

10 Hot Cities

The Sun Belt will lead job growth from now through 2015 as megacities like Dallas, Los Angeles, and Phoenix expand.

1. Las Vegas Job growth is the safest bet in town: Conferences, real estate, casino tourism, and outdoor recreation keep things rolling. **35.5%**

10. Atlanta Banking remains strong, and software startups are boosting demand for programmers. **18.8%**

9. Charlotte A booming financial services sector continues to drive employment growth. **19.0%**

8. Dallas/Fort Worth Construction, real estate, and finance continue to lead the way in this mecca of master-planned subdivisions. **19.4%**

5. Phoenix This boom town is barely keeping up with its growth; it's projected to need 2,000 more CEOs in the next decade. **24.3%**

3. Riverside It is becoming a huge distribution hub for the flood of Chinese imports, driving explosive demand for logistics managers and transportation experts. **26.7%**

4. Austin Tech's rebound means IT hiring is back, and Toyota's new nearby plant is creating thousands of jobs. **24.7%**

6. Jacksonville Reflecting national trends, computer systems analysts and medical assistants are on the rise. **20.8%**

7. Tampa The Iraq war is buoying defense hiring at the home of the U.S. Central Command. **19.7%**

2. Orlando The home of Disney World also sports opportunities in health care and leisure activities for aging boomers. **28.3%**

Note: Job growth, 2005-2015, in metro areas with 1 million or more people. Sources: Global Insight; state and regional government agencies

boot camp. More important, ManTech also uses the second exit interview to bring defectors back into the fold. Coleman says, "They might have found that the grass on the other side isn't as green as they thought it was going to be."

HOW LONG WILL WORKERS keep their current edge? It's impossible to know, and there are economic scenarios under which power could quickly revert toward management. Another external shock on the order of 9/11 or, say, \$100-per-barrel oil could swiftly put workers back at the mercy of their bosses.

Some economists also worry that, even absent such events, the U.S. economy could be headed into serious trouble because of towering fiscal and trade gaps,

high consumer debt, a slowing housing market, and anemic overall wage growth. While examples of double-digit pops in salaries for skilled workers in tight labor markets abound, total wages for all workers have risen only slightly since the downturn. Taken together, all these factors lead some economists to believe that we may be headed for an unstable period of weakening consumer spending that derails the five-year-old recovery and ultimately stifles hiring.

In terms of the workplace power dynamic, the more likely scenario is that employees will maintain their big advantage for at least another year. That's because, if GDP growth cools as is widely expected, productivity is also expected to decline, keeping the pressure on managers to hold on to their workers

and hire new ones. And for many companies, the cycle of losing workers weary of the postbubble grind is far from over. Back at Borland, there's renewed turmoil, and yet another turnaround CEO has recently been brought in. He's fighting Nasdaq's recent order to delist the company. He's already laid plans to sell off some businesses and enter new ones, shaking things up all over again. Thus Borland is facing a whole new wave of disaffected workers tempted to jump—and this time, they'll have plenty of places to land. ■

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