

*Report on the Response of the Virginia Community College System to the Impact of the  
Aging of Virginia's Population*

*November 14, 2014*

## Virginia Community College System

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Pursuant to Code of Virginia §§ 2.2-5510 and 51.5-136, the Virginia Community College System submits this report of its progress in addressing the impact of the aging of Virginia's population.

The designated agency official responsible for reviewing policy and programs and accommodating the interests of older adults and adults with disabilities under Code of Virginia § 2.2-604.1 is Christopher D. Lee, Associate Vice Chancellor for Human Resource Services; telephone (804) 819-4685 and email [clee@vccs.edu](mailto:clee@vccs.edu).



Glenn DuBois  
Chancellor  
Virginia Community College System  
November 14, 2014

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**Executive Summary**

The Virginia Community College System served 55,883 students between the ages of 60 and 102 between FY 2010 and FY 2014. This data is displayed in Table I of this report. Data was not available for FY 2009. For students taking credit classes, the students were predominantly female (58% of the total number of students) and between the ages of 60 to 64. The same general trend applied to students taking non-credit classes. Females comprised 53% of the total enrollment, and the majority of female students were between the ages of 60 to 64.

For all years in the analysis (FY 2010 to FY 2014), 51% of all of the students age 60 and above enrolled in credit classes and 49% enrolled in non-credit classes. As students aged, the enrollment in each age bracket decreased. It is interesting to note that for both credit and non-credit courses, over 200 students over the age of 85 were enrolled during the years in the analysis.

The peak year for enrollment of all students over the age of 60 was FY 2013, with a total of 12,949 students over 60 enrolled that year. FY 2014 shows a slight decrease in enrollment with 12,611 students, which is similar to the VCCS's overall enrollment trend for all students between FY 2013 and FY 2014.

The Virginia Community College System has included the views of all Virginians, including aging Virginians, as it embarks on a new strategic plan which will begin in 2016. In addition, a Diversity Task Force appointed by the Chancellor of the VCCS recommends inclusivity and representation of all elements of Virginia's population base. It is anticipated that the Virginia Community College System will continue to enroll students over the age of 60 as Virginia's population ages. Many Virginia citizens expect to continue working beyond the traditional retirement age of 60 and will take courses to keep their work skills current. In addition, lifelong learning opportunities offered through VCCS courses will enable retired senior citizens to stay challenged and both socially and intellectually engaged.

**Agency Description**

The Virginia Community College System was established in 1964 to provide oversight, coordination, and services to 23 community colleges with 40 campuses. These colleges deliver quality higher education and workforce training throughout the state, with programs and courses to serve the distinct demands of every region.

A timeline of the history of the VCCS and its colleges is available at:  
**<http://www.vccs.edu/about/where-we-have-been/>** .

The statutory authority for the Virginia Community College System is found in Section 23-215 of the *Code of Virginia*. Within the Appropriation Act, the VCCS is considered as a

single institution of higher education with a single budget. Authority for expenditure of funds is found in Section 23-218 of the *Code of Virginia*.

The Virginia Community College System is governed by the State Board for Community Colleges; there are 15 members serving four-year terms and appointed by the Governor. The State Board appoints the Chancellor. The 23 colleges each have a president appointed by the Chancellor and a local advisory board with members appointed by localities served by the college.

The mission statement of the VCCS is: We give everyone the opportunity to learn and develop the right skills so lives and communities are strengthened.

There are over 23,000 full-time and part-time employees at the VCCS including 3,300 full-time faculty, almost 10,000 part-time faculty, almost 1,000 workforce training instructors, 3,400 classified staff, and over 6,000 part-time staff. For the fall 2014 semester, our FTE enrollment is 105,528 and our headcount is 182,916.

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**Information Requested**

1. *If your agency has undertaken any actions to respond to the current and future impact of an aging population, such as needs assessments, strategic planning, or use of best practices, please briefly describe those actions. Please indicate what assistance from DARS could help your agency as it prepares to serve an aging Virginia population.*

The Virginia Community College System is currently operating under a six-year strategic plan, Achieve 2015, which enters its final year next year. Over the past eighteen months and in preparation for the next strategic plan, the Chancellor held a series of listening tours around the state to receive input from all Virginians about the future and direction of the Virginia Community College System. Along with key staff and stakeholders, the Chancellor's inclusive approach embraced all Virginians, including the aging population. The new strategic plan resulting from this undertaking will ensure that we meet the needs of the families, employers, and communities that we serve.

