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FOR IMMEDIATE RELEASE

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The pay gap widens: Pay premiums for IT certifications are at their lowest point in twelve years, while pay for noncertified IT skills posts an all time high.

Gains in noncertified skills pay for Methodology/Process/Management, Systems/Networking, Messaging and Communications, Web/e-commerce, Applications Development, and Operating System lead the way.

Will pay for certifications continue to slide, and for how long?

NOTE: This news release summarizes skills and certifications pay premiums performance from January 2011 to April 2011. Coincident with this news release is the publishing of our updated *IT Skills Demand and Pay Trends Report* for Foote Partners customers, offered a more detailed market analysis including data, graphs, charts and latest results of the IT Skills and Certifications Volatility Index.

Vero Beach, FL, May 25, 2011 – Additional pay awarded to workers for critical certified and noncertified IT skills they use on the job, monitored and reported quarterly in Foote Partners' *IT Skills and Certifications Pay IndexTM* (ITSCPI) since 1999, continued to move in different directions in the first three months of 2011, with average pay for 252 noncertified skills posting a fifth consecutive quarterly pay gain. By contrast, pay for 231 IT certifications declined for a third second straight quarter. Certifications pay has posted losses in 17 out of the last 18 calendar quarters going back to early 2006, while noncertified skills average pay as recorded gains in 21 of the last 26 quarters going back to 2004.

Pay premiums for 483 individual certified and noncertified IT skills are monitored at more than 2,100 employers (103,000 total IT professionals) in the firm's ITSCPI survey research, segmented into eight categories each for noncertified and certified IT skills (see pages 9 and 13 of this news release).

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Data Trends Highlights: *IT Skills and Certifications Pay Index™* – 1st Quarter 2011 edition

Average premium pay for **252 noncertified skills** posted a fifth straight quarterly gain in the first quarter of 2011 (January through March), **increasing 1.4 percent in value** (+4.2 percent for the year). This increase was led by pay boosts for a variety of skills specifically in these areas (in order of greatest gains):

- Methodology/ Process/Management
- Systems/Networking
- Messaging and Communications
- Web/e-commerce
- Applications Development
- Operating Systems

Pay for **231 individual IT certifications declined 1.9 percent** in the same period (-3.5 percent), led by diminished certification pay in these categories (in order of greatest losses):

- Entry-level and training certifications
- Networking and Communications
- Database
- IT Security

Also published this week were updates to Foote Partners *IT Skills and Certifications Volatility Index*, measuring and comparing the incidence of gains or declines in market values for certified and noncertified skills surveyed in the *IT Skills and Certifications Pay Index™*. 1st Quarter 2011 market volatility measured **27.3 percent** overall, a 1.8 point decline from the previous quarter but a 2 point gain from 3Q 2010 volatility. It is 4.5 points lower than one year ago (31.8%) and significantly less than the record setting 38.7 percent volatility during summer 2009. Under normal conditions volatility is much lower, for example, the 14 percent to 19 percent quarter-by-quarter range during the period 2004 to early 2007 before the start of the economic recession.

Trend Highlights

“Our survey is showing the lowest average pay for an IT certification since our firm began formally surveying and publishing skills pay benchmarks back in 1999. But we’re also at the *highest* average premium pay for a noncertified skill since September 2001, so this is the largest gap in pay for skills and certifications in ten years,” notes David Foote, Foote Partners co-founder, CEO and Chief Research Officer, and publisher of the *IT Skills and Certifications Pay Index™*, *IT Professional Salary Survey*, and more than one hundred continuously updated IT workforce benchmark and management decision support analytical reports.

“Does this mean certifications are not important anymore? That’s not what our data is telling us; the fact is that employers still think highly enough of the 231 certifications we do survey to be willing to pay a cash premium to workers who have earned them. Instead what I think we’re seeing is that there are hundreds of skills that may not have certifications that are being valued more highly by employers. And if there is also a certification

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available for a skill and an employer is facing a choice between a worker with demonstrated experience in that skill or a person who is less experienced but holds a certification in the same skill, I think employers will choose the experienced person and pay a higher premium for that experience. Ideally they'd probably like to have both because certification does tend to imply a dedication and commitment.

“But it’s becoming clear that being able to execute, work well as a member of a team, and generally prove that you have what it takes to get stuff done is what organizations covet most in their workers,” says Foote. “There’s no substitute for experience as the saying goes. It’s also true that some certifications have stiff prequalification experience requirements and use peer review as the final step to granting the certification. But these are exceptions in the world of certifications in which it is common to be able to obtain a certification by simply taking a few exams and answering at least three-quarters of the answers correctly.

“Certifications have traditionally been more in demand in deeply technical areas such as systems, networking, and security to name a few. This is where the certifications industry started, with vendors offering training in their products. But now we have a vastly different definition of ‘IT professional’ that includes countless new combinations of knowledge, experience, and skill sets. Hiring of pure play tech workers is occurring much more in the IT services industries right now than it is across all industries as evidenced by the monthly Labor Department employment reports (see <http://ow.ly/4QMdU>) that show a gain of 98,300 new jobs in the past 12 months in two IT services categories and a loss of 41,400 jobs for the same period in Telecommunications and Data Processing job categories.

“As we’ve noted many times in our past trends news releases, technology and business skills have in effect collapsed into each other, creating legions of what our firm refers to generically as **hybrid IT-business professionals**. New hybrid jobs have been created throughout the enterprise, requiring a blend of subject matter expertise, business savvy, and technology skills. Even traditional IT jobs have been reshuffled and substantially redefined with new skill requirements and aptitudes piled, even though many times the job titles have remain unchanged. Globalization and competitive pressures have accelerated the popularity of hybrid IT/business professionals and in turn energized market demand and interest in paying cash premiums for hundreds of new IT skills, only some of them certified.

Continues Foote, “These are tech savvy people working in business lines, corporate departments, and in various enterprise strategic and operational functions whose jobs require skills well beyond technology; for instance, precise industry, customer, product, and solution knowledge and expertise. They are represented in levels of responsibility ranging from administrative to executive. They have degrees in business, economics, mathematics, marketing, the sciences, and even the liberal arts, or no degree at all. But they also have a firm technology grounding and a level of IT knowledge and expertise that does not necessarily require a computer science or information management degree or even a technical certification. So while often inconspicuous by their job titles and responsibilities, they are conspicuous by their ability to contribute in multiple ways to any work they perform and make an obvious and measurable impact on the organization.

“Other current examples include analytics people with mathematics backgrounds who do statistical analyses, predictive analytics, forecasting, and optimization; analysts with social media experience and social media managers expert in analytics and with firm grasp on underlying technologies and security risk assessment; architects with capability-based planning, process, and execution acumen; and technology-light security professionals focusing on risk assessment and management issues. But there are hundreds of other newly-defined IT skills and knowledge permutations for which IT/business hybrid jobs are being created to replace

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thousands of IT jobs that were lost over the last four years as IT human capital investment and delivery models undergo momentous change.

