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

<table>
<thead>
<tr>
<th>GS Level</th>
<th>Base</th>
<th>Washington, D.C.</th>
<th>San Francisco</th>
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<tr>
<td>GS- 7</td>
<td>$37,301</td>
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<td>GS- 11</td>
<td>$55,204</td>
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Federal Job Search Recommendations
Popular Federal Career Websites

- USAJOBS.gov
- Intelligencecareers.gov
  - Click on Careers on the menu bar
- Avuecentral.com
- Godefense.com
- Careers.state.gov
- 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](http://PMF.gov) (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?