# SUPPLY & DEMAND PORTAL

## Supply & Demand Report

Job Title: Java Engineer
Timeframe: October 2013 to March 2014
Filters Applied:
  • Occupations : Computer Software Engineers, Applications
  • Metro Areas : San Francisco Bay Area
Report Date: April 30, 2014

## DECISION TOOLBOX

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# Why CareerBuilder Talent Intelligence?

CareerBuilder is uniquely positioned to satisfy needs for talent intelligence. Through its proprietary databases and partner network, CareerBuilder data encompasses:

- 51 million active candidates
- 135 million worker profiles
- 19 million salary data points

CareerBuilder databases are updated daily, providing detailed information on job seekers in real-time. Data is provided by the job seekers themselves through resumes, registration, and applicant experience surveys. This labor 'supply-side' data is then matched to categories using our proprietary technology and validated using statistical analysis and external benchmarks. The data can be filtered by demographic categories including education, experience, EEO protected categories and salary ranges.

Our partner, EMSI, Inc. provides benchmarking data on the total US workforce of 135 million people. Their data is similar to that used by the Bureau of Labor Statistics and organizes the labor force into Standard Occupation Classifications (SOCs) and geographically into Metropolitan Statistical Areas (MSAs). The main difference is that EMSI uses modeling and survey sampling techniques to update their data; the BLS tends to run 1-2 years behind while EMSI data benchmarks are current to the most recent full calendar month. Using EMSI for benchmarking improves the relevancy of CareerBuilder's data as it is more up to date than public sources and the information has been checked against real-world conditions whereas many other data aggregators cannot do this.

The labor 'demand-side' data goes beyond just CareerBuilder job postings to cover 90 percent of the current online job market. CareerBuilder partners with a third-party data aggregator to gather all jobs posted to a variety of sites including job boards, corporate careers websites, and recruiter businesses. Once collected, proprietary CareerBuilder processes remove duplicate job postings, categorize jobs into SOCs and MSAs, and separate recruiter business postings from those posted directly by companies. In total, the data tracks about 2.7 million unique job postings per month.

Together, these data sources give CareerBuilder a deeper insight into how the labor supply interacts with the demand for their services.

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# DATA AVAILABLE and PRACTICAL USES

**Put science behind your recruiting efforts.**

Today's economy demands that firms recruit the best talent efficiently and at a low cost. CareerBuilder's Supply & Demand products provide strategic intelligence on labor markets and the competition for talent. This data will help you to outmaneuver your talent competitors by analyzing where the greatest supply of your target talent is, where the demand is the least, and who else is looking for the talent.

Empowered with such intelligence, you can maximize your recruitment spend and stop wasting time and money on strategies that push you into the most competition with the least amount of supply.

**What makes this report unique?**

**Full data set** - In addition to accessing our CareerBuilder network jobs and resume database, we partner with EMSI and a Third Party aggregator to provide:

- 65 million jobs over the last two years
- 135 million worker profiles

**Improved search and reach**

- For keyword: search by industry, job title or skill
- For location: search nationwide or focus on just one city
- Beyond CareerBuilder data, we cover 90% of the online job market
- Capability to search by high level categories or granular skills, programs, or systems on both job descriptions and active resumes

**Flexibility and customization**

- View data as a visual chart or graph and view raw numbers in a table
- Choose filters on Standard Occupation Classification, industry, or company

**One-stop shop data source**

- Active job seekers
- Passive workforce
- Companies that are posting jobs

**How can this information be used?**

- **Strategic sourcing:** advertise in the markets with the most favorable ratio of job postings to active job seekers
- **Education:** provide data that will help when partnering with hiring managers to strategize recruitment engagements
- **Personnel forecasting:** anticipate talent shortfalls and resolve them before they happen
- **Site selection:** assess the labor market before investing in a new location

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# CONTENT OVERVIEW

## Supply & Demand Report Overview

**Java Engineer**
**October 2013 to March 2014**

| Supply | Demand |
|--------|--------|
| **520** | **6,485** |
| **Active Candidates** | **Job Postings** |

