



Robert Half®

Technology



2008
SALARY GUIDE



Network Security: What You and Your Skills Are Worth

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NETSECURE 2008



Company Overview

- Robert Half International
 - Founded in 1948
 - Listed as one of the best big companies, nationally and globally
 - Pioneer in specialized staffing services
- Robert Half Technology
 - Provides highly skilled IT professionals
 - Conducts ongoing research on IT workplace trends
 - Respected resource on IT hiring and employment



2008 Salary Guide

Our sources:

- Network of 100+ offices across North America
- Expertise of our account executives
- Ongoing *IT Hiring Index* surveys
- Government data
- News and trade publications



IT Hiring Environment

- IT Talent: Supply and demand
- Networking/Security salaries
- Skills and abilities in demand
- Compensation and benefits issues



Why It's a Good Time to Be in IT

According to the U.S. Department of Labor's Bureau of Labor Statistics:

- IT is the fastest growing sector of the U.S. economy
- More than 1 million jobs projected to be added from 2004-2014
- Five of the 30 occupations projected to grow the fastest by 2016 are IT-related

From McKinsey & Co.:

- Over the next 30 years, the demand for experienced IT professionals aged 35-45 will grow by 25% while supply shrinks by 15%

From a fall 2007 Society for Information Management survey of senior IT executives:

- 51% of respondents cited "attract, develop and retain IT professionals" as a top concern



IT Hiring: Scanning the Headlines

- **IT Employment Rises to New Heights**

CIO INSIGHT

“Unemployment among business-technology professionals has fallen to a decade low as the size of the IT workforce has risen to a record level in 2007...” (1/8/08)

- **Online Job Ads Up in September,
Demand For Computing Experts High**

InformationWeek

“...technical workers, as well as managers, continued to experience the highest number of openings compared to other industries.” (10/2/07)

- **IT Pay Under Pressure**

COMPUTERWORLD

“According to Computerworld’s 21st Annual Salary Survey, IT pay kicked up an average of 3.7% in 2007 and has been trending upward since 2002. The Robert Half Technology 2008 Salary Guide predicts that starting salaries will increase by an average of 5% in 2008.” (12/31/2007)



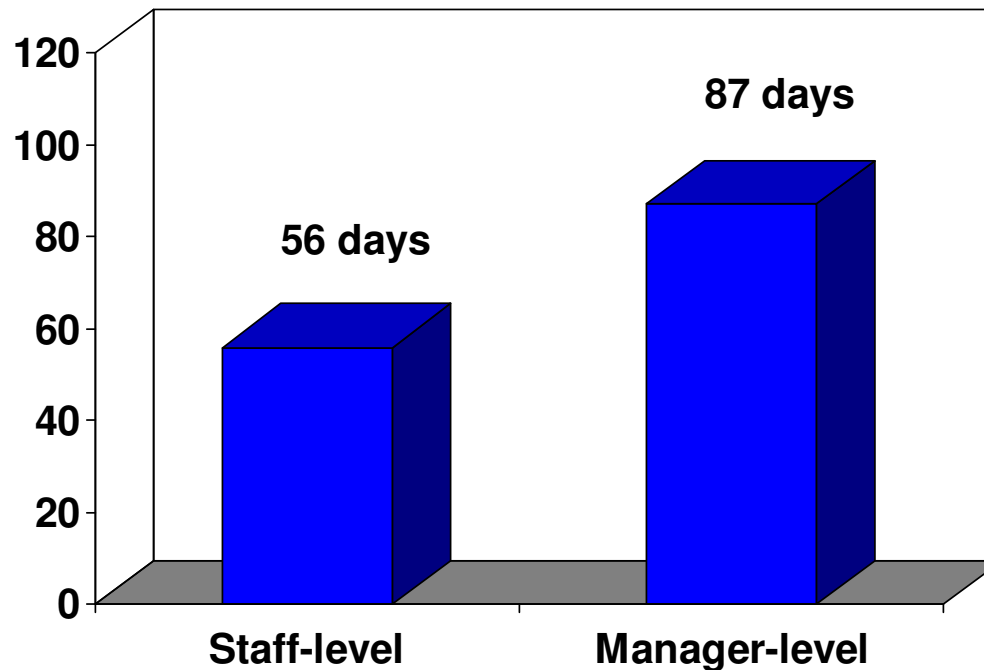
The Hiring Environment

- Demand for skilled IT professionals continues to increase
- Supply of talent is dwindling, making it difficult to recruit and retain IT staff
 - Millions of baby boomers are poised to retire “in large numbers” by the end of the decade
 - Enrollment in IT programs at the undergraduate level continues to drop in the United States
 - Huge growth of IT jobs in coming years



The Hiring Environment

CIOs were asked, “**How long does it take, on average, to fill a full-time staff-level position and a full-time manager-level position within your IT department?**”



Source: Robert Half Technology 2006 survey of more than 1,400 CIOs from companies with more than 100 employees. CIOs were allowed multiple responses.



