

STATE GOVERNMENT IN REVIEW

**Table 11.20
INFORMATION TECHNOLOGY (IT) EMPLOYEE SHORTAGES IN STATE GOVERNMENT: 1999**

<i>IT Employee Shortages in State Government</i>	
Yes	AL, AK, AR, AZ, CA, CO, CT, DE, FL, GA, HI, ID, IL, IN, IA, KS, KY, ME, MD, MA, MI, MN, MS, MO, MT, NV, NH, NJ, NM, NC, ND, NY, OH, OR, PA, PR, RI, SC, SD, TN, TX, UT, VA, WA, DC, WV, WI, WY
No Shortage	LA
<i>Severity of Shortage of State IT Employees</i>	
Chronic	AK, AZ, DE, FL, GA, IL, IN, MD, MA, MN, NH, NM, PA, RI, TN, TX, UT, VA
Regular	AL, AR, CA, CO, CT, HI, ID, IA, KY, ME, MI, MS, MO, MT, NV, NC, MD, OH, OR, PR, SC, SD, DC, WV, WI, WY
Occasional	KS, NJ, NY, WA
<i>IT Shortages by Level of Employment</i>	
Entry Level	AL, CA, DE, FL, GA, HI, IL, IN, KY, LA, MI, MS, MO, NH, NJ, NM, PA, RI, TN, TX, UT, VA, WA, WI
Intermediate Level	AL, AK, AZ, CA, CO, DE, FL, GA, HI, ID, IL, IN, IA, KS, KY, MD, MA, MI, MN, MS, MO, MT, NV, NH, NJ, NM, ND, OH, PA, PR, RI, SD, TN, TX, UT, VA, WA, WI
Advanced Level/Managerial	AL, AK, AZ, AR, CA, CT, DE, FL, ID, IN, IA, KY, ME, MD, MA, MI, MN, MO, MT, NH, NJ, NM, NY, OR, PR, RI, SC, SD, TN, TX, UT, VA, WA, DC, WV, WI, WY
<i>Percentage of IT Positions That are Typically Vacant</i>	
Less than 5 percent	IL, NY, OH, PA, SD
6 percent to 10 percent	AK, CA, CT, HI, ID, KS, KY, ME, MD, MN, MO, NV, NH, NJ, ND, UT, VA, WV, WY
11 percent to 15 percent	DE, FL, OR, SC, TN, VA
16 percent to 20 percent	AL, AZ, AR, CO, IA, MA, MS, MT, MN, PR, RI
More than 20 percent	GA, IN, NC
None are open at this time	DC
<i>Estimated Annual Turnover of IT Employees:</i>	
Less than 5 percent	CT, IL, ME, MA, MS, NH, NJ, NY, OR, PA, RI, DC
6 percent to 10 percent	AL, AR, GA, ID, IN, IA, KS, KY, MD, MI, NC, ND, OH, PR, SD, TN, WA
11 percent to 15 percent	AK, DE, MO, MT, SC, UT, WV, WY
16 percent to 20 percent	CO, LA, MN, NV, NM, VA, WI
More than 20 percent	AZ, FL, TX
<i>Primary Factors that Contribute to IT Employee Turnover</i>	
Unable to compete with private sector	AZ, AR, CO, CT, DE, FL, GA, HI, ID, IL, IN, IA, KY, ME, MD, MA, MI, MN, MS, MO, MT, NV, NH, NJ, NM, NC, ND, OR, PR, SC, SD, TN, TX, UT, VA, WV, WI, WY
Not enough high profile projects to keep staff interested	AZ, CO, MN, NV, OH, RI, TX
Lack of advancement opportunities	AZ, AR, DE, IL, IN, IA, KY, MN, MT, NJ, NM, OH, PA, RI, TN, TX, VA
Base salary too low	AK, AZ, AR, CA, CO, DE, FL, GA, HI, ID, IA, KY, LA, MD, MA, MI, MN, MO, MT, NV, NH, NM, NC, OR, PA, RI, SC, SD, TN, TX, UT, VA, WA, WV, WI, WY
Insufficient reward system	AK, AZ, AR, CO, CT, DE, GA, HI, IL, KY, LA, ME, MA, MN, MS, MO, MT, NV, NH, NM, ND, OH, OR, PA, SD, TN, UT, VA, WV, WI, WY
<i>Typical Career Path for IT Employees Who Leave State Employment</i>	
Private Sector companies	AZ, AR, CA, CO, CT, DE, FL, GA, HI, ID, IL, IN, IA, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, MT, NV, NH, NJ, NM, NC, ND, OH, OR, PA, PR, RI, SC, SD, TN, TX, UT, VA, WA, DC, WV, WI, WY
Start up own company	FL, MS, WV
Other state agencies	CO, CT, DE, FL, IL, KY, LA, MN, NV, NJ, NY, OH, OR, PA, RI, TX, UT, VA, WA, WI
Retirement	AL, DE, HI, KS, KY, NJ, NY, OH, OR, PA, RI, WY
Not Known	AK

Source: The Council of State Governments in conjunction with the National Association of State Information Resource Executives, National Association of State Personnel Executives, National Association of State Telecommuni-

cations Directors, and the National Association of Chief State Administrators. This table was compiled from information in *Recruitment and Retention of Technical Employees in State Government*.