THE STATE OF THE IT JOB MARKET AND IT CAREER TRENDS

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Linkedin: IBM i Career Trends

www.linkedin.com/groups/IBM-i-Career-Trends-3779728

Realities – Good and Bad

- The economy is improving – but slowly

- Technology jobs continue to be a best area for growth – but not as great for coders, especially RPG

- STEM (Science-Technology-Engineering – Math) grads not finding jobs

- Best job prospects in IT are: C, Java, Mobile, Cloud Computing, Analytics, Project Management, Security, Big Data, etc.

- Companies that are hiring are seeking the needle in a haystack – or multiple skills with new technologies.

- California is losing higher paying jobs/tax base in exchange for lower wage lesser skilled workers and a lower tax base.

- Manufacturing is improving – this is a positive.

- You no longer have a job for life unless you work for the government.

THE ECONOMY

- **While improving, unemployment continues to hurt our economy – August U.S. unemployment rate was slightly improved at 6.1 percent. Real unemployment is closer 12%. - Bureau of Labor Statistics**

- **Unemployment in the Orange County was 5.7 percent in August 2014, an improvement from 6.4% just 1 year ago (3.6% in January 2000).**

- **We are coming out of a recession, but at a very slow tenuous pace.**

- **Companies are still reluctant to hire while the economy is in a slow recovery. *More Contract-to-Hire or Temporary flex-staffing.***

- **UCLA Anderson Economic Report – Sept. 11, 2014: "The third-quarter report, released Thursday, predicts that the state unemployment rate will sink to 5.7% by the end of 2016 from 7.4% now. That would continue to top the national rate, which UCLA economists expect will fall to 5.3% from its current 6.1%."**

- **Opinions: September 2014 - Europe could be heading for a recession, China economy slowing, Interest rates low because economy still not energized. Ebola crisis, ISIS needs our attention, Ukraine threatened, California losing jobs….**
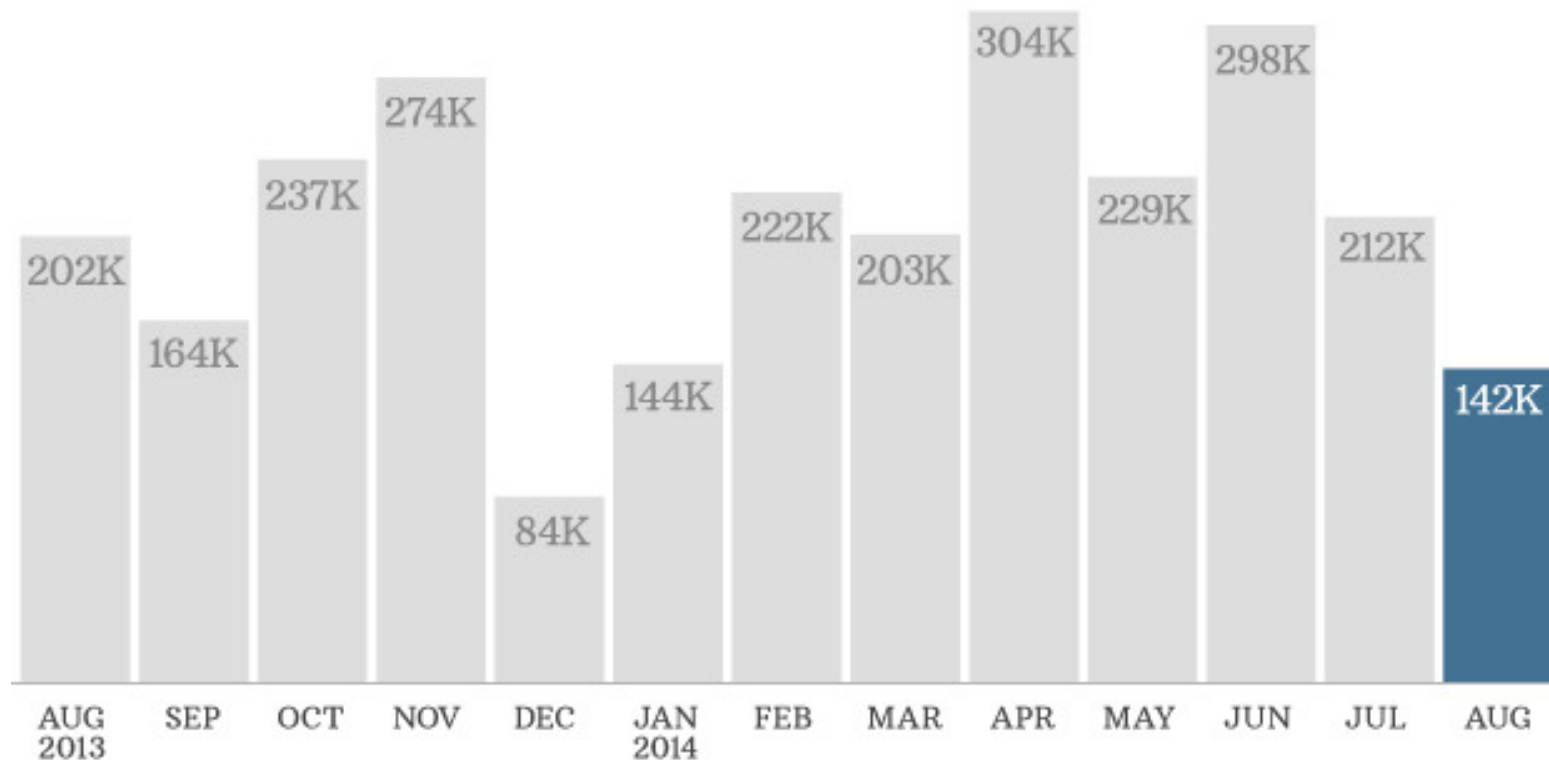
Some headlines & news to pay attention to:

- Hiring slowed significantly in the United States in August, as employers added only 142,000 jobs, a disappointing setback for an economic expansion that has been gaining steam for most of this year.

- The Labor Department on September 5, 2014 reported that the unemployment rate declined in August to 6.1% percent from 6.2 percent, partly explained by additional people dropping out of the workforce. California 7.4% July 2014

- Over the past six months, the economy has added 1.5 million jobs, marking the strongest six months for hiring since 2006.

- While improving, there is still no big acceleration in job growth

- 312,000 people have dropped out of the workforce

- 3 of 4 jobs added were part-time (and low wage) (Reuters - WASHINGTON, Aug 21)

- 7.5 million people working part-time because they can't find full-time work

- Median household income is down $2500 since end of recession in June 2009

- Labor Force participation is at 62.8% (August 2014) a 36 year low (BLS)

- A recent survey commissioned by the Freelancers Union and - says that 53 million freelancers (including independent contractors, temporary workers and moonlighters) make up 34% of the U.S. workforce. And the number is expected to grow to 40%. www.forbes.com

August 2014 jobs created 142K
We need 250K / month to keep up with population growth
13 month Average = 208K jobs created

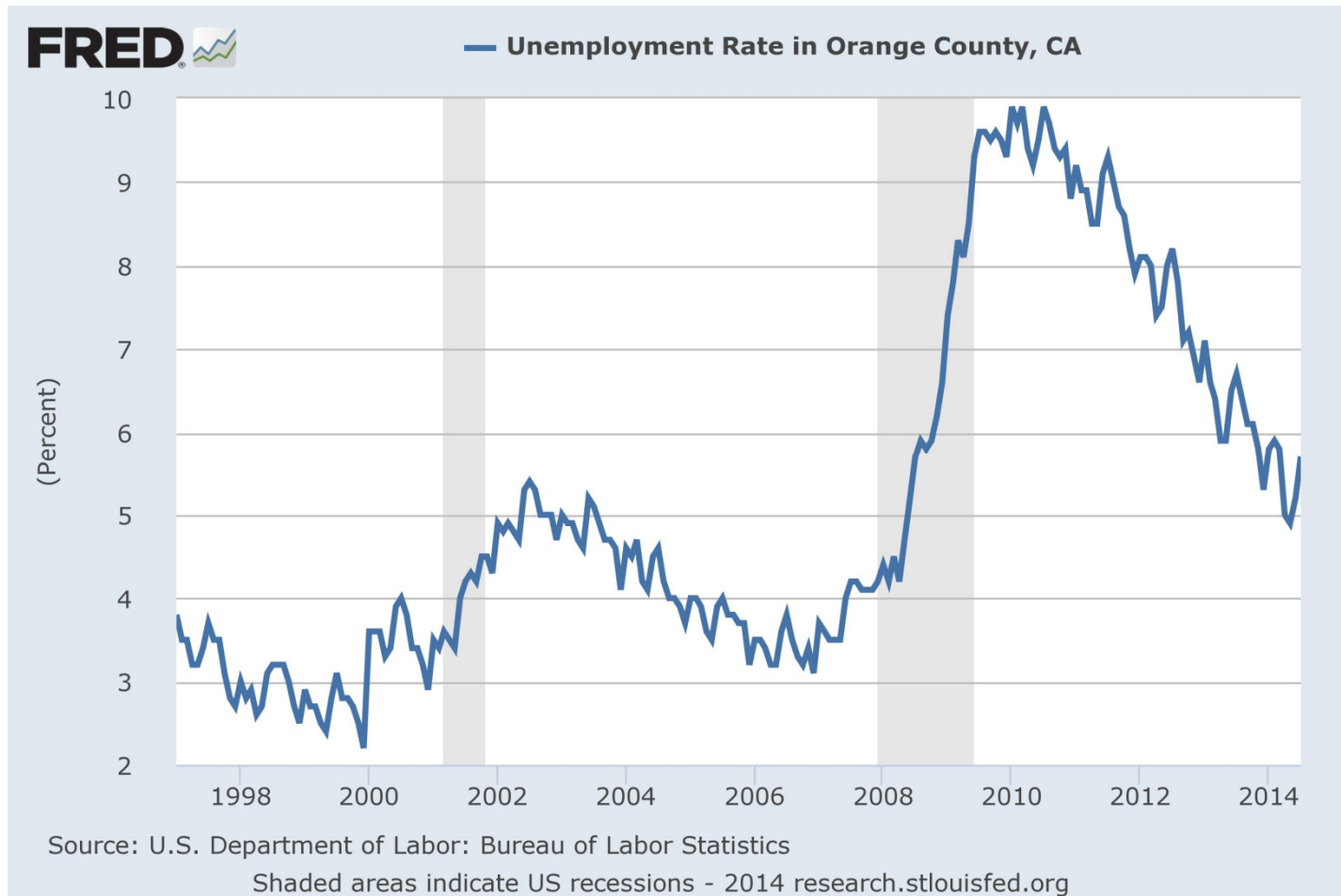Source: Bob Langieri -
www.excelsearch.com

What Economic Trends To Watch and What They Mean?

