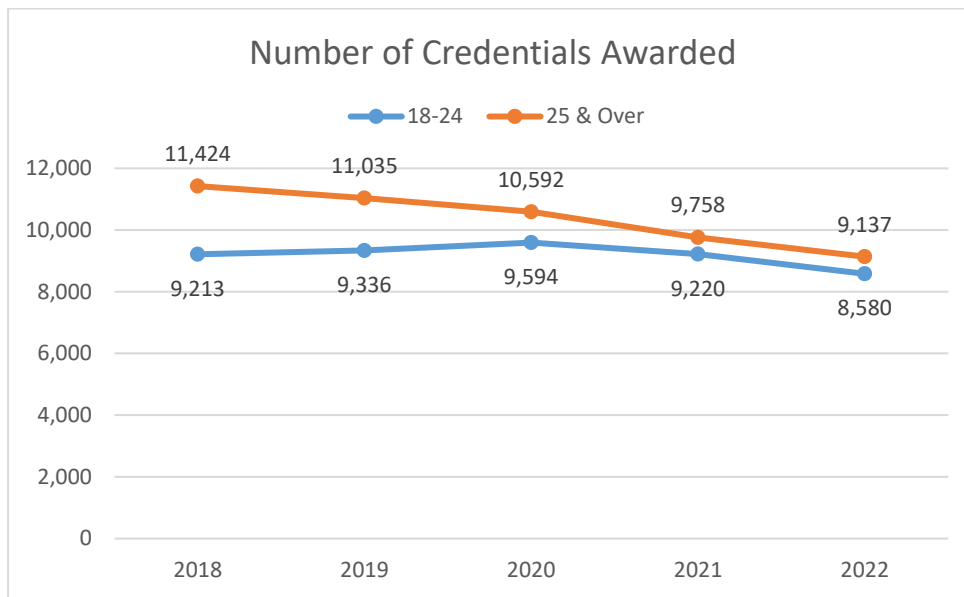


Figure 33- Number and Percentage of Credential Type Earned by Adult Learner Students

Award Type	2017-2018 Number of Awards	2017-2018 Pct. of Awards	2018-2019 Number of Awards	2018-2019 Pct. of Awards	2019-2020 Number of Awards	2019-2020 Pct. of Awards	2020-2021 Number of Awards	2020-2021 Pct. of Awards	2021-2022 Number of Awards	2021-2022 Pct. of Awards
Certificates	6,946	63.1%	6,886	64.8%	6,623	64.4%	5,812	61.4%	5,280	59.4%
AAS/AES	1,966	16.4%	1,973	16.9%	1,921	17.2%	1,853	18.0%	1,808	18.9%
AA/AS	1,547	12.9%	1,379	12.0%	1,311	12.0%	1,383	13.9%	1,305	13.8%
AGS	935	7.4%	775	6.2%	683	5.9%	603	5.8%	616	6.5%
Bachelor's Degrees	30	0.2%	21	0.1%	26	0.2%	76	0.6%	95	1.0%
Master's Degrees					28	0.3%	31	0.3%	33	0.4%

Figure 34- Number of Credentials Awarded to Adult Learner Students Over Five Academic Years

College	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
ACC	869	754	884	755	760
CCA	550	468	478	433	492
CCD	814	793	648	614	662
CNCC	112	94	75	84	101
FRCC	2,272	2,551	2,707	2,517	2,289
LCC	67	86	65	50	42
MCC	147	140	80	182	111
NJC	97	102	76	92	87
OC	160	153	177	183	173
PCC	2,170	2,181	1,942	1,655	1,848
PPSC	2,188	2,162	1,993	1,868	1,505
RRCC	1,616	1,185	1,157	1,046	807
TSC	362	366	310	279	260
CCCS	11,424	11,035	10,592	9,758	9,137

Figure 35- Five Year Headcount of Adult Learner Students Receiving a Credential: College Breakdown

College	AY 2017-2018	AY 2018-2019	AY 2019-2020	AY 2020-2021	AY 2021-2022
ACC	845	730	853	721	718
CCA	493	430	437	401	430
CCD	674	651	555	547	588
CNCC	101	80	73	75	89
FRCC	1,757	1,835	1,890	1,911	1,753
LCC	51	68	46	41	37
MCC	133	126	74	154	101
NJC	70	61	52	70	67
OC	150	150	146	156	151
PCC	1,597	1,653	1,479	1,286	1,434
PPSC	1,540	1,526	1,422	1,435	1,172
RRCC	1,283	931	930	884	708
TSC	237	242	202	173	199
CCCS	8,931	8,483	8,159	7,854	7,447

Figure 36- Number of Credentials Awarded to Adult Learner Students by Race/Ethnicity: AY 2021-2022

Colleges	American Indian or Alaskan Native	Asian	Black or African American	Hispanic	Multiple races	Native Hawaiian and Other Pacific Islander	Non-Resident Alien (International)	Unknown	White	Students of Color
ACC	3	25	32	120	19	4	12	88	457	203
CCA	2	29	120	118	32	3	18	7	163	304
CCD	8	36	68	168	23	0	33	12	314	303
CNCC	1	0	1	12	6	0	0	1	80	20
FRCC	25	79	39	364	89	5	25	58	1,605	601
LCC	0	3	1	15	0	0	1	1	21	19
MCC	0	0	22	22	2	0	5	1	59	46
NJC	0	3	5	8	0	0	3	2	66	16
OC	3	13	8	52	3	1	1	4	88	80
PCC	47	22	166	496	46	3	8	227	833	780
PPSC	9	48	90	262	73	14	11	42	956	496
RRCC	3	28	20	99	47	3	10	42	555	200
TSC	3	8	23	74	4	0	2	14	132	112
CCCS	104	294	595	1,810	344	33	129	499	5,329	3,180

Figures 37- Number of Credentials Awarded to Adult Learner Students by Demographic Groups: AY 2021-2022

College	All Credentials	Students of Color	Non-Students of Color	First-Generation	Non-First-Generation	Male	Female	Pell Eligible
ACC	760	203	557	338	422	301	459	183
CCA	492	304	188	332	160	164	328	212
CCD	662	303	359	431	231	215	447	253
CNCC	101	20	81	56	45	33	68	37
FRCC	2,289	601	1,688	1,164	1,125	924	1,365	839
LCC	42	19	23	29	13	12	30	22
MCC	111	46	65	90	21	23	88	55
NJC	87	16	71	60	27	33	54	45
OC	173	80	93	140	33	56	117	114
PCC	1,848	780	1,068	1,062	786	1,048	800	467
PPSC	1,505	496	1,009	880	625	674	831	639
RRCC	807	200	607	385	422	413	394	209
TSC	260	112	148	176	84	124	136	131
CCCS	9,137	3,180	5,957	5,143	3,994	4,020	5,117	3,206

Figures 38- Percentage of Credentials Awarded to Adult Learner Students by Demographic Groups: AY 2021-2022

College	Students of Color	Non-Students of Color	First-Generation	Non-First-Generation	Male	Female	Pell Eligible
ACC	26.7%	73.3%	44.5%	55.5%	39.6%	60.4%	24.1%
CCA	61.8%	38.2%	67.5%	32.5%	33.3%	66.7%	43.1%
CCD	45.8%	54.2%	65.1%	34.9%	32.5%	67.5%	38.2%
CNCC	19.8%	80.2%	55.4%	44.6%	32.7%	67.3%	36.6%
FRCC	26.3%	73.7%	50.9%	49.1%	40.4%	59.6%	36.7%
LCC	45.2%	54.8%	69.0%	31.0%	28.6%	71.4%	52.4%
MCC	41.4%	58.6%	81.1%	18.9%	20.7%	79.3%	49.5%
NJC	18.4%	81.6%	69.0%	31.0%	37.9%	62.1%	51.7%
OC	46.2%	53.8%	80.9%	19.1%	32.4%	67.6%	65.9%
PCC	42.2%	57.8%	57.5%	42.5%	56.7%	43.3%	25.3%
PPSC	33.0%	67.0%	58.5%	41.5%	44.8%	55.2%	42.5%
RRCC	24.8%	75.2%	47.7%	52.3%	51.2%	48.8%	25.9%
TSC	43.1%	56.9%	67.7%	32.3%	47.7%	52.3%	50.4%
CCCS	34.8%	65.2%	56.3%	43.7%	44.0%	56.0%	35.1%

SUCCESS MEASURES FUNNEL

Both adult learner and traditional college students enrolling in fall 2021 were tracked through the following fall with regard to critical success measures (retained, graduated, or transferred to 4-year institutions) and educational profiling (skills builders or had possessed a higher education credential previously), deemed the “Success Measures Funnel.” This funnel is designed to monitor students’ progress through various stages of their educational journey. If students did not retain, graduate or transfer to 4-year institutions, then how many of them are skills builders, or if not skills builders either, possessed a higher education credential. The fall 2021 cohort is inclusive of all students, regardless of program of study, population type, or number of credits taken. Students are counted as retained if they enrolled in the following fall semester or were awarded with a credential between the fall term of entry and the following summer term. The ideal scenario is not only to maximize the retention rate but to minimize the number of students at the end of the funnel where they did not continue their education at a 4-year institution, were not a skills builder, and had no higher education credential to begin with.

