

FOR IMMEDIATE RELEASE

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Noncertified IT Skills Pay Up 8% in 2006. Certifications: Flat Growth.

New Canaan, CT, February 12, 2007 – Pay for 143 leading IT certifications finished 2006 averaging a loss of 0.1 percent of their value, while pay for 127 noncertified IT skills surveyed gained nearly 8 percent for the year according to a report released today by IT workforce research firm Foote Partners.

These and other key indicators of IT workforce trends are reported in the latest quarterly edition of the **Hot Technical Skills and Certifications Pay Index™ (HTSCPI)**, the oldest and most comprehensive survey of IT skills pay in the IT industry. 60,000 IT professionals were surveyed for the current quarterly update, with 52 percent receiving some form of tech skills pay as part of their overall compensation, the highest in the seven year history of the HTSCPI.

“Pay for IT certifications may have been flat for the year, but the important finding is that for the last six months of 2006, the certifications tracked posted an overall decline of nearly 2 percent. This is obviously a disturbing trend for both independent training companies that focus on certification test preparation and the many vendors who rely on certifications to help maintain a foothold in IT departments for their products,” commented David Foote, CEO and Chief Research Officer for Foote Partners. “There’s a new paradigm emerging for measuring technical skill attainment.”

“It would be foolish to imply that gold standard certifications like the Project Management Professional, Cisco Certified Internetwork Expert, and Certified Information Systems Security Professional and others are not highly valued by employers who continue to reward certificants with annual pay premiums worth 10% to 16% of base pay. But the facts are these:

- Average certification pay grew only 3.2% over the past two years, significantly lower than the 13.3% gain in noncertified IT skills in the period.
- Every category of noncertified IT skills gained value in the past two years; for certified IT skills, only Web development-related certifications showed growth.

What employers want

Employers are desperate for IT professionals who can get things done, who can deliver results again and again. In 2007 there’s much more than technical skills that employees are demanding of their IT workers. For Being a desirable ‘impact’ worker means getting along with people, keeping an eye on IT’s role in business execution and quickly delivering what customers want, which is a moving target.

“Our employer surveys are telling us that employers increasingly desire workers who understand the industry in which they’re working and have experience in specific systems, software, and solutions,” continues Foote. “And they want workers who can operate under tough deadlines and withstand a certain amount of organizational discomfort. If you’re that kind of person and you have demonstrated technical skills, not being certified will probably not matter if you have other important strengths---business, customer, interpersonal---in the right proportions for the job.

“The exception are consultants: many companies still expect to see a certain level of certification in the talent assigned by outsourcers,” reports Foote. “But even there, IT vendors are more apt to develop their own internal skill certification standards instead of using third party certs. For example, Microsoft does not generally accept its own publicly-available certifications as sufficient skills standards for its workforce. Other global IT consulting firms report to us that they will stock client teams with consultants who have earned popular certifications to the extent that client expectations dictate.”

The Foote study pinpoints increasing demand for various niche skills and the reality that there isn't enough specialized talent to meet this demand. “Our research indicates an overall decline in IT 'bench strength' at many employers and the steep price they are now paying for not growing their skills in house. Expect to see a worsening of this condition over the next year, and more employer panic as products and services are not delivered on time to impatient customers,” predicts Foote.

Role of Skills Pay in Attracting and Retaining Hot IT Talent

Pay for skills has become a common solution for getting workers to true market pay levels---a practice has become increasingly difficult to accomplish in a world where IT job titles often do not match up well with actual on-the-job responsibilities. Since salary surveys are traditionally tied to job titles, serious worker morale and retention problems are occurring when surveyed salaries, matched to job titles, are clearly too low for what the worker actually does. “When IT professionals are underpaid, there is tension and resentment, and they’re ripe for picking by executive recruiters,” warns Foote.

“It is a nightmare to go through the process of reclassifying and re-titling IT workers and few employers want to tackle it. Even worse, IT jobs are changing so rapidly that employers would have to repeat this process regularly. The reality is that many employers haven’t updated IT job descriptions in years or have only done a few at time.”

Several Foote Partners research studies this year have found that employers are preferring salary-based tech skills pay practices to paying skills bonuses. Employers are declaring specific tech skills as dominant or unique to a job, then incorporating pay for specific certified and noncertified IT skills key to performing the job while keeping titles unchanged.

“The beauty of this approach is its flexibility,” continues Foote. Each time you make a new hire or promote someone, it’s a lot easier to use this method to recognize the unique combination of skills, aptitudes, and experience they bring to their job and match their pay to their true market value. That’s a huge advantage to employers who need to get the right people in place for critical projects and keep them there. For example,

you may have systems administrators with a Unix or Linux specializations working on critical customer-facing systems. You don't want to end up lumping them in with, say, MVS administrators when it comes to salary benchmarking. It's the same thing with ABAP and .Net Developers, Java Programmers, and Oracle DBAs who get thrown in with all the other developers, programmers, and DBAs pay-wise, “ says Foote.

The threat posed by recruiters cannot be overestimated today,” warns Foote. “This solution helps reduce the leverage they enjoy with employers that are underpaying their IT workers within the boundaries of what are otherwise well-conceived, tightly run compensation systems that have been in place for years.”

Employers don't want to over-pay: they want to re-price skills periodically while also addressing their internal skills requirements.”

