



Where the Jobs Are

MISSION-CRITICAL
OPPORTUNITIES FOR AMERICA

3RD EDITION—2009



PARTNERSHIP FOR PUBLIC SERVICE

WHERE THE JOBS ARE 2009

Our federal government is hiring tens of thousands of new employees at a steady pace, with job openings available for every interest area and at virtually every agency.

Where the Jobs Are, the only comprehensive projection of the federal government's hiring needs, presents a clear roadmap of these exciting public service possibilities, outlining both the specific types of permanent, full-time federal jobs being filled and agency-by-agency hiring projections.

By fall of 2012, we estimate that the federal government will hire nearly 273,000 new workers for mission-critical jobs—positions considered crucial by agencies to fulfill their essential obligations to the American people.

The good news is that these jobs cover almost all occupational fields and issue areas, and are located around the world. They include doctors, nurses, pharmacists, law enforcement and immigration personnel, accountants, auditors, lawyers, information technology specialists, engineers, program managers, administrators and professionals in many other important job categories.

The projected growth in mission-critical hiring—a 41 percent increase compared to the previous three fiscal years—reflects, in part, a need to replace retiring baby boomers and those leaving federal service for other reasons. While the government is not growing significantly larger in historical terms (by the end of 2012, it will be smaller than in 1967), agencies are adding new positions to meet an increased demand for services fueled by factors such as two prolonged wars, pressing homeland security needs and the worst financial crisis since the Great Depression.

This hiring surge comes at a time of high national unemployment and a renewed enthusiasm for public service. This means there will be fierce competition for federal jobs, offering the government a chance to select high-caliber talent, reinvigorate the civil service and build a workforce for tomorrow.

For highly capable job seekers motivated by a desire to make a difference and improve the lives of Americans, there are no better possibilities than those provided in the federal civil service.

Legislators, policymakers and agency leaders can use the data to identify areas where strategic investments should be made, innovative recruitment approaches can be employed and hiring flexibilities granted to ensure a top-flight workforce. The data also provide government managers with the opportunity to step back and assess talent needs on an organization-wide basis.

The projected 273,000 openings in the next three fiscal years do not include every single job that will be available in our government, just those designated as permanent, full-time, mission-critical positions. Separately, we estimate that during the full four years of President Obama's term, new hiring for all types of federal government positions will reach nearly 600,000 people or almost one-third of the current workforce.

★ **FEDERAL HIRING IS ACCELERATING**

Job opportunities are available in our federal government because of increased demand for services, priority program initiatives, retirements and normal attrition. In the next three fiscal years, the government will hire nearly **273,000** individuals for mission-critical jobs, a sizable jump from the 2007-2009 timeframe when agencies said they needed to hire 193,000 new workers for essential occupations.

