



California Community Colleges

Connecting College to Job: Building a Learning While Earning Pipeline

Gary W. Adams

Dean of Adult Education, Apprenticeship & Contract Education

2026

Agenda

1. Overview & Context
2. Credit for Prior Learning
3. Community College
Baccalaureate in Applied
Learning

Complex Landscape: California's Workforce & Pipeline

- Looming High School Student Demographic Cliff
- Increasing Student Loan Debt Aversion
- Declining Confidence in Traditional Degree
- Growing Interest in Stackable CTE Certificates
- Falling Labor Force Participation
- Aging Population
- Impending Skills Gap
- AI – Displace to Create Paradigm



California
Community
Colleges



California
Community
Colleges

Credit for Prior
Learning Initiative

Expanding Apprenticeship Pathways Through Credit for Prior Learning (CPL)

2026

What is Credit for Prior Learning?

College credit awarded for skills and knowledge gained outside of traditional college coursework.

Military: Joint Services Transcripts

- ACE Credit Recommendations

Workplace: Industry Recognized Certificates, Licenses, Portfolios

- Apprentices, Journey Workers, Working Adults

Other: Credit by Exam, Standardized Exams (AP/IB/CLEP), Portfolios

- High School, Noncredit, Adult School, ROP, Contract Ed, Lifelong Learners

What Problem Are we Solving?

1. Apprentices and journey workers are not aware they are eligible for college credit that could open new opportunities.
2. Colleges often do not know who their apprentices are, what trades they are in, where they are in their program, and what CPL they qualify for.
3. Statewide we need current data on our apprentices by college, trade, region, progress, retention, etc.

Apprenticeship Sprint Goals

Goal 1 — Upload apprenticeship students to the MAP platform to make them visible by trade, college, and progress in real-time to colleges & training partners.

Goal 2 — Build CPL crosswalks and degree pathways

Goal 3 — Implement outreach to journey workers with CPL offers on accelerated pathways

Goal 4 — Develop AI-enhanced tools to optimize CPL awards and program retention and completion

Artie (Active Registered Apprentice)



- CPL for Advanced Placement, Industry Cert.
- Apply to AS, BS, College Cert.

Nancy (Non-Registered Apprentice)



- CPL for Industry Cert.
- Apply to AS, BS, College Cert., Non-Registered Apprenticeship

Julie (Journeyman)



- CPL for License (credit or noncredit)
- Apply to AS, BS, College Cert.

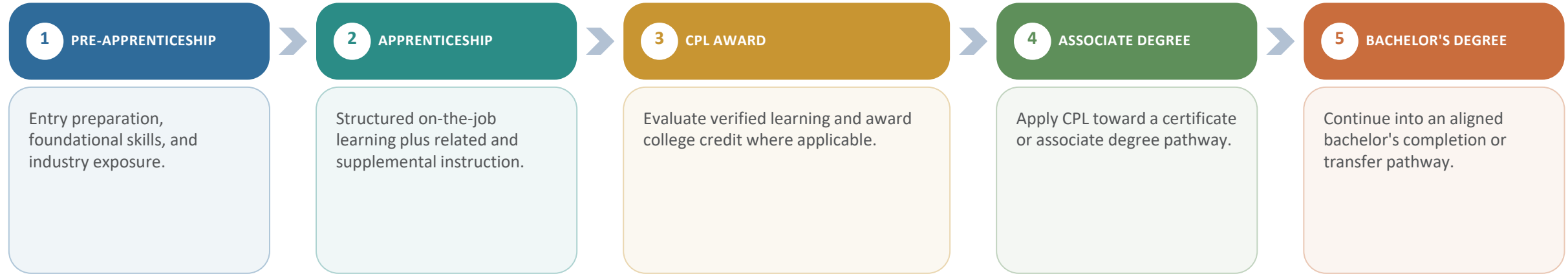
Ricky (Reentry Apprentice)



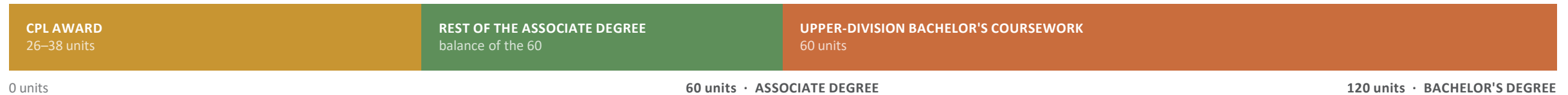
- CPL for coursework (credit or noncredit)
- Apply to AS, BS, Cert., Re-entry Apprentice

One road. Every trade.

