



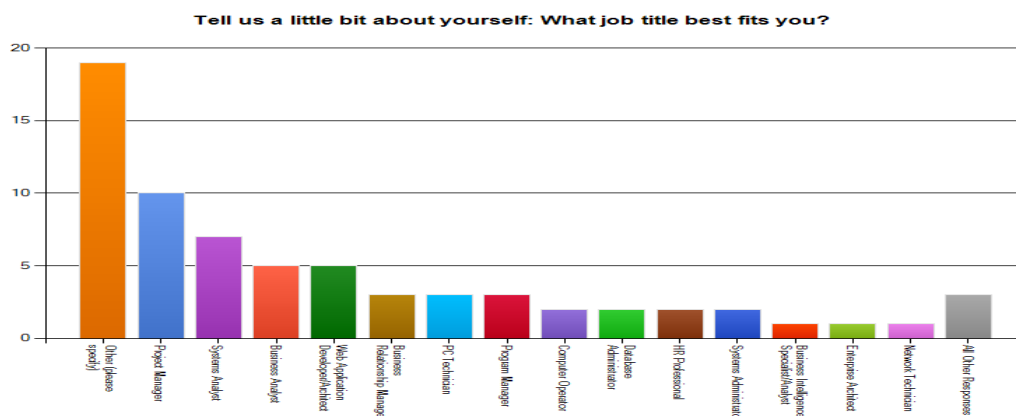
IT Job Seeker Survey Report

In October 2010 we asked job seekers to take a short 3-minute online survey to let us know how we could help them. The main objective of the survey was to obtain feedback that we could use to assist job seekers. This information not only provides a resource to meet our needs, it measures the effectiveness of our services along with suggestions for improvements. The survey contained Eight (8) questions. The total sample size for this survey consisted of 69 participants.

Question 1: Tell us a little bit about yourself: What job title best fits you? There were 39 possible IT job categories a participant could select to best describe their current job. The following list the top 5 job titles by the percent of participants from highest to lowest.

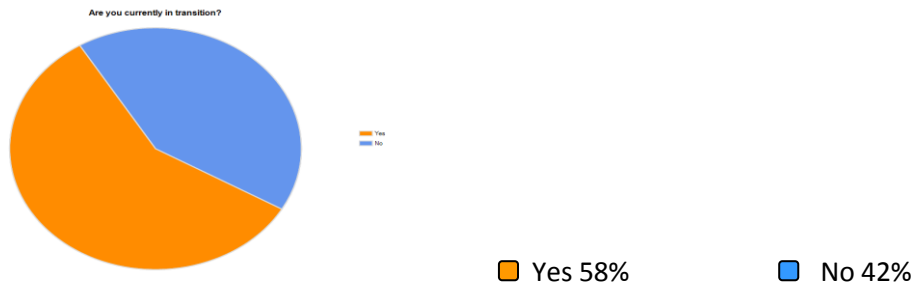
- Other 27.5%
- Project Manager 14.5%
- Systems Analyst 10.1%
- Business Analyst 7.2%
- Web Application
- Developer/Architect 7.2%

The graph shows the number of participants selecting common job titles.



Refer to the Appendix for a complete listing of job titles contained in the survey.

Question 2: **Are you currently in transition?** This was a multiple choice question Yes or No. Results:

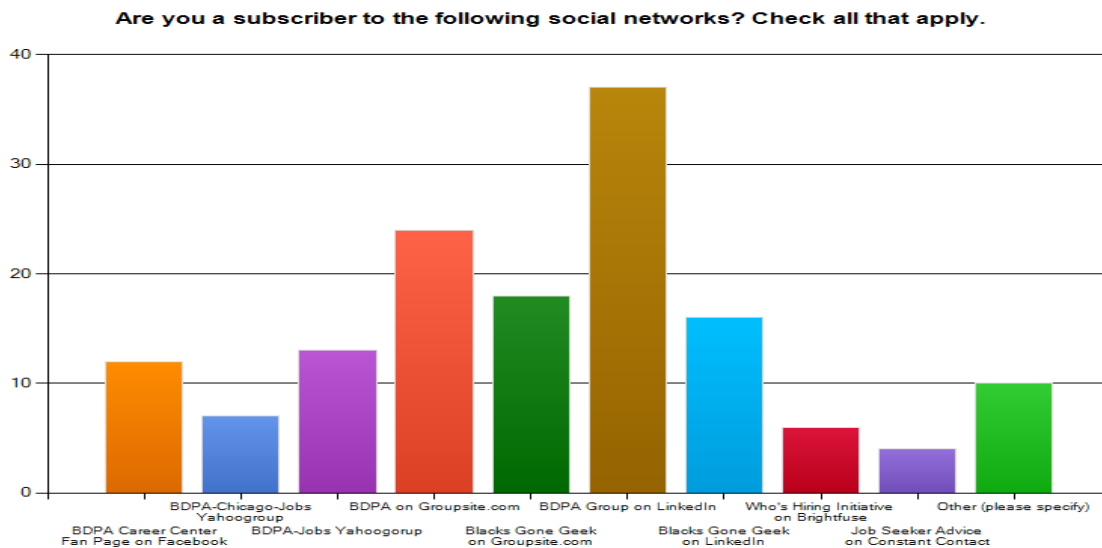


Question 3: **What is your career objective?** Only 60 participants responded to this question while 9 skipped the question. The Appendix contains detail answers for this question.

Question 4: **Are you a subscriber to the following social networks?** Check all that apply. Nine social networks were listed; seven were BDPA groups along with Brightfuse, Constant Contacts, and Other. The following list the top 5 social networks by the percent of participant’s subscribers from highest to lowest.

- BDPA Group on LinkedIn 53.6%
- BDPA on Groupsite.com 34.8%
- Blacks Gone Geek on Groupsite.com 26.1%
- Blacks Gone Geek on LinkedIn 23.2%
- BDPA-Jobs Yahoogroup 18.8%

The graph for question 4 shows the number of participant subscribers:



Question 5: What job seeker services would you like to see more of?

- Responses Received 53 participants
- Question Skipped 16 participants

Detailed responses for question 5 are listed in the Appendix.

Question 6: Is there anything we should stop doing?

- Responses Received 41 participants
- Question Skipped 28 participants

Detailed responses for question 6 are listed in the Appendix.

Question 7: How can we help you? What is the one thing we can do to help you advance your career today?

- Responses Received 69 participants
- Question Skipped 0 participants

Detailed responses for question 7 are listed in the Appendix.

Question 8: Would you like to participate in small group career coaching sessions? If so, please provide your contact information and area of interest below.

- Name and email addresses provided 33 participants
- Not willing to participate at this time. 36 participants

Objectives:

The survey results indicate job seekers at all levels are looking for ways to advance their careers. This could be with their current employers or by seeking new employment opportunities. While the participants had varied job titles their career objects were similar in that a change would facilitate improvement. Common objectives included Business Analyst, Project Manager, IT Director, and CIO's.

Services:

The services job seekers felt would help included requests for internships, professional seminars and workshops, career coaching, resume preparation and interviewing techniques. Networking,

Entrepreneurial skills, and services for senior management in addition to basic skill development were considered vital services to meet the demands of the economy.

Stop:

When asked is there anything we should stop doing the majority of the job seekers said no. There were several times when they admittedly did not know enough about what we offer, and could not suggest eliminating anything. Of course there were some suggestions to stop or change the way information is exchanged and you can view specific details in the Appendix of this document.

Assist in Career Advancement

Introduction to hiring companies and managers, training, more networking events, were some of the needs job seekers felt would benefit their career advancement. More personalized services or skills were referenced numerous times. Job seekers felt that we should advise when their skills did not match available jobs. They were looking for more feedback on what they need to do to market their skills. Of course there were several comments that indicate we are meeting their needs and expectations already.

Observations:

In my opinion, the results of this survey should provide a wealth of information that we can use to enhance the services we currently offer. Many job seekers were looking for us to provide additional resources that are already available to them now. The question might be how can they tap into the current services and apply the information to their specific needs. Another point to mention would be how to get job seekers more involved with so that they are aware of the tools and resources available. Volunteering is a great way to start. Getting involved in what is going on is another method of networking. I recently became aware of a phrase I never heard in my entire working career "Your elevator pitch." Simply what can you say about yourself in 3 minutes or less to market your skills to a person you meet for the first time. Every job seeker should have their own "Elevator Pitch," some like me may have never heard this phrase and probably is oblivious to how important those 3 minutes can be in landing a job. I guarantee you if asked, many job seekers could not make an effective elevator pitch that would give a lasting impression. This technique was introduced to me during a Focus Group for job seekers. Maybe we can explore additional methods to reach out to other job seekers and share this type of knowledge.

