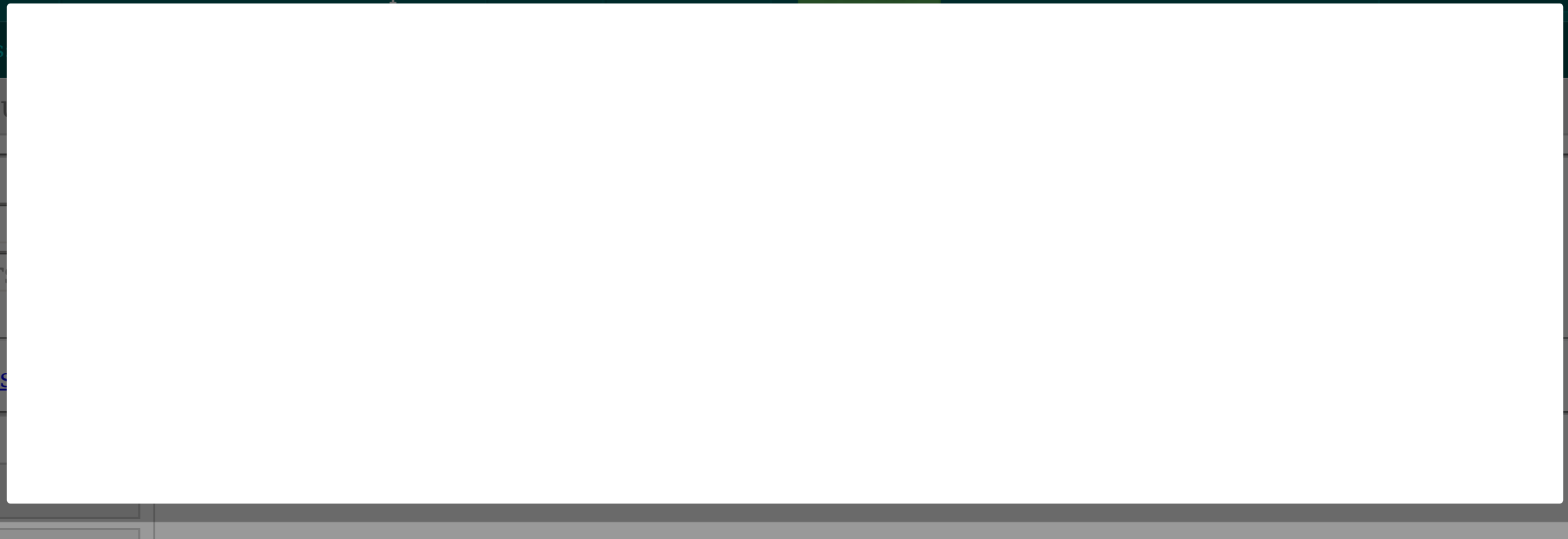


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Slashdot Asks: Which IT Hiring Trends Are Hot, and Which Ones Are Going Cold?

Posted by BeauHD on Monday September 18, 2017 @06:40PM from the icy-hot dept. ... Recruiting and retaining tech talent remains IT's biggest challenge today, writes Paul Heltzel, in an article on what trends are heating up and what's cooling off when it comes to IT staffing.

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Hot grits on the way out. (Score:1)
by Anonymous Coward
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Re: (Score:1)
by adreimer (4977441)
The IT Office
https://www.youtube.com/watch?v=1u5jO57eD-U [youtube.com]

Re: (Score:2)
by msauve (701917)
Spam: The Movie?

Because that's what this is, pure and simple. Check the submitter's history, constant submissions of articles from the same site.

Clickbait. Just say no.
Bad /. editor, bad.

Demand outstripping supply? (Score:5, Insightful)
by silvergun (571051) on Monday September 18, 2017 @06:48PM (#55222353)
Unless we're talking H1-Bs I don't see that in the slightest. What I do see is several of my buddies in dead end jobs (and a few acquaintances rocking recent CS degrees stuck in crap IT jobs) while workers here on cheap visas and outsourcing dominate the industry. I suppose if they can keep this up though nobody local will go into IT (since you can't get work). I can tell you this, I just sent my kid to college to be a nurse. IT ranked below liberal arts degree on the list of things I wanted her to major in.

