



Yoh

**Agile Talent
Supply & Demand**



Yoh Agile Talent Supply & Demand

Demand Trends of Top Companies and Job Titles

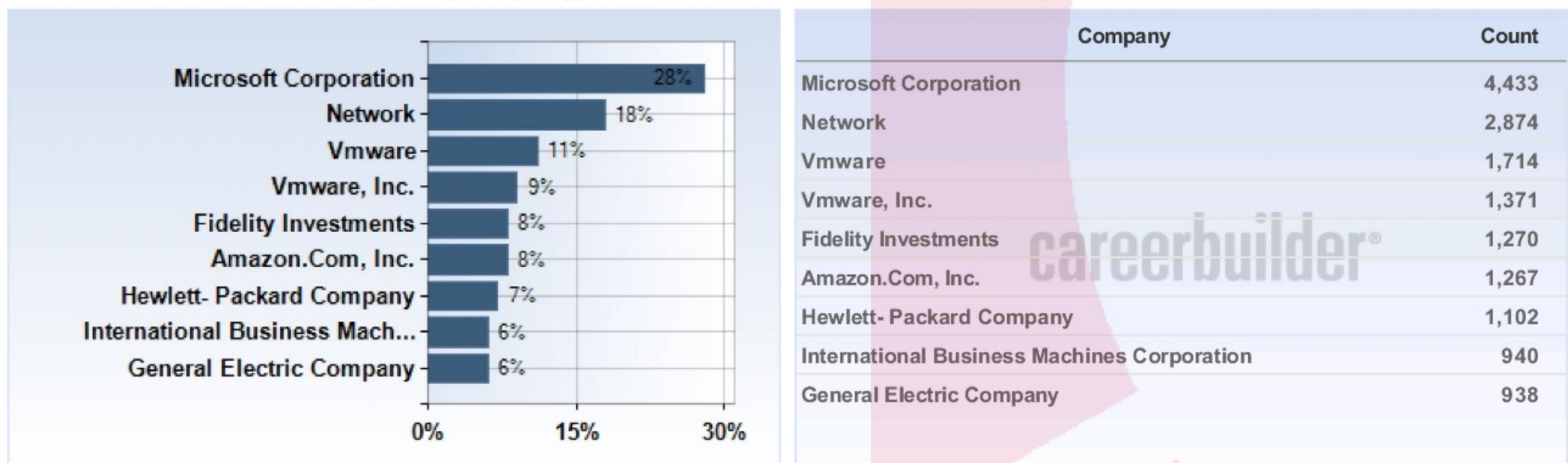
Job Posting Trend Over Last 24 Months

Demand for Job Seekers: Below are the job posting trends over past 24 months for Agile.



