



Policy Primer

## POLICY BRIEF

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# Establishing the Hudson Tech Talent Pathway to Recruit Displaced Federal Technologists

*The New York State Department of Civil Service (SDCS) should establish a career mobility program to accelerate the transition of former federal technologists into state government roles.*

## EXECUTIVE SUMMARY

**The New York State Department of Civil Service (SDCS) should establish the Hudson Tech Talent Pathway (HTTP), a 24-month career mobility program designed to accelerate the transition of former federal technologists into state government roles.** This cost-effective, legislation-free initiative streamlines hiring to fill critical open technology positions through the NY Hiring for Emergency Limited Placement Statewide (NY HELPS) program. It offers cohort-based support and onboarding, and partners with key agencies, including New York State Higher Education Services Corporation (HESC), NY State Housing Finance Agency (HFA), and Career Mobility Office (CMO), to provide competitive incentives and a clear path to full-time employment.

HTTP supports displaced federal technologists affected by layoffs, incentivizing workers to transition from federal to state government and ensuring their valuable public service experience continues to benefit the public. The thoughtfully designed 24-month program accelerates recruitment and placement within 3 months, enabling impactful public service within New York State government. By leveraging existing resources, HTTP helps strengthen New York's technology workforce and improve digital service delivery across state agencies.

## BACKGROUND

New York State currently has over 7,000 job vacancies, with critical shortages in technology positions across agencies. Meanwhile, recent federal layoffs have left thousands of workers seeking new employ-



ment, [dozens of whom are federal technology specialists](#). New York State launched a “We Want You” hiring campaign to attract displaced federal workers through attractions such as paid parental leave, competitive salaries, flexible schedules, and pension, medical, dental, and vision benefits. While this campaign and accompanying resource portal are a good start, significant barriers prevent these workers from transitioning to the state government:

- Complex hiring requirements and lengthy timelines;
- Translating federal experience to state opportunities; and
- Bridging the compensation gap with other sectors.

Without intervention, such as accelerated onboarding and incentives to attract, upskill, and retain workers in New York State, these federal workers will likely accept private sector positions, as these jobs are in high demand. With the rise of [AI](#) and [cybersecurity](#), former federal workers will have more private sector job opportunities. This will exacerbate the state’s technology talent shortage and reduce service quality for New York residents.

## RECOMMENDATIONS

The New York SDCS should create the HTTP, a cost-effective program designed to attract, hire, and retain skilled technologists in the New York State government. This program does not require new legislation. HTTP provides a streamlined hiring process to address slow hiring processes, resources to navigate translating federal experiences into state roles, and incentives to bridge compensation gaps. Centered on three core components (hire, support, and retain), this program offers a streamlined, mission-aligned path for technologists to enter and grow within public service, helping New York build the technical capacity it needs to fill open positions across agencies.

### 1. Hire: Streamlined Hiring Path

- **Conduct informational webinars and in-person recruitment events:** Host sessions to help candidates understand job roles, qualifications, and the application process, while providing a space to ask questions and confirm fit with open positions.
- **Develop a standardized role matrix:** Despite having transferable skills, federal workers often lack clarity on how their specialized federal experience translates to state government. Hiring managers may provide resources during the recruitment process to help candidates align their skills with roles, improving the application process and reducing ambiguity. See a [sample resource tool](#) that maps federal technology experience to equivalent New York State positions.
- **Partner with NY HELPS Program to accelerate hiring:** Focus on immediate hiring by waiving the civil service exam requirements for high-demand technology positions.



### 2. Support: Cohort-Based Learning

- **Provide a structured onboarding experience:** Cohorts receive an orientation session focused on navigating state systems, understanding civil service structures, and translating federal or private-sector skills to public-sector needs.
- **Create a peer learning environment:** Once hired, participants join a cohort of technologists transitioning into state-level public service, creating a supportive shared learning and community-building space.

### 3. Retain: Compensation Benefits and a Pathway to Full-Time Employment

- **Salaries between public sector and government:** Replacing a public sector employee [can cost approximately 16%–200%](#), depending on education and experience.
- **Retention:** HTTP would collaborate with the CMO and the HESC to offer a targeted retention strategy with financial and non-monetary incentives.
- **Bonuses:** Signing bonuses to be determined for in-demand roles.
- **Relocation and housing:** Transit benefits through NYS-Ride, plus housing support via partnerships with HFA.
- **Student loan forgiveness:** Participants who complete a 24-month term can be considered for a student loan repayment program.
- **Professional development:** Annual training budget and monthly cohort leadership sessions.
- **Flexible work options:** Hybrid and remote work based on agency policy, with default flexibility where full remote isn't available.
- **Pathway to full-time employment:** Participants can access the CMO to transition into permanent roles, ensuring a clear and supported path.

## CONCLUSION

The HTTP represents a cost-effective, rapidly implementable solution to New York State's technology talent shortage. By creating an accelerated pathway for federal technology workers to transition to state service, HTTP addresses critical barriers while maintaining civil service principles. The program leverages existing authorities and funding streams, enabling rapid implementation without legislative action.



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