Re: (Score:1)
by Anonymous Coward
I'm not so convinced that most management teams would know actual "top tier talent" if it hit them in the face, nor would they know how to let new blood actually recommend improvements that go against company culture.

Re: (Score:2)
by sycodon (149926)
Managers are idiots.
They operate in the arena of influence and appearances. If they read in Fortune that some technology is Trending, they'll want to find someone and be able to say their department is Top technology. So their hire fresh turds of school who've had a few semesters in Visual processing, or some other AI and pay them tons of money while ignoring the people that are actually keeping the company running by maintaining and enhancing the current systems.
Some AI jock can't make sure the check go

Re: (Score:2)
by JaredOfEuropa (526365)
Also, they often don't know why, where or when they need to recruit top talent. Many jobs don't require rock star talent and can be filled by IT staff who are merely good.

Re: (Score:2)
by Chokai (10224)
I've seen this in particular with millennials and those who had helicopter parents getting hit by the real world for the first time. Some times hard.
Oh the number of discussions I've had with folks over the last ~8 years that amount to: No you really aren't worth that much money yet, yes I know you graduated from xyz cse program. However doing good academically does not mean you are going to be as good in 2 years as the dev with 10 years experience that graduated from abc school's mid-tier cse program. I

Re: (Score:1)
by Anonymous Coward
The dev with 10 years experience just turned 30 and is ripe to be fired and replaced by the new grad. The old dev will never work again, not anywhere, not ever. Experience is a curse, and if you don't believe it, you're next to be fired. Bye-bye!
I second this. I did manage to find two short gigs after my main employer of 20 years closed our lab and fired everyone but I was replaced by H1B's, each time. Until we plug the H1B RATLINES coming into the country a CS degree is a one way ticket to serving french fries for the rest of your life.
Thank god I put LOTS of money in my 401K. Sorry about you new folks just coming into the workforce. The rock stars will find jobs for a few years, the rest of you are screwed.

Re: (Score:3, Informative)
by p4nther2004 (1171621)
Egads. Here I am nearly 50 and I'm still programming. (And I worked with a guy who literal wrote a book on C++ and he was still doing daily programming in his 70s) The work is out there..

Re: (Score:1)
by Anonymous Coward
Yeah, sure, Wilbur.
Finding a job is not ever easy, anyone who says that it is, is speaking of personal experience, and I bet by the next job or two in their future, they'll be like "WTF, why is this so hard, it never was before, must be ageism"
But it is not. It is the way it is supposed to be. I've not found it super hard to find a job in my 40s with 23 years of experience than I did in my 30s. I admit in my 20s I found it dirt easy to find a job, but that was during the dot com party, and that was a ser

Re: (Score:1)
by that this is not und (1026860)
It's hard to find a programming job that pays a rockstar's salary.

Re: Demand outstripping supply? (Score:4, Insightful)
by russbutton (675993) <russ&russbutton.com> on Tuesday September 19, 2017 @01:55AM (#55223803)
Homepage
The dev with 10 years experience just turned 30 and is ripe to be fired and replaced by the new grad. The old dev will never work again, not anywhere, not ever. Experience is a curse, and if you don't believe it, you're next to be fired. Bye-bye!
Really? I've been doing UNIX/Linux systems admin, now called DevOps work, since 1989. The job keeps changing and evolving, but it's a lot of the same kinds of skills being called for. Of course in that 28 years I've been let go one way or another 7 times and 10 of the companies I've worked for no longer exist. One company laid me off on a Tuesday, the bank seized the company on Friday and my last check bounced. I eventually got paid, but you just had to laugh.
I'm now 66 years old and still get calls from recruiters almost daily. I have yet to see anyone turn me down just because of my age.
The truth is that you have to keep your skill set current. The old standbys of UNIX/Linux savvy, regular expressions, problem solving, and most of all, a willingness to jump in on stuff you know nothing about and figure it out on the fly. That's your bread and butter on a day-to-day basis. Be able work in puppet/chef and have some hands-on with AWS is what everyone wants today. Tomorrow it'll be something else. Ya gotta keep an eye out for what's coming next and get a taste of it.

