



PARTNERSHIP FOR PUBLIC SERVICE
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Council of Graduate Schools (CGS)

Graduate Education
Research and Policy Forum

March 17, 2010

The Partnership for Public Service

The Partnership for Public Service is a nonprofit, nonpartisan organization that works to revitalize our federal government by inspiring a new generation to serve and by transforming the way government works.



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What We'll Cover

- ★ *Where the Jobs Are* in federal government
- ★ Barriers to entering the federal workforce
- ★ What can be done to be sure government gets the talent it needs



Entry-Level Hires into Federal Agencies

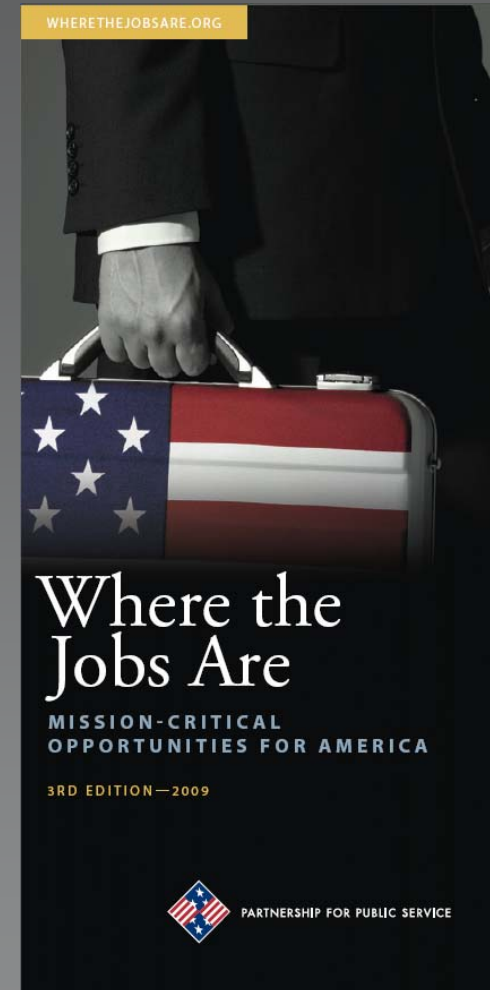
In FY 2008, roughly **101,805** people were hired in the federal government at the GS-5, GS-6, GS-7 and GS-9 levels into the following occupations:

Occupation	# Employees
Medical and Public Health	12,847
Legal (e.g.: paralegal or attorney)	11,557
Investigation (e.g.: border patrol agent)	11,119
Business and Accounting	10,704
Natural Resources and Biology	7,053
Social Science, Social Work and Psychology	4,138
Engineering and Architecture	3,213
Education	1,424
Information Technology	1,289



Where the Jobs Are

- ★ Why it matters
- ★ Project overview
- ★ Top line findings
- ★ Online access



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Where the Jobs Are: Why it matters

- ★ Unique opportunity to build the workforce of tomorrow
- ★ Ready, aim, fire!



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Where the Jobs Are: An Overview

★ Survey of 35 federal agencies

- Represents approximately 99% of federal workforce
- Executive branch agencies with 1,000+ full-time, permanent employees

★ Mission-critical hiring projections



Where the Jobs Are: Top Line Findings

- ★ Nearly 273,000 projected mission-critical hires between fiscal 2010 to 2012
 - 41% increase over the previous survey
- ★ All types of jobs, across the country and around the world
- ★ Hiring concentrated in 5 categories

