



**2020 REPORT**

# CalWORKs Program Legislative Report

California Community Colleges Chancellor's Office | Eloy Ortiz Oakley, Chancellor





California  
Community  
Colleges

**ELOY ORTIZ OAKLEY**  
Chancellor

March 30, 2020

The Honorable Gavin Newsom  
Governor of California  
State Capitol  
Sacramento, CA 95814

**RE: Legislative Report on CalWORKS program**

Dear Governor Newsom:

On behalf of the Board of Governors for the California Community Colleges, I am pleased to present to you the California Community Colleges report on the CalWORKs program. This report is written in response to Education Code Section 79207.

In this report, the California Community Colleges Chancellor's Office summarizes the evolution of the funding sources for the CalWORKs program, including detailed information about spending-by-category through CalWORKs over the last five years. It also details who is served by the CalWORKs program and the degrees/certificates awarded to CalWORKs recipients.

Executive Vice Chancellor of Educational Services and Support Marty J. Alvarado may be contacted for questions and comments. She can be reached at (916) 327-5492 or [malvarado@cccco.edu](mailto:malvarado@cccco.edu).

Thank you for your interest in these programs and the students they serve.

Sincerely,

A handwritten signature in black ink, appearing to read 'Eloy Ortiz Oakley'.

Eloy Ortiz Oakley, Chancellor

Enclosure: Report

**Chancellor's Office**

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# CALWORKS PROGRAM LEGISLATIVE REPORT

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Prepared By

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## EXECUTIVE SUMMARY

The California Community Colleges is the largest system of higher education in the United States. The state's 115 colleges provide workforce training, teach basic math and English, and prepare students for transfer to four-year universities and colleges. More than 2.1 million students are currently enrolled in the system. The California Community Colleges California Work Opportunity and Responsibility to Kids (CalWORKs) Programs provide education, training, support services and job opportunities to eligible students. The program assists families living in poverty in reaching their educational and employment goals and achieving permanent economic self-sufficiency.

This report presents the data required by California Education Code EDC 79207 as well as ancillary demographic data. This report is submitted to the Legislature pursuant to subdivision (c) of Section 9795 of the Government Code. It covers fiscal years 2014-15 to 2018-19. Summary data on legislatively required elements are presented here and details are presented in the full report.

- 1. Subdivision (e) of Section 79204: Funding for Special Services.** Funding for CalWORKs was allocated to the services specified by the legislature, including case management, work-study, child care and job development.
- 2. Number of Hours of Childcare Provided.** Across the five-year period, an average of 62,402 hours of on-campus childcare were provided. An average of 343,138 hours of off-campus care were provided.
- 3. Average Monthly Enrollment of CalWORKs recipient Dependents Served in Childcare.** During the period of 2014-2019, CalWORKs students were provided with an average of 405,540 hours of childcare per month, inclusive of both on- and off-campus childcare.
- 4. Number of Work-Study Hours Provided.** Between 2014 and 2019, an average of 5,719 on- and off-campus positions were held by CalWORKs students. Most students worked between 20 and 29.99 hours per week.
- 5. Hourly Salaries and Types of Jobs for CalWORKs students.** *Hourly Wage.* As the California minimum wage has increased, so too have the average hourly rates of CalWORKs students. In 2013, California's minimum wage was \$8.00 an hour, and a majority of students made \$8.00 to \$10.00 per hour. In January 2019, the minimum wage increased to \$12.00 an hour and most students were making over \$10.00 an hour. *Types of Jobs.* The 10 job types with the most CalWORKs student employees has shifted slightly over the years. "Office Technology/Office Computer Applications" has been the most common job type over each year of this report. "Business and Commerce," "Customer Service" and "Child Development/Early Childhood Education" have consistently been in the top 10 most common job types. While CalWORKs Work-Study Students earn at current minimum wage levels, the Student Services Automated Reporting for Community Colleges program collects this data at specific increments. The program will be updated in fiscal year 19-20 to reflect and collect correct and current wage categories.

6. **Number of Students Receiving Case Management.** All CalWORKs students were provided with an assessment and/or some other case management service(s).
7. **Student Participation Rates and Other Outcome Data.** Between 2014 and 2019, the community college CalWORKs programs served an average of 26,466 CalWORKs students. The number of students enrolled in CalWORKs declined from a high of 30,800 in 2014 to 21,330 in 2018. This mirrors the moderate decline in enrolled California community college students overall.

## **CALIFORNIA COMMUNITY COLLEGES CALWORKS PROGRAM BACKGROUND**

The first section of this report is an overview of CalWORKs funding. It summarizes the evolution of the funding sources for the program, including the challenges that emerge during periods of state budget deficit in California. This section concludes with detailed information about spending-by-category through CalWORKs over the last five years.

### **AID TO FAMILIES WITH DEPENDENT CHILDREN**

Aid to Families with Dependent Children was established by the Social Security Act of 1935 to enable states to provide cash welfare payments for needy children deprived of parental support or care. California established the Greater Avenues to Independence Program in 1985 to provide services to a volunteer group of parents who sought access to education and employment. From 1985 to 1996, the community college Greater Avenues to Independence Program was funded at \$16 million, including \$8 million in State Proposition 98 Funds and \$8 million in federal funds.

### **THE PERSONAL RESPONSIBILITY AND WORK OPPORTUNITY RECONCILIATION ACT**

The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 replaced Aid to Families with Dependent Children with block grants to states called Temporary Assistance for Needy Families. In response to this federal welfare reform, California designed a new system of services for welfare recipients called California Work Opportunity and Responsibility to Kids (CalWORKs), which replaced the Greater Avenues to Independence program. The CalWORKs system integrated federal requirements for the Temporary Assistance for Needy Families program, included the establishment of a lifetime limit of 60 months that adults can receive cash aid and required hours of participation in approved activities. Education and training were included as allowable welfare-to-work activities, and this act specifically named community colleges as institutions for providing this service to Temporary Assistance for Needy Families recipients.

### **PROPOSITION 98**

Proposition 98, passed in 1988, amended the California Constitution to require specified funding levels for education. The combined funding of \$16 million from Greater Avenues to Independence and \$65 million of new Proposition 98 funds established the CalWORKs funding level at \$81 million annually. In fiscal year 1997-98, the California Community Colleges received \$65 million in new funding to establish a CalWORKs program on every campus. Colleges were to utilize the funds to work in partnership with their local county welfare departments to assist welfare recipient students in achieving long-term family self-sufficiency through education, the provision of work-study and other supportive services.

## CALWORKS IN TIMES OF DEFICIT

In 1999, budget act language was revised to allow for an expansion of services to include former CalWORKs recipients in transition off Temporary Assistance for Needy Families cash assistance for up to two years.

Because Proposition 98 funds are tied to economic growth, the level of funding decreases in times of budget deficits. In 2002, California Community Colleges Proposition 98 CalWORKs funding was reduced by 46% due to a deficit in the state's budget, leaving a balance of \$43 million to be allocated to colleges (\$35 million in Proposition 98 funds and \$8 million in federal Temporary Assistance for Needy Families funds). Most colleges were forced to significantly reduce their services because of these cuts.

In fiscal year 2009-10, the California Community Colleges again experienced severe budget cuts. Statewide, the community colleges' CalWORKs Program lost \$16.9 million, or 39%, of its Proposition 98 funding. The California Community Colleges Chancellor's Office was able to "backfill" a portion of these cuts by providing \$2.8 million in one-time *American Recovery and Reinvestment Act* (ARRA) funds to the colleges. In fiscal year 2010-11, the colleges lost the two sources of one-time funds available during the prior year. Both the American Recovery and Reinvestment Act and One-Time Supplemental Federal Temporary Assistance for Needy Families program funding had provided funds to help maintain critical services to students, leaving another significant funding gap for colleges.

