



# Education and Workforce for a California for All

East Bay Development Authority

MAY 2025



California has an ambitious agenda to **improve economic, workforce, and education outcomes** for all Californians



**Context** | Changing demographics across the State (e.g., population loss, increasingly diverse population<sup>1</sup>) has **implications for the economy and workforce; equity as a driving force** for this administration



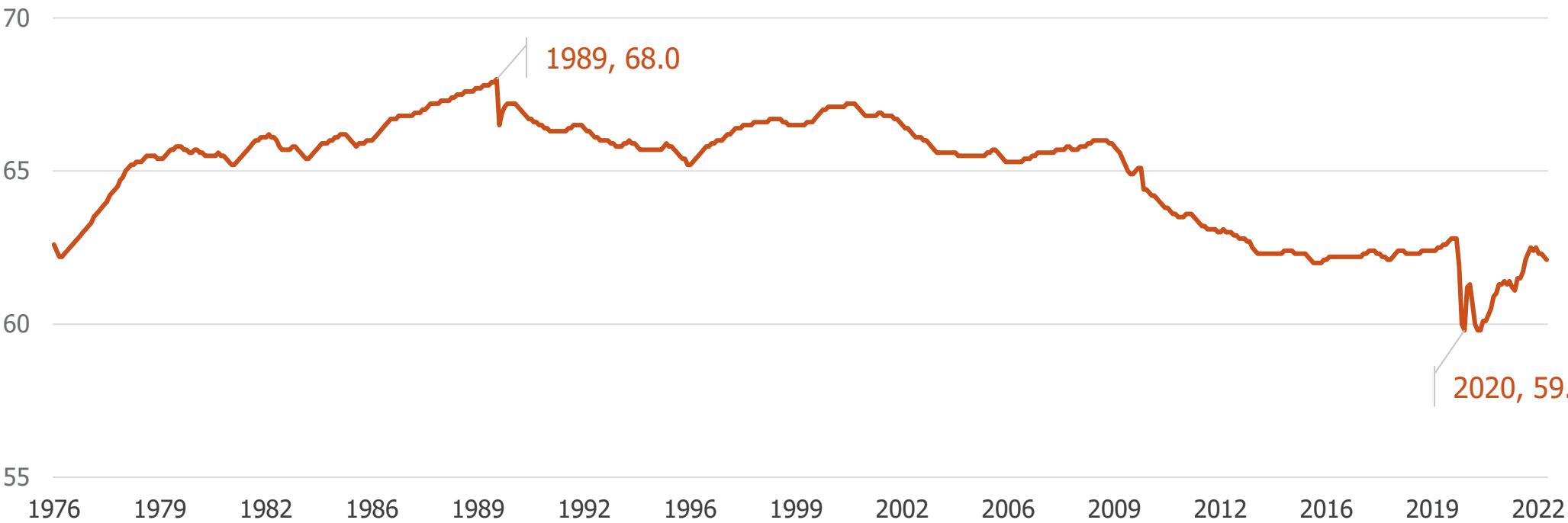
**Vision** | Clear imperative and focus on improving **outcomes across education, workforce, and economic systems to better serve California's learners, workers and communities** – this has been formalized in the Master Plan for Career Education (Apr. 2025) and the Jobs First Economic Blueprint (Feb. 2025)



**Action** | LWDA serves as the **implementation engine** for these workforce efforts, as the strategy involves specific focusing on specific **sectors, addressing target populations, and leading system change**

