

FOR IMMEDIATE RELEASE

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October 2010 update to this release now available here: <http://ow.ly/31Nc0>

Pay and demand for IT skills and certifications continue to seesaw, while IT security persists in its long upward counter trend.

Applications development, SAP, Management/Methodology/Process, and Operating Systems skills and certifications also bright spots in a nervous marketplace.

NOTE: The news release concerns skills and certifications pay premiums trends from January to March 2010. Foote Partners will release on June 2 its updated *FP HOT LIST* of ranked predictions for the most in-demand IT skills and certifications for the next six months based on proprietary IT spending surveys, interviews with several hundred IT executives, managers and opinion leaders, and the market value survey data in this news release.

Vero Beach, FL, May 31, 2010 – Notwithstanding continued high volatility in market values for individual IT skills and certifications in the first three months of 2010---defined as incidence of gains or declines in premium pay earned by IT professionals for specific technical and business skills---average pay for 227 noncertified IT skills surprised the market with its first overall gain since October 2008. Average pay for 211 IT certifications, by contrast, posted a small decline after a brief late 2009 recovery, according to the latest update of Foote Partners' long-running quarterly updated *IT Skills and Certifications Pay Index*TM (ITSCPI) released this week.

Increasing Market Values

Applications Development, SAP and Enterprise Applications, Management/Methodology/Process, and Operating Systems skills led a mild recovery in pay for specific **noncertified IT skills**, contributing to a 0.2% average increase in overall market value for all skills surveyed.

Increasing Market Values – cont'd.

Top individual **noncertified IT skills** performers in **pay premium growth** for these four categories in January, February, and March 2010 (alphabetical order):

- Adobe Flex and Tomcat
- Apple Mac OS X
- CGI
- CSS (Cascading Style Sheets)
- HTML/DHTML/XHTML
- JavaScript
- JavaServer Pages
- Perl
- SAP skills in Web Application Server; Basis Components; Financial Supply Chain Management (FS-FSCM); CRM; Smart Forms; Product Lifecycle Management (PLM); BusinessObjects; e-Procurement (EBP); Supply Chain Management (SCM); Production Planning (PP); Advanced Planner & Optimizer (APO); and Customer Service (CS).
- Web Services Description Language (WSDL)
- WebSphere
- Wiki
- Broader process, methodology, and management skills associated with Quality Management; TOGAF; Business Analysis; Business Intelligence; CRM; and ERP.

Top individual **pay premium growth** performers for **noncertified IT skills** in other IT categories in January, February, and March 2010 (alphabetical order):

- Database management
- Multiprotocol Label Switching (MPLS)
- Network access control/Identity management systems
- RFID/wireless sensors
- Routing
- Security
- Sybase Adaptive Server Enterprise
- VPN
- WAN/3G/4G services
- Wireline networking/telecommunications

Increasing Market Values – cont'd.

Quarterly **gains** in pay premiums for **IT certifications** earned by IT professionals were recorded in two categories, **Applications Development** (+3.4 percent) and **IT Security** (+0.2 percent). Top individual **IT certification** performers in **pay premium growth** for these categories in January, February, and March 2010 (alphabetical order):

- Certification and Accreditation Professional (CAP)
- Certified Information Systems Auditor (CISA).
- Check Point Certified Security Administrator (CCSA) and Certified Security Expert (CCSE)
- CWNP Certified Wireless Security Professional (CWSP)
- CyberSecurity Forensic Analyst
- IBM Certified Solutions Developer: WebSphere
- Microsoft Certified Professional Developer
- SANS Institute GIAC Security Audit Essentials (GSAE); GIAC Certified Windows Security Administrator (GCWN); GIAC Systems and Network Auditor (GSNA)
- SAS Certified Base Programmer
- Sun Certified Enterprise Architect for Java Platform
- Sun Certified Programmer for Java Platform

Top individual **pay premium growth** performers for **IT certifications** in for other IT categories in January, February, and March 2010 (alphabetical order):

- Avaya Certified Expert
- Avaya Certified Specialist
- CompTIA Network Technician (Network+)
- EMC Proven Professional Platform Engineer - Specialist
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- Microsoft Certified Database Administrator
- Microsoft Certified Systems Administrator: Messaging
- Microsoft Certified Technology Specialist (all)
- Oracle DBA Administrator Certified Associate
- Sun Certified Systems Administrator for Solaris

