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# Best Places to Work IN THE FEDERAL GOVERNMENT

*Choosing your Federal Service Career*

**AABPA Summer Intern Program**

**July 7, 2011**

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**[bestplacestowork.org](http://bestplacestowork.org)**

# About the Partnership for Public Service

The Partnership is a **nonprofit, nonpartisan** organization that is dedicated to revitalizing our federal government by **inspiring a new generation to serve** and by transforming the way government works.



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# Agenda

## ★ Why Federal Opportunities?

- Benefits of Government Service
- *Where the Jobs Are*

## ★ Find the Right Fit

- Do Your Homework
- *Best Places to Work in the Federal Government*

## ★ How to Apply

- Pathways to Federal Service
- Applicant Resources



# Why Federal Service?

- ★ Make a difference
- ★ Engage in challenging and interesting work
- ★ Enjoy work/life balance
- ★ Excellent advancement opportunities
- ★ Great benefits package

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# Benefits of Federal Service

- ★ Student loan repayment assistance
  - Up to \$10,000 per year
  - In 2009, 36 agencies provided 8,454 employees with \$61.8 million in assistance
- ★ Flexible schedules and generous vacation time
- ★ Training and professional development
- ★ Competitive health and retirement benefits

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# Federal Pay and Advancement

## ★ General Schedule (GS) pay scale

- Grades 1-15
- Each grade has 10 steps
- Varies by geographic location
- Yearly Cost of Living Increase (COLA)
- Negotiate within the grade for a higher step

## ★ Other pay scales

- Information technology, engineering, etc.
- Contact the agency for more details



# General Schedule (GS) Grade Criteria

| Grade | Qualifying education  |
|-------|---|
| GS-5  | 4 academic years above high school leading to a bachelor's degree OR a bachelor's degree  |
| GS-7  | Bachelor's degree with one of the following: <ul style="list-style-type: none"><li>• Class standing (upper third of class)</li><li>• 3.0 or higher GPA; 3.5 or higher GPA in major</li><li>• Honor society membership</li></ul> |
| GS-9  | Master's degree (or equivalent)   |
| GS-11 | Doctorate degree or J.D.  |

**GS-5 and GS-7  
are considered  
“entry level”**

Source: [opm.gov/qualifications/SEC-II/s2-e5.asp](https://www.opm.gov/qualifications/SEC-II/s2-e5.asp)

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# Selected 2011 Starting Salaries

| City             | GS-5     | GS-7     | GS-9     | GS-11    |
|------------------|----------|----------|----------|----------|
| Atlanta          | \$32,722 | \$40,534 | \$49,581 | \$59,987 |
| Chicago          | \$34,316 | \$42,508 | \$51,995 | \$62,909 |
| Dallas           | \$33,101 | \$41,002 | \$50,154 | \$60,681 |
| New York City    | \$35,309 | \$43,738 | \$53,500 | \$64,729 |
| San Francisco    | \$37,073 | \$45,923 | \$56,172 | \$67,963 |
| Washington, D.C. | \$34,075 | \$42,209 | \$51,630 | \$62,467 |



**Possible career progression over a 2-3 year period**

Source: <http://opm.gov/oca/11tables/indexGS.asp>





# Where the Jobs Are: by Occupation

In 2009, roughly 103,631 people were hired into the federal government at the entry-level (GS-5, GS-6, GS-7, GS-8, GS-9) into the following occupations:

| Occupation                   | # Employees |
|------------------------------|-------------|
| Business and Accounting      | 12,802      |
| Legal                        | 11,064      |
| Medical and Public Health    | 11,005      |
| Biology/Natural Resources    | 7,614       |
| Social Sciences/Liberal Arts | 4,254       |
| Engineering and Architecture | 3,696       |
| Education                    | 1,527       |
| Information Technology       | 1,522       |

