



**MASTER PLAN**  
for Career Education

# Preliminary Concepts

January 24, 2024

# Meeting Agenda

- Purpose of the Master Plan for Career Education
- Master plan development process and ways to be involved
- Preliminary concepts for the master plan
- Question and answer period (use the Q&A feature)

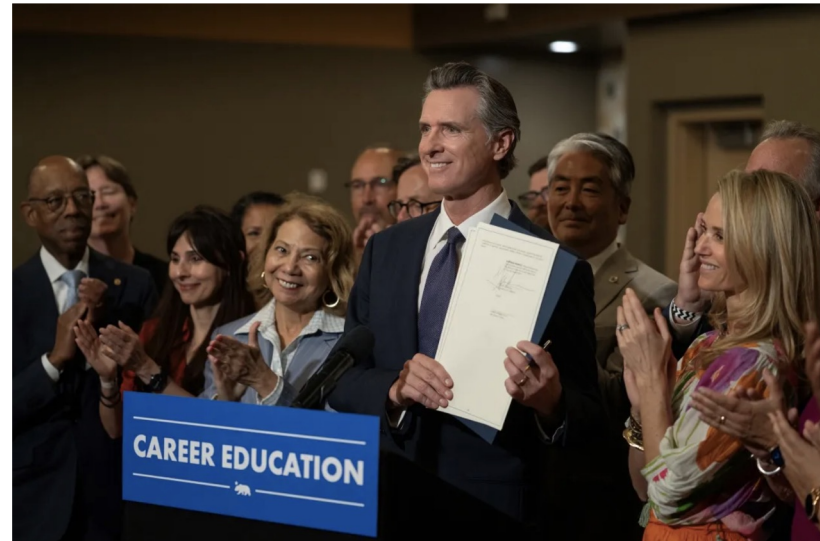
# Why We Need a Master Plan for Career Education

**We need to prepare California's students and workers—including those currently disconnected from school and jobs—for living wage, fulfilling careers.**

This means creating connections between the systems that teach critical skills and that provide needed supports, so people can continue to pursue their goals throughout their lives.

By addressing the structural issues that create unequal opportunities to learn and get credit for knowledge, this approach provides all Californians with the freedom to succeed.

The Master Plan for Career Education helps to actualize the Governor's commitment to equity, as outlined in Executive Order [N-16-22](#).



# Developing the Preliminary Concepts

These ideas are based on:

- Written recommendations from the agencies named in Executive Order N-11-23
- Written public input
- Recommendations on similar topics such as the California State Plan for Career Education and the Student Transfer Achievement Reform Act
- More than 30 interviews with interest holders

The preliminary ideas are available in a document on the Career Education website: <https://careereducation.gov.ca.gov/>

January-June

### Developing Big Ideas

- Read a summary of the preliminary ideas
- Share a recording of this webinar
- Attend the eTranscript California Task Force Meetings
- Attend a regional meeting
- Submit written comments
- Invite Governor's Office representatives to meet with your community or organization

July-September

### Refining Recommendations

- Join an advisory group (Students & Families, Educators, Workforce Development Entities, Labor & Industry, and Policymakers & Advocates)
- Attend advisory group meetings
- Submit written comments
- Invite Governor's office representatives to meet with your community or organization

October-November

### Taking Action on the Plan

- Disseminate the Master Plan on Career Education
- Review resources intended to support implementation

## Upcoming Regional Meetings

- **Southern Border: March 1, El Centro**
- Los Angeles & Orange County: Week of 3/4
- Inland Empire: Week of 3/11
- Kern County, Central San Joaquin & Central Coast: Week of 3/18
- North San Joaquin Valley & Eastern Sierra: Week of 4/8
- Far North and Redwood Coast: Week of 4/15
- San Francisco Bay Area & Capitol Region: Week of 4/22
- Virtual design session: Week of 4/29

Specific dates and registration links will be posted to <https://careereducation.gov.ca.gov/> shortly, as they are finalized.

## eTranscript California Task Force

- Identifying ways to scale existing transcript services for academic purposes and identifying key characteristics for a tool that could be used for skills based hiring
- Meetings held monthly on Zoom
- Find out more at: <https://c2c.ca.gov/meetings/>

Note: The first meeting was last week. A recording and a short background paper are posted on the website.



# Master Plan for Career Education Concepts







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Create state and regional  
coordinating bodies  
that are informed by  
statewide data systems and  
supported through technical  
assistance networks



# Issues

- Education and training programs with similar goals are **funded through numerous** agencies, base funding, and specialized grant programs.
- Short-term, topical funding streams incentivize **pilot programs** rather than structural change.
- Information is not readily available on the outcomes of many education and training programs, or how those **outcomes** vary for different populations.
- Education and training offerings may be **misaligned with the changing labor market**.

