

# A 10-Year Snapshot: The CCC IRPE Career Landscape and Trajectories

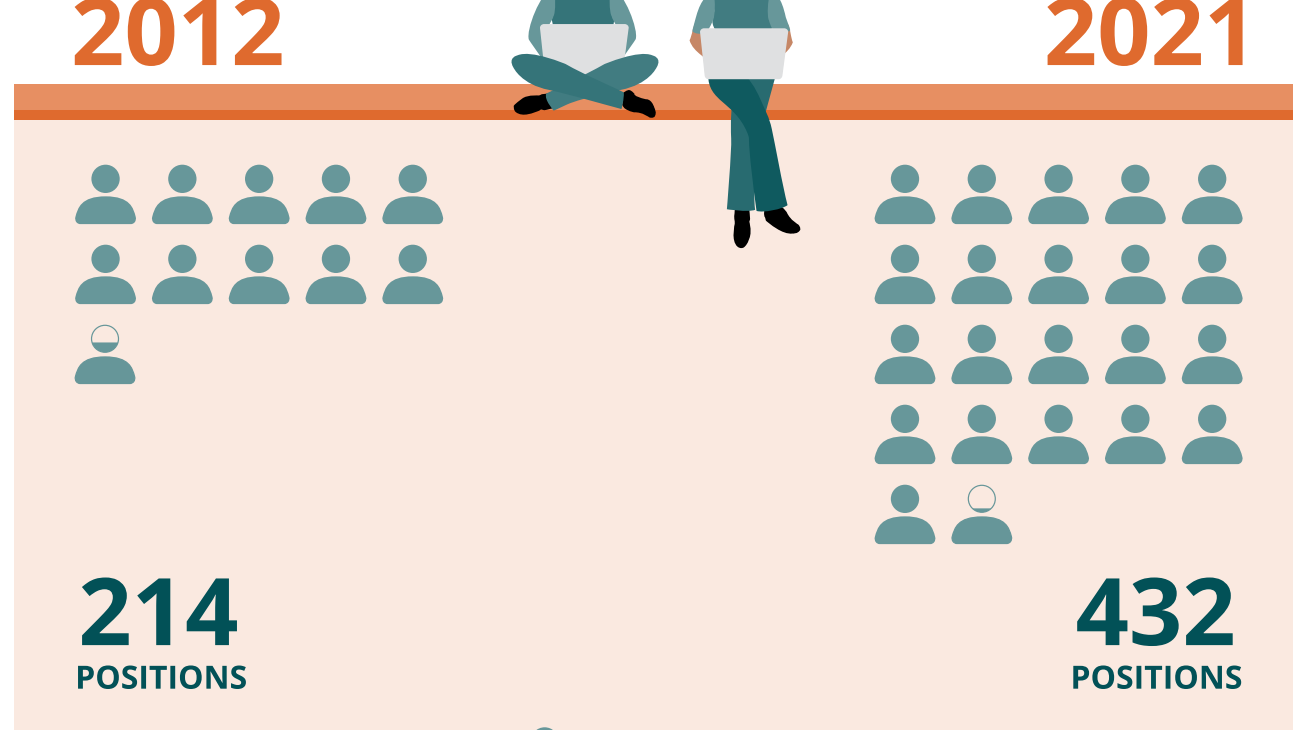


The Institutional Research, Planning, and Effectiveness (IRPE) community at the California Community Colleges (CCC) support and lead data- and research-informed efforts to promote equitable success for CCC students.

This infographic tracks the evolution of the IRPE profession over the past decade, highlighting changes in job numbers, salaries, and career paths. This information can provide valuable insights for the types of professional development that can be offered for IRPE professionals seeking to advance their careers, inform job descriptions and salary considerations, and provide leads to future research direction on and about the IRPE field.

## How has the CCC IRPE field changed over a 10-year timeframe?

Between 2012 and 2021, the number of IRPE position **doubled**.