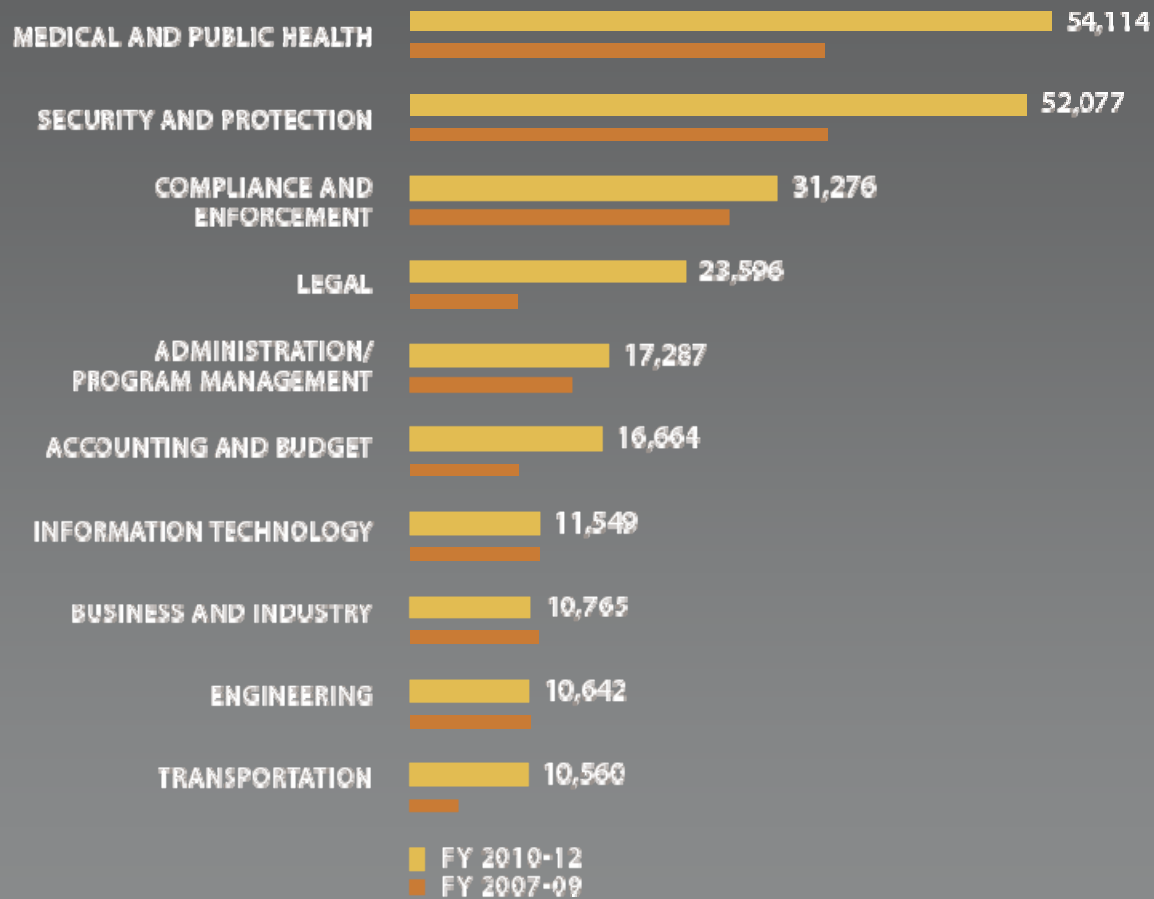


Where the Jobs Are: Top Five Fields

- ★ Medical and Public Health: 54,114
- ★ Security and Protection: 52,077
- ★ Compliance and Enforcement: 31,276
- ★ Legal: 23,596
- ★ Administration/Program Management:
17,287



Where the Jobs Are



Where the Jobs Are: Top Five Agencies

- ★ Department of Homeland Security: 65,730
- ★ Department of Veterans Affairs: 48,159
- ★ Department of Defense: 43,514
- ★ Department of Justice: 18,676
- ★ Department of Treasury: 16,335



Where the Jobs Are: Online Access

Designed to help a broad audience of job seekers, policy makers and agency leaders, *Where the Jobs Are* identifies nearly 273,000 mission-critical employment opportunities that will be available in the federal government from October 1, 2009 through September 30, 2012.

KEYWORD SEARCH

BEST PLACES TO WORK

The Best Places to Work rankings are the most comprehensive and authoritative rating and analysis of employee satisfaction and commitment in the federal government.

[Visit the site](#)

JOBS BY PROFESSIONAL FIELD

Accounting and Budget

Administration/Program Management

Biological Sciences

Business and Industry

Civil Service

Community Planning

Compliance and Enforcement

Education

Engineering

Foreign Service

Welcome to the 2009 Edition of *Where the Jobs Are*

Where the Jobs Are is the only comprehensive projection of hiring needs for critical occupations in the federal government. This edition is the third in an ongoing series produced by the Partnership for Public Service, covering fiscal years 2010 through 2012, and updating information in the 2005 and 2007 reports.

