



### **SBCCD Vision Statement KPIs**

The vision statement represents a collective sense of the institutions' direction over the next decade: SBCCD will be most known for student success.

1. Our educational programs and services will be highly sought after.
2. Our students will be the most preferred by four-year institutions and employers.
3. Our students will have the highest graduation rates at four-year institutions.
4. Our students will have the highest employment rates in our communities.
5. Our district will be the gateway to pathways and opportunities for a brighter future.
6. Our students and alumni will make a significant contribution to the socioeconomic prosperity of our communities.
7. Our employees will want to be here, love working here, and go above and beyond for student success.

Source: 2017-2022 District Support Services Strategic Plan

*Prepared by the SBCCD Office of Research,  
Planning and Institutional Effectiveness*

## **Vision Statement KPIs and Summary Analysis**

**Vision Statement #1:** Our educational programs and services will be highly sought after.

### **Vision KPI 1.1 – Employed in the Second Fiscal Quarter after Exit**

The employment rate for students exiting all CTE programs in both colleges in the District is consistently higher than the median employment rate of students exiting all CTE programs in all colleges in the Inland Empire and the State.

### **Vision KPI 1.2 – Attained a Living Wage**

The percentage of students who attained a living wage after students exiting all CTE programs at Crafton Hills College increased by 12% and at San Bernardino Valley College increased by 6%.

### **Vision KPI 1.3 – Median Earnings in the Second Fiscal Quarter After Exit**

The median second quarter earnings of students exiting all CTE programs at Crafton Hills College increased by 42.6% and at San Bernardino Valley College increased by 9.8%.

### **Vision KPI 1.4 – Median Change in Earnings**

The median change in earnings for all CTE programs in both colleges at the District was consistently higher than the median change in earnings for all CTE programs in all colleges in the Inland Empire and in the State.

**Vision Statement #2:** Our students will be the most preferred by four-year institutions and employees.

### **Vision KPI 2.1 – UC Acceptance Rate By College (San Bernardino and Riverside Counties)**

In San Bernardino County, San Bernardino Valley College had the highest acceptance rate at 68.2%. The acceptance rate for San Bernardino Community College District is 67.1%.

### **Vision KPI 2.2 – UCR Acceptance Rate (SBCCD)**

For the past 5 years (2014 through 2018), the UCR acceptance rate of SBCCD transfer applicants averaged 61%. Overall, there was a 3% increase from 62% in 2014 to 65% in 2018.

### **Vision KPI 2.3 – CSUSB Acceptance Rate (SBCCD)**

For the past 5 years (Fall 2014 through Fall 2018), the CSUCB acceptance rate of SBCCD transfer applicants averaged 82%. Overall, there was a 19% decrease from 86% in 2014 to 67% in 2018.

### **Vision KPI 2.4 – Transfer Volume (CSU, UC, In-State Private, and Out-of-State)**

From 2013-14 through 2017-18, SBCCD had the highest 5-year change (10.5%) among community college districts in San Bernardino and Riverside counties.

**Vision Statement #3:** Our students will have the highest graduation rates at four-year institutions.

### **Vision KPI 3.1 – UC Graduation Rate**

The rate of SBCCD transfer students who graduated UCR within 2 years averaged 48.2% for Fall 2010–Fall 2016 Cohorts. Overall, there was a 6.5% decrease from 57.1% to 50.6%.

### **Vision KPI 3.2 – UCR Graduation Rates of Transfers from SBCCD vs. CCC**

The rate of SBCCD transfer students who graduated UCR within 3 years or 4 years is just below the same graduation rate for all California Community College transfer students to UCR.

**Vision KPI 3.3 – CSUSB Graduation Rate (SBCCD)**

The rate of SBCCD transfer students who graduated CSUSB within 2 years averaged 29% for Fall 2010–Fall 2016 Cohorts. Overall, there was an 11% increase from 23% (Fall 2010 Cohort) to 34% (Fall 2016 Cohort).

**Vision KPI 3.4 – CSUSB Graduation Rate By College**

The rate of SBCCD transfer students who graduated CSUSB within 3 years or 4 years rose by 11% and 12%, respectively, compared to 5% and 8% for all California Community College transfer students to CSUSB.

**Vision Statement #4:** Our students will have the highest employment rates in our communities.

**Vision KPI 4.1 – Secured Employment**

The percent of unemployed students becoming employed after exiting SBCCD was consistently higher than the Inland Empire’s median and the State’s median.

**Vision KPI 4.2 – Median Annual Earnings**

The median annual earnings of students exiting SBCCD was consistently higher than the median annual earnings of students exiting all colleges in the Inland Empire.

**Vision Statement #5:** Our district will be the gateway to pathways and opportunities for a brighter future.

**Vision KPI 5.1 – Median Change in Earnings**

The median change in earnings of students exiting SBCCD was 1% higher than the median change in earnings of students exiting all colleges in the Inland Empire.

**Vision KPI 5.2 – Attained the Living Wage**

The percentage of SBCCD exiting students who attained the district county living wage was consistently higher than the median for the Inland Empire and the State.

**Vision Statement #6:** Our students and alumni will make a significant contribution to the socioeconomic prosperity of our communities.

**Vision KPI 6.1 – Median Earning of SBCCD Alumni**

District alumni earned 33.75% more than the median annual earnings in Riverside County and 12.23% more than the median annual earnings in San Bernardino County.

**Vision Statement #7:** Our employees will want to be here, love working here, and go above and beyond for student success.

**Vision KPI 7.1 – Overall Satisfaction (District Employee Climate Survey)**

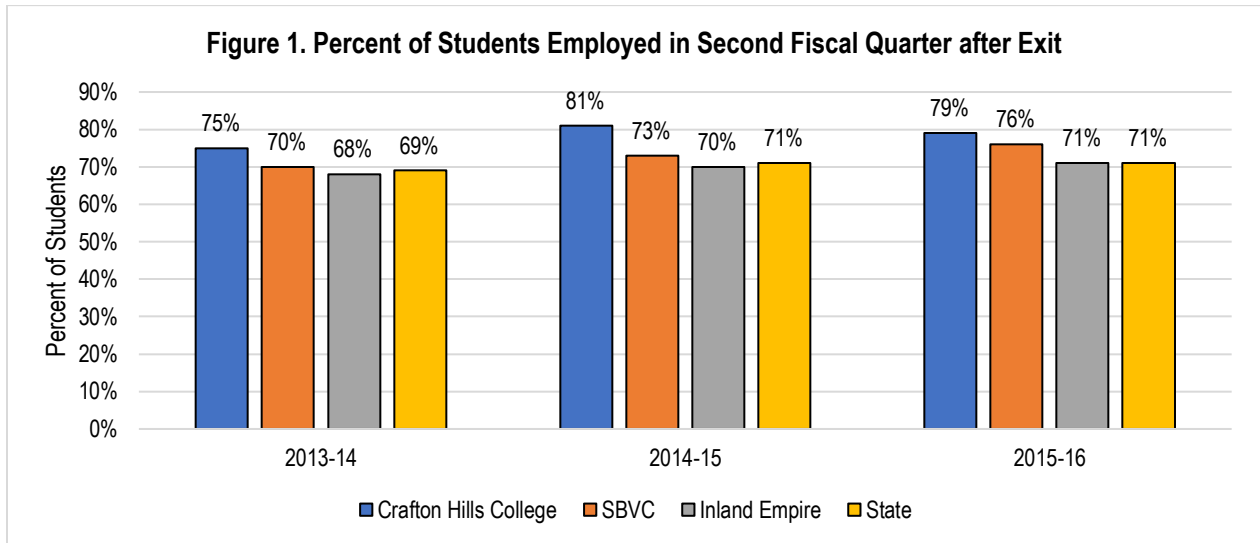
The majority of District employees agree or strongly agreed with the statements “I am personally treated with respect in this District” and “Overall, I am satisfied with the level of inclusiveness at SBCCD.”

**Vision Statement #1:** Our educational programs and services will be highly sought after.

**Vision KPI 1.1 – Employed in the Second Fiscal Quarter after Exit**

Definition: Among all exiters who last took a non-introductory course or earned an award in the selected TOP code in the selected year, the percentage who were employed two quarters after exiting post-secondary education.

All CTE Programs



**Table 1.** Percent of Students Employed in Second Fiscal Quarter after Exit, 2013-14 through 2015-16

	2013-14	2014-15	2015-16
Crafton Hills College	75%	81%	79%
San Bernardino Valley College	70%	73%	76%
Inland Empire	68%	70%	71%
State	69%	71%	71%

Source: Cal-PASS Plus Strong Workforce Program Metrics (2015-16 is the most recent data available)

NOTE: There are 7 macro-regions and 15 micro-regions identified by the California Community Colleges Chancellor’s Office Doing What Matters. Each college is within a Doing What Matters micro-region and a Doing What Matters macro-region. SBCCD’s micro-region and macro-region is the Inland Empire (San Bernardino and Riverside counties). SBCCD’s micro-region/macro-region consists of the same 12 community colleges in San Bernardino and Riverside counties (Strong Workforce Program Metrics Data Element Dictionary, 2018)\*.

