

THE STATE OF THE IT JOB MARKET AND IT CAREER TRENDS 2016

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Linkedin: IBM i Career Trends

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

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Key Lessons

- 1. Have an awareness of the economy.**
- 2. Have an awareness of technology trends.**
- 3. Always pursue adding new skills that add value and marketability of your talents.**
- 4. Be in touch with the reality of your worth by testing the waters, discussions with peers.**
- 5. Embrace change: new responsibilities; new skills; new environment. Be prepared!**

Realities – Good and Bad

- The economy has improved – but where has it improved?
- Technology jobs continue to be a best area for growth – but not as great for RPG which is in severe decline – Java, C, C++, C#, Ruby, Python, PHP is the new force
- 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. They want A, B, C, D, E, candidates have A, C, X, Z
- This year, 233,000 people applied for the H-1B (for 2016), the most common visa for high-skilled foreign workers. That's up significantly from 2014 (172,500 applications) and nearly double the applicants from two years ago (124,000). You no longer have a job for life unless you work for the government.
<http://money.cnn.com/2015/04/13/technology/h1b-cap-visa/>
- Companies are still outsourcing and on-shoring jobs forcing IT employees to train their outsourced counterparts and then take a pink slip. Latest examples include: Disney and Southern California Edison.

THE ECONOMY

- While improving, unemployment continues to hurt our economy – August U.S. unemployment rate was slightly improved at 5.3 percent. Real unemployment is closer 10+%. California 6.5% - Bureau of Labor Statistics
- Unemployment in Orange County: 4.7% for July 2015 (5.7 % in August 2014), an improvement from 6.4% just 2 years ago (3.6% in January 2000).
- We are out of a recession, but with a weak growth rate and 2015 GDP 2.3%, need 4%!
- Companies are still reluctant to hire while the economy is in a slow recovery. *More Contract-to-Hire or Temporary flex-staffing, open positions sit un-filled.*
- [UCLA Anderson Economic Report – June 2015](#): “Nation Should See Moderate Economic Growth; California Expects Steady Improvement in Employment Rate. The U.S. is expected to return to a 3% GDP growth rate by the third quarter and that pace should hold through the end of 2016. According to the report, “At that rate of growth, the economy will likely be generating jobs at a 250,000 per month clip and the unemployment rate will close out 2015 at just below 5%. The current California forecast calls for continued steady gains in employment through the middle of 2016.”
- Opinions: September 2015 - Europe economy trying to fend off a recession, stronger dollar means our exports are more expensive. China economy slowing (similar to our 2008 debacle). U.S. interest rates are low because economy still not energized. Fed fears raising rates could trigger another recession.
- [Bloomberg – Glimmers of Hope or Growth Slowdown – Video](#)
<http://www.bloomberg.com/news/videos/2015-09-10/glimmers-of-hope-or-growth-slowdown-for-u-s-economy>

Will you be ready for the next Recession?

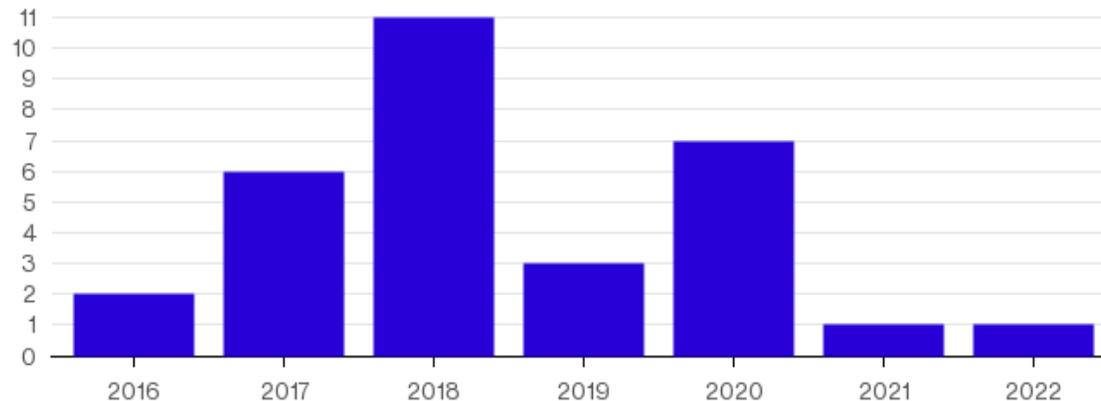
“Some advice for President Barack Obama's successor: bring a plan to fight the next recession.

