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
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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.

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
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

<table>
<thead>
<tr>
<th>County</th>
<th>Jobs 2017</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>

Source: QCEW, 2017

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

Federal, State and Local Jobs in the Sacramento Region

Source: QCEW, 2017
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.

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 Division

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
Public sector wages vary among sectors:

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

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.

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.
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.

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.

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
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

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

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