

# Digital Technology Workforce Assessment 2015-2016



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**ERC** Nevada County  
Economic Resource Council



**NORTEC**

# Agreeya Solutions

## LOCATION

Folsom

## COMPANY TYPE

Software and Mobile Solutions

## COMPANY SIZE

120 not including consultants deployed on projects.  
60% are tech talent. (1300 World Wide)

## WORK BASED LEARNING

Rarely take entry level staff and usually the people they train up are H1B candidates. Willing to look at OJT for the right candidate. Willing to come and speak to a class

## GROWTH PLANS

Local staffing is sufficient. Number of consultants ebb and wane depending on projects. Company is focused on expansion in other regions and world-wide.

## JOBS

Business Development Manager–  
–IT Staffing  
Solutions Sales Executive  
SharePoint Architect  
Technology Consultant (NodeJS)  
Technology Consultant (Angular.js)  
EPMS Developer  
Tableau Developer  
Technology Consultant (UI/UX)  
Android Developer  
Sr. Network Engineer  
LAMP Developer  
Sr. Dot Net Developer /Lead

# AJA Video Systems

## LOCATION

Grass Valley

## COMPANY TYPE

Video Technology

## COMPANY SIZE

165 local (Total 180)

## WORK BASED LEARNING

They can take up to 4 interns at a time. They host college as well as high school interns. Open to OJT for the right candidate.

## GROWTH PLANS

Expecting to hire 20-25 new staff in the next 1-5 years.  
80% of those jobs will be replacement of retiring staff.

## jobs

Sr. Hardware Engineer  
Hardware Engineer  
Software Engineer  
Field Systems Engineer

# AlphaBaller Technologies

## LOCATION

Roseville

## COMPANY TYPE

Enterprise IT, Company Applications and Security

## COMPANY SIZE

24 (16 are tech)

## WORK BASED LEARNING

They have had interns as well as hired staff on OJT programs from Golden Sierra. Open to both. Also willing to give crash course on security- 30-45 minute presentation. 1hr to 90 minute presentation....to IT people, business owners, anyone who is digitally involved.

## GROWTH PLANS

Only a 2 year old company, expecting to have a staff of 100 in 5 years.

jobs

Software Developer  
Network Administrator  
Systems Administrator  
Network Security Specialist

# Agency and TAP2TEACH

## LOCATION

Sacramento

## COMPANY TYPE

Mobile App Marketing and Promotions

## COMPANY SIZE

4 (100% tech)

## WORK BASED LEARNING

Has used interns from Sac State and UC Davis. Also ended up employing them. Yes interested in interns as well as OJT once he is ready to hire.

## GROWTH PLANS

Had to downsize a bit. But he has most of his clients overseas now.

Hopes to get more gigs and then planning on hiring 6 new staff.

He is also developing a new application himself called TAP2TEACH.

This app will allow teachers to explore different learning apps for free before recommending them to students.

## jobs

Social Media Marketing Expert

Publicist

Media Buyer

Ad Designer

# Applied Science

## LOCATION

Grass Valley

## COMPANY TYPE

Provider of Data Solutions to Hospitals and Blood Banks

## COMPANY SIZE

17

## WORK BASED LEARNING

Happy to provide work experience for office administration.

Open to speak at a class after June 2016

## GROWTH PLANS

Total staff may go up to 25 in the next five years max as the market is finite for them. They like to keep the company small and outsource a lot of their services- like Deloitte, which has a huge implementation arm.

jobs

Manufacturing Technician X 2  
Software Developer

# Apptology

## LOCATION

Folsom

## COMPANY TYPE

Mobile App Development and Marketing

## COMPANY SIZE

5 (37 offshore)

## WORK BASED LEARNING

Hasn't had interns. Open to OJT at the Data Entry level.

## GROWTH PLANS

He is also the Director of Startupgring/Sacramento Chapter.

Hosts a workshop at the Hacker's Lab in Rocklin called "Developing Apps for profit" ..it's more of a business class for technopreneurs. He is willing to come and teach it at Nevada County.

## jobs

iPhone Team lead  
Android Developer  
PHP Developer  
SEO Executive

# ARRIS *(Previously Pace America's West)*

## LOCATION

Nevada City

## COMPANY TYPE

Broadband/Media Technology Solutions

## COMPANY SIZE

26 Local (2300 Globally)

## WORK BASED LEARNING

They haven't done internships or OJT in the past. Usually hire only seasoned staff who get further mentored. But not anyone with skills gaps.

## GROWTH PLANS

Pace America's West just got acquired by ARRIS. The local division is an engineering design office. No idea what plans the new company has for them as far as growth and projects go.

jobs

Hardware Design Engineer  
Mechanical Design Engineer  
Electronics Technician  
Software Design Engineer



# Autometrix

## LOCATION

Grass Valley

## COMPANY TYPE

Pattern Development Software for Industrial Textile industry

## COMPANY SIZE

30

## WORK BASED LEARNING

They have hardware and manufacturing interns before,  
but it is based on availability of projects.  
Definitely interested in OJT for the right candidates.

## GROWTH PLANS

Expecting to hire 6-10 more staff in the next few years.

## jobs

Production Assemblers x 2

Software Developer (microsoft programming) x 2

Technical Customer Support x 2

# *Black Magic Design*

## **LOCATION**

Nevada City

## **COMPANY TYPE**

Video Technology (Hardware and Software)

## **COMPANY SIZE**

8 (100% tech) (700 globally)

## **WORK BASED LEARNING**

Open to OJT in a year's time - depending on level of experience (no matter the education level). Does not have resources for mentoring interns at this time.