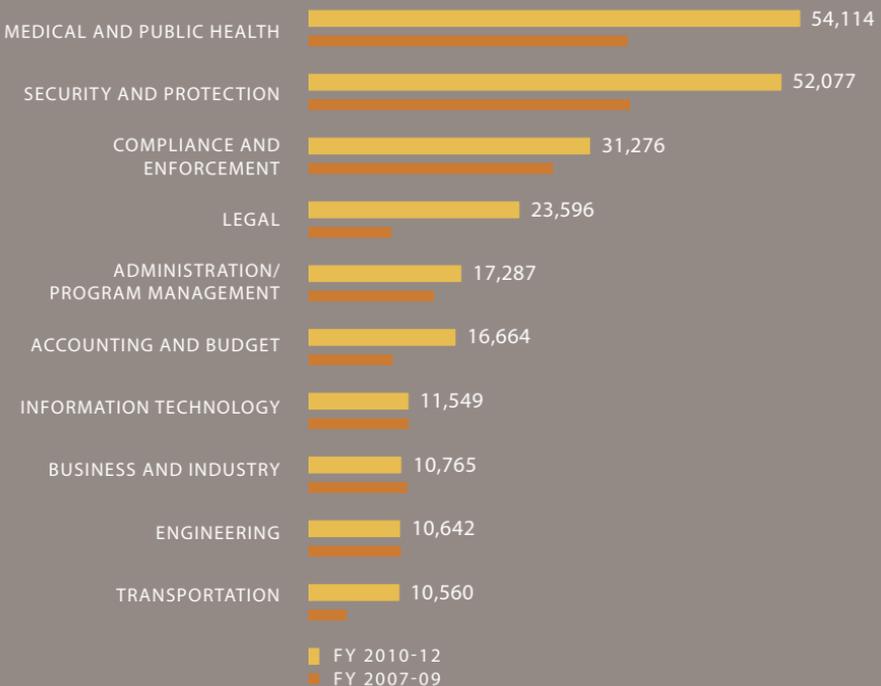
★ **NEW JOBS WILL REMAIN CONCENTRATED IN KEY OCCUPATIONAL AREAS**

The majority of new federal hires are expected to come in five broad professional fields led by jobs in the medical and public health category, and in the security and protection grouping. The number of medical and public health openings is **53 percent** higher than in 2007-2009, while demand for security and protection jobs will grow by **46 percent**. Other top categories include compliance and enforcement, legal occupations, and administration and program management. The legal job category, including attorneys, paralegals and claims examiners, catapulted from the ninth largest category of hiring to the fourth in our new survey.

★ **NATIONAL SECURITY AND VETERANS SUPPORT ARE BIG REASONS FOR NEW HIRING**

The largest increase in new hires from 2010-2012 will come at the Department of Veterans Affairs in the wake of increased demand for services. From 2007-2009, the VA needed about 30,000 new workers, but the department plans to recruit **48,159** new hires in the next three years. The Department of Homeland Security projects a jump from almost 48,000 hires in the previous three-year period to an estimated **65,730** new job openings between 2010 and 2012. The Department of Defense (including the Army, Navy and Air Force) estimates it will hire **43,514** new employees, an increase from the 35,000 it needed in the 2007-2009 timeframe.

PROJECTED MISSION-CRITICAL FEDERAL HIRING



THE FEDERAL CIVILIAN WORKFORCE AT A GLANCE

The federal government is the nation's largest employer, with more than **1.67 million** full-time, permanent workers (excluding the Postal Service). This figure rises to **1.9 million** if non-permanent and part-time employees are included.

