

# *Fred Thompson*

Program Manager, IT Workforce  
Improvement

U.S. Department of the  
Treasury

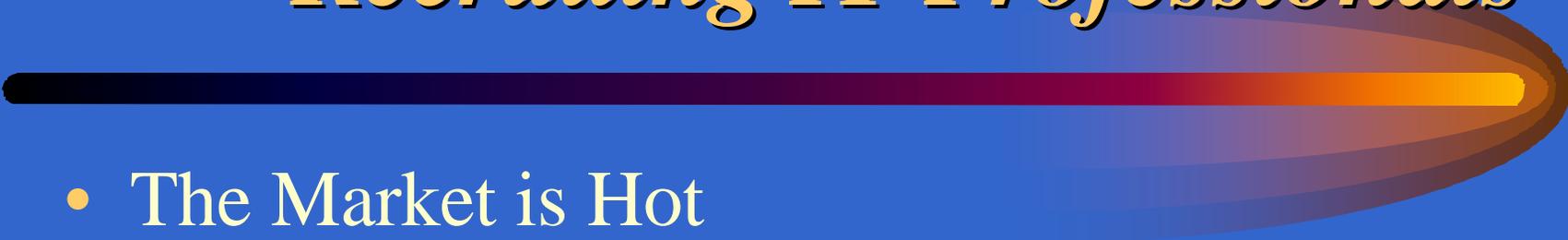


# *The Role of Compensation*



- Provide a Competitive Recruitment Salary
- Provide Incentives for Retention and Advancement

# *Recruiting IT Professionals*



- The Market is Hot
- The Skill Set is Changing
- The Federal IT Workforce has been Stable,  
But...

