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DICE TECH APPEAL INDEX FINDS STRONG INDUSTRY LOYALTY AMONG TECH PROFESSIONALS

Employers Not Doing Enough to Keep IT Employees' Skills Current

NEW YORK, NY, November 14, 2006 – Dice Inc, the leading provider of specialized career sites and career fairs, today announced the results of the second Dice Tech Appeal Index, a semi-annual study of professionals from within and outside the technology industry that gauges the overall interest in working in the IT field as compared to other industries.

The study found that technology professionals remain overwhelmingly satisfied and strongly loyal to the technology field. Ninety-five percent of respondents reported that they were somewhat or very satisfied in their current job, and 93 percent said they intend to stay in the IT field for at least the next six months. Technology professionals also continue to recommend IT as a career over any other industry, with 83 percent likely to recommend technology to others, as compared to just 63 percent for healthcare and 47 percent for financial services. Comparatively, 62 percent of non-tech adults would recommend a career in technology, 66 percent would recommend healthcare, and 43 percent would recommend financial services.

The survey also found that the great majority of tech professionals cite the ability to keep their skills up-to-date as a strong area of concern (82 percent). Further, when asked to assess their employers' encouragement and support of skills development, one-third of tech professionals say it is "only fair" or "poor." Only 26 percent rated their employers' performance in this area as "excellent," with 40 percent of respondents rating it as "good."

When employers do support their tech employees' skills development, they most often provide in-house training (37 percent), followed by tuition reimbursement for college courses (32 percent) and reimbursement for professional courses (28 percent). Only 26 percent of employers offer time off to attend courses and just 18 percent offer monetary rewards or promotions to employees that obtain new skills or update existing ones.

"Customers often ask us what they can do to foster loyalty and reduce turnover among their technology teams," said Scot Melland, CEO and president of Dice Inc. "Employer sponsored training and professional development programs are excellent ways to build the overall technical capability of an organization while addressing a key career issue among tech professionals. If the team members are able to stay current and grow within an organization, they have less reason to look elsewhere. You rarely find such an ideal win-win situation."

Additionally, the study found shifts in the reasons for job satisfaction among technology professionals. Tech pros citing "opportunities for advancement" as a primary reason for satisfaction at their current job dropped from 21 percent in February to just 12 percent in October. Job satisfaction due to salary also slightly declined in this edition, with 28 percent of respondents citing good pay as driver of satisfaction, as compared to 34 percent in the previous wave of the study.

While a strong majority of tech professionals are concerned about keeping their skills up-to-date, only 37 percent are worried about their job being outsourced to a foreign country. Notably, non-tech professionals are more likely to be concerned about the issue, with 43 percent reporting that they were very or somewhat concerned about their job being outsourced.

The October 2006 Tech Appeal Index score for technology professionals was 121, down from 124 in the previous study, while the score for non-tech adults was 104, down from 105. The ratings indicate that the level of interest in a technology career as compared to other industries remains steady among both groups.

The Dice Tech Appeal Index serves as a measurement of a person's inclination to recommend the IT field to others as opposed to another industry. A value of 100 indicates that a person would recommend the IT field and other fields equally, while a value above 100 indicates a stronger likelihood to recommend technology as a career. Dice Inc. conducted the survey among a nationally representative sample of more than 1,000 adults over age 18, including an oversample of 562 adults currently employed in IT positions. The margin of error for the sample of non-tech adults is +/-4.7 percent and the margin of error for the sample of tech professionals is +/-4.1 percent. Interviews were conducted by telephone between October 7 and 14, 2006.

For more information on Dice and its resources, please visit: <http://about.dice.com>.

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Dice Holdings, Inc. provides services to help recruiters, consultants and businesses hire and train highly qualified professionals through its six businesses: Dice, the leading online career site for technology and engineering professionals (www.dice.com); ClearanceJobs.com, the premier secure job board focused exclusively on candidates with active or current U.S. Government security clearances (www.clearancejobs.com); eFinancialCareers, the leading global career site network for jobs and career management in investment banking, asset management and securities (www.eFinancialCareers.com); jobsinthemoney.com, the leading targeted career site for accounting, finance, retail banking and wealth management professionals in the United States (www.jobsinthemoney.com); Targeted Job Fairs, the leading producer of career fairs and open houses for technology and engineering, and security-cleared candidates nationwide (www.targetedjobfairs.com); and MeasureUp, a leading destination for IT certification practice tests, assessments and online courses (www.measureup.com).

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