About Foote Partners' Hot Technical Skills and Certifications Pay Index

Foote Partners' primary research report for technical skills and professional certifications pay is the quarterly **Hot Technical Skills and Certifications Pay Index (HTSCPI)**, first published in 1999 and updated every three months since. 60,000 IT professionals in the U.S. and Canada are surveyed for IT skills pay they are earning for 270 certified and noncertified technical and management skills and certifications. The Q4 2006 edition has been compiled from data surveyed October 1, 2006 to January 1, 2007 and includes data from 28,100 workers for whom IT skills pay has been verified. *See pages 16 to 21 for detailed information*

Hot Technical Skills and Certifications Pay Index™

Summary Graphics – Overall Performance

Noncertified and Certified IT Skills Value

2007 Update

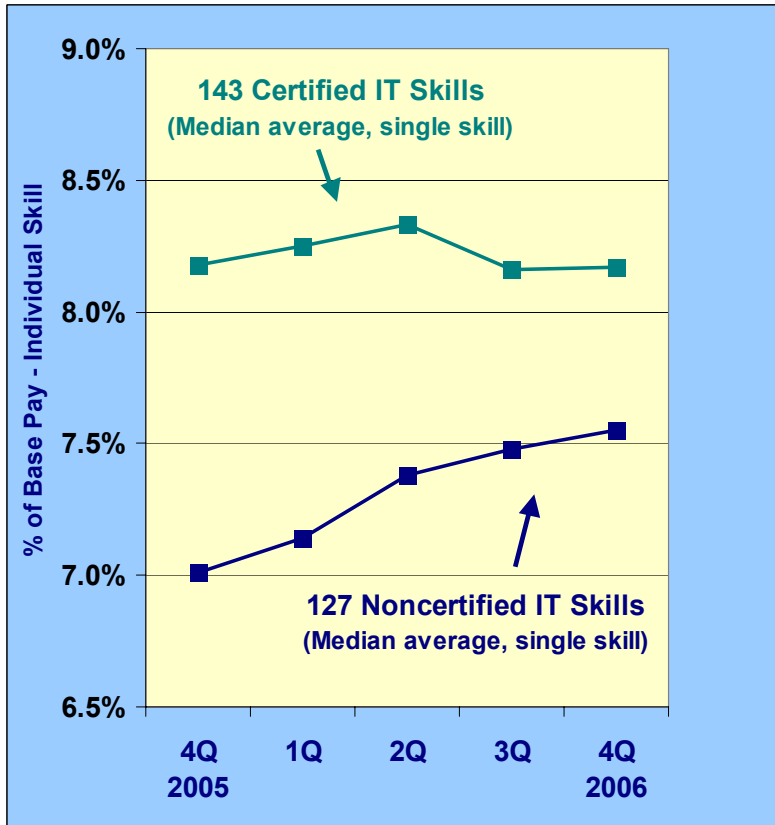


Fig. 1

Average Skills Pay as a % of Base Salary - 270 IT Skills Surveyed

(28,100 IT professionals surveyed)

