WELCOME

Innovative Pathways
TO PUBLIC SERVICE
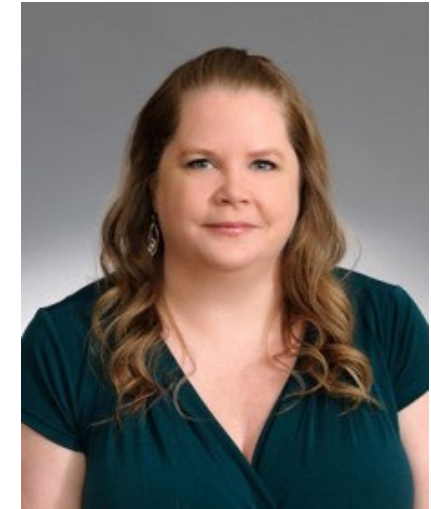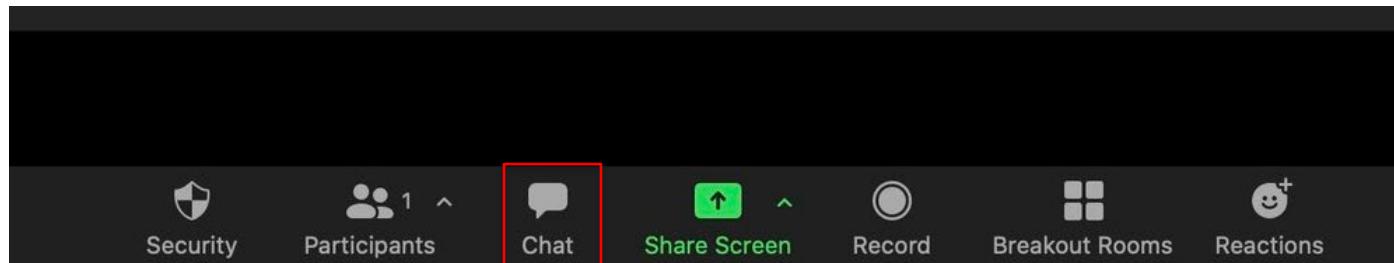
Erica L. Manuel
CEO & Executive Director
**Institute for Local Government (ILG)**

Melissa Kuehne
Senior Program Manager
Institute for Local Government

TECH OVERVIEW & VIRTUAL HOUSEKEEPING

- Please stay on **MUTE** when not speaking to reduce background noise.
- Please feel free to **TYPE** any questions or comments into the **CHAT BOX** at any time during the discussion.

- Please check that your **SCREENNAME** and organization are listed correctly. To change your screenname, select the three dots at the top right of your video and select "Rename".
- To verbally ask a question or make a comment, use the **RAISE HAND** feature, which in the **REACTIONS** icon.
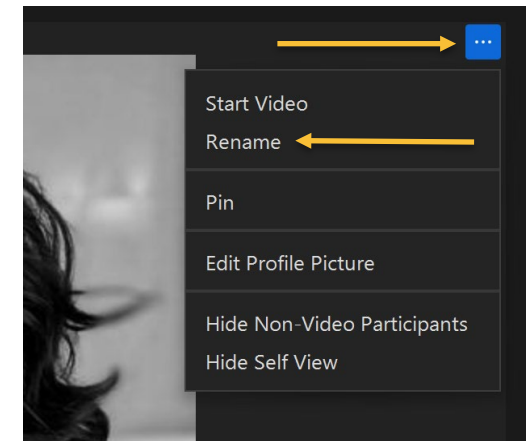
IN-PERSON HOUSEKEEPING

- Please take bio breaks as needed

- Please limit cell phone usage to emergencies if possible

- Please turn cell phone notifications to VIBRATE or OFF

- Be prepared to use your cell phone today for various interactive activities

PLEASE SILENCE YOUR CELL PHONES

OUR AGENDA

Welcome & Introductions

Setting the Stage: Statewide & Regional Data

Presentations: Public Sector Initiatives In Progress & In Development

Group Discussion: Alignment & Collaboration

Take Action, Stay Connected & Informed

Wrap Up

GOALS FOR TODAY

Share Updates About Public Sector Workforce Initiatives

Meet & Connect with Others in the Public Sector Ecosystem

Focus on Collaboration, Alignment & Scaling

Invite Participation in IPPS & Integrate Key Insights Into IPPS 2023 Roadmap

A WORD FROM OUR VENUE SPONSOR

Innovative Pathways
TO PUBLIC SERVICE

Rita Gallardo
Senior Associate Vice President
Sac State

INSTANT POLLING

Innovative Pathways
TO PUBLIC SERVICE

Join at menti.com use code 3297 4063

Mentimet

Instructions

Go to
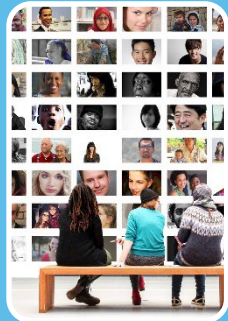www.menti.com

Enter the code

3297 4063

Or use QR code

SETTING THE STAGE

Why this work is important…

LABOR MARKET CONDITIONS

Pandemic Accelerates Workforce Trends Already in Motion – Will Not "Return to Normal"


Innovative Pathways
TO PUBLIC SERVICE

LABOR & SKILLS SHORTAGE

- Baby Boomer retirements **and rising turnover are leaving** skill gaps in the existing workforce
- Millennials and Gen Z workers will represent 75% of the US workforce **by 2025**. Preferences for mobility, gig-work, **flexibility, work-life balance** will increase.
- 2.3 Million fewer women are in the workforce
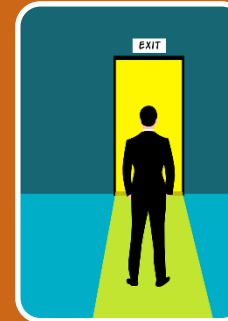
GREAT RESIGNATION – JOB MARKET ON FIRE

- Low unemployment, and intense competition for talent
- Workforce has been shrinking since 2020
- Increase in turnover
- Organizations are trying everything: money, culture, and flexibility, to avoid business and service disruption
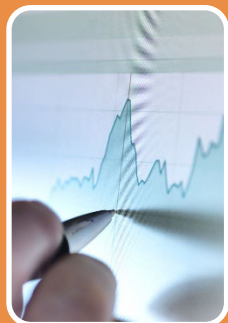
RISING INFLATION

- The Consumer Price Index for All Urban Consumers (CPI-U) is 8.9% over the last 12 months.
- Along with labor shortages, rising inflation is **driving higher compensation pressure** impacting Labor Relations, Compensation and Benefits programs

INCREASING REGULATION

- OSHA/Cal-OSHA, CARES & ARPA Unemployment and Healthcare changes, CFRA Expansion, Reduced Settlement Agreement Protections for Employers and more pending Federal changes (Healthcare/Paid FMLA)
- Expansion of Unfair Labor Practice Qualifications
- Increasing regulation is not a new trend and is expected to continue

Source: ILG Webinar: Local Gov't Recruitment & Retention (2023)

pathways2publicservice.org

LABOR MARKET CONDITIONS

What has worked is no longer working

Innovative Pathways
TO PUBLIC SERVICE

INCREASING UNION MOMENTUM

- In October 2021, Roughly 25,000 workers walked off their jobs, demanding better pay and benefits, and improved workplace protections
- Strikes happen in waves, and **may increase unionization**
- **Power shift to employees in a job seekers market**

HARD INSURANCE MARKETS

- Historically, very stable programs
- Rising insurance costs driven by wildfires, public sector cyber security risks, work comp claims increase, litigation settlements, and jury verdicts

