SIM WOMEN NEWSLETTER

THE OCTOBER 2021 ISSUE

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MEET JUDY BATENBURG

2022 SIM WOMEN PRESIDENT

Judy Batenburg is currently working with Liberty Media as a contract employee, responsible for IT security and programs. She is also VP of SIM Colorado.

She was previously senior vice president of IT Services at Starz, where her teams were focused on enabling Starz employees to work anywhere, any time with any one in the world. Key services delivered by her teams included cloud and data center computing, IT solutions engineering, client engineering & operations, desktop architecture and engineering, project management and technology procurement

Prior to Starz, Judy was an IT director at IHS, overseeing global operations, help desk, infrastructure and IT program management. She started her career at AT&T Bell Laboratories as a software developer working on CAD systems. She was promoted to Manager of Enterprise Architecture at Lucent Technologies, where she oversaw the development and deployment of Lucent's global network and system management environment. Throughout her career, she has specialized in transforming IT cultures and bringing technology solutions to business problems.

Judy was honored as the WICT Rocky Mountain 2016 Woman in Technology, and was a ComputerWorld Premier 100 IT Leader in 2013. She frequently speaks at industry events on changing IT culture, creating business focused IT teams, taking charge of your career and managing global infrastructures. Judy previously served as Co-Chair of the Colorado SIM Womena and the Colorado Technology Association's Women in Technology group. Her passion is mentoring the next generation of women leaders. She has been active in mentoring programs with WICT, SIM Women and Colorado Technology Association.

She has a Bachelor of Science in Electrical Engineering from Johns Hopkins University, and a Master of Science in Computer Science from the University of Delaware.

Judy lives in Cherry Hills Village with her husband Richard, who is Chairman of the Board of Clear Cannabis Inc. They have three children, Rick, Leigh and Eli.

VACCINE MANDATES – A LIFESAVER OR AN OVERSTEP?

JENNIFER HARDING

Dear Jenny,

My company is talking about requiring employees to get the COVID vaccine. I have very mixed feelings about this, and I am curious about what other companies have been doing, and how employees have been responding. Do companies have the right to set mandates? Is it dangerous for them not to?

Thanks,

Vaccine Vicky

Hey Vicky,

We're living in strange times. The COVID-19 pandemic has completely changed the fabric of society. From the way we work to the way we live to the way we think, everything is different now. Life as we knew it before COVID has become a distant memory.

It's really difficult to predict how companies will respond when laws start changing for employers' rights to require vaccinations. Some companies are already requiring the COVID-19 vaccine, some aren't.

Vaccine mandates are still a touchy subject, even though there's a law on the books that says they're legal. However, that same law specifies that employers can't fire or retaliate against employees who don't go along with their vaccine requirements.

Companies like Facebook and Google have already made it mandatory for employees to get the COVID-19 vaccine and haven't faced any legal troubles. This might be because the data shows that employees want vaccine mandates. 50% of Gen-Z employees would be willing to quit if their company didn't mandate vaccines. Close to 40% of millennials and 35% of Gen X and Baby Boomers feel the same way.

I'm sure you've heard the buzz of a great wave of resignations that will come with mandates, but the research is showing that it's just talk. According to this NPR article, despite the big talk, most people won't quit over vaccine requirements, but having those in place could spike vaccine rates.

With these new studies, it makes sense why companies would want to be able to require employees to get vaccines. The benefits outweigh the risks. There's no denying that companies need healthy, productive workers and work environments that aren't breeding grounds for a virus.

Additionally, like them or not, mass vaccinations are the only way to end this pandemic. There just isn't another option available right now. The more people who are vaccinated, the faster we stop this thing for good.

Personally, I believe everyone should have the right to not be vaccinated, but they should know the consequences – to themselves and their community- of not getting the poke.

Now, back to company mandates… it's a tough call. If an employee chooses not to get vaccinated but could pose a threat to other employees or customers, then it may be in the business's best interest to require vaccination.

The company should be respectful of any medical condition that prevents a person from getting the vaccine. Can those people socially distance themselves or wear a mask? Pre-existing medical conditions should not be a reason for an employee to be terminated.

