Tech Jobs in the COVID Era
Where Do We Go From Here?

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Triple Crown Consulting

OVERALL STAFFING BUSINESS

Number of U.S. Staffing Firms by Size

FIRMS 100M+	140	1%
FIRMS 50M – 100M	158	1%
FIRMS 25M – 50M	359	2%
FIRMS 10M – 25M	974	5%
FIRMS 5M – 10M	1,428	7%
FIRMS 1M – 5M	5,534	29%
FIRMS <1M	10,815	56%

FIRMS OPERATED FULL YEAR – 19,408

Source: US Economic Census, 2012 and Staffing Industry Analysts

CHARTED PATH | SIA STAFFING INDUSTRY ANALYSTS

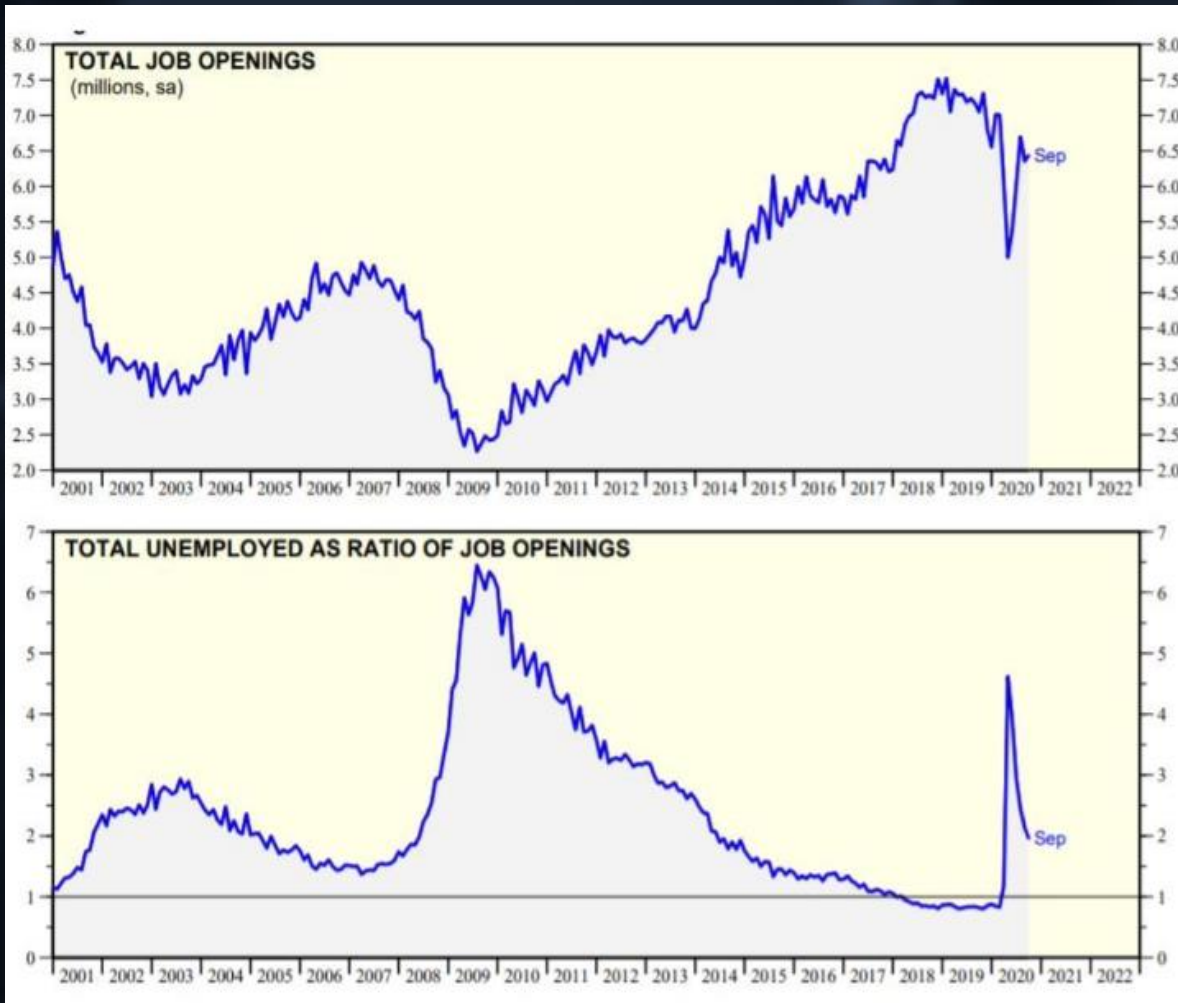TRIPLE CROWN

TRIPLE CROWN U.S. REGIONS

WEST | **CENTRAL** | **EAST**

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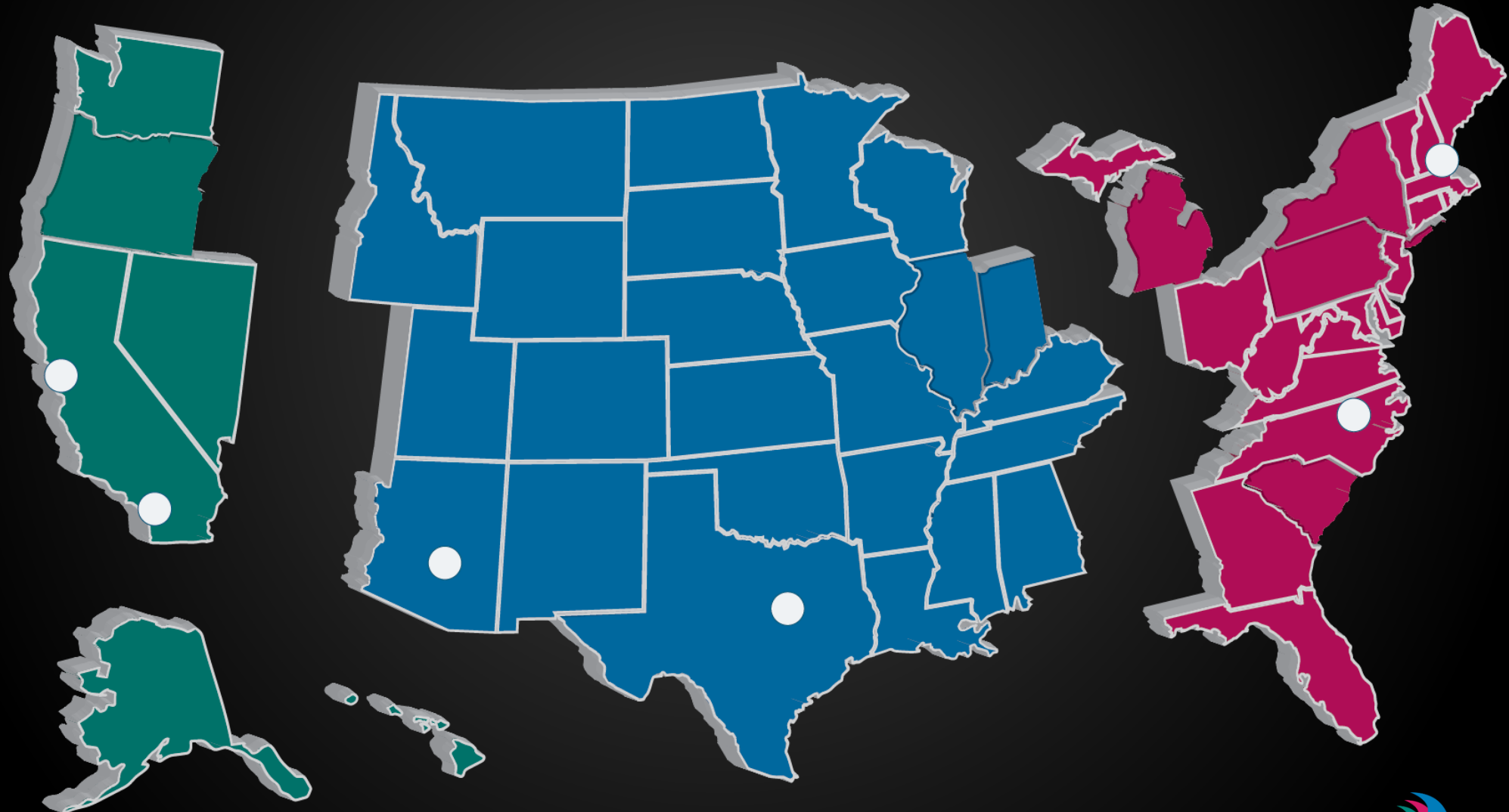
Unemployment Divergence