EMPLOYEE EXPECATIONS
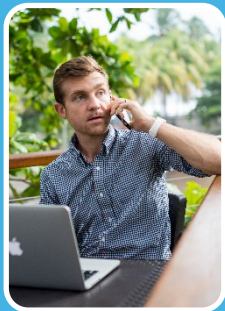
- Competitive Wages
- Increased benefits options
- Flexible Work and telecommuting
- Work Life Balance
- Purpose
- Diversity, equity, inclusion
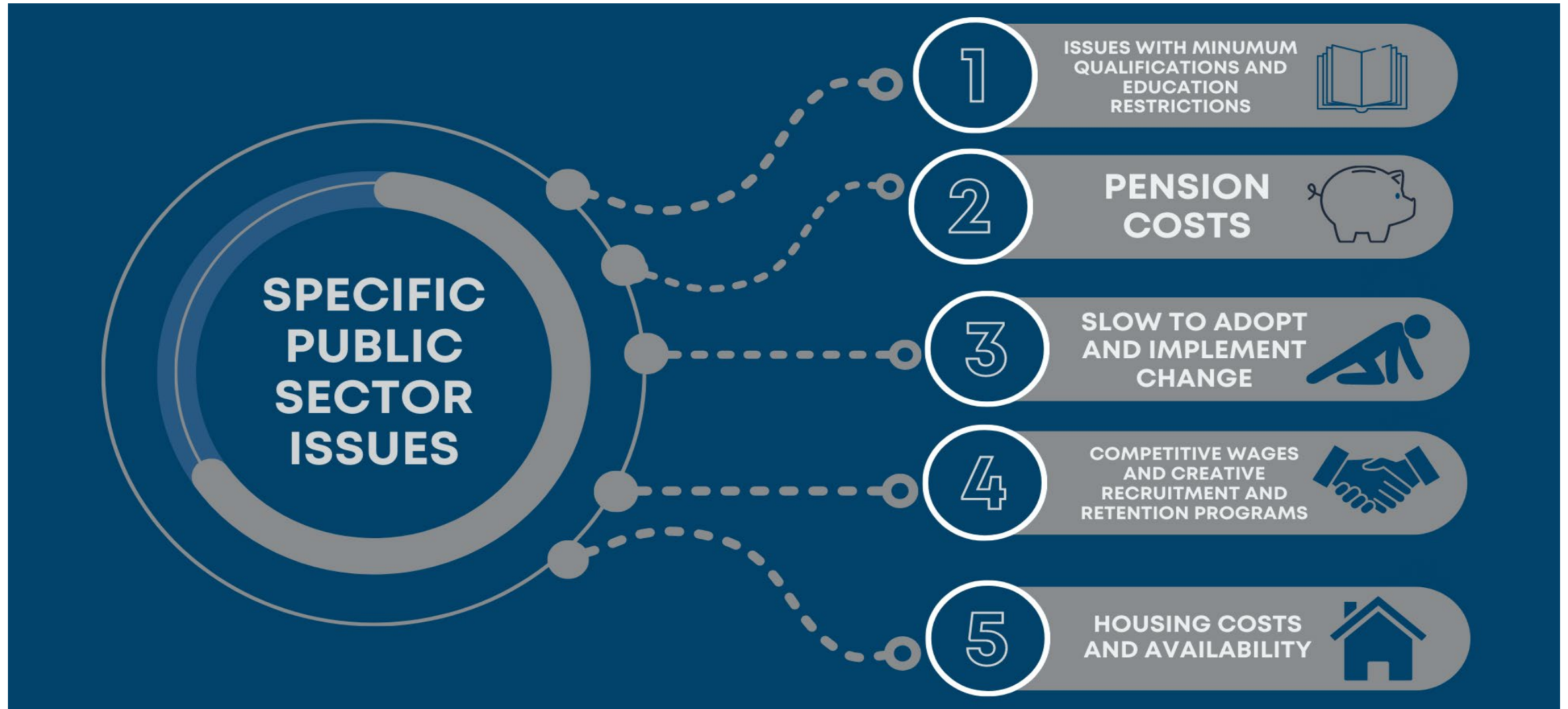
COVID-19, HEALTH & SAFETY

- COVID-19 changed perspectives and requirements about safety in the workplace
- Stress, decreased focus and decreased productivity linked to safety
- Daily health checks

Source: ILG Webinar: Local Gov't Recruitment & Retention (2023)

pathways2publicservice.org

Innovative Pathways
TO PUBLIC SERVICE

SPECIFIC PUBLIC SECTOR ISSUES

1. ISSUES WITH MINUMUM QUALIFICATIONS AND EDUCATION RESTRICTIONS

2. PENSION COSTS

3. SLOW TO ADOPT AND IMPLEMENT CHANGE

4. COMPETITIVE WAGES AND CREATIVE RECRUITMENT AND RETENTION PROGRAMS

5. HOUSING COSTS AND AVAILABILITY

PUBLIC SECTOR JOBS IN THE SACRAMENTO REGION

Innovative Pathways
TO PUBLIC SERVICE

Public Sector Jobs in Sacramento Region

- 109,990 , 10.8%
- 119,544 , 11.8%
- 15,781 , 1.6%
- 769,271 , 75.8%
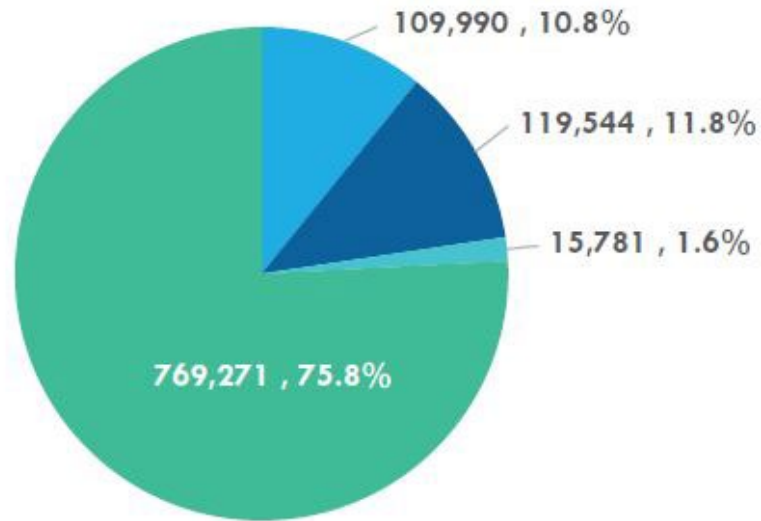
Public Sector Jobs in California

- 1,751,002 , 10.3%
- 461,700 , 2.7%
- 248,348 , 1.5%
- 14,558,652 , 85.5%
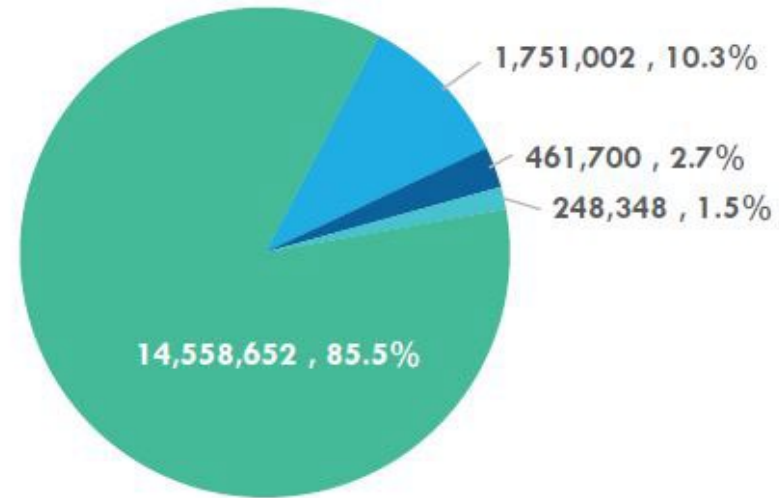
■ Local Government ■ State Government ■ Federal Government ■ Private Sector

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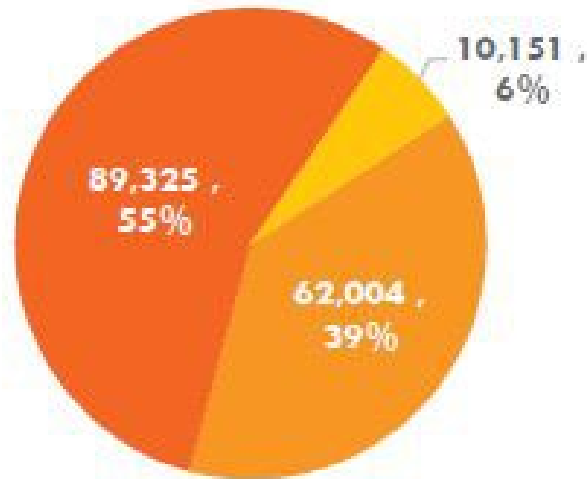
That's **245,000** public sector jobs.*