# *IT Job Growth Has Been Strong During the Past Decade*



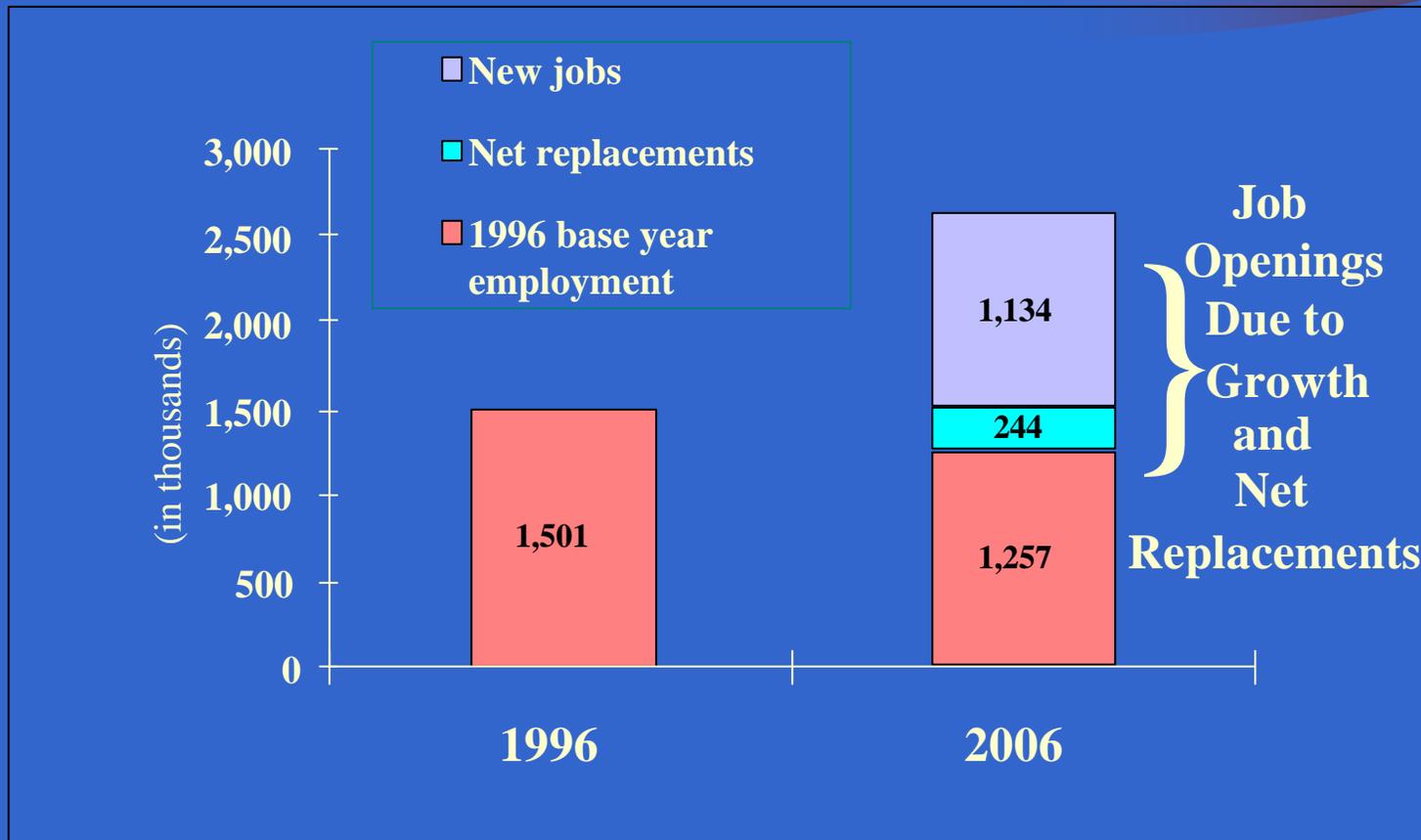
1987-1997

177% Employment Growth for Systems Analysts,  