TOTAL JOB OPENINGS (millions, sa)

TOTAL UNEMPLOYED AS RATIO OF JOB OPENINGS

▶ **6.4 M** Job openings as of the end of September

▶ **+1.4 M** Since April *(down 576,000 since pre-covid)*

▶ **12.6 M** Unemployed workers in September
(just over 2 per opening)

▶ **4.5** Unemployed workers per opening back in May

Things are DRAMATICALLY better today than at the beginning

*Source: Yardeni Research

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Unemployment Trends

What does this mean for someone like me? Someone like you?
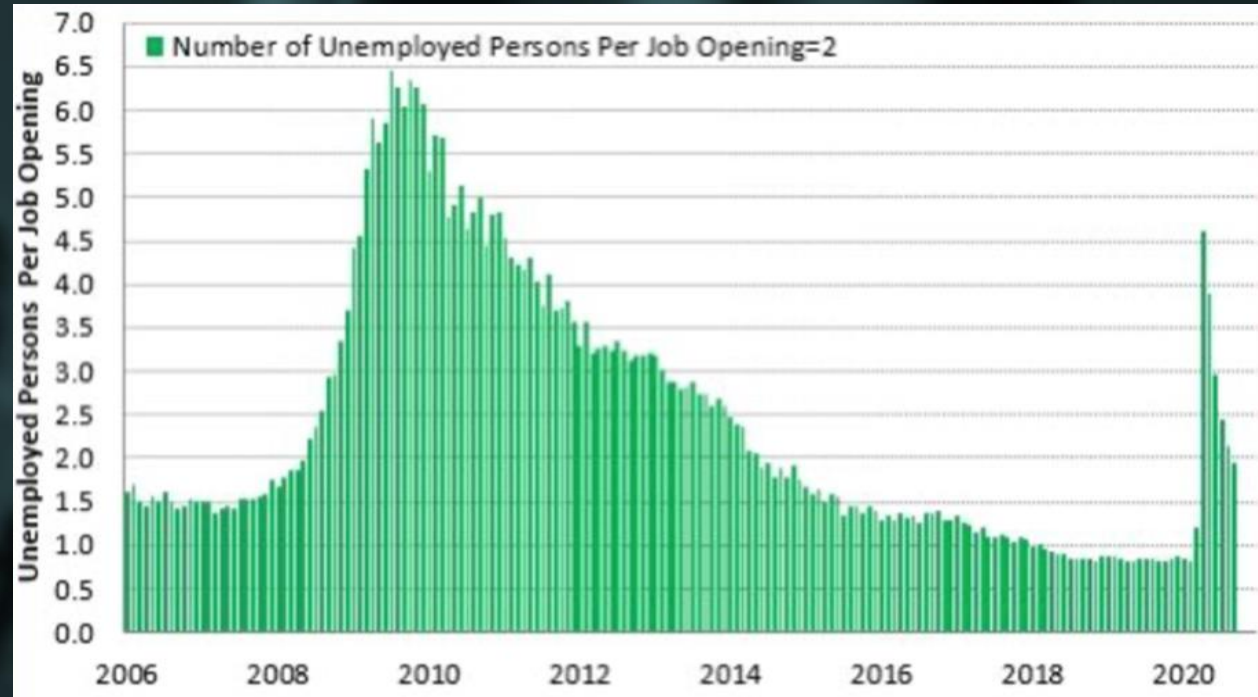
*Source: US BLS

March 2020
- Unemployment was under 4%.
- Tech was hovering at 1.9%

Post 9/11
Recession was the WIDEST since the Great Depression

Financial Crisis
Recession was the DEEPEST since the Great Depression

COVID
Is a "New Animal"

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Utilizing History to Prepare a Response

