



RECOVERY WITH EQUITY

A ROADMAP FOR HIGHER EDUCATION
AFTER THE PANDEMIC

CALIFORNIA
Governor's Council
FOR POST-SECONDARY EDUCATION



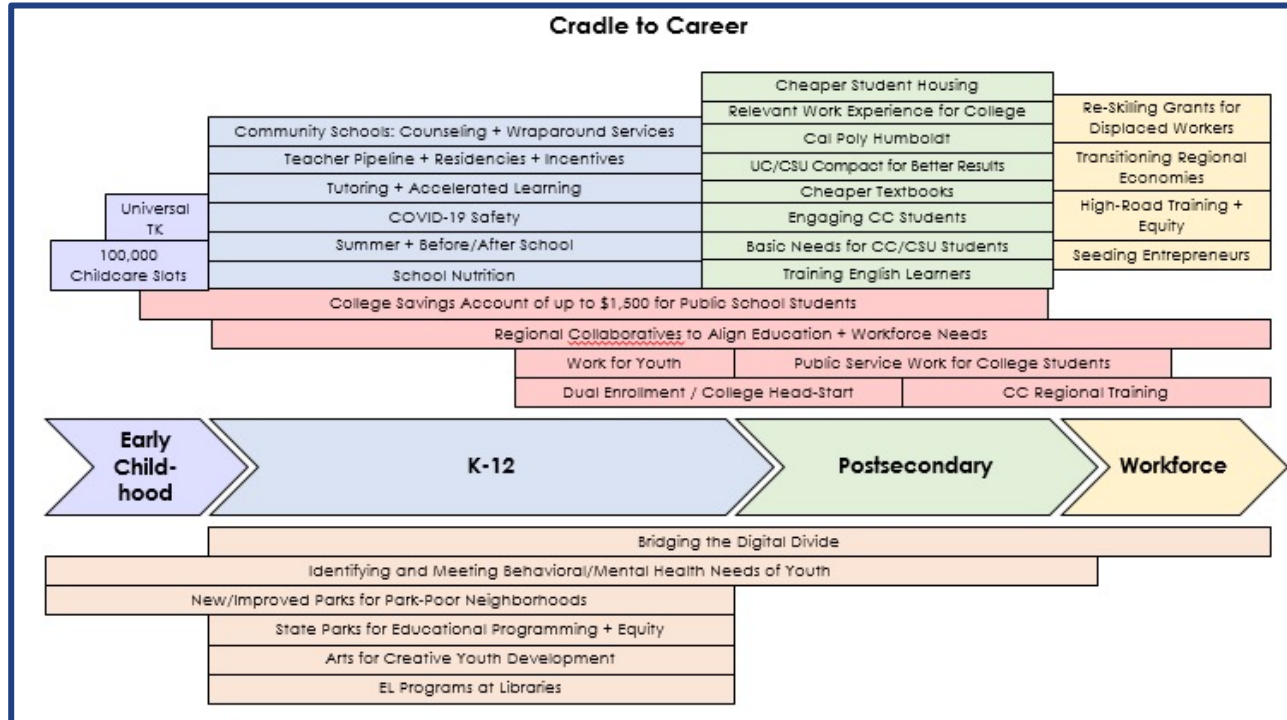
This year, over 60% of California's budget was invested in education – **\$124 billion** for TK-12 and **\$47 billion** for higher education.

Goal: Realign and reimagine our education systems to support the lived reality of student lives.

Overview



Very early visual draft of last year's budget.



