



PHI BETA KAPPA KEY INTO PUBLIC SERVICE

LIBERAL ARTS AND SCIENCES IN STATE AND LOCAL GOVERNMENT SERVICE

THE VOLCKER ALLIANCE





**THE VOLCKER ALLIANCE
EMPOWERS THE PUBLIC
SECTOR WORKFORCE TO
SOLVE THE CHALLENGES
FACING OUR NATION.**

THE VOLCKER ALLIANCE

Our programs are focused on educating, empowering, connecting, and inspiring public servants.



Educate

We promote innovation in public service education.



Connect

We connect talent to city, state, and federal government jobs.



Empower

We empower leaders to build the democracy of our future.



Inspire

We inspire others with the story of Mr. Volcker's commitment to public service.

WHO AM I? WHY AM I TALKING TO YOU?

Peter Morrissey, Senior Director, Talent and Strategy

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

WHY SHOULD I CARE ABOUT STATE AND LOCAL GOVERNMENT?



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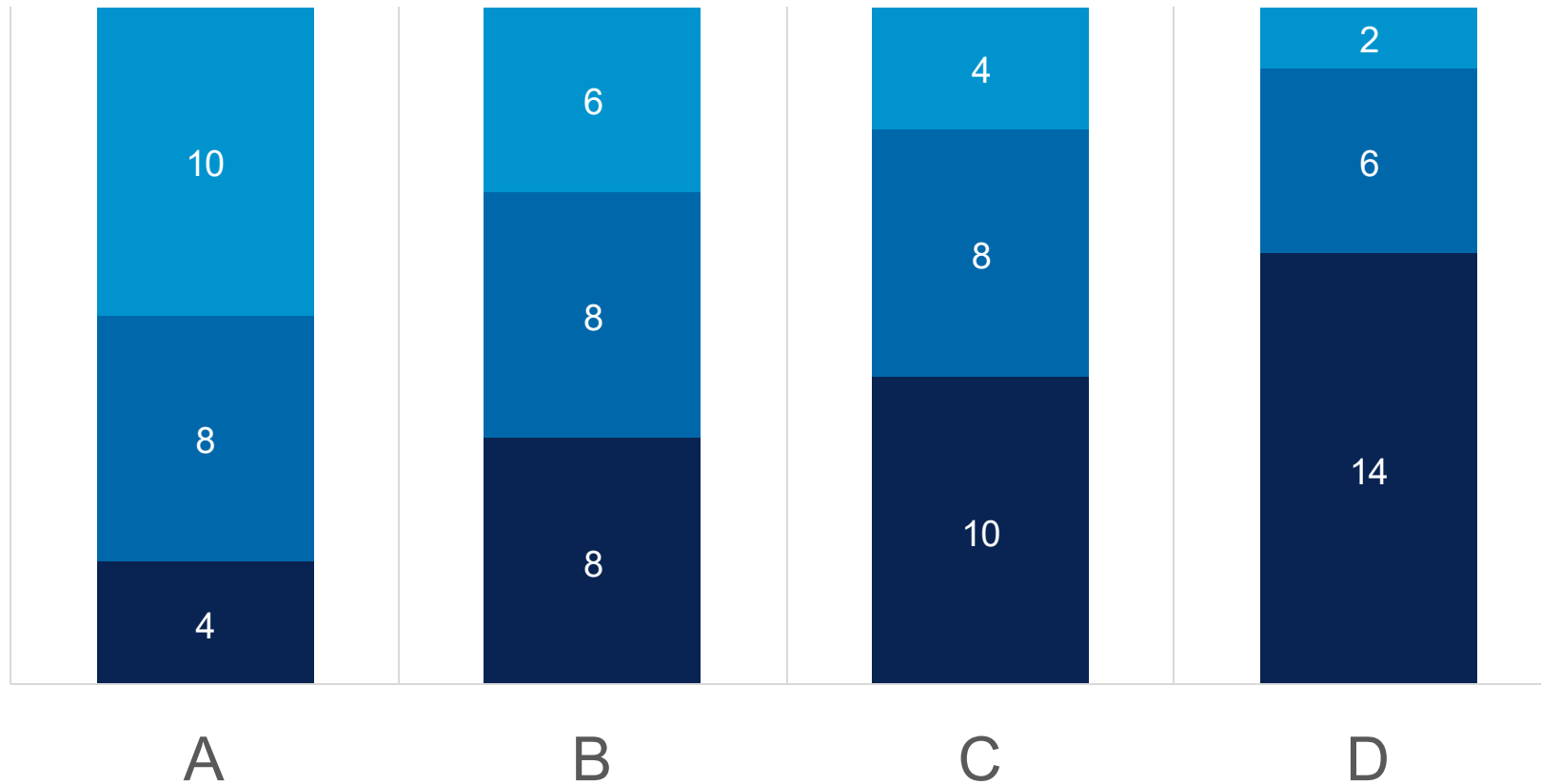
1. There are *immense* opportunities
2. State and local governments deliver every sort of service
3. State and local government is a fulfilling place to work

