



# Phi Beta Kappa: Key into State and Local Government Service

June 21, 2024

# What is the Volcker Alliance?

***The Volcker Alliance empowers the public sector workforce to solve the challenges facing our nation.***

We envision a public sector workforce with the experience, preparation, and commitment to ensure government is accountable and delivers with excellence.



EDUCATE



CONNECT



EMPOWER



INSPIRE

# Who am I? Why am I talking to you?

3

## Peter Morrissey, Senior Director, Talent Initiatives

- Leads The Volcker Alliance's public sector talent portfolio
- Worked in local gov (NYC), federal gov (OMB), and civic sector
- PBK (2010) at Fordham (BA Political Science, 2011)
- Nice guy (TBD)

**Why should I care about state and local government?**

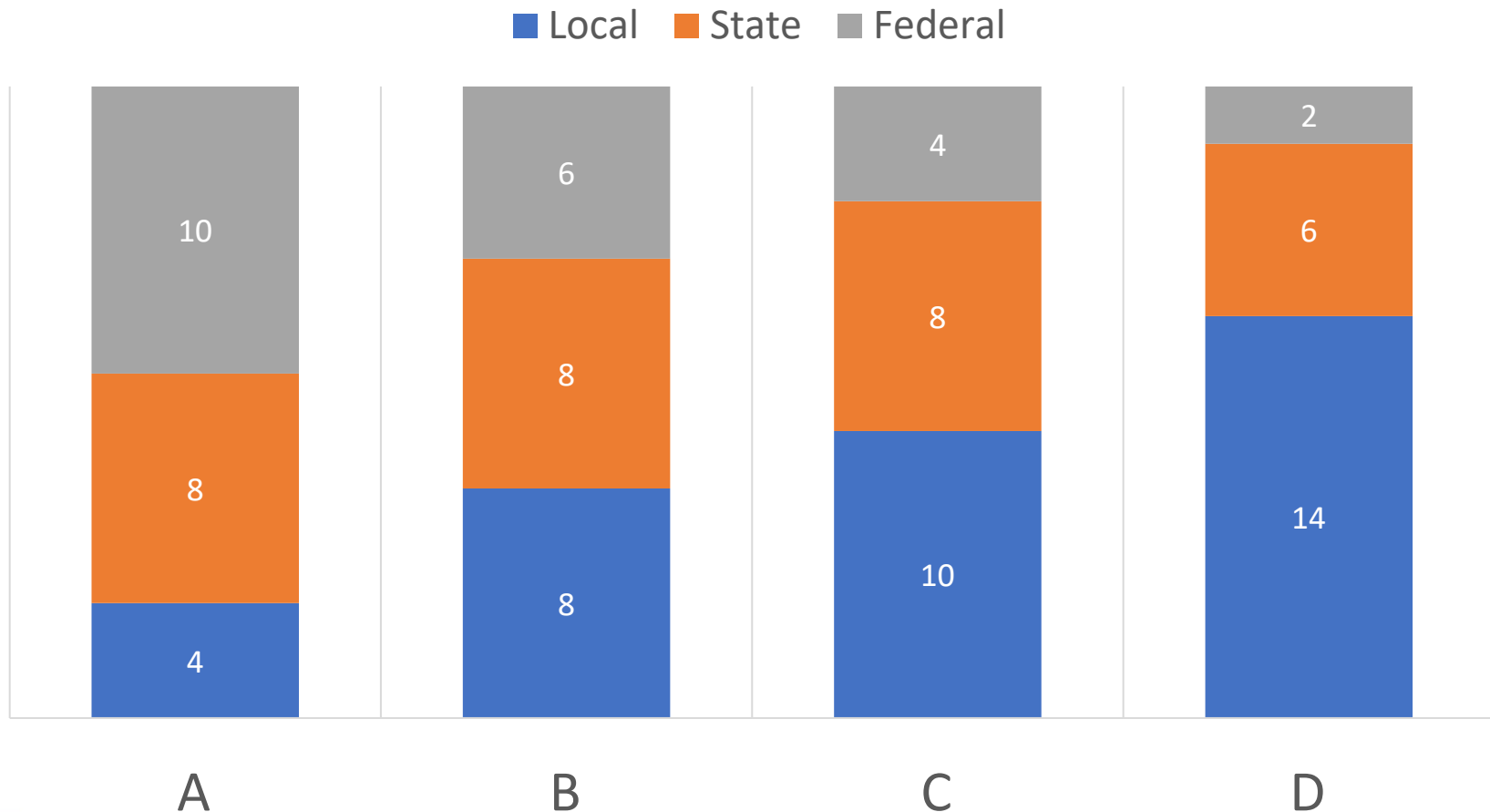
# Why should I care about state and local government?

1. There are *immense* opportunities
2. State and local governments deliver every sort of service
3. State and local government is a fulfilling place to work

# Immense Opportunity

Which reflects the breakdown of jobs by level of government?