Declining Market Values – by Category

Among categories of certified and noncertified IT skills posting *declines* in market value in the first three months of 2010:

- *Noncertified IT skills:*
 - Messaging and Communications (-5.1 percent);
 - Systems and Networking (-1.5 percent)
 - Database (-1.3 percent)

- *IT certifications:*
 - Training & Beginners certs (-10.0 percent)
 - Networking & Communications (-1.0 percent)
 - Systems Administration/Engineering (- 0.5 percent)

(Note: Foote Partners will issue a news release on April 28th with findings and analysis of the last update to it's 2010 IT Skills and Certifications Volatility Index, including a detailed analysis of current market conditions.)

What it all means

“We’ve been analyzing this intense volatility in the IT skills marketplace for the past eighteen months, ever since we noticed these ups and downs in market values reaching levels not seen since 2001 or 2002,” comments David Foote, Foote Partners co-founder, CEO and Chief Research Officer, and publisher of the *IT Skills and Certifications Pay Index™* and *IT Skills Volatility Index*. “The questions we ask ourselves as IT workforce analysts are what’s really causing this intensity and when is going to end? We know the answer to the first question but as for the second questions, that’s tough to predict. I’ve never seen a market quite like this one, where stabilization is occurring in IT employment and salaries, but pay and demand for specific skills is so up and down within windows as short as three months. There are clearly other factors than the recession at work here.”

“Surprisingly, it’s not the recession and recovery, at least not directly, that’s causing all this volatility. It is actually employers accelerating transitions to new staffing models,” insists Foote. “They’ve been struggling with transforming the IT workforce for years, trying to become more agile, flexible, nimble, whatever you want to call it. No matter how pressure has been exerted on IT to be more responsive, the truth is that resistance to this level of organizational change is natural, especially when things are going well. The general attitude of most managers in good times is why change if things are working? But let’s also be honest about this: it’s complicated and risky and requires a level of confidence and leadership skills that not many executives possess.

“What the recession has done is get them ‘unstuck’ and motivated. Whether it is career opportunism driving it or the opposite -- fear of losing their jobs – the result has been more willingness by IT managers to take on the challenge of constructing these new workforce and service delivery models. The enormous volatility we’re seeing in the skills marketplace is a sure sign that employers are taking advantage of a rare window of opportunity to think through and execute on the new staffing models,” explains Foote. “There hasn’t been enough said about this in the media but it’s true. We see it every day in the more than 2,000 companies we get our data from and whose management we communicate with regularly.”

“It’s also clear that employers have been moving very deliberately toward managed services and cloud computing models and various new forms of outsourcing and co-sourcing IT labor, and away from traditional staffing models. It has been a very very tough transition for them after having operated for years in a staffing model that encouraged full time hires with contractors and consultants filling in a lot of the gaps. The end game for IT right now is ---and was, prior to the recession --- finding a way to react quicker, execute faster and more predictably, and help their businesses stay competitive against brutal competition in a fast-moving global marketplace. You don’t achieve that simply by being great at operational stuff like cost control and headcount reduction. There is real progress being made out there right now by some very nervous but courageous IT executives trying to engineer this workforce transition. And it’s causing higher than normal volatility in pay and demand for skills.

“And you know what?” predicts Foote. “What we’re witnessing in the skills marketplace is likely the new standard from now on. It’s the natural condition of these new flexible staffing and sourcing models. There’s no turning back to the way IT operated before the recession, and I think that’s a huge leap forward for the IT organization. Ultimately this will enhance the business’ perception of IT and its value to the business. It’s very ironic that economic times as extreme as these will be such a boon to the IT profession when all is said and done.”

“The truth is that the recession has also been beneficial in pushing many employers over the edge who had been dragging their feet about SaaS, PaaS, IaaS, Whatever-aaS, as alternatives for the FTE staffing model. Even more to the point, the focus for the last three years or so has been much more on skills acquisition than job acquisition.

