



***LEARN WHAT'S
TRENDING IN
SKILLS, TITLES AND
CERTIFICATIONS**

Tech Hiring Trends:

THE ACA INFLUENCE



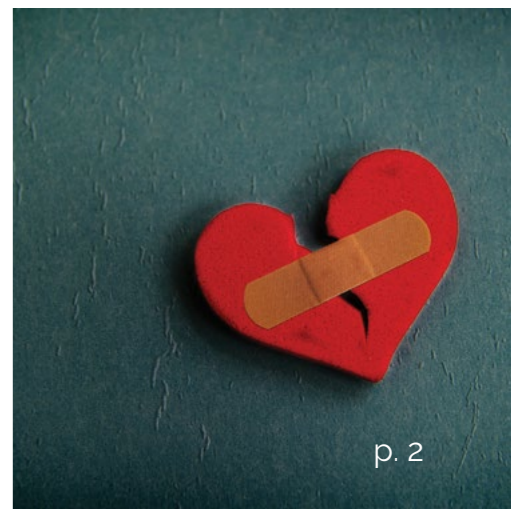
INTRO

TODAY'S TECHNOLOGY HIRING TRENDS: ACA INFLUENCE

Yoh's technology hiring trends provide insight to skilled technical professionals who seek to gain greater control over their career options. Each technology hiring trend report examines a nuance to a particular industry or hiring environment and provides insight into how the reality of the job market may impact career choices. After all most professionals have a single career to worry about, theirs. Yoh has the good fortune of being involved with literally thousands of career decisions every year.

Because knowledge is power, it is our goal to share this with those that take their career development seriously.

Much has been said, written and conjectured upon regarding Affordable Care Act legislation that is now the law of the land. While the issues surrounding the ACA that capture headlines are certainly important, one nuance of the law has a direct impact upon how technical professionals guide their career choices. More specifically, how the rollout of the act has affected career trends across the information technology space.