That's one conclusion drawn from a survey of economists Sept. 4-9, where the median forecast of 31 respondents has the next downturn occurring in 2018.” - Bloomberg News – September 11, 2015

Coming in 2018: U.S. Recession

The next U.S. downturn will hit in three years, according to the median of 31 economists

■ Number of economists



Source: Bloomberg News survey

Bloomberg 

Source: Bob Langieri -
www.excelsearch.com

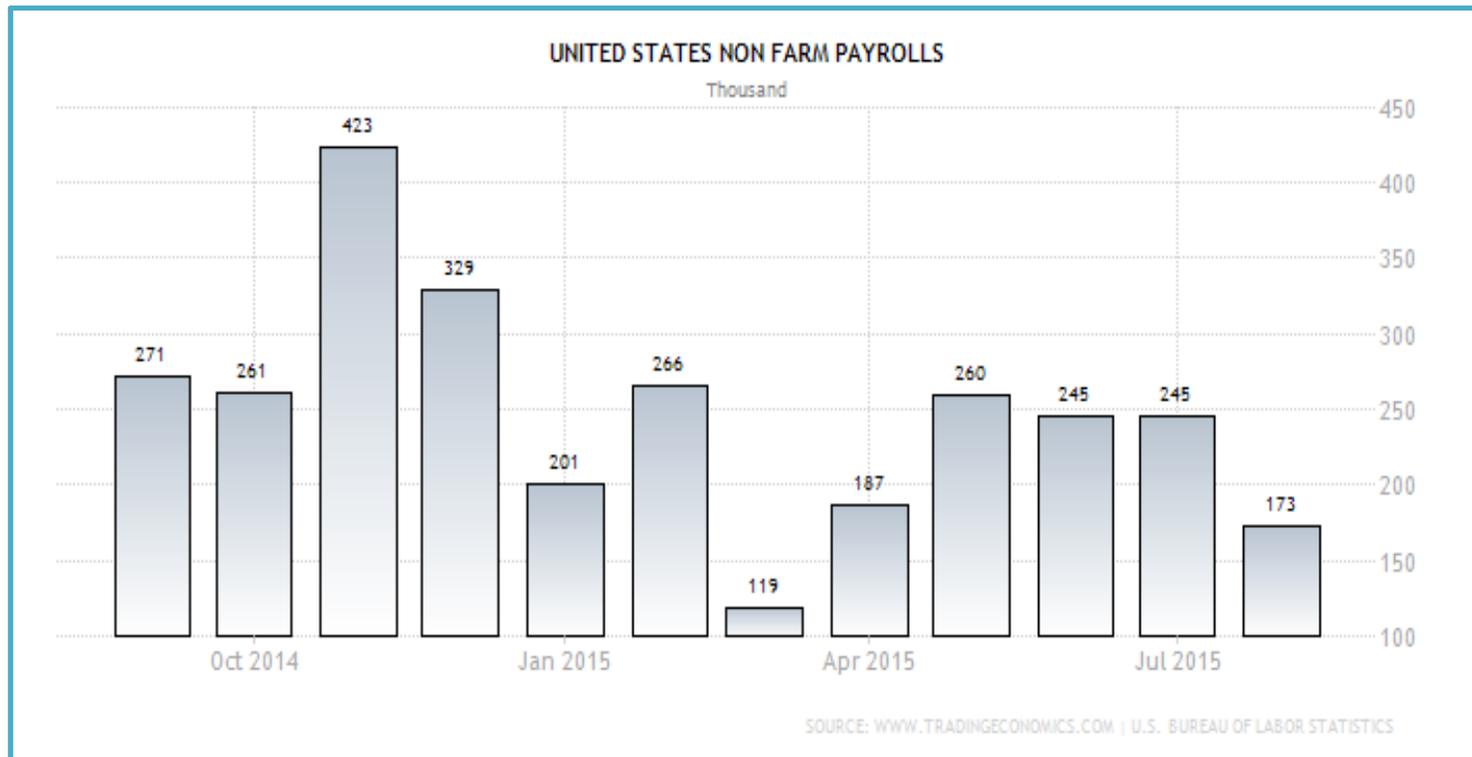
News to Pay Attention to:

- **US Job Openings Soar to Record High of 5.8 Million in July** - WASHINGTON — Sep 9, 2015, 12:08 PM ET By CHRISTOPHER S. RUGABER AP Economics Writer - The number of available jobs jumped sharply in July to the highest level in 15 years, evidence that confident employers sought to step up hiring to meet greater demand for their goods and services. Job openings soared 8 percent to 5.75 million, the most since records began in 2000, the [Labor Department](#) said Wednesday. Yet overall hiring slumped, suggesting that employers are slow to fill the jobs they have advertised. The big jump in openings in July would typically point to greater hiring in the months ahead. Yet China's economy stumbled in August, raising fears among investors of weaker global growth and causing violent swings in the U.S. and overseas stock markets. That may cause employers to take a cautious approach in coming months toward actually placing people in open positions.
- Unemployed individuals who haven't actively looked for a job in the last four weeks, for any number of reasons, actually slip away from the Labor Department's unemployment calculations. So although the unemployment rate ticked down to a seven-year low of 5.3 percent in June, that number didn't do justice to the 640,000 individuals who exited the labor market last month and the nearly 94 million people who were neither employed nor looking for work. - US News & World Report – 07 16 2015 Andrew Soergel <http://www.usnews.com/news/the-report/articles/2015/07/16/unemployment-is-low-but-more-workers-are-leaving-the-workforce>
- **The Labor Department on September 5, 2015 reported that the unemployment rate declined in August to 5.1% percent. California 6.2% August 2015**
- **Over the past six months, the economy has added 1.5 million jobs, marking the strongest six months for hiring since 2006.**
- **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 the recession in June 2009**
- **Labor Force participation is at 62.6% (August 2015) a 38 year low (high of 67.3 in 2000)**
- **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 2015 – only 173K jobs created

