



APRIL 2025

BUILDING BRIDGES TO LOCAL SERVICE.

New survey reveals federal workers' resilience, mobility, and commitment to public service.

KEEPING GREAT PEOPLE IN PUBLIC SERVICE.

Amid widespread federal layoffs, state and local governments have a rare chance to stand out and attract mission-driven professionals who might otherwise overlook public service.

Civic Match by Work for America bridges that gap—connecting thousands of federal workers and campaign staff with impactful state and local roles where they can continue making a difference. We are already helping 8,000+ public servants find purpose in cities and states across the country, offering governments a free, streamlined way to access vetted talent and fill critical vacancies fast.

Civic Match conducted a first-of-its-kind nationwide survey of federal workers actively looking for jobs on our platform. The survey reached thousands of federal employees, including those who have been laid off and those still employed but seeking new opportunities during this uncertain time. After removing outliers, incomplete responses, and duplicates, 553 responses comprised the final sample for analysis.

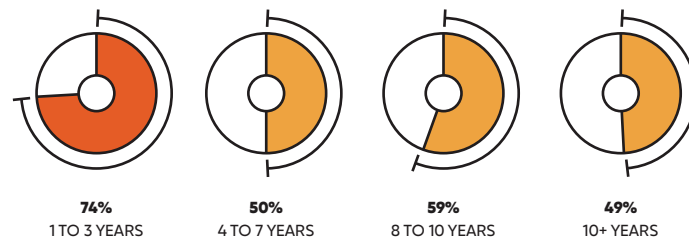
Read more about our findings in our [report](#) and [brief](#).

5 INSIGHTS FOR PUBLIC SECTOR EMPLOYERS

1

Now is the time to reach early-career public servants.

Our research shows that workers with the least tenure are both the most eager to stay in public service – and the most likely to move for the right opportunity.



Younger professionals are especially committed: **74% with 1 to 3 years** of experience plan to stay in public service. This was also true for **50% of federal workers surveyed with 4 to 7 years** of experience, **58% of federal workers with 8 to 10 years** of experience, and **49% of federal workers with 10+ years** of experience, respectively.

TACTICAL TAKEAWAYS

- ✓ If you already have early-career roles, promote them now.
- ✓ If not, consider adjusting experience requirements or creating new entry points – this group is actively looking.

2

Job seekers care most about one thing: their manager.

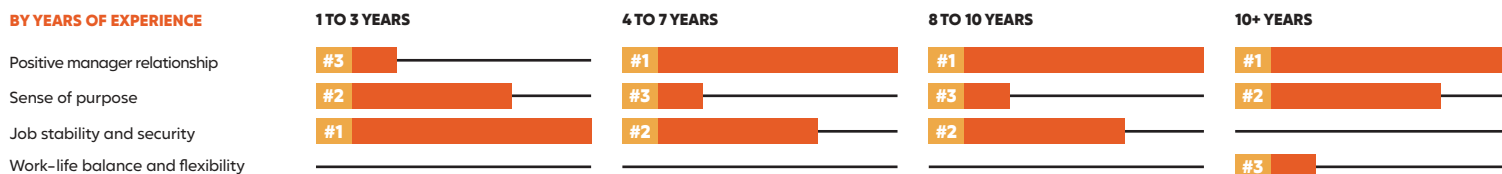
When we asked candidates what would attract them to a job, the top answer wasn't salary or prestige – it was having a supportive direct manager.

