

FOR IMMEDIATE RELEASE

Contact: David Foote, dfoote@footepartners.com
Bill Reynolds billr@footepartners.com
Tel: 203-972-8900

**Hot Skills Explosion: New Study Finds 51% of IT Workers Now Earning
Additional Pay for Skills and Certifications**

New Canaan, CT, July 31, 2006 – Pay targeted specifically to noncertified and certified information technology-related skills has exploded in popularity according to a new study, with employers now incorporating such pay in the compensation packages of more than half of all IT workers in the US and Canada.

“It’s no secret that employers have long been using skills pay to keep their IT workers at competitive market rates,” notes David Foote, CEO and Chief Research Officer for Foote Partners. “We’ve been tracking this practice for seven years in our quarterly-updated *Hot Technical Skills and Certifications Pay Index*, and over this time we’ve seen a lot of change in how employers use this particular element of pay. But nothing has surprised us more than our latest research finding: More than half (51 percent) of IT professionals in our continuous survey of 54,000 IT professionals are receiving some form of additional pay for individual certifications and skills. That’s a first. The implications of this are huge.”

Continues Foote, “Four or five years ago it was common to see tech skills recognized with cash bonuses, and that made a lot of sense because market values for specific IT skills can change a lot from year to year with market forces. Employers don’t want to over-pay: they want to re-price skills periodically while also addressing their internal skills requirements. But bonus programs vanished for many IT professionals during the economic recession. These bonus programs have returned, but what we’ve discovered in our research is that the dominant practice today is to recognize IT certification and skills pay as part of workers' base salaries.

This has dramatically increased the incidence of skills pay, but not necessarily for the reasons you might think.”

Skills Pay Shifting From Bonus to Salary Pay-Out to Solve Bigger Problems

The Foote Partners study has found that employers are increasingly preferring salary-based tech skills pay options as a solution to the dilemma that exists with IT job titles not matching up very well with actual on-the-job responsibilities---a long standing, troublesome problem well-known within the ranks of IT and HR professionals. Since salary surveys are traditionally tied to job titles, serious worker morale and retention problems can occur when a surveyed salary, matched to a worker's job title, is clearly too low for what the worker actually does.

“It is a nightmare to go through the process of reclassifying and re-titling IT workers and few employers want to tackle it,” says Foote. “Even worse, IT jobs are changing so rapidly nowadays that you’d 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. And that’s just the first step in what is a complicated, politically sensitive solution to correcting this misalignment problem.”

A more practical solution that has become widespread is to declare specific tech skills as dominant or unique to a job, price the job by incorporating pay for specific certified and noncertified IT skills key to performing the job, and keep the title unchanged. “For example, you may be a Systems Administrator with a Unix or Linux specialization working on critical customer-facing systems but you don't want to end up in a generic Systems Administrator pay scale along with, say, MVS administrators. 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 beauty of this approach is its flexibility. Each time you make a new hire or promote someone, you’re able 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 big advantage to employers who need to get the right people in place for critical projects and keep them there.

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.”

As for the best approach to skills pay, “It really comes down to an employer’s compensation philosophy and policies. Do you recognize special skills in salary adjustments, cash bonuses, or both? Also, whether or not to require certification,” notes Foote. “The fact is, there may simply be no formal certification available for a skill; for example, ethernet, C++, Perl, and RAD/extreme programming. In other cases an employer might decide to pay a premium to workers with certification but also to those who have the same skills but have not gotten certified. Common examples are vendor-centric skills such as Oracle database, IBM DB2, Cisco networking, Linux operating systems, and a variety of Microsoft-related technologies. You may decide on different skills pay scales for each, emphasizing on-the-job experience with the skill as a differentiator.”

“Interestingly, our research indicates that few employers are willing to create formal policies and programs for skills pay. The last thing they want is to be obligated to pay every person who earns a certain certification the same pay 'bump' or even any bump at all. We live in a world where pay is subjective: it flows more readily to the best people, or should I say to those whom employers most want to retain and reward for their contributions.”

Hot Technical Skills and Certifications Pay Index™

Research Summary Highlights

2nd Quarter 2006 Edition

EXECUTIVE SUMMARY

Pay tied specifically to 120 surveyed noncertified IT skills grew and average 5.3 % in value for the six months ending July 1, 2006, more than three times the growth rate of 122 certified skills surveyed (+1.7%) according to Foote Partners Q2 2006 update to its quarterly *Hot Technical Skills and Certifications Pay Index* (54,000 IT professionals in 1,860 North American employers). Annual pay growth for noncertified skills rose 6.6% versus 3.7% for IT certifications, a nearly 80% difference between the two.

Noncertified IT Skills

For the second straight quarter, and for only the second time in the seven year history of the *Index*, every category of **noncertified skills** showed positive annual growth.

Q2 2006 NONCERTIFIED SKILLS CATEGORIES	Ave. Premium Pay - Single Skill as a % of Base Salary (Median)			% Change 6 mos	% Change ANNUAL	% Change 2 yrs
	2Q 2004	2Q 2005	2Q 2006			
Networking & Communications	6.5%	7.1%	7.3%	2.5%	3.2%	12.5%
Messaging, E-mail, Groupware	5.8%	6.0%	6.2%	7.3%	2.8%	7.3%
Enterprise Business Applications	7.1%	7.1%	8.0%	10.7%	12.2%	12.2%
Apps Development Tools & Platforms	6.6%	7.0%	7.7%	5.6%	10.0%	16.7%
Web/E-Commerce Development	6.8%	6.7%	7.0%	3.7%	4.9%	4.1%
Database	6.9%	7.3%	7.4%	1.6%	1.6%	7.7%
Operating Systems	6.0%	6.6%	6.9%	3.3%	3.9%	14.8%
Management and Process	na	na	8.3%	3.1%	na	na
120 NONCERTIFIED SKILLS SURVEYED	6.6%	6.9%	7.4%	5.3%	6.6%	11.8%

Table 1 (Source: Foote Partners LLC, [Hot Technical Skills & Certifications Pay Index – Q2 2006 edition](#))

Both **Enterprise Business Applications** skills and those associated with the broader category of **Applications Development Tools and Platforms** continued to show strong performance, garnering double digit growth for the year ending July 1, 2006 (and in the latter case, six month growth, January to July of the current year).