We need 250K+ / month to just to keep up with population growth

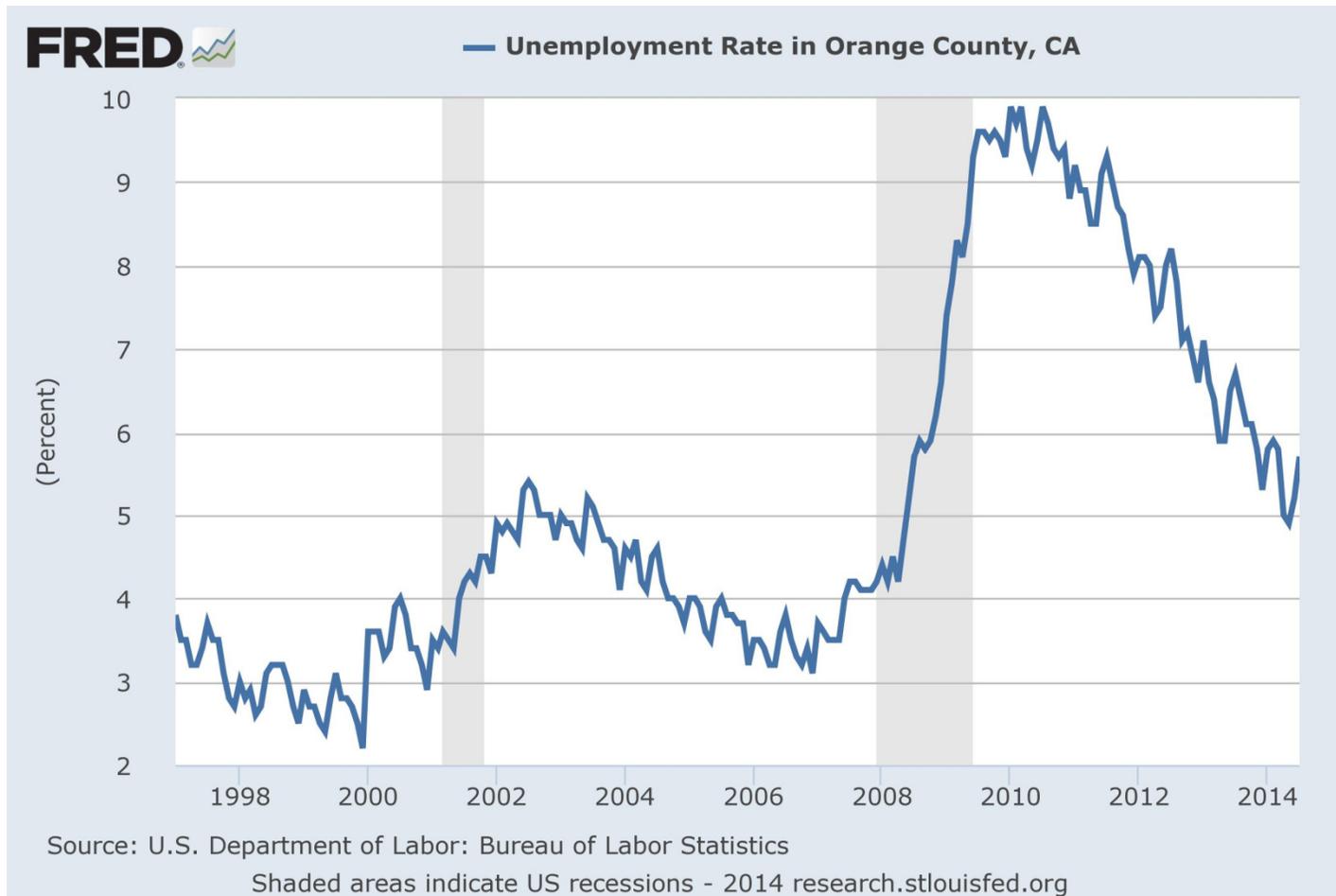
12 month Average = 228K jobs



ECONOMIC TRENDS TO WATCH

- **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.
- **While we are creating jobs**, most have been at the low end, jobs at the mid-level and higher are trending up, but staying open longer because of skills mismatch.
Companies want A, B, C, D; Candidate has C, X, Y, Z.
- **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

Top 10 Technologies & Trends for 2015 - Gartner Group

1. **Computing Everywhere**
2. **The Internet of Things**
3. **3D Printing**
4. **Advanced, Pervasive and Invisible Analytics**
5. **Context-Rich Systems**
6. **Smart Machines**
7. **Cloud/Client Computing**
8. **Software Defined Applications and Infrastructure**
9. **Web Scale IT**
10. **Risk-Based Security and Self Protection**

Source: <http://www.gartner.com>

Computerworld FORECAST 2015

10 hot IT skills for 2015

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 - 48%
2. Project management - 35%
3. Help Desk / Tech Support – 30%
4. Security/compliance governance - 28%
5. Web development - 28%
6. Database administration - 26%
7. Business intelligence/analytics - 24%
8. Mobile applications and device management - 24%
9. Networking - 22%
10. Big data - 20%

