

WORKING FORWARD

FORUM

Featuring Panelists:

AUG 19 2021

MODERATED BY:



BOB TOBIAS
DIRECTOR, KEY LEADERSHIP PROGRAMS
(AMERICAN UNIVERSITY)



AMERICAN UNIVERSITY



TOM ROSS

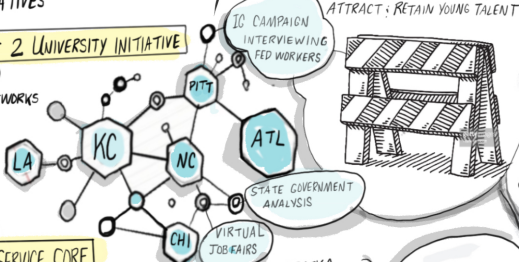
PRESIDENT

THE VOLCKER ALLIANCE
• ENVISIONS PUBLIC SECTOR WORKFORCE DELIVERING EXCELLENCE

• LAUNCHED (2) INITIATIVES

1. **G2U - GOVERNMENT 2 UNIVERSITY INITIATIVE**
(MARCH 2019)
• DESIGNED TO BUILD NETWORKS

STARTED IN KANSAS CITY; EXPANDED TO PITTSBURGH, NORTH CAROLINA, CHICAGO, ATLANTA, AND BEYOND



2. **NEXT GENERATION SERVICE CORE**
(PARTNERED W/ ARIZONA STATE)

• LAUNCHED PUBLIC SERVICE ACADEMY
• DIVERSE GROUP OF STUDENTS ACROSS THE CAMPUS (COURT)
• PUBLIC SERVICE BASED CURRICULUM

ALUMNI PEER SUPPORT

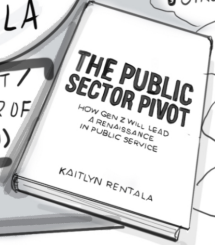
NEBRASKA
NORTH CAROLINA
HOUSTON
KENTUCKY

INTERNSHIPS BASED IN PUBLIC SERVICE TO PIPELINE TALENT



KAITLYN RENTALA

STUDENT / AUTHOR OF (LUPENN)



"GEN Z HAS A DESIRE TO PURSUE PUBLIC SERVICE"
* WE NEED A STRONG PUBLIC WORKFORCE / RENEWED SENSE OF PUBLIC SERVICE POST COVID

ISSUES

PUBLIC SERVICE PIPELINE

IT'S NOT THERE

• FAILURE TO UTILIZE SOCIAL MEDIA



SHOWING UP AT CAREER FAIRS

LACK OF DIVERSITY RECRUITING

GOVERNMENT PAY \$

NO LOAN FORGIVENESS
61% OF CONGRESS REPS DO NOT PAY INTERNS

RECOMMENDATIONS

- PRIORITIZED PERSONAL CONNECTIONS
- STREAMLINING APPLICATION PROCESS
- INCREASE OUTREACH TO UNDERREPRESENTED COMMUNITIES (HBCUS, WSLs, RURAL)
- IMPLEMENT MORE CIVIC TECHNOLOGY ROTATIONAL PROGRAMS
- SHORTEN RECRUITMENT TIMELINE (ADJUST FROM SPRING TO FALL)

PIF
USPS
BAH



ANDREA HOUGH

VICE PRESIDENT
GDIT

THERE IS A TALENT CRISIS ON THE MACRO LEVEL

BY 2028
THERE WILL BE A DEFICIT OF 6 MILLION WORKERS

BABY BOOMERS ARE RETIRING 2 MILLION PR/YR

"MEET PEOPLE WHERE THEY ARE"

16, TIKTOK, YOUTUBE

LEARN

DEVELOPING RELATIONSHIPS WITH CANDIDATES

LEVERAGE THE TECHNOLOGY

"TRUST" MORE IMPORTANT THAN EVER!

• CULTURE is IMPORTANT!

• UPPING THE GAME IN HR RELATIONS/ RECRUITMENT

• BETTER TECHNOLOGY TO REGULATE APPLICATION PROCESSES