In another major change for California, the lifetime limit allowed for adults on Temporary Assistance for Needy Families cash aid was reduced from 60 to 48 months in 2011-12. This meant that students who had passed the 48-month time limit immediately lost their eligibility for cash aid and, as a result, lost access to CalWORKs services at the colleges. The impact of this limit, when combined with the continued exemptions for families with young children, is demonstrated in the drop in CalWORKs students served during the year.

## CALWORKS FUNDING BY CATEGORY

The community colleges partner with the statewide welfare system to provide direct student support services across several categories. Funding can be used for the following services:

- Service coordination with local county welfare departments, local Workforce Investment Boards, community partners and employers;
- Work-study;
- Subsidized child care;
- Job development and placement;
- Case management and counseling.

## CALWORKS IN THE LAST FIVE YEARS

In the period from 2014 to 2019, Proposition 98 funds have steadily increased across most categories. Funding for care coordination, work-study and job development have gone upward, though there has been a decrease in Proposition 98 funds for child care. See **Table 1** for more information.

**Table 1. Proposition 98 Funds Across Categories**

Prop 98	2014-15	2015-16	2016-17	2017-18	2018-19
Coordination	19,745,243	20,238,633	26,053,966	28,050,543	29,793,410
Work-Study	8,921,596	8,599,721	9,539,058	9,689,292	8,671,321
Child Care	2,113,089	1,659,744	1,609,631	1,356,979	1,028,970
Job Development	3,198,713	3,632,749	3,972,953	3,934,942	4,448,478
Other Direct Student Support	0	6,867	419,396	452,904	749,189

Temporary Assistance for Needy Families program funding has retained a proximate dollar value during each of the years between 2014 and 2019; (while there has been a significant increase in fiscal year 2018-19 in the allocation for childcare.) See **Table 2** for more information.

**Table 2. Temporary Assistance for Needy Families Funding Across Categories**

TANF	2014-15	2015-16	2016-17	2017-18	2018-19
Coordination	5,237,373	5,288,893	5,147,034	5,061,992	5,236,009
Work-Study	0	0	0	0	0
Child Care	16,311	40,161	38,413	7,564	25,052
Job Development	779,382	760,486	661,369	723,959	773,035
Other Direct Student Support	1,891,432	1,745,263	1,953,102	1,976,085	1,825,568

# CALWORKS PROGRAM STATISTICS: FISCAL YEARS 2014-15; 2015-16; 2016-17; 2017-18; 2018-19

## OVERVIEW OF THE CALWORKS REPORTING METHODOLOGY, STUDENT DATA AND KEY FINDINGS

Data for this report were collected through the mandated data reporting elements detailed in **Exhibit 1**. The Chancellor’s Office utilizes a Management Information System database to create this report. Each campus is required to use the Student Services Automated Reporting for Community Colleges<sup>1</sup>. Campuses create a record for each student, which includes detailed data across four categories. These data elements match the requirements set forth by the legislature for reporting. They include:

- Job development/placement;
- Coordination;
- Child care;
- Work-study.

### Exhibit 1. Education Code

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Education Code Section 79207 states that “by the fourth week following the end of the semester or quarter term commencing in January of each year, community college districts and colleges shall submit to the Chancellor of the California Community Colleges a report, in the format specified by the chancellor in consultation with the State Department of Social Services, that includes, but is not limited to, 1) how the moneys received for the funded components of special services, were spent; 2) the number of hours of child care provided; 3) the average monthly enrollment of CalWORKs dependents served in child care; 4) the number of work-study hours provided; 5) the hourly salaries and type of jobs, in which CalWORKs recipients were placed; 6) the number of students receiving case management; and, 7) The student participation rates, and other outcome data, b) it is the intent that, to the extent practicable, reporting from colleges utilize data gathered for federal reporting requirements at the state and local level. c) the Chancellor of the California Community Colleges shall compile the information received pursuant to subdivision (a) for annual reports to the Legislature, the Governor, the Legislative Analyst, the Department of Finance, and the State Department of Social Services, notwithstanding Section 10231.5 of the Government Code by February 15 of each year.”

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In addition to the data collection process, the Chancellor’s Office also utilizes information included in the CalWORKs annual year-end fiscal reports. Colleges are required to report year-end expenditures by category and services. This information is compiled and verified by the Chancellor’s Office, then used to report statewide expenditures and analyze program trends.

## CALIFORNIA COMMUNITY COLLEGES CALWORKS STUDENTS

### Exhibit 2. Number of CalWORKs Students



The numbers in Exhibit 2 above reflect a decrease of nearly 30% over the five-year period.

### CalWORKs Students Enrolled and Served by Eligibility Designation

California community college CalWORKs programs are responsible for collecting and documenting eligibility information each term for all students reported in the Management Information System database. Student eligibility is categorized into the four areas listed below.

- **County-Referred Program Participant** students were referred to the community college by the county welfare office with an approved welfare-to-work plan.
- **Self-Initiated Program Participant** students must be eligible for program services and be enrolled in a community college prior to county appraisal.
- **Self-Referred Program Participant** students applied for Temporary Assistance for Needy Families program cash aid before enrolling at the community college and are in the process of obtaining an approved welfare-to-work plan through their county welfare office.
- **Exempt Program Participant** students are Temporary Assistance for Needy Families program recipients who are exempted from participation in all or part of the required welfare-to-work activities. These students may volunteer to participate.

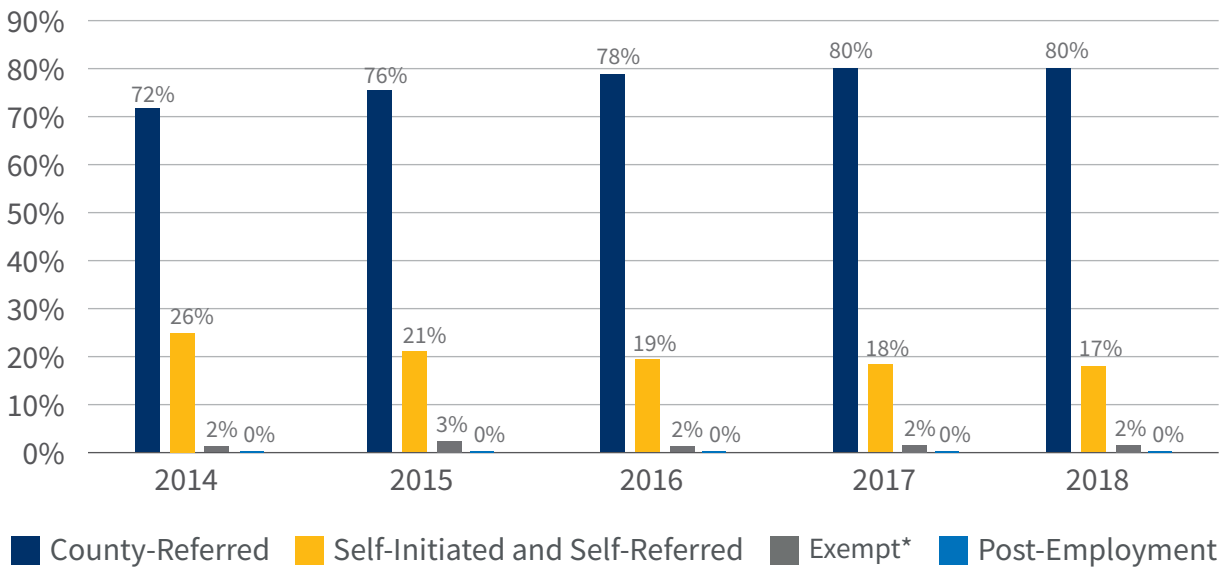
As shown in **Table 3**, CalWORKs students are largely referred by the counties.

