

Career and Program Pathways (CAPs): An Introduction

**Mission Informed Planning Council
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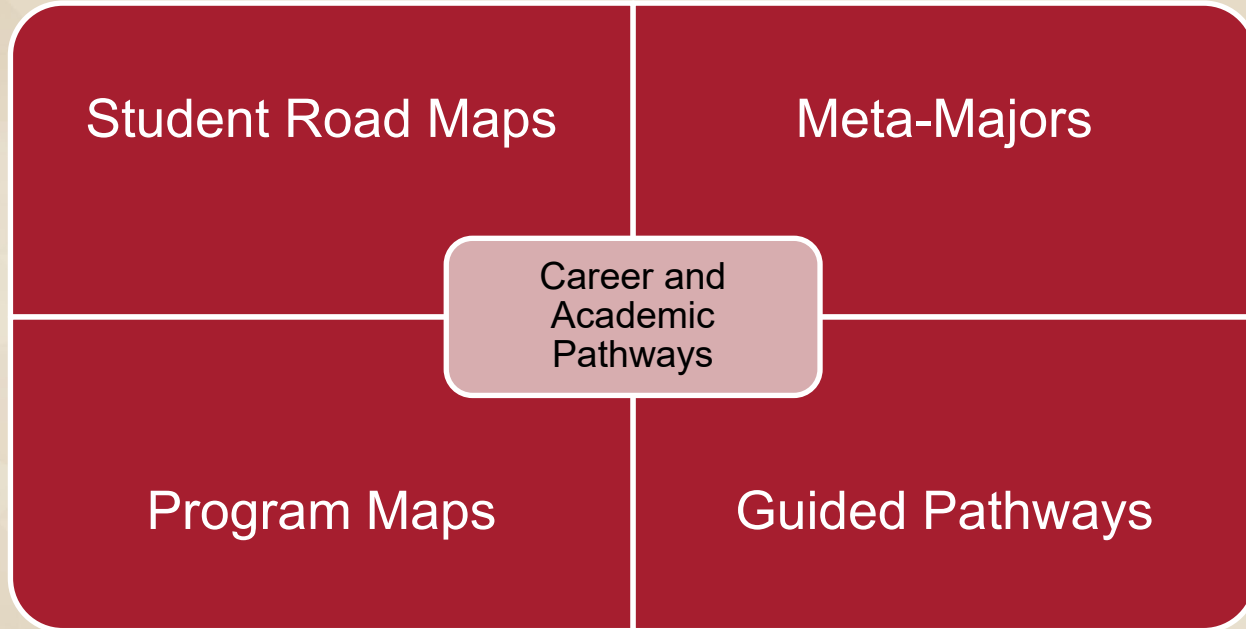
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Overview

- What CAPs?
- Why CAPs?
- Who CAPs?
- CAPs + Students

Let's talk CAPs!



CAPs Definition

- Programs of study based on areas of interest, career goals, meta-majors, and similar coursework

CAPs Definition

- Eight programs of study
 - Arts & Media
 - Business
 - Education
 - Explorer
 - Health Sciences & Wellness
 - Industrial Technology & Building Trades
 - Science, Technology, Engineering & Math
 - Society, Culture & Human Development

CAPs Goals

- Clear enrollment avenues
- Defined course taking patterns
- Focused support services
- Community of students, faculty, classified professionals sharing experiences, resources, and space relevant to related interests and goals

Who supports the CAPs?

- Whole college effort
- Educational Programs
 - Faculty
 - Office of Instruction: Curriculum
- Educational Support Programs
 - Counseling
 - Enrollment Services: Programs

CAPs + Blueprint 2030

- Transformational Goal 1
 - By 2030, retain 89% of first-time students fall-to-fall with no student racial or demographic disparities, increasing from 60% from fall 2023 to fall 2024.

CAPs + Blueprint 2030

- Redesign the student journey to support educational and educational support needs
 - Sense of belonging
 - Empowered to succeed
- Sustain commitment to:
 - Respond to industry demands and advancements
 - Culturally responsive pedagogy
 - Expansion of affinity spaces
 - Data disaggregation

Supporting Students with the CAPs Frame

- Sourcing the data
 - Invested community
 - Data infrastructure
 - Redesign processes and procedures
- For now: Data is imperfect...but that's okay

CAPs + IRP: Preliminary Analysis

- Students who were registered in a course for Fall 2025
- CAPs assignment based on declared program as of Fall 2025

CAPs: Our Exploration Begins

Top CAPs

Health Sciences & Wellness

STEM

Business

Society, Culture, & Human Development

Note: Out of 12,639 students identified as of September 17, 2025

CAPs: Our Exploration Begins

CAP	Share of students
Health Sciences & Wellness	19%
STEM	15%
Business	12%
Society, Culture, & Human Development	11%
Industrial Technology & Building Trades	8%
Arts & Media	6%
Education	3%
Explorer	2%
TOTAL	76%

The four largest CAPs by number of students account for 57% in Fall 2025.

