



C·O·E

CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

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



OVERVIEW OF PUBLIC SECTOR JOBS

- 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.

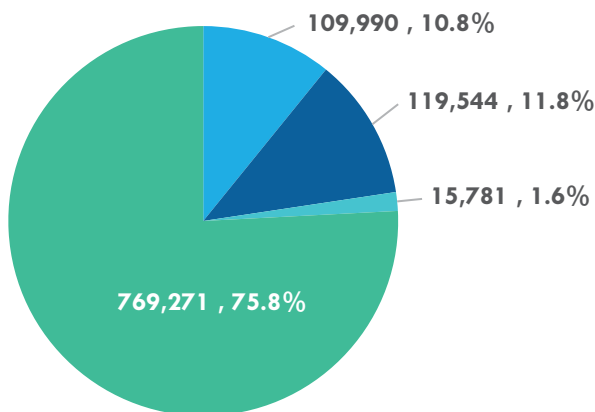
That's **245,000** public sector jobs.*



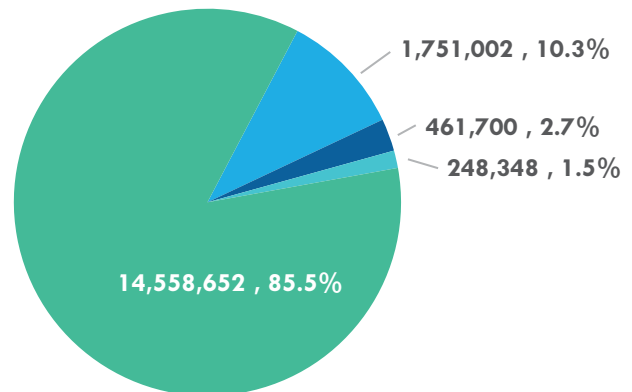
By comparison **14.5%** of all jobs in California are public sector jobs.

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

Public sector jobs in the Sacramento region



Public sector jobs in California



■ Local Government ■ State Government ■ Federal Government ■ Private Sector



1 in 4 state jobs in California is in the Sacramento region.

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

REGIONAL PUBLIC SECTOR JOBS



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

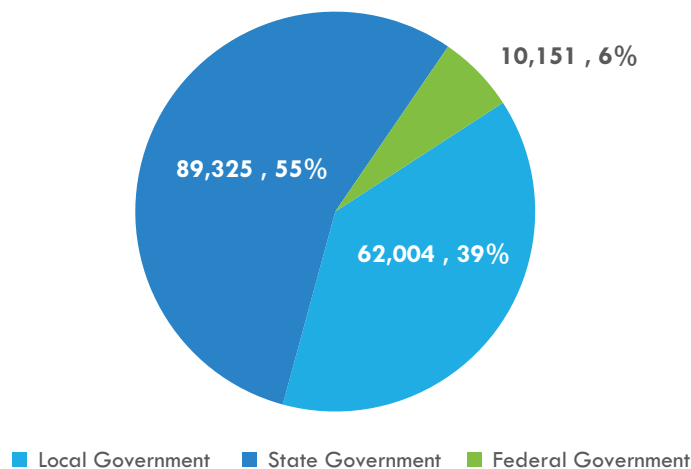
➤ Most public sector jobs in the region are concentrated in Sacramento County.

Public sector jobs by county



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

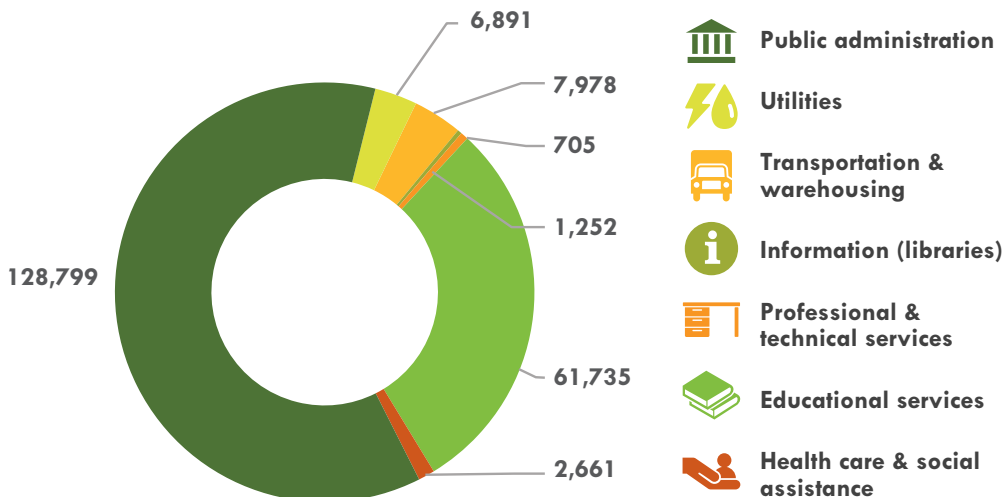


Source: QCEW, 2017

INDUSTRY SECTORS

7

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



There are **6,300** public sector establishments (sites, facilities, offices) in the Sacramento region. A large concentration is in public administration and educational services.

