

Recruiting the Next Generation to Serve in State Government



PARTNERSHIP
FOR PUBLIC SERVICE



naspe National Association of
State Personnel Executives

Agenda

- The importance of early-career talent development
- Introduction to the Partnership and our early-career talent work
- Recruitment challenges and today's job seekers
- Strategies and tools to strengthen your early-career talent pipeline
- Higher education panel
- Q&A



The Partnership for Public Service is a nonpartisan, nonprofit organization that is building a better government and a stronger democracy.



Our Mission

Recruiting the Next Generation to Serve



As of last year, only 12% of state and local government employees were under the age of 30, while 23% were eligible to retire.

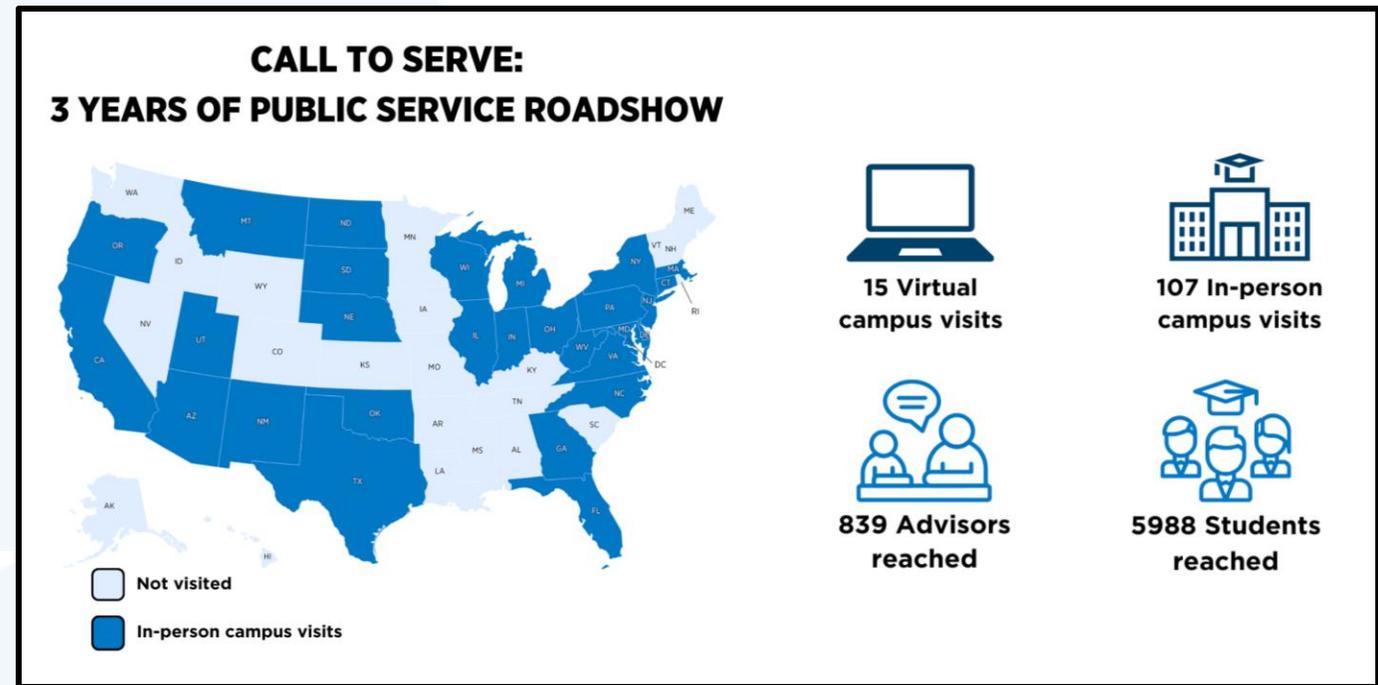
The Partnership works to recruit the next generation of public servants through programs for students, job seekers, higher education partners, and government agencies.



