



STATE IT WORKFORCE:  
HERE TODAY,  
GONE TOMORROW?

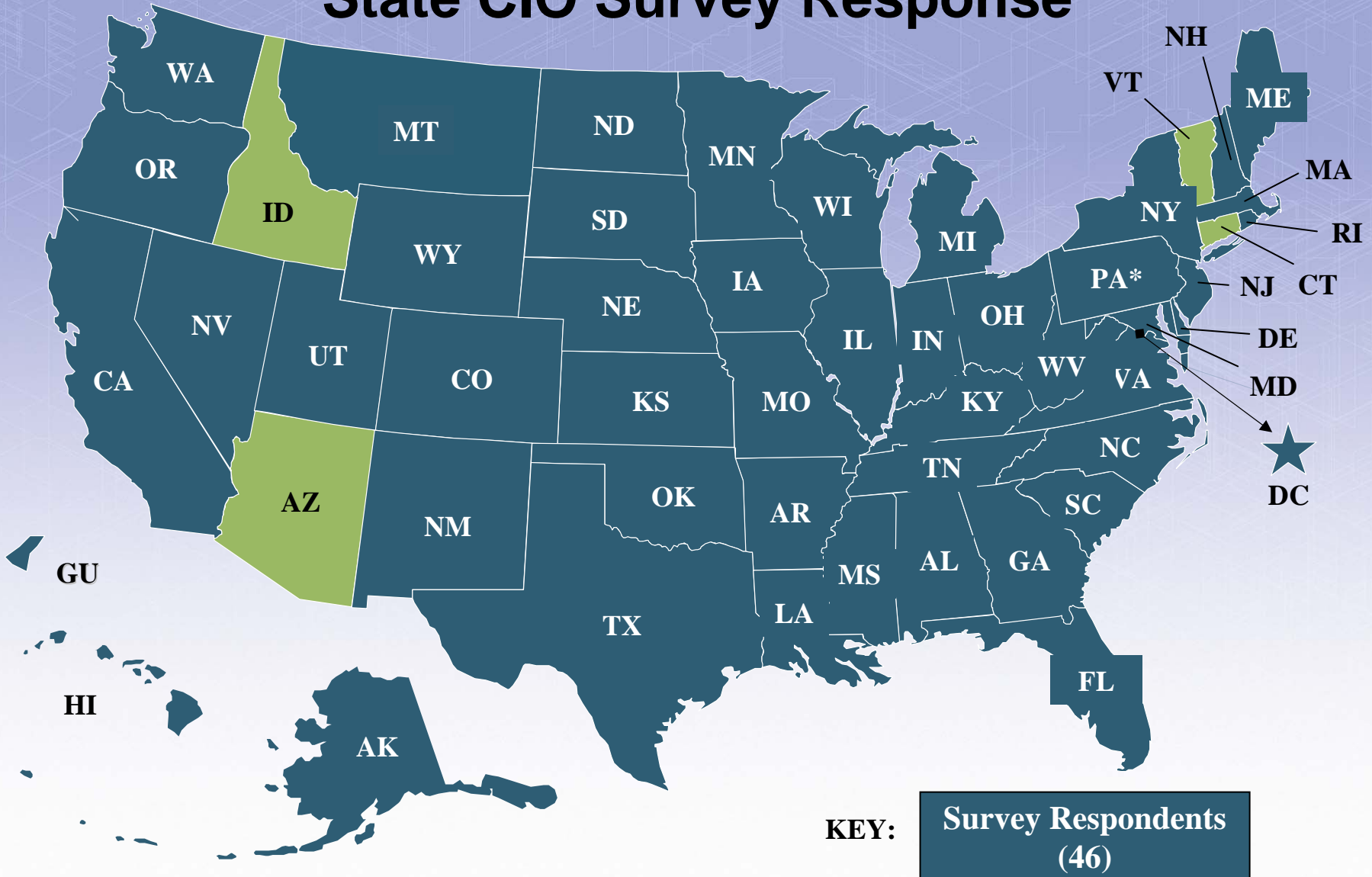
A National Survey of the States

