Education and Workforce Development Council
Friday, November 16, 2018
1 - 2:30 p.m.

AGENDA

1. Welcome
   Tamika Lang, The Boeing Company, Council Chair

2. Introduction of Topic
   David Rattray, L.A. Area Chamber of Commerce

3. Introduction of Speakers
   Deane Leavenworth, Leavenworth Endeavors, Council Co-Chair

4. Presentation – Former California Assembly Speaker Emeritus, Fabian Núñez

5. Presentation – Courtni Pugh, Partner at Hilltop Solutions

6. Presentation – Michael Bustamante, Partner, California Strategies, LLC

7. Action item – Approval of 2019 Education and Workforce Policy Agenda

8. Q&A – Facilitated by David Rattray

9. Informational Items
   - LA Chamber, Cradle to Career Agenda for California
   - National Skills Coalition, Securing a strong economic future for all Californians
   - The Campaign for College Opportunity, State of Higher Education for Latinx in California
The Honorable Fabian Núñez
Partner, Mercury

Fabian Núñez is a partner of Mercury and the former California Assembly Speaker. He served three two-year terms as a member of the California State Assembly, his final two terms as Speaker, the 66th person to hold that position in California.

Using his influence as a national political figure, Núñez is able to tap into his understanding of political, cultural, commercial, and government dynamics to help advise and guide clients on the best strategies to employ to ensure a desired outcome.

Recognized for his unique ability to lead and find bi-partisan solutions to complex public policy challenges, Núñez was named “Legislator of the Year” in 2007 by Governing Magazine, specifically for his bi-partisan efforts with former Governor Arnold Schwarzenegger on transportation and infrastructure legislation.

Núñez was listed as one of 2009’s Top 100 Influential Leaders in Hispanic U.S. as well as being featured in Poder’s 2008 Special Edition Black Book.

Núñez authored AB 32, landmark climate change legislation that has become a blueprint for other states and the U.S. Congress in addressing environmental challenges.

As Speaker, he oversaw an annual Assembly budget of approximately $150 million with 1100 employees in over 103 offices statewide. He was also the Assembly’s lead negotiator for four of California’s state budgets, which ranged as high as $103 billion.

From 2000-2002, Núñez was government affairs director for the Los Angeles Unified School District. In this capacity, he tackled a broad range of education issues and secured millions of dollars in funding for school construction projects, children’s health insurance, and low-performing schools. Prior to that, from 1996 to 2000, he served as political director for the Los Angeles County Federation of Labor where he managed dozens of political campaigns.

Núñez currently serves on the Board of Directors for the U.S. Soccer Federation, and served on the University Of California Board Of Regents from 2004-2008. During the 2008 U.S. Presidential Election, Núñez was a national co-chairman for Hilfalary Clinton’s campaign.
Courtni Pugh
Partner – California
Hilltop Public Solutions

Courtni Pugh is a Partner at Hilltop Public Solutions where she heads all California-based operations for the firm. In this role, she serves as Senior Political Advisor for Senate President pro tem Kevin de Leon and helps lead a number of initiatives for political and non-profit causes.

Prior to joining Hilltop, Pugh served as Executive Director of SEIU Local 99. In this post, she helped lead negotiations for a landmark increase in the minimum wage for Los Angeles Unified School District employees. Hailed as a significant victory in the nationwide “Fight for $15,” the wage increase capped Courtni’s impressive career as the head of the local.

A veteran political strategist and community organizer, Pugh has managed numerous multi-million dollar independent expenditure campaigns in California. She began her career as a field organizer in Oakland, California. She later held senior posts in such campaigns as John Edwards for President, Kerry-Edwards 2004, and Gore-Lieberman 2000. She has also served as Legislative Director for U.S. Congressman Danny Davis in Washington D.C.

Push’s work at SEIU Local 99 in 2014 capped an impressive run as a leader in organized labor. In other positions, Pugh served as Political Director of the Los Angeles County Federation of Labor. She was the first woman and first Asian America to serve in this post. She also served as Executive Director of the SEIU California State Council, and in 2010 played a key role in running labor’s independent expenditure campaign in support of Jerry Brown for Governor, including overseeing outreach to Hispanic Voters through Cambiando California.

