2019 Trends in the Local Government IT Workforce: Professional Development, Skills and Hiring National Survey

IT department education and training budgets:

- **46%** Very good or adequate
- **54%** Limited or non-existent

The “graying” of the government IT workforce

- 16% responded that between 10% and 25% of their current IT staff will retire within the next two years
- 78% responded that up to 10% of their current IT staff will retire within the next two years

The top barriers with regard to attracting and hiring new IT staff:

1. **Salary constraints**
2. **Lack of qualified applicants**
3. **Protracted steps within the hiring process**
4. **Security or background checks**

How difficult is it to find/hire IT staff with the competencies needed to make a good addition to the IT team?

- **8%** Not difficult at all
- **52%** Somewhat difficult
- **40%** Very difficult

While conducting interviews, the skillsets IT executives identified as most lacking in job applicants are:

1. Understanding of what government does (services and organization) and the role of the IT department
2. Emotional intelligence
3. Oral communication skills
4. Written communication skills
5. Technical skills

*PTI conducted a survey of local government IT executives in Jan. and Feb. 2019*