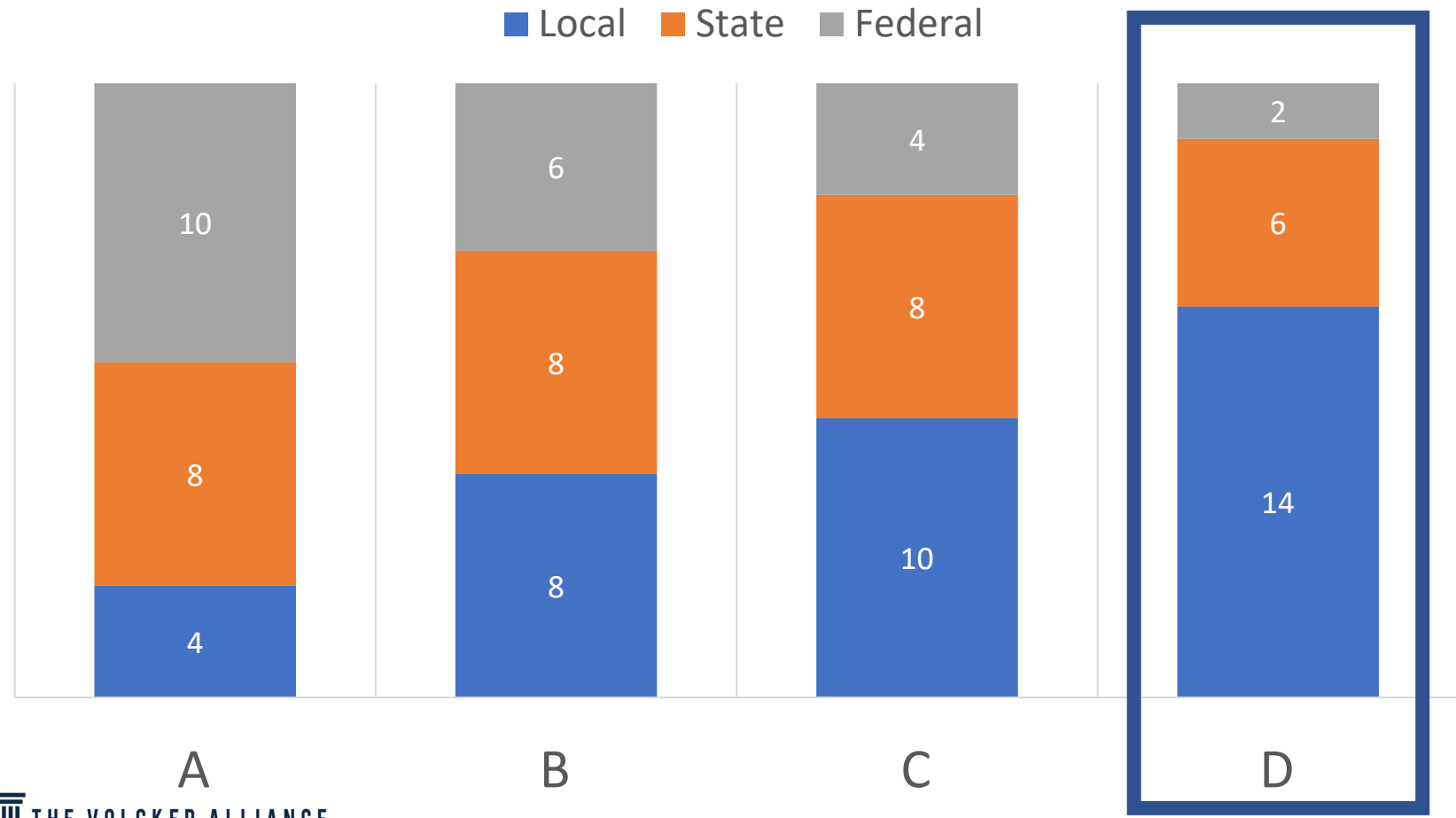
NUMBER OF GOVERNMENT JOBS BY LEVEL, IN MILLIONS



