

# Innovative Pathways to Public Service: *Scaling a Regional Model* August 15, 2019



# Objectives of Today's presentation

- Learn about a successful regional partnership between K-14 and municipal agency partners to create pathways into the public sector
- Understand why we are focusing on the public sector
- Examine a pilot to strengthen public sector pathways
- Discuss ways to scale this model statewide

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

# IPPS Goal and Key Strategies

*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 LRCC's Center for Excellence

Build awareness of the work and problem

Pilot and test ideas to build pathways and scale what works

Structure and sustain the partnership

# Key Partners

Community College  
Chancellor's Office

Sacramento City  
Unified School District,  
Twin Rivers Unified  
School District and Elk  
Grove Unified School  
District

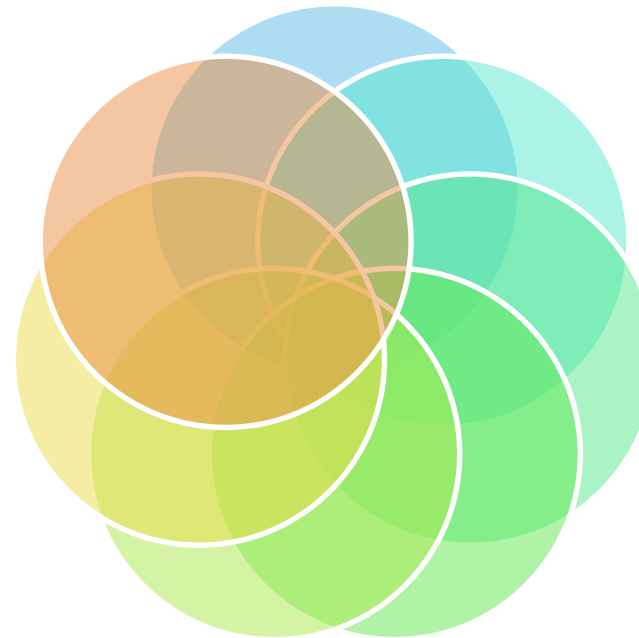
CSUS, North Far North  
Consortium, FLC

Counties of  
Sacramento and Placer

Sacramento, Placer  
and YOLO Workforce  
Development Boards

Cities of Sacramento,  
Rancho Cordova,  
Woodland, and Elk Grove  
and Special Districts:  
CSDA & SMUD