**Table 3. Community Colleges CalWORKs Students by Eligibility Designation Program Participants**

Eligibility Designation	2014	2015	2016	2017	2018
County-Referred	22,133	22,082	20,569	19,792	17,104
Self-Initiated & Self-Referred	7,883	6,184	5,011	4,379	3,710
Exempt *	759	851	655	571	508
<b>Total</b>	<b>30,775</b>	<b>29,117</b>	<b>26,235</b>	<b>24,742</b>	<b>21,330</b>

As indicated in **Figure 1** that follows, the percentage of the CalWORKs students served in the five-year period who were county-referred steadily increased from 72% in 2014 to 80% in 2017. These participants were referred for education and training as part of the welfare-to-work plan.

**Figure 1.**  
**Community College CalWORKs Students Served by Eligibility Designation (2014-18)**

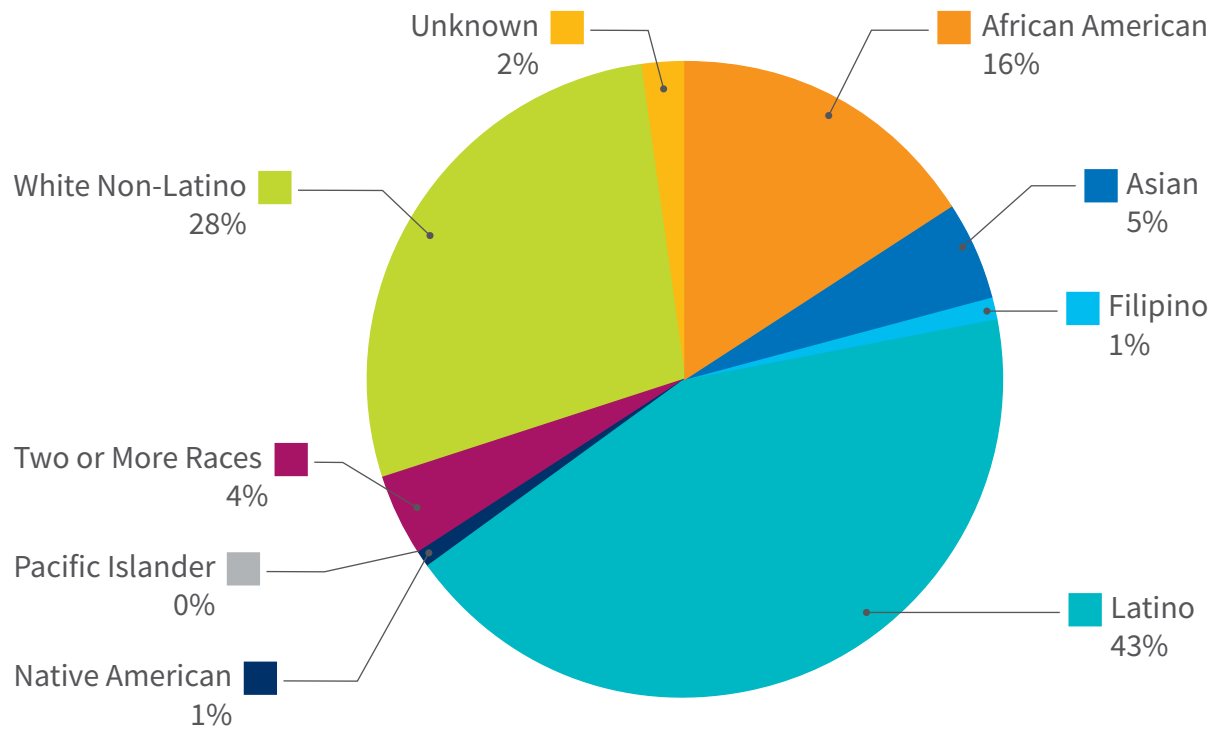


### Ethnicity

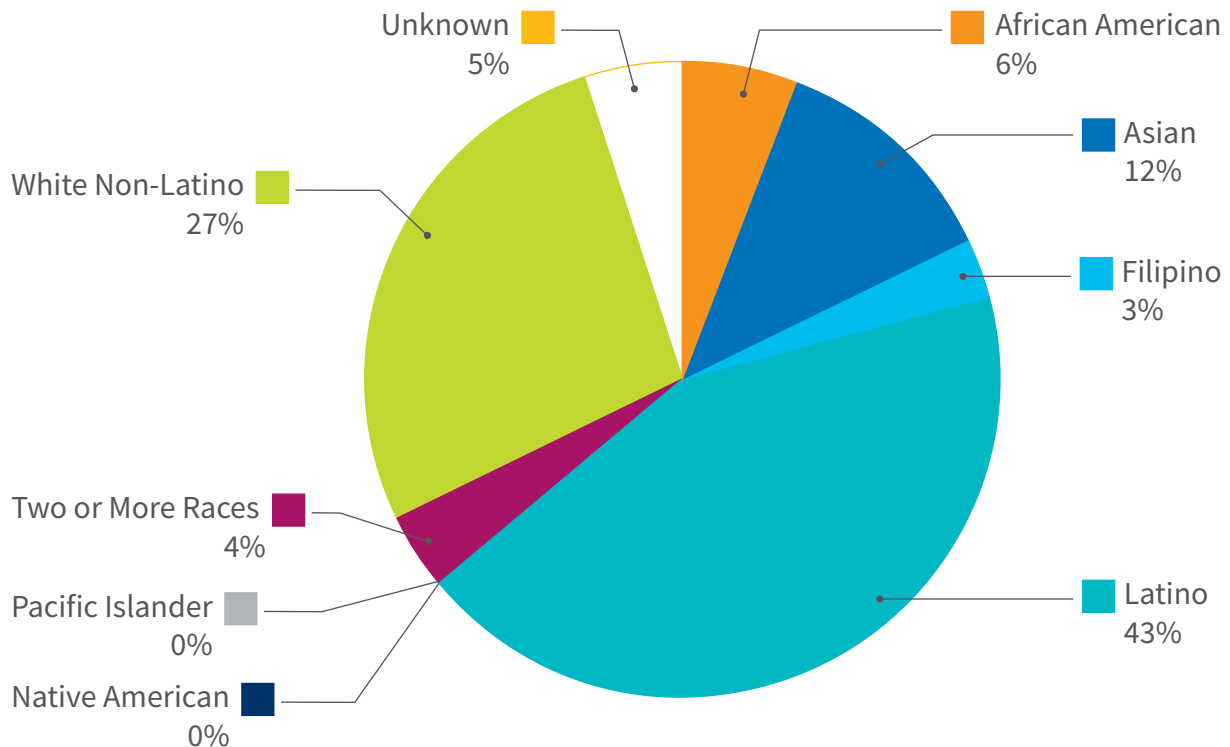
Data from 2014-19 demonstrate that CalWORKs students served through the CalWORKs program at California community colleges are ethnically diverse. **Figures 2 and 3** compare the percentages of students participating in CalWORKs and those not participating in CalWORKs by race and ethnicity. These data show that African-American students access CalWORKs services at disproportionately high rates while Asian students access CalWORKs at disproportionately low rates.