Pre-Apprenticeship → Bachelor's Degree. What changes by trade is the college partner, the certificate and the number of units — not the road.



WHAT THE CREDIT ADDS UP TO



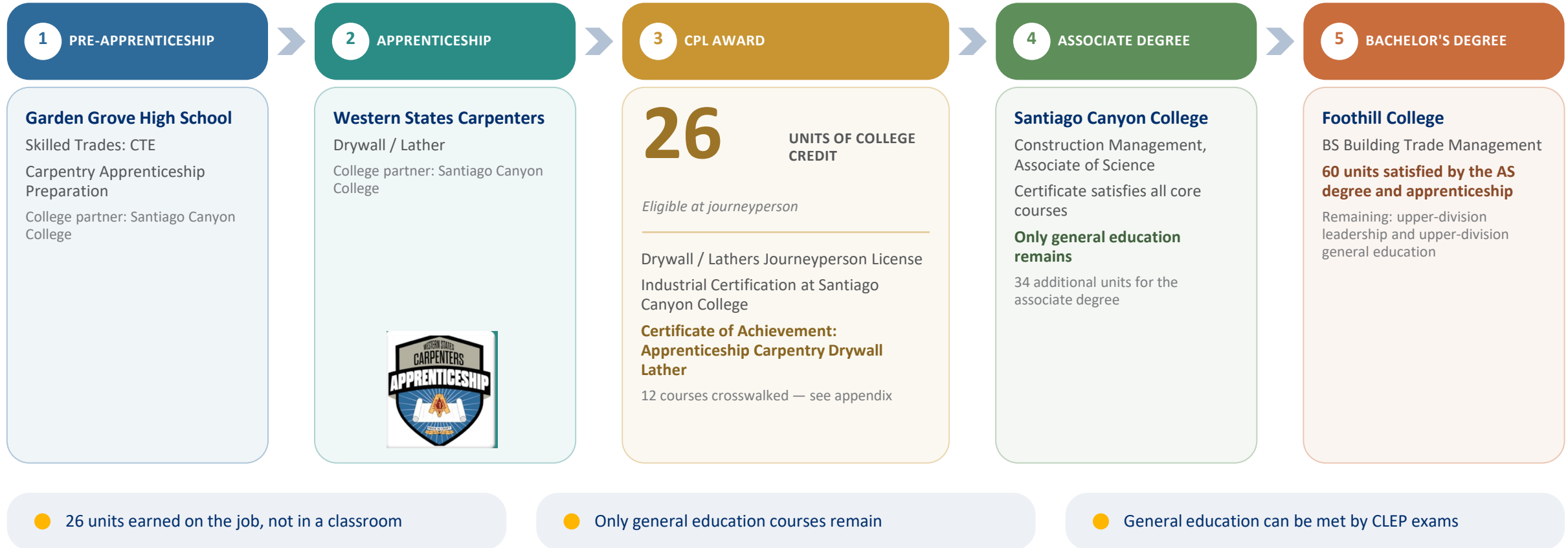
● Training is already aligned to course credit

● Rigor and skills verified by the CCCC process

● General education can be met by CLEP exams

Carpentry — Drywall / Lather

Garden Grove High School · Western States Carpenters · Santiago Canyon College · Foothill College



