Igniting Passion for Public Service: Civics Education & Workforce Development

Thursday, September 13, 2018, 4:15 – 5:30 p.m.
League of California Cities Annual Conference
ILG is the non-profit research and education affiliate of
ILG Mission

• Promoting good government at the local level

• Practical, impartial and easy-to-use materials
Governments Engaging Youth (GEY)

Vision: Local governments and schools collaborate to prepare students for civic life and college/career readiness.

City of Elk Grove Summer @ City Hall Mock Council Meeting featuring youth participating as city staff (City Manager, City Attorney, and City Clerk).
Why Focus on Public Sector As A Workforce Cluster?

- Public Sector Retirement Tsunami
- Public Sector workforce does not represent community
- Public sector = 30% of all regional jobs
- Public sector job descriptions hiring processes lag current realities
- Stigma about public sector jobs
- Confusion and misinformation about government agencies
- Lack of intentional relationship between public sector and education
What Could Be Different…
As A Result Of This Work

Development of vibrant 21st century government leaders who can transform the government sector to be more responsive to communities and better equipped to find innovative solutions to complex intergovernmental issues.

Jobs with living wages and benefits that lead to healthier communities.

Government better attracts, retains and develops employees leading to more diverse, representative and prepared public sector workforce via employer/education partnerships.
How does this work?
Tailored Models!

City of Moreno Valley 2016 Summer @ City Hall

City of Oxnard Summer @ City Hall Youth get a tour of the local fire department
GEY Key Sites & Growth

- City of Elk Grove
- City of Moreno Valley
- City of Oxnard / Ventura County Civic Alliance
- City of Rancho Cordova / Pro Youth - Rancho Cordova
- City of Sacramento
- City of Salinas
- City of Sonoma
- City of Watsonville

- City of West Sacramento
- City of Yuba City
- Alameda County Health Pipeline Partnership
- Sacramento Employment & Training Agency
- Sacramento Health Professions High School (Public Health)
- Yolo County
GEY Toolkit
www.ca-ilg.org/geytoolkit

- Spectrum of models
- Sample curriculum plans
- Work-based learning guides
- Resources to work with diverse youth
- Sample budgets and staff reports for city council
- Tools on how cities and schools can partner for positive youth outcomes.
- And more!
ELK GROVE’S 2018 CIVIC SUMMER PROGRAM
BACKGROUND

- Program started in 2015 (our 4th year)
- Partnership with EGUSD, Florin High School Law Academy and City of Elk Grove
- 29 students from various Pathways
- Curriculum – two weeks (June)
  - 9AM-3PM, 5 days a week
- Internships – three weeks (July)
  - 8:00 a.m. – Noon, 5 days a week
TWO WEEK CURRICULUM OVERVIEW

• Soft skills-what to expect in a work environment, and overview of government structure
• City Council members, community leaders, Assembly Member, department staff speak about City jobs, history and issues
• City Clerk teaches students about how to run a City Council meeting and the importance of “perspective” taking.
• Held short mock City Council meeting
• Field trip to State Capitol
• K9 Demonstration
• Introduced Digital Badging concept through LRNG platform
• Graduation ceremony
INTERNSHIP AGENCIES

- City of Elk Grove
- Elk Grove Unified School District
- Cosumnes CSD (Fire/Parks)
- County Library
- Paratransit Inc.
- California Energy Commission
- Sacramento Metro Fire
- Chicks in Crisis
HOW WE’VE GROWN

- From 2015-2017 we had a small program
  - Only two weeks total
  - With 6 hours of job shadowing

- Institute for Local Government Grant ($25K)
  - Allowed us to greatly expand the program by:
    - Implemented a digital badge
    - Hired a consultant to help establish more framework
K9 DEMONSTRATION WITH STUDENTS
INTERNSHIP IN TRAFFIC OPERATIONS CENTER
Foster Youth at Work Now Enrolling!
20 Youth received 32 hours of work skills training to prepare them for employment.
TRAINING TOPICS INCLUDE:

- Change Your Mind, Change Your World
- Know Your Strengths
- Careers Are a Choice
- Dressed for Hire
- Contemporary Job Search Strategies
- Resume Development
- Awesome Interview Skills
- Workplace Ethics