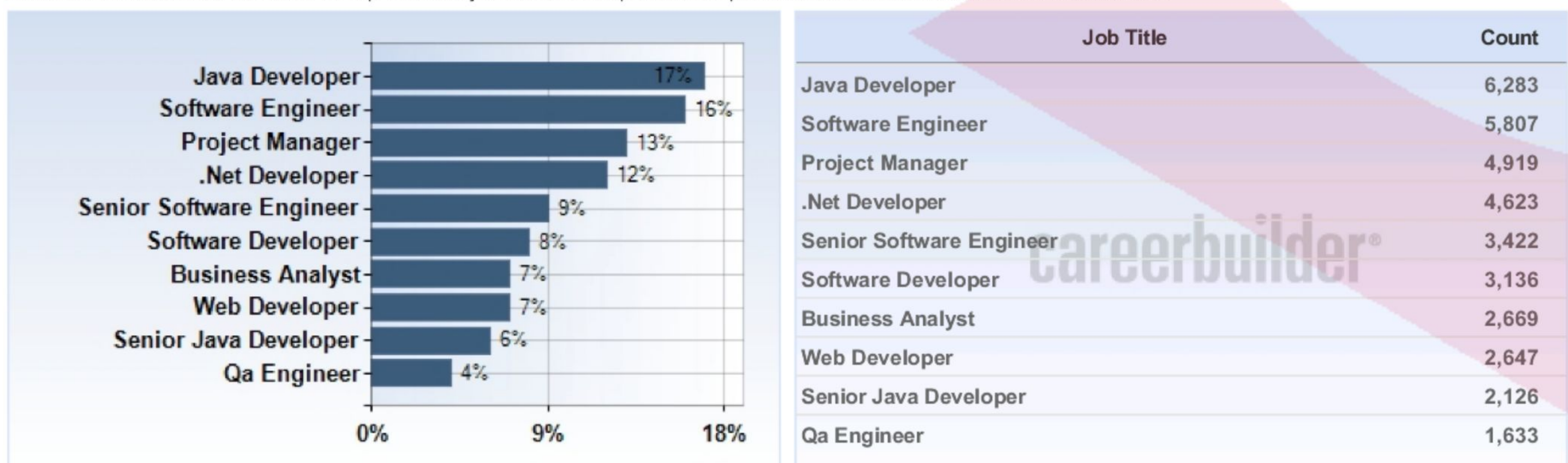
Top Job Posters For Last 2 Years

Demand for Job Seekers: Below are the top 10 companies posting jobs between November 2010 and October 2012 for Agile.



Top Job Titles For Last 2 Years

Demand for Job Seekers: Below are the top 10 similar job titles that companies have posted between November 2010 and October 2012.





Yoh Agile Talent Supply & Demand

Supply Trends of Education Level and Experience

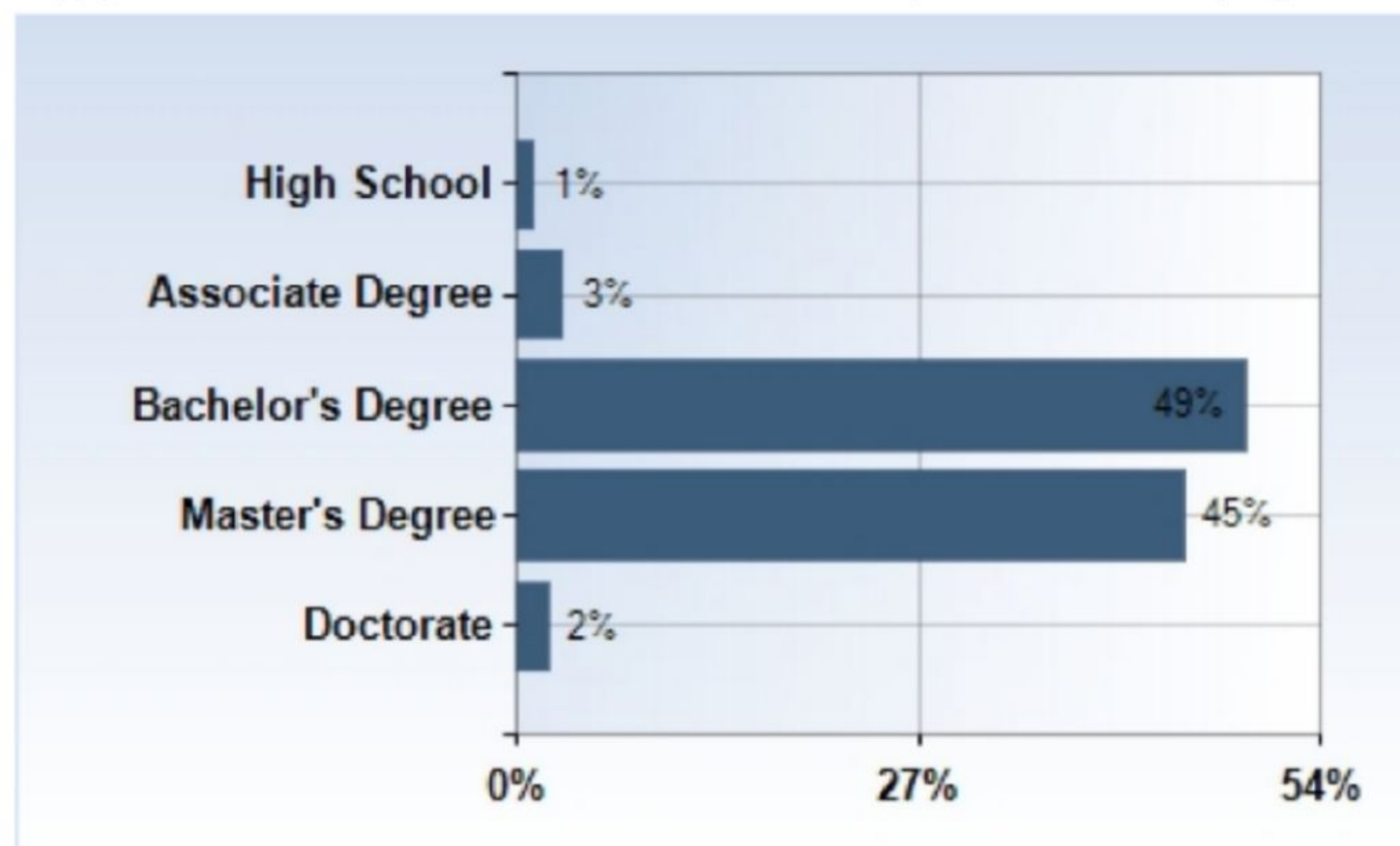
Active Workforce Trend Over Last 24 Months