Non Profits: Institute for  
Local Government, Valley  
Vision, SVP

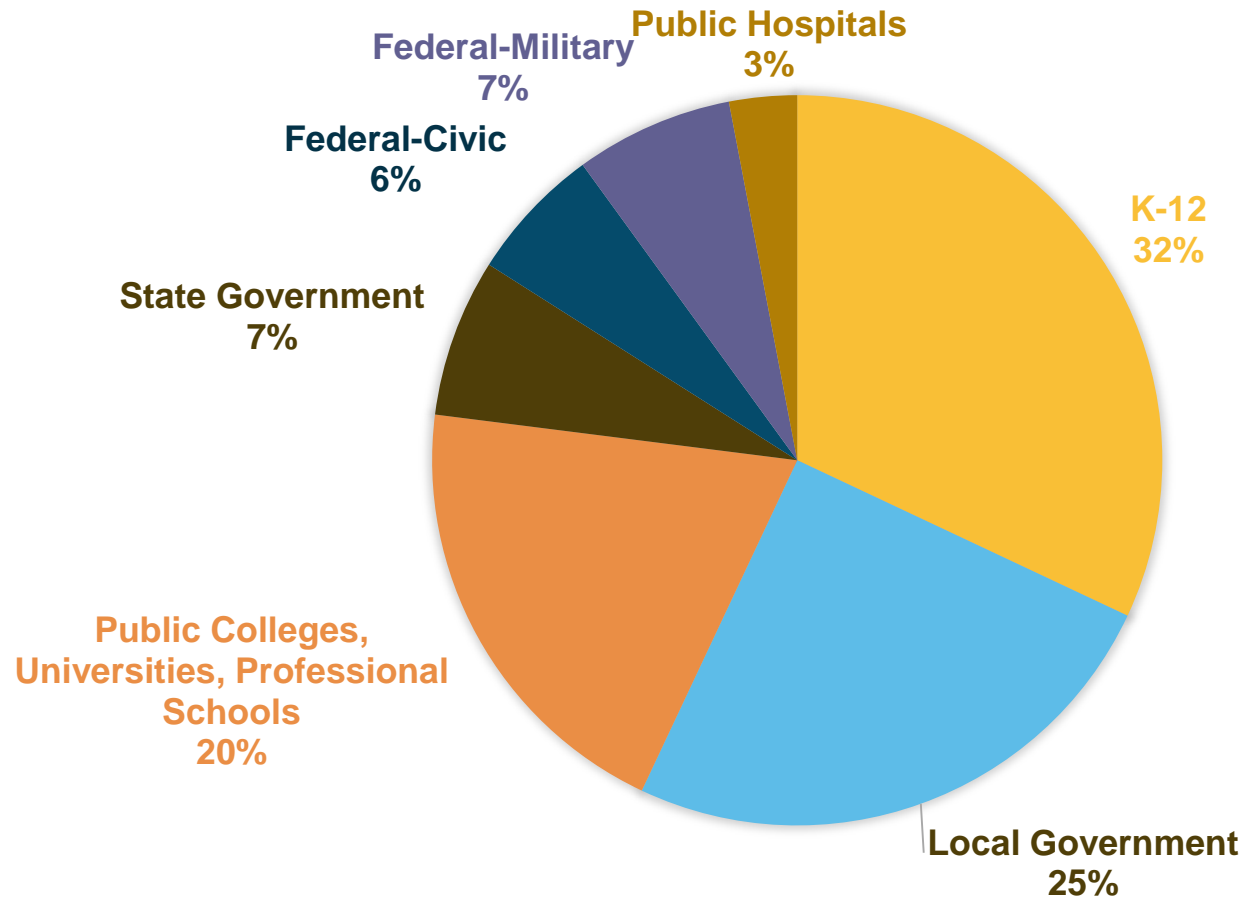


# What does the public sector look like in our region?



# What does the Public Sector look like in California?

THERE ARE MORE THAN 3 MILLION PUBLIC SECTOR JOBS IN CALIFORNIA



# SAMPLE WAGES & EDUCATION

<b>Career</b>	<b>Median Hourly Earnings</b>	<b>Level of Education</b>	<b>Job Training Needed</b>	<b>Work Experience Required</b>
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-deters  
younger workers/hiring  
process is cumbersome  
and a turnoff

PUBLIC SECTOR  
WORKFORCE DOES  
NOT REPRESENT  
COMMUNITY

STIGMA ABOUT  
PUBLIC SECTOR JOBS

CTE/Strong Workforce  
Generally Defines Public  
Sector as Public Safety  
and Not More Broadly

CONFUSION AND  
MISINFORMATION  
ABOUT GOVERNMENT  
AGENCIES

LACK OF INTENTIONAL  
RELATIONSHIP  
BETWEEN PUBLIC  
SECTOR AND HS  
PATHWAYS

# Short Term Successes -Pilots

**Youth In  
Government Day  
Site Visits to  
Sacramento/Placer  
Counties (Scaling to  
larger audience in  
2019)**

**IPPS/NextGov  
videos of millennials  
in public service  
sharing “Why work  
for the public sector?”  
(. Videos available at  
[YouTube](#).)**

**Dual enrollment  
partnership with  
Folsom Lake College,  
Carver High School  
and municipal  
agencies.**

# Pilot: Training Teachers to Embed Public Service into All HS Pathways

12 CTE Pathway teachers from Twin Rivers USD

Pathways: Media, Health, Natural Resources, IT, Finance, Theatre, Public Safety

2-Day Training

Networking with 28 state and local agency staff about careers/hot topics in public service

# Agenda for Two-Day Teacher Training

8:45 am - 3:00 pm	
July 31 <sup>st</sup> Venue: New Sacramento City Hall,	
8:45-8:55	Security Clearance and check in
9:00 – 9:10	Welcome, Logistics, Overview of the day
9:10 – 10:00	Overview of Local Government: City, County, Special Districts
10:00 – 11:00	Hot Topics Panel: Emerging issues in Local Government
11:00 – 11:45	Being civic minded in your pathway: The Action Civics Model
11:45-12:45	Lunch
12:45-1:30	City Council 101 Tour of Media Room.
1:30-2:30	Facilitated Networking
2:30 – 3:00	Reflection/Planning time

8:45am- 3:00 pm	
August 1, 2019 Venue: County Registrar of Voters	
8:45-9:00	Check in/Arrival
9:00 – 9:30	Welcome, Logistics, Overview of the day, Debrief day 1
9:30 – 10:15	Service to Advocacy: Babies in the River
10:15 – 11:00	Digging Deeper into the Action Civics Model
11:00 – 12:00	Panel of HR professionals
12:00 – 12:30	LUNCH
12:30 – 1:30	Facilitated Networking
1:30 – 2:15	Communications and your Pathway
2:15 – 3:00	Reflection and Planning Time

# Participant Feedback

90% Felt the Training Was  
A Valuable Use of Time

80% Felt Materials/Activities  
Supported Learning

“The Training will allow me to collaborate with actual professionals as a team with my students for potential future employment”.

“I plan on implementing civil service into my lesson plans and doing more with career exploration now that I’ve been educated about new jobs that I didn’t know existed”.

“The Training made me more aware of civic responsibilities and how to impart that knowledge to my students”.

# The Potential Value of a Statewide Civil Service Sector Strategy

Leverage the knowledge, strategies, partnerships across traditional public focused sectors (police, fire, teaching, child care)

Lift up public service careers that are embedded in other sectors (information technology, communications, finance, cyber security, etc.)

Link regional efforts under a statewide umbrella

# Discussion: Scaling for Success

Do you already have a regional pathway focused on education? Who is engaged? What successes have you observed or facilitated?

What are the pros and cons of a civil service sector strategy?

How could a civil service sector advisory body support your regional work?

What tips do you have to make a statewide civil service sector advisory body successful?

# Contacts and Resources

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- Blaine Smith, Director Workforce and Economic Development, Los Rios, [SmithB2@losrios.edu](mailto:SmithB2@losrios.edu)
- Innovative Pathways to Public Service Website: <http://pathways2publicservice.org>
- Governments Engaging Youth Toolkit: [www.ca-ilg.org/geytoolkit](http://www.ca-ilg.org/geytoolkit)