- **GDP Trends – The gross domestic product (GDP) is one the primary indicators used to gauge the health of a country's economy. A good average is about 4%**

- **The US Stock Market – News makes it go up or retract – early indicator**

- **Business News – optimistic vs. pessimistic**

- **Local economic outlook – Chapman/UCLA-Anderson Economic Report**

- **What technology companies are doing: IBM, HP, Oracle, Microsoft, Apple**

- **Technology impact of how businesses get and use data**

- **California Unemployment rates: state – Los Angeles, Orange County, San Diego, San Francisco, Fresno, etc.**

- **At the rate we are creating jobs, it could be 2+ 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.**

Unemployment Trends for the O.C.

Source: Bob Langieri -
www.excelsearch.com

The state of IT jobs in the US

- ZD Net had an excellent article on September 2, 2014: **The State of the IT Jobs in the USA**

- Companies that are hiring are **not looking for Programmers (coders),** they are looking for more of a Software Engineer or **Software Architect** with heavy application design experience.

- Understanding of Big Data – how to manage it and get the most value from large data marts.

- **The Heritage Foundation Sept 4, 2014** "The American economy is experiencing the slowest recovery in 70 years. In addition to persistently high unemployment, labor force participation has fallen sharply since the recession began in December 2007. Today, 6.9 million fewer Americans are working or looking for work. This drop accounts for virtually the entire reduction of the unemployment rate since 2009 because those not looking for work do not count as unemployed."

- **IT Jungle.com** – Timothy Prickett Morgan had a great article about how the **success of Linux** could have a major impact the future of the Power Systems platform may depend upon the success or failure of Linux on Power. **Plotting Out A Power Systems Resurgence** September 8, 2014

- Companies are taking longer to make a decision to open or add a person and longer to hire – waiting for the candidate that "walks on water." **Wall Street Journal – Sept 1, 2014**

Top 5 IT Trends for 2014

1. **Cloud Computing** - Instead of using large, expensive data centers to house information, companies are taking a more reductionist approach to storage. Along with reducing the costs of doing business, cloud computing is expected to increase the reliability and dependability of servers.

2. **Mobile Media** – Companies are racing to implement Mobile Applications for their users (sales, customer service, parts, logistics) and customers. People are already making millions of dollars from developing and selling applications for Apple products, like the iPad and iPhone.

3. **Business Intelligence** – Processing Large volumes of Data - By learning the skills required to handle these new technologies as soon as possible, you will have made yourself extremely useful to corporations in the near future. Just like with cloud computing, as more and more businesses hear about the value of big data processing technology, they will seek to hire IT professionals who know everything about it.

4. **Improving Data Accessibility** – Green screens are history. Show your users you can make their PC access existing legacy systems with GUI screens similar their Windows or Apple computers and Smart Devices.

5. **Social Media** – Tools like Facebook, LinkedIn, YouTube, and Twitter are the current leaders of the social media world, everybody is waiting for the next big advance in the industry. Companies are using these tools to better connect with their customers.

Source: Bob Langieri -
www.excelsearch.com

Top 10 Technologies & Trends for 2014 - Gartner Group

1. **Mobile Device Diversity and Management**
2. **Mobile Apps and Applications**
3. **The Internet of Everything**
4. **Hybrid Cloud and IT as Service Broker**
5. **Cloud/Client Architecture**
6. **The Era of Personal Cloud**
7. **Software Defined Anything**
8. **Web-Scale IT**
9. **Smart Machines (such as IBM Watson)**
10. **3-D Printing**

Source: http://www.information-management.com/resource-center/?id=10024978

Computerworld FORECAST 2014
8 hot IT skills for 2014

Here's a look at a Computerworld survey of the IT skills that will be in demand next year, according to companies with plans to hire IT professionals in 2014.

1. **Programming/application development - 49%**
2. **Help Desk / Tech Support – 37%**
3. **Network Support – 31%**
4. **Mobile Application Device Management – 27%**
5. **Project Management – 25%**
6. **Database Administration – 24%**
7. **Security – 21%**
8. **Business Intelligence / Analytics - 18%**

- **Source: Computerworld | Sept. 23, 2013**

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, cloud computing, big data, 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. Recent: Target Stores, Home Depot, NY Times, Amazon, JP Morgan Chase, Citi Group, Sony PlayStation!

- **Embrace new technologies** like smart phones, mobile apps, iPad, iPhone, Android operating systems. Learn HTML5 the new standard for HTML. 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**: HTML5; PHP; Javascript, Web Services; VB.Net; Sequel Server; Crystal Reports/Visio, jQuery, Ruby, Python, Excel, Object Oriented development, etc. **(Open-Source tools)**

- Not keeping your skills for IBMi and value-add systems up to date is an invitation to replacement of the IBMi platform or outsourcing. *Say goodbye job*!