New Currency in IT Labor

“Skills are the new currency in the IT world, not jobs,” insists Foote. “Employers aren’t looking for people so much as for skills that have been identified to get the work done. How they acquire those skills is less important than speed in getting them. Major staffing decisions have already been made on major initiatives, short projects, operational infrastructure. Employers have a good idea of what skills and competencies are needed, acquisition has been budgeted. A frantic skills search has been underway and it’s easier and faster to find contractors and consultants to step in vs. the time it takes to search for and process a new hire. Or, they

simply consider purchasing a solution as a service. Managed services is a \$33B market globally, projected to double by 2013. It's not too difficult to see how the recession has contributed to decisions to direct money to managed services and private and public cloud computing. With speed of execution a prime directive, hiring full time employers simply takes too long. No IT executive or manager wants to get in the way of predictable execution of projects and initiatives.

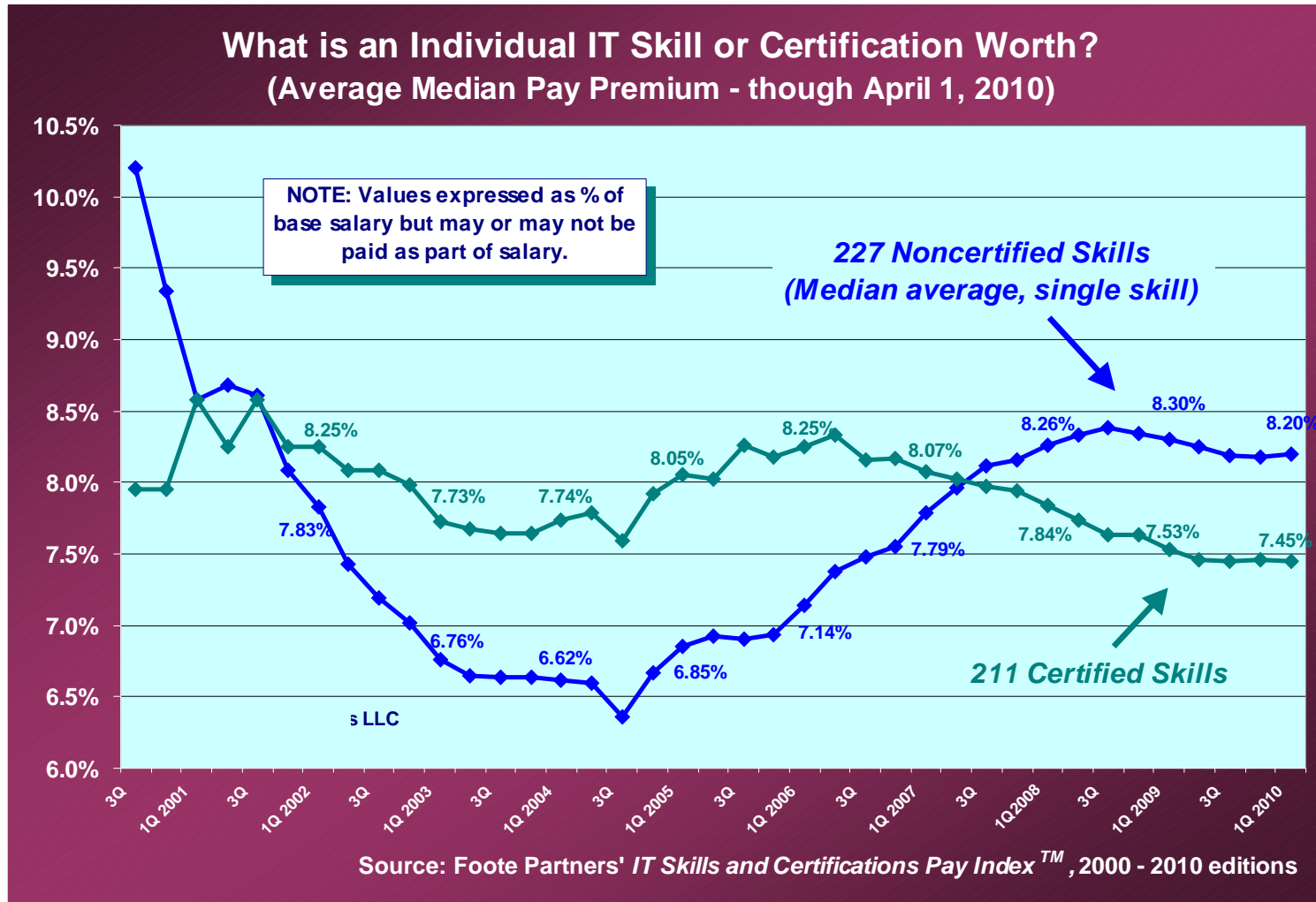
You might wonder about what is happening in the overall business climate that has stabilized IT unemployment but is keeping employers from doing any significant hiring. The answer is "very little". Employers aren't hiring because it's a lengthy process to find and process new hires, the additional overhead per new hire is a tough sell to management in a recession-to-recovery scenario, and the marketplace is too brutally competitive right now to give competitors the advantage of more lead time. Speed to market with the right product or service is critical in an economic recovery. It may take several tries to get it right, which is why labor force agility is key. Also," notes Foote, "Nobody really wants to waste budget making a new hire who may have a very short shelf life if the business decides to change directions quickly. And that will likely occur more often in this climate."