Source: Computerworld | Nov 18, 2014

www.computerworld.com/article/2844020/it-careers/10-hottest-it-skills-for-2015.html

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: Anthem, Sony, B of A, Wells Fargo, Target Stores, Home Depot, NY Times, Citi Group!
- **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 on Rails, Python, Excel, Object Oriented development, etc. (Open-Source tools), Swing, JavaFX, GO (aka GoLang by Google), OpenStack.
- 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

Sep 2015	Sep 2014	Programming Language	Ratings	Change
1	2	Java	19.565%	+5.43%
2	1	C	15.621%	-1.10%
3	4	C++	6.782%	+2.11%
4	5	C#	4.909%	+0.56%
5	8	Python	3.664%	+0.88%
6	7	PHP	2.530%	-0.59%
7	9	JavaScript	2.342%	-0.11%
8	11	Visual Basic .NET	2.062%	+0.53%
9	12	Perl	1.899%	+0.53%
10	3	Objective-C	1.821%	-8.11%
11	29	Assembly language	1.806%	+1.22%
12	13	Ruby	1.783%	+0.50%
13	15	Delphi/Object Pascal	1.745%	+0.59%
14	14	Visual Basic	1.532%	+0.26%
15	17	Pascal	1.298%	+0.40%
16	18	Swift	1.188%	+0.34%
17	19	MATLAB	1.181%	+0.36%
18	20	PL/SQL	1.082%	+0.27%
19	21	R	1.045%	+0.24%
20	31	COBOL	0.994%	+0.42%
39	52	RPG (OS/400)	0.325%	+0.33%

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. Observe that the TIOBE index is not about the best programming language or the language in which most lines of code have been written.