Pugh holds a B.A. in political science from Ball State University in Muncie, Indiana.
Michael Bustamante
Partner, California Strategies, LLC

Michael Bustamante applies a more than 25-year record of creating winning public affairs strategies for businesses and state and local governments. This history helps California Strategies' clients to develop sound strategic messaging and outreach campaigns, and to successfully meet crisis communications, land-use, political and legislative challenges.

Michael Bustamante has a long and successful history of helping clients enact legislation, reduce regulation and influence behavior through social marketing and education campaign strategies.

Since joining California Strategies, Bustamante's work has focused on assisting companies who have found themselves in a crisis situation, on health care issues, providing counsel to companies to help them win approvals at the local government level, and assisting companies, corporations and non-profits achieve their strategic goals.

Bustamante brings California Strategies' clients an extensive resume, having worked for some of California's most successful elected officials, including U.S. Senator Alan Cranston, Congressman Henry A. Waxman, and Los Angeles County Supervisor Gloria Molina. He also served as Press Secretary and Deputy Chief of Staff to Governor Gray Davis, serving first as the Governor's chief spokesperson and then overseeing the administration's communications and outreach efforts. He was instrumental in helping to create several successful advertising campaigns for both California tourism and agriculture.

His public service has led to a deep understanding of policy issues affecting California, including green technology, energy conservation, health care, K-12 education, land use, development and environmental issues, agricultural and farm labor matters, immigration reform, transportation initiatives, and voting rights efforts. He was also involved in the creation of Los Angeles' light rail, subway and commuter rail systems, helping to oversee the communications and federal affairs at a critical juncture during the start up of L.A.'s transportation effort.

Bustamante ran his own successful public relations company from 2004 to 2007, managing a variety of crisis communications situations for public- and private-sector clients of all sizes. Whether the issue is concern over a Super Fund clean-up site or helping multi-national corporations develop successful public affairs or crisis management strategies, Bustamante has a proven track record of success, tackling complex issues and balancing varying messages for often competing audiences.

He was appointed by Governors Davis and Schwarzenegger to serve as a Board Member to the Agricultural Labor Relations Board, and currently is a gubernatorial appointee to the state's Voter Modernization Board, which oversees a $200 million fund to assist with modernizing state voting equipment.

A native of California, Bustamante grew up outside of Los Angeles in Alhambra, attending Catholic schools until he attended Carleton College. Now a resident of Los Angeles, he lives with his wife Claudie and son Matthew.
The Education & Workforce Development Council of the Los Angeles Area Chamber of Commerce advocates for improving alignment of the cradle-to-career educational pipeline - from early childhood to K-12, to post-secondary education, and into the workforce. The Council is committed to ensuring the development of a 21st century workforce capable of competing in a global economy with an emphasis on expanding opportunities for at-risk and underserved populations. Ensuring that California’s students have a strong foundation will result in a compounding impact on their educational success and will maximize the impact of downstream investments in later stages of the cradle-to-career continuum.

Invest in high quality early child care and education
Studies show that investments in early education set the foundation for learning, ensure school readiness and narrows the persistent achievement gap for the region’s most vulnerable children. All children should have high quality preschool and childcare experiences and all parents should be able to access affordable programs while feeling confident that their children are experiencing developmentally appropriate learning experiences from caring teachers and caregivers. The Chamber supports investments in reimbursement rates that will allow greater access to affordable high quality early education and efforts to provide financial assistance to increase ECE teacher knowledge, competencies, and qualifications with a goal of both improving the quality of the workforce and maintaining and further promoting the diversity of ECE professionals.

Improve student outcomes and investments for K-12 students
The Chamber supports “The California Way” policies including 21st Century assessments and accountability system based on decentralization, self-accountability and transparency. The Chamber supports investments that will strengthen funding for our schools, such as the Local Control Funding Formula that provides local districts with increased spending flexibility. The Chamber supports a new vision of accountability that is inclusive of continuous professional development and supports for educators. These efforts will revive our teacher shortage and will ensure equity, transparency and flexibility that build local engagement and capacity.