Skills/Certifications Pay Trend Charts

2010 IT Skills and Certifications Pay Index™ (data through April 1, 2010)

- 12 year trending: IT skills and certifications market value performance
- Focus on: IT Security skills and certs
- Noncertified skills market value trends (3/6/12/24 months)
- Certifications market value trends (3/6/12/24 months)

Trending in IT Skills and Certifications Pay: Last 10 Years

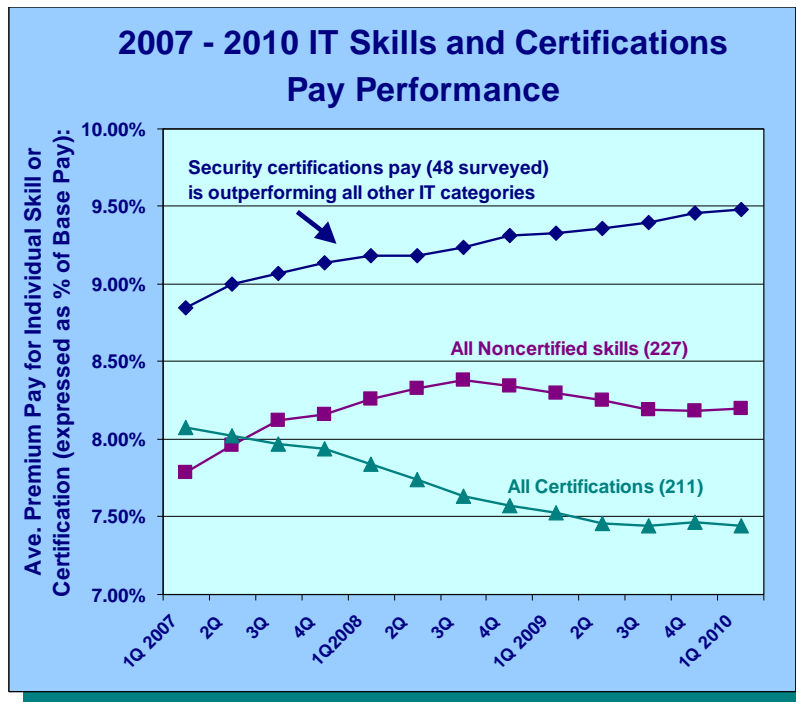


Trending in IT Skills and Certifications Pay: IT Security

Market values for IT security certifications are significantly outperforming — counter trending, in fact — the rest of IT during this recession.

Since the recession began in December 2007, overall security certs market value: **+3.7%** vs. **-6.2%** for all 211 certs surveyed.