Source: <http://www.tiobe.com>

Source: Bob Langieri -
www.excelsearch.com

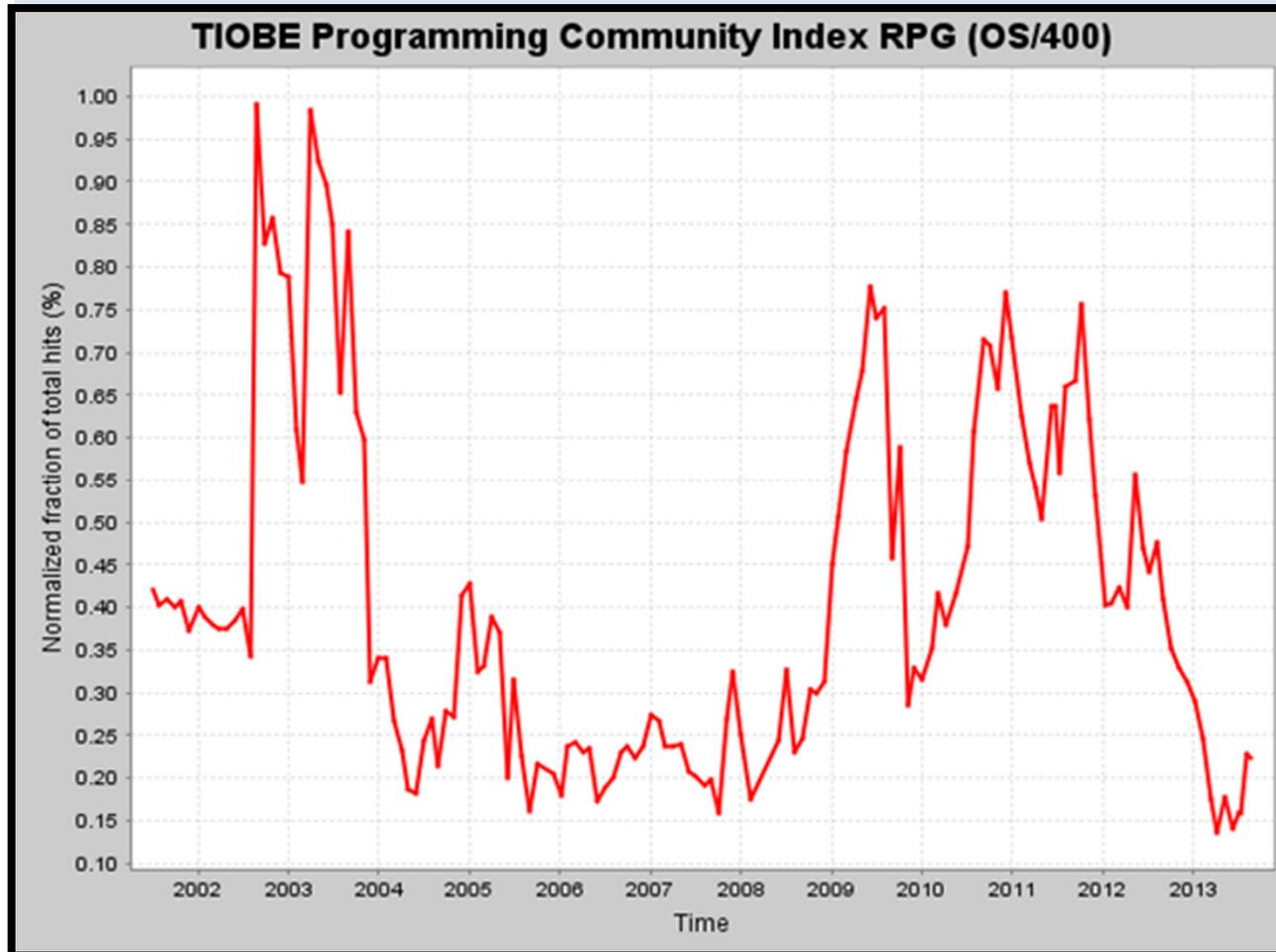
Very Long Term History Rankings

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	2015	2010	2005	2000	1995
C	1	2	1	1	2
Java	2	1	2	3	-
C++	3	4	3	2	1
Objective-C	4	11	40	-	-
C#	5	5	9	9	-
PHP	6	3	5	24	-
Python	7	6	7	23	20
JavaScript	8	8	10	6	-
Visual Basic .NET	9	-	-	-	-
Perl	10	7	4	4	8
Pascal	18	14	36	14	3
Lisp	26	16	14	8	6
RPG	39	26	13	10	10

Source: Bob Langieri -
www.excelsearch.com

The Future of RPG



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

2015: 39

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

This chart is not available for 2015, but 2015 saw a slight upward bump in RPG. RPG went from mid 50 rank to 39.

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. IBM is betting Big on 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**

Career Protection Plan

- **Learn the Hot Programming skills: .NET, PHP and MySQL, Ruby, XML, JSON, GO.**
- **Take at least one class per year in related IT courses: Excel, PowerPoint, Crystal Reports, Visio, Project Management, Linux.**
- **Read at least one book on programming languages or methodology: *Clean Code: A Handbook of Agile Software Craftsmanship* By Robert C. Martin –Amazon; Check MCPressonline.com for books on PHP, Ruby, Free Form RPG, Security**
- **Attend one or more Technical Conferences like OCEAN, COMMON, RPG World.**
- **For Infrastructure people, Security and Security certification is extremely important and will set you apart from the crowd. This is a new frontier.**

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	09/11/2015	09/04/2014	9/10/2013
Total Dice listings	81741	80,909	81,976
All Developer or Programmer	35398	24782	30415
Java	*3054	*5353	*5678
Project Manager	*7283	*3103	2951
MS .NET	*7316	*3081	*3475
SAP	4966	*2913	*3414
Business Analyst	4985	*2444	*2578
Oracle	*6507	*1964	*2870
Web Developer	1911	*1337	*1472
Mobile Developer	4986	1413 / *41	1149 / *36
C#	6664	*1253	*1374
DBA	2280	*917	*1193
Python	5981	*594	*427
Ruby	2834	*504	*445
RPG (ranked 36 th)	168	*60	* 50
All IBMi, iSeries, AS/400	215	242 / *31	567 / *117