The types of IRPE job titles included:

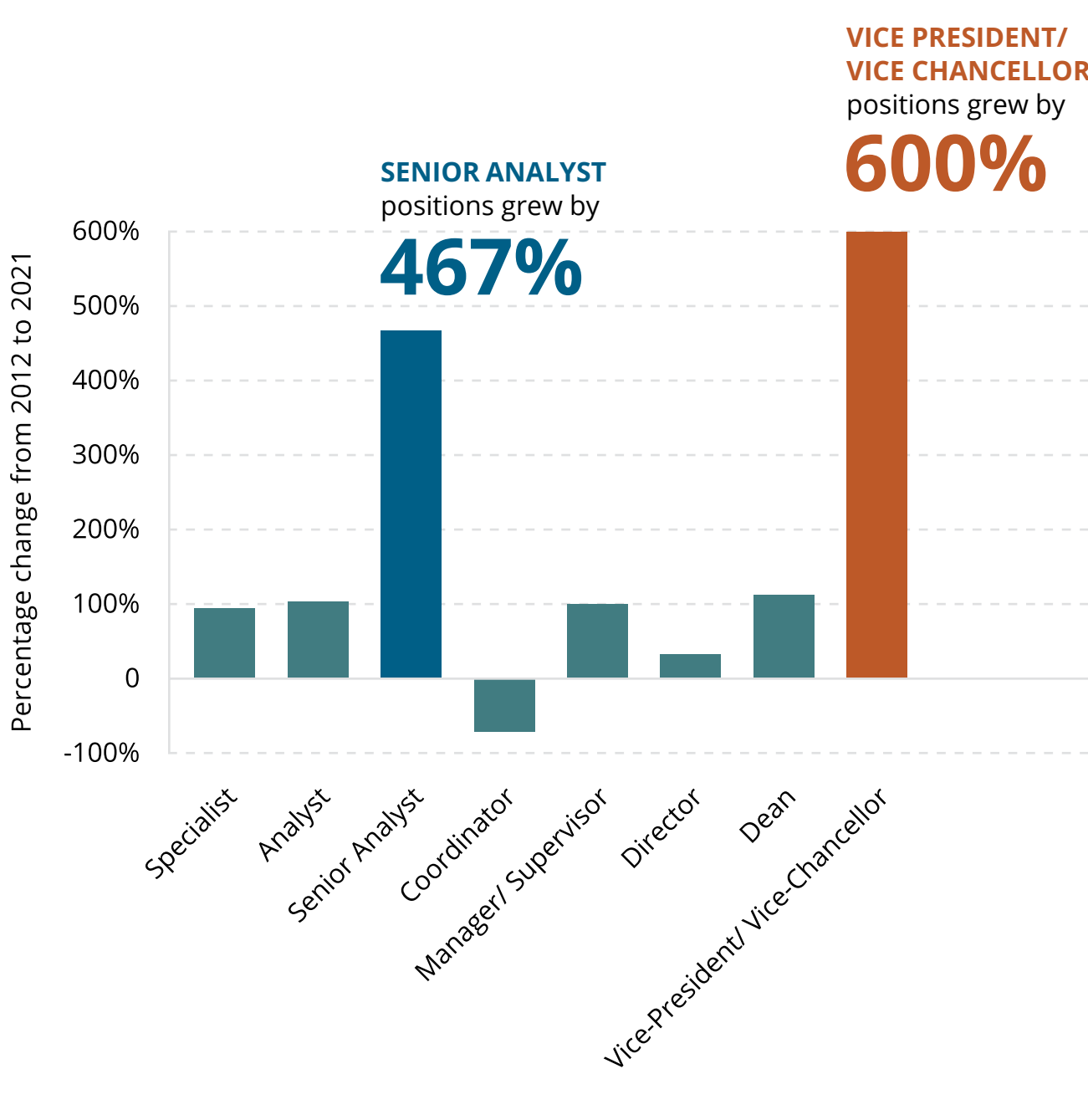
- Specialist
- Analyst
- Senior Analyst
- Coordinator
- Manager/Supervisor
- Director
- Dean
- Vice President/Vice Chancellor

