

**FOR IMMEDIATE RELEASE**

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**Noncertified IT Skills Value Zooms 4.8% as Tech Certifications  
Post Largest Quarterly Decline in Two Years**

**New Canaan, CT, November 1, 2006** – Pay for IT certifications continued its rocky year long performance, plunging an average 2% in value during the 3<sup>rd</sup> quarter ending October 1, 2006, the largest quarterly decline since 2004. For the year, 129 surveyed certifications dropped an average 1.2% in value according to the latest quarterly edition of the industry leading “Hot Technical Skills and Certifications Pay Index” from IT workforce benchmarking firm Foote Partners, released this week.

In stark contrast, pay for noncertified IT skills increased 1.4% on average for the quarter and 4.8% in the past six months, contributing to a skyrocketing 7% value increase over the last twelve months.

“Certifications are becoming the Rodney Dangerfield of the IT world,” notes David Foote, CEO and Chief Research Officer for Foote Partners. “It’s not that employers aren’t willing to pay a premium for them. What’s happening is that for a great many certifications, the market price is nowhere near the levels of just one year ago. That kind of respect is now reserved for a broad variety of noncertified skills. In particular, enterprise business software, applications development, Web/e-commerce development skills which are up an average 9% to 13% in value since this time last year.”

Continues Foote, “Across all 253 skills we survey, the value of noncertified IT skills is growing at a rate 5 times greater than certification pay. And there’s no sign that this going to change any time soon. This is about increasing niche demand for skills and the reality that there isn't enough specialized talent to meet this

demand. It's about declining 'bench strength' and the steep price employers are starting to pay 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."

The IT workforce is rapidly changing due to shifting demand. "Employers are desperate for IT professionals who can get things done, who can delivery results again and again," says Foote, whose firm regularly monitors IT workforce management trends in more than 1800 North American employers. "Technical skills are without a doubt critical for many IT jobs, but there's much more. 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. It is about understanding the industry you're working in and focusing on solutions. And you've got to be able to operate under deadlines and pressure and withstand a certain amount of organizational discomfort because, fair or unfair, IT/business disconnects are part of the profession. If you're that kind of person, not being certified in your technical skills is not going to matter in many cases as long as you demonstrate that you present a full complement of business, interpersonal and technical skills in the right proportions for the job."

### **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 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."

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 then. 55,000 IT professionals in the U.S. and Canada are surveyed for IT skills pay they are earning for 253 certified and noncertified technical and management skills and certifications. The Q3 2006 edition has been compiled from data surveyed July 1, 2006 to October 1, 2006 and includes data from 28,100 workers for whom IT skills pay has been verified. *See pages 19 to 21 for detailed information*