Strong performers in these skills categories include:

- SAP modules: Payroll, PS, HR, SD, CA, CO, FI
- Oracle enterprise applications
- Rapid Applications Development/Extreme Programming(XP)
- NetWeaver
- Oracle developer
- Eclipse
- C++
- C
- Visual Basic
- MQSeries

Messaging/e-mail/Groupware, Web/e-Commerce Development, Operating Systems and

Management/Process skills also showed strength in the first half of the 2006, with growth for individual skills averaging 7.3%, 3.7%, 3.2% and 3.1% respectively. Notable performers include:

- Sun Java System Messaging Server
- WebSphere
- Microsoft .Net
- BEA WebLogic
- JavaBeans/EJB
- Apache HTTP web server
- JBoss applications server
- Perl
- Windows Server 2003
- Unix
- ITIL
- Project management
- Business Intelligence

Networking and Communications and **Database** noncertified skills displayed steady growth for the year, up 3.2% and 1.6% in average value (+2.5% and +1.6% for the first six months of 2006). Solid performers in these categories include:

- SAN/Storage Area Networking
- RFID (radio frequency identification)
- VoIP

- Oracle DB / 8i/9i/10g/11i
- Java Database Connectivity
- Microsoft SQL Server
- DB2
- Routing
- WAN
- TCP/IP
- Network security management

Certified IT Skills

For the second quarter, pay premiums for 122 **certified skills** surveyed average 8.3 percent of base pay for a single skill, or nearly a full percentage point greater than that of noncertified skills. So although their growth rate is being overshadowed by pay for noncertified skills, certifications continue to be worth more on average for IT workers who choose to make the effort to obtain them.

Despite a 3.5 point lower growth rate over the past year compared to noncertified skills, pay performance long term has been far steadier in comparison: our survey indicates a 4.7 percent growth overall in certified skills values between 2000 and 2006 versus a 27.7 percent decline for noncertified technical skills values. But if the current trend continues for the next few years, the gap between what an employer is willing to pay for workers with certified skills versus those without certification will narrow to near-parity

Q2 2006		Ave. Premium Pay - Single Skill as a % of Base Salary (Median)			% Change 6 mos	% Change ANNUAL	% Change 2 yrs
CERTIFICATIONS CATEGORIES	2Q 2004	2Q 2005	2Q 2006				
General and Training	4.3%	3.8%	5.0%	0.0%	33.3%	17.6%	
Apps Development/Prog. Languages	6.9%	7.2%	8.0%	0.0%	10.8%	16.6%	
Database	9.7%	9.4%	8.5%	-3.2%	-9.6%	-12.1%	
Web Development	6.3%	6.1%	6.1%	0.0%	0.0%	-3.5%	
Networking	9.0%	9.3%	9.2%	0.3%	-1.0%	2.1%	
System Admin & Eng/Network OS	7.7%	7.9%	8.0%	0.5%	1.8%	3.5%	
Security	8.9%	8.6%	9.0%	2.2%	4.5%	0.9%	
Project Management	15.0%	13.0%	14.0%	0.0%	7.7%	-6.7%	
122 CERTIFIED SKILLS SURVEYED	7.8%	8.0%	8.3%	1.7%	3.7%	6.8%	

Table 2 (Source: Foote Partners LLC, *Hot Technical Skills & Certifications Pay Index – Q2 2006 edition*)

Security certifications continue to offer the steadiest and best performance in among all categories of certified skills, with 4.5% growth in value over the past year and 2.2% growth for the first half of 2006. Strong performers in this category include:

- Certified Information Systems Security Professional (CISSP)
- Certified Information Systems Auditor (CISA)
- Cisco Certified Security Professional (CCSP)
- SANS/GIAC Security Expert (GSE)
- System Security Certified Practitioner (SSCP)
- Certified Information Security Manager (CISM)
- SANS/GIAC Certified Forensic Analyst (GCFA)
- SANS/GIAC Certified Windows Security Administrator (GCWN)
- Security Certified Network Professional (SCNP)
- Check Point Certified Security Expert (CCSE)
- Check Point Certified Security Administrator (CCSA)
- Security Certified Network Professional (SCNP)

Applications Development and Programming Languages and **Project Management** certifications showed the most strength of all certified skills in annual growth, with growth for individual certifications averaging 10.8% and 7.7%, respectively. However, six-month performance was flat for both groups, with no growth recorded. Notable performers in these categories include:

- Project Management Professional (PMP)
- IBM Certified Solutions Developer: WebSphere
- Oracle Forms Developer Certified Professional (OCP)
- Microsoft Certified Solution Developer (MCSD)
- Microsoft Certified Applications Developer (MCAD)

Networking and Systems Administration & Engineering/NOS certifications were higher in the first half of 2006, but not by much: up 0.3% and 0.5% respectively. The former actually lost 1% of their average value over the past six months, while certifications for the latter increase 1.8% on average for the same period. Cisco certifications continue to pay well-above average, followed by a variety of certifications from the Citrix, Planet3, Red Hat, Hewlett-Packard, and the Storage Networking Industry Association (added this year to the HTSCPI).

