

Table D1: List of Survey Questions

- **Section 1: Skills**

- What is your current level of proficiency in each of the following (126) skills?
 - Choices: none, basic, intermediate, advanced, expert
- Do you need additional training in any of the skills identified in the question above? (yes/no)
- What level of training do you need for each skill?
 - Choices: none, basic, intermediate, advanced

- **Section 2: Use, Importance, & Training Preferences**

- In the last year, how often have you personally used each of the following (11) types of skills?
 - Choices: very often, frequently, occasionally, seldom, never, don't know
- How important is each of the following (11) types of skills to the successful conduct of your own work?
 - Choices: extremely important, very important, moderately important, not very important, not at all important, don't know
- Which of the following 8 methods would you prefer for learning specific technical tools?
- Which of the following 8 methods would you prefer for learning general IT skills?
- Which of the following 8 methods would you prefer for learning general management skills?
- How would you prefer to be informed of upcoming IT training events? (5 choices)
- Which of the following are reasons why training is worthwhile to you? (7 choices)

- **Section 3: Certifications**

- Do you currently hold professional certifications in any of the (15) categories listed below? (yes/no)
- In which categories do you hold professional certifications?

- **Section 4: Demographics**

- What is your highest level of education?
- Do you have a college degree in any of the following fields?
- How many total years of New York State service do you have?
- How many years have you worked in your current agency?
- How many different New York State agencies have you worked for during your career in state government?
- How many years of public sector IT experience do you have?
- How many years of private sector IT experience do you have?
- In what year are you eligible to retire from state service?
- In what year do you plan to retire from state service?
- Do you plan to leave the state workforce before you are eligible to retire?
- Would you work part-time for the State after you retire?
- What is your current age?