## **Hot Technical Skills and Certifications Pay Index™**

### **Summary Graphics – Overall Performance**

#### **Noncertified and Certified IT Skills Value**

3<sup>rd</sup> Quarter 2006 Update

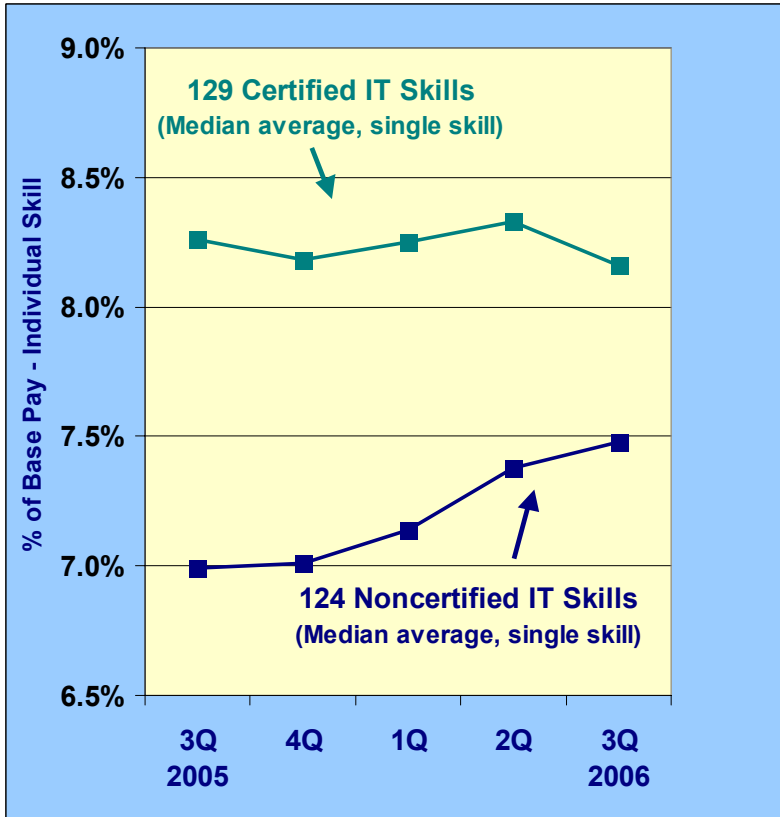


Fig. 1

Average Skills Pay as a % of Base Salary –  
253 IT Skills Surveyed

(28,100 IT professionals surveyed)