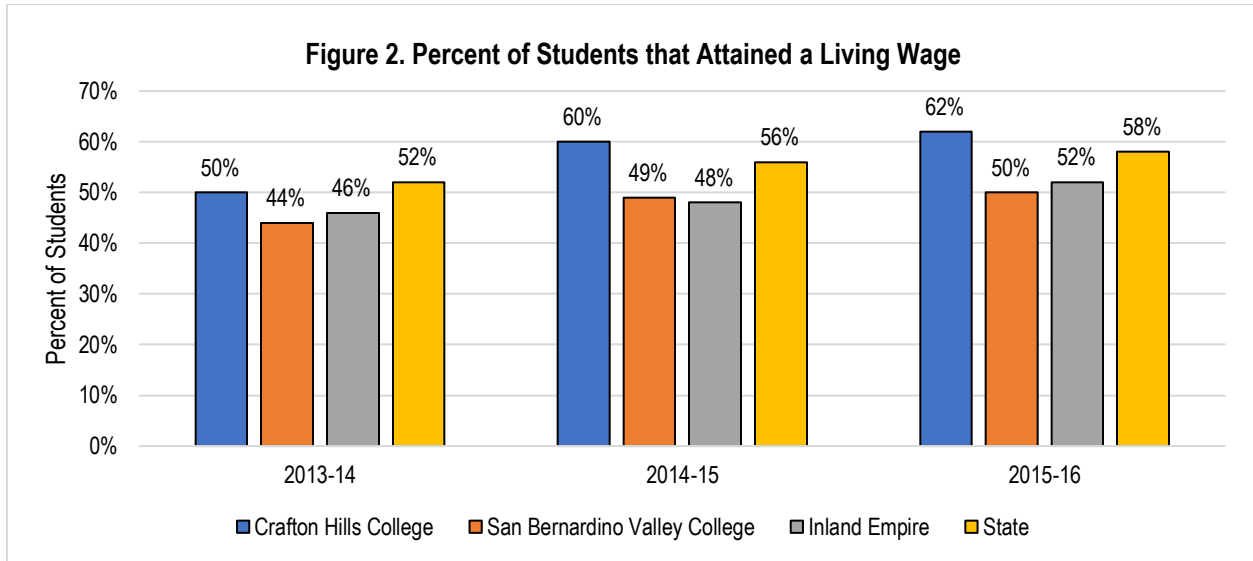
Analysis: Over this period, the employment rate for students exiting all CTE programs in both colleges in the District was consistently higher than the median employment rate of students exiting all CTE programs in all colleges in the Inland Empire and the State.

\*<https://www.calpassplus.org/MediaLibrary/calpassplus/launchboard/Documents/SWP-DED.PDF>

## Vision KPI 1.2 – Attained a Living Wage

Definition: Among completers and skills-builder students who last took a course or earned an award in the selected TOP code in the selected year, the proportion of students who had attained a living wage.

All CTE Programs



**Table 2.** Percent of Students that Attained a Living Wage, 2013-14 through 2015-16

	2013-14	2014-15	2015-16
Crafton Hills College	50%	60%	62%
San Bernardino Valley College	44%	49%	50%
Inland Empire	46%	48%	52%
State	52%	56%	58%

Source: Cal-PASS Plus Strong Workforce Program Metrics (2015-16 is the most recent data available)

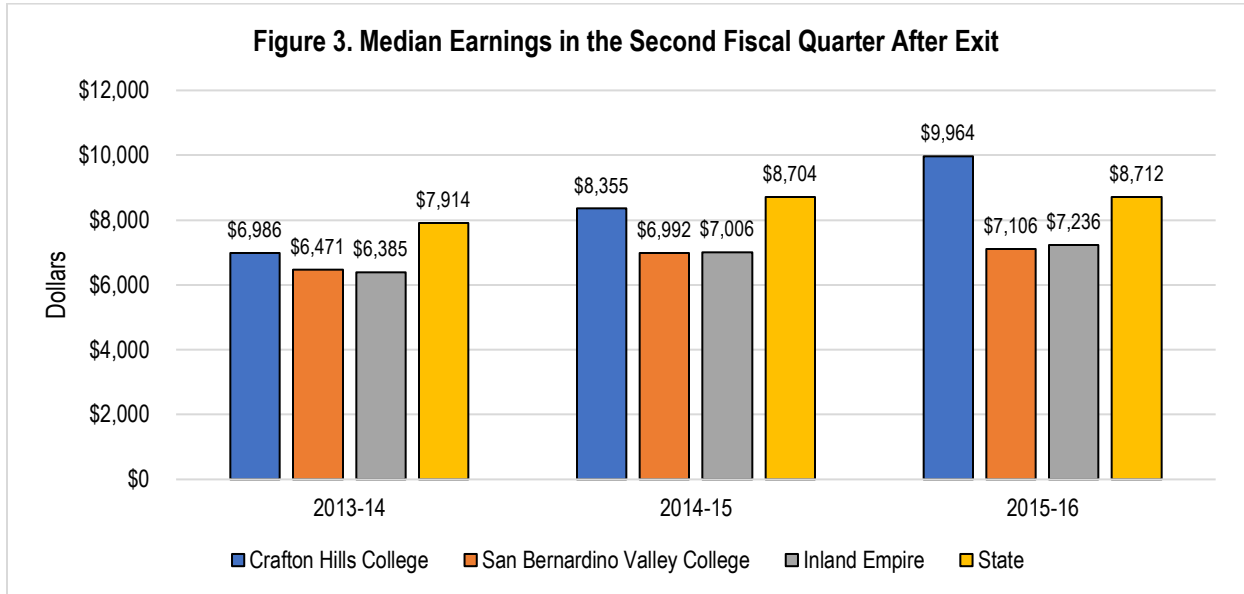
Analysis: Between 2013-14 and 2015-16, the percentage of students who attained a living wage after students exiting all CTE programs at Crafton Hills College increased by 12% and was consistently higher than the median attainment rate of students exiting all CTE programs in all colleges in the Inland Empire and the State (beginning in 2014-15).

Over this period, the percentage of students who attained a living wage after exiting all CTE programs at San Bernardino Valley College increased by 6%, which is consistent with a 6% increase in the Inland Empire and in the State.

### Vision KPI 1.3 – Median Earnings in the Second Fiscal Quarter After Exit

Definition: Among exiting students who last took a non-introductory course or earned an award in the selected TOP code in the selected year, the median earnings two quarters after exiting the California community college system.

All CTE Programs



**Table 3.** Median Earnings in the Second Fiscal Quarter After Exit, 2013-14 through 2015-16

	2013-14	2014-15	2015-16
Crafton Hills College	\$6,986	\$8,355	\$9,964
San Bernardino Valley College	\$6,471	\$6,992	\$7,106
Inland Empire	\$6,385	\$7,006	\$7,236
State	\$7,914	\$8,704	\$8,712

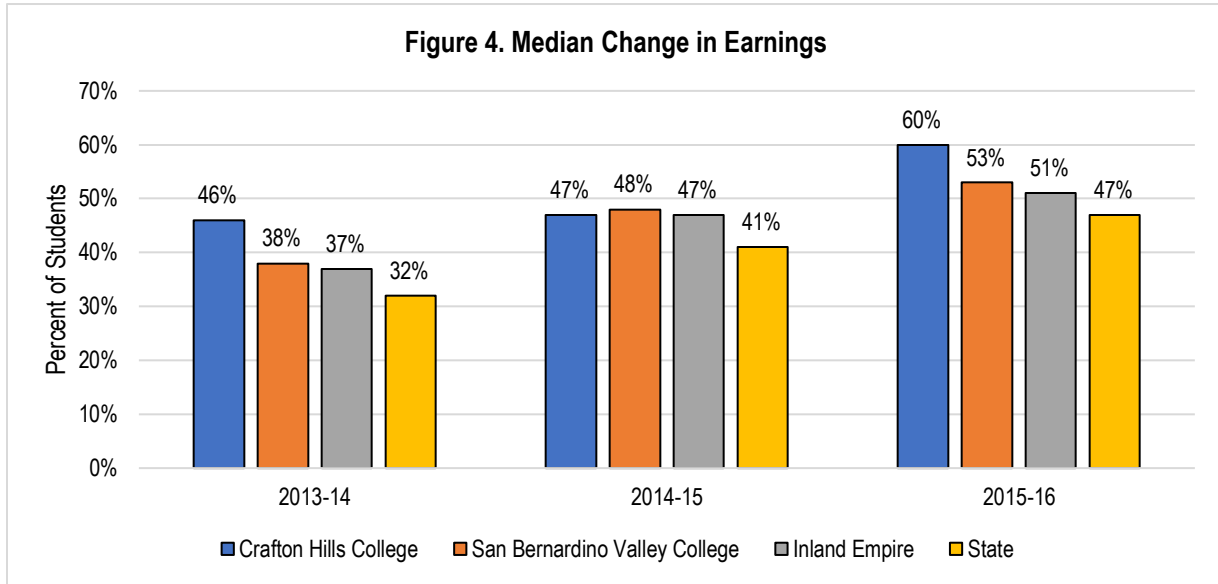
Source: Cal-PASS Plus Strong Workforce Program Metrics (2015-16 is the most recent data available)

Analysis: Between 2013-14 and 2015-16, the median second quarter earnings of students exiting all CTE programs at Crafton Hills College rose from \$6,986 in 2013-14 to \$9,964 in 2015-16, an increase of 42.6%. The median second quarter earnings of students exiting all CTE programs at San Bernardino Valley College rose from \$6,471 in 2013-14 to \$7,106 in 2015-16, an increase of 9.8%. During the same period, the percent increase for the Inland Empire was 13.3% and for the State was 10.1%.