Programming Languages by Popularity

Tiobe Index of Programming Languages – for August 2014
Source: www.tiobe.com

Aug 2014 Ranking	Aug 2013 Ranking	Change	Programming Language	Ratings	Change
1	2		C	16.401%	+0.43%
2	1		Java	14.984%	-0.99%
3	4		Objective-C	9.552%	+1.47%
4	3		C++	4.695%	-4.68%
5	7		Basic	3.635%	-0.24%
6	6		C#	3.409%	-2.71%
7	8		Python	3.121%	-0.48%
8	5		PHP	2.864%	-3.83%
9	11		Perl	2.218%	+0.18%
10	9		JavaScript	2.172%	+0.08%
11	-		Visual Basic	2.014%	+2.01%
12	13		Visual Basic .NET	1.310%	-0.01%
13	10		Ruby	1.242%	-0.83%
14	23		F#	1.096%	+0.56%
15	18		Pascal	1.044%	+0.42%
16	12		Transact-SQL	1.043%	-0.35%
17	38		ActionScript	1.001%	+0.69%
18	14		Delphi/Object Pascal	0.915%	-0.00%
19	16		Lisp	0.828%	+0.08%
20	17		PL/SQL	0.786%	+0.03%

The TIOBE Programming Community index is an indicator of the popularity of programming languages. The index is updated once a month. The ratings are based on the number of skilled engineers world-wide, courses and third party vendors. Popular search engines such as Google, Bing, Yahoo!, Wikipedia, Amazon, YouTube and Baidu are used to calculate the ratings. It is important to note that the TIOBE index is not about the best programming language or the language in which most lines of code have been written.

The index can be used to check whether your programming skills are still up to date or to make a strategic decision about what programming language should be adopted when starting to build a new software system. The definition of the TIOBE index can be found here.

The following list of languages denotes #51 to #100. Since the differences are relatively small, the programming languages are listed (in alphabetical order).
  (Visual) FoxPro, 4th Dimension/4D, Alice, APL, Arc, ATLAS, Awk, Bash, Bourne shell, cg, CL (OS/400), Clean, Clojure, Common Lisp, Dylan, Emacs Lisp, Factor, Forth, Fortress, Icon, Inform, Informix-4GL, Io, Ioke, J, JavaFX Script, JScript.NET, Korn shell, Ladder Logic, M4, Magic, Max/MSP, Modula-2, Modula-3, Monkey, Moto, NATURAL, Object Rexx, PILOT, Programming Without Coding Technology, Pure Data, Q, **RPG (OS/400),** S, Smalltalk, SPARK, SPSS, Standard ML, VBScript, X10

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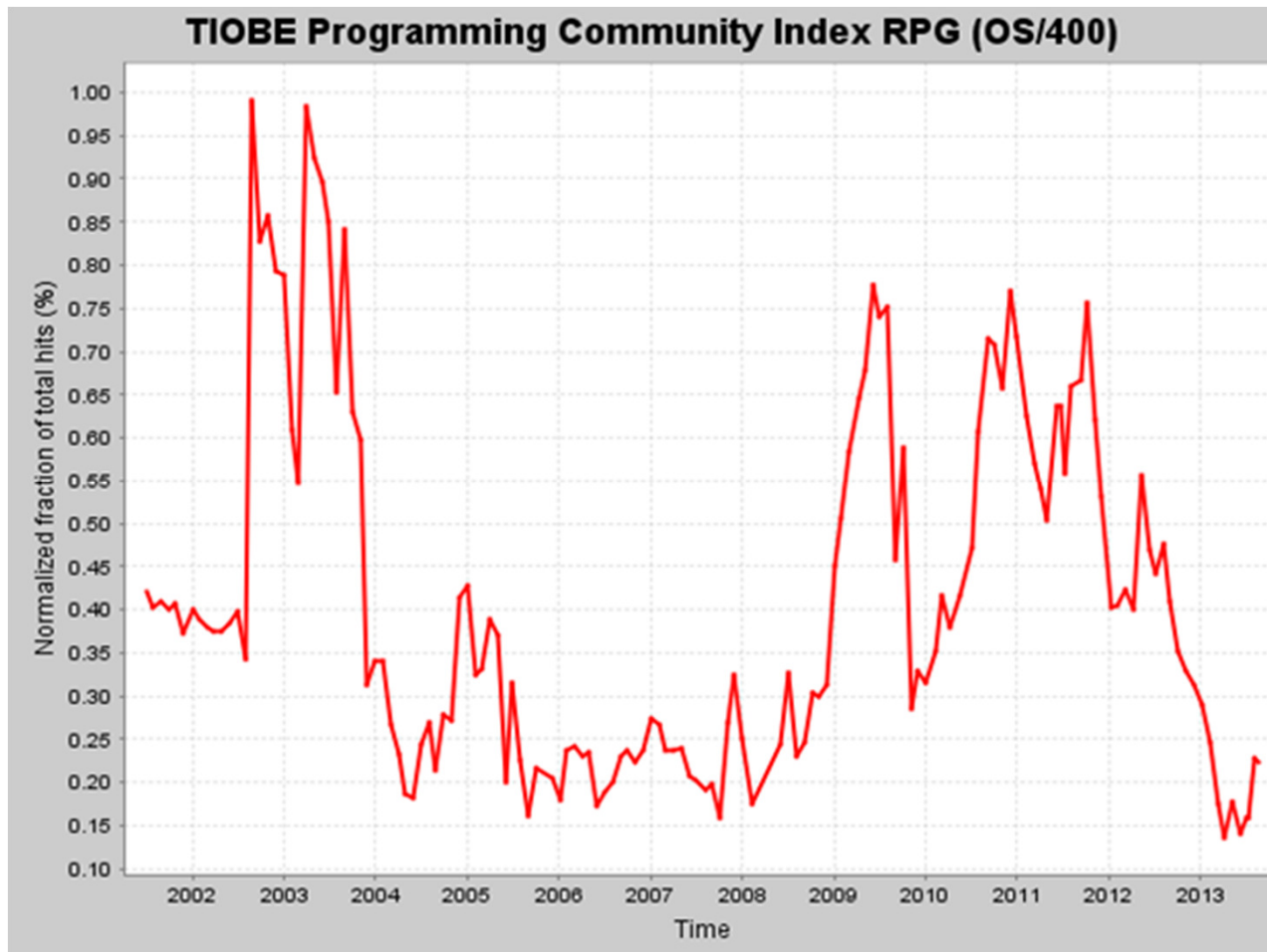Source: Bob Langieri - www.excelsearch.com