# Workers are a declining share of the population

**% of Californians participating in the labor force**

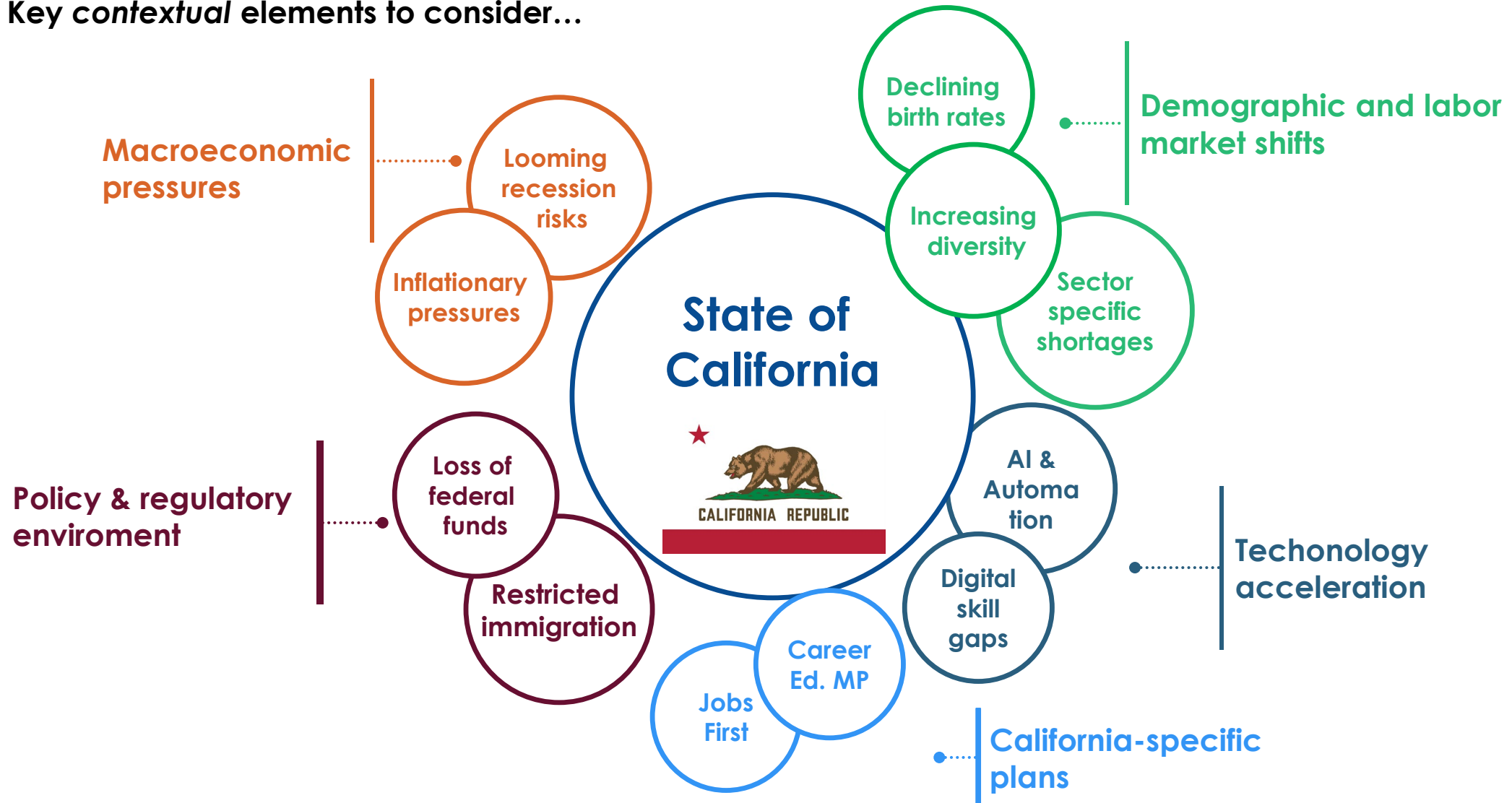




# Current economic climate increases importance of robust education & workforce systems

Not exhaustive

## Key contextual elements to consider...





# The Framework

## Master Plan for Career Education

The Master Plan for Career Education aims to prepare all learners for the workforce of tomorrow by guiding California in its efforts to **strengthen career pathways, prioritize hands-on learning and real-life skills, and advance access and affordability** through **streamlined collaboration and partnership** so that all Californians can navigate toward career-sustaining jobs

