

# **Federal Employment: Exploring and Securing Opportunities**

# Facts about Federal Employment

- The U.S. government is the largest employer in the United States, hiring **over 2%** of the nation's workforce—approximately **2.1 million** federal civilian employees
- Federal government jobs can be found in every state and large metropolitan area, including overseas in **over 140 countries**
- Average annual salary for full-time federal government jobs exceeded **\$94,463** in 2018

# Facts about Federal Employment

- In 2018 total federal compensation averaged \$135,971 when benefits such as health care and pensions are included
- The federal government hires hundreds of thousands each year to replace civil service workers who transfer to other government jobs, retire, or leave for other reasons
- Eighty five percent (85%) work outside the Washington, DC metropolitan area

# Why Consider a Federal Career

Greater job stability    Excellent perks and incentives    Diversity of occupations

## Five Reasons to Work for Federal Government:

- Better job security and higher pay
- Strong Focus on work-life balance
- Comprehensive medical benefits
- Generous retirement benefits, e.g., pension, social security benefits, Thrift Savings Plan
- Added perks, e.g., recruitment bonuses, relocation bonuses, incentive awards, retention allowances, employee development and continuing education, student loan repayment

# Important Employment Characteristics

- Critical thinking skills
- Well-developed oral and written communication skills
- Good listening skills
- Mobility –geographic and inter/intra agency
- Team player
- Inquisitive
- Moderate risk taker
- Community-minded
- Computer savvy

# Federal Job Grade Levels

- Federal jobs use various pay levels (eff. January 2020) based on education, experience, and location
- Base pay changes with job location

GS Level	Base	Washington, D.C.	San Francisco
GS- 7	\$37,301	\$48,670	\$52,759
GS- 9	\$45,627	\$59,534	\$64,535
GS- 11	\$55,204	\$72,030	\$78,081

# Federal Job Search Recommendations

# Popular Federal Career Websites

- [USAJOBS.gov](https://www.usajobs.gov)
- [Intelligencecareers.gov](https://www.intelligencecareers.gov)
  - Click on Careers on the menu bar
- [Avuecentral.com](https://www.avuecentral.com)
- [Godefense.com](https://www.godefense.com)
- [Careers.state.gov](https://www.careers.state.gov)
- [NSEPnet.org](https://www.nsepnet.org) (for Boren Scholars only)



# Other Job Search Areas:

## Pathways Internships

- **Who can apply?**
  - Current students enrolled in an accredited college/university pursuing a qualifying degree or certificate.
- **Program details:**
  - Administered by each hiring agency
  - Agencies may hire interns for part- or full-time work
  - May be converted to a permanent position upon completion of the program
  - Must complete at least 640 hours of work experience through the internship

# Other Job Search Areas:

## Recent Graduates Program

- Who can apply?
  - Must have graduated within the previous two years
  - (Veterans have up to six years to apply)
- Program details:
  - Administered by each hiring agency
  - One- year professional development program, including mentorship and
  - structured training
  - May be converted to a permanent position upon completion of the program
  - Must complete at least one year of continuous service to be eligible for conversion

# Other Job Search Areas:

## Presidential Management Fellowship

- Who can apply?
  - Must have completed an advanced degree within the past two years OR will complete advanced degree requirements by August 31 of following application year cycle
- Program details:
  - OPM typically opens application in late summer/early fall
  - Two-year appointment, including senior-level mentorship, 160 hours of structured training, and rotational opportunities at other agencies
  - May be converted to a permanent position upon completion of the program
  - Apply at [PMF.gov](https://www.opm.gov/pmf) (Unfortunately, application deadline for 2021 closed on October 14, 2020)

# Manage Your Expectations

- Start your job search early
  - Application to onboarding can take over a year
- Set reasonable goals (e.g. apply to one federal job per week)
- Be realistic about the job search process
  - You may not land your dream job right away, but don't give up!

# Questions?