Dice Job Postings – All of USA					2015
Compiled by: Excel Technical – www.excelsearch.com copyright 2015					
listings by keyword / *keyword in job title: ex. "Java" Developer or VB "Net" Developer on a specific date					
Job Category / Keywords	8/2009	08/10/2012	09/09/2013	09/04/2014	09/11/2015
Total Dice listings	49,901	86,101	81,976	80,909	81741
All Developer or Programmer positions	15,864	*21855	*30415	* 24782	35398
Business Analyst	2,000	*11,175	*2578	* 2444	4985
Project Manager	3,427	*10,275	*2951	* 3103	7283
Director, CIO, or CTO	N/A	N/A	*9228	782	3454
Systems Administrator	1,355	*9,129	*902	* 846	2642
DBA	1,928	1,356	*1193	* 916	2280
Oracle DBA	544	* 408	*315	* 233	1018
SQL Server DBA	N/A	N/A	N/A	* 131	905
UNIX Administrator	151	* 267	*80	103 / * 47	1523
Linux Administrator				N/A	2342
All Oracle / * Oracle and Developer	9,220	18398 / * 3405	16710 / *2870	13124 / * 1964	12847 / *6507
All Java / * "Java Developer"	8,933	17758 / * 5658	17490 / *5678	17332 / *5353	16897 / *3054
JavaScript / * "JavaScript" AND "Developer"	N/A	N/A	11414 / *722	12104 / * 974	11739 / *9788
Linux / *"Linux" AND "Engineer" OR "administrator"	5,953	11777 / * 1105	11259 / *1153	11329 / * 1137	11301 / *6367
UNIX or AIX / * "Unix" OR "AIX" AND "Administrator" OR "Engineer"	7,626	11216 / * 815	66519 / *1264	9289 / * 546	8592 / *304
.NET / * ".NET" AND "Developer" OR "Programmer"	5,277	10593 / * 3455	10072 / * 3475	9673 / * 3053	9537 / *7316
C# / *"C#" AND "Developer" or "Programmer"	4,184	9294 / * 1469	8930 / * 1374	8395 / * 1229	7875 / *6664
Jobs that include "Windows Server"	1,689	9140 / * 102	2666 / *67	2580 / * 56	2455
"Web Services"	3341	8627 / * 181	8197 / *179	8388 / * 178	8105
C	6,415	8555 / * 367	17630 / *382	16734 / * 361	5425
SAP	2,962	7556 / * 4225	6596 / *3414	5188 / * 2910	4966
C++	4,227	6413 / * 875	17630 / *382	16737 / * 363	4780
"BI" (Business Intelligence)	1,596	4731 / *503	6020 / *1123	3691 / * 448	5352
PeopleSoft	893	4183 / * 876	3503 / *693	1609 / * 638	2377
Sharepoint	N/A	4170 / *1023	3868 / *813	3749 / * 778	2957
PHP	1,534	3696 / * 725	3555 / *725	3445 / * 782	2838
Python	N/A	N/A	4413 / *427	5363 / *594	5981
Ruby aka Ruby on Rails	N/A	N/A	2524 / *445	2798 / *504	2834
Visual Basic or VB	733	3114 / * 49	3320 / * 69	2915 / * 53	1166
WebSphere	16	3094 / * 422	2575 / * 362	2233 / * 277	1907
JD Edwards or JDE, Enterpriseone	321	2797 / * 160	2070 / * 161	714 / * 216	1439
HTML5	N/A	2278 / *149	3162 / * 221	3799 / * 194	3747
DB2	1,516	2243 / * 151	2145 / * 167	2030 / * 135	1898
Android	N/A	2157 / *371	2377 / * 482	2622 / * 610	2392
Web Developer	1,059	* 1645	2079 / * 1472	1930 / * 1328	1911
iPhone - iPad	N/A	1321 / *134	871 / * 71	678 / *21	582
"AS400" or "iSeries" or "i5" or "IBM i"	261	1298	567 / *117	403 / *80	381
"mobile" and "app" or "mobile" or "Smart"	N/A	980 / * 41	1149 / *36	1413 / *41	6880
"Agile" or "Scrum"		*972	11549 / *367	13014 / * 439	14144
iOS - Objective-C (Apple Developer tool)	N/A	859 / *43	897 / * 69	983 / * 54	454
ABAP (SAP developer language)	308	756 / * 260	680 / * 158	481 / * 105	428
COBOL	515	580 / * 81	565 / * 102	565 / * 94	494
"DB2" and "AS400" or "DB2" and "iSeries"	129	108	263 / *61	109 / *2	11
"RPG"	129	71	187 / *63	181 / * 60	168
"Java" and "AS400" or "iSeries"	135	60	261 / *42	55 / * 0	44
"IBM AS400" or "IBM i" and Administrator	76	30	529 / *14	17 / * 11	23

