GROWING INLAND ACHIEVEMENT
Working Together for Inland Educational & Economic Success
Regional Overview
Demographics of the Inland Empire
The Inland Empire is 11% of population of California, produces 12% of California’s college-ready high school graduates....BUT only 6% of the state’s BA degrees.

Source: Public Policy Institute of California. 2017. Meeting California’s Need for College Graduates: A Regional Perspective.
By 2020, 38% of Californians need a BA degree. Yet nearly half of all IE adults have no education past high school.

Sources: American Community Survey, 2017; Public Policy Institute of California. 2015. Will California Run Out of College Graduates
21% of total population have a BA or above.

The population of the Inland Empire is 51% Latino & only 10% have a BA degree.

Source: American Community Survey, 2017
Transition from High School to College
Graduates Meeting UC/CSU (A-G) Requirements: Riverside County

- Riverside County Total: 48%
- None Reported: 52%
- Two or More Races: 60%
- White: 57%
- Pacific Islander: 40%
- Hispanic or Latino: 42%
- Filipino: 69%
- Asian: 75%
- American Indian or Alaska Native: 37%
- African American: 43%

Socioeconomically...: 41%
- Students with Disabilities: 15%
- Migrant Education: 37%
- Homeless Youth: 28%
- Foster Youth: 15%
- English Learners: 20%

Source: CA Department of Education, 2018
Graduates Meeting UC/CSU (A-G) Requirements: San Bernardino County

San Bernardino County Total: 43%
None Reported: 34%
Two or More Races: 51%
White: 47%
Pacific Islander: 35%
Hispanic or Latino: 40%
Filipino: 69%
Asian: 75%
American Indian or Alaska Native: 34%
African American: 36%

Socioeconomically Disadvantaged: 38%
Students with Disabilities: 12%
Homeless Youth: 27%
Foster Youth: 12%
English Learners: 19%

Source: CA Department of Education, 2018
% Achieving “Prepared” by Subgroup

Overall by County

- Riverside County
  - Prepared: 52%
  - Approaching Prepared: 18%
  - Not Prepared: 30%

- San Bernardino County
  - Prepared: 53%
  - Approaching Prepared: 20%
  - Not Prepared: 28%

Subgroup by County:

- American Indian
  - Riverside County: 12%
  - San Bernardino County: 32%

- Asian
  - Riverside County: 72%
  - San Bernardino County: 70%

- Filipino
  - Riverside County: 70%
  - San Bernardino County: 39%

- Hispanic
  - Riverside County: 29%
  - San Bernardino County: 39%

- Pacific Islander
  - Riverside County: 34%
  - San Bernardino County: 33%

- White
  - Riverside County: 49%
  - San Bernardino County: 45%

- Multiple Races
  - Riverside County: 11%
  - San Bernardino County: 15%

- English Learners
  - Riverside County: 22%
  - San Bernardino County: 26%

- Foster Youth
  - Riverside County: 15%
  - San Bernardino County: 15%

- Homeless Youth
  - Riverside County: 26%
  - San Bernardino County: 29%

- Socioeconomically Disadvantaged
  - Riverside County: 26%
  - San Bernardino County: 29%

*CCI is measured by the following: Smarter Balanced Summative Assessment, AP Exams, IB Exams, A-G Coursework, CTE Pathway Completion, Dual Enrollment, Military Science/Leadership, State Seal of Biliteracy.

Source: CA Department of Education, 2018
### First Community College Math Course

#### Riverside County

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Transfer Level</th>
<th>Below Transfer</th>
<th>Did Not Attempt</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>41%</td>
<td>29%</td>
<td>21%</td>
</tr>
<tr>
<td>African American</td>
<td>60%</td>
<td>51%</td>
<td>26%</td>
</tr>
<tr>
<td>Filipino/a</td>
<td>64%</td>
<td>63%</td>
<td>22%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>64%</td>
<td>51%</td>
<td>21%</td>
</tr>
<tr>
<td>White</td>
<td>63%</td>
<td>51%</td>
<td>22%</td>
</tr>
</tbody>
</table>