**Vision KPI 1.4 – Median Change in Earnings**

Definition: Among completers and skills-builder students who last took a course or earned an award in the selected TOP code in the selected year, the percentage change in earnings one year before and one year after exiting post-secondary education.

All CTE Programs



**Table 4.** Median Change in Earnings, 2013-14 through 2015-16

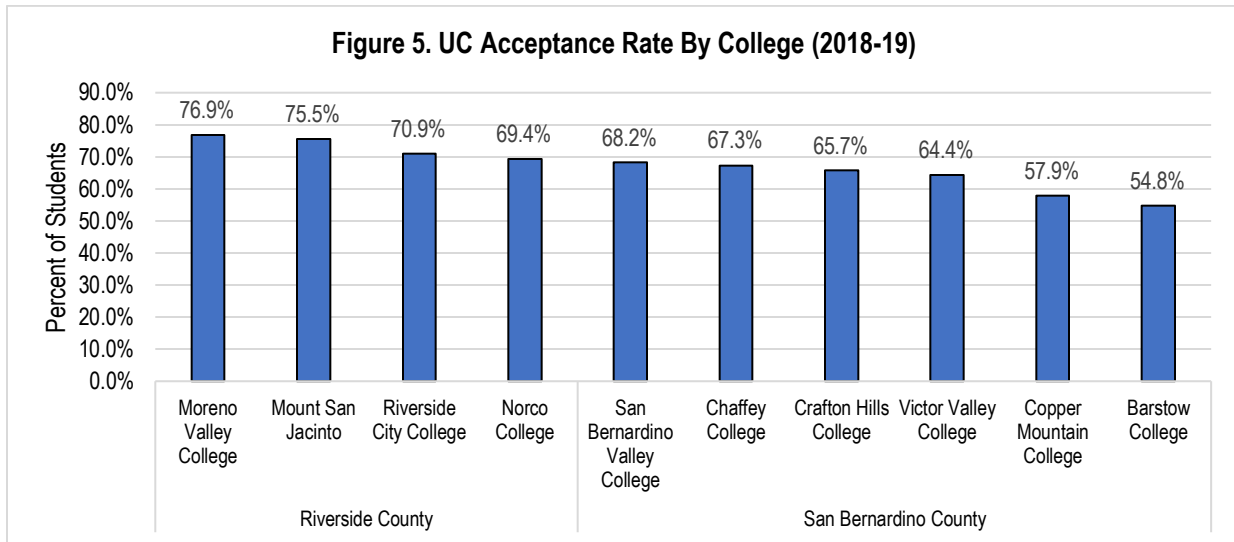
	2013-14	2014-15	2015-16
Crafton Hills College	46%	47%	60%
San Bernardino Valley College	38%	48%	53%
Inland Empire	37%	47%	51%
State	32%	41%	47%

Source: Cal-PASS Plus Strong Workforce Program Metrics (2015-16 is the most recent data available)

Analysis: Between 2013-14 and 2015-16, the median change in earnings for all CTE programs at CHC increased by 14%. The median change in earnings for all CTE programs at SBVC increased by 15%. Over this period, the median change in earnings for all CTE programs in both colleges at the District was consistently higher than the median change in earnings for all CTE programs in all colleges in the Inland Empire and in the State.

**Vision Statement #2:** Our students will be the most preferred by four-year institutions and employees.

**Vision KPI 2.1 – UC Acceptance Rate By College (San Bernardino and Riverside Counties)**



**Table 5. UC Acceptance Rate by College in San Bernardino County (2018-19)**

College	# of Applicants	# of Admits	# of Enrollees	Acceptance Rate	Transfer Rate	Yield Rate
San Bernardino Valley College	129	88	66	68.2%	51.2%	75.0%
Chaffey College	367	247	179	67.3%	48.8%	72.5%
Crafton Hills College	105	69	49	65.7%	46.7%	71.0%
Victor Valley College	104	67	49	64.4%	47.1%	73.1%
Copper Mountain College	19	11	8	57.9%	42.1%	72.7%
Barstow College	31	17	11	54.8%	35.5%	64.7%
County Total	755	499	360	66.1%	47.7%	72.5%

**Table 5.A. UC Acceptance Rate by College in Riverside County (2018-19)**

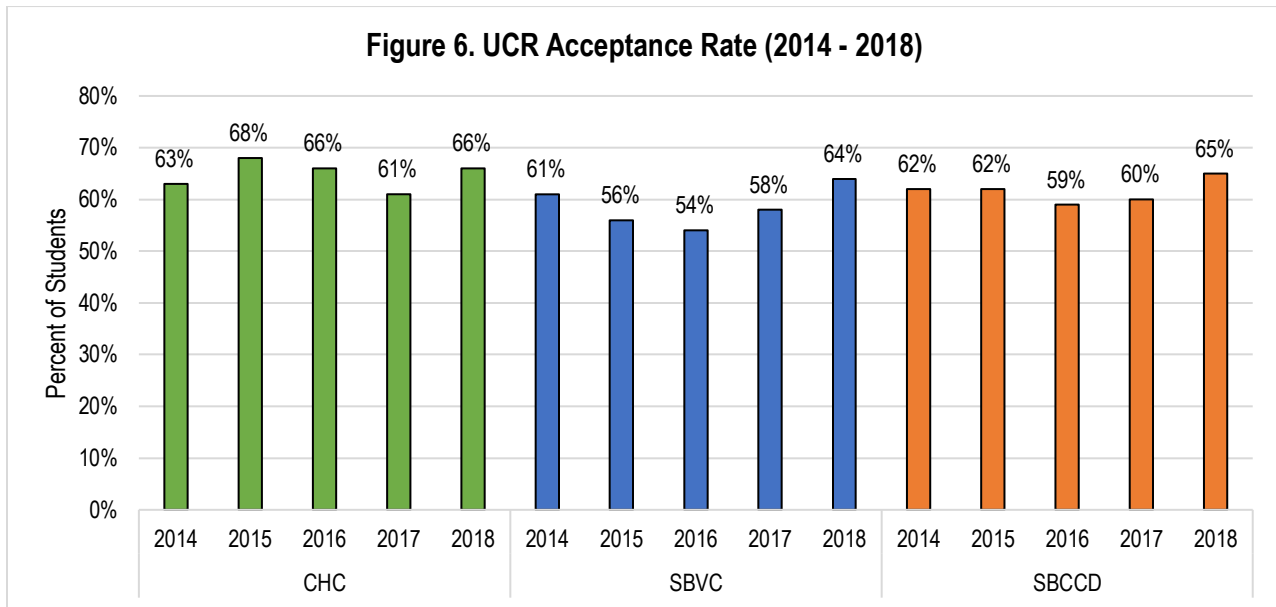
College	# of Applicants	# of Admits	# of Enrollees	Acceptance Rate	Transfer Rate	Yield Rate
Moreno Valley College	186	143	115	76.9%	61.8%	80.4%
Mt. San Jacinto College	368	278	199	75.5%	54.1%	71.6%
Riverside City College	688	488	369	70.9%	53.6%	75.6%
Norco College	271	188	138	69.4%	50.9%	73.4%
County Total	1513	1097	821	72.5%	54.3%	74.8%

Source: Volume of Transfers to UC: <https://www.universityofcalifornia.edu/infocenter/admissions-source-school>

Analysis: In San Bernardino County, San Bernardino Valley College had the highest acceptance rate at 68.2%. The acceptance rate for San Bernardino Community College District is 67.1%.