In approximate order of best performance for the year:

- Cisco Certified Internetwork Expert (CCIE)
- Cisco Certified Voice Professional (CCVP)
- SNIA Certified Storage Networking Expert
- HP/Compaq Master Accredited Systems Engineer (Master ASE)
- Cisco Certified Systems Instructor (CCSI)
- Cisco Certified Design Professional (CCDP)
- Cisco Certified Enterprise Administrator (CCEA)
- Cisco Certified Internetwork Professional (CCIP)
- Cisco IP Telephony Operations Specialist
- Cisco IP Telephony Support Specialist
- Cisco IP Telephony Design Specialist
- Planet3 Certified Wireless Network Trainer (CWNT)
- SNIA Certified Architect

Skills pay for certifications in the **Web Development** category has displayed no growth in the past year, and trails noncertified skills pay in the same category 6.1% to 7.0% for the average premium paid for a single certification as a percent of base salary.

Finally, **Database** certifications continue pay an average 8.5% of base salary, third highest among all categories of certified skills pay, and higher than the average for all 122 certifications surveyed in the latest survey. However they've lost over 12% of their value since 2004 and 9.6% in the past year, with a 3.2% decline since January. Still, certifications trump noncertified database skills in this category by more than one percent of base pay on average. Top performers include in order:

- Teradata Certified Master
- Oracle DBA Certified Master Professional (OCM DBA)
- IBM DB2 Universal Database Certified Solutions Expert (DB2)
- Teradata Certified Application Developer
- Microsoft Certified Database Administrator (MCDBA)
- Oracle DBA Certified Professional (OCP DBA)
- Teradata Certified Design Architect
- Teradata Certified Administrator

ANALYST DISCUSSION

Foote Partners 2nd Quarter 2006 survey research on pay for hot technical skills continues to establish the shift first reported in last quarter's findings of employers' acceptance of the value of noncertified tech skills versus certifications in maintaining competitive pay for their workers.

“Pay for IT skills without certification are growing in value at an annual rate 70% to 80% greater than that of certified skills. Moreover, in each of the 2006 quarterly editions of our **Hot Technical Skills and Certifications Pay Index**, the six-month growth rate for noncertified skills was two to three times greater. It's clearly an accelerating trend,” notes David Foote, CEO and Chief Research Officer for Foote Partners. “Employers are not placing the same emphasis on certification that they once did. Perhaps more to the point, they are finding other qualities of IT professionals more critical to their businesses going forward and they are willing to pay more for those.”

Employers are searching for IT professionals with demonstrated expertise in technical, business, and process skills most critical to their businesses, and whether or not a certification has been earned in various technical areas may be inconsequential when that person also has solid experience in their industry or with their customers. This is especially apparent in applications development, in which growth in certified skills pay has stalled in 2006, but noncertified skills in this category are averaging 6% to 11% growth in the same period.

“This is a major trend with many implications. As analysts closely tracking IT workforce developments while keeping an eye on the enterprise business developments, it hasn't come as a surprise,” insists Foote. “It's about companies in-sourcing applications development that might have been outsourced just a few years ago. They've wised up to the risks of offshoring in particular, at how difficult it is to do it well, especially when the work gets beyond the low-level coding stuff. Most find that project schedules tend to slip, often very badly, and that is a serious problem right now for IT managers and executives. Risk management has become as important as productivity in keeping their jobs.”

“In this business climate it may be more important to produce predictable results even if it may cost more to do so,” notes Foote. “If you’re head-to-head with a competitor, or if a revenue window of opportunity with a customer is starting to close, any misstep could have dire consequences for anyone trying to get ahead in their company. It’s about not making mistakes that will disappoint customers, failing to help your company capitalize on revenue or market share opportunities with limited windows of opportunity, ignoring security vulnerabilities that can impact the business, and the like. Perform your work well, bring your projects in on time, and be able to repeat this in a predictable fashion, and you may move to the front of the line when your employer is filling in the organizational chart above you.”

Smart managers are seeking out IT workers with industry- and solution-specific experience to go with the tech skills mastery, even if it means rehiring people who had been downsized. Skills pay is being used to both attract and retain the required talent, with skills premium now more often being rolled right into base salary as an adjustment to bring individuals up to (or beyond) market pay benchmarks.

In the big picture, technology has never played a bigger role revenue generation, whether you’re talking data mining and business intelligence, web-enabled delivery mechanisms, business process improvements, customer relationship management, or anything else that can contribute to ensuring a company’s competitiveness and profitability. Says Foote, “You’ve got to attract and retain the best talent to do this. Recognizing and isolating pay for specialized technical, business and process skills that will help ensure high quality work over the long haul is about as straightforward as can be. Fighting to change IT compensation policies and practices to accommodate more effective pay, reward and retention practices will be well worth it in the end, not only to your company’s performance but to your own personal career success in the IT profession.”

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: 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 and validated via direct interviewing covering 54,000 North American and European IT workers and more than 1,800 private and public sector organizations. 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:

- 12% of participating organizations have \$3 billion+ in sales/\$15+ billion in total assets
- 26% of participating organizations have \$1 billion or more in annual revenues or \$3 billion or more in total assets
- 42% 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)
- 4% have operating budgets of \$500 million or more, 4% with operating budgets \$100 million to less

ABOUT FOOTE PARTNERS

[Foote Partners LLC](http://www.footepartners.com), 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 (versus actual job content and duties) and produce a highly accurate, constantly updated, consistent and comprehensive view of what tens of thousands of IT workers in the North America and Europe are being paid in total IT compensation. The firm’s senior research team publishes survey-backed analytical trend reports on a variety of management and technology subjects and advises companies on increasing performance and achieving business goals through maximizing collaboration and integration of IT, business, and HR resources.