Counteroffers Common

- After an employee gives his/her notice, most companies try to win them back. According to a survey by another division of Robert Half International, counteroffers are very common ...
- Those surveyed were asked, **“If a high-performing employee quit to accept a more lucrative job offer, how likely is it that you would make a counteroffer?”** Their responses:

Very likely	25%
Somewhat likely	38%
Not very likely	24%
Not at all likely	11%
Other/don't know	2%
- However, studies have shown that up to 80% of the people who accept a counteroffer leave within six months to one year – either by being let go or voluntarily



The Hiring Environment

- Initiatives driving IT hiring
 - Network and desktop security
 - Applications and web development
 - Wireless communication
 - Business intelligence
 - New investments
 - Database administration and management



IT Compensation

- Businesses are increasing compensation levels for new hires at nearly all levels of experience
- Average starting salaries in the United States are expected to increase **5.3 percent** in 2008
- High-demand positions are projected to receive base compensation increases of **7 percent or more**



Networking (Chicago)

Title	Low	High	% incr.*
Network Architect	\$ 102,090	\$ 145,448	5.8%
Network Manager	\$ 91,635	\$ 121,155	7.0%
Network Engineer	\$ 82,718	\$ 115,005	3.0%

*% increase over 2007 projection

Add 12 percent for Cisco network administration skills, 10 percent for Linux/Unix administration skills, 10 percent for Windows 2000/2003/XP skills and 10 percent for Voice over Internet Protocol administration skills.



Security (Chicago)

Title	Low	High	% incr.*
Data Security Analyst	\$ 93,250	\$ 127,920	4.9%
Systems Security Admin.	\$ 90,405	\$ 127,305	4.0%
Network Security Admin.	\$ 89,483	\$ 126,690	4.5%

*% increase over 2007 projection

Add 12 percent for Cisco network administration skills, 10 percent for Linux/Unix administration skills and 10 percent for Check Point firewall administration skills.



The Value of Certifications

- Demonstrate an individual's technology or practice expertise, and dedication to life-long learning
- Proof of skills verification
- Can improve organizational performance
- Provide greatest value when accompanied by practical work experience

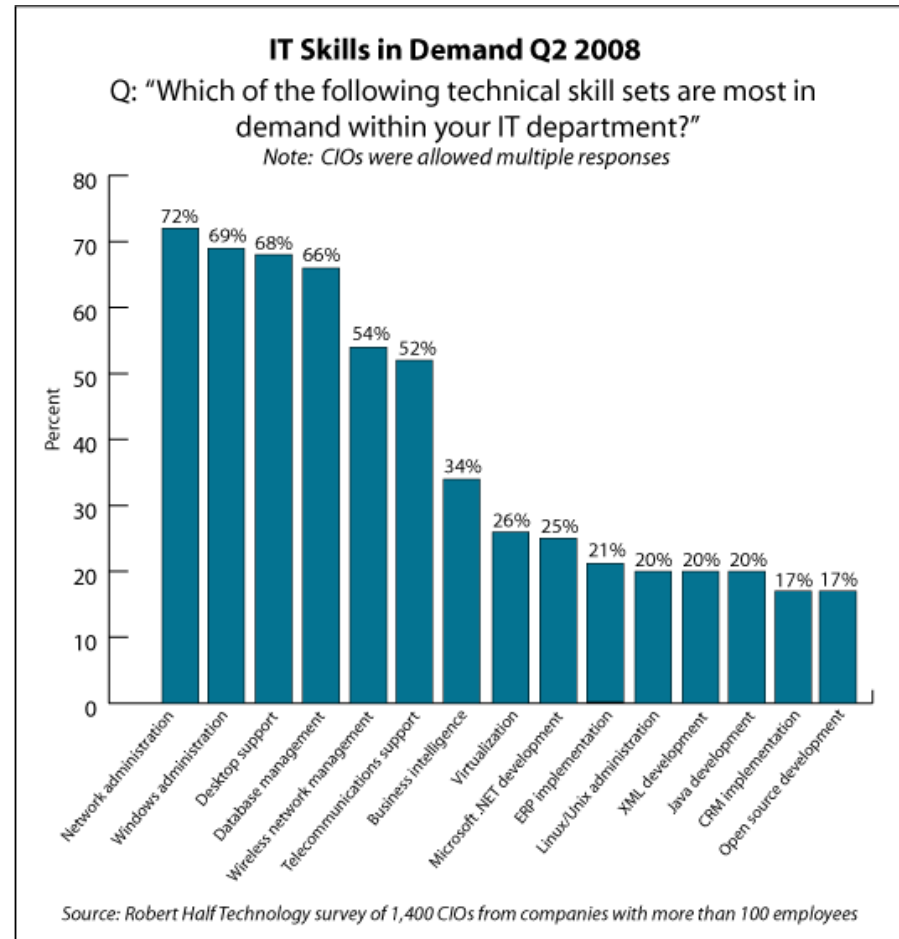


Certifications

- Certifications that focus on security are garnering great interest
- The value of vendor-neutral certifications (e.g., CISSP)
- Versus vendor specific
 - Microsoft
 - Cisco
- Demand for certifications is constantly evolving along with new and maturing technologies -- **experience will always trump certification**



Technical Skills in Demand



Source: Robert Half Technology IT Hiring Index and Skills Report, March 2008. CIOs were allowed multiple responses.