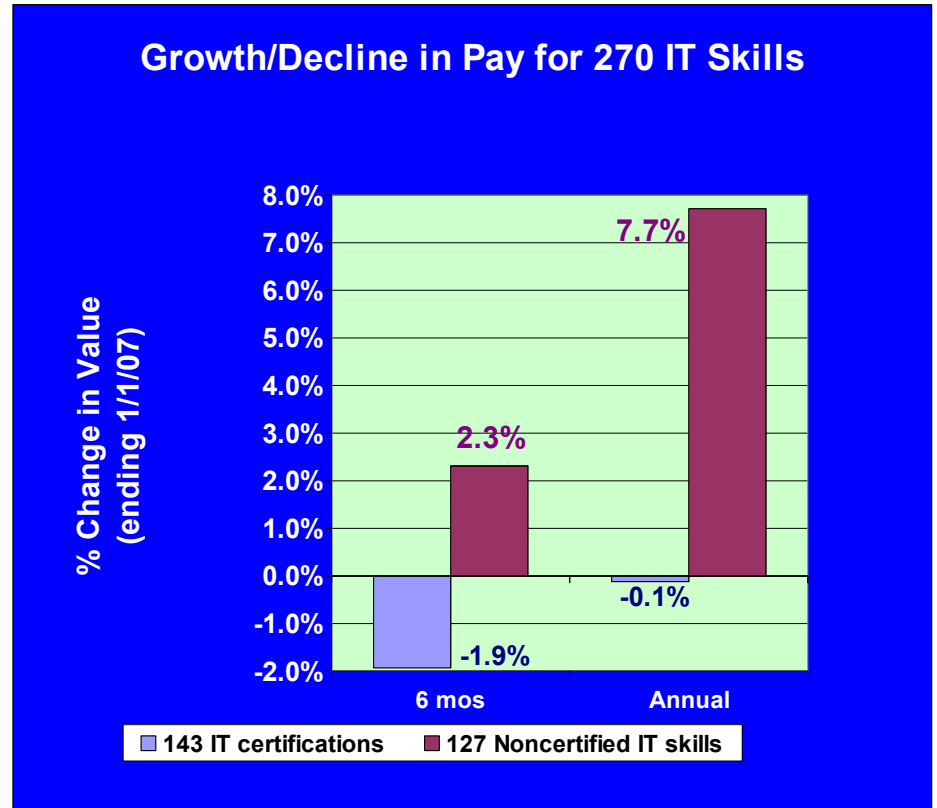
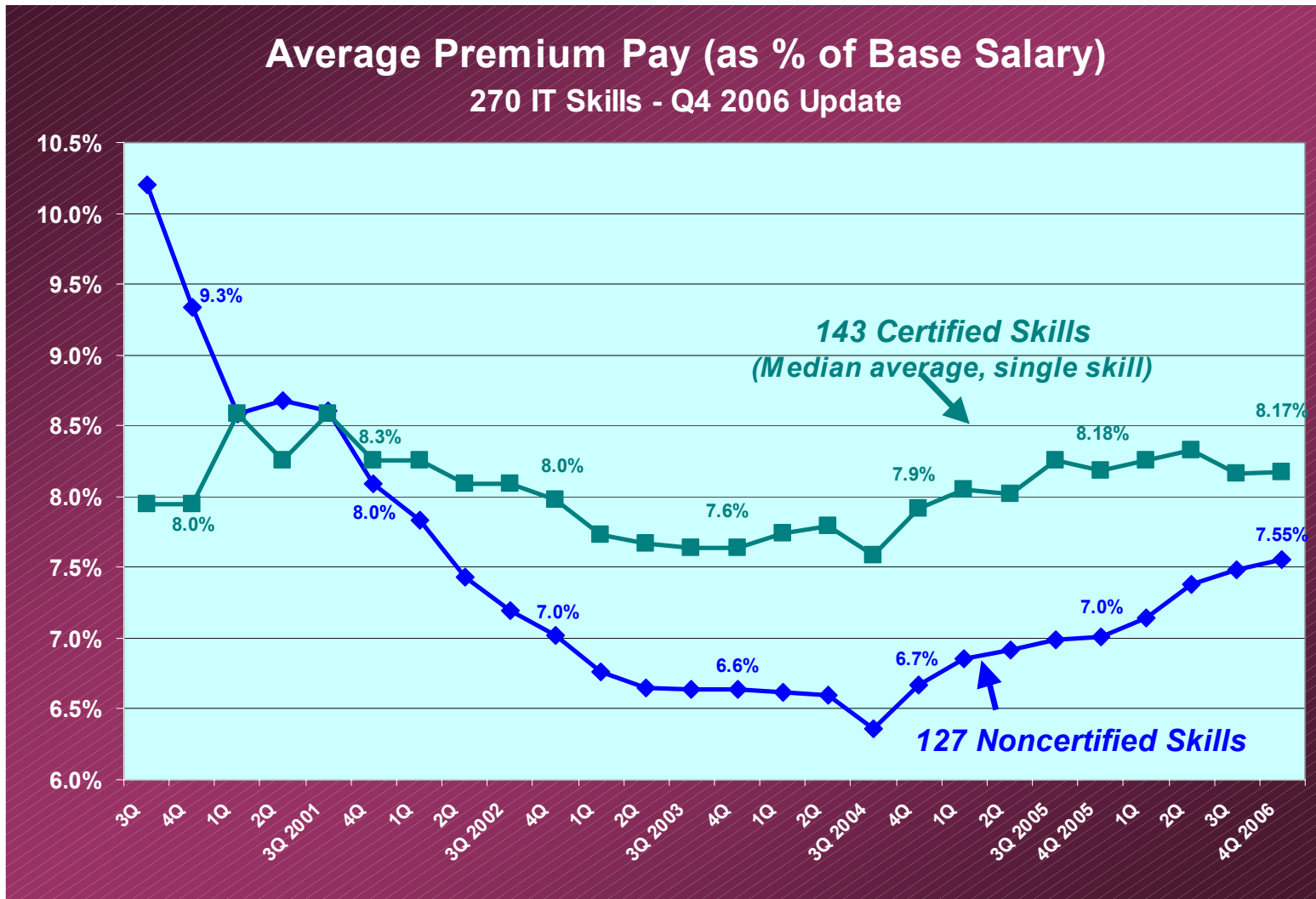


Fig. 2

Growth/Decline in IT Skills Value (Certified vs. Noncertified skills) (28,100 IT professionals surveyed)

Source: Foote Partners, Quarterly Hot Technical Skills and Certifications Pay Index™

Fig. 3 – Average % of Base Pay For a Single Technical Skill, 2000 to 2007 (at median)



Source: Foote Partners, Quarterly Hot Technical Skills and Certifications Pay Index™

Hot Technical Skills and Certifications Pay Index™

Summary Graphics and Trends

Certified IT Skills Value

2007 Update

CERTIFICATIONS CATEGORIES	Ave. Premium Pay - Single Skill as a % of Base Salary (Median)			% Change 6 mos	% Change ANNUAL	% Change 2 yrs
	4Q 2004	4Q 2005	4Q 2006			
General and Training	3.8%	5.0%	4.6%	-8.0%	-8.0%	22.7%
Apps Development/Prog. Languages	7.0%	8.0%	7.7%	-3.6%	-3.6%	10.1%
Database	9.3%	8.8%	8.4%	-2.2%	-4.6%	-10.2%
Web Development	5.9%	6.1%	6.3%	3.6%	3.6%	7.5%
Networking	9.5%	9.2%	8.8%	-4.0%	-3.7%	-7.2%
System Admin & Eng/Network OS	8.2%	8.0%	7.8%	-2.4%	-1.9%	-4.8%
Security	9.0%	8.8%	8.8%	-2.1%	0.0%	-2.1%
Project Management	10.5%	11.0%	10.7%	-2.7%	-2.7%	1.9%
143 CERTIFIED SKILLS SURVEYED	7.9%	8.2%	8.2%	-1.9%	-0.1%	3.2%

Table 1 (Source: Foote Partners LLC, *Hot Technical Skills & Certifications Pay Index – Q4 2006 edition*)

