NAST Webinar

We will start soon.
Let us know where you are calling in from today.

The webinar is being recorded for on demand viewing. Please submit your questions and comments. Polling questions will be asked throughout the presentation.
Background on this Report
Kari Arfstrom, NAST
To find the report and appendices: nast.org/workforce/
Challenge and Opportunity in maintaining a Skilled and Effective Public Finance Workforce

2 November 2021

Joel Simon, Vice President
Emsi Burning Glass – Community Insights
joel.simon@emsibg.com
About Emsi Burning Glass

Emsi Burning Glass is the world’s leading authority on job skills, workforce talent, and labor market dynamics, providing expertise that empowers businesses, education providers, and governments to find the skills and talent they need and enables workers to unlock new career opportunities.
Emsi Burning Glass Data

$ Compensation Data
Data from government sources and wage data advertised in job postings to provide an estimate compensation.

Skills Library
Skills possessed by real people that describe jobs much more accurately than a raw job title

Global Data
Data from various countries categorizing industry, occupation, and profiles
# Understanding Skills: Our Data Sources

<table>
<thead>
<tr>
<th>Job postings</th>
<th>Government data</th>
<th>Career profiles</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Real-time labor market data</strong> from job advertisements placed by employers. Emsi Burning Glass has a database of more than 1 billion current and historical postings, collected daily.</td>
<td><strong>Trusted government data sources</strong> like US Census Bureau and the Bureau of Labor Statistics. Emsi Burning Glass provides 18 billion data points curated from dozens of government sources updated quarterly.</td>
<td><strong>Data from online profiles and resumes</strong> allowing us to analyze real-world career transitions. Emsi Burning Glass has a database of more than 500 million career profiles worldwide.</td>
</tr>
</tbody>
</table>
Emsi Burning Glass data have been built over 15 years with robust taxonomies and the industry’s largest in-house data science team.

3.4 million
Active unique jobs collected daily

50,000
Sources across the web - job boards and corporate sites

>1 million
Firms represented, from large corporations to SME’s

80%
Deduplication ensuring integrity and consistency

300 million
Resumes processed per annum

>1 billion
Historical job market records

Deduplication ensuring integrity and consistency

Dynamic Labor Market Taxonomy
- 23 Career Areas
- 1700 Occupations
- 18,000 Skills
- 60,000 Skill Variants
Our Data Ontology is Comprehensive and Dynamic

Occupation Hierarchy Sample: Logistics

Skill Hierarchy Sample: Web and Mobile
Looking Closely, Thinking Broadly

- Do we have the people we need to best serve the taxpayer?
- How are our needs evolving?
- How do we hold on to the talent that we have?
- How do we compete for the best talent?
# Scope of the Research

<table>
<thead>
<tr>
<th>Public Sector Workforce</th>
<th>Job Posting Data</th>
<th>Public Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>• State</td>
<td>• Openings</td>
<td>• Demographics</td>
</tr>
<tr>
<td>• County</td>
<td>• Skills</td>
<td>• Projections</td>
</tr>
<tr>
<td>• Municipal</td>
<td>• Wages</td>
<td></td>
</tr>
</tbody>
</table>
Context: Increasing Demands on Public Finance Systems and its People

Economic Recovery
Program Management
Compliance
Public Trust

Now more than ever, State, County, and Municipal Finance operations require skilled and committed teams
Polling Question:
Demographics, Destiny

What percentage of the public finance workforce will be retirement eligible in the next 10 years?
Brain Drain

The public finance sector is bracing for a wave of retirements and needs to be prepared to develop and mentor an existing and new talent.
Challenging Assumptions

Private Finance:

Public Finance:
Brain Drain
Public Purpose
Wage & Benefits
Retirement
Turnover
Access to Opportunity

Demand for Finance Roles by Industry and Level of Education

In 2019 & 2020, 13% of all job postings for finance roles in the public sector required less than a Bachelor’s Degree, relative to just 6% for finance roles across all industries.
Lower Barrier to Entry

In 2019 & 2020, nearly half of all job postings (48%) for finance roles in the public sector required only up to 2 years of experience, relative to 29% for finance roles across all industries.