Moreover, in the summer of 2013, Chancellor DuBois created the Diversity Task Force which was charged with identifying strategies, actions, programs and policies that will enable Virginia's Community Colleges to build inclusive and representative communities. The recommendations of this task force aim to increase demographic diversity so that teaching faculty and leaders look more like the communities we serve. In addition, the recommendations are intended to help the VCCS and colleges create inclusive communities where everyone feels empowered to fully participate and succeed. This diversity definition is very broad, and encompasses the aging population as well as traditional definitions of diversity such as race and ethnicity. Beginning with 2015-2016, the Chancellor and college presidents will agree on goals for diversity and inclusion in the annual planning goals and subsequent reports for each college.

2. *Briefly describe your agency's services that are used primarily by older Virginians and the funding streams (types and amounts) that support those services. If these particular services or funding streams are provided in conjunction with other state or local agencies or other for profit or non-profit organizations, please list them.*

The primary services used by older Virginians are credit and non-credit education courses offered at Virginia's 23 community colleges. Funding is derived from general fund and non-general fund (tuition and fees) support.

Based upon the Senior Citizens Higher Education Act of 1974 and subsequent revisions in 1976, 1977, 1982, 1988, 1999, and 2003, senior citizens in Virginia who have reached age 60 and have had legal domicile in Virginia for one year shall pay no tuition or fees (except fees established for the purpose of paying for course materials) as a full-time or part-time student for academic credit if such senior citizen had a taxable individual income not exceeding \$15,000 for Virginia income tax purposes for the year preceding the year in which enrollment is sought and to register for and audit courses regardless of income level.

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3. *Identify current agency programs specifically designed to serve older Virginians that fall into any of the following eight categories:*
- *Health Care/Wellness*
  - *Education*
  - *Public Safety (including Adult Abuse Prevention)*
  - *Recreation*
  - *Housing*
  - *Accessibility (including Livable Communities <http://www.vadrs.org/vblc/>)*
  - *Financial Security*
  - *Transportation*

The Virginia Community College does not specifically develop programs that are designed to exclusively serve only older Virginians. Our educational programs, offered in both credit and non-credit delivery, is inclusive and not age-based.

4. *Is your agency able to meet all of the service demands of older Virginians for the services listed above? If there are any instances where the demand for services exceeds your agency's ability to meet the demand, please indicate the service and the extent of the unmet demand. Also, if your agency maintains waiting lists for services, please provide this information, including the waiting list numbers for each service.*

Older Virginians are accommodated throughout the state by the Virginia Community College System. We are not aware of any instances where the demand for services exceeds our ability to meet the demand, nor are there waiting lists.

Refer also to Table I accompanying question 5.

5. *Provide the number of persons, by gender if available, who received services from the agency in each of the past five state fiscal years (FY 2010 through FY2014) who fell into the following age ranges: 60-64; 65-74; 75-84; and 85 and older. If your agency lacks specific information about the numbers of older Virginians it serves but has other evidence indicating that it is serving more or fewer older Virginians than it has in the past, please describe the basis for that estimation.*

Please see attached Table I.

6. *Referring to the services or funding you described in item two, describe any services or funding provided to older Virginians for which the accessibility or availability varies considerably in different parts of the Commonwealth.*

Accessibility or availability of educational course offerings is consistent throughout the Commonwealth through our network of 23 community colleges.

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7. *Over the next five to 10 years, in what ways do you anticipate that an aging population will impact your agency's services, funding streams, or policies? Consider the impact from an increase in the number of older Virginians and whether the needs of older Virginians will differ from those of today's older adults. Please include any anticipated impacts upon the cost of services, changes in type of services or the manner of service delivery, or modifications to agency policies, staffing needs, or procedures.*

At this time, it is not anticipated that an aging population will impact the VCCS's services, funding streams, or policies in the next five to ten years.

8. *Please describe the primary steps that should be taken at the federal, state, or local levels to meet the future demands of older Virginians and to make services delivery more effective and efficient.*

The Virginia Community College System does not have any recommendations at this time.

9. *Identify the extent to which your agency provides "customer-oriented" publications and websites that are designed to be "senior-friendly." If the information you currently provide is not readily accessible to older Virginians, please identify any steps your agency is taking to improve their access to this information.*

Publications of the Virginia Community College System are available in print and in electronic format through the VCCS website, [www.vccs.edu](http://www.vccs.edu).

10. *Describe any other services or programs that your agency plans to implement in the future to address the impact of the aging of Virginia's population.*

No additional services or programs are anticipated to address the impact of the aging of Virginia's population.

11. *Please indicate if your agency is experiencing an increase in employees retiring later and describe any actions your agency is taking or plans to take to accommodate its aging workforce with innovative practices.*

At the present time, the VCCS has 1,688 full-time employees over the age of 60. There are 730 employees between 60 to 64, 592 employees between 65 to 69, 262 employees between 70 and 74, and 104 employees over age 75.