IMMENSE OPPORTUNITY

Which reflects the breakdown of jobs by level of government?

NUMBER OF GOVERNMENT JOBS BY LEVEL, IN MILLIONS

■ Local ■ State ■ Federal

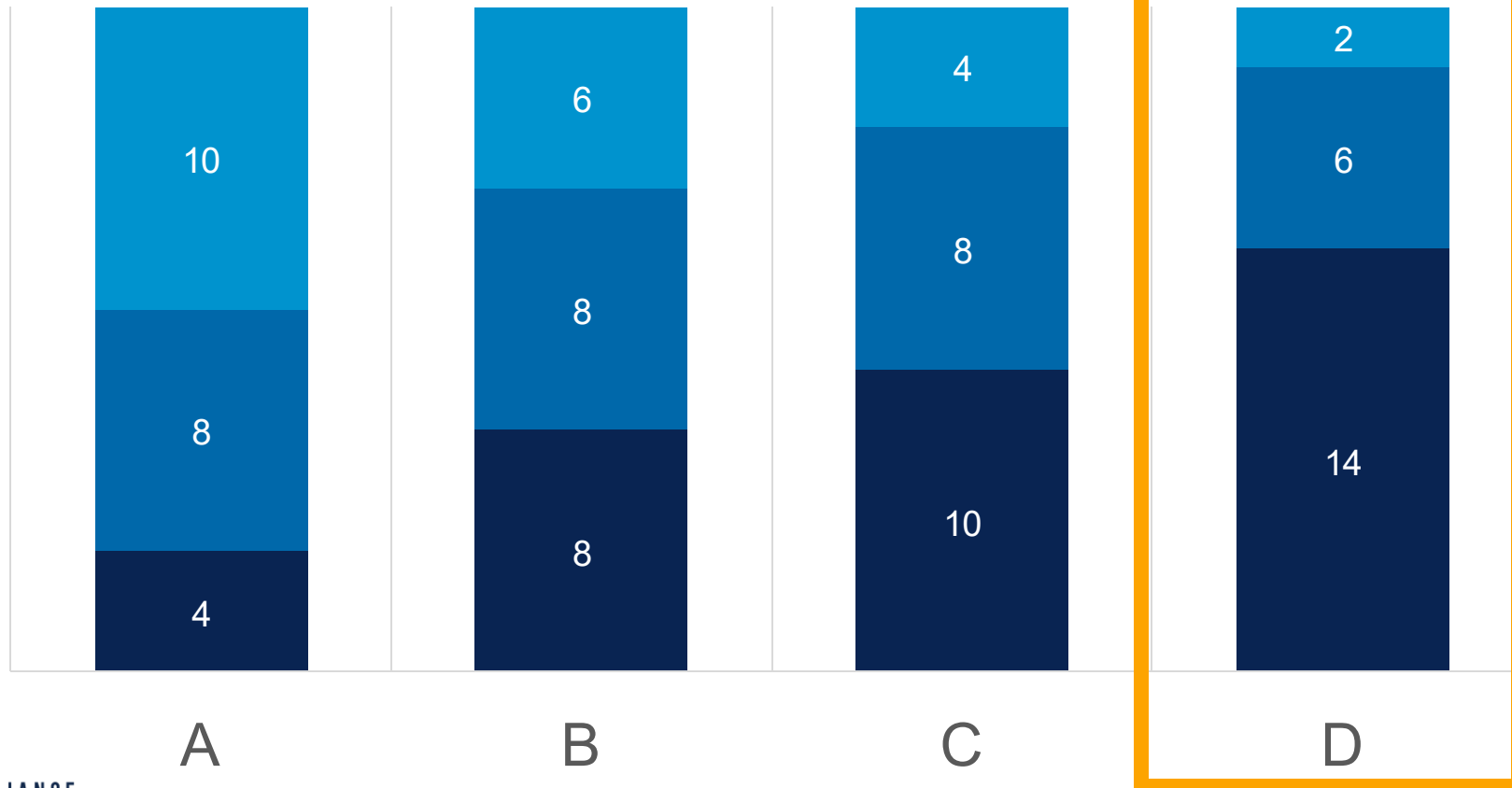


