

24. In your estimation, what overall percentage of state IT employees will be eligible for retirement within the next five years?

1% A. 10%

9% B. 20%

24% C. 30%

40% D. 40%

18% E. 50%

9% F. 60%

25. What approach do you believe is most effective in recruiting young IT workers to work for state government?

45% A. Internships

23% B. Intensifying online employment search engine advertising - *Monster.com, CareerBuilder.com, etc.*

13% C. Increasing presence on social networking sites - *MySpace, Facebook, SecondLife, etc.*

11% D. Offering sign-on bonuses

8% E. Casual Day every day!

26. (State government only) Is a shortage of qualified candidates for state IT positions hindering your state's ability to achieve its strategic IT initiatives?

**67%**    **A. Yes**

**33%**    **B. No**