

Inspiring Generation Z and Preparing Government Agencies for the Future Public Sector Workforce

Innovative Pathways to Public Service

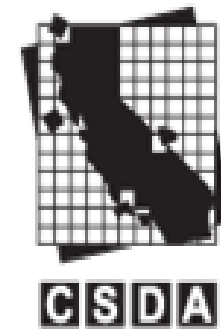
May 16, 2019

WorkCon, Orange County



The Institute for Local Government

**ILG is the non-profit
training and education
affiliate of**



**California Special
Districts Association**
Districts Stronger Together

What does ILG do?

Promoting good government at the local level

Program Areas

Leadership & Governance

Sustainable Communities

Public Engagement

Youth & Civics Education



Services

Education & Training

Technical Assistance

Capacity Building

Convening

Today's Panel

Social tags for today's discussion:
#ILG #workcon19 #publicsectorworkforce
FB @instituteformalgovt / Twitter @instlocgov

Candy Vickrey Smith, Folsom Lake College (Los Rios Community College)

Sandra Paschal, Sacramento County Human Resources

Terri Carpenter, Sacramento Employment & Training Agency

Randi Kay Stephens, Moderator, Institute for Local Government

Objectives of the panel and our time together

Learn about the innovative network of Sacramento area colleges, K12, municipal and state agencies and other organizations creating pathways into the public sector

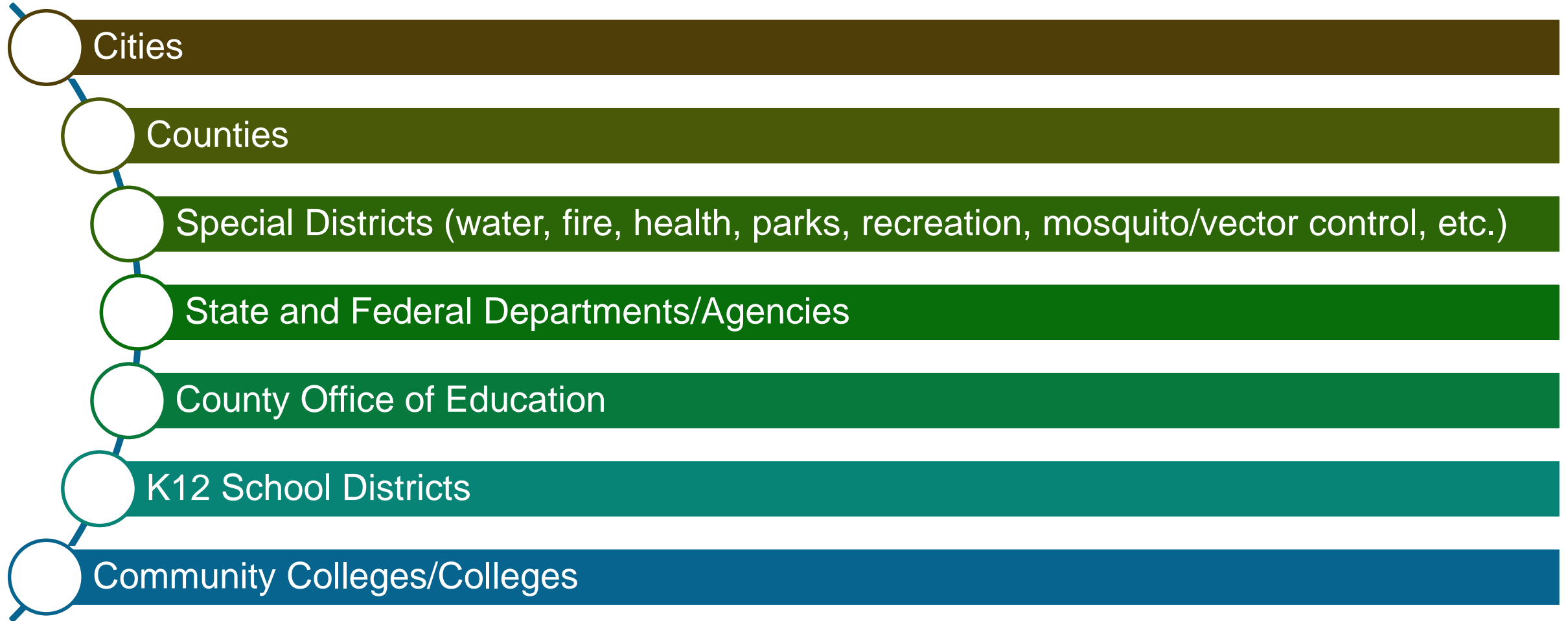
Understand how “Innovative Pathways to Public Service” operates and the commitment of partners to have shared success