Note: Out of 12,639 students identified as of September 17, 2025

CAPs: Our Exploration Begins

Other “CAPs”

De Anza Village 15%

High School 9%

Roughly 25% of students would not be assigned a Foothill CAP

Note: Out of 12,639 students identified as of September 17, 2025

CAPs by Student Type

Student Type	Arts & Media	Business	Education	Explorer	Health Sciences & Wellness	Industrial Technology & Building Trades	Society, Culture, & Human Development	STEM	High School	De Anza	TOTAL
1st-time student	19%	18%	21%	16%	24%	11%	24%	25%	4%	8%	18%
1st-time transfer	14%	27%	19%	9%	14%	14%	16%	16%	1%	29%	17%
Continuing	50%	42%	40%	64%	49%	10%	45%	48%	1%	35%	38%
Returning	17%	12%	17%	11%	12%	65%	14%	11%	0%	21%	17%
High school concurrent	0%	0%	0%	0%	0%	0%	0%	0%	94%	7%	9%
Adult learner	1%	0%	3%	0%	0%	0%	1%	0%	0%	0%	0%
Total	708	1,543	354	297	2,391	1,065	1,372	1,930	1,125	1,854	12,639

35% of students are attending Foothill for the first time.

CAPs by Educational Goal

Educational Goal	Arts & Media	Business	Education	Explorer	Health Sciences & Wellness	Industrial Technology & Building Trades	Society, Culture, & Human Development	STEM	High School	De Anza	TOTAL
Transfer	51%	40%	30%	41%	34%	4%	54%	65%	20%	42%	40%
Degree	14%	6%	15%	10%	33%	7%	10%	6%	1%	12%	13%
Certificate	5%	6%	7%	2%	11%	53%	2%	4%	0%	11%	10%
All Other	31%	48%	48%	47%	22%	36%	34%	25%	79%	35%	37%
Total	708	1,543	354	297	2,391	1,065	1,372	1,930	1,125	1,854	12,639

40% of students indicated they are transfer seeking



CAPs by Ethnicity

Ethnicity	Arts & Media	Business	Education	Explorer	Health Sciences & Wellness	Industrial Technology & Building Trades	Society, Culture, & Human Development	STEM	High School	De Anza	TOTAL
Asian	19%	32%	26%	19%	18%	6%	24%	32%	40%	46%	28%
Black	7%	6%	3%	7%	5%	3%	5%	4%	3%	3%	4%
Filipinx	3%	3%	1%	3%	8%	4%	4%	4%	2%	6%	5%
Latinx	29%	28%	40%	21%	51%	54%	32%	25%	25%	26%	34%
Native American	1%	0%	0%	0%	0%	1%	1%	0%	0%	0%	0%
Pacific Islander	1%	1%	0%	1%	1%	2%	1%	0%	1%	1%	1%
White	34%	24%	28%	32%	15%	29%	28%	26%	22%	18%	23%
Unreported	6%	5%	1%	17%	1%	2%	5%	8%	7%	1%	4%
Total	708	1,543	354	297	2,391	1,065	1,372	1,930	1,125	1,854	12,639

Latiné students represent at least one-third of students in Fall 2025, with higher representation in Industrial Tech, Health Sci, Education.

CAPs by Gender

Gender	Arts & Media	Business	Education	Explorer	Health Sciences & Wellness	Industrial Technology & Building Trades	Society, Culture, & Human Development	STEM	High School	De Anza	TOTAL
Male	45%	52%	9%	47%	27%	93%	36%	54%	48%	48%	47%
Female	49%	46%	90%	47%	70%	5%	59%	42%	45%	51%	50%
B, N, Unreported	6%	3%	1%	6%	3%	2%	5%	4%	7%	1%	4%
Total	708	1,543	354	297	2,391	1,065	1,372	1,930	1,125	1,854	12,639

Education, Health Sci & Wellness show a higher share of females.
Industrial Tech & Bldg Trades show a higher rate of males.



CAPs by Age

Age Group	Arts & Media	Business	Education	Explorer	Health Sciences & Wellness	Industrial Technology & Building Trades	Society, Culture, & Human Development	STEM	High School	De Anza	TOTAL
19 or less	21%	22%	9%	20%	31%	3%	25%	34%	95%	24%	31%
20-24	33%	42%	16%	26%	28%	21%	29%	32%	2%	29%	28%
25-29	12%	13%	13%	7%	18%	30%	11%	13%	1%	16%	14%
30-34	7%	8%	14%	6%	10%	23%	10%	8%	0%	12%	10%
35-39	5%	5%	14%	2%	5%	14%	7%	4%	0%	7%	6%
40-49	8%	6%	21%	4%	6%	8%	9%	4%	1%	7%	6%
50-59	9%	2%	8%	2%	2%	2%	6%	2%	0%	4%	3%
60+	5%	1%	3%	32%	0%	0%	4%	2%	0%	2%	2%
Unreported	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	708	1,543	354	297	2,391	1,065	1,372	1,930	1,125	1,854	12,639

Over half of our students are under age 25--
Education, Explorer, Industrial Tech are exceptions.

CAPs: Our Exploration Will Continue

- Next steps include:
 - Documentation of CAPs mapping
 - Systematize mapping
 - CAPs selection on application
 - Continuing dialogue through the CAPs Frame
 - Alignment with college priorities and planning

END