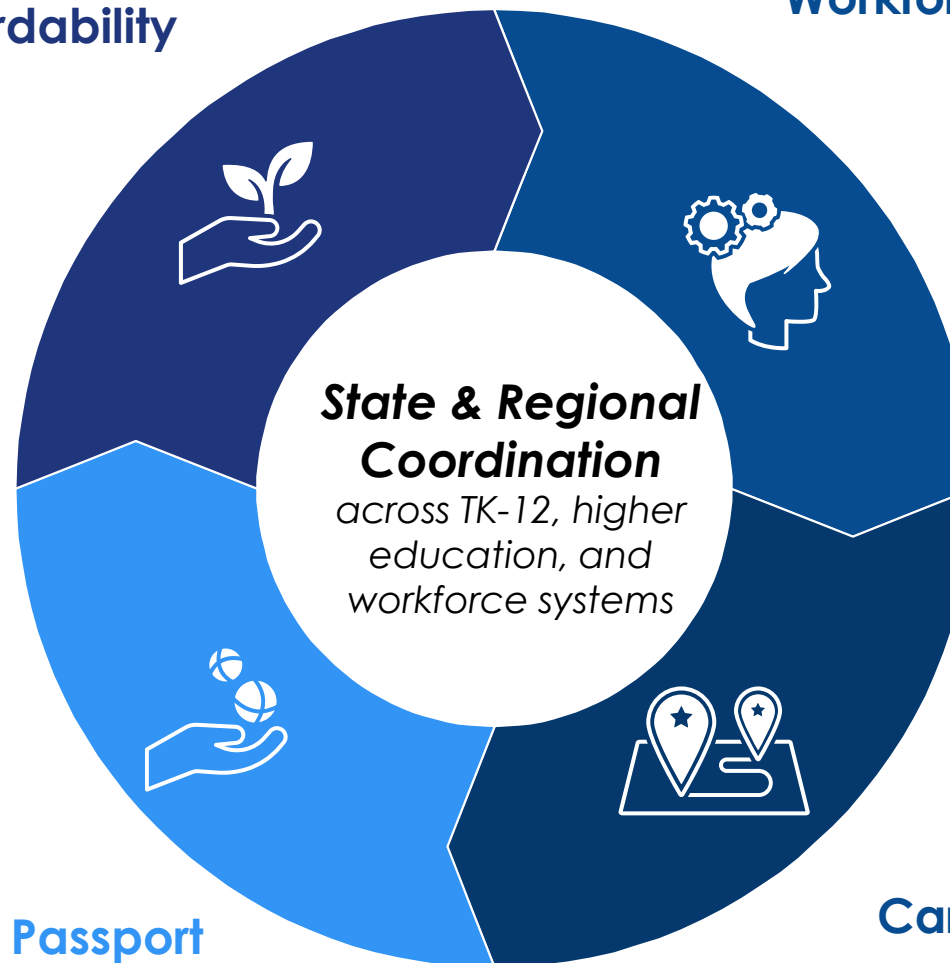
### Master Plan for Career Education

Accessibility  
& Affordability

Workforce Training

Career Passport

Career Pathways

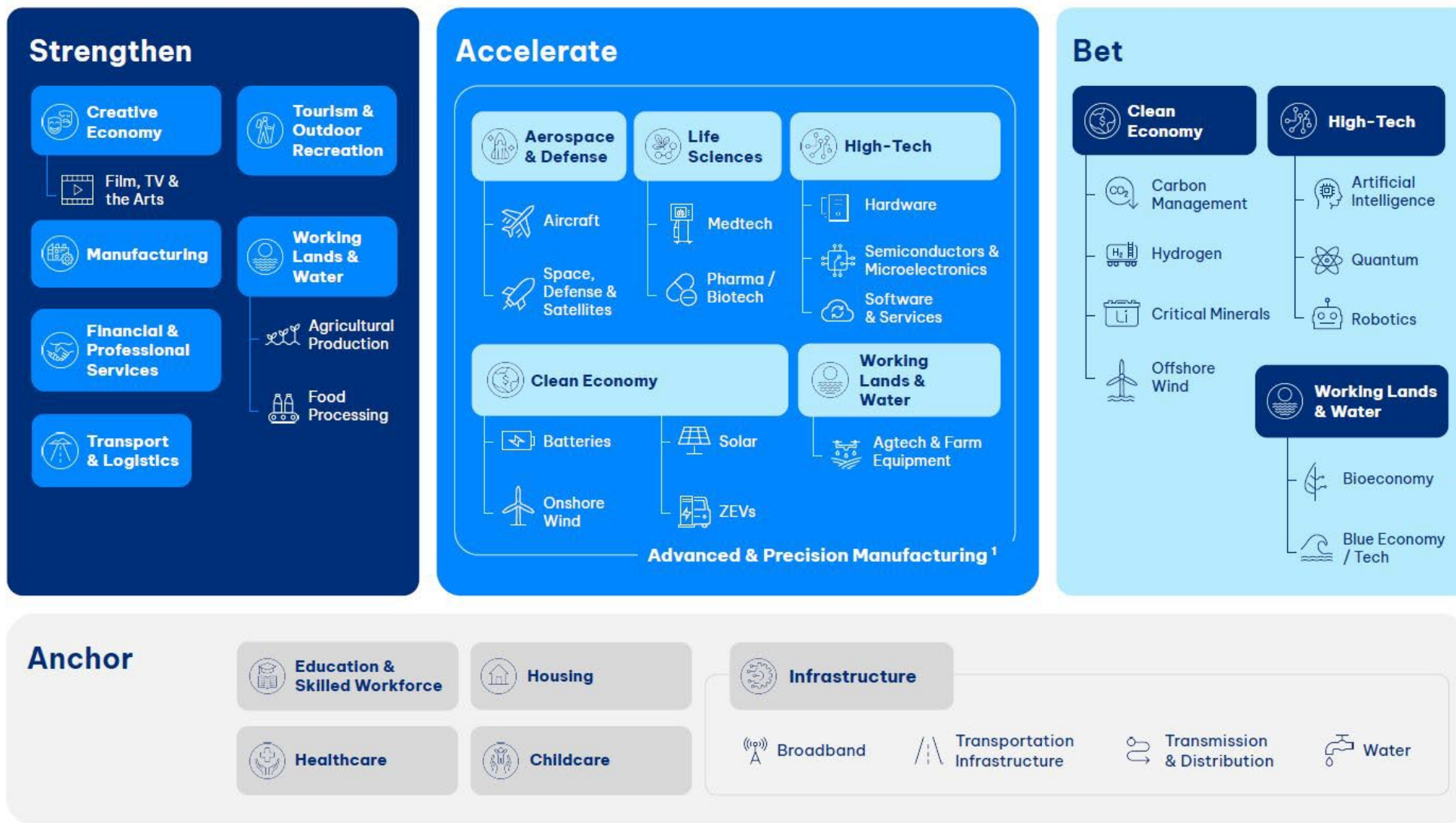






# Framework for the Jobs First Economic Blueprint

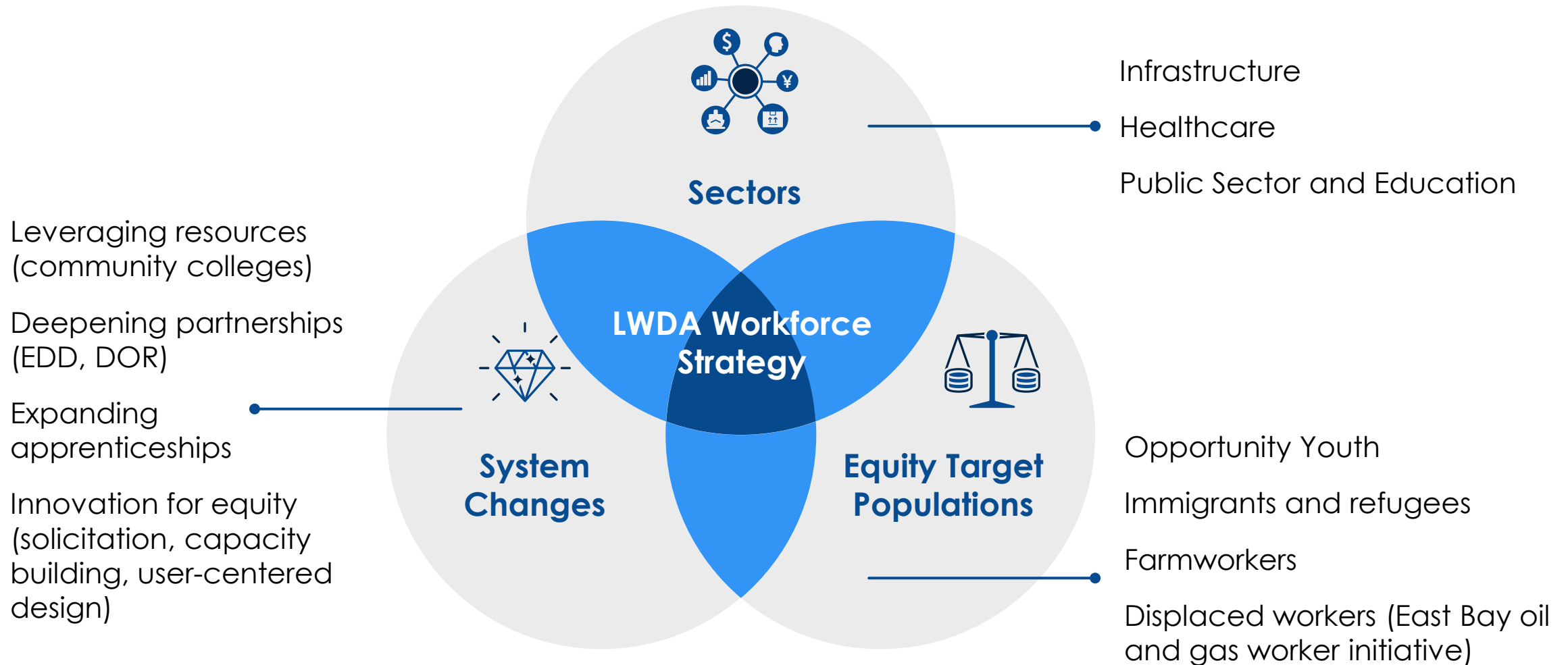
Regional economic plans roll-up to broader State economic plan – with focus on tradeable sections