“We believe that it is this demand for a variety of skills combinations in a single individual -- business, tech, process, subject matter expertise --that has been most responsible for the diminishing value of certifications in the marketplace,” concludes Foote. “There are still plenty of jobs that emphasize technical specializations and are suited to certifications. Plus, the industry has responded with new certifications in enterprise architecture, enterprise governance, and risk management that are aimed at these mult-faceted worker. But growth in the IT workforce is being defined more by the mashup of a wide variety of technical and nontechnical skills than the depth in any one technical element. Employers are seeking walking Swiss army knives at a time when, to be effective, having a stem to stern view of the work at hand, whatever it may be, could be more important than a deep specialization in any one element.

“This shift has completely overwhelmed the IT certifications industry in my opinion. While vendors struggle to simply maintain their certifications’ positions of influence in the industry, the demand for hundreds of new noncertified skills more appropriate to legions of IT-business hybrid workers has skyrocketed, and along with it premium pay for these skills. In fact, we’ve had to shift the mix of skills coverage in our *IT Skills and Certifications Pay Index™* to such a degree that we will probably need to change the title to the “IT-Business Skills and Certifications Pay Index”.

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IT Skills & Certification Pay Trends Charts

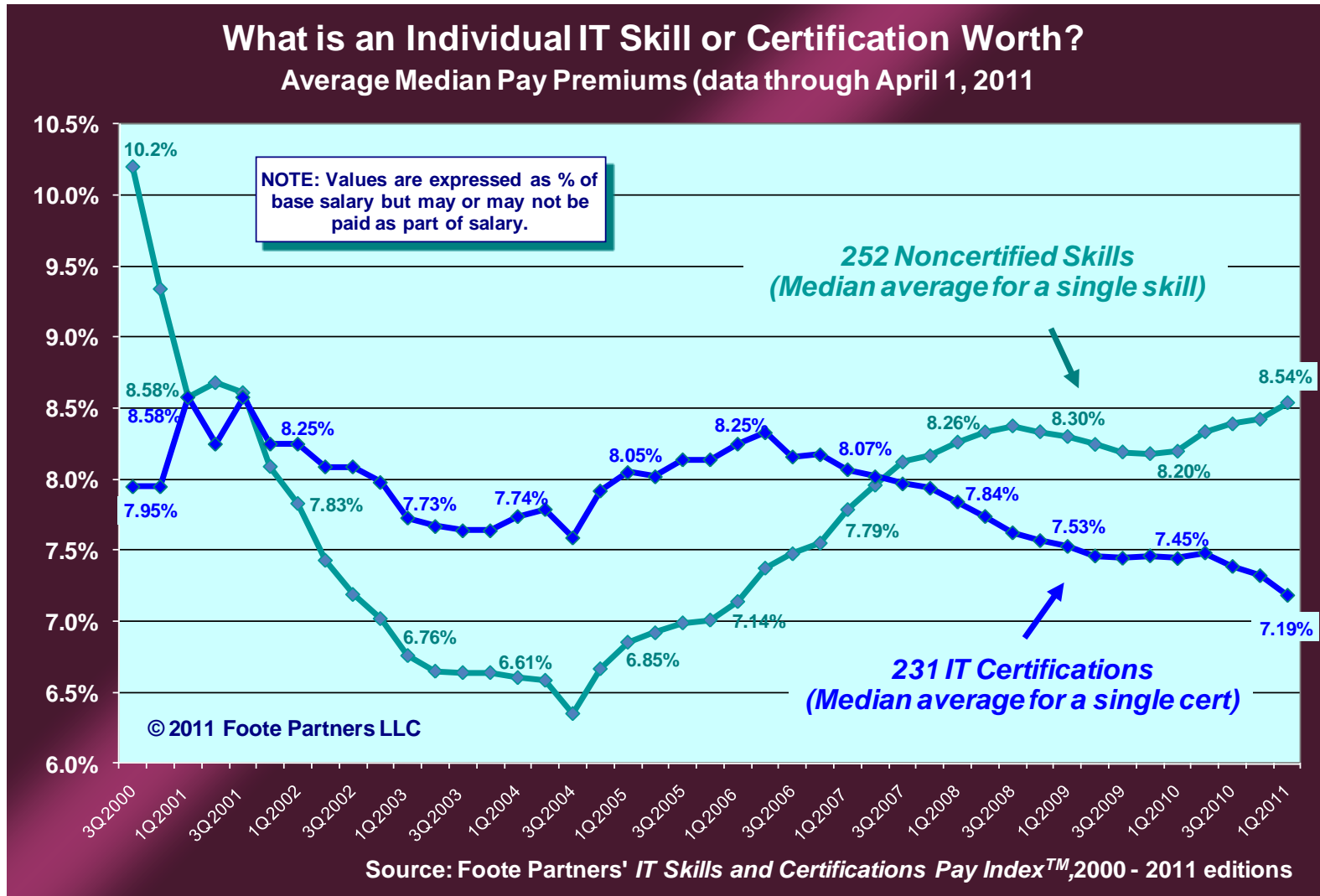
2011 IT Skills and Certifications Pay Index™ – 1st Quarter 2011 data edition

(data through April 2011)

- 12 year trending: IT skills and certifications market value performance
- IT Certifications market value trends
- Noncertified IT skills market value trends

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Average Median Pay for a Single IT Skill or Certification (as % of Base Pay) – 3Q 2000 to 1Q 2011



(Pay data supporting these charts is from the [IT Skills and Certifications Pay Index™](#).)