## **GROWTH PLANS**

Plans to grow to a staff of 35 in the next 5 years.

**jobs**

Hardware Engineer  
Software Engineer

# California Dept. of Technology

## Professional Training Department

### LOCATION

Sacramento

### COMPANY TYPE

Network, Systems and Software Management for the State Departments of California.

### COMPANY SIZE

900 (11,000 total tech staff in state department)

### WORK BASED LEARNING

Have had interns from Sac State before. Talking to Cisco Networking Academy to create an IT apprenticeship program. Will have to look into the possibility of OJTs.

### GROWTH PLANS

A large number of staff will be retiring in the next 5 years, and will need to be replaced. Currently 13 open positions.

## jobs

Associate Systems Software Specialist

Data Processing Manager X 7

Data Processing Manager III X 4

Project Manager - Technical

# Clear Capital

## LOCATION

Truckee

## COMPANY TYPE

Real Estate Valuations, Data, Analytics and Technology Solutions

## COMPANY SIZE

120 (Total 440 incl Reno and Roseville)

## WORK BASED LEARNING

Have had an intern in marketing but never in tech as they need people who can hit the ground running. Open to looking at OJT for the right tech talent in the future. Not present day. Possibility for field trip for right audience.

## GROWTH PLANS

Plans to grow to about 500-550 staff in the next year and a total of around 750 in the next 5 years out of which 100-120 are expected to be technical staff.

jobs

Sr. Dev Ops Engineers X 3  
Sr Java Automation Developer X 3  
Java Automations Engineer  
Systems Engineer II

# ClientWorks

## LOCATION

Nevada City

## COMPANY TYPE

Systems Administration, Cloud Computing and Network Security

## COMPANY SIZE

6

## WORK BASED LEARNING

Never had interns, open to it. But has trained many entry level staff  
On-The-Job and open to OJT programs.

## GROWTH PLANS

These positions will probably be available in the next few years.  
Right now he will be deploying some of his staff to work on  
Spiral Internet's projects (of which he has been named CIO)  
and as such positions will start opening up.

## jobs

Computer Technician II  
System Administrator I  
System Administrator II  
System Administrator III

# *Datamax Software*

## **LOCATION**

El Dorado Hills

## **COMPANY TYPE**

Mobile data collection software and warehouse automation

## **COMPANY SIZE**

35 (+2 in Singapore)

## **WORK BASED LEARNING**

Open to take on OJT for entry level support desk operations staff. Also willing to take on programmers and teach them ERP skills (Enterprise Resource Planning)

## **GROWTH PLANS**

Plan to grow by 20-25% next year. They are unique and not. Mobile technology is a growing market. Huge potential. Most companies use software engineers to build custom apps. RFGen has a platform that they use for building companies EOP (end of period balance). Market is projected to double, it is heavy on service, so the staffing growth should also mirror market growth.

**jobs**

Entry Level Project Manager  
EDS Consultant (IT Management)  
C++ Journeyman Developer

# Delivery Unit

## LOCATION

Sacramento

## COMPANY TYPE

Civic technology startup developing performance management software to enable frictionless, cross-sector collaboration.

## COMPANY SIZE

2 (startup). Part of a larger group of members of the 'Next Economy' Sacramento project that started 5 years ago.

## WORK BASED LEARNING

Not right now as they are in a start up phase. Open to share contacts in Sacramento of people in workforce development, government and technology. Also open to potentially teaching classes at the Digital Media Campus.

## GROWTH PLANS

Has a list of companies signed up for beta testing. Ready to launch soon. Will keep me informed.

jobs

Full Stack Developers X 2  
Sales Manager

# Ensemble Designs

## LOCATION

Nevada City

## COMPANY TYPE

Video Production Equipment Manufacturing

## COMPANY SIZE

40

## WORK BASED LEARNING

Interested in mentoring and participationg. Cannot hire anyone below 18 years of age. Open for OJT in manufacturing/assembly positions. Have had CalPoly interns in the past. Will do site tours for high school.

## GROWTH PLANS

Several staf members are within 10 years of retirement, concerned that there may not be a sufficient talent pool in 5 years tiime. There is usually a 6 month to 1 year learning curve for those posiions that can be trained on the job. But most jobs will need seasoned staff.

## jobs

Manufacturing Assembler X 3

Software Engineer X 2

Hardware Engineer (Electrical) X 2

Process Engineer (Manufacturing- Electronics  
and Surface Mounted Technology)



# General Dynamics: Mission Systems

## LOCATION

Grass Valley

## COMPANY TYPE

Video Imaging Technology Systems

## COMPANY SIZE

20

## WORK BASED LEARNING

They have an active internship program. They are also willing to serve on an advisory board as well as make presentations to class rooms and in industry related forums.

## GROWTH PLANS

GD is a \$46 billion company out of which \$10 billion is generated from the Grass Valley location. They offer competitive salaries and hire people from here all the way to Smartsville. Manager working on bringing in more manufacturing projects to the local office.

## jobs

Manufacturing Engineer

Electrical Engineers

Software Engineer

Production Technicians X 10

# Grass Valley- A Belden Brand

## LOCATION

Grass Valley

## COMPANY TYPE

Broadcast Equipment Manufacturing

## COMPANY SIZE

160 Local (400 total in the US and 1400 Globally)

## WORK BASED LEARNING

Yes they have hosted up to 6 interns in a year. Open for OJT once they restructure their hiring process. They also participate in joint college recruiting along with AJA and TeleStream.