Very Long Term History

To see the bigger picture, please find the positions of the top 10 programming languages of many years back.
Please note that these are average positions for a period of 12 months. Source:www.tiobe.com

Programming Language	2014	2009	2004	1999	1994	1989
C	1	2	2	1	1	1
Java	2	1	1	16	-	-
Objective-C	3	33	41	-	-	-
C++	4	3	3	2	2	2
C#	5	7	7	21	-	-
PHP	6	4	6	-	-	-
Python	7	6	8	26	22	-
JavaScript	8	9	9	18	-	-
Visual Basic .NET	9	-	-	-	-	-
Transact-SQL	10	29	-	-	-	-
Lisp	13	20	14	11	6	3
(Visual) Basic	87	5	5	3	3	7

The Future of RPG

TIOBE Programming Community Index RPG (OS/400)

Usage of RPG code.

If you take the average trend line of this you will see that RPG is slowly declining.

Lines of code

	Ranking
2014:	**51 - 100**
2013:	**42**
5 years ago:	**26**
10 years ago:	**13**
15 years ago:	**10**
20 years ago:	**10**

Source: www.Tiobe.com

Is RPG Dead?

- **No, but RPG is no longer the "hot-ticket" it was in the 80's and 90's**

- **RPG Legacy code will continue in the background for another 20 + years, but new tools/skills will be used to access the data in these systems.**

- **As the current generation of RPG Developers retire, replacements are coming from the Java and newer language curriculums. It is difficult to find RPG classes in colleges.**

- **New IBM i/RPG installations are hard to find as most "new" Power System installs are going to AIX or Linux.**

- **Many IBM i / RPG shops are still not modernizing and this hesitation can eventually undermine the future of the IBM i and RPG and your job.**

- **Updating and Modernizing your RPG to RPG Free/RPG Open Access will enable your legacy code to work with the new generation of tools.**

- **There are nightmare stories of IBM i shops moving to Oracle or MS based ERP yet there is very little vocalization to promote RPG**

Benefits Shrinking for U.S. Workers

- Employers are shrinking benefits and pushing health care costs more to their workers, according to a study (Aflac). Companies aren't just cutting back on health care costs, either. According to the study's findings, 32 percent of businesses eliminated or delayed raises, 22 percent eliminated or cut back benefits, and 21 percent changed some full-time workers to part-time workers. Dayton Business Journal - Jun 5, 2014

- Part-time workers are losing benefits at companies like Trader Joes, Target, Walmart, Forever21, and more – Forbes - 1/22/2014

- Employees of shipping giant **United Parcel Service** recently got an unexpected delivery. The company announced that it would stop offering health coverage to the spouses of 15,000 workers. www.forbes.com. 9/02/2013

- **IBM Moved Retirees Off Health Plan** – IBM plans to move about 110,000 retirees off its company-sponsored health plan and instead give them a payment to buy coverage on a health-insurance exchange, in a sign that even big, well-capitalized employers aren't likely to keep providing the once-common benefits as medical costs continue to rise. www.wsj.com 09/07 2013

- **Bottom Line - Expect to pay more for benefits from 2014 – 2015 or possibly have to purchase your own coverage.**

Today's Job Market Realities

- **Companies using more project specific staffing** – Contract Programming, part-time contractors, outsource projects, outsource support
- **Cloud computing** is eliminating need for a full data center and the support staff that goes with it.
- **RPG alone is not a ticket to an interview.** You are competing with at least 50 other candidates. Tell me why you are among the top five candidates.
- **Resumes must have enough details** to get an interview, but no more than 2 pages, with the emphasis on what you have done in the last 10 years. Replace "*Objective*" with "*Accomplishments*."
- **Not all jobs are advertised.** Companies use good recruiters to screen and source rather than get bombarded with 200 resumes
- Are you ready for a **Skype interview**? Its happening more often.
- **What will I find** when I Google your name, check Facebook or Linkedin?
- **Who you know** at a company can help you get an interview.

