



## *Innovative Pathways to Public Service*

### *November Meeting Agenda*

*Thursday, November 21, 2019*

*2:00 p.m. – 4:00 p.m.*

*\*SMUD: 6201 S Street, Sacramento, CA 95817*

Please note the new location. Bring a legal picture ID for entry. For parking, go to front lot of 6201 or 6301 S Street. Additionally you may park on on S Street or take Regional Transit. For assistance, text Susan at (916) 768-6297.

#### **Roles:**

- ❖ Facilitator: Randi Kay Stephens, ILG
- ❖ Time Keeper: Blaine Smith, North/Far North Regional Consortium
- ❖ Note Taker: Danielle Metzinger, Caltrans

#### **1. Welcome, Agenda Review & IPPS in Action (10 minutes)**

Susan (SMUD) began the meeting with a safety announcement and role assignment in case of emergency. Attendees briefly introduced themselves by name and organization.

Randi Kay (ILG) started the introductions and led accomplishments check in. During accomplishments check in:

- Candy (Folsom Lake College - FLC) mentioned her public management certification program is now acceptable towards Associate degree requirements at FLC and towards bachelor's degree requirements at ASU.
- Sara (Sacramento State) mentioned she is currently developing a course on parks management and made a connection with a person who works in Parks there in the meeting.
- Kyle (CSDA) mentioned their website which has consolidated several tools and resources for job seekers to consider special districts careers.
- Susan (SMUD) mentioned their internship program (some departments have 5-6 interns) and introduced two interns who were attending the meeting to provide a youth voice: Joyce from UC Davis who works with Susan, and Claudia from Sacramento High School who works in HR at SMUD.

#### **2. Leadership Team Updates (30 minutes)**

Randi Kay (ILG) primarily presented the slides for this section with some reading by meeting participants (see meeting PowerPoint for the content). She introduced this segment as a “big picture” view of what we have accomplished, what we are currently doing, and where we are going.

- IPPS Overview:
  - Governance Framework

Terri (SETA) contributed to the “Mission, Vision, & Why” slide discussion by mentioning that talent development and retention are key to our mission as well as raising awareness and spreading the word about opportunities.

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Randi Kay (ILG) mentioned during the “Culture of Change & Accomplishment” slide discussion that the leadership team chose to place Work-Based Learning (WBL) with pathway development but acknowledges that WBL crosses all three action teams’ work.

Randi Kay (ILG) contributed to the “IPPS Collaboration Model” slide discussion that we need both government and workforce development partners to achieve the mission by working from the ground up as a collective team.

Randi Kay (ILG) emphasized on the “Operating Model” slide discussion that this describes the way we work, and we are ultimately outcome-oriented.

Randi Kay (ILG) described the content on the “Roles & Responsibilities” slide as the way we maintain accountability to one another. She encouraged attendees to take the time to invite others to participate and bring ideas back to the group.

Randi Kay (ILG) acknowledged Terri (SETA) and Susan (SMUD) for developing this governance documentation for IPPS.

- Leadership Team Composition

Randi Kay (ILG) presented the “DRAFT Leadership Team Composition” slide as a trifecta to be a focused voice. She called for attendees to consider joining the Leadership Team in 2020 as there is a need for more representation of all three areas to help guide the group’s work. Randi Kay invited any who are thinking about it or want to ask about this opportunity to talk to her or other current leadership team members about getting involved.

Susan (SMUD) mentioned the leadership team has been a great way to get to know others and see other perspectives as well as connect and grow professionally.

- Milestones

Blaine (NFNRC) added during the “2019 IPPS Accomplishments” that the Summit held in August was also a major accomplishment for IPPS and featured over 225 attendees and was an excellent way to spread the word about the availability and diversity of public sector jobs in the region.

Randi Kay (ILG) mentioned we developed the topics for the three action teams shown on the “IPPS Action Teams” slide based on the study from the Los Rios Center for Excellence presented at the Summit which reflects our data-driven approach.

Randi Kay (ILG) noted during the “IPPS 2019 Milestones” slide discussion that we share this graphic every meeting which displays a calendar of the quarters of the year across the four segments of work. She mentioned the Leadership Team has been very focused on sustainability and holding ourselves accountable. She said by the end of the year, subscribers to the IPPS newsletter will receive an infographic showing what IPPS has accomplished and encouraged attendees to sign up for the newsletter.

Randi Kay (ILG) acknowledged the IPPS partners during the logos slide discussion and encouraged attendees to send her their organizations’ logos so they can be added and acknowledged on the website and in future presentations.

