

**Strong Workforce Program**  
**Information and Communication Technologies & Public Sector**  
**Pathways**  
**Analyst Careers Advisory**  
**Regional Workforce Advisory Meeting Proceedings**  
**April 2, 2025**  
**Virtual**

## **Introduction**

The Los Rios Community College District, in partnership with Valley Vision and in collaboration with Sierra College, Yuba Community College District, and Lake Tahoe Community College, invests in Strong Workforce funding to organize and convene Regional Advisories. The objectives of the Regional Advisories are to build strong relationships between employers, educators, and the workforce that:

- Provide timely information on skills gaps and workforce needs, informing partners on major industry trend information.
- Improve the efficiency of the advisory process for educators and employers.
- Reflect a regional view of workforce needs and assets.
- Provide opportunities for more systemic, ongoing engagement, including workforce partners in key industry sectors.

Regional Advisory meetings provide crucial insights for guiding investments and improvements in Career Education (CE) programs to meet the rising demand for middle skill positions. This report summarizes the Spring 2025 Regional Advisory meeting, which focused on careers in the Information and Communication Technologies (ICT) sector and Public Sector pathways, with an emphasis on the growing demand for analyst careers across both private and public industries. It includes key findings, best practices, and detailed minutes from the discussions, highlighting the expanding role of analysts in the regional economy.

Valley Vision supports a robust talent pipeline through our multiple 21st Century Workforce initiatives. We prepare our regional workforce for the future by addressing skills gaps, advancing research, aligning efforts, and strengthening systems. Valley Vision's workforce efforts are supported by the Sacramento Employment and Training Agency (SETA), Golden Sierra Workforce Development Board (WDB), North Central Counties Consortium, Yolo WDB, Los Rios Community College District, and others.

The Strong Workforce program provides Career Education opportunities to increase social mobility and fuel regional economies with skilled workers.

## Key Findings

- The demand for analyst roles remains steady across the Greater Sacramento region, with over 6,500 analyst-related job postings recorded across 1,100 employers in the past year. Analyst skills are in high demand not just in traditional tech fields but also in government, healthcare, finance, and professional services.
- Private sector employers typically require a bachelor's degree for analyst roles, while many public sector positions do not list a formal education requirement. Across all sectors, most postings sought candidates with two to six years of professional experience, indicating that analyst careers are often mid-level opportunities.
- Employers hiring for analyst roles prioritize both technical and interpersonal skills. High-demand skills include data analysis, project management, Microsoft Excel, data visualization tools, communication, collaboration, and problem-solving.
- Analyst roles increasingly require skills related to data-driven decision making across both technical and non-technical fields. Educators must prepare students for roles that require both analytical thinking and the ability to communicate insights effectively across industries.
- Regional wage data shows that most analyst roles exceed the living wage threshold. Analyst careers are seen as strong pathways for economic stability and career growth across the region.
- Public administration, professional and technical services, and healthcare are the top industries employing analysts. Government agencies alone account for 38% of analyst jobs in the region, highlighting the critical role of public sector career pathways in meeting analyst career growth.
- The current education pipeline for analyst careers is strong but not sufficient to meet future demand. Regional institutions award approximately 4,200 analyst-related degrees annually, but there is still a projected shortfall of 1,100 bachelor's degree completions needed each year to meet labor market needs.
- Learners entering analyst pathways should be encouraged to build a mix of technical skills and real-world experience. Employers seek out candidates who not only have degrees but also demonstrate the ability to apply analytical skills through internships, projects, and work-based learning experiences.

## Meeting Proceedings

### Welcome and Introduction

Valley Vision Project Manager Caitlin Blockus welcomed attendees to the Analyst Careers Regional Advisory, a cross-sector event focused on pathways into analyst roles across public and private sectors. Blockus shared that this event was part of a broader effort to align education and workforce strategies with the region's growing demand for analyst talent. She was joined by Valley Vision Project Associate Diangelo Andrews and Project Coordinator Liz Kilkenny, who supported event planning, logistics, and technology support throughout the session. Valley Vision also introduced Alena Anberg, Director of Employer Partnerships at the Los Rios Community College District, who welcomed attendees on behalf of the regional network of colleges. She emphasized the importance of hosting regional advisories to ensure that college programs are responsive to labor market demands and employer needs.