#### San Bernardino County

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Transfer Level</th>
<th>Below Transfer</th>
<th>Did Not Attempt</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>28%</td>
<td>40%</td>
<td>54%</td>
</tr>
<tr>
<td>African American</td>
<td>60%</td>
<td>63%</td>
<td>46%</td>
</tr>
<tr>
<td>Filipino/a</td>
<td>54%</td>
<td>63%</td>
<td>46%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>63%</td>
<td>63%</td>
<td>54%</td>
</tr>
<tr>
<td>White</td>
<td>54%</td>
<td>63%</td>
<td>46%</td>
</tr>
</tbody>
</table>

**12%** Riverside County at Transfer Level

**9%** San Bernardino County at Transfer Level

Source: CalPASS Plus, 2015-2016 Academic Year
Inland Empire Community College Transfer-Level Coursework Completion among Degree/Transfer Seeking Students

<table>
<thead>
<tr>
<th>Year</th>
<th>English</th>
<th>Math</th>
<th>Both English &amp; Math</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-2015</td>
<td>16%</td>
<td>7%</td>
<td>4%</td>
</tr>
<tr>
<td>2015-2016</td>
<td>20%</td>
<td>7%</td>
<td>5%</td>
</tr>
<tr>
<td>2016-2017</td>
<td>25%</td>
<td>8%</td>
<td>5%</td>
</tr>
<tr>
<td>2017-2018</td>
<td>29%</td>
<td>11%</td>
<td>7%</td>
</tr>
</tbody>
</table>

Source: Student Success Metrics
First Time Freshmen Requiring Math Remediation

California State University, San Bernardino

<table>
<thead>
<tr>
<th>Year</th>
<th>Fall 2015</th>
<th>Fall 2016</th>
<th>Fall 2017</th>
<th>Fall 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>28%</td>
<td>21%</td>
<td>29%</td>
<td>37%</td>
</tr>
</tbody>
</table>

University of California, Riverside

<table>
<thead>
<tr>
<th>Year</th>
<th>Fall 2015</th>
<th>Fall 2016</th>
<th>Fall 2017</th>
<th>Fall 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>15%</td>
<td>21%</td>
<td>22%</td>
<td>21%</td>
</tr>
</tbody>
</table>

Source: CSUSB & UCR Institutional Research Departments
First Time Freshmen Requiring Math Remediation

Overall: 37%
- Overall: 21%

California State University, San Bernardino
- Pell: 40%
- Non-Pell: 33%
- Underrepresented Minority (URM): 32%
- Non-URM: 25%

University of California, Riverside
- Pell: 39%
- Non-Pell: 34%
- Underrepresented Minority (URM): 16%
- Non-URM: 11%
College-Going Rates & Outcomes of Riverside County High School Students

Completed a Degree within 6 Years: (2011 Cohort)

9% (2-yr degree) + 17% (4-yr degree) = 26% Total

ONLY 1 in 4 Riverside County high school students graduates from college

Completed a Degree within 6 Years:
2-year institution: [chart showing 67%, 66%, 67%, 67%, 68%]
4-year institution: [chart showing 41%, 41%, 40%, 40%, 41%]
Total: [chart showing 25%, 26%, 27%, 27%, 27%]

Source: National Student Clearinghouse, shared courtesy Riverside County Office of Education
Note: Students enrolled in college at any time during the first two years after high school
7% of Inland Empire community college students are enrolled in 15+ units.
Transfer Velocity at Regional Community Colleges

Barstow: 7% (2-year), 2% (3-year)
Chaffey: 6% (2-year), 2% (3-year)
Copper Mountain: 6% (2-year), 1% (3-year)
Crafton Hills: 7% (2-year), 2% (3-year)
Desert: 6% (2-year), 2% (3-year)
Moreno Valley: 7% (2-year), 2% (3-year)
Mt. San Jacinto: 7% (2-year), 2% (3-year)
Norco College: 7% (2-year), 3% (3-year)
Palo Verde: 4% (2-year), 2% (3-year)
Riverside: 8% (2-year), 2% (3-year)
San Bernardino: 4% (2-year), 6% (3-year)
Victor Valley: 6% (2-year), 2% (3-year)
Total: 7% (2-year), 2% (3-year)