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Network Security Skills

“In virtually every job description I’ve seen in the last six months, there’s been some use of the word security in there. Employers are asking for the ability to create a secure environment whether the person is running the e-mail server or doing software development. It’s becoming part of the job description.”

-- Howard Schmidt

President of the Information Systems Security Association



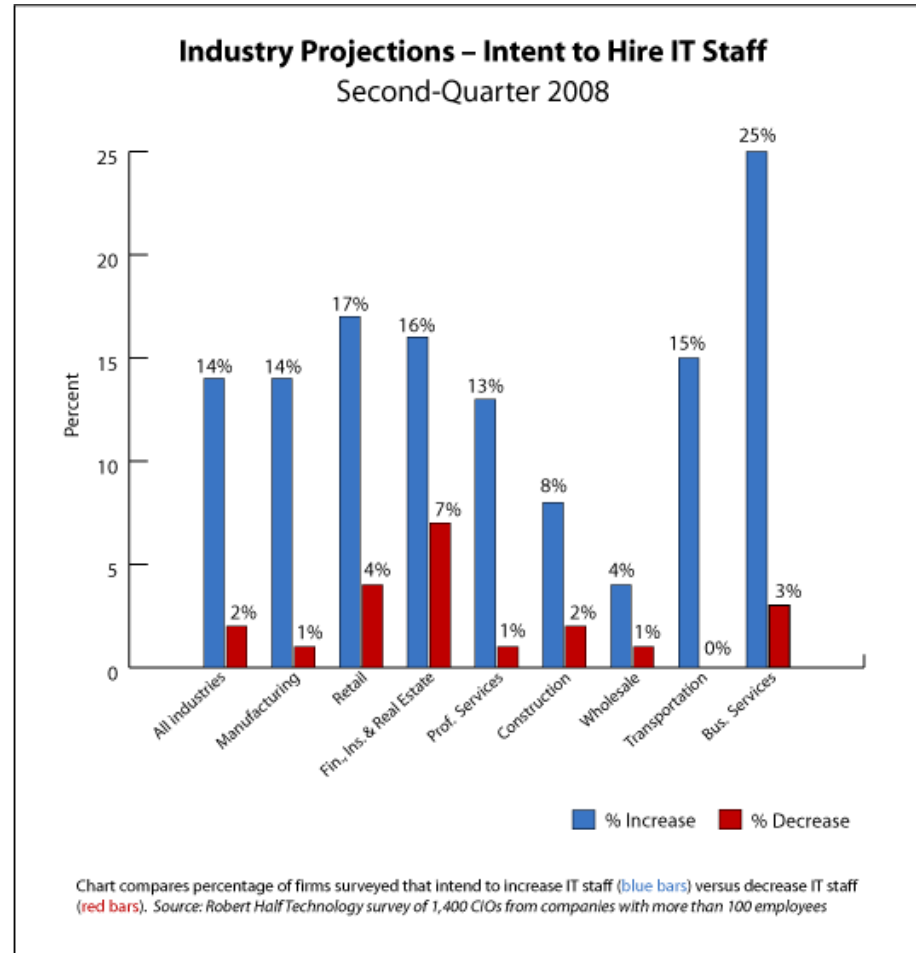
Network Security

- Nearly three-fourths of IT professionals identified security as the IT skill most important to their organization today
- Just 57 percent of respondents said they believed their IT employees were proficient in such skills
- Providing training and incentive programs were the top two remedies IT managers cited for keeping employees' skills sharp
- IT managers polled also believe there is a lack of qualified security candidates overall

*Source: "Skills Gaps in the World's IT Workforce: A CompTIA International Research Study,"
February 2008*



Hot Industries



Source: Robert Half Technology IT Hiring Index and Skills Report, March 2008. CIOs were allowed multiple responses.

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IT Compensation

- Trends affecting compensation
 - Shift toward variable pay
 - Incentives, bonuses, commissions, profit sharing or lump sums are awarded periodically in addition to base salary
 - Dependent on employee and company performance



Your Leading Resource

- Additional information on hiring, retention and staff management issues
- Complimentary publications include the *Glossary of Job Descriptions for Information Technology*, *Hiring Smart*, *Keeping your Best People* and more



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