### Labor Market Information and Job Posting Insights

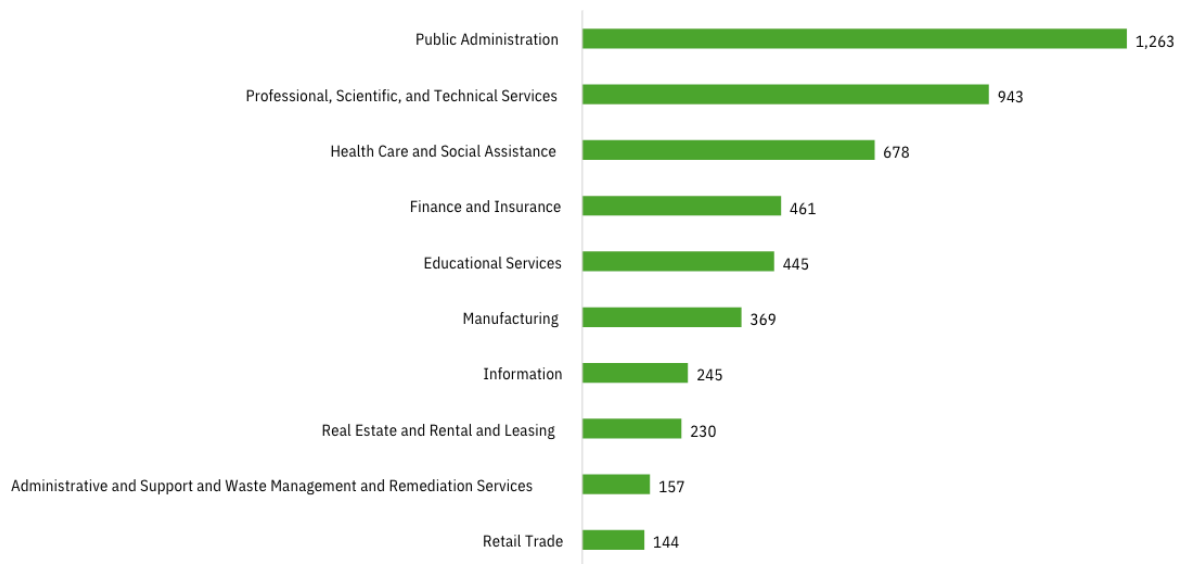
The event kicked off with a labor market presentation by Ebony Joy Benzing, Director of the Greater Sacramento Center of Excellence (COE) for Labor Market Research, who delivered a presentation to ground the advisory conversation in labor market insights. She began by sharing the COE's mission to provide high quality, real world data that informs the design of career education programs. These insights are especially critical as educators and employers work together to ensure that students are being prepared for occupations that offer both economic mobility and long-term growth.

To frame the discussion, Benzing emphasized the Greater Sacramento's regional economy, which supports over 1.3 million jobs. She pointed out that Sacramento County holds nearly 60% of these jobs, with Placer and Yolo counties accounting for 16% and 9%, respectively. This geographic breakdown, paired with job distribution data, illustrates how employment opportunities are concentrated in urban hubs, especially for analyst roles, which are often centralized in government and healthcare sectors. These two industries are not only the region's largest employment sectors, but also among the fastest growing through 2028, underscoring the importance of aligning workforce development efforts with these areas.

Within analysis of job postings, Benzing revealed that over 6,500 analyst related positions were posted within a single year by more than 1,100 employers. This figure signals sustained demand for professionals with analytical skill sets across the region. Analyst job postings were highest among large public institutions and healthcare systems. Top employers included UC Davis, the State of California, the California Public Employees' Retirement System, Adventist Health, and Sutter Health.

Benzing emphasized that while some job titles explicitly contain the word “analyst,” such as Staff Services Analyst or Program Analyst, others do not. Roles like Human Resources Specialist, Computer User Support Specialist, and Data Scientist were all included in the analysis because they consistently require individuals to gather, interpret, and apply data in decision-making processes. This broad interpretation captures the full scope of careers that demand analytical skills even outside of traditional tech roles.

## Analyst Postings by Industry Sector



Source: Lightcast 2025.1; QCEW employees, Non-QCEW employees, and self-employed.