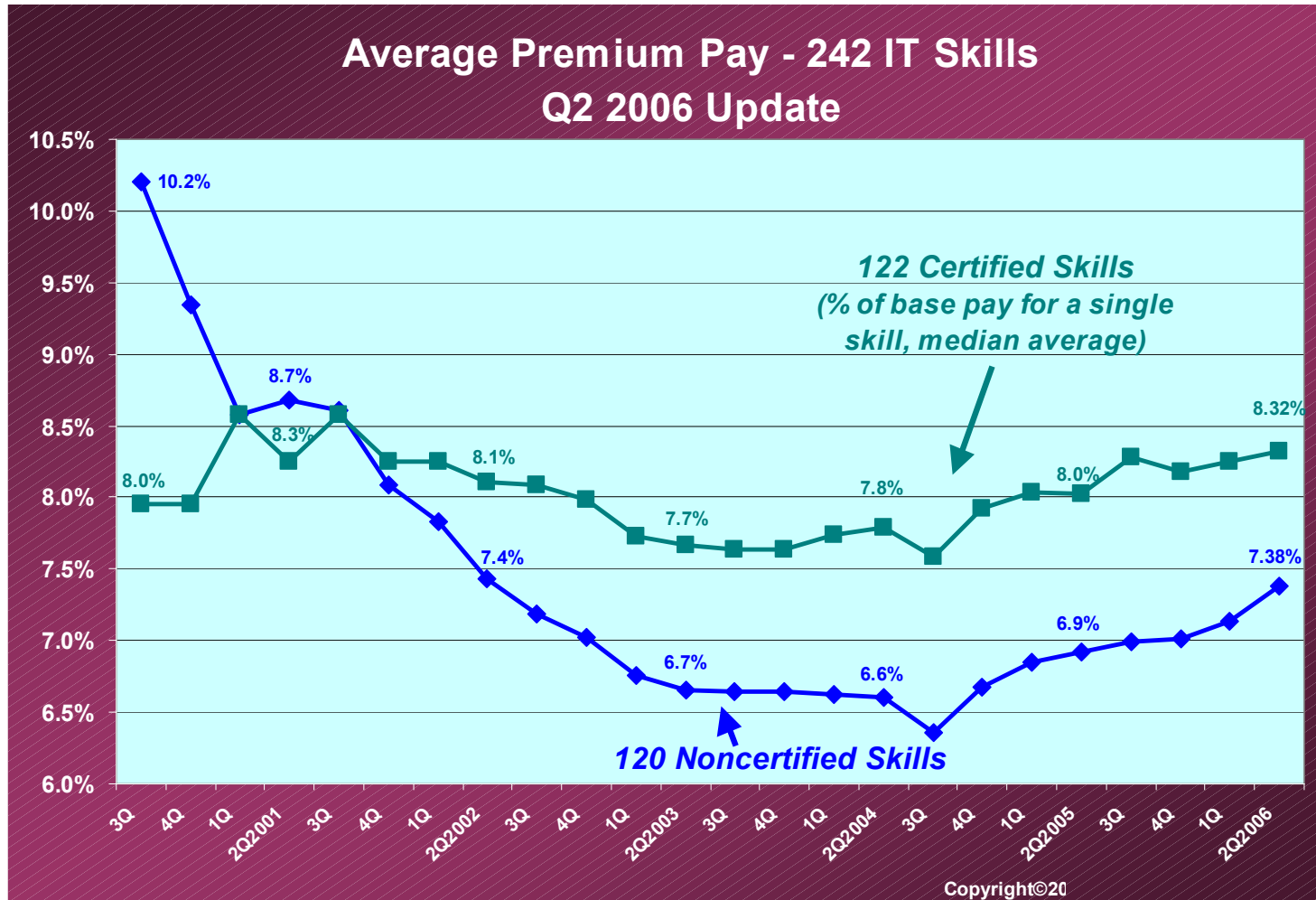
Headquarters: 21 Locust Avenue, Suite 200
New Canaan, CT 06840
Tel: 203-972-8900

