

BUILDING THE FUTURE PUBLIC SECTOR WORKFORCE

THURSDAY, AUGUST 29, 2019
8:30 AM - NOON

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Hosted By:



Welcome!



Erica L. Manuel
CEO & Executive Director
Institute for Local Government



About IPPS



Today's Program

A State Perspective on the Public Sector

Public Sector Workforce Study

Public Sector Employer Panel

Spotlight on Youth

Call to Action & Closing Remarks

Social Media

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[#PublicSectorWorkforce](#)

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Hornet Update



President Robert Nelsen
Sac State

State-Level Perspective on the Public Sector



Office of Governor
GAVIN NEWSOM

Featured Speaker



Sonya Logman
Deputy Secretary
Office of Governor Gavin Newsom

Tell us about you!

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Public Sector Workforce Study

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Researchers



**Aaron
Wilcher**

**Director,
North/Far
North**



**Fran
Doherty**

**Research
Consultant**

Public Sector Workforce Needs Assessment

Greater Sacramento Region



Aaron Wilcher, Director

Fran Doherty, Research consultant

COE, North/Far North region

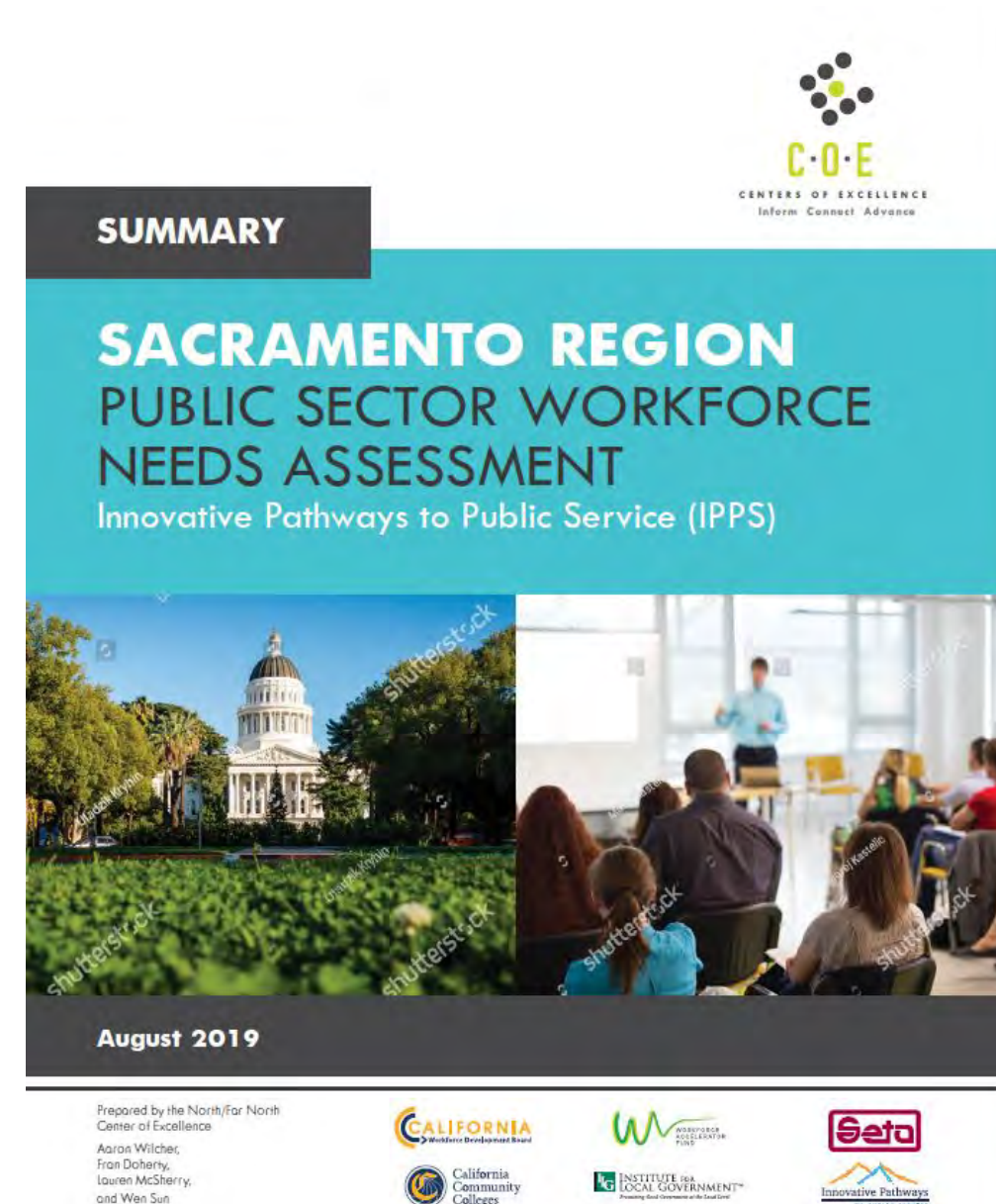


Research approach/questions for IPPS

Purpose:

Provide a broad scan of public sector employment for planning and strategy.

- What is the size of the public sector labor market?
- Where are public sector jobs in the economy?
- What kinds of workers are there in the public sector?
- What are worker characteristics? Type? Skill level?