Supply of Job Seekers: Below are the active workforce trends over past 24 months for Agile.



Active Workforce by Education Level For Last 2 Years

Supply of Job Seekers: Below are the counts of available job seekers listed by highest education level achieved for Agile.

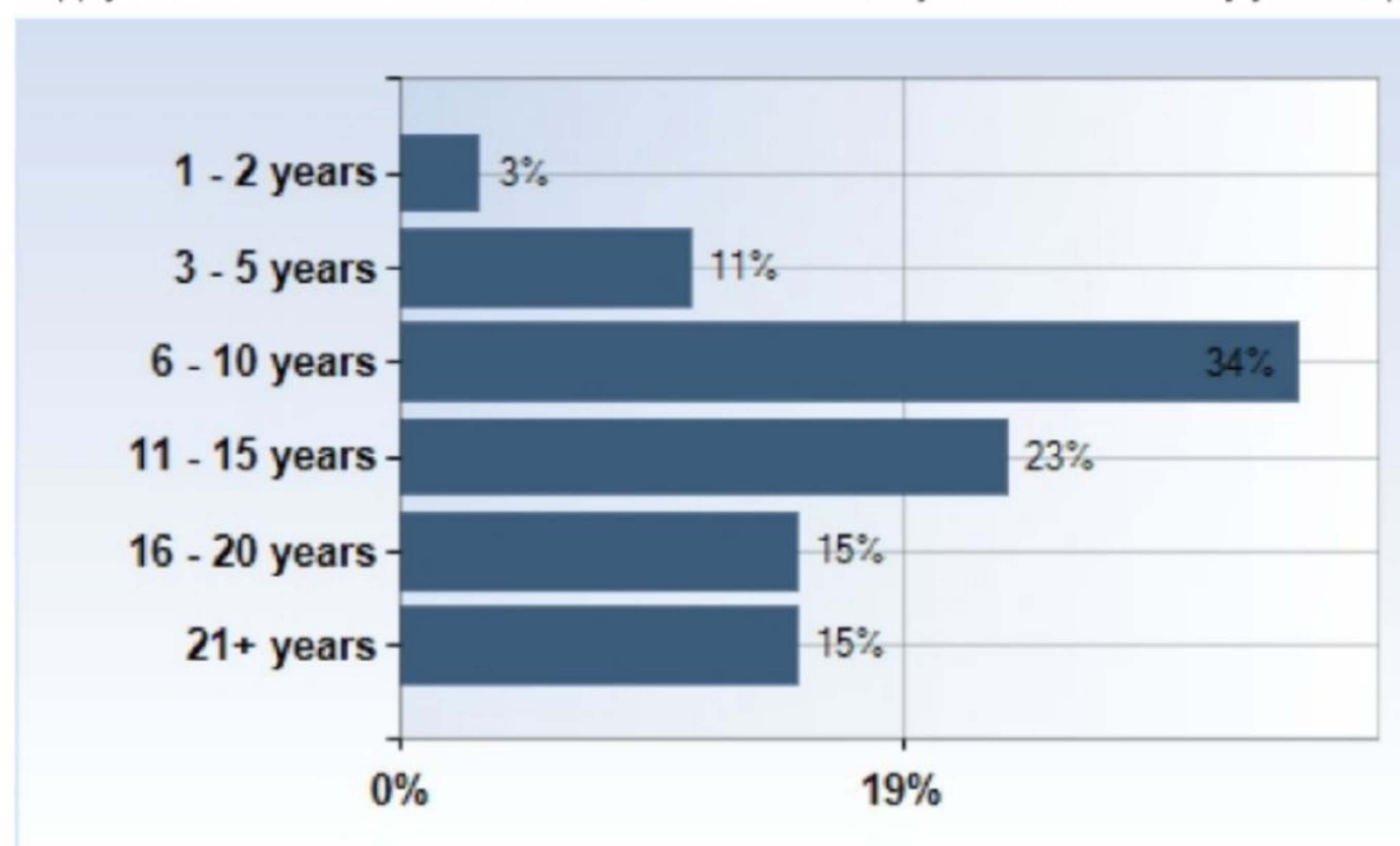


Education	Count
High School	377
Associate Degree	1,258
Bachelor's Degree	20,531
Master's Degree	19,018
Doctorate	893

Reporting 42,077 out of 48,982 total responses.

Active Workforce by Years of Experience For Last 2 Years

