

**FOR IMMEDIATE RELEASE**

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

**Surprising volatility in 3<sup>rd</sup> Quarter IT skills pay and demand  
tempers recent optimism in recovering markets, suggests slow  
road back for North American IT labor.**

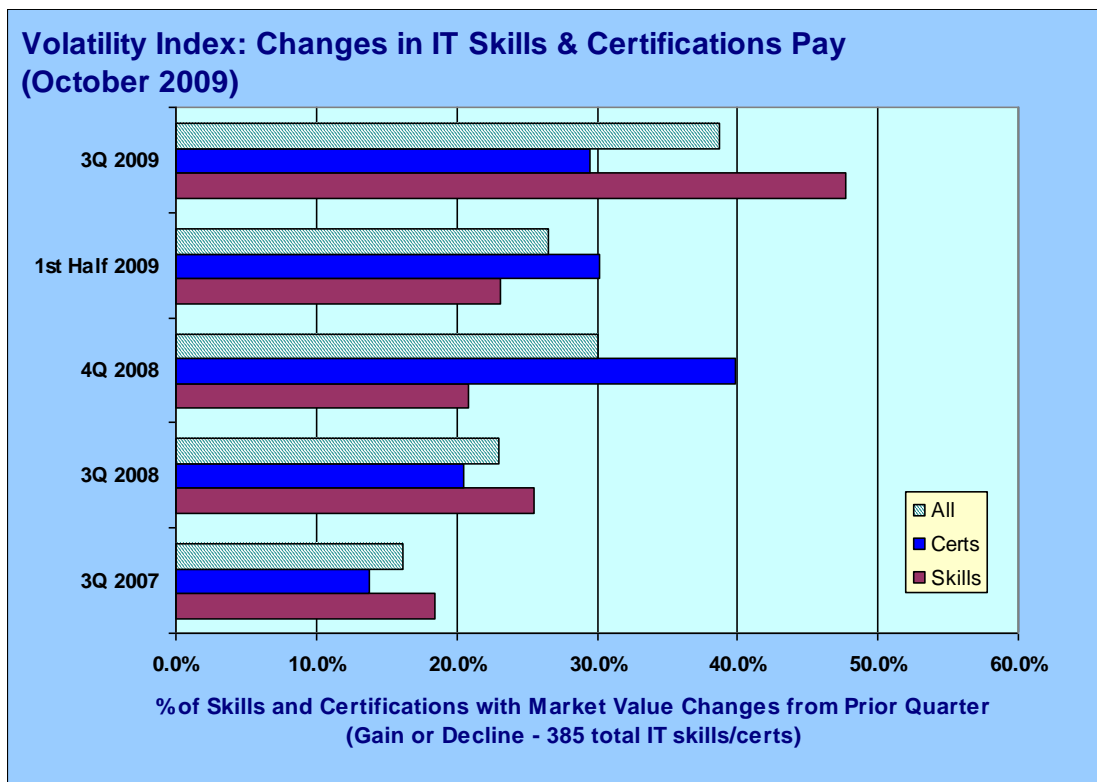
**Vero Beach, FL, October 26, 2009** – Unusually high volatility in market values for IT skills and certifications between June and October highlights findings from the 3<sup>rd</sup> quarter 2009 update of Foote Partners’ long-running *IT Skills and Certifications Pay Index*<sup>TM</sup> (ITSCPI) released last week.

39 percent (or 149) of 385 specialized technology and business skills used on-the-job by 22,680 IT professionals in the U.S. and Canada either lost or gained value in the quarter according to data from nearly 2,000 public and private sector employers. These are skills and certifications for which employers pay their workers extra cash, commonly called a ‘skills premium’<sup>1</sup>.

“It’s the most dramatic change of its kind recorded in a three month stretch since 2001 by our skills pay benchmark survey,” reports David Foote, Foote Partners co-founder, CEO and Chief Research Officer. “By comparison, during the same time of year two years ago it was only 16 percent, and last year 23 percent. The first half of 2009 has been averaging about 27 percent volatility (Fig. 1). And then this bullet hit.”

“It surprised me that it occurred during the summer months, when big changes in market values for skills and certification are less common. But what is *not* a revelation,” continues Foote, “is that employers are still aggressively adjusting compensation to strike a balance between market pressures and labor force costs nearly two years into this economic recession. It’s very much still crunch time despite the U.S. stock market bouncing back and whispers that the recession may be over technically speaking. But staffing is a lagging indicator. The difference this time is we’re expecting the length of the tail on the lag will be much longer than previous downturns. The recovery of jobs and pay will be very slow with volatility punctuating it at times.”

**Figure 1 – Changes to IT workforce skills mix and investments are accelerating**



<sup>1</sup> Pay for 406 certified and noncertified skills is included in the 3<sup>rd</sup> quarter 2009 ITSCPI edition. Changes in pay have been analyzed for 385 skills that appear in the prior edition, which did not contain coverage of 21 new skills reported in the new quarterly edition.

Source: Foote Partners LLC, [2009 IT Skills & Certifications Pay Index™](#)

“What is happening,” explains Foote, “is employers honing in on the skills they most critically need, not on people and jobs. First they identify the work, then the hard skills they need to get that work done. They look around for the people who have these skills, both inside and outside their company, and at what expertise level. Next they shift finite resources very quickly *toward* retaining and building—or renting---those skills and workers, and just as rapidly *away* from resources they no longer need. And that’s unusual, because workforce reshuffling in response to business decisions used to take months but now it’s happening in weeks and even days, hence the short-term volatility we’re seeing in skills pay and demand. The big layoffs are over for now and the action has shifted to rapid specialized skills acquisition and selective hiring.”

“Spikes in demand driving skills premium pay up? That’s common, maybe more abrupt these days than normal. But sudden skills oversupply causing plummeting pay over a few months? That is very rare. This is a very compressed skills and labor market right now and it rewards decisiveness and quick action in building labor forces that can respond quickly to change.”

Continues Foote, “This is really the way employers should always operate. But in good times they tend to staff up, hang on too long to the wrong people, and find themselves regularly out of synch with skills requirements. The recession is forcing them to be more lean, nimble, reactive, and bottom-line in their human capital strategies. It would be wise to continue this post recession. Perhaps the positive aspect of corporate economic trauma---being compelled by circumstances into organizational changes that will have benefits long after their economic pain subsides.”

### **3Q 2009 Skills and Certifications Volatility**

Special pay for IT skills rises and falls with supply and demand. Different than salaries, it is by its nature and purpose more dynamic and tactical especially when used by employers to attract and retain talent in fluid job market and economic conditions. Foote Partners analysts anticipate a certain amount of volatility in its quarterly updates of the *IT Skills and Certifications Pay Index<sup>TM</sup>*, which is plotted in the 10-year average pay in Figure 8 (page 15).

The degree of volatility in this quarter’s finding was somewhat unexpected. Among our findings:

- 149 out of 385 skills and certifications changed premium pay rates over the three month period ending October 1<sup>st</sup>
- 93 (out of 195) noncertified IT skills changed premium pay rates over this period: 37 gains; 56 declines
- 56 (out of 190) IT certifications changed premium pay rates over this period: 27 gains; 29 declines
- Largest gap: Declines in market value versus gains / Noncertified IT skills: **Systems and Networking; Applications Development**
- Largest gap: Declines compared to gains / IT certifications: **Systems Administration/Engineering**
- Largest gap: Gains compared to declines / Noncertified IT skills: **SAP & Enterprise Business Applications**
- Largest gap: Gains compared to declines / IT certifications: **IT Security**

Figures 2 and 3 on the following page provide a graphical view of volatility by skills or certification category.