Top Job Postings

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

Job Category/Keywords	09/04/2014	9/10/2013
Total Dice listings	80,909	81,976
All Developer or Programmer postings	24782	30415
Java	*5353	*5678
Project Manager	*3103	2951
MS .NET	*3081	*3475
SAP	*2913	*3414
Business Analyst	*2444	*2578
Oracle	*1964	*2870
Web Developer	*1337	*1472
C#	*1253	*1374
DBA	*917	*1193
Python	*594	*427
Ruby	*504	*445
RPG (ranked 36th)	*60	* 50
All IBMi, iSeries, AS/400	242 / *31	567 / *117

Source: Bob Langieri - www.excelsearch.com

Job Category / Keywords	9/2000	8/2009	08/10/2012	09/09/2013	09/04/2014
Dice Job Postings – All of USA Compiled by: Excel Technical – www.excelsearch.com copyright 2014 listings by keyword / *keyword in job title: ex. "Java" Developer or VB ".Net" Developer					
Total Dice listings	116,515	49,901	86,101	81,976	80,909
All Developer or Programmer positions	N/A	15,864	*21855	*30415	* 24782
Business Analyst	N/A	2,000	*11,175	*2578	* 2444
Project Manager	N/A	3,427	*10,275	*2951	* 3103
Director, CIO, or CTO	N/A	N/A	N/A	*9228	782
Systems Administrator	N/A	1,355	*9,129	*902	* 846
DBA	5497	1,928	1,356	*1193	* 916
Oracle DBA	3796	544	* 408	*315	* 233
SQL Server DBA	N/A	N/A	N/A	N/A	* 131
UNIX Administrator	N/A	151	* 267	*80	103 / * 47
All Oracle	22304	9,220	18398 / * 3405	16710 /*2870	13124 / * 1964
All Java	30755	8,933	17758 / * 5658	17490 /*5678	17332 /*5353
Javascript	N/A	N/A	N/A	11414 /*722	12104 / * 974
Linux	N/A	5,953	11777 / * 1105	11259 /*1153	11329 / * 1137
UNIX or AIX	N/A	7,626	11216 / * 815	66519 /*1264	9289 / * 546
UNIX	33309	7,348	10672 / * 711	9737 /*576	8925 / * 491
.NET	N/A	5,277	10593 / * 3455	10072 / * 3475	9673 / * 3053
C#	N/A	4,184	9294 / * 1469	8930 / * 1374	8395 / * 1229
Jobs that include "Windows Server"	26404	1,689	9140 / * 102	2666 /*67	2580 / * 56
"Web Services"	N/A	3341	8627 / * 181	8197 /*179	8388 / * 178
C	N/A	6,415	8555 / * 367	17630 /*382	16734 / * 361
SAP	2396	2,962	7556 / * 4225	6596 /*3414	5188 / * 2910
C++	N/A	4,227	6413 / * 875	17630 /*382	16737 / * 363
"BI" (Business Intelligence)	N/A	1,596	4731 / *503	6020 /*1123	3691 / * 448
PeopleSoft	1824	893	4183 / * 876	3503 /*693	1609 / * 638
Sharepoint	N/A	N/A	4170 / *1023	3868 /*813	3749 / * 778
PHP	N/A	1,534	3696 / * 725	3555 /*725	3445 / * 782
Python	N/A	N/A	N/A	4413 /*427	5363 /*594
Ruby aka Ruby on Rails	N/A	N/A	N/A	2524 /*445	2798 /*504
Visual Basic or VB	7744	733	3114 / * 49	3320 / * 69	2915 / * 53
WebSphere	N/A	16	3094 / * 422	2575 / * 362	2233 / * 277
JD Edwards or JDE, Enterpriseone	N/A	321	2797 / * 160	2070 / * 161	714 / * 216
HTML5	N/A	N/A	2278 / *149	3162 / * 221	3799 / * 194
DB2	2519	1,516	2243 / * 151	2145 / * 167	2030 / * 135
Android	N/A	N/A	2157 / *371	2377 / * 482	2622 / * 610
Web Developer	31708	1,059	* 1645	2079 / * 1472	1930 / * 1328
iPhone - iPad	N/A	N/A	1321 / *134	871 / * 71	678 / *21
"AS400" or "iSeries" or "i5" or "IBM i"	9229	261	1298	567 / *117	403 / *80
"mobile" and "app" or "mobile" and Smart	N/A	N/A	980 / * 41	1149 / *36	1413 / *41
"Agile" or "Scrum"			*972	11549 / *367	13014 / * 439
Objective-C (Apple Developer tool)	N/A	N/A	859 / *43	897 / * 69	983 / * 54
ABAP (SAP developer language)	N/A	308	756 / * 260	680 / * 158	481 / * 105
COBOL	1798	515	580 / * 81	565 / * 102	565 / * 94
"DB2" and "AS400" or "DB2" and "iSeries"	65	129	108	263 / *61	109 / *2
"RPG"	526	129	71	187 / *63	181 / * 60
"Java" and "AS400" or "iSeries"	96	135	60	261 / *42	55 / * 0
"IBM AS400" or "IBM i" and Administrator	N/A	76	30	529 / *14	17 / * 11