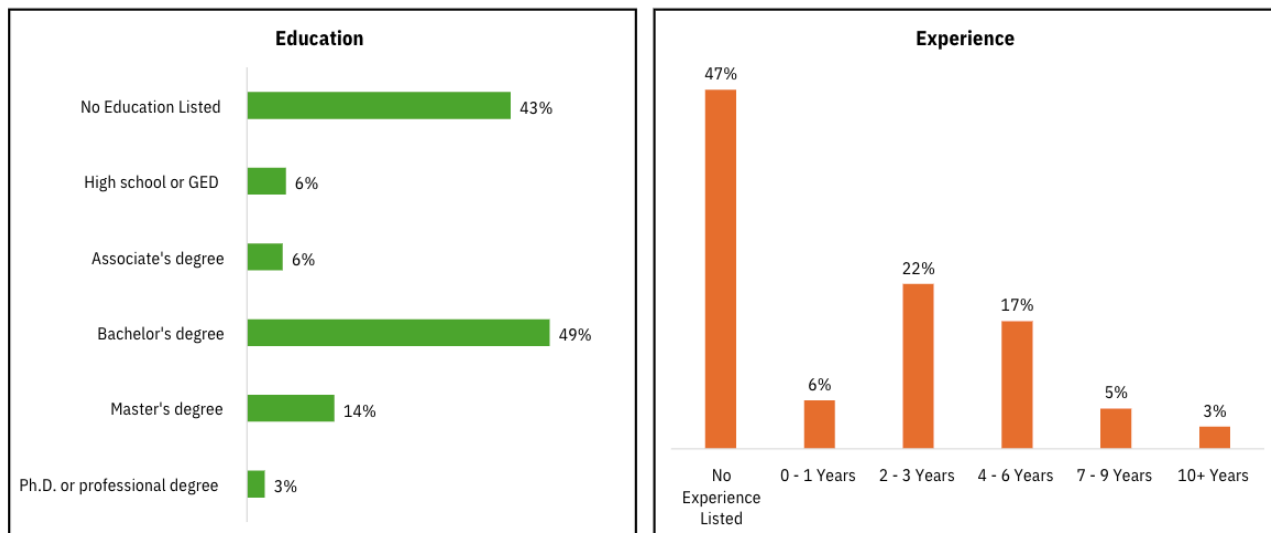


Figure 1.1: Analyst Job Postings by Sector

Benzing then reviewed the education and experience requirements most commonly listed in analyst job postings. As shown in Figure 1.2, 49% of analyst postings required a bachelor’s degree. This requirement varied by sector, with approximately 65% of private sector positions requiring a bachelor’s degree compared to just 20% of public sector postings. However, Benzing noted that about 75% of public sector job postings did not list any formal education requirements at all, making comparisons across sectors more complex.

Most employers sought candidates with two to six years of professional experience. Benzing pointed out that these requirements indicate that analyst roles are typically mid-career opportunities, suitable for workers who have accumulated a few years of professional experience but are still relatively early in their careers.

## Most Desired Education and Experience



Source: Lightcast 2025.1; QCEW employees, Non-QCEW employees, and self-employed.



Figure 1.2: Education and Experience Requirements

In Figure 1.3, Benzing offered a side by side comparison of analyst jobs in the public and private sectors. The data showed that private sector positions paid, on average, seven dollars more per hour than public sector roles. However, public jobs were more flexible when it came to educational qualifications. Both sectors demonstrated consistent interest in foundational skills like data analysis, communication, and problem solving, but diverged in specialized areas. The private sector emphasized tools like Power BI and Tableau, reflecting a demand for data visualization capabilities. Meanwhile, the public sector leaned more heavily on research skills, which are often necessary for program evaluation and policy development.

Benzing suggested that these differences underscore the varied but equally valuable skill sets that analysts bring to different types of organizations and why colleges must prepare students for both technical proficiency and contextual thinking.

## Public vs. Private Sector Analysts

Public Sector	Private Sector
<ul style="list-style-type: none"> <li>• 2,211 job postings from 133 employers</li> <li>• Median advertised salary of \$37.29/hour</li> <li>• 20% of job postings required a Bachelor's degree (75% postings did not include an ed level)</li> <li>• Key skills: data analysis, project management and research</li> </ul>	<ul style="list-style-type: none"> <li>• 3,920 job postings from 989 employers</li> <li>• Median advertised salary of \$44.43/hour</li> <li>• 65% of job postings required a Bachelor's degree</li> <li>• Key skills: data analysis, data visualization, and project management</li> </ul>

Source: Lightcast 2025.1; QCEW employees, Non-QCEW employees, and self-employed.



