# September 2007 SAS Hiring Survey

The September 2007 SAS Hiring Survey (SHS) is an Internet-based survey that seeks to measure labor trends related to SAS specialists in U.S. companies, covering issues such as historical demand for SAS specialists, anticipated demand for SAS specialists and related time-to-hire cycles. To find out about the trends, Visibility Resource Group invited individuals ranging from SAS specialists (programmers, administrators, analysts, statisticians, etc.) to managers overseeing SAS specialists to HR personnel involved in the hiring of SAS specialists to report on trends in their company. Approximately 325 persons responded on behalf of companies who have implemented SAS, SAS partner and alliance firms, and SAS. Although our pool of respondents are highly diverse, the similarity of responses across participants with different economic interests and perspectives suggests that they are all reporting on SAS-related labor realities in a relatively unbiased way. As a broad summary statement, the SHS shows that demand for SAS specialists is very high and the labor pool should remain very tight in the near term. For comparison purposes, the results of the semi-annual SAS hiring survey completed in March 2007 are included.

RESPONDENT PROFILE

Of the approximately 325 respondents, the vast majority was comprised of SAS specialists and managers who oversee SAS specialists. Respondent companies were fairly evenly distributed between small and very large, as follows:

Company Size - Number of SAS Specialists

Legend:
- 0 - 5
- 6 - 10
- 11 - 20
- 21 - 50
- > 50

31%
15%
12%
13%
29%
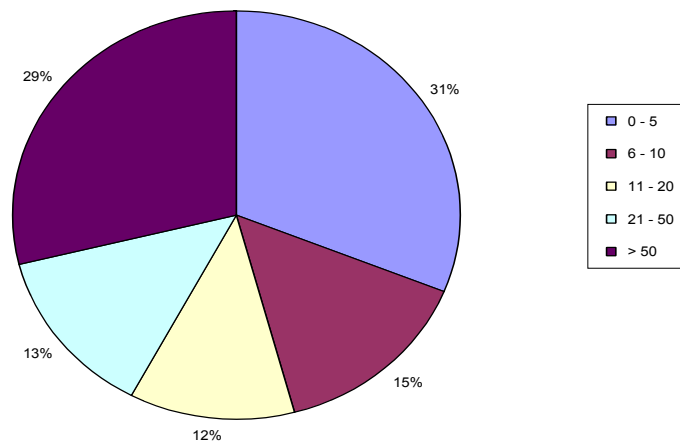
HISTORICAL TRENDS

During the previous 12-month period ended September 2007, SAS specialists were in high demand as companies that added SAS specialists to their organization outpaced companies that reduced the number of SAS specialists by more than a 5 to 1 margin. As compared the 12-month period ended March 2007, the robust hiring pattern continues at virtually the same pace. As of March 2007, 44% of the respondent companies increased their staff size while 43% of the respondents recently added to their staff. Only 9% of the respondents reduced their staff size from one year ago.

Change in Staff Size - Previous 12 months
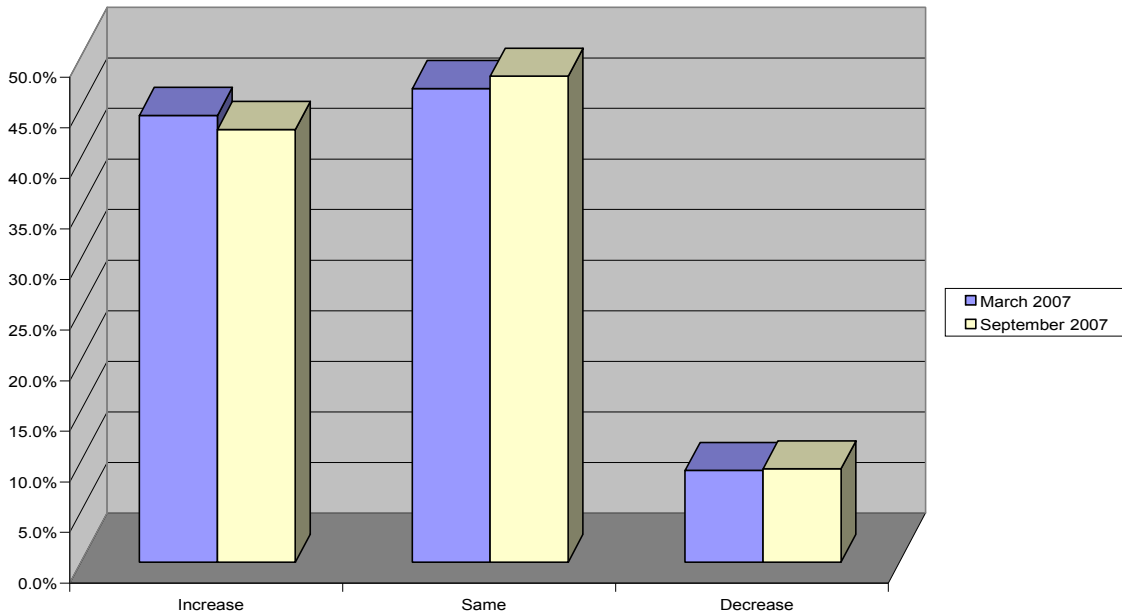
HIRING CYCLE TIMES

Of the companies that hired SAS specialists during the previous 12 months, the time to hire increased in general. Approximately 50% of the positions remained open for more than 2 months. Furthermore, 1 out of every 10 SAS-related open positions remained unfilled for more than six months.

