

Temporary Cubicle

The economy has created nearly 400,000 temporary positions in just 12 months. By comparison, it took more than three years to achieve that kind of growth during the last recovery. In tech, both full-time and contract hiring have been in lock-step with recruitment activity in both up about 50 percent since the lows in mid-2009.

Not surprisingly, clients are mixed on whether their markets are favoring more contract or permanent hires. In Silicon Valley, one recruiter noted that during the first quarter companies often switched full-time positions to contract-to-hire when they made an offer. Now, they stick with full-time. On top of that, strong demand is evident by the highest job count on Dice for the region in two years. Meanwhile, financial companies' needs are driving a strong contracting market in Charlotte. One customer noted since banks don't know their budgets for next year, contractors can fill in any gaps.

We're also hearing anecdotal reports that contractors' hourly rates have begun creeping up across the board, a response to the age-old IT challenge: the skills shortage.

Hiring managers describe a broad range of disciplines they need – and are paying up for. Among the most in demand: experienced Java developers, database administrators, and specialists in virtualization. Experienced project managers, who before the downturn were among the best compensated tech professionals, are back in demand as projects move back to the front burner. Their rates are rising, also.

Why now? Two years of recession meant two years of limited hiring, if hiring at all. Attrition, while dampened by the lack of opportunities, still left many IT organizations understaffed. But businesses continued to require technology upgrades, and the backlog of projects only grew at most companies, who now need contractors to step in. Apparently, enough of them are eager enough that they'll pay higher rates.

Enjoy this issue of the Dice Report.

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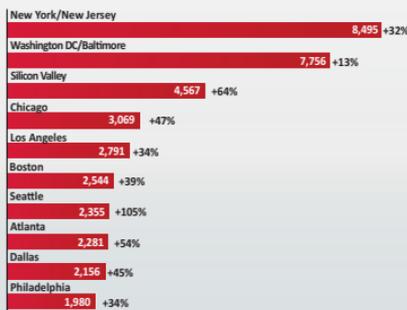
Dice by the Numbers

As of October 1, 2010*

Available Tech Jobs	70,798
Full-time Positions	42,502
Contract Positions	32,413
Part-time Positions	1,551

Top Tech Metro Areas

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



Tips to Successful Contracting

1. Understand the Scope of Work and Expectations before Committing to a Project
2. Accurately Represent Skills and Experience
3. Build Teamwork and Communication between Staff and Contractors
4. Take Ownership of the Project

Dice report

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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.