### SIERRA

Please take a moment to text the session code to 916-915-0007. Every entry has a chance to win a prize!

<table>
<thead>
<tr>
<th>Session Code</th>
<th>Session Name</th>
<th>Date</th>
<th>Start Time</th>
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<tbody>
<tr>
<td>Zebra</td>
<td>Building Careers for Youth Through Business Engagement</td>
<td>1/14/2020</td>
<td>9:00am</td>
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<tr>
<td>Bird</td>
<td>The Best Kept Secret to Youth Development: Youth Serving Youth</td>
<td>1/14/2020</td>
<td>3:00pm</td>
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<tr>
<td>Coral</td>
<td>Innovative Pathways to Public Service: Successful Strategies to Engage our</td>
<td>1/15/2020</td>
<td>10:00am</td>
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<tr>
<td>Fish</td>
<td>Must Practices for Case Managing the Justice Involved – More Advice from</td>
<td>1/15/2020</td>
<td>1:15pm</td>
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<td>Horse</td>
<td>Building Bridges to Success</td>
<td>1/15/2020</td>
<td>2:45pm</td>
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<td>Panther</td>
<td>Building Power Among Opportunity Youth - Mobilizing for 2020</td>
<td>1/15/2020</td>
<td>4:00pm</td>
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<td>Pine</td>
<td>Cultivating L.A.’s Finest to Better Engage Opportunity Youth</td>
<td>1/16/2020</td>
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### Innovative Pathways to Public Service: Successful Strategies to Engage our Next Generation and Strengthen Employer Engagement
Today’s Presenting Team

Terri Carpenter  
Workforce Manager  
Sacramento Employment & Training Agency

Bina Lefkovitz  
Youth & Workforce Development Consultant  
ILG

Randi Kay Stephens  
Program Manager  
ILG

Session Description

Why build bridges between education, government, civic and business organizations? To help young people learn about the diverse array of careers available in the public sector.

More than 24% of jobs in the six-county Sacramento region are in local and state government, education and health. A leadership collaborative is addressing the public sector workforce gap by engaging a new generation through job shadows and experiences.

Learn how the collective is diving deep into work-based learning, civic engagement, pathway mapping and best practices in this interactive session. Take ideas back to your community along with an action-oriented approach to changing the system in your community.
Agenda

Review Session Description, Get to Know Each Other

Innovative Pathways to Public Service

- Public Sector Study Findings & Recommendations
- IPPS Structure and Scaling for Success
- Focus on Youth

Q&A + Closing Remarks

What was your first public sector job or volunteer opportunity?
SETA & Sacramento Works for Youth

Sacramento Works for Youth

Sacramento Works provides employment and education programs for youth in Sacramento County, with special emphasis on programs serving higher-risk youth.

- Youth Services are delivered collaboratively by the Sacramento Works Job Center system. Staff at each Job Center helps youth access employment and training resources.
- Community Partnerships - Sacramento Works partners with a variety of community partners to serve Sacramento youth.

Sacramento Works Youth Programs Serve All Youth Ages 16-24

Youth Services provide job search assistance, linkage to community resources, career development workshops, resume writing, interview skills, and access to information on education and employment opportunities.

Individualized services are provided to youth ages 16-24 and include:

- Work Experience
- Support Services
- Occupational Skills Training
- Mentoring
- Guidance and Counseling

What Does ILG Do?

Promoting good government at the local level

Program Areas
- Leadership & Governance
- Sustainable Communities
- Public Engagement
- Workforce & Civics Education

Services
- Education & Training
- Technical Assistance
- Capacity Building
- Convening

ILG is the non-profit training and education affiliate of...
Why Focus on the Public Sector?

- Low youth civic engagement
- 280,794 jobs in the PS; 30% of all regional jobs
- PS retirement tsunami
- PS is slow to move; tech delays & hiring process a turnoff
- PS workforce often does not represent community
- If aware, there is a stigma about PS jobs
- PS often defined as public safety
- Confusion, misinformation & lack of trust in gov’t agencies
- Limited linkages between PS and high school pathways

Governments Engaging Youth (GEY)

Vision: Local governments and schools collaborate to prepare students for civic life and college/career readiness.

City of Elk Grove Summer @ City Hall Mock Council Meeting featuring youth participating as city staff (City Manager, City Attorney, and City Clerk).
Summer at City Hall

GEY Toolkit
www.ca-ilg.org/geytoolkit

- Spectrum of models
- Sample curriculum plans
- Work-based learning guides
- Resources to work with diverse youth
- Sample budgets and staff reports for city council
- Tools on how cities and schools can partner for positive youth outcomes.
- And more!
ILG’s Work Via Funding from the California Workforce Development Board

- WAF 3.0: Toolkit & Planning
- WAF 5.0: Community of Practice, Scaling and Supporting Models to Engage Disconnected Youth
- WAF 6.0: Regional Learning, Testing and Developing Curriculum

Local Models to Systems Change

Local Models

- Municipal-School Partnerships / PROGRAM APPROACH
- Regional Strategy / SYSTEMS APPROACH
Building AND Flying the Airplane

We scaled the collaborative in advance of, and while, working on the study of the public sector.