**23,306** Total Available Workforce

**23,306** Computer Software Engineers, Applications

**Hiring Indicator**
**24**

Harder to Recruit                    Easier to Recruit

## (1) Supply

The Supply data set is a combination of information which candidates have shared with CareerBuilder.com or CareerBuilder niche sites. The active candidates reported represents a de-duplicated data set of job seekers who completed any of the below actions on the CareerBuilder Network:

- Registered on web site as a user
- Posted a resume – private, public or anonymous
- Modified their resume - private, public or anonymous
- Applied to a job using saved resume
- Applied to a job via email with resume as attachment

## (2) Demand

The Demand data set is provided by a third party aggregator that collects job postings from multiple websites. The data is deduplicated so that the results display the number of unique job postings.

## (3) Total Available Workers

The Total Available Workforce shows the count of people currently in this role including active and passive. This data is representing 135 million worker profiles that our partner, EMSI, consolidates and categorizes into the Standard Occupation Classification system.

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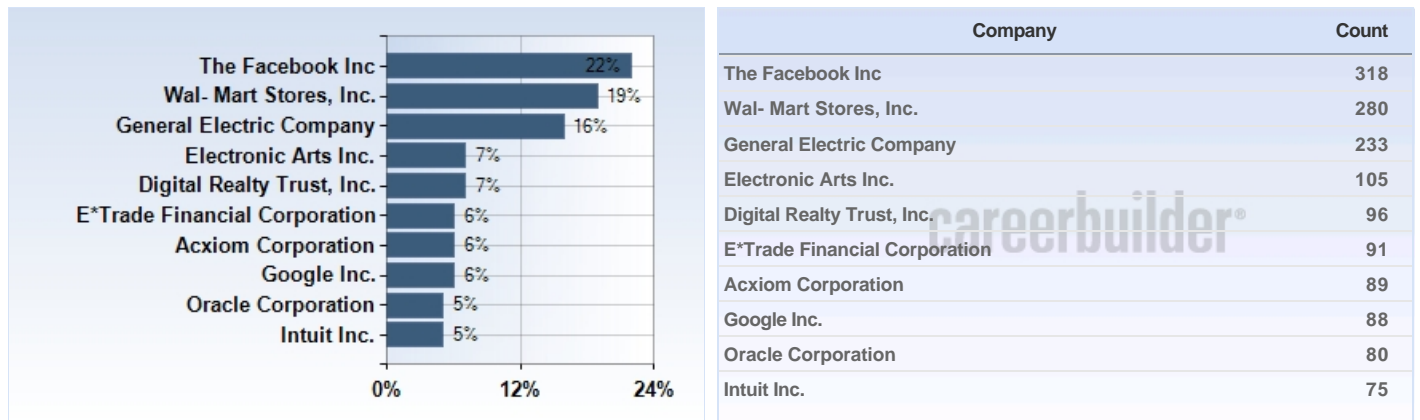# Demand Trends of Top Companies and Job Titles