Computer Engineers and Computer Scientist Jobs

VS.

12% Employment Growth for All Jobs!

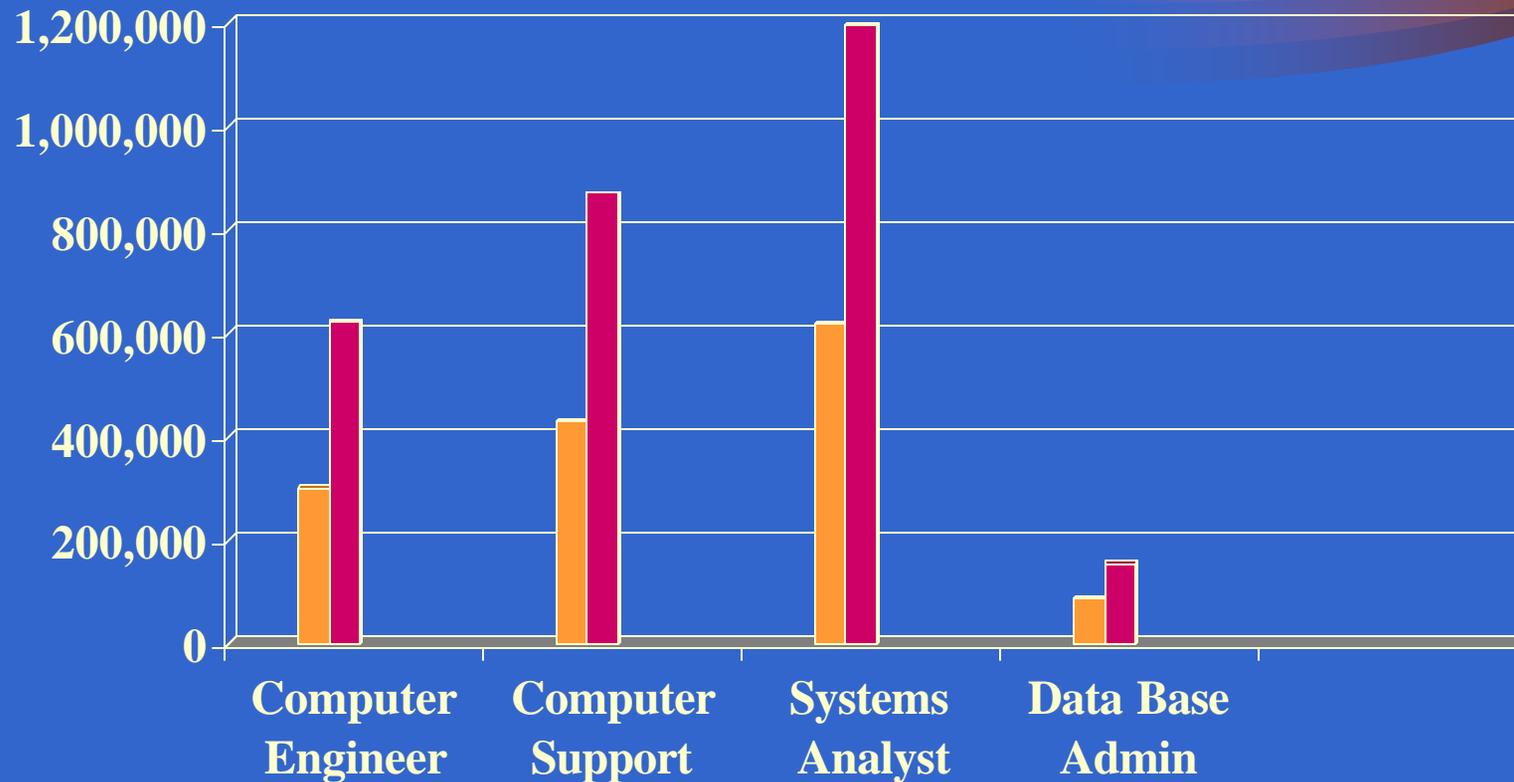
# *America Will Need 1.3 Million New Core IT Workers by 2006*