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

Source: 2019 IPPS Public Sector Workforce Need Assessment

pathways2publicservice.org

*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

Innovative Pathways
TO PUBLIC SERVICE

Sacramento County

10,151, 6%

89,325, 55%

62,004, 39%

■ Local Government ■ State Government ■ Federal Government

> Most public sector jobs in the region are concentrated in Sacramento County.
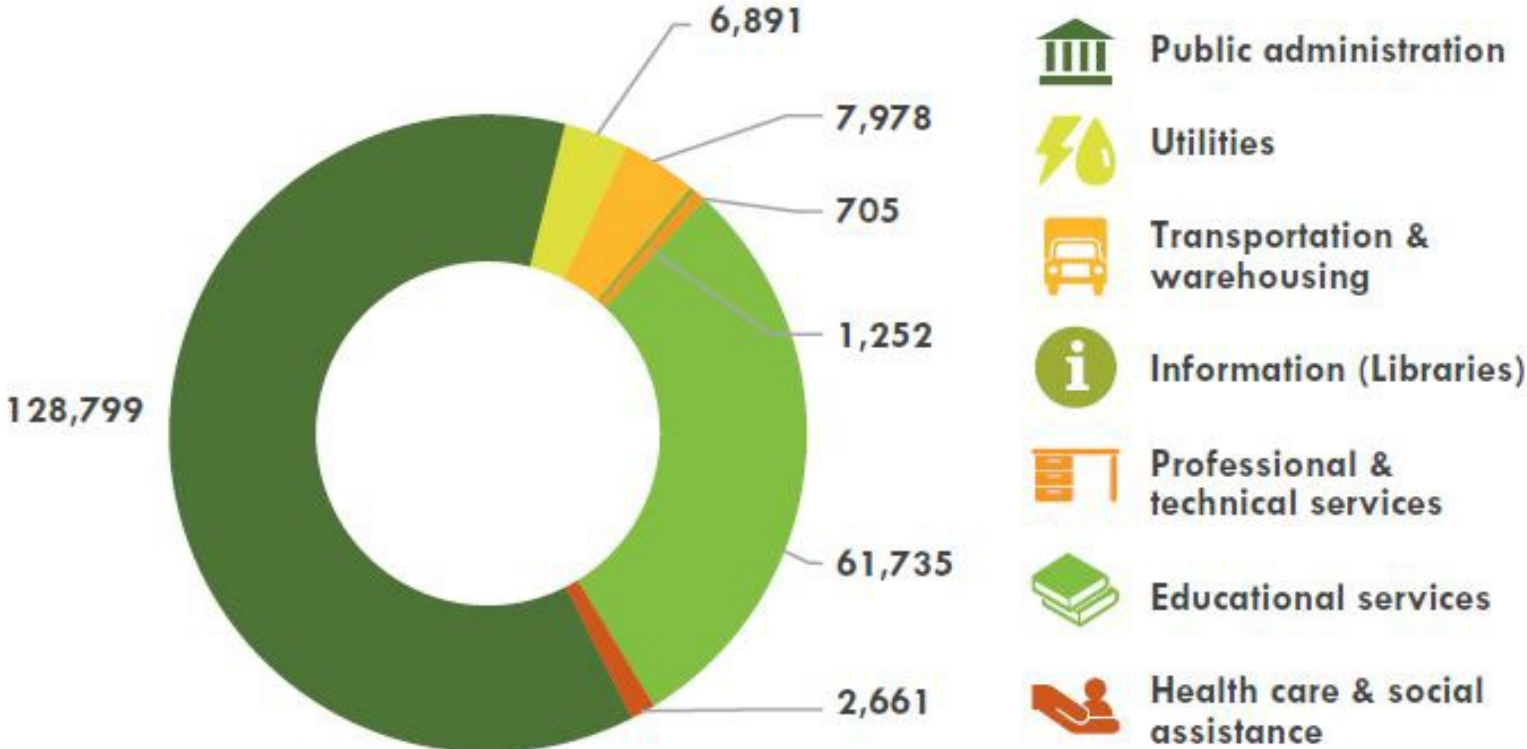
Public Sector Jobs by County

County	2017 Jobs
Sacramento County	161,480
Placer County	14,944
Yolo County	14,009
El Dorado County	8,524
Yuba County	5,903
Sutter County	5,161

2017 Jobs

Source: 2019 IPPS
Public Sector Workforce
Need Assessment

LEADING INDUSTRY SECTORS IN THE SACRAMENTO REGION

Innovative Pathways
TO PUBLIC SERVICE

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

6,891 — Public administration

7,978 — Utilities

705 — Transportation & warehousing

1,252 — Information (Libraries)

128,799 — Professional & technical services

61,735 — Educational services

2,661 — Health care & social assistance

Source: 2019 IPPS Public Sector Workforce Need Assessment

BUILDING INNOVATIVE PATHWAYS TO PUBLIC SERVICE

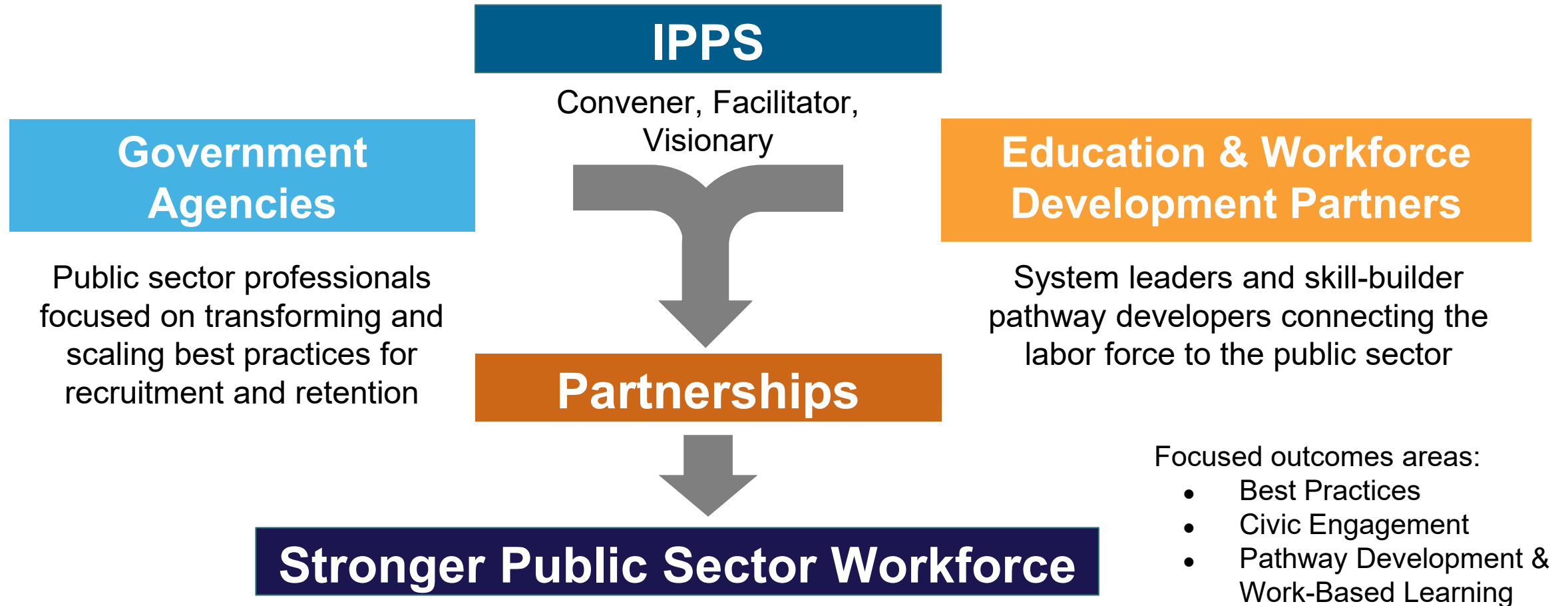Innovative Pathways
TO PUBLIC SERVICE

Jeff Mrizek
Principal
**Mrizek Global &
IPPS Founding Member**

IPPS COLLABORATION MODEL

Through IPPS, government agencies and education & career champions connect and engage to improve onramps into the public sector workforce.

Innovative Pathways
TO PUBLIC SERVICE

IPPS

Convener, Facilitator, Visionary

Government Agencies

Public sector professionals focused on transforming and scaling best practices for recruitment and retention

Education & Workforce Development Partners

System leaders and skill-builder pathway developers connecting the labor force to the public sector

Partnerships

Stronger Public Sector Workforce

Focused outcomes areas:
- Best Practices
- Civic Engagement
- Pathway Development & Work-Based Learning

ABOUT IPPS

Our Mission

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

Our Vision

- To build bridges between public sector professionals, educators and community members 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.

Our 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.

IPPS = DIVERSE AGENCIES + A SHARED FOCUS

PUBLIC SECTOR WORKFORCE INITIATIVES

In Progress & In Development

Innovative Pathways
TO PUBLIC SERVICE

TODAY'S PRESENTERS

valley vision
Community Inspired Solutions

CAPITAL REGION
Community Economic Resilience Fund

Public Sector Workforce Forum

September 27, 2023
Evan Schmidt, CEO
Valley Vision

Community Economic Resilience Fund (CERF)

CERF is a statewide program that advances sustainable, inclusive economic development centered on disinvested communities - creating good-paying jobs and prosperous communities for all.

CERF in the Capital Region: Bringing jobs + investments into the region

- **Create a collaborative** that enables our region to make collective decisions

- **Produce a regional roadmap for economic development** that prioritize the creation of accessible, high-quality jobs in sustainable industries.