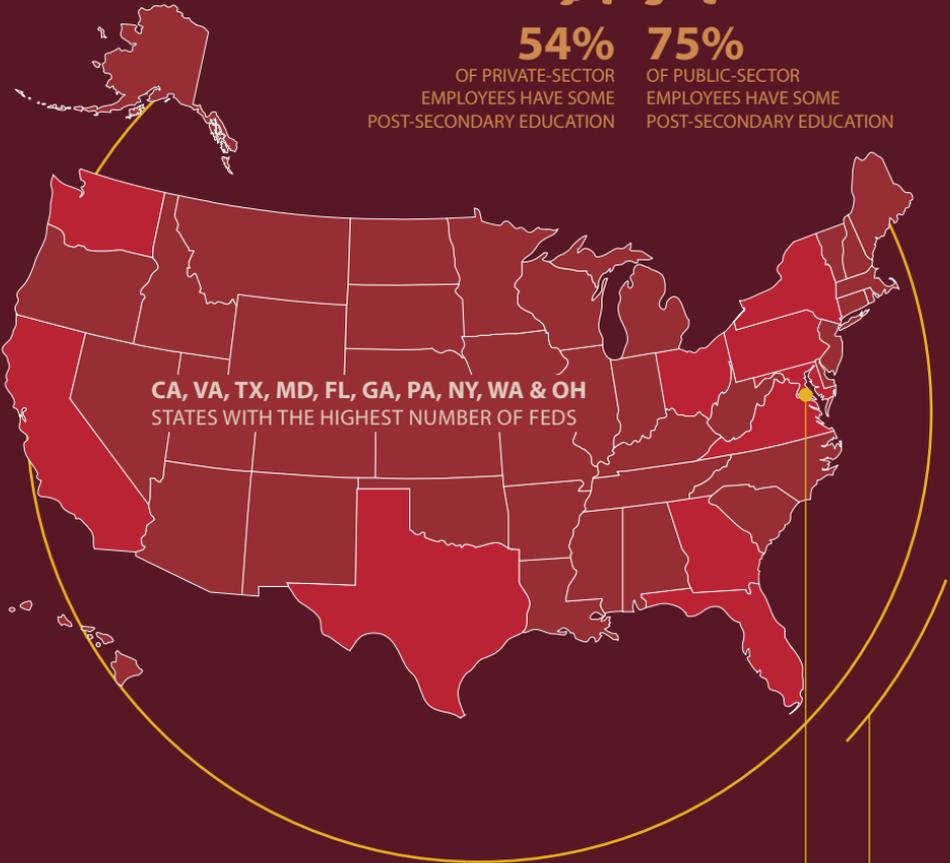


54%

OF PRIVATE-SECTOR
EMPLOYEES HAVE SOME
POST-SECONDARY EDUCATION

75%

OF PUBLIC-SECTOR
EMPLOYEES HAVE SOME
POST-SECONDARY EDUCATION



84.6%

WORK ACROSS THE UNITED STATES

12.2%

WORK IN THE WASHINGTON, D.C. AREA

33.4%

ARE MINORITIES



43.5%

ARE WOMEN



3.2%

WORK ABROAD

241,428

NUMBER OF FEDERAL EMPLOYEES EXPECTED
TO RETIRE BETWEEN 2008-2012



74%

ARE 40 OR OLDER

26%

ARE UNDER 40



TOP

reasons to work for government

① THE NATION'S LARGEST EMPLOYER IS HIRING

Increasing demand for services and retiring baby boomers mean tens of thousands of job opportunities.

② FEDERAL SERVICE IS PUBLIC SERVICE

Looking for a way to make a difference in the lives of Americans and your community? Federal employees can make a positive difference in the lives of Americans and play a vital role in addressing challenging and pressing national issues.

③ FEDERAL JOBS PAY BETTER THAN YOU THINK

Low federal pay is a myth. Federal salaries are often competitive with the private sector, plus there are great benefits, job stability and opportunities for advancement.

④ THE FEDERAL GOVERNMENT CAN HELP PAY FOR SCHOOL

Federal agencies may help you pay back up to \$10,000 per year in student loans, and some agencies will pick up the tab if you decide to pursue a graduate degree.

⑤ YOU CAN DEVELOP A UNIQUE SKILL SET

The federal government offers cutting-edge training and professional development, from information technology to foreign language immersion.

⑥ THERE ARE FEDERAL JOBS AROUND THE COUNTRY... AND AROUND THE WORLD

Nearly 85 percent of federal jobs are outside the D.C. area. Looking to go global? More than 44,000 federal employees work abroad.

⑦ THE FEDERAL GOVERNMENT VALUES DIVERSITY

Federal agencies serve as a model to the private sector in achieving workforce diversity, and actively encourage minorities and individuals with disabilities to consider government service through internships and fellowships.

⑧ THERE ARE JOBS FOR EVERY INTEREST AND MAJOR

Not a political science major? Not a problem. There are federal jobs suited to every interest and skill, from art history to zoology.

⑨ FEDERAL JOBS PROMOTE GREAT WORK/LIFE BALANCE

Agencies offer flexible work schedules, world class benefits, job sharing, on-site child care and other incentives to facilitate a high quality of life.

⑩ YOU CAN MAKE THE DIFFERENCE

The federal government is our most powerful agent in addressing national issues. There is no bigger stage for making an impact.

MEDICAL AND PUBLIC HEALTH

The biggest demand in government for new employees is in the medical and public health category, with federal agencies estimating that they need to fill 54,114 positions, including doctors, nurses, pharmacists, medical technicians, occupational therapists and industrial hygienists by the end of 2012. As in previous years, the Department of Veterans Affairs is the most active employer, projecting that its hiring needs will include 25,205 nurses and 8,525 doctors to staff hospitals throughout the country. The Department of Defense (including the Army, Navy and Air Force) and the Department of Health and Human Services also project significant hiring in this category—4,384 and 7,622 positions, respectively.

