



MnIPS Presentation

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State of the IT Staffing Market

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Agenda

- **Definitions**
- **Marketplace realities and drivers**
 - Hiring Practices
- **Industry Trends**
 - Hot Skills
- **Perm vs. Contract**
 - Details
 - Know yourself
- **Staying Marketable**
- **Q&A**



IT & Project Management Background

Joe Perzel, Founder and President of JPA

- **In IT since 1979, Project Management since 1982, Staff Management since 1983**
- **13 Years in Corporate**
- **3 Years in Non-Profit**
- **2 Years in Government**
- **12 Years in Consulting**

Steve Sorsveen, VP of Recruiting

- **Joined JPA executive team in 2006**
- **Leads JPA's recruiting team**
- **Extensive executive entrepreneur experience building businesses**



Room Survey

How many of you.....

- Are permanent corporate employee vs. consultant
- Changed jobs within last 2 years
- Consider yourself more technical
- Learned a new skill in the last 2 years
- Attend more than 1 networking event per month



Definitions

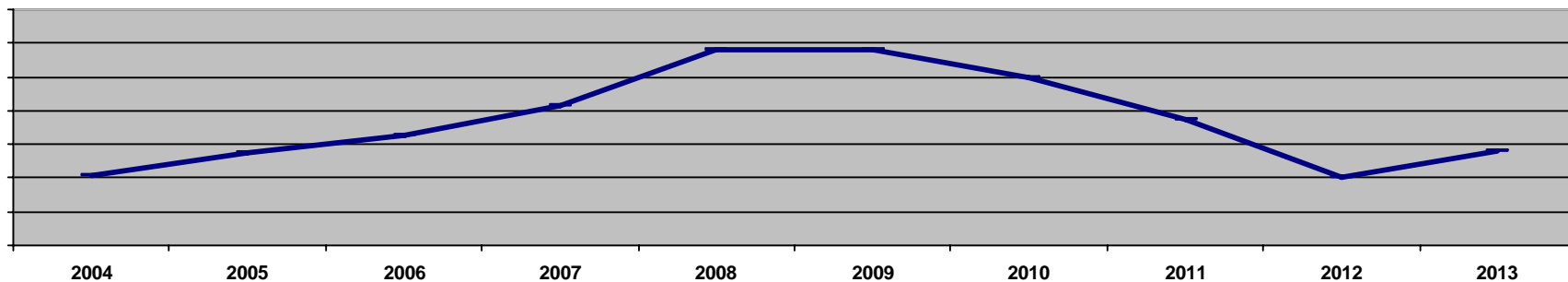
- **Contract-hire vs. Right-hire**
- **Programmer Analyst**
- **Management Consultant**
- **Technical Consultant**
- **Permanent/Corporate Employee**
- **Independent Consultant vs. Staff Consultant**

•An independent contractor is Someone who is able to say “no” to any gig they don’t want to take, for any reason – Six months living expenses in bank during “Up” economy. Someone who has successfully completed at least three assignments of greater than three months for three different clients”



The Market Cycle

2004	2005	2006	2007- 2010	2011	2012	2013
“Is it Real?” <ul style="list-style-type: none"> •Tech Resources •Contract Only •Short-Term without Renewals •Minimum College Recruiting 	“Ramp up” <ul style="list-style-type: none"> •Longer Contracts •C-H Popular •More Clients doing Business •College Hires Restart •Rates Stabilize 	“Grow & Perm” <ul style="list-style-type: none"> •Larger Projects •PM/BA Growth •Perm is popular •Building Budgets •Rates start to Grow 	“Sustain” <ul style="list-style-type: none"> •Perms are plentiful •Contracts active, longer •Neat, ROI projects •New tech embraced •Good time to go into IT 	“Softening” <ul style="list-style-type: none"> •Projects canceled & shrunk •Shorter term contract opportunities •Contractors Convert to Perm 	“Market Adjustment” <ul style="list-style-type: none"> •Staff Managers, PM, QA purged •No Perm Hires •College Hires dead •Salaries “adjusted” •CFO runs the show 	“Is it Real” <ul style="list-style-type: none"> •Tech Resources •Contract Only •Short-Term without Renewals •Minimum College Recruiting





What Hot in Today's Market

Consulting - Now

- Microsoft .Net developers, Classic ASP
- Java Programmer Analyst
- MS SQL server DBA and Data Warehousing (Reporting Services)
- Oracle DBA
- SAP

Recently

- Project Managers
- QA
- Oracle Apps, PeopleSoft, JDE - upgrades and new modules



What Hot in Today's Market

Permanent – Good in general

- Microsoft .Net developers
- Java Architect and Programmer Analyst
- MS SQL server DBA and
- Data Warehousing (Reporting Services, Informatica, etc)
- SAP
- CRM
- Project Managers/Staff Managers – kind of



How to get a “Good” Client/Employer

- **Define what a good client/employer looks like for you**
 - **Good rates/salaries or payment terms/bonuses**
 - **Location, Location, Location**
 - **Flexibility in work schedule**
 - **Off-site**
 - **New skills, tools or methodologies**
 - **Fun place to work**
 - **Long-term vs. short, but repeat assignments**
- **Network with clients, co-workers, friends and brokers**
 - **Target clients/employers based on name in market, traits, etc.**



How to get and keep a “Good” Client

- **Be a good consultant / employee**
 - Go above and beyond expectations on all assignments
 - Be low maintenance – high value
 - Be irreplaceable

- **Know Yourself**
 - Where you fit
 - What you like
 - Strength and weaknesses



How to work with a Broker

- Stay in touch regularly, especially at beginning of relationship
- Be clear about what you like & will take/not take
- Be honest about skills
- Manage your own resume
- Be professional & friendly
 - ✓ Return calls
 - ✓ Communicate well
 - ✓ OK to say “No” to an assignment
 - ✓ Vacation or other firm plans
 - ✓ Alert when issues
 - ✓ Don’t burn bridges



Staying Marketable

- **Donate your time**
 - **Develop application for non-profit, church, friend**
 - **Volunteer for professional association**
 - **Get outside of comfort zone**
 - **Create “internal” application**

- **Doing a good job with existing employer and clients will lead to new skill opportunities**

- **Utilize a “related” skill to jump to a new one, especially new technologies or systems**

- **Never burn bridges**

- **Be an ‘expert’ in particular skill set OR a generalist in multiple popular skills**

- **Know yourself, become proficient at marketing your strengths**



Questions?

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JPerzel and Associates provides value added technical staffing and managed project services to the IT and business community.

What this means we deliver staff augmentation and permanent placements for companies that meet your expectations and deliver real business results.

Our commitment to quality is evident in the people we recruit, processes we use to match resources to customer needs and the time we take to understand our customer's needs. This allows us to have the confidence that we are able to deliver on our promises in everything we do.