The most common IRPE position is the **ANALYST** position, with an average of

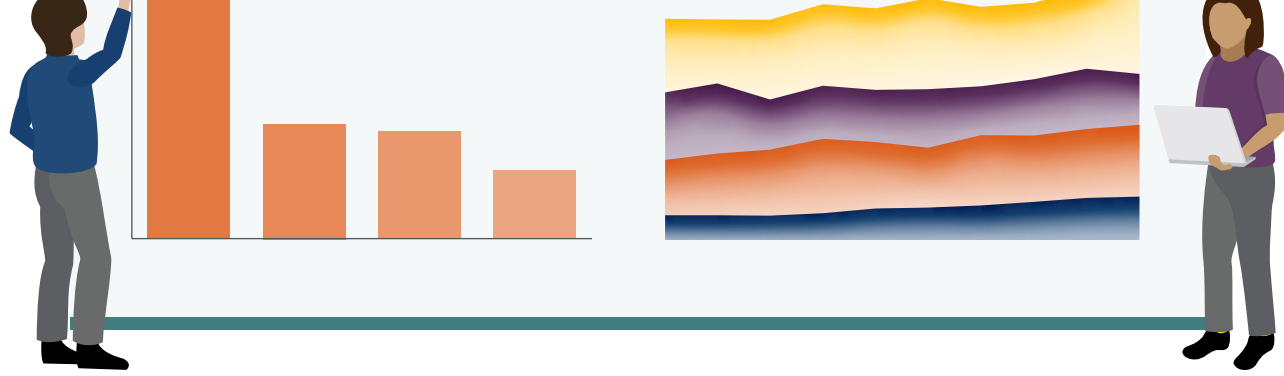
**174 POSITIONS PER YEAR**



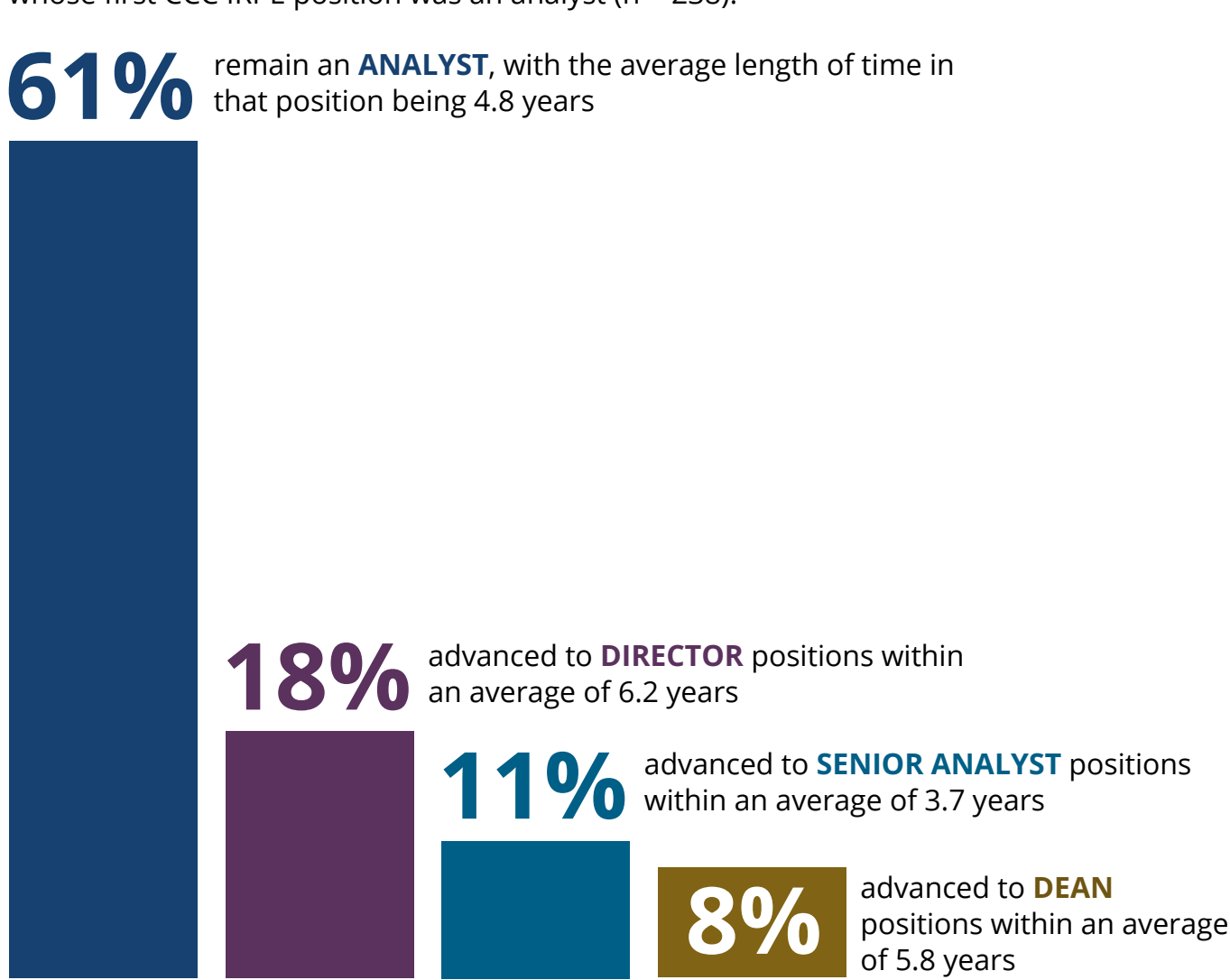
The two IRPE positions that saw the largest increases in the number of people in these positions across the state between 2012 and 2021 were:



## What are the most common career paths for professionals starting as analysts?

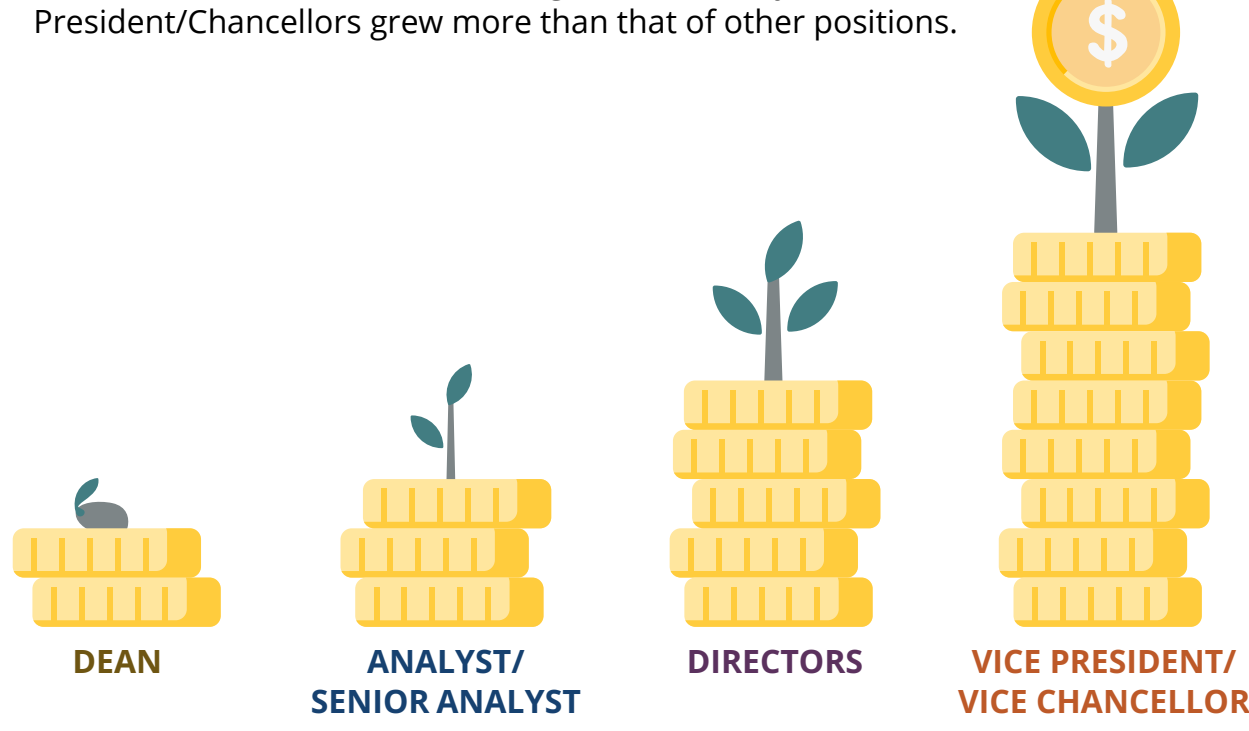


Tracking the career trajectory of 365 IRPE professionals, of the professionals whose first CCC IRPE position was an analyst (n = 238):



## How have salaries changed between 2012 and 2021 for specific IRPE positions?

Between 2012 and 2021, the average annual salary of Vice President/Chancellors grew more than that of other positions.