SOURCE: Foote Partners IT Skills & Certifications Pay Index™ 2000 - 2011 quarterly editions

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

Q1 2011 IT Certifications Pay and Demand Trends

Latest market value trends for **certified IT skills**

(Data collected through April 2011)

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

2-YEAR IT CERTIFICATIONS PAY TRENDS

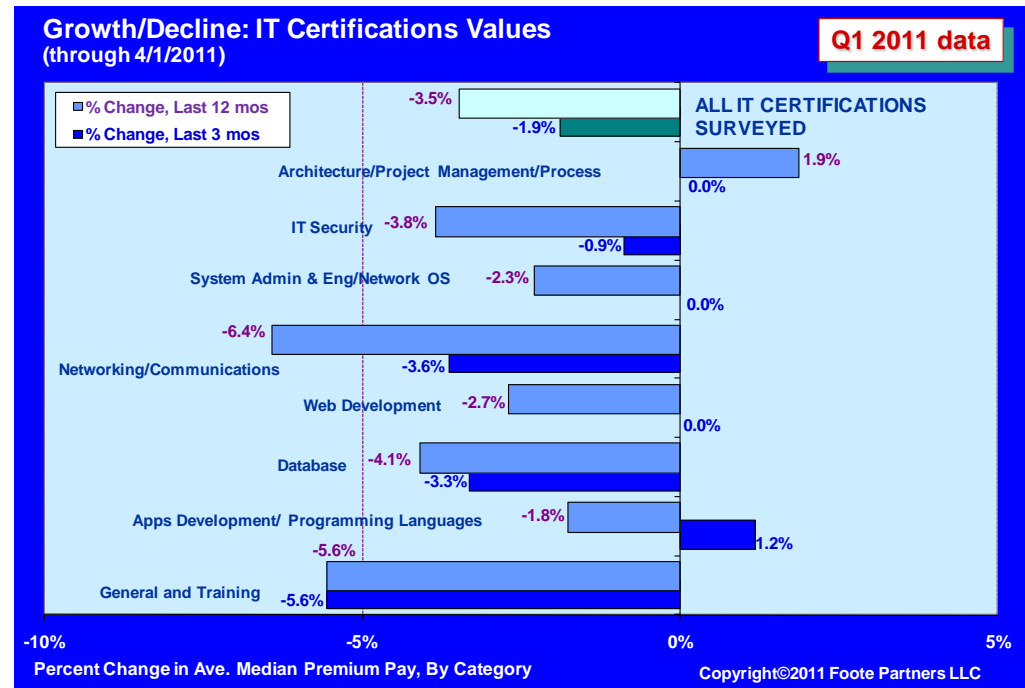
(Data collected through 4/1/2011 – 29, 250 participants)

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%	-10.5%	-5.6%	-32.0%
Apps Development/Prog. Languages	25	1.2%	-1.1%	-1.8%	-1.2%
Database	17	-3.3%	-3.3%	-4.1%	-6.4%
Web Development	10	0.0%	0.0%	-2.7%	-1.9%
Networking & Communications	67	-3.6%	-4.9%	-6.4%	-10.4%
System Administration/Engineering	46	0.0%	-1.1%	-2.3%	-3.9%
IT Security	52	-0.9%	-3.3%	-3.8%	-2.3%
Architecture/Project Management/Process	9	0.0%	0.8%	1.9%	-6.1%
ALL CERTIFICATIONS SURVEYED	231	-1.9%	-2.7%	-3.5%	-4.6%

3 and 12 MONTH IT CERTIFICATIONS PAY TRENDS BY CATEGORY

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

(Data collected through 4/1/2011 – 29, 250 participants)



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

(Pay data supporting these charts is from the *IT Skills and Certifications Pay Index™*.)

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MARKET VALUE INCREASES & DECLINES: IT Certifications

MARKET VALUE DECLINES. Notable IT certifications that *declined* in value in 1st Quarter 2011 vs. prior quarter. By segment, listed in descending order of declines, including ties:

Systems Administration certifications

- Novell/Certified Novell Administrator (CNA)
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- VMware Certified Design Expert (VCDX)
- Oracle Certified Expert, Oracle Solaris 10 Systems Administrator for Solaris (was Sun)
- HP Accredited Platform Specialist (HP APS)
- Microsoft Certified Technology Specialist (all)
- VMware Certified Professional (VCP)
- EMC Proven Professional
- HP/Accredited Systems Engineer (ASE)

Networking and Communications certifications

- Avaya Certified Specialist
- Avaya Certified Expert
- SNIA Certified Storage Professional
- Cisco Certified Network Associate (CCNA, all variations)
- SNIA Certified Storage Networking Expert
- Juniper Networks Certified Internet Associate
- SNIA Certified Systems Engineer
- EMC Proven Professional Storage Administrator – Specialist
- EMC Proven Professional Platform Engineer - Specialist
- EMC Proven Professional Storage Technologist - Specialist
- EMC Proven Prof. Implementation Engineer - Specialist
- SNIA Certified Storage Architect
- EMC Proven Professional Technology Architect – Specialist
- EMC Proven Professional Technology Architect - Expert
- EMC Proven Prof. Implementation Engineer – Expert
- Cisco Certified Design Associate (CCDA)

IT Security certifications

- GIAC Information Security Fundamentals (GISF)
- GIAC Web Application Penetration Tester (GWAPT)

Database certifications

- Oracle Certified Professional MySQL 5.0 Database Administrator (was Sun SCMDBA)
- Oracle Certified Expert MySQL 5.1 Cluster Database Administrator (was Sun SCMDBA)
- Oracle DB Administrator Certified Associate (OCA)
- Microsoft Certified Database Administrator (MCDBA)

Architecture, Project Management and Process certifications

- CompTIA Project+
- ITIL Service Manager Certification

Applications Development certifications

- Oracle Certified Master, Java SE Developer (was Sun SCJD)
- IBM Certified Solutions Developer: WebSphere (all)
- Oracle Certified Master, Java EE Enterprise Architect (was Sun SCEA)

Entry-level and Training certifications

- Microsoft Certified Professional (MCP)
- CompTIA Certified Technical Trainer (CTT+)

MARKET VALUE GAINS. Notable IT certifications that *gained* in value in 1st Quarter 2011 vs. prior quarter. By segment, listed in descending order of gain, including ties:

Systems Administration/Engineering certifications

- Citrix Certified Enterprise Engineer (CCEE) for Virtualization.
- RedHat Certified Technician
- Red Hat Certified Engineer(RHCE)
- HP/Accredited Integration Specialist (AIS)

Networking/Communications certifications

- Cisco IP Contact Center Express Specialist (CPEC)

Applications Development certifications

- Oracle Certified Professional Java Programmer (was Sun SCJP)
- SAS Certified Advanced Programmer

IT Security certifications

- EC-Council Certified Ethical Hacker (CEH)
- Systems Security Certified Practitioner (SSCP)
- GIAC Reverse Engineering Malware (GREM)
- GIAC Certified Intrusion Analyst (GCIA)

General/Beginner certifications

- CompTIA PC Technician (A+)

Architecture, Project Management and Process certifications

- Certified Associate in Project Management
- Project Management Professional(PMP)

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™*, 1st Quarter 2011 data edition

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HIGHEST PAYING: IT Certifications

These **IT certifications** are earning the highest pay premiums. Shown by category, in **descending order including ties**. Surveyed through April 1, 2011.
 (Source: *IT Skills and Certifications Pay Index™* – Q1 2011 data edition)