9/11

- 5 Years in Tech Solutions sector.
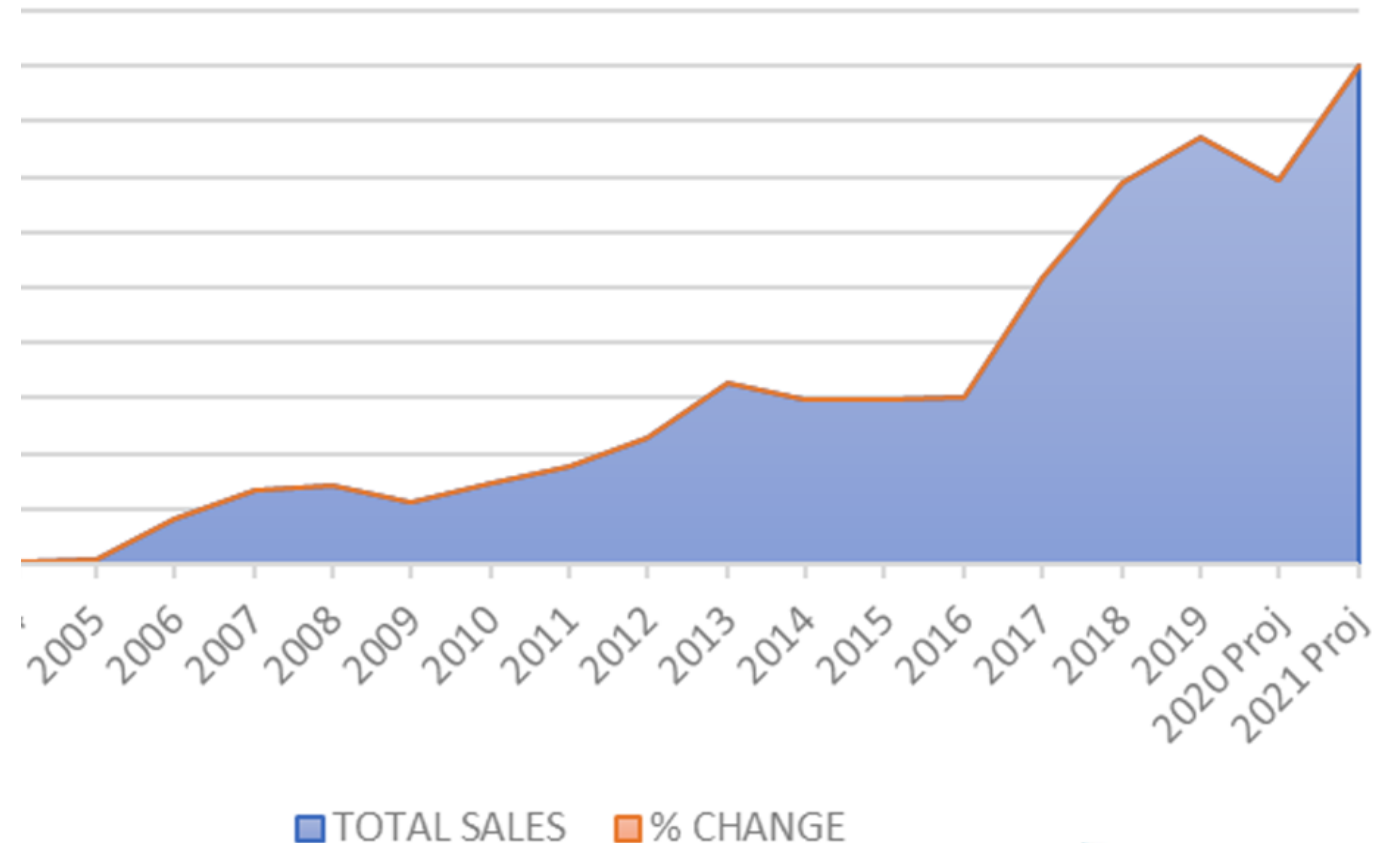- Seemed apocalyptic
- Data says otherwise

Financial Crisis

- Hit 4 Years into Triple Crown.
- Seemed Manageable.
- Data says it was more apocalyptic than 9/11.

COVID

- Nothing like what any of us have ever seen.

TRIPLE CROWN REVENUE HISTORY

2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 Proj 2021 Proj

■ TOTAL SALES   ■ % CHANGE

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Post 9/11

40% of payrolls slashed within the first 2 weeks.

Very **slow recovery** drenched with geopolitical unrest.

50% new job listings relative to previous year following 6 months.

Had to work **2X** as hard to achieve half of the result.

relative to the .com tailwind of the late 90s

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Post 2008 Financial Crisis

- 21% drop from previous year.

