Establishing a Pathway to Recruit Displaced Federal Technologists

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EXECUTIVE SUMMARY

The New York State Department of Civil Service (SDCS) has the timely opportunity to fill open state technology positions with displaced federal workers. This project argues that New York SDCS should expedite this hiring process by establishing the Hudson Tech Talent Pathway (HTTP), a streamlined 24-month program to transition former federal technologists to equivalent state jobs. By partnering with programs such as NY Hiring for Emergency Limited Placement Statewide (NY HELPS), HTTP would accelerate recruitment, provide cohort-based professional development, and offer competitive incentives. Further, HTTP's launch would harness existing resources, enabling rapid implementation without the need for legislative action.

PROBLEM

New York State faces a critical employee shortage — with over 7,000 vacant jobs across agencies. While New York particularly struggles to fill technology positions, federal layoffs have left thousands of government technologists seeking new employment. New York has taken strides to recruit this key demographic by launching a "We Want You" hiring campaign that features competitive benefits. Yet, complex and lengthy hiring timelines, as well as the pull of private sector compensation, have hindered this hiring push. This project seeks to improve the hiring process so that New York will not miss this pivotal opportunity to solve the state's technology talent shortage.

> *This project proposes that New York SDCS create the Hudson Tech Talent Pathway to pare down the complicated hiring process and boost the incentives of staying in public service.*

SOLUTION

This project proposes that New York SDCS create the HTTP to pare down the complicated hiring process and boost the incentives of staying in public service. Partnership with NY HELPS could accelerate recruitment and job placement within 3-months, leaving the remaining 21 months for supportive onboarding and peer learning initiatives. To retain employees and build a sustainable pathway to full-time employment, the project argues for a suite of benefits including signing bonuses for in-demand roles, hybrid and remote work options, and consideration for a student loan repayment program. These perks would be less costly than handling employee turnover and present a mutually beneficial opportunity for technologists to grow within public service and improve services for New York's residents.

For more information about this proposal, see: (1) a policy memo expanding on this proposal and (2) a Standardized Role Matrix, which helps federal technologists align their existing skills to equivalent New York State positions.