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IPPS research approach/report overview

Industry sectors (NAICS)

- Size of labor market
- Public sector jobs by industries
- Jobs by county
- Demographics by sector
- Wages by sector
- Specific employers in each sector



Occupations (SOC)

- Type of jobs, 16 “Career cluster”
- Skill level, “Middle skill” ...below & above
- Staffing patterns
 - Job type by industry sector
 - Industry sector for each career cluster



Public sector jobs in the Sacramento region



24% of all jobs in the region are public sector jobs.

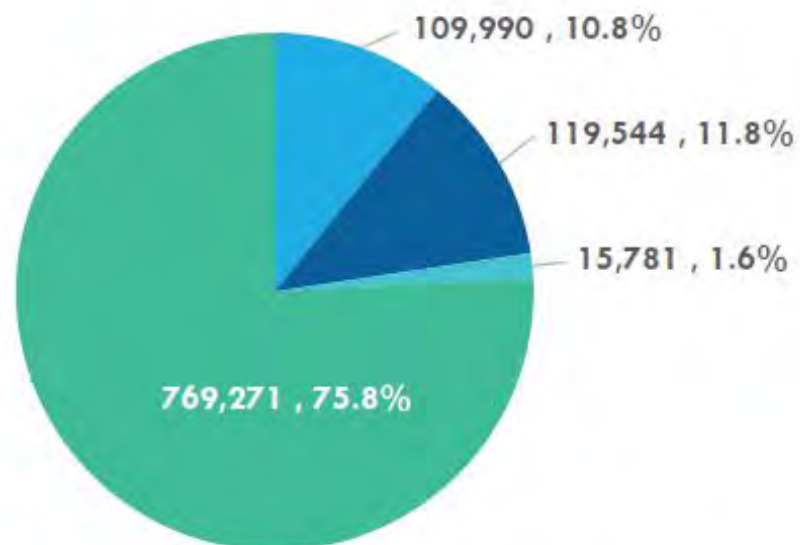
That's **245,000** public sector jobs.*



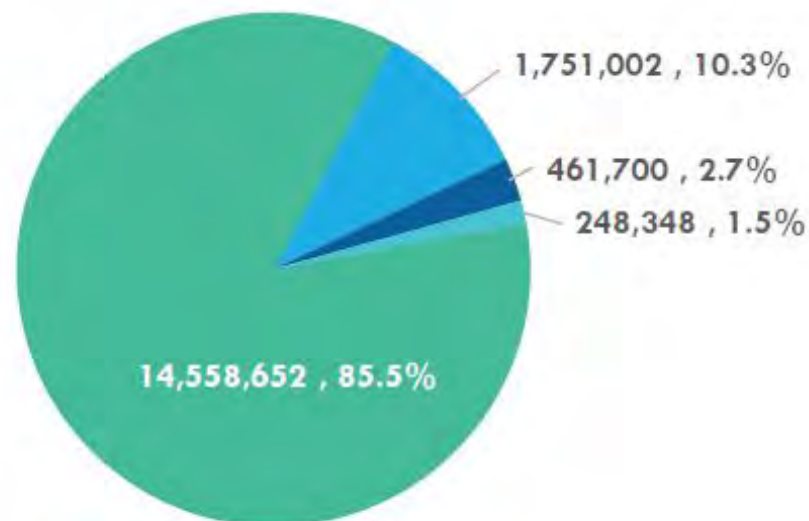
By comparison **14.5%** of all jobs in California are public sector jobs.