- The public sector employers AND the educators were given space to share their needs and concerns in our collaborative. We’ve heard the concerns and have the stakeholders at the table that are working on changing the system.
- Early win… our team served as an advisory body to a curriculum review for Folsom Lake College’s public administration program. Folsom Lake College is partnering with high schools for dual enrollment.

Initial wins and pilot projects increased interest and desire to change the system.

- Governments Engaging Youth became Youth in Government Days which has become a series of annual events, Careers in Public Service Day around the region.

Anecdotes into Actionable Data

- The early discussions among IPPS members identified the gaps. We needed data to tell the story and determine our next steps.
- SETA funded the Center of Excellence study so the regional advisory body could take decisive action.
Public sector jobs in the Sacramento region

24% of all jobs in the region are public sector jobs.
That's 245,000 public sector jobs.*
By comparison 14.5% of all jobs in California are public sector jobs.

*Source: QCEW, 2017, the totals given and the totals in the pie charts are different due to the aggregation levels counted in the data

Public sector jobs by county

Most public sector jobs in the region are concentrated in Sacramento County.

Sacramento County: 161,480 jobs
Placer County: 14,944 jobs
Yolo County: 14,009 jobs
El Dorado County: 8,524 jobs
Yuba County: 5,903 jobs
Sutter County: 5,161 jobs

2017 Jobs

Source: QCEW, 2017
Public sector jobs in the Sacramento region

Seven industry sectors have the largest share and number of public sector jobs in the Sacramento region.

- Public administration: 6,891
- Utilities: 7,978
- Transportation & warehousing: 705
- Information (Libraries): 1,252
- Professional & technical services: 61,735
- Educational services: 2,661
- Health care & social assistance: 128,799

Source: QCEW, 2017

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Public sector average annual wages

Public sector jobs pay, on average annually, $25,000 more than private sector jobs in the Sacramento region.

The picture is different in the state, where public and private sector annual earnings are similar.

Average annual public sector wages vary among sectors:

- Utilities: $96,260
- Public administration: $84,200
- Transportation/warehousing: $59,400
- Educational services: $52,600

Source: QCEW, 2017
Public sector age demographics

- 8 out of 10 workers in the public sector are over age 35 compared to 7 out of 10 workers in the private sector.
- 1 in 4 public sector workers is 55 or older. This is 4% more of the public sector workforce than the private sector workforce.

Age demographics, public sector versus private sector, Sacramento region, 2017

Public sector race demographics

- 3 out of 4 public sector workers is characterized as “white alone” by the U.S. Census
- The public sector has either 6% or 11% more “whites alone” workers than the private sector
8 out of 10 public sector jobs requires at least some postsecondary education, an associate, or a bachelor’s or above.

40% of public sector jobs require a bachelor’s degree or above.

The route to many, but not all, of the best-paying jobs in the bachelor’s degree.

Source: QCEW, 2017, OES, COE
Occupational job totals, 16 career clusters

Education & Training
Business MGMT & Admin
Law & Public Safety
Transportation, Distribution & Logistics
Human Services
Government & Public Administration
Hospitality & Tourism
Architecture & Construction
Health Sciences
Manufacturing
Science, Technology, Engineering & Math
Information Technology
Finance
Agriculture & Natural Resources
Marketing
Arts, AV Technology & Communications

Source: QCEW, 2017, OES, COE, O*NET

Business Management, career cluster profile (appendices)

Skill level distribution

Industry sector distribution

NAICS 48-49 Transportation and... 1,711
NAICS 92 Public administration 29,485
NAICS 62 Health care and social... 8,643
NAICS 61 Educational services 333
NAICS 54 Professional and... 151
NAICS 51 Information 1,417