## GROWTH PLANS

Currently their VP of Technology and Development wants to look into innovative hiring which will include hiring and training entry level tech talent and groom them to fill in vacancies as senior staff starts retiring in the next 5 years. (50% of their employees are over the age of 55)

jobs

Sr. Hardware Engineer X 2  
Software Engineer X 2

# GRIN Inc.

## LOCATION

Sacramento

## COMPANY TYPE

Mobile App Publishing - Start Up

## COMPANY SIZE

2 (+5 overseas contractors)

## WORK BASED LEARNING

Open to taking Interns and had one previously.

OJT only for a very suitable candidate.

## GROWTH PLANS

In the coming few years expect to have 5-10 local staff with background in mobile app development and sales.

**jobs**

Mobile App Developers X 2

Sales X 2

# *Gyro Stabilized Systems*

## **LOCATION**

Grass Valley

## **COMPANY TYPE**

Video Imaging Technology Systems

## **COMPANY SIZE**

14

## **WORK BASED LEARNING**

They haven't before are are open to taking on Interns. Also willing to do field trips for upto 5 students. Also open for OJT for the assembler and sales support positions.

## **GROWTH PLANS**

Hopes to grow company to at least 25 employees in the next 2-5 years.

**jobs**

**Electro-Mechanical Assembler X 3**

**Business Development**

**Sales Support X 3**

**Machinist**

# Hi Country Tek

## LOCATION

Nevada City

## COMPANY TYPE

Mobile solutions for industrial equipment

## COMPANY SIZE

25

## WORK BASED LEARNING

Has had interns from CalPoly, Chico and Sac State. Was able to run one of their projects through Sac State because of the last intern.

Happy to look into OJT for right candidate as well.

## GROWTH PLANS

The industry they serve (oil, mining, construction) are growing by leaps and bounds, so they don't see huge need for growth in staff other than training their engineers on mobile technology.

## jobs

Product Engineer (manufacturing) X 2

Development Engineer (firmware) X 2

Test Technician

# *iHeart Radio*

## **LOCATION**

Sacramento

## **COMPANY TYPE**

Digital Radio

## **COMPANY SIZE**

100 (Parent company iheartmedia has 19200 employees nationwide)

## **WORK BASED LEARNING**

They take Interns from HS, Sac State – PR, media and communications, broadcasting programs.

## **GROWTH PLANS**

Not expanding a lot, replacement of staff perhaps. Went through a personnel upgrade in the last 18 months already. Also most technology jobs are located in their NY office. Locally they have and need some broadcast engineers and technicians. Right now need a producer, 2 sales and 2 reporters, but no tech jobs.

**jobs**

**Producer**

**Digital Media Coordinator**

**Sales X 2**

**Reporters X 2**

# *Invincible Enterprises*

## **LOCATION**

Roseville

## **COMPANY TYPE**

Mobile Application- STEAM Playbook for Girls - Start Up

## **COMPANY SIZE**

Sole Proprieter (uses contracted partners)

## **WORK BASED LEARNING**

Not appropriate company at the moment

## **GROWTH PLANS**

Her business plan includes using contractors for technology and marketing. Though she does plan to take on a digital partner soon to be part of her company.

**jobs**

Software and Mobile App Developer

# iSnap

## LOCATION

Sacramento

## COMPANY TYPE

Social photosharing for Business Marketing - Start Up

## COMPANY SIZE

5

## WORK BASED LEARNING

Very interested in OJT. Will consider Intern depending upon bandwidth at the time. He is a speaker in UC Davis and lives in Auburn and willing to come give a presentation on digital marketing.

## GROWTH PLANS

Hope to double staff in the next year.  
Also looking for next round of funding.

jobs

Software Engineers X2

Technical Support X 1

Sales X 2



# *Kokoro Inc.*

## **LOCATION**

Nevada City

## **COMPANY TYPE**

Digital Marketing and Business Automation

## **COMPANY SIZE**

4

## **WORK BASED LEARNING**

Happy to come and present on digital marketing and business automation

## **GROWTH PLANS**

Plans to add a couple more staff in this year.

## **jobs**

Customer Support Tech (software trainer)  
Technical Copy Writer

# Laru Technologies

## LOCATION

Folsom

## COMPANY TYPE

Bank Security Solutions (ePayment Automation and Analysis)

## COMPANY SIZE

8 local (8 in Florida)

## WORK BASED LEARNING

Not a lot of bandwidth at the moment for any mentoring. However very interested in OJT for the right candidate. Personally he teaches one course a year as Adjunct professor at Sac Stat. Technology Management for executives for MBA program. This course is held in Intel.

## GROWTH PLANS

Plan to grow to a staff of 25 this year.

jobs

IT Administration  
Software Developer  
Technical Customer Support

# LCS Technologies

## LOCATION

Sacramento

## COMPANY TYPE

Oracle Solutions for Public Sector

## COMPANY SIZE

20 (which incl 10 contractors)

## WORK BASED LEARNING

Cannot take OJT or Interns as all their staff work on various government projects with strict timelines.

## GROWTH PLANS

Looking to add about 5-10 staff in the next few years, but they have to have atleast 10 years experience in Oracle Software as all their contracts are with Government entities.

jobs

Systems Architects (Oracle) X 5

# Mineshaft Labs

## LOCATION

Auburn

## COMPANY TYPE

Software Solutions

## COMPANY SIZE

4 (start up)

## WORK BASED LEARNING

No capacity at the moment. His main big client is CES. A lot will depend on them if he can use an intern. Open for OJT for good software developer. He is open to come for a one day presentation on any software development and gaming subject.

## GROWTH PLANS

They just started in April 2015. But he is always looking for good developers to add to his team.

jobs

Software Developer X 2

# *Nevada City Film Festival*

## **LOCATION**

Nevada City

## **COMPANY TYPE**

Film Festival and Creative Consulting

## **COMPANY SIZE**

5 (team of professionals)

## **WORK BASED LEARNING**

They take interns with Marketing, Film Production and Public Relations backgrounds to help with the film festival each year.