Supply of Job Seekers: Below are the counts of available job seekers listed by years experience for Agile.



Years of Experience	Count
1 - 2 years	1,135
3 - 5 years	4,683
6 - 10 years	14,854
11 - 15 years	10,109
16 - 20 years	6,579
21+ years	6,647

Reporting 44,007 out of 48,982 total responses.

Supply Trends of Top States, MSAs and Cities

Active Workforce in Top States and MSAs For Last 2 Years

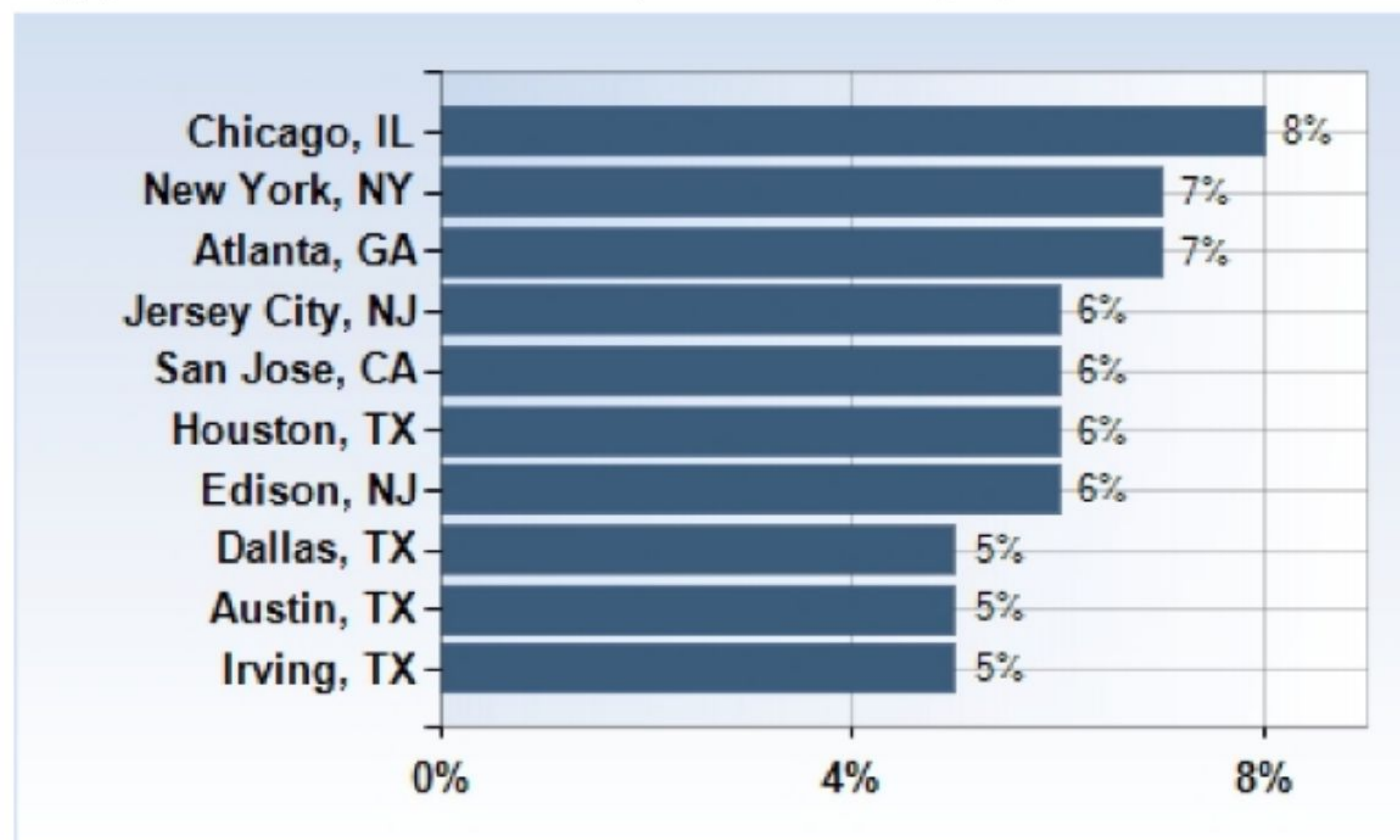
Supply of Job Seekers: Below are the top 10 states and metropolitan statistical areas where Agile job seekers live between November 2010 and October 2012.

