The competition for technology talent continues to escalate, despite a surge in hiring that has pushed the tech unemployment rate below four percent.   According to nearly 900 hiring managers and recruiters that source, recruit and hire IT professionals, 65 percent anticipate hiring more technology professionals in the second half of 2011 than the preceding six months.

The growth has reached a level where positions are staying open for months due to a shortage of qualified technology professionals. Of those respondents who report the time to fill a position is lengthening, 63 percent attribute talent shortages as the primary reason which compares to just 46 percent who felt that way six months ago.

Hiring managers and recruiters located in the East and Midwest were particularly mindful of local tech talent shortages, as about two-thirds of respondents from those areas are hiring IT professionals from outside their local talent pool to try and satisfy demand. The most difficult positions to fill today? In the East, it's java, mobile developers, SAP, security clearances and .net, while the Midwest adds Sharepoint to the list.

The tighter market is having an impact on the pay front - nearly half (47%) of hiring managers and recruiters noted pay was slightly or significantly increasing for new hires, up from 29 percent six months ago.

"Technology professionals are the basis for innovation, efficiency and creating an agile workplace," said Tom Silver, SVP, North America of Dice. "Now is the time to ask for more money. Negotiate hard at the outset of a new job because that initial salary may set the base for the next three years."

One-third of corporate recruiters (34%) anticipate tapping outside resources to find tech talent more frequently in the second half of the year than the previous six months, that's up from just 29 percent in November. And, companies want to hire technology professionals with experience. Six to ten years of IT experience is the most prominent choice, followed by two to five years and then by professionals with 10 years or more of experience.

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Do you anticipate you or your clients hiring more technology professionals in the second half of 2011 than the first half of 2011?

Yes, substantially	15%
Yes, slightly	50%
No	35%

If you or your clients have positions to fill, has the time to fill open positions changed relative to last year?

	May 2011	November 2010
Yes, it has substantially lengthened	14%	14%
Yes, it has slightly lengthened	36%	32%
No	30%	36%
Yes, it has slightly shortened	17%	15%
Yes, it has substantially shortened	3%	3%

What best describes the reason for the lengthening of time to fill a position?

	May 2011	November 2010
There is no urgency to fill open positions	10%	11%
Caution related to the economy	24%	39%
Inability to find qualified professionals to fill open positions	63%	46%
I don't know	3%	4%

What is the most difficult skill-set or position to fill today? (By Region)

East	Midwest	Northeast	West
1. Java	1. Java	1. Java	1. Java
2. Mobile	2. .net	2. Mobile	2. .net
3. SAP	3. Mobile	3. .net	3. Mobile
4. .net	4. Sharepoint	4. SAP	4. Ruby on Rails
4. Security Clearance	4. SAP	4. Web Developers	5. Database Administrators

What trend do you see in salaries for new hires?

	May 2011	November 2010
They are significantly higher than last year	7%	3%
They are slightly higher than last year	40%	26%
They are the same as last year	37%	55%
They are slightly less than last year	13%	14%
They are significantly less than last year	3%	2%

In the next six months, are you planning to use external recruiters more frequently than in the previous six months? (Corporate Respondents only)

	May 2011	November 2010
Yes	34%	29%
No	66%	71%

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