- **Create opportunities for investment** in key projects

- **Leverage other resources** to maximize our impact
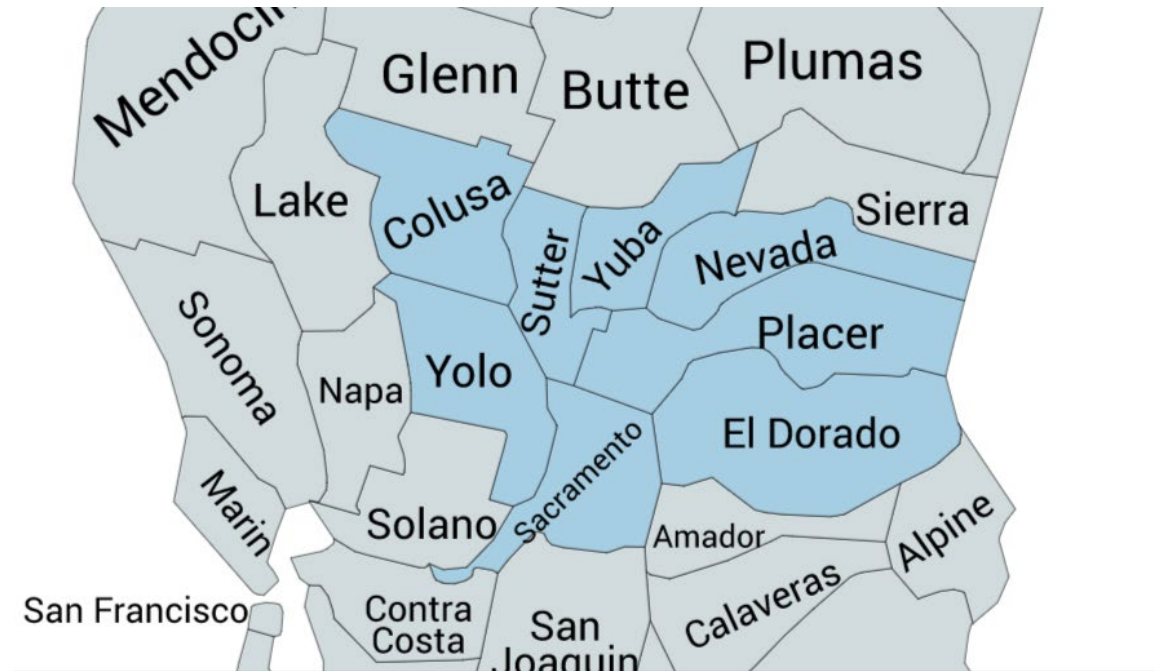
FACTORS CAN GUIDE PRIORITIZATION OF REGIONAL OPPORTUNITIES

Traded Sector foundation by value chain vs industry definition

Market demand trends, durability, and competitive niche

Policy environment

Innovation capacities and connections

Talent adjacencies

JOB QUALITY AND OPPORTUNITY

Economic multiplier effects

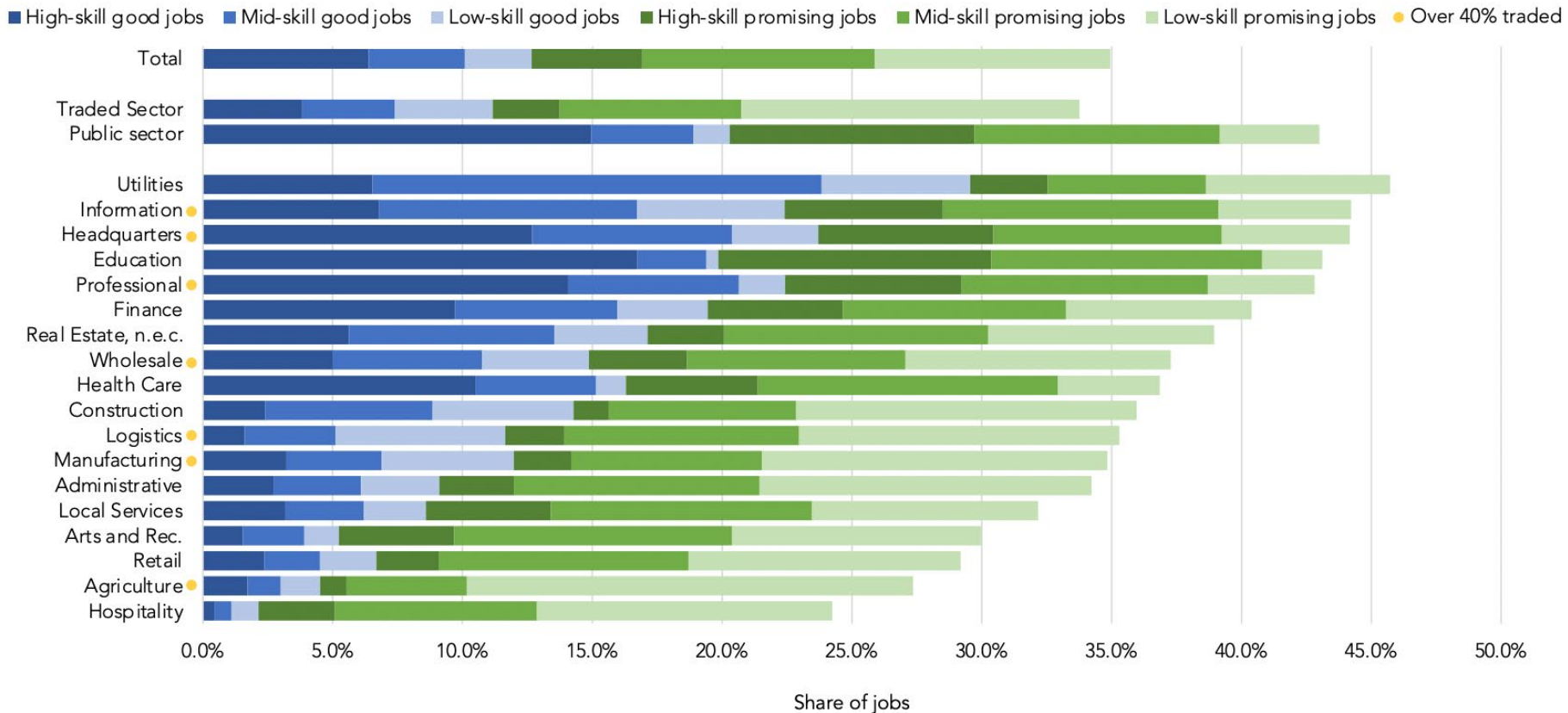Environmental impact

COMMUNITY PREFERENCES

Narrowing economic possibilities to community choices: what is doable to what is desired.

Climate response is both an industry option and impact factor

Identifying Options

Making Choices

4

SAMPLE ILLUSTRATION – NOT DEPICTING THE CAPITAL REGION

Share of jobs according to job quality type, by sector
2020

Next Steps

- **Advance research** to ID targets around wage and priority sectors

- **Conduct community engagement** to develop key priorities

- **Seat Leadership Council** and advance subcommittees

- **Work on regional project** and initiative pipeline

livabilitysummit.org

Staying Connected!

Email us at cerf@valleyvision.org

or visit us at https://bit.ly/SacCERF to subscribe to our CERF newsletter & view additional resources

Evan Schmidt
CEO
evan.schmidt@valleyvision.org

Maritessa Bravo Ares
Project Leader
maritessa.ares@valleyvision.org

Alana Ramsay
Project Manager
alana.ramsay@valleyvision.org
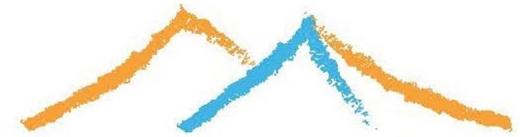
BUILDING A COMMUNITY OF PRACTICE

CalHR - State of California Growth and Diversity

Lanaya L. Trejo, Statewide Career Strategy Manager

Removing Barriers to State Employment

- Barriers: Criminal past, education, steps to apply

Creating a Community of Practice

- State Recruiter's Roundtable (SRRT)

- Over 1800 on Teams Channel

EARN & LEARN WITH REGISTERED APPRENTICESHIPS

Innovative Pathways
TO PUBLIC SERVICE

ILG

With funding from

HIGH ROAD
TRAINING PARTNERSHIP

The James Irvine
Foundation

EXPANDING
ECONOMIC MOBILITY
with LOCAL GOVERNMENT
APPRENTICESHIPS

2023

THE LOCAL GOV'T LANDSCAPE

SCOPE

Approximately **1.6 million** people are currently working in the public sector.

There is significant **diversity** between the needs of cities, counties and special districts, and the **capacity** of small, medium and large jurisdictions.

NEED

Nearly **70%** of cities, counties and special districts are struggling with limited hiring pools, record resignations and turnover, and training the next generation to lead.

Most local governments lack the internal capacity to do this on their own.

OPPORTUNITY

Local governments are looking for **creative solutions** and they're open to exploring new ideas to bridge the gap.

Local governments want help **navigating the complex landscape** of funding and state programs supporting workforce innovation.

THERE ARE LOTS OF APPRENTICESHIP PROGRAMS ...LOTS OF **CONFUSION**

"There are a bunch of workforce and funding programs out there, but they don't seem designed for local governments... and they don't seem to talk to one another.

We don't have the time to sort all this stuff out..."