At the end of the day, I can't answer these questions for you – only your company can. If you choose not to vaccinate yourself or your children, then you need to weigh that choice against your job and livelihood. It is a very personal decision, and ultimately there is no "one size fits all" solution.

This is a difficult decision and it's not really something you can ask your friends or family for help with. You may want to talk with someone who doesn't know you well, like a counselor or doctor, if you're having trouble making this choice.

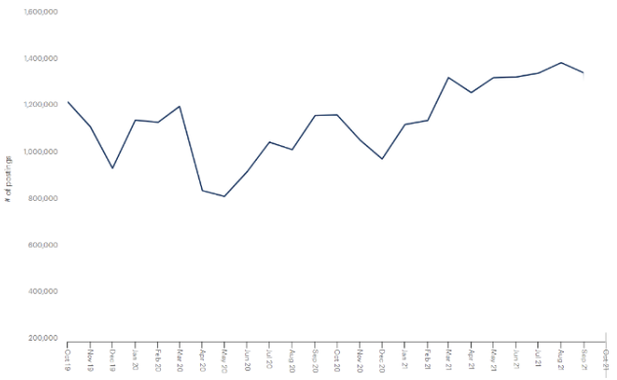
Sincerely,

Jenny

Demand for IT Workers Outpaced Supply

- Though Supply exceeds Demand in each case below, that supply is currently employed/engaged elsewhere and there is no/limited active candidate pool globally.
- Recruiting out of current engagements is challenging and requires higher than market offer, while grater opportunity is to upskill and develop these skills within your existing workforce.
- 31% Global IT Job Postings are Fully Remote
- 36% Global IT Job Postings are Hybrid
- Average Turnover in technology: 20.9%
- Unemployment of IT workers is <2%
- 87% Require Higher Education
- 44% Require >8 years Experience

Monthly Job Postings Increased 20% Since January 2020



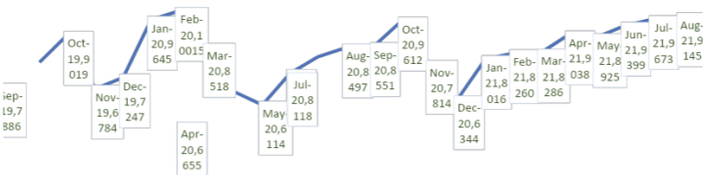
Technology Market- Denver Metropolitan Area

Top 10 In Demand Skills

1. Communication
2. Analysis
3. Testing
4. Collaboration
5. Agile
6. Troubleshooting
7. Written Communications
8. Verbal Communications
9. Software Development
10. Configuring

Top 10 In Demand Roles

1. Software Engineer
2. Senior Software Engineer
3. Project Manager
4. Data Engineer
5. Network Engineer
6. DevOps Engineer
7. System Administrator
8. Systems Engineer
9. Scrum Master
10. Senior DevOps Engineer



- 11.3% of job postings are Part-Time
- 6% are Contract
- 25.6% are Remote

***Data Specific to Technology Industry in Denver, CO

October 26, 2021
Source: Gartner TalentNeuron

Top Information Technology Hubs US– Q2 2021

TOP 50 TECH CITIES BY JOB POSTING VOLUME

QUARTER-OVER-QUARTER CHANGE, Q1 2021 TO Q2 2021

Q2 2021 RANK	CITY	% CHANGE
1	New York, NY	▲ 21%
2	Atlanta, GA	▲ 18%
3	Chicago, IL	▲ 11%
4	San Francisco, CA	▲ 4%
5	Washington, DC	▲ 18%
6	Austin, TX	▲ 25%
7	Seattle, WA	– 0%
8	Dallas, TX	▲ 22%
9	Los Angeles, CA	▲ 7%
10	Boston, MA	▲ 25%
11	Charlotte, NC	▲ 9%
12	Houston, TX	▲ 19%
13	Denver, CO	▲ 17%
14	San Diego, CA	▲ 3%
15	Phoenix, AZ	▲ 26%
16	San Jose, CA	▲ 13%
17	Minneapolis, MN	▲ 16%
18	Tampa, FL	▲ 19%
19	Philadelphia, PA	▲ 10%
20	Raleigh, NC	▼ 4%
21	Columbus, OH	▲ 15%
22	Plano, TX	▲ 22%
23	Miami, FL	▲ 30%
24	Indianapolis, IN	▲ 24%
25	Saint Louis, MO	▲ 2%