# Immense Opportunity

## Which reflects the breakdown of jobs by level of government?

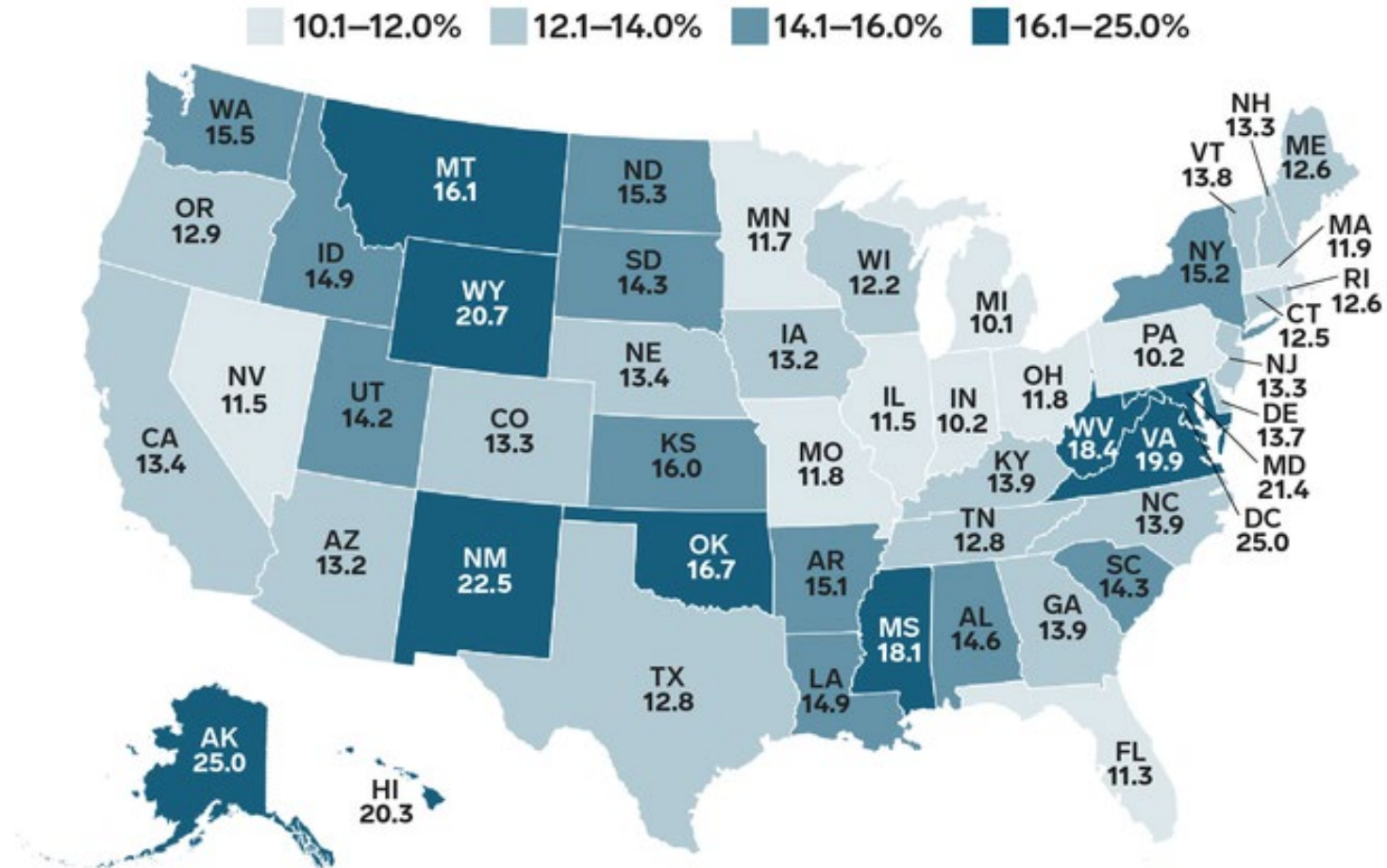
### NUMBER OF GOVERNMENT JOBS BY LEVEL, IN MILLIONS



# Immense Opportunity

## You already live in a place with these jobs

Percent share of employed population over the age of 16 who work in government



Source: US Census Bureau, 2017 American Community Survey

Insider Inc



# Why should I care about state and local government?

1. There are *immense* opportunities
2. **State and local governments deliver every sort of service**
3. State and local government is a fulfilling place to work.

# Many types of work

Which of these services or programs are delivered by S/L government and which are not?

- Public Schools
- Affordable Care Act
- Civil Rights Enforcement
- Medicaid
- SNAP
- Parks
- TANF
- Scientific Research
- Environmental Protection
- Zoning
- Infrastructure
- Public Health
- Public Assistance
- Section 8 Housing
- COVID Response
- Water Quality
- Homeless Services
- Federal Highways
- CARES Act
- Community Development

# Many types of work

Most of them are!

Public Schools ✓

Affordable Care Act

Civil Rights Enforcement ✓

Medicaid

SNAP

Parks ✓

Environmental Protection ✓

TANF

Scientific Research ✓

Public Health ✓

Zoning ✓

Infrastructure ✓

COVID Response ✓

Public Assistance ✓

Homeless Services ✓

Section 8 Housing

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# Many types of work

Actually, all of them are

Civil Rights  
Enforcement

Public Schools

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# Why should I care about state and local government?

13

1. There are *immense* opportunities
2. State and local governments deliver every sort of service
3. **This work really matters**