- *County leader, anonymous*

STRATEGIC **ALIGNMENT** WITH KEY STAKEHOLDERS

- Other Apprenticeship & Workforce Intermediaries & Program Sponsors
- IACA Stakeholders
- Workforce Boards
- Labor Unions
- Community Based Organizations & Non-Profits Serving
  - o Youth
  - o Underrepresented
  - o Differently-abled
  - o Low Income
- DEIBJ Advancing Organizations
- Private & Corporate Philanthropy
- High Demand Industry Groups
  - o Environmental, Green Jobs
  - o High Tech
- Community Colleges & Universities
- CERF Regions

California's 15 Labor Regions Source: CWDB

CRITICAL **OPERATIONAL** ELEMENTS

Qualitative & quantitative	Strong outreach & communications strategy to attract employers and employees	Innovative technology elements that simplify RSI & standards development, reporting & provide scaling efficiencies / capabilities
DATA & RESEARCH	**MESSAGING, BRANDING & PROMOTION**	**TECHNOLOGY & TOOLS**

PHASE 1 -- PRIORITIES & DESIRED OUTCOMES

01
Create an **inventory** of local gov't's developing or implementing registered apprenticeship programs or other earn-and-learn training strategies

02
Highlight early pilots, best practices and success stories, **creating a community of practice** for public service apprenticeship practitioners

03
Identify the **challenges** and **opportunities** within local government that inhibit apprenticeship growth and **develop a plan** to address them and test solutions via **regional pilot programs in Phase 2**.

INSTANT POLLING

Innovative Pathways
TO PUBLIC SERVICE

Join at menti.com use code 3297 4063

Mentimeter

Instructions

Go to
www.menti.com

Enter the code

3297 4063

Or use QR code

Aggie Square Community Workforce Pipeline Initiative

September 26, 2023

Background

Aggie Square Community Collaborative

The intent of the Community Navigator Program is to provide outreach and engagement to residents in the following target zip codes surrounding Aggie Square: 95817, 95820, 95824, and 95828, assess their workforce needs, and connect them to resources needed to prepare them for the employment opportunities created by the development of Aggie Square.

Under the program, Community Navigators will be trained in **community engagement**, **conduct workforce needs assessments**, **connect residents to resources**, and participate in **career pathway opportunities**. The project will provide an initial foundation that helps prepare and develop the workforce pipeline needed to meet the local hire requirement in the Aggie Square Community Benefits Partnership Agreement.

Workforce Needs Assessment

Layering Initiatives

Community Workforce Pipeline Initiative (WAF)

Increase access to workforce resources for underserved communities and address challenges in education attainment and lack of career accessibility.

Develop a framework for workforce development and community engagement training with Community Navigators.

Regional Equity & Recovery Program (RERP)

This project focuses on economic equity to underserved communities, the development of Public Sector pipeline occupations, and strengthening partnerships with the Los Rios Community colleges

Build on existing efforts from Community Navigator Initiative to develop an outreach strategy to assess the community's resource, employment, and training needs.

High Road Training Partnership (HRTP)

SETA & the City of Sacramento, and Partners focus on advancing equity in digital skills and improving access to local government and Aggie Square Jobs.

Improve Job Quality; Create Income Security or Upward Mobility; Connect or Bridge Workforce Programs to Quality Jobs.

Sacramento City Express – Press Release

- The Public "Public Pathways" Workforce Program will connect residents to job training, certifications, enrollment into postsecondary education and employment.

- Career Pathways in public, business, biotechnology, healthcare, and social services sectors

- SETA will coordinate outreach to residents throughout the region.

POSTED ON AUGUST 8, 2023

NEW SACRAMENTO WORKFORCE PROGRAM RECEIVES $5 MILLION AWARD FROM STATE

Common Goals Across Initiatives

- Sustain the Aggie Square Community Ambassador and Navigator collaborative to respond to the current disconnect between needs and resources by promoting equitable access and results through community outreach.

- Increased access to employment resources for underserved communities by addressing barriers and accessibility challenges. Promoting job centers mobile services, digital upskilling, and hybrid career technical education.

- The Community Navigators participate in comprehensive Workforce Development and Community Engagement training. A Community Navigators' **Professional Development Toolkit Website** was launched to promote continuous learning and engagement.
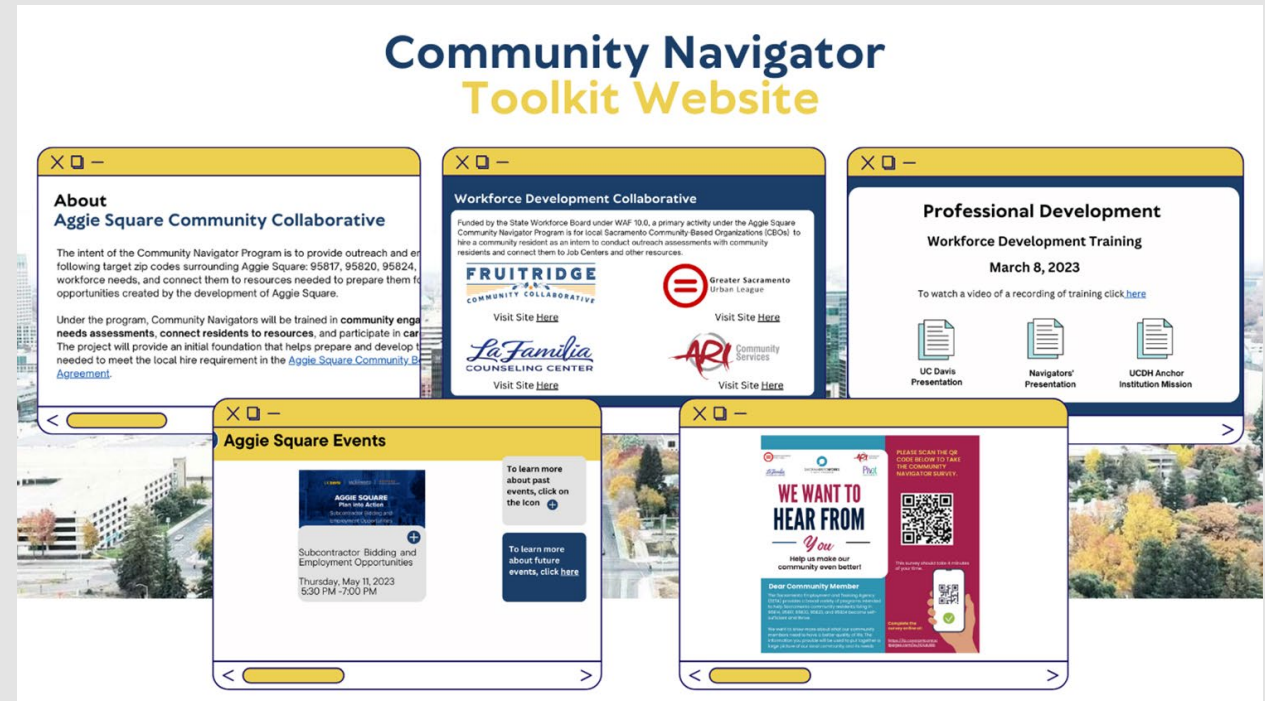
A REGIONAL STRATEGY FOR SPECIALIZED WORKFORCE NEEDS

SMUD's Regional Workforce Strategy

Addressing the growing need for skilled labor to meet SMUD and the region's zero carbon and electrification goals by:

- Attracting, developing, and retaining key roles at SMUD to deliver on our 2030 Clean Energy Vision; and

- Co-creating diverse and equitable regional pathways to living wage zero carbon jobs through regional workforce outreach, education, and training.