- Next Steps & Discussion

During the group discussion time, attendees focused on current pathway development efforts underway:

- Blaine (NFNRC) acknowledged the FLC pathway mentioned earlier in the meeting and emphasized an important step is to get public employers to honor that degree. He mentioned that public employers have archaic hiring processes which often include tests and other cumbersome measures for

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qualifications. He suggested the group work to negotiate with employers to honor degrees such as the one from FLC at the same level as a test or other hiring qualification since they are programs that prepare students to be a successful applicant.

- Candy (FLC) said FLC met with CalHR about this issue when they were developing their pathway program and CalHR acknowledged the civil service hiring process is highly regulated by laws and equal employment requirements. CalHR said it may not be possible to bypass the test requirement using the pathway program, but the programs would help students build experience, perhaps through an internship, that would help them qualify for the job. Candy emphasized that pathway development will need to be creative and adapt to fit requirements for entry level jobs in the public sector, so they are aligned and it's easier for students to get those jobs. She said the need is for partners to give students opportunities to gain experience.
- Susan (SMUD) asked whether an internship was required in the FLC pathway program.
- Candy (FLC) said it depends on the certification, but work experience credit is possible.
- Randi Kay (ILG) mentioned this would be a great discussion for the Pathway Development Action Team to consider.
- Tony (FLC) shared about his experience working with Carver High School seniors on resume writing for public sector jobs. He explained although the students may not have the experience, they do have the education and the transferrable skills to relate to the job. His focus was to help the students identify and express those transferrable skills. He mentioned that after his most recent session he had 4-5 follow up calls from students which showed him that these students are interested.
- Bina (ILG) mentioned that apprenticeships are part of this continuum as well and would be great to have apprenticeship partners in this as well.
- Randi Kay (ILG) mentioned bringing in a speaker on the Governor's new apprenticeship program to a future meeting.

### 3. Collective Action Teams Meet (45 minutes)

Notes from the Action Team report out.

#### *Pathway Development & Work-Based Learning Action Team:*

- Matt (SCOE) mentioned "Community Share" as a possible software platform the group could use to map pathways.
- Blaine (NFNRC) shared that pathways can be mapped from high school, community college, and apprenticeships. The Action Team came up with the idea to backwards map from employment and fill in the pathway development that way. He mentioned the Action Team will gather more information about digital platforms before the next meeting. The digital platforms would help communicate about how each stage leads to a job. The end goal would be to develop a map that students, counselors, parents, and others can use.

#### *Best Practices Action Team:*

Susan (SMUD) shared that the typical barriers are that young people don't fully know what public service careers are and the application process is cumbersome. The Action Team is focusing on shorter term goals (within one year) to assist in rebranding and better communicating public sector opportunities.

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Susan (SMUD) shared that the Action Team held a focus group with 16 students at American River College (ARC) on November 18 where students identified what they know of public sector jobs and the pros and cons of working in the public sector. Focus group participants noted the confusing language used in public sector job descriptions made them unsure about whether they qualify for the position. Participants are also anxious to know what is next after the focus group and are interested in learning more.

Susan (SMUD) shared that the Action Team identified the following ideas on rebranding the public sector and improving communication:

- Emphasize the type of work instead of the agency they would be working for
- Brand the organization by their mission so show impact they make
- Use existing tools and resources (e.g. videos, guides, etc.)
- Infuse public sector into all majors
- Communicate the importance of the application to public employers (less emphasis on resume)

Susan (SMUD) invited team members and public employer attendees to volunteer to set up job shadow opportunities for the ARC students who participated in the focus group.

### *Civic Engagement*

Bina (ILG) shared that the Action Team debriefed the Careers in Public Service Day events this year including how it may be improved and what tools may help for next year. The Action Team is planning to facilitate these events again in October 2020 and all public employers in IPPS are encouraged to participate. The Action Team will also work on creating a list of work-based learning contacts at schools for employers to reach out to. They are considering planning a speed-dating style mixer where school professionals and public employers can connect.

#### **4. Looking ahead to 2020: Schedule & Next Steps (15 minutes)**

Randi Kay (ILG) re-emphasized the invitation to join the Leadership Team and help lead IPPS next year during the “Next Steps – Where we go from here!” slide discussion.

Under conferences and networking, attendees provided clarification and additional information on two opportunities:

- Candy (FLC) mentioned JPSAC stands for Joint Special Populations Advisory Committee and there is a meeting scheduled for December 12.
- Terri (SETA) mentioned the Mayor’s Workforce Collective for UCD/Aggie Square development is a four-year community workforce development plan for residents in the area where this development will be to have the opportunity for upskilling so they can gain employment at the organizations who will be housed in the new development. There are pathway maps in development for IT, healthcare, and construction, with more to come. The hope is to develop a model that can be extrapolated and applied to other major development projects in local communities.

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