State	Count
California	6,733
Texas	5,290
New Jersey	4,677
Virginia	3,415
Illinois	2,930
Georgia	2,463
Florida	2,424
New York	2,206
Pennsylvania	1,624
Maryland	1,613

Metro Area (MSA)	Count
Greater New York City Area	6,047
Washington D.C. Metro Area	3,827
Dallas/Fort Worth Area	3,105
Greater Chicago Area	2,742
Greater Atlanta Area	2,373
Greater Los Angeles Area	1,925
San Francisco Bay Area	1,826
Greater Philadelphia Area	1,555
San Jose, California Area	1,544
Greater Seattle Area	1,166

Active Workforce in Top Cities For Last 2 Years

Supply of Job Seekers: Below are the top 10 cities where Agile job seekers live.



City, State	Count
Chicago, IL	822
New York, NY	723
Atlanta, GA	652
Jersey City, NJ	632
San Jose, CA	623
Houston, TX	602
Edison, NJ	576
Dallas, TX	531
Austin, TX	493
Irving, TX	484

Supply Trends of Total Available Workforce

Total Available Workforce Trend Over Last 24 Months

Supply of Total Workforce: Below are the total available workforce trends over past 24 months for Computer Specialists, All Other.



Total Available Workforce in Top States As of 10/31/2012

Supply of Total Workforce: Below are the top 10 states where the total available workforce of Computer Specialists, All Other as of 10/31/2012.

State	Count
California	18,290
Texas	7,932
New Jersey	7,576
Illinois	7,375
Minnesota	5,795
Ohio	5,205
Florida	4,793
Washington	4,754
New York	4,659
Maryland	4,532

Labor Pressure Trends of Active Workforce

Labor Pressure Trends of Active Workforce Over Last 24 Months

Below are the labor pressure trends for Agile job seekers in the active workforce over the past 24 months.