# Solutions

- Establish a **state career coordination body** made up of workforce, education, and employer representatives that establishes joint plans and allocates state and federal funding related to educational attainment and career education
- Distribute funds through **regional career councils** that include workforce, education, and employer representatives, which also coordinates regional employer engagement while protecting local employer partnerships

# Solutions

- Provide **information on regional labor markets** through a statewide entity that helps to pinpoint education and training needs that would allow specific populations to progress in specific sectors
- Implement incentive funding based on a set of **common measures** that are developed by the state career coordinating body and calculated based on data maintained in the Cradle-to-Career Data System
- **Coordinate technical assistance** at the regional level across service delivery systems to support regional plans while providing appropriate expertise for specific populations and education/training providers



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Align regional and state  
K-12, postsecondary, and  
workforce pathways  
using a skills framework



# Issues

- Students and workers don't know which **career opportunities** support economic mobility and how to train for those positions.
- There are **artificial distinctions between college and career**, which reinforce stereotypes about who belongs in specific education and career pathways.
- Adults have few options for **documenting skills** built in non-academic contexts.
- **Rural Californians** have limited opportunities to earn degrees in high demand fields without having to move.
- **Lack of trained educators** in high demand occupations make it difficult to teach critical skills.

# Solutions

- Establish skills-based **model pathways** in priority sectors, co-developed with K12 educators, postsecondary institutions, workforce training providers, and employers, that include both technical and 21st Century skills
- Implement a **universal K12 curriculum** that supports exploration and provides opportunities for work-based learning starting in middle school
- Provide adults with expanded opportunities to explore **career options**
- Establish a statewide strategy to **strengthen teacher preparation** and credentialing pipelines

# Solutions

- **Coordinate enrollment management** across K-12, postsecondary, and workforce entities at the regional level, including stronger integration of adult education and the employer-driven training into community college service delivery systems and expanded online opportunities
- Create a shared mechanism for **evaluating equivalencies** between learning systems, so that community college and dual enrollment courses are universally counted toward specific degrees offered at CSU and UC and adults receive academic credit for learning in noncredit, workforce training, and job settings
- Rebuild **eTranscript California** to provide a mechanism for documenting community college coursework and learning that has been determined to be equivalent to community college courses, supported by universal transcript standards
- Work with employers to design a tool that allows learners to curate their academic and work experience to apply for jobs with employers that use **skills based hiring**





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Create incentives and improve  
coordination to provide  
work-based learning  
opportunities  
for K12 students  
and adult learners





# Issues

- Work-based learning opportunities are generally brokered by **individual institutions**, with varying degrees of connection and quality.
- Liability and coordination concerns **impede employers** from engaging in work-based learning.
- **Work-based learning is often a volunteer opportunity**, above and beyond coursework, and thus not a option for those who must work while in school.
- There are fewer work-based learning opportunities in **non-technical pathways**.

# Solutions

- Create universal definitions and **standards** for work-based learning
- Create strong **incentives for employer participation**, including addressing liability and coordination challenges
- Ensure that high school students can participate in work-based learning without compromising their ability to qualify for attending a four-year college, such as by offering **academic credit** for this experience

# Solutions

- Establish **incentives** for work-based learning and redesign existing funding streams to support paid opportunities
- **Align** service learning, research, and fellowship programs with specific career pathways
- Leverage the regional career councils to **coordinate with employers** to provide work-based learning



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Accelerate the use of  
public benefit programs to  
make education and training  
affordable and  
improve universal access



# Issues

- The high cost of living means many people must juggle education and training with jobs and family responsibilities and take on debt to cover the **full cost of attendance**.
- Adults and undocumented people have fewer **financial aid options** and face complex systems to secure eligibility for public benefits.
- Existing systems impose considerable barriers for **people with disabilities** to participate in training and employment.

# Solutions

- Strengthen mechanisms that encourage families to access benefits that support **college savings**
- Increase **access to financial supports** so that underserved populations can participate in both short and longer-term training
- Create stronger systems for **referring learners** to social benefit programs
- Improve **universal access** to career pathways



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# Questions and Answers







# Stay Involved!

- Visit <https://careereducation.gov.ca.gov>
- Attend a regional meeting
- Join a meeting of the eTranscript California task force
- Share this presentation and the summary of preliminary concepts
- Reach out to our team