

# Sector Choices in Planning: A Diagnosis

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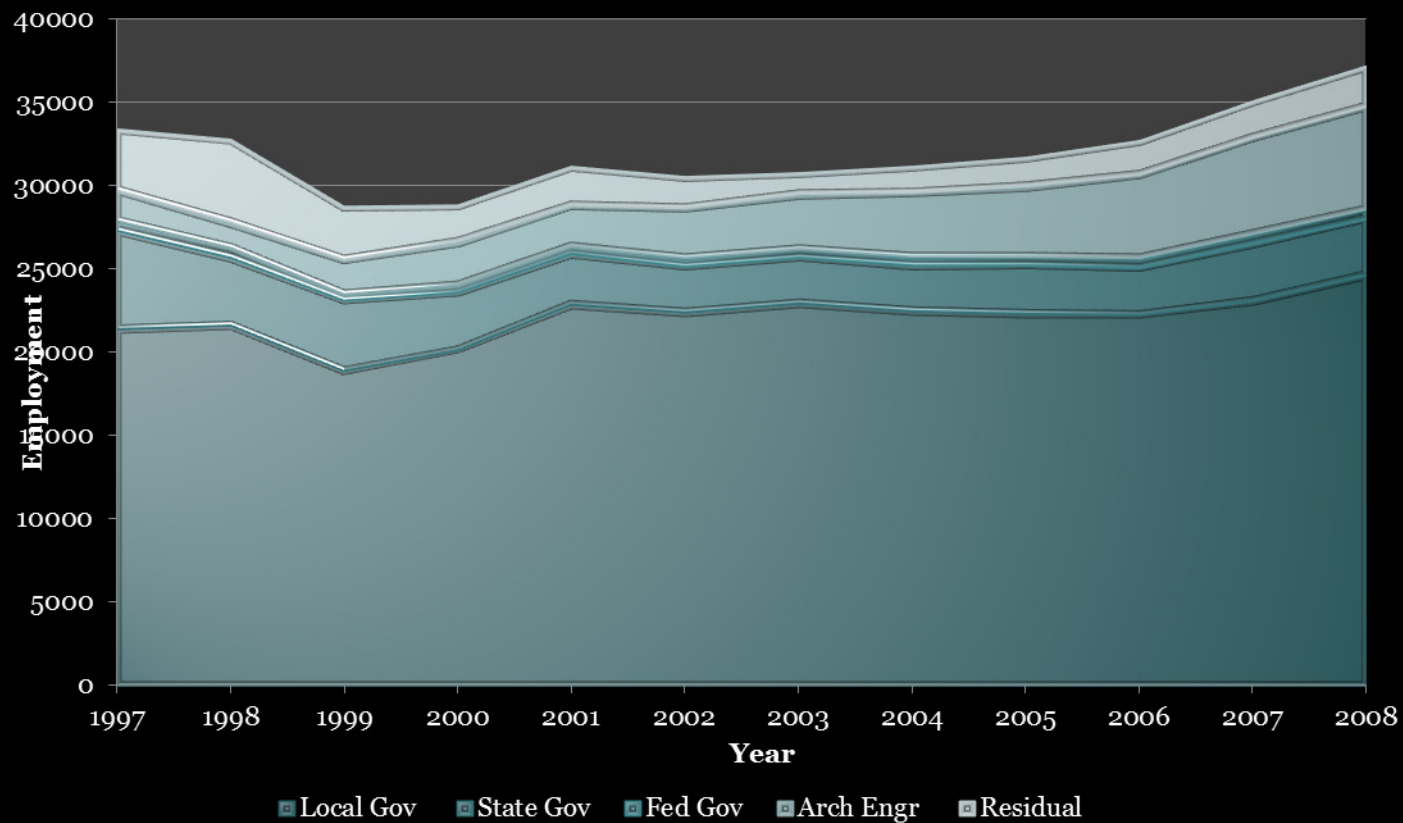
University of North Texas

## Sector - Choice

- Three major employment sectors
  - Public Sector
  - Private Sector
  - Non-Profit Sector (recent)
- Choice of sector is driven by??
  - Individual's characteristics
  - Work characteristics
  - Motivational characteristics

