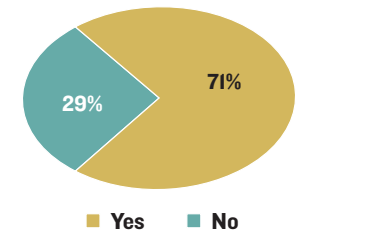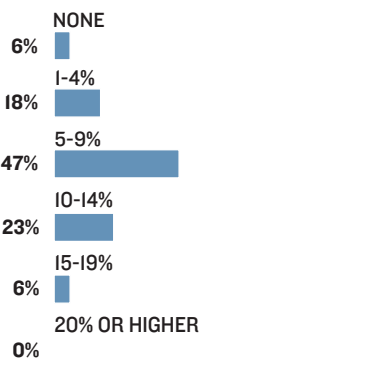## Most CIOs report worker shortages

Is there a shortage of IT specialists (generally comprising the GS-2210 management series or equivalent job titles) at your department, agency or bureau?
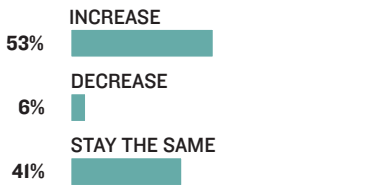
- 29% No
- 71% Yes

■ Yes ■ No

Nearly half cite 5 to 9 percent vacancy rate

If you have a shortage, what is your approximate job vacancy rate?

- NONE — 6%
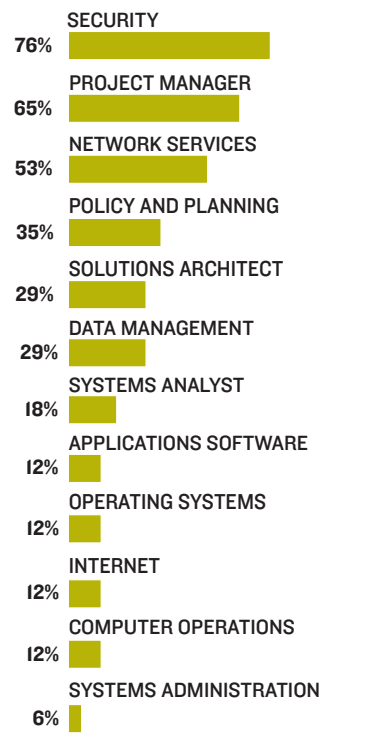- 1-4% — 18%
- 5-9% — 47%
- 10-14% — 23%
- 15-19% — 6%
- 20% OR HIGHER — 0%

Vacancy rates on the rise

Do you expect your vacancy rate to increase, decrease or stay the same in the next two years?
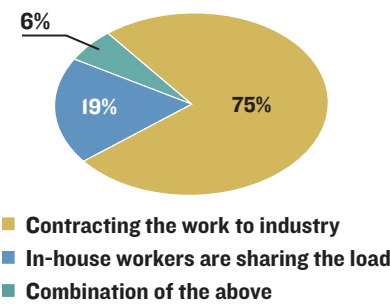
- INCREASE — 53%
- DECREASE — 6%
- STAY THE SAME — 41%

Security, project managers top needs

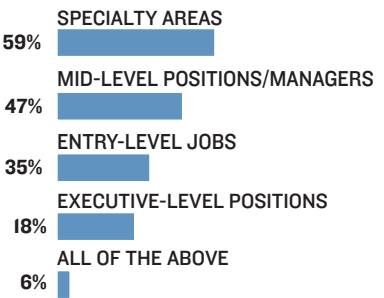*If you have shortages, in what job categories are your shortages particularly critical?*

- SECURITY — 76%
- PROJECT MANAGER — 65%
- NETWORK SERVICES — 53%
- POLICY AND PLANNING — 35%
- SOLUTIONS ARCHITECT — 29%
- DATA MANAGEMENT — 29%
- SYSTEMS ANALYST — 18%
- APPLICATIONS SOFTWARE — 12%
- OPERATING SYSTEMS — 12%
- INTERNET — 12%
- COMPUTER OPERATIONS — 12%
- SYSTEMS ADMINISTRATION — 6%

Contract personnel cover shortfall

How are you making up for your current shortfall of IT specialists?