The Virginia Community College System has not experienced an increase in employees retiring later, and believes that the decision to retire is a personal choice for the employee, regardless of age.

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TABLE I

**VCCS Credit Students by Age Ranges and Gender, FY 2010-FY 2014**

	FY 2010			FY 2011			FY 2012			FY 2013			FY 2014			All Years		
	Male	Female	Total	Male	Female	Total												
Ages 60-64	1243	1877	<b>3120</b>	1202	2010	<b>3212</b>	1270	2059	<b>3329</b>	1174	1987	<b>3161</b>	1211	1983	<b>3194</b>	6100	9916	16016
Ages 65-74	894	1106	<b>2000</b>	956	1076	<b>2032</b>	949	1059	<b>2008</b>	1015	1238	<b>2253</b>	1015	1150	<b>2165</b>	4829	5629	10458
Ages 75-84	151	174	<b>325</b>	159	169	<b>328</b>	151	155	<b>306</b>	169	204	<b>373</b>	198	171	<b>369</b>	828	873	1701
Ages 85-102	23	20	<b>43</b>	25	18	<b>43</b>	21	19	<b>40</b>	21	29	<b>50</b>	10	28	<b>38</b>	100	114	214
<b>Subtotal</b>	<b>2311</b>	<b>3177</b>	<b>5488</b>	<b>2342</b>	<b>3273</b>	<b>5615</b>	<b>2391</b>	<b>3292</b>	<b>5683</b>	<b>2379</b>	<b>3458</b>	<b>5837</b>	<b>2434</b>	<b>3332</b>	<b>5766</b>	<b>11857</b>	<b>16532</b>	<b>28389</b>
<b>% Enrolled</b>	<b>42%</b>	<b>58%</b>		<b>42%</b>	<b>58%</b>		<b>42%</b>	<b>58%</b>		<b>41%</b>	<b>59%</b>		<b>42%</b>	<b>58%</b>		42%	58%	

**VCCS Non-Credit Students By Age Ranges and Gender, FY 2010-FY 2014**

	FY 2010			FY 2011			FY 2012			FY 2013			FY 2014			All Years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Ages 60-64	429	473	<b>902</b>	1486	1573	<b>3059</b>	1866	2150	<b>4016</b>	1754	2290	<b>4044</b>	1595	2144	<b>3739</b>	7130	8630	15760
Ages 65-74	321	295	<b>616</b>	966	906	<b>1872</b>	1111	1066	<b>2177</b>	1305	1363	<b>2668</b>	1245	1410	<b>2655</b>	4948	5040	9988
Ages 75-84	53	58	<b>111</b>	160	152	<b>312</b>	172	174	<b>346</b>	201	161	<b>362</b>	220	193	<b>413</b>	806	738	1544
Ages 85-102	8	8	<b>16</b>	17	41	<b>58</b>	26	26	<b>52</b>	23	15	<b>38</b>	19	19	<b>38</b>	93	109	202
<b>Subtotal</b>	<b>811</b>	<b>834</b>	<b>1645</b>	<b>2629</b>	<b>2672</b>	<b>5301</b>	<b>3175</b>	<b>3416</b>	<b>6591</b>	<b>3283</b>	<b>3829</b>	<b>7112</b>	<b>3079</b>	<b>3766</b>	<b>6845</b>	<b>12977</b>	<b>14517</b>	<b>27494</b>
<b>% Enrolled</b>	<b>49%</b>	<b>51%</b>		<b>50%</b>	<b>50%</b>		<b>48%</b>	<b>52%</b>		<b>46%</b>	<b>54%</b>		<b>45%</b>	<b>55%</b>		47%	53%	

**Total VCCS Credit and Non-Credit Students By Age Ranges and Gender, FY 2010-FY 2014**

	FY 2010			FY 2011			FY 2012			FY 2013			FY 2014			All Years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Total</b>	<b>3122</b>	<b>4011</b>	<b>7133</b>	<b>4971</b>	<b>5945</b>	<b>10916</b>	<b>5566</b>	<b>6708</b>	<b>12274</b>	<b>5662</b>	<b>7287</b>	<b>12949</b>	<b>5513</b>	<b>7098</b>	<b>12611</b>	<b>24834</b>	<b>31049</b>	<b>55883</b>

% Credit	74%	79%	77%	47%	55%	51%	43%	49%	46%	42%	47%	45%	44%	47%	46%	47%	53%
% Non-Credit	26%	21%	23%	53%	45%	49%	57%	51%	54%	58%	53%	55%	56%	53%	54%	52%	47%

Total VCCS Credit and Non-Credit Students, FY 2010-FY 2014      **55883**  
 Total % Credit, All Years      51%  
 Total % Non-Credit, All Years      49%