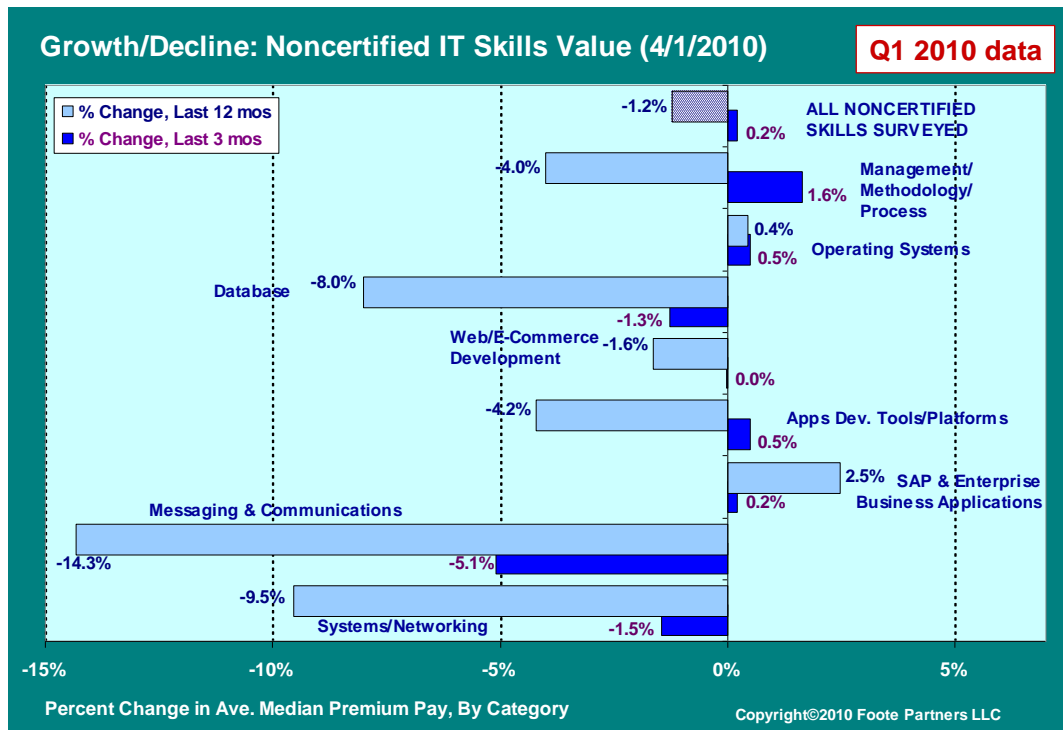
Since Oct 2008 (Wall St. meltdown) overall security certs value = **+2.6%** vs. **-2.4%** overall.



(surveyed through April 2010 - 22,850 IT professionals,)	Security Certs Premium Pay		
	Market value % change - last 3 mos	Market value % change - last 6 mos	value % change - last 12 mos
Rising Pay: IT SECURITY CERTIFICATIONS			
Certification and Accreditation Professional (CAP)	16.7%	16.7%	16.7%
GIAC Security Audit Essentials (GSAE)	14.3%	14.3%	60.0%
Check Point Certified Security Administrator (CCSA)	12.5%	0.0%	12.5%
GIAC Certified Windows Security Administrator (GCWN)	11.1%	11.1%	11.1%
CWNP Certified Wireless Security Professional (CWSP)	10.0%	10.0%	10.0%
GIAC Systems and Network Auditor (GSNA)	10.0%	10.0%	10.0%
CyberSecurity Forensic Analyst	9.1%	na	na
Check Point Certified Security Expert (CCSE)	9.1%	20.0%	33.3%
GIAC Security Essentials Certification (GSEC)	0.0%	50.0%	20.0%
Certified Information Systems Auditor (CISA)	0.0%	7.7%	27.3%
GIAC Certified Incident Handler (GCIH)	0.0%	0.0%	22.2%
Systems Security Certified Practitioner (SSCP)	0.0%	0.0%	22.2%
EC-Council/Certified Hacking Forensic Investigator (CHFI)	0.0%	0.0%	11.1%
GIAC Certified Incident Manager (GCIM)	0.0%	0.0%	10.0%
Check Point Certified Master Architect (CCMA)	0.0%	0.0%	9.1%
GIAC Secure Software Programmer (GSSP)	0.0%	0.0%	9.1%
GIAC .Net (GNET)	0.0%	0.0%	9.1%
RISING PAY: NONCERTIFIED IT SKILLS			
Network access control/identity mgt sys.	14.3%	14.3%	na
Security (various, project-based)	6.7%	14.3%	14.3%
Intrusion prevention/detection systems	0.0%	0.0%	na
Network security management	0.0%	0.0%	0.0%
SAP Security	0.0%	11.1%	na
Security architecture and models	na	na	na
Cryptography (encryption, VPN, SSL/TLS, Hybrids)	na	na	na
OVERALL PERFORMANCE			
ALL 48 SECURITY CERTIFICATIONS SURVEYED	0.2%	0.8%	1.6%
ALL 211 CERTIFICATIONS SURVEYED	-0.2%	0.0%	-1.1%
ALL 227 NONCERTIFIED SKILLS SURVEYED	0.2%	0.1%	-1.2%