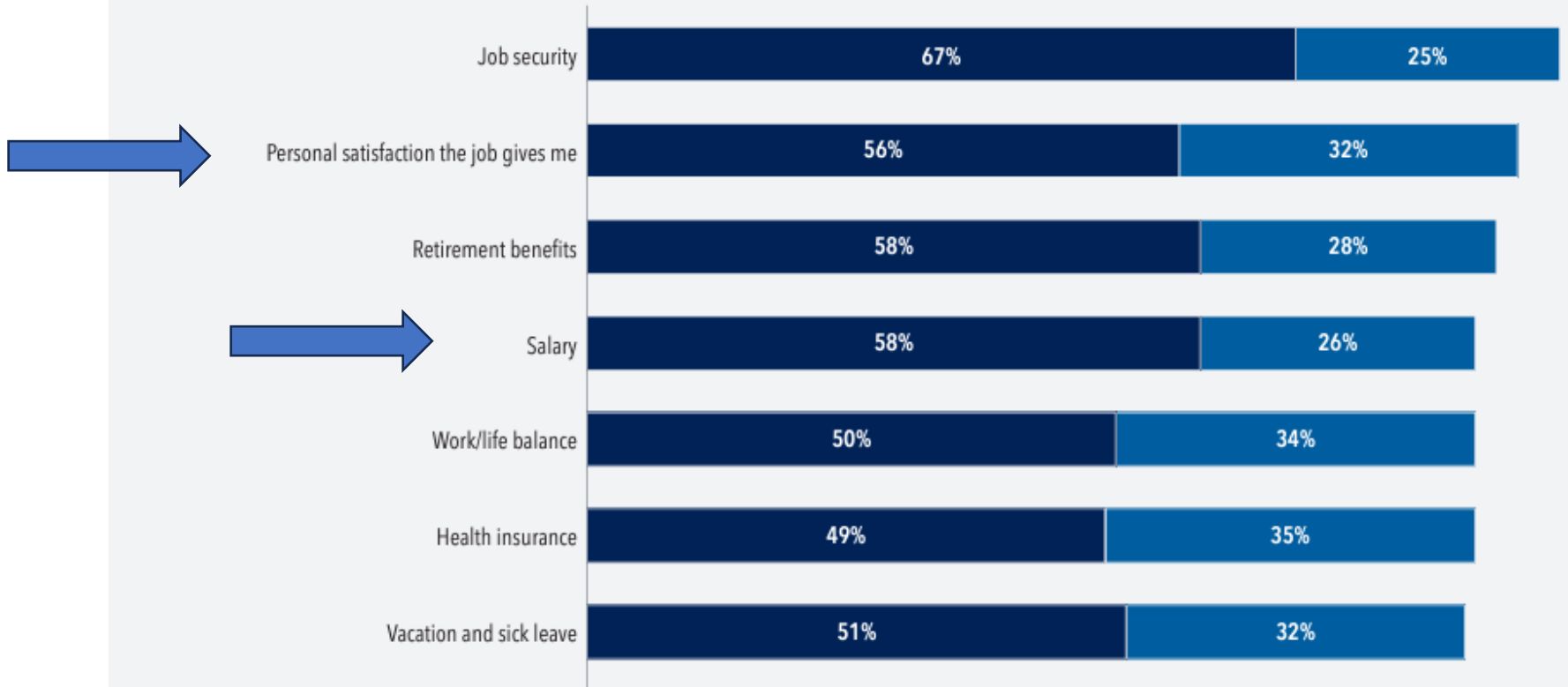
## State and local government work matters

- Local and state government is where most government happens
- It features every sort of job in almost any field
- The work is hard, and that's a good thing
- It is impactful and rewarding
- Job satisfaction among young leaders is high

# Fulfilling Opportunities to Serve

## State and local government work matters

Figure 2 To what extent did the following attract you to your current job in the first place (as a major or minor factor)?



**Do state and local governments really  
need me?**



# Do state and local governments really need me?

17

1. Yes! They need all sorts of talented people
2. Yes! They need your skills
3. Yes! They need your values

Government needs the leadership of the next generation



## Local, state governments struggle to replace exiting workers

BY REID WILSON - 02/08/22 01:58 PM EST

258 COMMENTS

# Government Is Hiring, But Faces Tough Competition for Workers



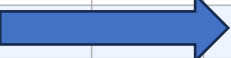

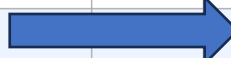
## THE BOND BUYER

# State and local government workforce facing worst challenges in 50 years

# Jobs in government are opening

Chaos is a ladder

The median worker economywide is 42.1

	2023								Median age
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	
Public administration	7,984	55	311	1,619	1,993	1,981	1,562	462	45.1
Executive offices and legislative bodies	1,332	20	78	225	268	328			47.6
Public finance activities	343	1	12	54	84	89	83	20	47.3
Other general government and support	148	1	7	29	27	39			48.7
Justice, public order, and safety activities	2,608	15	98	668	715	610	389	113	42.4
Administration of human resource programs	1,615	6	54	287	418	433	316	102	45.9
Administration of environmental quality and housing programs	245	0	14	44	62	64	45	16	45.4
Administration of economic programs and space research	617	2	11	113	148	153			48.1
National security and international affairs	1,076	10	37	201	271	266	235	56	45.9