**Vision KPI 2.2 – UCR Acceptance Rate (SBCCD)**



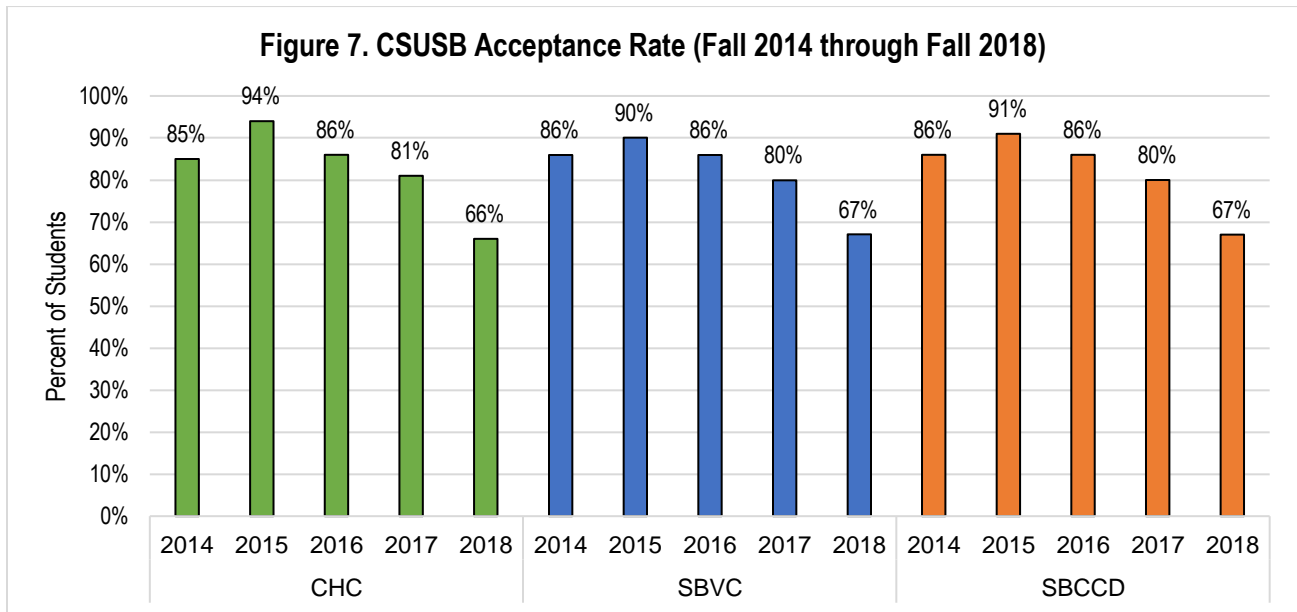
**Table 6. UCR Acceptance Rate (2014 - 2018)**

Year	College	# of Applicants	# of Admits	# of Enrollees	Acceptance Rate	Transfer Rate	Yield Rate
2014	CHC	76	48	24	<b>63%</b>	32%	50%
	SBVC	70	43	19	<b>61%</b>	27%	44%
	SBCCD Total	146	91	43	<b>62%</b>	29%	47%
2015	CHC	91	62	30	<b>68%</b>	33%	48%
	SBVC	100	56	26	<b>56%</b>	26%	46%
	SBCCD Total	191	118	56	<b>62%</b>	29%	47%
2016	CHC	98	65	41	<b>66%</b>	42%	63%
	SBVC	124	67	40	<b>54%</b>	32%	60%
	SBCCD Total	222	132	81	<b>59%</b>	36%	61%
2017	CHC	101	62	28	<b>61%</b>	28%	45%
	SBVC	127	74	32	<b>58%</b>	25%	43%
	SBCCD Total	228	136	60	<b>60%</b>	26%	44%
2018	CHC	79	52	26	<b>66%</b>	33%	50%
	SBVC	112	72	48	<b>64%</b>	43%	67%
	SBCCD Total	191	124	74	<b>65%</b>	39%	60%
Total	CHC	445	289	149	<b>65%</b>	33%	52%
	SBVC	533	312	165	<b>59%</b>	31%	53%
	SBCCD Total	978	601	314	<b>61%</b>	32%	52%

Source: The UC Office of President

Analysis: For the past 5 years (2014 through 2018), the UCR acceptance rate of SBCCD transfer applicants averaged 61%. Overall, there was a 3% increase from 62% in 2014 to 65% in 2018.

**Vision KPI 2.3 – CSUSB Acceptance Rate (SBCCD)**



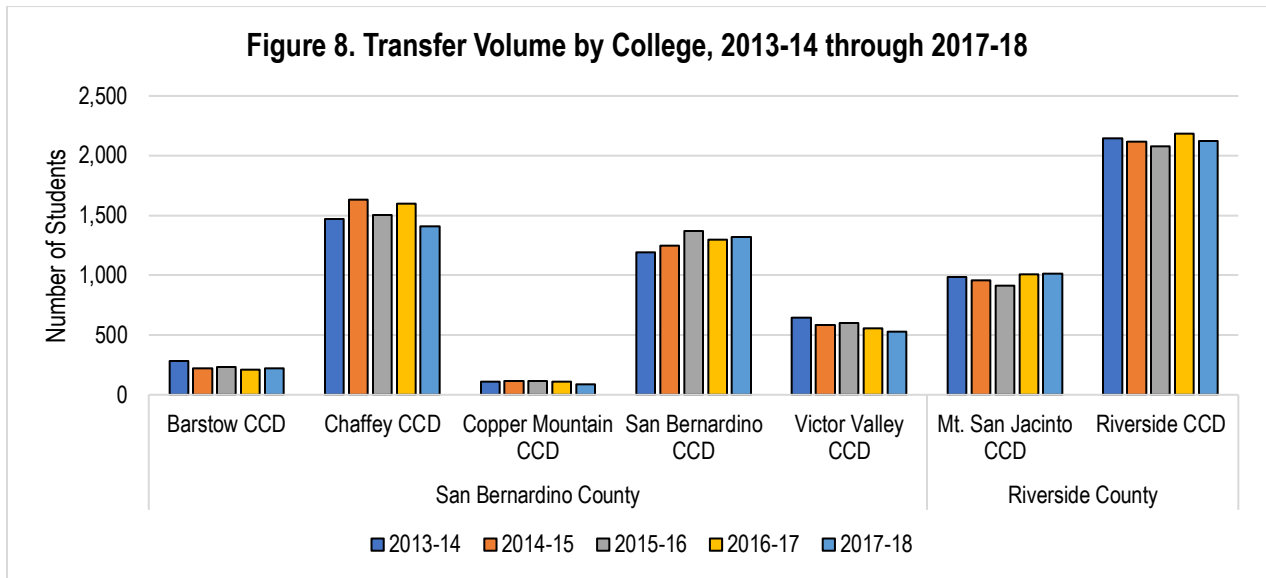
**Table 7. CSUSB Acceptance Rate (2014-2018)**

Term	College	# of Applicants	# of Admits	# of Enrollees	Acceptance Rate	Transfer Rate	Yield Rate
Fall 2014	CHC	313	266	167	85%	53.4%	63%
	SBVC	589	507	282	86%	47.9%	56%
	SBCCD Total	902	773	449	86%	49.8%	58%
Fall 2015	CHC	368	346	217	94%	59.0%	63%
	SBVC	634	570	356	90%	56.2%	62%
	SBCCD Total	1,002	916	573	91%	57.2%	63%
Fall 2016	CHC	377	326	191	86%	50.7%	59%
	SBVC	616	530	322	86%	52.3%	61%
	SBCCD Total	993	856	513	86%	51.7%	60%
Fall 2017	CHC	399	323	197	81%	49.4%	61%
	SBVC	717	575	347	80%	48.4%	60%
	SBCCD Total	1,116	898	544	80%	48.7%	61%
Fall 2018	CHC	367	244	159	66%	43.3%	65%
	SBVC	623	420	303	67%	48.6%	72%
	SBCCD Total	990	664	462	67%	46.7%	70%
Total	CHC	1,824	1,505	931	83%	51.0%	62%
	SBVC	3,179	2,602	1,610	82%	50.6%	62%
	SBCCD Total	5,003	4,107	2,541	82%	50.8%	62%

Source: CSUSB Office of Institutional Research and Analytics

Analysis: For the past 5 years (Fall 2014 through Fall 2018), the CSUCB acceptance rate of SBCCD transfer applicants averaged 82%. Overall, there was a 19% decrease from 86% in 2014 to 67% in 2018.

**Vision KPI 2.4 – Transfer Volume (CSU, UC, In-State Private, and Out-of-State)**



**Table 8.** Transfer Volume by College in San Bernardino County, 2013-14 through 2017-18

Community College District	2013-14	2014-15	2015-16	2016-17	2017-18	5 Yr Change
San Bernardino CCD	1,194	1,249	1,369	1,300	1,319	10.5%
Chaffey CCD	1,473	1,632	1,505	1,598	1,407	-4.5%
Victor Valley CCD	644	584	599	557	530	-17.7%
Barstow CCD	282	222	231	208	221	-21.6%
Copper Mountain CCD	110	117	116	112	86	-21.8%
<b>Total</b>	<b>6,835</b>	<b>6,877</b>	<b>6,811</b>	<b>6,970</b>	<b>6,697</b>	<b>-2.0%</b>

**Table 8.A.** Transfer Volume by College in Riverside County, 2013-14 through 2017-18

Community College District	2013-14	2014-15	2015-16	2016-17	2017-18	5 Yr Change
Mt. San Jacinto CCD	987	956	912	1,008	1,013	2.6%
Riverside CCD	2,145	2,117	2,079	2,187	2,121	-1.1%
<b>Total</b>	<b>6,835</b>	<b>6,877</b>	<b>6,811</b>	<b>6,970</b>	<b>6,697</b>	<b>-2.0%</b>

Sources: 1. Datamart Transfer Volume to In-State Private (ISP) and Out-of-State (OOS)