Salary Trends for IBMi

Position	Jan 2003	June 2014
IBM i - AS400 Systems Admin	$51,000 - $65,000	$74,000 - $96,000
Sr. Network Engineer / Admin	$60,000 - $78,000	$82,000 - $105,000
Programmer Analyst - 4 - 7 yrs.	$62,000 - $70,000	$77,000 - $87,000
Sr. Programmer Analyst – 8+yrs	$72,000 - $89,000	$86,000 - $98,000
Business Systems Analyst	$72,000 - $88,000	$85,000 - $98,000
Project Leader 7+ yrs.	$80,000 - $92,000	$91,000 - $103,000
Project Manager	$88,000 - $105,000	$95,000 - $115,000
Programming/App Dev. Manager	$90,000 - $110,000	$100,000 - $122,000
M.I.S. Director - staff of 8 - 25	$98,000 - $127,000	$120,000 - $135,000

**Salary ranges for Southern California IBMi market
Based on active candidate salaries and recent job searches.**

Source: Bob Langieri -
www.excelsearch.com

What companies want from IT Professionals.

- Updated technical competence with your programming language – modernize!

- Secondary technical skills such as the ability to use other tools like Excel, Access database, PowerPoint, HTML, Web Services, Javascript, Object Oriented development basics, frameworks like PHP, Ruby, Python

- Interpersonal skills – good listener, follow instructions, helpful.. etc.

- Analytical abilities

- Communications skills – verbal and written

- Well organized

- Professional image – Personal grooming, dress standard, work ethic

- Resourceful in solving business problems – being aware of potential solutions

- Action oriented – self-starter (willing to train themselves)

- Positive attitude, great user interface skills

- Team player who can sometimes be a team leader

IBMi Developer Survival Guide

Keep up to date on the IBM i features and trends

- Start with updating the OS with version 7.x or 8.x

- Writing RPG IV Free Form using all of its intended features, not using it like RPG III

- Learn and embrace SQL, writing business logic as subprocedures.

- Write code that allows multiple user interfaces: Mobile devices, rich web UI's, Excel spreadsheets, and PDF documents

- Learn how to build your own RPGOA handlers to extend your existing applications and build modern IBM i applications from scratch.

- Learn HTML5 and Web Services

- Learn and use Javascript

- Learn and use PHP, Python, Ruby

- Learn and use Object Oriented tools, Crystal Reports, MS-Visio report writers

- Speak the language of global IT developers, not RPG III developers

- Attend COMMON, Local User Group meetings, iPro Developer & other blogs

- Listen to user needs and translate problems to solutions with IBMi Sell Management & C-level execs on what your IT tools can do!

What technical trends to watch?

Network Administrators

- **Skills usually asked for:**
- ➢ **Windows Exchange - current version or one release back**
- ➢ **Widows Server - current version or one release back**
- ➢ **VMware, VMware ESX or VMware ESXi**
- ➢ **Firewalls, Enterprise Security, WiFi Security**
- ➢ **Citrix**
- ➢ **MS-SQL Server Administration**
- ➢ **Linux / Unix**
- ➢ **Raid**
- ➢ **Cloud Computing**
- ➢ **SAN (Storage Area Networks)**
- ➢ **Sharepoint Server Administration**
- ➢ **Phone Systems, VOIP, Smart Mobile Device Management**

Resume Tips

Your resume is the key to opening the doors of opportunity. In it's simplest form, your resume is an advertisement of your capabilities and potential to an employer. I have seen thousands of resumes over the years and that includes a range from excellent to a waste of paper. Here are some brief points for a resume in the age of e-mail.

- Limit your resume to 2 pages
- Use a font size of 10 or 12 using either Arial (font size 10 or 11) or Times New Roman (12pt)
- Because more resumes are being captured by specialized HR software, make sure your resume can be electronically imported properly.

Do Not Use Text Boxes
Include all of your contact info on your resume including home e-mail address and a daytime phone number
Bob Daniels
12400 Pacific Coast Hwy.
Newport Beach, CA 92636
Home: (949)496-8400
Mobile: (949)240-0400
bob.daniels @ gmail.com
(note: use personal e-mail not your company e-mail)

- Tailor your resume to the job you are seeking.
- Include a Summary of Experience paragraph.
- Briefly list Accomplishments (in a bullet list). Objective is "old School"
- List Hardware and Software
- List Employment History - Most recent first, include month and year (include the last 15 years depending on how many jobs you have had). Give the most information about current and recent jobs and minimal details about jobs more than 10-15 years ago. I recommend going back 15 years and then add a statement: Prior experience includes working with RPG400 in manufacturing, retail and distribution applications. Details upon request.
- List Education last - Degree, Technical Training, Certifications, classes
- Avoid using graphics like Microsoft Certified as they cannot be read by resume search engines
- Avoid using special formatting functions as in Word (Headings, boxes, columns). Many of the automated resume programs used by human resource departments cannot not read these features without experiencing serious errors.
- E-mail your resume as an attachment only. (do not send as a PDF. Only Word or text documents can be imported by automation tools).
- Spell check - spell check and spell check again!
- Test that your attachment is received okay by sending it to a friend. This is also good to help proof read your resume.