Skills Categories

Systems/Networking  
Operating Systems  
Web/e-Commerce Development  
Messaging and Communications  
Apps Development Tools and Platforms

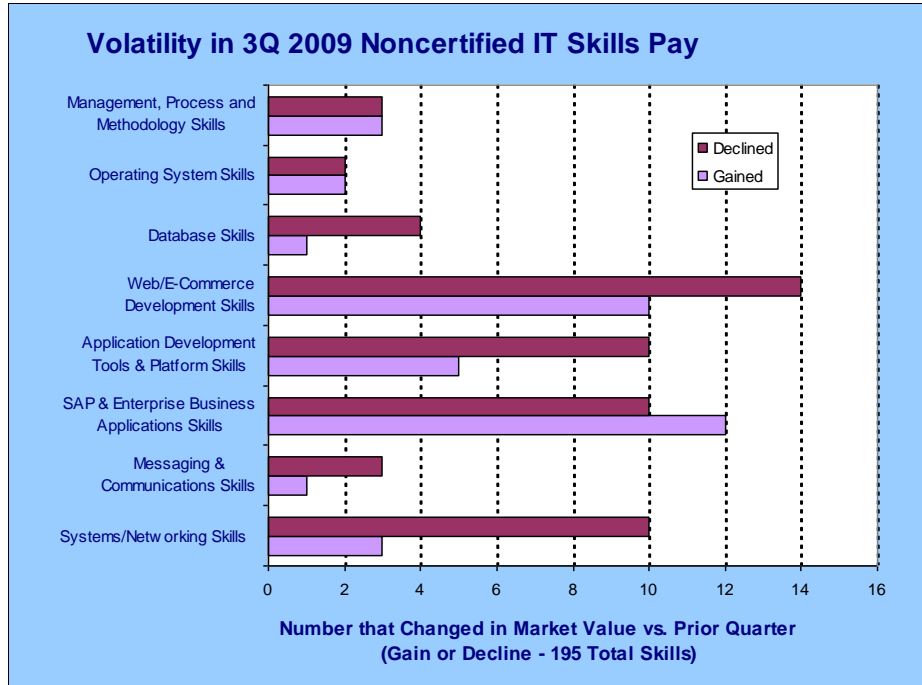
SAP and Enterprise Business Applications  
Database  
Project Experience  
Management, Process and Methodology

Certifications Categories

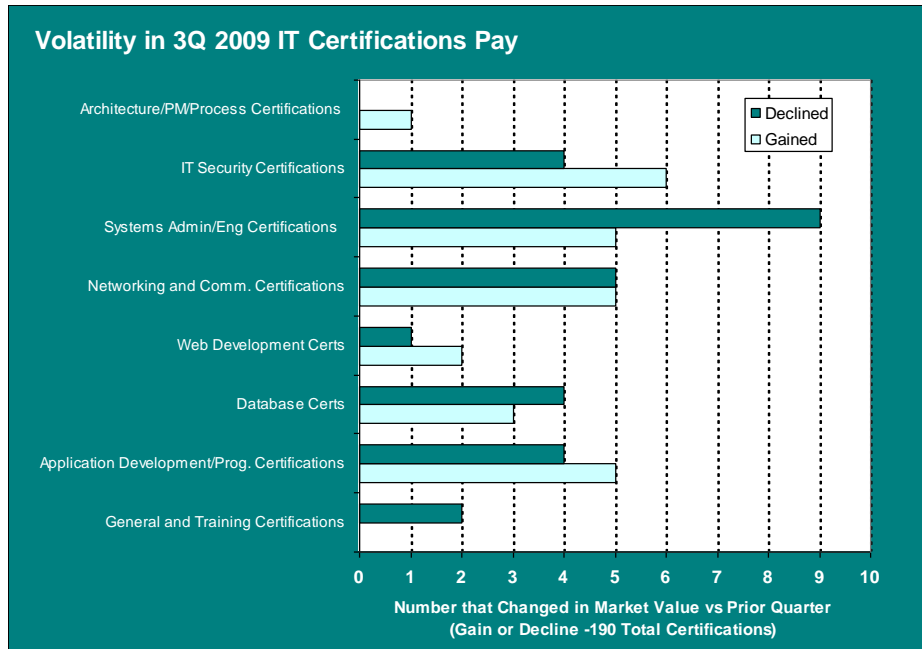
General/Beginner and Training  
Application Development/Programming Languages  
Database  
Web Development

Networking and Communications  
Systems Administration and Engineering/ Network  
Operating Systems  
IT Security  
Architecture/Project Management/Process

**Figure 2 – Noncertified IT Skills Pay Volatility. 3Q 2009**



**Figure 3 – IT Certifications Pay Volatility. 3Q 2009**



Source: Foote Partners LLC, [2009 IT Skills & Certifications Pay Index™](#)

### **3Q 2009 Skills and Certifications Pay Trends**

In Foote Partners survey of pay premiums for IT skills updated through October 1, 2009, involving nearly 2,000 U.S. and Canadian employers, pay premiums for noncertified and certified IT skills declined an average of 0.7% and 0.2% respectively in July, August, and September compared to the prior quarter.

In a marked departure from previous quarters, the average median value of 199 noncertified skills declined in value at a greater rate than that of 207 IT certifications. This trend has been typical of past economic downturns as unemployed workers have flooded the pool of available talent, creating conditions in which employers have many hiring options. Faced with equal skills and experience, decisions will often come down on the side of the certified worker. Another justification for selecting certified workers is the advantage of upselling that candidate to nontechnical executives who may perceive certification as a commitment by that individual to a technical or business specialization, although this point is frequently debated.

### **Counter Trending**

In continuing evidence of counter trending, the category of **SAP and Enterprise Business Applications noncertified skills** increased in overall value by 1.2 percent compared to last quarter, contrary to the loss of 0.7 percent in average market value posted for all noncertified IT skills. Among **certified skills**, two categories showed strong quarterly growth: **Web Development** (+0.8 percent) and **IT Security** (+0.4 percent) against the 0.2 percent average decline in 199 IT certifications overall in the period.

In addition, two categories showed no change in market values overall, which though not a gain, can be viewed very positively as passive counter trending: **Systems Administration and Engineering** (certified) and **Operating Systems** (non certified).

Buoying the performance of SAP and other enterprise applications skills in our findings were quarterly market value increases ranging from 7.7% to 25% for these SAP-specific skills: Supplier Relationship Management; Supply Chain Management; Plant Maintenance; Smart Forms; Web Dynapro; Payroll;

Netweaver PI; Quality Management; Master Data Management; Strategic Enterprise Management; and various SAP ERP skills.

Decreases in several Microsoft noncertified skills were balanced by gains in Linux and Solaris operating systems. Among IT security certifications, gains in GIAC auditing and incident handling specializations; Check point certifications; International Information Systems Security Certification Consortium's Systems Security Certified Practitioner certification; and the Certified Information Systems Auditor certifications from ISACA helped this category achieve it's strong performance.