## Job Posting Trend Over Last 24 Months

Demand for Job Seekers: Below are the job posting trends over past 24 months for Java Engineer in San Francisco Bay Area.
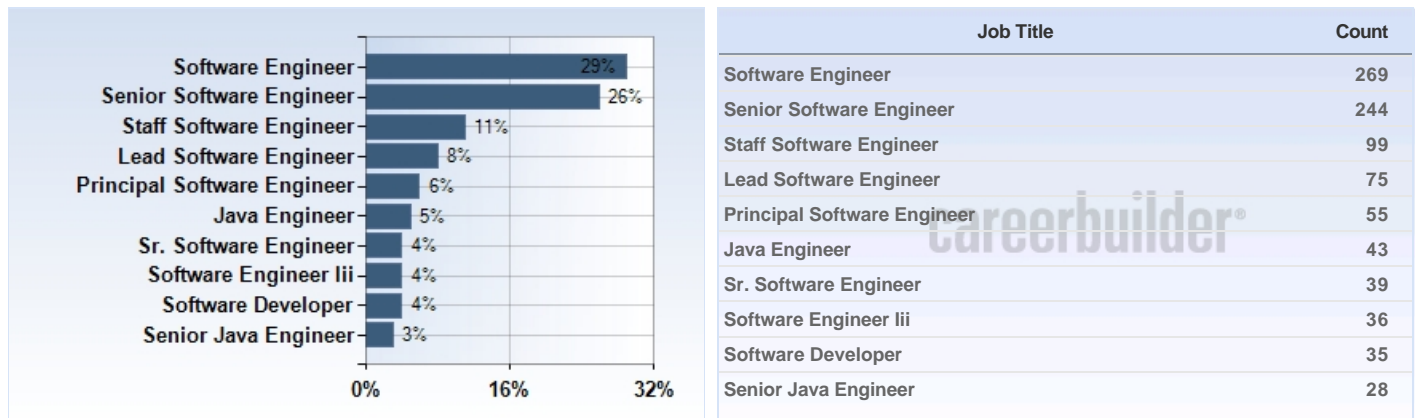


## Top Job Posters For Last 6 Months

Demand for Job Seekers: Below are the top 10 companies posting jobs between October 2013 and March 2014 for Java Engineer in San Francisco Bay Area.



| Company | Count |
|---|---|
| The Facebook Inc | 318 |
| Wal- Mart Stores, Inc. | 280 |
| General Electric Company | 233 |
| Electronic Arts Inc. | 105 |
| Digital Realty Trust, Inc. | 96 |
| E*Trade Financial Corporation | 91 |
| Acxiom Corporation | 89 |
| Google Inc. | 88 |
| Oracle Corporation | 80 |
| Intuit Inc. | 75 |

## Top Job Titles For Last 6 Months

Demand for Job Seekers: Below are the top 10 similar job titles that companies have posted between October 2013 and March 2014.



| Job Title | Count |
|---|---|
| Software Engineer | 269 |
| Senior Software Engineer | 244 |
| Staff Software Engineer | 99 |
| Lead Software Engineer | 75 |
| Principal Software Engineer | 55 |
| Java Engineer | 43 |
| Sr. Software Engineer | 39 |
| Software Engineer Iii | 36 |
| Software Developer | 35 |
| Senior Java Engineer | 28 |

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# Demand Trends of Top Industries, States, MSAs and Cities

## Jobs Posted in Top Industries For Last 6 Months

Demand for Job Seekers: Below are the top 10 industries' companies reside in that have posted for Java Engineer in San Francisco Bay Area.
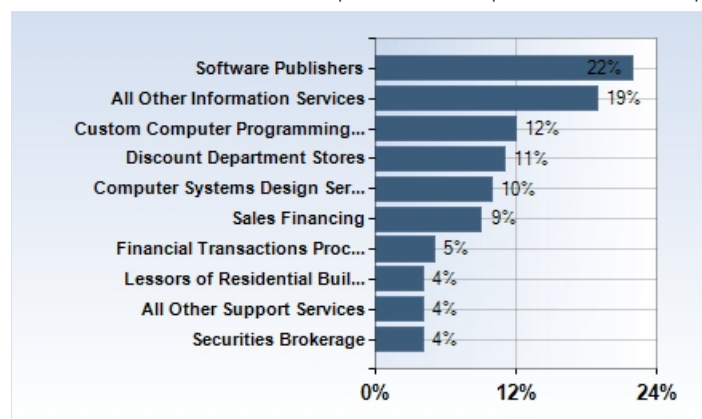
| Industry (NAICS) | Count |
|---|---|
| Software Publishers | 561 |
| All Other Information Services | 468 |
| Custom Computer Programming Services | 301 |
| Discount Department Stores | 280 |
| Computer Systems Design Services | 255 |
| Sales Financing | 233 |
| Financial Transactions Processing, Reserve, and Clearinghouse Activities | 125 |
| Lessors of Residential Buildings and Dwellings | 96 |
| All Other Support Services | 94 |
| Securities Brokerage | 93 |