Hot Technical Skills and Certifications Pay Index™

Supporting Data Tables and Graphs

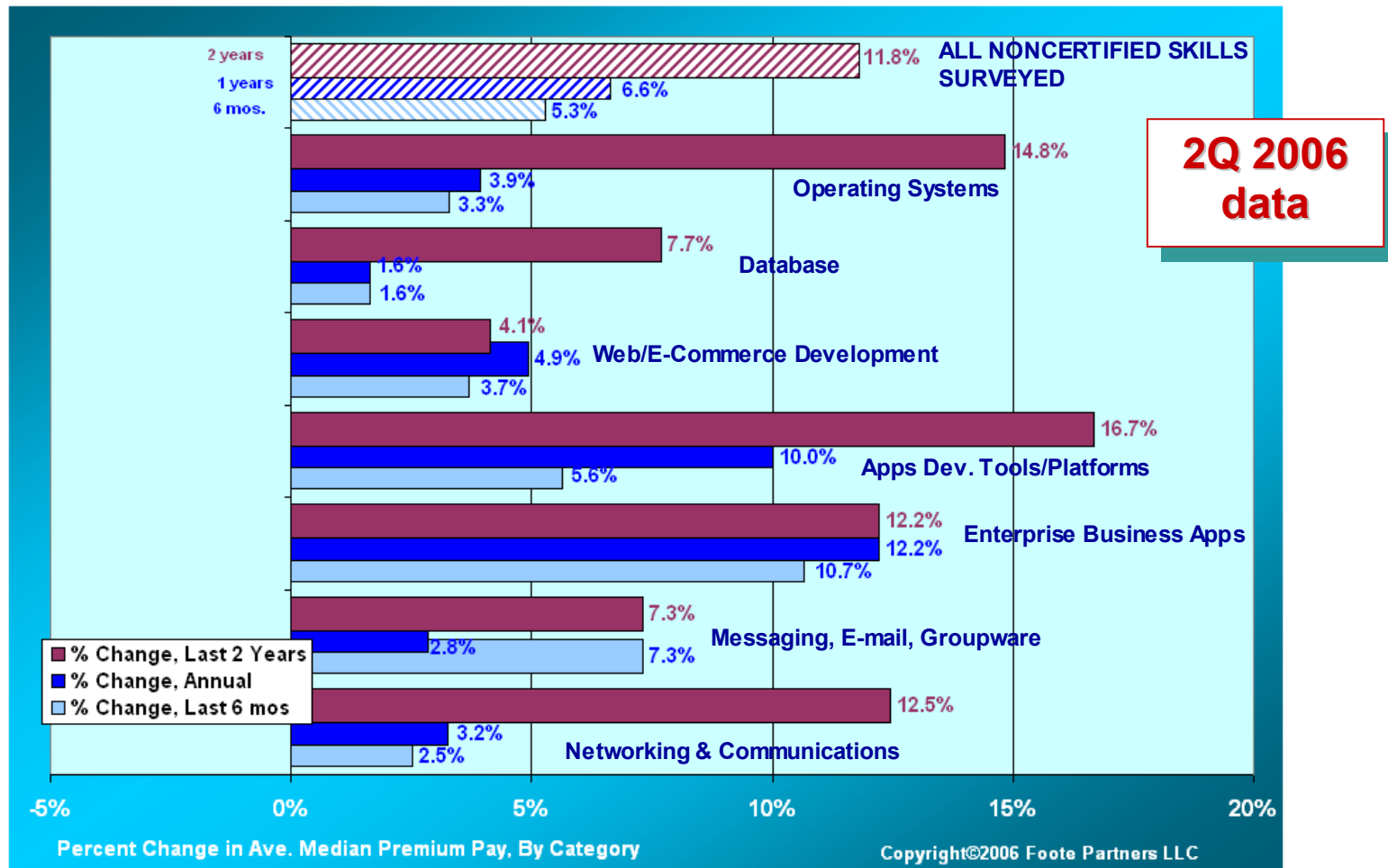
2nd Quarter 2006 Edition

Fig. 1 – Average % of Base Pay For a Single Technical Skill, 2000 to 2006 (at median) – 2Q 2006 Update



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

Fig. 2 - NONCERTIFIED SKILLS PAY TRENDS: 6 months / 1 Year / 2 Years (Q2 2006 update)
(By Category - % Change in Average Median Pay for a Single Skill)



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

Fig. 3 - RISING PAY: Noncertified Skills Pay Trends: 6 months / 1 Year (Q2 2006 update)
(% Change in Average Median Pay for Specific IT Skills)

Q2 2006	6 mos.	ANNUAL
	% change - last 6 mos	% change - last 12 mos
RISING PAY: NONCERTIFIED SKILLS		
HTTP	33.3%	33.3%
HTML/DHTML	33.3%	33.3%
JBoss applications server	33.3%	na
JavaBeans/EJB	33.3%	33.3%
C	20.0%	20.0%
WAN savvy(plus LAN)	16.7%	16.7%
Apache HTTP web server	14.3%	na
Unix	14.3%	14.3%
Visual Basic	14.3%	14.3%
WAN savvy	14.3%	14.3%
TCP/IP	14.3%	14.3%
Microsoft NT Server	14.3%	0.0%
BEA WebLogic	12.5%	na
Windows Server 2003	12.5%	na
Routing (e.g. OSPF)	12.5%	12.5%
DB2	12.5%	12.5%
C++	12.5%	12.5%
WebSphere	9.1%	9.1%
RAD, Extreme Programming	6.7%	14.3%

Q2 2006	6 mos.	ANNUAL
	% change - last 6 mos	% change - last 12 mos
RISING PAY: NONCERTIFIED SKILLS		
HTTP	33.3%	33.3%
HTML/DHTML	33.3%	33.3%
JavaBeans/EJB	33.3%	33.3%
RFID (radio frequency identification)	0.0%	22.2%
C	20.0%	20.0%
WAN savvy(plus LAN)	16.7%	16.7%
Unix	14.3%	14.3%
Visual Basic	14.3%	14.3%
WAN savvy	14.3%	14.3%
TCP/IP	14.3%	14.3%
RAD, Extreme Programming	6.7%	14.3%
Visual J++	0.0%	14.3%
Java/J2EE,SE,ME	-11.1%	14.3%
Routing (e.g. OSPF)	12.5%	12.5%
DB2	12.5%	12.5%
C++	12.5%	12.5%
Microsoft .Net (Visual Studio, Visual Basic.Net, ASP.Net)	0.0%	11.1%
WebSphere	9.1%	9.1%

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

Fig. 3 - DECLINING PAY: Noncertified Skills Pay Trends: 6 months / 1 Year (Q2 2006 update)
(% Change in Average Median Pay for Specific IT Skills)