Time to Hire - Direct Hire SAS Specialists
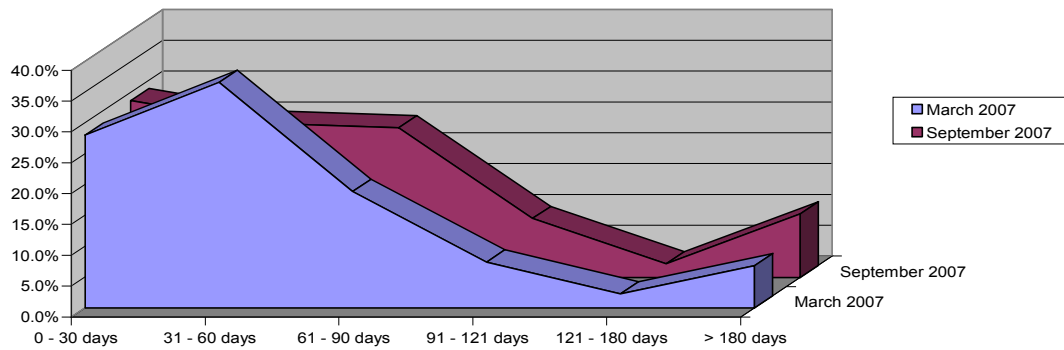
Surprisingly, the average time to hire a SAS consultant slightly decreased when compared to the March 2007 results as more than 47% of the contract/consulting positions were filled within 30 days and a full 77% were filled within 60 days. Approximately 18% of the contract/consulting positions remained unfilled after 90 days.

Time to Hire - Contract SAS Specialists
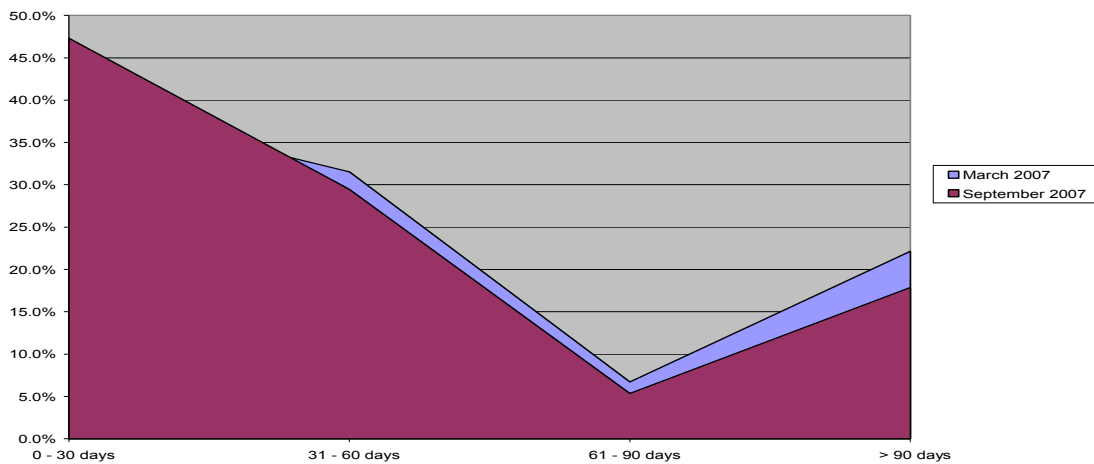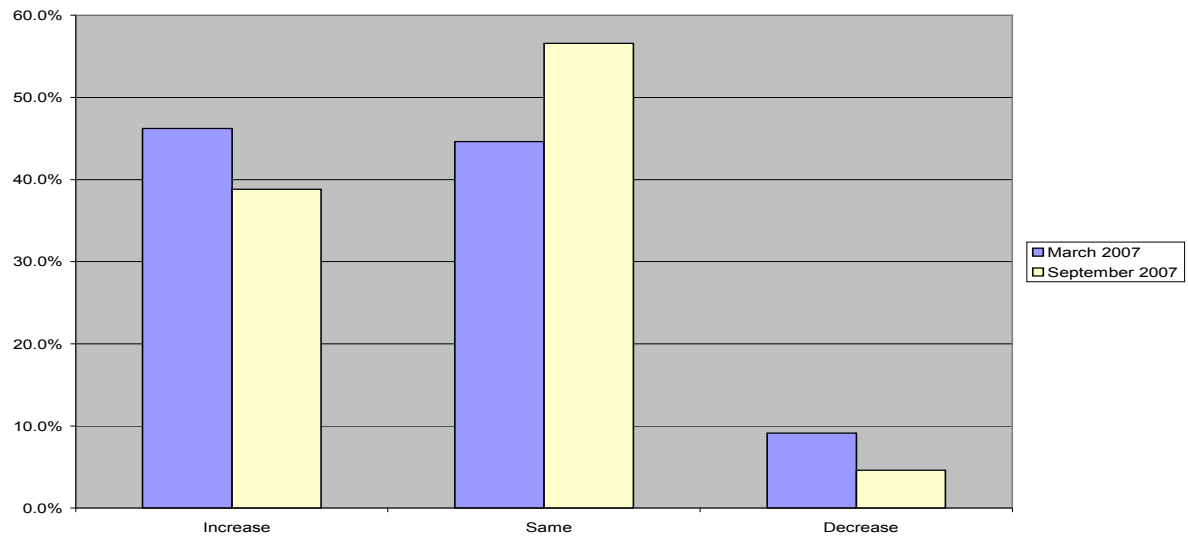
FUTURE DEMAND FOR SAS SPECIALISTS