- Seemed half as bad as post 9/11. Data says it was worse.

- We laid off nobody.

- Mis-timed the recovery and hired 50% more staff(+10 people) 3 months sooner than we should have.

- Had to lay off that same number (but not the newest people.)

- Learned from it

- Expanded to AZ 2 years later with one of the folks we "hired too early."

- Tremendous learning experience

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HISTORY
Shaped Our Response

Expected worse than 9/11

Committed to no layoffs
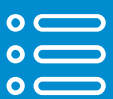As long as financially possible

Quickly adapted to WFH

Loosened Standards
Understanding drastic amounts of folks would be needing our help

Elevated the intensity
Prepared for the worst

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March to July

MARCH

- Was going to be a record month for new assignments by a wide margin

- Instead, halfway through most onboarding was halted or reversed

APRIL/MAY

- New assignment activity down by half as clients scramble to move onboarding to remote

- Expected a 9/11 type reduction in force

- Instead, saw LESS contractors end than expected

JUNE

- By now, customers had figured out onboarding

- 2020 looked like our June 2019 for a new assignment perspective

JULY

- Historically slow

- This July was no different

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Pay Rate Trend

	New Starts	**Average Pay Rate**	**Pay Rate Variance**
Q4 2019	108	$77	
Q1 2020	125	$79	3%
Q2 2020	84	$74	-6%
Q3 2020	112	$70	-5%
Oct - 20	45	$76	9%

Pay Rates

- Deteriorated over the past two quarters.

- They seem to be rebounding healthily so far in Q4 nearly back to PRE-COVID days.

Most recession resistant skills:

- Digital Design/Verification

- Firmware

Almost all the 84 starts in Q2 fall into those two categories.

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August, September & October

	2019	2020	Variance
Production Staff	95	74	-22%
Openings	399	396	-1%
Interviews	798	825	3%
Starts	122	131	7%

Laid off 6% of our production staff
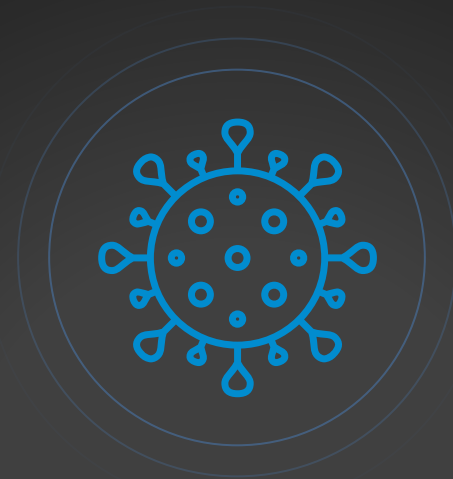Over the course of the pandemic (relative to 33% in 2009).

Raising Accountability & No Market Tailwind
Required a "doubling" of effort which resulted in more attrition.

Same Amount of Production with 78% of Staff
the same as in 2019, we took the SAME amount of new Job Listings, INCREASED interview production by 3% and INCREASED assignment production by 7%.

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Why is COVID Different?

What do you think?

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Why we think it's Different

40% | Of the workforce is expected to be "GIG" workers by the end of this year, according to SIA

HIRE OVER PHONE

REMOTE WORK

REMOTE ONBOARDING

AMAZON/UBER CULTURE

TECHNOLOGY = DIFFERENTIATOR

"GIG" Work

Advantages of GIG work - consulting

- ✓ **Greater cash component to compensation**

- ✓ **Paid for every hour worked**

- ✓ **Expertise Accelerant**

- ✓ **Flexibility**

- ✓ **Near zero office politics**

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COVID as a Concept Accelerator

