

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

FOR IMMEDIATE RELEASE

Contact: David Foote, dfoote@footepartners.com
Bill Reynolds billr@footepartners.com
Tel: 772-234-2787

**First quarterly gain in pay for IT certifications in four years begs the question:
Trend or tease (in an volatile marketplace)?**

**Interest in applications development, security, storage, Web 2.0/Social Media,
SAP, virtualization, open systems, and methodology/process skills buoying pay
and demand for skills.**

NOTE: This news release summarizes skills and certifications pay premiums performance from April to July 2010. On August 3 Foote Partners will release an updated *IT Skills and Certifications HOT LISTS* forecasting report. HOT LISTS are ranked predictions for IT skills and certifications that will increase in demand (and therefore cost more) over the next six months based on proprietary market value survey data; comprehensive IT spending studies; and interviews with hundreds IT executives and decision makers.

Vero Beach, FL, July 31, 2010 – Pay for 219 individual IT certifications displayed an unexpected gain in the second quarter of 2010 (April through June), the first quarterly increase since the same period in 2006 according to the recently published quarterly update of Foote Partners' long-running *IT Skills and Certifications Pay Index*TM (ITSCPI) of market values for 449 certified and noncertified IT and business skills. Meanwhile premium pay for 230 noncertified skills posted a second straight gain, returning to solid quarterly growth that began in 2004 but faltered briefly during the economic recession.

Also published this week were updates to Foote Partners IT Skills and Certifications Volatility Index, measuring and comparing volatility in market values for certified and noncertified skills from 2007 through July 2010. The 2nd Quarter 2010 market volatility score of 32 percent remains virtually unchanged from the previous quarter, an improvement compared to the all-time highest index of 38.7 percent recorded last summer. Volatility index scores of between 14 percent and 19 percent posted in quarterly returns from 2004 to 2008 have been considered normal market behavior heretofore.

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

Increasing Market Values

Notable **IT certification categories** leading a modest 0.5 percent average increase in pay premiums for 219 certifications in 2nd Quarter 2010 (April, May, and June):

- Beginner and Training certifications: **+5.6%** (in market value)
- System Administration/Engineering certifications: **+1.1%**
- Applications Development certifications: **+0.8%**
- Networking & Communications certifications: **+0.3%**
- IT Security: **+0.1%**

Top individual IT certification performers in **pay premium growth** in April, May, and June 2010 (alphabetical order, 9 percent or greater growth in market value):

- Cisco Certified Design Professional (CCDP)
- Cisco Certified Internetwork Professional (CCIP)
- Cisco Certified Network Professional (CCNP)
- Citrix Certified Enterprise Administrator (CCEA)
- CompTIA Security+
- EC-Council Network Security Administrator (ENSA)
- GIAC Certified Incident Handler (GCIH)
- GIAC Security Essentials Certification (GSEC)
- HP/Accredited Integration Specialist (AIS)
- HP/Accredited Systems Engineer (ASE)
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- IBM Certified Systems Expert - pSeries and AIX 5L
- Microsoft Certified Database Administrator (MCDBA)
- Microsoft Certified Professional (MCP)
- Red Hat Certified Security Specialist (RHCSS)
- RedHat Certified Technician (RHCT)
- SAS Certified Advanced Programmer
- SAS Certified Base Programmer
- VMware Certified Professional (VCP)

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

Increasing Market Values – cont'd.

Notable **noncertified IT skills categories** leading a 1.7 percent average increase in pay premiums for 230 skills in 2nd Quarter 2010 (April, May, and June):

- Systems/Networking skills: **+3.0%** (in market value)
- Applications Development skills: **+2.4%**
- Management/Methodology/Process skills: **+2.2%**
- Operating Systems skills: **+1.5%**
- Database skills: **+1.0%**
- SAP & Enterprise Applications skills: **+0.9%**
- Web/eCommerce skills: **+0.1%**

Top individual noncertified IT skills performers in **pay premium growth** in April, May, and June 2010 (alphabetical order, 9 percent or greater growth in market value):