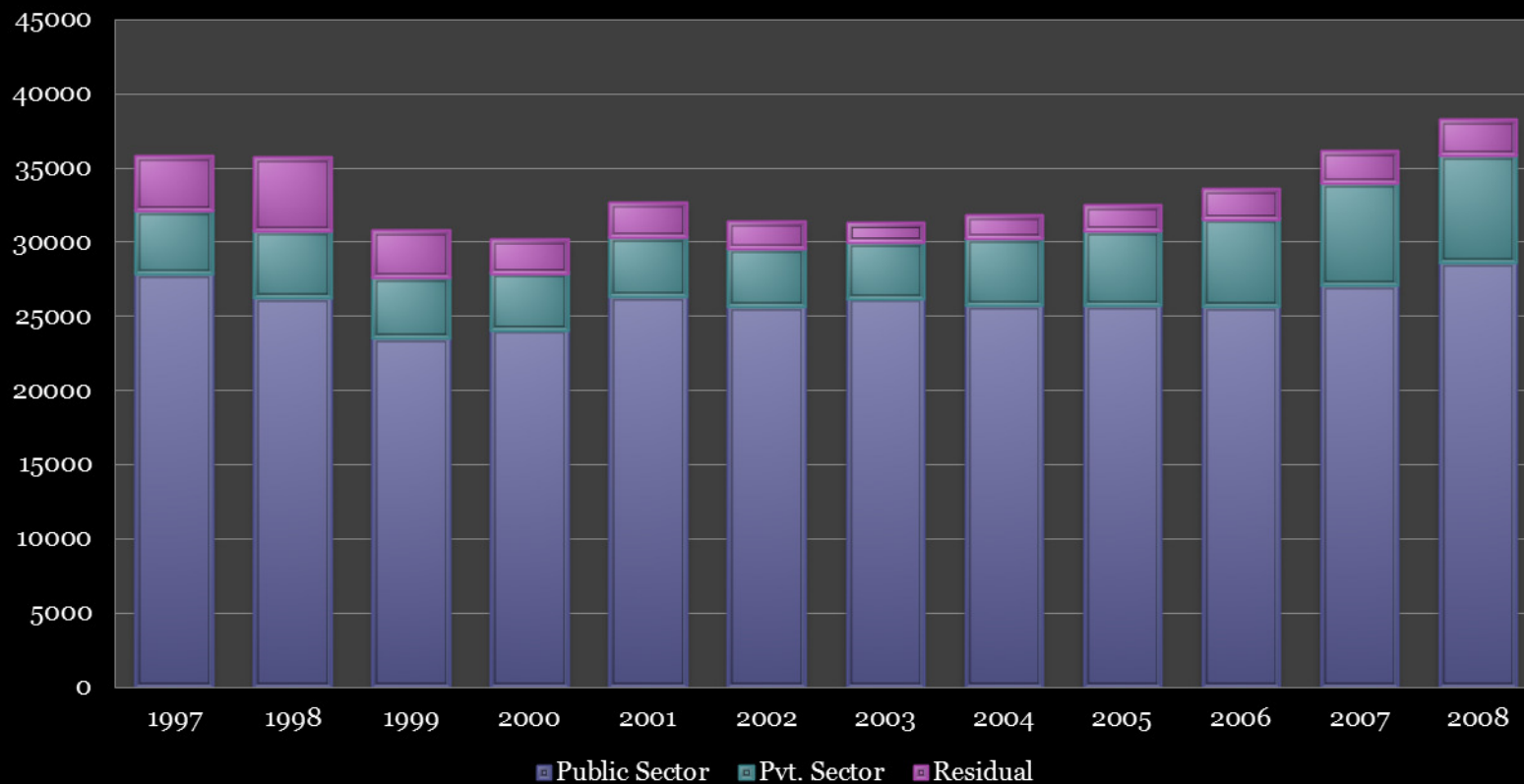
## Employment Trend in Planning

### Urban & Regional Planning Employment 1997-2008

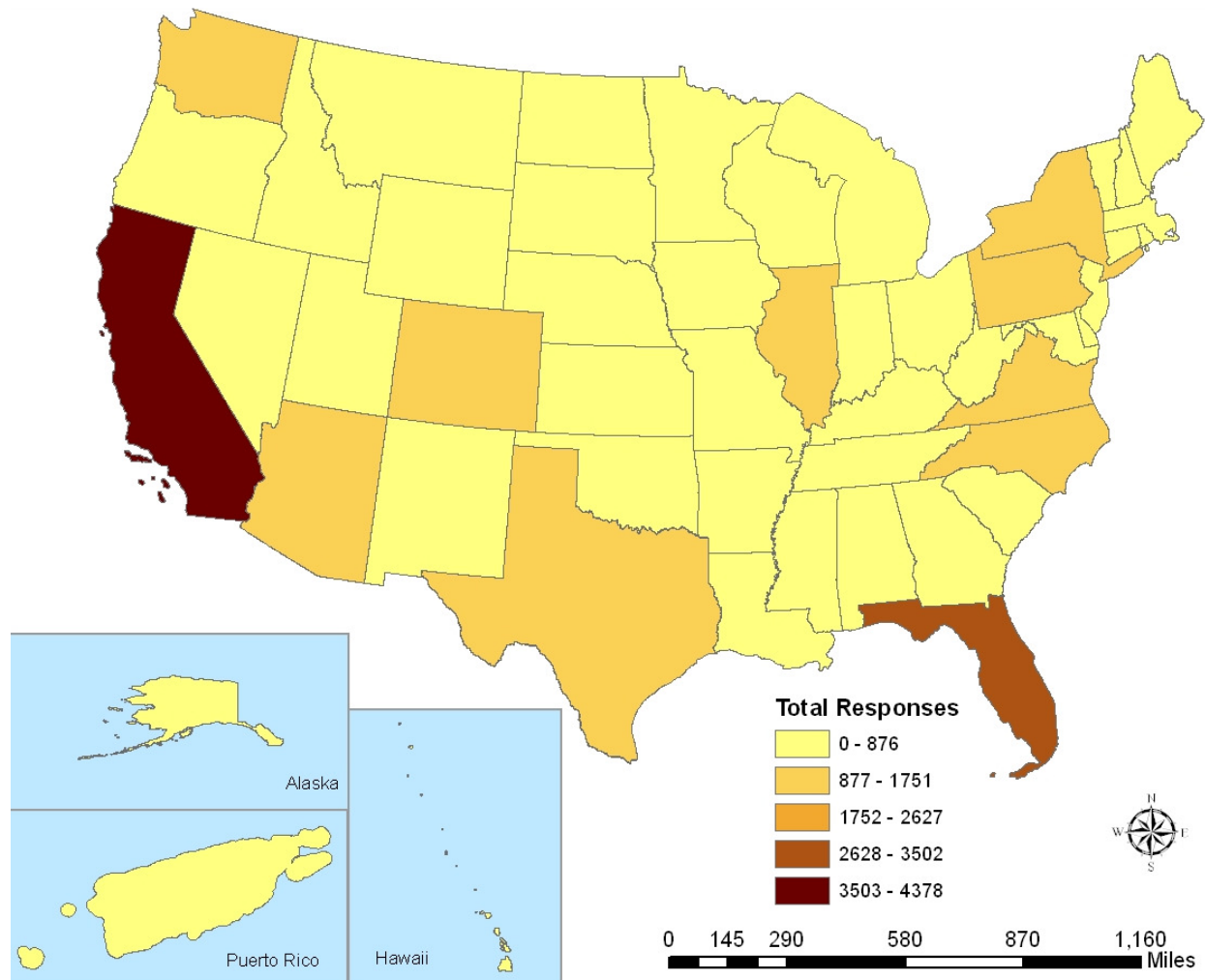