- Align regional strategies to address the work gap

- **Address barriers to entry directly and intentionally**

- Track success by leveraging data and technology

Zero Emissions Goods Movement

Carbon Capture and Storage

Optimized EV Charging

Wildfire Mitigation & Resilience

Virtual Power Plant

Neighborhood Building Electrification

Clean Fuels

Bus Electrification & Charging

Community Engaged Workforce

Grid-Interactive Efficient Buildings

Long Duration Energy Storage

Regional Charging Hubs

Cybersecurity

SMUD®

Regional Workforce Careers Pathways Goals

Training and Work Force Development

Recruit and train diverse people with the skills needed to perform utility jobs available now in the future

Living Wage Jobs

Creation of new direct and indirect job access in growing energy sectors with direct pathways to a wider pool of regional talent

Community Partnership

Leverage partnerships with community organizations to develop job-ready employees to ensure inclusive workforce development access

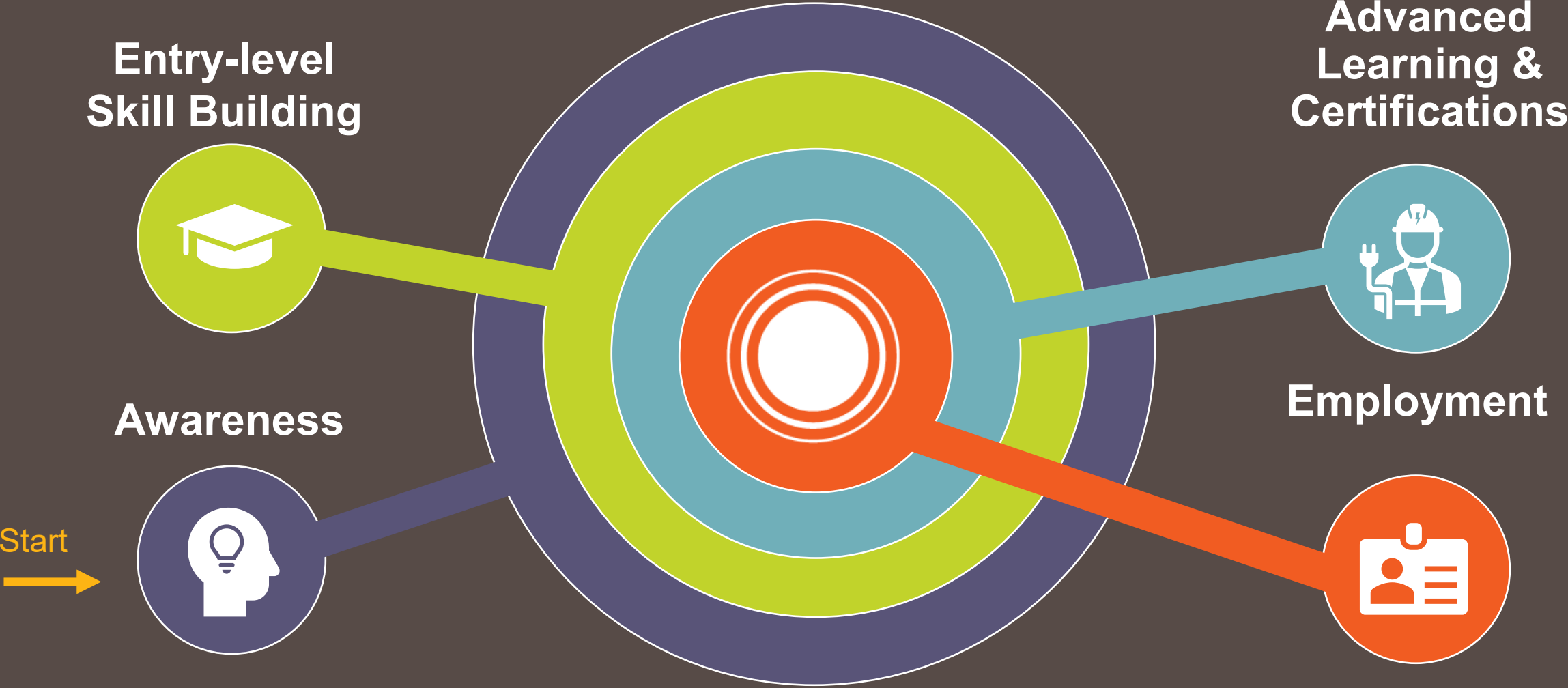**SMUD & Regional Skills Needs Alignment**

Establishing core competencies and curriculum that will meet the near term and long term needs for SMUD and regional economy

Collaborate with regional employers and organizations to create shared vision

Success Metric:
3,000 new training program graduates and 1,000 regional job or internship placements by December 2024.
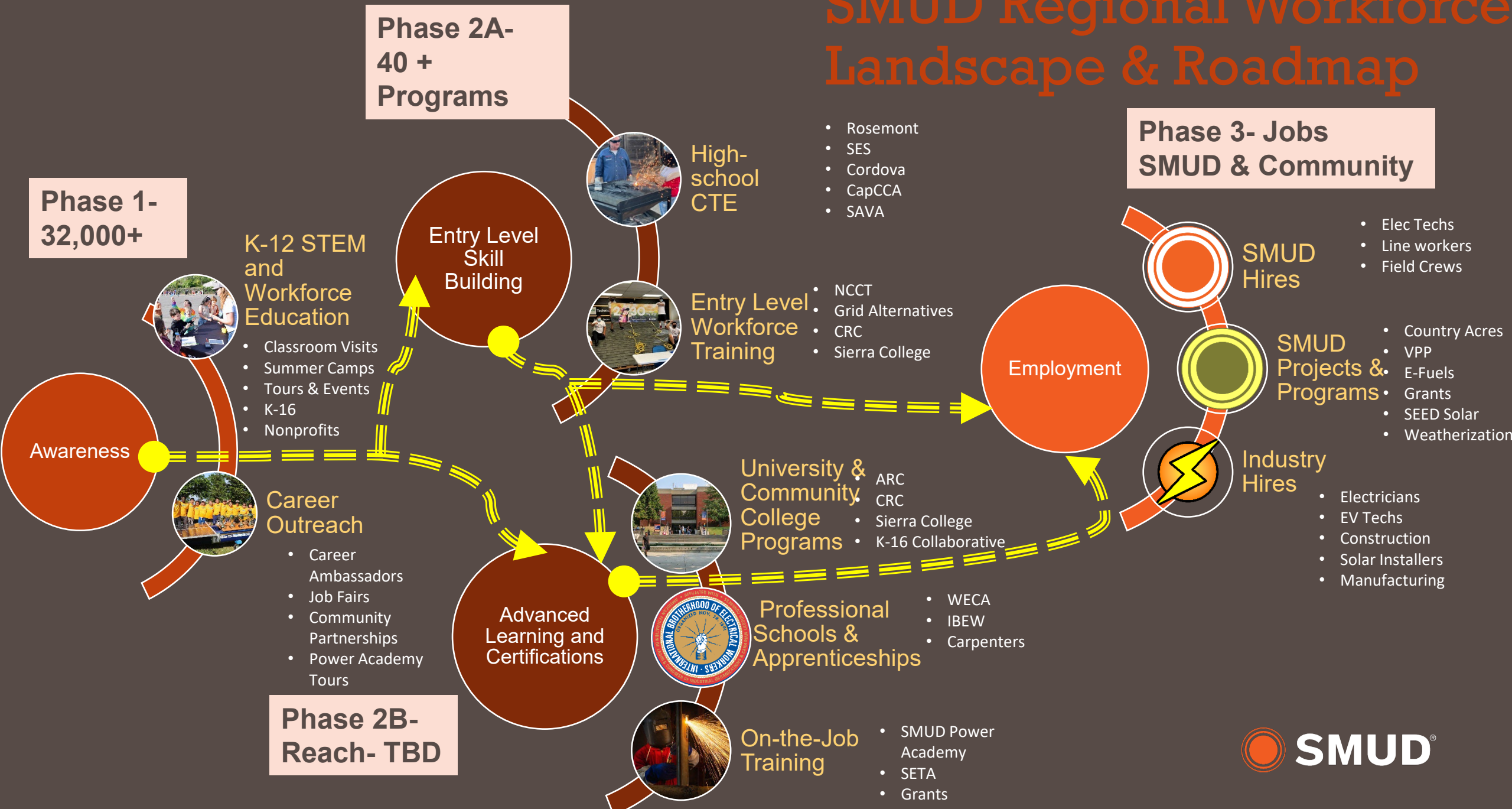
SMUD

SMUD's Regional Workforce Strategy

Entry-level Skill Building

Advanced Learning & Certifications

Awareness

Employment

Start

56

SMUD®

SMUD Regional Workforce Landscape & Roadmap

Phase 1- 32,000+

Phase 2A- 40 + Programs

Phase 2B- Reach- TBD

Phase 3- Jobs SMUD & Community

Awareness

Entry Level Skill Building

Advanced Learning and Certifications

Employment

K-12 STEM and Workforce Education
- Classroom Visits
- Summer Camps
- Tours & Events
- K-16
- Nonprofits

Career Outreach
- Career Ambassadors
- Job Fairs
- Community Partnerships
- Power Academy Tours

High-school CTE
- Rosemont
- SES
- Cordova
- CapCCA
- SAVA

Entry Level Workforce Training
- NCCT
- Grid Alternatives
- CRC
- Sierra College

University & Community College Programs
- ARC
- CRC
- Sierra College
- K-16 Collaborative

Professional Schools & Apprenticeships
- WECA
- IBEW
- Carpenters

On-the-Job Training
- SMUD Power Academy
- SETA
- Grants

SMUD Hires
- Elec Techs
- Line workers
- Field Crews

SMUD Projects & Programs
- Country Acres
- VPP
- E-Fuels
- Grants
- SEED Solar
- Weatherization

Industry Hires
- Electricians
- EV Techs
- Construction
- Solar Installers
- Manufacturing

SMUD

Workforce Development Partnerships

AGC of Cal Construction Education Foundation

American Association of University Women (AAUW)

Asian Resources, Inc.

