information technology employment report

Q4, 2012

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> " The technology industry is well-positioned for growth in 2013, with several technology skill sets projected to be in high demand in the short-and-long term. "

Bob Dickey
Executive Vice President of Technologies for Randstad U.S.

experts powering technology

The technology industry is well-positioned for growth in 2013, with several technology skill sets projected to be in high demand in the short-and-long term. Much of the IT job gains stem from the emergence of the third platform, which includes cloud computing, social technologies, big data analytics and mobility. Companies are seeking ways to create new revenues streams, often turning to mobile technologies and social media to do so. Extracting and analyzing big data is critical to businesses as they develop innovative solutions for their own company, as well as their clients.

Another high-growth area that we are seeing a need for is software development. The occupation has produced the most jobs post-recession, adding 70,872 jobs since 2010. The Bureau of Labor Statistics expects a 30 percent increase in the number of software developers by 2020. Software developers are a hot commodity in the technology world, especially candidates proficient in the main programming languages, such as Java and .Net.

Healthcare technologists are also poised to fare well in 2013. Given the upcoming mandates and changes associated with healthcare reform, and the requirements surrounding electronic medical records, technology professionals with these skill sets are highly sought after. In fact, there is currently a shortage of talent to fill the demand.

Our own IT Employee Confidence Index report finds technology workers remain one of the most confident sectors when it comes to job availability, the future strength of the economy and their current employer. The Index, a measure of overall confidence among U.S. technology workers, declined by just one point to 55.8 this quarter.

However, the index registered declining confidence in IT workers' ability to find a new job, which reflects the growing competitiveness within the technology sector. Even amid a shortage of IT workers to fill available positions, employers are seeking very specific and unique combinations of both soft and hard skills.

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IT industry insights

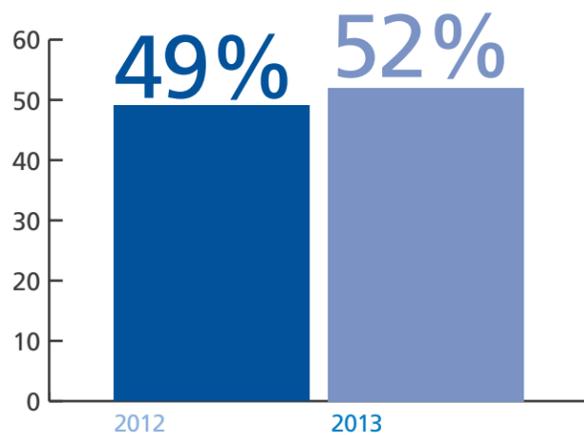# IT employment report index

Hiring:

38% (2012), 42% (2013)
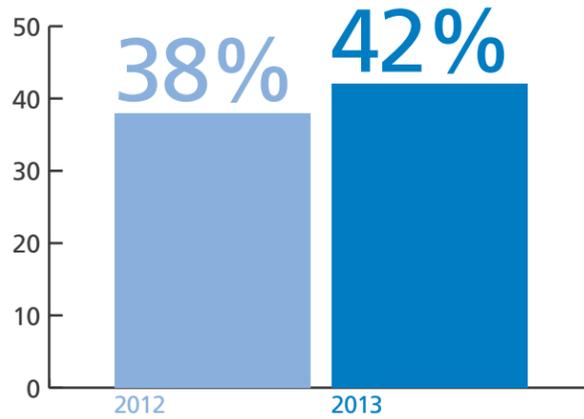
According to CareerBuilder's annual job forecast, employers plan to recruit and retain more IT workers in 2013.
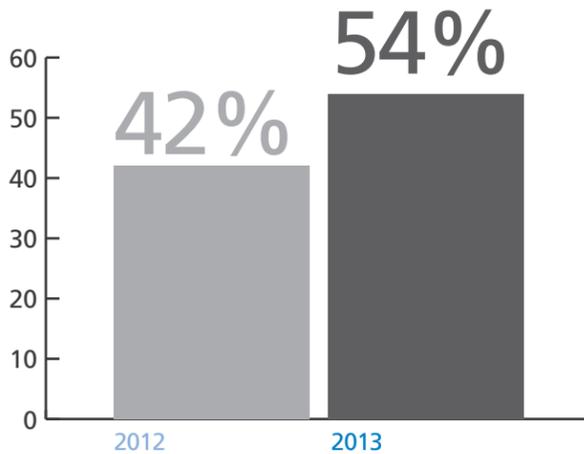Source: CareerBuilder