All participants answered yes to subscribing to at least one social network, are they using this resource for career networking? Most if not all of these social networking sites provide information about current trends in the job market and contain job listing. The real question to ask is do job seekers use social networking to their advantage when it pertains to jobs? Maybe a course in how to network and make it work for career advancement may help job seekers take a different approach in their job search.

Originally, social networks were created as a means to communicate with people that share a common interest. Now sites are being used for more than keeping in touch. Many businesses today are using social networking as a means of advertising their Company. Job seekers should explore the possible ways social networks can be beneficial to their job search. Career Coaching is another resource that is being offered by many organizations, groups, and independent consultants market their skills and knowledge by working with job seekers to help other find new job opportunities. Visit BDPA's Career Center and the Career Coaching link on Blacks Gone Geek website to see what resources are available that you might need to help step up your job search.

Several job seekers commented that they wanted us to find them jobs that fit or introduce them to the appropriate hiring managers. While our websites provide a wealth of information on a wide range of topics and tools job seekers want more personalized service. These are the types of comments we need to hear to determine how we can better help job seekers.

Today's job market is a very competitive industry and some job seekers may find it harder to find employment. The longer it takes a person actively seeking employment can affect their confidence and make them questions their abilities. Job seekers that have lost their jobs to outsourcing and downsizing after years of working for a company find it devastating to be unemployed. Seasoned workers are now faced with competing with newer technologies and what seems like a multitude of people applying for the same positions. This is the current job situation and changing how you approach your job search may increase the chances of finding the right fit. No one can sell your skills better than you so learn the tips and techniques to landing your next job. We offer resources to point you in the direction but only you can take the steps to achieve your goals. Don't get discouraged.

In summary, I feel this survey has provided good feedback from job seekers that we can use to evaluate our current services. Some participant's comments indicate limited knowledge of our services. First we should investigate how to educate these job seekers on the services available to them. Invite them to participate by volunteering, becoming members, or seeking out a Career Coach to assist them. Many participants in the survey said they are delighted with our services and feel we are moving in the right direction. Get involved!

1. Tell us a little bit about yourself: What job title best fits you?

	<u>Percent</u>	<u>Count</u>
Account Executive	0.0%	0
Application Test Engineer	0.0%	0
Business Analyst	7.2%	5
Business Intelligence Specialist/Analyst	1.4%	1
Business Process Engineer	0.0%	0
Business Relationship Manager	4.3%	3
Compliance	0.0%	0
Computer Operator	2.9%	2
Content Manager	0.0%	0
Database Administrator	2.9%	2
Data Architect	0.0%	0
Employee Relations Personnel	0.0%	0
Enterprise Architect	1.4%	1
Health Care Administrator	0.0%	0
HR Professional	2.9%	2
Information Systems Auditor	0.0%	0
Infrastructure Architect	0.0%	0
Internet Marketing Specialist	0.0%	0
Network Technician	1.4%	1
PC Technician	4.3%	3
Process Engineer	0.0%	0
Program Manager	4.3%	3
Programmer	1.4%	1
Project Manager	14.5%	10
Quality Senior IT Auditor	0.0%	0
Security Administrator and Data Restore Analyst	0.0%	0
Security Analyst	1.4%	1
Storage Engineer (SAN)	0.0%	0
Systems Administrator	2.9%	2
Systems Analyst	10.1%	7
Systems Architect	1.4%	1
Technical Writer	0.0%	0
Test Engineer	0.0%	0
Validation Analyst	0.0%	0
Validation Software Facilitator	0.0%	0
Validation Test Case Writer	0.0%	0
Virtualization and Cloud Computing Positions	0.0%	0
Web Application Developer/Architect	7.2%	5
Other (please specify)	27.5%	19