## Sector Based Employment in Planning

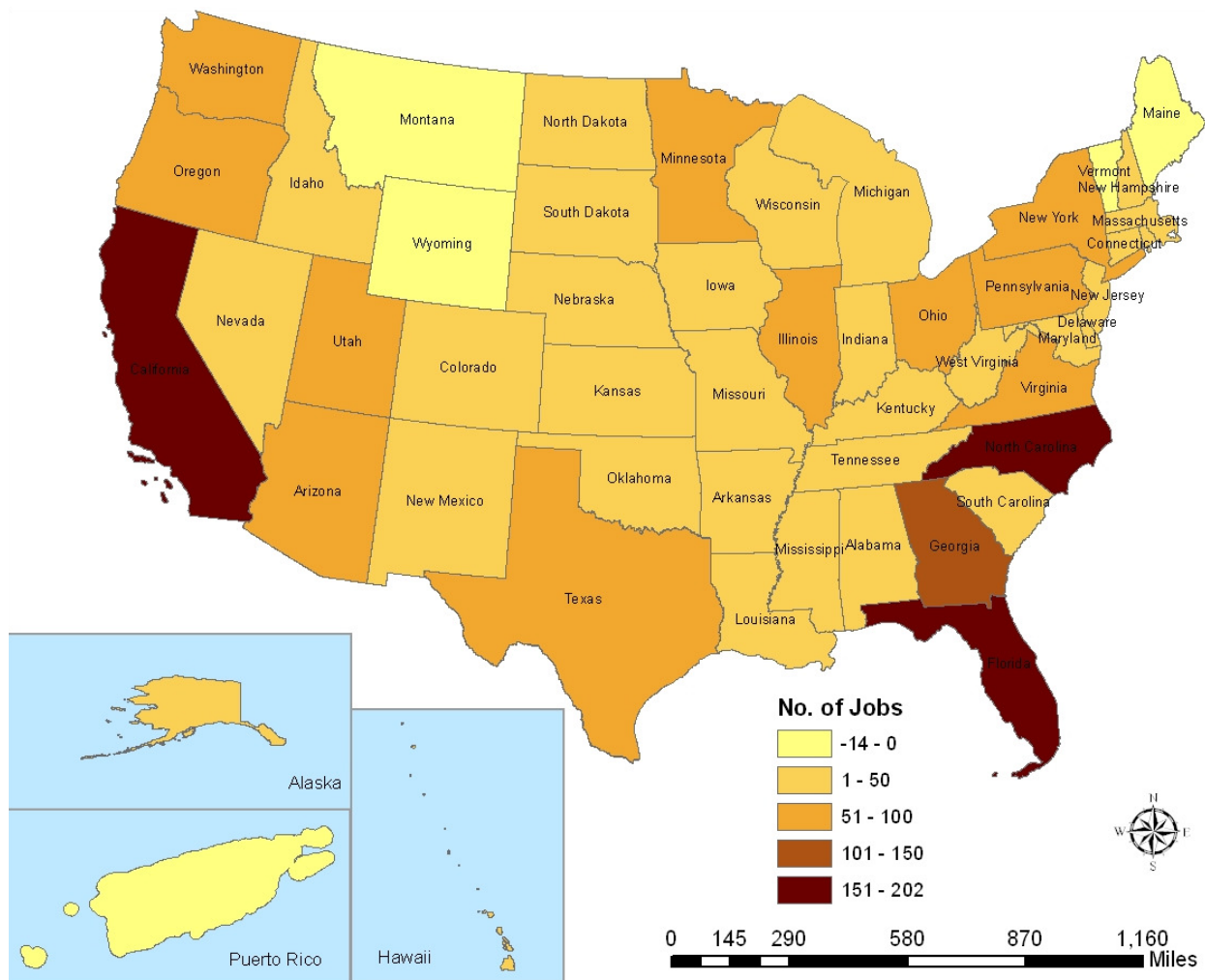
### Employment Trend in Planning: 1997-2008