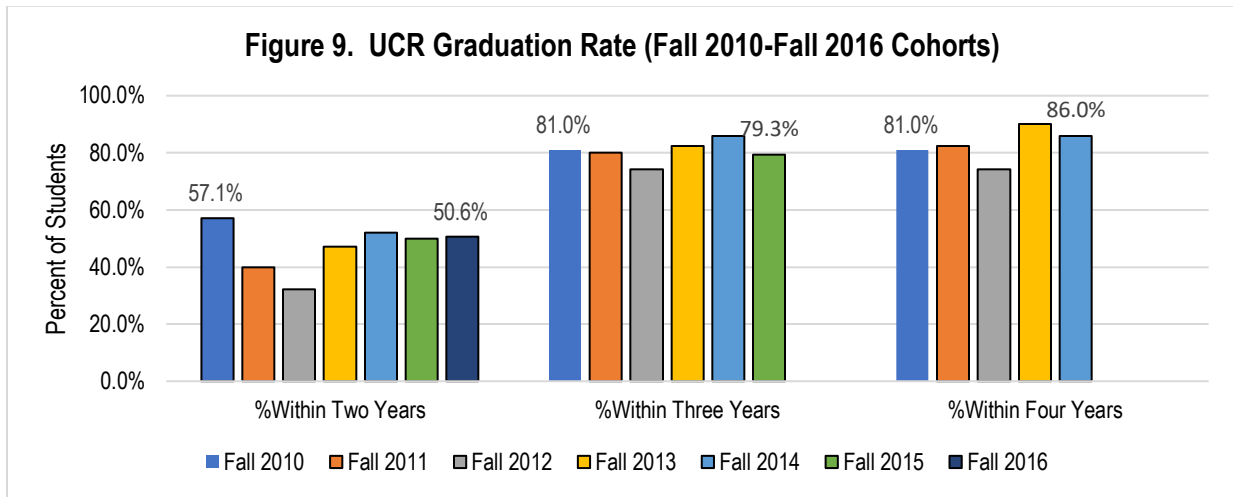
2. Volume of transfers to UC: <https://www.universityofcalifornia.edu/infocenter/admissions-source-school>

3. Volume of transfers to CSU: <http://www.calstate.edu/as/ccct/index.shtml>

Analysis: From 2013-14 through 2017-18, SBCCD had the highest 5-year change (10.5%) among community college districts in San Bernardino and Riverside Counties.

**Vision Statement #3:** Our students will have the highest graduation rates at four-year institutions.

**Vision KPI 3.1 – UC Graduation Rate**



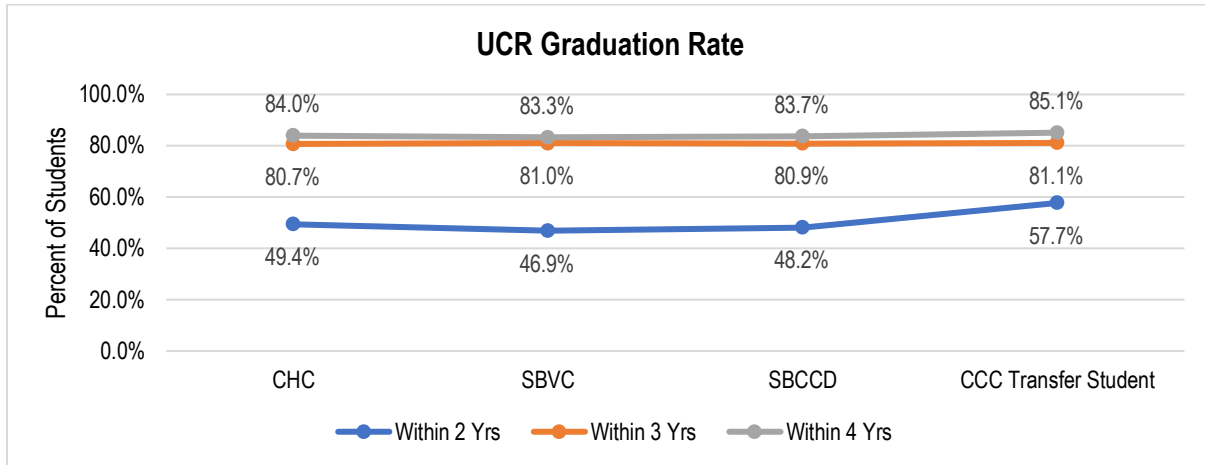
**Table 9.** UCR Graduation Rate (Fall 2010 Through Fall 2016 Cohort)

Cohort	College	Total	2 Yr	3Yr	4Yr
Fall 2010	CHC	19	73.7%	89.5%	89.5%
	SBVC	23	43.5%	73.9%	73.9%
	SBCCD Total	42	57.1%	81.0%	81.0%
Fall 2011	CHC	19	36.8%	78.9%	78.9%
	SBVC	21	42.9%	81.0%	85.7%
	SBCCD Total	40	40.0%	80.0%	82.5%
Fall 2012	CHC	19	26.3%	78.9%	78.9%
	SBVC	12	41.7%	66.7%	66.7%
	SBCCD Total	31	32.3%	74.2%	74.2%
Fall 2013	CHC	24	41.7%	75.0%	87.5%
	SBVC	27	51.9%	88.9%	92.6%
	SBCCD Total	51	47.1%	82.4%	90.2%
Fall 2014	CHC	25	60.0%	84.0%	84.0%
	SBVC	25	44.0%	88.0%	88.0%
	SBCCD Total	50	52.0%	86.0%	86.0%
Fall 2015	CHC	29	51.7%	79.3%	
	SBVC	29	48.3%	79.3%	
	SBCCD Total	58	50.0%	79.3%	
Fall 2016	CHC	41	51.2%		
	SBVC	40	50.0%		
	SBCCD Total	81	50.6%		
Total	CHC	176	49.4%	80.7%	84.0%
	SBVC	177	46.9%	81.0%	83.3%
	SBCCD Total	353	48.2%	80.9%	83.7%

Source: UCR Office of Institutional Research

Analysis: The rate of SBCCD transfer students who graduated UCR within 2 years averaged 48.2% for Fall 2010 – Fall 2016 Cohorts. Overall, there was a 6.5% decrease from 57.1% to 50.6%.

**Vision KPI 3.2 – UCR Graduation Rates of Transfers from SBCCD vs. CCC**



**Table 10. UCR Graduation Rate (Within Two Years)**

Cohort	CHC	SBVC	SBCCD	CCC Transfer Students
Fall 2010	73.7%	43.5%	57.1%	54.6%
Fall 2011	36.8%	42.9%	40.0%	57.1%
Fall 2012	26.3%	41.7%	32.3%	51.4%
Fall 2013	41.7%	51.9%	47.1%	60.6%
Fall 2014	60.0%	44.0%	52.0%	57.6%
Fall 2015	51.7%	48.3%	50.0%	60.7%
Fall 2016	51.2%	50.0%	50.6%	57.7%
Mean	49.4%	46.9%	48.2%	57.7%
% Change	-22.5%	6.5%	-6.5%	3.1%

**Table 10.A. UCR Graduation Rate (Within Three Years)**

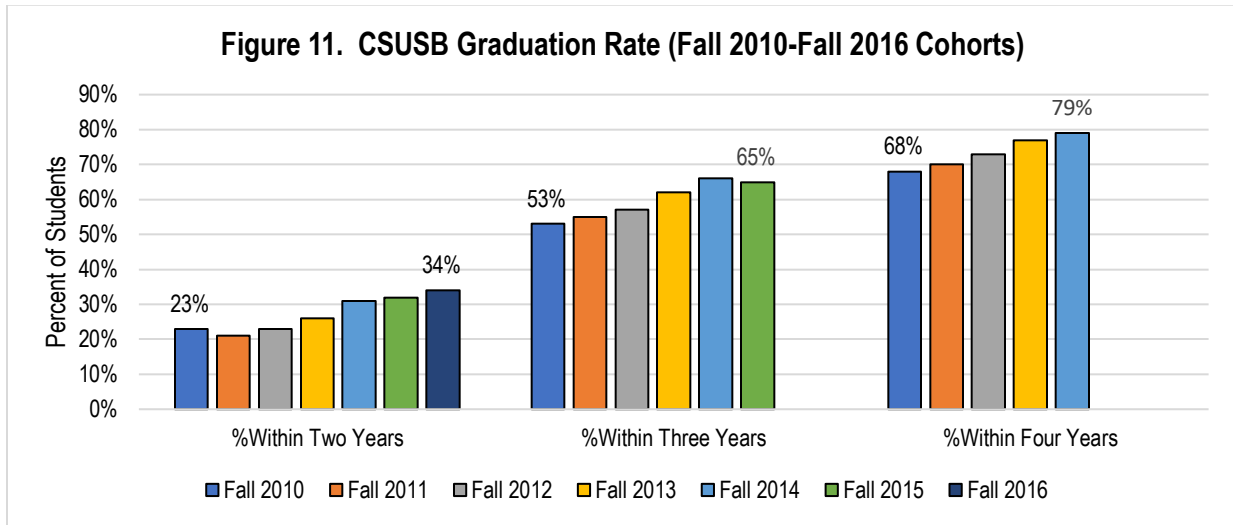
Cohort	CHC	SBVC	SBCCD	CCC Transfer Students
Fall 2010	89.5%	73.9%	81.0%	77.7%
Fall 2011	78.9%	81.0%	80.0%	81.0%
Fall 2012	78.9%	66.7%	74.2%	78.9%
Fall 2013	75.0%	88.9%	82.4%	83.2%
Fall 2014	84.0%	88.0%	86.0%	83.9%
Fall 2015	79.3%	79.3%	79.3%	81.4%
Mean	80.7%	81.0%	80.9%	81.1%
% Change	-10.2%	5.4%	-1.7%	3.7%