Labor Pressure of Active Workforce by State For Last 2 Years

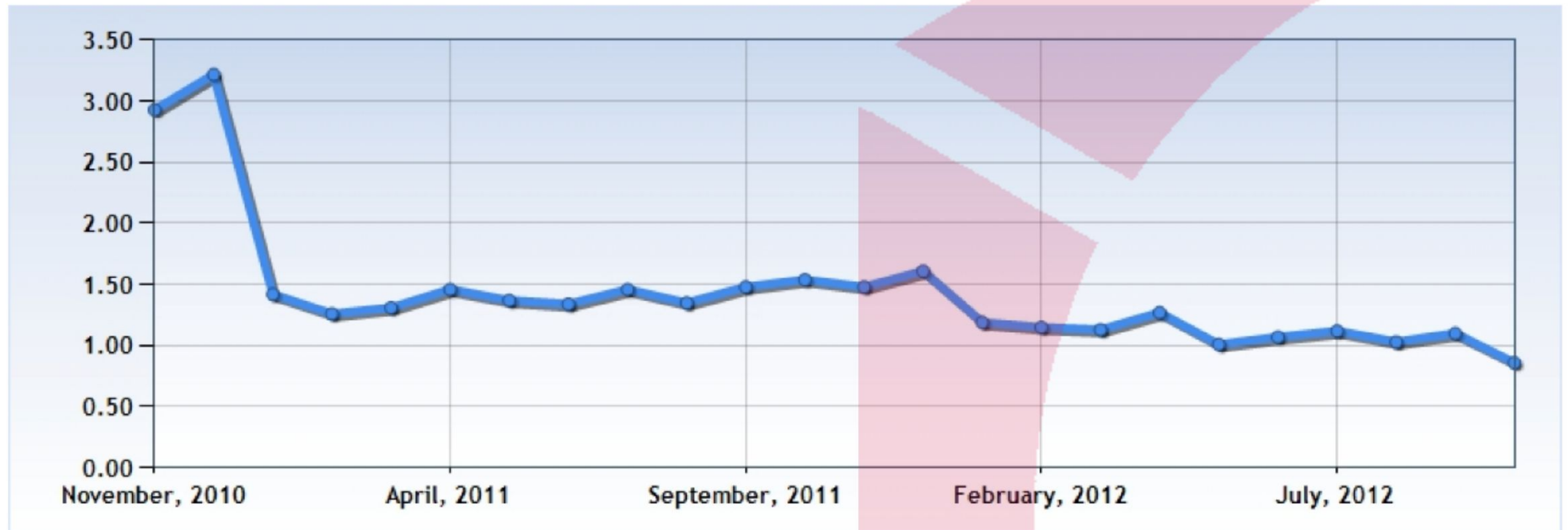
Below is a list of the states where it's easiest to recruit Agile job seekers in the active workforce for Last 2 Years.

State	Ratio
New Jersey	0.32
Arkansas	0.23
Florida	0.18
New Mexico	0.17
North Dakota	0.17
Texas	0.16
Kansas	0.16
Indiana	0.15
Illinois	0.15
Kentucky	0.14

Labor Pressure Trends of Total Available Workforce

Labor Pressure Trends of Total Available Workforce Over Last 24 Months

Below are the labor pressure trends for Computer Specialists, All Other in the total available workforce over the past 24 months.



Labor Pressure of Total Available Workforce by State As of 10/31/2012

Below is a list of the states where it's easiest to recruit Computer Specialists, All Other in the total available workforce as of 10/31/2012.

State	Ratio
West Virginia	2.53
Wyoming	2.30
New Mexico	2.19
Louisiana	2.14
Montana	2.11
Nevada	1.93
Indiana	1.87
Vermont	1.82
New Hampshire	1.66
Oregon	1.51



Agile Talent Supply & Demand

AGILE DEVELOPMENT

WHO'S HIRING & WHO'S HIRABLE?

The demand for agile developers far outweighs the supply. The result? A wide skills gap between the available pool of agile developers and the number of job openings for agile. Here's why true agile developers can demand top dollar and hiring managers can't find talent.

HIRING: WHY YOU'LL NEVER FIND THE TALENT

THE SUPPLY AND DEMAND GAP

THERE JUST AREN'T ENOUGH AGILE DEVELOPERS

ACTIVE CANDIDATES:

121,876

JOB POSTINGS:

558,918

HELP WANTED

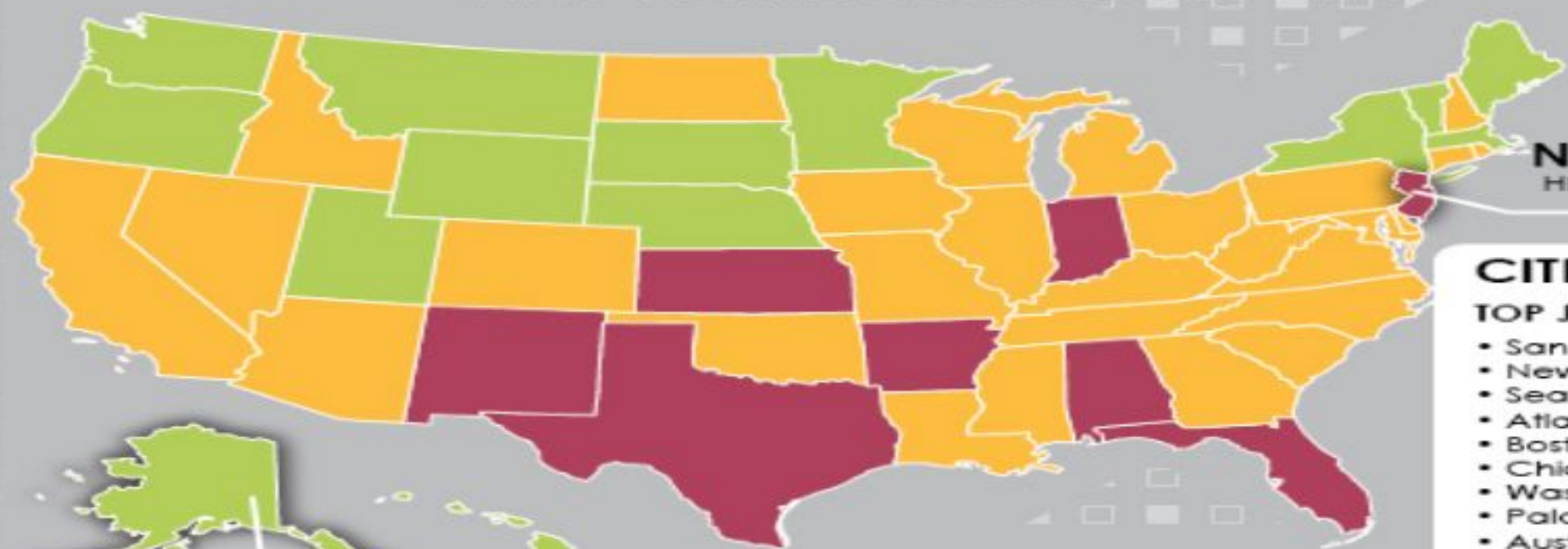
THERE ARE 4.59
JOB POSTINGS

FOR EVERY
CANDIDATE



NEW JERSEY HARDEST STATE TO FIND AGILE JOBS

THERE'S A MISMATCH BETWEEN WHERE THE JOBS ARE
AND WHERE DEVELOPERS ARE



NEW JERSEY
HIGHEST PRESSURE

CITIES

TOP JOB POSTINGS

- San Francisco, CA
- New York, NY
- Seattle, WA
- Atlanta, GA
- Boston, MA
- Chicago, IL
- Washington, DC
- Palo Alto, CA
- Austin, TX
- Redmond, WA

TOP JOB SEEKERS

- San Jose, CA
- Chicago, IL
- New York, NY
- Houston, TX
- Atlanta, GA
- Austin, TX
- Dallas, TX
- Jersey City, NJ
- San Diego, CA
- Edison, NJ

LABOR PRESSURE KEY

LOW PRESSURE

MODERATE PRESSURE

HIGH PRESSURE



Even though the demand for agile is high, it's not spread out evenly across the country. Hiring managers in high pressure areas (red) need to worry about more job seekers fighting for a smaller pool of available jobs. While those states where the pressure is lower (green) are posting more jobs but with less job seekers. The bottom line is: HR needs a reality check.

EVERYONE'S LOOKING FOR AGILE

THE COMPETITION'S HOT — AND MOST COMPANIES
HAVE FATTER WALLETS THAN YOURS

WHO'S HIRING?