OCCUPATIONAL AREA/POSITION	# OF EMPLOYEES AS OF 9/30/08	PROJECTED HIRES FY 2010-12
DEPARTMENT OF AGRICULTURE		
Consumer Safety	276	33
Dietitian and Nutritionist	122	13
DEPARTMENT OF DEFENSE (EXCLUDING ARMY, NAVY AND AIR FORCE)		
Nurse	78	20
Pharmacist	33	15
Physician	40	2
DEPARTMENT OF ENERGY		
Industrial Hygiene	32	23
DEPARTMENT OF HEALTH AND HUMAN SERVICES		
Consumer Safety	2,187	761
General Health Science	3,093	1,378
Nurse	2,405	2,709
Physician	1,627	1,579
Public Health Program Specialist	2,392	1,195
DEPARTMENT OF STATE		
Unspecified	53	11
DEPARTMENT OF THE ARMY		
Nurse	4,153	2,395
Pharmacist	438	219
Physician	772	384
DEPARTMENT OF THE NAVY		
Nurse	1,476	731
Pharmacist	168	87
Physician	207	75
DEPARTMENT OF VETERANS AFFAIRS		
Diagnostic Radiologic Technologist	2,610	1,072
Medical Record Administration	2,038	530
Medical Technologist	4,061	1,287
Nurse	43,579	19,071
Nursing Assistant	9,015	3,104
Pharmacist	5,458	2,305
Physician	14,684	8,525
Practical Nurse	11,355	6,134
UNITED STATES AIR FORCE		
Nurse	743	395
Physician	62	61
TOTAL	113,157	54,114

SECURITY AND PROTECTION

The majority of the projected 52,077 new hires in the security and protection category will be for airport screeners, police and correctional officers, and intelligence analysts. The Department of Homeland Security and the Department of Justice are the key hiring agencies for these occupations.

OCCUPATIONAL AREA/POSITION	# OF EMPLOYEES AS OF 9/30/08	PROJECTED HIRES FY 2010-12
DEPARTMENT OF DEFENSE (EXCLUDING ARMY, NAVY AND AIR FORCE)		
Fire Protection/Prevention	146	34
Intelligence Analysis	161	216
Police Officer	984	464
Security Administration	983	334
DEPARTMENT OF HOMELAND SECURITY		
Asylum Officer	442	155
Intelligence Analysis	851	390
Police Officer	1,447	470
Security Administration	1,591	825
Transportation Security Officer	50,284	34,500
DEPARTMENT OF JUSTICE		
Correctional Officer	16,930	4,646
Corrections Administration	1,674	12
Intelligence Analysis	3,334	1,345
Security Administration	820	147
US Marshal	673	912
DEPARTMENT OF STATE		
Intelligence Analysis	63	15
DEPARTMENT OF THE ARMY		
Fire Protection/Prevention	2,601	519
Intelligence Analysis	1,854	623
Police Officer	2,652	1,142
Security Administration	1,810	381
DEPARTMENT OF THE INTERIOR		
Park Ranger	3,602	180
DEPARTMENT OF THE NAVY		
Fire Protection/Prevention	3,389	734
Intelligence Analysis	1,326	580
Police Officer	2,771	1,466
Security Administration	1,487	372
DEPARTMENT OF THE TREASURY		
Intelligence Analysis	186	105
NUCLEAR REGULATORY COMMISSION		
Security Administration	126	24
OFFICE OF PERSONNEL MANAGEMENT		
Personnel Security Specialist	46	37
UNITED STATES AIR FORCE		
Fire Protection/Prevention	2,264	575
Intelligence Analysis	1,195	402
Police Officer	387	127
Security Administration	1,552	345
TOTAL	107,631	52,077

COMPLIANCE AND ENFORCEMENT

This category includes criminal and general investigators, inspectors, border patrol agents, adjudication officers and immigration enforcement agents. Although more than a third of the surveyed agencies list needs in this category, the Department of Homeland Security projects the greatest need, with 22,685 new hires, while the Department of Justice plans to hire 4,679 people in these types of jobs.