**Table 10.B. UCR Graduation Rate (Within Four Years)**

Cohort	CHC	SBVC	SBCCD	CCC Transfer Students
Fall 2010	89.5%	73.9%	81.0%	81.7%
Fall 2011	78.9%	85.7%	82.5%	85.0%
Fall 2012	78.9%	66.7%	74.2%	83.6%
Fall 2013	87.5%	92.6%	90.2%	87.4%
Fall 2014	84.0%	88.0%	86.0%	87.4%
Mean	84.0%	83.3%	83.7%	85.1%
% Change	-5.5%	14.1%	5.0%	5.7%

Source: UCR Office of Institutional Research

**Vision KPI 3.3 – CSUSB Graduation Rate (SBCCD)**



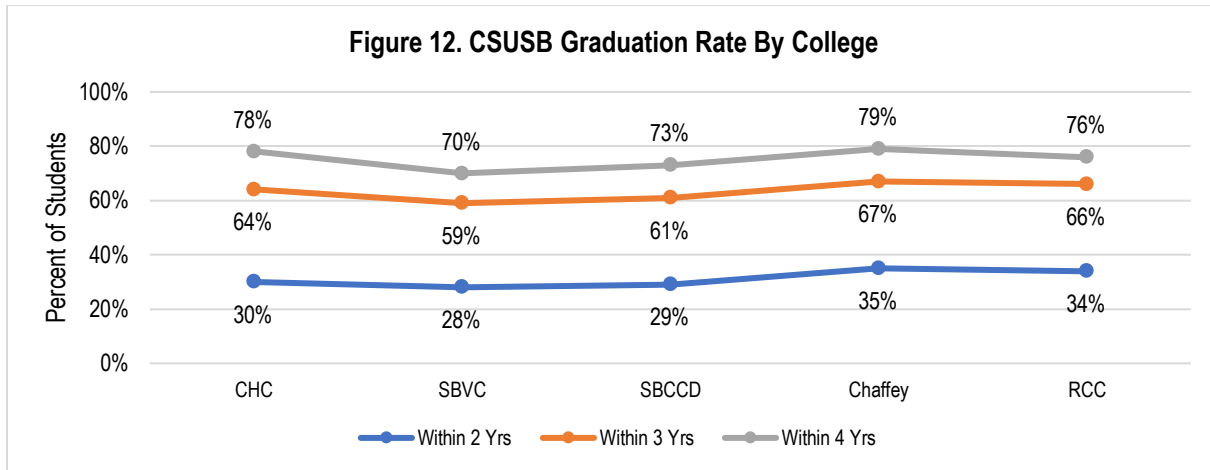
**Table 11. CSUSB Graduation Rates By Cohort**

Cohort	College	Total	2 Yr	3Yr	4Yr
Fall 2010	CHC	116	25%	59%	72%
	SBVC	152	21%	48%	65%
	SBCCD Total	268	23%	53%	68%
Fall 2011	CHC	102	22%	63%	77%
	SBVC	132	21%	49%	65%
	SBCCD Total	234	21%	55%	70%
Fall 2012	CHC	95	20%	54%	72%
	SBVC	124	25%	60%	73%
	SBCCD Total	219	23%	57%	73%
Fall 2013	CHC	136	27%	65%	82%
	SBVC	231	25%	61%	74%
	SBCCD Total	367	26%	62%	77%
Fall 2014	CHC	163	35%	71%	83%
	SBVC	280	29%	63%	76%
	SBCCD Total	443	31%	66%	79%
Fall 2015	CHC	116	35%	67%	-
	SBVC	152	30%	63%	-
	SBCCD Total	268	32%	65%	-
Fall 2016	CHC	102	35%	-	-
	SBVC	132	33%	-	-
	SBCCD Total	234	34%	-	-
Total	CHC	1,016	30%	64%	78%
	SBVC	1,585	28%	59%	70%
	SBCCD Total	2,601	29%	61%	73%

Source: CSUSB Office of Institutional Research Dashboards: New Transfer Students by Institution and Major

Analysis: The rate of SBCCD transfer students who graduated CSUSB within 2 years averaged 29% for Fall 2010 – Fall 2016 Cohorts. Overall, there was an 11% increase from 23% (Fall 2010 Cohort) to 34% (Fall 2016 Cohort).

**Vision KPI 3.4 – CSUSB Graduation Rate By College**



**Table 12. CSUSB Graduation Rate By College (Within Two Years)**

Cohort	CHC	SBVC	SBCCD	Chaffey	RCC	CCC Transfer Students
Fall 2010	25%	21%	23%	24%	31%	27%
Fall 2011	22%	21%	21%	31%	26%	26%
Fall 2012	20%	25%	23%	35%	26%	27%
Fall 2013	27%	25%	26%	28%	29%	28%
Fall 2014	35%	29%	31%	34%	36%	35%
Fall 2015	35%	30%	32%	40%	40%	37%
Fall 2016	35%	33%	34%	42%	45%	40%
Mean	30%	28%	29%	35%	34%	
% Change	10%	12%	11%	18%	14%	13%

**Table 12.A. CSUSB Graduation Rate By College (Within Three Years)**

Cohort	CHC	SBVC	SBCCD	Chaffey	RCC	CCC Transfer Students
Fall 2010	59%	48%	53%	63%	62%	60%
Fall 2011	63%	49%	55%	58%	59%	59%
Fall 2012	54%	60%	57%	73%	63%	63%
Fall 2013	65%	61%	62%	70%	64%	65%
Fall 2014	71%	63%	66%	67%	69%	67%
Fall 2015	67%	63%	65%	70%	74%	68%
Mean	64%	59%	61%	67%	66%	
% Change	8%	15%	12%	7%	12%	8%

**Table 12.B. CSUSB Graduation Rate By College (Within Four Years)**

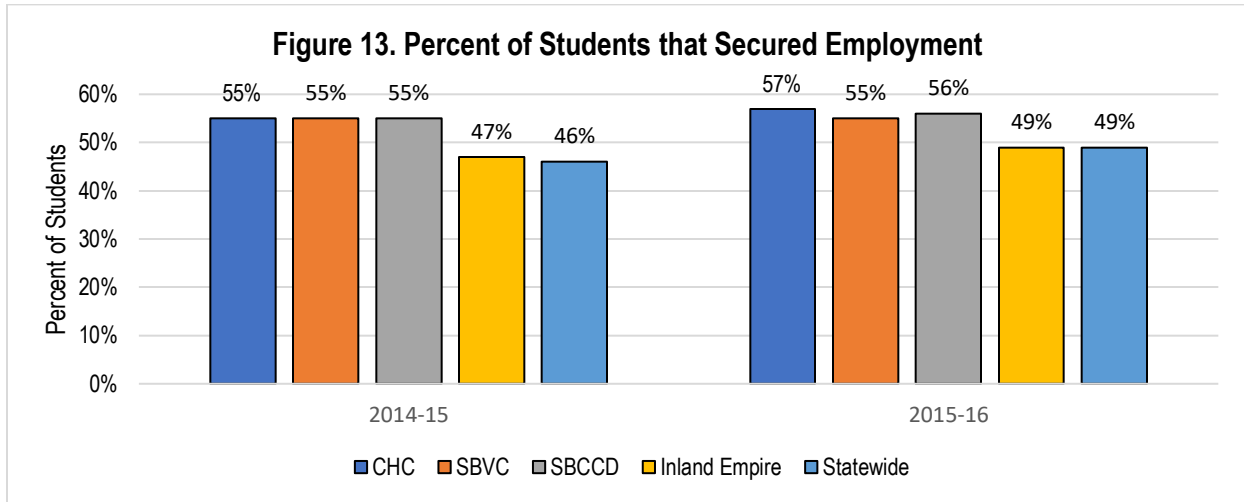
Cohort	CHC	SBVC	SBCCD	Chaffey	RCC	CCC Transfer Students
Fall 2010	72%	65%	68%	75%	75%	74%
Fall 2011	77%	65%	70%	75%	72%	73%
Fall 2012	72%	73%	73%	83%	79%	76%
Fall 2013	82%	74%	77%	79%	76%	77%
Fall 2014	83%	76%	79%	80%	78%	79%
Mean	78%	70%	73%	79%	76%	
% Change	11%	1%	11%	5%	3%	5%

Source: CSUSB Office of Institutional Research Dashboards: New Transfer Students by Institution and Major

**Vision Statement #4:** Our students will have the highest employment rates in our communities.

**Vision KPI 4.1 – Secured Employment**

Definition: Among all students who exited the community college system and did not transfer to any postsecondary institution, the proportion of students who were unemployed and became employed after exiting college.