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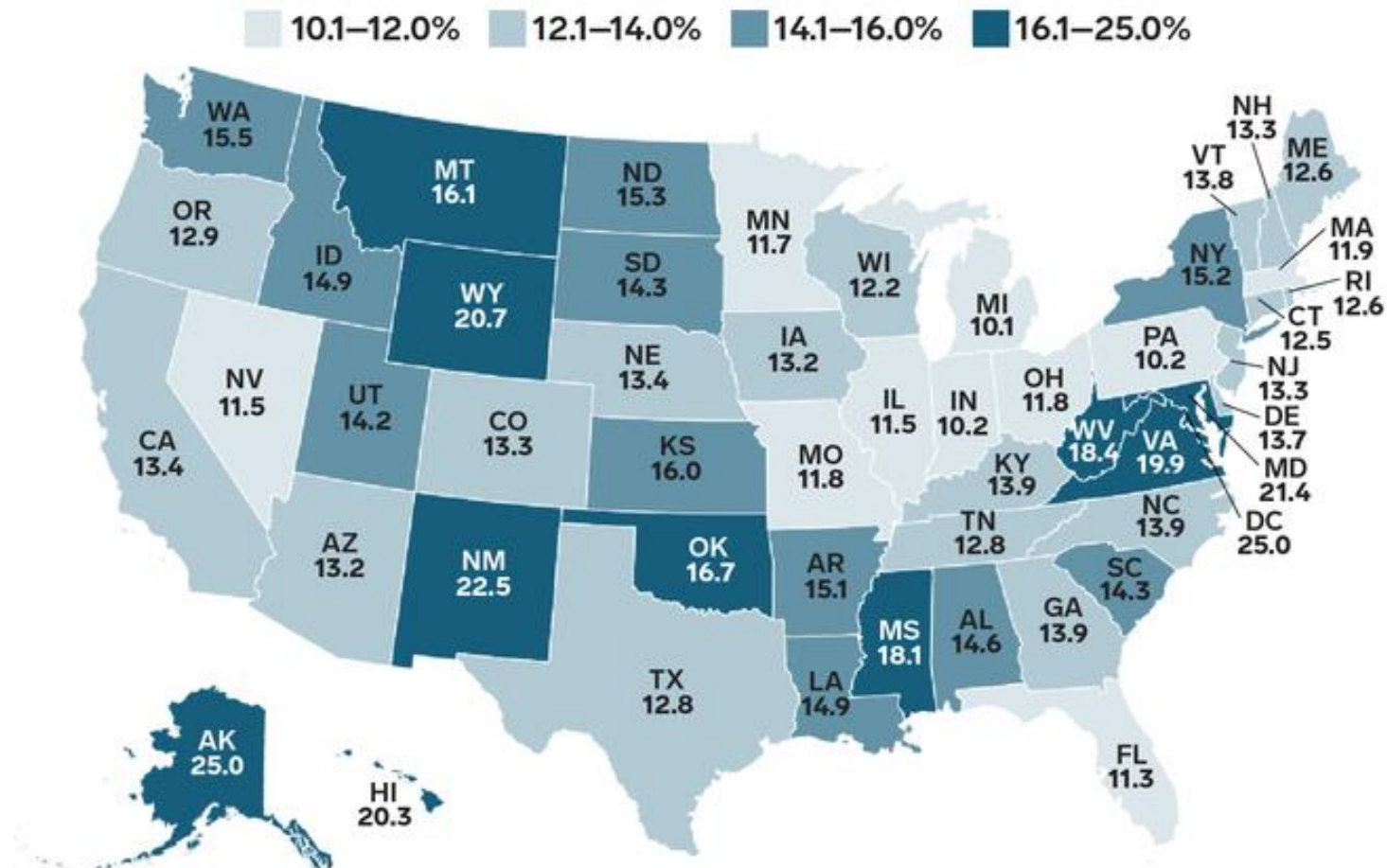
■ Local ■ State ■ Federal



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

WHY SHOULD I CARE ABOUT STATE AND LOCAL GOVERNMENT?