Butte County Office of Education Charitable Trust

California Conservation Corps Foundation

California Mobility Center

Capital College & Career Academy

Center for Fathers and Families

Central United Methodist Church

Constructioin Industry Education Foundation

Community Resource Project (CRP)

Cottage Housing

Department of Sound

Elk Grove Chamber of Commerce

FITRAH

Folsom Cordova Community Partnership

Folsom Economic Development Corporation

Freedom Through Education

Greentech

Grid Alternatives

Greater Sac Urban League

Hacker Lab

Health Education Council

Highlands Community Charter School

Improve Your Tomorrow

InnoGrove

JUMA

Junior Achievement

La Familia Counseling Center

Los Rios Community College Foundation

Minority Business Assistance Recovery Kickstar (MBARK)

North State BIA Foundation

Northern CA Construction Training (NCCT)

Plumbing, Heating Cooling Contractors Association (PHCC)

Pivot Sacramento

Rancho Chamber of Commerce - Leadership Rancho

Rebuilding Together Sacramento

ReImagine Mack Road Foundation

Sacramento Academic and Vocational Academy (SAVA)

Sacramento Area Bike Advocates

Sacramento Asian Chamber of Commerce

Sacramento Black Chamber of Commerce

Sacramento LGBTQ Center

Salvation Army

SETA

Sierra Service Project

Single Mom Strong

Talentboard

Team, Inc.

Urban Advocates and Achievers

Voices of Youth

Volunteers of America (VOA)

WEAVE

Women's Empowerment

World Relief Sacramento

Youth Development Network / Nueva Epoca Leadership Program

SMUD®

A strategy that brings Advanced Learning & Certifications
Connecting under-resourced communities to Zero Carbon careers

Regional Workforce Development Goals

Promote entry-level **job skills and opportunities** that provide upward mobility, with a focus on the zero-carbon economy

Strengthen Community Outreach with **partners** to support recruitment, employment and wrap around services

Engage Employers and Leverage Public Funding to secure financial resources in support of ongoing SMUD and Regional workforce needs

Track participation across programs and measure long-term outcomes

By 2024:

Train at least **3k** people to position them for clean energy and other economic opportunities

Facilitate the employment of at least **1k** people into living wage jobs

Advanced Learning Partners
College Programs
- Los Rios Colleges
- Sacramento State
- UC Davis
- UOP

Professional Schools & Apprenticeships
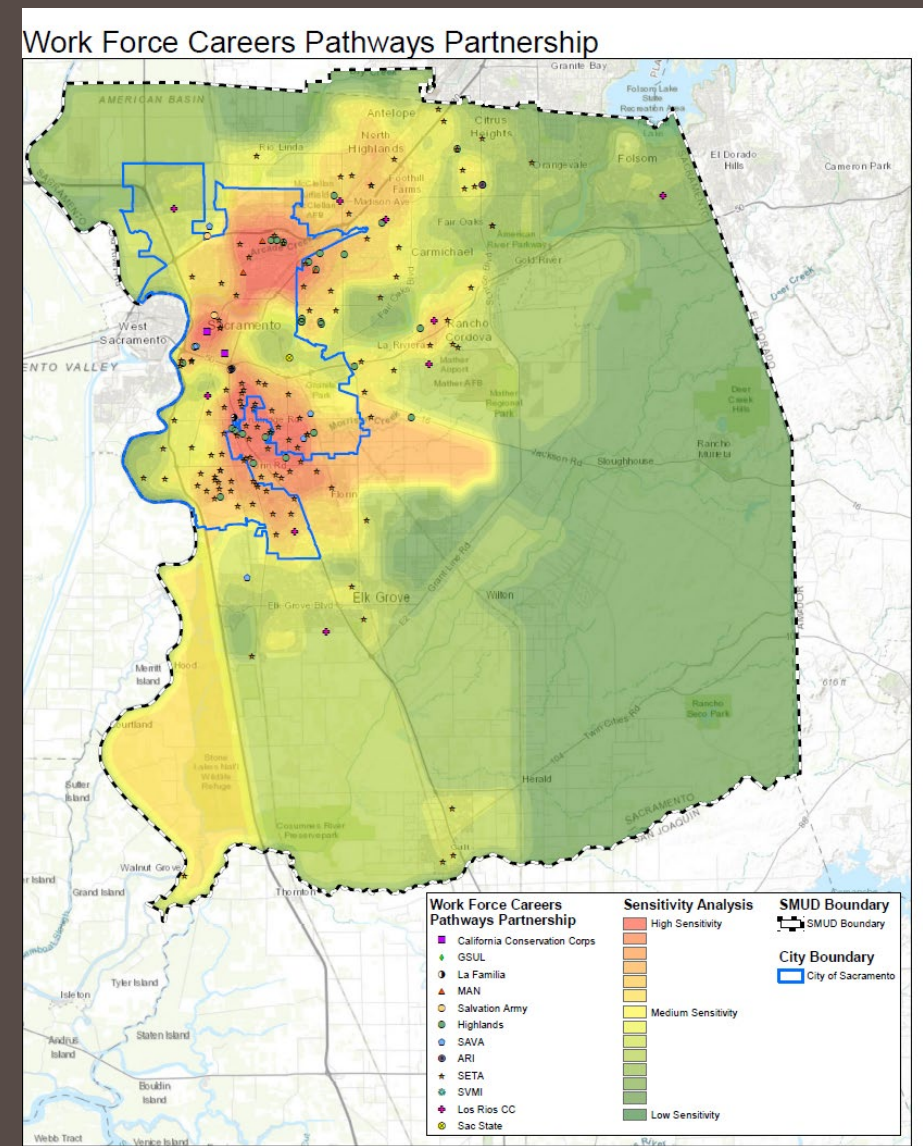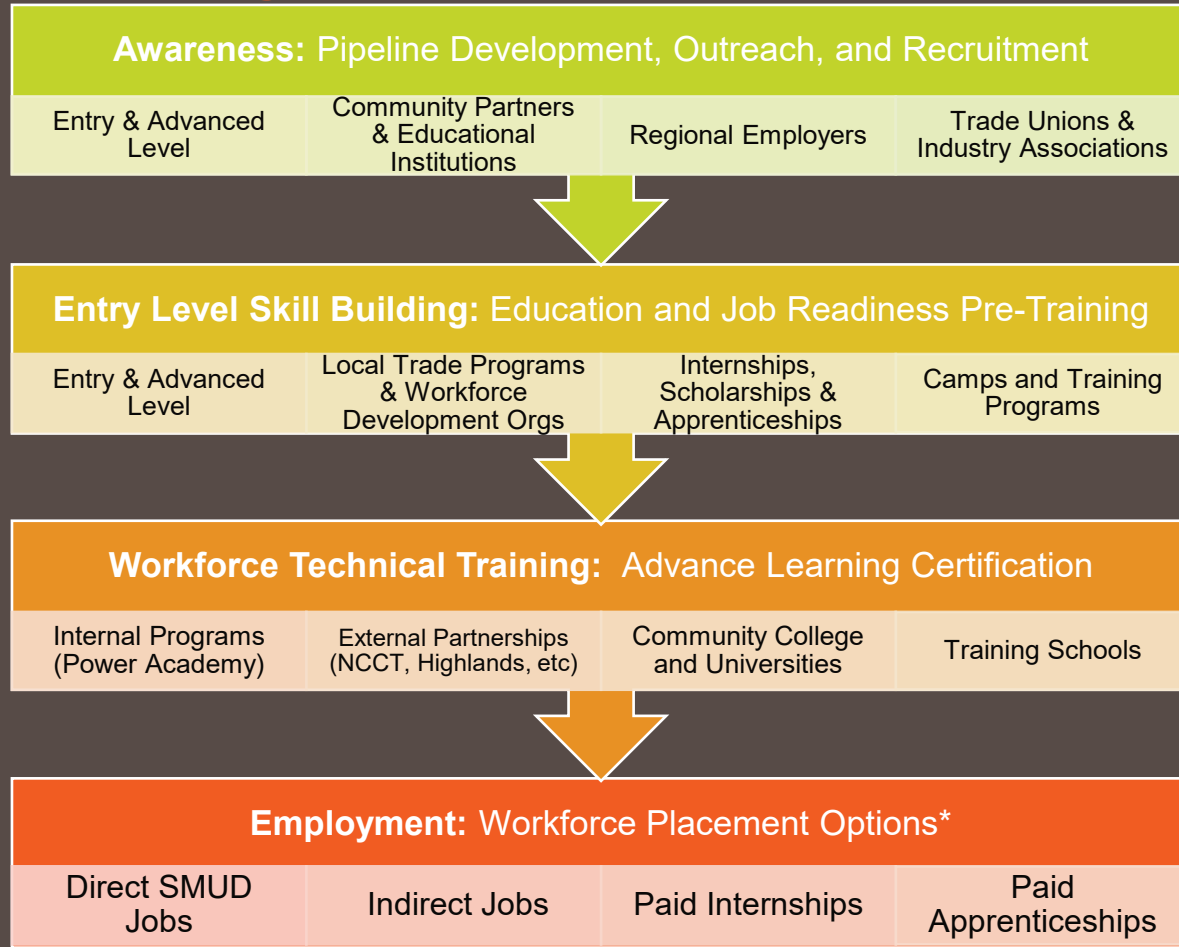- WECA
- IBEW
- Carpenters
- Trade Schools