*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 in Sacramento Region



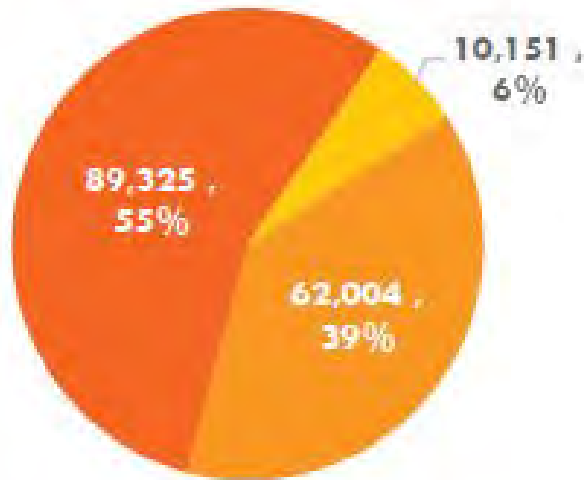
Public Sector Jobs in California



Local Government State Government Federal Government Private Sector

Public sector jobs by county

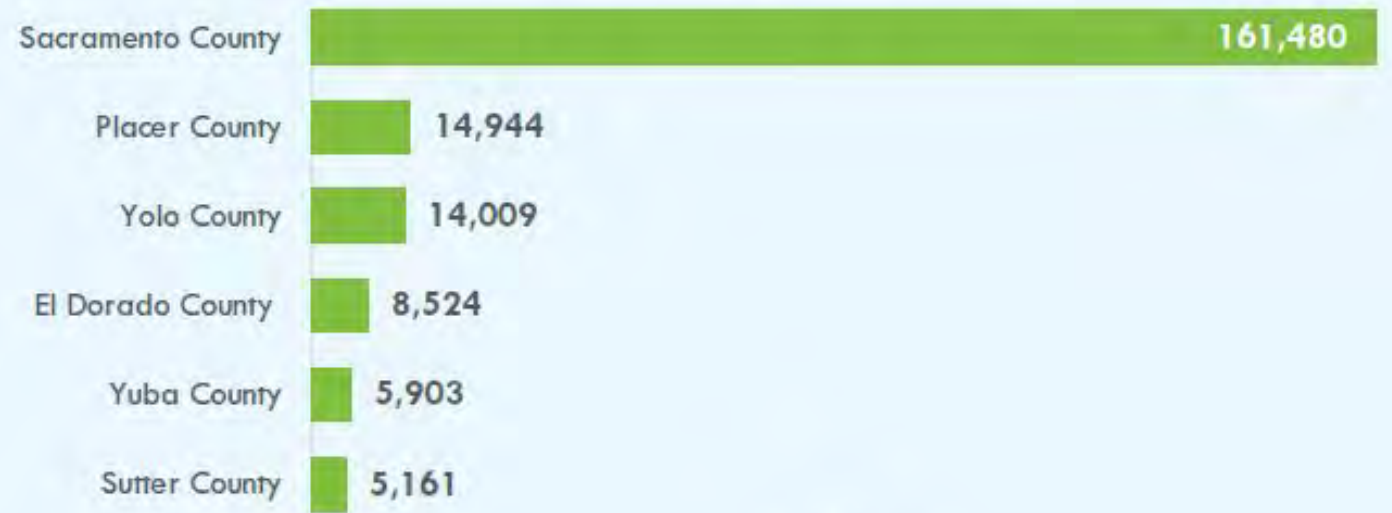
Sacramento County



Local Government State Government Federal Government

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

Public Sector Jobs by County

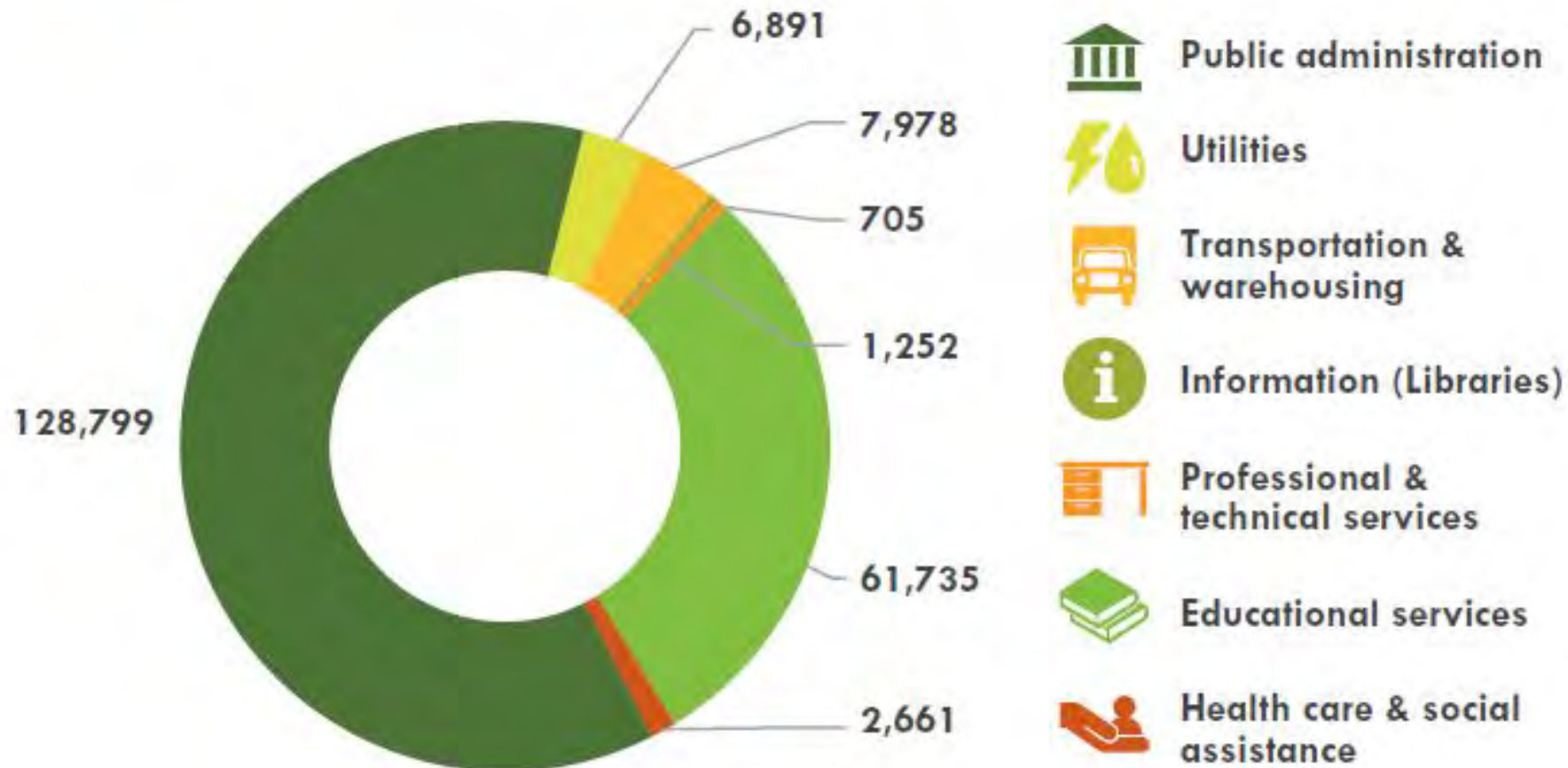


2017 Jobs

Public sector jobs in the Sacramento region

7

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



Public sector average annual wages



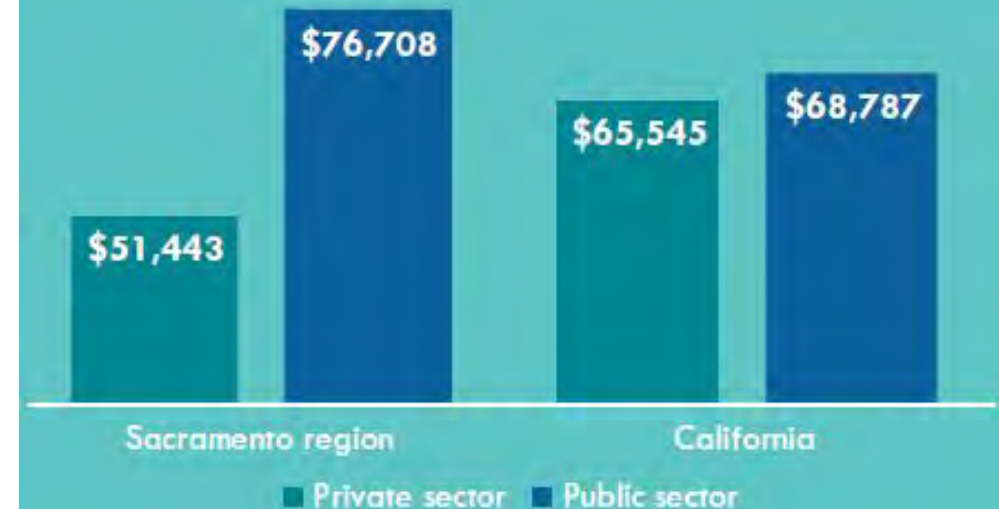