The Governor's Council for Post-Secondary Education



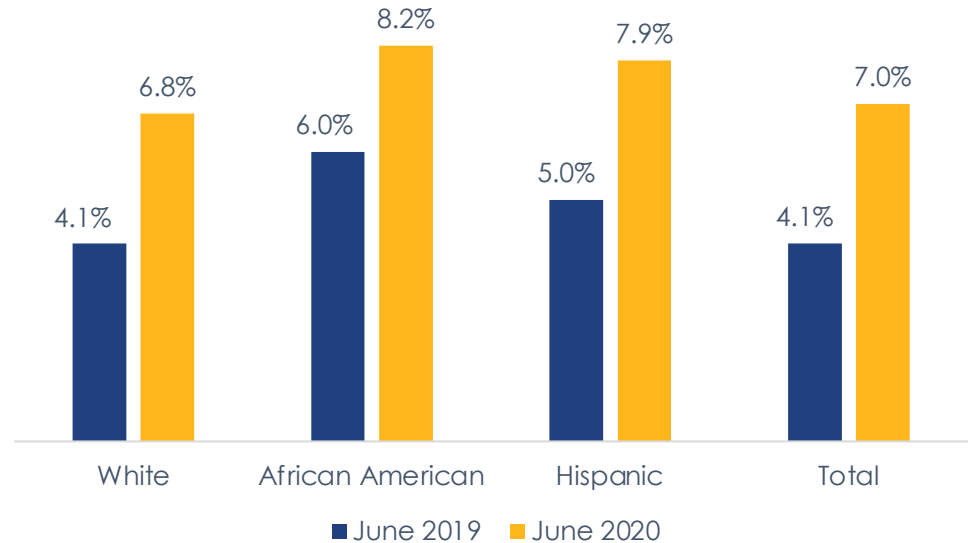
In August 2019, Governor Newsom convened the Council to realign and reimagine our education systems to center on student needs from cradle to career.

- **University of California**, President Michael Drake
- **California State University**, Chancellor Joseph Castro
- **California Community Colleges**, Chancellor Eloy Ortiz Oakley
- **Association of Independent California Colleges and Universities**, President Kristen Soares
- **California State Board of Education**, President Linda Darling-Hammond
- **California Department of Education**, Superintendent Tony Thurmond
- **Governor's Office**, Chief Deputy Cabinet Secretary Ben Chida
- **Department of Finance**, Director Keely Bosler
- **Office of Business and Economic Development**, Director Dee Dee Myers
- **California Federation of Teachers**, President Jeff Freitas
- **California Chamber of Commerce**, President Allan Zaramberg

Pandemic Impact + Equity

Black and Latinx residents face disproportionately high unemployment rates (8.2% and 7.9% compared to 7.0% total).

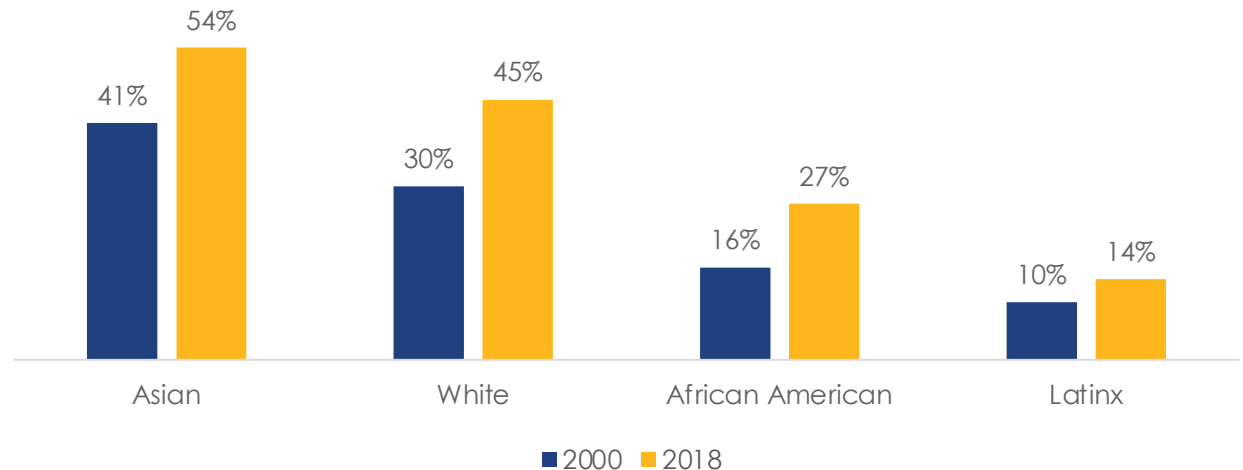
12-month Unemployment Rate by Race/Ethnicity



Degree Attainment + Equity

Latinx, Black, and Indigenous students, as well as low-income and first-generation students, face barriers to college access and degree completion.