SEPTEMBER — 2007

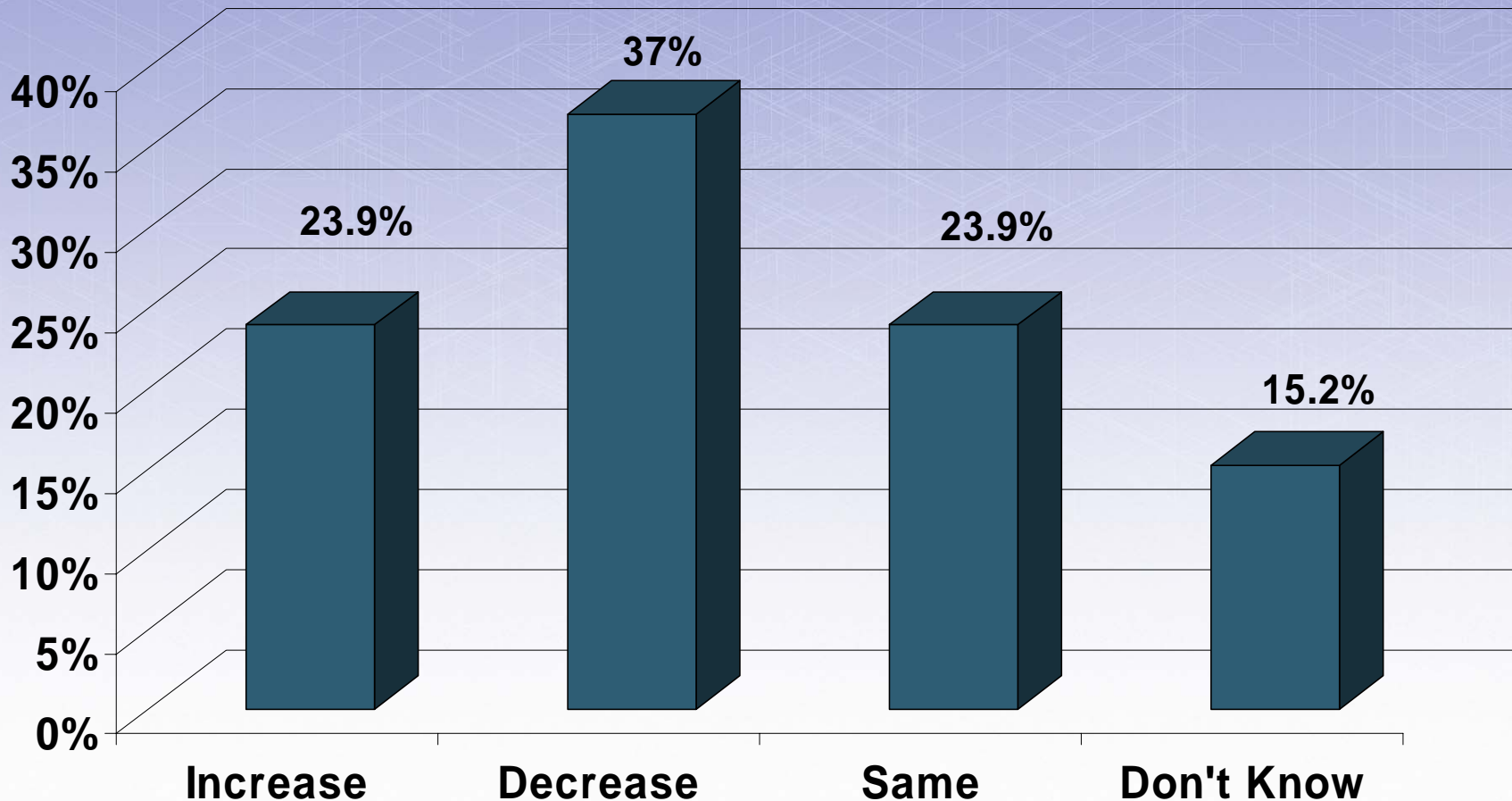
# State IT Workforce: *A National Survey of the States*

