

EXECUTIVE DEPARTMENT STATE OF CALIFORNIA

EXECUTIVE ORDER N-11-23

WHEREAS the State of California, as the home of the world's leading educational institutions and as the global epicenter for talent, has historically modeled policies and programs that enable Californians to build real-life skills and career opportunities, resulting in generations of Californians who achieved success and fulfillment through public education and workforce development, and in unprecedented innovation and prosperity for the past century; and

WHEREAS to further and build on these historically successful policies, California has invested billions of dollars over the past five years to build equitable career pathways, improve skills training and hands-on experiences at schools and beyond, and provide universal and affordable access to education, but considerable work remains to integrate these programs and align training and other opportunities to the real-life needs of students, workers and businesses and other employers, especially in the context of an evolving economy; and

WHEREAS California's recent investments to strengthen career pathway programs include:

- \$500 million for Golden State Pathways, which enable young people, by no later than 10th grade, to discover and explore college and non-college career pathways, particularly in fields requiring specialized technical training;
- \$200 million for dual enrollment programs, which expose students, regardless of whether their preferred pathway at the time requires a college degree, to actual on-campus college experiences and enable high-school seniors to graduate with twelve college credits;
- \$200 million for California Youth Apprenticeships and the Apprenticeship Innovation Fund to establish abundant pre-apprenticeship and apprenticeship opportunities accessible to learners spanning high school through older adults seeking new careers;
- \$2.9 billion for education workforce pipelines and \$1.7 billion for healthcare workforce pipelines, which address workforce shortages and future demand in the critical fields of education, healthcare, climate resilience, and technology;
- \$185 million to the University of California (UC) for climate innovation, \$83 million for the California State University (CSU) Bakersfield Energy Innovation Center, \$50 million for the Renewable Energy Laboratory at the Kern Community College District, \$80 million for the San Diego State, Brawley Center to support the development of Lithium Valley, and \$500 million for the California Institute for Immunology and Immunotherapy, all of which strengthen opportunities for entrepreneurship within our public education system;
- \$600 million for the California Economic Resilience Fund and \$250 million for regional K-16 Collaboratives, which support alignment of career pathways to future regional demand, with partnerships with local employers and a focus on industry sectors prioritized by the High Road Transition Collaboratives, which represent California's 13 distinct regional economies and bring together diverse community, labor, industry, and business interests; and
- \$42 million to retrain displaced oil and gas workers; and

WHEREAS California's investments to strengthen opportunities for hands-on learning and for learning real-life skills include: \$500 million for Learning-Aligned

Employment, which supports paid internships for college students with prospective employers; \$78.1 million in new annual funding for the Youth Jobs Corps, in addition to \$237.3 million already provided for the College Corps, Climate Action Corps, and Creative Corps, which provide young people with paid service-learning opportunities; and \$5 million in new annual funding to provide financial literacy education related to savings accounts being established for all young Californians; and

WHEREAS California's investments to advance the goals of universal access to and affordability of education and career training opportunities for all Californians include: \$1.9 billion one-time and \$170 million in new annual funding for college-and-career savings accounts being established for all young Californians; \$4 billion one-time planned and \$33.5 million annual for affordable student housing, \$116 million for the Zero-Textbook-Cost Program, \$160 million one-time and \$50 million annually for basic needs, and \$4.6 billion for the Children and Youth Behavioral Health Initiative, all of which minimize non-tuition costs for college; and historical special education reforms and investments totaling \$3.5 billion to increase access and inclusion for students with disabilities; and

WHEREAS there is an urgent need to align and integrate the implementation of these historic investments and policies, which operate across more than a dozen state agencies and, at times, within historically siloed programmatic areas, to maximize their efficacy and benefit to the individuals directly served by them and to all Californians; and

WHEREAS the goal of this integrated system must be to allow each individual, whether through a bachelor's degree or other educational or training program, to obtain the skills and experience necessary to pursue a good paying career within diverse sectors of our economy, and to connect individuals with employers hiring for those skills; and

WHEREAS such alignment and integration has the potential to provide a new foundation for education that: prioritizes pathways to careers of all types, including the trades and careers in education, healthcare, climate, and technology; centers on the intersection between students' aspirations and future employer demand; and realizes equity and an inclusive workforce by prioritizing equitable access to career pathways and hands-on learning both in and outside classroom settings for Californians of all backgrounds inclusive of income, wealth, geography, race, ethnicity, sex, gender, immigration status, justice involvement, ability, and age, as foundational goals; and

WHEREAS the new foundation must be responsive to regional as well as statewide needs for businesses and other employers to enable Californians to choose to stay in their communities and contribute to growth and prosperity in all regions and to support them from cradle to career; and

WHEREAS effectively integrating these programs into a coherent system can deliver significant benefits to individual Californians, and as a result the entire State, including at least the following:

- Enhancing ease and optionality for students through dual enrollment between high school and community college, and streamlined transfers between community college and four-year universities, as outlined in the UC and CSU Compacts and California Community Colleges (CCC) Roadmap that provide billions in new permanent funding for public higher education;
- Building connections between education institutions and employers, so that businesses and other potential employers actively inform and shape

the skills being taught in education and workforce development systems, and employment pipelines are constructed to enable graduates to transition more seamlessly into careers; and

- Streamlining utilization by students of existing financial aid and social programs, such as Cal Grants and CalFresh; and

WHEREAS this new foundation requires close collaboration with systems and interest-holders spanning TK-12, postsecondary education, workforce, labor, and business, calling for a new Master Plan for Career Education to guide our collective work; and

WHEREAS in 2019 the State established the Cradle-to-Career Data System, which integrates the data systems from early learning through K-12 and higher education, along with financial aid and social services, to support development of tools and resources for individuals and institutions to identify college and career opportunities, access resources, and monitor progress towards goals and for policy makers and the public to inform research, advocacy, and policy analysis; and

WHEREAS an integrated and coordinated career education system presents a unique opportunity, continuing to build on the foundation of the Cradle-to-Career Data System, to develop and deploy tools that empower all Californians—from high school to retirement—to understand the value of their skills, how those skills track shifting employer demand, and how they can build on their skillsets, including:

- Updated academic transcripts that reflect skills and competency-based learning, as well as learning that occurs outside traditional academic settings; and
- Mapping of skill clusters aligned to job sectors to empower institutions, regions, and individual Californians to understand how their skills align to future labor demand; and
- Enabling all Californians to navigate career education options through a single, integrated online tool; and

WHEREAS the State of California, as of July 2023, directly employs nearly 250,000 individuals, and the California Department of Human Resources has since its creation in 2012 ensured there are multiple pathways, including without a degree, to most jobs and has removed barriers to employment from the minimum qualifications of nearly 170 job classifications where a degree or other educational requirement is not necessary, expanding opportunity and access to well-paying jobs in public service, but further action is possible to solidify California's efforts in this area and in alignment with the goals of the new Master Plan for Career Education.

NOW, THEREFORE, I, GAVIN NEWSOM, Governor of the State of California, in accordance with the authority vested in me by the State Constitution and statutes, do hereby issue the following Order to become effective immediately:

IT IS HEREBY ORDERED THAT:

1. On or before October 1, 2024, the President of the State Board of Education (SBE), Secretary of the Labor and Workforce Development Agency (LWDA), and Director of the Governor's Office of Business and Economic Development (GO-Biz), and Director of the Department of Rehabilitation (DOR) shall, and the Chancellor of the California Community Colleges (CCC), President of the California State University (CSU), President of the University of California (UC), and Superintendent of Public Instruction (SPI) are requested to, develop and submit to the

Governor's Office a proposed new Master Plan on Career Education to integrate and align the programs funded by the State's historic investments in this space. The Plan shall be developed in collaboration with the agencies, departments, boards, and offices responsible for implementing the initiatives described in this Order, whose participation is directed or requested, as applicable, and with input from Legislative partners and stakeholders representing students, parents and families, education professionals, labor, business, and community groups.

2. The Master Plan for Career Education shall identify opportunities for alignment and coordination across the programs identified in this Order and related ongoing programs implemented by the agencies participating in the development of the Master Plan, including identification of actions by one or more agency participating in the development of the Master Plan to achieve such alignment and coordination, the development of user-centered tools leveraging existing systems to integrate the programs and goals identified, and, as necessary, specific policy proposals to further such alignment and coordination.
3. In developing the Master Plan for Career Education as described in Paragraph 2, the agencies participating in the development of the Master Plan shall consider how proposed actions address at least the following overarching goals:
 - a. Career Pathways. All students, beginning at the start of high school, should be encouraged to discover and explore well-compensated, lasting careers—including those that do and do not require college degrees—and be guided to pathways to those careers.
 - b. Hands-on Learning and Real-Life Skills. Students and workers should have expansive opportunities to “learn by doing” and be trained in real-life skills, especially via paid earn-and-learn opportunities.
 - c. Universal Access and Affordability. Students and workers should have access to career education through systems that reduce the burdens of substantial debt and the challenges of navigating confusing bureaucracies.
4. On or before December 1, 2023, the agencies listed in this Order that are under my authority shall, and the other agencies and other interested stakeholders are requested to, provide preliminary recommendations to the Governor's Office on the objectives outlined above, including potential budget and legislative changes that would promote delivery of the objectives outlined above.
5. On or before October 1, 2023, the California Department of Human Resources shall update its existing policies, as well as training materials, to require, as part of the regular job classification review process for any position for which a bachelor's degree remains a job-related educational requirement, explicit analysis of whether a bachelor's degree is necessary for successful performance in the position and, if it is determined necessary, supporting data that demonstrates the necessity.

IT IS FURTHER ORDERED that as soon as hereafter possible, this Order 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 agencies, departments, entities, 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 31st day of August 2023



GAVIN NEWSOM
Governor of California

ATTEST:

SHIRLEY WEBER, PH.D.
Secretary of State