

The Sweetest Thing

Technology is one sector of the economy doing a little bit better than the new normal. Whether it's revenues, deal making, IPOs, or employment, digital dominates the conversation about growth. Tech professionals and hiring managers have taken notice: Nearly one-third of employers and recruiters say that in the last three months, they've had to offer additional sweeteners to lure tech talent into new jobs.

According to a Dice survey with 1,350 employers and recruiters, staffing and consulting firms responding, close to half of them (51%) note additional incentives are simply about supply and demand - the market continues to improve, resulting in a smaller pool of qualified labor. Another 22 percent said technology professionals are still hesitant to leave current employers. On top of that, fifteen percent said initial offers were below market rates, while 12 percent noted the initial offers were just plain unacceptable to candidates.

Indeed, money dominates the enticement list whether it's higher salaries or sign-on bonuses sometimes necessary to help with relocation. But number three on the list might surprise you: flexible work options, including telecommuting. Technology jobs with a telecommuting option have doubled on the Dice site year/year. Still, they remain less than one percent of the total jobs available. Corporations may want to consider giving more tech employees the option of telecommuting. Not only might such a policy attract and keep talent, it can offer real cost savings, as well.

Sweet deals for new tech talent can disrupt the current team if gaps in benefits are allowed to fester. Luckily, that doesn't seem to be happening yet. Close to half of the hiring managers (47%) offering additional incentives indicate there's been no grumbling from their existing staff. But, a quarter of respondents are trying to manage any disparities between new and existing employees by raising salaries for the existing tech team to align with new hires.

With demand improving enough to require additional enticements for new tech talent, employers should be concerned about what they are not hearing from their tech teams. There is no sugar coating this – if the right career move is available – tech professionals are ready for their own lucrative deal.

Enjoy this issue of the Dice Report.

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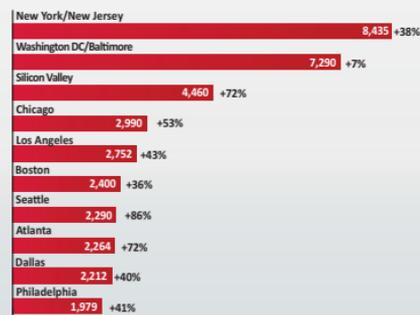
Dice by the Numbers

As of September 1, 2010*

| | |
|---------------------|--------|
| Available Tech Jobs | 68,901 |
| Full-time Positions | 40,178 |
| Contract Positions | 32,496 |
| Part-time Positions | 1,470 |

Top Tech Metro Areas

Based on the number of jobs posted by zip code on Dice as of September 1, 2010 and the change as compared to the same period a year ago.



What is the primary additional incentive being offered to hire new tech talent?

| | |
|-----|---|
| 42% | Higher salaries or salary sweeteners |
| 22% | Sign-on bonuses |
| 9% | Flexible work options including telecommuting |
| 7% | Working on new or emerging technologies |
| 5% | Better non-monetary benefits |
| 4% | Better job title |
| 2% | Reimbursable education or technical training programs |
| 2% | Stock options |
| 1% | Opportunities to work overseas |
| 6% | None of the above |

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