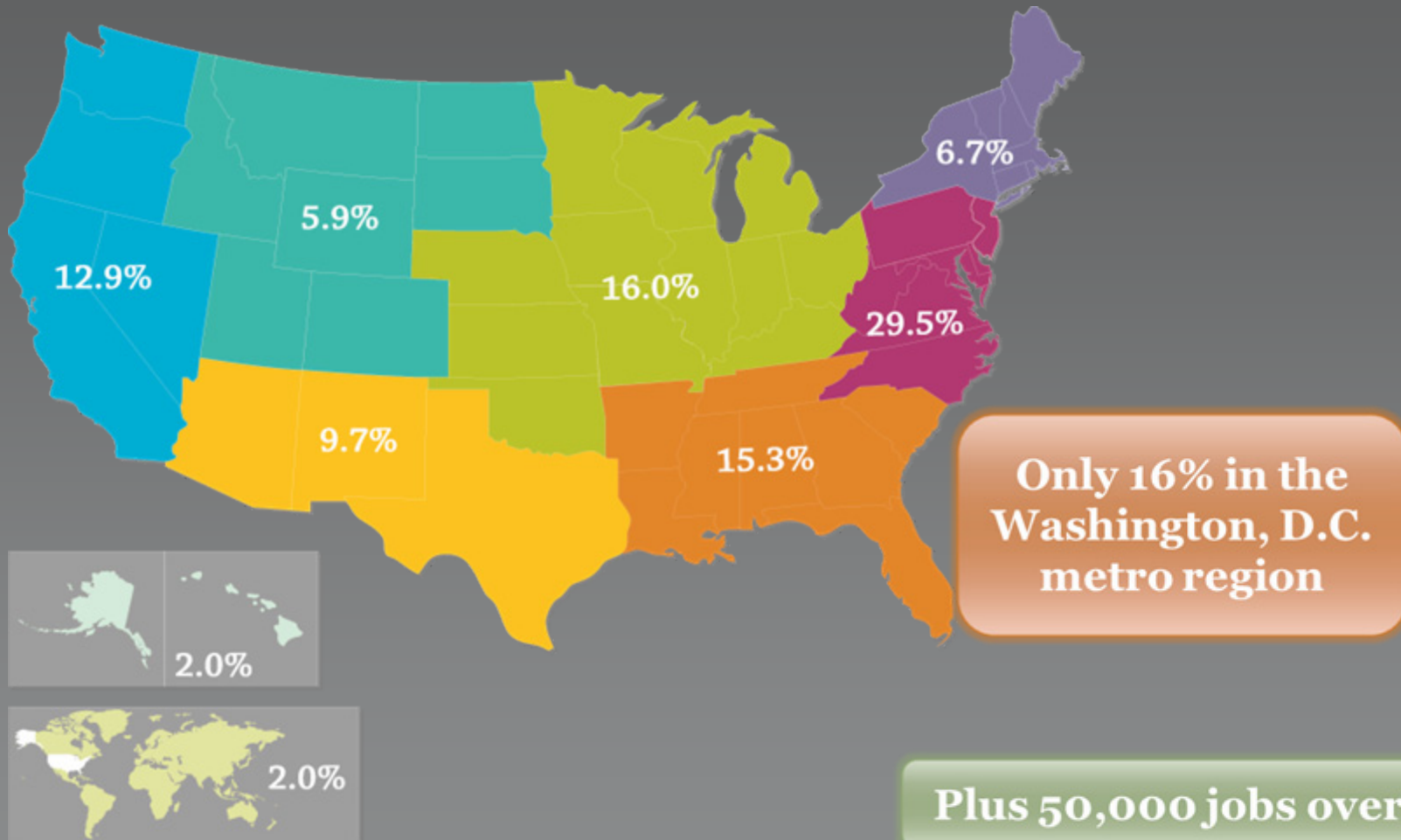
Source: [fedscope.opm.gov](http://fedscope.opm.gov)

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# Where the Jobs Are: by Location



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# Do Your Homework



Independent Agencies and Government Corporations

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# Best Places to Work in the Federal Government – <http://bestplacestowork.org>

The screenshot shows the website's interface with a navigation menu at the top: RANKINGS, ABOUT BEST PLACES, ANALYSIS, FOR JOB SEEKERS, FOR AGENCIES, OUR SPONSORS, FAQs, CONTACT US. The main header features the text "The Best Places to Work IN THE FEDERAL GOVERNMENT" with a star graphic. A large image of a person pulling open a jacket to reveal an American flag is positioned on the right. The main content area includes a "Welcome to the 2010 Best Places to Work Rankings" section with a paragraph explaining the rankings. Below this is an orange callout box stating: "The 2010 Best Places rankings include 290 federal organizations (32 large agencies, 34 small agencies and 224 subcomponents) and are based on the responses of more than 263,000 employees". A filter bar allows users to select "Large Agencies", "Small Agencies", or "Agency Subcomponents". The "2010 Overall Index Scores" table is displayed below.