3. What is your career objective.

1. To find a company that suits my life style more completely.
2. To Retire and have a pension.
3. To become a Sr. Systems Analyst and to develop my Project Management skills and obtain my PMP certification.
4. Board of Directors of my current company
5. Become a project manager. (3)
6. IT management position managing PM and/or Service Delivery
7. To secure an IT position with a stable or upwardly mobile company.
8. Preferably a 12 month PM contract
9. Project Management role with consulting firms - small to large, such as Accenture, Deloitte. Industry focus - Healthcare, Hospitals, Nutrition, Medical Devices and Pharmacy
10. HR and or a recruiting position
11. Get back to work and set my retirement.
12. Gaining experience outside of the classroom.
13. My career objective is to find a position in web application development utilizing the major technologies in play such as AJAX, Ruby on Rails, PHP, Java
14. Become a SAP Manager
15. To find a full time position in network security.
16. Obtain a position in web design and marketing
17. Accomplished IT professional seeking a leadership position that would maximize my strong skills in the areas of staff and project management; full systems development life cycle; client interface and training. Capable and willing to manage both new and old technology solutions to advance your organization.
18. Become a CIO (3)
19. My main objective is to look for employment in any of the three main categories: Administrative/Office Assistant, Architecture and Design, and Computer Information Systems (skills involving Helpdesk operations, security and networking operations).
20. Re-enter the job market, with the ultimate goal of becoming a System Administrator.
21. To continue building book of business by doing contract jobs that lead to long term support roles for the software I write.
22. To find a job in I.T. or using I.T. skills (period).
23. To land a role as an IT Director for a Fortune 500 company.
24. Find a position in information or operational risk management or IT security.
25. Seek a Business Analyst Position
26. Obtain a full time position at a medium to large corporation, as a Business System Analyst, and progress to upper management.
27. As we know that IT take an important role in all the organization that we have wild world, so i want to have an impact to this transformation of things. I want to serve, share, learn and assist other organization with skills that I have. The team working is the one element that I like the most.
28. To lead enterprise IT projects for a medium to large company.
29. To work in HealthCare IT and learn different software packages (2)
30. Try to obtain job before New Year.
31. An accomplished administrator seeking to leverage extensive background in personnel management, recruitment, employee relations and benefits administration in a Human Resources position. Extremely motivated for career change and eager to contribute to a company's Human Resources division.
32. To build strong skills set in terms of diverse technologies & analysis expertise.
33. Move out of the career function I'm in now.
34. Secure a position as sales engineer or consultant in emerging cloud & SaaS technologies
35. To own my own business in web services
36. Systems engineering position; or a stable consulting market that appreciates its technical workforce...

37. Trying to update skills
38. Continue to build strong skills within the BI / DW area. Develop a career within my current organization (Deloitte Consulting). In the long term I want to acquire strong senior leadership skills that would server me well in both Sr Mgmt roles and possible entrepreneur endeavors.
39. Surviving until Retirement
40. Senior IT Program/Change/Project/SW Manager. Depends on the right opportunity in the Raleigh-Durham, NC or surrounding areas.
41. Direct organizations to achieve optimal outcomes from people, process, and technology resources
42. To ascend to the C-Level ranks, specifically CIO.
43. To obtain an Applications Analyst position.
44. To become a business technology analyst
45. Web design and development (2)
46. To build my skills within project management, database administration, and various technical disciplines.
47. Director level client facing role in Business Relationship Management or Service Delivery Management.
48. Work in Major Law firm as Data Analyst
49. Become a Project Manager and manage a large HRIS implementation.
50. To apply my technical education to a I.T. profession
51. Financial Services
52. My career objective is to be a IT Director. (2)
53. Obtain the following positions: Health Care Analyst, Healthcare Business Analyst, Healthcare Business Systems Analyst, Healthcare Project Analyst Motivated and enthusiastic professional experience with healthcare systems analysis, public health IT systems, project management, network administration and cross-functional team capacities. Skilled at managing multiple priorities and initiatives.