- Business continuity/disaster recovery planning
- Business performance management software/systems
- CGI
- Cryptography (encryption, VPN, SSL/TLS. Hybrids)
- CSS (Cascading Style Sheets)
- Eclipse
- Ethernet
- HTML/DHTML
- HTTPS
- Informatica
- Information risk management
- ITIL
- Java/SE,ME,J2EE
- JBoss applications server
- JSON
- LAN
- Linux
- Microsoft Internet Security and Acceleration Server (ISA)
- NetWeaver PI
- NetWeaver Portal (SAP EP)
- Oracle DB / 8i/9i/10g/11i
- RAD/Extreme/Agile Programming
- RFID/wireless sensors
- Ruby/Ruby on Rails
- SAP Advanced Planner & Optimizer
- SAP Basis Components
- SAP BPC
- SAP BSP
- SAP Business One
- SAP EBP
- SAP EHS
- SAP ESA
- SAP GRC
- SAP MM
- SAP QM
- SAP SCM
- SAP SRM
- SAP WM
- SAP Web Dynapro
- Six Sigma/Lean Six Sigma
- Social Networks (tagging, virtual communities, social bookmarking, etc.)
- Storage administration
- Sun Java System Messaging Server
- TCP/IP
- Unix (all)
- VoIP/IP telephony
- WAN/3G/4G services
- WebSphere MQ (MQSeries)
- Wikis
- WiMAX
- Windows 7
- Wireless network management (LANs, GSM)

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

Declining Market Values

Notable **certification categories** with average declining pay premiums for 219 certifications in 2nd Quarter 2010 (April, May, and June):

- Architecture/Project Management/Process certifications: **-1.4%** (in market value)
- Database certifications: **-0.8%**

Individual **IT certifications** with the greatest **pay premium declines** in April, May, and June 2010 (alphabetical order, 11 percent or greater decline in market value for the period).

NOTE: Declines do not necessarily indicate lack of interest but rather that the gap between market demand and the supply of individuals earning such accreditations is narrowing, driving prices for talent downward.

- Certified Associate in Project Management
- Certified Information Security Manager
- Cisco Certified Voice Professional
- CompTIA Network Technician (Network+)
- HP Accredited Platform Specialist
- Oracle DBA Administrator Certified Associate
- Oracle DBA Administrator Certified Professional
- Red Hat Certified Architect
- Red Hat Certified Engineer
- Siebel Certified Consultant
- Siebel Customer Certified Consultant
- Sun Certified Java Programmer
- Sun Certified Network Administrator for Solaris
- Systems Security Certified Practitioner

Among 230 **noncertified IT skills** surveyed, no categories displayed an average pay premium decline in 2nd Quarter 2010. The only category that did not increase in average market value, *Messaging and Communications*, recorded no change in premium pay for this period.

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

Decreasing Market Values – cont’d.

Individual **noncertified IT skills** with the greatest *pay premium declines* in April, May, and June 2010 (alphabetical order, 11 percent or greater decline in market value).

NOTE: Declines do not necessarily indicate lack of interest but rather that the gap between market demand and the supply of individuals proficient in such skills is narrowing, driving prices for talent downward.

- 10Base-T Switching
- APPC
- BEA WebLogic
- Documentum
- Dynamic Host Configuration Protocol
- Gigabit Ethernet (1 GigE/10 GigE)
- JavaBeans/EJB
- Mac OS X
- Message-oriented Middleware (Wave, XMPP/Jabber, etc.)
- Microsoft BizTalk Server
- Microsoft Commerce Server (incl. 2007)
- Mobile operating systems (Apple, Microsoft, Android, etc.)
- Routing (e.g. OSPF)
- SAP ALE (Application Link Enabling)
- SAP PLM
- SAP PM
- SAP PS
- SAP PY
- SAP SD
- SAP Security
- SAP SEM
- SAP SM
- SAP Smart Forms
- Tcl
- Visual J++
- WAP
- Windows Server 2008/2003
- WML
- WSDL

