

THE STATE OF THE JOB MARKET

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ALWAYS OBSERVE

- *Everyone in IT from Operations through Developers, Analysts and Managers need to know which way the wind is blowing to make sure that you are always thinking of being prepared for a worst case scenario.*
- *You need to observe trends in the economy and in technology. Some are very obvious, some are “a-ha” moments.*
- *Qualifications changed in the last ten years for IBM I professionals.*
- *Learn how you can make yourself more valuable to your current employer.*
- *What can employers do to keep their employees when the market does improve?*
- *Why you need to pay attention to the economy in California and the US economy.*
- *How do politics and legislation encourage or discourage job growth.*

THE ECONOMY

- **Unemployment continues to hurt economy – August 9.1% - Bureau of Labor Statistics – real unemployment is more like 18% when you include those who have given up, underemployed.**
- **What impact will the US debt crisis & bond rating downgrade have on jobs?**
- **Are we in a recession? Coming out of a recession, or headed for double dip recession?**
- **Companies are reluctant to hire until they see:**
 - 1. Consumer demand pick up;*
 - 2. Better long-term guidance from the federal government on taxes;*
 - 3. See an easing of state and federal government regulations such as Obamacare, EPA, repatriating corporate taxes.*
- **When will it get better? I believe it will improve in 18 – 24 months.**
- **UCLA: “We are going through a re-distribution of jobs”**

What Technical Trends To Watch?

- Less need for basic RPG Developers and more need for knowledge of Web Interfacing tools, analytics, interfacing to Smart-phones & tablets
- More need for skills in the areas of business analysis, interface with management and executive management
- Being able to talk about analytics, metrics, methodologies, business intelligence, collaboration tools, etc.
- Security for data centers, web applications, negating any vulnerability of company, client and user data, Disaster prevention, contingency planning. As more business is done on the web, we are all more vulnerable to professional attacks. Sony PlayStation!
- Embrace new technologies like smart phones, mobile apps, iPad, iPhone, Android operating systems. How can your ERP systems interface with the new mobile devices? The growth of tablets and smart phones are making them a mainstream method of communications.
- Skills to add: PHP; Web Services; VB.Net; Sequel Server; Crystal Reports, etc.
- **Not keeping your IBM i, tools, value add systems up to date is an invitation to replacement.** Either to another platform or outsourced. **Say goodbye job!**

What Economic Trends To Watch And What They Mean?

- The US Stock Market
- Business News – optimistic vs. pessimistic
- Political changes that can encourage business or discourage business
- Local economic outlook – Chapman University, UCLA, Cal State Fullerton
- What Technology companies are doing: IBM, HP, Oracle, Microsoft, Apple
- Technology impact of how businesses and companies get and use data
- California Unemployment rates: state - currently 11.8%; L.A. Long Beach, Santa Ana metro area – currently 11.6%, Bakersfield >15%, Fresno > 16%. Orange County was at 9.2% for June 2011, up from 8.5% in May 2011 according to California EDD. Normal in Orange County was under 3.3% to about 4.5% prior to 2009.
- At the rate we are creating jobs, it could be 5+ years before we see substantial improvements.
- What is the economic outlook at your company? Your job can be directly or indirectly impacted by a merger, acquisition, regulation changes, software changes to another platform, new management, positive or negative growth.

Some headlines & news to pay attention to:

Orange County Register –

Mary Ann Milbourn: “Handling Hard Times”

Will there be a double-dip recession?

Yes, things are getting worse: 448

No, things are just slow: 219

We never got out of the first one: 405

Total Votes: 1072 Started: August 5, 2011

Other OC Register stories: <http://economy.ocregister.com/author/mmilbourn/>

Did you miss these other recent OC Register stories on jobs and the economy?