Hear your suggestions that could support our regional work

Discuss opportunities to grow pathways to public service in your community

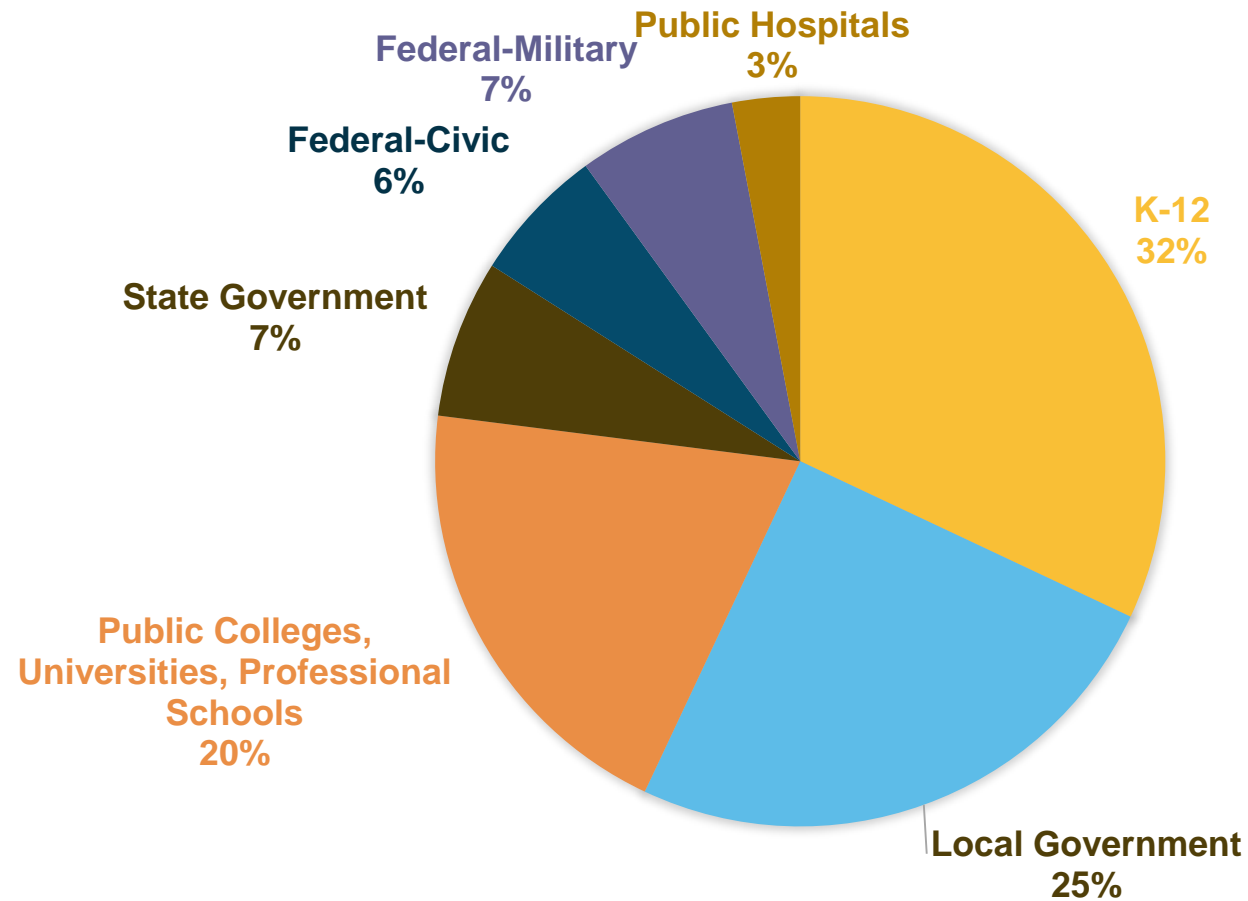
**AS A YOUNG PERSON,
HOW AND WHY WERE YOU
INVOLVED IN YOUR COMMUNITY?**

What does the public sector look like in our region?