**Table 13.** Percent of Students that Secured Employment, 2014-15 through 2015-16

	2014-15	2015-16
Crafton Hills College	55%	57%
San Bernardino Valley College	55%	55%
San Bernardino CCD	55%	56%
Inland Empire	47%	49%
Statewide	46%	49%

Source: Cal-PASS Plus Student Success Metrics (2015-16 is the most recent data available for this metric)

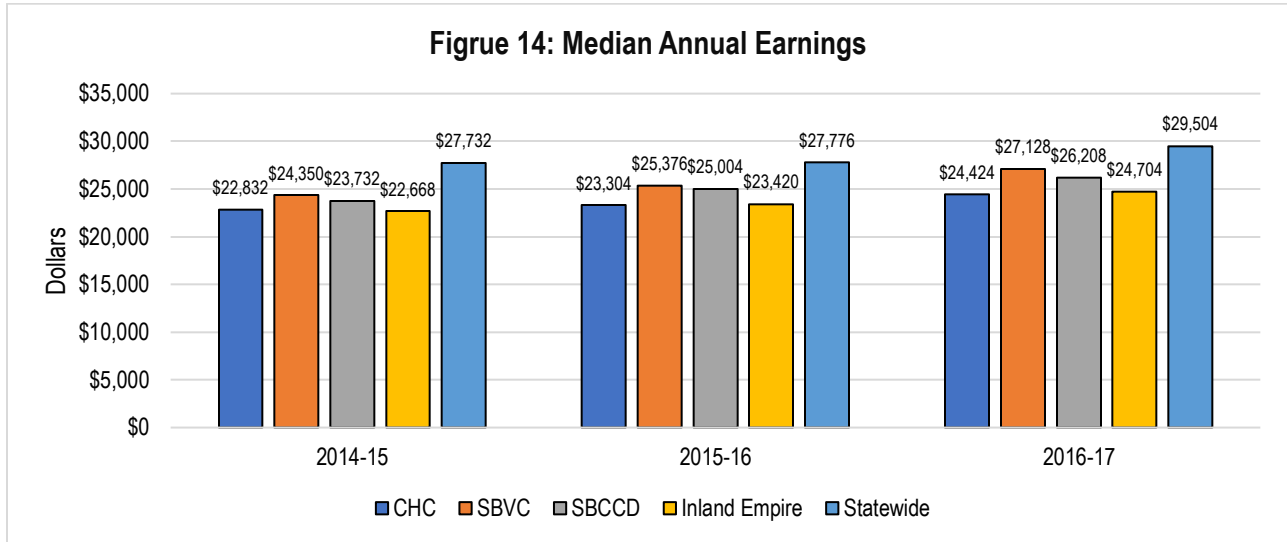
NOTE: There are 7 macro-regions and 15 micro-regions identified by the California Community Colleges Chancellor’s Office Doing What Matters. Each college is within a Doing What Matters micro-region and a Doing What Matters macro-region. SBCCD’s micro-region and macro-region is the Inland Empire (San Bernardino and Riverside Counties). SBCCD’s micro-region/macro-region consists of the same 12 community colleges in San Bernardino and Riverside Counties (Strong Workforce Program Metrics Data Element Dictionary, 2018).

Analysis: Between 2014-15 and 2015-16, the percent of unemployed students who became employed after exiting SBCCD increased by 1% from 55% to 56%. Over this period, the percent of unemployed students becoming employed after exiting SBCCD was consistently higher than the Inland Empire’s median and the State’s median.



## Vision KPI 4.2 – Median Annual Earnings

Definition: Among all students who exited the community college system and who did not transfer to any postsecondary institution, median earnings following the academic year of exit.



**Table 14.** Median Annual Earnings, 2014-15 through 2016-17

	2014-15	2015-16	2016-17
Crafton Hills College	\$22,832	\$23,304	\$24,424
San Bernardino Valley College	\$24,350	\$25,376	\$27,128
San Bernardino CCD	\$23,732	\$25,004	\$26,208
Inland Empire	\$22,668	\$23,420	\$24,704
Statewide	\$27,732	\$27,776	\$29,504

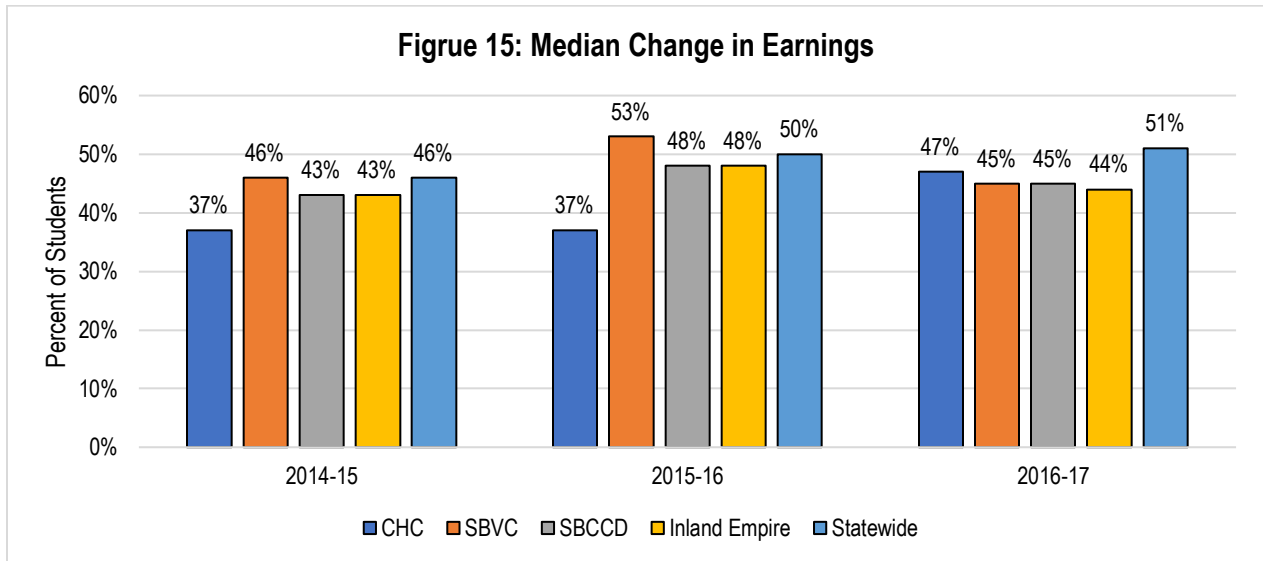
Source: Cal-PASS Plus Student Success Metrics (2016-17 is the most recent data available for this metric)

Analysis: Between 2014-15 and 2016-17, the median annual earnings of our exiting SBCCD students increased by \$2,176 from \$23,732 to \$26,208. Over this period, the median annual earnings of students exiting SBCCD was consistently higher than the median annual earnings of students exiting all colleges in the Inland Empire.

**Vision Statement #5:** Our district will be the gateway to pathways and opportunities for a brighter future.

**Vision KPI 5.1 – Median Change in Earnings**

Definition: Among all students who exited the community college system and who did not transfer to any postsecondary institution, median change in earnings between the second quarter prior to the academic year of entry and the second quarter after the academic year of exit from the last college attended.



**Table 15.** Median Change in Earnings, 2014-15 through 2016-17

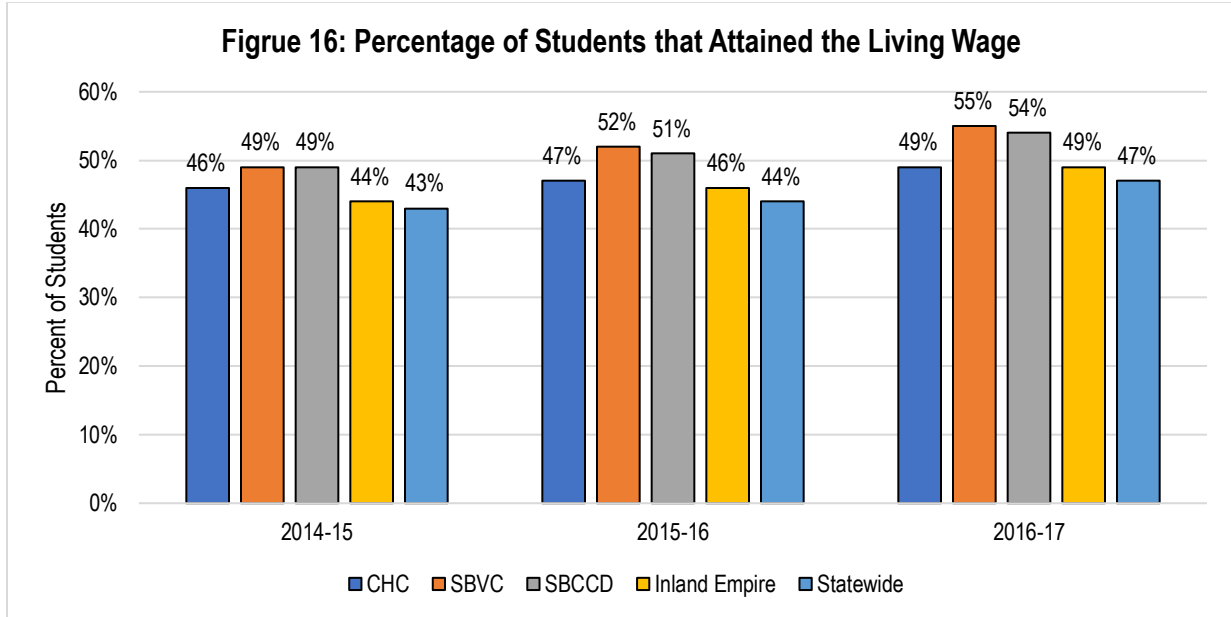
	2014-15	2015-16	2016-17
Crafton Hills College	37%	37%	47%
San Bernardino Valley College	46%	53%	45%
San Bernardino CCD	43%	48%	45%
Inland Empire	43%	48%	44%
Statewide	46%	50%	51%

Source: Cal-PASS Plus Student Success Metrics (2016-17 is the most recent data available for this metric)

Analysis: Between 2014-15 and 2016-17, the median change in earnings of our exiting SBCCD students between the second quarter prior to the academic year of entry and the second quarter after the academic year of exit increased by 2% from 43% to 45%. In 2016-17, the median change in earnings of students exiting SBCCD was 1% higher than the median change in earnings of students exiting all colleges in the Inland Empire.