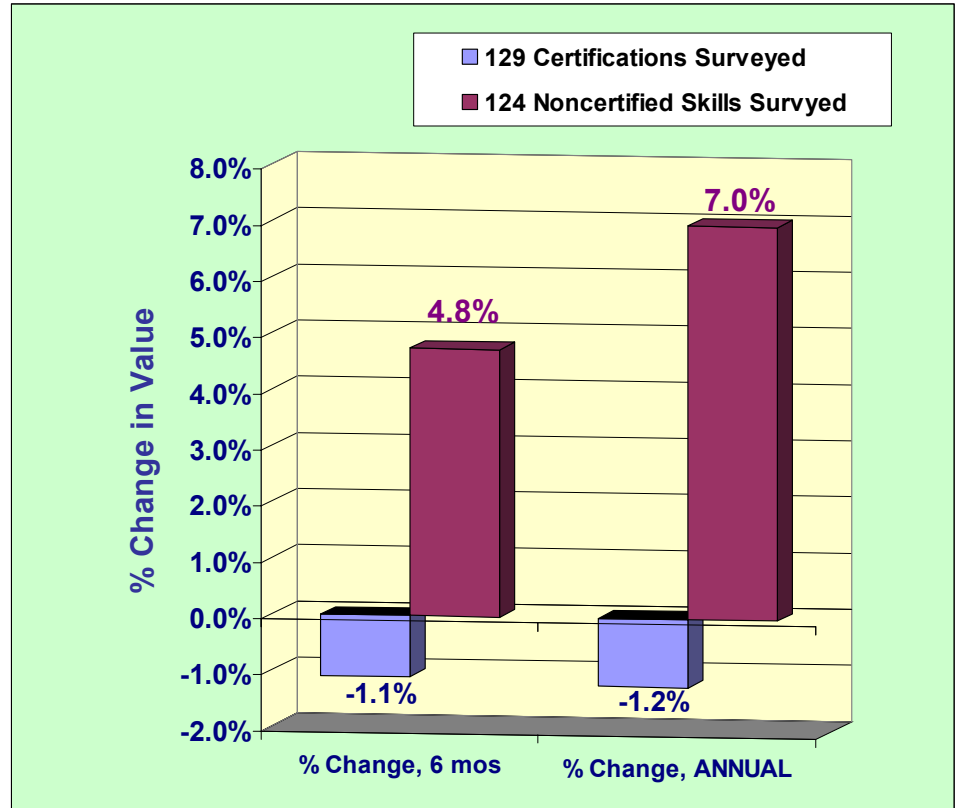


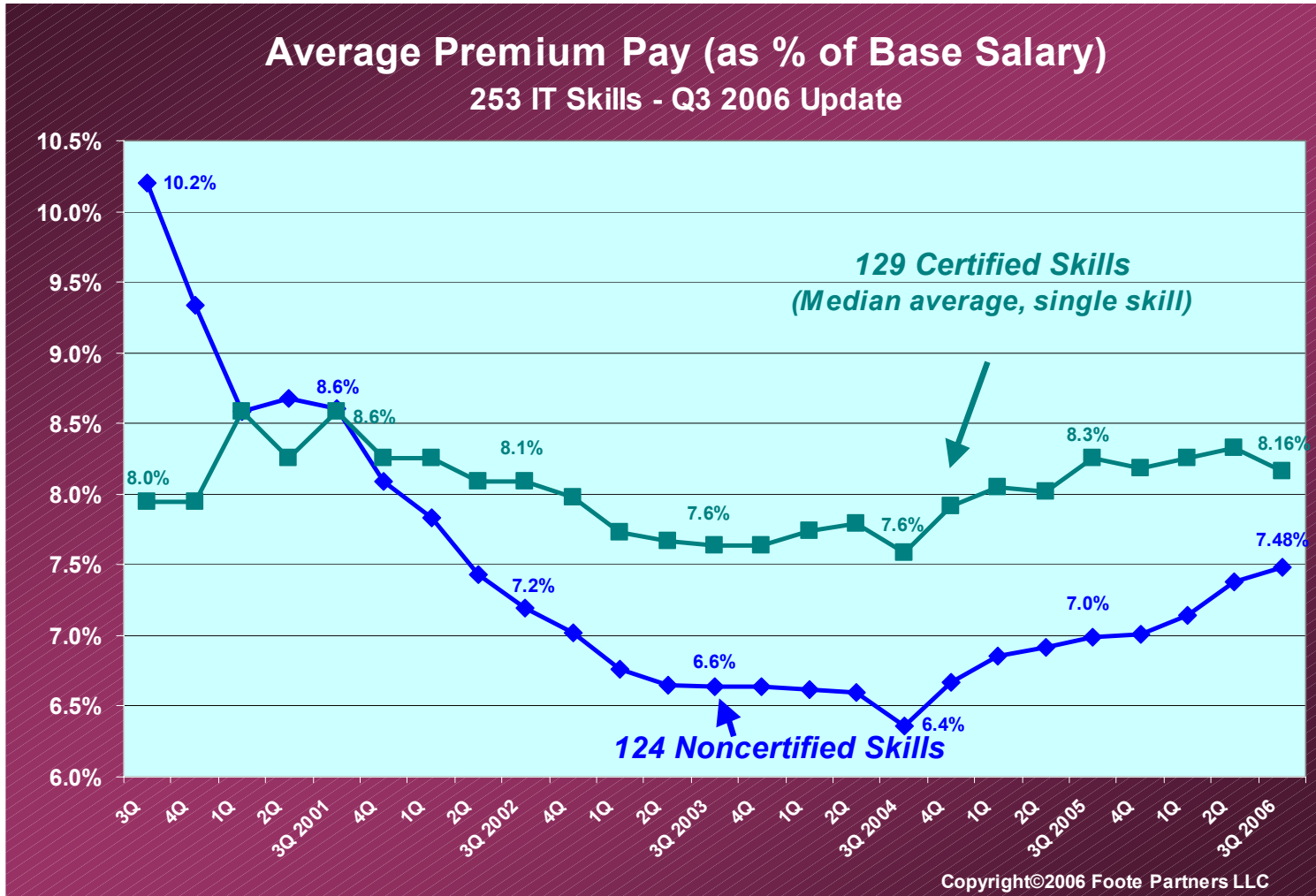
Fig. 2

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 2006 (at median) – 3Q 2006 Update