What does the Public Sector look like in California?

THERE ARE MORE THAN 3 MILLION PUBLIC SECTOR JOBS IN CALIFORNIA



Sample Wages & Education

Career	Median Hourly Earnings	Level of Education	Job Training Needed	Work Experience Required
School Teacher	\$34.48	Bachelor's Degree	Internship/Residency	None
Management Analyst	\$33.43	Bachelor's Degree	None	Less than 5 years
Police & Sheriff Patrol Officer	\$45.22	High School Diploma or Equivalent	Moderate on the job training	None
Administrative Support	\$27.19	High School Diploma or Equivalent	Short-term on the job training	None

Challenges Facing the Public Sector

LACK OF YOUTH CIVIC
ENGAGEMENT

280,794 JOBS IN THE
PUBLIC SECTOR:
30% OF ALL REGIONAL
JOBS

PUBLIC SECTOR
RETIREMENT
TSUNAMI

PUBLIC SECTOR
SLOW TO MOVE:

- Technology dinosaurs deter younger workers as the hiring process is cumbersome and a turnoff

PUBLIC SECTOR
WORKFORCE DOES
NOT REPRESENT
COMMUNITY

STIGMA ABOUT
PUBLIC SECTOR JOBS

CONFUSION AND
MISINFORMATION
ABOUT GOVERNMENT
AGENCIES

LACK OF INTENTIONAL
RELATIONSHIP
BETWEEN PUBLIC
SECTOR AND HS
PATHWAYS

CTE & STRONG
WORKFORCE
GENERALLY DEFINES
PUBLIC SECTOR AS
PUBLIC SAFETY AND
NOT MORE BROADLY

IPPS Goal and our Humble Beginnings

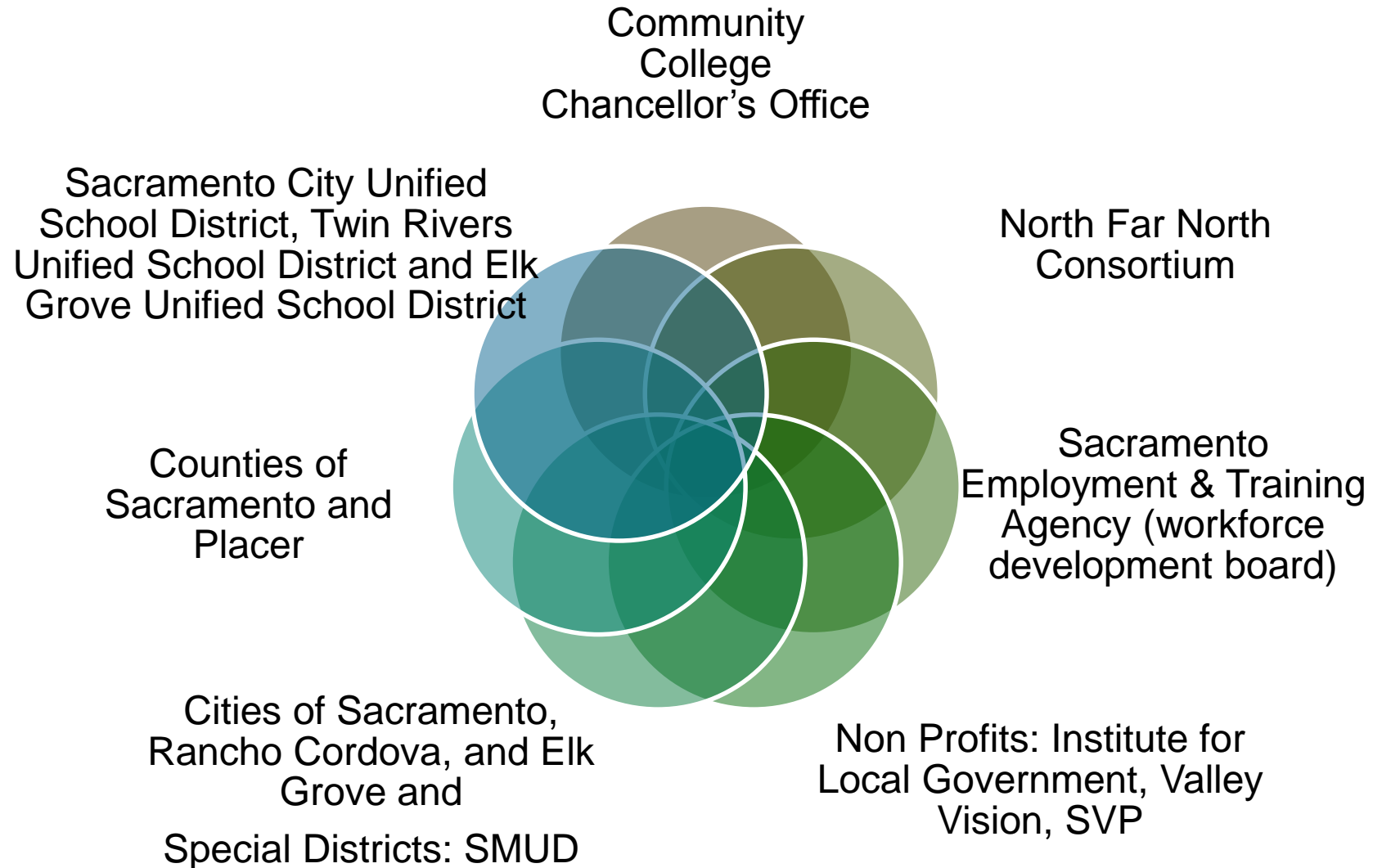
GOAL

- Establish IPPS as the regional advisory body for promoting and building a diverse public sector talent pipeline of youth and young adults.

EARLY ACCOMPLISHMENTS

- Obtained seed funding from CCCCO & WAF
- Convened partners
- Developed vision, goals and mapped assets and challenges
- Tested pilots
- Evaluated our shared work

The Power of Relationships



Pilots: Opportunities for Partners to Grow Together

Youth In Government Day Site Visit to Sacramento County to raise awareness about public sector careers and function of local government. (Scaling to larger audience in 2019)

IPPS/NextGov videos of millennials in public service sharing “Why work for the public sector?” (Continue to market the videos to diversify applicant pools). Videos available at YouTube.

Dual enrollment partnership with Folsom Lake College, Carver High School and various municipal agencies. (Beginning development in 2019)

Youth Experiencing Government – Day in Pictures



Smokey days – Camp Fire Smoke



IPPS' Roadmap for 2019