Applications Development & Programming Languages certifications	Security certifications	Networking and Communications certifications
<ul style="list-style-type: none"> – Oracle Certified Master, Java EE Enterprise Architect (formerly Sun SCEA) – Oracle SOA Architect Certified Expert – SAS Certified Advanced Programmer 	<ul style="list-style-type: none"> – CyberSecurity Forensic Analyst – GIAC Certified Incident Handler (GCIH) – Certified Information Systems Auditor (CISA) – GIAC Certified Intrusion Analyst (GCIA) – Check Point Certified Master Architect (CCMA) – Certified Information Systems Security Professional (CISSP) – Information Systems Security Engineering Professional (CISSP/ISSEP) – Certified Information Security Manager (CISM) – GIAC Secure Software Programmer --.NET – GIAC Secure Software Programmer --Java – Information Systems Security Management Professional (CISSP/ISSMP) – GIAC Reverse Engineering Malware (GREM) – CWNP Certified Wireless Security Professional (CWSP) – GIAC Certified Forensics Analyst (GCFA) – 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 Professional (CCDP) – Cisco Certified Design Expert (CCDE) – SNIA Certified Storage Networking Expert (SCSN-E)
Database certifications		Systems Administration & Engineering certifications
<ul style="list-style-type: none"> – Oracle DBA Administrator Certified Master (OCM) – Teradata Certified Master – Teradata Design Architect – IBM DB2 Universal Database Certified Solutions Expert 		<ul style="list-style-type: none"> – HP Master Accredited Systems Engineer (Master ASE) – Microsoft Certified Architect (MCA) – Citrix Certified Integration Architect (CCIA) – IBM Certified Infrastructure Systems Architect – HP/Accredited Integration Specialist (AIS) – HP/Accredited Systems Engineer (ASE)
Architecture/Project Management/Process certifications		
<ul style="list-style-type: none"> – Project Management Professional (PMP) – Master IT Certified Architect (ITAC/The Open Group) 		

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™*, 1st Quarter 2011 data edition

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Q1 2010 Noncertified IT Skills Pay and Demand Trends

Latest market values for **noncertified IT skills**

(Data collected through April 2011)

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2-YEAR NONCERTIFIED IT SKILLS PAY TRENDS

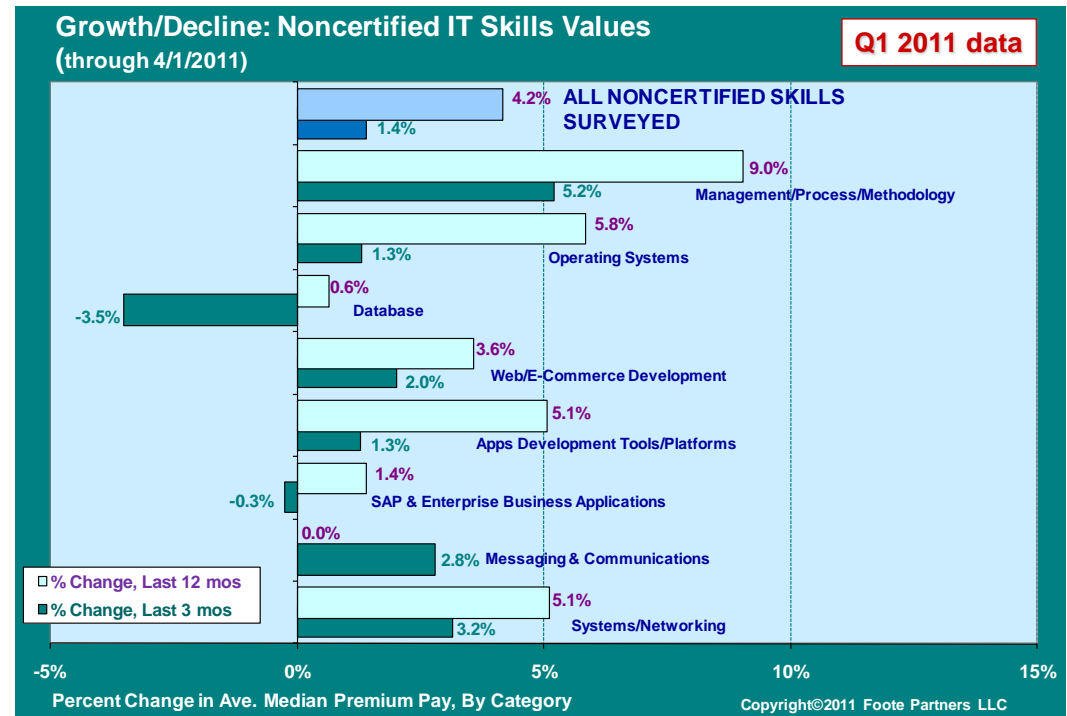
(Data collected through 4/1/2011 -- 29, 250 participants)

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	43	3.2%	1.6%	5.1%	-4.9%
Messaging and Communications	7	2.8%	0.0%	0.0%	-14.3%
SAP & Enterprise Business Applications	85	-0.3%	0.4%	1.4%	3.9%
Apps Development Tools & Platforms	29	1.3%	2.2%	5.1%	0.6%
Web/e-Commerce Development	39	2.0%	1.4%	3.6%	1.9%
Database	15	-3.5%	-1.8%	0.6%	-7.4%
Operating Systems	11	1.3%	1.3%	5.8%	6.3%
Management/Methodology/Process	23	5.2%	5.6%	9.0%	4.7%
ALL NONCERTIFIED SKILLS SURVEYED	252	1.39%	1.79%	4.17%	2.88%

3 and 12 MONTH NONCERTIFIED IT SKILLS PAY TRENDS BY CATEGORY

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

(Data collected through 4/1/2011 -- 29, 250 participants)



SOURCE: Foote Partners IT Skills & Certifications Pay Index™ 2008 - 2011 quarterly editions

(Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™ - 1Q 2011 data edition](#))

MARKET VALUE INCREASES & DECLINES: Noncertified IT Skills

MARKET VALUE GAINS. Noncertified IT skills that **increased** in value in 1st Quarter 2011 vs. prior quarter. By segment, listed in **descending order of gain**, including ties:

Applications Development skills

- Tcl
- SAS
- PL/SQL
- WebSphere MQ (MQSeries)
- RAD/Extreme Programming/Agile Programming

SAP/ERP skills

- SAP CE (NetWeaver Composition Environment)
- SAP Public Sector Management
- SAP PM (Plant Maintenance)
- SAP WM (Warehouse Management)
- SAP NWDS (NetWeaver Developer Studio)
- SAP SM (Service Management)
- SAP PS (Project Systems)
- SAP CS (Customer Service)
- SAP Oil & Gas
- SAP CFM (Corporate Finance Management)

Systems/Networking skills

- WiMAX/LTE
- VoIP/IP telephony
- WAN/3G/4G services
- RFID/wireless sensors
- Routing (e.g. OSPF, RIP, IGRP)