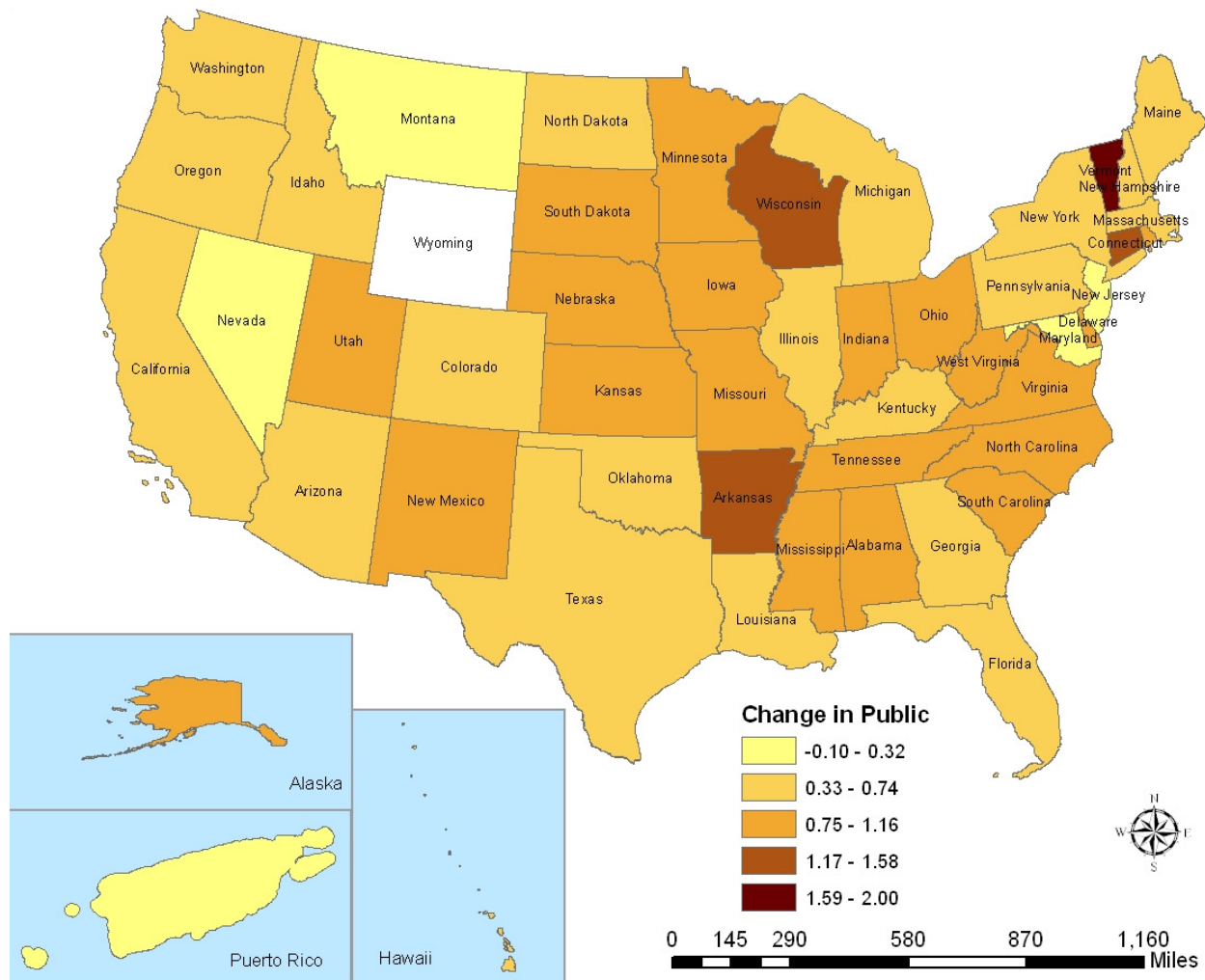
## Distribution of Respondents: APA Survey