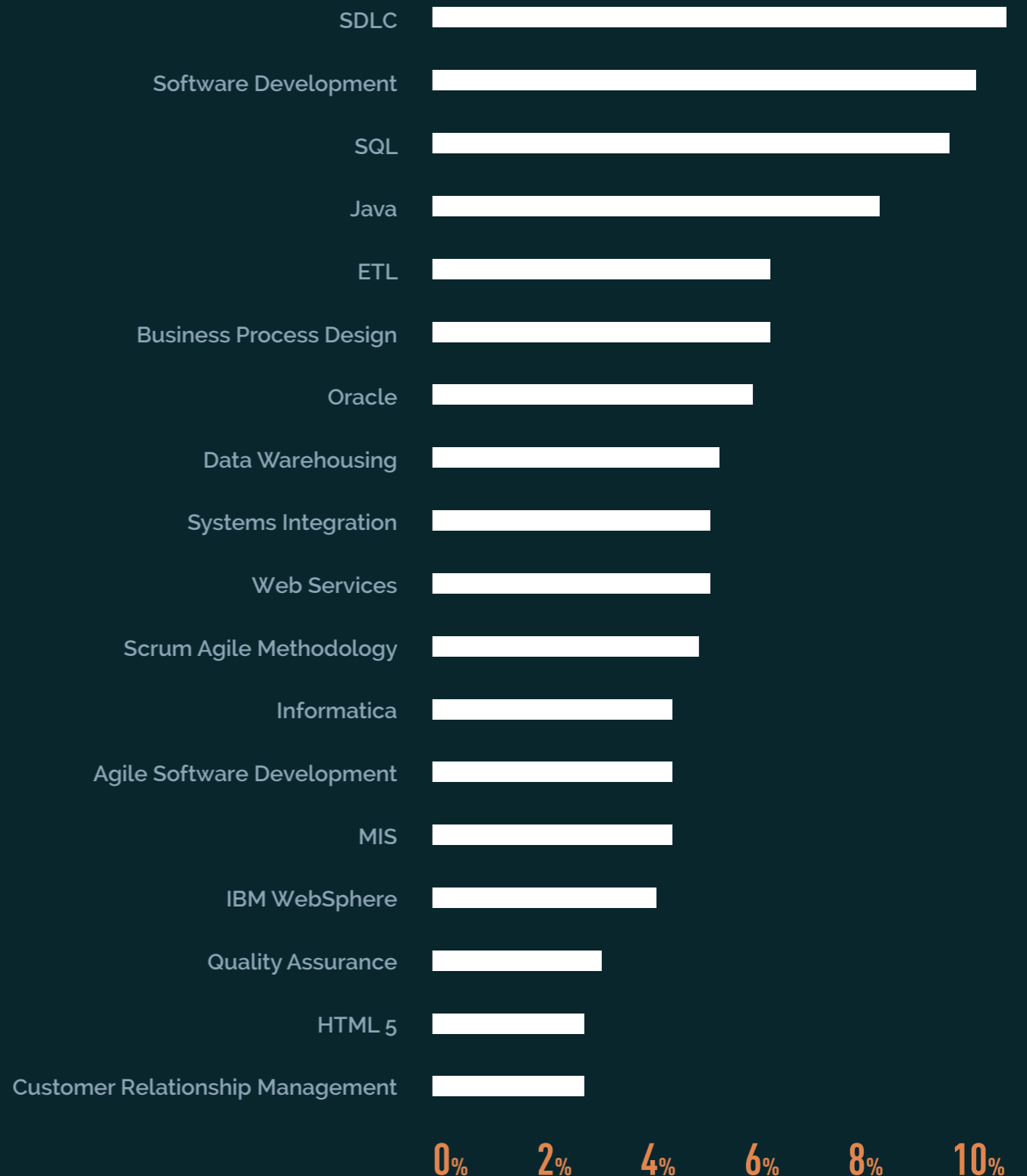


TRENDING ACA SKILLS

The following chart illustrates the IT skills that are most frequently found on job descriptions that are specifically oriented to some aspect of the ACA. Not surprisingly, software development and database design dominate the demand. One interesting skill that makes the list is customer relationship management, which seems to indicate companies are making investments to both maximize their revenue from their associated ACA efforts and ensure that they are providing a valuable customer experience.