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

Trend Discussion

“We believe this sudden burst in certifications market is an aberration and simply further evidence of highly volatile and uncertain conditions in the market for skills at the moment,” observes 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*. “I’d like to be able to report broader optimism in the labor market for certified professionals but I can’t. There’s nothing in our research that points to any of usual factors being in place that can sustain a more expansive turnaround in certification pay that has been on a steady decline for the past five years. Until that happens, from time to time you can expect see short-term certification demand spurts like we saw in the 2nd quarter with specific specializations in applications development [SAS, Sun/Java, Microsoft]; systems [Red Hat, VMWare, Citrix, H-P, Microsoft/virtualization, IBM pSeries/AIX]; networking [Cisco, Avaya]; and security [Red Hat, SANS/GIAC, EC-Council/Network, ISC(2), Check Point].”

“The market for noncertified IT and business skills is another matter. It’s vibrant and full of momentum. Case in point: In the past three months average pay premiums for 141 of 438 IT skills and certifications (earned by 24,250 North American IT professionals) changed in value, slightly more than the prior quarter and three points higher than 4Q 2009. 102 of those 141 were noncertified skills, or about three-quarters of all skills and certifications in the *IT Skills and Certifications Pay Index™* that either gained or lost value in the past three months. Add to that the overall value gain in noncertified skills being more than three times that of certifications last quarter, two times greater in quarter prior to that,” notes Foote, “And you start realizing that the accent in the IT workforce right now is on acquiring and shedding noncertified skills specializations.”

“As we’ve mentioned before, accelerated transition to new workforce models and IT service delivery systems is driving a lot of the current market. Employers have been struggling with transforming the IT workforce for years, trying to become more agile, flexible, and responsive to the business. What the recession has done is get them ‘unstuck’ and motivated. This skills market volatility is a sure sign that employers are taking advantage of a rare window of opportunity to think through and execute on new staffing models that don’t have full-time hiring as a central component.

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

“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. Managed services is a \$33B market globally and projected to top \$66B market by 2013. It has been a 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. Speed of execution is the IT organization’s prime directive. Hiring FTEs not only takes too long but it costs more---a tougher sell to management during an economic recovery. 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. It may take several tries to get it right, which is why labor force agility is key. Nobody really wants to waste money making a new hire that may have a very short shelf life if the business decides to change directions quickly.

“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”, predicts Foote. “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.”