## Jobs Posted in Top States and MSAs For Last 6 Months

Demand for Job Seekers: Below are the top 10 states and metropolitan statistical areas for Java Engineer between October 2013 and March 2014.

| State | Count |
|---|---|
| California | 30,731 |
| Washington | 18,793 |
| Massachusetts | 7,522 |
| Virginia | 7,268 |
| New York | 6,877 |
| Texas | 6,395 |
| Maryland | 6,144 |
| Illinois | 3,570 |
| Georgia | 3,232 |
| Colorado | 2,888 |

| Metro Area (MSA) | Count |
|---|---|
| Greater Seattle Area | 18,625 |
| San Jose California Area | 10,066 |
| Greater New York City Area | 7,928 |
| Greater Boston Area | 6,850 |
| San Francisco Bay Area | 6,485 |
| Washington D.C. Metro Area | 5,518 |
| Baltimore Maryland Area | 4,764 |
| Greater Los Angeles Area | 3,877 |
| Greater Chicago Area | 2,919 |
| Portland Oregon Area | 1,873 |

## Jobs Posted in Top Cities For Last 6 Months

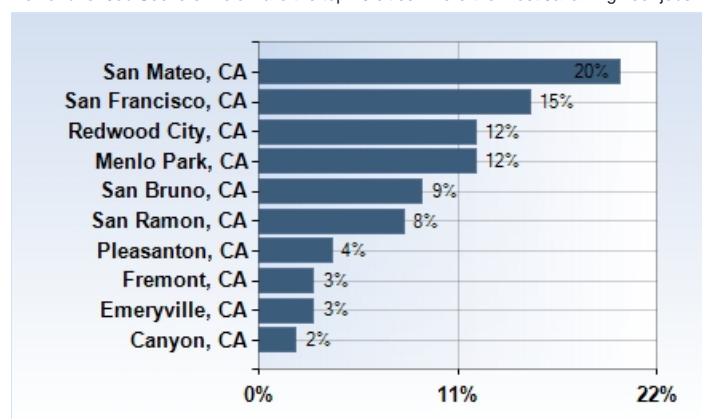Demand for Job Seekers: Below are the top 10 cities where the most Java Engineer jobs have been posted between October 2013 and March 2014.

| City, State | Count |
|---|---|
| San Mateo, CA | 1,232 |
| San Francisco, CA | 956 |
| Redwood City, CA | 772 |
| Menlo Park, CA | 749 |
| San Bruno, CA | 590 |
| San Ramon, CA | 503 |
| Pleasanton, CA | 277 |
| Fremont, CA | 182 |
| Emeryville, CA | 178 |
| Canyon, CA | 119 |

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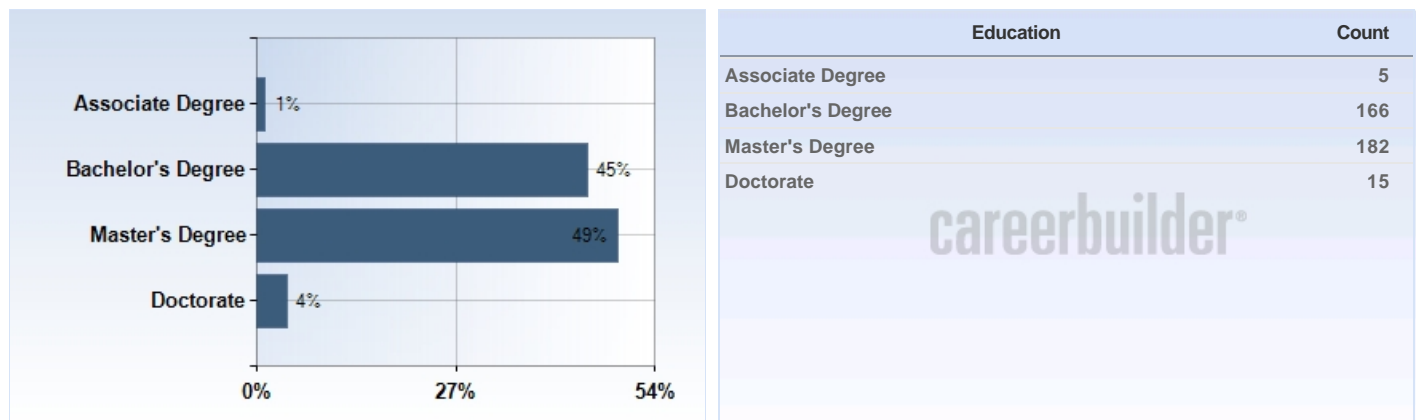# Supply Trends of Education Level and Experience