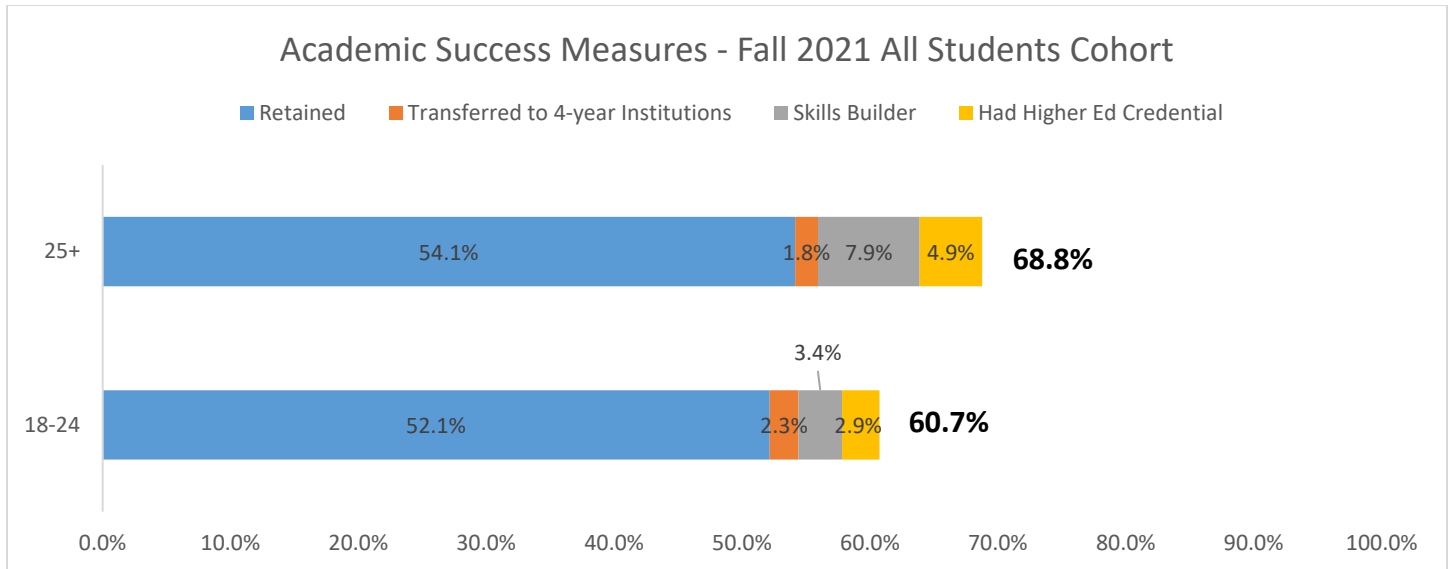
The success measures funnel (Figures 39 and 40) demonstrates that adult learner students had a higher retention rate than their younger counterparts (54.1% vs. 52.1% for traditional college students). Of those students who did not retain, adult learner students had a relatively lower rate of transferring to 4-year institutions (1.8% vs. 2.3% for traditional college students). However, this is counter-balanced by a greater proportion of both skills builders and students possessing one or more higher education credentials previously. Of those who did not retain or transfer, a higher proportion of adult learner students were skills builders (7.9% vs. 3.4%) or already possessed a higher education credential (4.9% vs. 2.9%). In general, the data suggests that CCCS adult learner students are more likely to be picking up skills and credentials to add to their previous education or work experience than to go on to earn a 4-year degree. It is notable that the retention rate of adult learner students was two percentage points higher than their younger counterparts. At the end of the funnel, only 31% of adult learner students, compared to 39% of traditional college students, show no academic propensity.

Figure 39- Success Measures Funnel, Fall 2021 All Students Cohort

Success Measure	18 - 24 Student Count	25 & Over Student Count	18 - 24 Success Rate	25 & Over Success Rate
Total Fall 2021 Cohort	29,362	22,334		
Retained Fall 2022	15,312	12,093	52.1%	54.1%
Transferred to 4 Year	662	400	2.3%	1.8%
Skills Builder	998	1,774	3.4%	7.9%
Had Higher Ed Credential	860	1,090	2.9%	4.9%
Overall Success	17,832	15,357	60.7%	68.8%

Note: Success rate of each measure is the percentage of fall 2021 cohort for each age category. For example, Had Higher Ed Credential rate of 25 & Over group is calculated as the number of students who were not retained, transferred, or fell into the skills builder category but had a higher education credential (1,090) divided by fall 2021 cohort (22,334).

Figure 40- Success Measures Funnel, Fall 2021 All Students Cohort



FOUR-YEAR INSTITUTION TRANSFER RATE

The transfer rate of adult learner students who didn't retain next fall (3.9% in Figure 41) is not as robust as it is for traditional college students (4.7%) as adult learner students were more likely to be a skills builder or to already have a higher education credential than their younger counterparts. At the college level, transfer rates for adult learner students are lower for eight out of the 13 colleges. Transfer rates were lowest for some of the rural colleges (namely NJC, PCC, TSC). This may be partially due to the availability of four-year institutions in their service areas.

In examining the racial groups of those who did not retain in fall 2022 with substantial enrollment, Asian adult learner students had the lowest transfer rate of 3.3%, followed by Hispanic adult learner students with 3.6% (Figure 42). Black or African American students from both age groups had relatively higher transfer rates. Although traditional college students consistently show higher transfer rates across different demographic groups (Figure 43), it is interesting to note that, with regard to Pell eligibility status, the highest percentage among adult learner students was from those who were not eligible for Pell grant (4.4%) while the highest percentage among traditional college students was from those who did not file a FAFSA (6.1%).

The cumulative percentage shows that up to 60.7% of adult learner transfers opted for public Colorado universities (the first eight listed in Figure 44). In fact, the only non-Colorado institution among the top 10 was Western Governors University, an online university in Utah.

Figure 41- Transfer Rate of Students Who Were Not Retained in Fall 2022

College	18 - 24 Fall 2021 Not Retained	25 & Over Fall 2021 Not Retained	18 - 24 transferred to 4 Yr	25 & Over transferred to 4 Yr	18-24 Transfer Rate	25 & Over Transfer Rate
ACC	1,731	1,147	66	43	3.8%	3.7%
CCA	1,066	841	44	33	4.1%	3.9%
CCD	1,625	1,166	83	65	5.1%	5.6%
CNCC	212	119	10	4	4.7%	3.4%
FRCC	3,832	2,273	211	97	5.5%	4.3%
LCC	174	28	8	5	4.6%	17.9%
MCC	211	104	11	5	5.2%	4.8%
NJC	259	151	6	5	2.3%	3.3%
OC	199	90	6	4	3.0%	4.4%
PCC	796	1,156	28	25	3.5%	2.2%
PPSC	2,534	2,070	92	80	3.6%	3.9%
RRCC	1,152	924	83	32	7.2%	3.5%
TSC	259	172	14	2	5.4%	1.2%
Total CCCS	14,050	10,241	662	400	4.7%	3.9%