## **GROWTH PLANS**

They are a group of professionals, who take on other contractors on a project basis. They also serve as creative directors for local business and collaborate on gigs through out the year.

**jobs**

N/A

# Nevada County Information Systems

## LOCATION

Nevada City

## COMPANY TYPE

Information Systems for Nevada County public departments

## COMPANY SIZE

800 (28 in IS)

## WORK BASED LEARNING

They usually can accommodate 2-3 interns at a time.

Always happy to provide assistance in an advisory capacity.

## GROWTH PLANS

Very low turn over, however 45% is at retirement age.

Have around 7-8 people eligible to retire, within this year.

## jobs

Comp Svc Tech – 2

Network Analyst – 2

Network Analyst Sr - 1

Info System Analyst – 2

# New Leaders

## LOCATION

Truckee

## COMPANY TYPE

SaaS, Mobile and Web App Development

## COMPANY SIZE

15 (includes 10 contractors)

## WORK BASED LEARNING

Interested in OJT in about a year's time. At the moment doesn't have much time to train someone. He is willing to give client management presentation for businesses and individuals (how to manage clients, billing, communication, procure clients, market and deliver solutions)

## GROWTH PLANS

Perhaps grow up to 10 full time employees. They work on the model where they use contractors based on the number/type of projects they get.

## jobs

Ruby on Rails Developer

Front End Developer

Web Copy Writer

# *Nevada Joint Union High School District - Information Systems*

## **LOCATION**

Nevada City

## **COMPANY TYPE**

Information Systems for the Nevada County High School District

## **COMPANY SIZE**

315 (8 in IS Dept)

## **WORK BASED LEARNING**

Open for OJT. Internship will depend on the Union

## **GROWTH PLANS**

Their enrollments have been going down, so doesn't look at they will be doing too much hiring in the near future.

**jobs**

Data Analyst



# Pearson

## LOCATION

Folsom

## COMPANY TYPE

Digital Education and Assessment

## COMPANY SIZE

15 (400 of their Power School employees just got acquired by Vista Equity Partners)

## WORK BASED LEARNING

Right now they are focused on Tech Talent Acquisition - Nationally and Globally only. OJTs available for tech support and Tier 1 programmers.

## GROWTH PLANS

There is always going to be a need for software developers, graphic developers, QA and business analysts.

## jobs

Graphic Artist  
Associate and Sr. Software Developer  
Principal Systems Architect  
SQA Analyst

# Property Radar

## LOCATION

Truckee

## COMPANY TYPE

Data Resource for Real Estate

## COMPANY SIZE

15

## WORK BASED LEARNING

Open to provide work experience depending on the Manager and the location. (They have some staff in Portland as well.)

## GROWTH PLANS

They were upto 25 staff in 2009, then they had to down size due to the economy. Have cautious plans to grow products and staffing. Always open to hiring great dev-ops talent, if he come across the right person. But no active open positions.

jobs

N/A

# Ranstad Technologies

## LOCATION

Sacramento

## COMPANY TYPE

Technology Recruiting Company

## COMPANY SIZE

11

## WORK BASED LEARNING

Often times they do place junior level people at entry level with lower pay.  
They may place people on help desk . . . where they can grow after.

## GROWTH PLANS

See Ranstad white paper on Hot Technology jobs for 2016 and the effect of  
millineals on IT departments.

Complete list of Jobs: <https://www.randstadusa.com/jobs/search/information-technology/california/sacramento/>

## jobs

RF (Radio Frequency) Engineer

Systems Admin Jobs x 8

IT project Management x 13

Software Development x 15

Web Developer

IT support x 19

Tech Sales x 3

# Revenue Solutions

## LOCATION

Roseville


## COMPANY TYPE

Digital Revenue Solutions for Public Sector

## COMPANY SIZE

Around 100 (500 nationwide)

## WORK BASED LEARNING

Usually hire seasoned staff, however he is a big proponent of  Had one intern so far. Happy to get more. Open for OJT programs as they hire Univ/College grads. He mentors individuals on the side that want to get into software development.

## GROWTH PLANS

They are now creating an international project as well as those that will serve cities and counties, not just state departments. So much potential for growth. Currently about 30% of their contractors are H1B holders and since it is hard to find developers locally. They have an off shore branch as well.

## jobs

Frontline Product Development Engineer  
Technical Recruite  
Chief Security Architect  
Software Engineer (ASP.Net/C#)  
Software Engineer - entry level x 2  
Sr. Systems Administrator

# Riskalyze

## LOCATION

Auburn

## COMPANY TYPE

Risk Alignment Software for Investors

## COMPANY SIZE

90 (25 technical staff)

## WORK BASED LEARNING

They currently have interns in Sales and Ops. CIO is looking into Praxis, so promising staff can get certified to teach. Open to OJT for tech positions.

98% of the people they hire go through intensive training.

CEO Aaron Klein is on the board of Sierra College.

## GROWTH PLANS

They are definitely in growth mode. Grew from 28 to 90 employees within a year. They always have job postings up with no definite numbers. They hire based on finding people with the right skills and talent.

## jobs

Web Development Engineer - Front End x 2

Web development Engineer - Back End x 2

Various Sales Positions x 8

Customer Support

Problem Solver

Product Manager

# Sacramento Bee

## LOCATION

Sacramento

## COMPANY TYPE

Digital News and Journalism

## COMPANY SIZE

600

## WORK BASED LEARNING

Definitely interested in both Interns and OJT.