# Through a targeted focus on sectors, systems and target populations, we can drive equity and strengthen the economy

*LWDA's strategy aligns with the core pillars of both the Master Plan for Career Education and Jobs First*





LWDA is **leading partnerships and systems change** to move the strategy forward

1

Leading **implementation of regional coordination pillar** within the Master Plan for Career Education to **understand how education & workforce systems coordinate today, and supporting leaders with capacity-building efforts**

2

Developing **sector strategies** (e.g., healthcare, infrastructure, public sector, agriculture) that align with Jobs First, and taking an **equity lens to support the anchor sectors**

3

**Partnering with the Chancellor's Office and community colleges** across multiple efforts including **regional coordination, credit for prior learning and apprenticeships**

4

Supporting the **development of key technologies / tools** including the **Career Passport and Cradle-to-Career**



## Impact of new federal administration on workforce development in California

**Layoffs of federal employees** increasing unemployment and placing pressure on unemployment insurance (UI)

**Uncertainty around tariffs and global trade** leading to layoffs in key sectors and regions

**Cuts in federal funding to workforce system and critical partners** limiting access to training and support services

**Lack of clear policy direction for workforce** creating confusion and inhibiting strategic planning

**Threatened Medicaid cuts** undermining healthcare workforce and safety net supports

**Work requirements for public benefits programs** restricting access and increasing administrative burden

**Reductions in student aid** impeding future skill development and a go-forward strong economy

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# Appendix

# The Changing Demographics of California's Workforce

PPIC Statewide Leadership Council

April 2025

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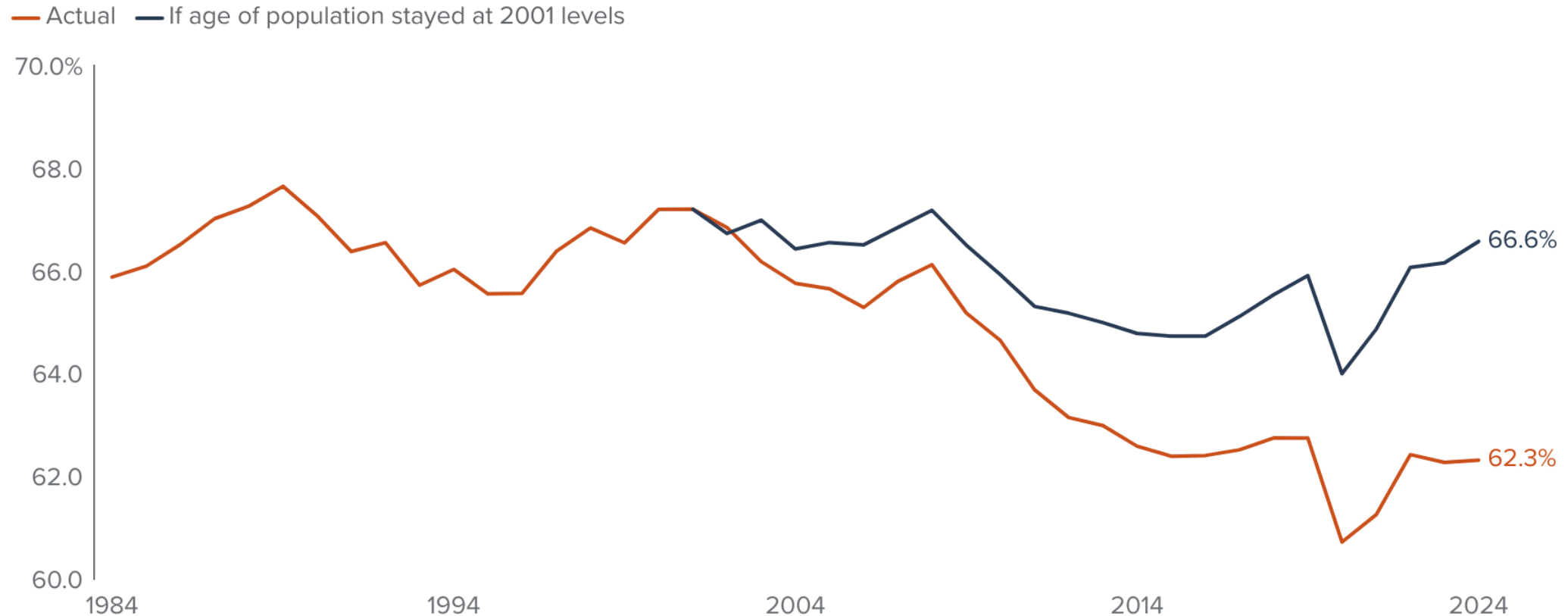
Julien Lafortune



