



Innovative Pathways to Public Service Challenges to Address

Awareness of the Public Sector

- Students do not know what government does, in particular local government.
- Students are not aware of careers in local government or the benefits of working for government.

Institutional Challenges faced by Public Sector Agencies

- Resistance in the region to celebrate and spotlight the benefits and value of government workforce as part of our economy.
- Region is diversifying but government agency employee demographics are not representative of the local community. Challenge is to diversify workforce. Many people of color do not have family who work for government and so it is often not a place these populations may look to or they may have had negative experiences with government agencies.
- Culture of government needs to be more flexible and relevant to today's workers who want to work off-site, more opportunity to advance, alternate schedules, etc.

Municipal/State Agency Challenges

- The recruitment process is not very user-friendly. Social media use is not the norm, the process is long and may require experience for entry level opportunities.
- State and local governments are having a hard time finding qualified candidates, particularly for specialized, highly-skilled positions in finance, management, information technology, skilled trades, health care, and public safety.
- With fewer younger workers in the pipeline, there simply are not as many people available inside government for promotions and institutional knowledge is lost. Older workers are retiring and governments do not have strong succession plans in place.
- Large percentage of open positions require some form of post-secondary education or certificates at a minimum.

High School/Community College and Partner Relationships

- There is only one public service administration model (community college certificate) in the region (Folsom Lake College).
- Municipal agencies and K-12 institutions are not well connected. Municipal agencies do not understand the pathway programs or career technical education available in high schools and education staff do not know of the opportunities in municipal agencies or who to work with.
- Pathways in high school do not expose students to public sector careers or to what careers are available in government.
- There are few MOUs between K12- community colleges to enable dual-enrollment and alignment for high school students to move to community college into entry-level positions with upward mobility.