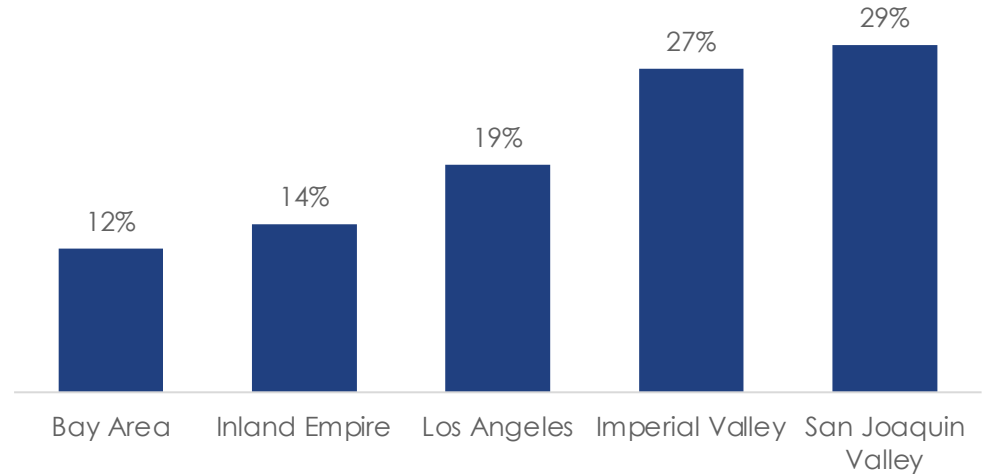
Percentage of Californians Age 25+ with a Bachelor's Degree or Higher



Pandemic Impact + Regions

San Joaquin Valley and Imperial Valley experience **depression-level unemployment** (29% and 27% respectively).

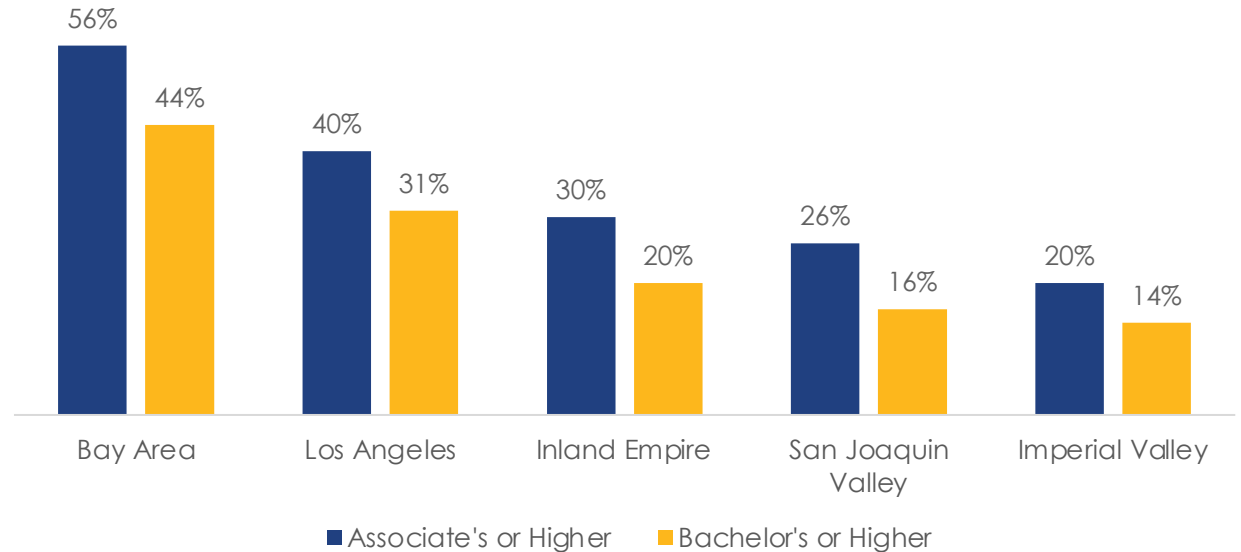
June 2020 Unemployment Rate by Region



Degree Attainment + Regions

Coastal regions far exceed **inland regions** in percentage of residents with post-secondary degrees.