Our Reach

Recruitment Capabilities

- 2,000 higher education members of our Call to Serve Network from over 47 states
- 5900+ students attended our Public Service Roadshow events over the past 3 years
- 42,000 students reached on Handshake in 2024
- Over 9,000 applications received for our government internship programs since 2022



Early Career Recruitment Challenges

Lack of Awareness
About State
Employment

Time to Learn the
Hiring Process and
Time to Hire

Emphasis on
Credentials Over Skills

Resume Requirements

Vague or Highly
Specific Job
Descriptions

Security Clearance
Process

Geographic Barrier



Today's Early Career Jobseekers

6 things Gen Z wants from their next job (Source: Handshake)

1. Stability and job security
2. Opportunities for skill building
3. Location
4. Benefits that sustain work-life balance
5. Values alignment
6. Positive employer reputation



Our Solutions

Future Leaders in Public Service Internship Program

Full cycle internship program including recruitment, selection, onboarding and programming

Professional development for interns and early career staff

Standard offerings or tailored to your needs, virtual or in person

Training for intern supervisors and HR professionals

Training on intern onboarding, orientation and community-building, professional development, mentorship and performance management

Recruitment services

Strategic recruitment planning for early-career pipeline

E-Learning Courses

Effective Practices for Intern Recruitment, Onboarding and Development



Effective Practices for Intern Recruitment, Onboarding and Development

This screenshot shows the landing page of a course. The title 'Effective Practices for Intern Recruitment, Onboarding and Development' is prominently displayed in white text on a blue background. Below the title is a 'START COURSE' button. To the right, there is a photograph of a group of people in professional attire gathered around a table, engaged in a discussion. The course is provided by the 'Partnership for Public Service'. A sidebar on the left contains navigation options such as 'Course Logistics', 'Begin Course', and 'Next Steps'.

This screenshot displays the 'Strategic Recruitment Plan' section. It features a large blue button labeled 'START' and a progress indicator showing steps 2, 3, and 4. The text indicates that the plan outlines the steps of the Strategic Recruitment Plan. An 'Exit activity' button is visible in the top right corner.

This screenshot shows the 'Internship Life Cycle' section. It includes a table of contents on the left with items like 'What is This Course For?', 'How to Navigate This Course', 'Framing and Objectives', and 'Tools + Resources'. The main content area is titled 'Internship Life Cycle' and contains a paragraph explaining the strategic recruitment planning process and the importance of intern onboarding and retention.

This screenshot displays the 'Onboarding' section. It features a video player with a red play button and a 'Watch on YouTube' button. The video title is 'Effective Practices for Intern Recruitment, Onboarding and Development' with the subtitle 'Why Onboarding Matters to Interns'. A 'Copy link' button is also present. The sidebar on the left lists topics such as 'Why is Onboarding Important to Interns?', 'Onboarding Workflow Management and Documentation', and 'Background Checks'.



Best Practices

Value Internships as Strategic Tools

Build and Align a Strategic Plan

Plan with Intention

Source Diverse and Qualified Talent

Strengthen Your Employer Brand

Prioritize the Candidate Experience

Support the Full Internship Life Cycle

Reflect on Your Why



Emerging HR Leaders (EHRL)

- Six-month professional development experience for early-career government HR employees
- Combines expert-led learning, practical application, and lasting peer connections through the Partnership's Leadership Alumni Network

- **Next Cohort:** July to November 2025
- **Apply by June 13, at 5 p.m. EDT**



GovHR Conference

Formerly the Federal Human Capital Conference

Registration is Open!

New in 2025! The Partnership has extended its audience to include federal, state and local government employees.

Breakout Tracks

- Back to Basics
- Workforce Effectiveness
- Tech and Data



GOVHR CONFERENCE

September 16-18, 2025

Washington, DC | Virtual Option



Questions? Email GovHR@ourpublicservice.org.



Higher Education Panel



Lauren Granese

Assistant Director,
Career Enrichment
Network

College of the Liberal
Arts

The Pennsylvania State
University



Kelli Anne Young

Director, John L. and
Stephanie G. Palmer
Center for Career
Development

The Maxwell School of
Citizenship and Public
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Syracuse University



PennState



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