



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)
- Sacramento Employment & Training Agency
- Sacramento Municipal Utility District (Workforce Development)
- Sacramento State University (Career Services)
- City of Elk Grove (Manager's Office)
- City of Sacramento (Youth/Community Development & Human Resources)
- County of Sacramento (Human Resources)
- Los Rios Community College (Government Training Academy, Folsom Lake College)
- CTE 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)
- Region-wide organizations supporting and/or interested in this work include Valley Vision and Align Capitol Region.

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 a “Youth in Government” day bringing together 60 youth from Carver High School in Rancho Cordova and 5 departments at the County of Sacramento.
- Produced 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. (ongoing)

Our focus areas for 2019:

- Produce 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).
- Expand “Youth in Government” day to other schools (including court and community schools) and government entities.
- Build out a public service high school career pathway and embed civics education into other high school career pathways that would create/demonstrate curriculum, course of study, work-based learning, and college partnerships.
- Increase commitment from regional leaders, including municipal executives, human resource directors, school leaders, community college officials, and regional elected officials.
- Focus on new employee recruitment best practices including hiring processes and marketing strategies.
- Work with several local agencies to learn from succession plans that identify skills gaps, critical job needs, barriers, and practice and policy challenges and create new models if needed to increase human resource system effectiveness for pipeline development.

How can universities and colleges engage in Innovative Pathways to Public Service?

- Adopt “Innovative Pathways to Public Service” as a project the institution will support to help expand pathways to public service employment that result in a more diverse, qualified workforce and engaged community.
- Commit to collaborate with local and state governments, K-12 entities to engage in work-based learning and guided pathway development aligned with the public sector to benefit our students.
- Engage with “Innovative Pathways to Public Service” through research, pilot programs, and participation in the working group.
- Tailor college programs and curriculum to meet the needs of regional local and state governments for a variety of positions.
- Support dual enrollment with K-12 partners that leads to a seamless pathway into public service.
- Support the development of our public sector workforce study with data and reports related to the hiring challenges facing the community college systems as the systems is a major public sector employer in the region.
- Strengthen IPPS with expertise and support of the university system.

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