They have partnership with both Stanford and Sac State

## GROWTH PLANS

He is trying to develop a digital business model for journalists.

Will then need staffing once they get approval to move in that direction.

## jobs

Programers x 2

Data Scientist

User Interface/User Experience specialist

Mutimedia Sales - various x 3

Digital Market Analyst x 2

Regional Audit and Reporting Manager

VP Finance

# Scale Unlimited

## LOCATION

Nevada City

## COMPANY TYPE

Big Data Consulting and Training

## COMPANY SIZE

6

## WORK BASED LEARNING

OJT available to someone with very strong JAVA background. He and his partner Chris Schnieder also teach coding at Bittney Prep. And they also do a lot of Corporate training.

## GROWTH PLANS

It's a flat organization with partnership between entrepreneurs most of who also serve on other companies. Does not plan to grow.

jobs

Sr. Software Engineer (Project Lead)

# *SP Marketplace*

## **LOCATION**

Penn Valley

## **COMPANY TYPE**

Office 365 and Sharepoint Solutions for Businesses

## **COMPANY SIZE**

18

## **WORK BASED LEARNING**

Yes for potential Interns and OJT

## **GROWTH PLANS**

Business Plans to grow definitely. Will expand based on projects.

**jobs**

Share Point Specialist

Sales x 12

Digital Marketing x 2

Microsoft Services x 2



# Spiral Internet

## LOCATION

Nevada City

## COMPANY TYPE

Digital Broadband Provider

## COMPANY SIZE

4

## WORK BASED LEARNING

Interested in both interns and OJT. In their new site they are planning to host classes for clients. Open to making it available for other classes as well.

## GROWTH PLANS

Growing from a staff of 4 to 17 after receiving grant to provide fiber optic gigabit broadband to Nevada County. They are also being approached by other communities to bring the same to their area.

## jobs

Service Technician/Installers x 2

COO

CFO

Project Manager x 2

Tech Support x 4

Network Operations Manager

# Stack Engineering

## LOCATION

Folsom

## COMPANY TYPE

Full Stack Software and Systems Development

## COMPANY SIZE

4 (start up)

## WORK BASED LEARNING

Open for Internship and OJT for the right person, who is interested in being a contractor as he does not have any full time employees.

## GROWTH PLANS

He hires additional contractors based on projects they are working on.

jobs

Software Developer x 3

# Staff Tech

## LOCATION

Folsom

## COMPANY TYPE

Software and Information Technology Consultants for Public Sector

## COMPANY SIZE

10 (+40 technical contractors)

## WORK BASED LEARNING

They cannot support training as they need fully capable contractors for their projects.

## GROWTH PLANS

STI is pursuing the NITC IT support services contract in Pt. Hueneme CA. There will be a new prime contractor management company, and they intend to be it.

## jobs

Virtualization Engineer

Web Project Manager

Creative Services Director

Virtualization and Storage Engineer

Sr. .NET Web Developer

# Taborda Solutions

## LOCATION

Folsom

## COMPANY TYPE

Software and Hardware Solution Providers

## COMPANY SIZE

91

## WORK BASED LEARNING

Yes they are always working with Interns and providing on the job training to ambitious, go-getter talent.

## GROWTH PLANS

See steady growth based on history.

He was employee #8 4 years ago.

jobs

IT Business Development Officer

Technical Recruiter

PMP Certified Project Manager

Adobe Forms Developer

Security Sales Engineer

Inside Sales Rep

Business Development Manager-

-Application Development

# Tallac Networks

## LOCATION

Rocklin

## COMPANY TYPE

Network Virtualization Solutions

## COMPANY SIZE

16

## WORK BASED LEARNING

Have had interns, Open for OJT. He is an advisor at Chico Univ. Trains developers on cloud based networking in companies like HP and Cisco.

Happy to teach at the Campus.

## GROWTH PLANS

They are 3.5 year old company and hope to get more funding and more projects so they can scale up.

## jobs

Software Development Manager

Channel Sales      Inside Sales

Trainers - software designed networks x 2

# Telestream

## LOCATION

Nevada City

## COMPANY TYPE

Software and Hardware Solutions for Video Broadcast Industry

## COMPANY SIZE

227

## WORK BASED LEARNING

They can accommodate upto 7 interns at a time.

Do a lot of college recruiting. Open to OJT.

## GROWTH PLANS

Company is steady and well respected for its products in the industry.

Potential to keep hiring during the next few years.

## jobs

Lead Software Developer  
Software Engineer x 6  
QA Software Technician x 3  
Product Manager  
Supportive Service Technicians x 2  
Systems Project Manager  
Marketing x 2  
Sales x 2

# Traitware

## LOCATION

Nevada City

## COMPANY TYPE

Mobile Security Solutions

## COMPANY SIZE

5 (start up)

## WORK BASED LEARNING

Open to OJT in a year. Willing to take on 1 remote intern who will have to work on the project with guidance but remotely.

## GROWTH PLANS

Working on getting new investment of 1 million dollars and new projects. Plans to have upto 14 employees in 2 years time as per their business plan.

## jobs

Sr Developer x 2

IOS Developer

Android Developer

App Programmer

Back End Server Manager

Technical Writer x 2

Website Developer/Manager

Accountant

# Tri Counties Bank

## LOCATION

Yuba City

## COMPANY TYPE

Digital Channels Division

## COMPANY SIZE

8 in their department. Total 1000

## WORK BASED LEARNING

They utilize interns from Chico State on a regular basis. Open to OJT.

## GROWTH PLANS

As per Michael, Service sector jobs are growing, especially in the Financial Services area. Applicants possessing strong computer and analytical skills should find plenty of challenging opportunities in this industry. They are hoping to also make some future acquisitions.