Figure 1.3: Public vs. Private Sector Comparison

Zooming out to look at broader labor market data, Benzing identified the top industries employing analysts across all levels of government and business. She noted that government roles lead analyst employment, both in traditional data roles and hybrid positions that blend project management with policy evaluation. These findings support the view that analyst careers are deeply embedded across sectors and not limited to tech or finance alone. Benzing emphasized that most analyst positions offer wages that exceed the regional living wage threshold, with entry-level analyst roles in Greater Sacramento offering an average wage of approximately \$41.19/hour. She noted that analyst roles generally provide earnings that support economic mobility across the Greater Sacramento region, making them strong candidates for workforce investment strategies.

In the final portion of her presentation, Benzing turned the group's attention to the regional education pipeline and how it aligns with projected job demand. As shown in Figure 1.4, the Greater Sacramento region awards approximately 4,200 degrees annually in programs related to analyst occupations. More than half of these completions (54%) are bachelor's degrees, reflecting the educational level most frequently requested by employers in analyst job postings.

However, Benzing highlighted a significant supply gap in the region. Labor market projections indicate that the Greater Sacramento area will need an additional 1,100 bachelor's degree graduates per year to meet the expected demand for analyst-related positions. Despite healthy degree production levels, the current supply is not sufficient to fully meet employer needs, particularly as the analyst workforce continues to expand across industries such as government, healthcare, finance, and professional services.

Benzing emphasized that closing this supply gap will require a more intentional and connected regional strategy. Strengthening transitions between community colleges and four-year universities, improving academic and career advising for students pursuing analyst-related fields, and supporting work-based learning opportunities such as internships and apprenticeships are critical to ensuring a robust and equitable talent pipeline

## Estimating the Supply Gap

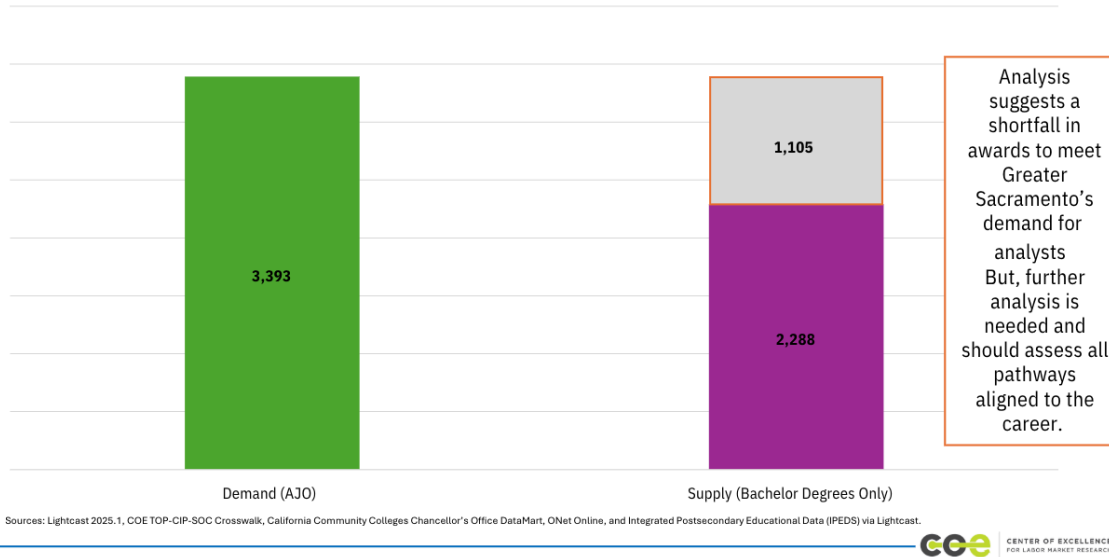


Figure 1.4: Education Pipeline and Supply Gap

At the conclusion of her presentation, Ebony Joy Benzing summarized the most important findings by offering three specific takeaways for educators, workforce partners, and industry stakeholders to consider as they plan future workforce development efforts.

First, analyst careers are in high demand across multiple industries. Roles requiring strong analytical skills are not limited to the technology sector. They are growing rapidly in government agencies, healthcare organizations, financial institutions, and professional services firms. Analysts are increasingly essential to driving data-informed decision making in a wide range of sectors. Second, these positions offer strong wages and clear pathways for career advancement. Most analyst occupations exceed the regional living wage threshold, offering economic stability for early and mid-career professionals. These roles also provide opportunities for long-term growth, as skills in data analysis, research, and project management continue to be highly valued in the evolving workforce. Third, a stronger and more connected education-to-career pipeline is urgently needed to meet employer demand. Benzing explained that colleges and workforce programs must work together to increase the number of students completing

analyst-related degrees, particularly bachelor's degrees. She further noted that enhancing transfer pathways, expanding access to work-based learning, and promoting equitable access to analyst career tracks are essential strategies for ensuring that the region's workforce can meet future labor market needs.