TOP JOB POSTING EMPLOYERS

vmware

NORTHROP GRUMMAN

Microsoft

amazon.com

hp

UnitedHealthcare

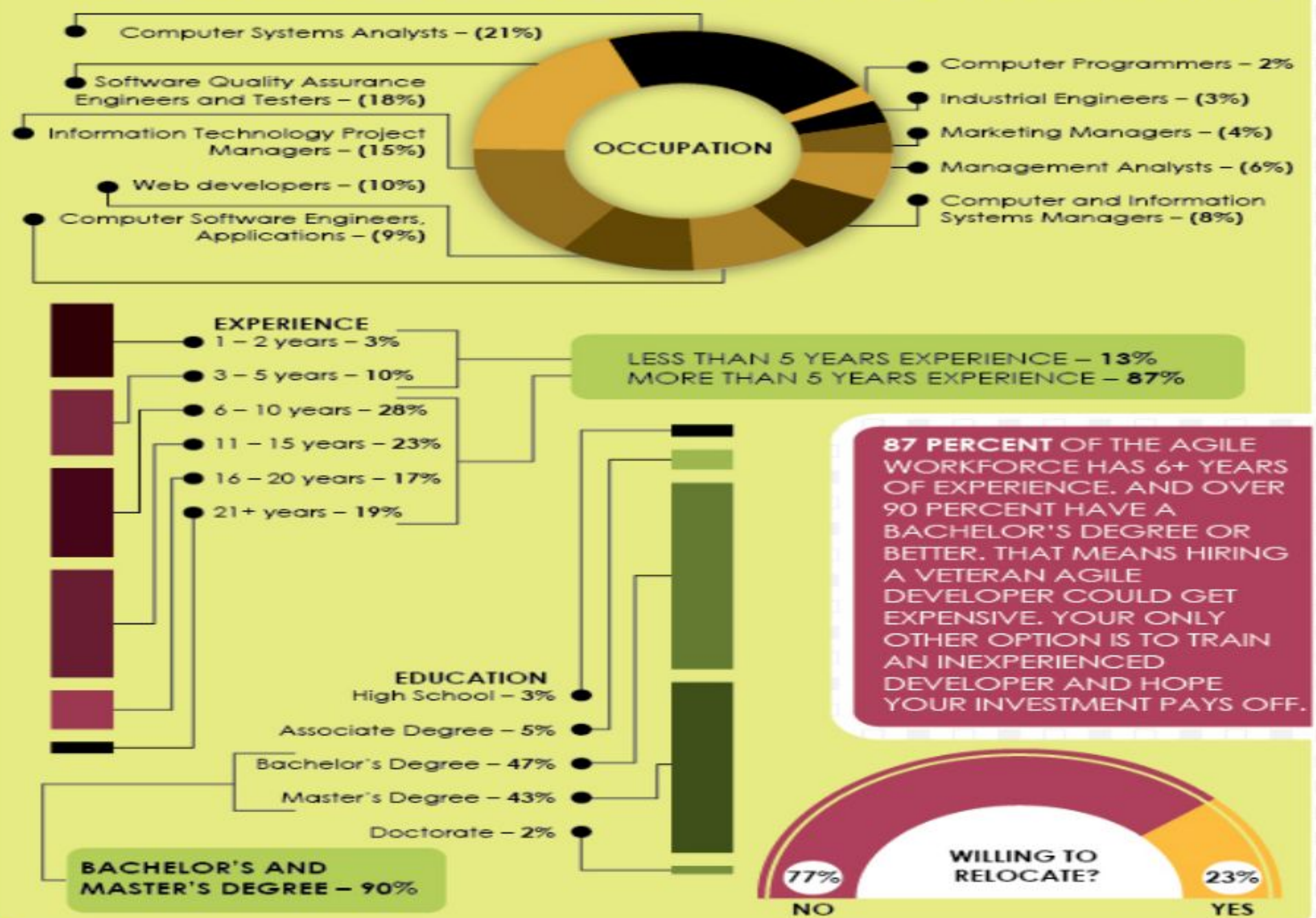
IBM

SAIC

HIRABLE: WHY THE PRO'S GET PAID THE BIG BUCKS

CATCH-22 FOR HIRING MANAGERS

INVEST IN AN INEXPERIENCED WORKFORCE OR PAY PREMIUMS



THE AGILE PROFESSOR IS IN

MOST ARE TENURED, EDUCATED PROFESSIONALS

WHO'S HIRABLE?



TOP TITLES

- Java Developers
- Software Engineer
- Project Manager
- .Net Developer
- Business Analyst
- Senior Software Engineer

- Software Developer
- Web Developer
- Senior Java Developer
- QA Engineer

TOP INDUSTRIES

- Computer Systems Design
- Custom Computer Programming
- Software Publishers
- Management Consulting Services
- Commercial Banking
- Data Processing and Hosting
- Electronic Computer Manufacturing
- Mail-order Houses
- Other Business Support Services

THE AVERAGE SALARY FOR AN AGILE DEVELOPER: \$110,781.
SALARY IN THE 90TH PERCENTILE: \$165,000

Using Agile Development Methodologies?
DOWNLOAD

Talent Supply & Demand

Infographic today

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