Sources: https://datamart.cccco.edu/Outcomes/Transfer_Velocity.aspx, 2011-2012 cohort
Median Time to Degree

- Barstow Community College: 3.5 years
- Chaffey College: 3.9 years
- College of the Desert: 4.3 years
- Copper Mountain College: 3.3 years
- Mt. San Jacinto: 3.7 years
- Palo Verde: 4.7 years
- Riverside: 3.9 years
- San Bernardino Valley: 3.7 years
- Victor Valley: 4.5 years
- University of California, Riverside: 4.1 years
- California State University, San Bernardino: 5.3 years

Source: https://misweb.cccco.edu/ie/DistrictRates.aspx, 2015-2016

Longer time to degree is expensive for both students & the State of California
Average Units upon Completion of Associate Degree

Among degree/transfer students who earned an associate degree in the selected year, the average number of units earned in the California community college system among students who had taken at least 60 units at the college.

Only 60 units is required to graduate/transfer

Source: Student Success Metrics
Postsecondary Outcomes
Regional Community College Completion Rates (Degree, Certificate, or Transfer within 6 Years)

Cohort Year Fall 2011

Source: https://scorecard.cccco.edu/scorecard.aspx
Disaggregated 6-Year Completion Rates across Twelve Regional Community Colleges

The overall 3-year community college completion rate in the Inland Empire = **22.5%**

This is the lowest of any region in the state

Note: Completion=Percentage of degree, certificate and/or transfer-seeking students who completed a degree, certificate or transfer-related outcome.

Sources: https://scorecard.cccco.edu/scorecard.aspx, 2011-2012 cohort,
https://extranet.cccco.edu/Portals/1/ExecutiveOffice/Board/2019_agendas/March/3.2-SOS-Goals-Presentation.pdf
Recent data show public university 4-year graduation rates increasing:

**CSUSB:** 19%
**UCR:** 62%
(2014 Cohort)

Sources: IPEDS (First-Time Full Time BA-seeking students), CSUSB & UCR IR Depts

*4-year info missing from IPEDS, 2011 Cohort*
Equity Gaps in University Graduation Rates

4-Year Graduation Rates (Fall 2014 cohort)

- **California State University, San Bernardino**
  - Total: 19%
  - Pell: 17%
  - Non-Pell: 23%
  - Underrepresented Minority (URM): 16%
  - Non-URM: 25%

- **University of California, Riverside**
  - Total: 62%
  - Pell: 61%
  - Non-Pell: 64%
  - Underrepresented Minority (URM): 57%
  - Non-URM: 66%

6-Year Graduation Rates (Fall 2012 cohort)

- **California State University, San Bernardino**
  - Total: 57%
  - Pell: 56%
  - Non-Pell: 59%
  - Underrepresented Minority (URM): 56%
  - Non-URM: 60%

- **University of California, Riverside**
  - Total: 74%
  - Pell: 75%
  - Non-Pell: 74%
  - Underrepresented Minority (URM): 74%
  - Non-URM: 75%

Source: CSUSB & UCR Institutional Research Departments
Education & Labor Market Alignment
Alignment of Regional Education Supply & Projected Workforce Demand (2018-2023)

- **Doctoral/Professional Degrees**
  - 2017-2018 Conferrals: 942
  - 2018-2023 Projected Annual Openings: 2,430

- **Master's Degrees**
  - 2017-2018 Conferrals: 3,765
  - 2018-2023 Projected Annual Openings: 2,359

- **Bachelor's Degrees**
  - 2017-2018 Conferrals: 11,946
  - 2018-2023 Projected Annual Openings: 27,000

- **Associate Degrees**
  - 2017-2018 Conferrals: 6,296
  - 2018-2023 Projected Annual Openings: 14,463

- **Certificates**
  - 2017-2018 Conferrals: 3,019
  - 2018-2023 Projected Annual Openings: 2,430

The Inland Empire region needs more bachelor’s degrees & certificates.

Note: >170,000 annual openings (not shown) require no formal postsecondary education.