Percentage of Population Aged 25+ with Associate's and Bachelor's Degrees or Higher



Recovery with Equity Report



Recovery with Equity Taskforce

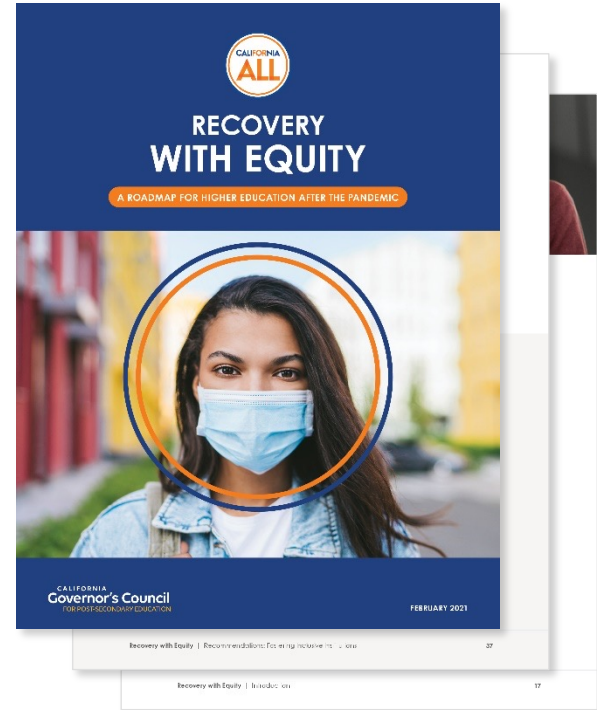


Dr. Lande Ajose

Now: Vice President, Public Policy
Institute of California

Then/Forever: Senior Policy
Advisor for Higher Education,
Office of the Governor

- Established August 2020
- Convened 20 California and national experts in higher education equity and innovation
- Chaired by Dr. Lande Ajose



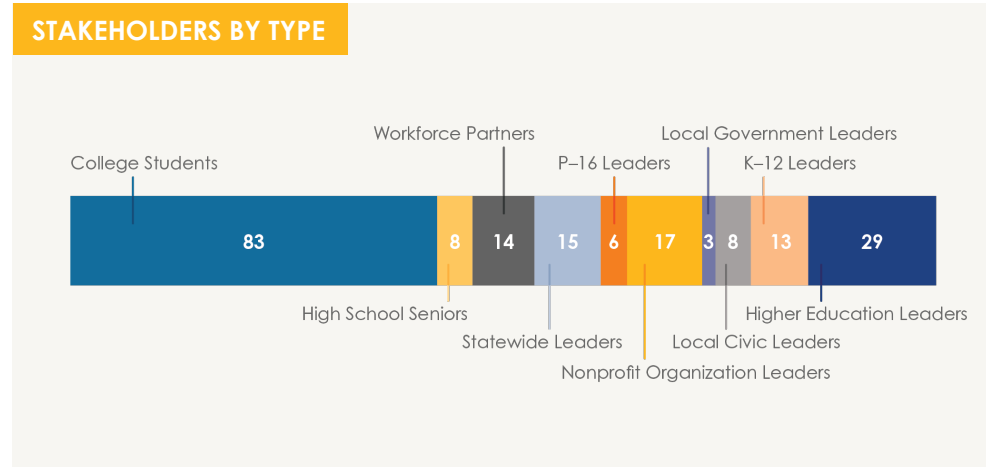
Research Methods

Reports and data analysis

- Review of key findings from existing reports
- Original analysis of publicly available data

Stakeholder engagement

- Interviews and focus groups with 196 individuals across California sectors, institutions, and regions



Findings from Reports and Data Analysis

- Post-secondary credentials yield higher wages and lower unemployment; **demand for workers with these credentials is rising** even in industries that have not traditionally required them.
- Current rate of **educational attainment in California is insufficient** to meet workforce needs, with significant gaps in educational attainment by race/ethnicity and geography.
- COVID-19 has **exacerbated challenges** for California's post-secondary students, with substantial drops in enrollment at California Community Colleges and the CSU.