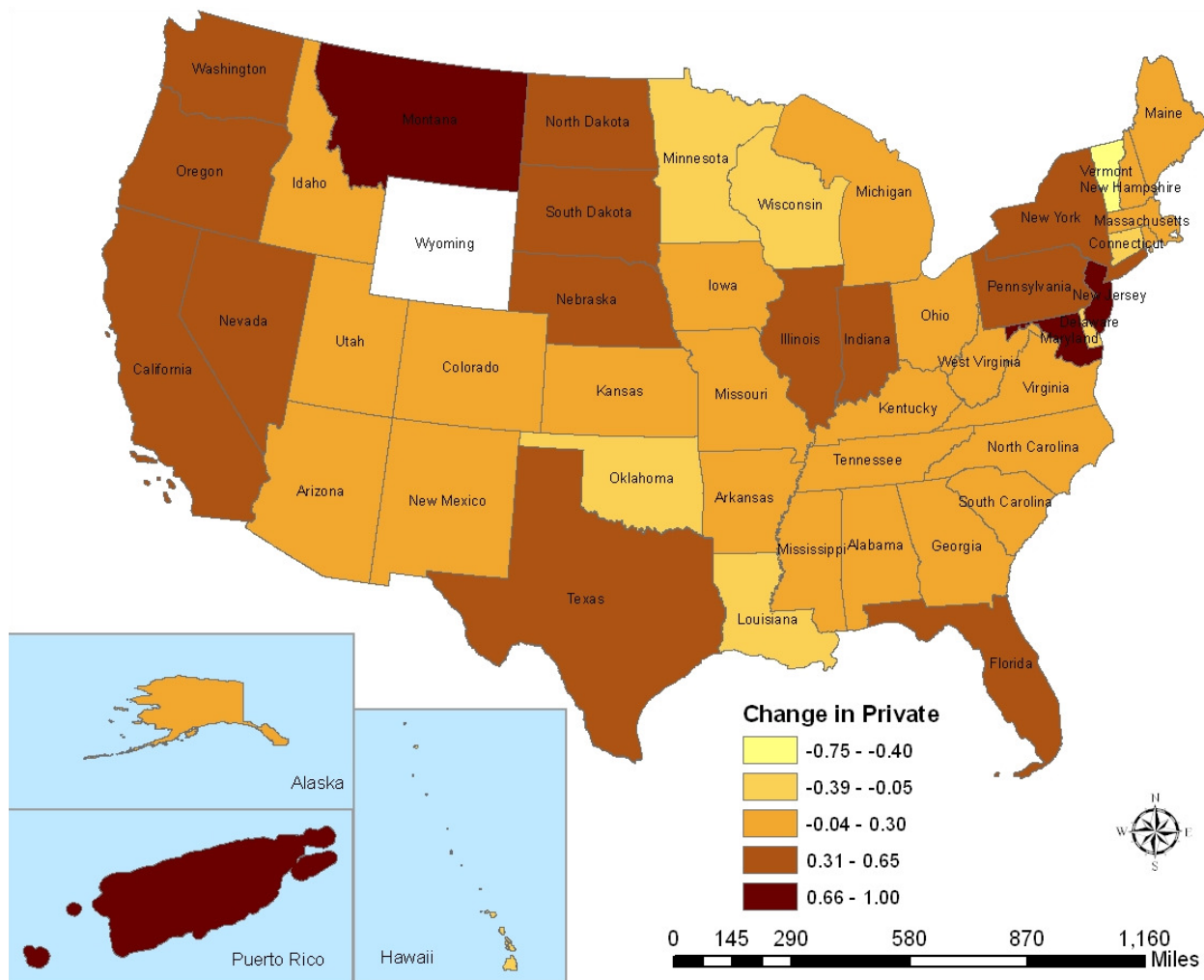
## New Jobs in Public Sector: 2008-04



## Change in Public Sector Jobs : 2004-08

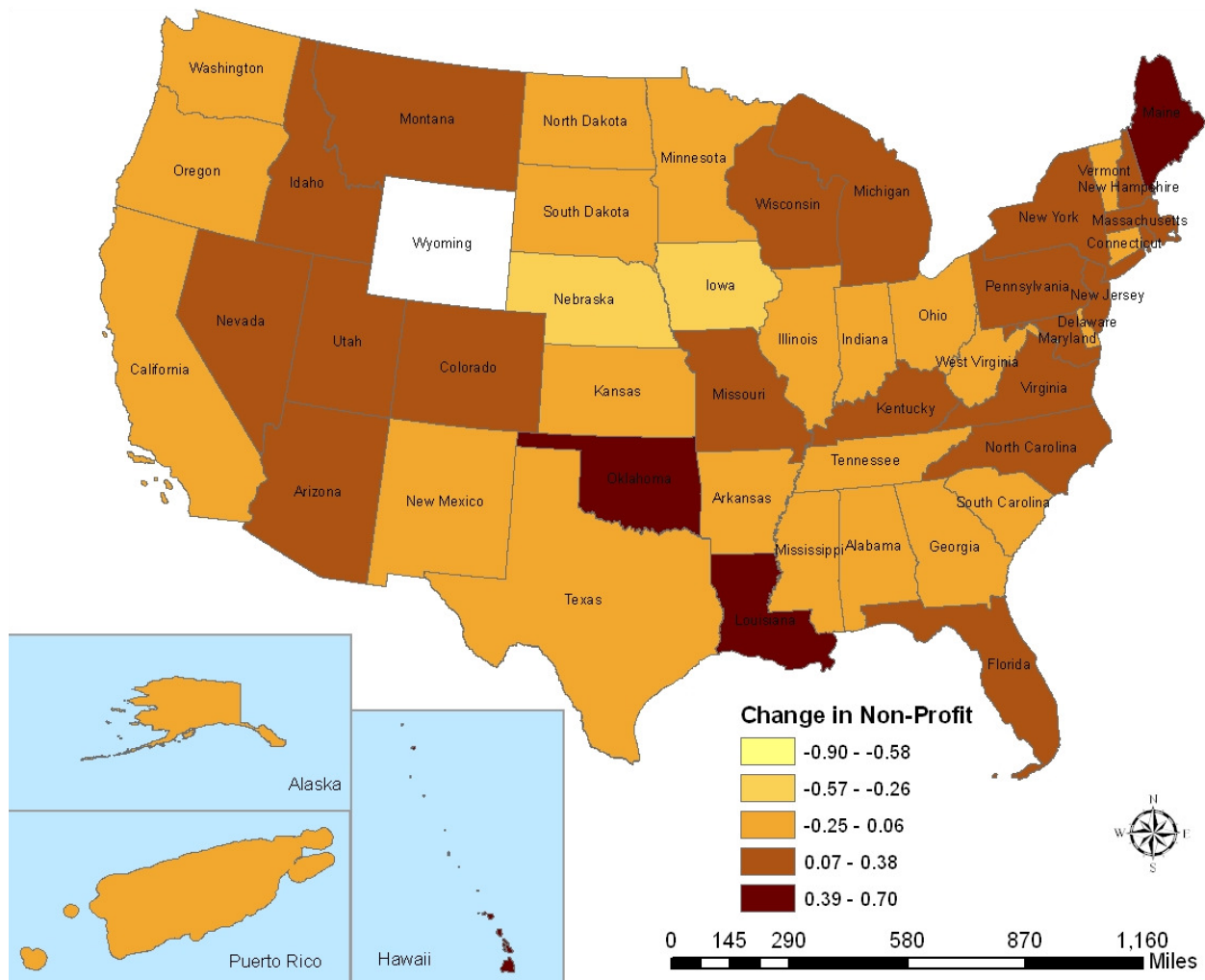


## Change in Private Sector Jobs: 2004-08



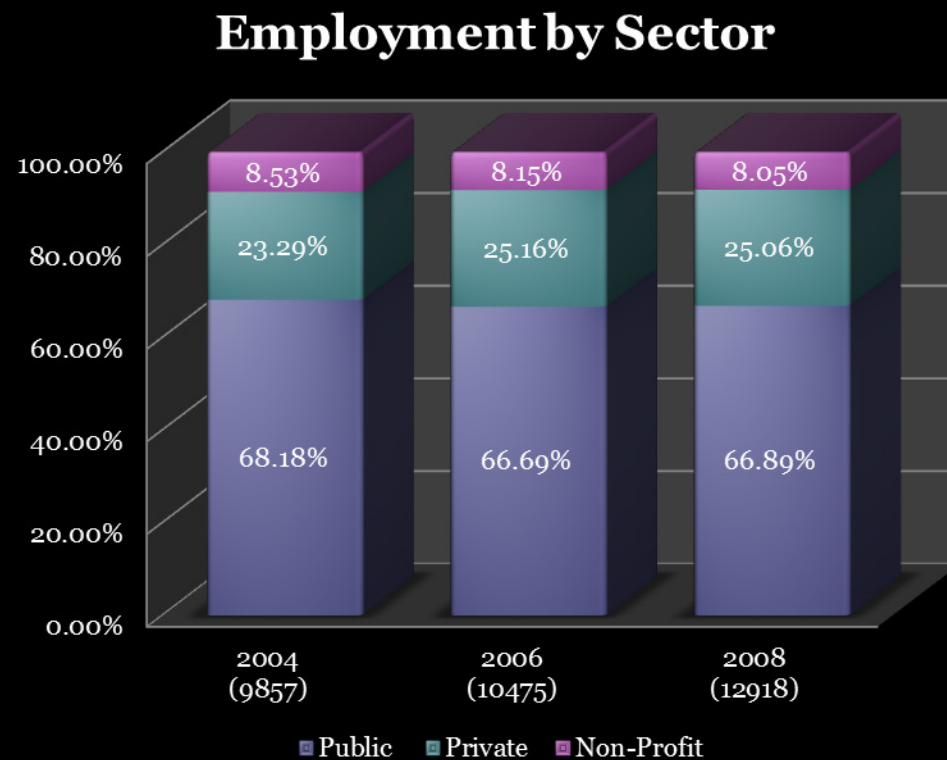