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# Our shrinking labor force participation is entirely due to aging



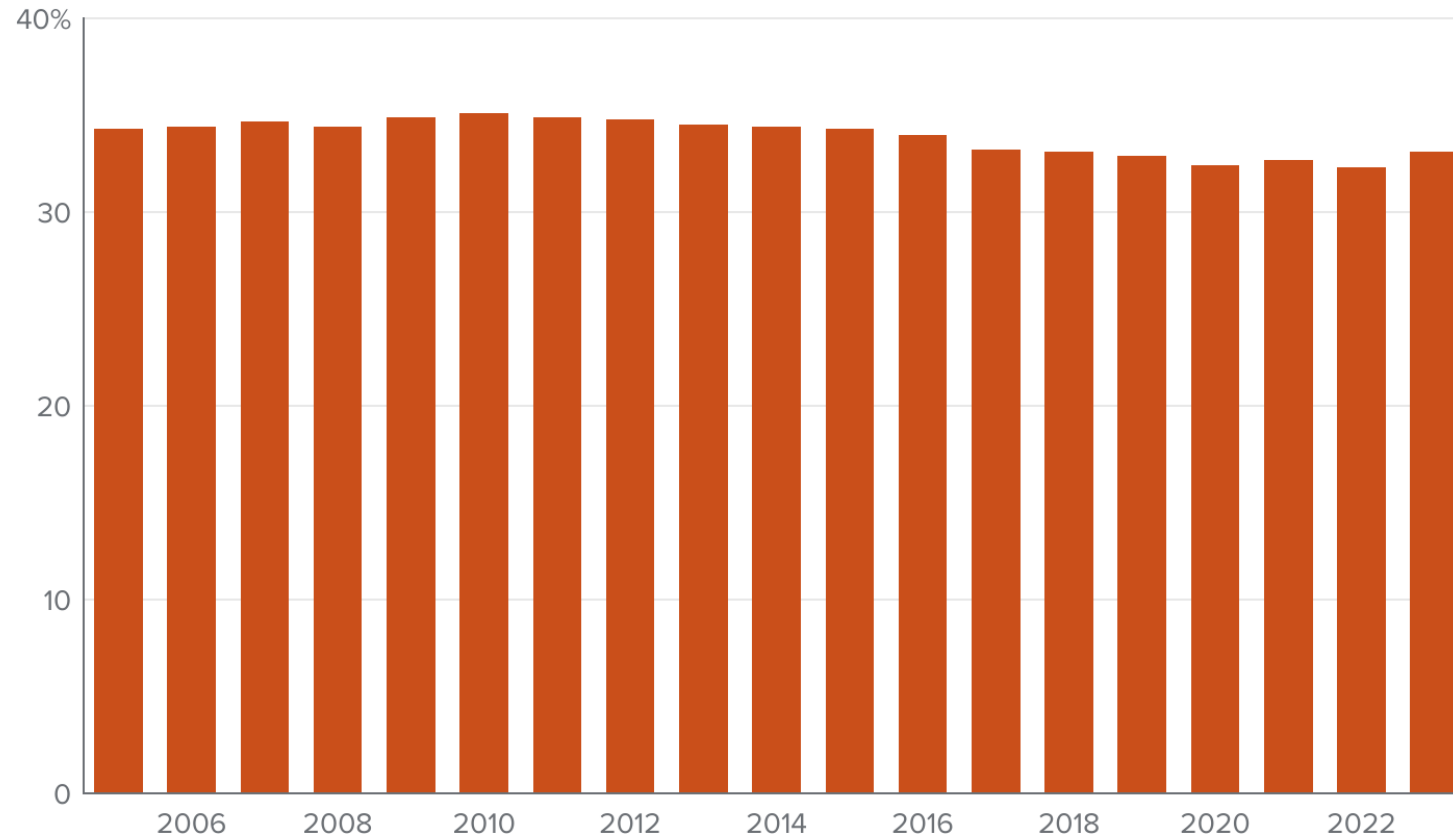
Source: PPIC report, ["Labor Force Participation in California", February 2024.](#)

# Recent trends mitigate some long-standing barriers to participation

- A larger share of women are working than before the pandemic
- Older Californians are more likely to be working today than before the pandemic (and over the long term)
- The share of workers with disabilities has increased significantly

Source: PPIC report, [“Labor Force Participation in California”, February 2024.](#)