- Get the Message on Business Communication Skills
- Self Leadership – Leadership
- Development for Youth
- Customer Service Star
- Meet the Employers
- How to Network
- Money Management
FOSTER YOUTH TO WORK

Tap into Talent – Hire a Foster Youth
SACRAMENTO WORKS PROVIDED THE EMPLOYER WITH THE FOLLOWING BENEFITS:

A single point of contact to assist the employee with issues on the job

Paid work experience of 240 hours at minimum wage
FOSTER YOUTH TO WORK

EMPLOYERS
Sacramento County Probation
Del Paso Grooming
Cullincini Restaurant Supply
Mylapore Restaurant
PATHWAYS
Public Service Internship Program
PATHWAYS TO PUBLIC SERVICE

20 Youth enrolled in a Sacramento County Office of Education Community School CARE Intervention Program will receive 40 hours of training to prepare them for a paid internship with a public sector employer.
WORKPLACE SKILLS TRAINING

- Resilience
- Critical Thinking
- Collaboration
- Empathy
- Civic Engagement
- Communication
- Digital Fluency
- Entrepreneurial Mindset
- Financial Literacy

- Resume, Cover Letter, & Application Process
- Interview Basics
- 21st Century Job Search Skills
- Adaptability
PATHWAYS TO PUBLIC SERVICE

John Furtado, Intern
City of Sacramento
Animal Shelter
The first cohort of the Sacramento Works Pathways to Public Service Program was launched in May 2018 and 10 youth ages 16-21 have completed work skills training.
EMPLOYER BENEFITS

- Case management to provide youth support to maneuver employment challenges
- A single point of contact to assist with employee if there are issues on the job
- Up to 240 hours of wages covered at no cost
PATHWAYS TO PUBLIC SERVICE

Internship Placements Include:
California Council of the Blind
City of Sacramento Parks and Recreation Department
Regional Transit
City of Sacramento Animal Shelter
Goodwill Industries
What Could Be Different… As A Result Of This Work

Development of vibrant 21st century government leaders who can transform the government sector to be more responsive to communities and better equipped to find innovative solutions to complex intergovernmental issues.

Jobs with living wages and benefits that lead to healthier communities.

Government better attracts, retains and develops employees leading to more diverse, representative and prepared public sector workforce via employer/education partnerships.
Q & A
Contact Information

Steve Ly, Mayor, City of Elk Grove
• SteveLy@elkgrovecity.org

Cathy Capriola, City Manager, City of Sonoma
• ccapriola@sonomacity.org

Terri Carpenter, Workforce Development Manager, Sacramento Employment & Training Agency
• Terri.Carpenter@seta.net

Randi Kay Stephens, Institute for Local Government
• rstephens@ca-ilg.org

www.ca-ilg.org/GEYToolkit
Sources and Referrals

- **WHAT DOES THE PUBLIC SECTOR LOOK LIKE IN OUR REGION?**
  - [https://www.sacog.org/about-sacog](https://www.sacog.org/about-sacog)
  - [http://www.saclafco.org/MunicipalServiceReviews/Pages/default.aspx](http://www.saclafco.org/MunicipalServiceReviews/Pages/default.aspx)
- **WHAT DOES THE PUBLIC SECTOR LOOK LIKE IN CALIFORNIA?**
  - [http://ca.gov/Agencies](http://ca.gov/Agencies)
  - [https://www.bls.gov/oes/2016/may/oes_research_estimates.htm](https://www.bls.gov/oes/2016/may/oes_research_estimates.htm)
- **SAMPLE WAGES & EDUCATION**
- **PROBLEMS/CHALLENGES FACING THE PUBLIC SECTOR PIPELINE**
- **SYNERGY IN OUR REGIONAL EFFORTS**
  - [https://www.govops.ca.gov/civil-service-improvement/](https://www.govops.ca.gov/civil-service-improvement/)
  - [http://www.ca-ilg.org/ConnectingtheNextGeneration](http://www.ca-ilg.org/ConnectingtheNextGeneration)
- **JOURNEY WE ARE ON**
  - [https://www.alignncap.org/about-align-capital-region/how-it-works/](https://www.alignncap.org/about-align-capital-region/how-it-works/)