Findings from Reports and Data Analysis

Low-income, first-generation, Latinx, Black, and Indigenous students—**most of the student population** in California's public high schools—are less likely than peers to:

- Finish high school
- Complete the A–G coursework needed for admission to the UC and CSU
- Enroll in and graduate from college

Findings from Reports and Data Analysis

Barriers to access and success in California include:

- Insufficient **financial aid and support** for students' basic needs
- Lack of clear **pathways and processes** to get to and through higher education
- Lack of **coherence between segments**: K–12 and higher education as well as among the three public higher education
- Limited **seats and course availability**
- Constrained **capacity to use data** to track and support students

Findings from Stakeholder Engagement

The prevalence of **racial injustice** in higher education is a major barrier to success.

“There must be a commitment to equity—distribution of resources to address decades of disinvestment—to bring justice to how this pandemic has disproportionately impacted communities of color.”

— **Local Civic Leader**

Findings from Stakeholder Engagement

The pandemic has exacerbated existing inequities in society, heightening barriers to students meeting their **basic needs.**

“Students experiencing poverty are faced with choosing between going to school or working to support family and take care of siblings—parents didn’t have the luxury to work from home. Many are essential workers, putting responsibility on older children to take care of siblings or work.”

— **K-12 Leader**

Findings from Stakeholder Engagement

The pandemic has deeply impacted **students' mental and emotional health.**

“For students, they admit very publicly that they’re experiencing depression because of what we’re living through. We have virtual support for staff, but not enough.”

— **Higher Education Leader**

Findings from Stakeholder Engagement

Connections between K-12 and post-secondary education are not strong and pervasive enough to support successful transitions for all learners.

“We have a new counselor who has been here for a year, but I don’t depend on her and I’m not comfortable asking her questions. I’m a dual enrollment student, so when I need something I depend on my advisor, not my counselors. My advisor is my freshman year counselor, and she’s my A–G advisor now and I depend on her.”

— High School Student

Findings from Stakeholder Engagement

Connections between higher education and the workforce are insufficient to meet the economic and workforce needs of California.

“We need a much more dynamic work-based learning and experiential learning piece to our community college system. It’s the missing piece to the experience we provide our students.”

— **Higher Education Leader**

Recommendations



Fostering Inclusive Institutions

Institutional cultures and approaches to teaching and learning that work for all learners, especially those left behind.



Streamlining Pathways to Degrees

An integrated statewide system for admission and transfer to provide clear, easy-to-navigate pathways to degrees.



Facilitating Student Transitions

High-touch, high-tech guidance and improved academic preparation for college access and success.



Simplifying Supports for Student Stability

Resources and structures packaged and simplified to help students meet basic, digital, and financial aid needs.