**Milford Sprecher, Chair**  
NASCIO CLC  
Public Private Partnership  
Working Group

# State CIO Survey Response

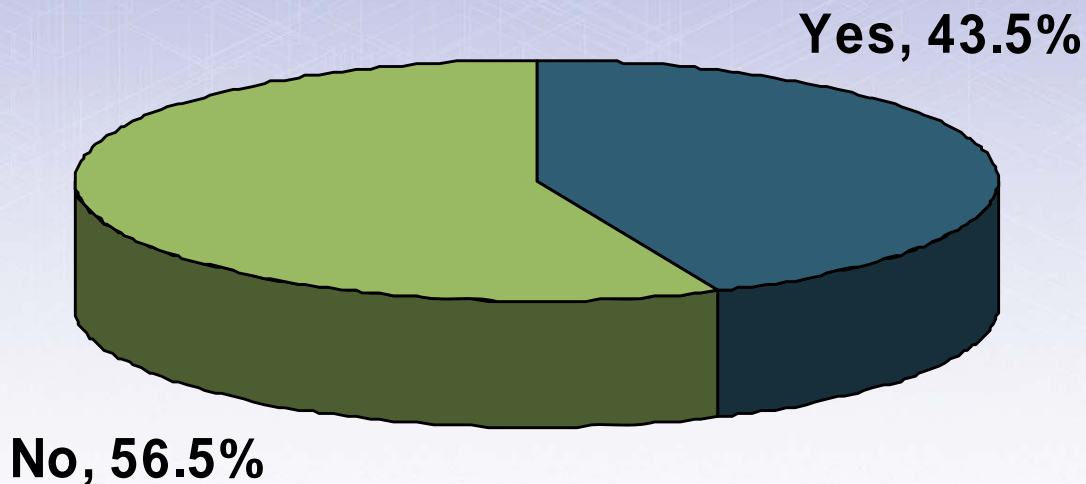


## Q. 2: Has there been a change in the number of applicants for state IT positions within the past five years?





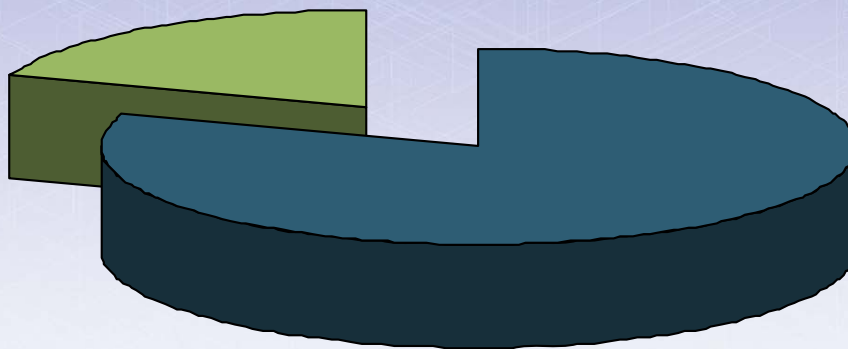
# Q. 5: Has the number of retirements or expected retirements caused your state to reconsider the way in which it delivers IT support and services?