## **Noncertified IT Skills Pay and Demand**

### **Data Analysis**

(Skills pay data collected through October 1, 2009 and published in the 3<sup>rd</sup> Quarter edition of the *2009 IT Skills and Certifications Pay Index™*)

**3 and 12-Month Pay Trends by Category – Noncertified IT Skills**

(% Change in Average Median Pay for Noncertified IT Skills – 22,680 IT Professionals Surveyed)

Figure 4

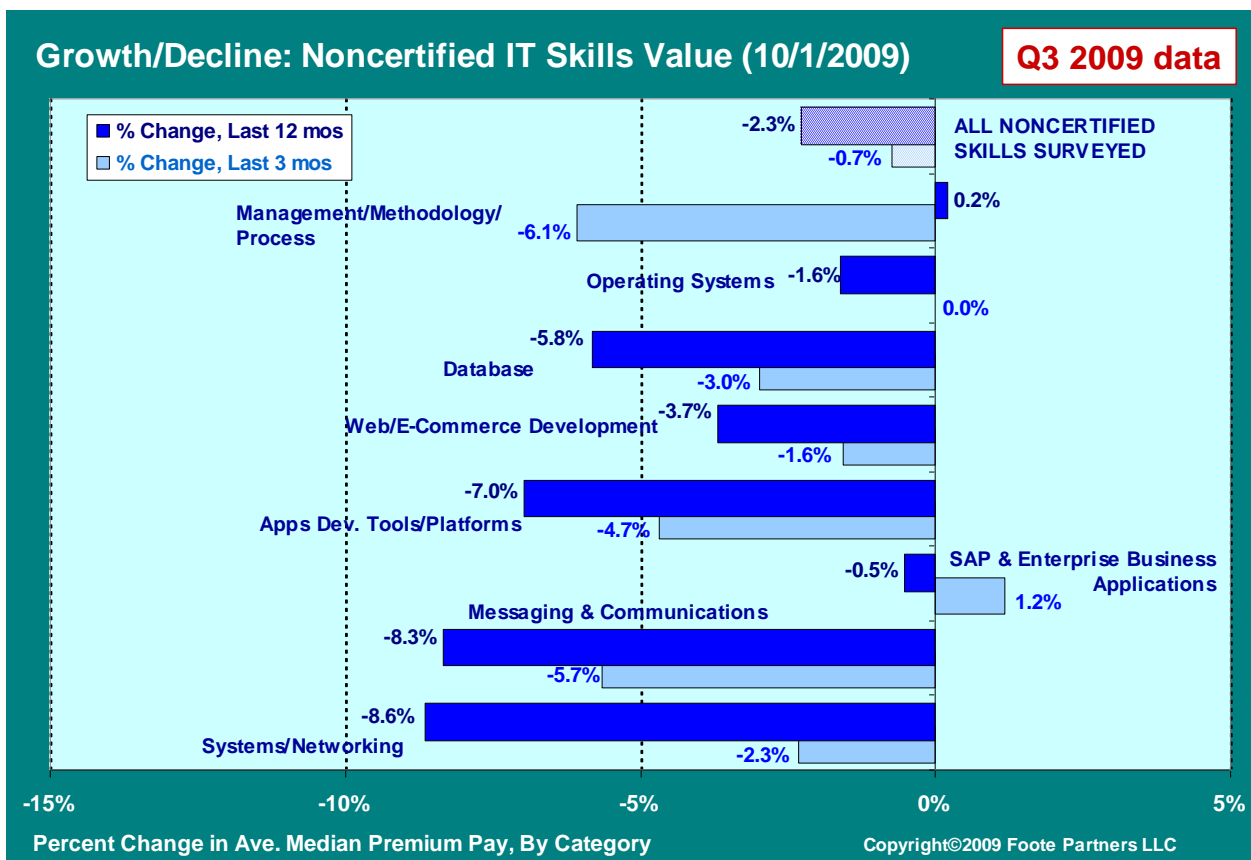


Figure 5

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	36	-2.3%	-6.4%	-8.6%	-3.2%
Messaging and Communications	6	-5.7%	-10.9%	-8.3%	-13.1%
SAP & Enterprise Business Applications	67	1.2%	1.4%	-0.5%	4.5%
Apps Development Tools & Platforms	27	-4.7%	-4.7%	-7.0%	-5.7%
Web/e-Commerce Development	34	-1.6%	-0.8%	-3.7%	-2.1%
Database	13	-3.0%	-5.8%	-5.8%	-7.7%
Operating Systems	9	0.0%	0.0%	-1.6%	-3.2%
Management/Methodology/Process	15	-6.1%	-5.5%	0.2%	6.5%
<b>NONCERTIFIED SKILLS SURVEYED</b>	<b>207</b>	<b>-0.7%</b>	<b>-1.3%</b>	<b>-2.3%</b>	<b>0.9%</b>

SOURCE:  
 Foote Partners *IT Skills & Certifications Pay Index™*, 2007  
 - 2009 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 10/1/09. **New additions in red.** (*IT Skills and Certifications Pay Index<sup>TM</sup>* – Q3 2009 edition)

### Systems/Networking Skills

- Virtualization (various)
- Network security management
- SAN/Storage Area Networking
- Security (various, project-based)
- Infrastructure architecture
- VoIP telephony
- Wireless network management (LANs, GSM)

### SAP/Enterprise Business Applications Skills

- SAP ERP (multiple skills)
- SAP HCM (SAP HR)
- **SAP Oil & Gas**
- NetWeaver BI (SAP BW)
- SAP Solution Manager
- **SAP EC (Enterprise Controlling)**
- Oracle Enterprise Apps
- SAP Financial Accounting (FI)
- SAP Retail SAP
- SEM (Strategic Enterprise Management)
- SAP Netweaver Applications Server
- **SAP CFM (Corporate Finance Management)**
- SAP MDM (Master Data Management)
- NetWeaver PI (SAP XI)
- **SAP ALE (Application Link Enabling)**
- SAP BW(BI) Accelerator
- SAP Controlling (CO)
- SAP FI - FSCM (Financial Supply Chain Management)
- SAP QM (Quality Management)
- SAP IM (Investment Management)

### Messaging and Communications Skills

- Unified communications/messaging

### Operating Systems

- Linux

### Applications Development Tools and Platforms skills:

- NetWeaver
- Oracle Developer Suite
- Business Objects
- RAD/Extreme Programming/Agile Programming
- Java/J2EE,SE,ME

### Web/eCommerce Development skills:

- Microsoft .NET
- Microsoft Commerce Server (incl. 2007)
- Ajax (Asynchronous JavaScript and XML)
- Apache HTTP web server
- Documentum
- WebSphere
- Microsoft Sharepoint Server
- SOAP (Simple Object Access Protocol)
- Oracle Workflow
- BEA WebLogic
- **Python**

### Database Skills

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

### Management, Process and Methodology Skills

- Business process management/modeling/improvement
- Project management
- ERP
- CRM
- **Business intelligence**
- **Product lifecycle management software**

## **Certified IT Skills Pay and Demand**

### **Data Analysis**

(Certifications pay data collected through October 1, 2009 and published in the 3<sup>rd</sup> Quarter edition of the *2009 IT Skills and Certifications Pay Index™*)