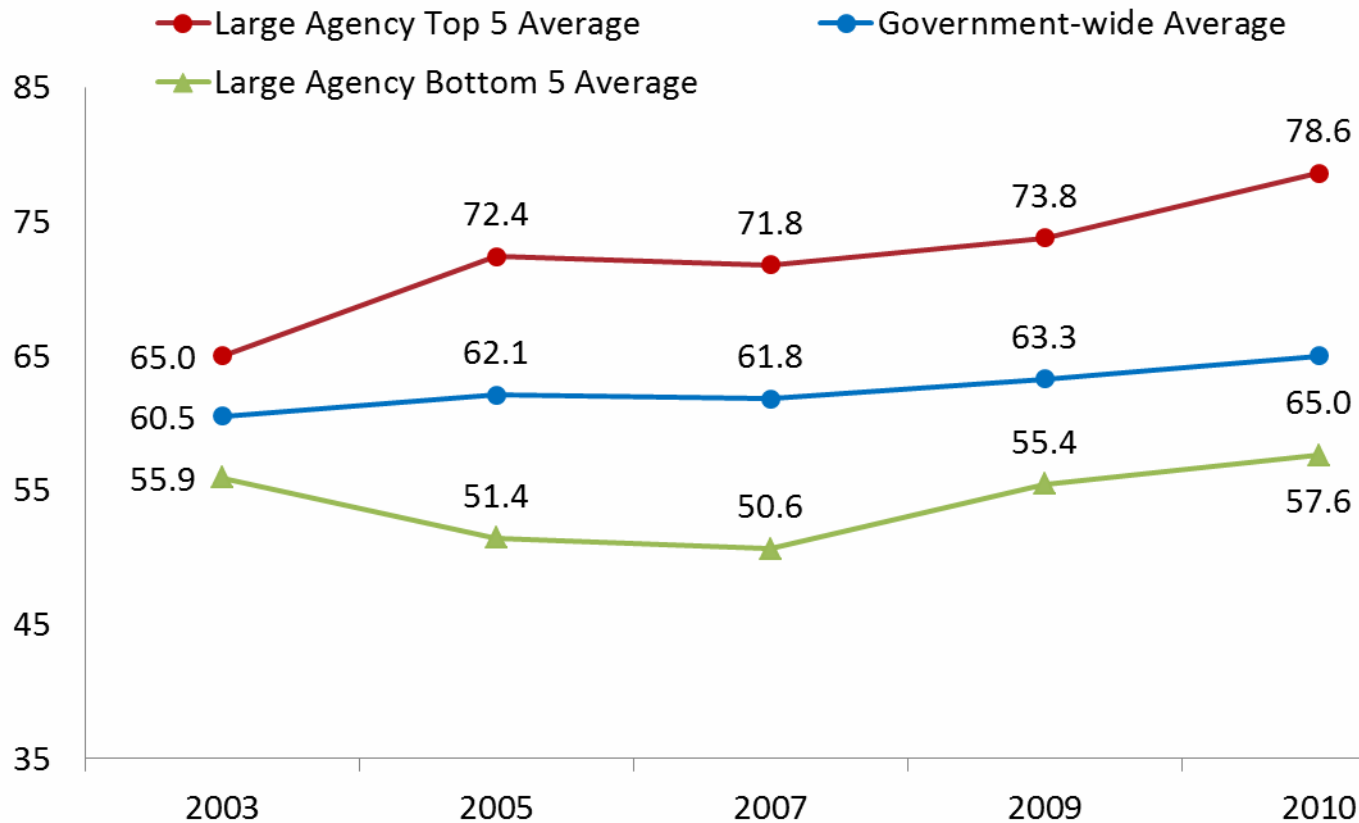
| Rank | Agency  | 2010 | 2009 | % Change |
|------|---|------|------|----------|
| 1    | Nuclear Regulatory Commission                 | 81.8 | 80.7 | 1.30     |
| 2    | Government Accountability Office              | 81.6 | 76.6 | 6.60     |
| 3    | Federal Deposit Insurance Corporation         | 79.2 | 79.2 | 0.00     |
| 4    | Smithsonian Institution                       | 76.2 | 76.2 | 0.00     |
| 5    | National Aeronautics and Space Administration | 74.2 | 71.7 | 3.50     |
| 6    | Social Security Administration                | 71.6 | 67.8 | 6.80     |

