



# Myth vs. Reality in PA

## Myths

- IT personnel are leaving in droves for private sector work
- IT personnel are shorter term state employees
- IT employees care most about compensation
- Retirements will really hurt IT staffing

## Reality

- The separation rate for IT personnel is 1.6% lower than for all employees
- IT personnel average the same length of service as other employees (13 years)
- Newly hired IT employees care most about Job Security / Stability
- IT staff retirement eligibility is 11.06% lower than the average for all employees