## Q. 6: Is your state having any difficulty recruiting new employees to fill vacant IT positions?

No, 19.6%

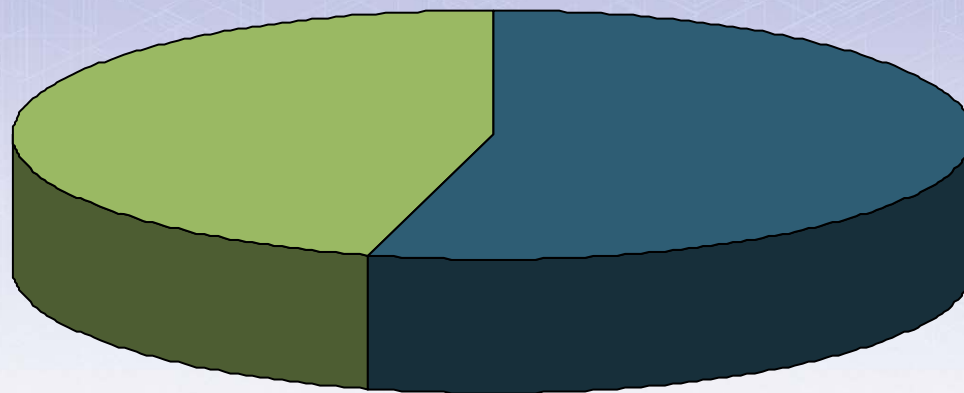


Yes, 80.4%



# Q. 7: Is a shortage of qualified candidates for state IT positions hindering your state's ability to achieve its strategic IT initiatives?

