

NOVA
Silicon Valley ICT Employer Follow-Up Survey (n=50¹)
December 2011
Open ended responses

Q7 Which of the following technologies are most important to your firm?

*** Below are the open ended responses from respondents that reported "Other" to this question ***

Semiconductor processing technology advancements

Mechanical engineering

Electronic parts and manufacturing

Cleantech

Q9 Please identify the emerging or new technologies that are important to your firm.
(Select all that apply)

*** Below are the open ended responses from respondents that reported "Other" to this question ***

All electronic manufacturing

Cleantech

Wireless

Vacuum RF technology

UI Design

Test and analysis of designs

Publishing

Home automation

Cognitive System Integration

Augmented reality

¹ 43 respondents answered the entire survey and 7 provided partial responses. Exact sample size varies by question depending on skip patterns and the number of partial completes.

Next, please think about hiring preferences at your firm.

Q10 Which of the following technologies are most important when thinking about skills and experience that you are more likely to hire for?
(Select all that apply)

*** Below are the open ended responses from respondents that reported "Other" to this question ***

Wireless

We are highly specialized. There are maybe 100 people in the US who do what we do

Video

Traditional software development

Software Engineering, Sales

Security Software Development

RF source development

PhD physics

Optical, mechanical, wireless engineering

Knowledge about our industry

HPC SW Management

Enabling and/or enhancing all of the above through semiconductor technology advancements

Embedded systems hardware & software

Development and Consulting skills

Cleantech

.NET Development

ASK FOR EACH Q11 RESPONSE EXCEPT FOR DK/REF (IF CHOOSE OTHER, PIPE IN OTHER SPECIFY RESPONSE)

Q11 Please describe the key skills or credentials that are particularly important for applicants working in:

Cloud Computing

3D Studio Max, Apple iPad and iPhone apps development

Technical knowledge, but ability to articulate business value in solutions.

People that can work remotely and are gurus at a particular skill

Experience with C++ client/server applications using HTTP Hands on experience with setting up and managing Linux servers

Unknown at this time as we will be looking at this in about a year.

Domain knowledge

Distributed Networking, customer service,

Bachelor or Masters is software development. Knowledge engineering, video game development, natural language processing, computational linguistics, semiotics and artificial intelligence.

Mobile Applications

Web Services User Interface Design Objective C Monotouch

Unknown at this time as we will be looking at this in about a year.

Self starters. Take constructive feedback well and adapt. Innovative and creative. Up to date on the standards of mobile development.

iPhone/iPad experience

iPad and Android development knowledge.

ios and android experience. something already in market place.

Expertise on cross browser Javascript and CSS issues Expertise on web related security

Domain knowledge

C# developer. 3D Artist

Awareness of modern trends in the industry. Knows ways to leverage current technologies and ability to maintain a good work ethic.

Bachelor or Masters is software development. knowledge engineering, video game development, natural language processing, computational linguistics, semiotics and artificial intelligence.

Social Media

People that can work remotely and are gurus at a particular skill

Results. Here all that matters is what you've done in the past to prove that you can continue to do to this job in the future.

Domain knowledge

Artificial intelligence and Statistics

Use of current technologies. The ability to portray our image to the social crowd.

Q11 Please describe the key skills or credentials that are particularly important for applicants working in:

Convergence of cloud computing, mobile applications, and/or social media

Unknown at this time as we will be looking at this in about a year.

Technology experience/exposure and customer service skills. Ability to multi-task between these two areas.

Subscription and billing knowledge.

Software and application integration

People that can work remotely and are gurus at a particular skill

Not sure credential wise...but certainly needs to understand where that the rubber must meet the road and any system or technology needs to be easily integrated into to daily use.

Java developers, psychologists

Jack of all trades. You need to think and act fast on ideas because most of them will fail.

Domain knowledge

Other

User Interface Design Relational Database/SQL HTML 5 Ajax C#

The ability to work in an electro-mechanical environment.

Relevant knowledge and experience call me for further information

publishing, XML, XSL, Arbortext, SGML, SVG, layout technologies

Prototyping, experience from concept to full production, integrated circuit and chip design

Plasma Physics; Chemical Engineering; Materials Science; Process Integration; Equipment Engineering - Electrical/Mechanical; PhD; Masters

Knowledge of video and encoding/streaming.

Kernel Developer java programmer Both with hardware experience preferably in HPC (High Performance Computing).

High vacuum components and systems, High voltage equipment, RF monitoring and transmitting equipment, metal brazing and welding

Electronic material or components sales, operations and mfg

Database Design

BS/MS or better in computer science actual design/development experience

Ability to translate business user paradigms into functional software applications. Circumspect consulting ability that enables clients to gain confidence in recommended solutions and enables firm to garner ongoing business.

Q12 Is your firm facing a shortage of qualified applicants for any occupations that you are currently hiring for or expect to hire for in the near future?

(If Yes:) Please describe the occupations in which you are facing a shortage of qualified applicants and the specific skills for each occupation that applicants need to improve upon.

Vacuum metal brazing of high power RF components and sources

Technical consultants with good business articulation skills.

SW developers HW engineers System Architects All related to HPC.

Sr Software Developers, Quality Engineers, Sales Engineers, Sales Account Managers

Software Engineering

Software development and Infrastructure/Enterprise Consultants

Software development

Research physicists

Qualified engineering and business development

My shortages are more due to failure of investors to step up than to a lack of qualified applicants.

Mobile app development - there are just so few qualified people out there that don't have great jobs already. Marketing - Getting users is tough and here I want to see experienced people who have any track record.

Java developers, psychologists

Good blue collar warehouse workers

Entry level technicians

End-to-End Web Developer (Ruby, Python, C# or Java) C++ and Infrastructure Architect

Ambition

Q13 Is your firm facing any skill gaps with current employees, meaning skills or abilities they are not providing that you currently need or will need in the near future?

(If Yes:) Please provide more detail on the skill gaps

We are moving into new market areas where our current people do not have experience in building or selling the technology

Require training in physics and undergraduate level electromagnetic theory and techniques

Our developers are familiar with legacy technologies and programming languages. We now need people familiar with the new paradigms.

More training time is needed on mobile architectures, graphic design, mobile programming languages and debugging skills

Mobile computing

Lack of experience so answers to problems take longer than expected.

I feel that our staff being mainly bricks and mortar people are behind the power curve on technology and implementation of technology.

html 5 knowledge for mobile web application

Developers do not seem to have the ability to think as business users, to systematize learning and reapply it. Enterprise consultants seem to be unable to move from point solution- recommendations to solution level consulting

Q17 Are there any other skills, areas of knowledge, or abilities that are critically important for applicants for any key occupations at your firm that are missing from current applicants that we did not already ask about?

A skill set in creating video games--3D animator/artist and technical programmer

Look professional, speak/write clearly and confidently, do your homework before an interview, be early for meetings. All of these things are assumed so if you don't have them, they really hurt you.

A willingness to learn and try new things

Please know that we outsource most functions in our Information Technology functions. Hiring in that area is very small in comparison to our core business and we will most likely continue to keep those functions on flexible workforce hiring plan.

Subject matter knowledge in Law, Medicine, and Intelligence

Unknown at this time as we will be looking at this in about a year.

We have a stable workforce. Our newest employee has been here 3 years...longest term 20. We do not have much turnover so rarely hire.