2 YEAR NONCERTIFIED IT SKILLS PAY TRENDS
(Through 4/1/2010 – 22,850 participants)

NONCERTIFIED SKILLS CATEGORIES	# of skills surveyed	Change in Ave. Premium Pay by Category			
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs
Systems/Networking	38	-1.5%	-3.4%	-9.5%	-11.7%
Messaging and Communications	7	-5.1%	-3.9%	-14.3%	-11.9%
SAP & Enterprise Business Applications	75	0.2%	1.1%	2.5%	3.2%
Apps Development Tools & Platforms	27	0.5%	0.5%	-4.2%	-6.5%
Web/e-Commerce Development	38	0.0%	-0.8%	-1.6%	-4.9%
Database	14	-1.3%	-2.3%	-8.0%	-9.8%
Operating Systems	10	0.5%	0.4%	0.4%	-2.8%
Management/Methodology/Process	18	1.6%	1.6%	-4.0%	6.4%
NONCERTIFIED SKILLS SURVEYED	227	0.2%	0.1%	-1.2%	-0.8%



3/12 MONTH NONCERTIFIED IT SKILLS PAY TRENDS BY CATEGORY
(Through 4/1/2010 – 22,880 participants)

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

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™*
2007 - 2010 quarterly editions

HIGHEST PAYING **Noncertified IT Skills**

These **noncertified IT skills** are earning the highest pay premiums. Shown by category, in **descending order**. Surveyed through 4/1/10.
(Source: *IT Skills and Certifications Pay Index™* – Q1 2010 edition)

SAP/Enterprise Business Applications Skills

- NetWeaver BW
- SAP FI – FSCM (Financial Supply Chain Management)
- Oracle Enterprise Applications
- SAP Solution Manager
- SAP FS (Insurance)
- SAP EC (Enterprise Controlling)
- SAP PP (Production Planning)
- SAP BW Accelerator
- SAP Retail
- SAP HCM
- SAP ERP (multiple skills)
- SAP FI (Financial Accounting)
- SAP Netweaver Applications Server
- SAP IS-U (Utilities)
- SAP Web Application Server
- SAP CRM (Corporate Finance Management)
- SAP BPC (BusinessObjects Planning and Consolidation)
- SAP EBP (e-Procurement)
- SAP Oil & Gas
- SAP EBP (e-Procurement)
- SAP SCM (Supply Chain Management)
- SAP SRM (Supplier Relationship Management)
- NetWeaver Portal

Applications Development Tools and Platforms skills:

- NetWeaver
- Business ObjectsRAD/Extreme Programming/Agile Programming
- Adobe Flex
- Java/J2EE,SE,ME
- Oracle Developer Suite

Web/eCommerce Development skills:

- Microsoft .NET
- Microsoft Commerce Server (incl. 2007)
- WebSphere
- Ajax (Asynchronous JavaScript and XML)
- WSDL (Web Services Description Language)
- BEA WebLogic
- Documentum
- Python
- Apache HTTP web server

Management, Process and Methodology Skills

- Project management
- Business intelligence
- CRM
- ERP
- Business process management/ modeling/ improvement
- Information risk management
- Security architecture
- Product lifecycle management software

Systems/Networking Skills

- Virtualization (various)
- Security (various, project-based)
- Network security management
- Infrastructure architecture
- SAN/Storage Area Networking
- Wireless network management (LANs, GSM)
- RFID/wireless sensors
- WAN/3G/4G services