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MANY TYPES OF WORK

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



Public Schools Affordable Care Act Parks

Medicaid SNAP Public Health

TANF Scientific Research Infrastructure

Public Assistance Zoning Federal Highways

Water Quality Section 8 Housing Community Development

IRA Renewable Energy Homeless Services

Civil Rights Enforcement

Environmental Protection

Public Health

MANY TYPES OF WORK

Most of them are!

Public Schools ✓

Affordable Care Act

Parks ✓

Civil Rights
Enforcement ✓

Medicaid

SNAP

Public Health ✓

Environmental
Protection ✓

TANF ✓

Scientific
Research

Infrastructure ✓

Zoning ✓

Federal
Highways

Public Health ✓

Public Assistance ✓

Section 8
Housing ✓

Water Quality ✓

IRA Renewable
Energy

Community
Development ✓

Homeless
Services ✓

MANY TYPES OF WORK

Actually all of them are

Public Schools ✓

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FULFILLING OPPORTUNITIES TO SERVE

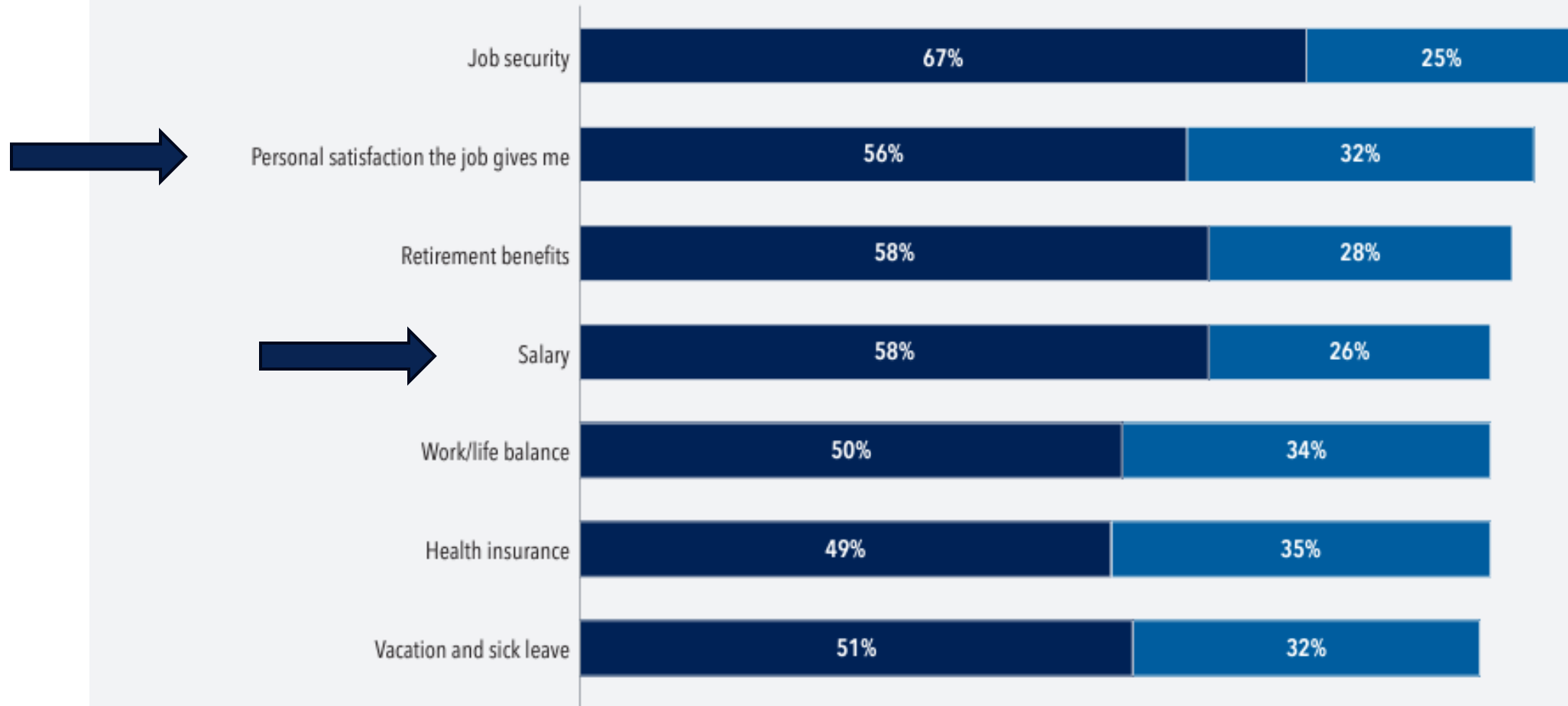
State and local government work matters

- **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 PEOPLE LIKE ME?



