
Hiring Conditions in Silicon Valley

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- The worst is over and the job market has improved, but hiring is not robust
- Expect Full Employment in 2006

Hiring Areas

- Best areas: Software, medical and biotech
- Worst areas: Communications, semiconductor equipment and manufacturing.
- HW vs SW: No rapid increase in demand for hardware employment.
- Offshore Engineering: Engineering work is moving offshore, and it cannot be stopped.

Consulting Process

- What do Companies want? Consultants who bring areas of expertise, speed or flexibility to solve immediate problems.
- How to find contracts? Through people you know, agencies and blindly through the Internet.
- Resumes: Create a resume that clearly shows your expertise.

Consulting Rates

- Rates have improved, but.....
- Consultants must compete with regular employee and offshore work.
- Larger companies & agencies demand W2.
- Smaller companies and agencies can be more flexible.
- Disclosure of Rates: Most agencies don't reveal markup.

Relationship With Recruiters

- You cannot have an effective relationship with everyone.
- Select the ones with the best potential.

Advice

- Establish your professional goals in relation to you financial and personal needs and desires.
- Principle of Adjustment:
 - ❑ Yesterday is over.
 - ❑ Today and tomorrow will determine your future.
 - ❑ Believe in yourself and the future.