SUMMARY

SACRAMENTO REGION
PUBLIC SECTOR WORKFORCE
NEEDS ASSESSMENT
Innovative Pathways to Public Service (IPPS)

August 2019

Prepared by the North/Far North Center of Excellence
Aaron Wilcher,
Fran Doherty,
Lauren McSherry,
and Wen Sun
Federal, state, and local public sector agencies employ nearly 250,000 workers in the six-county Sacramento region.*

They are crucial and anchor employers in the local economy, but they face challenges to develop a pipeline of workers ready to enter and advance through the ranks.

Retirements pose challenges to these employers, and they have much work to do to create efficiencies to meet the challenges of the 21st century public sector workforce.

The Innovative Pathways to Public Service (IPPS) emerged from a multi-stakeholder partnership of state and local agencies, nonprofits, and educational institutions to address these challenges.

The consortium commissioned a study by the North/Far North Center of Excellence to explore these issues.

The study includes data analysis of public sources of information, a review of literature, and interviews with 12 representatives from public agencies in the region.

* The six-county Sacramento region includes Sacramento, Placer, El Dorado, Yolo, Yuba, and Sutter counties.

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: QCEW, 2017: the totals given and the totals in the pie charts are different due to the aggregation levels counted in the data

The Sacramento region has 119,500 state government jobs.
This represents more than a quarter of all state government jobs in California.

Source: QCEW, 2017
Except in Sacramento County, most public sector jobs are in local government—city and county offices, and elementary schools, high schools, and community colleges.

Most public sector jobs in the region are concentrated in Sacramento County.

Public sector jobs by county

<table>
<thead>
<tr>
<th>County</th>
<th>Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sacramento County</td>
<td>161,480</td>
</tr>
<tr>
<td>Placer County</td>
<td>14,944</td>
</tr>
<tr>
<td>Yolo County</td>
<td>14,009</td>
</tr>
<tr>
<td>El Dorado County</td>
<td>8,524</td>
</tr>
<tr>
<td>Yuba County</td>
<td>5,903</td>
</tr>
<tr>
<td>Sutter County</td>
<td>5,161</td>
</tr>
</tbody>
</table>

2017 Jobs

Much of Sacramento County’s public sector jobs are state jobs. The county has almost 90,000 state government jobs.

Local, state, and federal government jobs in Sacramento County

Source: QCEW, 2017

Sacramento Region Innovative Pathways to Public Service (IPPS) Workforce Needs Assessment
There are 6,300 public sector establishments (sites, facilities, offices) in the Sacramento region. A large concentration is in public administration and educational services.

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

Top utilities employers:
- SMUD
- Sacramento Regional County Sanitation District
- El Dorado Irrigation District
- South Tahoe Public Utility District

Top professional, scientific, and consulting services employers:
- US Army Corps of Engineers
- CA Dept. of Technology Services
- CA Housing Finance Agency
- California Tahoe Conservancy

Top transportation & warehousing employers:
- US Postal Service
- Sacramento Regional Transit District
- County of Sacramento Airport Operations
- CA Department of Food & Agriculture, warehousing & storage

Top educational services employers:
- UC Davis
- Elk Grove Unified School District
- Los Rios Community College District
- San Juan Unified School District

Public information employers are all libraries. Top libraries:
- California State Library
- Placer County Library
- Sacramento Public Library

Top health care & social assistance employers:
- Sacramento Employment & Training Agency (SETA)
- Veteran Health Administration
- Placer County Adult System of Care
- El Dorado County Health Department

There are more than 4,800 public administration establishments in 29 industries. Top employers include:
- County of Sacramento
- CA Dept. of Health Care Services
- CA Dept. of Corrections & Rehabilitation
- CA Dept. of Transportation
- CA Dept. of Water Resources
- CA Dept. of Justice
- CA Government Operations Agency
- CA Dept. of General Services
- El Dorado County
- Placer County
- Yolo County

Source: QCEW, 2017

Source: Source: EconoVue, Dun & Bradstreet, 2019
Public sector jobs pay, on average annually, **$25,000** more than private sector jobs in the Sacramento region.

The picture is different in the state, where public and private sector annual earnings are similar.

Average annual public sector wages vary among sectors:

<table>
<thead>
<tr>
<th>Sector</th>
<th>Public Sector</th>
<th>Private Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Utilities</td>
<td>$96,260</td>
<td>$84,000</td>
</tr>
<tr>
<td>Public administration</td>
<td>$84,200</td>
<td>$59,400</td>
</tr>
<tr>
<td>Transportation/warehousing</td>
<td>$59,400</td>
<td>$52,600</td>
</tr>
<tr>
<td>Educational services</td>
<td>$52,600</td>
<td></td>
</tr>
</tbody>
</table>

Source: QCEW 2017

The Sacramento region’s public sector workforce is less diverse than the private sector.

3 out of 4 public sector workers in the Sacramento region are characterized as “white alone” by the U.S. Census.

Separate estimates show that the public sector has 6% to 11% more “white alone” workers than the private sector overall.

18% of the public sector in the region is Hispanic or Latino, the same percentage as the private sector.

57% of the public sector workforce is women, but not every sector is equal. 67% of utilities jobs are filled by men. 63% of health care and social assistance jobs are filled by women. 70% of educational services jobs are filled by women.

Retirements and an aging workforce pose a threat to the public sector.