Source: Bob Langieri - www.excelsearch.com

Where the New Jobs Are! RPG vs. New

Job Category / Keywords Dice Results N/A = not tracked	09/11/2015	09/04/2014	09/09/2013	08/10/2012	8/2009	09/2000
All Java / * "Java Developer"	16897 / *3054	17332 / *5353	17490 / *5678	17758 / * 5658	8,933	N/A
C# / *"C#" AND "Developer" or "Programmer"	7875 / *6664	8395 / * 1229	8930 / * 1374	9294 / * 1469	4,184	N/A
.NET / * ".NET" AND "Developer" OR "Programmer"	9537 / *7316	9673 / * 3053	10072 / * 3475	10593 / * 3455	5,277	N/A
Ruby aka Ruby on Rails	2834	2798 / *504	2524 / *445	N/A	N/A	N/A
PHP	2838	3445 / * 782	3555 / *725	3696 / * 725	1,534	N/A
"mobile" and "app" or "mobile" or "Smart"	6880	1413 / *41	1149 / *36	980 / * 41	N/A	N/A
"DB2" and "AS400" or "DB2" and "iSeries"	11	109 / *2	263 / *61	108	129	65
"RPG"	168	181 / * 60	187 / *63	71	129	526
"Java" and "AS400" or "iSeries"	44	55 / * 0	261 / *42	60	135	96
"IBM AS400" or "IBM i" and Administrator	23	17 / * 11	529 / *14	30	76	N/A

Salary Trends for IBMi

Position	Jan 2003	June 2015	Non –IBM i Environment *
Systems Admin	\$51,000 - \$65,000	\$76,000 - \$96,000	\$71,250 - \$105,750
Sr. Network Engineer / Admin	\$60,000 - \$78,000	\$85,000 - \$125,000	\$90,750 - \$131,250
Programmer Analyst - 4 - 7 yrs.	\$62,000 - \$70,000	\$78,000 - \$88,000	\$74,250 - \$129,000
Sr. Programmer Analyst – 8+yrs	\$72,000 - \$89,000	\$88,000 - \$102,000	\$99,750 - \$136,750
Security Analyst - 8+ years		\$110,000 - \$140,000+	\$106,250 – 149,000
Business Systems Analyst	\$72,000 - \$88,000	\$88,000 - \$105,000	\$79,250 - \$116,500
Project Leader 7+ yrs.	\$80,000 - \$92,000	\$94,000 - \$110,000	\$94,750 - \$132,000
Project Manager	\$88,000 - \$105,000	\$98,000 - \$120,000	\$91,250 - \$139,250
Programming/App Dev. Manager	\$90,000 - \$110,000	\$110,000 - \$125,000	\$103,250 - \$150,750
M.I.S. Director - staff of 8 – 25+	\$98,000 - \$127,000	\$120,000 - \$145,000	\$138,000 - \$210,250

Salary ranges for Southern California IBMi market from Excelsearch.com
 Based on active candidate salaries and recent job searches. * Non-IBM Environment taken from Robert Half
 * Salary Survey 2015 <http://www.roberthalf.com>

Source: Bob Langieri -
 www.excelsearch.com

What companies want from IT Professionals.

- Updated technical competence with your programming language – modernize!
- Be able to bridge new and legacy technology - 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 RPG III style
- 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, XML, JSON
- Learn and use PHP, Python, Ruby on Rails, .NET, SQL Server, NoSQL, MySQL
- Learn and use 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 IBM i and Sell Management & C-level execs on what your IT tools can do!

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**
- **Mobile interface for internal users as well as customers (web interface)**
- **Security – Data, Intrusion Detections, Disaster Recovery/Business Continuity**

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

What technical trends to watch?

Network Administrators

- **Skills usually asked for:**
 - **Windows Exchange - current version or one release back**
 - **Windows 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 – details like IBM I Power 7 (don't call it an AS400), Release, version, language version RPG Free.
- 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.

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)

<http://www.excelsearch.com/interview%20tips.htm>

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

Things Change – Embrace it!



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.*

Contact information: Bob Langieri – Excel Technical Services, Inc.

IBM i – Staffing and Contract Programming, Remote Support, EDI, Special Projects

(949)240-0438

bob@excelsearch.com

www.excelsearch.com

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 2015 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).
- **Real Unemployment verses reported unemployment:** <http://www.shadowstats.com/>
- **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 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.
- **Redmonk Programming Ranking:** <http://redmonk.com/>
- **Tiobe Programming Ranking:** <http://tiobe.com>

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

Articles to Read Sites to check out

- [Where are all the Workers – US News & World Report –July 16 2015](#)
- [Robert Half 2016 IT Salary Guide -](#)
http://www.roberthalf.com/sites/default/files/Media_Root/images/rht-pdfs/robert_half_technology_2016_salary_guide.pdf
- [The RedMonk Programming Language Rankings: June 2015](#)
www.Redmonk.com