## Change in Non-Profit Sector Jobs: 2004-08



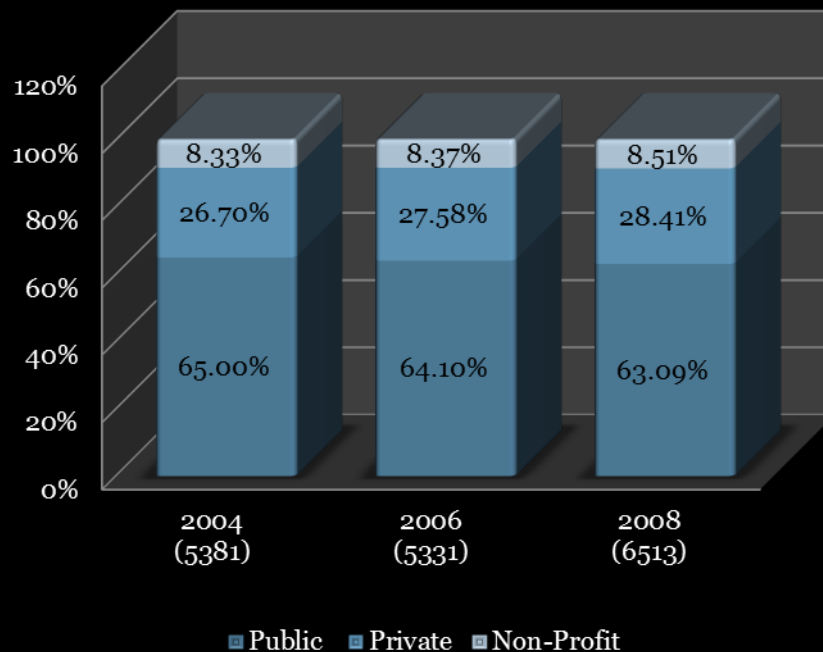
## Change in Non-Profit Sector Jobs: 2008-04

- APA salary survey reports:
  - About 2% decrease in public sector employment
  - About 2% increase in private sector employment