DO STATE AND LOCAL GOVERNMENTS REALLY NEED PEOPLE LIKE ME?

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

JOBS IN GOVERNMENT ARE OPEN

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 OPEN

Government needs the leadership of the next generation

The median worker economywide is 42.1

	2023								
	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	Median age
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	310	94	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	140	50	48.1
National security and international affairs	1,076	10	37	201	271	266	235	56	45.9

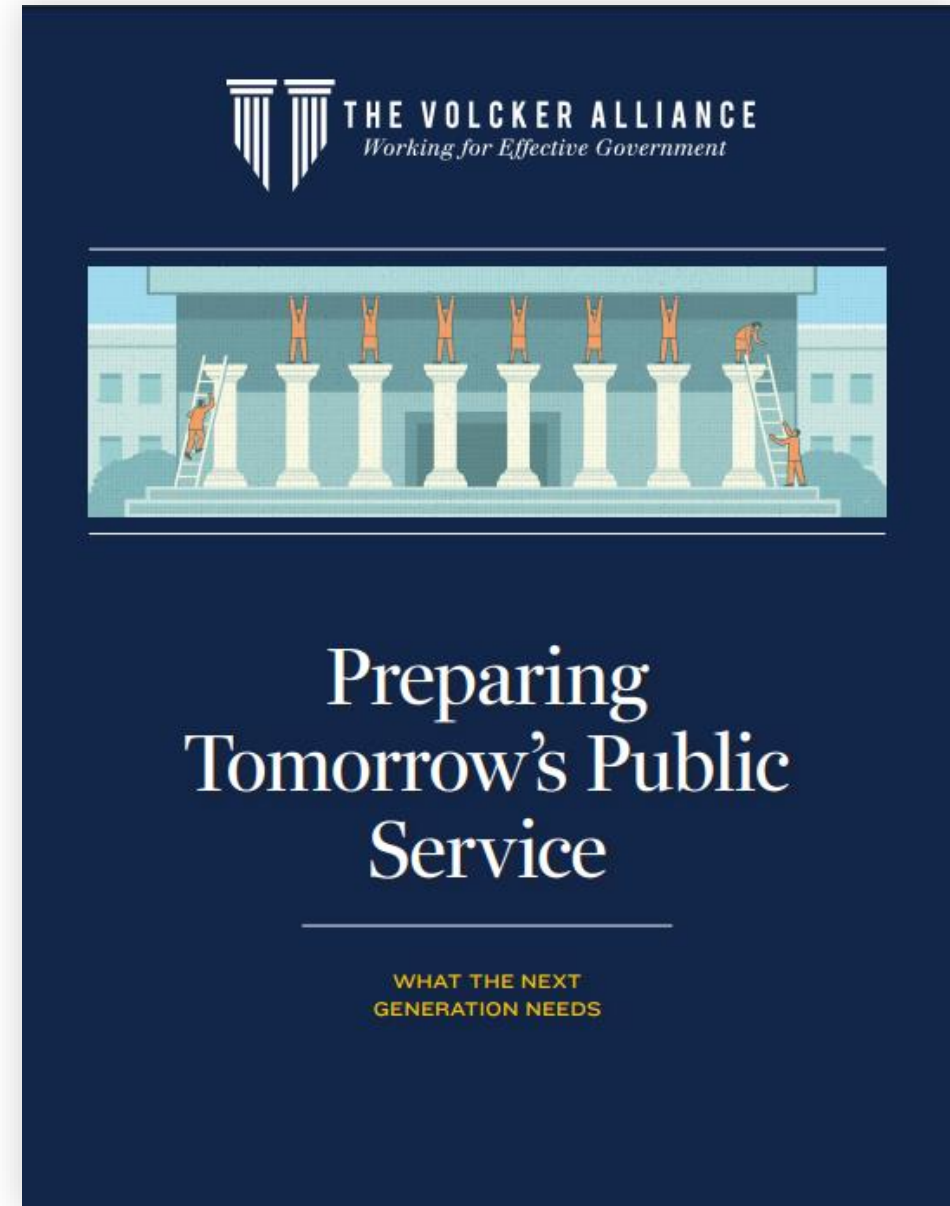
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ARE MY SKILL RELEVANT?