# *The Market is Hot*

*Four Fastest Growing Jobs in the U.S.*

*1998 - 2008*

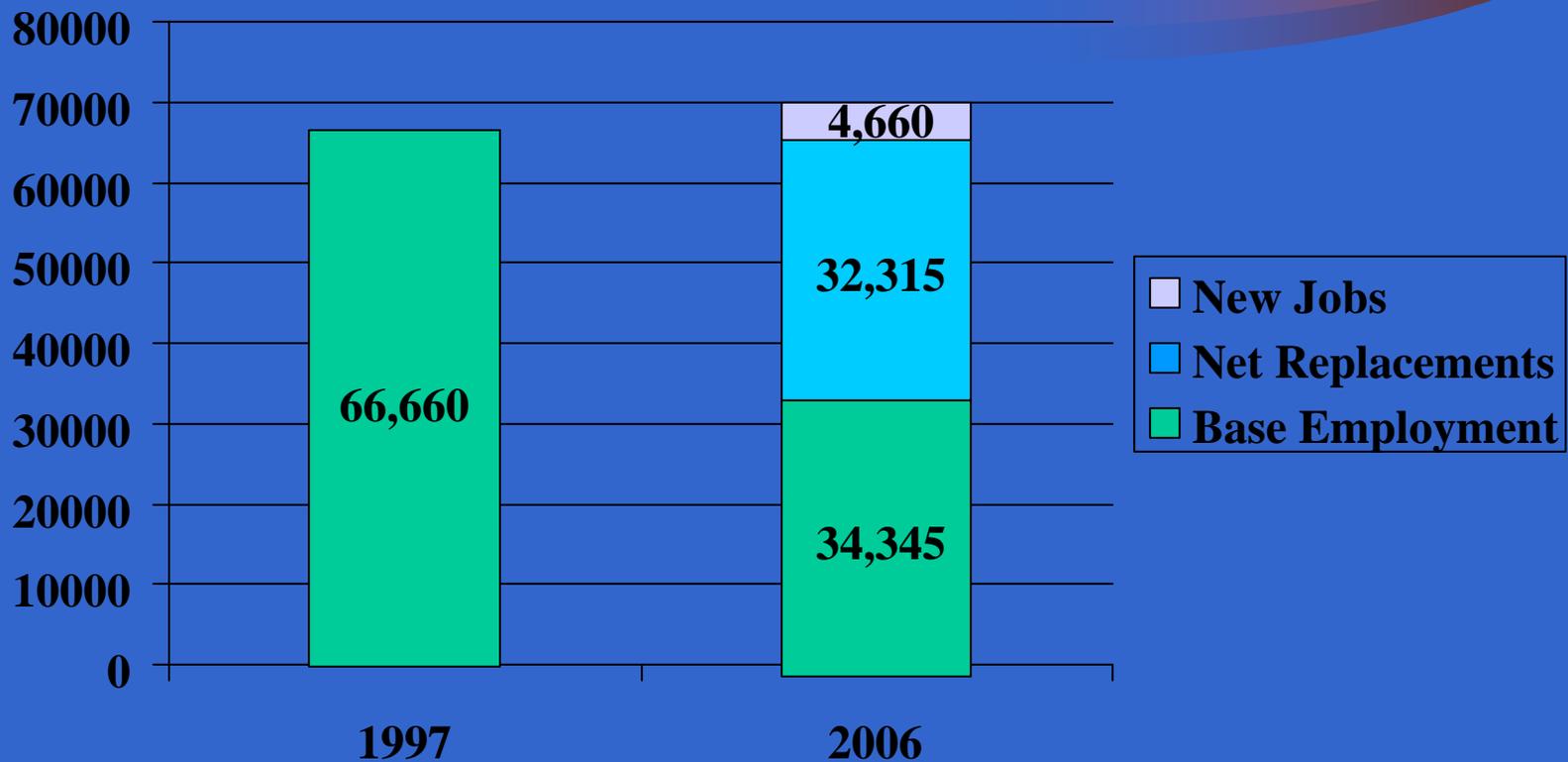


# *The Skill Set is Changing*



- Fewer Unique Custom Applications
- More HW/SW Platform Consistency
- Allegiance to Technical Specialty vs. Employer
- Equals =
  - Greater Opportunity for Movement

# *A Challenge to Federal IT Workforce Stability*



# *Creating an Effective Federal IT Compensation Strategy*



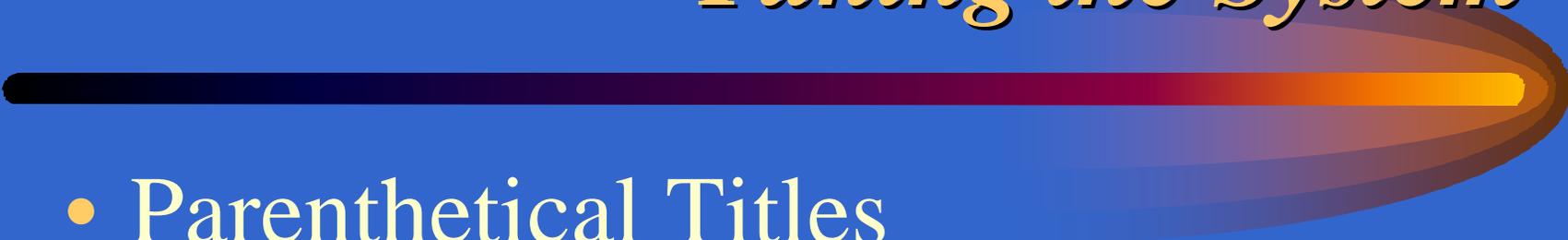
- Federal CIO Council Partnership with the Office of Personnel Management
- Longer Range Strategies

# *CIO Council-OPM Partnership*



- April 1999 IT Workforce Challenge Meeting
- IT Workforce Committee-OPM Team Cooperation
- Committee Participation in SME Groups

# *Tuning the System*



- Parenthetical Titles
- Competency Linkages
- New Job Qualifications Standards
- OPM Special Rates Study
- New Job Classification Standards

# *Longer Range Strategies*



- Consider a New IT Pay Plan
- Federal CIO Council Proposal for Independent Review
- Occupation-Based System
- Broader Pay Categories