**3 and 12-Month Pay Trends by Category – IT Certifications**

(% Change in Average Median Pay for a Single IT Certification – 22,680 IT Professionals Surveyed)

Figure 6

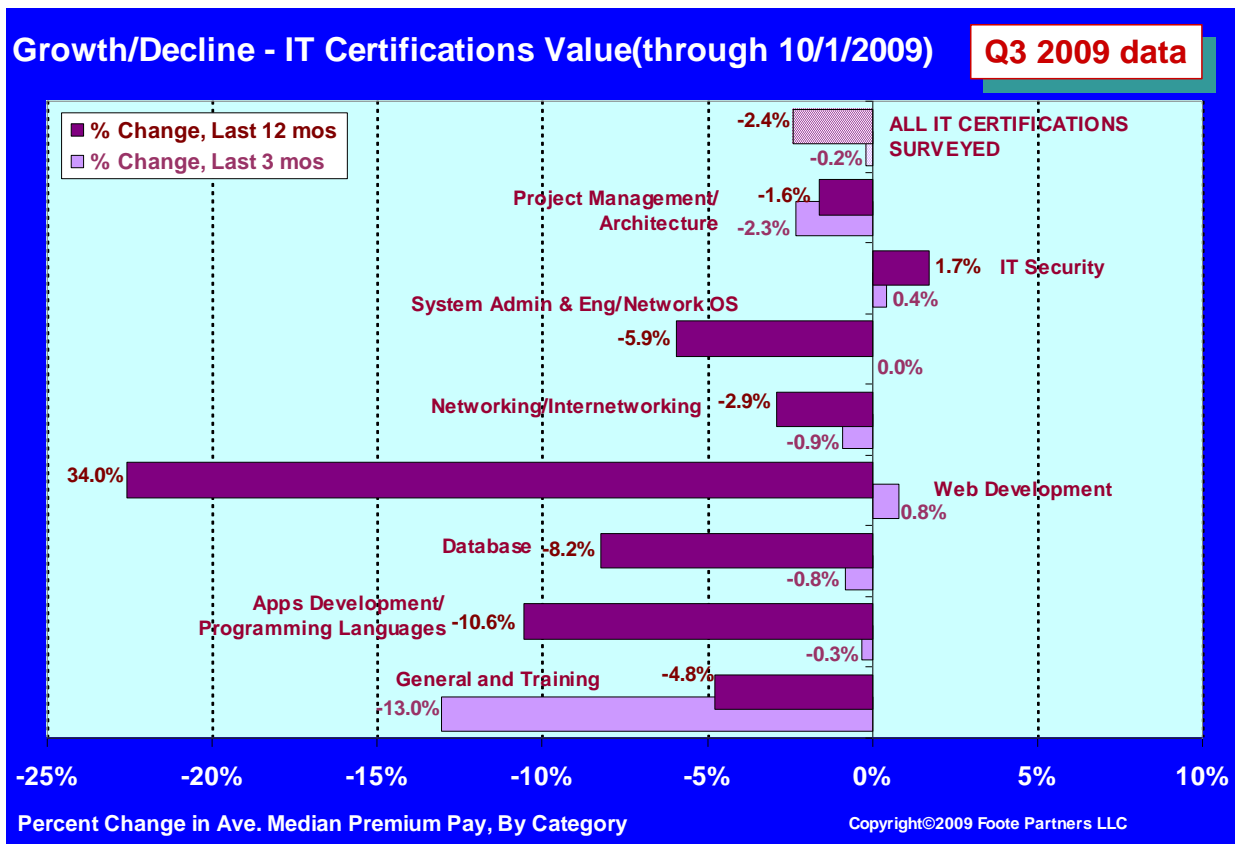


Figure 7

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	-13.0%	-20.0%	-4.8%	-9.1%
Apps Development/Prog. Languages	19	-0.3%	-2.8%	-10.6%	-15.2%
Database	17	-0.8%	-3.1%	-8.2%	-11.7%
Web Development	10	0.8%	0.8%	-22.6%	-39.4%
Networking	57	-0.9%	-3.5%	-2.9%	-9.5%
System Admin & Eng/Network OS	40	0.0%	-1.7%	-5.9%	-14.7%
IT Security	45	0.4%	0.8%	1.7%	3.6%
Architecture/Project Management	6	-2.3%	-4.5%	-1.6%	5.0%
<b>TOTAL CERTIFICATIONS SURVEYED</b>	<b>199</b>	<b>-0.2%</b>	<b>-1.1%</b>	<b>-2.4%</b>	<b>-6.6%</b>

SOURCE:  
 Foote Partners *IT Skills & Certifications Pay Index™*, 2007 - 2009 quarterly editions

## HIGHEST PAYING IT Certifications

These **IT certifications** are earning the highest pay premiums. Shown by category, in **descending order**. Surveyed through 10/1/09. **New additions in red.** (*IT Skills and Certifications Pay Index™* – Q3 2009 edition)

### Applications Development & Programming Languages certifications

- Sun Certified Enterprise Architect for Java Platform
- **BEA Certified Architect - SOA Enterprise Architecture**
- Microsoft Certified Solution Developer (MCSD)

### Database certifications:

- Oracle DBA Administrator Certified Master (OCM)
- Teradata Certified Master
- **IBM DB2 Universal Database Certified Solutions Expert (DB2)**
- **Teradata Certified 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 (ASE)**
- **IBM Certified Infrastructure Systems Architect**