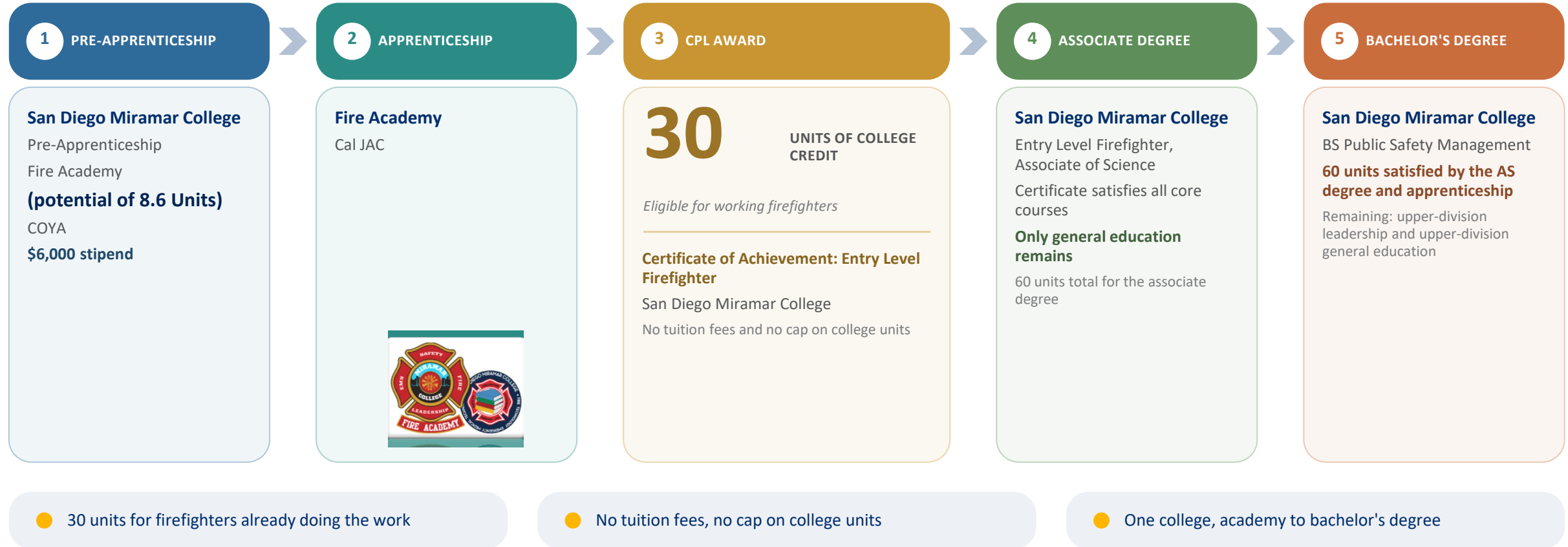
Ironworkers — one trade, two college routes

Ironworkers Local 433 • American River College or Cerritos College • Foothill College or Cerritos College



Fire — Cal JAC

San Diego Miramar College carries the whole pathway — academy through bachelor's degree



Get Credit for Being **You!**

Credit for Prior Learning (CPL) helps Californians turn what they've already learned — on the job, in the military, or through life — into college credit at California Community Colleges.

[Create an Account →](#)
[Learn More](#)


What is **Credit for Prior Learning?**

Credit for Prior Learning (CPL) is the process for awarding college credit for **validated college-level skills and knowledge** gained outside of a college classroom.

Scaling Apprenticeship CPL



- Step 1: Curriculum is Already Approved
 - Apprenticeship Training is already aligned to course credit. Academic rigor and skills verified by CCCCCO process.
- **Step 2:** Meet with Apprenticeship CPL Team to discuss goals for your apprentices.
- **Step 3:** Create a strategy to career advancement and promotions pathways to your apprentices.

Next Steps

1. How can we build Credit for Prior Learning for my union/company?

2. Where do I find CPL point-of-contact at colleges?

3. What can I do now to help my employees find credit for our training now?

Answers

1. Email Crystal.Nasio@rccd.edu
2. CPL Landing Pages: <https://map.rccd.edu/cpllandingpages/>
3. Student Portal: <https://creditforbeingyou.org/main/student>



Contact Us



Sam Lee
Senior Advisor to the
Chancellor for CPL
slee@cccco.edu



Crystal Nasio
Director of Workforce CPL
Crystal.Nasio@rccd.edu

Carpentry — Drywall / Lather

Santiago Canyon College course equivalents for Western States Carpenters apprenticeship training.

Course	Title	Units
ACA071A	Orientation	2
ACA071B	Safety and Health Certifications	2
ACA071C	Tool/Equipment Applications	1.5
ACA072A	Basic Metal Framing	1.5
ACA072B	Basic Lathing	1.5
ACA073A	Framing Ceilings and Soffits	1.5
ACA073B	Framing Suspended Ceilings	1.5
ACA073C	Framing Curves and Arches	1.5
ACA074A	Print Reading	2
ACA074B	Advanced Print Reading	2
ACA075A	Light Gage Welding AWS - A	1.5
ACA083	Door and Door Frames	1.5

As listed on the source pathway diagram: 12 courses, 20.0 units.