Re: (Score:2)
by plopez (54068)
You'll find the industry elites in marketing, Google, Amazon, etc. Everyone else solves real problems.

Re: Demand outstripping supply? (Score:5, Informative)
by JohnFen (1641097) on Monday September 18, 2017 @06:53PM (#5522389)
This depends a lot on where you are looking. There are tons of companies that have a great deal of trouble filling developer positions, but they aren't in the usual cities or (often) with companies that are well-known in the computer industry.
They also tend to have the most interesting and challenging work. For example, do you want to work with room-sized robots tackling computer vision and AI problems? There are lumber mill equipment manufacturers who badly need you.

Re: (Score:1)
by Anonymous Coward
I see lots of vacancies in the small market towns in England for developers. The catch is that it's almost impossible to find somewhere to rent in a short time (I've tried, and it has sometimes taken months to find somewhere). The other catch is that they are looking for people with multiple skills, but only one will actually be the one they are wanting to use. It's up to you to try and guess and divine which one they are actually trying to fill.

Re: Demand outstripping supply? (Score:2)
by javaman235 (461502)
That's a good comment. All I know is that the larger industrial world - I'm talking blue collar factories and shops - tends to be underserved by IT, to the point of it costing them big money... But there's so little overlap in the crowds, they don't know what tech can do for them, and devs don't know what they need. The money should be there if that gap is bridged.

Re: (Score:2)
by ShanghaiBill (739463)
Females get harassed in programming anyway
Sexual harassment exists in all professions. I have seen zero evidence that it is more common in programming. My company has dealt with dozens of complaints from the sales dept, from shipping/receiving, and even one from the accounting dept. Number from programming or IT: 0.

Re: (Score:2)
by plopez (54068)
no, they are talking about top tier talent for bottom tier salaries,

Re: (Score:2)
by buddyglass (925859)
I don't see that at all. I see my coworkers leaving for greener pastures and getting raises when they do.

Re: (Score:1)
by Anonymous Coward
Move to a better city, or know your market and set expectations appropriately.

Turn this around (Score:2)
by Okian Warrior (537106)
Unless we're talking H1-Bs I don't see that in the slightest. What I do see is several of my buddies in dead end jobs (and a few acquaintances rocking recent CS degrees stuck in crap IT jobs) while workers here on cheap visas and outsourcing dominate the industry.
Okay, now turn that around.
How do you feel about DACA, total amnesty, and unrestricted immigration?
Lots and lots of people are screaming for DACA and giving citizenship to just about anyone who can evade the border guards and get here.
DACA and other immigration issues speak to the same problems you are complaining about. The argument is that the country cannot absorb the illegal immigrants(*), doing so would wreck the future outlook and way of life for US citizens.
So, based on your post, how do you feel abo

Re: (Score:1)
by p4nther2004 (1171621)
Okay, now turn that around. How do you feel about DACA, total amnesty, and unrestricted immigration?
No problems with DACA. Disagree on total amnesty and unrestricted immigration.
Lots and lots of people are screaming for DACA and giving citizenship to just about anyone who can evade the border guards and get here.
I see a lot of screaming about DACA. I do NOT see a lot of "giving citizenship to just about anyone who can evade

the border guards and get here".....unless you want to turn it around and tal

Two Letters (Score:3)

by [dasgoober \(2882045\)](#) on Monday September 18, 2017 @06:48PM (#5522359)
AI whether it's really AI or not is immaterial

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Re: (Score:2)

by [plopez \(54068\)](#)
That's it Exper Systems... It's hot! It's new.. It's.... oh crap

Re: (Score:2)

by [Tony Isaac \(1301187\)](#)
Yeah, I've gotten quite a few calls and emails from companies and recruiters using those "AI"-based systems. They say something like, "We have a couple of job openings that seem like a good fit for you. Please call us back ASAP!" Yeah right! If they really had a "couple of openings" that were a "good fit," they would tell me something about the openings that makes them a good fit.
This "AI" is just the next iteration of SPAM.

Hiring Chief Security Officers with music degrees (Score:4, Funny)

by Anonymous Coward on Monday September 18, 2017 @06:51PM (#5522373)
Definitely in a downtrend.