Public sector jobs pay, on average annually, **\$25,000** more than private sector jobs in the Sacramento region.

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

Average annual public sector wages vary among sectors:

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

Source: QCEW, 2017



Public sector age demographics

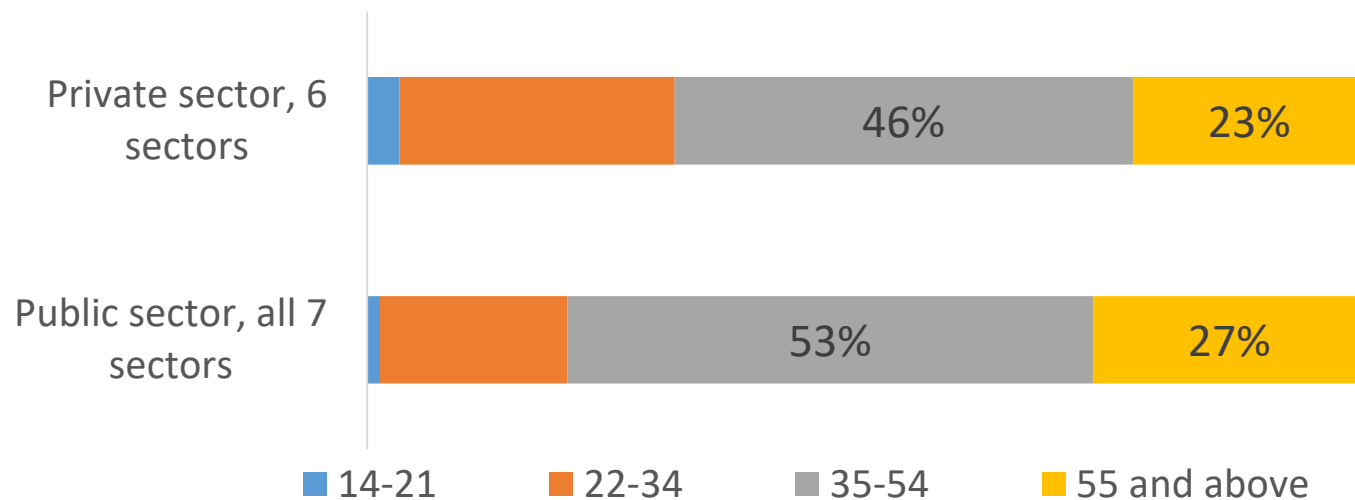


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- 8 out of 10 workers in the public sector are over age 35 compared to 7 out of 10 workers in the private sector.
- 1 in 4 public sector workers is 55 or older. This is 4% more of the public sector workforce than the private sector workforce.