### Networking/Internetworking

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

### 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)

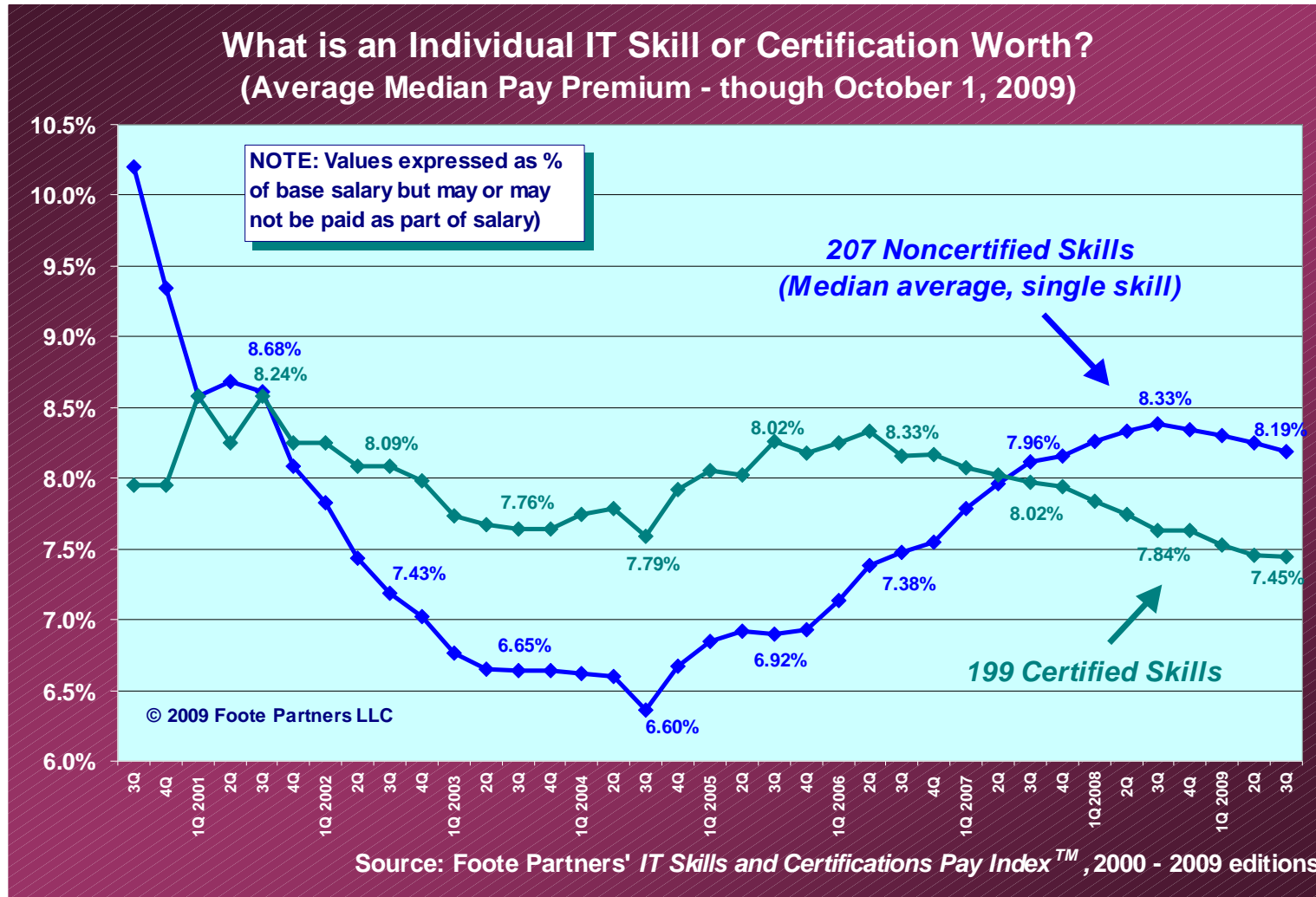
### Architecture & Project Management

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

**2009 IT Skills & Certifications Pay Index™**

**Skills Pay Trend Charts: 2000 to 2009**

**Figure 8** – Average % of Base Pay For a Single IT Skill or Certification (at median)



Source: Foote Partners, IT Skills and Certifications Pay Index™ - 2000 to 2009 editions



**Pay Performance, 3/12/24 mos.:  
Certified vs. Noncertified IT Skills**  
(22,850 IT professionals)

**Average Median Pay for a Single Certified vs. Noncertified  
IT Skill, Last 2 years**  
(22,850 IT professionals)

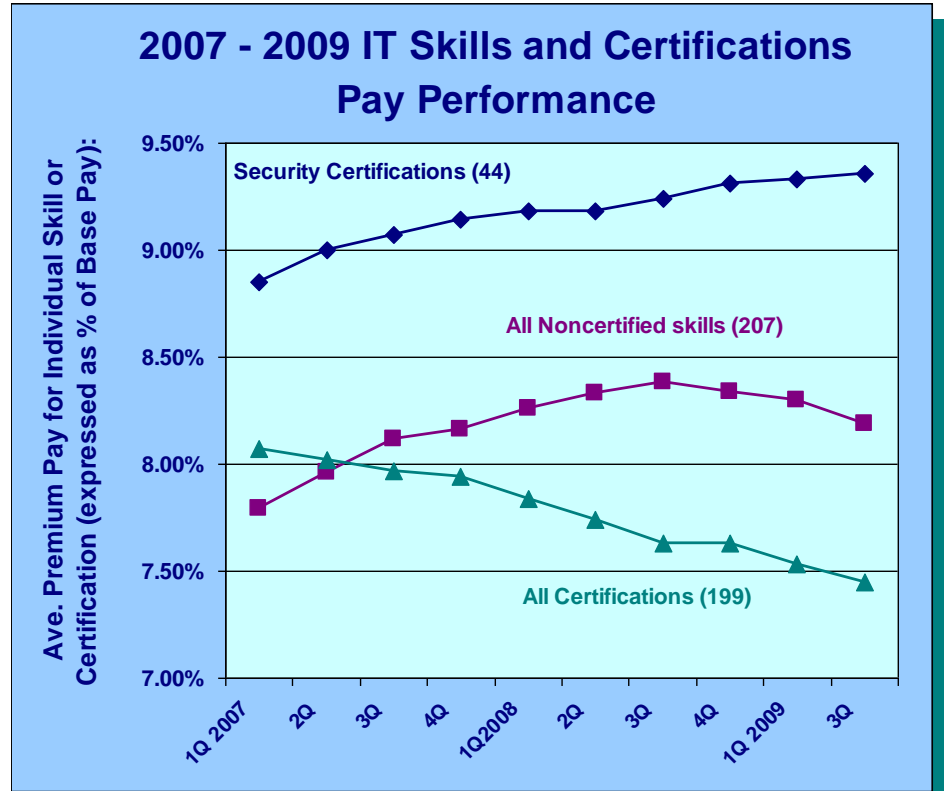
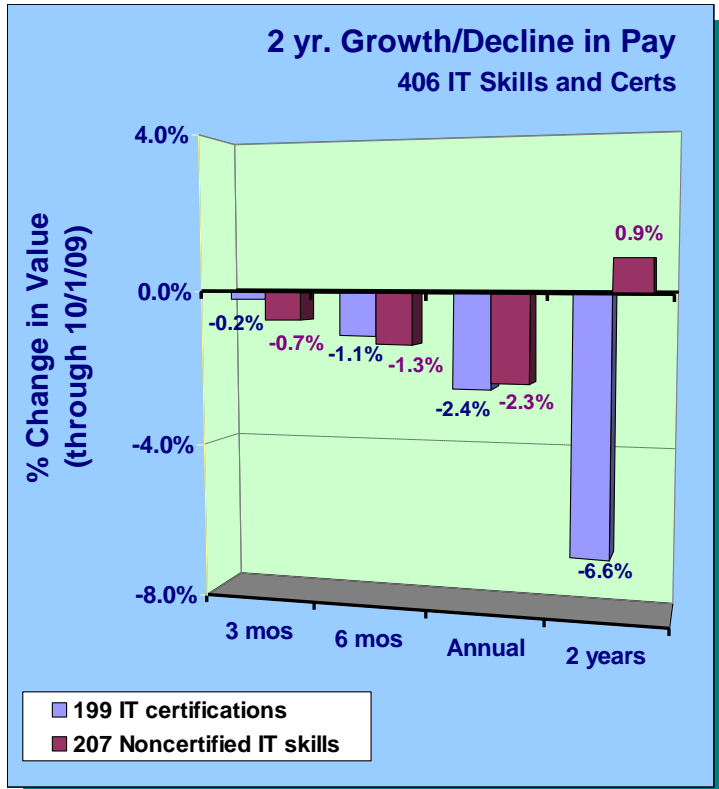


Figure 9

Figure 10

Source: Foote Partners LLC, [2009 IT Skills & Certifications Pay Index™](#)