Source: QCEW, 2017

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: Source: EconoVue, Dun & Bradstreet, 2019





PUBLIC SECTOR WAGES

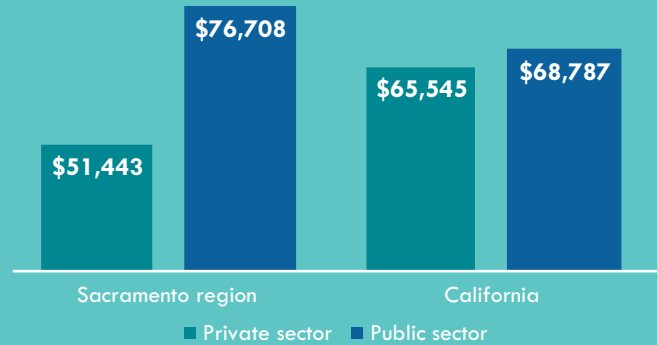


Public sector jobs pay, on average annually, **\$25,000** more than private sector jobs in the Sacramento region.

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

Average annual public sector wages vary among sectors:

	\$96,260	Utilities
	\$84,200	Public administration
	\$59,400	Transportation/warehousing
	\$52,600	Educational services



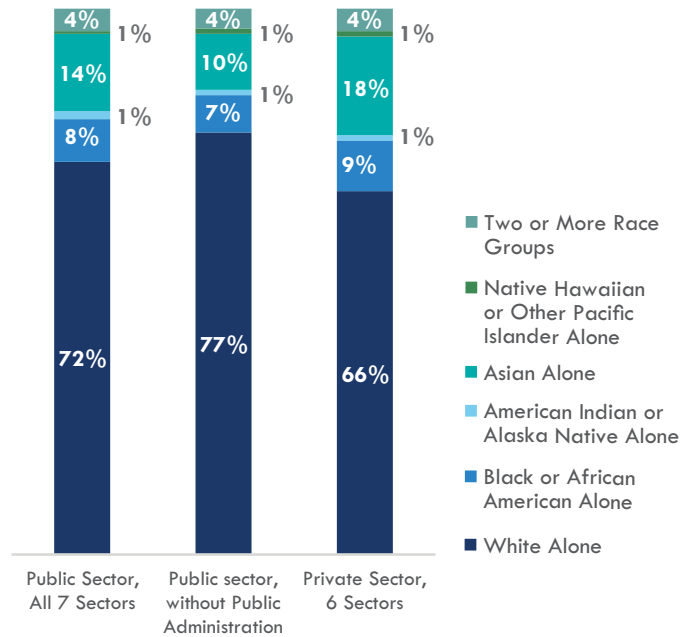
Source: QCEW 2017



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

Public and private sector race demographics, Sacramento region

- 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.

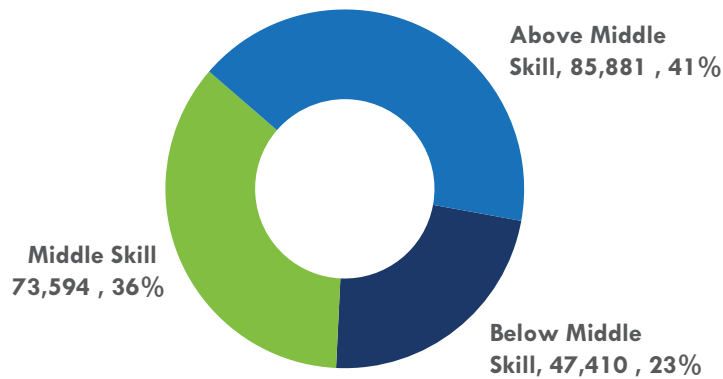
Source: U.S. Census, QWI, LED, Q3, 2018

EDUCATIONAL REQUIREMENTS & SKILL LEVEL



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.

