

## **Recruitment will be Impacted by Government Hiring Needs**

To fill 270,000 federal government jobs –over the next three years – new and innovative ways will have to be used in recruiting, staffing, training, and hiring. Now is a good time to start thinking about what role human resource professionals can play in meeting this huge hiring challenge.

One of the best ways to get started is to better understand the particulars of this hiring trend, including some of these important [demographics](#) which include:

- 1.) Its ageing workforce is the number one reason why the federal government has to fill these jobs between 2009 and 2012.
- 2.) This is because about 39% of the federal workforce is 50 years of age or older, which compares to 24% in the private sector.
- 3.) Nearly 75% if this workforce has an associate/bachelor or higher degree or some college education. This compares to 54% in the private sector.
- 4.) Twenty-four government departments could lose between 20% and 50% of their workers to retirement during this 3 year period.
- 5.) Agencies that will be most impacted include: the Department of Housing and Urban Development, Federal Aviation Administration, the Social Security Administration, the Department of Education and the General Services Administration.
- 6.) Most of the hiring will occur within three agencies: the Department of Defense, the Department of Homeland Security, and the Department of Veterans Affairs
- 7.) Currently, the federal government employs 1.6 million full-time, permanent civilian workers (Or, 1.9 if non-permanent part-time are included.) These figures do not include the 656,000 postal workers because the U.S. Postal Service is a quasi-independent agency.
- 8.) 85% of the federal employees work outside of Washington D.C.
- 9.) Ten states account for the highest number of these employees: California, Virginia, Texas, Maryland, Florida, Georgia, Pennsylvania, New York, Washington and Ohio.
- 10.) Most of the hiring will occur in five professional areas: medical and public health, security and protection, compliance and enforcement, legal, and administration/program management.
- 11.) Management roles account for 33% of the federal government workers as compared to 10% for all other industries.
- 12.) Professional workers make up 1/3 of this workforce as compared to 1/5 in the private sector.
- 13.) 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.
- 14.) 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.
- 15.) Brooks County, Georgia with its [high workforce concentration](#) of registered nurses is a good location to recruit this talent.
- 16.) In 10 years, one out of every three federal employees is expected to retire.

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

**Source:** Change and Challenge in the Public Sector Workplace, Manpower, Inc., 2009

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