# About *Best Places to Work*

- ★ Rating/ranking of employee satisfaction from 290 departments, agencies and subcomponents
- ★ More than 263,000 responses to an annual employee survey
- ★ Sorted by size
  - Large agencies: > 2,000 full-time employees
  - Small agencies: < 2,000
  - Subcomponents: > 100



# Employee satisfaction in government has been increasing over time





# Find employee satisfaction scores for 290 executive branch agencies and subcomponents

government — are produced by the Partnership for Public Service and American University's Institute for the Study of Public Policy Implementation (ISPPi).

## FIND AN AGENCY

Go

[Complete List of Agencies and Subcomponents](#)

★ Create a Custom Report

📄 Compare up to 3 Specific Agencies

### Overall Index Scores

### Most Improved Agencies and Subcomponents

### SCORES BY CATEGORY

Employee Skills/Mission Match

Strategic Management

Teamwork

Effective Leadership

Empowerment

Fairness

Leaders

Supervisors

Performance Based Rewards and Advancement

Training and Development

Support for Diversity

Family Friendly Culture and Benefits

Pay

Work/Life Balance

## Social Security Administration

**Mission:** To deliver Social Security services that meet the changing needs of the public. The agency's responsibilities include assigning Social Security numbers to U.S. citizens, maintaining earnings records for workers under their Social Security numbers and administering the Supplemental Security Income program for the aged, blind and disabled.

71.6

#6 of 32

### Scores and Rankings

📄 Save as PDF

2010

Previous Years

| Index Score | Score | Rank of 32 |
|-------------|-------|------------|
|             | 71.6  | 6          |

### Best in Class Scores

|   | Score | Rank (out of varied totals) |
|---|-------|-----------------------------|
| Employee Skills/Mission Match             | 81.3  | 3 of 28                     |
| Strategic Management                      | 62.1  | 4 of 28                     |
| Teamwork                                  | 69.9  | 6 of 28                     |
| Effective Leadership                      | 56.3  | 12 of 28                    |
| Effective Leadership - Empowerment        | 48.0  | 17 of 28                    |
| Effective Leadership - Fairness           | 55.0  | 10 of 28                    |
| Effective Leadership - Leaders            | 55.8  | 4 of 28                     |
| Effective Leadership - Supervisors        | 61.8  | 21 of 28                    |
| Performance Based Rewards and Advancement | 48.1  | 9 of 28                     |
| Training and Development                  | 63.3  | 5 of 28                     |
| Support for Diversity                     | 60.4  | 7 of 28                     |
| Pay                                       | 72.1  | 6 of 28                     |
| Family Friendly Culture and Benefits      | 39.4  | 15 of 28                    |
| Work/Life Balance                         | 61.7  | 15 of 28                    |

### Scores by Demographic

|        | Score | Rank (out of varied totals) |
|--------|-------|-----------------------------|
| Female | 73.5  | 5 of 29                     |
| Male   | 73.7  | 5 of 29                     |

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# Find scores for ten workplace dimensions

government — are produced by the Partnership for Public Service and American University's Institute for the Study of Public Policy Implementation (ISPPi).

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[Complete List of Agencies and Subcomponents](#)