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

# **Hot Technical Skills and Certifications Pay Index™**

## **Summary Graphics**

### **Noncertified IT Skills Value**

3<sup>rd</sup> Quarter 2006 Update

NONCERTIFIED SKILLS CATEGORIES	Ave. Premium Pay - Single Skill as a % of Base Salary (Median)			% Change 6 mos	% Change ANNUAL	% Change 2 yrs
	3Q 2004	3Q 2005	3Q 2006			
Networking & Communications	6.7%	7.2%	7.2%	-0.7%	0.8%	8.7%
Messaging, E-mail, Groupware	5.8%	5.8%	6.2%	0.0%	7.3%	7.3%
Enterprise Business Applications	6.5%	7.2%	8.1%	10.2%	13.1%	24.8%
Apps Development Tools & Platforms	6.1%	7.2%	7.9%	5.7%	8.9%	28.1%
Web/E-Commerce Development	6.4%	6.7%	7.5%	7.0%	11.0%	16.8%
Database	6.8%	7.3%	7.3%	-0.9%	0.4%	8.1%
Operating Systems	5.6%	6.6%	6.8%	0.0%	2.3%	20.4%
Management and Process	0.0%	8.0%	8.5%	6.3%	6.3%	na
<b>124 NONCERTIFIED SKILLS SURVEYED</b>	<b>6.36%</b>	<b>6.99%</b>	<b>7.48%</b>	<b>4.8%</b>	<b>7.0%</b>	<b>17.6%</b>

Table 1 (Source: Foote Partners LLC, [Hot Technical Skills & Certifications Pay Index – Q3 2006 edition](#))