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Re: (Score:2)

by [93 Escort Wagon \(326346\)](#)
Definitely in a downtrend.
I would've used the term *decrescendo*.

Re: Hiring Chief Security Officers with music degr (Score:2)

by [rholtzjr \(928771\)](#)
But due to diversity it starts with a crescendo and will end with largo

Re: (Score:1)

by [cdreimer \(4977441\)](#)
Hiring in San Francisco but paying only \$15 per hour. A regular trend in my inbox.

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Re: (Score:2)

by [plopez \(54068\)](#)
All the EE jobs are going to India and CHina. They don't require "boots on the ground".

[2 hidden comments](#)

Re: (Score:2)

by [plopez \(54068\)](#)
Scientists are portable as well. It's all the same science everywhere.

[1 hidden comment](#)

Re: (Score:2)

by [K. S. Kyosuke \(729550\)](#)
I don't know, is California considered a solid state?

Re: (Score:1)

by [cdreimer \(4977441\)](#)
I don't know, is California considered a solid state?
It is now. But only until the Big Earthquake or the 2020 presidential election, which ever comes first.

Re: (Score:1)

by [ILoveFatCashews \(5089757\)](#)
[Or one of your monstrous yogurt sharts.](#) [slashdot.org] Seriously, given how thin the walls are at The Grove, what bothers the neighbors first? The smell, or the straining sounds you make?
Do you want some [spam-flavored macadamia nuts](#) [amazon.com] with your whine?

Re: (Score:2)

by [HornWumpus \(783565\)](#)
And yet you're in Miami. Very strange.
I hate of the perverts in SF, so I'm moving to Berlin. :-)

Re: (Score:2)

by [K. S. Kyosuke \(729550\)](#)
Both have beaches, how am I even supposed to tell them apart?

Re: (Score:2)

by [HornWumpus \(783565\)](#)
The 'libtards' in Miami have better tans.

Re: (Score:2)

by [Gravis Zero \(934156\)](#) on Monday September 18, 2017 @07:16PM (#5522481)
Most firms are still offering too little money for the positions they want filled. Translated, this means **most companies do not value IT staff**.
The companies with management that believe "demand greatly outstrips supply" are **earning** the security breaches in their futures.

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Re: (Score:2)

by [HornWumpus \(783565\)](#)
Claiming to be understaffed, but still wasting at least half of everyone's time.

Re: One thing hasn't changed this year: (Score:1)

by [Jeremy Davis \(4956003\)](#)
We work at the same place?

Re: (Score:2)

by [HornWumpus \(783565\)](#)
Not to worry. We'll just make it up with unpaid overtime.
Or perhaps not.

Re: (Score:2)

by [JustNiz \(692889\)](#)
>> most companies do not value IT staff.
Assuming you really mean the IT department, most of them are fucking useless anyway, because they nearly all see their job as being a gatekeeper rather than an enabler.

Re: (Score:1)

by [that this is not und \(1026860\)](#)
IT is a custodial position. In today's world of highly commoditized software, an IT position is not a developer position. You take it out of the box, you plug the parts together. You make sure it runs. You keep making sure it runs for several years.
That's different from software development, even if you have to do a little typing to keep all the pieces working together.

Infrastructure is a dead end street (Score:4, Insightful)

by [Gussington \(4512999\)](#) on Monday September 18, 2017 @07:17PM (#5522487)
A good trench digger might dig 20% more earth than an average one, a good plumber might lay 20% more pipe, or save 20% through a clever approach . But a good technology person can deliver a lot more than an entire team of their more average peers. But corporate pay grades never reflect this.
If the good people were paid what they are actually worth you would have no problem attracting them.(Free market etc...)

Oh and Infrastructure is dead, dev and design is where it's at.