**Figure 2**  
**Percentage of CalWORKs Students per Year by Ethnicity 2014-19**



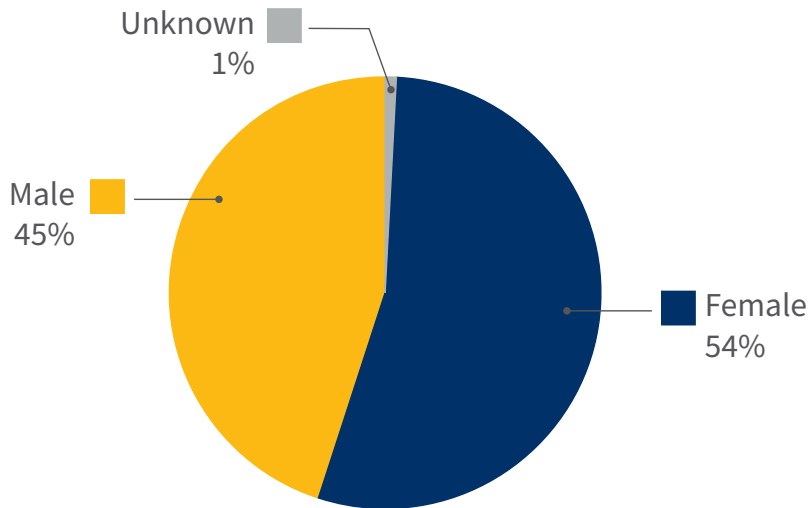
**Figure 3**  
**Percentage of Non-CalWORKs Students per Year by Ethnicity 2014-19**



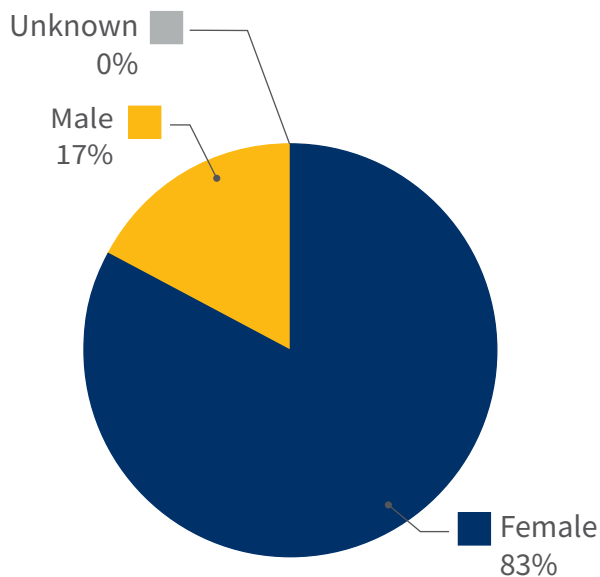
## Gender

The data in **Figure 4** shows that although women slightly outnumber men among all California community college students, **Figures 5 and 6** show there are significantly more women in the CalWORKs population than in the non-CalWORKs population. Over the course of 2014-2018, women consistently make up at least 83% of CalWORKs-funded students.

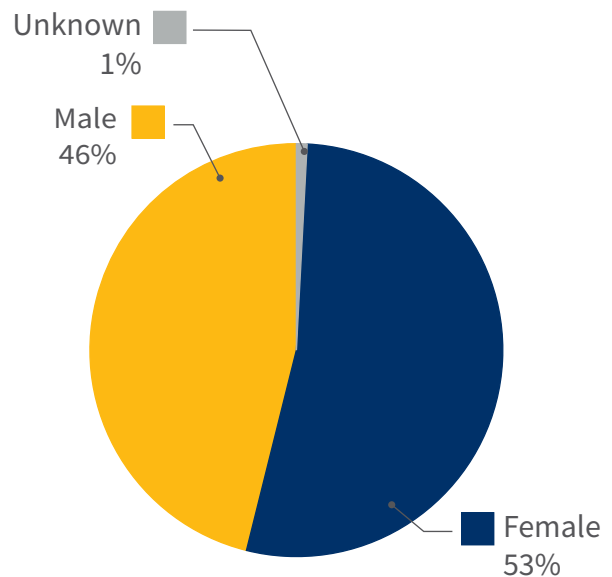
**Figure 4**  
**Average Percentage of All Students per Year by Gender 2014-19**



**Figure 5**  
**Average Percentage of CalWORKs Students per Year by Gender 2014-19**



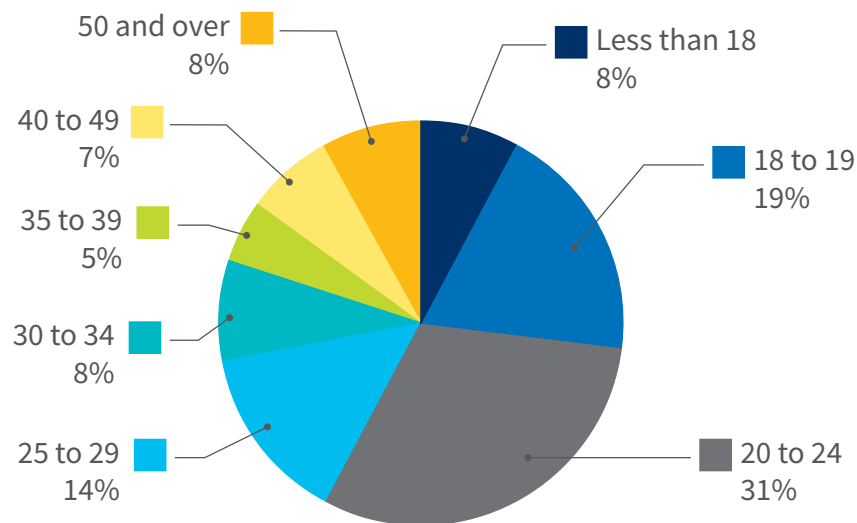
**Figure 6**  
**Average Percentage of Non-CalWORKs Students per Year by Gender 2014-19**



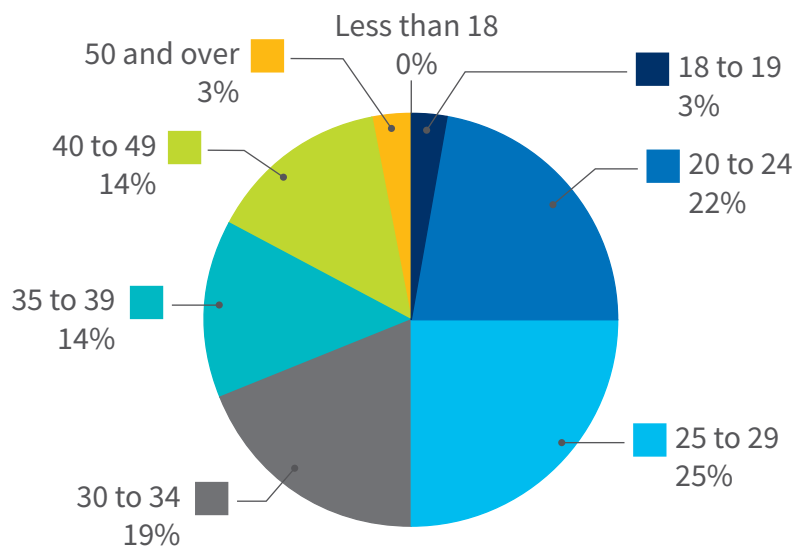
## Age

**Figure 8**, below, indicates that students accessing CalWORKs funds are older than the general student population. Overall, slightly more than 58% of all California community college students are younger than 24 years old. Looking at the five-year data in **Figure 7**, more than half of the general student population is younger than 25, yet these students make up no more than a third of those receiving CalWORKs benefits. Instead, the population who is most often supported through CalWORKs are adults aged 25 to 34. This population tends to receive approximately 44% of CalWORKs benefits. This trend remains stable over the five-year period.