HOW TO READ THIS

Each row is training the apprentice has already completed, matched to a college course the college has already approved.

Nothing here is new curriculum. The crosswalk is what turns completed apprenticeship training into transcribed college credit.

The pathway slide cites 26 units eligible at journey person. The courses making up the difference ran off the bottom edge of the original graphic — confirm the full list before this page is shared.

Ironworkers — two college routes

The same trade training, evaluated by two colleges — Ironworkers Local 433.

AMERICAN RIVER COLLEGE • 29.5 UNITS

ARC	Ironworker course	Units
IW100	Saturday classes — Orientation	2
IW101	H08/H97 — OSHA 30/COMET	1.5
IW110	H01 — Mixed Base	1.5
IW120	H15 — Rigging	1.5
IW130	H30 — Reinforcing	1.5
IW131	H36 — Reinforcing II/Post Tensioning	1.5
IW140	H65/70 — Precast Concrete/Metal buildings	1.5
IW150	H20 — Welding I	1.5
IW151	H25 — Welding II	1.5
IW152	H28 — Welding III	1.5
IW160	H07/H47/H75/77 — LEAD/Scaffold erect dismantle/1st aid CPR	2
IW170	H40 — Structural I	1.5
IW171	H45/B87 — Structural II/Cranes	1.5
IW180	H52 — Architectural/Ornamental I	1.5
IW183	H62/H18/H95 — History/Qualified Rigger/Foreman	2
IW186	H54 — Architectural/Ornamental II	1.5
IW298	Work Experience — Work Experience in Ironworkers Trade	4

CERRITOS COLLEGE • 38 UNITS

CC	Course title	Units
IWAP 40.07	IW — Orientation	4.0
IWAP 40.09	IW — General Rigging	2.0
IWAP 40.11	Welding II — Reinforcing	2.5
IWAP 40.12	IW — Reinforcing Iron I	2.0
IWAP 40.15	IW — Post Tension I	2.0
IWAP 40.22	IW — Cranes	2.0
IWAP 40.50	IW — Mixed Base / Reinforcing	2.0
IWAP 40.53	IW — Detailing / Reinforcing Iron	2.0
IWAP 40.55	IWS — Reinforcing Foreman Training	2.0
IWAP 40.56	IW — Trade Science / Ironworker History	2.0
IWAP 40.63	IW — Structural Lead Hazard	2.0
IWAP 41.03	IW — Reinforcing II	1.0
IWAP 41.07	IW — Post Tension II	2.5
IWAP 41.08	IW — Post Tension III	2.0
IWAP 41.09	OSHA 30 / Extension Review	1.5

Cerritos list as shown on the source diagram totals 31.5 units against the 38 cited; rows below the slide edge were not visible in the original graphic. Confirm before sharing. The American River list reconciles exactly at 29.5.