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

Skills/Certifications Pay Trend Charts

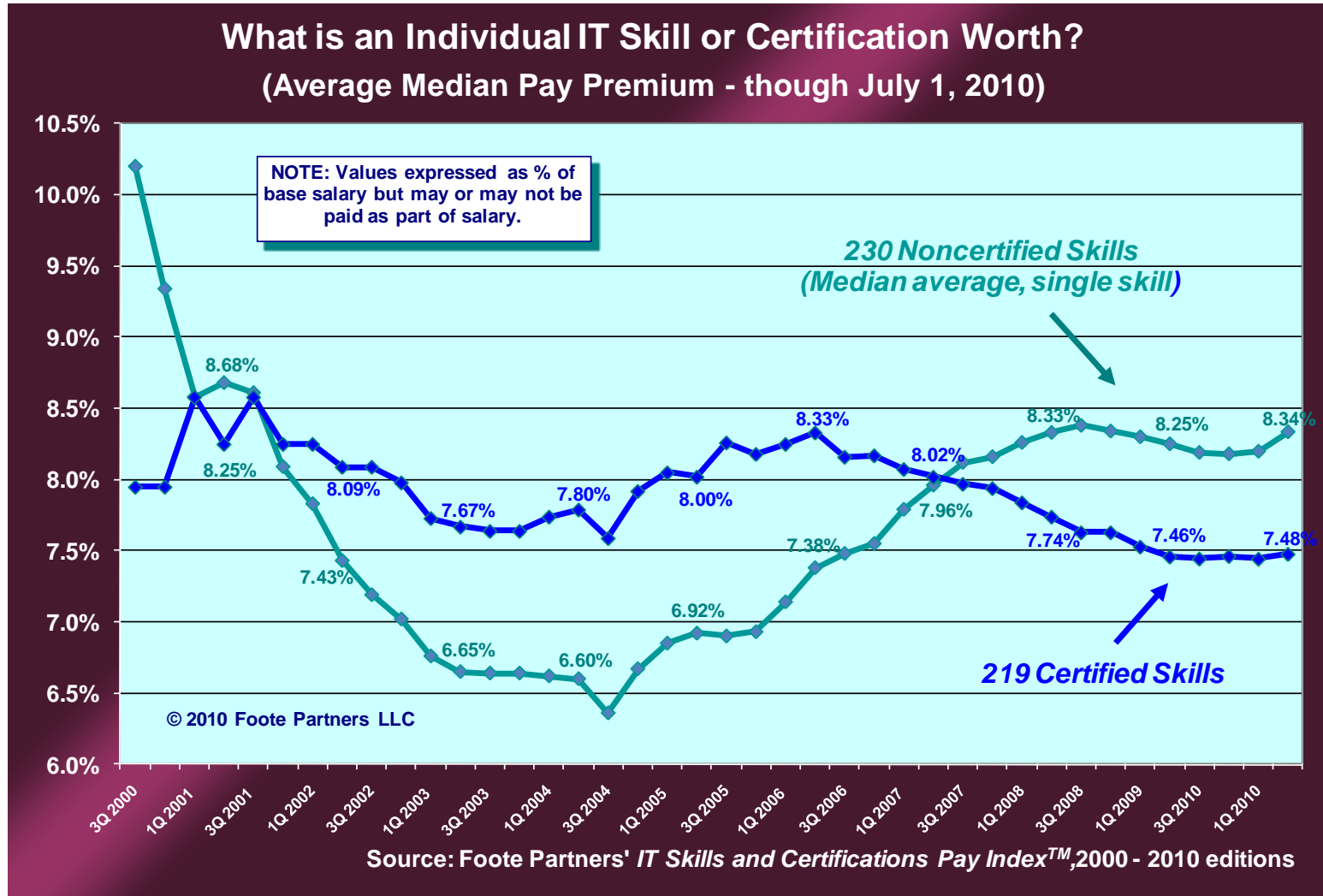
2010 IT Skills and Certifications Pay Index™

(data through July 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)

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

Average Median Pay for a Single IT Skill (as % of Base Pay) – 3Q 2000 to 2Q 2010



(Pay data supporting these charts available in the 2010 [IT Skills and Certifications Pay Index™](#).)

Source: Foote Partners, Quarterly IT Skills and What is the IT Skills and Certification Pay Index™

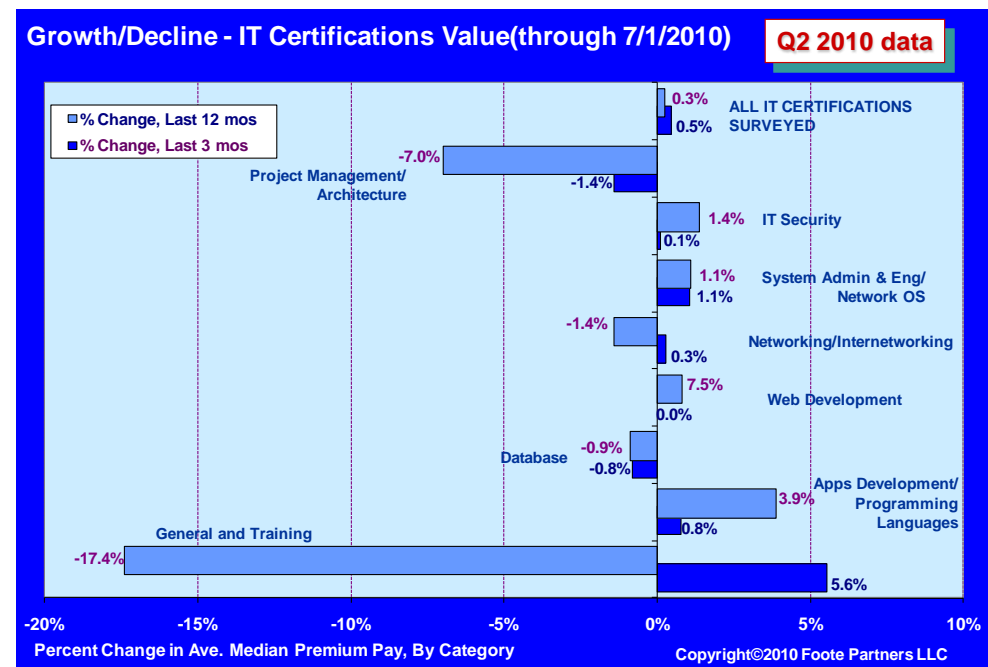
NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