Increase postsecondary access and attainment
In today’s economy, a postsecondary credential is the key to both expanding individuals’ employability and earnings potential and to improving socioeconomic mobility within our community. The Chamber supports efforts to expand college access and affordability, from increasing need-based financial aid, to providing more support for non-tuition costs for students with financial need. The Chamber also supports creating multiple on-ramps back to college for adults with “some college, no degree” and for workers in need of “upskilling.” We champion innovations within our higher education systems that increase student completion, shorten time to graduation, and improve system efficiencies and alignment. This includes supporting performance-based funding to reward degree completion and serving under-represented and low-income students, student success initiatives, creation of an online community college, promoting regional alignment of transfer pathways, and revamping developmental education.

Close Los Angeles’ skills gap
It is vital that we continue to invest in workforce development efforts that are tied to labor market and employer demand, including paid work experiences and internships for young adults. This also includes adequate implementation and investments in the Workforce Innovation and Opportunity Act and Strong Workforce efforts and improved regional coordination of workforce development systems and services to address the needs of vulnerable populations. Additionally, the Chamber is a strong supporter of reviving the California teaching profession by supporting investments to recruit new teachers and retain existing educators through tuition assistance, loan forgiveness, and other incentives like housing programs and tax credits.

Smart justice reforms
The Chamber supports policies that mitigate barriers for the reentry population and enhance access to high-quality education and workforce opportunities for justice-involved youth and adults. The Chamber also supports policies that uphold evidence-based diversion and intervention models that aim to disrupt the systemic causes of mass incarceration and dismantle the school-to-prison pipeline.

Students and mixed status families
In L.A. County, there are an estimated 520,146 children who live in mixed status families. The highly publicized restrictions toward undocumented individuals is having the unanticipated consequence of having families not send their children to child care centers, school or access financial aid programs available for college students. There are numerous reports of families not applying for public benefits and other services to which they are entitled. The L.A. business community is a strong supporter of state efforts that maintain safeguards that provide families with a higher level of protections in or near educational institutions and government buildings where public services are provided.

Lead innovative work-life harmony
The Chamber encourages employers to have a robust work life environment in the workplace. Well-designed work life policies increase job satisfaction, create loyal employees and allow employers to compete in today’s workforce. The Chamber supports employer policies that encompass flexible work schedules, child care support and allow for community engagement.
CradletoCareerCA.com
The Cradle to Career Agenda for California

California invests over $72 billion annually – 38 percent of the state’s budget, on cradle to career investments. We need to prepare future generations for new challenges, which will allow Californians to maintain and improve their quality of life in the Golden State.

EARLY EDUCATION: PRESCHOOL AND CHILDCARE
✓ Provide quality and affordable childcare and preschool for all of California’s young children

K -12 EDUCATION
✓ Ensure that children are ready for kindergarten, building on early learning experiences.
✓ Maximize student success through qualified, skilled and supportive teachers in every classroom
✓ Bolster local planning, decision-making and implementation capacity to meet unique of students in a given community
✓ Increase student engagement and motivation by connecting learning to the real-world

HIGHER EDUCATION
✓ Develop a vision for public higher education system and increase credential and degree attainment
✓ Close attainment gaps for underserved, underrepresented and non-traditional students
✓ Make higher education accessible and affordable
✓ Improve accountability and transparency through better alignment and data

WORKFORCE OUTCOMES
✓ Take an innovative workforce-focused, skills-based approach to poverty reduction
✓ Invest in regional workforce partnerships
✓ Develop workforce strategies for California’s immigrant workforce

California’s next governor, state superintendent and legislative leaders will have incredible power to impact the future of California’s children and economy. The Cradle to Career Agenda provides a road map to success. To view a copy of the full report, visit cradletocareerca.com.
Summary