What technical trends to watch?

IBMi Admin – Data Center Support

IBMi Systems Administrators

Demand is Weak as some shops outsource data centers to IBM, Cloud or use automation

- Skills usually asked for:
  - ➤ **High Availability - HA**
  - ➤ **LPAR experience**
  - ➤ **OS Release V7.R1**
  - ➤ **Install PTF's**
  - ➤ **Virtualization**
  - ➤ **System Director**
  - ➤ **Security responsibility**
  - ➤ **LAN/WAN/VOIP/SAN's - soon, - IBM Pure Systems**
  - ➤ **Network support of Windows Servers**
  - ➤ **Cloud Computing**
  - ➤ **Phone Systems, Communications, possibly Smart Mobile Devices**
  - ➤ **Larger shops also using AIX or Linux**

The Interview

Pre-Interview

Research the Company – Find out what they do, how long, locations, growth trends, etc.
Know What to Wear – Update your interview wardrobe, Suit, tie / Business appropriate dress suit, shoes
Know What to Bring to the Interview – Bring a pad-folio with your notes

Day of the Interview

Plan Your Route - expect an accident or detour, gas up the day before
Arrive Early – normally 30 minutes especially if you need to complete an application
Turn Off Your Cell when you get out of your car
Read Your Notes while waiting for your interview – Bring an extra copy of your resume (two is better)

The Interview

Smile & Handshake
Be Courteous
Make the interview a Two-Way Conversation
Ask Questions about the job duties, what they are seeking, the interviewers history with the company, etc.
Confirm Your Abilities - Sell Yourself
No Salary Discussion-Open to any reasonable offer. Don't ask about benefits or vacation!
Confirm Your Interest in the opportunity
Thanks for your Time

After the Interview

Call your Recruiter
Prepare a Thank You Note
Follow up with Recruiter
Keep Log of Interview Details
Mail Thank You note within 24 hours (if the interviewer gives you their email – the email otherwise postal mail)

For a more detailed perspective of Interviewing Tips, go to:
http://www.excelsearch.com/interview%20tips.htm

You Have A Job?

"I sent a virus to the programmer in India who now has my job."

The Labor Day Cookout

ALWAYS OBSERVE

- **Be Prepared** - *Everyone in IT from Operations through Developers, Analysts and Managers need to understand how marketable your skills are.*

- *You need to observe trends in the economy and in technology.*

- *Qualifications changed in the last ten years for IBMi professionals.*

- *Evaluate your own career annually – query your peers, recruiters, etc.*

- *Learn how to make yourself more valuable to your current employer.*

- *Pursue classes, seminars and organizations that help you continue to learn.*

- *Employers need to be proactive to attract and keep their employees.*

- *You need to pay attention to the economy in California and the US economy.*

- *Understand that politics and legislation encourage or discourage job growth.*

Find out more about:

- Big Data – Hadoop – Analytics
- Web Services
- Web Application Frameworks
- Cloud Services – positives vs negatives
- CMS – Content Management Systems
- CRM – Customer Relationship Management (SalesForce and others)
- GUI tools for RPG systems
- Linux (Linux OS, Linux Command Line Interface)
- Open development tools

Summary

- *The Job Market will continue to 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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Join my Linkedin Group: IBM i Career Trends to discuss Career Q & A

www.linkedin.com/groups/IBM-i-Career-Trends-3779728

Resources for IT Trends

- **Foote Partners, LLC** is a Vero Beach, FL based independent IT benchmark research and advisory firm. http://www.footepartners.com See their August 2014 IT Trends and salaries update: Download the full report: http://bit.ly/YKdDar

- **Computerworld** - http://www.computerworld.com

- **IT Jungle.com**

- **UCLA Anderson Economic Report - http://www.anderson.ucla.edu/centers/ucla-anderson-forecast (you can usually google the summary information when published in the LA Times).**

- **Wall Street Journal Sunday Summary in most local papers.**

- **Dice.com - Job search, but also great advice from resumes to interviewing**

- **Federal Reserve Economic Data – FRED - http://research.stlouisfed.org/fred2/**   Providing free U.S. and international economic data, graphs and other data-related tools, plus quality research from St. Louis Fed economists.

- **IBM i - Career Trends | LinkedIn -** www.linkedin.com/groups/IBM-i-Career-Trends-3779728 - Career advice forum for IBM i, iSeries, AS400 professionals, Developers, Operations Support, IT Management. Job, Salary and Skill Trends.

For Business & Economy

- **Newspapers/Publications: Wall Street Journal; USA Today; Forbes; Bloomberg**

- **TV – Fox Business News; CNBC; CNN; World News reports**

- **Economists: Esmael Adibi – Chapman Univ.; Steve Moore – Wall Street Journal; Arthur Laffer – Wall Street Journal**