2 YEAR IT CERTIFICATIONS PAY TRENDS
(Data collected through 7/1/2010 – 24,250 participants)

IT CERTIFICATIONS CATEGORIES	# of certs surveyed	Change in Average Premium Pay by Category			
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs
Beginner and Training	5	5.6%	-5.0%	-17.4%	-9.5%
Apps Development/Prog. Languages	21	0.8%	4.2%	3.9%	-7.6%
Database	17	-0.8%	-0.8%	-0.9%	-9.0%
Web Development	10	0.0%	0.0%	0.8%	-27.6%
Networking & Communications	65	0.3%	-0.7%	-1.4%	-6.9%
System Administration/Engineering	44	1.1%	0.6%	1.1%	-8.8%
IT Security	49	0.1%	0.3%	1.4%	3.4%
Architecture/Project Management/Process	8	-1.4%	-1.4%	-7.0%	-3.2%
ALL CERTIFICATIONS SURVEYED	219	0.5%	0.2%	0.3%	-3.4%

3 and 12 MONTH IT CERTIFICATIONS PAY TRENDS BY CATEGORY
(Data collected through 7/1/2010 – 24,250 participants)

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



SOURCE: Foote Partners *IT Skills & Certifications Pay Index™* 2008 - 2010 quarterly editions

(Pay data supporting these charts available in the 2010 *IT Skills and Certifications Pay Index™*.)

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

HIGHEST PAYING IT Certifications

These **IT certifications** are earning the highest pay premiums. Shown by category, in **descending order including ties**. Surveyed through 7/1/10.
 (Source: *IT Skills and Certifications Pay Index™* – Q2 2010 edition)

<u>Applications Development & Programming Languages certifications</u>	<u>Security certifications</u>	<u>Networking/Internetworking</u>
<ul style="list-style-type: none"> – Sun Certified Enterprise Architect for Java Platform – IBM Certified Solutions Developer: WebSphere (all) – BEA Certified Architect - SOA Enterprise Architecture – SAS Certified Advanced Programmer 	<ul style="list-style-type: none"> – Certified Information Systems Auditor (CISA) – Information Systems Security Management Professional (CISSP/ISSMP) – Red Hat Certified Security Specialist (RHCSS) – GIAC Certified Incident Handler (GCIH) – Check Point Certified Master Architect (CCMA) – GIAC Secure Software Programmer (GSSP) – Cisco Certified Security Professional (CCSP) – GIAC Certified Intrusion Analyst (GCIA) – GIAC Security Expert(GSE)/Security Leadership (GSLC) – Certified Information Systems Security Professional (CISSP) – Information Systems Security Engineering Professional (CISSP/ISSEP) – Certified Information Security Manager (CISM) – GIAC .NET (GNET) – CyberSecurity Forensic Analyst – CWNP Certified Wireless Security Professional (CWSP) – GIAC Certified Incident Manager (GCIM) – GIAC Certified Forensics Analyst (GCFA) – Check Point Certified Security Expert (CCSE) – GIAC Auditing Wireless Networks (GAWN) – GIAC Systems and Network Auditor (GSNA) – Information Systems Security Architecture Professional (CISSP/ISSAP) – Security Certified Network Architect 	<ul style="list-style-type: none"> – Cisco Certified Internetwork Expert (CCIE, all variations) – Cisco Certified Design Expert (CCDE) – Cisco Certified Internetwork Professional (CCIP) – SNIA Certified Storage Networking Expert – Cisco Certified Design Professional (CCDP) – Avaya Certified Expert – Juniper Networks Certified Internet Expert – EMC Proven Professional Implementation Engineer - Expert – EMC Proven Professional Technology Architect – Expert – SNIA Certified Architect
<p> <u>Database certifications</u></p> <ul style="list-style-type: none"> – Teradata Certified Master – Oracle DBA Administrator Certified Master (OCM) – Microsoft Certified Database Administrator (MCDBA) – IBM DB2 Universal Database Certified Solutions Expert – Teradata Design Architect 		<p> <u>Systems Administration & Engineering/NOS certifications</u></p> <ul style="list-style-type: none"> – Microsoft Certified Architect (MCA) – HP/Accredited Integration Specialist (AIS) – HP Master Accredited Systems Engineer (Master ASE) – IBM Certified Infrastructure Systems Architect – IBM Certified Administrator - SOA Solutions: WebSphere Process Server – VMware Certified Design Expert (VCDX) – Citrix Certified Integration Architect (CCIA) – EMC Proven Professional
<p> Architecture & Project Management</p> <ul style="list-style-type: none"> – Master IT Certified Architect (ITAC/The Open Group) – Project Management Professional (PMP) – ITIL Service Manager Certification 		