**207 Noncertified IT Skills Surveyed (2009 IT Skills and Certifications Pay Index)**

**Apps Develop. Tools & Platforms**

Business Objects  
C  
C#  
C++  
Cobol  
Cognos  
Delphi  
Eclipse  
Flex  
Java/J2EE, SE, ME  
NetWeaver  
Oracle Developer  
PL/SQL  
Powerbuilder  
Progress/Development tools  
RAD/Extreme Programming/  
Agile Programming  
Ruby  
Ruby on Rails  
SAS  
SQL Windows  
Tcl  
Tomcat  
Transact-SQL  
Visual Basic  
Visual C++  
Visual J++  
WebSphereMQ

**Database**

Database management  
DB2  
dbase/xbase  
Java Database Connectivity  
Master data management  
Microsoft Access  
Microsoft Exchange 2000 Server  
Microsoft SQL Server  
MySQL  
Oracle DB  
Progress/Apptivity  
Sybase Adaptive Server  
Visual SQL

**SAP & Enterprise Business**

**Applications**

ABAP (all modules)  
Baan  
J.D. Edwards  
Lawson  
Oracle Enterprise Apps  
Peoplesoft  
Accelerated SAP (ASAP)  
NetWeaver BI (SAP BW)  
NetWeaver Portals (SAP EP)  
NetWeaver PI (SAP XI)  
SAP ALE  
SAP APO  
SAP Basis Components  
SAP BI Accelerator  
SAP Business  
Workflow/Webflow  
SAP CA  
SAP CFM  
SAP CO  
SAP CRM  
SAP CS  
SAP EC  
SAP EHS  
SAP EPM  
SAP ERP  
SAP FI – FSCM  
SAP FI - Travel Management  
SAP FI  
SAP GRC  
SAP GTS  
SAP HCM (SAP HR)  
SAP HCM ESS/MSS  
SAP IM  
SAP KW  
SAP LES  
SAP LO  
SAP MDM  
SAP MDX  
SAP MI  
SAP MM  
SAP MRO  
SAP Netweaver Applications  
Server

**SAP & Enterprise Business**

**Applications (cont'd)**

SAP Oil & Gas  
SAP PLM  
SAP PM  
SAP PP  
SAP PS  
SAP Public Sector Management  
SAP PY (Payroll)  
SAP QM  
SAP Retail  
SAP RF/Auto-ID  
SAP SAM  
SAP SCM  
SAP SD  
SAP SD - GTS  
SAP Security  
SAP SEM  
SAP SM  
SAP Smart Forms  
SAP Solution Manager  
SAP SRM  
SAP Web Application Server  
SAP WM  
SAP WM – EWM  
SAP xMII  
Siebel  
Web Dynapro

**Operating Systems**

AIX  
AppleOSX/Tiger/Leopard  
HP-UX  
Linux  
Solaris  
Unix (all)  
Windows XP/Vista  
Windows NT  
Windows Server 2008/2003

**207 Noncertified IT Skills  
Surveyed – cont.**

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**Systems/Networking**

10Base-T Switching  
APPC  
ATM  
Dynamic Host Configuration Protocol  
Ethernet  
Ethernet Switching  
Gigabit Ethernet  
HTTP  
Infrastructure architecture  
Intrusion prevention/detection systems  
IPX  
Jini (Sun)  
LAN  
Microsoft NT Server  
Multiprotocol Label Switching  
Network access control/Identity mgt systems  
Network security management  
Novell Netware  
RFID  
Routing (e.g. OSPF)  
SAN/Storage Area Networks  
Security skills (project-based)  
SIP  
SMTP  
SNA  
Storage administration  
TCP/IP  
Tivoli  
VoIP/IP telephony  
Virtualization  
VPN  
WAN  
WAP  
Wireless Network Management  
Wireline Networking/ Telecomm.  
WML

**Management, Methodologies and Process**

Business process management/  
modeling/improvement  
Business Analysis  
Business intelligence  
Collaboration software  
Corporate performance  
management software/systems  
CRM  
ERP  
ITIL  
Microsoft Visio  
Product lifecycle management  
software  
Project management  
Quality management  
Risk assessment  
Six Sigma (incl. Lean)  
TOGAF

**Messaging & Communications**

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

**Project Experience**

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

**Web/e-Commerce Development**

Active Server Pages  
ActiveX  
AJAX (Asynchronous JavaScript and  
XML)  
Apache HTTP web server  
BEA WebLogic  
CGI  
Cold Fusion MX  
Documentum  
HTML/DHTML  
Microsoft Internet Information Server  
Microsoft Internet Security and  
Acceleration Server (ISA)  
Java Server Pages  
JavaBeans/EJB  
JBoss applications server  
Microsoft BizTalk Server  
Microsoft Commerce Server (incl.  
2007)  
Microsoft Sharepoint Server  
Microsoft Internet Information Services  
(IIS)  
Microsoft Identity Lifecycle Manager  
(Integration) Server  
Microsoft .NET  
Oracle Workflow  
Perl  
PHP  
Python  
Scripting languages (VBScript, Java  
Script, Jscript)  
SOAP  
Visual Interdev  
VoiceXML  
Web collaboration appliances  
WebSphere  
WSDL  
XHTML  
XML (all variants)

## **199 Certified IT Skills Surveyed (2009 IT Skills and Certifications Pay Index)**

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- Avaya Certified Specialist
- Avaya Certified Expert
- BEA Certified Architect - SOA Enterprise Architecture
- Brocade Certified Fabric Professional
- Brocade Certified SAN Manager (BCSM)\*
- Brocade Certified SAN Designer (BCSD)\*
- Certified Information Systems Auditor(CISA)
- Certified Information Security Manager(CISM)
- Certified Information Systems Security Professional (CISSP)
- Certified Computing Professional(CCP-ISC2)
- Certified Database Design Specialist
- Certification and Accreditation Professional (CAP-ISC2)
- Check Point Certified Master Architect (CCMA)
- Check Point Certified Security Administrator (CCSA)
- Check Point Certified Security Expert (CCSE)
- Cisco Advanced Wireless LAN Design Specialist
- Cisco Advanced Wireless LAN Field Specialist
- Cisco Certified Design Associate (CCDA)
- Cisco Certified Design Professional (CCDP)
- Cisco Certified Design Expert (CCDE)
- Cisco Certified Internetwork Expert (CCIE)
- 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 Firewall Specialist
- Cisco Information Security Specialist
- Cisco IP Communications Express Specialist
- Cisco IP Contact Center Express Specialist (CPCCE)
- Cisco IP Telephony Design Specialist
- Cisco IP Telephony Support Specialist
- Cisco Network Admission Control Specialist
- Cisco Rich Media Communications Specialist
- Cisco Storage Networking Design Specialist
- Cisco Storage Networking Support Specialist
- Cisco Unity Design Specialist\*
- Cisco Unity Support Specialist\*
- Cisco VPN Specialist\*
- Cisco Wireless LAN Support Specialist
- Cisco/Certified Internetwork Expert(CCIE)
- Citrix Certified Integration Architect\*
- Citrix Certified Administrator(CCA)
- Citrix Certified Enterprise Administrator(CCEA)
- CompTIA Certified Technical Trainer (CTT+)
- CompTIA Convergence+
- CompTIA/Internet Technician(i-NET+)
- CompTIA/Linux Administrator(Linux+)
- CompTIA/Network Technician(Network+)
- CompTIA/PC Technician(A+)
- CompTIA Project+(Project+)
- CompTIA RFID+\*
- CompTIA Security+
- Convergence Technologies Professional (CTP)
- CWNP/Planet3 Certified Wireless Network Expert (CWNE)
- CWNP/Planet3 Certified Wireless Network Administrator (CWNA)
- CWNP/Planet3 Certified Wireless Network Trainer (CWNT)
- CWNP/Planet3 Certified Wireless Analysis Professional (CWAP)
- CWNP/Planet3 Certified Wireless Security Professional (CWSP)
- EC-Council Certified Ethical Hacker (CEH)
- EC-Council Certified Hacking Forensics Investigator (CHFI)
- EC-Council Network Security Administrator (ENSA)
- EC-Council Certified Secure Programmer (ECSP)
- EC-Council Certified Security Analyst
- EC-Council Certified VoIP Professional (ECVP)
- EC-Council Licensed Penetration Tester (LPT)
- EMC Proven Professional Application Developer - Specialist
- EMC Proven Professional Platform Engineer - Specialist
- EMC Proven Professional Technology Architect – Expert
- EMC Proven Professional Technology Architect – Specialist
- EMC Proven Professional Storage Technologist - Specialist
- EMC Proven Professional Storage Administrator – Expert
- EMC Proven Professional Storage Administrator – Specialist
- EMC Proven Professional Implementation Engineer
- HP/Accredited Systems Engineer (ASE)
- HP/Accredited Integration Specialist (AIS)
- HP/Certified Systems Engineer
- HP/Certified Systems Administrator
- HP/Master Accredited Systems Engineer (Master ASE)
- IBM DB2 Universal Database Certified Solutions Expert
- IBM Certified Database Administrator
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- IBM Certified Advanced Technical Expert - pSeries and AIX 5L
- IBM Certified Applications Developer
- IBM Certified Advanced Application Developer