Establish IPPS as the regional advisory body for promoting and building a diverse public sector talent pipeline of youth and young adults.



Key Strategies

Public Sector occupational demand study by Center for Excellence -June 2019.

Build Awareness of the work and problem

Pilot and Test ideas to build pathways and scale what works

Structure and sustain the partnership

What makes IPPS work?



The Challenges IPPS Faces

Learning the language and understanding different systems

Passionate people-based, seeking to institutionalize organizational buy-in

Need to expand community college & CSUS partners + formalize relationships

Shared vision. We are growing ideas but need a longer-term honed strategy

Need sustainable funding, more formal governance structure for IPPS to function as a public sector workforce advisory board

Why We're Invested in IPPS

SETA

- Investing in out-of-school and in-school youth to see the public sectors as a place for a quality career with development potential.

County of Sacramento

- The County departments need ways to educate potential workers about career opportunities- large number of jobs that do not require more than HS diploma or some CC
- Needed help understanding how to connect to High school career pathways programs
- Desires to built pathways from HS to CC into the Departments

Los Rios Community College

- Youth don't know about the public sector
- Students don't know about the programs to prepare for the jobs

Institute for Local Government

- City, county, special district agencies in the region (and across California) are challenged when it comes to attracting and retaining talent. We must examine all barriers to entry and upward career mobility. See International City/County Management Association's Talent Initiative Report: <https://icma.org/cal-icma/talentinitiative>

Reflections

What of the presentation resonated with you?

What advice do you have for us?

Do you already have partnerships with K12, workforce board, and public sector agencies?

What are the challenges ?

What are opportunities?

How might you embed government careers or civic knowledge/ engagement into your existing workforce development and career pathways programs?

Contacts

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Stay connected with IPPS

- www.pathways2publicservice.org

Thank you!