# The share of workers in California who are immigrants has remained near one-third

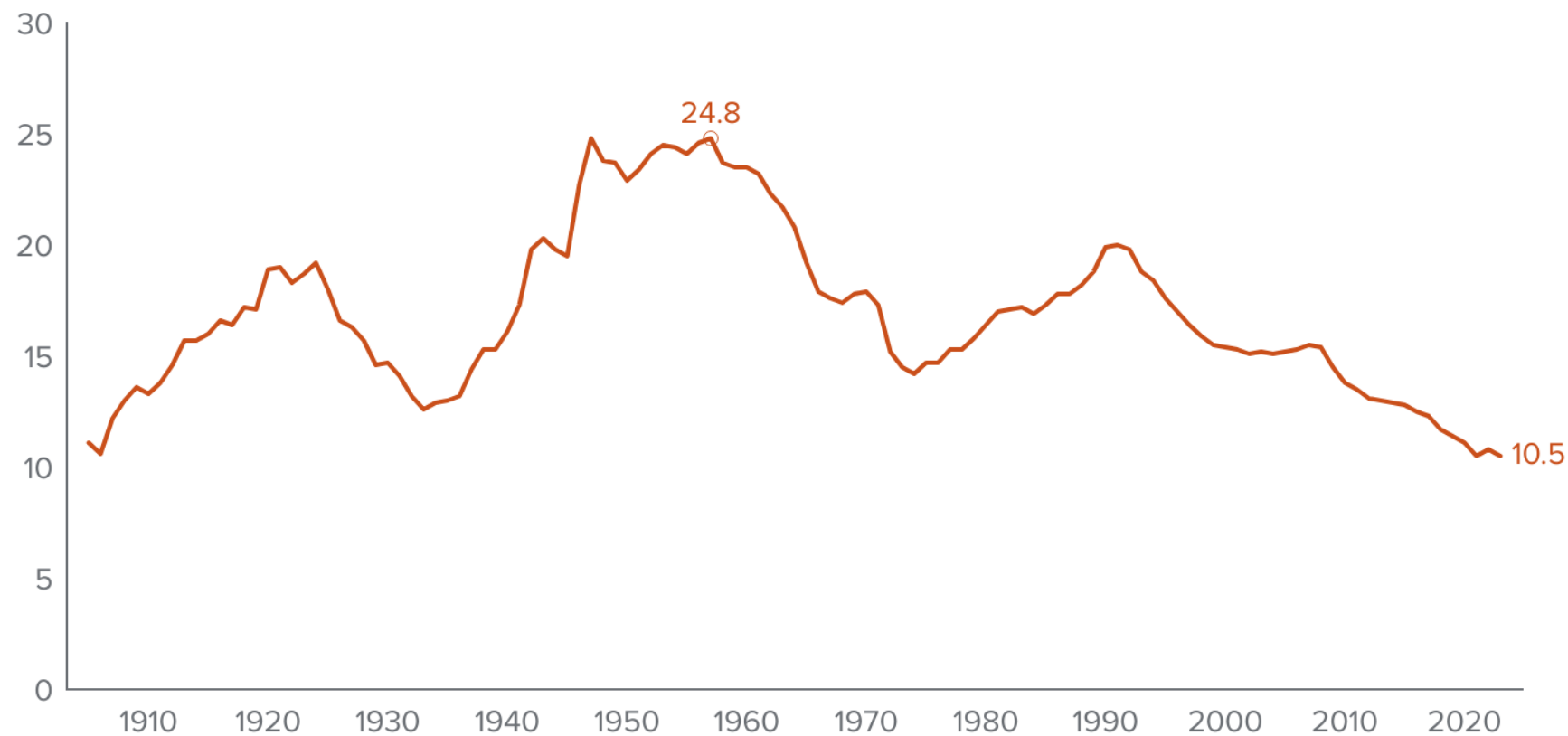


Source: PPIC's ["Who are California's Workers", 2025](#). American Community Survey data.