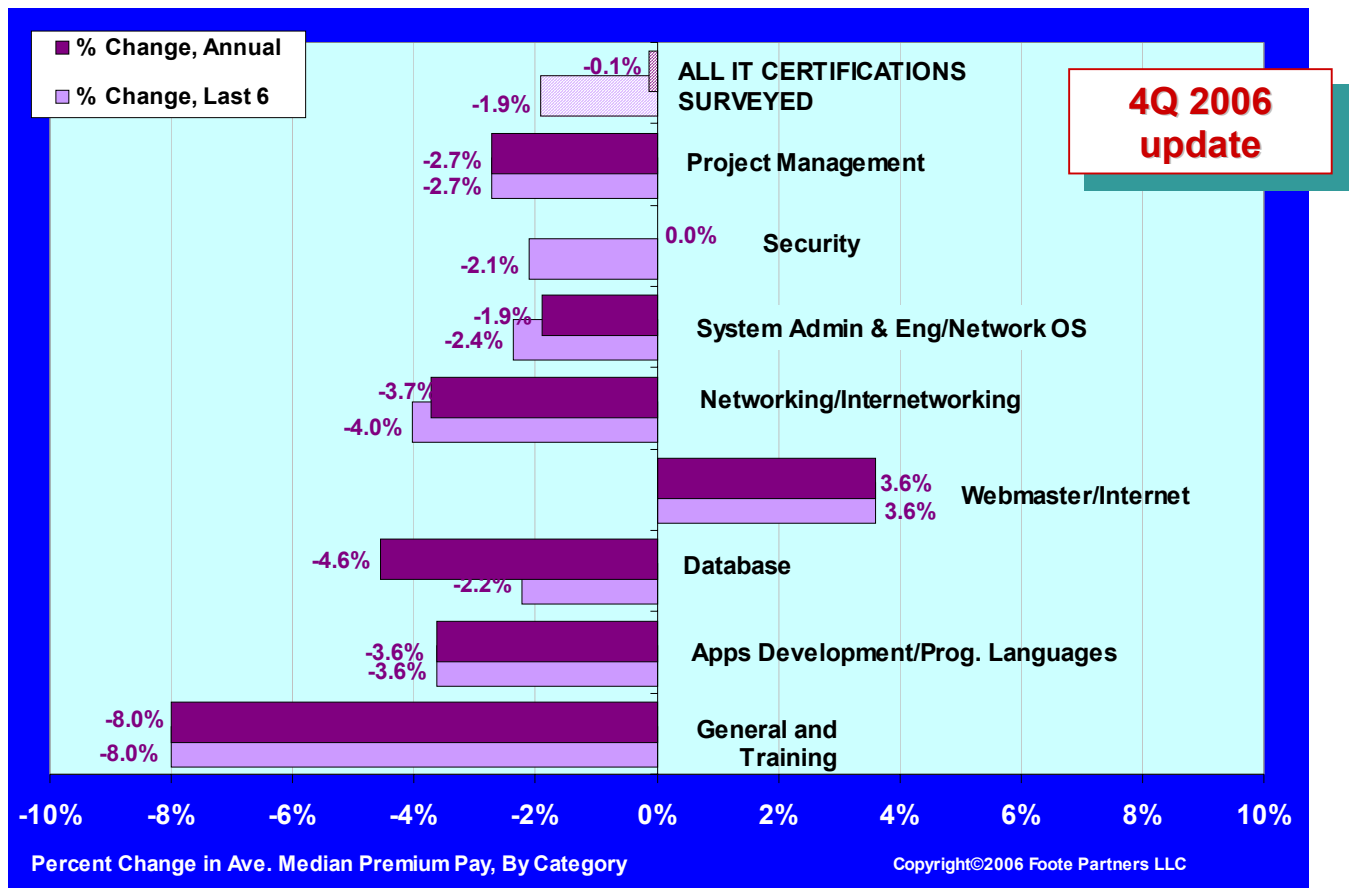


Fig. 4 - IT CERTIFICATIONS VALUE TRENDS (Q3 2006)

(% Change in Average Median Pay for a Single IT Certification)

A. IT Certifications Detail

What's Doing Well

Strong performers in these skills categories include:\

IT Security (median value = 10% to 14% of base salary)

- Certified Information Security Manager (CISM)
- Certified Information Systems Auditor (CISA)
- Certified Information Systems Security Professional (CISSP)
- Cisco Certified Security Professional (CCSP)
- InfoSys Security Architecture Professional (ISSAP/CISSP)
- InfoSys Security Engineering Professional (ISSEP/CISSP)
- InfoSys Security Management Professional (ISSMP/CISSP)
- SANS/GIAC Certified Forensic Analyst (GCFA)
- SANS/GIAC Security Expert (GSE)
- System Security Certified Practitioner (SSCP)

Project Management (median value = 10% to 14% of base salary)

- Project Management Professional(PMP)
- IT Certified Architect(ITCA/Open Group)

Networking and Internetworking (median value = 10% to 13% of base salary)

- Brocade Certified SAN Manager (BCSM)
- Cisco Certified Enterprise Administrator (CCEA)
- Cisco Certified Internetwork Expert (CCIE)
- Cisco Certified Internetwork Professional (CCIP)
- Cisco Certified Systems Instructor (CCSI)
- Cisco Certified Voice Professional (CCVP)
- Cisco IP Telephony Design Specialist
- Cisco IP Telephony Operations Specialist
- Cisco IP Telephony Support Specialist
- EMC Proven Professional Technology Architect - Expert
- Planet3 Certified Wireless Network Trainer (CWNT)
- SNIA Certified Architect
- SNIA Certified Storage Networking Expert

Systems Administration & Engineering/NOS (median value = 10% to 12% of base salary)

- HP/Compaq Master Accredited Systems Engineer (Master ASE)
- Citrix Certified Integration Architect
- Red Hat Certified Architect (RHCA)

What's Doing Well – IT Certifications, cont'd.