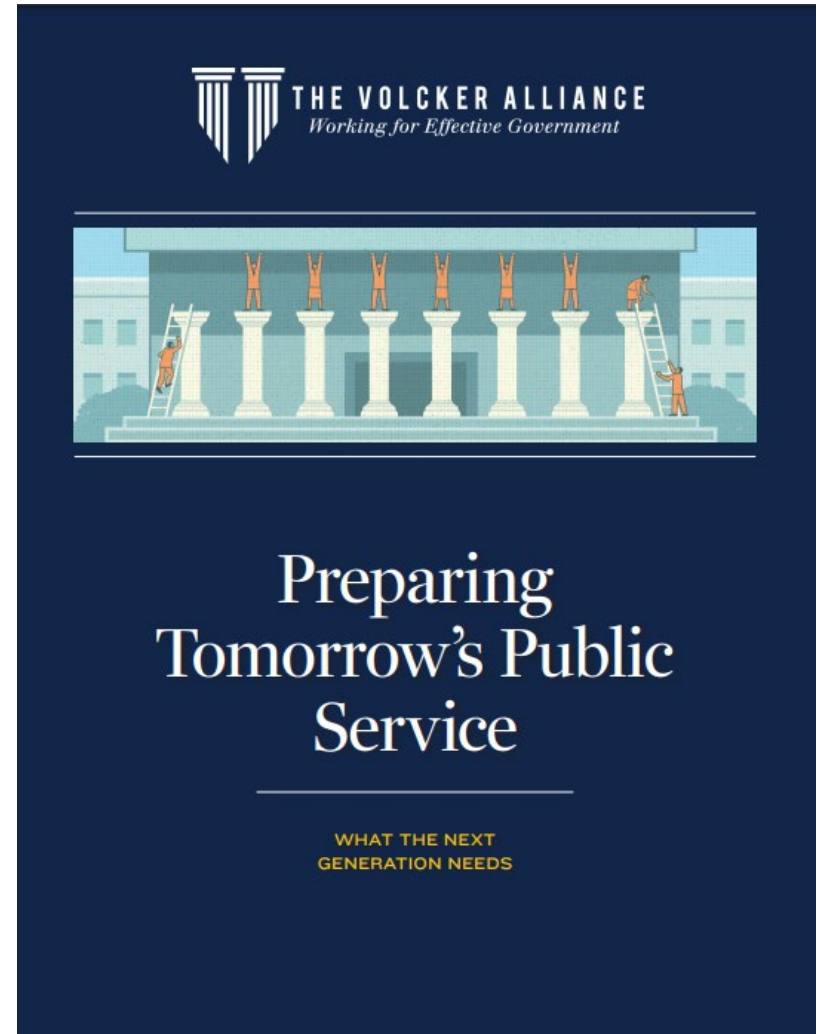
# Do state and local governments really need me?

20

1. Yes! They need all sorts of talented people
2. **Yes! They need your skills**
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## Hypothesis:

**Graduates with degrees in the liberal arts and sciences can find jobs in government**

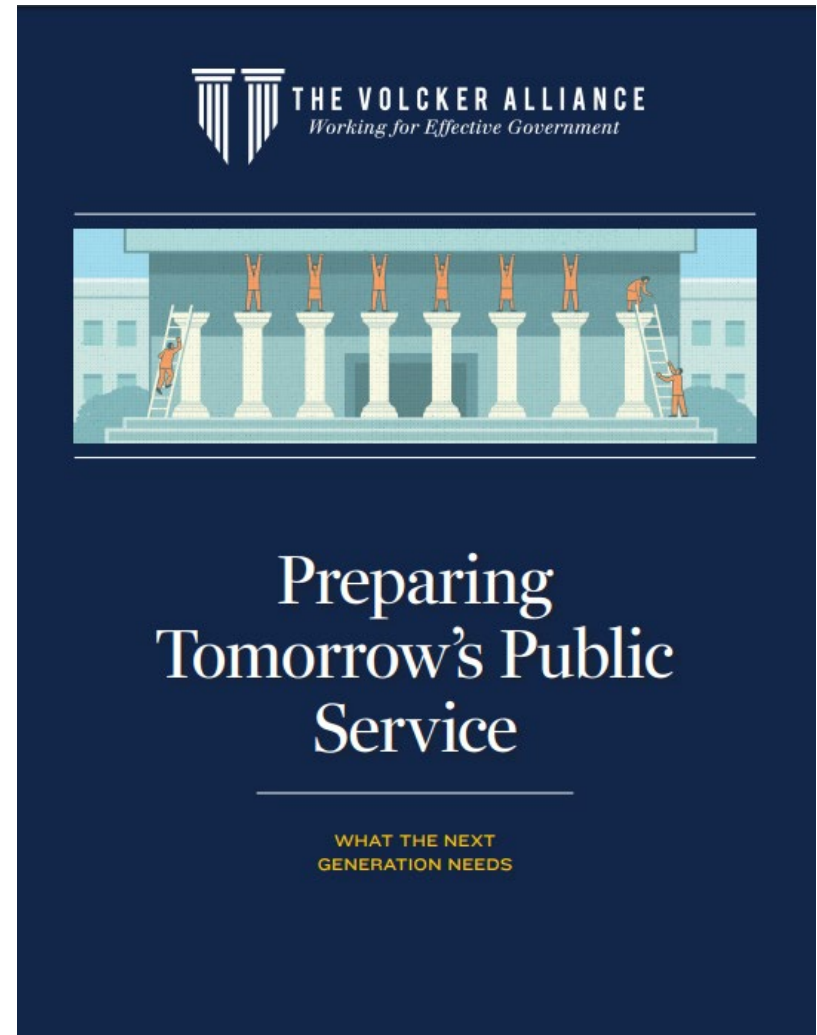


## ~~Hypothesis:~~

~~Graduates with degrees in the liberal arts and sciences can find jobs in government~~

## Conclusion:

Liberal arts and sciences graduates are **UNIQUELY SUITED** to thrive in government and build fulfilling, impactful careers



# Top rated skills for public sector employees

Which of these skills were rated most valuable by current young government leaders?