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



Source: U.S. Census, QWI, LED, Q3, 2018

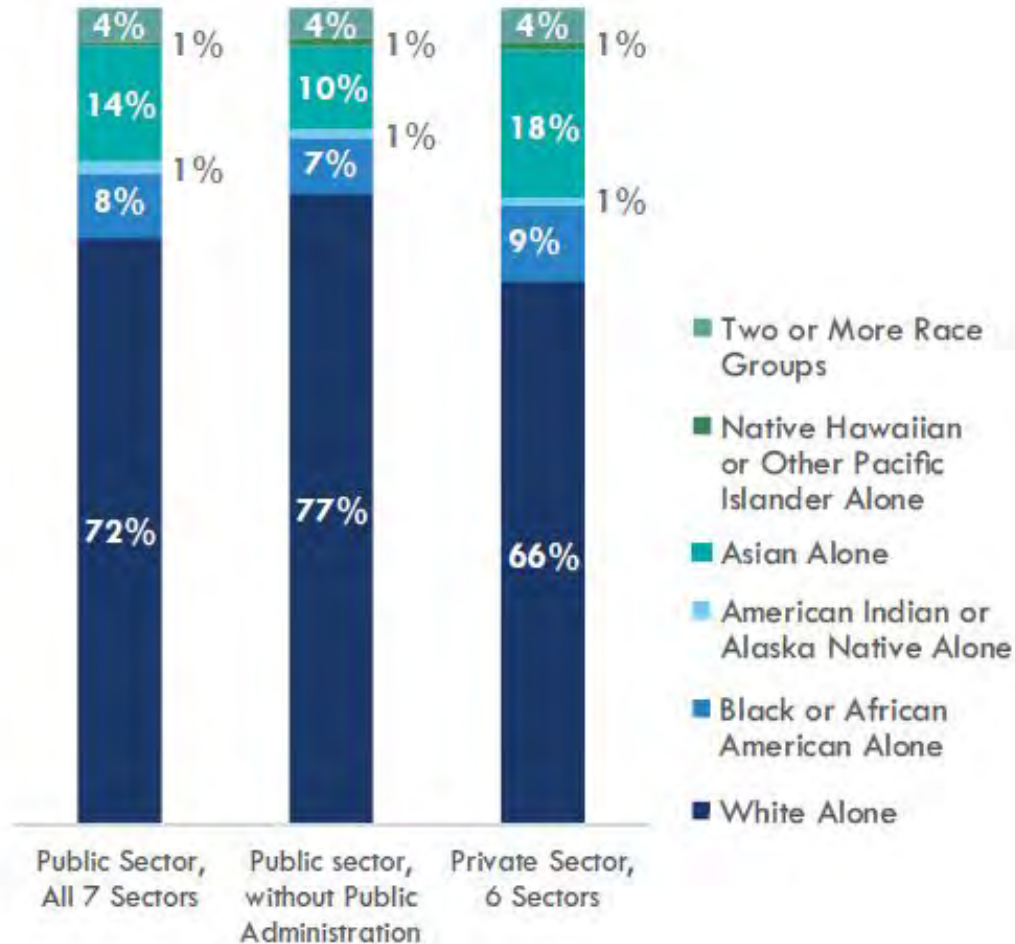
Public sector race demographics



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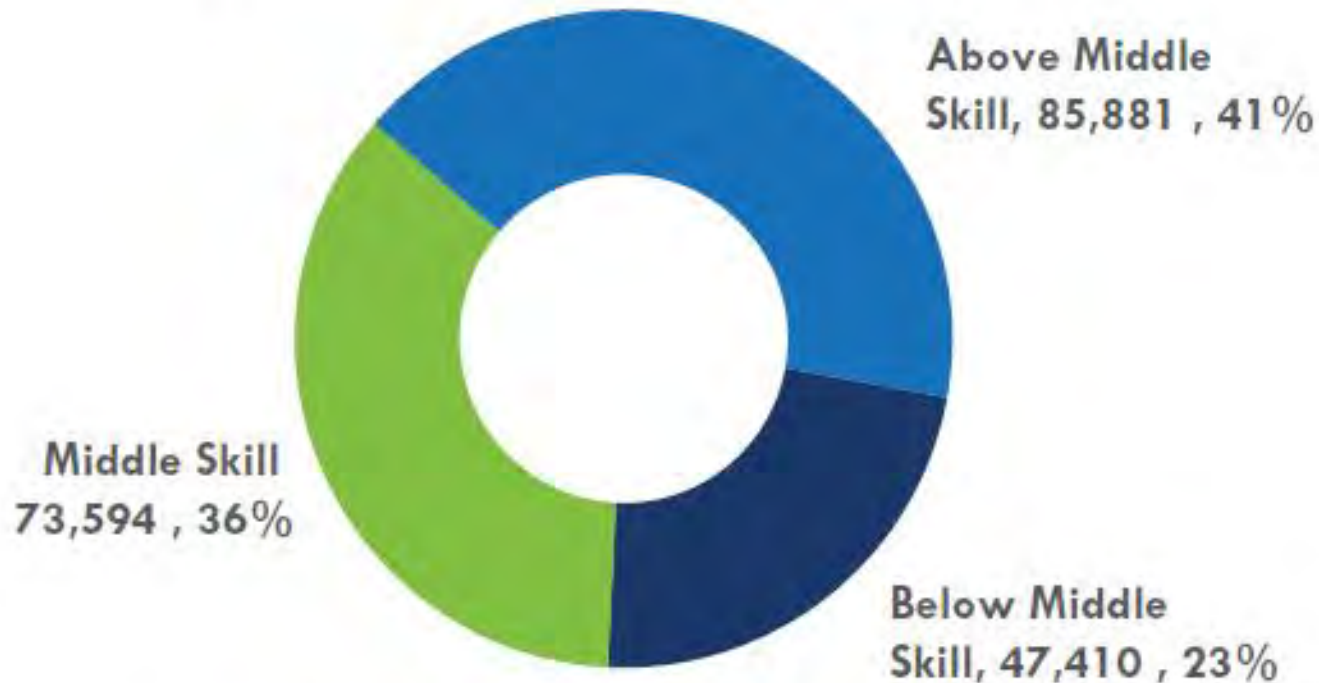
Public and private sector race demographics,
Sacramento region