OCCUPATIONAL AREA/POSITION	# OF EMPLOYEES AS OF 9/30/08	PROJECTED HIRES FY 2010-12
DEPARTMENT OF AGRICULTURE		
Agricultural Commodity Grading	1,376	158
Consumer Safety Inspection	3,622	407
Food Inspection	3,077	251
DEPARTMENT OF ENERGY		
Environmental Protection Specialist	115	48
Safety and Occupational Health	88	56
DEPARTMENT OF HOMELAND SECURITY		
Adjudication Officer	5,037	2,250
Border Patrol Agent	17,483	9,800
Criminal Investigation	9,972	1,410
Customs and Border Protection	19,629	4,950
General Inspection/Investigation/Compliance	10,521	3,000
Immigration Enforcement	5,690	1,150
Import Specialist	1,089	125
DEPARTMENT OF JUSTICE		
Compliance Inspection Support	940	93
Criminal Investigation	22,517	3,774
General Inspection/Investigation/Compliance	2,986	812
DEPARTMENT OF LABOR		
Criminal Investigation	171	44
Equal Opportunity Compliance	453	295
General Inspection/Investigation/Compliance	695	165
Mine Safety and Health	1,430	304
Pension Law/Benefit Advising	199	44
Safety and Health Officer	1,280	354
Wage-Hour Compliance	941	107
DEPARTMENT OF THE ARMY		
Safety and Occupational Health	1,003	245
DEPARTMENT OF THE NAVY		
Safety and Occupational Health	1,071	222
ENVIRONMENTAL PROTECTION AGENCY		
Environmental Protection Specialist	2,649	532
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION		
General Inspection/Investigation/Compliance	803	186
OFFICE OF PERSONNEL MANAGEMENT		
General Inspection/Investigation/Compliance	1,811	252
UNITED STATES AIR FORCE		
Safety and Occupational Health	482	108
OTHER*	515	134
TOTAL	117,645	31,276

*This is a partial list. For the full list visit wherethejobsare.org.

LEGAL

Government agencies have a growing need for attorneys, paralegals, claims examination/assistance officers, contact representatives, and passport and visa examiners. The fiscal 2010-2012 hiring total is estimated to be 23,596 positions—an increase of nearly 14,000 from the previous three-year period. This increase is attributable mainly to a demand for claims examiners at the Department of Veterans Affairs (a hike of 3,427 new hires) and contact representatives in the Department of Treasury/IRS (an estimated increase of more than 2,500). There also is increased demand at the Social Security Administration, the Department of Justice, and at the Federal Deposit Insurance Corporation.

OCCUPATIONAL AREA/POSITION	# OF EMPLOYEES AS OF 9/30/08	PROJECTED HIRES FY 2010-12
DEPARTMENT OF COMMERCE		
Attorney	830	95
DEPARTMENT OF HOMELAND SECURITY		
Attorney	1,715	745
Contact Representative	61	90
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT		
Attorney	396	80
DEPARTMENT OF JUSTICE		
Attorney	8,510	2,700
Legal Assistance	2,637	986
Paralegal	2,027	870
DEPARTMENT OF LABOR		
Attorney	427	94
Claims Assistance and Examining	1,291	360
DEPARTMENT OF STATE		
Passport and Visa Examining	1,615	877
DEPARTMENT OF TRANSPORTATION		
Attorney	725	293
DEPARTMENT OF THE TREASURY		
Attorney	2,115	339
Contact Representative	13,979	6,282
DEPARTMENT OF VETERANS AFFAIRS		
Veterans Claims Examining	8,839	4,277
ENVIRONMENTAL PROTECTION AGENCY		
Attorney	972	169
FEDERAL DEPOSIT INSURANCE CORPORATION		
Attorney	238	389
FEDERAL TRADE COMMISSION		
Attorney	573	201
SECURITIES AND EXCHANGE COMMISSION		
Attorney	1,476	441
SOCIAL SECURITY ADMINISTRATION		
Claims Assistance and Examining	1,791	3,500
Contact Representative	11,525	4,000
OTHER*	15,469	308
TOTAL	75,420	23,596

*This is a partial list. For the full list visit wherethejobsare.org.