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## Overall Index Scores

## Most Improved Agencies and Subcomponents

## SCORES BY CATEGORY

Employee Skills/Mission Match

Strategic Management

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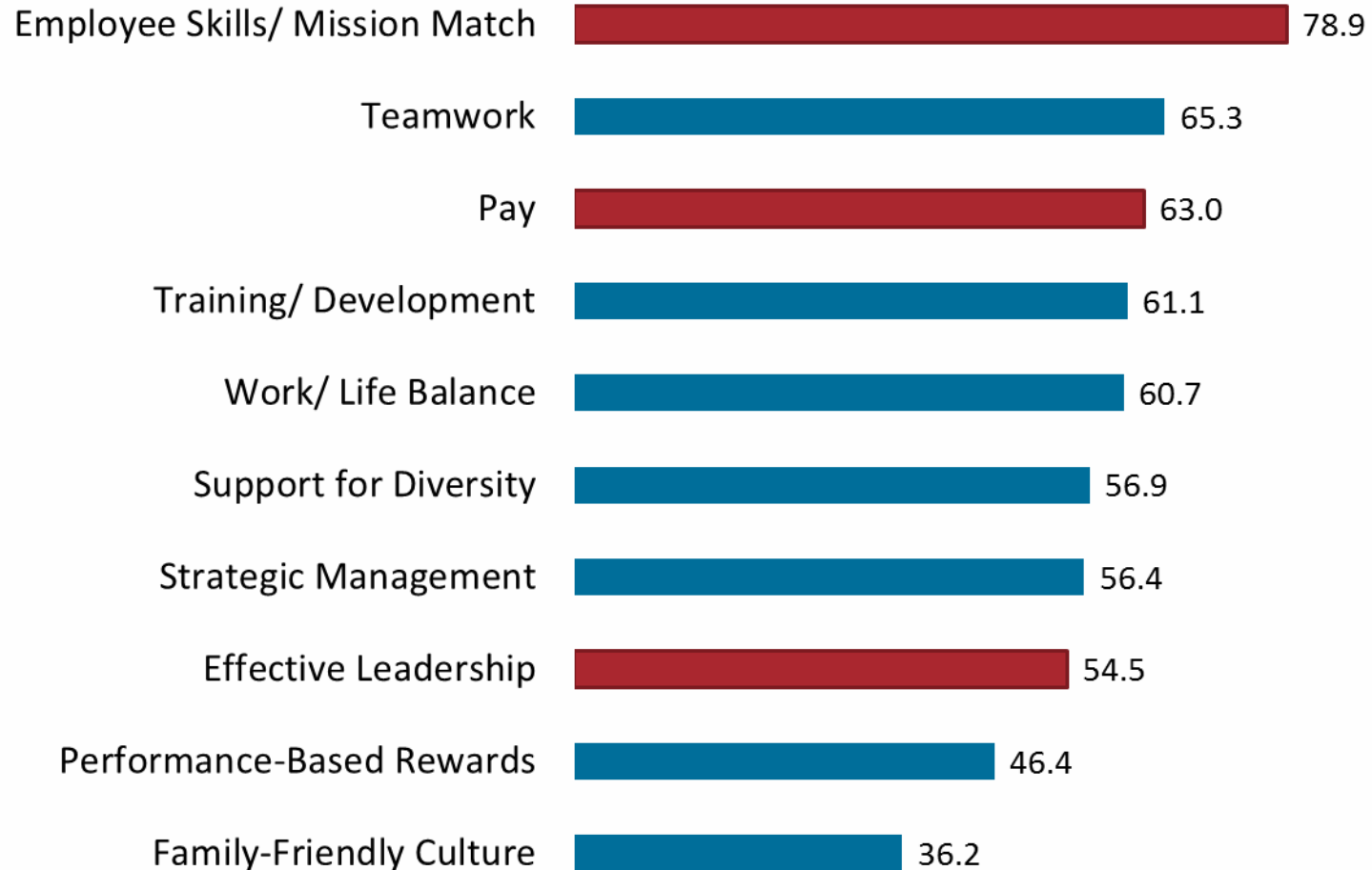
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| Female                                    | 73.5  | 5 of 29                     |
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# Government-wide dimension scores



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# Pathways to Public Service

## CURRENT PROGRAMS

STEP and SCEP

Federal Career Internship Program (FCIP)

ENDED MARCH 1<sup>st</sup>

Presidential Management Fellows Program

## ANNOUNCED PROGRAMS

Internship Program

Recent Graduates Program

Presidential Management Fellows Program

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# New Student Pathways Program

## ★ Internship Program:

- Paid opportunities while still in school
- Agencies may convert eligible participants to full-time employment

## ★ Recent Graduate Program:

- Apply within 2 years of receiving degree
- Veterans can apply within in six years of receiving a degree if they have been actively serving in the military

## ★ Presidential Management Fellows Program:

- The recruiting calendar will be adjusted to better align with academic calendars
- Open to advanced degree students within two years of graduation

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# Additional Resources

- ★ Use these resources to target agencies of interest:
  - [Makingthedifference.org](http://Makingthedifference.org)
  - [Wherethejobsare.org](http://Wherethejobsare.org)
  - [Bestplacestowork.org](http://Bestplacestowork.org)
  - [USAJOBS.gov](http://USAJOBS.gov)
  - [USA.gov](http://USA.gov)
  - Individual agency websites



# Questions?

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