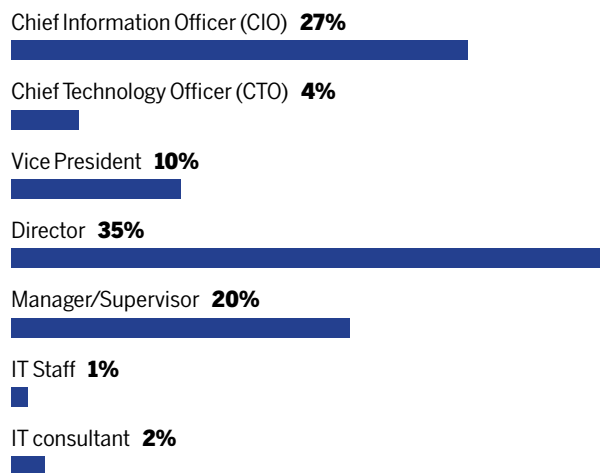


# 2006 Midyear **Staffing Update**

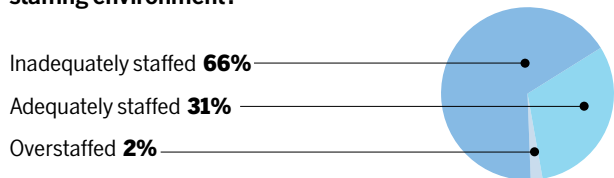
CIO's survey of 269 IT executives reveals their current and future staffing needs, what they are doing to retain and motivate employees, hiring by company size and region, as well as other staffing concerns.

## Which title best describes your level of responsibility?



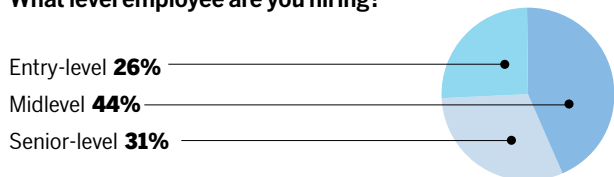
NOTE: Numbers do not add up to 100% due to rounding

## How would you describe your current staffing environment?



NOTE: Numbers do not add up to 100% due to rounding.

## What level employee are you hiring?



NOTE: Numbers do not add up to 100% due to rounding

## Skills You'll Need Now and in the Future

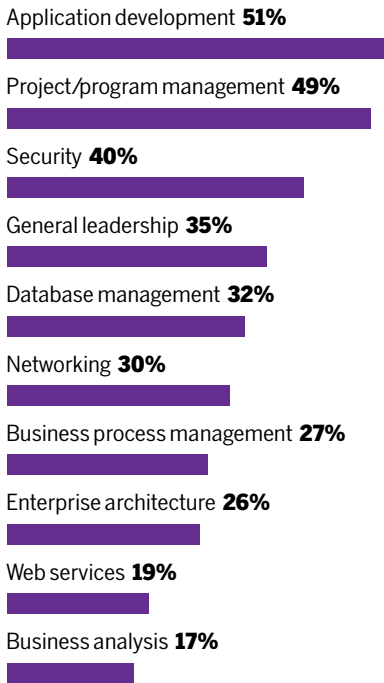
Current and future skills sought by IT leaders and how they will meet the demand.

Business skills	In Demand Internally	Possess In-house	Hiring currently	Outsource currently	Will need (in 2-5 yrs.)
Business analysis	65%	62%	22%	11%	53%
IT finance	25%	45%	8%	8%	28%
IT HR	18%	41%	6%	10%	21%
Project/program management	64%	65%	23%	17%	60%
Relationship management (internal)	34%	52%	12%	4%	39%
Strategist/Internal consultant	37%	41%	7%	9%	40%
Vendor management	28%	51%	4%	5%	27%

Technology skills	In Demand Internally	Possess In-house	Hiring currently	Outsource currently	Will need (in 2-5 yrs.)
Application development	59%	66%	36%	47%	52%
Business process management	47%	55%	17%	9%	55%
Database management	43%	67%	14%	19%	49%
Enterprise architect	43%	48%	14%	12%	41%
Help desk/ User support	29%	64%	16%	19%	32%
Networking	33%	71%	12%	16%	32%
QA/Testing	29%	49%	12%	17%	28%
Security	41%	64%	9%	14%	42%
Systems analyst	39%	64%	17%	10%	39%
Web services	35%	54%	10%	26%	33%
Website development	31%	51%	10%	33%	30%

NOTE: Respondents chose three.

**What kinds of training are you spending on?**



NOTE: Respondents chose three.

**What are your top concerns regarding your IT staff in 2006?**



NOTE: Respondents chose three.

**What do you offer to motivate or retain IT staff?**



**What is your company's IT staff turnover rate currently?**

Average turnover rate  
**10%**

## Hiring by Company Size

Are you currently hiring for this skill?