## How livable are the wages of the IRPE analyst position?

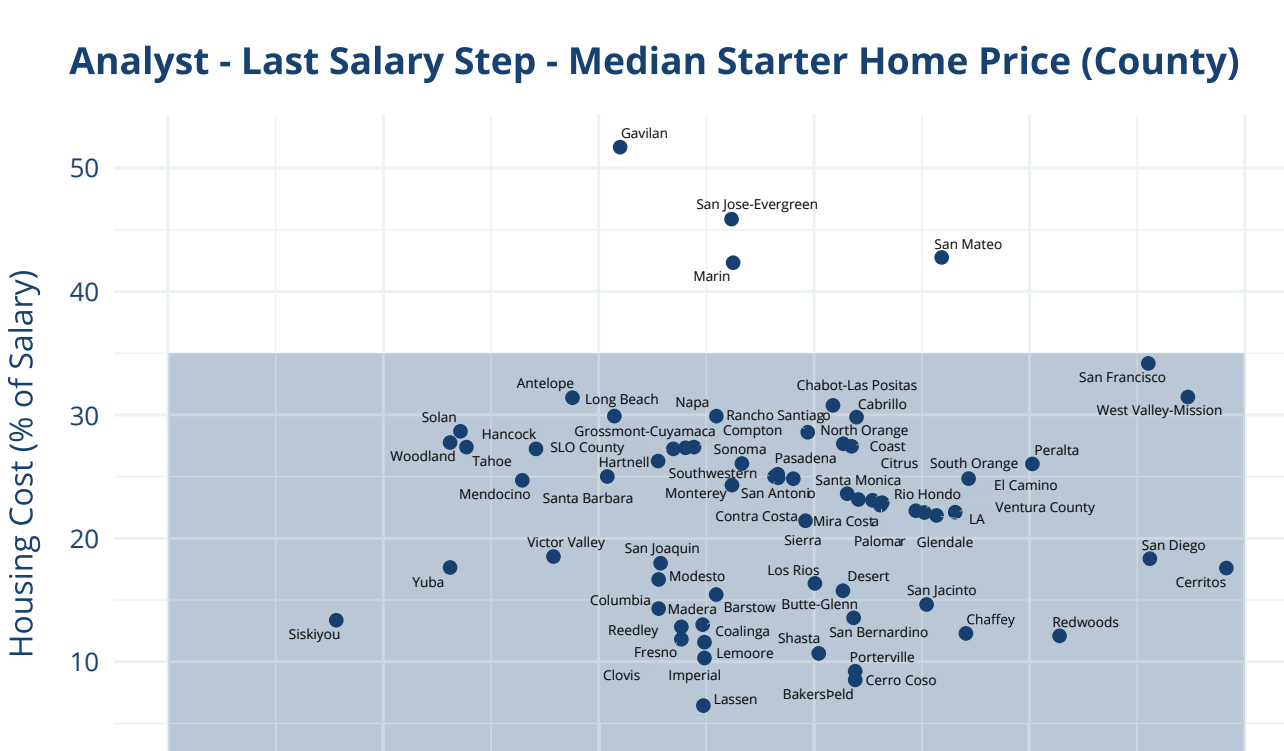
To examine whether analysts are earning a living wage, we compare salaries in the context of regional home prices.



Using the first salary step of analyst positions in each district, we compared the average salary in each district to the median home prices in the related counties of those positions and estimates the percentage of an analysts' monthly salary towards a monthly mortgage payment to create an index of home affordability.

In general, there was almost no correlation between salary and affordability ( $r = -.025$ ) suggesting that purchasing power primarily varies by district and not only by region. The figure below provides a visual representation of the relationship between salary and affordability which shows that only a few districts falling in the middle range of yearly income are above the recommended threshold of 35% (the maximum percentage of one's salary or gross income to mortgage expenses). Specifically, four districts (Gavilan, Marin, San Jose-Evergreen, and San Mateo) and their respective seven colleges (Canada, Evergreen, Gavilan, Marin, San Jose, Skyline, and San Mateo) were above the recommended 35% threshold.

Analyst - Last Salary Step - Median Starter Home Price (County)



For more detailed information about the data and sources, view the [IRPE Career Trajectory Study-Supporting File](#).