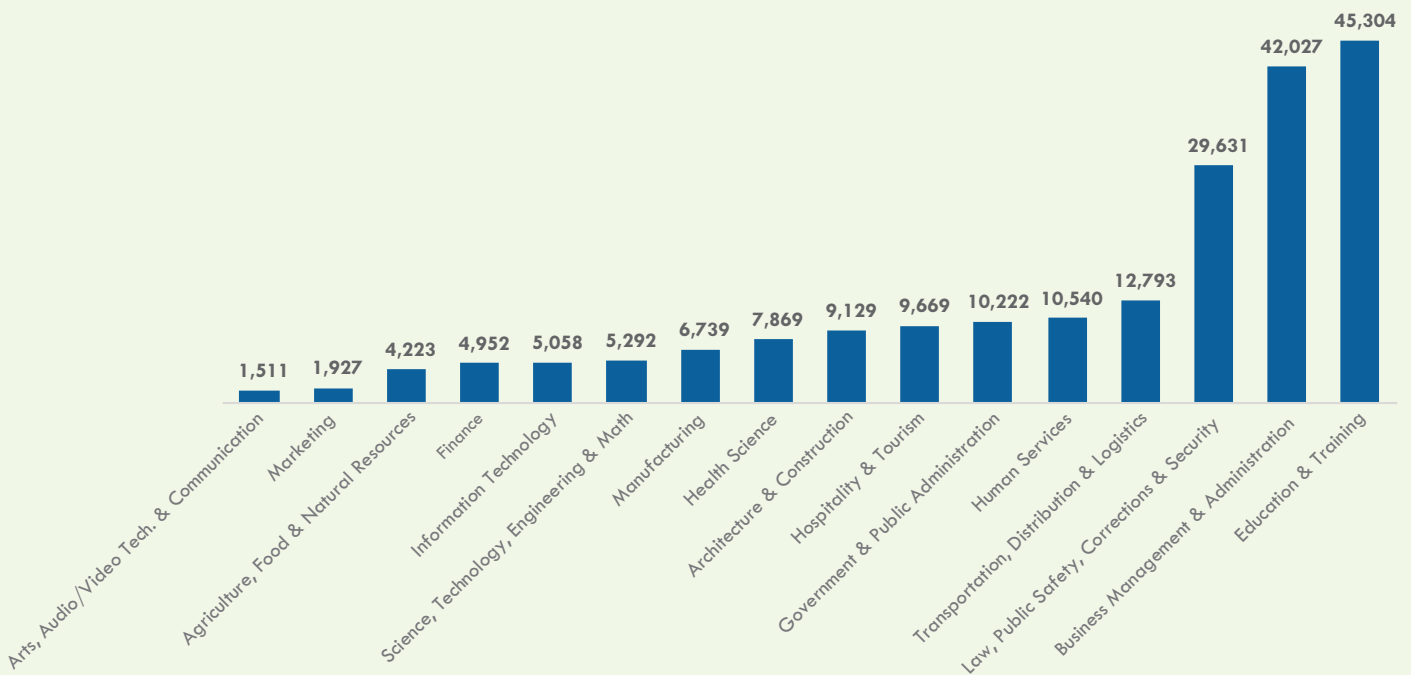
Regional public sector jobs by skill level



- > 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).

Source: QCEW, 2017; OES, 2017

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



Source EMSI, 2019.3; QCEW, OES, 2017; O*NET

OVERVIEW OF PUBLIC SECTOR JOBS

Key occupations with education/training requirements & typical wages

O*NET Career Cluster	Require a bachelor's degree or higher, Above middle skill		Require some postsecondary education/training, Middle skill	
	Occupations	Wages	Occupations	Wages
Agriculture, Food & Natural Resources	Environmental engineers; Biological technicians	\$21-\$52	Water & wastewater treatment plants & systems operators; Forest & conservation technicians	\$15-\$33
Architecture & Construction	Civil engineers; Construction managers	\$30-\$55	Operating engineers; Electricians; Civil engineering technicians; Plumbers and pipefitters	\$20-\$47
Business Management & Administration	Labor relations specialists; General operations managers; Training & development specialists	\$31-\$64	Executive secretaries; Customer service reps; Human resources assistants	\$16-\$45
Education & Training	Elementary school teachers; Secondary school teachers; Middle school teachers; Library technicians; Librarians	\$14-\$58	Library technicians; Preschool teachers	\$14-\$15
Finance	Accountants & auditors; Financial managers	\$32-\$51	Claims adjusters, examiners & investigators	\$19-\$36
Government & Public Administration	Compliance officers; Urban & regional planners	\$35-\$46	Tax examiners & collectors; Transportation security screeners; Construction & building inspectors	\$15-\$38
Health Science	Physicians & surgeons; Speech-language pathologists; Medical & health services managers	\$42-\$125	Registered nurses; Licensed practical and vocational nurses; Nursing assistants	\$17-\$58
Human Services	Social workers; Community and social services specialists; Clinical, counseling & school psychologists	\$17-\$41	Childcare workers; Social & human services assistants	\$11-\$19
Information Technology	Computer systems analysts; Software developers	\$40-\$46	Computer user support specialists; Network & computer systems administrators	\$26-\$43
Law, Public Safety, Corrections & Security	Lawyers; Probation officers	\$31-\$63	Police & sheriff's patrol officers; Correctional officers; Firefighters; Paralegals	\$22-\$68
Manufacturing	N/A	-	Maintenance & repair workers; Mechanics, installers, & repairers; Power plant operators; Engineering technicians	\$19-\$55
Science, Technology, Engineering & Mathematics	Environmental scientists; Engineers; Electrical engineers; Architectural & engineering managers; Biological scientists	\$35-\$54	N/A	-
Transportation, Distribution & Logistics	Airline pilots	\$75	Heavy & tractor-trailer truck drivers; Bus & truck mechanics; Logisticians; Mobile heavy equipment mechanics	\$13-\$66

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.

The hardest to fill jobs include positions in these areas:

Professional: engineers, accountants, business and financial services

Administrative: 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

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.coecc.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.



C·O·E

CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

www.coecc.net