Detailed occupational employment, education & training

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>SOC Title</th>
<th>Jobs</th>
<th>Change 2007-18</th>
<th>Opening 2018-20</th>
<th>Median Hr Wage</th>
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<tbody>
<tr>
<td>13-1075</td>
<td>Labor relations specialist</td>
<td>4,868</td>
<td>37.1%</td>
<td>95</td>
<td>$37.80</td>
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<tr>
<td>13-1151</td>
<td>Training and development specialist</td>
<td>3,591</td>
<td>11.7%</td>
<td>188</td>
<td>$37.56</td>
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<tr>
<td>43-6011</td>
<td>Executive secretaries and executive admin assistants</td>
<td>1,727</td>
<td>-51.6%</td>
<td>480</td>
<td>$27.92</td>
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<tr>
<td>43-5051</td>
<td>Postal service clerks</td>
<td>8,956</td>
<td>10.9%</td>
<td>40</td>
<td>$27.31</td>
</tr>
<tr>
<td>43-9071</td>
<td>Office machine operators, except computer</td>
<td>3,372</td>
<td>-25.9%</td>
<td>36</td>
<td>$18.95</td>
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(Source: EIAFL, QCEW, OES, O*NET)
Recommendations for IPPS

- Coordinate shared capacity for branding, marketing, outreach to improve regional public sector appeal
- Bridge rural – urban hiring needs to support under-resourced agencies and departments with recruitment
- Streamline recruitment and hiring practices: job postings, qualifications, testing, application systems

Source: COE IPPS interviews, literature review, data analysis

Recommendations for IPPS

- Develop long-term, high-touch school and community partnerships for recruitment, work-based learning opportunities.
- Develop pathways and share best practices for training and promoting existing staff, especially supervisors and managers.
- Diversity practices and resources: outreach, policies, culture

Source: COE IPPS interviews, literature review, data analysis
Mission

• Align efforts to deliver a more intentional, effective pathways into public service.

Why

• Ensure that the Sacramento Region develops new and existing talent to address the changing nature of the public sector.
• Raise awareness of public sector careers.
• Address inequities in the workforce; ensure public sector workforce reflects the people we serve.

IPPSS Members (and more!)

www.ca-ilg.org
Core Values
These values represent the fundamental principles we as a partnership of public sector professionals, educators and community members bring to our work to transform the public sector workforce.

IPPS Model and Roles
- Leadership Team (Employers, Educators, Community Partners)
- The Collaborative
- Action Teams: Best Practices, Pathway Mapping, Civics Education
IPPS Action Teams

Best Practices
Identify and share best practices for Recruitment, Diversity, Onboarding, Labor Relationships, School-Government Relationships

Civic Engagement
Educators and public sector employers connect, explore and implement best practices to highlight the importance of civic engagement and increase interest in public sector careers

Pathway Development & Work-Based Learning
Educators and public sector employers collaborate to map out K12 to community college to university to career entry points through work-based learning

Marketing & Branding, Partnerships, and Quantitative & Qualitative Research are essential elements within each of the key outcome areas pursued by the Action Teams

Raising Awareness in High School: Early Exposure to Public Sector Careers

www.ca-ilg.org
2019 IPPS Accomplishments

Established a Regional Advisory Body
- Established IPPS as the regional advisory body for promoting a public sector talent pipeline of diverse youth and young adults.

Conducted Careers in Public Service Days & Youth in Government Days
- IPPS conducted multiple public sector career awareness experiences for students in Sacramento and Placer Counties. In 2019, nine government agencies, nine schools and student groups, and more than 350 youth participated in public sector career awareness programs.

Completed Public Sector Workforce Needs Assessment
- In partnership with the Los Rios Center of Excellence, published state of public sector workforce needs assessment that identified high-demand, hard-to-fill jobs (careers), gaps in training and skills, and wage and demographic information in the six-county Sacramento Region.

Enhanced Stakeholder Engagement
- The IPPS members built relationships and attended more than six conferences, presented to two regional workforce boards and met with civic, business and education leaders.

Next Steps – Where will we go next?

Sustainability of IPPS:
- 2020 Work Plan
- Charter/Bylaws

Projects with Partners
- Careers in Public Service Day as an Annual November Event
- Inclusive Economic Development – Public Sector Career Awareness / Generational Approach
- Action Teams consistently work to move towards greater goal

Action Teams
- Pathway Map: Clarifying education to high-demand career opportunities
- Civics Education: Picture Yourself in Local Government Teacher Trainings, Careers in Public Service Days
- Best Practices: Recruitment and Marketing Focus
Discussion Groups

- Pathway Mapping – Terri
- Work-Based Learning - Bina
- IPPS Collaborative – Randi Kay

For more information

Institute for Local Government

- www.ca-ilg.org/pylg
- www.ca-ilg.org/geytoolkit

Connect with IPPS online:

- Website: pathways2publicservice.org
- LinkedIn: www.linkedin.com/company/innovative-pathways-to-public-service
- Facebook: www.facebook.com/groups/IPPS.publicservice/
- Twitter: twitter.com/pathways2ps
Let’s Stay Connected

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Together we can make a stronger public sector that better represents our California communities.