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

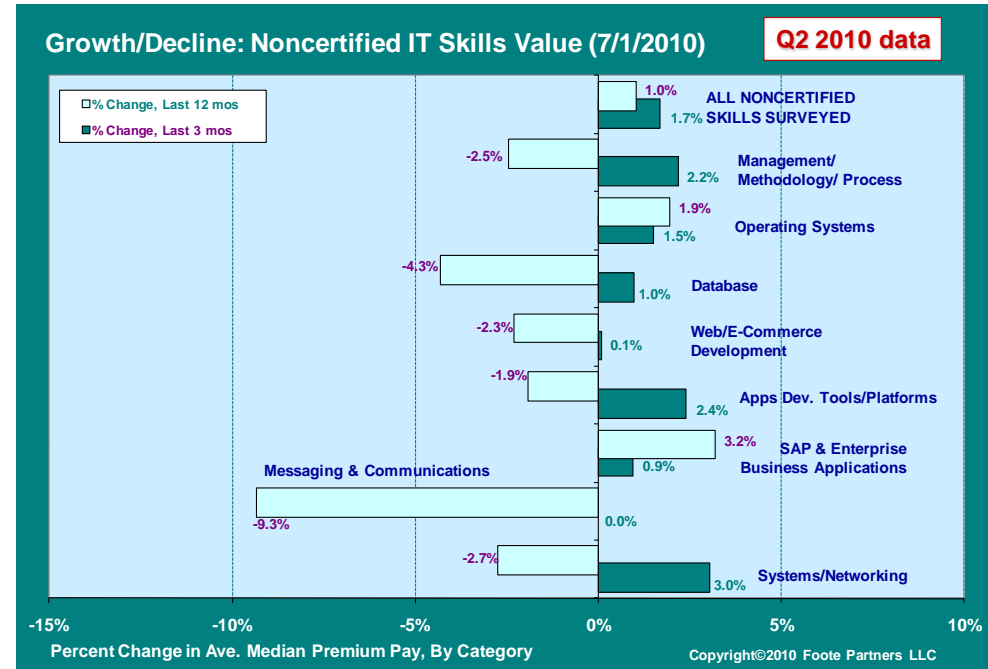
2 YEAR NONCERTIFIED IT SKILLS PAY TRENDS

(Data collected through 7/1/2010 – 24,250 participants)