Data Analytics

Oral

Communication

Quantitative  
Analysis

Project  
Management

Written  
Communication

Overcoming  
Obstacles

Financial  
Acumen

# Top rated skills for public sector employees

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Financial  
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# Top rated skills for public sector employees

The most successful young public servants are:

- Critical thinkers and complex reasoners
- Strong communicators
- Good listeners, always searching for new lessons
- Principled and ethical
- Creative and innovative
- Unafraid of obstacles and comfortable with uncertainty



# Do state and local governments really need me?

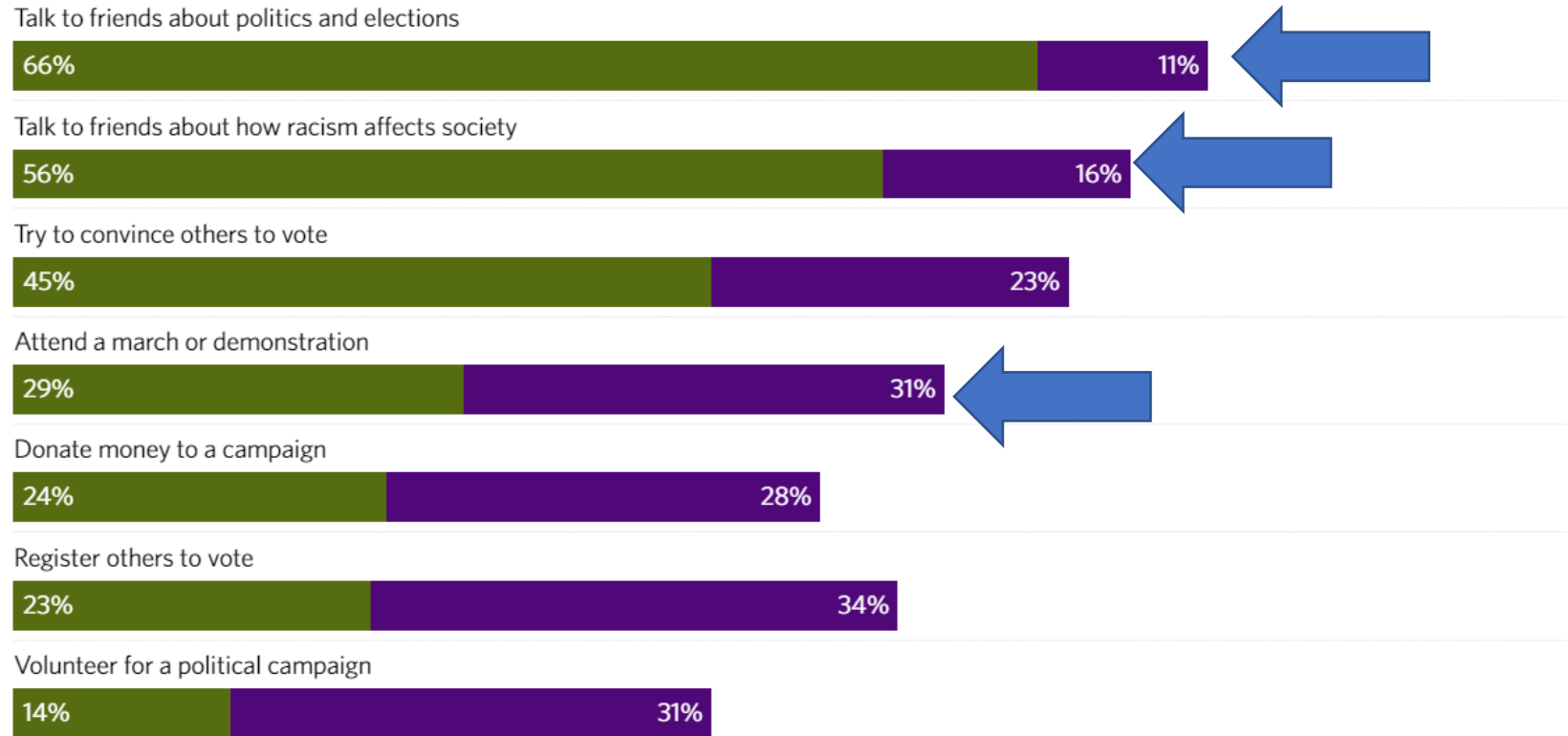
26

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## Young People Are Participating In Political Life, and Many More Might Do So If Given the Opportunity

The percentage of young people, ages 18-29, who said they had performed each action, and the percentage who said they have not but may do so in the future.