**jobs**

User Application Security Analyst  
Information Security Analyst  
Help Desk Analyst  
Email/Computer Systems Engineer  
Business Application Analyst  
Virtual Branch - Department Manager  
Virtual Bankers x 2



# Whim

## LOCATION

Nevada City

## COMPANY TYPE

Mobile App

## COMPANY SIZE

4 (start up)

## WORK BASED LEARNING

When they get established with a larger number of employees. Maybe remote internship for the right candidate. Personally can devote 5 hrs a month on an advisory capacity or to give a presentation.

## GROWTH PLANS

As per their business plan, they plan to add 10 more employees in the coming year.

## jobs

Software Designer

Dev Op, Software Engineers x 2

Marketing x 5

Customer Success x 2

# Xcube Labs

## LOCATION

Sacramento

## COMPANY TYPE

Mobile App Development and Solutions

## COMPANY SIZE

9 (400 total spread out in Dallas, San Francisco, Sacramento and India)

## WORK BASED LEARNING

Not at the moment

## GROWTH PLANS

Hope to add more employees/consultants as their projects grow. They currently have 16 software developer positions available. However most of their technical positions are based in India.

jobs

NA - 16 tech positions, all based in India

# Xplorit

## LOCATION

Incline Village

## COMPANY TYPE

Immersive Virtual Tour Platform

## COMPANY SIZE

6

## WORK BASED LEARNING

Will entertain interns, OJT for production staff.

## GROWTH PLANS

Hoping to get get more projects in Vegas and Los Angeles and is in talks with GoPro for joint collaboration and working on occulus based products.

## jobs

Web Development x 2

Video Production x 4

Digital Media Sales x 3



# Skills & Ongoing Training

# Network Administration

## BREADTH OF SKILLS OR EXPERIENCE LISTED IN JOB POSTINGS

- CompTIA-A+
- Server +
- Security +
- Cisco Certified Internetwork Expert (CCIE)
- Cisco Certified Network Associate (CCNA)
- Cisco Certified Entry Network Technician (CCENT)
- Cisco Certified Network Associate Routing & Switching (CCNA R&S)
- Cisco Certified Network Professional (CCNP)
- Microsoft Certified Solutions Associate (MCSA) Certifications
- Microsoft Certified Solutions Expert (MCSE) Certifications
- Juniper Networks Certification Program (JNCP)
- Wireshark Certified Network Analyst (WCNA)
- Networking Vendor provided programs:
  - Brocadet
  - Alcatel-Lucent
  - F5
  - HP
  - Others:
    - Avaya
    - Citrix
    - Extreme Networks
  - Client Management

## EDUCATION LEVEL OR SOURCE

Associates Degree or Certification Program in Networking Technology

## TRAINING AVAILABLE IN NEVADA COUNTY

Sierra College - Rocklin, but not in Nevada County

# Systems Administration

## BREADTH OF SKILLS OR EXPERIENCE LISTED IN JOB POSTINGS

- VMware ESX and Windows Server
  - Active Directory
    - DHCP
    - DNS
- Microsoft Certified Solutions Expert (MCSE)
- Linux Professional Institute Certification Levels 1, 2 and 3
  - CompTIA Server+
  - Vendor SPecific Programs such as: Oracle, IBM, Deli, Brocade, EMC, NetApp, Symantec, HP
    - Virtual Data Management
      - Data Security
      - Client Management
  - Certified Storage Engineer (SCSE) from The Storage Networking Industry Association (SNIA)
    - Project Management
    - Client Management

## EDUCATION LEVEL OR SOURCE

Associates Degree or Certification Program in Network Systems Administration

## TRAINING AVAILABLE IN NEVADA COUNTY

- N/A

# Web Development and Operations

## **BREADTH OF SKILLS OR EXPERIENCE LISTED IN JOB POSTINGS**

- CSS, HTML
- JAVA Script
- LAMP (Developer) is an acronym for "Linux, Apache, MSQL, Perl/PHP/Python"
- Additional: Ajax, ASP, Node.js, IO.js, Swift, Go 1.5, Typescript, Adobe Coldfusion
- Other high level coding: Python, Visual Basic, Delphi, ECMAScript, Ruby
- W3C Web Standards
- Web Hosting
- CMS software upgrades on web server
- Some understanding of domain name systems (DNS), mail servers, firewalls and security.
- UX/UI (User Experience and User Interface)
- Client Management
- Project Management

## **EDUCATION LEVEL OR SOURCE**

Associates Degree, or Boot Camps in Software Development

## **TRAINING AVAILABLE IN NEVADA COUNTY**

A few languages taught in Sierra College Rocklin and in Hacker's Lab, Rocklin.  
None in Nevada County.

# Software Development

## BREADTH OF SKILLS OR EXPERIENCE LISTED IN JOB POSTINGS

- Knowledge of version control systems such as GIT is vital.
- Knowledge of unit testing and TDD (Test Driven Development) is essential.
- Be a member of GitHub - the worlds largest code host where developers can get involved in projects and build software toether on a regional or global scale.
- Assembly Language, Ruby, Perl, Delphi/Object Pascal, Visual Basic, Swift, MATLAB, Pascal, Groovy, Objective C, PL/SQL.
- (Rube on) Rails, Excel, Android, Boost, Cocoa, ASP and AJAX.
  - SQL and SQL extensions PL/SQL and Transact-SQL.
- Goundation in user interface design and interaction (UX/UI).
- Experience with video test equipment: Waveform monitors, signal generators, and oscilloscopes (for video industry only)
  - Client Management
  - Project Management

## EDUCATION LEVEL OR SOURCE

BS, AS, or Boot Camps in Software Development

## TRAINING AVAILABLE IN NEVADA COUNTY

A few languages taught in Sierra College Rocklin and in Hacker's Lab, Rocklin. None in Nevada County.