Operating Systems skills

- AIX
- Windows 7/XP/Vista

Management, Process & Methodology skills

- Product lifecycle management software
- Business performance management (software/systems)
- Six Sigma/Lean Six Sigma
- Security architecture and models
- Business analysis
- Risk assessment
- TOGAF (Enterprise Architecture)
- Business process management/modeling/improvement

Web/E-commerce Development skills

- CGI
- ActiveX
- Active Server Pages
- XML (all variants)
- Microsoft BizTalk Server
- Microsoft Sharepoint Server
- Microsoft Commerce Server (incl. 2007)
- Python
- Documentum

Database skills

- Sybase Adaptive Server Enterprise
- Informatica

Messaging & Communications skills

- Unified communications/messaging

MARKET VALUE DECLINES. Noncertified IT skills that **declined** in value in 1st Quarter 2011 vs. prior quarter. By segment, listed in **descending order of declines**, including ties:

Applications Development skills

- Eclipse
- Java/SE,ME,J2EE
- NetWeaver

SAP & Enterprise Business Applications skills

- SAP CCM (Catalog Content Management)
- SAP FI - FSCM (Financial Supply Chain Management)
- SAP xMII
- Baan
- SAP PP (Production Planning)
- SAP Web Application Server
- SAP PSCD (Collection and Disbursement)
- SAP CO-PA (Profitability Analysis)
- SAP Solution Manager
- SAP FS (Insurance)

Systems/Networking skills

- Novell Netware
- Network security management
- SAN/Storage Area Networking)

Operating Systems skills

- HP-UX
- Linux
- Red Hat Enterprise Linux

Management, Process and Methodology skills

- Project management
- CRM

Web/E-commerce Development skills

- WebSphere
- Microsoft .NET (ADO .NET, VB .NET, ASP.NET, etc.)

Database skills

- Master data management
- MySQL
- DB2
- Java Database Connectivity (JDBC)
- Oracle DB 8i/9i/10g/11i

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™*, 1st Quarter 2011 data edition

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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 April 1, 2011.

(Source: [IT Skills and Certifications Pay Index™ – Q1 2011 edition](#))

SAP/Enterprise Business Applications Skills

- SAP HANA (In-Memory Appliance)
- Oracle Enterprise Applications
- SAP NetWeaver Visual Composer
- SAP CFM (Corporate Finance Management)
- SAP NetWeaver BW (NetWeaver BI)
- SAP Solution Manager
- SAP EBP (e-Procurement)
- SAP BW Accelerator
- SAP Retail
- SAP ERP Operations (multi-skills)
- SAP BPC (BusinessObjects Planning and Consolidation)
- SAP FS (Insurance)
- NetWeaver PI
- SAP SEM (Strategic Enterprise Management)
- SAP CAF (Composite Application Framework)
- SAP NetWeaver Applications Server
- SAP BSP (Business Server Pages)
- SAP FI – FSCM (Financial Supply Chain Management)
- SAP CE (NetWeaver Composition Environment)
- SAP SM (Service Management)
- SAP CS (Customer Service)
- SAP Oil & Gas
- SAP MM (Materials Management)
- SAP ESA (Enterprise Services Architecture)
- SAP SCM (Supply Chain Management)
- NetWeaver Portal (SAP EP)
- SAP HCM
- SAP CO-PA (Profitability Analysis)
- SAP PS (Project Systems)
- SAP IM (Investment Management)
- SAP FI (Financial Accounting)

Applications Development Tools and Platforms skills

- RAD/ Agile Programming Extreme Programming/
- Business Objects
- NetWeaver
- Oracle Applications Developer Framework
- Adobe Flex

Web/eCommerce Development skills

- Documentum
- Python
- Microsoft Commerce Server (incl. 2007)
- Microsoft .NET
- Microsoft Sharepoint Server
- Social Networks (tagging, virtual communities, social bookmarking, etc.)
- Oracle Workflow
- SOAP
- Oracle WebLogic (BEA)
- WebSphere
- Apache HTTP web server
- Microsoft BizTalk Server

Management, Process and Methodology Skills

- Business process management/modeling/ improvement
- Business performance management (software/systems)
- TOGAF (Enterprise Architecture)
- Information risk management
- Project management
- Quantitative Analysis
- Product lifecycle management software
- Predictive Analytics and Modeling
- Business intelligence

Systems/Networking Skills

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

Messaging and Communications Skills

- Unified communications/messaging

Operating Systems

- Unix (all)

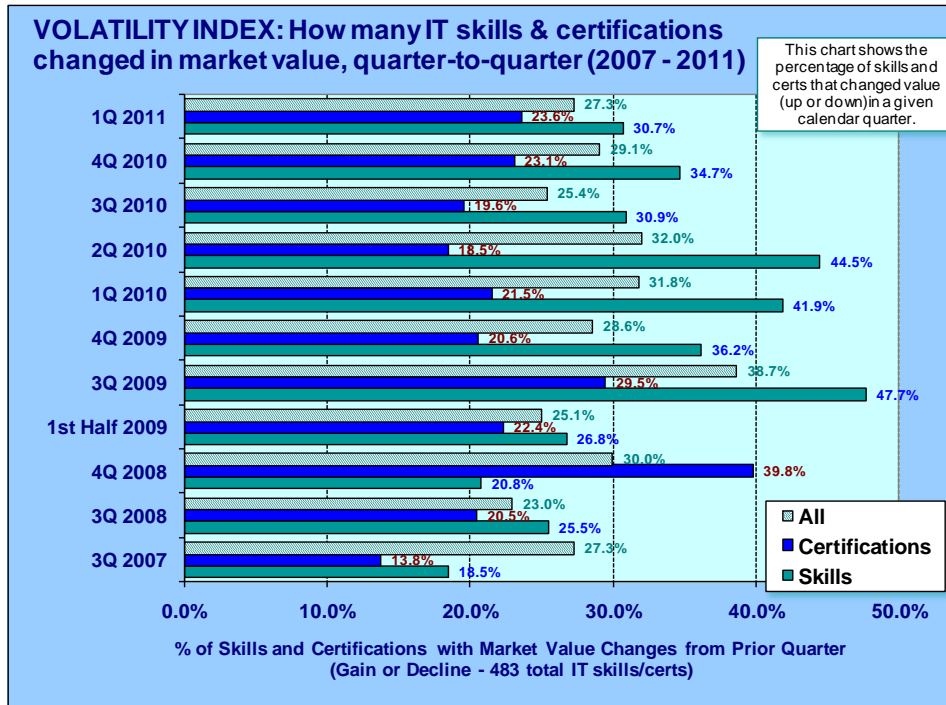
Database Skills

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

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™*,
 1st Quarter 2011 data edition

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IT Skills and Certifications Volatility Index™ – 2Q 2011 findings for all Skills and Certifications



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

Discussion - 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).