## Vision KPI 5.2 – Attained the Living Wage

Definition: Among all students who exited the community college system and who did not transfer to any postsecondary institution, the proportion that attained the district county living wage for a single adult measured immediately following the academic year of exit.



**Table 16.** Percent of Students that Attained the Living Wage, 2014-15 through 2016-17

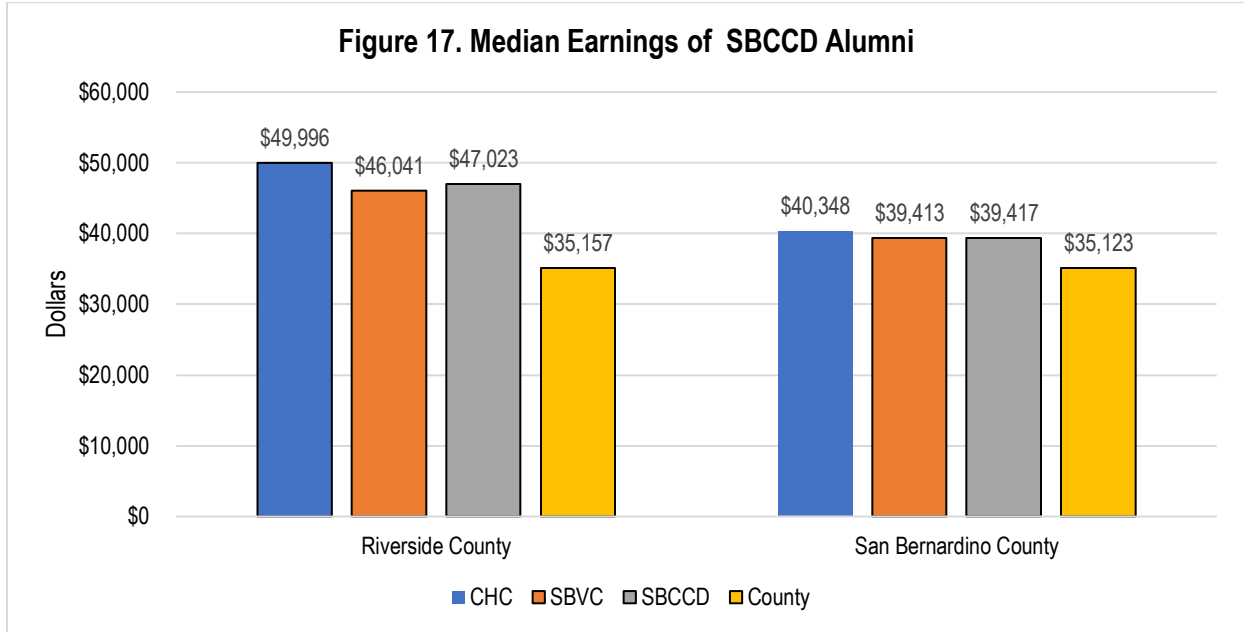
	2014-15	2015-16	2016-17
Crafton Hills College	46%	47%	49%
San Bernardino Valley College	49%	52%	55%
San Bernardino CCD	49%	51%	54%
Inland Empire	44%	46%	49%
Statewide	43%	44%	47%

Source: Cal-PASS Plus Student Success Metrics (2016-17 is the most recent data available for this metric)

Analysis: Between 2014-15 and 2016-17, the proportion of our exiting SBCCD students who reported attaining the district county living wage increased by 5% from 49% to 54%. Over this period, the percentage of our exiting students who attained the district county living wage was consistently higher than the Inland Empire's median and the State's median.

**Vision Statement #6:** Our students and alumni will make a significant contribution to the socioeconomic prosperity of our communities.

**Vision KPI 6.1 – Median Earning of SBCCD Alumni**



**Table 17. Median Earnings of SBCCD Alumni**

	CHC	SBVC	SBCCD	County*
Riverside County	\$49,996	\$46,041	\$47,023	\$35,157
San Bernardino County	\$40,348	\$39,413	\$39,417	\$35,123

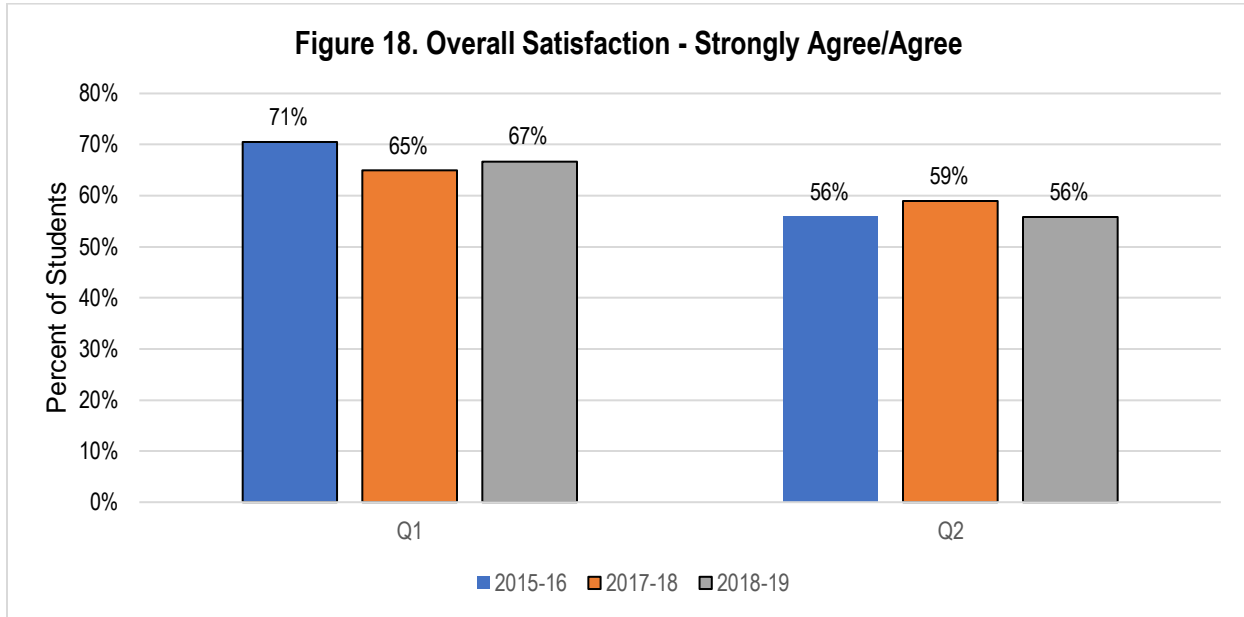
Note: \* Median Earnings of Population 25 years and over with earnings

Sources: 1. U.S. Census Bureau. 2013-2017 American Community Survey 5-Year Estimates, Education Attainment  
 2. Emsi; Labor Market Analytics - Alumni Outcomes <https://www.economicmodeling.com/alumni-outcomes/>  
 (The alumni research was conducted in May 2018. The alumni data included alumni's occupation and the mean occupation wages for each job. The mean occupation wages were used to find Median Earnings of SBCCD Alumni.

Analysis: The median annual earnings for students who received degrees or certificates from either college in the District and lived in San Bernardino and Riverside Counties were higher than each county's median annual earnings. District alumni earned 33.75% more than the median annual earnings in Riverside County and 12.23% more than the median annual earnings in San Bernardino County.

**Vision Statement #7:** Our employees will want to be here, love working here, and go above and beyond for student success.

**Vision KPI 7.1 – Overall Satisfaction (District Employee Climate Survey)**



**Table 18. Overall Satisfaction - Strongly Agree/Agree**

	2015-16	2017-18	2018-19
Q1: I am personally treated with respect in this District.	71%	65%	67%
Q2: Overall, I am satisfied with the level of inclusiveness at SBCCD.	56%	59%	56%

Source: District Employee Climate Survey

NOTE: A District Employee Climate Survey was not administered in 2016-17.

Analysis: Over the three years considered, 68% of District employees agree or strongly agreed with the statement “I am personally treated with respect in this District,” while 57% agreed or strongly agreed with the statement “Overall, I am satisfied with the level of inclusiveness at SBCCD.”