Messaging and Communications Skills

- Unified communications/messaging

Operating Systems

- Windows Server 2008/2003
- Unix (all)
- Linux
- HP-UX
- Solaris

Database Skills

- Database management
- Oracle DB / 8i/9i/10g/11i
- Microsoft SQL Server

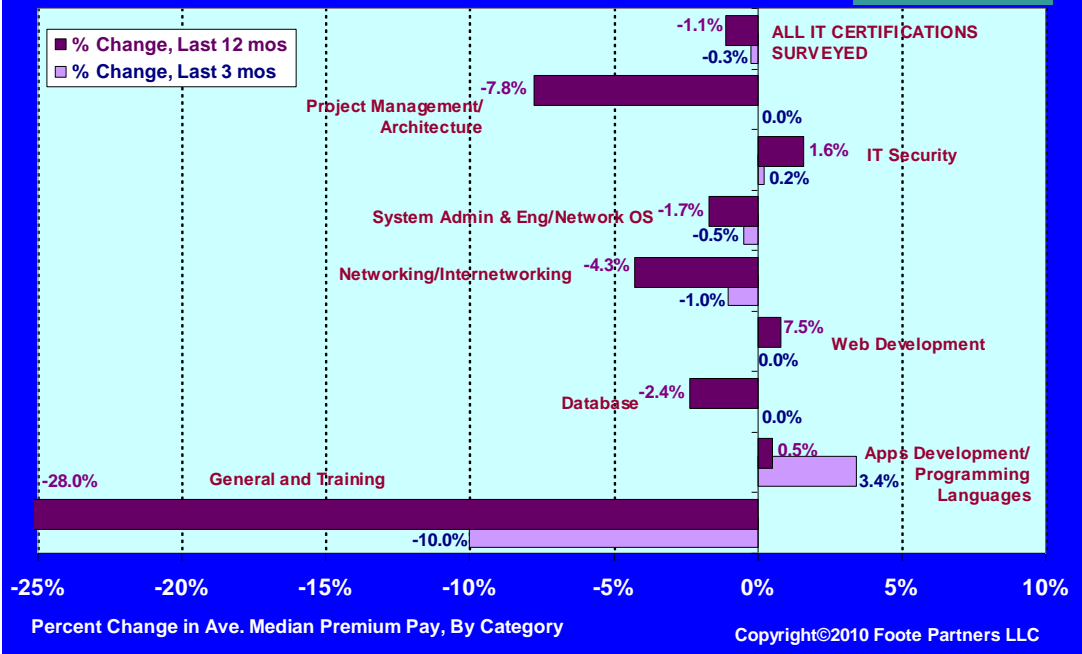
2 YEAR IT CERTIFICATIONS PAY TRENDS

(Through 4/1/2010 – 22,880 participants)

CERTIFICATIONS CATEGORIES	# of certs surveyed	Change in Ave. Premium Pay by Category			
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs
General and Training	5	-10.0%	-10.0%	-28.0%	-14.3%
Apps Development/Prog. Languages	19	3.4%	3.4%	0.5%	-9.2%
Database	17	0.0%	0.8%	-2.4%	-8.9%
Web Development	10	0.0%	0.0%	0.8%	-33.5%
Networking & Communications	61	-1.0%	-0.8%	-4.3%	-8.6%
System Admin & Eng/Network OS	44	-0.5%	0.0%	-1.7%	-11.4%
IT Security	48	0.2%	0.8%	1.6%	3.3%
Architecture/Project Management/Process	7	0.0%	-3.4%	-7.8%	-1.8%
TOTAL CERTIFICATIONS SURVEYED	211	-0.3%	0.0%	-1.1%	-5.0%

Growth/Decline - IT Certifications Value(through 4/1/2010)

Q1 2010 data



3/12 MONTH IT CERTIFICATIONS PAY TRENDS BY CATEGORY (Through 4/1/2010 – 22,880 participants)

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

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™* 2007 - 2010 quarterly editions

HIGHEST PAYING IT Certifications

These **IT certifications** are earning the highest pay premiums. Shown by category, in **descending order**. Surveyed through 4/1/10.
(Source: *IT Skills and Certifications Pay Index™* – Q1 2010 edition)

Applications Development & Programming Languages certifications

- Sun Certified Enterprise Architect for Java Platform
- IBM Certified Solutions Developer: WebSphere (all)
- BEA Certified Architect - SOA Enterprise Architecture

Database certifications:

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

Systems Administration & Engineering/NOS certifications

- Microsoft Certified Architect (MCA)
- HP Master Accredited Systems Engineer (Master ASE)
- Citrix Certified Integration Architect (CCIA)
- HP/Accredited Systems Engineer
- IBM Certified Infrastructure Systems Architect

Architecture & Project Management

- Master IT Certified Architect (ITAC/The Open Group)
- Project Management Professional (PMP)
- ITIL Service Manager Certification

