



## **What is Innovative Pathways to Public Service?**

Innovative Pathways to Public Service (IPPS) is about building bridges to ensure there is a robust talent pipeline for careers in the public sector through effective, data-driven strategies for attracting, developing and retaining talent, and through creative branding /marketing that inspires a sustainable culture of innovation in which stakeholders are champions of change.

We are an organic collaborative of youth and workforce development-focused organizations that want to align efforts for more intentional, effective pathways into public service. Our 2019 goal is to establish IPPS as the regional advisory body for promoting a public sector talent pipeline of diverse youth and young adults.

## **What organizations comprise the regional collaborative of Innovative Pathways to Public Service?**

- California Community College's Chancellor's Office (North Far North Consortium)
- City of Elk Grove (Manager's Office)
- City of Sacramento (Manager's Office)
- County of Sacramento (Human Resources)
- Placer County (Human Resources Department)
- Los Rios Community College (Government Training Academy, Folsom Lake College, American River College)
- Pathway Coordinators from the Sacramento, Elk Grove and Twin Rivers School Districts
- Sacramento County Office of Education (Trustee and Staff from the Court & Community Schools )
- Sacramento Employment & Training Agency
- Sacramento Municipal Utility District (Workforce Development)
- Sacramento State University, College of Social Science and Interdisciplinary studies
- Region-wide organizations supporting and/or interested in this work include Valley Vision, Align Capitol Region, SVP Sacramento.

## **Phases of our work:**

- **Phase 1:** To study, evaluate, test, and modify ways to improve pathways into the public sector, especially to increase opportunities for diverse workers to enter the public sector.
- **Phase 2:** To ensure that there is a robust talent pipeline for careers in the public sector. We will do this through data-driven strategies and multiple pathways that attract, develop, and retain diverse talent while infusing innovation and sustainability in the sector.

- **Phase 3:** Build ongoing collective commitment and capacity to meet the workforce needs of state, county, city, special districts, and other related civil service sectors in the region. We will do this through public will building, education, workforce and government partnerships, policy and practice changes and enhanced resources to support the work.

### **Work Completed to Date**

Convened a group of committed leaders from education, workforce development, municipal and state government who are committed to building a robust public sector pipeline and engaging in challenging work and authentic dialogue to align programs and services that support public sector employment and training.

Completed several Pilot projects:

- Piloted several "Youth in Government" days (Cover high School and County of Sacramento for 60 students, Carver high School and Juvenile Courts for 30 students, Placer County and an alternative school for 30 students, SCOE Court and Community School and City of Sacramento).
- In partnership with "Next Gov", produced 12 videos of millennials who work for government talking about why they choose the public sector.
- Collected examples/practices on how public sector employment is marketed by entities for recruitment of new employees.

### **Our focus areas for 2019:**

- Serving as the public sector advisory body to review Folsom Lake Colleges Analyst certificate program.
- Raising awareness about the needs of the public sector via our IPPS web site and multiple presentations to stakeholders and at conferences.
- Producing a report of the high-demand, hard-to-fill jobs (careers) in the public sector and gaps in training and skill needs through the Center for Excellence (Los Rios Community College).
- Building public will to acknowledge the public sector as a critical career sector. Hosting a Leaders Summit to lift up the importance of the public sector as part of our regional economy and gaining commitments to support IPPS as the regional public sector advisory group to build cross sector partnerships that foster pathways to the public sector.
- Scaling "Youth in Government" day in November as a region wide project to include multiple state and local agencies and high schools.
- Envisioning and starting to build out public service career pathways from high school to post-secondary that aligns employer skill needs and job demands with curriculum, course of study, and work-based learning. Piloting a training for a cohort of Twin Rivers USD high school CTE teaches on how to embed public service careers and civic engagement in multiple career pathways.