Figure 42- Transfer Rate by Race/Ethnicity

Race / Ethnicity	18-24 Fall 2021 Not Retained	25 & Over Fall 2021 Not Retained	18 - 24 Transferred to 4 Yr	25 & Over Transferred to 4 Yr	18-24 Transfer Rate	25 & Over Transfer Rate
American Indian or Alaskan Native	85	130	1	5	1.2%	3.8%
Asian	502	332	32	11	6.4%	3.3%
Black or African American	832	940	51	47	6.1%	5.0%
Hispanic	4,201	2,223	151	81	3.6%	3.6%
Multiple races	707	434	36	21	5.1%	4.8%
Native Hawaiian and Other Pacific Islander	43	27	1	1	2.3%	3.7%
Non-Resident Alien (International)	280	135	16	1	5.7%	0.7%
Unknown	246	343	20	16	8.1%	4.7%
White	7,154	5,677	354	217	4.9%	3.8%
Grand Total	14,050	10,241	662	400	4.7%	3.9%

Figure 43- Transfer Rate by Demographic

Demographic Grouping	18 – 24 Fall 2021 Not Retained	25 & Over Fall 2021 Not Retained	18 - 24 Transferred to 4 Yr	25 & Over Transferred to 4 Yr	18-24 Transfer Rate	25 & Over Transfer Rate
Students of Color	6,370	4,086	272	166	4.3%	4.1%
Non-Students of Color	7,680	6,155	390	234	5.1%	3.8%
First Generation	6,885	5,853	265	215	3.8%	3.7%
Not First Generation	7,165	4,388	397	185	5.5%	4.2%
Pell Eligible	4,266	4,003	137	131	3.2%	3.3%
Not Pell Eligible	3,143	2,142	123	94	3.9%	4.4%
Did Not File FAFSA	6,641	4,096	402	175	6.1%	4.3%

Figure 44- Top Ten Four-Year Destinations of CCCS Adult Learner Students Who Were Not Retained in Fall 2022

Four-Year Institution	Number of Students Transferred to 4-Year Institutions	Percent of Students Transferred to 4-Year Institutions	Cumulative Percent
UNIVERSITY OF COLORADO DENVER	89	12.50%	12.50%
METROPOLITAN STATE UNIVERSITY OF DENVER	86	12.08%	24.58%
UNIVERSITY OF COLORADO COLORADO SPRINGS	76	10.67%	35.25%
COLORADO STATE UNIVERSITY	46	6.46%	41.71%
COLORADO STATE UNIVERSITY - PUEBLO	43	6.04%	47.75%
UNIVERSITY OF COLORADO BOULDER	32	4.49%	52.25%
UNIVERSITY OF NORTHERN COLORADO	31	4.35%	56.60%
REGIS UNIVERSITY- SEMESTERS	29	4.07%	60.67%
WESTERN GOVERNORS UNIVERSITY	20	2.81%	63.48%
COLORADO SCHOOL OF MINES	13	1.83%	65.31%

RETENTION AND GRADUATION RATES

All-student retention rates between the two age groups remained close up until the most recent academic year when those for adult learner students were clearly higher (53.6% vs. 51.3%, Figure 45). This gap appears to be driven by a variety of colleges, both urban and rural (Figure 46). At rural colleges, adult learner students at OC and MCC had the highest retention rates in the most recent year (66.7% and 65.4% respectively). On the other hand, at urban colleges, FRCC and RRCC adult learner students had the highest retention rates of 56.4% and 55.8% respectively.

There was a much bigger gap in CCCS overall graduation rates. In the most recent academic year, the average graduation rate for adult learners was 7.8 percentage points higher than their younger counterparts (Figure 47). Most of the colleges followed this pattern. The only college showing a reversal was ACC (19.2% for adult learners compared to 29.2% for traditional college students), while CCD’s graduation rates were about the same (13.7% for adult learners compared to 13.8% for traditional college students). Over the past five years, the fall 2017 adult learner cohort with those graduating by summer 2020 had the highest graduation rate of 40.8%.

Figure 45- Five Year CCCS Retention Rates: All Students Cohort

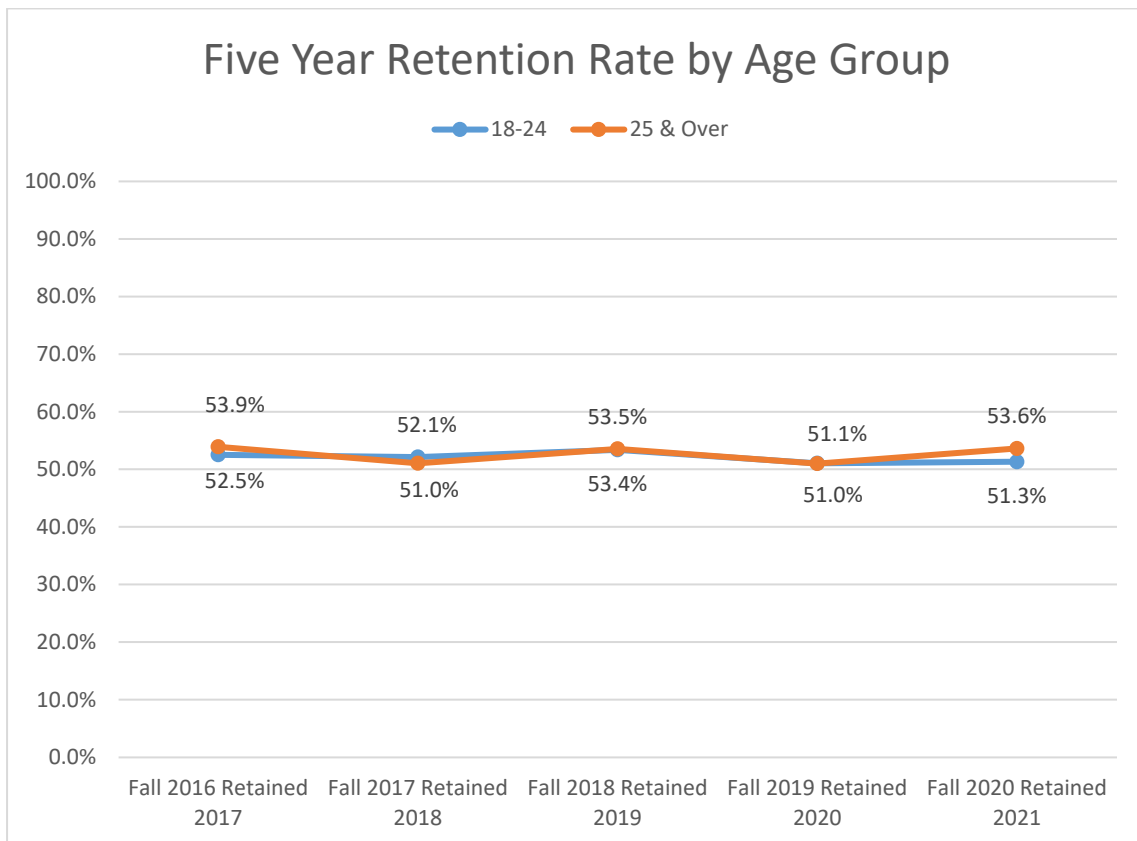


Figure 46- Five Year Fall-to-Fall Retention Rates by Age Group and by College

College	18-24 Fall 2016 Retained 2017	25 & Over Fall 2016 Retained 2017	18-24 Fall 2017 Retained 2018	25 & Over Fall 2017 Retained 2018	18-24 Fall 2018 Retained 2019	25 & Over Fall 2018 Retained 2019	18-24 Fall 2019 Retained 2020	25 & Over Fall 2019 Retained 2020	18-24 Fall 2020 Retained 2021	25 & Over Fall 2020 Retained 2021
ACC	51.0%	48.5%	45.6%	34.5%	48.5%	43.2%	46.2%	39.0%	47.4%	45.2%
CCA	51.5%	49.1%	52.7%	50.0%	53.3%	52.9%	49.1%	49.1%	51.2%	50.2%
CCD	46.1%	49.3%	44.9%	49.4%	47.6%	50.6%	46.2%	48.3%	45.5%	47.5%
CNCC	57.2%	58.5%	56.1%	47.5%	54.5%	50.2%	57.8%	52.1%	48.5%	54.5%
FRCC	53.5%	56.2%	52.8%	54.3%	53.9%	54.1%	52.9%	54.5%	51.9%	56.4%
LCC	58.8%	42.2%	56.1%	64.2%	56.2%	52.9%	56.9%	50.9%	58.4%	52.7%
MCC	50.7%	60.9%	51.5%	60.8%	53.2%	61.3%	52.9%	58.3%	53.5%	65.4%
NJC	60.4%	49.9%	67.1%	45.1%	64.7%	41.7%	65.5%	51.9%	63.3%	38.1%
OC	59.9%	54.9%	56.0%	60.9%	58.0%	65.4%	57.2%	62.2%	57.1%	66.7%
PCC	54.4%	60.6%	53.9%	60.6%	56.8%	62.0%	55.1%	56.5%	51.1%	63.2%
PPSC	52.2%	55.3%	53.4%	56.6%	54.2%	57.0%	50.7%	54.9%	52.7%	54.3%
RRCC	54.4%	54.8%	55.0%	54.0%	54.5%	53.4%	48.9%	50.3%	51.1%	55.8%
TSC	58.4%	61.9%	62.7%	64.1%	62.3%	64.3%	59.1%	56.7%	64.3%	63.1%
CCCS	52.5%	53.9%	52.1%	51.0%	53.4%	53.5%	51.1%	51.0%	51.3%	53.6%