Federal agencies will be **HIRING** more than **270,000** workers for mission-critical jobs by end of September, 2012.

Top Areas Where Government Is Hiring

Medical and Public Health

54,114
PROJECTED HIRES

Occupational areas and positions include physician (all disciplines), nursing, dietician/nutrition, occupational and rehabilitation therapy, radiology, pharmacy, industrial hygiene and consumer safety.

[View Complete Hiring Projections](#)

Security and Protection

52,077
PROJECTED HIRES

Occupational areas and positions include intelligence analysis, international relations, foreign affairs, security administration, transportation security officer, park ranger, correctional officer and police officer.

[View Complete Hiring Projections](#)

Compliance and Enforcement

31,276
PROJECTED HIRES

Occupational areas and positions include inspectors, investigators (including criminal), customs and border patrol and protection, import specialist and customs inspection.

[View Complete Hiring Projections](#)

- Identifies 273,000 mission-critical employment opportunities in government
- Search by professional field and agency
- View profiles of individual agencies

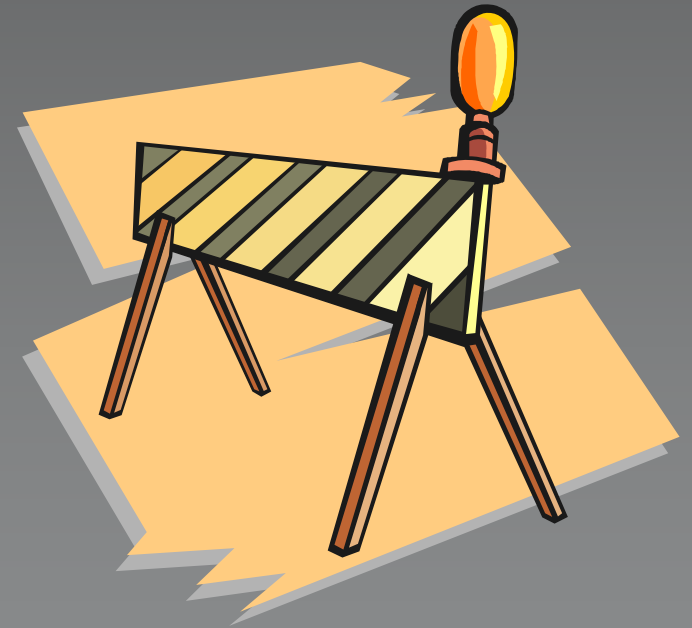
www.wherethejobsare.org



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Barriers to Federal Service

- ★ Lack of knowledge and understanding
- ★ Student debt load
- ★ Broken hiring process





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Barriers to Federal Service: Lack of Knowledge

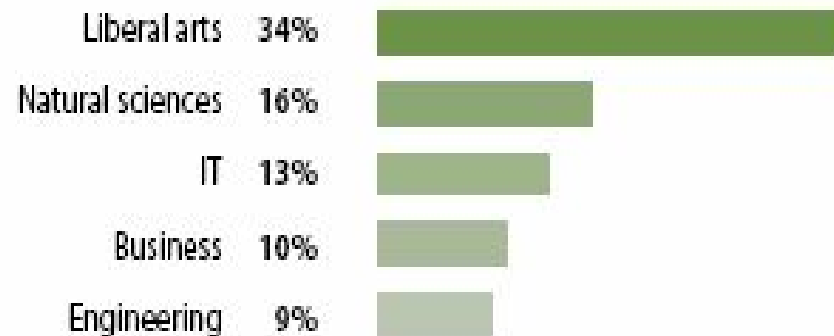
- ★ 42% interested in government
- ★ 13% knowledgeable about opportunities and how to find/apply
- ★ Don't equate *government service* with public service
- ★ “Influencers” also lack knowledge



Great Expectations

Students with “mission-critical” backgrounds do not think of the federal government as a potential employer.