Q2 2006	6 mos.	ANNUAL
DECLINING PAY: NONCERTIFIED SKILLS	% change - last 6 mos	% change - last 12 mos
WAP	-28.6%	-28.6%
Gigabit Ethernet	-27.3%	-27.3%
SQL Windows	-20.0%	-20.0%
Novell Groupwise	-20.0%	-20.0%
VoIP	-16.7%	-23.0%
JavaScript	-14.3%	-14.3%
Microsoft Exchange Server	-14.3%	-14.3%
Microsoft Access	-14.3%	-14.3%
Windows XP/2000/2003	-14.3%	-14.3%
Lotus Notes/Domino	-12.5%	-22.2%
Active Server Pages	-12.5%	-12.5%
ISA server	-12.5%	-12.5%
Internet Information Server(IIS) Server	-12.5%	-12.5%
Microsoft Exchange	-12.5%	-12.5%
Java/J2EE,SE,ME	-11.1%	14.3%
Microsoft SQL Server	-10.0%	-10.0%
SAN/Storage Area Networking	-7.7%	0.0%

Q2 2006	6 mos.	ANNUAL
DECLINING PAY: NONCERTIFIED SKILLS	% change - last 6 mos	% change - last 12 mos
WAP	-28.6%	-28.6%
Gigabit Ethernet	-27.3%	-27.3%
VoIP	-16.7%	-23.0%
Lotus Notes/Domino	-12.5%	-22.2%
SQL Windows	-20.0%	-20.0%
Novell Groupwise	-20.0%	-20.0%
Siebel	0.0%	-20.0%
Lawson	0.0%	-16.7%
JavaScript	-14.3%	-14.3%
Microsoft Exchange Server	-14.3%	-14.3%
Microsoft Access	-14.3%	-14.3%
Windows XP/2000/2003	-14.3%	-14.3%
Baan	0.0%	-14.3%
Window NT	0.0%	-14.3%
Active Server Pages	-12.5%	-12.5%
ISA server	-12.5%	-12.5%
Internet Information Server(IIS) Server	-12.5%	-12.5%
Microsoft Exchange	-12.5%	-12.5%
Microsoft SQL Server	-10.0%	-10.0%

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

Fig. 4 - HIGHEST PAYING NONCERTIFIED TECH SKILLS – Q2 2006 Update
(% of Base Salary at Median – Additional Pay for Specific IT Skills)

HIGHEST PAYING NONCERTIFIED IT SKILLS	% of base pay 2Q2006*
RAD, Extreme Programming experience	16%
Security skills with project assignments, e.g. DW, CRM, ERM	16%
SAN/Storage Area Networking	12%
SAP module: Payroll	12%
WebSphere	12%
NetWeaver	11%
RFID (radio frequency identification)	11%
Java Database Connectivity (JDBC)	10%
Microsoft .Net (Visual Studio, Visual Basic.Net, ASP.Net, etc.)	10%
Oracle AD	10%
Oracle DB / 8i/9i/10g	10%
Project management	10%
SAP module: Human Resources (HR)	10%
SAP module: Project Systems (PS)	10%
VoIP	10%
	* at median

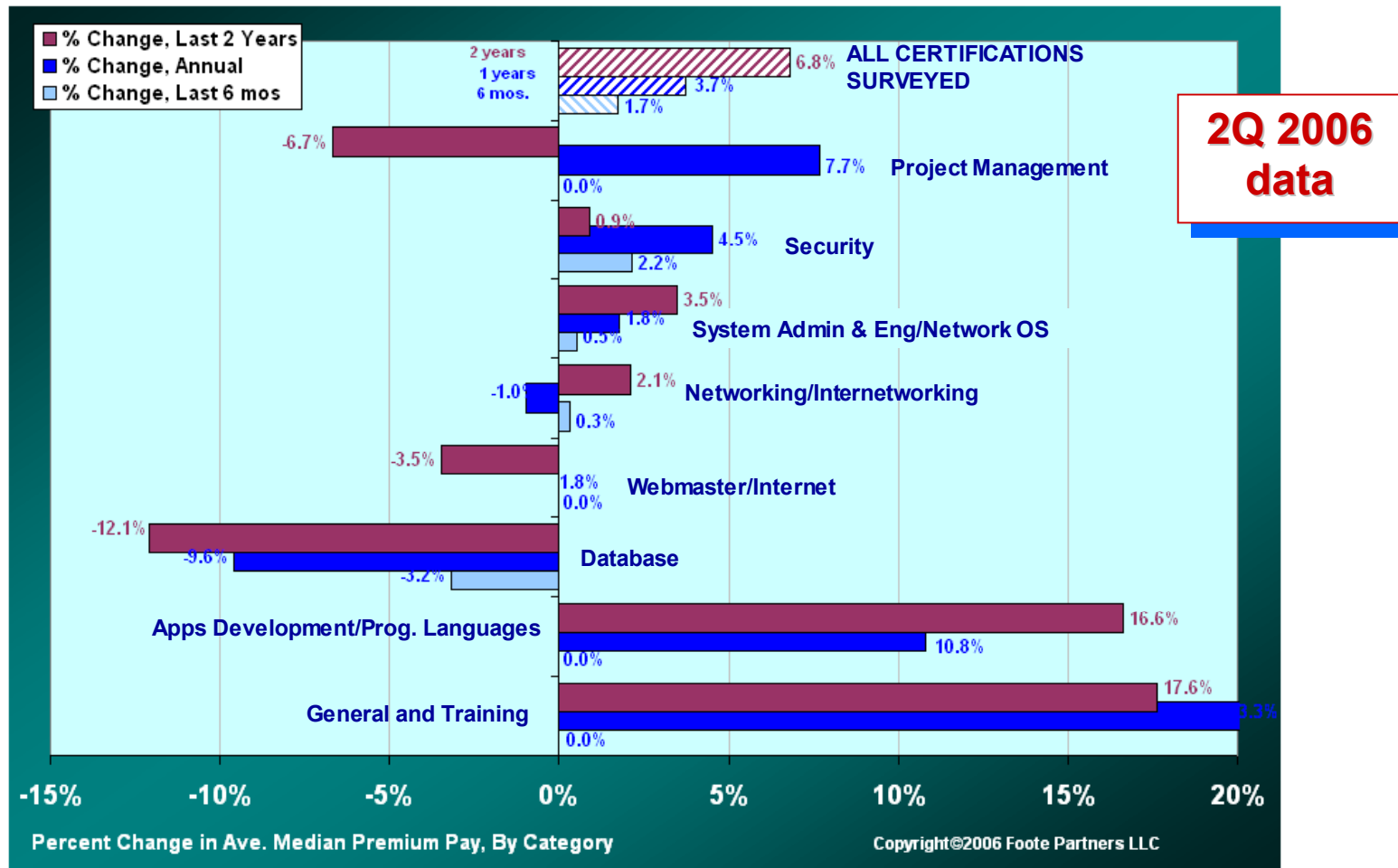
Source: Foote Partners, Quarterly Hot Technical Skills and Certifications Pay Index™