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Re: (Score:1)

by [Tablizer \(95088\)](#)
But a good technology person can deliver a lot more than an entire team of their more average peers.
I believe this is mostly a myth. While there are people who can crank out code and/or applications really fast, the results are often not maintainable because they are either not designed with other maintainers in mind, or use a technique that typical maintenance staff is not familiar with. You want "team-friendly" developers, not lone keyboard cowboys.
For example, I've built up libraries of code that allow m

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Re: (Score:2)

by [HornWumpus \(783565\)](#)
But you're the kind of guy that writes his own framework....
It's not how fast you code, it's how well you design (to be modified later), it's how well you execute that design, it's how well you split the work with the rest of the team.
Team friendly? Building the team is the key skill, sometimes that requires you NOT be friendly. If someone has got to go, that's it. If you're handed a well functioning team, you are lucky indeed. Most teams suck.

Re: (Score:1)

by [Tablizer \(95088\)](#)
I guess I wasn't clear on what I meant by "team friendly". I meant organizing both team members and the architecture around the needs and abilities of the team in order for the team to be as productive as possible. This also applies to regular level coders coding for future maintainers. One has to kind of get into others' thinking processes to make it easy to grok and change for THEM. That's mostly the kind of "people skills" I'm talking about. I didn't really mean "buddy buddy" type of friendly, at least not

Re: (Score:2)

by [Gussington \(4512999\)](#)
I believe this is mostly a myth.
There may be a few wizards that are both quick and team-friendly, but they are pretty rare in my observation. Technical wizardry and people/team skills just don't occur in the same person. I'm just the messenger.
Those wizards exist. I agree they aren't common, but they do exist. And the point is when you find one you should pay them whatever you need to keep them. Since replacing them will cost you more in the long run.

Re: (Score:2)

by [redmid17 \(1217076\)](#)
A good technology person in forty hours cannot replace hundreds of billable/man-hours in a fixed time. It's simply not possible.

Re: (Score:2)

by [JaredOfEuropa \(526365\)](#)
A good techie can save* 100s of man hours on a 10 man 10 week project, in 40 hours. But so can a good project manager.

*) of course time, once estimated, is used and never given back. But at least the techie will have saved you from a 30 week train wreck.

Re: (Score:2)

by [plopez \(54068\)](#)
It's a myth see. I searching for a link but it is based on an 60's study of one programming team working one afternoon. Not exactly scientific.

Re: (Score:2)

by [Gussington \(4512999\)](#)
It's a myth see. I searching for a link but it is based on an 60's study of one programming team working one afternoon. Not exactly scientific.
I've worked in a few transformation projects so seen it first hand. 6 months of failure fixed in two weeks by replacing the team with 2 guys.
Not everything in life needs 'a link to a study'...

Re: (Score:1)

by [that this is not und \(1026860\)](#)
You know as little about trench digging or plumbing as the plumber knows about what you do.

Re: (Score:2)

by [Gussington \(4512999\)](#)
You know as little about trench digging or plumbing as the plumber knows about what you do.
Having dug trenches, laid pipes, installed taps, and architected enterprise transformations I say you're wring. But hey this is the internet so there you go....

Run Logan, Run! (Score:5, Interesting)


by [Tablizer \(95088\)](#) on Monday September 18, 2017 @07:18PM (#5522497) [Journal](#)
TFA: "In terms of job opportunities, it's probably no surprise that Millennials have the edge. Those between 25-30 years old get the most job offers, reports Hired's 2017 State of Global Tech Salaries. After the age of 45, the average salary and number of job offers decline. After 50, most IT pros see a significant decline in salary in line with their experience."

Just like the NBA: churn and burn. It may be better to become a **domain expert with IT knowledge** rather than a "direct" IT expert. For example, accounting and chemistry don't change nearly as quick as direct IT. Thus, domain experience is more likely to be valued after age 45. I don't see bunches of accounting and chemistry fads equivalent to IT fads. There's no "Quarks are Obsolete! Learn NoQuarksNeeded 2.0 in 21 Days Head First Unleashed" books in the chemistry section. (Hmmm, maybe there's room for con artists in those industries.)

IT is closer to the clothing fashion industry than real topics. That's why they want younglings. I've seen several dozens of way to do plain old CRUD screens over the years. Do we really need 38 ways to do the same thing and throw out #1 thru #37 to get 38? Plus, they often grow more complicated over time, not less. De-evolution. "It's agile functional separation of scale-able and cloud-able concerns that provides nimble global synergy..." Yeah right, shuddup[1]. The cloud, for example, is often used as an excuse to do really stupid unproven shit in order to out-buzzword your competition[2]. Con artists rule over IT.