■ Have Done It ■ Might Do It in the Future



**CIRCLE** Tufts University Tisch College · CIRCLE

Source: CIRCLE/Tisch College 2020 Post-Election Youth Survey

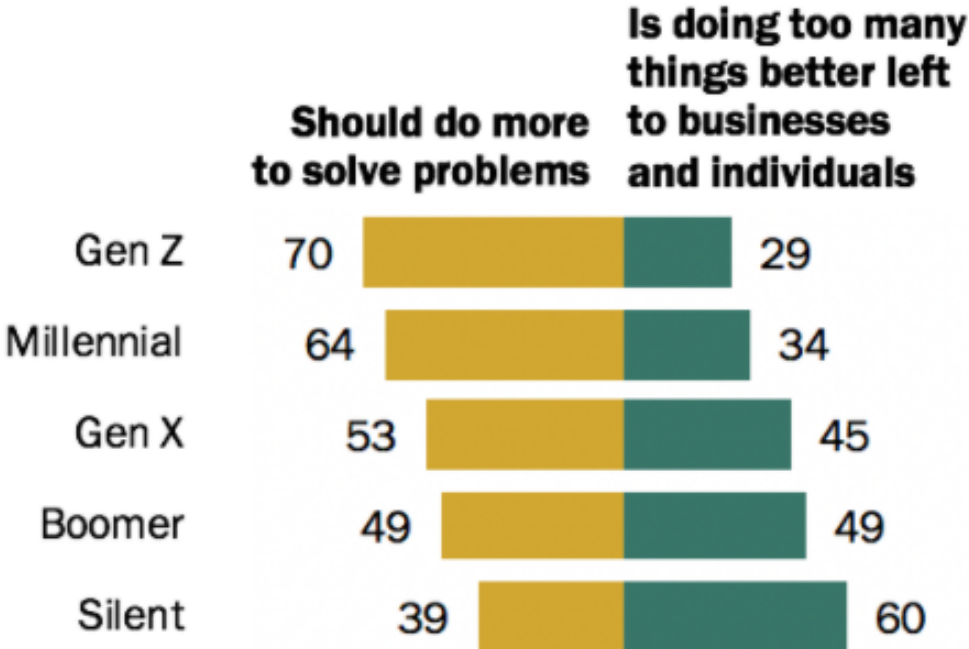
[Get the data](#)

# Expectations of government are shifting

You believe government has responsibility to create change

## Gen Z more likely than other generations to want an activist government

*% saying government ...*

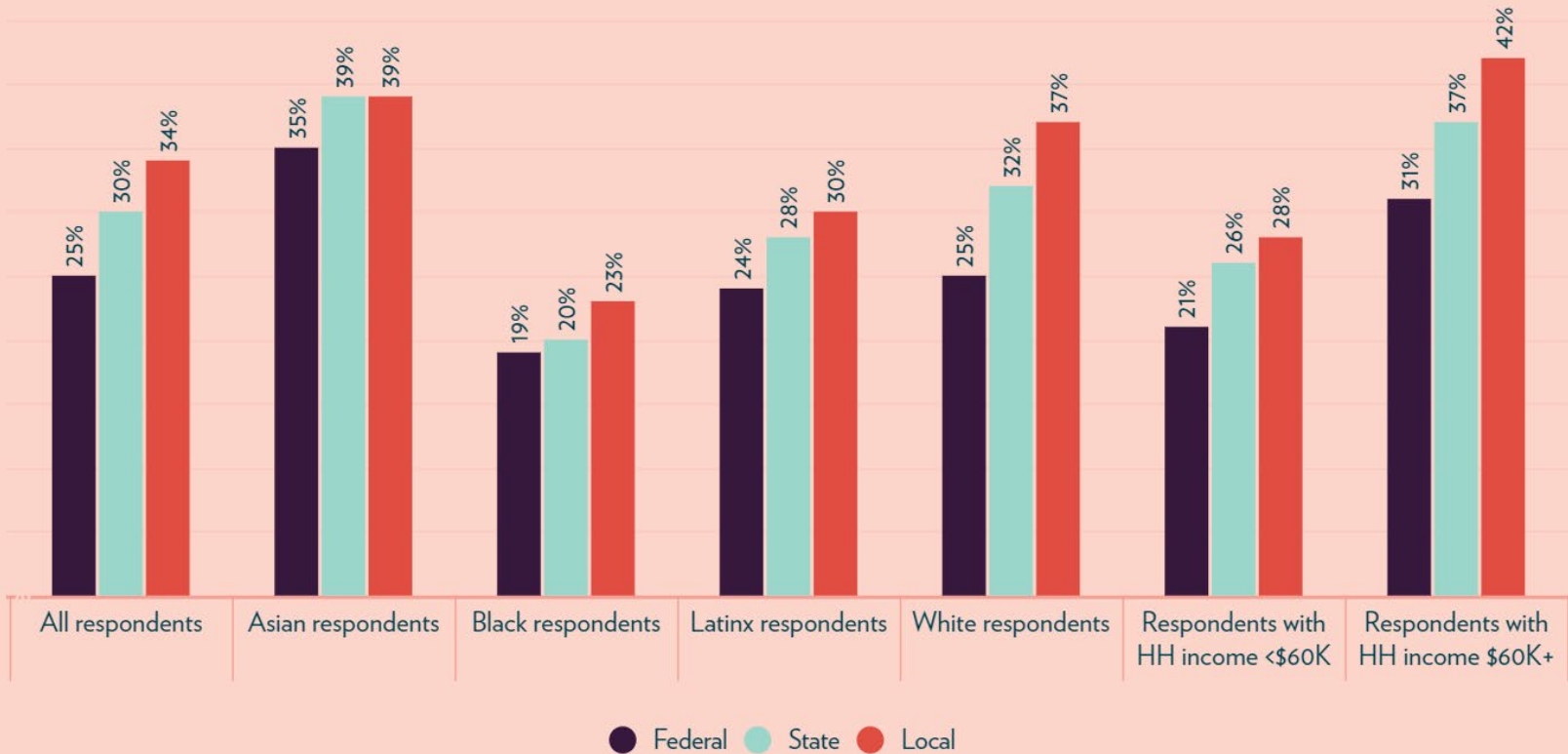


Pew Research Center

# Being part of the solution

## Transforming government requires engagement

Share of respondents that agreed/strongly agreed with statement, "I trust the [federal/state/local] government."