Fig. 4 - LOWEST PAYING NONCERTIFIED TECH SKILLS – Q2 2006 Update
(% of Base Salary at Median – Additional Pay for Specific IT Skills)

LOWEST PAYING NON-CERTIFIED SKILLS	% of base pay 2Q2006*
ATM	2%
Cobol	2%
Outlook/cc:mail/various clients	2%
SMTP	2%
CGI	3%
Cold Fusion	3%
PowerBuilder	3%
SNA	3%
dbase/xbase	4%
Novell Groupwise	4%
Siebel	4%
Visual Interdev	4%
	* at median

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

Fig. 5 - CERTIFIED SKILLS PAY TRENDS: 6 months / 1 Year / 2 Years (Q2 2006 update)
 (By Category - % Change in Average Median Pay for a Single Certification)



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

Fig. 6 - RISING PAY: Certified Skills Pay Trends: 6 months / 1 Year (Q2 2006 update)
(% Change in Average Median Pay for Individual Certifications)

Q2 2006	6 mos.	ANNUAL
	% change - last 6 mos	% change - last 12 mos
RISING PAY: CERTIFIED SKILLS		
GIAC Certified Firewall Analyst (GCFW)	40.0%	40.0%
Teradata Certified Administrator	28.6%	na
IBM DB2 Universal Database Certified Solutions Expert (DB2)	25.0%	25.0%
Security Certified Network Professional (SCNP)	14.3%	14.3%
Certified Information Security Manager (CISM)	11.1%	na
Cisco Certified Security Professional (CCSP)	10.0%	0.0%
IBM Certified Solutions Developer: WebSphere	9.1%	na
Teradata Certified Master	9.1%	na
HP/Compaq Master Accredited Systems Engineer (Master ASE)	9.1%	9.1%

Q2 2006	6 mos.	ANNUAL
	% change - last 6 mos	% change - last 12 mos
RISING PAY: CERTIFIED SKILLS		
GIAC Certified Firewall Analyst (GCFW)	40.0%	40.0%
Check Point Certified Security Administrator (CCSA)	0.0%	33.3%
IBM DB2 Universal Database Certified Solutions Expert (DB2)	25.0%	25.0%
CompTIA Linux (Linux+)	0.0%	16.7%
Security Certified Network Professional (SCNP)	14.3%	14.3%
Microsoft Certified Applications Developer(MCAD)	0.0%	14.3%
Check Point Certified Security Expert (CCSE)	0.0%	12.5%
Cisco Certified Design Associate (CCDA)	0.0%	12.5%
Cisco Certified Internetwork Professional (CCIP)	0.0%	11.1%
Microsoft Certified Database Administrator (MCDBA)	0.0%	11.1%
Microsoft Certified Trainer (MCT)	0.0%	11.1%
HP/Compaq Master Accredited Systems Engineer (Master ASE)	9.1%	9.1%
Project Management Professional(PMP)	0.0%	7.7%

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

Fig. 3 - DECLINING PAY: Certified Skills Pay Trends: 6 months / 1 Year (Q2 2006 update)
(% Change in Average Median Pay for Individual Certifications)

Q2 2006	6 mos.	ANNUAL
	% change - last 6 mos	% change - last 12 mos
DECLINING PAY: CERTIFIED SKILLS		
Certified MySQL 4.0 Professional (MySQL-Prof)	-22.2%	-22.2%
Novell/Certified Novell Administrator (CNA)	-14.3%	-14.3%
Sun Certified Programmer for Java 2 Platform	-12.5%	0.0%
Oracle DBA Certified Professional (OCP)	-10.0%	-10.0%
Novell/Master Certified Novell Engineer (MCNE)	-10.0%	-10.0%
Certified Information Systems Auditor (CISA)	-7.1%	-7.1%

Q2 2006	6 mos.	ANNUAL
	% change - last 6 mos	% change - last 12 mos
DECLINING PAY: CERTIFIED SKILLS		
Certified MySQL 4.0 Professional (MySQL-Prof)	-22.2%	-22.2%
Novell/Certified Novell Administrator (CNA)	-14.3%	-14.3%
IBM Certified Advanced Application Developer – Lotus Notes/Domino	0.0%	-11.1%
Oracle DBA Certified Professional (OCP)	-10.0%	-10.0%
Novell/Master Certified Novell Engineer (MCNE)	-10.0%	-10.0%
Cisco Certified Network Professional (CCNP)	0.0%	-10.0%
Certified Information Systems Auditor (CISA)	-7.1%	-7.1%

