

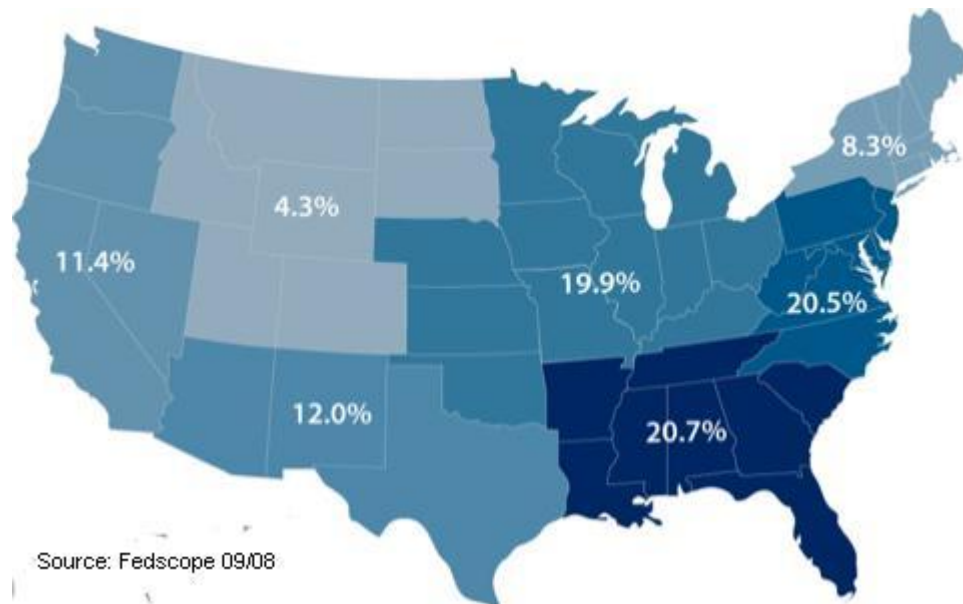
## Federal Hiring and Workforce Demographics

Federal agencies will be filling about 270,000 jobs by the end of September 2012. When compared to the three previous years, the projected hiring jumps by more than 40% during fiscal years 2010-2012, driven mostly by the anticipated retiring of 241,428 employees in 35 federal agencies.

Most of these jobs will occur in five professional areas: medical and public health, security and protection, compliance and enforcement, legal, and administration/program management. Thirty-four percent of the 113,157 employees in the medical and public health professions are eligible for retirement between 2009 and 2012, while 26% of 107,631 security and protection employees and 30% of the 117,645 compliance and enforcement employees also qualify. In addition, most of the hiring will occur within three agencies: the Department of Defense, the Department of Homeland Security, and the Department of Veterans Affairs.

Projected new hires in the medical and public health professions are 54,114. Security and protection projects 52,077 job openings with 31,276 openings in compliance and enforcement, 23,596 in legal, and 17,287 in administration/program management. Registered nurses and practical nurses show the largest percent of openings in medical and public health jobs with the majority of these new hires being employed within the Department of Veterans Affairs. Pharmacists account for 2,305 jobs within this agency and medical technologist fill 1,287 positions and physicians 8,525. About 60% of all of the medical and public health jobs across all 35 agencies will open in the mid-atlantic, southern, and mid-western states.

### Percentage of Medical and Public Health Positions by Region



Most security and protection hiring will occur within the Department of Homeland Security, with transportation security officers accounting for 34,500 of these jobs. About 45% of these positions will open in the mid-atlantic and southern states. Seventy-three percent or 22,685 of all of the compliance and enforcement positions will also be filled within this same agency, with 20% of them openings in south-western states. For targeting recruitment strategies, the [workforce demographics](#) and geo-workforce analysis show that Brooks County, Georgia —with its high concentration of registered nurses, is a good location to begin looking for this talent. In addition, Riley County, Kansas is pinpointed as one of several places to begin searching for protective service workers.

**Source:** Where the Jobs Are 2009: Mission Critical Opportunities for America