## **199 Certified IT Skills Surveyed (2009 IT Skills and Certifications Pay Index)**

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- IBM Certified Solutions Developer: WebSphere
- IBM Certified Infrastructure Systems Architect
- IBM Certified Systems Expert - pSeries and AIX 5L
- IBM Certified SOA Solution Designer
- IBM Certified Specialist - AIX Basic Ops
- IBM Certified Specialist – iSeries
- IBM Certified Systems Expert - i5 iSeries
- IBM Certified Systems Administrator
- InfoSys Security Management Professional (ISSMP/CISSP)
- InfoSys Security Architecture Professional (ISSAP/CISSP)
- InfoSys Security Engineering Professional (ISSEP/CISSP)
- ITIL Service Manager Certification
- ITIL Practitioner Certificate in IT Service Management
- Linux Professional Institute certification
- Lotus/Certified Lotus Specialist(CLS)
- IT Certified Architect (ITAC/The Open Group)
- Master IT Certified Architect (ITAC/The Open Group)
- Master IT Certified Architect (ITAC/The Open Group)
- Microsoft Certified Applications Developer (MCAD)
- Microsoft Certified Architect
- Microsoft Certified Database Administrator (MCDBA)
- Microsoft Certified Desktop Support Technician (MCDST)
- Microsoft Certified IT Professional (MCITP/all)
- Microsoft Certified Professional Developer (all)
- Microsoft Certified Professional(MCP)
- Microsoft Certified Professional+Internet (MCP+I)
- Microsoft Certified Solution Developer(MCSD)
- 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: Security (MCSE: Security)
- Microsoft MCSE+Internet (MCSE+I)
- Microsoft Certified Technology Specialist (all)
- Microsoft Certified Trainer(MCT)
- Certified MySQL 5.0 Database Administrator
- Nortel Certified Architect
- Nortel Networks Certified Design Expert (NCDE)
- Nortel Networks Certified Design Specialist
- Nortel Networks Support Expert (NCSE)
- Nortel Networks Certified Support Specialist
- Novell/Certified Internet Professional(CIP)
- Novell Certified Instructor
- 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
- Oracle Advanced PL/SQL Developer CertifiedProfessional
- Oracle PL/SQL Developer Certified Associate
- Project Management Professional (PMP)
- CIW Associate
- Master CIW Administrator
- Master CIW Designer
- Master CIW Enterprise Developer
- Master CIW Web Site Manager
- Red Hat Certified Architect (RHCA)
- Red Hat Certified Engineer(RHCE)
- Red Hat Certified Technician(RHCT)
- SANS/GIAC .NET (GNET)\*
- SANS/GIAC .NET (GNET)
- SANS/GIAC Auditing Wireless Networks (GAWN)\*
- SANS/GIAC Certified Firewall Analyst(GCFW)
- SANS/GIAC Certified Forensic Analyst (GCFA)
- SANS/GIAC Certified Incident Handler(GCIH)
- SANS/GIAC Certified Incident Manager (GCIM)
- SANS/GIAC Certified Intrusion Analyst(GCIA)
- SANS/GIAC Certified ISO-17799 Specialist (G7799)
- SANS/GIAC Certified Network Auditor(GCNA)
- SANS/ GIACCertified Penetration Tester (GPEN)
- SANS/GIAC Certified Security Essentials(GSEC)
- SANS/GIAC Secure Software Programmer (GSSP)
- SANS/GIAC Certified Unix Security Admin(GCUA) SA
- SANS/GIAC Certified Windows Security Admin(GCNT)
- SANS/GIAC Information Security Professional (GISP)
- SANS/GIAC Securing Oracle Certification (GSOC)
- SANS/GIAC Security Audit Essentials (GSAE)
- SANS/GIAC Security Expert(GSE)
- SAS Certified Advanced Programmer
- SAS Certified Base Programmer
- Security Certified Network Architect
- Siebel Certified Consultant(SCC)
- Siebel Customer Certified Consultant(SCCC)
- SNIA Certified Storage Architect
- SNIA Certified Storage Networking Expert

## **199 Certified IT Skills Surveyed (2009 IT Skills and Certifications Pay Index)**

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- SNIA Certified Storage Professional
- SNIA Certified Systems Engineer
- Sniffer Certified Professional
- Sniffer Certified Master
- Sniffer Certified Expert
- 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 MySQL 5.0 Cluster Database Administrator
- Sun Certified MySQL 5.0 Database Administrator
- Sun Certified Network Administrator for Solaris OS
- Sun Certified Systems Administrator for Solaris OS
- Systems Security Certified Professional (SSCP)
- Teradata Certified Master
- Teradata Certified Administrator
- Teradata Certified Application Developer
- Teradata Certified Design Architect
- Teradata Certified Implementation Specialist
- Teradata Certified Professional
- Teradata Certified SQL Specialist
- Advanced Teradata Certified Professional

## **IT Skills and Certifications Pay Index™**

### **Product Information**

## **ABOUT THIS RESEARCH**

Foote Partners' primary research survey for tracking IT skills and professional certifications pay is the quarterly ***IT Skills and Certifications Pay Index™ (ITSCPI)***, first published in 1999 and updated every three months. 90,000 IT professionals in the 82 U.S. and Canada cities (1,960 organizations) are surveyed for IT salaries and skills pay earned for 406 certified and noncertified IT and management skills and certifications. Verified skills pay data for 22,680 IT workers has been included in the 2009 ITSCPI edition, compiled from data collected through **October 1, 2009**.