HYPOTHESIS

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

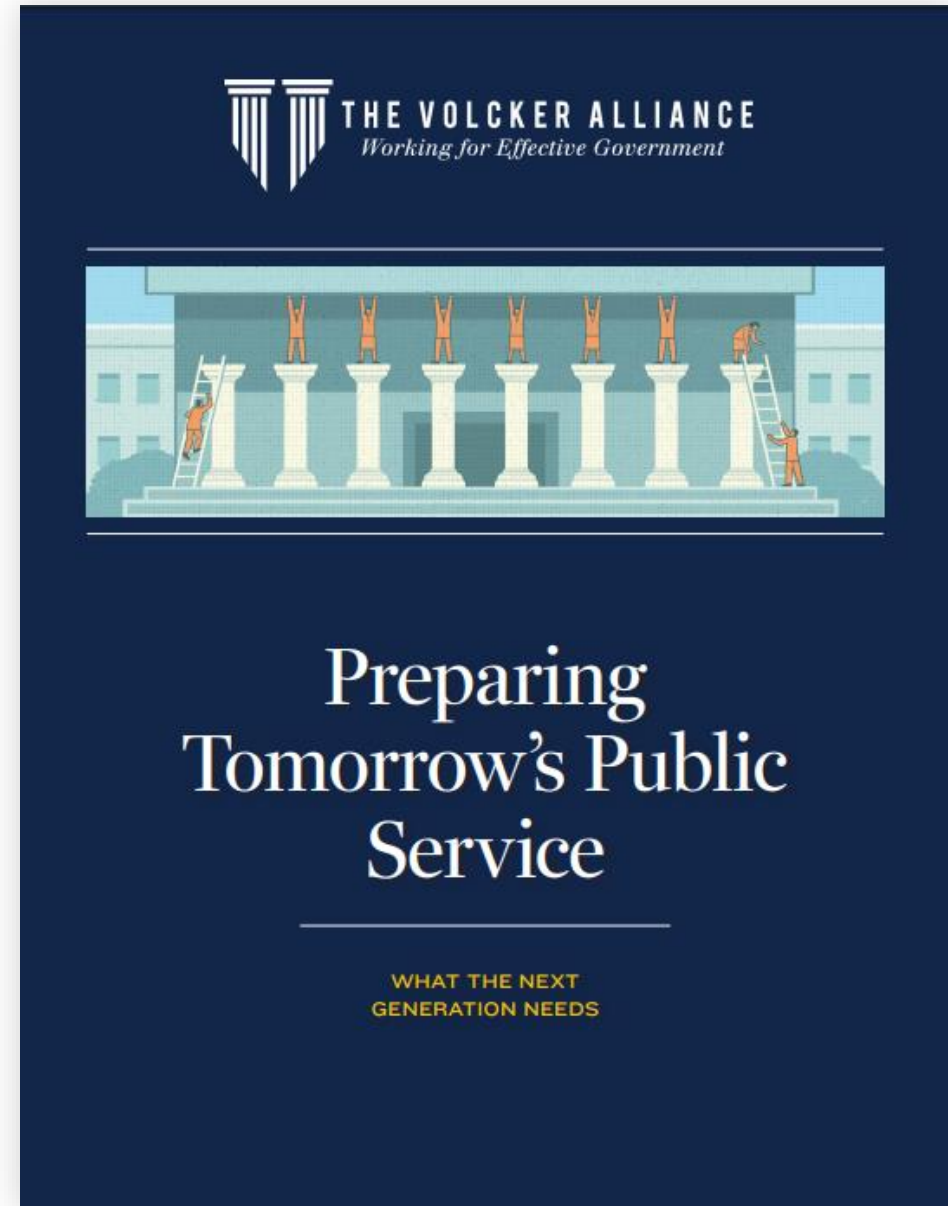


ARE MY SKILL RELEVANT?