- **Poll: Economic Pessimism Soars (on Total Buzz)**
- **‘Huge relief’ — U.S. adds 117,000 jobs in July**
- **3 of 4 long-term jobless can’t find work**
- **1.5 million Californians working part-time**
- **730,000 unemployed a year or more**
- **Recession whacks middle-wage jobs most**
- **O.C. fitness equipment firm cuts 60 jobs**
- **2 O.C. hospitals cut 144 jobs**
- **Pay raises go to top performers this year**
- **O.C. weekly pay hits \$1,112**
- **Only 10% expect a pay raise this year**
- **California employment to improve slowly - Chapman economist Esmael Adibi**
- **El Pollo Loco lays off 5 at O.C. headquarters**
- **Does \$250,000 make you rich?**
- **Apple stores may be hiring**
- **\$11,000 – plus bacon – for tech talent?**
- **O.C. help wanted ads tick down in June**
- **Google hangs out O.C. help wanted sign**
- **O.C. high-tech manufacturing at 6-year high**
- **Cisco lays off 60 in O.C.**
- **Which job is most in demand?**
- **O.C.-L.A. No. 2 in clean economy jobs**
- **Scariest unemployment chart ever?**
- **Which O.C. city has the most job openings?**
- **Next new thing — a promotion but no raise?**

Other Economic News

UCLA Anderson Forecast: National Economy Is Growing But “No Recovery in Sight”; In California, Slow Growth Through 2011

Press Release Source: UCLA Anderson School of Management on Wednesday June 15, 2011, 4:00 A.M. EDT

LOS ANGELES--(BUSINESS WIRE)-- In its second quarterly report of 2011, the UCLA Anderson Forecast acknowledges a steadily growing Gross Domestic Product, but says that the current level of growth falls short of the levels necessary for a true recovery in the national economy. The California forecast echoes and reinforces the March '11 release, calling for slow growth through the end of the year as the state attempts to regenerate the 1.3 million jobs lost in the recession while also finding work from new entrants to the labor force.

Other Economic News

The California Forecast

The forecast calls for 1.7% employment growth in 2011, 2.4% in 2012 and 3.1% in 2013. Unemployment will continue to fall through the year, averaging 11.7% in 2011.

Employment growth won't push the unemployment rate below double-digits until the second quarter of 2013, reaching 9.2% by the end of that year.

Real personal income growth is forecast to be 1.7% in 2011, and 3.3% and 3.8% in 2012 and 2013 respectively.

Source: <http://finance.yahoo.com/news/UCLA-Anderson-Forecast-bw-3281424990.html?x=0&.v=1>

Companies Leaving California in Record Numbers -

*Calif. Business Departures Increasing --
Now Five Times Higher Than In 2009*

Out-of-state economic development officials are traveling through the state to alert frustrated business owners and corporate executives to their friendlier business climate versus California's hostility toward commercial enterprises.

- From Jan. 1 of this year through this morning, June 16, we have had 129 disinvestment events occur, an average of 5.4 per week.
- For all of last year, we saw an average of 3.9 events per week.
- Comparing this year thus far with 2009, when the total was 51 events, essentially averaging 1 per week, our rate today is more than 5 times what it was then.

The top five destinations are (1) Texas, (2) Arizona, (3) Colorado, (4) Nevada and Utah tied; and (5) Virginia and North Carolina tied.

Source: Joseph Vranich - <http://thebusinessrelocationcoach.blogspot.com/2011/06/calif-business-departures-increasing.html> Joseph Vranich, based in Irvine, is an Executive Coach with clients located throughout the United States and Canada. He has appeared on most major U.S. business and cable news networks.

Benefits Shrinking for U.S. Workers

Employee benefits continue to take a hit as the economy languishes. A survey from the Society for Human Resource Management (SHRM), sponsored by Colonial Life, says the vast majority of HR professionals report that employees are seeing **notable cuts in programs related to health, retirement and quality of life. And you can say goodbye to some of the compensation bonuses that grew popular in better times, along with perks like tuition reimbursement.** Even benefits that essentially cost nothing are on the decline—some employers are giving those popular Friday casual-dress days the heave-ho. On a positive note, some benefits are on the rise, such as on-site company fitness centers (they're a way for employers to maintain a healthier, more productive workforce that is less of a drain on health-care coverage budgets.) The survey covers a range of years, but we focused on the differences in benefits provided between 2008 and today. About 600 HR executives took part in the research. To read the survey, click here. <http://www.baselinemag.com/c/a/Features/Benefits-Shrinking-for-US-Workers-539830/>

Source: By Dennis McCafferty on 2011-07-25 - Ziff Davis Enterprise, (eWeek-Baseline) New York, New York 10016