Figure 47- Graduation Rates by Age Group and by College

College	Fall 2015 Graduated by Summer 2018 18-24	Fall 2015 Graduated by Summer 2018 25 & Over	Fall 2016 Graduated by Summer 2019 18-24	Fall 2016 Graduated by Summer 2019 25 & Over	Fall 2017 Graduated by Summer 2020 18-24	Fall 2017 Graduated by Summer 2020 25 & Over	Fall 2018 Graduated by Summer 2021 18-24	Fall 2018 Graduated by Summer 2021 25 & Over	Fall 2019 Graduated by Summer 2022 18-24	Fall 2019 Graduated by Summer 2022 25 & Over
ACC	26.3%	43.8%	26.2%	39.3%	26.4%	28.0%	29.4%	33.3%	29.2%	19.2%
CCA	25.9%	29.3%	19.1%	24.4%	24.4%	44.4%	32.7%	32.3%	24.9%	27.0%
CCD	15.8%	20.6%	15.8%	30.5%	15.1%	31.3%	20.0%	31.8%	13.8%	13.7%
CNCC	40.3%	69.2%	41.1%	46.7%	33.9%	66.7%	32.2%	45.5%	32.2%	37.5%
FRCC	25.4%	33.3%	25.3%	31.9%	29.9%	40.2%	32.7%	39.8%	31.9%	43.8%
LCC	38.1%	75.0%	43.8%	14.3%	40.5%	58.3%	35.7%	66.7%	44.5%	75.0%
MCC	51.4%	50.0%	38.5%	47.1%	50.7%	62.5%	47.2%	30.0%	39.2%	71.4%
NJC	45.8%	40.0%	48.5%	36.4%	48.9%	50.0%	53.0%	36.4%	50.9%	62.5%
OC	40.7%	45.5%	42.0%	75.0%	38.8%	33.3%	39.1%	64.3%	36.2%	50.0%
PCC	18.2%	28.7%	19.6%	38.9%	34.0%	44.2%	29.8%	34.4%	31.8%	40.6%
PPSC	24.2%	25.0%	24.6%	21.4%	23.1%	23.1%	20.9%	22.2%	22.4%	24.0%
RRCC	27.9%	43.4%	31.7%	66.9%	34.6%	61.5%	27.8%	48.8%	27.7%	58.0%
TSC	37.0%	72.0%	48.3%	53.3%	57.1%	63.0%	49.2%	70.8%	48.9%	74.1%
CCCS	27.9%	32.8%	30.1%	37.5%	31.5%	40.8%	31.0%	36.3%	29.7%	37.5%

MEDIAN TIME AND CREDITS TO DEGREE

To understand how long it takes students to complete an associate degree, median years to degree and median credits to degree were assessed. The methodology of calculating years to degree and credits to degree was adopted and modified from the Colorado Department of Higher Education's (CDHE) ROI report. Students who graduated with an associate degree in the most recent three academic years (AY 2020 - AY 2022) were used for both time to degree and credits to degree calculations. Reverse transfers were excluded. One academic year was divided into two terms, with summer and fall semesters in one term (0.5) and spring in another (0.5). Students who had enrolled in both summer and spring semesters, for example, were counted as one academic year. Students who had enrolled in more than 10 academic years were considered as an outlier and were removed from the final calculation. In the median credits to degree calculation, only institution-earned credits were included.

Adult learner students' median time to complete has been longer than their counterparts over the past three years (Figure 48). In the most recent academic year, adult learner students' median time to complete was 3.0 years compared to 2.5 years for traditional college students. Adult learner students' time to degree was down from the previous two academic years whereas traditional college students' time to degree has remained steady year after year. OC had the lowest time to degree for both age groups at 2.0 years.

Similar to median time to degree, over the past three years, median credits to degree were marginally higher for adult learner students (65 credits vs. 63.5 credits in AY 2022, Figure 49). Again, OC had the lowest credits to degree for both age groups over the past three years. In AY 2022, CNCC had the highest median credits to degree for adult learners at 70 credits. CNCC also had the largest gap between the two age groups where median credits for traditional college students came in at 60 credits for the most recent year.

Figures 50 and 51 show the breakdown by degree type. In aggregate, the median time to degree does not differ significantly from degree type to degree type, particularly in the most recent academic year. However, the median time to degree varied at the college level. For example, median time to AAS degrees among MCC adult learner students was shorter than their peers in AA/AS or AGS degree programs over the past three years (Figures 50.1, 50.2 and 50.3). In terms of median credits to degree, AAS graduates enrolled in a higher number of credits than AA/AS and AGS students in both age groups (Figures 51.1, 51.2 and 51.3).



Figure 48- Median Time to Degree Over Three Academic Years by College and Age Group

College	AY 2020 Median Time to Degree 18 - 24	AY 2020 Median Time to Degree 25 & Over	AY 2021 Median Time to Degree 18 - 24	AY 2021 Median Time to Degree 25 & Over	AY 2022 Median Time to Degree 18 - 24	AY 2022 Median Time to Degree 25 & Over
ACC	3.0	3.5	2.5	3.5	2.5	3.5
CCA	2.5	3.5	2.5	3.5	2.5	3.5
CCD	2.5	3.0	2.5	3.0	2.5	3.0
CNCC	2.0	3.0	2.0	2.5	2.0	3.0
FRCC	2.5	3.5	2.5	3.5	2.5	3.5
LCC	2.0	2.0	2.0	2.3	2.0	2.5
MCC	2.0	3.0	2.0	3.0	2.0	3.5
NJC	2.0	2.5	2.0	2.5	2.0	3.0
OC	2.0	2.5	2.0	2.0	2.0	2.0
PCC	2.5	3.0	2.5	3.0	2.5	3.0
PPSC	2.5	3.3	2.5	3.5	2.5	3.0
RRCC	3.0	3.0	2.5	3.5	2.5	3.5
TSC	2.0	3.0	2.0	3.0	2.0	2.5
CCCS	2.5	3.5	2.5	3.5	2.5	3.0

Figure 49- Median Credits to Degree Over Three Academic Years by College and Age Group

College	AY 2020 Median Credits to Degree 18 - 24	AY 2020 Median Credits to Degree 25 & Over	AY 2021 Median Credits to Degree 18 - 24	AY 2021 Median Credits to Degree 25 & Over	AY 2022 Median Credits to Degree 18 - 24	AY 2022 Median Credits to Degree 25 & Over
ACC	64.0	62.5	63.0	64.5	63.0	62.0
CCA	65.0	66.0	64.0	66.0	64.0	65.0
CCD	64.0	65.0	63.0	65.0	63.0	63.0
CNCC	62.3	63.5	64.8	62.0	60.0	70.0
FRCC	64.0	68.0	63.0	64.5	62.0	65.0
LCC	61.0	74.0	63.0	70.0	63.0	60.0
MCC	67.0	64.8	66.0	58.0	69.5	70.0
NJC	64.0	66.5	64.0	67.3	64.5	64.0
OC	60.0	53.5	61.0	49.5	60.0	50.5
PCC	66.3	69.0	67.0	67.0	65.0	66.0
PPSC	64.5	70.0	64.5	70.0	64.0	68.0
RRCC	65.0	65.0	65.0	64.0	65.0	64.0
TSC	64.3	67.4	62.0	63.1	62.0	52.0
CCCS	64.0	67.0	64.0	66.0	63.5	65.0