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

## **ABOUT FOOTE PARTNERS**

[Foote Partners LLC](#) is a Vero Beach, Florida based management consultancy and independent IT research firm founded in 1997 that provides pragmatic and forward-thinking advice about managing the modern IT professional workforce. Comprised of former Gartner, 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 more than 1,400 employers seeking improvements in managing IT's impact on their businesses and customers.

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## Cities and Metropolitan Areas Surveyed (2009)

Footo Partners publishes compensation survey data in the following cities and metro areas for all positions and skills in its surveys. In addition, we are currently surveying other US and Canadian cities for future inclusion once we capture enough data for meet our rigid requirements for labor market reporting and achieve our tough survey validity and reliability standards.

### Canadian Cities

Calgary, ALTA	London, ONT	Quebec, QUE	Toronto, ONT
Edmonton, ALTA	Mississauga, ONT	Regina, SASK	Vancouver, BC
Halifax, NS	Montreal, QUE	Saskatoon, SASK	Windsor, ONT
Hamilton, ONT	Oshawa, ONT	St. Catherines, ONT	Winnipeg, MAN
Kitchner, ONT	Ottawa, ONT		

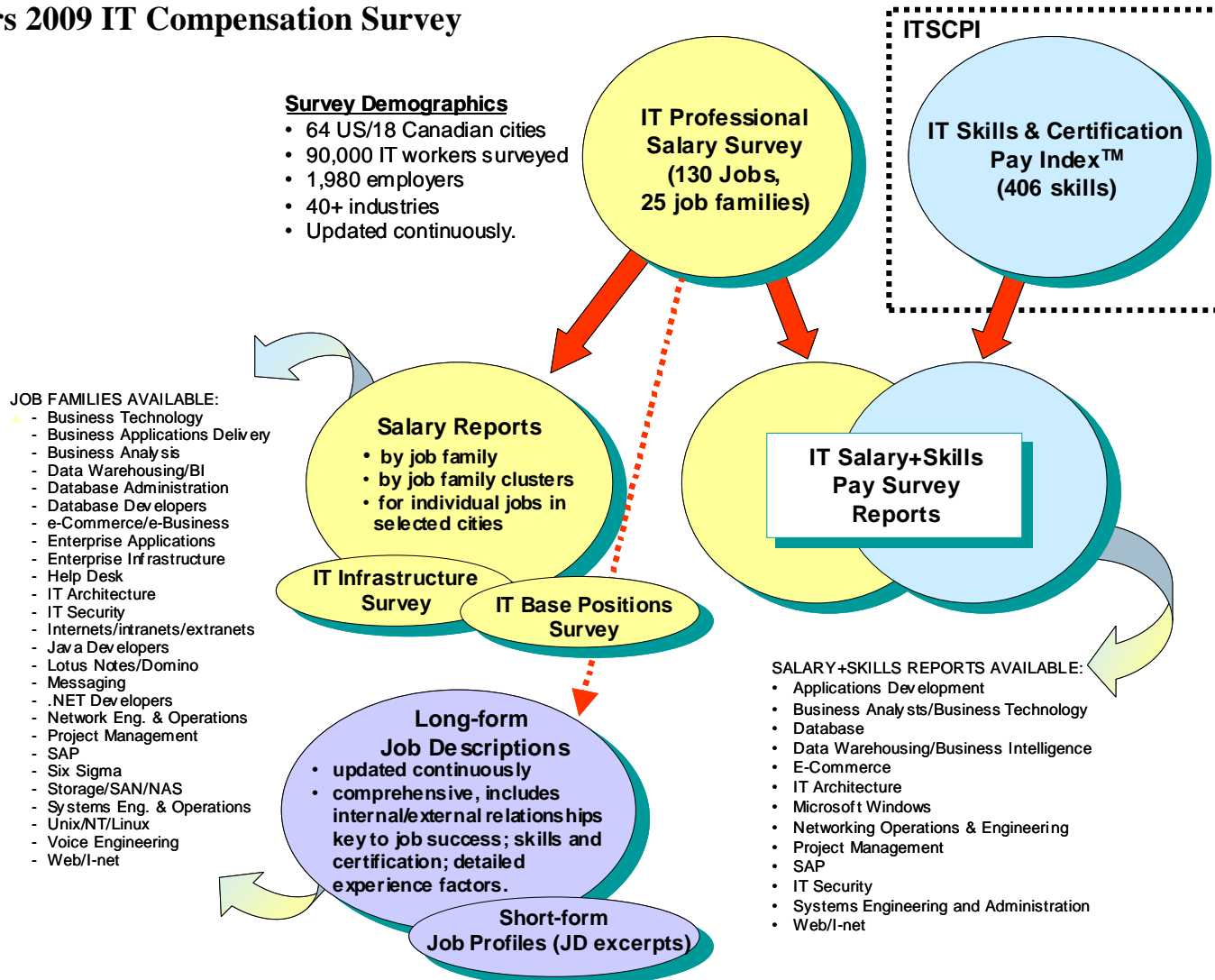
### Tier 1 Cities (U.S.)

Atlanta, GA	Houston, TX	New York City, NY	San Jose, CA
Boston, MA	Los Angeles/Orange Cty, CA	Philadelphia/So. NJ	Seattle, WA
Chicago, IL	Miami, FL	Phoenix, AZ	St. Louis, MO
Dallas, TX	Minneapolis, MN	San Diego, CA	Washington, DC
Detroit, MI	New Jersey/Northern	San Francisco, CA	Westchester County, NY/ Lower Fairfield Cty, CT

### Tier 2 Cities (U.S.)

Albuquerque/Santa Fe, NM	Greensboro/Winston-Salem, NC	Nashville, TN	Providence, RI
Austin, TX	Greenville/Spartanburg /Anderson, SC	New Orleans	Raleigh/Durham, NC
Baltimore, MD	Hartford, CT	Norfolk/Virginia Beach/ Newport News, VA	Richmond, VA
Birmingham, AL	Indianapolis/Ft Wayne	Oakland/Walnut Creek/ Concord CA	Sacramento, CA
Charlotte, NC	Kansas City, MO	Oklahoma City, OK	Salt Lake City, UT
Cincinnati, OH	Las Vegas, NV	Omaha, NE	San Antonio, TX
Cleveland/Akron, OH	Long Island, NY	Orlando, FL	Tampa, FL
Columbus, OH	Louisville, KY	Peoria, IL	Tulsa, OK
Colorado Springs, CO	Madison, WI	Pittsburgh, PA	Upper Fairfield County/ New Haven, CT
Dayton, OH	Memphis, TN	Portland, OR	
Denver, CO	Milwaukee, WI	Princeton/So. NJ	
Des Moines, IA			
Grand Rapids, MI			

## Foote Partners 2009 IT Compensation Survey Product Map



## 2009 IT Skills and Certifications Pay Index™ – North American edition

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- 317 pages
- Pay premiums for 406 certified and noncertified IT skills – *See pages 17 – 21*
  - Three data points for each position: 10<sup>th</sup>, 50<sup>th</sup>, 90<sup>th</sup> percentile
- Verified IT skills pay survey data from 22,680 IT professionals
- Current data collected through October 1, 2009 (updated quarterly)
- Certifications Guide containing basic information about surveyed IT certifications (pre-requisites; costs; test content; lab requirements, etc.)
- Pricing: \$2,500 single edition; \$9,750 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>