Q2 2021 RANK	CITY	% CHANGE
26	Irving, TX	▲ 20%
27	Arlington, VA	▲ 7%
28	Pittsburgh, PA	▲ 9%
29	Salt Lake City, UT	▲ 24%
30	San Antonio, TX	▲ 21%
31	Portland, OR	▲ 8%
32	Nashville, TN	▲ 32%
33	Richmond, VA	▲ 24%
34	Sunnyvale, CA	▲ 11%
35	Irvine, CA	▲ 5%
36	Santa Clara, CA	▲ 17%
37	Detroit, MI	▲ 19%
38	Orlando, FL	▲ 22%
39	Cincinnati, OH	▲ 9%
40	Colorado Springs, CO	▲ 27%
41	Jersey City, NJ	▲ 25%
42	Alpharetta, GA	▲ 13%
43	Baltimore, MD	▲ 8%
44	Milwaukee, WI	▲ 17%
45	Jacksonville, FL	▲ 22%
46	Huntsville, AL	▲ 35%
47	Sacramento, CA	▲ 36%
48	Las Vegas, NV	▲ 43%
49	Hartford, CT	▲ 31%
50	Madison, WI	▲ 9%

EMPLOYER RANK IN Q2 BY JOB POSTING VOLUME

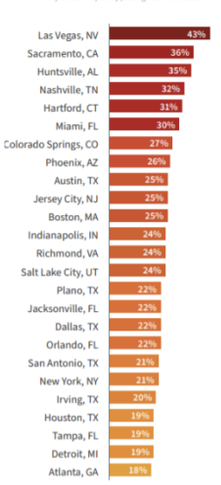
1. Amazon
2. Uber
3. Infosys
4. Raytheon
5. Lockheed Martin
6. Boeing
7. IBM
8. HCL Technologies
9. Fidelity
10. Charles Schwab

of top Q2 2021 employers increased their hiring compared to Q1 2021.

FASTEST GROWING TECH CITIES BY JOB POSTING VOLUME

GROWTH FROM Q1 2021 TO Q2 2021

Only cities in Top 50 by posting volume included



Sacramento, which saw a 36 percent increase in tech job postings during the quarter, has also been receiving positive press as a growing hub for innovation. The city already hosts DialSource, Zennify, Accenture and Trifecta, and has a strong four-year university presence; Sacramento has also emerged as a top location for migrants from the higher-cost-of-living Bay Area.[2]

Other notable areas include **Nashville** (ranked 31), with 32 percent growth, followed by 30 percent growth in **Miami** (ranked 23), 27 percent growth in **Colorado Springs** (ranked 40), 26 percent growth in **Phoenix** (ranked 15) and 19 percent growth in **Tampa** (ranked 18).

Source: ISSUE #6: Q2 2021 | DICE Q2 TECH JOB REPORT
Tech Roles, Employers and Hubs on the Rise

WHO IS HIRING? OUR SPONSORS!

placed, llc. Talent Acquisition Services

ettain group

Ascent An ACS Company

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LEWAN TECHNOLOGY

MARK YOUR CALENDARS

December 3, 2021: Holiday Give back event--- In-person event!

May 20, 2022: Save the Date - Spring Conference

Reach out to Jennifer Harding for sponsorship info!

NOTE FROM THE EDITORS

In case you missed it, we announced the new SIM Women President for 2022 - Judy Batenburg. She is our spotlight for this month, so head to the first page and read up on Judy.

Ready for a new read? We recommend Dare to Lead by Brene Brown. While you're at it, check out her podcast by the same name. You will get so much from both!

Happy fall!

Jennifer, Donna, Nina and Margie