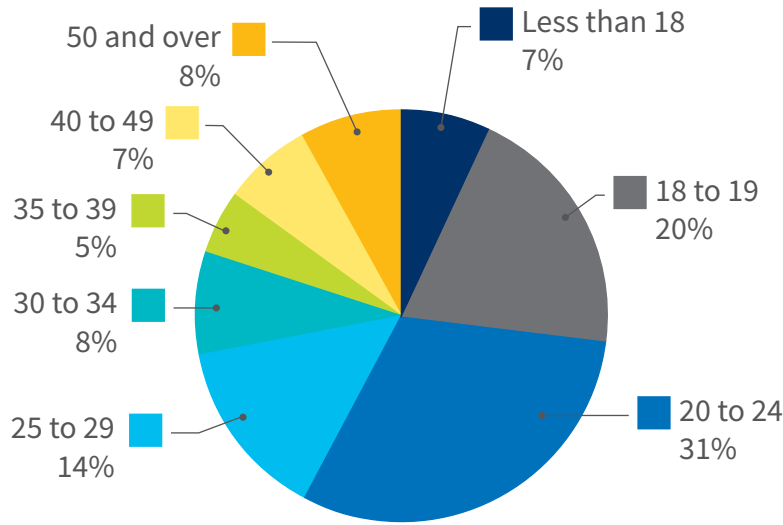
**Figure 7**  
**Average Percentage of All Students per Year by Age 2014-19**



**Figure 8**  
**Average Percentage of CalWORKs Students per Year by Age 2014-19**



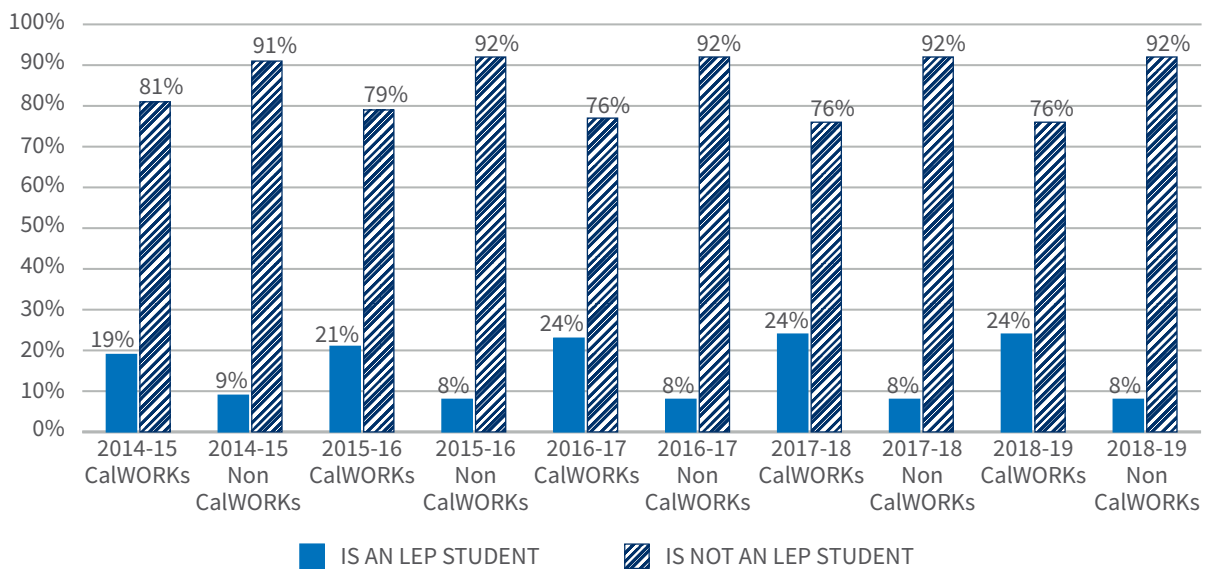
**Figure 9**  
**Average Percentage of Non-CalWORKs Students per Year by Age 2014-19**



**Limited English Proficiency**

**Figure 10** indicates that when compared to non-CalWORKs students, the number of CalWORKs students designated as having limited English proficiency is on average higher. The number of CalWORKs students who are also described as having limited English proficiency varies from year to year. It ranges from a low of 8% to a high of 24% but no persistent pattern emerges over the five-year period.

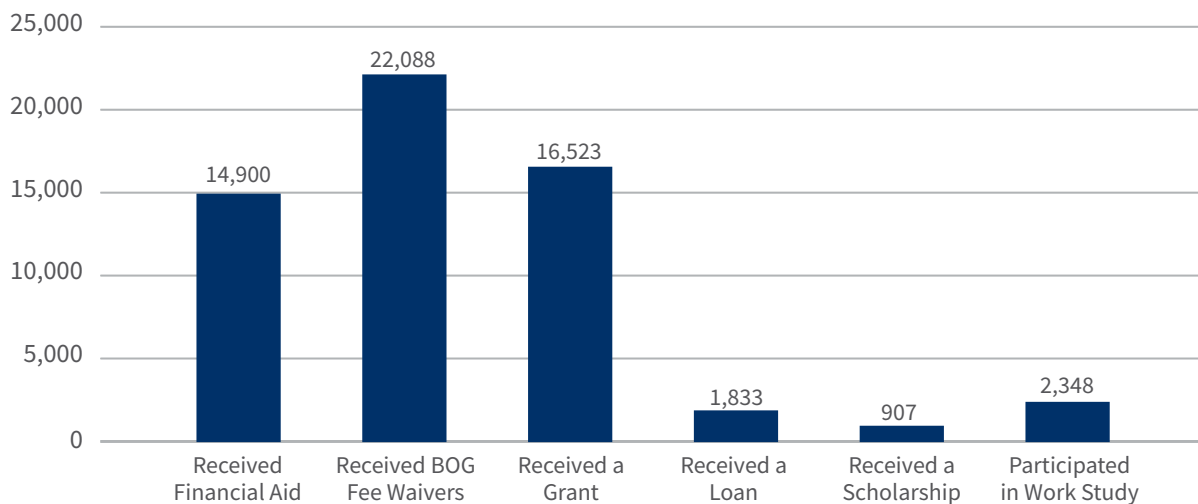
**Figure 10**  
**Average Percentage of CalWORKs and Non-CalWORKs Students Designated as Limited English Proficiency**



## Financial Aid Recipients

**Figure 11** below shows the percentage of CalWORKs students and non-CalWORKs students by type of financial aid received for the years 2014-19. Across all years, more than half of CalWORKs students received financial aid. Non-CalWORKs students received financial aid at around half the level of CalWORKs students. The most common form of financial aid assistance provided to CalWORKs and Non-CalWORKs students is the Board of Governors (BOG) Fee Waiver. Across all years, at least 85% of CalWORKs student received this waiver. Nearly two-thirds of CalWORKs students received a grant.