- 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

Public sector occupational skill level job totals

Regional Public Sector Jobs by Skill Level



Source: QCEW, 2017; OES, 2017

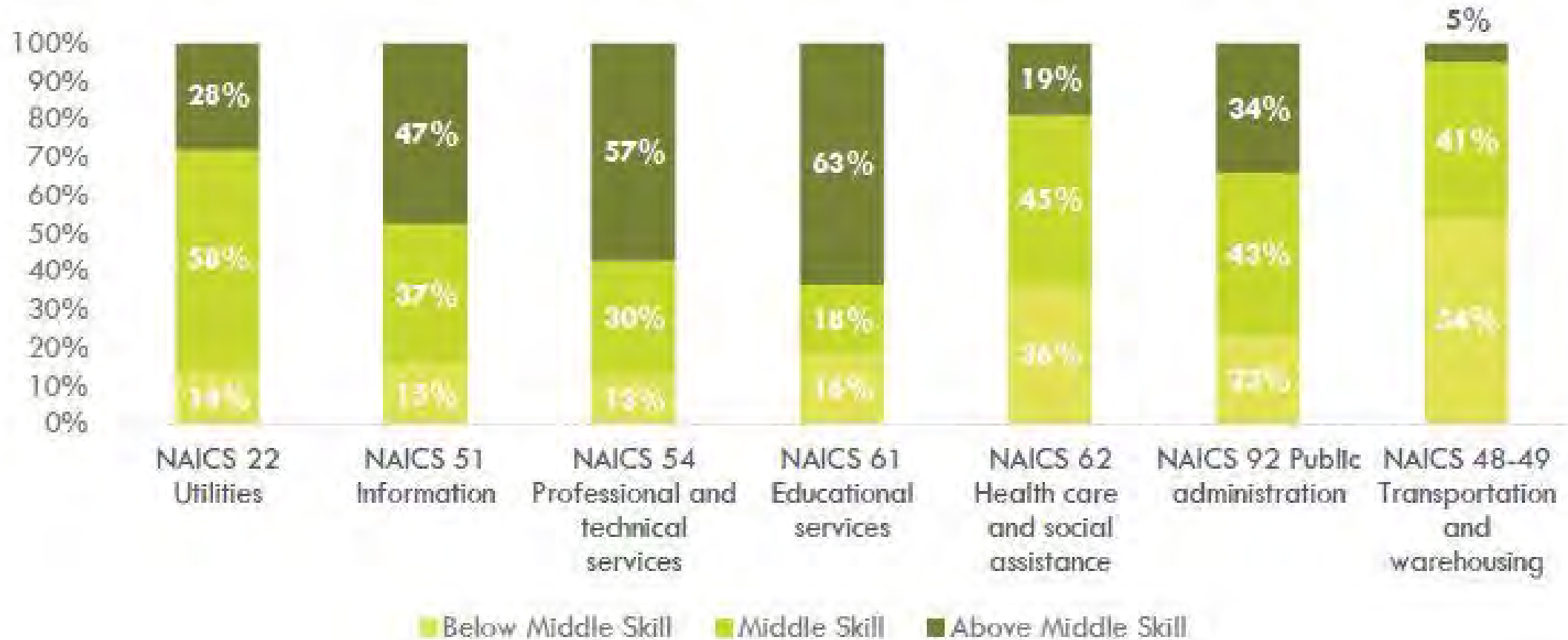
- 8 out of 10 public sector jobs requires at least some postsecondary education, an associate, or a bachelor's or above
- 40% of public sector jobs require a bachelor's degree or above.
- The route to many, but not all, of the best-paying jobs in the bachelor's degree



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Public sector occupational job totals in 7 sectors by skill level