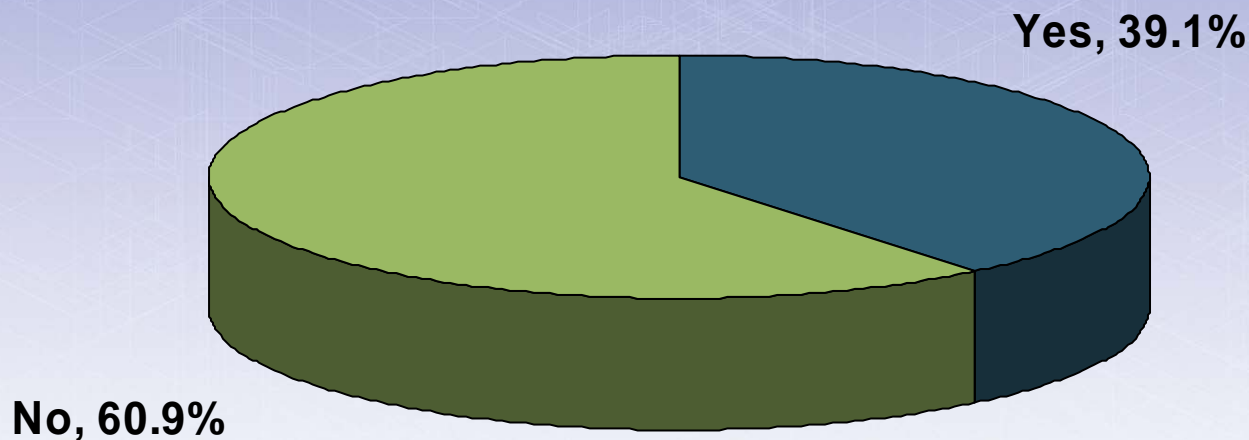
No, 45.7%



Yes, 54.3%

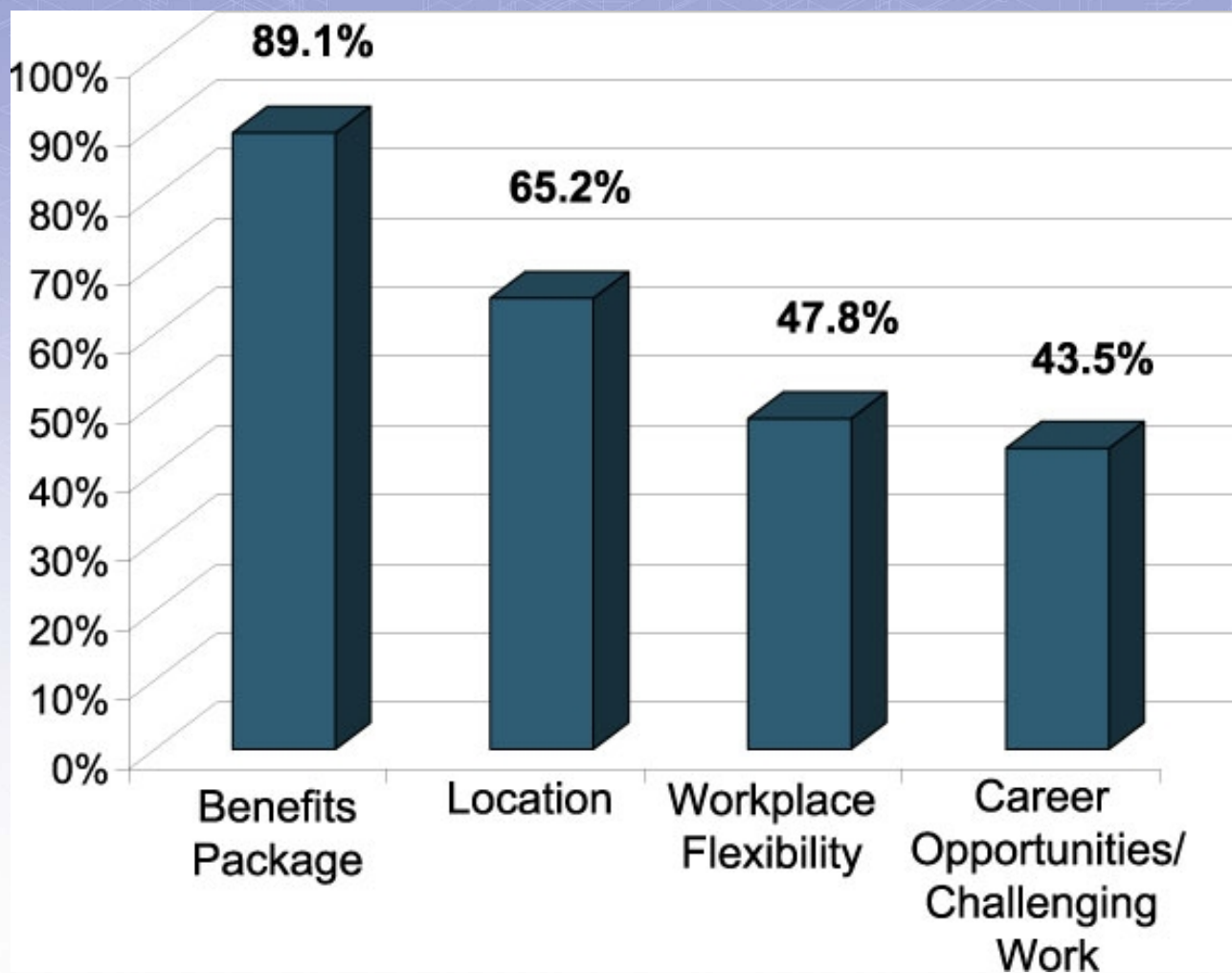


# Q. 10: Is your state confident that it will be able to promote qualified staff to replace those retiring?





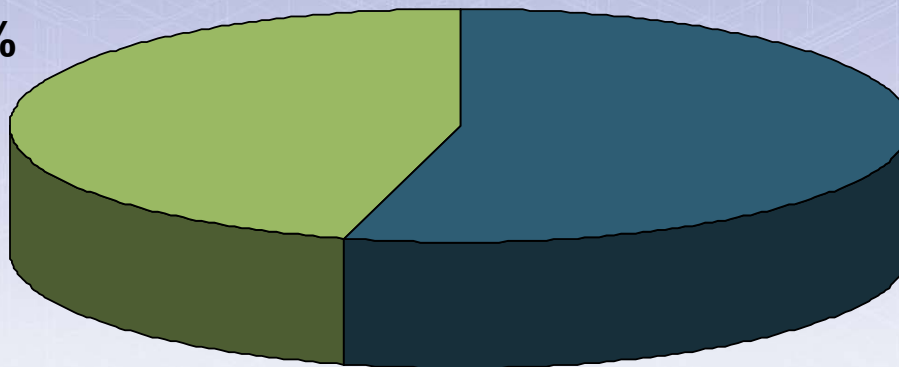
# Q. 11: What attracts new IT employees to work for your state?