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

Fig. 7 - HIGHEST PAYING CERTIFICATIONS – Q2 2006 update
(% of Base Salary at Median – Additional Pay for Individual Certifications)

HIGHEST PAYING CERTIFIED IT SKILLS	% of base pay 2Q2006*
Project Management Professional(PMP)	14%
Certified Information Systems Auditor(CISA)	13%
Certified Information Systems Security Professional(CISSP)	13%
Cisco Certified Internetwork Expert (CCIE)	13%
Cisco Certified Voice Professional (CCVP)	12%
HP/Compaq Master Accredited Systems Engineer (Master ASE)	12%
IBM Certified Solutions Developer: WebSphere	12%
SNIA Certified Storage Networking Expert	12%
Cisco Certified Design Professional (CCDP)	11%
Cisco Certified Enterprise Administrator (CCEA)	11%
Cisco Certified Security Professional (CCSP)	11%
Cisco Certified Systems Instructor (CCSI)	11%
GIAC Security Expert (GSE)	11%
Oracle DBA Certified Master (OCM)	11%
Oracle Forms Developer Certified Professional (OCP)	11%
System Security Certified Practitioner (SSCP)	11%
Teradata Certified Master	11%
	* at median

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

Fig. 7 - LOWEST PAYING CERTIFICATIONS – Q2 2006 update
(% of Base Salary at Median – Additional Pay for Individual Certifications)

LOWEST PAYING CERTIFIED SKILLS	% of base pay 2Q2006*
Certified Computing Professional (CCP)	2%
CompTIA PC Technician (A+)	2%
Microsoft Certified Professional (MCP)	2%
GIAC Security Essentials Certification (GSEC)	3%
Microsoft Certified Professional+Internet (MCP+I)	3%
Prosoft CIW Associate	3%
Siebel Certified Consultant (SCC)	3%
Siebel Customer Certified Consultant (SCCC)	4%
	* at median

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

Hot Technical Skills and Certifications Pay Index™

Product Information

2nd Quarter 2006 Edition

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

Pages: 204 pages

Price: \$1,600 single edition; \$6,000 annual subscription

- Pay premiums for 242 certified and noncertified IT skills
 - Three data points for each position: 10th, 50th, 90th percentile
- Certifications Guide (170 pages) containing basic information about IT certifications surveyed for the HTSCPI
- Surveyed: 13,240 IT professionals
- 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 – 2Q 2006 HTSCPI

Canada

Calgary, AB	Mississauga, ON	Vancouver, BC
Edmonton, AB	Montreal, QUE	Winnipeg, MB
Halifax, NS	Ottawa, ON	
London, ON	Toronto, ON	

United States

Atlanta, GA	Albuquerque/Santa Fe, NM	Greenville/Spartanburg/Anderson, SC	Norfolk/Virginia Beach/Newport News, VA	Salt Lake City, UT
Austin, TX	Baltimore, MD	Hartford, CT	Oakland/Walnut Creek/Concord CA	San Antonio, TX
Birmingham, AL	Boston, MA	Houston, TX	Oklahoma City, OK	San Francisco, CA
Charlotte, NC	Chicago, IL	Indianapolis/Ft Wayne	Omaha, NE	San Jose, CA
Cincinnati, OH	Cleveland/Akron, OH	Kansas City, MO	Orlando, FL	Seattle, WA
Columbus, OH	Colorado Springs, CO	Las Vegas, NV	Peoria, IL	St. Louis, MO
Dallas, TX	Dayton, OH	Long Island, NY	Philadelphia/So. NJ	Tampa, FL
Detroit, MI	Denver, CO	Los Angeles/Orange Cty, CA	Phoenix, AZ	Tulsa, OK
Grand Rapids, MI	Greensboro/Winston- Salem, NC	Louisville, KY	Pittsburgh, PA	Upper Fairfield County/ New Haven, CT
		Madison, WI	San Diego, CA	Washington, DC
		Memphis, TN	Portland, OR	Westchester County, NY/ Lower Fairfield Cty, CT
		Miami, FL	Princeton/So. NJ	
		Milwaukee, WI	Providence, RI	
		MN Minneapolis, MN	Raleigh/Durham, NC	
		Nashville, TN	Richmond, VA	
		New Jersey/Northern New Orleans	Sacramento, CA	
		New York City, NY		

120 Noncertified IT Skills Surveyed – 2Q 2006
[Q2 2006 Hot Technical Skills & Certifications Pay Index](#)

Apps Development Tools & Platforms

- C
- C#
- C++
- Cobol
- Delphi
- Eclipse
- Java/J2EE, SE, ME
- MQSeries
- NetWeaver
- Oracle Developer
- PL/SQL
- Powerbuilder
- Progress/Development tools
- RAD, Extreme Programming(XP)
- SQL Windows
- Tomcat
- Transact-SQL
- Visual Basic
- Visual C++
- Visual J++

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 .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/various clients
- Sun Java System Messaging Server
- Unified Messaging(various)

122 Certified IT Skills Surveyed – 2Q 2006 edition

- Avaya Certified Specialist
- 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(CCNP)
- Cisco Certified Security Professional (CCSP)
- Cisco Certified Systems Instructor (CCSI)
- Cisco Certified Voice Professional (CCVP)
- Cisco IP Contact Center Express Specialist (CPCX)
- 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 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+)
- 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 - iSeries
- 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 Professional(MCP)
- Microsoft Certified Professional+Internet (MCP+I)
- 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)
- Microsoft Certified Solution Developer(MCSD)
- Microsoft Certified Trainer(MCT)
- 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(OCAP-AD)
- 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 (GCF)
- SANS/ GIAC Certified Unix Security Admin(GCUA)
- 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)
- 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

NOTES