**Figure 11**  
**Average Number of Financial Aid Awards for CalWORKs Students per Year (2014-19)**

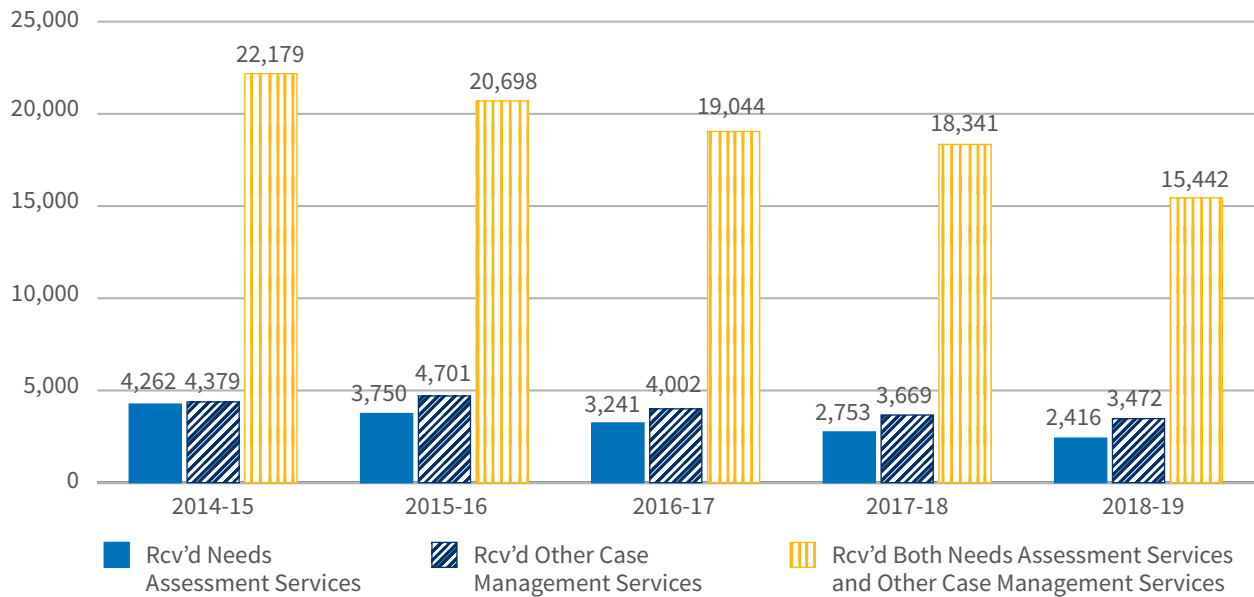


CalWORKs programs at California community colleges provide a comprehensive array of services to support CalWORKs students as they pursue their educational and employment goals. Designed locally to meet the needs of the students within the community, the services include child care, counseling, job development and placement services, and paid work-study opportunities that help students learn valuable on-the-job skills. This section summarizes data pertaining to case management and counseling child care and work-study.

## Case Management Services

As noted in **Figure 12**, all CalWORKs students were provided with an assessment and/or some other case management service(s). During the five years covered in this report, the number of students receiving both needs assessment and other case management services declined by approximately 30%.

**Figure 12**  
**Number of CalWORKs Students Provided with an Assessment and/or**  
**Other Case Management Service(s)**



### Child Care Services

Because of increased coordination with the local county welfare departments and other child care agencies such as Alternative Payment Programs and State Department of Education-funded centers, colleges have reported a decline in community colleges CalWORKs-funded child care services. Although the State Budget Act prioritizes funds for child care, legislative changes made during 2002-03 supported some flexibility by allowing funds designated for child care purposes to be shifted to other high-priority CalWORKs Program services, such as the provision of work-study, if colleges were able to demonstrate that students' child care needs were met through other resources.

The majority of care is provided by off-campus child care providers, due in part to the limited availability of on-campus child care slots that can serve the varied age groups of children and the non-traditional hourly needs of the CalWORKs families. Child care services are provided during the time students attend class, study and participate in work-study jobs or in other approved activities as outlined in the welfare-to-work plan. **Table 4** shows a considerable drop in both the number of children provided care, as well as the number of parents accessing this service. These drops may be correlated with the young child exemption beginning in 2009-10 and the change in the lifetime limit for adult eligibility, which dropped from 60 months to 48 months, resulting in fewer students, served overall.

**Table 4. Child Care Services**

	2014-15	2015-16	2016-17	2017-18	2018-19
Number of Dependents	99,809	98,595	90,692	88,355	79,661
Unduplicated Count of Children Served	8,981	8,052	6,733	6,194	4,719
Count of Students Whose Children Received On-Campus Care	299	225	258	202	181
Hours in On-Campus Care	84,077	53,061	65,535	61,901	47,435
Count of Students Whose Children Received Off-Campus Care	5,115	4,541	3,832	3,607	2,854
Hours in Off-Campus Care	460,309	398,672	332,227	291,764	232,720

## CALWORKS WORK-STUDY

### CalWORKs Work-Study Placements

CalWORKs work-study is a subsidized employment program that provides CalWORKs students with an opportunity to gain valuable paid on-the-job experience that enhances their employability and helps to increase the overall income of their families. Work-study placements also enable students to meet their work participation requirements; this helps counties to meet the work requirements established by the federal Temporary Assistance for Needy Families program guidelines. Colleges saw a decline in the total number of work-study positions filled by CalWORKs students. From 2014 to 2019, there was a greater than 20% reduction in combined on-campus and off-campus work-study jobs at California community colleges.

### Work-Study and Non-Work-Study Details 2014-19 (Table 5.0 - 5.9)

**Table 5.0. Work-Study Details 2014-15**

Work Activity	Number of Positions Held	Unduplicated Student Count	Unduplicated Count of Students Provided
On Campus Work-Study	4,996	2,759	1,603
Off Campus Work-Study	870	522	366
<b>Total</b>	<b>5,866</b>	<b>3,281</b>	<b>1,969</b>
Total Unduplicated Student	0	3,234	1,944

**Table 5.1. Non-Work-Study Details 2014-15**

<b>Work Activity</b>	<b>Number of Positions Held</b>	<b>Unduplicated Student Count</b>	<b>Unduplicated Count of Students Provided</b>
Unsubsidized Employment	2,741	1,894	566
Volunteer Position	1,585	885	674
For Credit Only Position	323	202	19
<b>Total</b>	<b>4,649</b>	<b>2,981</b>	<b>1,259</b>
Total Unduplicated Student	0	2,952	1,248

**Table 5.2. Work-Study Details 2015-16**

<b>Work Activity</b>	<b>Number of Positions Held</b>	<b>Unduplicated Student Count</b>	<b>Unduplicated Count of Students Provided</b>
On Campus Work-Study	5,223	2,728	1,576
Off Campus Work-Study	909	529	373
<b>Total</b>	<b>6,132</b>	<b>3,257</b>	<b>1,949</b>
Total Unduplicated Student	0	3,190	1,902

**Table 5.3. Non-Work-Study Details 2015-16**

<b>Work Activity</b>	<b>Number of Positions Held</b>	<b>Unduplicated Student Count</b>	<b>Unduplicated Count of Students Provided</b>
Unsubsidized Employment	2,828	1,888	575
Volunteer Position	1,457	764	563
For Credit Only Position	476	264	20
<b>Total</b>	<b>4,761</b>	<b>2,916</b>	<b>1,158</b>
Total Unduplicated Student	0	2,876	1,146



**Table 5.4. Work-Study Details 2016-17**

<b>Work Activity</b>	<b>Number of Positions Held</b>	<b>Unduplicated Student Count</b>	<b>Unduplicated Count of Students Provided</b>
On Campus Work-Study	4,936	2,636	1,442
Off Campus Work-Study	859	480	323
<b>Total</b>	<b>5,795</b>	<b>3,116</b>	<b>1,765</b>
Total Unduplicated Student	<b>0</b>	<b>3,052</b>	<b>1,726</b>

**Table 5.5. Non-Work-Study Details 2016-17**

<b>Work Activity</b>	<b>Number of Positions Held</b>	<b>Unduplicated Student Count</b>	<b>Unduplicated Count of Students Provided</b>
Unsubsidized Employment	2,497	1,633	559
Volunteer Position	1,139	644	488
For Credit Only Position	497	264	11
<b>Total</b>	<b>4,133</b>	<b>2,541</b>	<b>1,058</b>
Total Unduplicated Student	<b>0</b>	<b>2,509</b>	<b>1,055</b>

**Table 5.6. Work-Study Details 2017-18**

<b>Work Activity</b>	<b>Number of Positions Held</b>	<b>Unduplicated Student Count</b>	<b>Unduplicated Count of Students Provided</b>
On Campus Work-Study	4,938	2,467	1,404
Off Campus Work-Study	807	414	260
<b>Total</b>	<b>5,745</b>	<b>2,881</b>	<b>1,664</b>
Total Unduplicated Student	<b>0</b>	<b>2,820</b>	<b>1,616</b>