*Source: Wanted Technologies

IT SKILLS THAT ARE MOST FREQUENTLY FOUND ON JOB DESCRIPTIONS

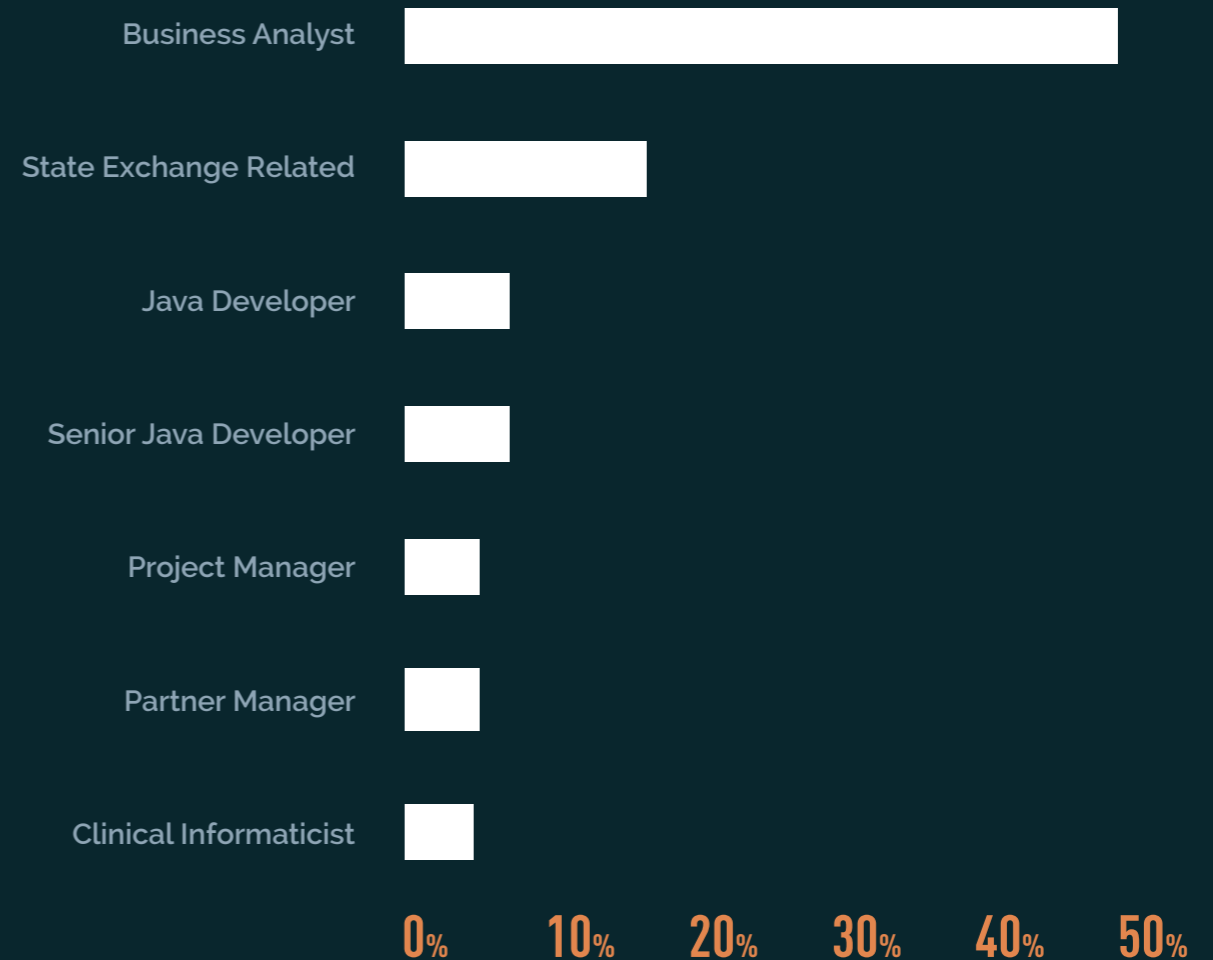


TRENDING ACA TITLES

This chart illustrates the actual job titles that are in highest demand as the ACA begins its legislative life. Again unsurprisingly is the demand for business analysts, illustrating the necessity of companies to improve their capabilities to discern the ACA impact on their business as related to their technical infrastructure. Interestingly the second most in demand titles are those that have direct employment or interaction with the optional state exchanges, indicating the investment that the states that chose to set up their own exchange are required to make in order to have a viable system.

*Source: Wanted Technologies

JOB TITLES THAT ARE IN THE HIGHEST DEMAND



ACA RELATED CERTIFICATIONS

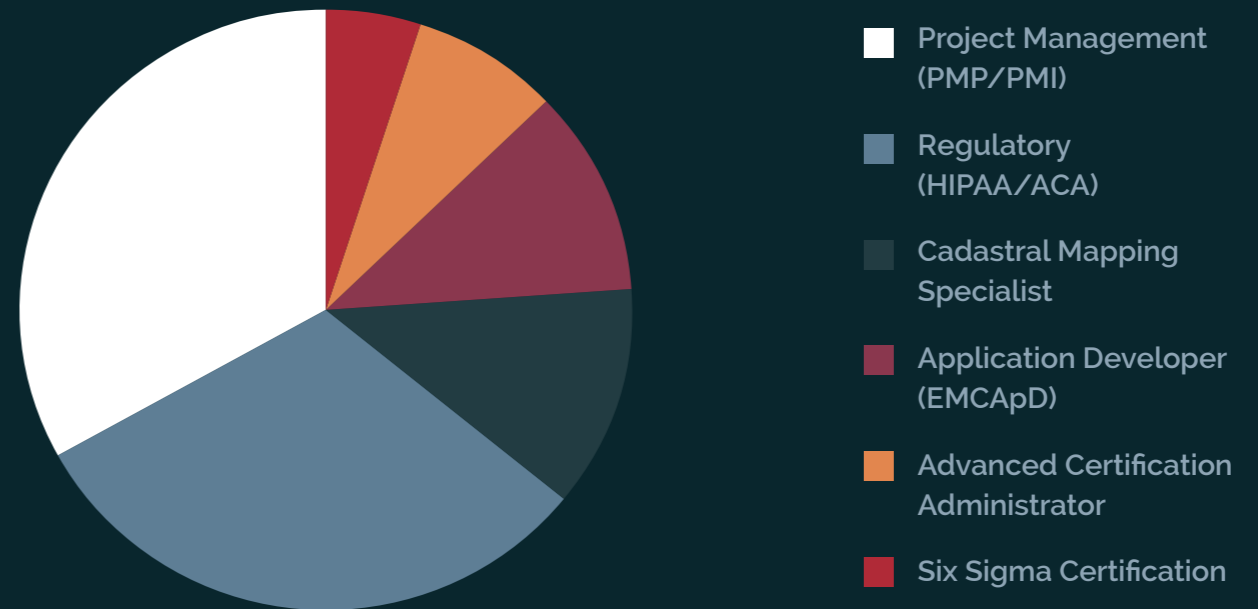
Those working in the information technology space would improve their career options by adding project management certification or boning up on specific healthcare related federal regulations. Those that possess both will find themselves at least partly qualified for over 64% of the technology jobs that are in some way connected to ACA rollout and ongoing system administration.