## **Panel Discussion: Analyst Roles and Workforce Development Strategies**

During the panel discussion, regional employers shared insights on the evolving landscape of analyst careers across public and private sectors, focusing particularly on the role of data-driven decision-making in government, education, and related fields. Employers such as the California Department of Human Resources (CalHR), Placer County, Sacramento County Office of Education (SCOE), and the U.S. Department of Agriculture (USDA), who hire across Greater Sacramento, discussed the wide array of opportunities available for professionals in these roles. Panel representatives included:

- Lanaya Trejo - *California Department of Human Resources, Analyst Recruitment Specialist*
- Erica Priddle - *Placer County, Workforce Development Manager*
- Nnenaya Jite-Ogbuehi - *Sacramento County Office of Education, Program Analyst*
- Catharine Anderson - *U.S. Department of Agriculture, Risk Management Specialist*

### **The Role of Analysts**

Panelists emphasized the multifaceted role of analysts in guiding organizational strategy across sectors, highlighting their ability to manage complex programs through strong research, reporting, and data analysis skills. Beyond technical expertise, analysts play a critical communicative role—translating complex data into clear, actionable insights for diverse audiences. This function is especially vital in government operations, where data-informed analysis supports informed decision-making in areas such as public safety and crime prevention.

### **Skills and Competencies**

Panelists identified a blend of technical skills as essential for analyst roles. Employers stressed proficiency in data analysis tools like Excel, alongside data visualization techniques to present insights effectively. The discussion also highlighted project management skills, which enable analysts to coordinate data-driven initiatives across departments, ensuring alignment with organizational objectives.

Furthermore, interpersonal skills were deemed critical. Panelists emphasized effective communication, enabling analysts to convey findings clearly to diverse stakeholders. This combination of technical and interpersonal skills ensures analysts can interpret complex data and collaborate with organizational leaders to support strategic goals.

The discussion also addressed flexible qualifications. Jite-Ogbuehi of SCOE described the Office of Education’s practice of allowing candidates to qualify with education, training, or experience equivalent to a bachelor’s degree. These and other inclusive processes, panelists noted, enable a diverse workforce to meet the region’s growing demand for analysts, ensuring opportunities for candidates from varied backgrounds to contribute to organizational success. Employers discussed efforts to broaden access to analyst roles by removing traditional barriers. Trejo of CalHR detailed how degree requirements for Staff Services Analyst positions were eliminated to expand opportunities for diverse candidates, aligning with the 75% of public sector postings that omit degree requirements. Other innovative hiring strategies were highlighted, such as Placer County’s focus on lived experience to create entry-level classifications.

## **Preparing the Workforce**

To address the region’s 1,100 bachelor’s degree shortfall, panelists advocated for practical training programs. Employers emphasized the value of mock interviews to build confidence in younger candidates, along with the importance of internships, noting that these opportunities provide practical insights and allow jobseekers to network with potential hiring managers, along with fostering a direct pathway to employment and hands-on experience.

Additionally, panelists discussed integrating work-based learning into educational programs to align curricula with employer needs. Panelists discussed how research-focused projects were instrumental in preparing for report-intensive roles. These strategies, employers noted, strengthen the talent pipeline by equipping candidates with technical and practical skills, supporting Greater Sacramento’s goals of economic mobility and workforce readiness.

The panel’s insights emphasized accessible hiring practices, comprehensive skill development, and hands-on training to build a robust analyst workforce, supporting Greater Sacramento’s goals of economic mobility and workforce readiness.

## **Conclusion**

At the conclusion of the advisory, faculty and employers were encouraged to continue fostering collaboration to strengthen the pipeline into analyst careers within the region and ensure graduates are well-prepared to enter the workforce.

Please [click here](#) to view the detailed event materials and access a video recording. You can also access comprehensive labor market data on analyst careers compiled by the Center of Excellence for the Greater Sacramento region [here](#). Additionally, if you're interested in staying updated on the latest news, insights, and opportunities in workforce development, you can sign up for [Valley Vision’s newsletter](#) here.

For more information about the report and labor market data provided, please contact:

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