Figure 50.1- Median Time to AA/AS Degree by College and Age Group over Three Academic Years

College	AY 2020 Median Time to AA/AS Degree 18 - 24	AY 2020 Median Time to AA/AS Degree 25 & Over	AY 2021 Median Time to AA/AS Degree 18 - 24	AY 2021 Median Time to AA/AS Degree 25 & Over	AY 2022 Median Time to AA/AS Degree 18 - 24	AY 2022 Median Time to AA/AS Degree 25 & Over
ACC	3.0	4.0	2.5	3.0	2.0	3.0
CCA	2.5	3.5	2.5	3.5	2.5	3.5
CCD	2.5	3.0	2.5	3.0	2.5	3.0
CNCC	2.0	3.0	2.0	4.0	2.0	2.5
FRCC	2.5	3.5	2.5	3.0	2.5	3.5
LCC	2.0	2.3	2.0	3.0	2.0	3.3
MCC	2.0	4.0	2.3	3.5	2.0	4.5
NJC	2.0	2.5	2.0	2.5	2.0	3.0
OC	2.0	2.8	2.0	4.5	2.0	2.5
PCC	2.5	3.5	2.5	3.0	2.5	3.5
PPSC	2.5	3.5	2.5	3.5	2.5	3.0
RRCC	3.0	3.5	2.5	3.0	3.0	3.0
TSC	2.0	2.5	2.0	3.0	2.0	2.5
CCCS	2.5	3.5	2.5	3.0	2.0	3.0

Figure 50.2- Median Time to AAS Degree by College and Age Group over Three Academic Years

College	AY 2020 Median Time to AAS Degree 18 - 24	AY 2020 Median Time to AAS Degree 25 & Over	AY 2021 Median Time to AAS Degree 18 - 24	AY 2021 Median Time to AAS Degree 25 & Over	AY 2022 Median Time to AAS Degree 18 - 24	AY 2022 Median Time to AAS Degree 25 & Over
ACC	3.0	3.5	3.0	3.5	2.5	3.5
CCA	3.0	3.0	3.0	3.5	2.5	3.0
CCD	3.0	3.0	2.5	3.0	3.0	3.0
CNCC	2.5	3.0	3.0	2.5	3.0	3.0
FRCC	3.0	3.5	3.0	3.5	2.5	3.5
LCC	2.0	2.0	2.0	2.0	2.0	2.5
MCC	2.0	2.5	2.5	2.5	2.5	3.0
NJC	2.0	2.5	2.0	2.5	2.0	2.0
OC	2.0	2.5	3.0	2.0	3.0	2.0
PCC	2.5	3.0	3.0	3.0	2.5	3.0
PPSC	3.0	3.5	2.5	3.5	2.5	3.5
RRCC	3.0	3.0	2.5	3.0	2.5	3.5
TSC	2.5	3.0	2.5	3.0	2.0	2.0
CCCS	2.5	3.5	2.5	3.0	2.5	3.0

Figure 50.3 – Median Time to AGS Degree by College and Age Group over Three Academic Years

College	AY 2020 Median Time to AGS Degree 18 - 24	AY 2020 Median Time to AGS Degree 25 & Over	AY 2021 Median Time to AGS Degree 18 - 24	AY 2021 Median Time to AGS Degree 25 & Over	AY 2022 Median Time to AGS Degree 18 - 24	AY 2022 Median Time to AGS Degree 25 & Over
ACC	2.8	3.5	2.8	4.0	2.3	3.8
CCA	2.0	3.0	3.0	3.5	2.0	3.0
CCD	2.0	3.0	2.5	3.0	2.5	3.0
CNCC	2.0	2.8	1.5	2.3	1.0	2.5
FRCC	2.5	3.8	2.5	4.0	2.3	3.5
LCC	2.0	2.5	2.0	5.0	2.0	2.5
MCC	2.0	3.5	1.5	4.0	3.0	4.0
NJC	2.0	2.3	2.0	4.0	2.0	4.0
OC	2.3	2.0	2.0	0.0	0.0	2.0
PCC	3.0	4.0	2.5	3.5	2.0	3.5
PPSC	2.5	3.0	2.5	3.0	2.0	3.0
RRCC	2.5	3.0	3.0	4.5	2.3	3.0
TSC	2.0	3.5	2.0	2.0	1.5	3.3
CCCS	2.5	3.0	2.5	3.5	2.0	3.0

Figure 51.1- Median Credits to AA/AS Degree by College and Age Group over Three Academic Years

College	AY 2020 Median Credits to AA/AS Degree 18 - 24	AY 2020 Median Credits to AA/AS Degree 25 & Over	AY 2021 Median Credits to AA/AS Degree 18 - 24	AY 2021 Median Credits to AA/AS Degree 25 & Over	AY 2022 Median Credits to AA/AS Degree 18 - 24	AY 2022 Median Credits to AA/AS Degree 25 & Over
ACC	63.0	65.0	62.0	62.0	62.0	60.0
CCA	65.0	69.0	64.0	65.0	63.0	68.0
CCD	63.0	63.0	63.0	64.0	62.5	61.0
CNCC	59.5	56.0	61.0	72.0	59.0	65.0
FRCC	62.0	66.0	62.0	62.0	62.0	62.0
LCC	61.0	76.0	61.0	75.0	61.5	66.5
MCC	61.0	85.5	65.0	51.0	66.8	67.0
NJC	62.8	67.5	63.0	58.5	63.5	77.5
OC	60.0	69.5	61.0	69.5	60.0	56.0
PCC	63.5	68.5	63.0	67.0	65.0	66.0
PPSC	64.0	70.0	64.0	67.0	65.0	67.0
RRCC	64.0	65.5	65.0	64.0	66.0	63.0
TSC	63.0	61.1	60.0	75.3	61.0	51.0
CCCS	63.0	67.0	63.0	64.0	63.0	63.0

Figure 51.2- Median Credits to AAS Degree by College and Age Group over Three Academic Years

College	AY 2020 Median Credits to AAS Degree 18 - 24	AY 2020 Median Credits to AAS Degree 25 & Over	AY 2021 Median Credits to AAS Degree 18 - 24	AY 2021 Median Credits to AAS Degree 25 & Over	AY 2022 Median Credits to AAS Degree 18 - 24	AY 2022 Median Credits to AAS Degree 25 & Over
ACC	69.5	61.0	66.0	64.0	68.0	63.0
CCA	70.0	65.0	66.5	68.0	67.0	63.0
CCD	68.5	70.5	64.5	69.0	67.0	64.5
CNCC	71.0	63.5	96.5	62.0	91.0	74.0
FRCC	69.8	71.0	67.0	69.0	66.5	71.0
LCC	69.0	61.3	66.0	50.1	78.5	59.6
MCC	78.0	64.0	75.0	67.0	72.5	70.0
NJC	67.0	67.0	70.0	76.0	72.0	56.5
OC	56.5	51.5	74.3	46.5	76.5	49.5
PCC	73.1	69.0	71.5	67.0	70.0	65.0
PPSC	71.5	77.0	71.0	76.5	69.0	73.5
RRCC	70.0	64.0	67.0	63.0	64.5	65.0
TSC	76.0	69.3	69.0	64.0	68.0	55.3
CCCS	70.0	69.0	68.0	67.0	68.0	66.0

Figure 51.3- Median Credits to AGS Degree by College and Age Group Over the Previous Three Academic Years