Security certifications

- Certified Information Security Manager (CISM)
- GIAC Security Expert(GSE)/Security Leadership (GSLC)
- Certified Information Systems Auditor (CISA)
- Certified Information Systems Security Professional (CISSP)
- Information Systems Security Management Professional (CISSP/ISSMP)
- Information Systems Security Engineering Professional (CISSP/ISSEP)
- Information Systems Security Architecture Professional (CISSP/ISSAP)
- Check Point Certified Master Architect (CCMA)
- GIAC Certified Forensics Analyst (GCFA)
- GIAC Certified Intrusion Analyst (GCIA)
- GIAC Secure Software Programmer (GSSP)
- GIAC .NET (GNET)
- Cisco Certified Security Professional (CSP)
- Systems Security Certified Practitioner (SSCP)
- GIAC Certified Incident Handler (GCIH)
- GIAC Certified Incident Manager (GCIM)
- Security Certified Network Architect
- GIAC Auditing Wireless Networks (GAWN)

Networking/Internetworking

- Cisco Certified Design Expert (CCDE)
- Cisco Certified Internetwork Expert (CCIE, all variations)
- SNIA Certified Storage Networking Expert
- Cisco Certified Internetwork Professional (CCIP)
- Avaya Certified Expert
- Cisco Certified Design Professional (CCDP)
- EMC Proven Professional Implementation Engineer - Expert
- SNIA Certified Architect
- EMC Proven Professional Technology Architect – Expert

ABOUT THIS RESEARCH

Foote Partners' primary research survey for tracking IT skills and certifications pay and supply/demand volatility is the industry-leading *IT Skills and Certifications Pay IndexTM (ITSCPI)*, first published in 1999 and updated every three months since. 98,000 IT professionals in the 82 U.S. and Canada cities (2,000 employers) are surveyed for IT salaries and skills pay earned for 130 positions and 438 certified and noncertified technical and business skills. Verified and validated pay data for 22,850 IT workers has been included in the current Q1 2010 ITSCPI edition, compiled from data collected through **April 1, 2010**.

Demographics of the participating organizations for our latest update are as follows, measured most appropriately for the type of business, by revenues, assets, total premiums and operating budgets:

- 13% of participating organizations have \$3 billion+ in sales/\$15+ billion in total assets
- 25% of participating organizations earn more than \$1 billion in annual revenues or more than \$3 billion in total assets
- 44% of participating organizations have \$500+ million in sales/\$1+ billion in total assets/\$500+ million in premiums/\$500+ million operating budget (government, educational, not-for-profit)
- 56% of participating organizations fall in the SMB (small-to-medium sized business) segment, generally defined as organization under \$500 million in sales.
- [Public sector] 5% have operating budgets of \$500 million or more, [nonprofit/educational sectors] 4% with operating budgets \$100 million to less than \$500million

2010 IT Skills and Certifications Pay Index™ – North American edition

- 320 pages (Q2 2010 edition)
- Pay premiums for 438 certified and noncertified IT skills
 - Three data points for each position: 10th, 50th, 90th percentile
- Verified and validated IT skills pay survey data from 22,850 IT professionals
- Current data collected through April 1, 2010 (updated quarterly)
- Certifications Guide containing basic information about surveyed IT certifications (pre-requisites; costs; test content; lab requirements, etc.)
- Pricing: \$2,750 single edition; \$10,750 annual subscription

Definition of IT skills premium pay

- Pay that IT workers receive for possessing high-value IT and business 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 attractive option
- May be used as a reward, recruiting inducement, retention tool, or as a guide for creating consulting rate cards

TO OBTAIN A COPY OF THE LATEST *IT SKILLS AND CERTIFICATIONS PAY INDEX™*

Please visit the Foote Partners web site: <http://www.footepartners.com/itcompensation.html>

ABOUT FOOTE PARTNERS

[Foote Partners LLC](#) is a Vero Beach, Florida based independent IT research consultancy and industry analyst firm founded in 1997. Its proprietary benchmark research (2,000 research partners, 98,000 IT professionals) and advisory services focus on the 'execution' side of IT services and management and are used by more than 1,600 private and public sector employers on five continents. Comprised of former Gartner, Meta Group, McKinsey & Company, Towers Perrin, and Wm. M. Mercer analysts and consultants, and former corporate HR, IT, and business executives, Foote Partners has been a thought leader and trusted advisor to hundreds over a thousand employers seeking decision support and advice on managing IT's impact on their businesses and customers.

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Foote Partners 2010 IT Compensation Survey Product Map