TACTICAL TAKEAWAYS

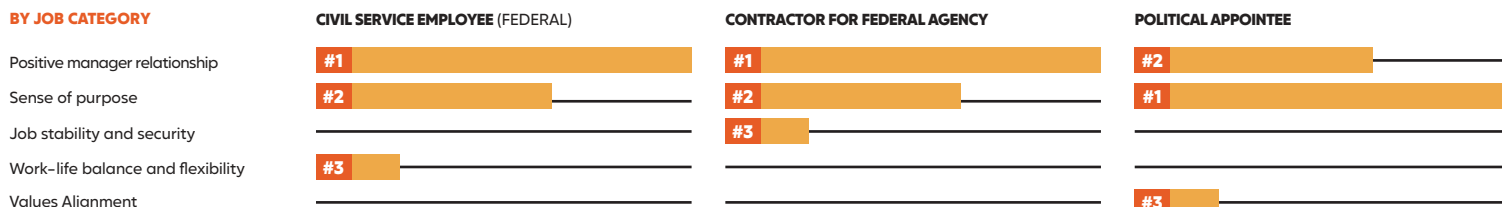
- ✓ Feature your best managers in job postings or hiring events.
- ✓ Equip all managers to talk confidently about what makes your city a great place to work. Their voice is your best recruitment tool.

TOP FACTORS FOR CHOOSING A JOB

BY YEARS OF EXPERIENCE



BY JOB CATEGORY



3

Candidates are thinking about affordability – and that goes beyond salary.

Job seekers are willing to take a pay cut if the overall cost of living is affordable.

TACTICAL TAKEAWAYS

- ✓ If your city offers a lower cost of living, highlight what that actually means in terms of housing, childcare, commuting costs.
- ✓ Consider relocation bonuses or signing incentives – these are often more doable than raising base pay and still make a big difference.

4

Hybrid and remote work options are a game-changer.

More than half of job seekers said flexible work was the #1 thing that would help them say yes to a public sector job.

TACTICAL TAKEAWAYS

- ✓ If you offer hybrid or remote work, say it early and often.
- ✓ If not, now's the time to revisit what's possible – flexibility is quickly becoming a must-have.

5 INSIGHTS FOR PUBLIC SECTOR EMPLOYERS

5

Hiring speed can make or break your recruitment.

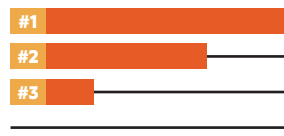
Job seekers, especially those recently laid off, are anxious to get back to work quickly.

TOP FACTORS FOR CHOOSING A PLACE

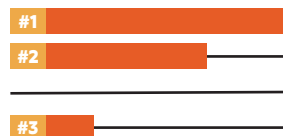
BY YEARS OF EXPERIENCE

Affordability and cost of living
Proximity to friends and family
A vibrant city culture
Access to outdoors and nature

1 TO 3 YEARS



4 TO 7 YEARS



8 TO 10 YEARS



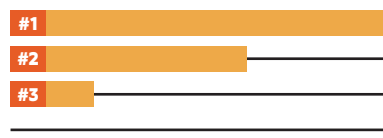
10+ YEARS



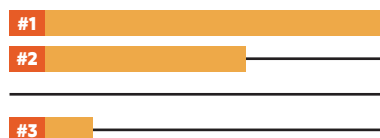
BY JOB CATEGORY

Affordability and cost of living
Policies on key issues aligned
Proximity to friends and family
Demographic diversity

CIVIL SERVICE EMPLOYEE (FEDERAL)



CONTRACTOR FOR FEDERAL AGENCY



POLITICAL APPOINTEE



TACTICAL TAKEAWAYS

- Some states have already announced initiatives to fast-track hiring for outgoing federal workers – if your state has, take advantage of it.
- Even small changes – clearer timelines, updates during the process – can make a big difference to candidates deciding where to apply.

CIVIC MATCH CAN HELP YOU ATTRACT GREAT TALENT

Civic Match connects state and local governments to thousands of talented job seekers with federal experience – and makes it easier to bring them on board. Here's how we can help:

- Find and meet qualified candidates:** Join our platform to access our resume bank, contact candidates directly, and connect with talent at Civic Match hiring fairs.
- Get your jobs in front of the right people:** Post your roles on our job board, already being used by 8,000+ job seekers actively looking to stay in public service.
- Stand out as a great place to work (coming soon!):** We're developing recruitment tools and templates to help state and local governments better communicate why they're a top choice for mission-driven workers.

GET STARTED TODAY AT WWW.CIVICMATCH.ORG