College	AY 2020 Median Credits to AGS Degree 18 - 24	AY 2020 Median Credits to AGS Degree 25 & Over	AY 2021 Median Credits to AGS Degree 18 - 24	AY 2021 Median Credits to AGS Degree 25 & Over	AY 2022 Median Credits to AGS Degree 18 - 24	AY 2022 Median Credits to AGS Degree 25 & Over
ACC	60.0	64.0	60.0	66.0	62.0	56.0
CCA	58.5	62.0	64.5	64.0	62.0	64.0
CCD	44.0	60.0	60.0	65.0	53.0	62.0
CNCC	49.0	63.8	57.0	58.8	59.0	68.8
FRCC	60.0	67.0	57.0	64.0	61.0	64.8
LCC	59.5	78.0	59.5	68.3	58.3	20.0
MCC	63.0	57.3	61.5	57.0	68.0	71.5
NJC	61.3	59.8	60.0	76.0	65.5	84.0
OC	68.8	73.0	60.0	0.0	0.0	46.0
PCC	63.0	70.0	63.5	71.5	62.5	67.8
PPSC	60.0	63.3	61.0	63.0	60.0	60.0
RRCC	63.0	59.0	63.3	66.5	63.0	61.0
TSC	61.0	61.0	60.0	31.0	44.5	36.5
CCCS	60.5	64.0	61.0	65.0	61.0	62.0

MEDIAN WAGE

Similar to median time and credits to degree, the methodology of calculating median wage among graduates was also adopted from CDHE's ROI report. According to this report, wage data from the Colorado Department of Labor and Employment (CDLE) are inclusive of Colorado. Federal employees and self-employed are excluded. Since wage data is based on a format of quarters within a calendar year, graduation cohorts are established using calendar year as opposed to academic year. For example, the cohort 2014 includes graduates from spring 2014, summer 2014, and fall 2014. Two measures are used to determine "Employed and Met Threshold": (1) number of quarters employed, and (2) generating wages at the state minimum wage level (see Appendix for details).

Compared to the 2015 and 2016 graduates, 2014 adult learner graduates were more likely to be employed in year five after graduation (Figures 52 and 53). It is important to note that 2015 and 2016 graduates were likely to have been affected by COVID-19 in their respective year five (2020 and 2021 respectively). In 2020 and 2021, Colorado adults 25 and over experienced the highest unemployment rate over the past five years regardless of their education level (Figure 54). Similarly, compared to 2014 adult learner graduates (33.9%), 2015 and 2016 graduates had a lower percentage increase in median wage from year one to year five (30% and 28.3%, Figure 55). On the other hand, the percentage increase from year one to year three grew gradually across the three graduation years.

The same trend manifested across degree types for the most part, with 2015 and 2016 graduates showing a lower percentage increase in median wage from year one to year five except for 2015 AGS degree graduates (Figure 56). Graduates with less than one-year certificates, AA/AS degrees, and AGS degrees had the largest median wage increase from year one to year five. On the other hand, AAS graduates had the lowest wage increase compared to their peers in other degree programs.

Figure 52- Employment Status of Adult Learner Graduates by Year

Employment Status by Year	Calendar Year 2014	Calendar Year 2015	Calendar Year 2016	Calendar Year 2014	Calendar Year 2015	Calendar Year 2016
1-Year						
Employed & Met Threshold	3,457	3,540	3,460	40.2%	42.0%	40.5%
Employed & Didn't Meet Threshold	2,206	2,124	2,283	25.7%	25.2%	26.7%
Not Employed or No Wage Data	2,931	2,764	2,796	34.1%	32.8%	32.7%
3-Year						
Employed & Met Threshold	3,815	3,796	3,851	44.4%	45.0%	45.1%
Employed & Didn't Meet Threshold	1,681	1,727	1,638	19.6%	20.5%	19.2%
Not Employed or No Wage Data	3,098	2,905	3,050	36.0%	34.5%	35.7%
5-Year						
Employed & Met Threshold	3,925	3,730	3,694	45.7%	44.3%	43.3%
Employed & Didn't Meet Threshold	1,336	1,366	1,240	15.5%	16.2%	14.5%
Not Employed or No Wage Data	3,333	3,332	3,605	38.8%	39.5%	42.2%
Total Number of Students	25,782	25,284	25,617			

Figure 53- Percentage of Employment among Adult Learner Graduates by Year

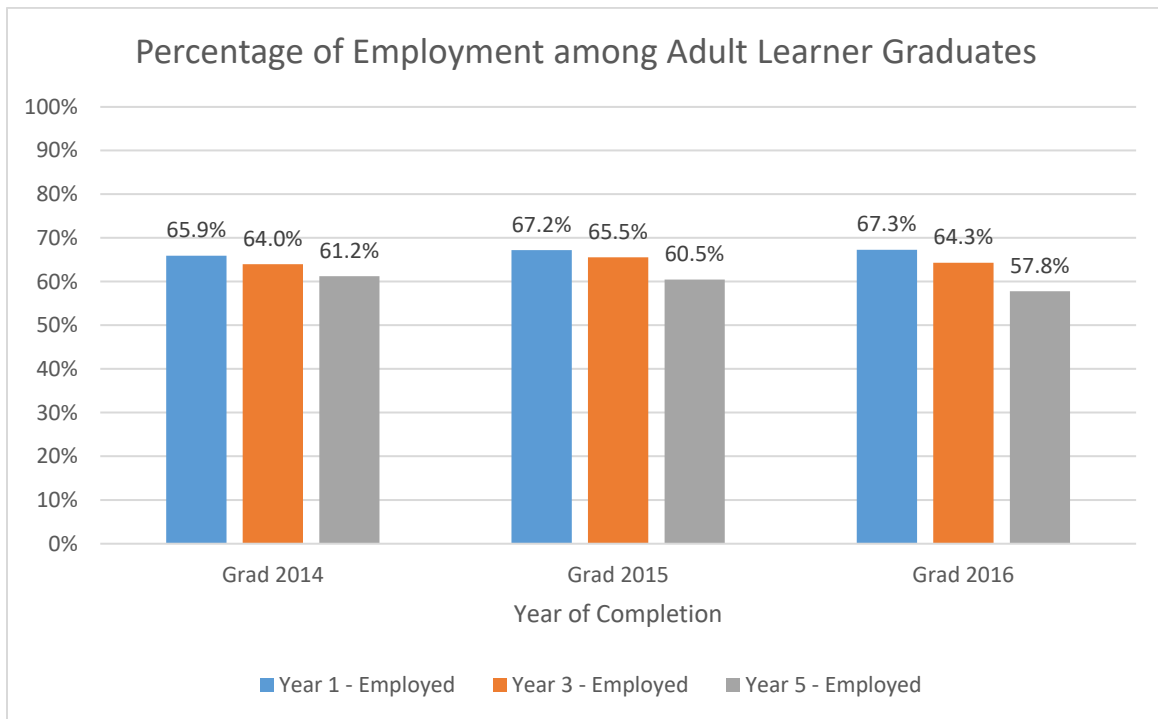
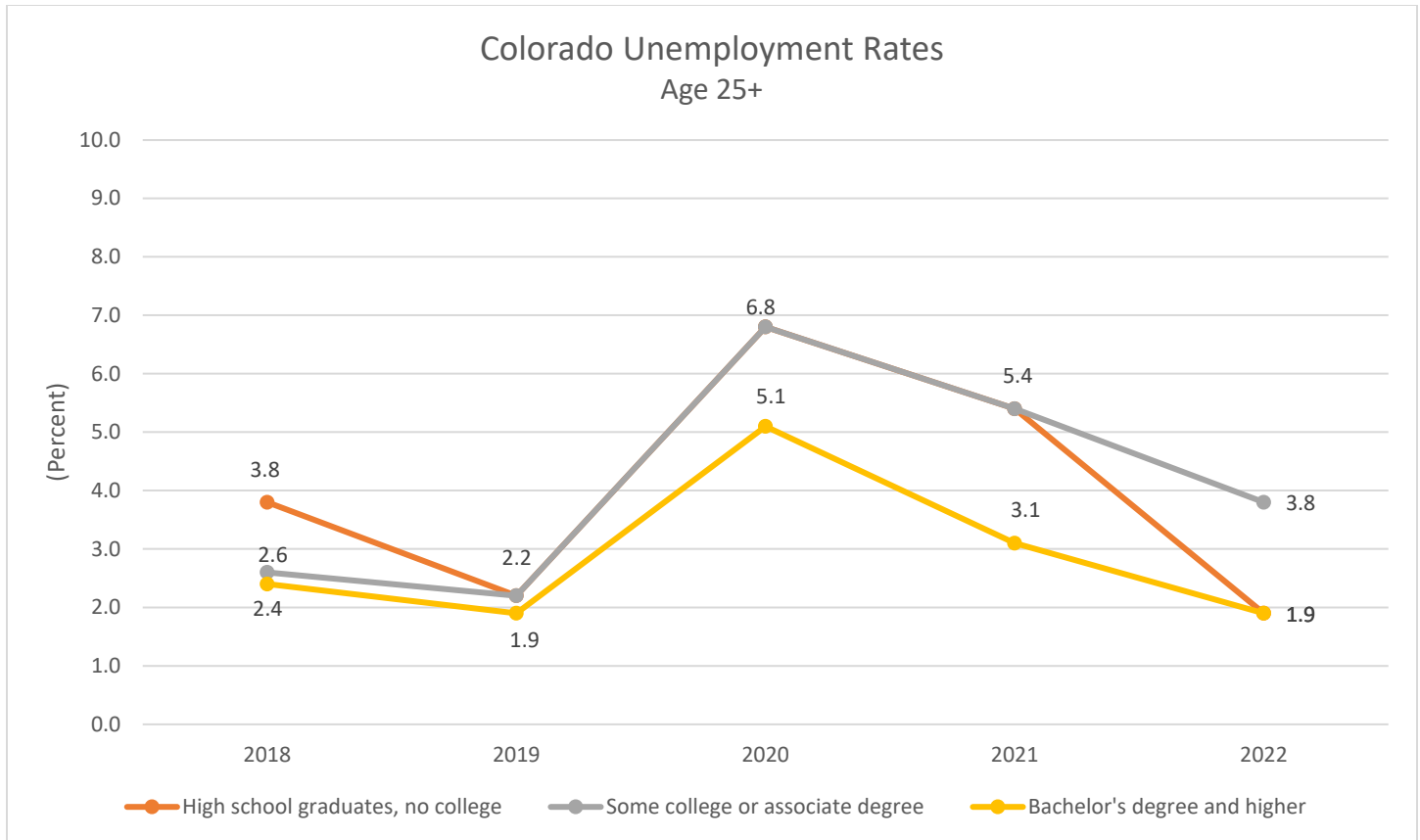