Companies continue to seek the services of SAS specialists. The current demand for SAS specialists (as measured by staffing plans over the course of the next three months) outpaces the companies that plan to downsize their staff by a 6 to 1 margin. In fact, more than 25% of the respondent companies intend to increase the size of their staff before the end of the year.

Demand for SAS Specialists - Next 3 months
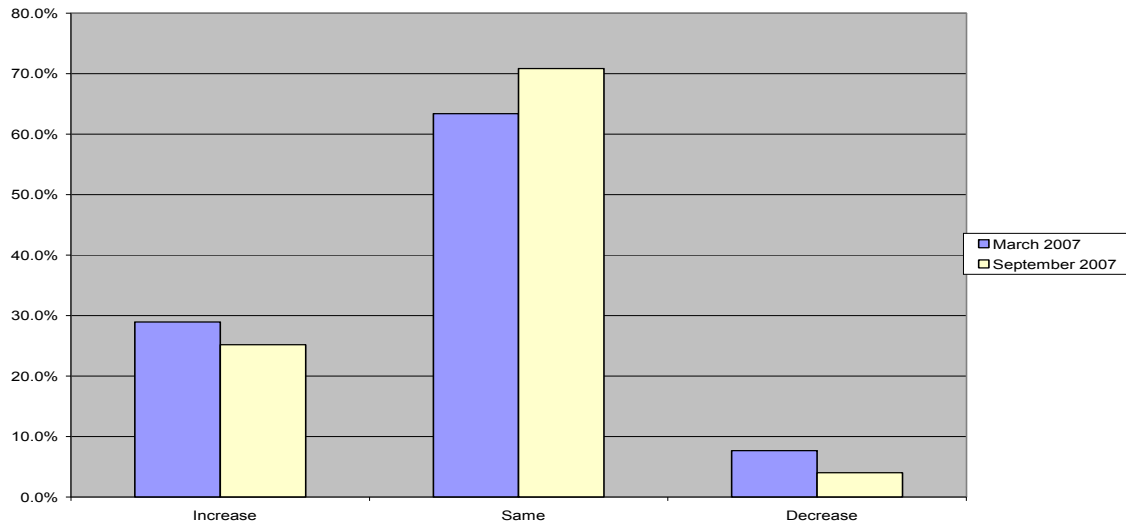
Long-term demand for SAS specialists is very strong given that approximately 39 percent of the respondents believe their organization will increase their staff size while only 5% are pessimistic about their plans.

Demand for SAS Specialists - Next 12 months

SUMMARY

The demand for SAS specialists (programmers, administrators, analysts, statisticians) remains very high as respondents believe the long-term demand will continue for the foreseeable future. Should these trends continue, SAS specialists, consultants and consulting firms should anticipate strong demand for their services while companies and hiring managers will likely experience a shrinking candidate pool, greater competition for highly-skilled SAS specialists and consultants, and, ultimately, longer hiring cycles.

ABOUT VISIBILITY RESOURCE GROUP

Visibility Resource Group specializes exclusively in the recruitment and placement of SAS specialists. Visibility Resource Group delivers its direct hire and contract staffing solutions to virtually all industries throughout the United States in addition to consulting firms and staffing organizations that require the assistance of a highly specialized recruitment organization to complement their internal recruiting efforts.