Business	Small*	Medium**	Large***
Business analysis	12%	20%	32%
IT finance	8%	5%	13%
IT HR	4%	5%	8%
Project/program management	17%	19%	34%
Relationship management (internal)	8%	12%	15%
Strategist/internal consultant	4%	8%	11%
Vendor management/procurement	3%	1%	11%

\*Fewer than 1,000 employees

\*\*Between 1,000 and 10,000 employees

\*\*\*More than 10,000 employees

NOTE: Respondents chose 3

Technology	Small	Medium	Large
Application development	32%	45%	42%
Business process management	9%	23%	26%
Database management	15%	19%	16%
Enterprise architect	13%	10%	23%
Help desk/user support	15%	16%	23%
Networking	10%	9%	19%
QA/testing	10%	14%	16%
Security	7%	9%	16%
Systems analyst	13%	14%	27%
Web services	7%	13%	13%
Website development	8%	15%	13%

## Hiring by Region

Are you currently hiring for this skill?

Business	Northeast	Southeast	North Midwest	South Midwest	Northwest	Southwest
Business analysis	21%	18%	24%	25%	32%	16%
IT finance	10%	11%	4%	0%	5%	7%
IT HR	6%	9%	2%	0%	16%	7%
Project/program management	21%	16%	16%	31%	26%	23%
Relationship management (internal)	11%	11%	10%	13%	11%	9%
Strategist/internal consultant	8%	7%	8%	0%	16%	2%
Vendor management/procurement	3%	2%	0%	6%	5%	5%

Technology	Northeast	Southeast	North Midwest	South Midwest	Northwest	Southwest
Application development	41%	30%	33%	50%	58%	30%
Business process management	19%	14%	16%	19%	37%	7%
Database management	19%	11%	12%	31%	16%	12%
Enterprise architect	11%	9%	16%	19%	16%	16%
Help desk/user support	16%	23%	8%	38%	11%	23%
Networking	10%	14%	8%	19%	11%	23%
QA/testing	13%	7%	10%	25%	11%	9%
Security	11%	18%	6%	13%	5%	14%
Systems analyst	16%	20%	14%	38%	21%	26%
Web services	14%	11%	4%	13%	0%	5%
Website development	10%	16%	12%	19%	0%	7%

Note: Respondents chose 3

## Industry Information

### What is your organization's primary business?

Business services/consulting (noncomputer-related)	3%
Communication carriers (telecom, data comm., TV/Cable)	3%
Construction/architecture/engineering	1%
Data processing services	1%
Education	6%
Finance/banking/accounting	13%
Government: federal (including military)	3%
Government: state or local	5%
Insurance/real estate/legal	5%
Manufacturing/process industries (noncomputer-related)	13%
Medical/dental/healthcare	10%
Publishing (print/electronic)	1%
Transportation/utilities	3%
Wholesale/retail/distribution (noncomputer-related)	3%
Other noncomputer-related business	1%
Computer manufacturer (hardware, software, peripherals, etc.)	5%
Computer/network consultant	3%
Computer-related retailer/wholesaler/distributor	1%
VAR/VAD/System or network integrator	1%
Other computer-related business	2%
Other	6%
Did Not Answer	9%

NOTE: Numbers do not add up to 100% due to rounding

**Please select the dollar amount that best represents the annual gross sales or revenues for your corporation or firm. Include all plants, divisions, branches, parents and subsidiaries worldwide.**

\$15 billion or more	10%
\$10 billion to 14.9 billion	5%
\$5 billion to 9.9 billion	5%
\$2 billion to 4.9 billion	8%
\$1 billion to 1.9 billion	6%
\$500 million to 999.9 million	7%
\$300 million to 499.9 million	6%
\$100 million to 299.9 million	14%
\$50 million to 99.9 million	9%
less than 50 million	21%
Did not answer	10%

NOTE: Numbers do not add up to 100% due to rounding

### Where is your company based?

Northeast U.S.	22%
Southeast U.S.	15%
North Midwest U.S.	15%
South Midwest U.S.	5%
Northwest U.S.	5%
Southwest U.S.	15%
Canada	4%
Asia Pacific	5%
Europe	5%
Did Not Answer	9%

NOTE: Numbers do not add up to 100% due to rounding

**Approximately how many people are employed by your entire company? (Please include all plants, divisions, branches, parents, and subsidiaries worldwide.)**

100,000 or more	5%
50,000–99,999	5%
30,000–49,999	4%
20,000–29,999	3%
10,000–19,999	7%
7,500–9,999	2%
5,000–7,499	6%
2,500–4,999	9%
1,000–2,499	13%
500–999	12%
Under 500	25%
Did not answer	9%