Figure 54- Adult (Age 25 & Over) Colorado Unemployment Rates by Education Level



Colorado Department of Labor and Employment/Office of Labor Market Information:

<https://www.colmigateway.com/vosnet/gsipub/documentView.aspx?enc=11TX0D36m+yPrrYD2Pzu8g==>

Figure 55- Median Wage of Adult Learner Graduates

Years After Graduated	Calendar Year 2014	Calendar Year 2015	Calendar Year 2016
1-Year	\$39,319	\$40,198	\$42,395
3-Year	\$44,964	\$46,548	\$49,285
5-Year	\$52,644	\$52,254	\$54,399
Pct. Change from 1-Year to 3-Year	14.4%	15.8%	16.3%
Pct. Change from 1-Year to 5-Year	33.9%	30.0%	28.3%

Figure 56- Median Wage by Credential Type

Type of Credential	Calendar Year 2014	Calendar Year 2015	Calendar Year 2016
Certificate (< 1 Year)¹			
1-Year	\$35,658	\$35,007	\$38,811
3-Year	\$41,615	\$43,273	\$46,585
5-Year	\$50,334	\$49,949	\$51,870
Pct. Change from 1-Year to 3-Year	16.7%	23.6%	20.0%
Pct. Change from 1-Year to 5-Year	41.2%	42.7%	33.6%
Certificate (1-2 Year)²			
1-Year	\$40,941	\$44,161	\$46,351
3-Year	\$49,503	\$52,872	\$57,561
5-Year	\$56,926	\$57,248	\$59,174
Pct. Change from 1-Year to 3-Year	20.9%	19.7%	24.2%
Pct. Change from 1-Year to 5-Year	39.0%	29.6%	27.7%
AAS			
1-Year	\$44,255	\$46,893	\$47,194
3-Year	\$50,256	\$51,603	\$53,775
5-Year	\$57,673	\$55,580	\$57,563
Pct. Change from 1-Year to 3-Year	13.6%	10.0%	13.9%
Pct. Change from 1-Year to 5-Year	30.3%	18.5%	22.0%
AA/AS			
1-Year	\$34,129	\$34,208	\$36,947
3-Year	\$40,333	\$40,017	\$44,400
5-Year	\$48,003	\$47,694	\$52,180
Pct. Change from 1-Year to 3-Year	18.2%	17.0%	20.2%
Pct. Change from 1-Year to 5-Year	40.7%	39.4%	41.2%
AGS			
1-Year	\$37,443	\$36,615	\$41,005
3-Year	\$41,807	\$45,526	\$48,214
5-Year	\$51,081	\$55,877	\$53,773
Pct. Change from 1-Year to 3-Year	11.7%	24.3%	17.6%
Pct. Change from 1-Year to 5-Year	36.4%	52.6%	31.1%

¹ Certificate (< 1 Year) includes CER1 and CER1N

² Certificate (1-2 Year) includes CER, CER2 and CER2N

Health Professions and Related Clinical Sciences (e.g., Phlebotomy, Nursing Assistant, Veterinary Assistant, Medical Assisting) was the most popular certificate category for adult learner students, followed by the Early Childhood Education and Teaching certificates (e.g., Early Childhood Ed & Teaching, Teaching English as a Second Language, Teacher Assistant/Aide) (Figure 57). Adult learner students receiving Health Professions and Related Clinical Sciences certificates had a higher median wage than their peers receiving Early Childhood Education and Teaching certificates. But it was the Early Childhood Education and Teaching certificates earners who experienced the biggest percentage bumps, particularly for those students completing in 2016 (note the 68.9% increase between Year 1 and Year 5).

Figure 57- Median Wage by Classification of Instructional Programs (CIP) Code, Certificates only

Median Annual Wage	Calendar Year 2014	Calendar Year 2015	Calendar Year 2016
Health Professions and Related Clinical Sciences (CIP: 51xxxx)			
1-Year	\$40,506	\$44,147	\$46,102
3-Year	\$47,393	\$50,111	\$52,971
5-Year	\$56,280	\$55,400	\$59,593
Pct. Change from 1-Year to 3-Year	17.0%	13.5%	14.9%
Pct. Change from 1-Year to 5-Year	38.9%	25.5%	29.3%
Early Childhood Education and Teaching (CIP: 13xxxx)			
1-Year	\$24,887	\$23,345	\$23,420
3-Year	\$32,849	\$33,676	\$34,928
5-Year	\$38,386	\$38,216	\$39,564
Pct. Change from 1-Year to 3-Year	32.0%	44.3%	49.1%
Pct. Change from 1-Year to 5-Year	54.2%	63.7%	68.9%
Other			
1-Year	\$38,792	\$38,955	\$41,831
3-Year	\$44,375	\$45,396	\$49,027
5-Year	\$51,533	\$51,691	\$56,153
Pct. Change from 1-Year to 3-Year	14.4%	16.5%	17.2%
Pct. Change from 1-Year to 5-Year	32.8%	32.7%	34.2%

CONCLUSION

The purpose of compiling data on adult learner students is to identify emerging trends and monitor student success. The enrollment of adult learner students has decreased year after year in the past five years, particularly compared to the traditional college students (18-24), with the most precipitous drops experienced since COVID-19 struck in 2020. ACC has seen the most dramatic drop in percentage of adult learner students, going from 43.8% in AY 2018 to 24.7% in AY 2022, while TSC has seen the largest percent increase (29.8% in AY 2018 to 33.2% in AY 2022).

CCCS adult learner students continue to be dominated by 60%-plus females, increasing as a proportion the most in the last two years, while the proportion of Hispanics and Black or African American have also been on the increase. Adult learner students are less likely to be students of color than traditional college students (38% vs. 43%), but more likely to be first generation (56% vs. 46%) and be Pell eligible (38% vs. 27%). CCA has the largest percentage of students of color (over 62%). As might be expected, the highest age sub-group among the adult learner students is 25 to 34, making up 60% of the adult learner headcount.

Adult learners were more likely to take five or more courses than they were to take four or less courses over the five-year period, especially in the most recent academic year (35%). Several of the rural colleges (namely, LCC, OC, PCC, TSC) were in the 40-percentile range in this regard. Adult learner students' course pass rates were consistently around 83% compared to those of the 18-24 age group (around 76%). Adult learner students surpassed their younger counterparts in overall pass rates in every demographic group as well. Similarly, adult learner students enrolled in a higher percentage of CTE courses and had a higher pass rate in CTE courses than traditional college students.