On-the-Job Training
- SMUD
- Regional Employers
- SETA
- Workforce Partners

Sacramento POWER Academy

SMUD®

SMUD Regional Workforce Pathways

Awareness: Pipeline Development, Outreach, and Recruitment

Entry & Advanced Level	Community Partners & Educational Institutions	Regional Employers	Trade Unions & Industry Associations

Entry Level Skill Building: Education and Job Readiness Pre-Training

Entry & Advanced Level	Local Trade Programs & Workforce Development Orgs	Internships, Scholarships & Apprenticeships	Camps and Training Programs

Workforce Technical Training: Advance Learning Certification

Internal Programs (Power Academy)	External Partnerships (NCCT, Highlands, etc)	Community College and Universities	Training Schools

Employment: Workforce Placement Options*

Direct SMUD Jobs	Indirect Jobs	Paid Internships	Paid Apprenticeships

Work Force Careers Pathways Partnership

Regional Workforce and Economic Development
## Align Workforce Training with Job Opportunities

In 2022:

Solar Training + Electrification
- Partnership with Grid Alternatives
- Entry Level solar training plus electrification (storage, EVSE, electric appliances)
- 4 weeks, 40 hrs/week, wrap around services, stipends,~ 5 cohorts/yr.

Electrician Trainee
- Collaboration with Northern California Construction Training, Inc. and SMUD's Power Academy
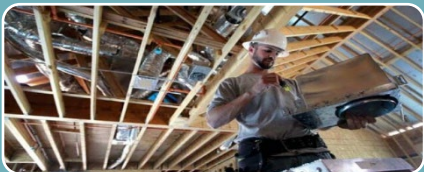
Construction Electrification
- New construction electrification classes and schools to increase talent pipeline for entry level construction jobs,

Battery Storage, EVSE, Manufacturing & Supply Chain
- Align regional clean energy projects with equitable workforce training/job placement
- Establishing a Center of Excellence to support training up a local advanced energy storage industry workforce.

54 Training Programs

Over 3k reached

Over 400 hired

SMUD®

How Do We Track and Measure Success?

Leverage data and partnerships
Quickly identify, attract, train, and
retain needed talent

Number of Individuals Trained:
stimulating talent capacity in our region, by
neighborhood, by skill focus area, and
community.

Direct and Indirect Jobs Hired: Measuring
Direct (SMUD jobs) and indirect jobs (regional
jobs) coming from the SMUD regional
workforce pipeline through data tracking.

Inclusive Economic Development:
Measuring regional economic
Development impact from programs,
grants, jobs, and new business
generation.

Community Recruitment & Outreach:
Tracking growth and recruitment efforts in
alignment with our DEIB Strategy Goals

Looking Ahead

Opportunities

Partnerships

Next Steps

SMUD

HIGHER EDUCATION PARTNERSHIPS

Background

The U.S. DOL SCCTG Program builds the capacity of community colleges to collaborate with employers and the public workforce development system to meet local and regional labor market demand for a skilled workforce.

The grants build the capacity of community colleges to address challenges associated with the COVID-19 health crisis, such as expanding online and technology-enabled learning and migrating services to a virtual environment.

Strategic Collaboration

- Consortium grantee
  - Four colleges
  - WIOA connections
  - Employer engagement
  - Regional conveners
  - SMEs
  - Parallel initiatives w/ complimentary goals
  - Public-sector focus

Los Rios Community College District Map
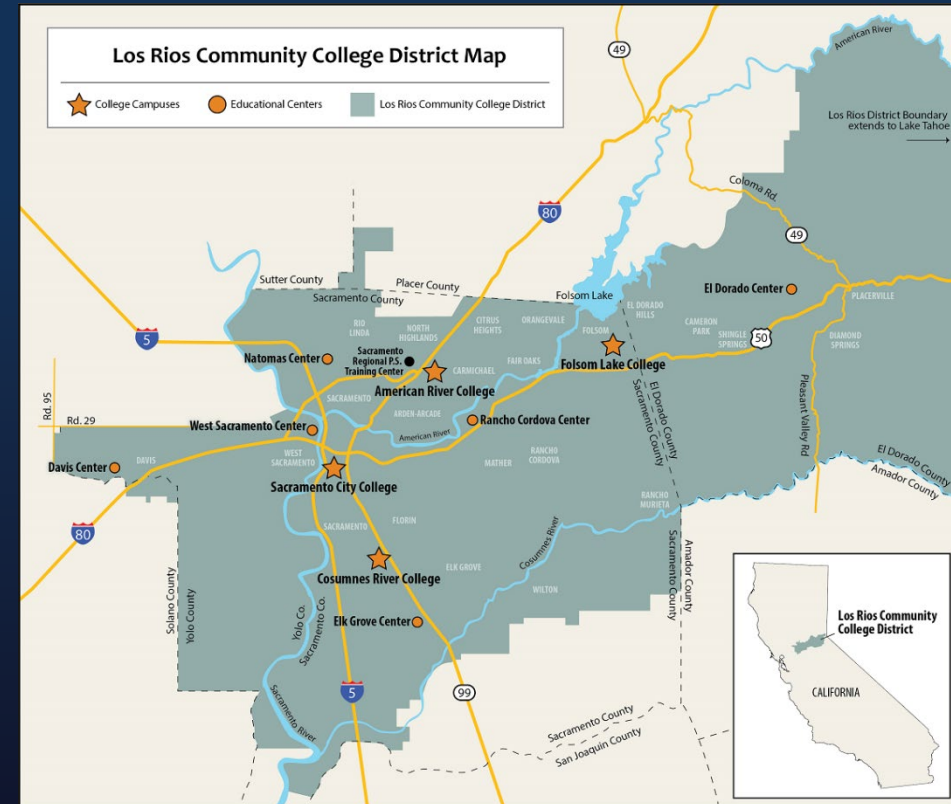
Systems change spotlight

- Data-informed implementation
  - Curriculum refresh
  - Proactive + regular engagement
  - Addressing & dispelling tropes

How to get involved?

- Participate in Regional Advisory Board (x2 annually)
- Collaborate to align LRCCD BusTech certificates to MQ's
- Engage with LRCCD students via Handshake
- Offer Work Based Learning opportunities for BIP students
- Commitment to Public Service Career Day events

ARC
AMERICAN RIVER COLLEGE

Let's Connect!

Josef Preciado, Project Director

preciaj@arc.losrios.edu

(916) 484-8365

PROJECT PARTNERS

THE BIG IDEA

Diversity – Equity – Access

- Help public sector employers develop solutions to hiring and retention issues by making it easier for underrepresented communities to learn about, compete for, and thrive in local government careers.

- Work with regional local governments to make workplace and hiring practices more accessible to and inclusive of historically disadvantaged, underrepresented and low-income communities by engaging with those communities in the development of our recruitment and retention strategies.

ILG

THE KEY ELEMENTS

Updated Regional/Statewide Needs Assessment

Community Outreach & Recruitment Pilot Program

Workforce Library & Resource Hub

Systems Change Pilot Program

Community Insights

Best Practices Guidebook
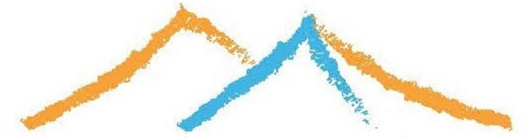
JOIN THE PROJECT!

| Share your story to better inform strategies | Participate in a pilot project | Join the discussion with community-based organizations |

Email info@ca-ilg.org for details!

COLLABORATION, ALIGNMENT & SCALING

Q&A

Innovative Pathways
TO PUBLIC SERVICE

Raise your real (or virtual) hand
or type in the chat box!

ATTENDEE ANNOUNCEMENTS

TAKE ACTION

Innovative Pathways
TO PUBLIC SERVICE

IPPS IS ACTIVE

Regional Advisory Body & Community of Practice

- Established IPPS as the regional advisory body for promoting a public sector talent pipeline of the next generation of public sector employees and leaders.

Career Pathways & Workforce Events

- IPPS has engaged with more than 30 government agencies, along with educators and students to build career programs. More than 1,500 youth have participated in public sector career awareness programs.

Regional & Statewide Sector Research

- Published a Regional 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. 2023 version in development.

Systems Change, Sector Growth, Workplace Innovation

- IPPS members are working collaboratively, presenting their findings in conferences and connecting with new civic, business and education leaders to make systemic changes that will position the public sector for growth and innovation.

pathways2publicservice.org

THANK YOU TO OUR PRESENTERS & PARTNERS