GOVERNMENT/PUBLIC SERVICE AS AN IDEAL INDUSTRY BY MAJOR AREA OF STUDY



The Universum IDEAL™ Employer Survey 2008, Undergraduate Edition, American Students



JANUARY 2009



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UNIVERSUM
Building Brands to Capture Talent



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Barriers to Federal Service: Student Debt

<i>Debt Burdens of Graduate Students by Degree Program</i>				
Graduate & Professional Degree Programs	Graduate Education Debt		All Education Debt (Grad & Undergrad)	
	Percent Borrowing	Cumulative Debt	Percent Borrowing	Cumulative Debt
Total	56.40%	\$40,297	69.60%	\$47,503
Master's Degree	55.20%	\$31,031	69.40%	\$40,208
Doctoral Degree	45.80%	\$57,860	56.30%	\$58,967
Professional Degree	86.20%	\$87,308	87.90%	\$98,711
Master of Business Administration (MBA)	55.50%	\$31,927	68.90%	\$41,676
Master of Social Work (MSW)	72.30%	\$35,516	77.70%	\$49,017
Master of Science (MS)	49.80%	\$30,684	63.50%	\$40,362
Law (LLB or JD)	88.60%	\$80,081	88.60%	\$92,937
Medicine	81.90%	\$119,424	83.20%	\$127,272



Barriers to Federal Service: Hiring Process

- ★ “Foreign” to job seekers
- ★ Takes too long
- ★ Is not transparent



Overcoming the Barriers

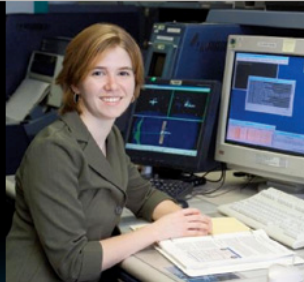
- ★ It starts with education –for you and your students
- ★ Internships are key
- ★ *Roosevelt Scholars Act*
- ★ Federal hiring reform



Making the Difference

It's not just making a living, it's
making the difference.

[Home](#) [What Kinds of Federal Jobs are There?](#) [Why Choose a Federal Career?](#) [How to Find & Apply for Federal Jobs](#) [How to Find & Apply for Federal Internships](#)



Erin Reed
Attitude Determination and
Control Officer, NASA

Hot Jobs

Policy Analyst

Office of Management & Budget, Executive Office of the President

[Download PDF](#)

Electronics Technician

Department of Commerce, National Oceanic and Atmospheric Administration

[Download PDF](#)

[See all Hot Jobs »](#)

Cool Internships

Student Intern

Department of Homeland Security, Immigration and Customs Enforcement

Deadline: Open until filled (apply soon!)

[Download PDF](#)

Human Resources Intern

The Congressional Budget Office

Deadline: Open until filled (apply soon!)

[Download PDF](#)

[Search the Internship Directory »](#)

- **Hot Jobs/ Cool Internships**
- **Student Programs**
- **17 interest-specific career guides**
- **Agency profiles**
- **KSA writing and federal resumes**
- **Security clearance**
- **Student loan repayment**

NEWS

Public Service Scholarship Proposal Unveiled

The Partnership for Public Service has unveiled plans for *Roosevelt Scholars*, a national scholarship program with a unique payback — graduate school tuition assistance in exchange for a commitment to serve our country in the federal government. [Sign up now to receive updates!](#)

More than 20,000 Receive Recruitment, Retention Bonuses

Federal Times

The government spent more than \$140

FEATURED RESOURCES

NEW! Internship Directory

The Partnership is pleased to announce the launch of our online internship directory. This searchable directory provides information on many fellowships and internships available during the school year as well as summer programs.

[Search the Directory](#)

Where the Jobs Are

A new report — *Where the Jobs Are: Mission Critical Opportunities for America*, released by the Partnership for Public Service, outlines government-wide projected hiring needs through 2009 and is based on a survey of 34 federal agencies representing nearly 99 percent of the federal workforce. The survey finds nearly 193,000 mission critical jobs need to be filled in the next two years!

[Download PDF](#)

Foreign Language Programs in the Federal Government

The Partnership, in collaboration with the federal agency members of our Foreign Language Initiative Working Group, has produced a directory of existing foreign language programs of the federal government. This directory includes scholarships for language training and study abroad, many of the specific job titles for which language skills are required, and the official terms for language incentive

www.makingthedifference.org



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