## Active Workforce Trend Over Last 24 Months

Supply of Job Seekers: Below are the active workforce trends over past 24 months for Java Engineer in San Francisco Bay Area.
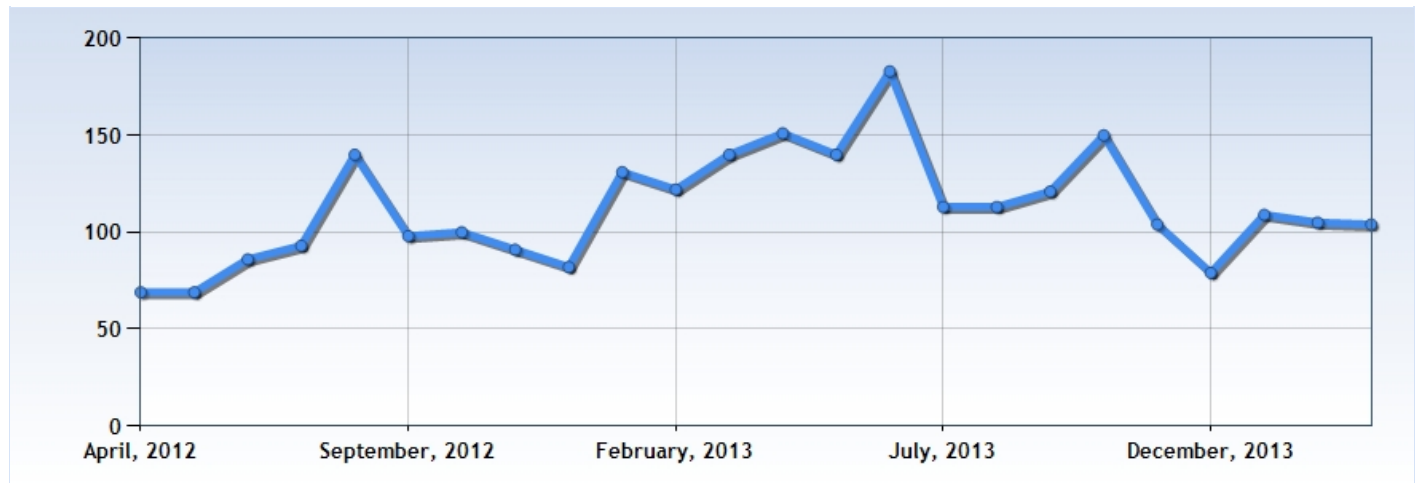