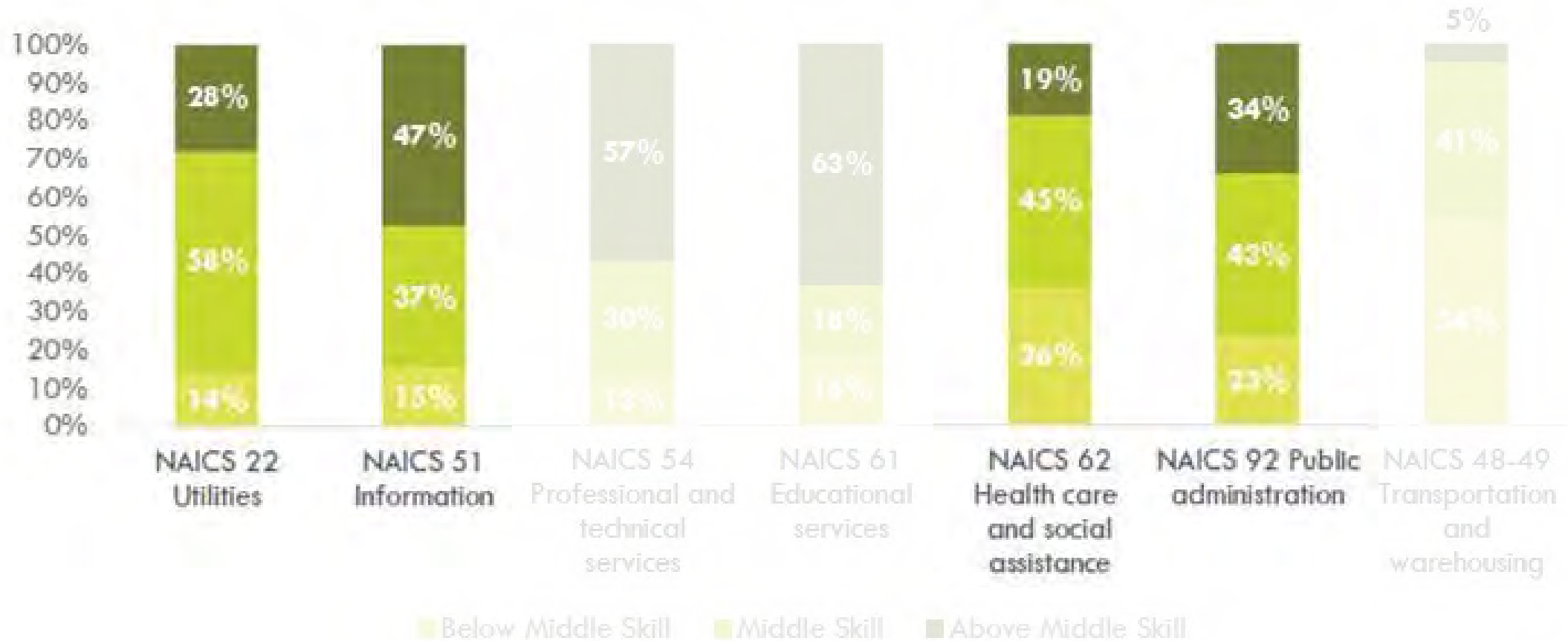




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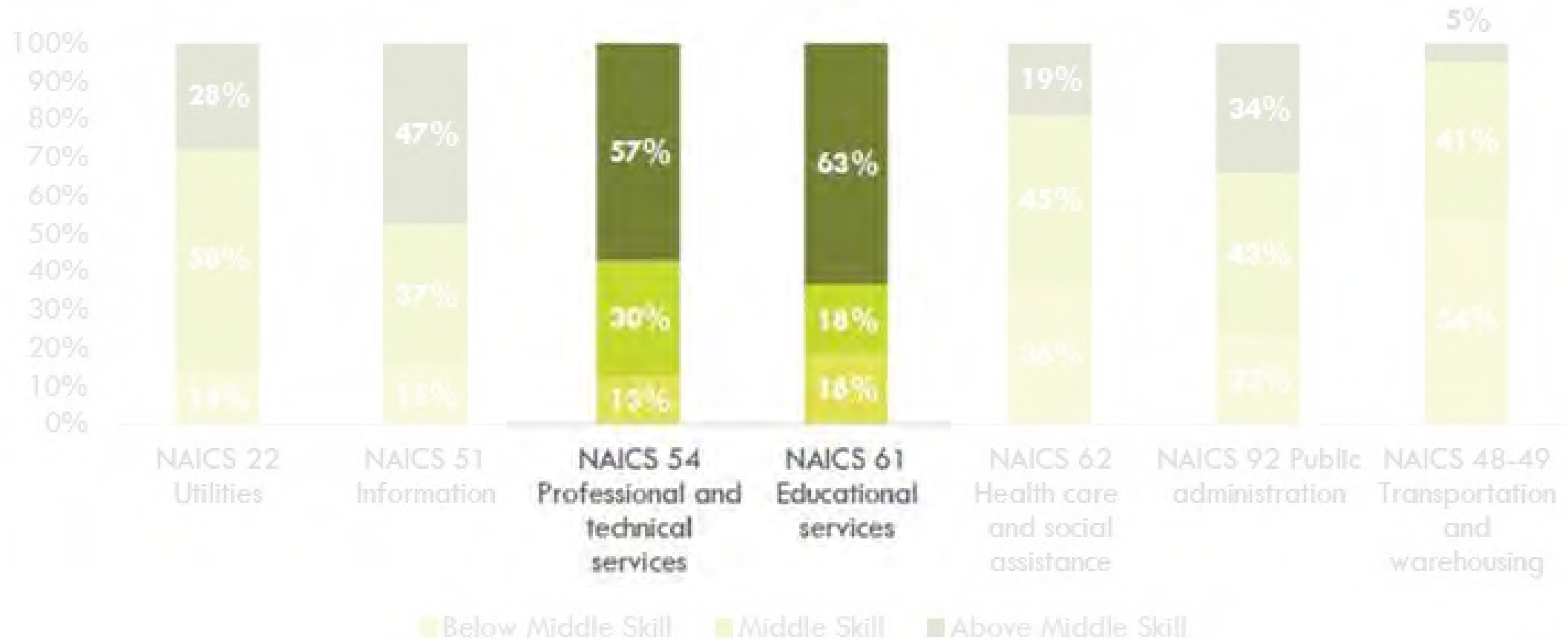




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Public sector occupational job totals in 7 sectors by skill level