42 percent of hiring managers plan to add full-time, permanent IT employees in 2013, up four percentage points from last year

Contingent Staffing:

49% (2012), 52% (2013)

Fifty-two percent of employers plan to hire temporary and contract workers in 2013, up from 49 percent last year

Salaries:

42% (2012), 54% (2013)

54 percent of employers plan to offer higher starting salaries for new IT employees – up significantly from 42 percent last year

employee confidence index

|	
current quarter:	55.8
previous quarter:	56.8
change:	-1.0
12-month high:	58.8
12-month low:	51.7

*Total Survey Respondents: 275

The IT Employee Confidence Index, a measure of overall confidence among U.S. technology workers, declined slightly to 55.8 in the fourth quarter of 2012, decreasing 1.0 points from the third quarter of 2012. Despite the small dip in the IT index, the overall level of confidence among IT workers remains high and reflects the strength of the sector as we enter 2013. Most measures of the index reflect little change, with the exception of workers' confidence in their ability to find a new job. This online survey conducted by Harris Interactive on behalf of Randstad Technologies, included 275 employees in the technology industry.

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macroeconomic confidence

strength of economy
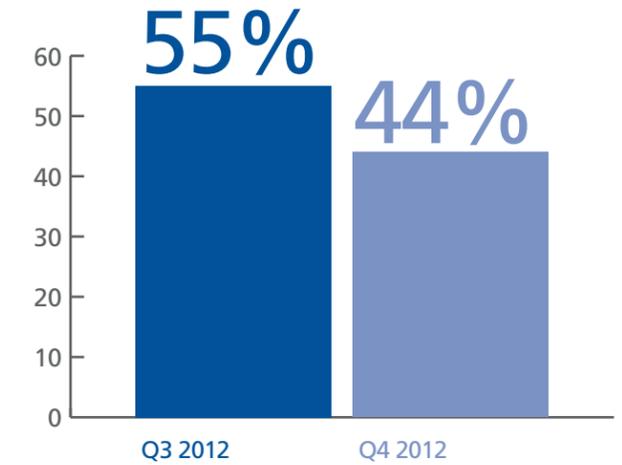IT worker confidence in the economy increases slightly

33% **34%**

Q3 2012   Q4 2012
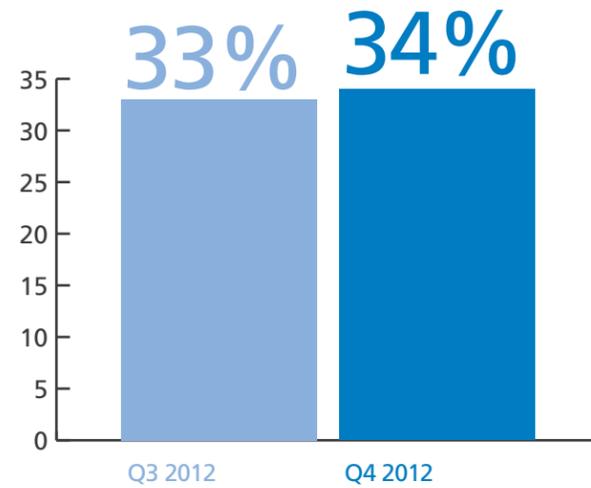
Just over a third of tech workers believe the economy is getting stronger, marking a rise for the third consecutive quarter.

job availability
Slight gain in the number of IT workers that believe more jobs are available

Optimism in the number of jobs available rose by two percentage points.