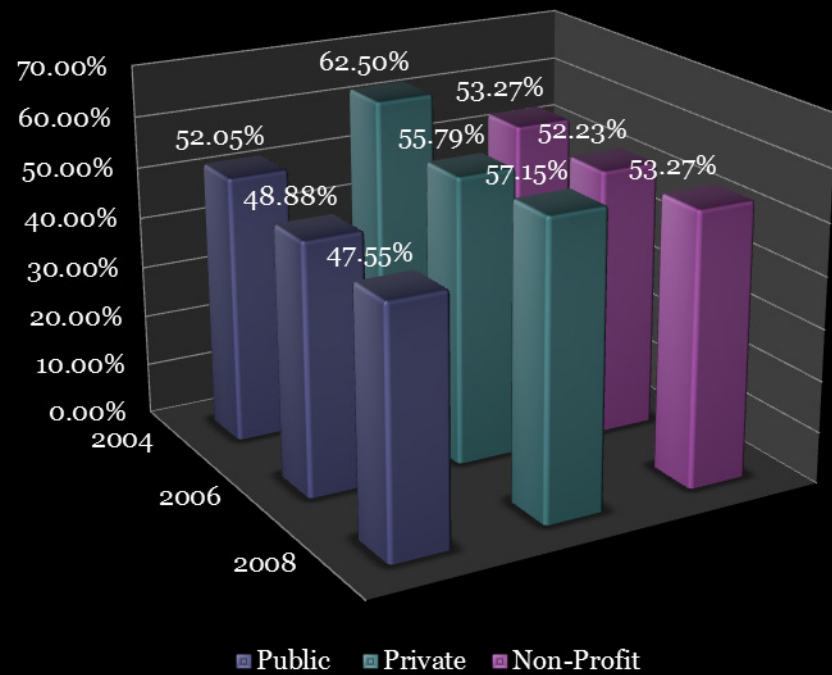


## Change in Non-Profit Sector Jobs: 2008-04

### AICP Membership



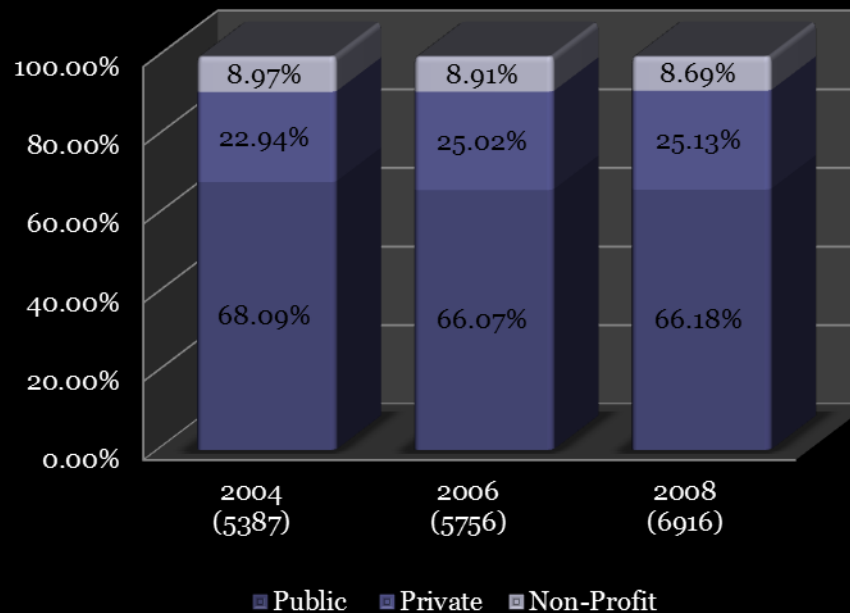
### AICP Membership by Sector



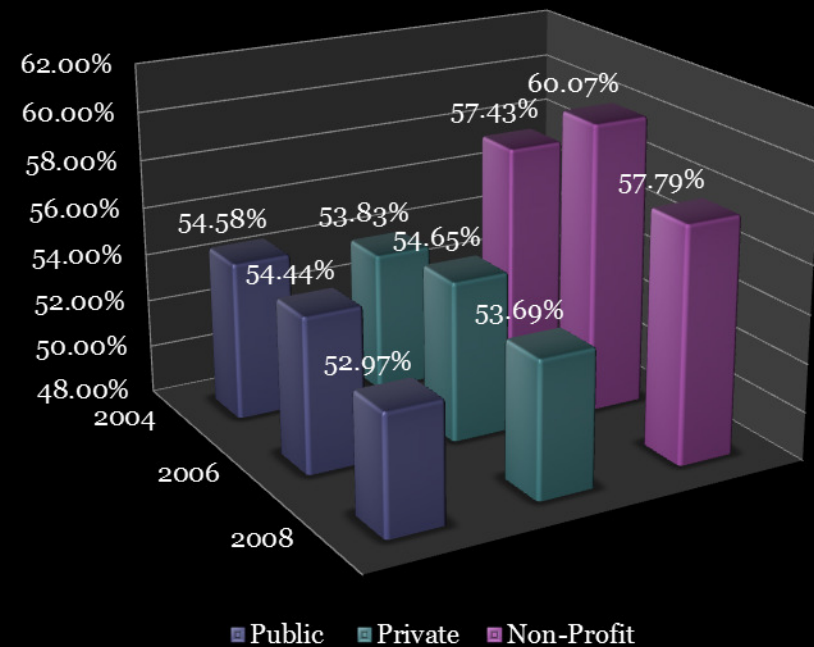
- Private and Non-profit sector account for high percent of AICP members

