

Recently departed IT leaders

SANDY BATES, FTS commissioner, retired in February after 35 years in government.

DONNA BENNETT, FSS commissioner, retired this summer.

STEVE COOPER, former CIO at the Homeland Security Department, left in April to become CIO of the American Red Cross.



Sandy Bates

NEAL FOX, former assistant commissioner for acquisition at the General Services Administration's Federal Supply Service, retired in July and started his own consulting business.

JOHN GILLIGAN, former Air Force CIO, left in May and took a position at SRA International Inc. of Fairfax, Va., as a vice president and deputy director of its defense sector.



John Gilligan

LESTER GRAY, deputy commissioner for GSA's Federal Supply Service, which handles billions of dollars in IT procurement, retired in June. GSA is merging FSS with the Federal Technology Service to create a Federal Acquisition Service.

WAYNE LEISS left the Office of Federal Financial Management to become the CIO at the Commodity Futures Trading Commission.

BILL LEIDINGER, former Education department CIO, retired in July.

VICKERS MEADOWS left as CIO at Health and Human Services Department in December.

DAN MEHAN, current CIO of the Federal Aviation Administration, is retiring Sept. 30. No replacement has been officially named.



Bill Leidinger

GLORIA PARKER, former chief technology officer at the Housing and Urban Development Department, left government in April. Parker is now senior vice president of business development and strategy at Apptis Inc. of Chantilly, Va.

LT. GEN. HARRY D. RADUEGE JR., who served as director of the Defense Information Systems Agency for five years, retired from the Air Force after 35 years of service.



Harry Raduege

JERRY WILLIAMS, former Small Business Administration deputy CIO, left the agency in June to become deputy CIO at the Agriculture Department.

GARY WINTERS, who was the acting director of interagency management at GSA, retired in July after 34 years in government.

The 5-year retirement outlook for IT positions

Of the 1.63 million civilian federal employees, 620,000 are 51 years old or older, meaning most are, or will very soon be, eligible to retire. How is the graying of the workforce affecting IT workers under the General Schedule 2210 series?

According to the Office of Personnel Management, not as much as many once thought it would.

Total GS-2210 workforce as of September 2005: **61,821**

Retirement Projections

2005	1,974	3.2 percent
2006	2,063	3.3 percent
2007	2,171	3.5 percent
2008	2,252	2.6 percent
Total 2005-2008	8,460	approximately 13.7 percent of the federal workforce

SOURCE: Office of Personnel Management

Profile of traditional federal IT worker

The average federal IT worker:

- is between 46 and 55 years old
- is male and white
- is a GS-13
- has little private-sector experience
- is likely to retire in the next 11 to 20 years
- holds a bachelor's degree
- is likely to leave his agency for another agency in 1 to 3 years.

SOURCE: CIO Council's IT Workforce Capability Assessment Survey, December 2004

CASE STUDY: What Commerce and State are looking for

Many agencies are hiring IT workers to fill critical needs as more senior and mid-level employees retire or move on to the private sector. According to a Partnership for Public Service survey, the Commerce and State departments are seeking a combined 693 IT employees. Here's what they need:

- IT project managers
- Enterprise architects
- IT solutions architects
- IT security.

SOURCES: State and Commerce departments