

Time-to-Fill Open Technology Roles In Line with National Average

Dice, a DHI Group, Inc. service, brings you the latest hiring trends and industry job vacancy data.

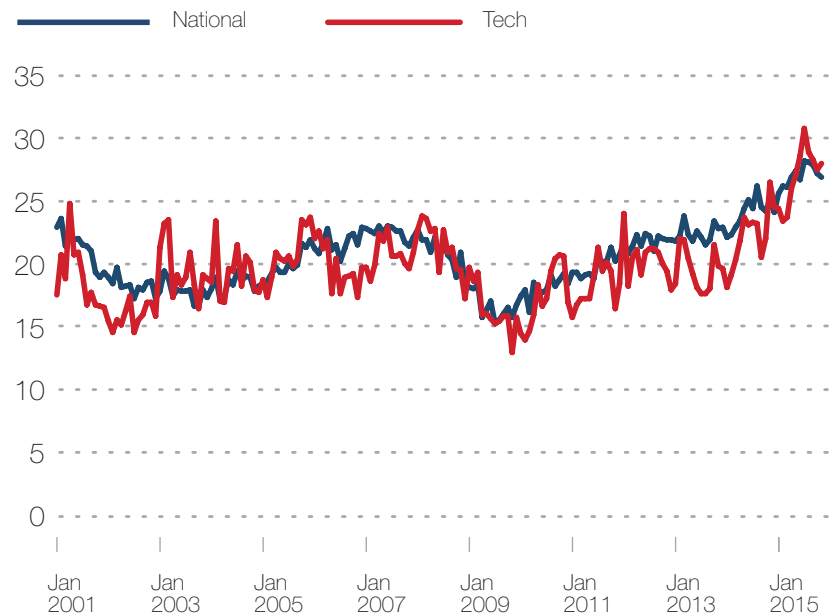
The [DHI-DFH Mean Vacancy Duration measure](#) found the average job vacancy duration of Professional and Business Services jobs was 27.1 working days in 2015, the same as the overall national average. In November, technology jobs remained open for 28.1 working days, up from 27.6 days in October.

“In 2015, our customers continually told us the market for highly-skilled professionals was competitive, giving talent the upper hand in the negotiation process and driving employers to frequently offer oversized compensation packages or perks to hire the desired candidate,” said Michael Durney, President and CEO of DHI Group, Inc.

Meanwhile, the DHI-DFH Recruiting Intensity index saw the intensity by companies to fill tech jobs declined to 0.96 from 1.00 in October.

This recruiting intensity includes actions by employers to fill a job, including payments on help wanted ads, certain recruiting methods, applicant screening process, hiring standards and the attractiveness of

DHI-DFH Mean Vacancy Duration Measure



“In 2015, our customers continually told us the market for highly-skilled professionals was competitive, giving talent the upper hand in the negotiation process and driving employers to frequently offer oversized compensation packages or perks to hire the desired candidate.”

— **Mike Durney**,
President and CEO, DHI Group, Inc.

compensation packages offered to prospective new hires.

“Technology had the best year for job creation since 2007 and key roles like security talent and software developers continue to have a plethora of opportunities,” said Bob Melk, President of Dice. “Employers who want to compete with the company across the street will have to offer competitive salaries, flexible hours or work/life balance perks to attract talent, because in demand tech pros have their pick of positions.”

2.6%

Unemployment rate for Technology professionals in December

3,800

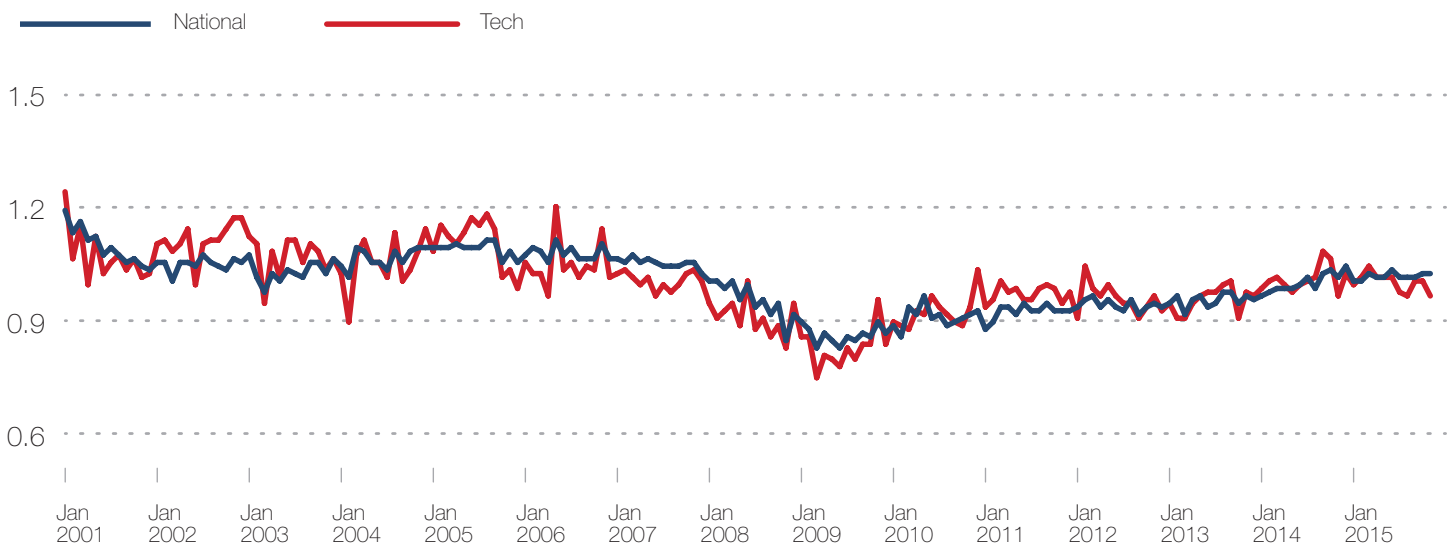
Technology professional jobs created in December

500,000

Professionals in technology leaving positions in November

Source: Bureau of Labor Statistics Establishment Survey

DHI-DFH Index of Recruiting Intensity per Vacancy



The **DHI Hiring Indicators** offer labor market insights from career provider **DHI Group, Inc.** and Dr. Steven Davis, William H. Abbott Professor of International Business and Economics at the University Of Chicago Booth School Of Business and a Visiting Fellow at the Hoover Institution.

The DHI-DFH vacancy duration measure reflects the vacancy concept in the Job Openings and Labor Turnover Survey (JOLTS) in the United States. Specifically, a job opening gets “filled” according to JOLTS when a job offer for the open position is accepted. So the vacancy duration statistics refer to the average length of time required to fill open positions. Typically, there is also a lag between the fill date and the new hire’s start date on the new job.

The Indicators include a monthly report and data release to help employers, professionals and decision makers deepen their understanding of current workforce trends.

The category of Professional and Business Services includes professional, scientific and technical activities for others. The category of Computer Systems Design and Related Services rolls into this.