**Table 5.7. Non-Work-Study Details 2017-18**

<b>Work Activity</b>	<b>Number of Positions Held</b>	<b>Unduplicated Student Count</b>	<b>Unduplicated Count of Students Provided</b>
Unsubsidized Employment	2,212	1,426	439
Volunteer Position	1,044	567	447
For Credit Only Position	413	209	6
<b>Total</b>	<b>3,669</b>	<b>2,202</b>	<b>892</b>
<b>Total Unduplicated Student</b>	<b>0</b>	<b>2,178</b>	<b>855</b>

**Table 5.8. Work-Study Details 2018-19**

<b>Work Activity</b>	<b>Number of Positions Held</b>	<b>Unduplicated Student Count</b>	<b>Unduplicated Count of Students Provided</b>
On Campus Work-Study	4,5040	2,2710	1,316
Off Campus Work-Study	554	313	197
<b>Total</b>	<b>5,058</b>	<b>2,584</b>	<b>1,513</b>
<b>Total Unduplicated Student</b>	<b>0</b>	<b>2,547</b>	<b>1,484</b>

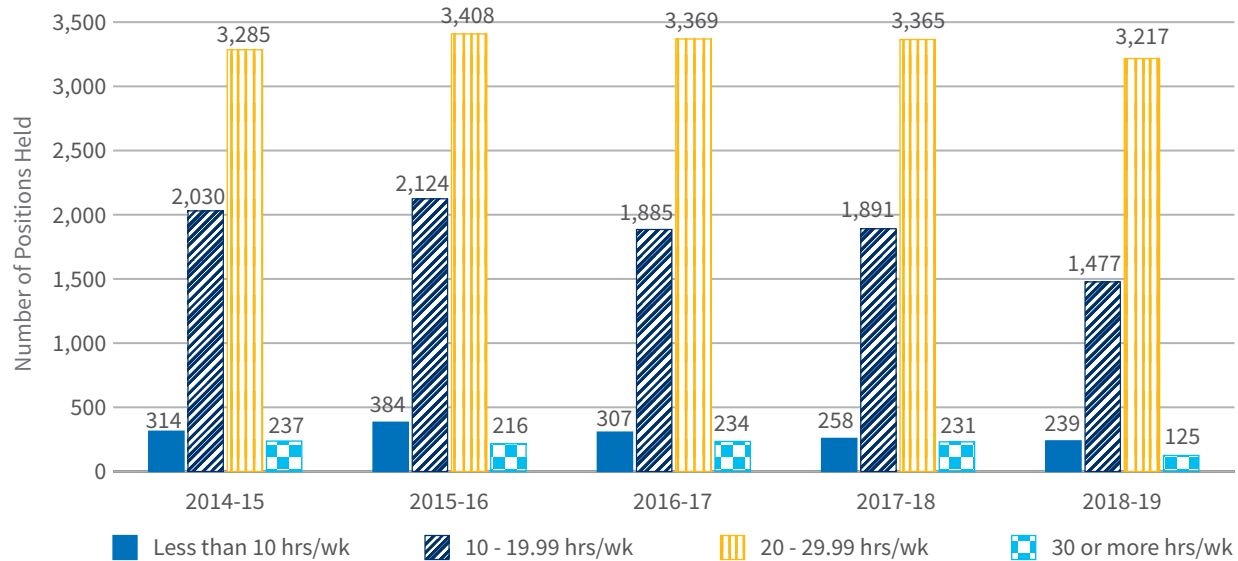
**Table 5.9. Non-Work-Study Details 2018-19**

<b>Work Activity</b>	<b>Number of Positions Held</b>	<b>Unduplicated Student Count</b>	<b>Unduplicated Count of Students Provided</b>
Unsubsidized Employment	1,772	1,086	427
Volunteer Position	890	468	3,103
For Credit Only Position	384	206	3
<b>Total</b>	<b>3,046</b>	<b>1,760</b>	<b>740</b>
<b>Total Unduplicated Student</b>	<b>0</b>	<b>1,742</b>	<b>734</b>

## Work-Study Hours

During the period reflected in **Figure 13**, most CalWORKs students placed in work-study assignments worked between 20 and 29.99 hours per week, demonstrating a continuing trend as colleges strive to assist counties in meeting state and federal work participation goals. These numbers are stable across the five-year period.

**Figure 13**  
**Number of Hours Worked by CalWORKS Students Placed in Work-Study Assignments**



## Types of CalWORKS Work-Study Placements

**Tables 6.0 - 6.4** outline the types of work-study jobs that CalWORKs students hold. These data are reflected individually by year because the top 10 categories vary across the included years. The single most reported category in the six-year period is office technology and computer applications. The number of students in this field has grown consistently between 2014 and 2019. During the latest years included, customer service increased considerably. Students are consistently working in “business and commerce” as well as child development and early care and education.

## Types of Work-Study Jobs Held by CalWORKs Students 2014-19 (Table 6.0 - 6.4)

### Table 6.0 Work-Study Jobs Held by CalWORKs Students 2014-15

Type of Job Held	Number
Office Technology/Office Computer Applications	1,374
Business and Commerce, General	926
General Work Experience	849
Customer Service	382
Child Development/Early Care and Education	322
Educational Aide (Teacher Assistant)	168
Management Development and Supervision	126
Business Administration	114
Culinary Arts	108
Education, General	89
Other (121 categories)	1,408

### Table 6.1 Work-Study Jobs Held by CalWORKs Students 2015-16

Type of Job Held	Number
Office Technology/Office Computer Applications	1,412
Business and Commerce, General	1,085
General Work Experience	865
Customer Service	458
Child Development/Early Care and Education	305
Culinary Arts	132
Educational Aide (Teacher Assistant)	130
Supervised Tutoring	104
Information Technology, General	102
Management Development and Supervision	102
Other (124 categories)	1,437

**Table 6.2 Work-Study Jobs Held by CalWORKs Students 2016-17**

Type of Job Held	Number
Office Technology/Office Computer Applications	1,574
Business and Commerce, General	945
General Work Experience	693
Customer Service	447
Child Development/Early Care and Education	331
Culinary Arts	120
Educational Aide (Teacher Assistant)	103
Supervised Tutoring	93
Education, General	88
Business Administration	79
Other (126 categories)	1,322

**Table 6.3 Work-Study Jobs Held by CalWORKs Students 2017-18**

Type of Job Held	Number
Office Technology/Office Computer Applications	1,625
Business and Commerce, General	947
Customer Service	816
General Work Experience	380
Child Development/Early Care and Education	320
Information Technology, General	105
Culinary Arts	102
Supervised Tutoring	97
Education, General	78
Educational Aide (Teacher Assistant)	72
Other (131 categories)	1,203