CONCLUSION

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

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

**Project
Management**



**Quantitative
Analysis**

**Overcoming
Obstacles**



**Financial
Acumen**

Oral Communication



**Written
Communication**



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**



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YOUR GENERATION IS READY TO DRIVE CHANGE

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

Talk to friends about politics and elections



Talk to friends about how racism affects society



Try to convince others to vote



Attend a march or demonstration



Donate money to a campaign



Register others to vote



Volunteer for a political campaign



CIRCLE Tufts University Tisch College - CIRCLE

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

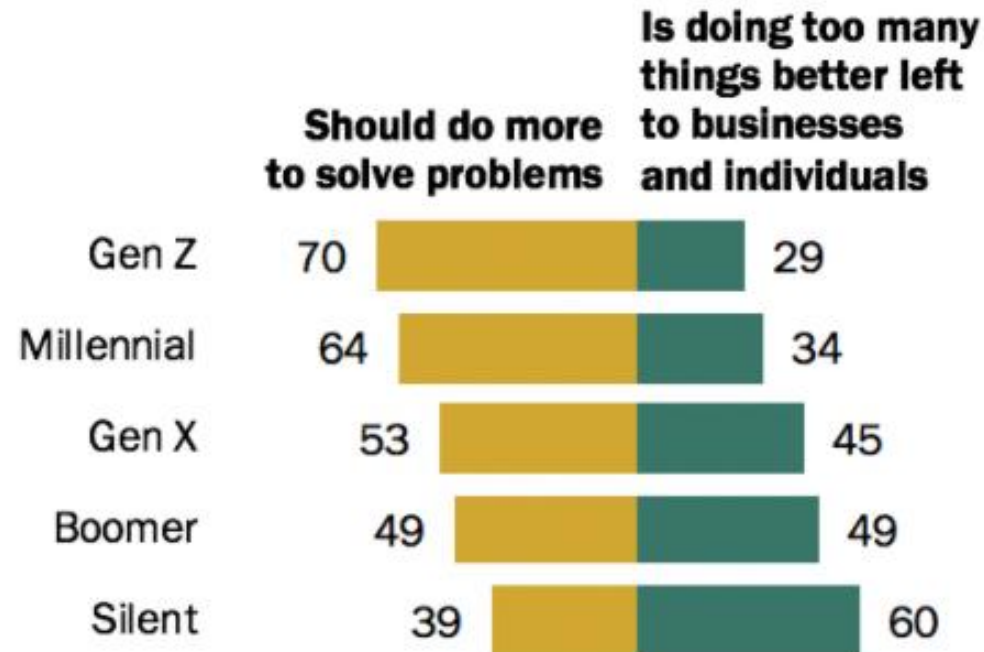
[Get the data](#)

EXPECTATIONS OF GOVERNMENT ARE SHIFTING

You believe government has a significant role in society

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

% saying government ...