- 6%
- 19%
- 75%

■ Contracting the work to industry
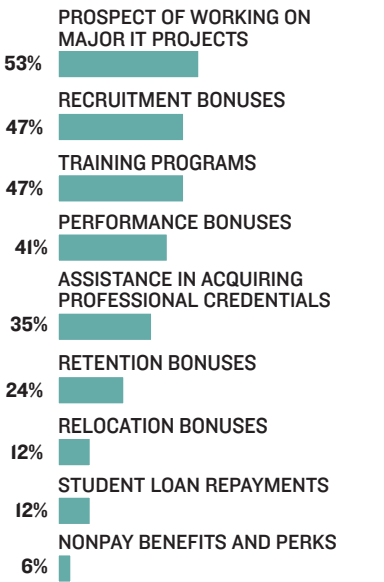■ In-house workers are sharing the load
■ Combination of the above

CIOs focus on specialty positions

In recruiting new IT specialists at your agency, are you focusing on entry-level jobs, mid-level positions/managers, executive-level positions and/or specialty areas such as project managers and solutions architects?
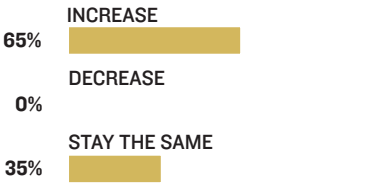
- SPECIALTY AREAS — 59%
- MID-LEVEL POSITIONS/MANAGERS — 47%
- ENTRY-LEVEL JOBS — 35%
- EXECUTIVE-LEVEL POSITIONS — 18%
- ALL OF THE ABOVE — 6%

Big projects used to lure prospects

Which of the following special incentives do you use to recruit and retain IT specialists?

- PROSPECT OF WORKING ON MAJOR IT PROJECTS — 53%
- RECRUITMENT BONUSES — 47%
- TRAINING PROGRAMS — 47%
- PERFORMANCE BONUSES — 41%
- ASSISTANCE IN ACQUIRING PROFESSIONAL CREDENTIALS — 35%
- RETENTION BONUSES — 24%
- RELOCATION BONUSES — 12%
- STUDENT LOAN REPAYMENTS — 12%
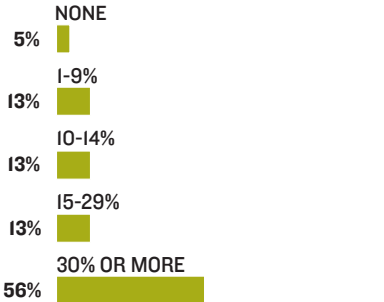- NONPAY BENEFITS AND PERKS — 6%

Most expect surge in retirements

Do you expect the rate of retirements among IT specialists at your agency to increase, decrease or stay the same in the next three to five years?
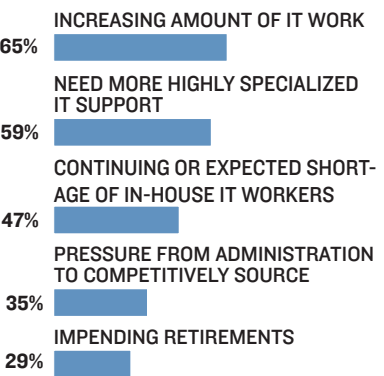
- INCREASE — 65%
- DECREASE — 0%
- STAY THE SAME — 35%

Half contract 30 percent of jobs

What percentage of IT jobs at your agency is contracted out to industry?

- NONE — 5%
- 1-9% — 13%
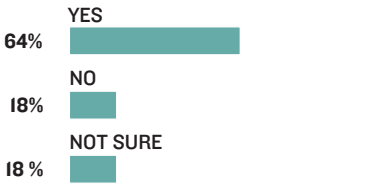- 10-14% — 13%
- 15-29% — 13%
- 30% OR MORE — 56%

Increasing workload spurs contracting

Why do you expect to hire more contractors?

- INCREASING AMOUNT OF IT WORK — 65%
- NEED MORE HIGHLY SPECIALIZED IT SUPPORT — 59%
- CONTINUING OR EXPECTED SHORTAGE OF IN-HOUSE IT WORKERS — 47%
- PRESSURE FROM ADMINISTRATION TO COMPETITIVELY SOURCE — 35%
- IMPENDING RETIREMENTS — 29%

More contracting on tap

Do you expect to hire more outside IT contractors in the next 24 months?

- YES — 64%
- NO — 18%
- NOT SURE — 18%

It's unanimous: some IT jobs are governmental in nature

Do you think that some IT jobs are inherently governmental in nature and therefore should be kept in-house and not contracted to private industry?

- YES — 100%
- NO — 0%

Most see human-capital crisis

The need for IT workers in government has been described as a human capital "crisis." Do you agree with that assessment?

- YES — 71%
- NO — 29%

This executive survey on IT work-force trends was e-mailed to 121 federal CIOs, deputy CIOs, chief technology officers and other top-level government information officials. Results are based on 17 responses.