California Community Colleges

Community College Bachelor's Degrees: Opportunities for Apprenticeships

IACA - Public Meeting

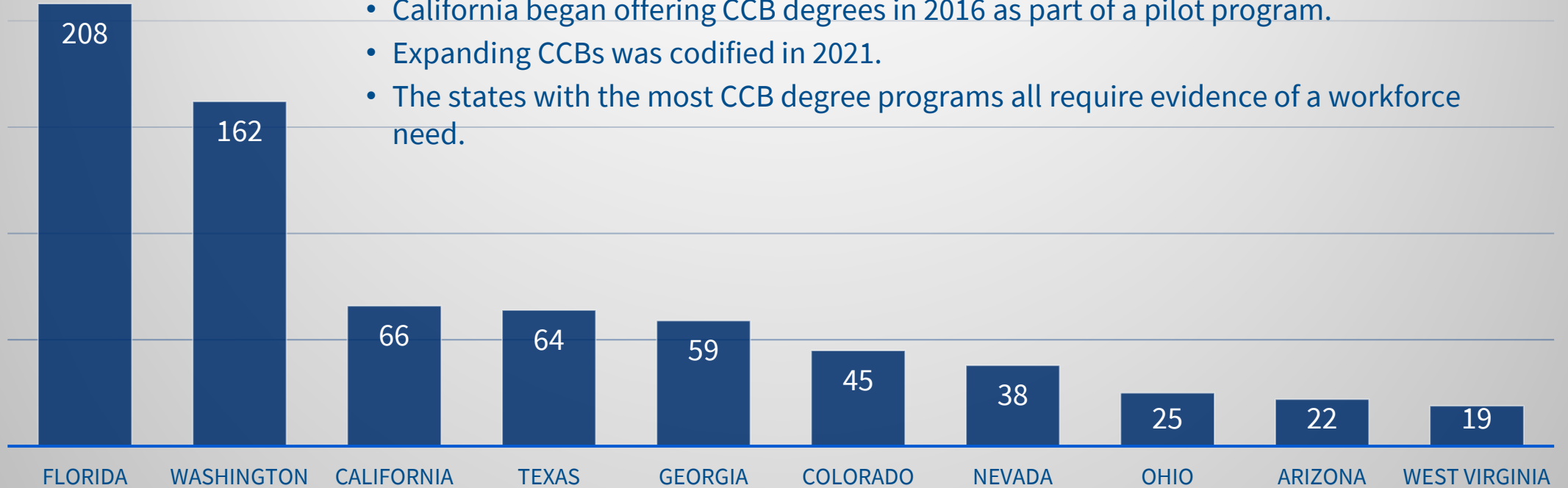
Erin Larson

Assistant Vice Chancellor for Strategic Educational and Workforce Initiatives

National Counts of Community College Bachelor's Degrees (CCBs)

Fast Facts:

- California began offering CCB degrees in 2016 as part of a pilot program.
- Expanding CCBs was codified in 2021.
- The states with the most CCB degree programs all require evidence of a workforce need.



49 CA Community Colleges with Approved CCB Degree Programs

(Count of multiple programs in parentheses)

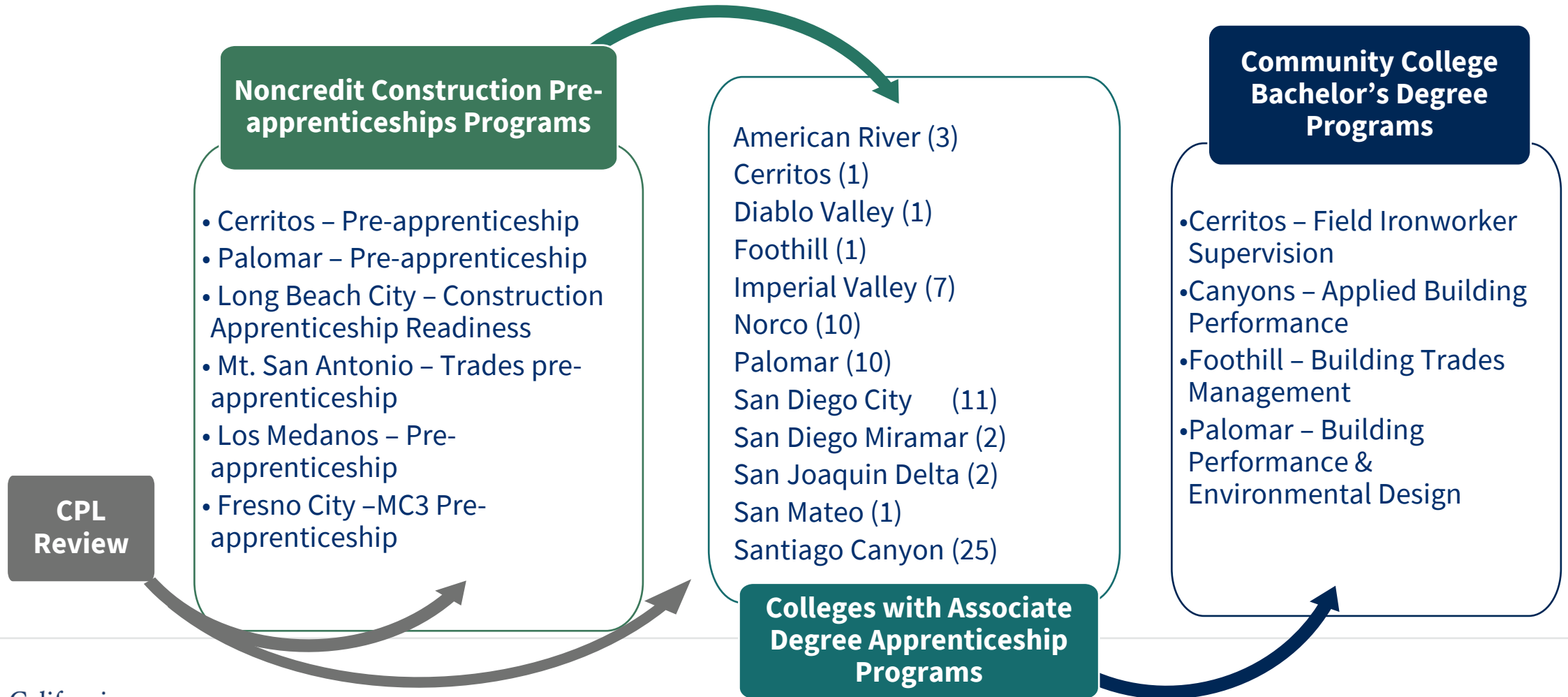
- Antelope Valley College (2)
- Bakersfield College (2)
- Cerritos College (2)
- Cerro Coso College
- College of the Canyons
- College of the Siskiyous
- Crafton Hills College
- Cypress College (2)
- De Anza College
- East Los Angeles College (2)
- El Camino College
- Feather River College (2)
- Foothill College (3)
- Fresno City College (2)
- Fullerton College
- Hartnell College
- Imperial Valley College
- Long Beach City College
- Los Angeles Mission College
- Los Angeles Pierce College
- Los Angeles Valley College
- MiraCosta College
- Mission College
- Modesto Junior College
- Moorpark College (2)
- Moreno Valley College
- Mt. San Antonio College
- Napa Valley College
- Oxnard College
- Palomar College
- Rio Hondo College (2)
- Saddleback College
- San Bernardino College
- San Diego City College
- San Diego Mesa College (2)
- San Diego Miramar College
- Santa Ana College (3)
- Santa Barbara City College
- Santa Monica College (2)
- Santiago Canyon
- Shasta College
- Skyline College
- Solano College
- Southwestern College
- Taft College
- Ventura College
- Victor Valley College
- West Los Angeles College (2)
- West Valley College