## Change in Non-Profit Sector Jobs: 2008-04

### Highest Degree: Planning



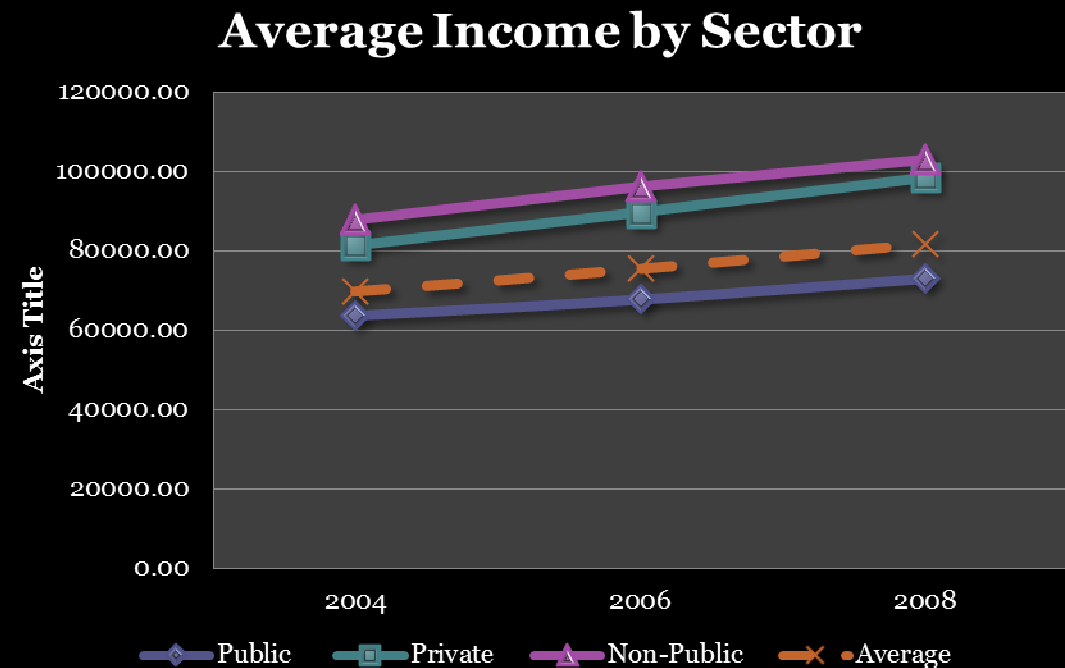
### Planning Degree by Sector



- Non-Profit sector reports highest percent of planning degree holders

## Change in Non-Profit Sector Jobs: 2008-04

- Public sector reports low average income
- Non-profit reports the highest average income



# Public-Service Motivation

- Individual & Organization dimension impact sector choices (Bozeman, 2000)
- Negative views of bureaucracy (Lewis and Frank, 2002)
- Effectiveness and efficiency of business firms (Rainey and Bozeman, 2000)
- Smaller proportion entering public sector, shifting to nonprofit and private sector (Chetkovich, 2003)

## Analysis





Data: AICP Survey

- Individual's characteristics
  - AICP Membership; Age; Gender; Level of Education; Planning Education
- Job characteristics
  - Experience; Scale of work; Specialization
- Motivation characteristics
  - Research and Analysis; Communication; Plan and Policy Development; Implementation; Administration



# Motivation

		Importance of Tasks	
		Important* (1)	Not – Important** (0)
Performance of Tasks	Perform and/or Manage (1)	<b>Motivational</b>	<b>Non-Motivational</b>
	Do not Perform and/or Manage (0)	Non-Motivational	No Effect

\* - Important and Very Important

\*\* - Not Important, Little Important, and Moderately Important


# Statistical Analysis

- Multinomial logistic regression
- Base group
  - Public Sector
- Comparison groups:
  - Private sector
  - Non-Profit sector

## Result

Significant Covariates	Private	Non-Profit
MS*: Communications	45.20%	
MS*: Implementation	81.80%	86.30%
MS*: Administration	481%	627%
AICP Certification	26.20%	
SP**: Economic Planning and Development	34%	50%
SP: Environmental and Natural Resource Planning	27.30%	47%
SP: Facilities and Infrastructure Planning	43%	
SP: Land-Use or Code Enforcement	68%	150%
SP: Participation and Empowerment	38.50%	71.50%
SP: Planning Law	45%	
SP: Planning Management, Budgeting and Finance	200%	
SP: Planning Methods		250%
SP: Preservation	74%	
SP: Urban Design	46%	
SP: Other	31%	
Location of Place of Employment	56% (Suburb) 41% (Small Town)	

\*Motivation Score; \*\*Specialization

 Increased odds of being in the highlighted sector



Result

## Public – Private Sector

- Higher odds of working in private sector
  - Administrative tasks that are important
  - Individuals without AICP Certification
  - Individuals with LU specialization
  - Individuals with Management, Budget and Finance Specialization
  - Individuals with Specialization in Preservation



Result

## Public – Non-Profit (NP) Sector

- Higher odds of working in NP sector
  - Administrative tasks that are important
  - Individuals with specialization in LU
  - Individuals with specialization in Planning Methods



## Implications

- Professional Implications:
  - Need to reform governmental personnel practices and performs
  - Narrow the pay gap (underwriting educational expenses)
  - Increase opportunities for professional development
  - Include ‘career-shift’; ‘cross-career’; and ‘multi-career’ inquiries in APA/AICP salary survey
  - Consistency of questions



## Implications

- Educational Implications:
  - Support and strengthen public-service commitment through education programs
  - Educate understanding and relationship of market and government
  - Core training (courses) to include enough policy substance to sustain their sense of commitment
  - Sensitive to the job market of the graduates

## Implications

- Educational Implications:

<b>Public Sector</b>
Economic Planning & Development
Environmental & Natural Resource
Facilities & Infrastructure Planning
Participation & Empowerment
Planning Law
Urban Design
<b>Private Sector</b>
Land Use & Code Enforcement
Planning Management, Budgeting & Finance
Preservation
<b>Non-Profit Sector</b>
Land Use & Code Enforcement
Methods

- Planning programs be sensitive to the job market of their graduates

- Not one-size-fits-all

- Conduct post-graduate survey

- Assess the major employers

- Specialized courses





# Thank you!

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