1st Quarter 2011 volatility in skills and certifications values measured 27.3 percent, a 1.8 point decline from the previous quarter but a 2 point gain from 3Q 2010 volatility. It is 4.5 points lower than one year ago (31.8%) and significantly less than the record setting 38.7 percent volatility during summer 2009. Under normal conditions volatility is much lower, for example, the 14 percent to 19 percent quarter-by-quarter range during the period 2004 to early 2007 before the start of the economic recession.

Certified skills volatility -- 23.6 percent this period -- has been steadily increasing since 2Q 2010. By contrast **noncertified skills volatility** (30.7 percent this period), has declined substantially in the same period (44.5%) and also from one year ago (41.9%).

(Source: Foote Partners LLC, [2011 IT Skills & Certifications Pay Index™](#))

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ABOUT THIS RESEARCH

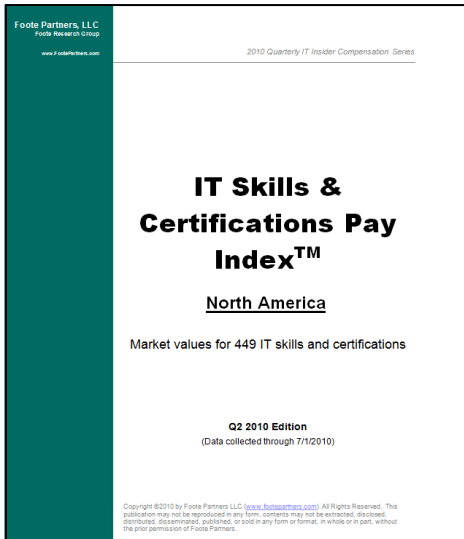
Foote Partners' primary research survey for tracking IT skills and certifications pay and supply/demand volatility is the industry-leading *IT Skills and Certifications Pay IndexTM* (ITSCPI), first published in 1999 and updated every three months since. 103,000 IT professionals in the 83 U.S. and Canada cities (2,100 employers) are surveyed for IT salaries and skills pay earned for 132 positions and 483 certified and noncertified technical and business skills. Verified and validated pay data for 29, 250 IT workers has been included in the current 1st Quarter 2011 ITSCPI edition, compiled from data collected through **April 1, 2011**.

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:

- 18% of participating organizations have \$3 billion+ in sales/\$15+ billion in total assets
- 28% of participating organizations earn more than \$1 billion in annual revenues or more than \$3 billion in total assets
- 46% 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)
- 54% 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

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2011 IT Skills and Certifications Pay Index™



- 336 pages (Q1 2011 data edition)
- Pay premiums for 483 certified and noncertified IT skills
 - Three data points for each position: 10th, 50th, 90th percentile
- Verified and validated IT skills pay survey data from 29,250 IT professionals
- Current data collected through April 2011 (updated quarterly)
- Certifications Guide containing basic information about surveyed IT certifications (pre-requisites; costs; test content; lab requirements, etc.)

Pricing: \$3,000 single edition. \$11,750 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: Cisco Network Engineer, Python Software Engineer, Redhat Linux Systems Administrator, or SAP 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>

Applications Development Tools & Platforms

Adobe Flex
Business Objects
C
C#
C++
Clarity
Cobol
Cognos
Delphi
Eclipse
Epic Systems applications
Java/SE, ME, J2EE
NetWeaver
Oracle Applications Developer Framework
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

SAP & Enterprise Bus. Apps.

ABAP (all modules)
Baan
J.D. Edwards
Lawson
Oracle Enterprise Apps
Peoplesoft
Accelerated SAP (ASAP)
NetWeaver
NetWeaver BI (SAP BW)
NetWeaver Portals (SAP EP)
NetWeaver PI
SAP ALE
SAP APO
SAP Banking
SAP Basis Components
SAP BI Accelerator
SAP BPC
SAP BSP
SAP Business One
SAP Business Workflow/Webflow
SAP CA
SAP CAF
SAP CCM
SAP CE
SAP CFM
SAP CO
SAP CO-PA
SAP CRM
SAP CS
SAP EBP
SAP EC
SAP EDI
SAP EHS
SAP EPM
SAP ERP
SAP ESA
SAP FI – FSCM
SAP FI - Travel Management
SAP FI
SAP FS (Insurance)
SAP GRC
SAP GTS
SAP HANA (In-Memory Appliance)

SAP/Enterprise Bus. Apps.

SAP HCM (SAP HR)
SAP HCM ESS/MSS
SAP IM
SAP IS-U (Utilities)
SAP ITS
SAP KW
SAP LES
SAP LO
SAP Manufacturing
SAP MDM
SAP MDX
SAP MI
SAP MM
SAP MRO
SAP Netweaver Applications Server
SAP NetWeaver Visual Composer
SAP NWDS
SAP Oil & Gas
SAP PLM
SAP PM
SAP PP
SAP PS
SAP PSCD
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

Networking/Systems

10Base-T Switching
APPC
ATM
Business continuity and disaster recovery planning
Cisco UCCE/IPPC
Cisco ICM
Citrix XenServer
DHCP
EIGRP
Ethernet
Ethernet Switching
Gigabit Ethernet
HTTP
Infrastructure architecture
Intrusion prevention/detection sys
IPX/SPX
LAN
Microsoft NT Server
Microsoft Virtual 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
VMware Server
VPN/OpenVPN
WAN/3G/4G services
WAP
WiMAX
Wireless Network Mgmt
Wireline Networking/ Telecomm.
WML

Web/e-Commerce Development

Active Server Pages
ActiveX
AJAX
Apache HTTP web server
CGI
Cold Fusion MX
CSS (Cascading Style Sheets)
Documentum
HTML5/HTML/DHTML
Microsoft Internet Information Server
Microsoft Internet Security and Acceleration Server (ISA)
JavaServer Pages
JavaBeans/EJB
JBoss applications server
JSPON
Microsoft BizTalk Server
Microsoft Commerce Server
Microsoft Sharepoint Server
Microsoft Internet Information Services (IIS)
Microsoft Identity Lifecycle Manager (Integration) Server
Microsoft .NET
Oracle (BEA) WebLogic
Oracle Workflow
Perl
PHP (all)
Python
Scripting languages (VBScript, Java Script, Jscript)
SOAP
Social Media/Networks
Spring Framework
Visual Interdev
VoiceXML
Web collaboration appliances
WebSphere
Wikis
WSDL
XHTML
XML (all variants)

Messaging, Office and Groupware

- Lotus Notes/Domino
- Message-oriented Middleware (Wave, XMPP/Jabber, etc.)
- Microsoft Exchange
- Novell Groupwise
- Outlook/cc:mail/various clients
- Oracle Communications Messaging Exchange (was Sun JMS)
- Unified Communications/Messaging