California's economy is at a crossroads. The state's GDP is now the fifth largest in the world,¹ but with one in four Californians living in or near poverty,² the state's prosperity stands on shaky ground. California's policy leaders can secure an economic future that works for all of California by investing in the state's greatest asset: its people. A stable, well-paying job is a top priority for Californians who struggle to make ends meet.³ Meanwhile, a skilled and diverse workforce is a key asset to California companies competing in the global marketplace. A world-class workforce development system that helps more workers build in-demand skills and connect to good jobs can support the economic aspirations of Californians while boosting the capacity of the state's businesses. This agenda lays out innovative workforce development strategies that the state's policymakers can deploy to drive economic growth through equity, opportunity, and innovation.
California has long been a global leader in higher education, innovation, and workforce development. Our economy is the fifth-largest in the world. But, without a more educated workforce, our global economic standing will decline. By 2030, California needs 1.65 million more college degrees and credentials than we are currently on track to produce. Our public higher education system is key to ensuring that our state is able to meet its economic goals, maintain its global standing, keep up with technological advances, and keep our economy strong.

As California’s biggest, and growing racial/ethnic group, the success of Latinx students is critical

More than 15 million (40%) of California’s population is Latinx. By 2060, 23 million (45%) will be Latinx.

Over 50% of California’s K-12 Students are Latinx

40% of all College Undergraduate Students in California are Latinx

California Latinx are more educated than ever. However, these improvements have not kept pace with other racial/ethnic groups’ and Latinx still have the lowest proportion of college degree earners and the highest proportion of people who have not graduated from high school.
More Latinx Students are Graduating from High School Prepared for College...

19-year-olds Who Have Graduated from High School, 2016

<table>
<thead>
<tr>
<th>Sector</th>
<th>White</th>
<th>Latinx</th>
</tr>
</thead>
<tbody>
<tr>
<td>California Community Colleges</td>
<td>95%</td>
<td>86%</td>
</tr>
<tr>
<td>California State University</td>
<td>52%</td>
<td>39%</td>
</tr>
<tr>
<td>University of California</td>
<td>44%</td>
<td>43%</td>
</tr>
<tr>
<td>Private, nonprofit colleges</td>
<td>25%</td>
<td>25%</td>
</tr>
<tr>
<td>For-profit Colleges</td>
<td>21%</td>
<td>21%</td>
</tr>
</tbody>
</table>

Source: 2016 American Community Survey, 5-year estimates

...but lag behind White students, especially in the opportunity to be college ready.

Over 1.3 million Latinx are Enrolled in College

Nine in ten Latinx freshmen are enrolling in one of California’s public colleges or universities.

Enrollment by sector, 2016-17

<table>
<thead>
<tr>
<th>Sector</th>
<th>Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td>California Community Colleges</td>
<td>968,618</td>
</tr>
<tr>
<td>California State University</td>
<td>180,123</td>
</tr>
<tr>
<td>University of California</td>
<td>53,877</td>
</tr>
<tr>
<td>Private, nonprofit colleges</td>
<td>50,083</td>
</tr>
<tr>
<td>For-profit Colleges</td>
<td>85,745</td>
</tr>
</tbody>
</table>

Source: Integrated Postsecondary Education Data System, Fall enrollment survey, Winter, 2017

Latinx students are underrepresented across all sectors of higher education in California

Percent of total undergraduate students that are Latinx

<table>
<thead>
<tr>
<th>Sector</th>
<th>Percent of CA population 18-24 that is Latinx (47%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>California Community Colleges</td>
<td>45%</td>
</tr>
<tr>
<td>California State University</td>
<td>42%</td>
</tr>
<tr>
<td>University of California</td>
<td>27%</td>
</tr>
<tr>
<td>Private, nonprofit colleges</td>
<td>27%</td>
</tr>
<tr>
<td>For-profit Colleges</td>
<td>31%</td>
</tr>
</tbody>
</table>

Source: 2016 American Community Survey 5-year estimates; IPEDS 12-month enrollment survey; data represent 2016-17 academic year

Latinx are significantly underrepresented in faculty and leadership positions at California public colleges and universities