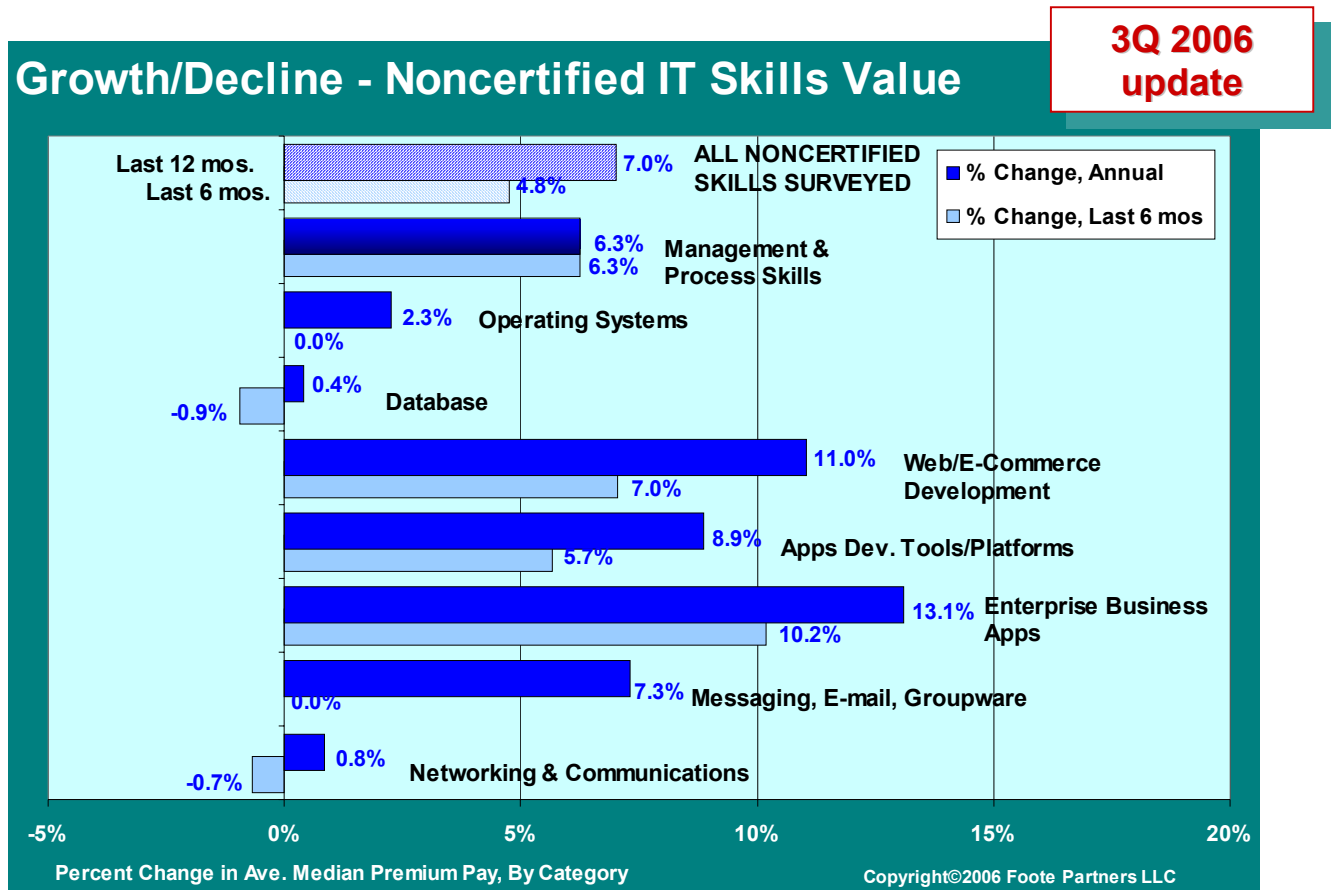


Fig. 4 - NONCERTIFIED SKILLS VALUE TRENDS (Q3 2006)  
(% Change in Average Median Pay for a Single Noncertified IT Skill)



# **Hot Technical Skills and Certifications Pay Index™**

## **Summary Graphics**

### **Certified IT Skills Value**

3<sup>rd</sup> Quarter 2006 Update

CERTIFICATIONS CATEGORIES	Ave. Premium Pay - Single Skill as a % of Base Salary (Median)			% Change 6 mos	% Change ANNUAL	% Change 2 yrs
	3Q 2004	3Q 2005	3Q 2006			
General and Training	4.0%	4.0%	4.6%	-8.0%	15.0%	15.0%
Apps Development/Prog. Languages	6.7%	7.7%	8.1%	-0.1%	4.9%	20.4%
Database	9.0%	8.8%	8.4%	-4.6%	-4.6%	-6.9%
Web Development	5.7%	6.1%	6.3%	3.6%	3.6%	11.6%
Networking	9.0%	9.3%	8.9%	-2.7%	-4.9%	-1.4%
System Admin & Eng/Network OS	7.8%	7.9%	7.8%	-1.6%	-1.4%	0.0%
Security	8.8%	8.9%	8.7%	-2.2%	-1.7%	-0.8%
Project Management	13.0%	11.0%	10.7%	-2.7%	-2.7%	-17.7%
<b>129 CERTIFIED SKILLS SURVEYED</b>	<b>7.59%</b>	<b>8.26%</b>	<b>8.16%</b>	<b>-1.1%</b>	<b>-1.2%</b>	<b>7.5%</b>

Table 2 (Source: Foote Partners LLC, *Hot Technical Skills & Certifications Pay Index – Q3 2006 edition*)