Database (median value = 10% to 12% of base salary)

- Microsoft Certified Database Administrator (MCDBA)
- Oracle DBA Certified Master Professional (OCM DBA)
- Teradata Certified Master
- Teradata Certified Application Developer

Applications Development & Programming Languages (median value = 9% to 12% of base salary)

- IBM Certified Solutions Developer: WebSphere
- Microsoft Certified Solution Developer (MCSD)
- Oracle Forms Developer Certified Professional (OCP)
- Sun Certified Enterprise Architect for Java Platform

Web Development (median value = 8% of base salary)

- Novell/Certified Internet Professional (CIP)
- Prosoft Master CIW Administrator)

Hot Technical Skills and Certifications Pay Index™

Summary Graphics and Trends

Noncertified IT Skills Value

2007 Update

Ave. Premium Pay - Single Skill as a % of Base Salary (Median)						
NONCERTIFIED SKILLS CATEGORIES	4Q 2004	4Q 2005	4Q 2006	% Change 6 mos	% Change ANNUAL	% Change 2 yrs
Networking & Communications	6.7%	7.1%	7.3%	0.0%	2.5%	8.5%
Messaging, E-mail, Groupware	6.0%	5.8%	6.2%	0.0%	7.3%	2.8%
Enterprise Business Applications	6.9%	7.2%	8.3%	4.1%	15.2%	21.1%
Apps Development Tools & Platforms	6.9%	7.3%	7.8%	1.6%	7.3%	14.0%
Web/E-Commerce Development	6.6%	6.8%	7.5%	6.5%	10.5%	14.2%
Database	7.0%	7.3%	7.5%	1.1%	2.7%	7.1%
Operating Systems	6.1%	6.7%	6.8%	-1.6%	1.6%	10.6%
Management and Process	0.0%	8.0%	8.5%	3.0%	6.3%	na
127 NONCERTIFIED SKILLS SURVEYED	6.7%	7.0%	7.6%	2.3%	7.7%	13.2%

Table 2 (Source: Foote Partners LLC, [Hot Technical Skills & Certifications Pay Index – Q4 2006 edition](#))

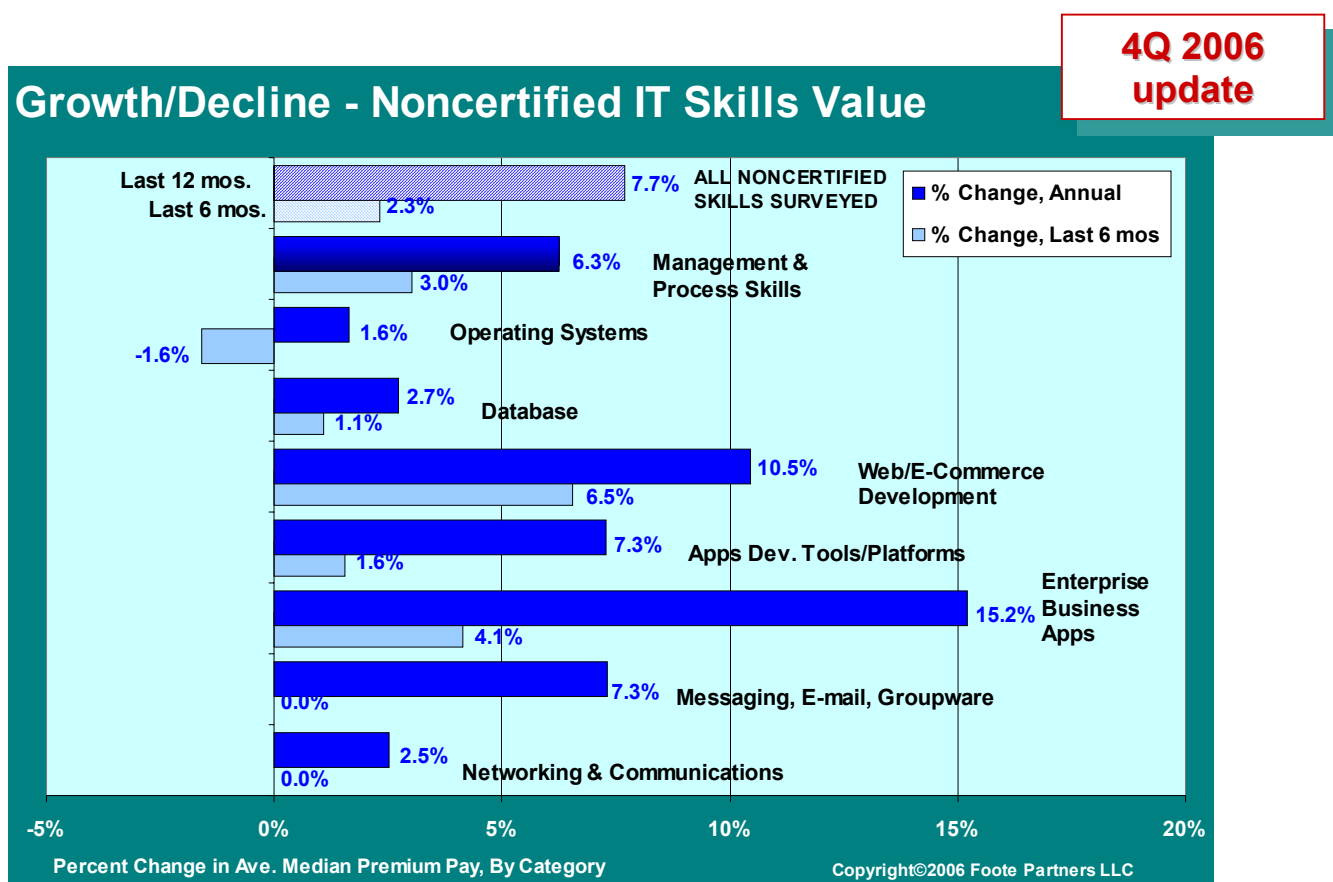


Fig. 5 - NONCERTIFIED SKILLS VALUE TRENDS (Q4 2006)
(% Change in Average Median Pay for a Single Noncertified IT Skill)

A. Noncertified IT Skills Detail

What's Doing Well

Strong performers in these skills categories include:

Enterprise Business Applications (median value = 10% to 12% of base salary)

- SAP modules: Payroll, BW, PS, HR, CA, CO, FI, SD
- SAP Netweaver

Applications Development Tools and Platforms (median value = 11% to 16% of base salary)

- Rapid Applications Development/Extreme Programming(XP)
- Oracle developer

Web/eCommerce Development (median value = 10% to 12% of base salary)

- Microsoft .Net (Visual Studio .Net, Visual Basic .Net, ASP.Net)
- WebSphere
- Microsoft Commerce Server
- Microsoft Identity Integration Server 2003

Management and Process Skills (median value = 9% to 11% of base salary)

- Project Management
- Business Intelligence

Networking and Communications (median value = 11% to 16% of base salary)

- Network security skills in project assignments
- SAN/Storage Area Networking
- RFID (radio frequency identification)

Database (median value = 10% of base salary)

- Java Database Connectivity

TO OBTAIN A COPY OF THE HOT TECHNICAL SKILLS AND CERTIFICATIONS PAY INDEX

To purchase the latest edition of the Hot Technical Skills & Certification Pay Index, please visit the Foote Partners web site: <http://www.footepartners.com/itcompensation.html>

ABOUT THIS RESEARCH

The “IT Insider Compensation Benchmarks and Management Trends” research series is compiled from confidential data supplied by IT, business, and HR executives covering 60,000 North American IT workers and more than 1,800 private and public sector organizations. Data is validated using numerous techniques including direct interviewing to match job titles to actual on-the-job duties and responsibilities before data is entered into our research engine and compiled for survey publication. The size of the participating organizations, measured most appropriately for the type of business, by revenues, assets, total premiums and operating budgets, are as follows:

- 13% of participating organizations have \$3 billion+ in sales/\$15+ billion in total assets
- 24% of participating organizations have \$1 billion or more in annual revenues or \$3 billion or more in total assets
- 43% of participating organizations have \$500+ million in sales/\$3+ billion in total assets/\$500+ million in premiums/\$500+ million operating budget (government, educational, not-for-profit)
- 5% have operating budgets of \$500 million or more, 4% with operating budgets \$100 million to less

ABOUT FOOTE PARTNERS

[Foote Partners LLC](#), founded in 1997, is a New Canaan, Connecticut based management consultancy and IT workforce research firm comprised of former Gartner Inc., META Group, McKinsey & Company, and Towers Perrin consultants and analysts, and former HR, IT, and business executives. The firm employs innovative data collection methods and analytical techniques to correct for mismatched IT job titles (compared to actual job content and duties) and produce a highly accurate, constantly updated, consistent and comprehensive view of what 55,000 IT workers in the North America and Europe are earning in base salary and IT skills pay. The firm’s senior research team publishes survey-backed analytical trend reports on a variety of management and technology subjects and advises consults to companies worldwide on increasing performance and achieving business goals through maximizing collaboration of IT, business, and HR resources.

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Hot Technical Skills and Certifications Pay Index™

Product Information

Hot Technical Skills and Certifications Pay Index™ – North American edition

- 234 pages (4Q 2006)
- Pricing: \$1,800 single edition: \$7,000 annual subscription (3Q 2006)
- Pay premiums for 270 certified and noncertified IT skills – *See pages 12 - 14*
 - Three data points for each position: 10th, 50th, 90th percentile
- Certifications Guide (200 pages) containing basic information about IT certifications surveyed for the HTSCPI
- Survey participants: 13,240 IT professionals
- 4Q2006 edition data collected October 1, 2006 to January 1, 2007 (updated quarterly)
- Definition of skills premium pay:
 - Pay that IT workers receive for possessing high-value technical skills used on the job
 - Given in the form of a bonus, or embedded in base salary to adjust for the presence of a dominant vendor or technology central to job performance (examples: Oracle Database Administrator, Linux Systems Administrator, Unix Programmer, or ABAP Developer).
 - Often used to adjust either base pay or total pay in situations where job title does not match actual on-the-job duties and responsibilities, and changing the job title is not an option
 - May be used as a reward, recruiting inducement, retention tool, and a guide for creating consulting rate cards

Cities and Metropolitan Areas Surveyed (4Q 2006)

Foote Partners publishes compensation survey data in the following cities and metro areas for all positions and skills in its surveys. In addition, there are other cities that are either in-process for future use or that are surveyed for specific job families at the request of our customers.

Canadian Cities, European Countries

CANADA

Calgary, AB
Edmonton, AB
Halifax, NS
London, ON
Mississauga, ON

Montreal, QUE
Ottawa, ON
Toronto, ON
Vancouver, BC
Winnipeg, MB

EUROPE – skills only (55

United Kingdom
Ireland
France
Germany
Italy

cities)

Netherlands
Portugal
Spain
Switzerland

Tier 1 Cities (U.S.)

Atlanta, GA
Boston, MA
Chicago, IL
Dallas, TX
Detroit, MI

Houston, TX
Los Angeles/Orange Cty, CA
Miami, FL
Minneapolis, MN
New Jersey/Northern

New York City, NY
Philadelphia/So. NJ
Phoenix, AZ
San Diego, CA
San Francisco, CA

San Jose, CA
Seattle, WA
St. Louis, MO
Washington, DC
Westchester County, NY/ Lower
Fairfield Cty, CT

Tier 2 Cities (U.S.)

