

Local Market Analysis > Salt Lake City, UT

The Salt Lake City, UT market is served by the TEKsystems Salt Lake City office, with a team of over 19 individuals committed to providing a quality experience. Working with over 87 local customers, and placing approximately 565 consultants annually, our dedicated account teams are uniquely positioned to design and execute solutions that meet customer and consultant needs alike.

How tight is the labor pool?

- At a national level, the US IT labor pool stood at 4.3 million in Q4 2012
- 96 out of 100 IT professionals in the US are working

What is your recruiting methodology/strategy?

- Resumes posted on job boards are recycled and submitted by multiple vendors; managers are being flooded with resumes which may not fit their requirements
- Referrals are the best source of talent - as most are currently employed / passive job seekers; networking is the best way to source the top IT talent

What is your plan to retain IT talent?

- "Consistent and quick employment" is #1 criteria of IT Consultants
- An Employee Value Proposition (EVP) is critical to retain top talent AND attract workers who rate stability of their employer a top priority in this economic climate

	Labor Force	Payroll Employment
	Jan-13	Jan-13
Employment	611,313	578,782
Three Month Trend	3,825	1,386
YOY Change	11,547	13,695

	Unemployment Analysis			
	MSA	UT	National	National IT
	Jan-13	Feb-13	Feb-13	Qtr 4 12
Rate	5.3%	5.2%	7.7%	3.3%
3-Mos Trend	30.0%	(0.1%)	(0.1%)	0.0%
YOY Δ	(0.5%)	(0.7%)	(0.6%)	(0.3%)

	Cost of Living ⁴	Number of Fortune 500 Companies ⁵
2012	100.0	273

⁴ ACCRA ; ⁵ Dun & Bradstreet

Local IT & Communications Employees (K)	% of Local Payroll	Total	Permanent IT Workers ¹	Temporary IT Workers ¹	Growth (YOY)	Density ²
	3.7%	21,160	17,986	3,174	2.9%	Strong

All primary data is sourced from the US Bureau of Labor Statistics for 2010 unless otherwise noted

¹Gartner estimates 15% of US IT workforce is temporary/contingent; ² Density is based on TEKsystems internal analysis; ³ Qtr 4 12

Local IT & Communications Skill Sets

Skill	Technology	Total	Permanent IT Workers ¹	Temporary IT Workers ¹	Growth (YOY)	Density ²	National Unemployment ³		Median Hourly Wage Analysis				Local 90th Percentile Hourly Wage
							Rate	YOY Δ	Local	Local YOY Δ	National ³	National YOY Δ ³	
Computer & Information Systems Managers	Apps / Infra	1,080	918	162	1.9%	Average	4.3%	1.9%	\$41.64	5.9%	\$54.67	1.3%	\$66.17
Database Administrators	Applications	450	383	68	(8.2%)	Weak	1.5%	0.7%	\$32.93	2.3%	\$34.40	2.6%	\$48.38
Computer Systems Analysts	Applications	1,790	1,522	269	(8.7%)	Above Average	3.3%	0.6%	\$32.36	2.2%	\$37.06	2.1%	\$48.83
Computer Programmers	Applications	4,040	3,434	606	1.8%	Strong	4.6%	1.0%	\$34.32	7.8%	\$34.10	1.9%	\$59.38
Applications Software Engineers	Applications	2,360	2,006	354	38.8%	Strong	2.9%	(1.5%)	\$37.25	27.5%	\$42.06	2.4%	\$49.90
Technical Writers	Applications	---	---	---	---	---	5.9%	(1.0%)	---	---	\$30.16	1.8%	---
Systems Software Engineers	Apps / Infra	4,060	3,451	609	7.4%	Strong	2.9%	(1.5%)	\$38.77	2.5%	\$44.94	1.1%	\$50.55
Computer Operators	Apps / Infra	---	---	---	---	---	13.0%	6.1%	---	---	\$17.36	1.5%	---
Computer, Automated Teller and Office Machine Repairers	Infrastructure	---	---	---	---	---	6.6%	0.7%	---	---	\$18.09	(0.5%)	---
Computer Support Specialists	Infrastructure	3,490	2,967	524	14.4%	Strong	4.9%	(1.4%)	\$18.78	6.0%	\$21.30	2.0%	\$31.01
Network & Computer Systems Administrators	Infrastructure	1,550	1,318	233	26.0%	Above Average	4.3%	(1.4%)	\$27.62	(1.7%)	\$32.55	2.1%	\$46.00
Network & Data Communications Analysts	Infrastructure	920	782	138	(13.2%)	Average	2.9%	(1.7%)	\$27.46	4.8%	\$35.22	3.0%	\$46.51
Computer Specialists, All Other	Infrastructure	---	---	---	---	---	NA	NA	\$31.98	16.7%	\$37.02	2.5%	\$45.92
T-Comm Equipment Installers & Repairers*	Communications	930	791	140	(29.0%)	Average	2.7%	(0.3%)	\$26.01	0.5%	\$26.71	(0.1%)	\$31.37
T-Comm Line Installers & Repairers	Communications	490	417	74	---	Below Average	5.5%	0.8%	\$20.36	---	\$23.61	2.1%	\$25.20

* Except line installers

Top Industries by Employment (in thousands sorted by YOYΔ)	Dec-11	Dec-12	YOY Δ
Leisure and Hospitality	64.4	70.1	5.7
Professional, Scientific, and Technical Services	40.8	43.3	2.5
Finance and Insurance	38.8	40.6	1.8
Manufacturing	55.4	56.5	1.1
Employment Services	13.5	14.5	1.0
Retail Trade	69.5	70.5	1.0
Natural Resources, Mining, & Construction	34.7	35.4	0.7
Educational and Health Services	70.0	70.6	0.6
Transportation and Utilities	29.5	30.0	0.5
Management of Companies and Enterprises	16.2	16.6	0.4
Business Support Services	10.7	11.1	0.4
Wholesale Trade	30.8	31.0	0.2
Other Services	18.8	18.6	(0.2)
Information	16.5	16.1	(0.4)
Government	102.5	100.9	(1.6)



Local Market Analysis > Reference Guide

Key Terms:

- MSA:** Metropolitan Statistical Area / standard geographic area definition used by industry analysts
- BLS:** Bureau of Labor Statistics
- CPS:** Current Population Survey; source of National IT Unemployment data
- Unemployment:** National figures are updated monthly by the BLS; State & Local data are current through month prior to National; IT specific data is current through most recent quarter.
- Payroll Employment vs. Labor Force:** Payroll represents people working within the MSA; whereas Labor Force represents people of working age who live within the MSA. Potential reasons why payroll is higher: out-of-state commuters / telecommuters assigned to local company; multi-job holders (i.e., part-time employees / moonlighters / seasonal workers)
- Density:** Available local talent relative to other markets. Higher density means a higher concentration or proportion of available local talent (i.e., lower need to relocate / attract talent from other locations)

The Local Market Analysis is part of the first stage of our Quality Process:



... and knowledge of the Local Market helps us keep our consultants continuously employed.



Utah

Salt Lake City, UT

To see a complete listing of MSA definitions, go to:
http://www.bls.gov/oes/current/msa_def.htm

Salt Lake County, UT

Summit County, UT

Tooele County, UT

*For additional details on local businesses, contact Jason Hayman:
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**For BLS Occupation Definition, see:
http://www.bls.gov/oes/current/oes_stru.htm