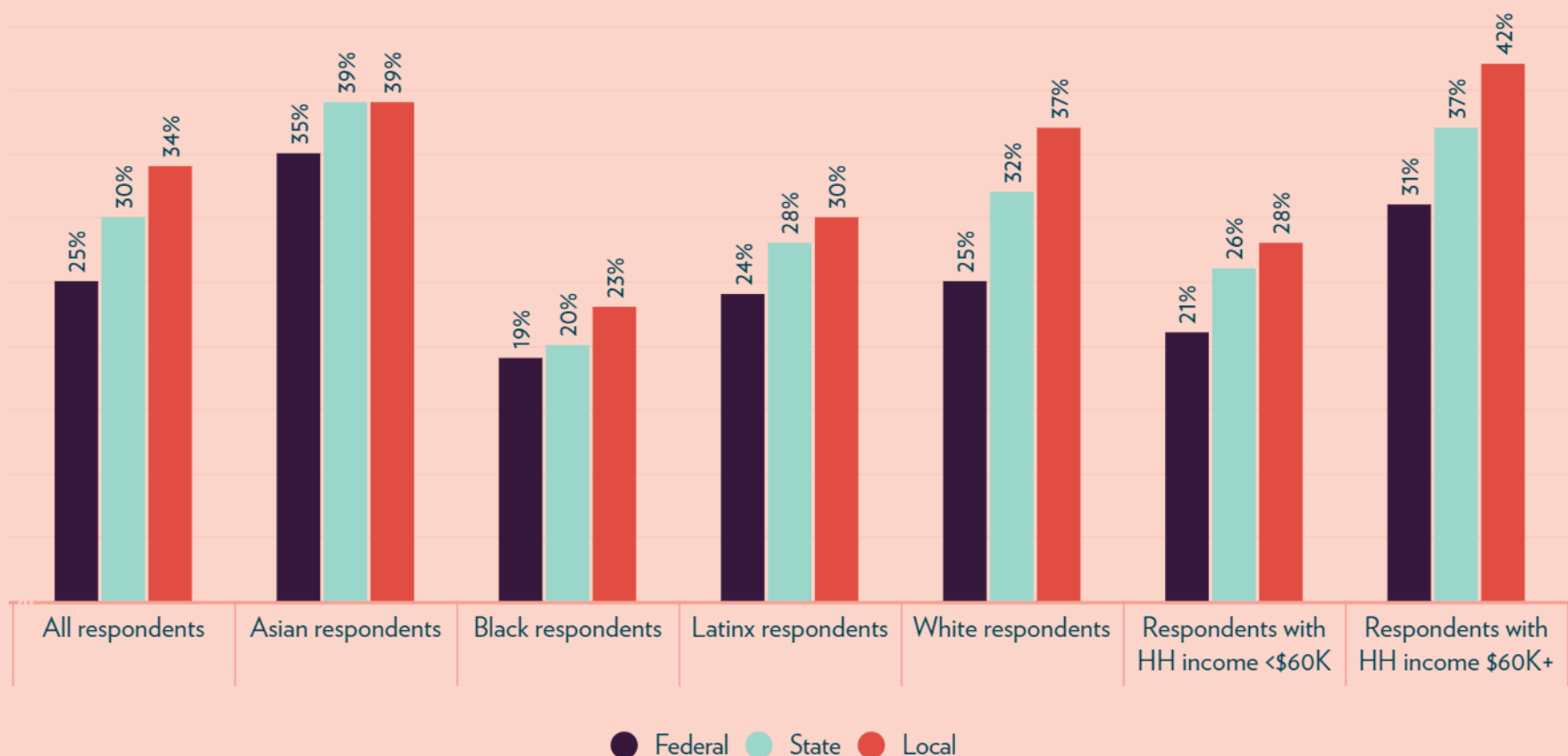


Pew Research Center

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

U.S. • HEALTHCARE

How Kentucky Got Obamacare Right

15 MINUTE READ

HEA

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.

SO HOW DO I GET IN?



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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?

Explore your area, and don't forget

- 50 states, 109,000 cities, and 3,143 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 government orgs: metropolitan planning organizations, leagues of cities/counties



SO HOW DO I GET IN?

Trite but true: do an internship if you can! Check out the GovReady

Gov-Ready > GovReady

State ▾ Degree Required ▾ Application Timing ▾ Type ▾

Group Filter Sort ≡ 🔍

Program		Description	Level of Government	Location	State	Application Deadline	Application Timing
Hillsborough County Internship Program	Open >	Provides opportunities to...	Local	Tampa, FL	Florida	Rolling	Rolling
Maricopa County Internship Program		Offers internships in variou...	Local	Phoenix, AZ	Arizona	Rolling	Rolling
Department of Energy National Nuclear Security...		DOE fellowship for nuclear...	Federal	National laboratories	Multiple	Rolling	Winter
City of Houston Mayor's Office Internship Program		Internship program with...	Local	Houston, TX	Texas	Spring applications	Spring
Vermont Legislative Internship Program		Provides internships...	State	Montpelier, VT	Vermont	Typically in fall	Fall
Empire State Fellows Program		Elite 2-year fellowship for...	State	Albany, NY	New York	July 31, 2025 (for 2026...	Summer
AmeriCorps		National service program...	Federal	Nationwide	Multiple	Rolling applications	Rolling
South Dakota Legislative Internship Program		Provides paid internships...	State	Pierre, SD	South Dakota	Typically in fall	Fall
San Francisco Fellows Program		Fellowship program with...	Local	San Francisco, CA	California	Fall applications	Fall
North Carolina State Government Internship Program		Comprehensive internship...	State	Various NC state agencies	North Carolina	Rolling applications	Rolling
Mickey Leland Energy Fellowship (MLEF) Program		DOE summer fellowship fo...	Federal	DOE facilities nationwide	Multiple	February applications	Winter

SO HOW DO I GET IN?

Fellowships to get your foot in the door



Management Fellows Program



DAVID M. WODYNSKI MEMORIAL FELLOWSHIP

Management Assistant Program



coding it forward >

San Francisco Fellows Program



< [New York State Fellowship Programs](#)

Empire State Fellows Program



Texas Public Health Fellowship



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 STATE/LOCAL GOVERNMENT FOR ME?



IS STATE/LOCAL GOVERNMENT FOR ME?

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



STAY IN TOUCH

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