NONCERTIFIED IT SKILLS CATEGORIES	# of skills surveyed	Change in Average Premium Pay by Category			
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs
Systems/Networking	38	3.0%	1.5%	-2.7%	-9.0%
Messaging and Communications	7	0.0%	-5.1%	-9.3%	-14.3%
SAP & Enterprise Business Applications	77	0.9%	1.1%	3.2%	2.6%
Apps Development Tools & Platforms	27	2.4%	2.9%	-1.9%	-4.7%
Web/e-Commerce Development	38	0.1%	0.1%	-2.3%	-5.1%
Database	14	1.0%	-0.3%	-4.3%	-9.7%
Operating Systems	10	1.5%	2.0%	1.9%	-1.3%
Management/Methodology/Process	19	2.2%	3.9%	-2.5%	5.6%
ALL NONCERTIFIED SKILLS SURVEYED	230	1.7%	1.9%	1.0%	0.1%

3 and 12 MONTH NONCERTIFIED IT SKILLS PAY TRENDS BY CATEGORY (Through 7/1/2010 – 24,250 participants)

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



SOURCE: Foote Partners *IT Skills & Certifications Pay Index™* 2008 - 2010 quarterly editions

(Pay data supporting these charts available in the 2010 *IT Skills and Certifications Pay Index™*.)

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

HIGHEST PAYING Noncertified IT Skills

These **noncertified IT skills** are earning the highest pay premiums. Shown by category, in **descending order including ties**. Surveyed through 7/1/10.
(Source: *IT Skills and Certifications Pay Index™* – Q2 2010 edition)

SAP/Enterprise Business Applications Skills

- NetWeaver BI
- SAP PP (Production Planning)
- SAP Solution Manager
- SAP ERP (multiple skills)
- SAP FI – FSCM (Financial Supply Chain Management)
- Oracle Enterprise Applications
- SAP EC (Enterprise Controlling)
- SAP FS (Insurance)
- SAP BPC (BusinessObjects Planning and Consolidation)
- SAP EBP (e-Procurement)
- SAP SRM (Supplier Relationship Management)
- SAP SCM (Supply Chain Management)
- NetWeaver Portal
- NetWeaver PI
- SAP BW Accelerator
- SAP CO-PA (Profitability Analysis)
- SAP Netweaver Applications Server
- SAP BSP (Business Server Pages)
- SAP ESA (Enterprise Services Architecture)
- Web Dynapro
- SAP MM (Materials Management)
- SAP CRM (Corporate Finance Management)
- SAP ITS (Internet Transaction Server)
- SAP Retail
- SAP HCM
- SAP FI (Financial Accounting)
- SAP Advanced Planner & Optimizer (APO)
- SAP Web Application Server
- SAP CFM (Corporate Finance Management)
- SAP PSCD (Collection and Disbursement)
- SAP IM (Investment Management)
- SAP EBP (e-Procurement)
- SAP MDM (Master Data Management)

Applications Development Tools and Platforms skills

- RAD/Extreme Programming/Agile Programming
- NetWeaver
- Business Objects
- Java/J2EE,SE,ME
- Adobe Flex
- Oracle Developer Suite
- WebSphere MQ (MQSeries)

Web/eCommerce Development skills

- Microsoft .NET
- WebSphere
- Ajax (Asynchronous JavaScript and XML)
- Python
- Apache HTTP web server
- Microsoft Commerce Server (incl. 2007)