Albuquerque/Santa Fe, NM
Austin, TX
Baltimore, MD
Birmingham, AL
Charlotte, NC
Cincinnati, OH
Cleveland/Akron, OH
Columbus, OH
Colorado Springs, CO
Dayton, OH
Denver, CO
Des Moines, IA
Grand Rapids, MI

Greensboro/Winston-
Salem, NC
Greenville/Spartanburg
/Anderson, SC
Hartford, CT
Indianapolis/Ft Wayne
Kansas City, MO
Las Vegas, NV
Long Island, NY
Louisville, KY
Madison, WI
Memphis, TN
Milwaukee, WI

Nashville, TN
New Orleans
Norfolk/Virginia Beach/
Newport News, VA
Oakland/Walnut Creek/
Concord CA
Oklahoma City, OK
Omaha, NE
Orlando, FL
Peoria, IL
Pittsburgh, PA
Portland, OR
Princeton/So. NJ

Providence, RI
Raleigh/Durham, NC
Richmond, VA
Sacramento, CA
Salt Lake City, UT
San Antonio, TX
Tampa, FL
Tulsa, OK
Upper Fairfield County/ New
Haven, CT

127 Noncertified IT Skills Surveyed – 4Q 2006 edition

Apps Development Tools & Platforms

- Business Objects
- C
- C#
- C++
- Cobol
- Delphi
- Eclipse
- Java/J2EE, SE, ME
- MQSeries
- NetWeaver
- Oracle Developer
- PL/SQL
- Powerbuilder
- Progress/Development tools
- RAD, Extreme Programming(XP)
- SAS
- SQL Windows
- Tomcat
- Transact-SQL
- Visual Basic
- Visual C++
- Visual J++
- WSDL (Web Services Description Language)*

Enterprise Business Applications

- ABAP (all modules)
- Baan,
- J.D. Edwards
- Lawson
- Oracle Enterprise Apps
- Peoplesoft
- SAP module: APO
- SAP module: Payroll
- SAP module: CA
- SAP module: CO
- SAP module: FI
- SAP module: HR
- SAP module: MM
- SAP module: PP
- SAP module: PS
- SAP module: QM
- SAP module: SD
- Siebel

Project Experience

- Significant project experience in data warehousing, Web, ERP/ERM, CRM, and other development environments

Networking and Communications

- 10Base-T Switching
- APPC
- ATM
- Ethernet
- Ethernet Switching
- Gigabit Ethernet
- HTTP
- IPX
- Jini (Sun)
- Microsoft NT Server
- Network security management
- Novell Netware
- RFID
- Routing (e.g. OSPF)
- SAN/Storage Area Networks
- Security skills (project-based)
- SIP
- SMTP
- SNA
- TCP/IP
- VoIP
- WAN
- WAP
- Wireless Network Management
- WML

Database

- Database management
- Java Database Connectivity (JDBC)
- DB2
- dbase/xbase
- Microsoft Access
- Microsoft Exchange 2000 Server
- Microsoft SQL Server
- MySQL
- Oracle DB
- Progress/Apptivity
- Sybase Adaptive Server
- Visual SQL

Management and Process

- ITIL
- Business intelligence
- Microsoft Visio
- Project management

Web/e-Commerce Development

- Active Server Pages
- ActiveX
- Apache HTTP web server
- BEA WebLogic
- CGI
- Cold Fusion
- Documentum
- HTML/DHTML
- Internet Information Server (IIS)
- ISA server
- Java Server Pages
- JavaBeans/EJB
- JBoss applications server
- Microsoft BizTalk Server
- Microsoft Commerce Server
- Microsoft Content Management/Sharepoint Server
- Microsoft Identity Integration Server 2003
- Microsoft .Net (Visual Basic.Net, Visual Studio .Net, ASP.Net)
- Perl
- PHP
- Scripting languages (VBScript, Java Script, Jscript)
- SOAP
- Visual Interdev
- VoiceXML
- WebSphere
- XHTML
- XML (all variants)

Operating Systems

- AIX
- AppleOSX/Tiger
- HP-UX
- Linux
- Solaris
- Unix
- Windows XP/2000
- Windows NT
- Windows Server 2003

Messaging, Office and Groupware

- Lotus Notes/Domino
- Microsoft Exchange
- Novell Groupwise
- Outlook/cc:mail/various clients
- Sun Java System Messaging Server
- Unified Messaging(various)