5. What job seeker services would you like to see more of?

1. Professional Seminars & Workshops; Career Coaching; Career Changing; Interviewing, Re-Entering the Job Market, Getting Past the Phone Interview; Understanding the HR Recruiting Process; Overqualified Vs. Under-qualified; How to explain why "you" were laid off;
2. Not Sure. (3)
3. I would like to see more of the job fair services and networking events.
4. Target job search engines like Monster, Dice, and Career Builders for Blacks.
5. Dice.com and Indeed.com
6. more networking events with companies that are hiring
7. entry level and/or internship
8. Interviewing Prep
9. The conf call with other job seekers is a great idea. It would be great to also access the conf call via a recording if you're not able to attend. - Email group listing via yahoo group or linked in; to access job postings/referrals
10. Wider variety
11. Services for the construction industry.
12. Help for new graduates getting into the field.
13. Training workshops on new technologies to get everybody up to speed
14. I would like to see more of the recruiters from our sponsor companies at chapters monthly program meetings
15. Open job regs and seminars
16. Assistance with Resume preparation for seasoned professionals
17. Job Leads, Job Fairs that have on spot interviewing
18. Actual employers with positions to be filled. One of the biggest problems I see is advice on how to get a job instead of seeing employers actively seeking people for hire.
19. IT, CISSP (Certification Information Systems Security Professional), internships, apprenticeships, and mentoring groups.

20. Contract jobs.
21. I would like to see a comprehensive list of companies with BDPA members who can help introduce us internally.
22. None come to mind
23. Job announcements via twitter
24. A greater emphasis on jobs available due to innovations in technology, e.g., hype cycles.
25. Career Coaching
26. Companies that are hiring and maybe some info about jobs that are open and how people in IT can get into Healthcare IT and restart their careers. I was unemployed for 2yrs and 8 months before I was hired in Healthcare IT which is where I was working before getting laid off
27. More personal contact with recruiters who are helping you find work
28. Professional and personal networking is vital element to job seeking ... its how the majority of opportunities are revealed and discovered. Yet most job seekers will admit to not being good at networking. I would like to suggest a national BDPA program be launched to established essentially what amounts to hands-on, professional job networking and placement services locally within each chapter where job seekers within BDPA will have personalized help to becoming better networkers ... ultimately leading to BDPA exceeding the country's rate of job landings. Let's have economic growth within our own BDPA family.
29. Job alerts of my preference area matching my skills.
30. Monster or career builder
31. Not familiar enough with current activities to fully answer yet. Ideally have contacts to organizations' diversity personnel
32. Networking
33. Entrepreneurial skill development.
34. Connections to legitimate recruiters.
35. Strong mentorships for young professionals. There is a missing area in the 23 to 31 year old age range when you are in your early career. There tends to be programming for High School, College Students, Middle Management and Sr. Executives. However, the young professional / early career time period individuals seem to be lacking strong programming.
36. Send subscribers career opportunities that are specific to their profile.
37. BDPA or Blacks Gone Geek in my area.
38. Senior level management positions.
39. Resume help, online job search (similar to Monster.com but geared towards minorities) with up to date information.
40. Entry level opportunities listed
41. Resume & Cover Letter writing/samples.
42. Services directed to the Boomer.
43. - Training path to receive Career objective. - What skills are in demand for Software Engineer? -
44. Intern type positions and/or some way to get job leads from member's residential area.
45. I typically post rather than review.
46. Newer positions. many are closed or filled
47. More personal on the spot hiring job fairs.
48. more targeted services
49. Provide actual jobs: telecommute, virtual office, part time (25 to 30 hours/week) and positions in NC.
50. It would be nice to have connections to legitimate recruiters.
51. Leads, Job Fairs that have on spot interviewing
52. I would like to see more of the recruiters from our sponsor companies at chapters monthly program meetings

6. Is there anything we should stop doing?

1. No. (28)
2. Giving the impression BDPA helps you find a job

3. I am really thinking about ways to engage members and I believe you are doing all you can by reaching out with some great info... but I also think the chapters have to actually call members to get them involved I chapter programs because sometimes the emails do not work
4. Get rid of the yahoo groups
5. I think you're heading in the right direction.
6. Information overloading - (apply interest filter)
7. I get good information from you and good discussions
8. Be more honest when a person doesn't fit a position.
9. Not familiar enough with current activities to answer yet
10. Nope and don't know to what extent you all go.
11. I get fleeted with BDPA / BETF I wish there was more consolidation and collaboration.
12. No sure what you are doing in my area. The BDPA does not seem to post jobs here in NC.
13. Keep doing what you are doing. Tones of leads, just not in my area.
14. Continue the great work!
15. Remove filled jobs