Management, Process and Methodology Skills

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

Systems/Networking Skills

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

Messaging and Communications Skills

- Unified communications/messaging

Operating Systems

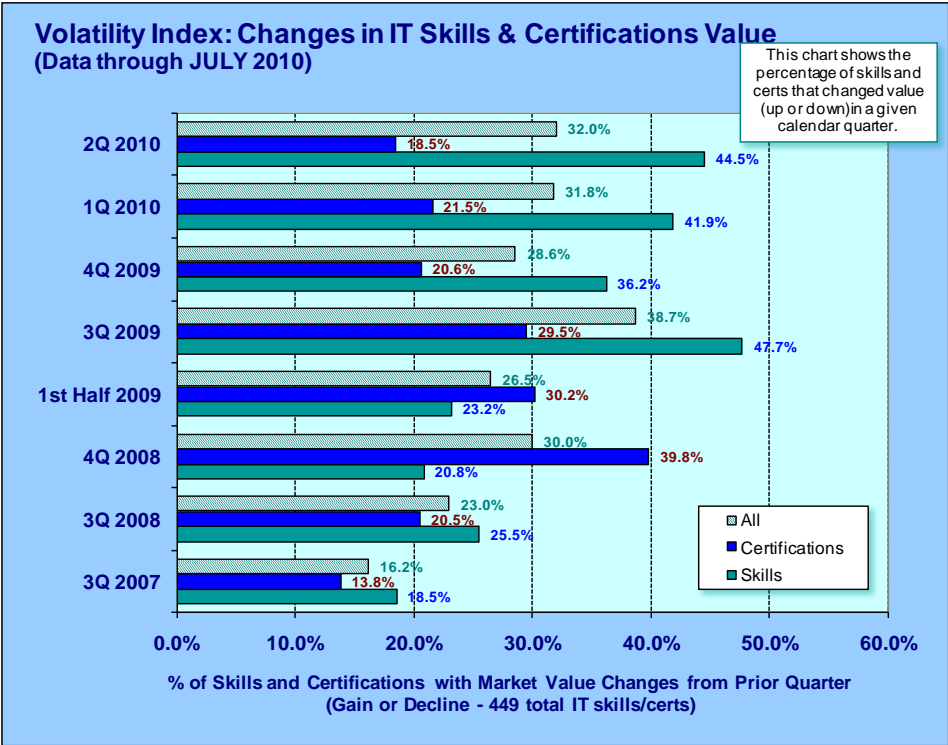
- Unix (all)
- Linux

Database Skills

- Database management
- Oracle DB / 8i/9i/10g/11i
- Master Data Management
- Microsoft SQL Server 2005/2008

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

IT Skills and Certifications Volatility Index™ – 2Q 2010 findings for all Skills and Certifications



Discussion – Certified and noncertified skills volatility is defined as the incidence of gains or declines in premium pay earned by IT professionals for specific technical and business skills.

Tracking skills volatility is useful for analyzing current demand and forecasting future demand, monitoring IT workforce transition, and understanding IT management decision making, and offers insights that salary movements and hiring behavior do not.

Important in this distinction is that skills can be segmented and benchmarked more meaningfully than jobs. Similar to IT positions, there are the broad categories (e.g., security, networking, systems, database, applications development), more narrow areas (e.g. web/e-commerce development, storage area networking, virtualization, architecture, business process, project management, methodology). Unlike jobs, within each are very specific vendor-specific or vendor independent niches and skill specializations that provide more granular analysis (e.g., SAP, AJAX, Ruby on Rails, Microsoft Sharepoint, collaboration appliances, Oracle database).

2nd Quarter 2010 volatility in skills and certifications values measured 32 percent, a slight increase from last quarter but an improvement from last summer’s high (38.7 percent). Under normal conditions volatility is typically much lower, ranging from 14 percent to 19 percent quarter-by-quarter during the period 2004 to 2008. Noncertified skills volatility in the second quarter, at 44.6%, was close to its all time high of 47.7% registered in Third Quarter, 2009.

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

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. 99,400 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 449 certified and noncertified technical and business skills. Verified and validated pay data for 24,250 IT workers has been included in the current Q1 2010 ITSCPI edition, compiled from data collected through **July 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

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

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

- 336 pages (Q2 2010 edition)
- Pay premiums for 449 certified and noncertified IT skills
 - Three data points for each position: 10th, 50th, 90th percentile
- Verified and validated IT skills pay survey data from 24,250 IT professionals
- Current data collected through July 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>

NEW February 2011 data update to this release now available: <http://bit.ly/ybXfdR>

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, 99,400 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 Watson, 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.

Headquarters: 4445 North A1A, Suite 246
Vero Beach, FL 32963
Tel: 772-234-2787
www.footepartners.com
772-234-2787