ADMINISTRATION AND PROGRAM MANAGEMENT

More than two-thirds of the agencies identified administration and program management to be a critical occupational need, with a projected 17,287 new hires expected in this category. This includes management/program analysis, human resources, equal employment opportunity, logistics management and a variety of support activities.

OCCUPATIONAL AREA/POSITION	# OF EMPLOYEES AS OF 9/30/08	PROJECTED HIRES FY 2010-12
DEPARTMENT OF AGRICULTURE		
General Administration/Program Mgmt.	2,562	371
Management/Program Analysis	1,722	242
DEPARTMENT OF COMMERCE		
Management/Program Analysis	1,128	232
DEPARTMENT OF DEFENSE (EXCLUDING ARMY, NAVY AND AIR FORCE)		
Human Resources	1,389	403
DEPARTMENT OF HEALTH AND HUMAN SERVICES		
Health Insurance Administration	2,151	992
DEPARTMENT OF HOMELAND SECURITY		
Human Resources	1,034	430
Management/Program Analysis	8,383	1,850
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT		
General Administration/Program Mgmt.	1,403	360
Support Clerk/Assistant	813	600
DEPARTMENT OF JUSTICE		
General Administration/Program Mgmt.	4,422	989
Human Resources	1,137	340
Management/Program Analysis	2,624	362
DEPARTMENT OF THE ARMY		
Human Resources	4,390	888
Logistics Management	6,127	1,111
DEPARTMENT OF THE NAVY		
Human Resources	2,043	466
Logistics Management	4,062	983
DEPARTMENT OF THE TREASURY		
Human Resources	1,576	192
DEPARTMENT OF VETERANS AFFAIRS		
Human Resources	2,019	1,854
ENVIRONMENTAL PROTECTION AGENCY		
Management/Program Analysis	2,897	695
GENERAL SERVICE ADMINISTRATION		
General Administration/Program Mgmt.	1,070	255
GOVERNMENT ACCOUNTABILITY OFFICE		
Analyst	1,751	600
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION		
General Administration/Program Mgmt.	2,671	595
UNITED STATES AIR FORCE		
Human Resources	2,540	330
Logistics Management	2,931	437
OTHER*	9,050	1,710
TOTAL	71,895	17,287

*This is a partial list. For the full list visit wherethejobsare.org.

FIND MORE ONLINE

Visit wherethejobsare.org to access the most comprehensive and detailed accounting of federal employment opportunities that will be available from fiscal 2010 through 2012.

Here is what you will find online:

- ★ See where the federal government has the greatest hiring needs.
- ★ View hiring projections by agency and occupational field.
- ★ Get tips on finding and applying for a federal job.
- ★ Learn background information about dozens of agencies.
- ★ Read about hiring incentives, such as student loan repayment, special internships and scholarships used by some agencies.
- ★ Explore how the agencies compare in our *Best Places to Work in the Federal Government* rankings.

METHODOLOGY

Our full report, the third in the *Where the Jobs Are* series, summarizes the federal government's most critical anticipated hiring needs—by agency and occupation—from October 1, 2009 through September 30, 2012.

The Partnership for Public Service compiled the job data from 35 federal agencies employing 1,000 or more workers. We asked the federal agencies to (1) identify their most critical positions to accomplish program priorities; and (2) project future hiring needs in these mission-critical occupations over the next three years.

The 35 organizations include the largest executive branch agencies, plus the Government Accountability Office, a legislative branch agency. Partial data was supplied for the first time by the intelligence community that included hiring projections for fiscal 2010. The survey participants employ about 99 percent of all full-time, permanent federal workers.

In the rare circumstance where the agency could not provide precise hiring estimates, we computed projections based on historic hiring data. We thank all participating agencies for their assistance.

We are also grateful to our sponsors, Monster Government Solutions and Aon Consulting for making this edition of *Where the Jobs Are* possible.

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The Partnership for Public Service is a nonpartisan, nonprofit organization that works to revitalize our federal government by inspiring a new generation to serve and by transforming the way government works.