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

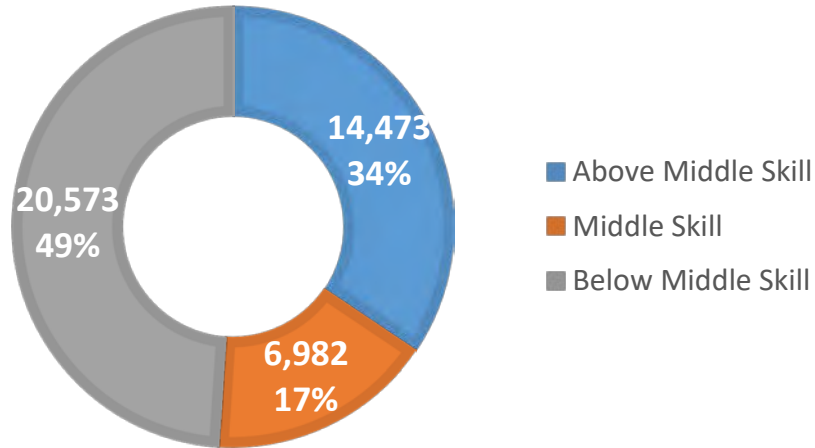
Agriculture & Natural Resources

Marketing

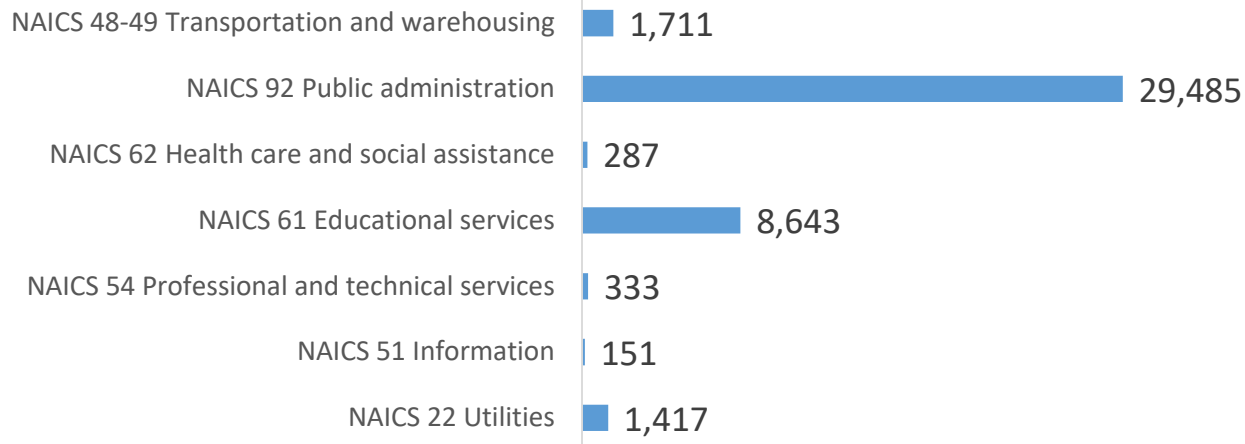
Arts, AV Technology & Communications

Business Management, career cluster profile (appendices)

Skill level distribution



Industry sector distribution



Detailed occupational employment, education & training

SOC Code	SOC Title	Jobs	Change 2007-18	Openings 2018-23	Median Hr Wage
Above Middle Skill					
13-1075	Labor relations specialist	4,868	37.1%	95	\$37.80
13-1151	Training and development specialist	3,591	11.7%	188	\$37.56
Middle Skill					
43-6011	Executive secretaries and executive admin assistants	1,727	-51.6%	480	\$27.92
Below Middle Skill					
43-5051	Postal service clerks	8,956	10.9%	40	\$27.31
43-9071	Office machine operators, except computer	3,372	-25.9%	36	\$18.95

(Source: EMSI, QCEW, OES, O*NET)

- ❖ **Hard-to-fill positions in several key areas**
- ❖ **Tight labor market, competition for applicants, especially for rural agencies**
- ❖ **Public awareness of public service jobs lacking-
misperceptions common**

Findings

- ❖ **Internal application processes & requirements represent a barrier to entry for many**
- ❖ **Underdeveloped community and school partnerships**
- ❖ **“Pathways” (advancement, promotion) policies and practices are underdeveloped**

- ❖ **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**

- ❖ **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**

Aaron Wilcher, MA, MCP

Director, COE N/FN

wilchea@losrios.edu

916-563-3233

www.coecc.net

Fran Doherty, MCP

Research Consultant, COE N/FN



Q & A

Pulse Check

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What Does this Mean?

Public sector is an anchor employer

Living wages across multiple industries

Skills of all levels support the public sector

Partnerships are essential to develop talent

Challenges need to be addressed rapidly to fill the needs of the public sector

Why choose public service?

Click to the image watch the CSDA Video



Discover Your Career at
DistrictsMakeTheDifference.org/careers

Public Sector Employer Panel

Moderated by:



Our Panelists



Cal HR
• Adria Jenkins-Jones



CSDA
• Kyle Packham



City of Sacramento
• Leyne Milstein



County of Placer
• Kate Sampson

Q & A

Spotlight on the Next Generation

Made possible by:



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Spotlight of the Next Generation



Jayon
Reynolds



Kale
Almeida



What's Next for IPPS

Where do we go from here?

Partnerships

Best Practices

Pathway
Development

Marketing

Civic Engagement
& Work-Based
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