<table>
<thead>
<tr>
<th>Sector</th>
<th>Tenured Faculty</th>
<th>Non-Tenured Faculty</th>
<th>Academic Senate</th>
<th>Senior Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td>UC</td>
<td>7%</td>
<td>5%</td>
<td>11%</td>
<td>5%</td>
</tr>
<tr>
<td>CSU</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>9%</td>
</tr>
<tr>
<td>CCC</td>
<td>15%</td>
<td>15%</td>
<td>15%</td>
<td>14%</td>
</tr>
<tr>
<td>For-profit</td>
<td>13%</td>
<td>14%</td>
<td>17%</td>
<td></td>
</tr>
</tbody>
</table>

Source: UC Info Center; CSU Analytic Studies; CCCCO DataMart; individual campus websites; data represent 2016-17 academic year
Latinx completion rates at California Community Colleges are improving—they increased from 38% in 2010 to 42% in 2016

More Latinx are transferring to public 4-year universities

<table>
<thead>
<tr>
<th>Institution</th>
<th>Fall 2010</th>
<th>Fall 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>California State University</td>
<td>13%</td>
<td>18%</td>
</tr>
<tr>
<td>University of California</td>
<td>14%</td>
<td>14%</td>
</tr>
<tr>
<td>Private 4-year</td>
<td>12%</td>
<td>14%</td>
</tr>
<tr>
<td>For-profit 4-year</td>
<td>5%</td>
<td>12%</td>
</tr>
</tbody>
</table>

But 2% of Latinx transfer after two years

<table>
<thead>
<tr>
<th>Institution</th>
<th>2-year</th>
<th>3 or 4 years</th>
<th>5 or 6 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>17%</td>
<td>24%</td>
<td>4%</td>
</tr>
<tr>
<td>Latinx</td>
<td>16%</td>
<td>13%</td>
<td>2%</td>
</tr>
</tbody>
</table>

Sources: CCCCO DataMart; data represent 2016-17 academic year

At the CSU and UC Latinx graduation rates are improving, but continue to lag behind White students

Graduation rates have improved 11 points for Latinx at the CSU.

Time to degree has decreased for Latinx freshmen at UC institutions.

Progress Toward Closing the Gaps

For California to prosper, 60% of adults need a college degree or credential and we need to eliminate racial inequity across important preparation, access, and completion measures by 2030. For Latinx students, some of the equity gaps compared to Whites closed between 2006-07 and 2016-17, while others are growing:

- 1% Associate’s degree attainment
- 1% Bachelor’s degree attainment
- 2% 19-year-olds with a high school diploma
- 2% Percentage of high school graduates who have completed college-preparatory curriculum
- NC Admit rates at UC
- 4% Completion at California Community Colleges
- 8% Percentage of freshmen that graduate on time from CSU
- 2% Percentage of freshmen that graduate within 6 years at CSU
- 1% Percentage of freshmen that graduate on time from UC
- 1% Percentage of freshmen that graduate within 6 years at UC
- NC Percentage of transfers that graduate within 2 years at CSU
- 1% Percentage of transfers that graduate within 2 years at UC
California needs strong leadership at all levels to ensure the success of all students, particularly Latinx. We call upon California’s leaders to:

Set a specific college attainment goal for Latinx students with the intention of closing persistent preparation, access, and completion gaps. We MUST be intentional about improving outcomes for our Latinx students.

Continue to increase capacity at the CSU and UC institutions to serve more Latinx students.

Place more students directly into college level courses at community colleges and provide adequate supports for their success.

Fix transfer and expand the number of students on Associate Degree for Transfer pathways at CSU and UC institutions.

Ensure California Community Colleges improve college completion rates through strong implementation of the Student Success Funding Formula which provides additional resources to all colleges based on enrollment, the number of low-income students they serve and who earn a degree, certificate or transfer.

Expand access to financial aid and prioritize aid for low-income families.

Increase the proportion of Latinx faculty, college and university leaders, and members of governing boards.

Collect and make available data on Latinx students, faculty, and leaders to hold institutions accountable, track progress toward our goals, and help identify roadblocks for students.

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For the full report visit: http://bit.ly/SHELatinx