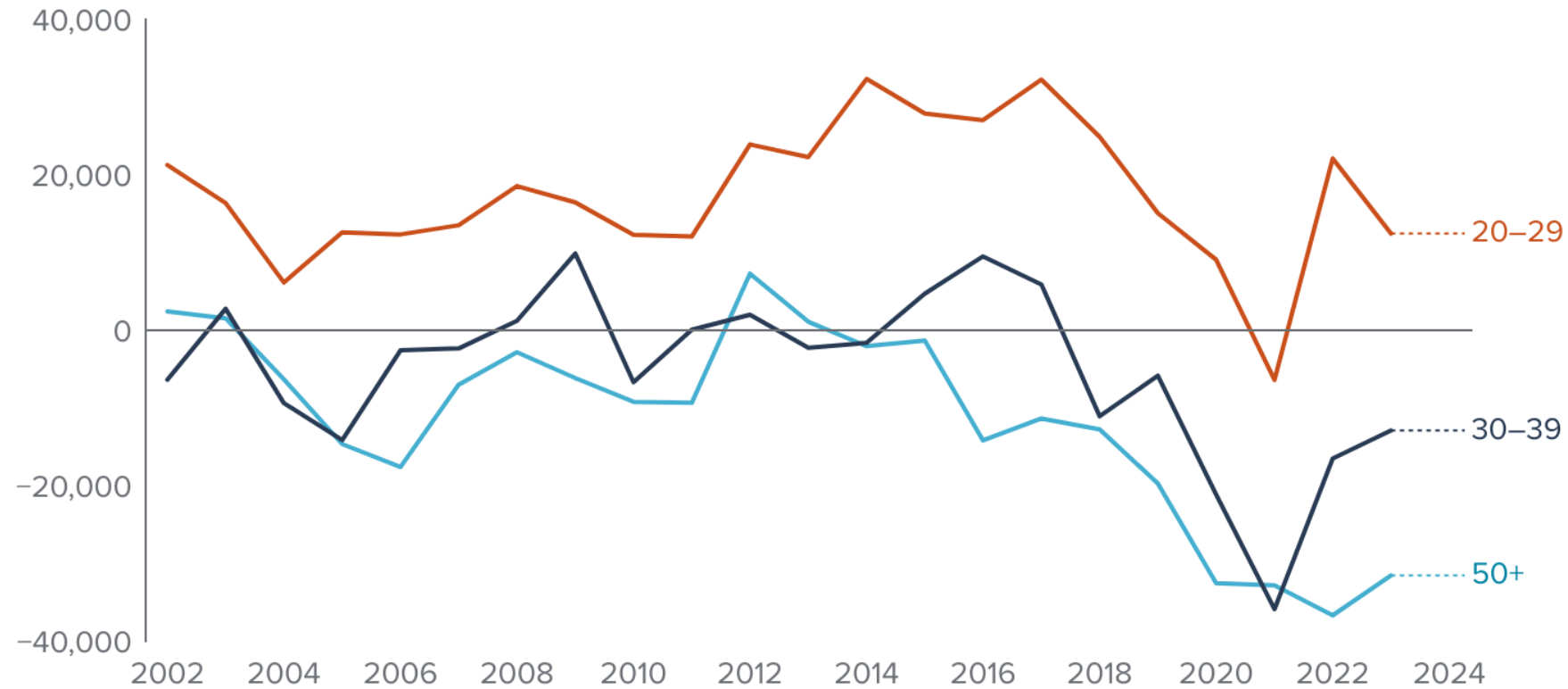


# Birth rates in California have been falling for decades

Births per 1,000 population



# Challenges may ease as younger college graduates migrate back to California



Source: PPIC blog

# Meeting workforce needs and supporting stronger opportunities

- An aging population foretells a smaller workforce—even as needs grow for certain services (e.g., health care)
- California will need solutions that address disparities around opportunities
- Productivity advances (such as technology!) and/or stronger migration could soften the impact of slow growth
- High costs in California play a role in attracting and retaining workers and businesses

# Discussion questions

- How can the state manage demographic changes, challenges, and opportunities across its workforce?
- What research and engagement can PPIC contribute to this topic?

# The Future of California's Insurance Market

PPIC Statewide Leadership Council

April 2025

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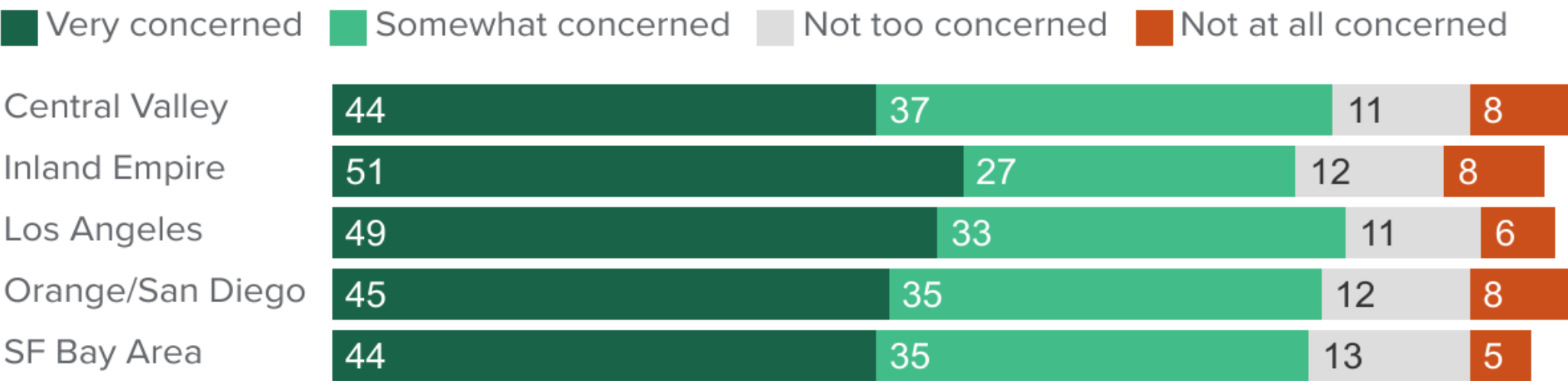
Alexia Cortez