66 Approved CCB Degree Programs by Title

(Count of multiples in parentheses)

- Airframe Manufacturing Technology
- Applied Advocacy & Organizing
- **Applied Building Performance**
- Applied Cybersecurity and Network Operations
- Automotive Career Education
- Automotive Technology (2)
- Automotive Technology Management
- Aviation Maintenance Technology: Avionics
- Biomanufacturing (5)
- **Building Performance & Environmental Design**
- **Building Trades Management**
- Cloud Computing
- Cyber Defense and Analysis
- Cyber Security Technology
- Dental Hygiene (6)
- Dental Hygiene Administration
- Digital Infrastructure & Location Service
- Drone and Autonomous Systems
- Ecosystem Restoration & Applied Fire Management
- Electronic Digital Instrument
- Emergency Management
- Emergency Services Administration
- Equine & Ranch Management
- **Field Ironworker Supervision**
- Health Information Management (3)
- Histotechnology
- Industrial Automation (2)
- Interaction Design
- Land Stewardship and Sustainability
- Library & Information Science
- Medical Imaging Supervision and Leadership
- Medical Laboratory Technologist
- Mortuary Science
- Occupational Studies
- Paralegal Studies (2)
- Paramedicine
- Physical Therapy Assistant
- Public Safety Management
- Research Laboratory Technology
- Respiratory Care (8)
- Respiratory Care Therapist
- Respiratory Therapy (2)
- Transborder Environmental Design
- Water Resource Management

Apprenticeship and Career Pathways



How to get involved:



Reach out to the California Community Colleges Apprenticeship Network to partner about connecting apprenticeships to bachelor's degree programs



Connect with your industry partners in need of bachelor's level candidates for employment with your community college partners.



Work with your California Community Colleges Chancellor Office Workforce and Economic Development Division (WEDD) Regional Consortia on CTE bachelor's degree program needs.



California Community Colleges

Thank you!

Send inquiries to bdp@cccco.edu

www.cccco.edu