Source: IPEDS, CalPASS Plus, Bureau Labor Statistics: Schools included are CSU, UCR, LLU, Cal Baptist, Univ of Redlands, La Sierra, and the 12 regional CCs.
Note: BLS data reflect annual projected job openings in the IE/Desert Region (including separations methodology by typical entry level education).
Automation will Reinforce Existing Equity Gaps

“Routine, predictable physical and cognitive tasks will be most vulnerable to automation”

63% of occupations in the Inland Empire may be automated by 2035

**Occupations Most Vulnerable to Automation:**
- Office Administration
- Production
- Transportation
- Food Preparation

70% of the tasks in these jobs are potentially automatable

**Education Levels Most Vulnerable to Automation:**
Tasks in occupations with less than a bachelor's degree face more than TWICE the exposure to automation

**People Most Vulnerable to Automation:**
- Men
- Young workers
- People of color

Due to overrepresentation in high exposure occupations

Sources: Institute for Spatial Economic Analysis, 2017; Automation and Artificial Intelligence: How Machines are Affecting People and Places, January 2019
## Regional Labor Market Overview

### Top 5 Inland Empire Jobs by Degree/Credential (2018-2023)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Annual Openings</th>
<th>Average Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Certificate</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>3,958</td>
<td>$45,831</td>
</tr>
<tr>
<td>Hairdressers, Hairstylists, and Cosmetologists</td>
<td>1,367</td>
<td>$26,292</td>
</tr>
<tr>
<td>Medical Assistants</td>
<td>1,259</td>
<td>$31,195</td>
</tr>
<tr>
<td>Nursing Assistants</td>
<td>1,150</td>
<td>$32,870</td>
</tr>
<tr>
<td>Automotive Service Technicians and Mechanics</td>
<td>1,133</td>
<td>$39,678</td>
</tr>
<tr>
<td><strong>Associate Degree</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Preschool Teachers, Except Special Education</td>
<td>460</td>
<td>$30,730</td>
</tr>
<tr>
<td>Paralegals and Legal Assistants</td>
<td>262</td>
<td>$68,669</td>
</tr>
<tr>
<td>Dental Hygienists</td>
<td>173</td>
<td>$90,330</td>
</tr>
<tr>
<td>Human Resources Assistants, Except Payroll and Timekeeping</td>
<td>172</td>
<td>$39,832</td>
</tr>
<tr>
<td>Clinical Laboratory Technologists and Technicians</td>
<td>153</td>
<td>$85,473</td>
</tr>
<tr>
<td><strong>Bachelor’s Degree</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>2,203</td>
<td>$97,161</td>
</tr>
<tr>
<td>General and Operations Managers</td>
<td>2,038</td>
<td>$117,255</td>
</tr>
<tr>
<td>Substitute Teachers</td>
<td>1,954</td>
<td>$39,853</td>
</tr>
<tr>
<td>Elementary School Teachers, Except Special Education</td>
<td>1,851</td>
<td>$82,944</td>
</tr>
<tr>
<td>Secondary School Teachers, Except Special and Career/Technical Education</td>
<td>1,004</td>
<td>$76,168</td>
</tr>
</tbody>
</table>

### Top Industries (No of Jobs)

<table>
<thead>
<tr>
<th>Industry</th>
<th>Annual Wages (avg)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Riverside County</strong></td>
<td></td>
</tr>
<tr>
<td>Government</td>
<td>$58.9k</td>
</tr>
<tr>
<td>Health Care &amp; Social Assistance</td>
<td>$42.9k</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>$32.5k</td>
</tr>
<tr>
<td>Accommodation &amp; Food Services</td>
<td>$21.3k</td>
</tr>
<tr>
<td>Construction</td>
<td>$56.1k</td>
</tr>
<tr>
<td><strong>San Bernardino County</strong></td>
<td></td>
</tr>
<tr>
<td>Government</td>
<td>$59.9k</td>
</tr>
<tr>
<td>Health Care &amp; Social Assistance</td>
<td>$49.0k</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>$32.2k</td>
</tr>
<tr>
<td>Accommodation &amp; Food Services</td>
<td>$19.8k</td>
</tr>
</tbody>
</table>

Sources: Bureau of Labor Statistics, Center for Jobs & the Economy