143 Certified IT Skills Surveyed – 4Q 2006 edition

- Avaya Certified Specialist
- Brocade Certified SAN Manager (BCSM)*
- Brocade Certified SAN Designer (BCSD)*
- Certified Ethical Hacker (CEH)
- Certified Hacking Forensics Investigator (CHFI)
- Certified Information Systems Auditor(CISA)
- Certified Information Security Manager(CISM)
- Certified Information Systems Security Professional (CISSP)
- Certified Computing Professional(CCP)
- Check Point Certified Security Administrator (CCSA)
- Check Point Certified Security Expert (CCSE)
- Cisco Advanced Wireless LAN Design Specialist
- Cisco Certified Design Associate (CCDA)
- Cisco Certified Design Professional (CCDP)
- Cisco Certified Internetwork Professional (CCIP)
- Cisco Certified Network Associate(CCNA)
- Cisco Certified Network Professional(CCPN)
- Cisco Certified Security Professional (CCSP)
- Cisco Certified Systems Instructor (CCSI)
- Cisco Certified Voice Professional (CCVP)
- Cisco IP Contact Center Express Specialist (CPCC)
- Cisco IP Telephony Design Specialist
- Cisco IP Telephony Operations Specialist
- Cisco IP Telephony Support Specialist
- Cisco Storage Networking Design Specialist
- Cisco Storage Networking Support Specialist
- Cisco Unity Design Specialist*
- Cisco Unity Support Specialist*
- Cisco Wireless LAN Design Specialist
- Cisco Wireless LAN Support Specialist
- Cisco/Certified Internetwork Expert(CCIE)
- Citrix Certified Integration Architect*
- Citrix Certified Administrator(CCA)
- Citrix Certified Enterprise Administrator(CCEA)
- Compaq/Accredited Systems Engineer(ASE)
- Compaq/Master Accredited Systems Engineer(Master ASE)
- CompTIA/PC Technician(A+)
- CompTIA/Linux Administrator(Linux+)
- CompTIA/Network Technician(Network+)
- CompTIA/Internet Technician(i-NET+)
- CompTIA Project+(Project+)
- CompTIA Security+
- CompTIA Certified Technical Trainer (CTT+)
- EC-Council Certified Security Analyst*
- EMC Proven Professional Technology Architect – Expert*
- EMC Proven Professional Technology Architect – Specialist*
- EMC Proven Professional Storage Administrator – Expert*
- EMC Proven Professional Storage Administrator – Specialist*
- EMC Proven Professional
- IBM DB2 Universal Database Certified Expert
- IBM Certified Solutions Developer: WebSphere
- IBM Certified Advanced Technical Expert - pSeries and AIX 5L
- IBM Certified Applications Developer
- IBM Certified Systems Expert - pSeries and AIX 5L
- IBM Certified Specialist - AIX Basic Ops
- IBM Certified Specialist – iSeries
- IBM Certified Systems Expert - i5 iSeries
- InfoSys Security Management Professional (ISSMP/CISSP)*
- InfoSys Security Architecture Professional (ISSAP/CISSP)
- InfoSys Security Engineering Professional (ISSEP/CISSP)
- IT Certified Architect(ITCA/Open Group)
- Linux Professional Institute certification
- Lotus/Certified Lotus Specialist(CLS)
- Microsoft Certified Applications Developer (MCAD)
- Microsoft Certified Database Administrator (MCDBA)
- Microsoft Certified Desktop Support Technician (MCDST)
- Microsoft Certified IT Professional (MCITP/all)
- Microsoft Certified Professional(MCP)
- Microsoft Certified Professional+Internet (MCP+I)
- Microsoft Certified Professional Developer (all)
- Microsoft Certified Solution Developer(MCSD)
- Microsoft Certified Trainer(MCT)
- Microsoft Certified Systems Administrator (MCSA)
- Microsoft MCSA: Messaging (MCSA: Messaging)
- Microsoft MCSA: Security (MCSA:Security)
- Microsoft Certified Systems Engineer (MCSE)
- Microsoft MCSE: Messaging (MCSE: Messaging)
- Microsoft MCSE+Internet (MCSE+I)
- Microsoft MCSE: Messaging (MCSE: Messaging)
- Microsoft MCSE: Security (MCSE: Security)
- MySQL Certified Professional (MySQL-Prof)
- Certified MySQL 5.0 Database Administrator
- Nortel Networks Certified Design Expert (NCDE)
- Nortel Networks Support Expert (NCSE)
- Novell/Certified Internet Professional(CIP)
- Novell Certified Linux Engineer (Novell CLE)
- Novell Certified Linux Professional (Novell CLP)
- Novell/Certified Novell Engineer(CNE)
- Novell/ Master Certified Novell Engineer(Master CNE)
- Novell/Certified Novell Administrator(CNA)
- Novell/Certified Directory Engineer(NCDE)
- Oracle Certified Professional/Apps Developer(OCP-AD)
- Oracle DBA Certified Administrator (OCA)
- Oracle DBA Certified Professional (OCM)
- Oracle Certified Professional/Internet AD (OCP)
- Oracle Forms Developer Certified Professional
- Planet3 Certified Wireless Analysis Professional (CWAP)
- Planet3 Certified Wireless Network Administrator (CWNA)
- Planet3 Certified Wireless Network Trainer (CWNT)
- Planet3 Certified Wireless Security Professional (CWSP)
- Project Management Professional(PMP)
- Prosoft/CIW Associate(CIW Associate)
- Prosoft/Master CIW Administrator
- Prosoft/Master CIW Designer
- Prosoft/Master CIW Enterprise Developer
- Prosoft/Master CIW Web Site Manager
- Red Hat Certified Architect (RHCA)
- Red Hat Certified Engineer(RHCE)
- Red Hat Certified Technician(RHCT)
- SANS/ GIAC Certified Intrusion Analyst(GCIA)
- SANS/ GIAC Certified Firewall Analyst(GCFW)
- SANS/GIAC Certified Forensic Analyst (GCFa)
- SANS/ GIAC Certified Unix Security Admin(GCUA)

143 Certified IT Skills Surveyed, cont'd.

- SANS/ GIAC Certified Windows Security Admin(GCNT)
- SANS/ GIAC Certified Incident Handler(GCIH)
- SANS/ GIAC Certified Network Auditor(GCNA)
- SANS/ GIAC Certified Security Essentials(GSEC)
- SANS/GIAC Security Expert(GSE)
- SAS Certified Advanced Programmer*
- SAS Certified Base Programmer*
- Siebel Certified Consultant(SCC)
- Siebel Customer Certified Consultant(SCCC)
- Siebel Certified Instructor(SCI)
- Siebel Customer Business Analyst(SCBA)
- SNIA Certified Architect
- SNIA Certified Storage Networking Expert
- SNIA Certified Systems Engineer
- Sun Certified Programmer for the Java 2 Platform
- Sun Certified Developer for the Java 2 Platform
- Sun Certified Enterprise Architect for the Java 2 Platform, Enterprise Edition
- Sun Certified Network Administrator for Solaris OS
- Sun Certified Systems Administrator for Solaris OS
- Systems Security Certified Professional (SSCP)
- Teradata Certified Master
- Advanced Teradata Certified Professional
- Teradata Certified Administrator
- Teradata Certified Application Developer
- Teradata Certified Design Architect
- Teradata Certified Implementation Specialist
- Teradata Certified Professional
- Teradata Certified SQL Specialist