WHAT STARTS IN WASHINGTON DOESN'T WANDER TOO FAR

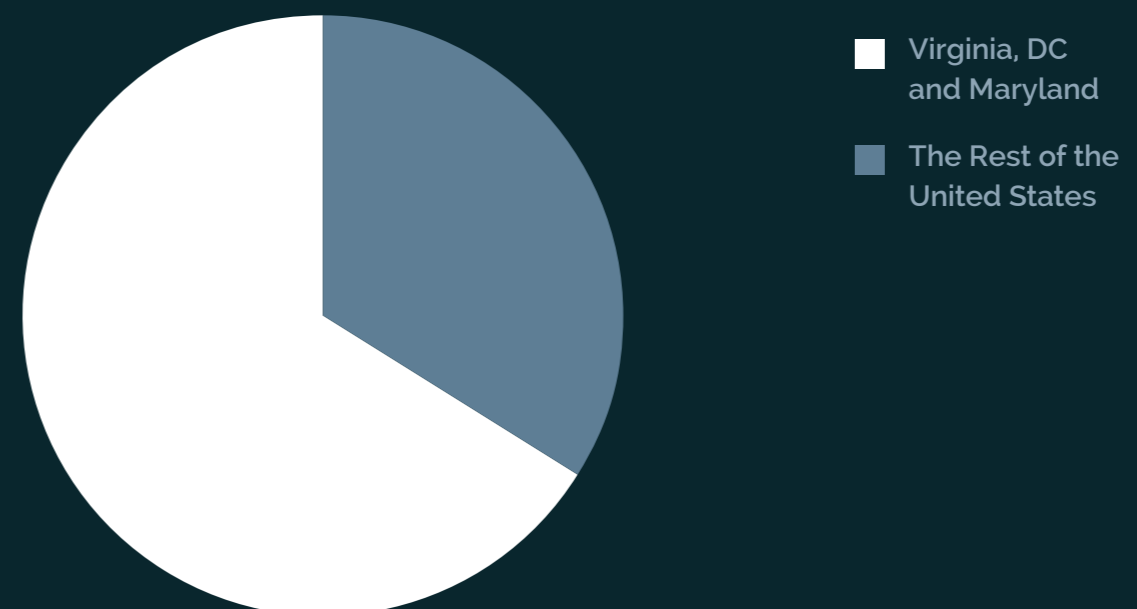
Two thirds of all current information technology jobs associated with the ACA exist in a 100 mile radius of Washington DC, with the rest of the country accounting for only 33% of the opportunities. Good news for those that find themselves in the Northeast.

*Source: Wanted Technologies

DESIRED CERTIFICATIONS



LOCATION OF TECHNOLOGY JOB OPPORTUNITIES



YOU NEED IT. WE HAVE IT.

Yoh is here. Yoh is there. Yoh is virtually everywhere. All in and busy going all out, doing everything it takes to take you where you want to go – **forward**. How? By foregoing the talent pool in favor of our own sea of talent, helping you find just the right person for the job or just the career you've been searching for.

