



Welcome to the CCB Movement!

Starting a bachelor's degree at a community college can feel big – and it is – but it's also doable. More importantly, it has been done and is being done by colleges just like yours.

At CCBA, we support colleges through every phase of launching a Community College Baccalaureate (CCB), focusing on building workforce-centered degrees that expand access, strengthen communities, and lead to family-sustaining careers. This guide is designed to help you explore what's possible with the resources that can support you.

Why community colleges are offering baccalaureate degrees

Colleges that launch CCBs are stepping up to meet real needs innovatively, as leaders, and with a deep commitment to their students and communities.

1. From Transfer to Completion

Community colleges already support students on their educational journey – CCBs are taking community college students to degree completion and beyond to promotions, raises, professional advancement, and life-changing careers.

2. From Community College to Community Solution

When you offer a CCB, you're not just filling gaps – you're building workforce pipelines. You're already the go-to partner for workforce development. A CCB just makes that partnership stronger and keeps talent local.

3. From “Can We?” to “How Will We?”

24 states have already implemented CCBs with more than 736 programs across the country. Launching a CCB doesn't happen overnight, but you're not doing it alone. CCBA has resources, templates, examples, and a national network to help your state usher in community college baccalaureate degrees.



“The reason I decided to pursue my bachelor's degree was because it would create more opportunity for me to advance in my profession whether it's management or leadership. That way I can show my children that they can accomplish whatever they set their mind to.”

- **Odetta Julien**

Bachelor of Science of Nursing

Your Roadmap for Building a Community College Baccalaureate (CCB) Program

Launching a CCB program is a big step—and the Community College Baccalaureate Association (CCBA) is here to help you every step of the way. This guide breaks down the key moves, from idea to implementation. Whether you're just exploring or already approved, CCBA connects you with the insights, tools, and national network to move your program forward with confidence and impact.

Preparing for Program Approval: What do we need to prepare a program proposal?

1. Identify a Program with Local Labor Market Need

To meet regional workforce needs, colleges should:

- Create a statement of need supported by labor market data
 - [🔗 Start here: How to Identify Demand & Supply \(video\)](#)
 - [🔗 Start here: Community College Baccalaureate Case-Making Tools: Using Lightcast™ to Conduct Supply and Demand Analysis \(Report\)](#)
- Engage employers in discussions about bachelor's-level skills, knowledge, and competencies required for the field. Document employer demand and employer support.

Tip: Close, mutually beneficial relationships with employers and regional partners are a prerequisite for success. Collaboration with employers, workforce boards, and economic development leaders ensures that programs are responsive, relevant, and sustainable.

2. Assess Internal Readiness. Before proposing a new program, assess your internal capacity:

- Institutional program strengths
- Faculty availability and qualifications
- Budget and funding sources
- Academic support and resources
- Student support infrastructure
- Technology services
- Facilities and equipment needs
- Accreditation readiness

Coming soon: A Comprehensive Planning Guide for Community College Baccalaureate Development

[🔗 What do high-quality CCBs look like?: Elements of Quality for Community College Bachelor's Degree Programs: Thought Paper](#)

3. Develop and Submit a Proposal

Craft a data-informed, compelling proposal aligned with your state's CCB guidelines.

[🔗 Sample CCB BSN Proposal](#)

Building the Program Post-Approval: How do we develop and launch the program?

1. Tap into the CCBA Network

- Use the CCBA National Program Inventory to connect with peers who have launched similar programs: [Search Here](#)
- Access CCBA promising practices and case studies to guide your development process: Get started with the *Bachelor's Launch Kit: Implementation in a Box* from Maricopa County Community College District. [Search Here](#)

2. Design with Student Equity in Mind

High-impact CCB programs support students holistically.

Build in wraparound supports: advising, peer mentoring, career coaching.

Example: MiraCosta College's Student Success Specialists serve as advocates, career coaches, and liaisons to help students navigate both academic and personal challenges (Fino & Gomez, 2022).

[🔗 Elements of Quality for Community College Bachelor's Degree Programs: Thought Paper](#)

3. Continue Employer Engagement

Engage employers early and often to co-design a workforce-relevant experience:

- Partner with employers to shape curriculum, capstones, and advising
- Use your employer network to recruit faculty and staff
- Consult regularly with regional workforce boards to align with evolving industry needs

[🔗 Recruiting Faculty & Engaging Employer Partners \(video\)](#)

[🔗 Employer Partnerships Essential to High-Quality CCB Programs \(video\)](#)

4. Tie Your Program to Measurable Impact

Track and share outcomes to demonstrate value:

- Monitor job placement rates and wage gains
- Use data to tell the story of how your CCB is meeting workforce needs and driving student success.

Ready to Keep Exploring?

Community Colleges across the country are saying yes to baccalaureate degrees.

CCBA is here to help you start your college's CCB development.

- Visit CCBA's [Knowledge Center](#) for the latest CCB data, research and news.
- [Become a CCBA member](#) to access our network and team of experts to help plan your CCB.
- **Call** 407-463-2201 or email info@accbd.org to connect with a CCBA staff member
- **Join us during the 2026 CCBA National Conference** to learn from and network with CCB colleagues and partners!