A Note from Tom Silver

Companies are pushing to hire again, in some cases engaging in battles for hard-to-find tech talent. In our recent hiring survey, HR professionals and recruiters shared the roles they are finding most difficult to fill. New to this year's top ten: software developers and C#. Others skill-sets and positions are firmly rooted in the hard-to-find category like security analysts and engineers, database administrators and technology professionals with active federal security clearance.

Not only is demand strong for these professionals, but these positions as a group pay on average $10,000 more than the average national paycheck for tech professionals. And confirming their coveted in-demand status, these IT pros are receiving double the pay raise this year, as compared to technology professionals as a whole.

Java/J2EE professionals are tough to recruit with one respondent noting there are just not enough developers on the market and too many openings. In fact, there are more than 14,000 job postings on Dice requesting Java/J2EE as one of the skills. For .Net programmers experience is key, as hiring manager are looking for IT professionals who've demonstrated their prowess in this framework. And for those with C# know-how, the average paycheck is $89,400 and there are open positions in 48 states including Alabama, Texas, New York and California.

Demand for security experts is so broad-based, these professionals could work for defense contractors, retailers, or transportation companies to name a very few. Not unlike security experts database administrators are consistently sought after -- earning on average $91,000 annually.

While Oracle and SAP duke it out in the marketplace, professionals who have experience working with either are in demand. And, companies are definitely in the market for Sharepoint expertise, as job postings for that skill are up 66% from last year.

Filling talent voids can be a painful and expensive, companies will have to reconsider how they recruit and build long-term relationships with those technology professionals that have hard-to-find skills.

Enjoy this issue of the Dice Report.

Tom Silver
Senior Vice-President,
North America

Dice by the Numbers

As of July 1, 2010*

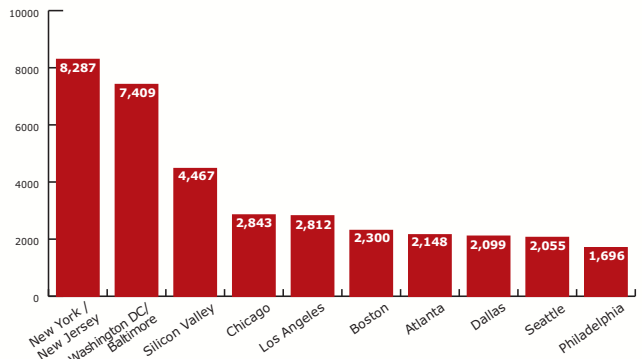|	
Available Tech Jobs:	66,672**
Full-time Positions:	39,389
Contract Positions:	31,393
Part-time Positions:	1,438

Top Tech Metro Areas

Based on number of jobs posted by zip code on Dice as of July 1, 2010*

Chart — Top Tech Metro Areas:
- New York / New Jersey: 8,287
- Washington DC / Baltimore: 7,409
- Silicon Valley: 4,467
- Chicago: 2,843
- Los Angeles: 2,812
- Boston: 2,300
- Atlanta: 2,148
- Dallas: 2,099
- Seattle: 2,055
- Philadelphia: 1,696

What is the most difficult skill set or position to fill today?

1. Java/J2EE
2. Security
3. Software Developer
4. SAP
5. Database Administrator
6. .NET
7. Oracle
8. Sharepoint
9. C#
10. Active Federal Government Security Clearance

Source: Dice.com Hiring Survey conducted May 2010

* A single job posting may reflect more than one skill, location or type of position; therefore, total figures for these attributes may be greater than total jobs posted.

**As the result of a job posting trial by one customer, the Dice job count reported on May 1 and June 1, 2010 was higher than it would have been by approximately 6,000 jobs. Taking the impact of that customer trial out of the totals, results in a job count of approximately 63,600 as of May 1 and 64,600 on June 1. There is no impact to the job count of 62,067 as of April 1, 2010.