1. SPEED matters whenever you need your project

2. CUSTOMERS have trouble differentiating between hiring a PERMANENT person & hiring a CONSULTANT.

3. COVID forced them to think about PHONE/VIDEO hire and REMOTE WORK.

4. The number of REMOTE workers has doubled.

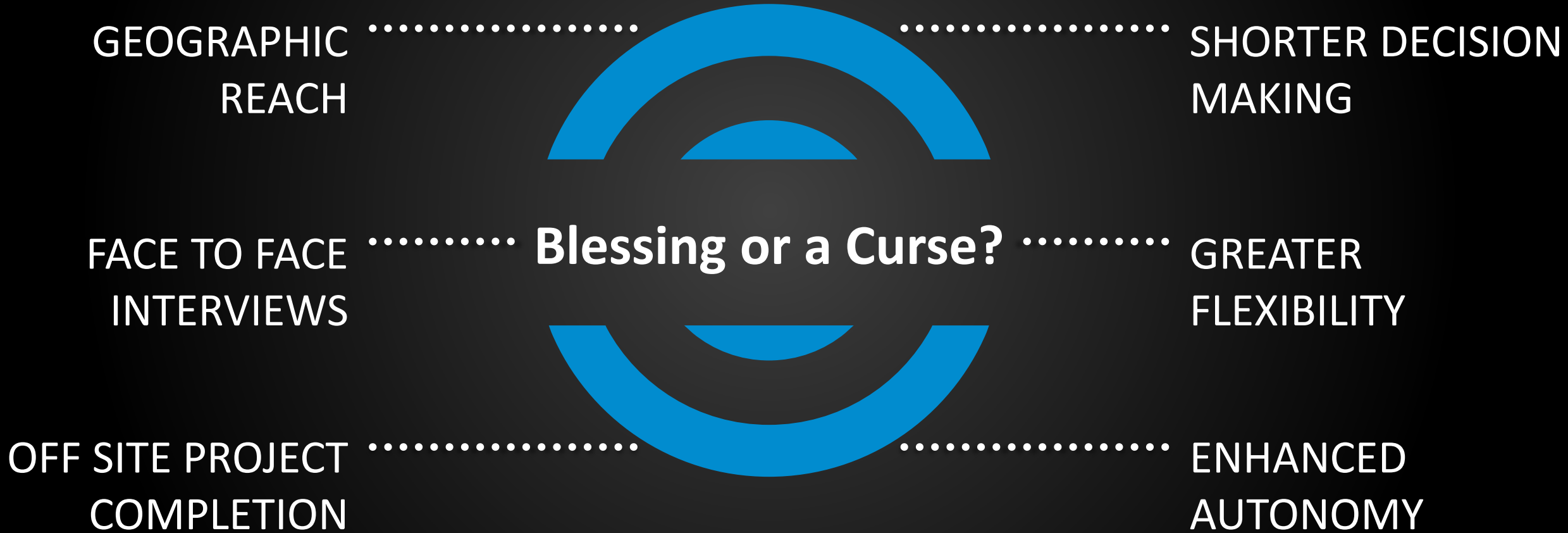5. 68% of our new starts since mid-March 2020 have started remotely.

6. Up from 10% in 2019.

IS IT HERE TO STAY?

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COVID Blessing or a Curse

As it pertains to "GIG" work

GEOGRAPHIC REACH

SHORTER DECISION MAKING

Blessing or a Curse?

FACE TO FACE INTERVIEWS

GREATER FLEXIBILITY

OFF SITE PROJECT COMPLETION

ENHANCED AUTONOMY

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An Exciting Future

✓ Historically, you may have needed to work within a 20-mile radius of your home. Today, 68% of our new jobs are remote. That's nearly 7X access to MORE OPPORTUNITY than you had in 2019.

✓ CLIENTS will hire you over the phone or Video nearly 100% of the time.

✓ Because the Buying Cycle is shorter, you have less time to wait on decision-making. The savvy customer is taking advantage of this.

✓ You have access to greater amounts of opportunity than you ever did before with a far more FLEXIBLE customer base.

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An Exciting Future

- Tech Managers are learning to TRUST more than micromanage because they have no choice and IT'S WORKING.

- Better Projects Earned Faster greatly enhance your toolbox/expertise faster than ever. The more tools/expertise/exposure to projects, the faster you become a subject matter expert. This leads to you charging a greater rate further enhancing your flexibility.

- You have an opportunity to control your own destiny, be your own boss, and dictate the course of your life.

- COVID sucks in the short term. But once you get through it, the WORLD IS YOUR OYSTER.

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Triple Crown Services

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➢ To learn more about our services please visit Tripleco.com.

➢ To speak with a technical recruiter about our hardware and software opportunities email Jobs@tripleco.com.

➢ You can access our open positions and apply through our tool, Triple Crown On Demand. For Desktop access and registration please go to our website, to access the mobile app please download Triple Crown On Demand.

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