Top Job Postings

on Dice.com by Keyword Search and *Keyword in Job Title

Job Category/Keywords	8/10/2011
Total Dice listings	83,912
All Developer or Programmer postings	20,193
Business Analyst	3,869
Project Manager	3,350
All Java	17406 / * 5644
SAP	8055 / * 4286
All Oracle	18813 / * 3312
MS .NET	10186 / * 3056
DBA	3015 / * 1467
Web Developer	2102 / * 1448
C#	8399 / * 1447
All AS/400–IBM iSeries–System i5	902 / * 108

Complete Keyword Search (available at bob@excelsearch.com)

Dice Job Postings – All of USA		Updated August 10, 2011				By keyword/ *job title
Job Category/Keywords	9/2000	3/2005	8/2006	8/2008	8/2009	8/10/2011
Total Dice listings	116515	64896	90502	87,327	49,901	83,912
All Developer or Programmer positions	N/A	N/A	N/A	17867	15,864	20,193
Business Analyst	N/A	2259	10210	9491	2,000	3,869
Project Manager	N/A	1587	11438	14674	3,427	3,350
All Java	30755	9244	14963	15244	8,933	17406 / * 5644
SAP	2396	4262	6492	10792	2,962	8055 / * 4286
All Oracle	22304	3305	16310	18947	9,220	18813 / * 3312
MS .NET	N/A	7305	12392	9133	5,277	10186 / * 3056
DBA	5497	2227	3602	3607	1,928	3015 / * 1467
Web Developer	31708	618	1294	10940	1,059	2102 / * 1448
C#	N/A	9024	5351	7225	4,184	8399 / * 1447
All AS/400-IBM iSeries-System i5	9229	431	515	858	261	902 / * 108
"BI" (Business Intelligence)	N/A	N/A	N/A	N/A	1,596	3864 / 681*
"Agile" or "Scrum"						8072 / *268
RPG	526	295	414	330	129	189 / * 50
All AS/400-IBM iSeries-System i5	9229	431	515	858	261	902 / * 108
Java and AS/400 ("Java" and "AS400" or "iSeries")	96	158	100	299	135	81 / * 1
DB2 and AS/400: "DB2" and "AS400" or "DB2" and "iSeries"	65	165	94	304	129	92 / * 56
PHP	N/A	N/A	N/A	N/A	1,534	3245 / *640
C	N/A	6922	16608	16920	6,415	17917 / * 380
C++	N/A	9423	7888	7697	4,227	6412. / * 960
C#	N/A	9024	5351	7225	4,184	8399 / * 1447
All Oracle	22304	3305	16310	18947	9,220	18813 / * 3312
All Java	30755	9244	14963	15244	8,933	17406 / * 5644
SAP	2396	4262	6492	10792	2,962	8055 / * 4286
ABAP (SAP developer language)	N/A	N/A	N/A	1011	308	780 / * 219
WebSphere	N/A	1986	16226	3555	16	3218 / * 438
MS .NET	N/A	7305	12392	9133	5,277	10186 / * 3056
Visual Basic or VB	7744	6983	2716	5213	733	4017 / * 75
COBOL	1798	913	1365	981	515	762 / * 110
JD Edwards	N/A	309	427	3081	321	2067 / * 140
PeopleSoft EnterpriseOne/OneWorld	N/A	172	148	332	69	3892 / * 1081
PeopleSoft	1824	2114	2713	5070	893	3820 / * 1054
"Web Services"	N/A	N/A	N/A	N/A	3341	17107 / *192
Jobs that include NT, Windows 2000/2003 or Windows Server	26404	4859	6892	5637	1,689	261 / * 60
UNIX	33309	9967	14278	12853	7,348	11375 / * 758
UNIX or AIX	N/A	N/A	N/A	N/A	7,626	11957 / * 845
Linux	N/A	N/A	N/A	N/A	5,953	11397 / * 951
DBA	5497	2227	3602	3607	1,928	3015 / * 1467
DB2	2519	2066	3514	2738	1,516	2453 / * 152
Oracle DBA	3796	548	2034	2055	544	719 / *441

Source: Bob Langieri - www.excelsearch.com

Summary

- *The Job Market will improve so be prepared.*
- *For companies that can add staff, you have some great candidates that are between jobs and anxious to perform.*
- *Skills needed will always change with new technology.*
- *Users are more sophisticated than ever and thus will demand more from IT professionals.*
- *We must all be proactive in observing and verifying new trends and embracing them.*
- *Always strive to make yourself more valuable.*

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