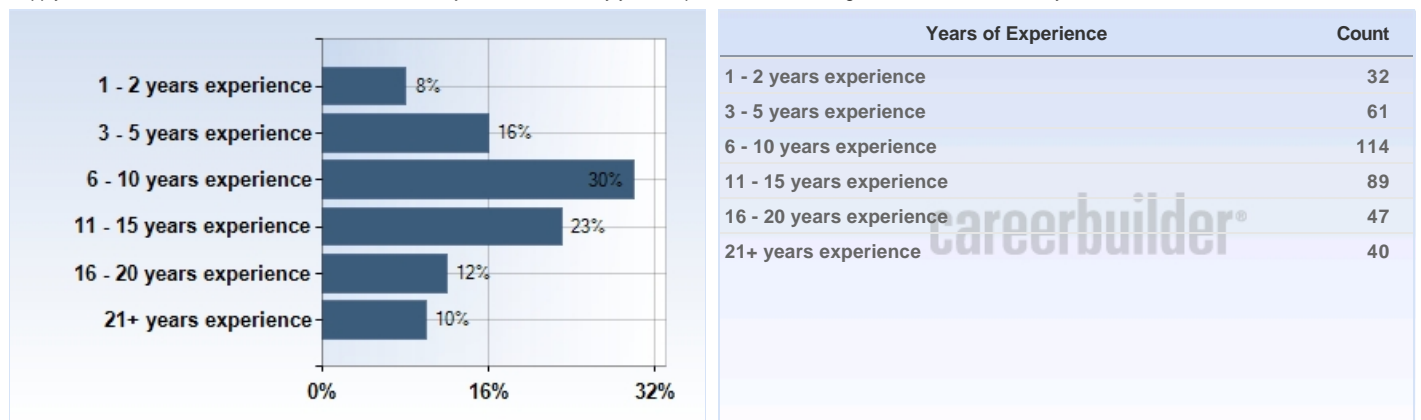## Active Workforce by Education Level For Last 6 Months

Supply of Job Seekers: Below are the counts of available job seekers listed by highest education level achieved for Java Engineer in San Francisco Bay Area.



| Education | Count |
|---|---|
| Associate Degree | 5 |
| Bachelor's Degree | 166 |
| Master's Degree | 182 |
| Doctorate | 15 |

Reporting 368 out of 520 total responses.

## Active Workforce by Years of Experience For Last 6 Months

Supply of Job Seekers: Below are the counts of available job seekers listed by years experience for Java Engineer in San Francisco Bay Area.



| Years of Experience | Count |
|---|---|
| 1 - 2 years experience | 32 |
| 3 - 5 years experience | 61 |
| 6 - 10 years experience | 114 |
| 11 - 15 years experience | 89 |
| 16 - 20 years experience | 47 |
| 21+ years experience | 40 |

Reporting 383 out of 520 total responses.

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# Supply Trends of Top States, MSAs and Cities

## Active Workforce in Top States and MSAs For Last 6 Months

Supply of Job Seekers: Below are the top 10 states and metropolitan statistical areas where Java Engineer job seekers live between October 2013 and March 2014.

| State | Count |
|---|---|
| California | 2,642 |
| Texas | 1,483 |
| Illinois | 1,008 |
| New York | 855 |
| Florida | 833 |
| New Jersey | 804 |
| Virginia | 719 |
| Georgia | 718 |
| Maryland | 555 |
| Massachusetts | 542 |

| Metro Area (MSA) | Count |
|---|---|
| Greater New York City Area | 1,060 |
| Washington D.C. Metro Area | 811 |
| Greater Chicago Area | 677 |
| Dallas/Fort Worth Area | 661 |
| Greater Los Angeles Area | 619 |
| San Jose California Area | 612 |
| Greater Atlanta Area | 521 |
| San Francisco Bay Area | 520 |
| Greater Boston Area | 390 |
| Greater Seattle Area | 380 |

## Active Workforce in Top Cities For Last 6 Months

Supply of Job Seekers: Below are the top 10 cities where Java Engineer job seekers live.



Bar chart – percentages:
- San Francisco, CA: 28%
- Fremont, CA: 22%
- San Mateo, CA: 7%
- San Ramon, CA: 7%
- Redwood City, CA: 5%
- Oakland, CA: 4%
- Dublin, CA: 3%
- San Leandro, CA: 2%
- Pleasanton, CA: 2%
- Menlo Park, CA: 2%

| City, State | Count |
|---|---|
| San Francisco, CA | 130 |
| Fremont, CA | 102 |
| San Mateo, CA | 34 |
| San Ramon, CA | 33 |
| Redwood City, CA | 21 |
| Oakland, CA | 18 |
| Dublin, CA | 13 |
| San Leandro, CA | 11 |
| Pleasanton, CA | 11 |
| Menlo Park, CA | 11 |

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