

FEDERAL JOBS – Unprecedented Employment Growth for America

The federal government continues to hire at a torrid pace according to a recent study by Aon Consulting and Monster Government Solutions. Why? To replace the baby boomers that are beginning to retire en masse, to fill the ever-increasing need for qualified national security workers and professionals, and employment consideration for our veterans. Of the **600,000 new hires** anticipated between now and the end of 2012, nearly half will be considered mission-critical. The total figure to be hired represents about one-third of the overall federal workforce—in other words, there is a huge turnover of talent in progress right now and you could be part of it.

It sounds like a lot of hiring and possibly smacks of wasteful government spending, but in historical terms, even with all the new hiring the federal workforce at the end of 2012 will actually be smaller than what it was in 1967, according to Max Stier, Executive Director of the Partnership for Public Service, from the article in govcentral.monster.com.

Among the biggest growth agencies is the Department of Homeland Security, where over 65,000 openings are forecasted. Another large opportunity will be found with the Department of Veterans Affairs, where over 48,000 jobs will be filled to support a huge increase in the administration of benefits. Anyone having recently dealt with the VA for benefit services can attest to this need.

The study shows other large growth areas, including over 54,000 positions in medical and public health agencies, 52,000 jobs in security and protective services, 31,000 openings in compliance and enforcement, 23,000 opportunities in legal areas, and 17,000 positions in administration and program management.

Hot Jobs

The hottest professions are for attorneys, paralegals, human resource professionals (many mission-critical roles), biological and science experts, border patrol agents, customs officers, food inspectors, compliance staff, tax examiners, accountants, auditors, and engineers. In fact, there are about 2,000 total job types open at any given time. A quick search on www.usajobs.gov will reveal some 30,000 current openings, and it's a simple process to locate job types or locations with the robust search tools provided.

Lucrative opportunities are found in the Senior Executive Service, the highest career level of government where savvy leaders bring talent and vision to positions reporting to cabinet-level organizations. In addition, retiring or separating military members often search out second careers in the federal government to take advantage of their excellent training and, in almost all cases, their veteran's preference in the hiring process.

Hot Locations

More than 85% of federal jobs are located outside of Washington, D.C. The states with the highest number of federal employees are: California, Virginia, Texas, Maryland, Florida, Georgia, Pennsylvania, New York, Washington, and Ohio. Many jobs also feature overseas locations for those seeking a change of scenery or perhaps a bit more excitement in their career.

Huge Interest

With the repressed economy, competition for federal jobs is at an all-time high, meaning that the

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federal government has a unique chance to hire some of the best talent available at a time when the country needs supremely qualified workers and professionals to steer agencies through tough times. That should not discourage anyone from applying, however. It does take time and patience to properly apply for federal jobs, and most agencies are very methodical about their hiring process—translation: it could take months to hear back on an application and the overall hiring process may seem maddeningly slow, but to their credit most agencies are exceedingly thorough and overtly fair in their evaluations and hiring. If you are a worthy candidate and you properly apply for a vacancy, you stand an excellent chance of being considered for the position.

Hidden Value

Some federal government jobs offer recruitment bonuses to attract the best of the best, with figures of \$10,000 to \$60,000 not unheard of, as well as repayment of student loans. In most cases, a commitment of several years' service will be required to secure the bonus or repayment.

Not Rocket Science

Although NASA may actually need rocket scientists, you don't have to be one in order to get the attention of hiring managers. Above all—and not surprisingly—the ability to speak and write clearly and effectively is consistently in demand. The “new” federal government is looking for visionary leadership, strength of character, and initiative. When applying for a position, these traits must be baked into your application.

Yes, but...

There's always a but, isn't there? The “but” in this case is that applying for a federal job, even for entry-level positions, can seem overly complicated. There are several different application formats and methods depending on the hiring agency, and they all have different requirements for content, text character size, and composition. Many require extensive narrative responses to experience and skill questions. All are screened by computer software that searches for key words and skills, and your application must be geared to both pass the computer screening and be supremely readable and compelling for the hiring or human resources manager. Failing to meet the basic requirements for size, structure, and extras (DD-214, college transcripts, etc.) automatically gets your application the boot. No bending of the rules; no give and take. It's strict, but like we said before, the process is eminently and ultimately fair.

Where to turn

Many potential applicants choose to employ the professional services of seasoned resume writers with significant experience creating successful federal government resumes and applications. For a modest investment—in many cases, less than the amount of one paycheck over a long and fruitful government career—a truly qualified resume service pays for itself many times over. Many try on their own, and have ultimately sought the resources and insight offered by companies such as CareerPro Global and its team of certified writers. With an ISO 9000 design process, in business since 1986, CareerPro stands alone among the nation's best resume writing companies, and is ready to help with your federal government resume or military transition resume project.