7. How can we help you? What is the one thing we can do to help you advance your career today?

1. Find a position that best suits my skills sets and career history.
2. Re-Entering the Job Market, Career Coaching, Interviewing
3. Find the right job
4. Help me connect to managers who are hiring and not just reviewing my resume' for future 'potential' openings.
5. Provide substantive networking opportunities.
6. Provide or either informs me of an affordable online educational certification program.
7. Provide networking opportunities with hiring companies.
8. find more entry level positions
9. Get me in front of hiring managers Help with how to use social media to market my skills
10. Discussion of contract work; temp to perm roles; rates, hiring practices/etiquette.
11. keep the flow of open positions coming in
12. List more positions which do not require a degree.
13. More internships
14. Networking with other black IT professionals try to build their careers
15. I think it would be nice for BDPA members to assigned career coaches... also ways to help members that are just entering the IT industry provide ideas on gaining on the job experience
16. Provide mentors and training in SAP
17. Keep the job opportunities coming?
18. I would like to correspond with Data Processing professionals that can identify vacancies within their organization and assistance reaching out to the appropriate hiring managers within these organizations.
19. Provide more access to certification programs that are online and attainable in short periods of time. Provide contact info to actual Tech Recruiters.
20. Hands on Training
21. Focus on business and leadership development
22. I am currently taking advantage of several services. Coaching, Job Seeker forum conference calls, websites, etc. are all very helpful.
23. Inform me of employers who are hiring in IT in southern California. The advice you give is important, especially on what to do to get that opportunity, i would really like to see company owners on this site appeal to the unemployed that shows the company is serious about hiring people instead of just posting a position that really isn't in play.
24. Getting more skills and experience in IT projects that relates to CISSP.

25. Maybe have a sort of market place or network where people can advertise services and requests for it work. Perhaps some folks are looking for developers and developers for me are looking for project contracts
26. Help me get before hiring managers
27. Keep doing what you are doing....open communication.
28. Need advice on how to change industries and career path. My professional experience is in a specialized area and my search for employment outside of that industry has not been going well.
29. Provide online professional and technical training for free
30. Advise me regarding my specific skill set relative to my career objective so that I know what skills I need to improve or add to obtain the position in my objective
31. I will be very happy if you can find for me a job or scholarship in place where i can study and get some money at the same time.
32. Expand network with industry professionals
33. I just recently started work as an Clinical Information System Analyst (Clinical Informatics Specialist) at a hospital
34. Communicate with me find out what I am and where I want to be and fit to a suitable position.
35. Learn the HRIS technology.
36. Provide a means by which job searching within the BDPA community is easier than combing through the plethora of blogs and group postings.
37. I guess more learning tools or conventions for business analyst
38. Job alerts of my preference area matching my skills.
39. Resume writing workshops and a resume critique service
40. Get the attention of the jobs to seek me out as well. How do keep your resume from disappearing into the ATP rat hole?
41. Provide Training
42. Can't think of anything (3)
43. doing well now -- my market is just the worst in the country for technical needs
44. Try to let employers know that we 50+ year olds still have much to offer in IT.
45. I would like to see more seminar on advancing my career (ie technical resources) and seminar in soft skill (people skills).
46. See comment 5. Research shows that early career can be one of the most important time periods for black professionals. I think it often dictates rather one ever enters the pipeline for Sr. Executive level roles are not.
47. Ensure members know their rights in the event of an outsource or layoff.
48. Expose my resume to more companies in the Raleigh-Durham area that have IT leadership roles
49. examples of interview questions and sample answers
50. I was recently placed and am glad to share my experiences of 8 months in transition
51. Provide tips on how to transition from a technical role into a senior management role.
52. continue to offer support (as stated above)
53. You are doing a wonderful job. I have gained so much already from participating in regular coach calls.
54. Information regarding obtaining certifications.
55. Provide more IT recruiter contacts
56. List job opportunities
57. Services directed to the Boomer.
58. more job/ hiring opportunities
59. Recommend training and certifications reliable resources.
60. I'm a 35 y/o male with no previous I.T. experience. I would love to volunteer somewhere to help me get real life experience and knowledge. Something that would give me a direction to where I would like to be.
61. I have a wealth of resources.
62. Coaching
63. Help me network into an organization and help get my resume into the right person hands so that I can get hired.
64. Put me in contact with good, hardworking search persons
65. Provide actual jobs: telecommute, virtual office, part time (25 to 30 hours/week) and positions in NC.