# Vision without execution is hallucination

If you care about change on any issue, S/L government is usually where it intersects with people's lives

TIME

U.S. • HEALTHCARE

## How Kentucky Got Obamacare Right

15 MINUTE READ

HEALTH

# Cover Oregon: Health exchange failure predicted, but tech watchdogs' warnings fell on deaf ears



Updated: Jan. 18, 2014, 9:35 p.m. | Published: Jan. 18, 2014, 8:35 p.m.

## Government work matters

*“There’s an opportunity to bring your talents and your analytical skills within [local] government to really **serve communities that usually get left out of conversation, discussion, and public decision-making.**”*

*-Helen Chin, Asst. to the City Manager for  
Homelessness  
Culver City, CA*

# So how do I get in?



# So how do I get in?

## Think about your interests differently

I like...	S/L gov't roles
Economics, math	Budget analyst, resource management officer
Negotiation	Procurement/contracting officer
Data (qualitative or quantitative)	Program analyst (in any field)
Democracy, civics	Election administrator
The environment	City planner, zoning analyst, transit coordinator
Running stuff	City/county manager, program manager, operations manager
Research	Policy aide (for councilmember, legislator); evaluation officer
Talking/writing	Public information officer

# So how do I get in?

## “Comprehensive” listings of open opportunities

- There are 50 states
- There are 3,143 counties/county-equivalents
- There are more than 109,000 cities



# So how do I get in?

Explore your area, and don't forget...

- Cities, states, and counties
- Non-executive agency roles: city councils, legislatures, Secretary of State/election administrators, treasurers, DA/AG, Court systems, school districts
- “Independent” authorities/publicly held corporations: Transit authorities, public utilities, housing authorities, public health boards/authorities
- Cross gov't orgs: metropolitan planning organizations, league of cities/counties

# So how do I get in?

**Trite but true: do an internship if you can!**



government internships paid



 City of Sioux Falls (.gov)

## Discover Your Path: Ascend Internship Program

The Sioux Falls Ascend Internship Program provides paid summer internships with mentoring, professional development, and networking opportunities across...

Nov 15, 2023



 Anne Arundel County

## Jobs & Internships

Anne Arundel County is a rewarding place to work. Employees provide a vast array of services to the citizens of the county each day. Find jobs, internships...

Aug 18, 2023



 RaleighNC.gov

## Partnership Raleigh Seeks Summer Interns | Raleighnc.gov

Working in collaboration with the Office of Sustainability, this is a 10-week (June 3-August 9) PAID hybrid internship program for college...

Mar 19, 2024



 WIMS AM 1420

## City of Michigan City announces Government Leadership Program Internship Pilot

Undergraduate and graduate students seeking municipal work experience soon will have the opportunity to apply for paid summer internships...

Mar 1, 2024



# So how do I get in?

## Cross-cutting fellowships to get your foot in the door



coding it forward >



# So how do I get in?

## Location-based fellowships



## San Francisco Fellows Program

DAVID M. WODYNSKI MEMORIAL FELLOWSHIP

Management Assistant Program



# So how do I get in?

Your universities are resources

*Your universities are your partners in equipping you with skills and connections to make the public service leap.*

Look to your:

- Career services staff
- Advanced degree and continuing education programs
- Faculty
- Public service job fairs
- Alumni who work in gov't

# So how do I get in?

## Do I need a special resume?

No.\*

Well...

- Governments vary. Review carefully!
- In a cover letter or header statement, *explicitly* invoke key skills listed in the job description
- S/L job applications may not use resume-based hiring



# So how do I get in?

I have loans! Can I afford it?

## PSLF: Public Service Loan Forgiveness

PSLF will forgive undergraduate and graduate loans from qualifying loan types (federal direct) if you make 120 qualifying payments (IBR plans) while working at qualifying employers (governments, 501c3 nonprofits).

It is incumbent on the borrower to ensure compliance. Watch one of the webinars below!

<https://pslfcoalition.org/pslf-updates/>



# Is S/L Government for me?

42

**I am not naïve: you are incredibly sought after!**

**State and local governments are great places to serve if:**

- You care *deeply* about a place and want make it better
- You like tangible, measurable impact you can see/feel
- You are looking for rapid advancement opportunities
- You want to learn every facet of a given topic or policy issue
- You want to work in policy development elsewhere



**THE VOLCKER ALLIANCE**

*Empowering and Inspiring Public Servants*

## Contact Us

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