Policy in Motion



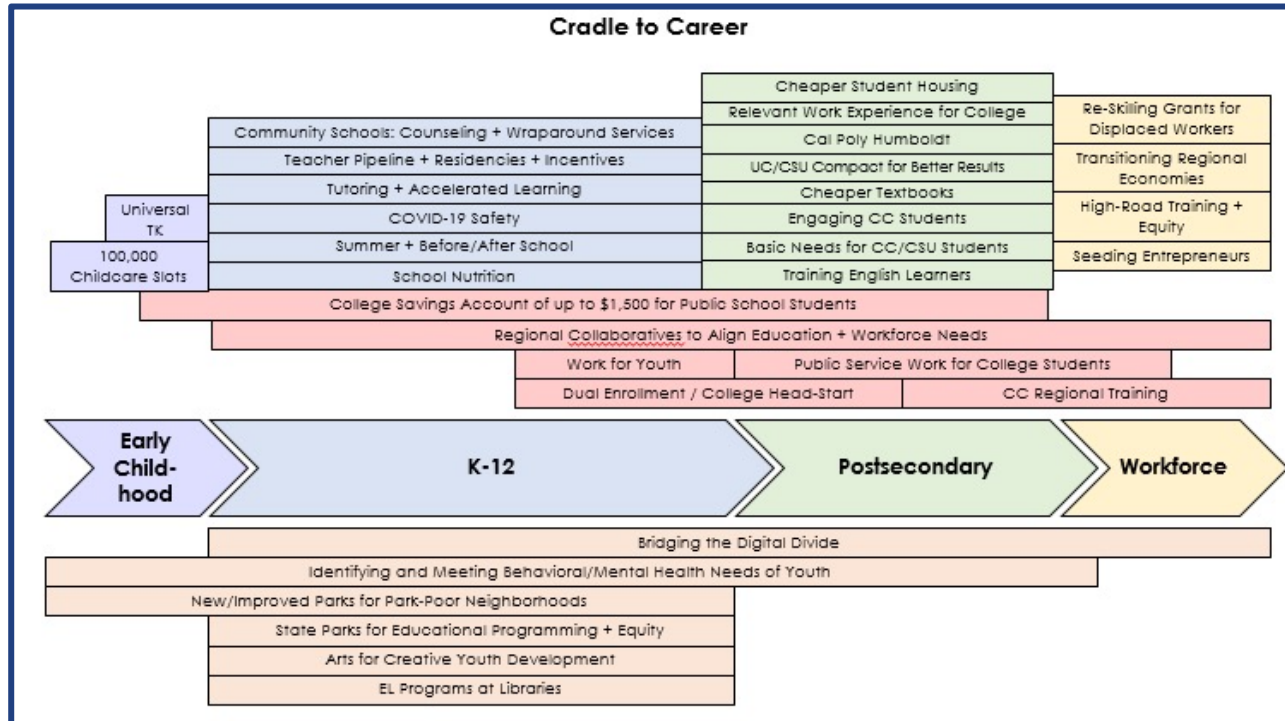
(1) Center all policies – both direct assistance and structural reform – on the lived realities of Californians.

(2) Challenge, support, and guide Californians to find and make their own meaning – including to tackle the biggest, hardest problems facing society.

Strategic Vision



Early visual draft of the 2021 budget.



People: College Savings Accounts + Displaced Worker Grants



\$1.9B (\$170M ongoing) to establish and seed college savings accounts of up to **\$1,500** for public school students.

- \$500 base grant for students from low-income families.
- Extra \$500 for foster youth and homeless youth.
- Applies to **all current students**.
- In the future, **all entering first graders**.

\$500M to provide grants of up to **\$2,500** for individuals looking to retrain, reskill, or upskill due to COVID-19.

- Grants can be used at community colleges, CSUs, UCs and approved training programs.
- One-time investment designed to develop insights for future structural reforms to promote **lifelong learning**.

People: Affordability + Basic Needs



One of the foundational premises of our higher education supports is to recognize the **total cost of attendance**, which is especially high in California due to our **affordability crises**.

Investments include:

- \$2B for public colleges and universities to renovate and build **affordable student housing**, with limits placed on what students can be charged.
- \$115M for the **Zero-Textbook-Cost-Degree (ZTC)** program to establish associates degree and CTE certificate programs with no textbook costs.
- \$175M to support programs to provide student support for **food, housing, and childcare**.
- Builds on **universal school nutrition** K-12 schools.

Systems: Youth Mental Health



\$4.3B to transform CA's behavioral health system for ages 0-25.

Focus on:

- Early screenings for ACEs and other early indicators.
- Greater integration between all youth-serving systems, especially schools and universities.

Builds on: \$3B for K-12 community schools and \$1.1B ongoing for K-12 school counselors.