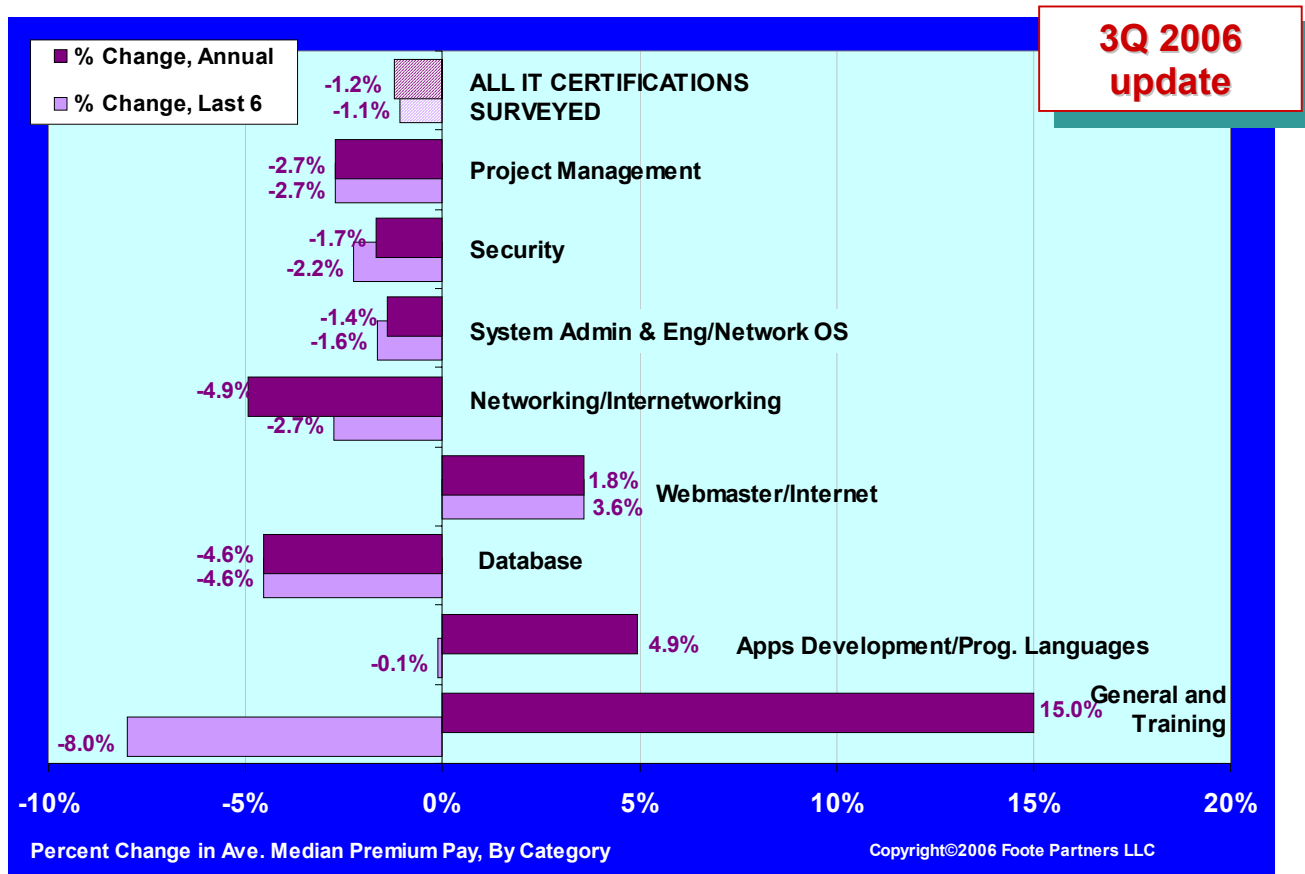


Fig. 5 - IT CERTIFICATIONS VALUE TRENDS (Q3 2006)  
(% Change in Average Median Pay for a Single IT Certification)

# **Hot Technical Skills and Certifications Pay Index™**

## **Individual Skills and Certifications Performance**

3<sup>rd</sup> Quarter 2006 Update

**A. Noncertified IT Skills Performance**

*Enterprise Business Applications, Applications Development Tools and Platforms, and Web/e-Commerce Development* skills continued to show strong performance, garnering 9% to 13% increases in value for the year ending October 1, 2006, and 1.4%, 1.9% and 5.8% growth respectively for the 3<sup>rd</sup> quarter of 2006.