# Software Testing

## **BREADTH OF SKILLS OR EXPERIENCE LISTED IN JOB POSTINGS**

- Black Box Testing, Agile Methodologies, Test Planning, White box testing fundamentals.
- Computer Science degree or Proficiency with SQL, HTML, XML and client server/ complex systems. LINUX. Preferable Java development.
- Potential Professional Certification such as ISTQB, CSTE, CASQ, CAST, CSBA, CSPE.
- Change Management Request tool such as Clearquest Defect Tracking System , Accurev, Aldon Affiniti,eB CM, McAbe True Change,Integrity, Optrics Engineering, Perforce, Sublime- Lucent, Serena, SnapShot CM, Spectrum SCM, VI Engineering Inc.

## **EDUCATION LEVEL OR SOURCE**

AS/BS in Software Development or Experience in Software Development along with certification in testing.

## **TRAINING AVAILABLE IN NEVADA COUNTY**

Sierra College - Rocklin for CS, but not in Nevada County.

# FPGA, Embedded Systems or Hardware Development

## BREADTH OF SKILLS OR EXPERIENCE LISTED IN JOB POSTINGS

- \*Hardware Interfacing with C, Multithreaded RTOS Programming, RTOS Alternatives.
  - **Coding** - mixed signal design and code in C or C++.
  - **Computers and Electronics** - Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- **Engineering and Technology** - Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.
  - **Design** - Knowledge of design techniques, tools, and principles involved in production of precision technical plans, blueprints, drawings, and models.
    - **Mathematics** - Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.
- **Physics** - Knowledge and prediction of physical principles, laws, their interrelationships, and applications to understanding fluid, material, and atmospheric dynamics, and mechanical, electrical, atomic and sub- atomic structures and processes.
  - Verilog, FPGA Synthesis , PCB Layout, Freescal.
  - Experience with industry standard simulators. High speed digital board design.
- **Design Experience** with standard interfaces such as: PCIe, HDMI, DDR2/3, DVI, FireWire.
- **Broadcast Video knowledge**, Understanding of SMPTE standards *(For video industry)*
  - FPGA design/FPGA verification, ASIC design, embedded system design, DSP design, embedded software development, system hardware design and signal integrity analysis.
    - **The design video interfaces:** SDI/HDSDI, Component, Composite.
      - Hardware, firmware and software integration.
    - Understanding of Professional and Consumer Audio standards.

## EDUCATION LEVEL OR SOURCE

Requires a 4 year degree or Masters in Electronics or Electrical or Computer Engineering.

*\*However for the embedded systems skills above in blue one could attend a boot camp, and get a job as a tester or installer.*

## TRAINING AVAILABLE IN NEVADA COUNTY

N/A

# Broadcast and Sound Engineering

## BREADTH OF SKILLS OR EXPERIENCE LISTED IN JOB POSTINGS

- Society of Broadcast Engineers Certifications- Operator Level Certifications: Certified Radio Operator® (CRO®), Certified Television Operator® (CTO®).
- Broadcast Networking Certification: Certified Broadcast Networking Technologist® (CBNT®), Certified Broadcast Networking Engineer™ (CBNE™).
- Engineering Level Certifications: Certified Broadcast Technologist® (CBT®), Certified Audio Engineer® (CEA®), Certified Video Engineer® (CEV®).
- Certified Broadcast Networking Engineer™ (CBNE™), Certified Senior Radio Engineer™ (CSRE®), Certified Senior Television Engineer™ (CSTE®), Certified Professional Broadcast Engineer® (CPBE®),
- Specialist Certifications: 8-VSB Specialist™ (8-VSB™), AM Directional Specialist™ (AMD™), Digital Radio Broadcast Specialist™ (DRB™).
- InfoComm International Certifications for AV professionals:
  - Certified Technology Specialist™ (CTS®)
  - Certified Technology Specialist — Design (CTS-D)
  - Certified Technology Specialist — Installation (CTS-I)

## EDUCATION LEVEL OR SOURCE

Certifications and On The Job training.

## TRAINING AVAILABLE IN NEVADA COUNTY

N/A

# Video Production and Digital Arts

## **BREADTH OF SKILLS OR EXPERIENCE LISTED IN JOB POSTINGS**

- Video Recording and Editing: Usage of HD/SLRs, lighting techniques and shotgun or lavalier microphones. Also usage of software like Corel, Pinnacle, AVS, Adobe, Cyberlink, Magix.
- Graphic Arts: Software examples: Serif Draw, Corel Draw, Adobe Photoshop, Xara. 3D Animation and Modeling: Maya, 3D Studio Max, Zbrush, MudBox.
- Computer Animation: Autodesk, Cinema, Houdini, Lightwave, Modo.
  - Game Design: RPG Maker VX Ace, IG Maker, and GG Maker, GameMaker, Construct 2, Stencyl, Flixel.
- Audio Production: Cubase, Magix, Reason, Mixcraft, FL Studio, Ableton, Pro Tools, Sonar X3, Studio One, Reaper.
- Digital Photography: Adobe Photoshop, ACDSee or Apple Aperture.

## **EDUCATION LEVEL OR SOURCE**

Certificate or non certificate programs and On the Job training.

## **TRAINING AVAILABLE IN NEVADA COUNTY**

A lot of these skills are taught at Sierra College locally.