## Q. 12: Does your state's civil service system affect your ability to acquire the skilled IT personnel that you need?

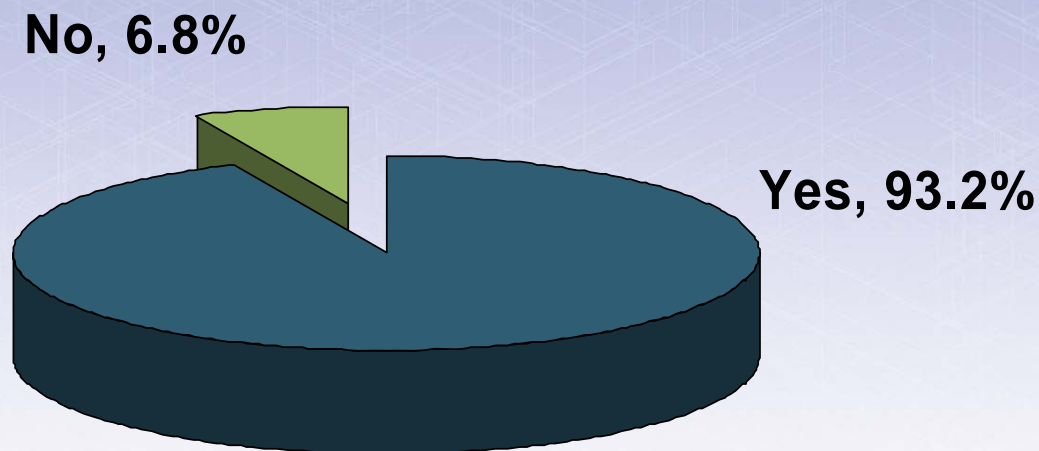
No, 45.7%



Yes, 54.3%

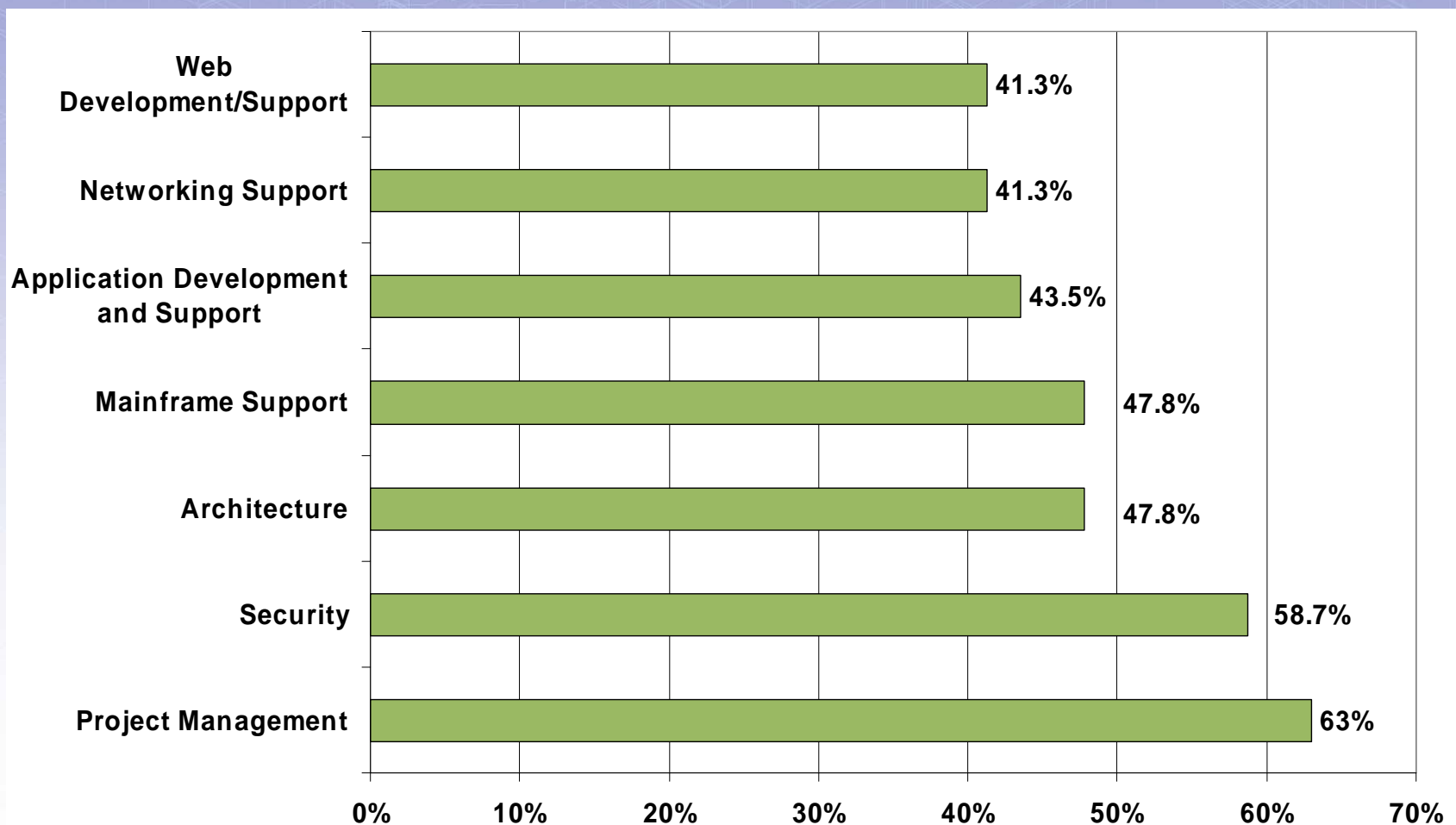


# Q. 13: Do your state's salary rates and pay grade structures present a challenge in attracting and retaining IT talent?



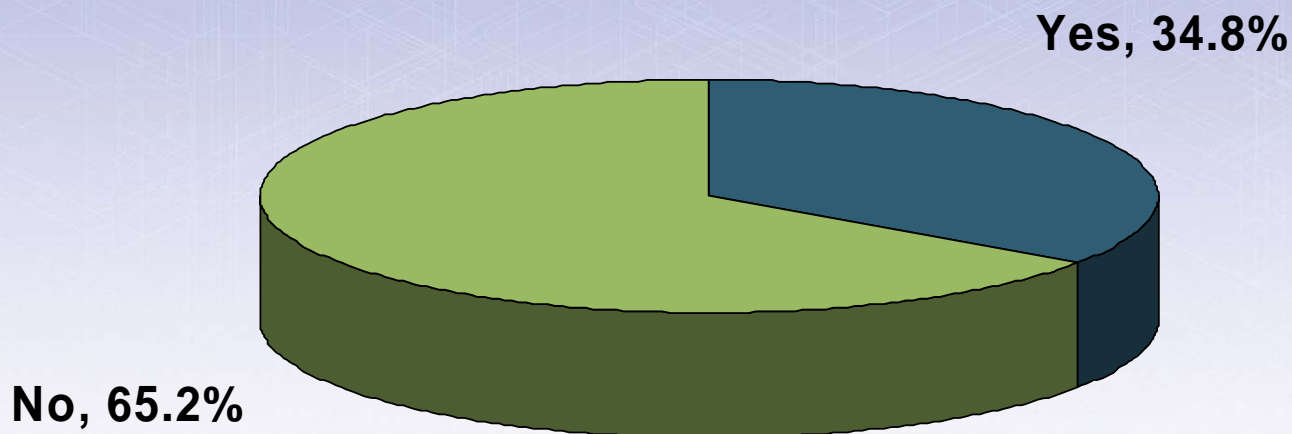


# Q. 14: What skills and disciplines present the greatest challenges in attracting and retaining IT employees? *Top Responses*





**Q. 18: Do you have a contingency plan that will allow you to achieve your state's IT objectives, even if a large number of job vacancies exist at the same time?**





# Survey Results Available!