27% **29%**

Q3 2012   Q4 2012

personal confidence
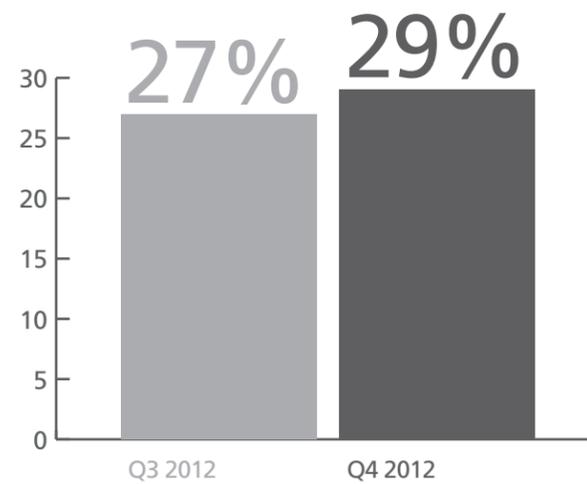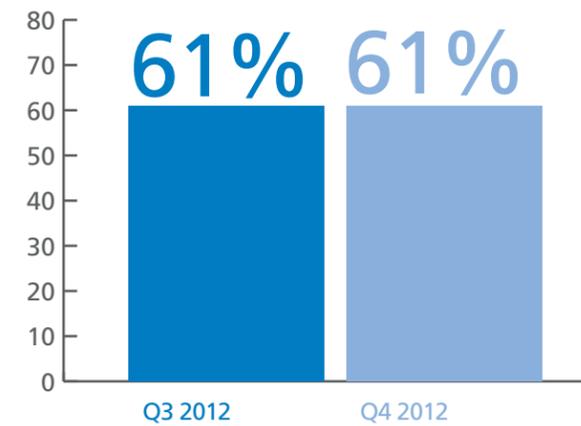
ability to find a new job
Confidence in workers ability to find a new job decreases in the fourth quarter

Workers more concerned about their employability in the last quarter of 2012.

55% **44%**

Q3 2012   Q4 2012

future of employer
No change among IT workers' confidence in the future of their employer

61% **61%**

Q3 2012   Q4 2012

The majority of tech workers surveyed reported confidence in their employers.

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Job transition
One-third of tech workers likely to look for new employment

34% **33%**

35	
30	
25	
20	
15	
10	
5	
0	
Q3 2012	Q4 2012

Slightly fewer workers likely to conduct a job search in the next 12 months.
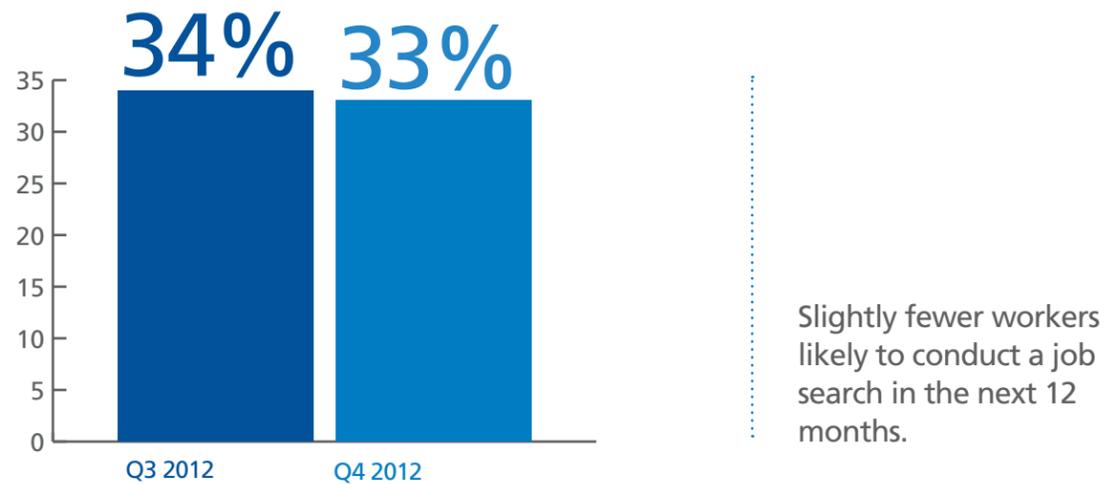
Job security
Nearly three-quarters (74 percent) of IT workers feel they are not likely to lose their job

The majority of IT workers report is it not likely they will lose their job in the next 12 months, marking the highest level of confidence in three quarters.