Management, Methodology and Process

- Business process management/modeling/improvement
- Business Analysis
- Business intelligence
- Collaboration software
- Business performance management (software/ systems)
- CRM
- Cryptography(encryption,VPN,SSL/TLS, Hybrids)
- E-Procurement
- ERP
- Information risk management
- IT Governance
- ITIL V3
- Microsoft Visio
- Predictive Analytics and Modeling
- Product lifecycle management software
- Project management
- Quality management/TQM
- Quantitative Analysis
- Requirements Engineering/Analysis
- Risk assessment
- Security architecture and models
- Six Sigma (incl. Lean)
- TOGAF (Enterprise Architecture)

Database

- Database management
- DB2
- dbase/xbase
- Informatica
- Java Database Connectivity
- Master data management
- Microsoft Access
- Microsoft Exchange Server
- Microsoft SQL Server
- MySQL
- Oracle DB
- Oracle Application Server
- Progress/ODBMS
- Sybase Adaptive Server
- Visual SQL

Operating Systems

- AIX
- Mac OS / OS X
- HP-UX
- Linux
- Mobile operating systems (Apple, Microsoft, Android, etc.)
- Red Hat Enterprise Linux
- Solaris
- Unix (all)
- Windows XP/Vista
- Windows NT
- Windows Server 2008/2003

231 IT Certifications Surveyed

Foote Partners News Release, May 25, 2011

- Avaya Certified Expert
- Avaya Certified Specialist
- BEA Certified Architect - SOA Enterprise Architecture
- Brocade Certified Fabric Professional (BCFP)
- Brocade Certified SAN Designer (BCSD)
- Brocade Certified SAN Manager (BCSM)
- Certification and Accreditation Professional (CAP-ISC2)
- Certified Associate in Project Management
- Certified Computing Professional (CCP-ISC2)
- Certified Database Design Specialist
- Certified in the Governance of Enterprise IT (CGEIT)
- Certified Information Security Manager (CISM)
- Certified Information Systems Auditor (CISA)
- Certified Information Systems Security Professional (CISSP)
- Certified Protection Professional
- Certified Secure Software Lifecycle Professional (CSSLP)
- 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 Expert (CCDE)
- Cisco Certified Design Professional (CCDP)
- Cisco Certified Internetwork Expert (CCIE)
- Cisco Certified Internetwork Professional (CCIP)
- Cisco Certified Network Associate (CCNA)
- Cisco Certified Network Professional Wireless (CCNP Wireless)
- Cisco Certified Network Professional (CCNP)
- Cisco Certified Security Professional (CCSP)
- Cisco Certified Systems Instructor (CCSI)
- Cisco Certified Voice Professional (CCVP)
- Cisco Data Center Networking Infrastructure Design Specialist
- Cisco Data Center Storage Networking Design Specialist
- Cisco Firewall Specialist
- Cisco Information Security Specialist
- Cisco IP Communications Express Specialist
- Cisco IP Contact Center Express Specialist (CPCC)
- 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 Administrator (CCA)
- Citrix Certified Enterprise Administrator (CCEA)
- Citrix Certified Enterprise Engineer (CCEE) for Virtualization
- Citrix Certified Integration Architect
- CIW Associate
- CompTIA Convergence+
- CompTIA Project+(Project+)
- CompTIA RFID+
- CompTIA Security+
- CompTIA/Internet Technician (i-NET+)
- CompTIA/Linux Administrator (Linux+)
- CompTIA/Network Technician (Network+)
- CompTIA/PC Technician (A+)
- Convergence Technologies Professional (CTP)
- CWNP Certified Wireless Analysis Professional (CWAP)
- CWNP Certified Wireless Network Administrator (CWNA)
- CWNP Certified Wireless Network Expert (CWNE)
- CWNP Certified Wireless Network Trainer (CWNT)
- CWNP Certified Wireless Security Professional (CWSP)
- CWTS/Certified Wireless Technology Specialist (CWTS)
- CyberSecurity Forensic Analyst
- EC-Council Certified Ethical Hacker (CEH)
- EC-Council Certified Hacking Forensics Investigator (CHFI)
- EC-Council Certified Secure Programmer (ECSP)
- EC-Council Certified Security Analyst
- EC-Council Certified VoIP Professional (ECVP)
- EC-Council Licensed Penetration Tester (LPT)
- EC-Council Network Security Administrator (ENSA)
- EMC Proven Professional Application Developer - Specialist
- EMC Proven Professional Implementation Engineer – Specialist
- EMC Proven Professional Platform Engineer - Specialist
- EMC Proven Professional Storage Administrator – Expert
- EMC Proven Professional Storage Administrator – Specialist
- EMC Proven Professional Storage Technologist - Specialist
- EMC Proven Professional Technology Architect – Expert
- EMC Proven Professional Technology Architect – Specialist
- HP/Accredited Integration Specialist (AIS)
- HP Accredited Platform Specialist (APS)
- HP/Accredited Systems Engineer (ASE)
- HP/Certified Systems Administrator
- HP/Certified Systems Engineer
- HP/Master Accredited Systems Engineer (Master ASE)
- IBM Certified Database Administrator
- IBM DB2 Universal Database Certified Solutions Expert
- IBM Certified Advanced Application Developer
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- IBM Certified Advanced Technical Expert - pSeries and AIX 5L
- IBM Certified Applications Developer
- IBM Certified Infrastructure Systems Architect
- IBM Certified SOA Solution Designer
- IBM Certified Solutions Developer: WebSphere
- IBM Certified Specialist - AIX Basic Ops