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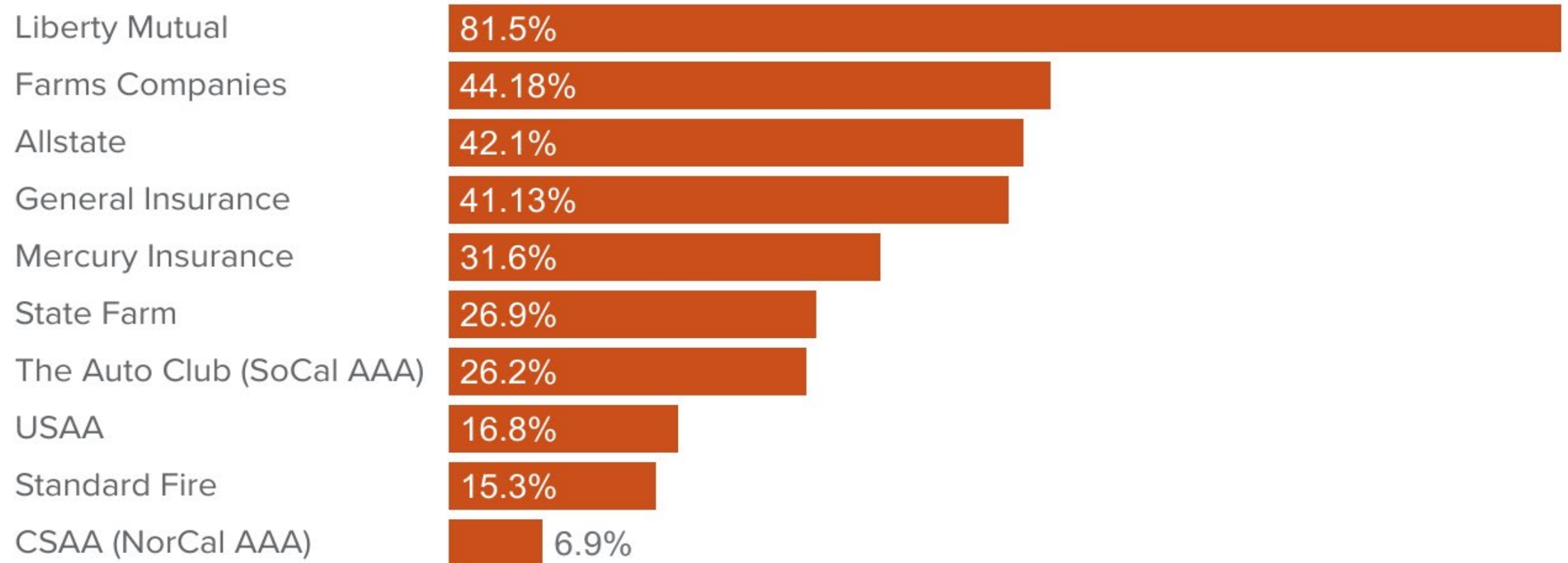
# California homeowners are concerned that climate may raise insurance costs



Source: PPIC Statewide Survey, July 2024. Survey was fielded from June 2–July 2, 2024 (n=1,648 adults, n=1,261 likely voters).

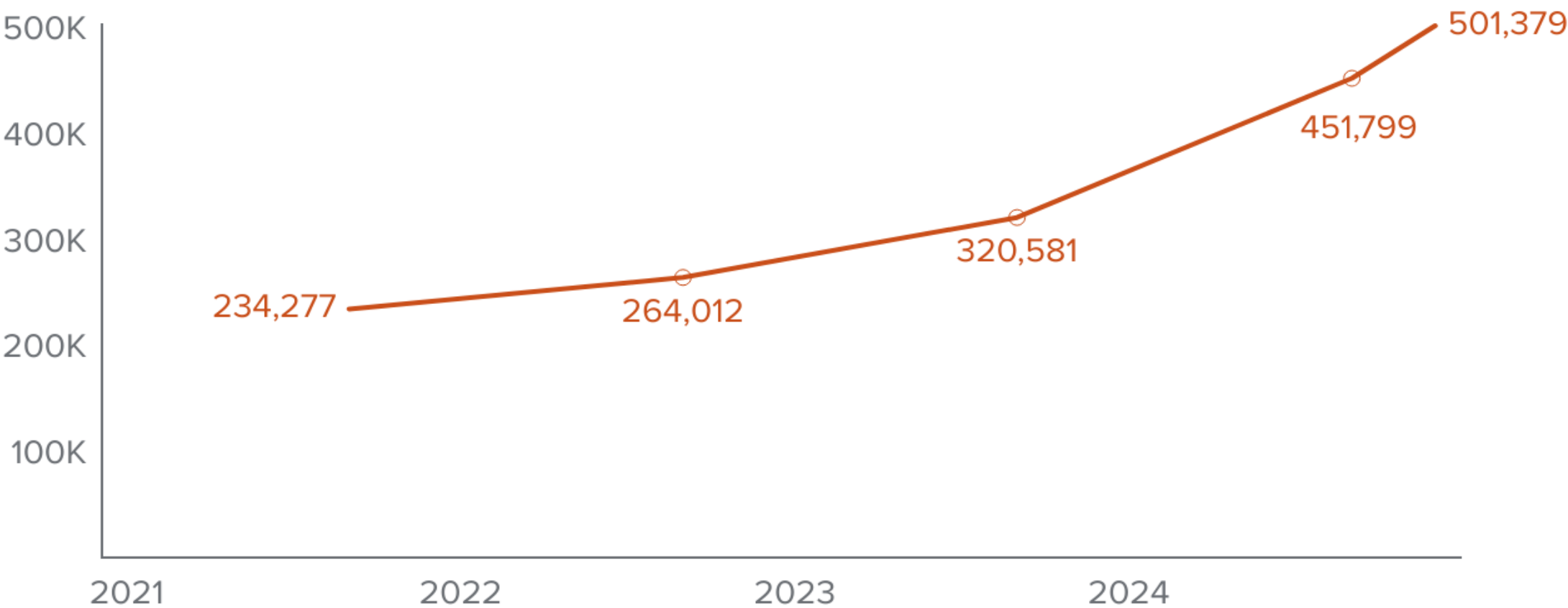


# 9 of the top 10 home insurance providers raised rates by double digits



Source: California Department of Insurance. Values are calculated as cumulative rate increases from January 2023 to February 2025.

# FAIR Plan policies have increased by 114%



Source: FAIR Plan, Key Statistics and Data. Includes the first quarter of the 2025 fiscal year (October 2024 – December 2024).

# Home insurance providers have seen negative profits in California

Profit on insurance transactions



Source: National Association of Insurance Commissioners (NAIC) Report on Profitability by Line by State in 2022 (released March 2024). Values are calculated as a percentage of direct premiums earned and averaged from 2013–2022.

# Discussion questions

- How do disasters and other factors affect California's homeowners' insurance market—in the past, today, and for the future?
- What facts and engagement can PPIC contribute to this topic?