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.
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
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:

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

★ Why it matters
★ Project overview
★ Top line findings
★ Online access
Where the Jobs Are: Why it matters

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

- **Medical and Public Health**: 54,114
- **Security and Protection**: 52,077
- **Compliance and Enforcement**: 31,276
- **Legal**: 23,996
- **Administration/Program Management**: 17,287
- **Accounting and Budget**: 16,664
- **Information Technology**: 11,549
- **Business and Industry**: 10,765
- **Engineering**: 10,042
- **Transportation**: 10,560

FY 2010-12 vs. FY 2007-09
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

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

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
- Occupational areas and positions include physicians (all disciplines), nursing, dietician/nutrition, occupational and rehabilitation therapy, radiology, pharmacy, industrial hygiene and consumer safety.
- 54,114 projected hires

Security and Protection
- Occupational areas and positions include intelligence analysis, international relations, foreign affairs, security administration, transportation security officers, park ranger, correctional officer and police officer.
- 52,077 projected hires

Compliance and Enforcement
- Occupational areas and positions include inspectors, investigators (including criminal), customs and border patrol and protection, import specialist and customs inspector.
- 31,276 projected hires

www.wherethejobsare.org
Barriers to Federal Service

- Lack of knowledge and understanding
- Student debt load
- Broken hiring process
WHEN I GROW UP, I'M GOING INTO PUBLIC SERVICE

WOW! WHAT A COINCIDENCE!

I WANT TO WORK ATMcDONALD'S, TOO
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

<table>
<thead>
<tr>
<th>Major Area of Study</th>
<th>Ideal Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liberal arts</td>
<td></td>
<td>34%</td>
</tr>
<tr>
<td>Natural sciences</td>
<td></td>
<td>16%</td>
</tr>
<tr>
<td>IT</td>
<td></td>
<td>13%</td>
</tr>
<tr>
<td>Business</td>
<td></td>
<td>10%</td>
</tr>
<tr>
<td>Engineering</td>
<td></td>
<td>9%</td>
</tr>
</tbody>
</table>

The Universum IDEAL™ Employer Survey 2008, Undergraduate Edition, American Students
## Barriers to Federal Service: Student Debt

### Debt Burdens of Graduate Students by Degree Program

<table>
<thead>
<tr>
<th>Graduate &amp; Professional Degree Programs</th>
<th>Graduate Education Debt</th>
<th>All Education Debt (Grad &amp; Undergrad)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Percent Borrowing</td>
<td>Cumulative Debt</td>
</tr>
<tr>
<td>Total</td>
<td>56.40%</td>
<td>$40,297</td>
</tr>
<tr>
<td>Master’s Degree</td>
<td>55.20%</td>
<td>$31,031</td>
</tr>
<tr>
<td>Doctoral Degree</td>
<td>45.80%</td>
<td>$57,860</td>
</tr>
<tr>
<td>Professional Degree</td>
<td>86.20%</td>
<td>$87,308</td>
</tr>
<tr>
<td>Master of Business Administration (MBA)</td>
<td>55.50%</td>
<td>$31,927</td>
</tr>
<tr>
<td>Master of Social Work (MSW)</td>
<td>72.30%</td>
<td>$35,516</td>
</tr>
<tr>
<td>Master of Science (MS)</td>
<td>49.80%</td>
<td>$30,684</td>
</tr>
<tr>
<td>Law (LLB or JD)</td>
<td>88.60%</td>
<td>$80,081</td>
</tr>
<tr>
<td>Medicine</td>
<td>81.90%</td>
<td>$119,424</td>
</tr>
</tbody>
</table>
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.

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

www.makingthedifference.org
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