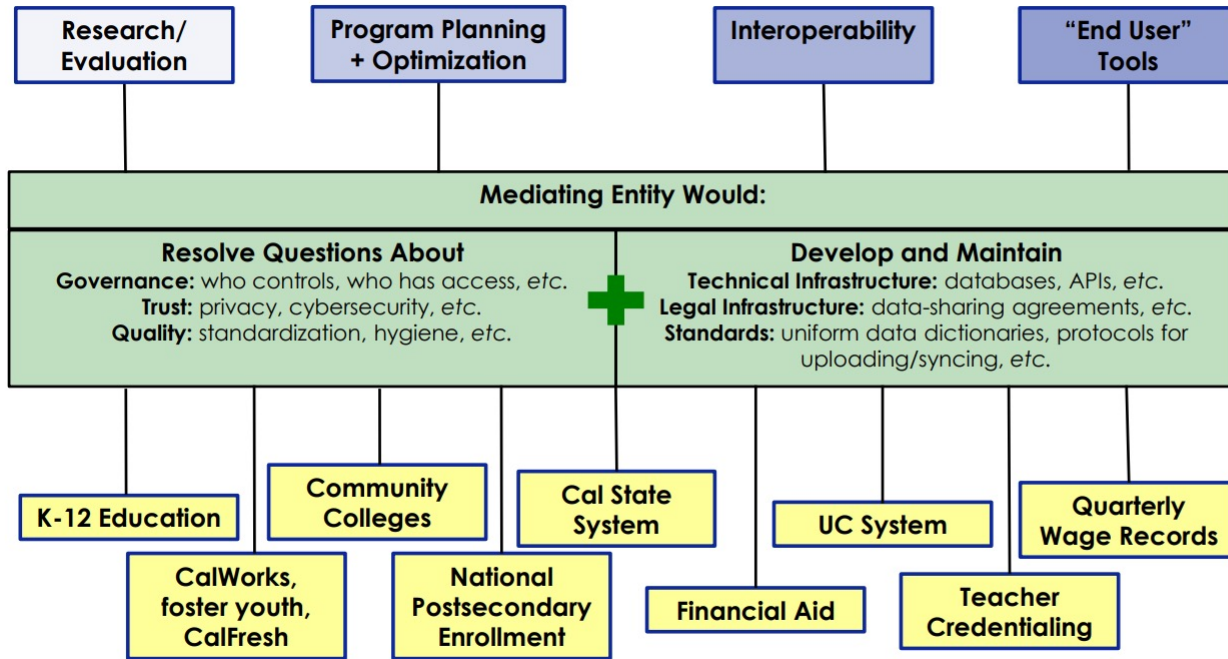


Secretary Mark Ghaly,
Pediatrician



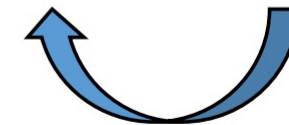
Surgeon General
Nadine Burke-Harris,
ACEs Expert

Systems: Cradle-to-Career Data System



Virtuous Cycle of Data Quality

1. Generate Value
2. Create a Constituency
3. Improve Quality



Systems: Community Economic Resilience Fund + K-16 Regional Collaboratives



\$600M to support the thoughtful development of regional economies.

- **12 -15 regional collaboratives** that includes governments, industry, labor, and community organizations.
- Focus on high-quality jobs in future-facing industries, including climate restoration and resilience.
- Regional hubs to implement **training program grants** and **maximize take-up of federal and philanthropic funds**.

\$250M to support structural reforms and collaboration to center on the lived realities of students and families.

- Supports collaboration between **cradle-to-career agencies** in a region – including clear goals and metrics.
- Aligns with CERF-supported **regional economies**.
- Building off the successful pilot of the Fresno K-16 collaborative.

Path Ahead



Directing People Power to the Hardest, Biggest Problems



We're focused on humanizing our systems to recognize the whole person – supporting mental health and academic needs, correcting for structural inequities, and creating clear pathways for Californians to find and make their own meaning.

We're currently thinking about how to square this up with our societal goals and emerging sectors, including:

- Climate resilience and restoration
- Our education and care economies
 - Research and innovation

Thank you!