

**EXECUTIVE DEPARTMENT  
STATE OF CALIFORNIA**

**EXECUTIVE ORDER N-17-19**

**WHEREAS** California is a leader in innovation and development of technology that has been an engine of progress, driving new products that connect people across the globe, leaps in science, art, and education, access to high quality goods and services that improve quality of life, and economic growth that builds prosperity,

**WHEREAS** rapid advancements in technology, specifically automation of jobs and expanded artificial intelligence capability, have had and will continue to have a profound impact on the type, quality, and number of jobs available in our 21<sup>st</sup> century economy,

**WHEREAS** the growing gap between rich and poor in California results from both rising incomes among the wealthiest Californians, but also from stagnation in income, costs of living rising faster than income, and a loss of opportunity among the lowest wage earners in our state,

**WHEREAS** this inequality is in part a result of the changing nature of work, the degradation of jobs, and the shifting of risks away from a framework of shared responsibility between government, the private sector and workers and, instead, a shift of more and more costs to workers and taxpayers,

**WHEREAS** California must be committed to combatting inequality by shaping an equitable, sustainable, inclusive economy of the future where its people are equipped with the education, skills and tools needed to participate fully in the labor force throughout their careers and where we embrace our position as a leader in both technological innovation and workplace justice to provide global leadership on creating good jobs and a skilled workforce whose abilities align with the needs of the new economy,

**WHEREAS** working people must share in the prosperity of California,

**WHEREAS** wage stagnation, unemployment and underemployment, exploitation of workers, and rising inequality are not inevitable consequences of economic growth and technological advancement, but rather, trends that can and will be reversed through sound policy decisions and investment in our shared future,

**WHEREAS** this effort is not the government's alone to undertake, but will require innovative partnerships at the local and state level, across the public and private sectors, from industry to academia, employers and employees to technological innovators, nonprofits to government.

**NOW, THEREFORE I, GAVIN NEWSOM**, Governor of the State of California, by virtue of the power and authority vested in me by the Constitution and statutes of the State of California, do hereby issue this Order and direct as follows:

1. The establishment of a Future of Work Commission made up of no fewer than 14 members and no more than 22 members.

2. The Future of Work Commission's primary mission shall be to study, understand, analyze, and make recommendations regarding the kinds of jobs Californians could have in the decades to come; the impact of technology on work, workers, employers, jobs, and society; methods of promoting better job quality, wages, and working conditions through technology; modernizing worker safety net protections; and the best way to preserve good jobs, ready the workforce for the jobs of the future through lifelong learning, and ensure shared prosperity for all.
3. To further this mission, the Commission shall:
  - a. Identify and assess the new and emerging technologies that have the potential to significantly affect employment, wages, skill requirements, and the organization of work in the near and medium term in specific industries and occupations;
  - b. Identify the potential jobs of the future and opportunities to shape those jobs for the improvement of life for all of California;
  - c. Compile research and best practices from other states and countries on how to deploy technology to benefit workers and the public good;
  - d. Develop tools to assess the impact of proposed technologies and evaluate their costs and benefits on workers, employers, the public and the state;
  - e. Identify policies and practices that will help California's businesses, workers, and communities thrive economically, while responding to rapid changes in technology and workplace structures and practices;
  - f. Identify policies and practices that will close the employment and wage gap for Californians;
  - g. Identify ways to modernize the social compact between the government, the private sectors and workers to ensure that all workers have access to a social safety net for our changing economy;
  - h. Identify strategies for engaging employers in the creation of good, high-wage jobs of the future;
  - i. Propose workforce development, training, education, and apprenticeship programs for the jobs of the future
  - j. Develop proposals to create the nation's largest adult learning program that is accessible to all Californians over their lifetime;
4. The Commission will report on its progress by May 1, 2020.
5. All State Agencies shall cooperate with the Commission.

**IT IS FURTHER ORDERED** that this executive order supersedes Executive Order N-11-19.

**IT IS FURTHER ORDERED** that as soon as hereafter possible, this Order shall be filed with the Office of the Secretary of State and that widespread publicity and notice shall be given to this Order.

This Order is not intended to, and does not, create any rights or benefits, substantive or procedural, enforceable at law or in equity, against the State of California, its departments, agencies, or other entities, its officers or employees, or any other person.



**IN WITNESS WHEREOF** I have hereunto set my hand and caused the Great Seal of the State of California to be affixed this 14th day of August 2019.



GAVIN NEWSOM  
Governor of California

**ATTEST:**



ALEX PADILLA  
Secretary of State