[1] and git off my lawn
[2] misspelling intentional

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Re: (Score:1)

by [Tablizer \(95088\)](#)
Quarks have nothing to do with chemistry.
True, but a good bullshit artist can convince a PHB they do.

Re: (Score:2)

by [K. S. Kyosuke \(729550\)](#)
[You wish! :-p](#) [wikipedia.org]

Re: (Score:2)

by [K. S. Kyosuke \(729550\)](#)
IT is closer to the clothing fashion industry than real topics.
[Relevant](#) [youtu.be]

Re: (Score:3)

by [swillden \(191260\)](#)
I've seen several dozens of way to do plain old CRUD screens over the years. Do we really need 38 ways to do the same thing and throw out #1 thru #37 to get 38?
Seems like the thing to do is to reach for bigger and more interesting problems and leave the CRUD screens to the newbies. If you've been around long enough to see so many variations, you have too much experience to be wasted on such things. At most you should be doing the code reviews.

Re: (Score:1)

by [Tablizer \(95088\)](#)
I like the analysis part, especially the trickier screens or flows, but want to keep a foot in the code side. Although perhaps I should let go of that final connection. It's kind of like cutting the umbilical cord to youth: I'm hesitant to admit my coding days may be finally over.

Re: (Score:2)

by [JaredOfEuropa \(526365\)](#)
If you've been around long enough, you need to take a little time to show the newbies how to do a CRUD screen instead of letting them reinvent the wheel and come up with Method #39 on their own. Proper coaching or even code reviews in IT seem to be rare. And perhaps it's related to the fact that experienced technical staff aren't valued.

[Sysadmin vs IA/Security \(Score:2\)](#)
by [nobuddy \(952985 \)](#)

Sysadmin jobs are dying off fast, but system security or Information Assurance jobs are growing fast. Same skills, different focus.

Re: (Score:1)
by [that this is not und \(1026860 \)](#)

A SysAdmin used to be called a Computer Operator.

I was a Computer Operator in the early 1980s. It involved putting up 1/2" tapes onto drives and loading jobs. I worked at a Service Bureau, which meant we did jobs that shipped in on tapes from all over the region.

The Computer Operator job got a name upgrade to 'SysAdmin' about the time mainframes went into decline and the job became one of maintaining all the computers connected together. Same basic job though. Keeping jobs going and traffic routed.

Re: (Score:1)
by [Tablizer \(95088 \)](#)

I thought devops was a waning fad already.

Just change your title around; how about "cloud deployment coordinator" instead of sys admin. Same shit but with new polish. I got it: "Cloud Synergizer"! A title that's pure PHB sugar.

Just get your MCSE (Score:1)
by [richrz \(1624799 \)](#)

and make tons of \$\$\$

Re: (Score:2)
by [Tony Isaac \(1301187 \)](#)

Yeah, I've seen those commercials too.

And if I get a resume that prominently touts MCSE, that resume gets sent to File 13 immediately. It takes more than a certificate.

Lying shits - Demand and supply are fine (Score:2)
by [FeelGood314 \(2516288 \)](#)

There are just cheap employers looking to under pay for a skill and to lazy to value it correctly. IT is hard and it really isn't that interesting to most executives. They see the accountants every day, they can see their value and more importantly evaluate their value. Sales is easy to evaluate. How many executives actually use the companies own products? That is almost the bare minimum to know what the engineers are doing and I bet less than 10% of execs do it.

Re: (Score:2)
by [HornWumpus \(783565 \)](#)

I think I can make it to 'pepperpot'. Will that do?

Re: (Score:2)
by [K. S. Kyosuke \(729550 \)](#)

On a vaguely related note, I've always wondered if Sophie Wilson's and Lynn Conway's accomplishments in almost the same field were just a coincidence...

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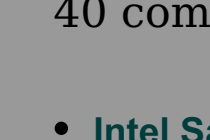
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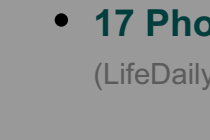
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