8 out of 10 workers in the public sector are over age 35 compared to 7 out of 10 workers in the private sector. 1 in 4 public sector workers is 55 or older. The public sector has 4% more of its workforce in the 55 and older age bracket than the private sector.

Source: U.S. Census, QWI, LED, Q3, 2018
Nearly **8 out of 10** public sector jobs are middle skill or above middle skill, requiring some college education, training, or experience. Of those jobs, **36%** are solely middle skill, requiring more education than a high school diploma, but less than a bachelor’s degree.

### Regional public sector jobs by skill level

- **Middle Skill**: 73,594 (36%)
- **Above Middle Skill**: 85,881 (41%)
- **Below Middle Skill**: 47,410 (23%)

- The route to many, but not all, of the highest paying professional and management positions is a bachelor’s degree.
- **40%** of public sector jobs require a bachelor’s degree or above (Above middle skill).

There are thousands of jobs in multiple career clusters (groups of similar occupations) in the public sector in the Sacramento region.

Source: QCEW, 2017; OES, 2017

Source: EMSI, 2019.3; QCEW, OES, 2017; O*NET
## OVERVIEW OF PUBLIC SECTOR JOBS

Key occupations with education/training requirements & typical wages

<table>
<thead>
<tr>
<th>O*NET Career Cluster</th>
<th>Require a bachelor's degree or higher, Above middle skill</th>
<th>Require some postsecondary education/training, Middle skill</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture, Food &amp; Natural Resources</td>
<td>Environmental engineers; Biological technicians</td>
<td>$21-$52</td>
</tr>
<tr>
<td>Architecture &amp; Construction</td>
<td>Civil engineers; Construction managers</td>
<td>$30-$55</td>
</tr>
<tr>
<td>Business Management &amp; Administration</td>
<td>Labor relations specialists; General operations managers; Training &amp; development specialists</td>
<td>$31-$64</td>
</tr>
<tr>
<td>Education &amp; Training</td>
<td>Elementary school teachers; Secondary school teachers; Middle school teachers; Library technicians; Librarians</td>
<td>$14-$58</td>
</tr>
<tr>
<td>Finance</td>
<td>Accountants &amp; auditors; Financial managers</td>
<td>$32-$51</td>
</tr>
<tr>
<td>Government &amp; Public Administration</td>
<td>Compliance officers; Urban &amp; regional planners</td>
<td>$35-$46</td>
</tr>
<tr>
<td>Health Science</td>
<td>Physicians &amp; surgeons; Speech-language pathologists; Medical &amp; health services managers</td>
<td>$42-$125</td>
</tr>
<tr>
<td>Human Services</td>
<td>Social workers; Community and social services specialists; Clinical, counseling &amp; school psychologists</td>
<td>$17-$41</td>
</tr>
<tr>
<td>Information Technology</td>
<td>Computer systems analysts; Software developers</td>
<td>$40-$46</td>
</tr>
<tr>
<td>Law, Public Safety, Corrections &amp; Security</td>
<td>Lawyers; Probation officers</td>
<td>$31-$63</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>N/A</td>
<td>-</td>
</tr>
<tr>
<td>Science, Technology, Engineering &amp; Mathematics</td>
<td>Environmental scientists; Engineers; Electrical engineers; Architectural &amp; engineering managers; Biological scientists</td>
<td>$35-$54</td>
</tr>
<tr>
<td>Transportation, Distribution &amp; Logistics</td>
<td>Airline pilots</td>
<td>$75</td>
</tr>
</tbody>
</table>

The hardest to fill jobs include positions in these areas:

- **Professional**: engineers, accountants, business and financial services
- **Administratives**: clerical positions, business services, administrative assistants
- **Information technology**: technicians, customer service, cybersecurity
- **Public safety**: police, sheriff’s deputies, probation officers, dispatchers
- **Health care/social assistance**: nurses, psychiatric technicians, social workers
- **Education**: teacher assistants; speech language pathologists

The seven public sectors employ hundreds of occupations with generally strong wages.

There are numerous career pathway opportunities for advancement with additional education, training, and experience.

Source: EMSI, 2019.3; QCEW, OES, 2017; O*NET
MORE ABOUT THE CENTERS OF EXCELLENCE

The Centers of Excellence (COE) for Labor Market Research deliver regional workforce research and technical expertise to California Community Colleges for program decision making and resource development. This information has proven valuable to colleges in beginning, revising, or updating economic development and Career Education (CE) programs, strengthening grant applications, assisting in the accreditation process, and in supporting strategic planning efforts.

The Centers of Excellence Initiative is funded in part by the Chancellor’s Office, California Community Colleges, Economic and Workforce Development Program. The Centers aspire to be the leading source of regional workforce information and insight for California Community Colleges. More information about the Centers of Excellence is available at www.coeccc.net.

For more information on this study, contact:

Aaron Wilcher, COE Director
Center of Excellence, North/Far North Region
(916) 563-3233
wilchea@losrios.edu

Important Disclaimer
All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. Efforts have been made to qualify and validate the accuracy of the data and the reported findings; however, neither the Centers of Excellence, COE host District, nor California Community Colleges Chancellor’s Office are responsible for applications or decisions made by recipient community colleges or their representatives based upon components or recommendations contained in this study.

© 2019 California Community Colleges Chancellor’s Office Economic and Workforce Development Program

Please consider the environment before printing. This document is designed for double-sided printing.