Strong performers in these skills categories include:

*Enterprise Business Applications* (value = 9% to 12% of base salary)

- SAP modules: Payroll, PS, HR, CA, CO, FI, SD
- Oracle enterprise applications

*Applications Development Tools and Platforms* (value = 9% to 16% of base salary)

- Rapid Applications Development/Extreme Programming(XP)
- NetWeaver
- Oracle developer
- C++
- Eclipse
- MQSeries

*Web/eCommerce Development* (value = 9% to 16% of base salary)

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

*Management and Process* skills increased 6.3% in value for the quarter ending October 1, 2006, and 3% in the 3<sup>rd</sup> Quarter of 2006

Strong performers in this category (value = 8% to 11% of base salary)

- Project Management
- Business Intelligence
- ITIL

Other strong performers in the noncertified skills category in our 3<sup>rd</sup> Quarter/2006 survey include:

Messaging/e-mail/Groupware

- Sun Java System Messaging Server
- Unified messaging

Operating Systems

- Windows Server 2003
- Linux
- Unix

Networking and Communications

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

Database

- Oracle DB / 8i/9i/10g/11i
- Java Database Connectivity
- DB2
- MySQL

**B. IT Certifications**

Despite the poor performance overall in this IT skills group, *Applications Development & Programming Languages* and *Web Development* certifications have been bright spots, showing value increases of 4.9% and 3.6% respectively for the year ending October 1, 2006.

Strong performers in these skills categories include:

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

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

*Web Development* (value = 9% to 12% of base salary)

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

Other strong performers in the IT certifications category in our 3<sup>rd</sup> Quarter/2006 survey include:

*IT Security*

- 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)

*Project Management*

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

*Networking and Internetworking*

- Cisco Certified Internetwork Expert (CCIE)
- Cisco Certified Voice Professional (CCVP)
- SNIA Certified Storage Networking Expert
- Cisco Certified Systems Instructor (CCSI)

- Cisco Certified Enterprise Administrator (CCEA)
- Cisco IP Telephony Operations Specialist
- Cisco IP Telephony Support Specialist
- Cisco IP Telephony Design Specialist
- Planet3 Certified Wireless Network Trainer (CWNT)
- SNIA Certified Architect
- Cisco Certified Internetwork Professional (CCIP)

Systems Administration & Engineering/NOS

- HP/Compaq Master Accredited Systems Engineer (Master ASE)
- Red Hat Certified Architect (RHCA)
- IBM Certified Advanced Technical Expert - pSeries and AIX 5L
- Novell/Master Certified Novell Engineer (MCNE)
- Microsoft Certified Systems Engineer: Messaging (MCSE: Messaging)
- Novell Certified Linux Engineer (CLE)
- Novell/Certified Novell Engineer (CNE)
- Red Hat Certified Engineer(RHCE)

Database

- 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

## **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 55,000 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:

- 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](#), 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

- 217 pages (3Q 2006)
- Pricing: \$1,800 single edition: \$7,000 annual subscription (3Q 2006)
- Pay premiums for 245 certified and noncertified IT skills – *See pages 11 - 12*
  - Three data points for each position: 10<sup>th</sup>, 50<sup>th</sup>, 90<sup>th</sup> percentile
- Certifications Guide (187 pages) containing basic information about IT certifications surveyed for the HTSCPI
- Survey participants: 13,240 IT professionals
- 3Q edition data collected July 1 to October 1, 2006 (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 (3Q 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 City, 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  
San Diego, CA  
Tampa, FL  
Tulsa, OK  
Upper Fairfield County/ New  
Haven, CT

## 124 Noncertified IT Skills Surveyed – 3Q 2006 edition

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### 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 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)

## 129 Certified IT Skills Surveyed – 3Q 2006 edition

- Avaya Certified Specialist
- Certified Ethical Hacker (CEH)
- Certified Hacking Forensics Investigator (CHFI)
- Certified Information Systems Auditor(CISA)
- Certified Information Systems Manager(CISM)
- Certified Information Systems Security Professional (CISSP)
- Certified Computing Professional(CCP)
- Check Point Certified Security Administrator (CCSA)
- Check Point Certified Systems 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 (CPEC)
- 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+)
- 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
- 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)
- 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**