# Data Analysis/ Data Engineering

## BREADTH OF SKILLS OR EXPERIENCE LISTED IN JOB POSTINGS

- For Data Analysis: Knowledge and use of segmentation analysis (PRIZM, Data Hero, Data Cracker, Statwing). Big Data Storage Platforms: MapReduce, Hadoop, Cloudera, IBM Big Insights, Hortonworks or MapR.TS-I).
- Statistical analysis software: R, SPSS, SAS, STATA, Weka, MATLAB.
- Data Warehousing: Relational databases like MySQL, MS SQL Server, Oracle, DB2. Specific company chosen NoSQL: HBase, SAP HANA, HDFS, Cassandra, MongoDB, CouchDB, Vertica, Greenplum, Pentaho and Teradata.
- For Data Engineering: Programming skills like Java, Scala, Ruby, C++..
- Data Collection: Data APIs (e.g., RESTful interfaces).SQL expertise and data modeling.
- Data Transformation: ETL Tools: Informatica, DataStage, SSIS, Redpoint For Scripting : Linux/Unix commands, Python, Ruby or Perl.
- Certification: CDMP (Certified Data Management Professional)

## EDUCATION LEVEL OR SOURCE

BS/ As in computer science, software/computer engineering, applied math, physics, statistics or a related field . Coding bootcamps, Certification available for those with experience in lieu of education.

## TRAINING AVAILABLE IN NEVADA COUNTY

A few languages taught in Sierra College Rocklin and in Hacker's Lab, Rocklin.  
None in Nevada County.

# Digital Skills for Business

## BREADTH OF SKILLS OR EXPERIENCE LISTED IN JOB POSTINGS

- **Microsoft Office and other Applications:** Excel, Word, PowerPoint, Outlook, One Note, Publisher, Project and Visio. Sharepoint.
- **Teleconferencing:** Utilizing SKYPE and other teleconferencing tools like, WEBEX and Google talk. Setting up Audio Visual equipment.
- **Graphics:** Ability to create basic marketing collaterals using Adobe Illustrator, Photoshop, InDesign or , Microsoft Word.
  - **Website Management:** Word Press or Web Content Management.
    - **Social Media:** Social Media Marketing, SEO and Tools.
    - **Web Analytics:** Understanding and Analyzing Web Traffic.
  - **Google Aps:** Gmail, Google Drive, Google Docs, Google Sheets and Google Calender.

## EDUCATION LEVEL OR SOURCE

BS/ As in computer science, software/computer engineering, applied math, physics, statistics or a related field .  
Coding bootcamps certification available for those with experience in lieu of education.

## TRAINING AVAILABLE IN NEVADA COUNTY

A few languages taught in Sierra College Rocklin and in Hacker's Lab, Rocklin.  
None in Nevada County.

# Project Management for IT

## **BREADTH OF SKILLS OR EXPERIENCE LISTED IN JOB POSTINGS**

- PMP: Project Management Professional.
- CAPM: Certified Associate in Project Management.
- CSM: Certified Scrum Master.
- MPM: Master Project Manager Scrtification.
- CPM: Certified Project Manager Certification.

## **EDUCATION LEVEL OR SOURCE**

The Certification prep classes can be taken online or in Vocational Schools or through Self Study with books.

## **TRAINING AVAILABLE IN NEVADA COUNTY**

N/A.

# Digital Marketing

## BREADTH OF SKILLS OR EXPERIENCE LISTED IN JOB POSTINGS

- Writing and Copy writing.
  - Word Press.
  - Photo Editing
    - HTML
- Mail Chimp or Constant Contact or Get Response or Infusion Soft.
  - Salesforce
  - Google Ad Words.
  - FaceBook Advertising
  - Social Media Marketing
- Search Engine Optimization
- Conversion Rate Optimization
  - Media Buying
  - Public Relations

## EDUCATION LEVEL OR SOURCE

Certification, AA, On the Job.

## TRAINING AVAILABLE IN NEVADA COUNTY

Word Press, HTML and Photo Editing taught at Sierra College.



# Assembly Technology

## **BREADTH OF SKILLS OR EXPERIENCE LISTED IN JOB POSTINGS**

- Electronics.
- Mechatronics
- Read and Interpret mechanical drawings

## **EDUCATION LEVEL OR SOURCE**

AA, On the job.

## **TRAINING AVAILABLE IN NEVADA COUNTY**

Sierra College has a mechatronics program.

# Honorary Mention: ISO Certifications for Technology

## BREADTH OF SKILLS OR EXPERIENCE LISTED IN JOB POSTINGS

- **Most Popular: ISO 9001** Quality management systems.
- **Most Popular: ISO 27001** Information security management.
- **ISO/IEC 27001:2013** Information technology -- Security techniques -- Information security management systems -- Requirements.
- **ISO/IEC CD 27003** Information technology -- Security techniques -- Information security management system implementation guidance.
- **ISO/IEC 27010:2015** Information technology -- Security techniques -- Information security management for inter-sector & inter-organizational communications.
- **ISO/IEC 27013** Information technology -- Security techniques -- Guidance on the integrated implementation of ISO/IEC 27001 and ISO/IEC 20000-1.
  - **ISO/IEC 90003:2014** Software engineering -- Guidelines for the application of ISO 9001:2008 to computer software.
- **ISO/IEC CD 19770-1** Information technology -- Software asset management -- Part 1: Processes and tiered assessment of conformance.
- **ISO/IEC CD 19770-1** Information technology -- Software asset management -- Part 1: Processes and tiered assessment of conformance.

## EDUCATION LEVEL OR SOURCE

Online or Vocational Schools.

## TRAINING AVAILABLE IN NEVADA COUNTY

N/A.