231 IT Certifications Surveyed

Foote Partners News Release, May 25, 2011

- Cisco Certified Entry Network Technician
- IBM Certified Specialist - Storage Networking Solutions, Version 2
- IBM Certified Systems Administrator
- IBM Certified Systems Expert - i5 iSeries
- IBM Certified Systems Expert - pSeries and AIX 5L
- InfoSys Security Architecture Professional (ISSAP/CISSP)
- InfoSys Security Engineering Professional (ISSEP/CISSP)
- InfoSys Security Management Professional (ISSMP/CISSP)
- IT Certified Architect (ITAC/The Open Group)
- Master IT Certified Architect (ITAC/The Open Group)
- ITIL Practitioner Certificate in IT Service Management
- ITIL Service Manager Certification
- Juniper Networks Certified Internet Associate
- Juniper Networks Certified Internet Specialist
- Juniper Networks Certified Internet Professional
- Juniper Networks Certified Internet Expert
- Linux Professional Institute certification (LPIC-Level 2)
- Linux Professional Institute certification (LPIC-Level 3)
- Lotus/Certified Lotus Specialist (CLS)
- Master IT Certified Architect (ITAC/The Open Group)
- Microsoft Certified Applications Developer (MCAD)
- Microsoft Certified Architect
- Microsoft Certified Database Administrator (MCDBA)
- CompTIA Certified Technical Trainer (CTT+)
- 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 Certified Systems Engineer (MCSE)
- Microsoft Certified Technology Specialist (all)
- Microsoft Certified Trainer (MCT)
- Microsoft MCSA: Messaging (MCSA: Messaging)
- Microsoft MCSA: Security (MCSA: Security)
- Microsoft MCSE: Messaging (MCSE: Messaging)
- Microsoft MCSE: Security (MCSE: Security)
- Microsoft MCSE+Internet (MCSE+I)
- Nortel Certified Architect
- Nortel Networks Certified Design Expert (NCDE)
- Master CIW Administrator
- Master CIW Designer
- Master CIW Enterprise Developer
- Master CIW Web Site Manager
- Nortel Networks Certified Design Expert (NCDE)
- Nortel Networks Certified Design Specialist
- Nortel Networks Certified Support Expert (NCSE)
- Nortel Networks Certified Support Specialist
- Nortel Networks Support Expert (NCSE)
- Novell Certified Instructor
- Novell Certified Linux Engineer (Novell CLE)
- Novell Certified Linux Professional (Novell CLP)
- Novell/Certified Directory Engineer (NCDE)
- Novell/Certified Internet Professional (CIP)
- Novell/Certified Novell Administrator (CNA)
- Novell/Certified Novell Engineer (CNE)
- Novell/Master Certified Novell Engineer (Master CNE)
- Oracle Advanced PL/SQL Developer Certified Professional
- Oracle PL/SQL Developer Certified Associate
- Oracle Application Server 10g Administrator: Certified Professional
- Oracle Certified Associate, Java SE (was Sun SCJA)
- Oracle Certified Professional Java Programmer (was Sun SCJP)
- Oracle Certified Expert, Java Platform EE Developer
- Oracle Certified Expert MySQL 5.1 Cluster Database Administrator (was Sun)
- Oracle Certified Expert, Oracle Solaris 10 Network Administrator for Solaris (was Sun SCNA)
- Oracle Certified Expert, Oracle Solaris 10 Systems Administrator for Solaris (was Sun SCSA)
- Oracle Certified Master, Java SE Developer (was Sun SCJD)
- Oracle Certified Master, Java EE Enterprise Architect (was Sun SCEA)
- Oracle Certified Professional/Apps Developer (OCP-AD)
- Oracle Certified Professional/Internet AD (OCP)
- Oracle Certified Programmer, Java EE Web Services Developer (Sun SCJDWS)
- IBM Certified Specialist – iSeries
- Oracle Certified Professional MySQL 5.0 Database Administrator (was Sun)
- Oracle DBA Certified Administrator (OCA)
- Oracle DBA Certified Professional (OCM)
- Oracle Forms Developer Certified Professional
- Oracle SOA Architect Certified Expert
- Oracle WebLogic Portal 10g Developer Certified Expert
- Oracle WebLogic Server 10g Developer Certified Expert
- PMI Project Management Professional (PMP)
- PMI Risk Management Professional (PMI-RMP)
- Red Hat Certified Architect (RHCA)
- Red Hat Certified Datacenter Specialist (RHCDSS)
- Red Hat Certified Engineer (RHCE)
- Red Hat Certified Security Specialist (RHCSS)
- Red Hat Certified Technician (RHCT)
- 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 Forensics Examiner
- SANS/GIAC Certified Incident Handler (GCIH)
- SANS/GIAC Information Security Fundamentals (GISF)
- SANS/GIAC Certified Intrusion Analyst (GCIA)
- SANS/GIAC Certified ISO-27000 Specialist

231 IT Certifications Surveyed

Foote Partners News Release, May 25, 2011

- SANS/GIAC Legal Issues (GLEG)
- SANS/GIAC Certified Penetration Tester (GPEN)
- SANS/GIAC Certified Project Manager Certification (GCPM)
- SANS/GIAC Certified Security Essentials (GSEC)
- SANS/GIAC Certified Unix Security Admin (GCUA) SA
- SANS/GIAC Certified Windows Security Admin (GCNT)
- SANS/GIAC Information Security Professional (GISP)
- SANS/GIAC Reverse Engineering Malware (GREM)
- SANS/GIAC Secure Software Programmer-- .NET
- SANS/GIAC Secure Software Programmer— Java
- SANS/GIAC Security Essentials Certification
- SANS/GIAC Security Expert (GSE)/Security Leadership (GSLC)
- SANS/GIAC Systems and Network Auditor (GSNA)
- SANS/GIAC Web Application Penetration Tester (GWAPT)
- SAS Certified Advanced Programmer
- SAS Certified Base Programmer
- Security Certified Network Architect
- Security Certified Network Specialist (SCNS)
- Siebel 7.7 Certified Consultant (SCC)
- Siebel 8 Consultant Certified Expert
- SNIA Certified Storage Architect
- SNIA Certified Storage Networking Expert (SCSN-E)
- SNIA Certified Storage Professional
- SNIA Certified Systems Engineer
- Sniffer Certified Expert
- Sniffer Certified Master
- Sniffer Certified Professional
- Sun Certifications (SEE ORACLE)
- Systems Security Certified Professional (SSCP)
- Teradata Certified Application Developer
- Teradata Certified Design Architect
- Teradata Certified Implementation Specialist
- Teradata Certified Master
- Teradata Certified Professional
- Teradata Certified SQL Specialist
- Teradata Certified Administrator
- Advanced Teradata Certified Professional
- VMware Certified Design Expert (VCDX)
- VMware Certified Professional (VCP)

ABOUT FOOTE PARTNERS

Foote Partners, LLC is a Vero Beach, FL based independent IT benchmarking research and advisory firm that targets the ‘execution’ side of managing IT organizations and capabilities and the human side of IT value creation. A thought leader and trusted advisor to more than 2,000 employers on six continents, the firm provides pragmatic and forward-thinking advice about managing the modern business/IT hybrid professional workforce that is deeply grounded in specialized proprietary benchmark research, surveys, and empirical intelligence collected from 2,100 North American employers with whom the firm as forged long term research partnerships.

Founded in 1997 and comprised of former Gartner and META Group industry analysts, McKinsey & Company and Towers/Watson Wyatt senior consultants, and former corporate HR, IT, and business executives, the firm’s research division publishes 140 quarterly-updated IT and HR decision support benchmark research products that help employers benchmark their IT professional compensation, solve difficult information technology management and workforce problems, and strengthen their ability to execute complex solutions to increasing revenues, improving profitability, and building customer satisfaction.

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