The number of credentials awarded over the five academic years for the two age groups have narrowed to 6.5% in AY 2022 (9,137 vs. 8,580). The crux of this trend, however, is that the number of credentials earned by adult learner students decreased in each successive year while the number earned by traditional college students remained steadier. The credential types earned by adult learner students shifted over the five-year period as well. The percentage of certificates has been decreasing while the percentage of AAS/AES and AA/AS degrees has increased.

The success measures funnel showed that adult learner students are more likely to be retained (54% vs. 52%), are more likely to be a skills builder (7.9% vs 3.4%), are most likely to have already earned a higher education credential (4.9% vs. 2.9%), but are less likely to transfer to a 4-year institution than their younger counterparts. This result suggests that adult learner students are more apt to be either adding to their skills and previous education rather than using community colleges as a steppingstone to a four-year institution. Overall, CCCS retention rates have remained steady over the past five years for both age groups, but graduation rates were markedly higher for adult learner students. In examining the racial groups of those who didn't retain but transferred to a four-year university, Hispanics had the lowest transfer rate, 3.6% for both age groups. Black or African American students were the most likely to transfer (6.1%) among traditional college students.

Median time and credits to degree results suggest that adult learner students receiving an associate degree were more likely to take an additional semester and enroll in 1.5 credits more than traditional college students



in the most recent academic year. The urban colleges, (e.g., ACC, CCA, FRCC and RRCC) were more likely to see longer time to degree than rural colleges.

The post-graduation employment status of adult learner students did not show very much movement by graduation year. The percentage of employment drops in year 5 for those graduating in 2015 and 2016, which likely could have been affected by the COVID-19 pandemic. This theory appears to be supported by the comparatively high unemployment rates for adults with some college or an associate degree. Further, adult learner students graduating in 2015 had the lowest median wage in year five. Not surprisingly, those receiving a Health Professions and Related Clinical Sciences certificate were likely to report a higher median wage than those earning certificates in Early Childhood Education and Teaching.

APPENDIX:

DATA SOURCE:

Adult learner students report data was pulled from the operational data store (ODS) at the Colorado Community College System office. Populations in the majority of the sections were pulled from freeze tables for consistency and are reflective of the end-of-term freeze date for a given academic term. The end-of-term freeze dates allow time for data entry and cleanup after the actual end of the semester. End-of-term freeze dates are as follows:

- Summer – October 10th
- Fall – February 10th of the following year
- Spring – July 10th

Credentials earned and graduation data were extracted from live tables to reflect the most recent award records.

METHODOLOGY:

Age: Age is calculated using IPEDS methodology. In summer and fall semesters, age is calculated from September 15th of the current academic year. In spring semesters, age is calculated from February 15th of the current academic year. Percentages are based on reported data. A small number of students did not report a birth date. When calculating headcount by academic year, headcount is unduplicated with the most recent age and enrolled semester retained.

Adult Learner students: Registered students who fall into the age category of 25 or over.

Average credit hours taken: Average credit hours are calculated by summing all credit hours taken and dividing by unduplicated headcount in an academic year.

Career and technical education (CTE): CTE courses are identified using the CTE course attribute.

CCCS headcount: Unduplicated headcount of overall CCCS population, including students taking non-countable courses.

Course pass rate: Pass in this report entails receiving a grade of 'C' or better. Failed courses include withdrawals. Pass rate is calculated by dividing the number of students passed (any grade of A, B, C, S/A, S/B, S/C, S, P) by total number of enrolled students (any student who received a grade, including W).

Courses taken: Number of courses taken by students. Students who take the same course multiple times are counted by the number of times they occur.

Credential awarded: Number of degrees and certificates awarded to students. Students receiving more than one credential are counted multiple times when counting total credentials awarded.

Fall-to-fall retention rate: Fall-to-Fall all student retention is inclusive of all students, regardless of program of study or population type. Students are considered retained if they enrolled in the following fall term or were awarded a credential between the fall term of entry and the following summer term. For example: for the fall 2017 cohort, students registered in fall 2018 or attaining a credential by the end of summer 2018 are considered retained. Retention rate is calculated as the sum of students retaining divided by the total number of students in the cohort.

FTE: FTE totals reflect all countable registered courses and their corresponding credits. Undergraduate FTE reflects total credits divided by 30, and graduate FTE reflects total credits divided by 24.

Graduation rate: Fall cohort includes full-time degree-seeking students enrolled in fall or enrolled in fall term and degree seeking in the summer directly preceding fall. Students are counted as graduated if they are awarded with a credential between the fall term of entry and summer of the third year. Graduation rate is calculated as the sum of graduates divided by the total number of students in the cohort.

Headcount of students receiving a credential: This is an unduplicated headcount of students who receive an associate degree or a certificate. Students receiving more than one credential are counted once.

Transfer to four-year universities: The transfer to four-year university cohort includes all fall students (e.g., fall 2021) who didn't retain the next fall semester (e.g., fall 2022). A student is counted as a transfer if he/she enrolls in a four-year university by the end of the following fall (e.g., fall 2022).

Median credits to degree: The credits to degree cohort includes all graduates with an associate degree in an academic year. Reverse transfers are excluded. Students who received more than one associate degree are unduplicated, with the earliest graduation term retained. Median credits to degree are calculated as the average number of credit hours that cohort students earned upon completion of an associate degree.

Median time to degree: The time to degree cohort includes all graduates with an associate degree in an academic year. Reverse transfers are excluded. Students receiving more than one associate degrees are unduplicated, with the earliest graduation semester retained. One academic year is divided into two terms, with summer and fall semesters in one term (0.5) and spring in another (0.5). Average time to degree is calculated as an average of the total number of academic years that cohort students spend upon completion of an association degree.

Median wage: The median wage cohort includes all students receiving a credential in a calendar year. Students receiving more than one credential in a given year are unduplicated by the highest degree obtained. Median wage is the median of earnings in year one, year three and year five since completion. According to CDHE’s ROI report, the calculation of wage earnings begins two quarters after the graduation quarter. Therefore, the year one wage is the sum of earnings from the 3rd quarter to the 6th quarter after graduation. Year three wage is the sum of earnings from the 11th post-graduation quarter to the 14th quarter after graduation. Year five wage is the sum of earnings from the 19th quarter to the 22nd quarter (Q) after graduation. For example, the spring 2012 cohort graduated in May 2012 (Figure 61). Their median year one wage is the median of earnings from Q1 2013 to Q4 2013, median year three wage is the median of earnings from Q1 2015 to Q4 2015, and median year five wage is the median of earnings from Q1 2017 to Q4 2017.

Two criteria are implemented in order to determine if a graduate met the CDHE employment threshold: (1) The number of quarters employed and (2) Earned the state minimum wage or more. Graduates who are employed less than four quarters by the end of the 6th quarter after graduation are excluded from the Year One wage calculation; graduates who are employed less than five quarters by the end of the 14th quarter or by the end of the 22nd quarter are excluded from the Years 3 and 5 wage calculation (“Threshold”). Graduates who earned less than the state minimum wage are also excluded.

Figure 58- Wage calculation for spring 2012 cohort

Calendar Year	Q1	Q2	Q3	Q4
2012		Graduated	1 st Quarter	2 nd Quarter
2013 (1-Year Wage)	3 rd Quarter	4 th Quarter	5 th Quarter	6 th Quarter
2014	7 th Quarter	8 th Quarter	9 th Quarter	10 th Quarter
2015 (3-Year Wage)	11 th Quarter	12 th Quarter	13 th Quarter	14 th Quarter
2016	15 th Quarter	16 th Quarter	17 th Quarter	18 th Quarter
2017 (5-Year Wage)	19 th Quarter	20 th Quarter	21 st Quarter	22 nd Quarter

Race/ethnicity: IPEDS’s definition of race/ethnicity is used in this report.

Students of color: A student who reported a race/ethnicity as Asian, Black or African American, Hawaiian or Pacific Islander, Hispanic, or American Indian or Alaska Native or who reported multiple races. Non-resident aliens are excluded from this category regardless of race/ethnicity.

Traditional college students: Registered students who fall into the age category of 18 and 24.