Demand for Finance Roles by Industry and Years of Experience

- **Public Sector**
  - 0 – 2 Years: 48%
  - 3 – 5 Years: 36%
  - 6 – 8 Years: 8%
  - 9+ Years: 8%
- **All Industries**
  - 0 – 2 Years: 29%
  - 3 – 5 Years: 48%
  - 6 – 8 Years: 12%
  - 9+ Years: 11%
Polling Question:
Public vs. Private Finance Compensation

Which sector pays more: public or private?
## Dispelling the Wage Myth

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Entry-Level</td>
<td>$67,952</td>
<td>$65,282</td>
</tr>
<tr>
<td>Mid-Career</td>
<td>$89,524</td>
<td>$86,361</td>
</tr>
<tr>
<td>Management</td>
<td>$86,471</td>
<td>$95,010</td>
</tr>
<tr>
<td>Executive Management</td>
<td>$97,640</td>
<td>$104,127</td>
</tr>
</tbody>
</table>

Average wages for entry-level and mid-career professionals are higher within the public sector than within the private sector.
Polling Question:
Public Finance Diversity

Is the public finance workforce more or less diverse than the entire US workforce?
The public finance workforce is diverse, with more women and African Americans employed by public finance entities across the country than the national average across all employed workers.
Between 2016 and 2020, public sector roles showed a 16.71% average annual growth rate, relative to only 6.71% in the general labor market. Conversely, private sector finance roles showed a slight net decline over that time period (-0.78%).
In 2019, the public sector saw a 15.8% churn rate within its workforce, while the churn rate was 20.6% within the private sector.
While the scope of this analysis did not include an exploration of benefits, public sector employment often comes with generous benefits including health insurance, cost saving programs such as retirement, and leave accrual.
Developing Talent Internally
Developing Talent Internally
Career Pathways: Program Analyst

**Feeder Occupations**

- **State Cash Flow Analyst**
  - Bachelor's Degree
  - 43% skill similar
  - +$17,948

- **Investment Operations Analyst**
  - Bachelor's Degree
  - 44% skill similar
  - +$16,191

- **State Budget Specialist**
  - Bachelor's Degree
  - 70% skill similar
  - +$8,455

**Program Analyst**
- Bachelor's Degree
- 44% skill similar
- +$8,455
- 8,646 job postings
- $80,652 salary

**Next Step Occupations**

- **Program Manager**
  - Bachelor's Degree
  - 44% skill similar
  - +$3,070

- **Director of Program Management**
  - Bachelor's Degree
  - 40% skill similar
  - +$20,785

All metrics are calculated using job postings data from full-year 2020 in the Public Administration sector. A red star represents that the occupation falls into NAST definition of public sector finance jobs.
Career Pathways: Accountant

All metrics are calculated using job postings data from full-year 2020 in the Public Administration sector. A red star represents that the occupation falls into NAST definition of public sector finance jobs.
Building (and Rebuilding) a Skilled and Ready Workforce

**Identify** existing external recruiting pipelines and potential internal career pathways for employees

**Attract** new talent through existing recruiting pipelines that pull in diverse talent

**Develop** current employees through education programs that upskill in the context of public finance
Looking to the Future:

Skills

Context
Assets, Challenges, Opportunities

Access, Diversity, (some) Wage Advantage

Retirements (brain drain), Volume of Opportunity, Image, (some) Wage Disadvantage

Targeted Training and Certification, Internal Career Pathing, Skills
Let’s take a quick spin through the Report

nast.org/workforce/
For More Information, Contact

At BGT:

Joel Simon
VP, Applied Research – Workforce Strategies
joel.simon@emsibg.com

Caroline Effinger
Senior Research Analyst
caroline.effinger@emsibg.com

Emilee Nason
Research Analyst
emilee.nason@emsibg.com

At NAST:

Kari Arfstrom
Deputy Executive Director
kari@statetreasurers.org

Catherine Seat
Communication Director
Catherine@statetreasurers.org