69% **74%**

80	
70	
60	
50	
40	
30	
20	
10	
0	
Q3 2012	Q4 2012
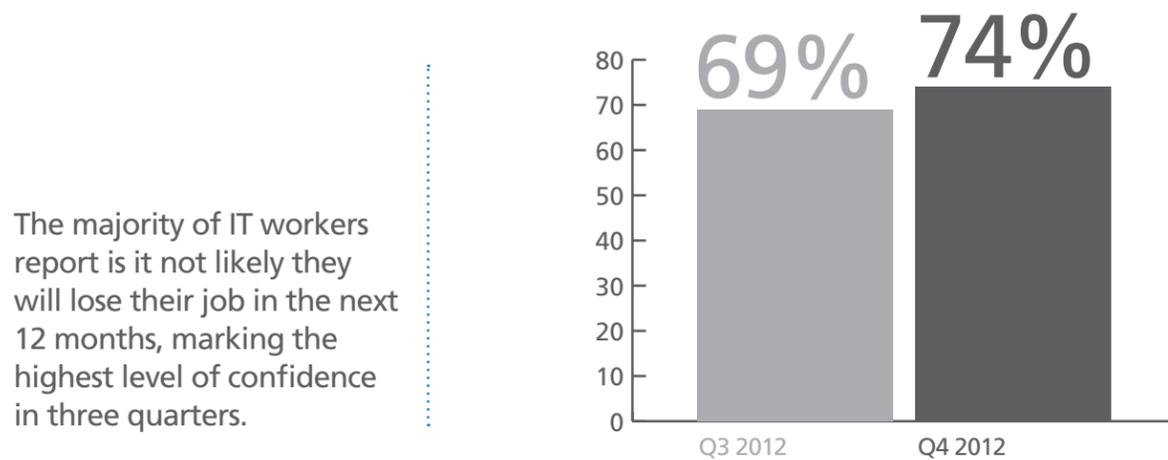
about the report

methodology

This survey was conducted online within the United States by Harris Interactive on behalf of Randstad Technologies from October 8-10, November 12-14, and December 11-13, 2012, among 4,738 adults ages 18 and older of which 275 are employed in IT. This online survey is not based on a probability sample and therefore no estimate of theoretical sampling error can be calculated.

About the Randstad Technologies Employment Report

This quarterly Randstad Technologies IT Employment Report provides a snapshot of the latest workforce trends among information technology professionals across the country. Three key indices are measured: the IT Job Security Index, which captures how likely respondents think it is that they will lose their job or that their job will be eliminated in the next 12 months; the IT Job Transition Index, which captures how likely respondents are to look for a new job in the next 12 months and the Employee Confidence Index that measures employees' overall confidence in the economy, their employer and their ability to find other employment. The Employee Confidence Index is calculated from the results of four components that reflect these aspects of employee confidence. For each component item a 'score' is calculated by taking the difference of the percentage of positive responses and the percentage of negative responses. These four scores are then averaged to indicate an overall level of employee confidence and is scaled from 0 (no confidence) to 100 (complete confidence). A reading above 50 indicates a positive confidence level.

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Randstad Technologies has been connecting top companies around the globe with the expert technology talent and solutions that drives their success since 1984. Our deep industry expertise and full-service capabilities—Recruitment, Consulting, Projects, and Outsourcing—enable organizations to be agile, productive and ahead in the field with their wide network of specialists and flexible solutions.

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