**Table 6.4 Work-Study Jobs Held by CalWORKs Students 2018-19**

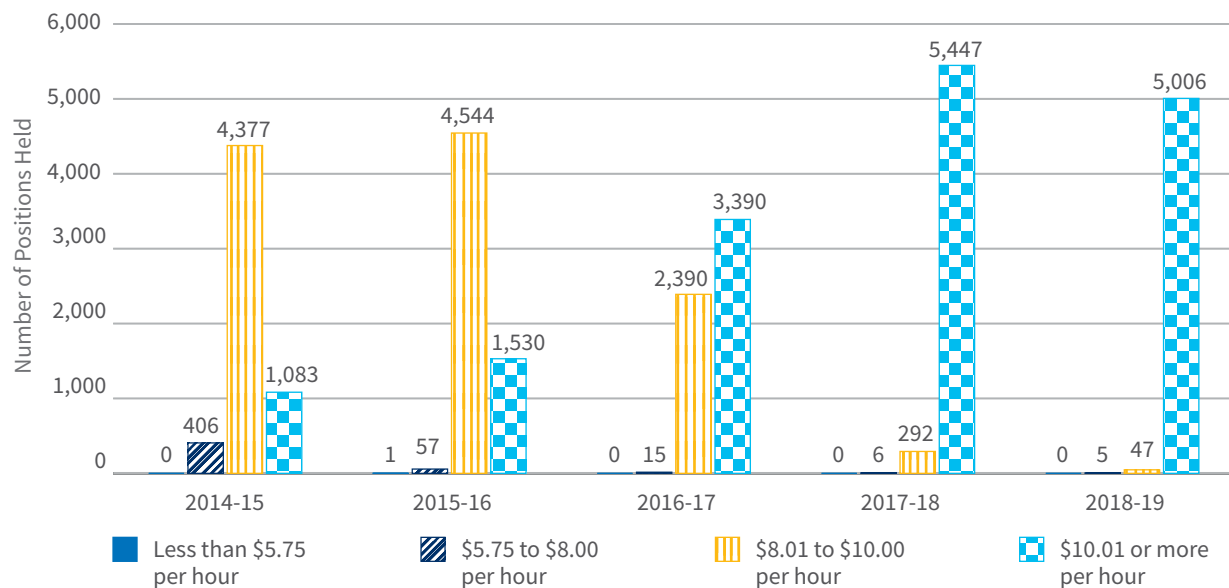
Type of Job Held	Number
Office Technology/Office Computer Applications	1,459
Customer Service	844
Business and Commerce, General	752
General Work Experience	279
Child Development/Early Care and Education	239
Human Services	159
Culinary Arts	100
Educational Aide (Teacher Assistant)	88
Information Technology, General	80
Library Technician (Aide)	79
Other (117 categories)	979

## Work-Study Salary Rate

CalWORKs Program guidelines allow colleges to utilize work-study funds to subsidize up to 75% of the wages earned by the CalWORKs student; the percentage of wage reimbursement provided to the employer varies from college to college. As minimum wage has increased, so too have the number of dollars per hours earned by work-study students. In 2013, California’s minimum wage was \$8 per hour, and majority of students made \$8 to \$10 per hour. In January 2019, the minimum wage increased to \$12.00 per hour and a majority of students were making over \$10 per hour.

While CalWORKs Work-Study Students earn at current minimum wage levels, the Student Services Automated Reporting for Community Colleges program collects this data at specific increments. The program will be updated in fiscal year 2019-20 to reflect and collect correct and current wage categories.

**Figure 14**  
**Wages Earned by Students in CalWORKs Assignments**



*Note: The California Department of Labor guidelines state that although there are some exceptions, almost all employees in California must be paid the minimum wage as required by state law. The current minimum wage in California is \$10.50 per hour, but effective January 2019 it increased to \$12 per hour.*

## COURSE INFORMATION AND DEGREES/CERTIFICATES AWARDED

### CalWORKs Student Course Load Data

This report used student enrollment data to determine how many CalWORKs students took credit versus non-credit classes. As shown in **Tables 7 and 8**, approximately a third of students enrolled in the CalWORKs program were taking more than 12 credit units, though this number declined by approximately 12% in the years from 2014-19. Another third of

CalWORKs students were taking fewer than 12 for-credit units. While the number of students taking only non-credit courses is relatively small, the number of CalWORKs students taking only non-credit courses increased by more than a quarter during the period under review.

**Table 7. Number of CalWORKs Students Who Took Credit versus Noncredit Classes**

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Enrolled in NONCR Only	1,785	1,678	1,724	1,626	1,357
Enrolled in NONCR & <12 Units of CR	2,159	2,019	1,597	1,507	1,053
Enrolled in NONCR & 12+ Units of CR	2,159	2,019	1,597	1,507	1,188
Enrolled in CR ONLY, <12 Units	8,157	7,976	7,168	6,480	5,767
Enrolled in CR ONLY, 12+ Units	6,929	6,284	5,628	4,980	4,798

**Table 8. Percent of CalWORKs Students Who Took Credit versus Noncredit Classes**

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Enrolled in NONCR ONLY	8.4%	8.4%	9.7%	10.1%	9.6%
Enrolled in NONCR & <12 Units of CR	10.2%	10.11%	9.0%	9.4%	7.4%
Enrolled in NONCR & 12+ Units of CR	10.2%	10.1%	9.0%	9.4%	8.4%
Enrolled in CR ONLY, <12 Units	38.5%	39.9%	40.5%	40.3%	40.7%
Enrolled in CR ONLY, 12+ Units	32.7%	31.5%	31.7%	30.93%	33.8%



## Degrees and Certificates Awarded to CalWORKs Students

The welfare-to-work 24-Month Time Clock provides expanded opportunities for engagement of CalWORKs recipients in education and training leading to academic degrees and certificates. December 2017 data from the California Community Colleges Chancellor’s Office indicate a 47% increase in the total number of associates degrees (both associates of arts and associates of science) awarded to CalWORKs recipients in the 2018-19 academic year compared with the 2011-12 academic year. The total of all degrees and certificates earned by CalWORKs students rose by 31%. These data are presented in **Table 9**, below.

**Table 9. Degrees and Certificates Awarded to CalWORKs Students**

Type of Degree/ Certificate	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Associate of Arts Degree	2,041	2,084	2,178	2,232	2,428	2,514	2,809	2,971
Associate of Science Degree	980	1,127	1,232	1,355	1,477	1,625	1,659	1,769
Certificate 60+ units	52	30	34	46	29	25	22	16
Certificate 30-59 units	786	1,019	950	1,024	1,195	1,185	1,322	1,508
Certificate 18-29 units	646	672	761	732	628	669	723	573
Certificate 6-17 units	552	515	573	641	547	592	607	723
Certificate <6 units	58	114	56	56	54	40	23	76
Non-credit awards	297	293	402	470	654	811	651	638
<b>Total</b>	<b>5,412</b>	<b>5,854</b>	<b>6,186</b>	<b>6,556</b>	<b>7,012</b>	<b>7,461</b>	<b>7,816</b>	<b>8,274</b>

## CONCLUSION

In fiscal year 2018-19 the California State Legislature removed the requirement for college districts to spend \$1 from their local resources for every \$1 received in the state budget for CalWORKs program and work-study activities. The removal of this requirement has eliminated a financial barrier for our college CalWORKs programs.

The California Community Colleges CalWORKs program provides critical services to a highly vulnerable population, students with dependents. As was previously noted, these students

are subject to strict state-based time restrictions associated with successfully completing their educational and career goals. Ongoing coordination between the college CalWORKs and county health and human services staff is essential to the success of these students. The supplemental services and resources provided by the program help to ensure that CalWORKs students are able to complete their goals and enter the workforce in a timely manner.

While the community college system enrolls about two-thirds of the undergraduate students in this state, only about 7% of Cal Grant funds are directed to community college students. To help address the inequity, Senate Bill 291 and Assembly Bill 1314 were introduced to raise awareness of the inequities in the current Cal Grant structure and to begin a conversation about meaningful reform. Although funding for neither bill was included in the 2019-20 Budget Act, both bills have been turned into two-year bills and work will continue to strengthen the bills to achieve the goals of expanding eligibility and increase non-tuition awards and support career education and degree students.

Support provided through the CalWORKs program coupled with fair and equitable financial aid resources will positively impact student outcomes, improve their employment prospects and increase their long term self-sufficiency goals. In addition to supporting current CalWORKs students, the secondary beneficiaries of the program are the students' children. By observing their parents successfully navigating family responsibilities, completing their education and entering the workforce they are exposed, at a young age, to the wide reaching educational and career opportunities available to California community college students. Investing in CalWORKs students supports self-sufficiency for the immediate generation and has the potential to break the cycle of public benefit dependency for future generations.

Front cover photo: Chaffey College

Photo at right: Contra Costa College

Back cover photo: West Hills College Coalinga



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