

FOR IMMEDIATE RELEASE

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IT skills pay succumbs to economic conditions, posting first overall decline since mid-2004.

But pay still rising for architecture, methodology/process, database, security, networking/communications, and project management skills and certifications.

Vero Beach, FL, January 27, 2009 – Pay premiums for IT skills, which have risen consistently every calendar quarter since mid-2004, have finally succumbed to a fractured economy, according to the latest quarterly update of Foote Partners' *IT Skills and Certifications Pay IndexTM* of pay for 354 skills and certifications earned by 22,550 IT professionals in the US and Canada.

The average market value for 179 noncertified IT skills dropped 0.5 percent in the last three months of 2008 compared to the prior quarter despite continued pay gains in three key categories: **Management/Methodology/Process; Database; and Messaging and Communications** skills. Meanwhile, average pay for 175 IT certifications continued its steady decline that began in 2006, losing another 1 percent in the same period and nearly 5% for the year. There, too, were key significant gains in pay in three certification groups: **Architecture/Project Management; IT Security; and Networking**.

“It was inevitable for skills pay to start reflecting the hard times we’re in. This is not the first time in ten years tracking skills and certifications pay and demand that we’ve seen corrections brought on by economic conditions,” notes David Foote, the firm’s co-founder, CEO and Chief Research Officer. “But the big difference this time around is the counter-trending, especially in architecture and methodology and process skills. We’ve never seen anything quite like this before.

“Clearly, an urgent demand for talent in these areas is eclipsing broad, knee jerk reactions to reducing budgets and cutting people, projects and purchases without thinking carefully about the consequences. There are a lot of factors driving this behavior, but all in all it just shows how far IT management has come since they were in this position last time. A very positive thing to see in some very negative conditions in our opinion.”

Continues Foote, “The fact is that employers made mistakes in past downturns---huge miscalculations in the heat of cost cutting--- that hurt them later on. Or should I say that limited their options when the smoke cleared and they were without the experience and specialized skills needed to rebuild the business. Employers are obviously now aware that continuing to invest strategically in IT skills and labor is the smartest thing they can possibly do to make it to the other side of this recession as stronger, undiminished enterprises. They’ve learned that it’s not how much or how little they can getting away with spending and still maintain equilibrium during economic downturns: It’s about how smart they’re spending what they have. This is one of the true measures of leadership for senior IT and business executives alike, in good or bad times.”

For example, increasing process efficiency through the adoption of software automation and workflow tools is a popular recession budget strategy in 2009, evidenced by *sharp increases in pay and demand for ITIL, CoBIT, and similar expertise* tracked in Foote Partner’s survey that are highly valued in facilitating process standardization and change management. While valuable in short range cost reduction initiatives, these are also core enterprise skills with high re-use value long term.

Similarly, with the anticipated escalation in recession-driven mergers and acquisitions creating an enormous amount of integration-related activity, IT architecture and project management expertise are in more demand than ever. “Nothing has been hotter than architecture jobs and skills in the last few years according to our trends research,” notes Foote. “This includes system, network, application, data, information, infrastructure, security, solutions, and, of course, enterprise architects. They will still be hot commodities long after the economy improves. But staffing and talent development in this area does not come easy or cheap. Most employers are well behind the curve. Even those who have invested heavily will tell you that they need more architects. Is this a time to throw up your arms and stop spending on architecture? Absolutely not! You can’t afford *not* to rearrange your budget to continue investing what dollars you have in building this kind of capability. The benefits are not just long range, as some believe,” insists Foote. “They are right here, right now.”

Summary of Findings

Our analysis of the latest *IT Skills and Certifications Pay Index™ (ITSCPI)* data and findings will be released in cascading new releases in coming weeks. What follows in this first release of findings is detailed data on individual skills and certifications that have increased, decreased, or maintained the same market value in the near term (3 to 6 months), and by how much.

What is clear from comparing 3-month and 6-month pay performance trends is that there has been a predictable acceleration of activity caused by major events including the collapse of capital markets, financial institutions, and optimism about the future. This has impacted skills pay and demand dramatically, reordering priorities in skills investment, and resulting in increases as well as decreases in investment in individual skills and entire categories. Subsequent news releases from Foote Partners will provide our analyses of these shifting priorities from a big-to-small picture perspective; by industry; by size of enterprise.

What IT skills are increasing/decreasing in value?

Growth or decline in pay for a skill reflects a changing gap between supply and demand for that skill. As a rule, growth indicates demand exceeding supply and will fluctuate over time as supply grows to meet demand. By analyzing the fluctuations in pay performance for a single skill over various time periods, inferences can be made about the market for that skill. Combined with other information---vendor strategies, competitive forces, and customer attitudes and behaviors, for instance---understanding what's occurring in the current market and formulating projections into the future is possible.

A. Noncertified IT Skills Pay/Demand Trends (data through 1/1/2009)

Noncertified IT skills pay performance findings from the 4Q 2008 edition of the *2009 IT Skills and Certifications Pay Index™* appear in Figures 1 - 5.

1. HIGHLIGHTS – By Skills Category (noncertified)

These skill groups have **increased in value** in the corresponding time periods (listed in decreasing order of growth):

Last 3 months (through 1/1/09):

1. Management, Methodology & Process skills
2. Database skills
3. Messaging and Communications

Last 6 months (through 1/1/09):

1. Management, Methodology & Process

These skill groups have **decreased in value** in the corresponding time periods (listed in decreasing order of decline):

Last 3 months (through 1/1/09):

1. Applications Development Tools & Language skills
2. SAP & Enterprise Applications skills
3. Operating Systems skills
4. Web/eCommerce skills
5. Systems/Networking skills

Last 6 months (through 1/1/09):

1. Operating Systems skills
2. Applications Development Tools & Language skills
3. Web/eCommerce skills
4. Systems/Networking skills
5. SAP & Enterprise Applications skills

These skill groups had **no change in value** (i.e. flat) in the corresponding time periods

Last 3 mos: (none)

Last 6 mos:

1. Messaging and Communications skills
2. Database skills

3 and 12 Month Pay Trends by Category – Noncertified IT Skills (through 1/1/09)

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

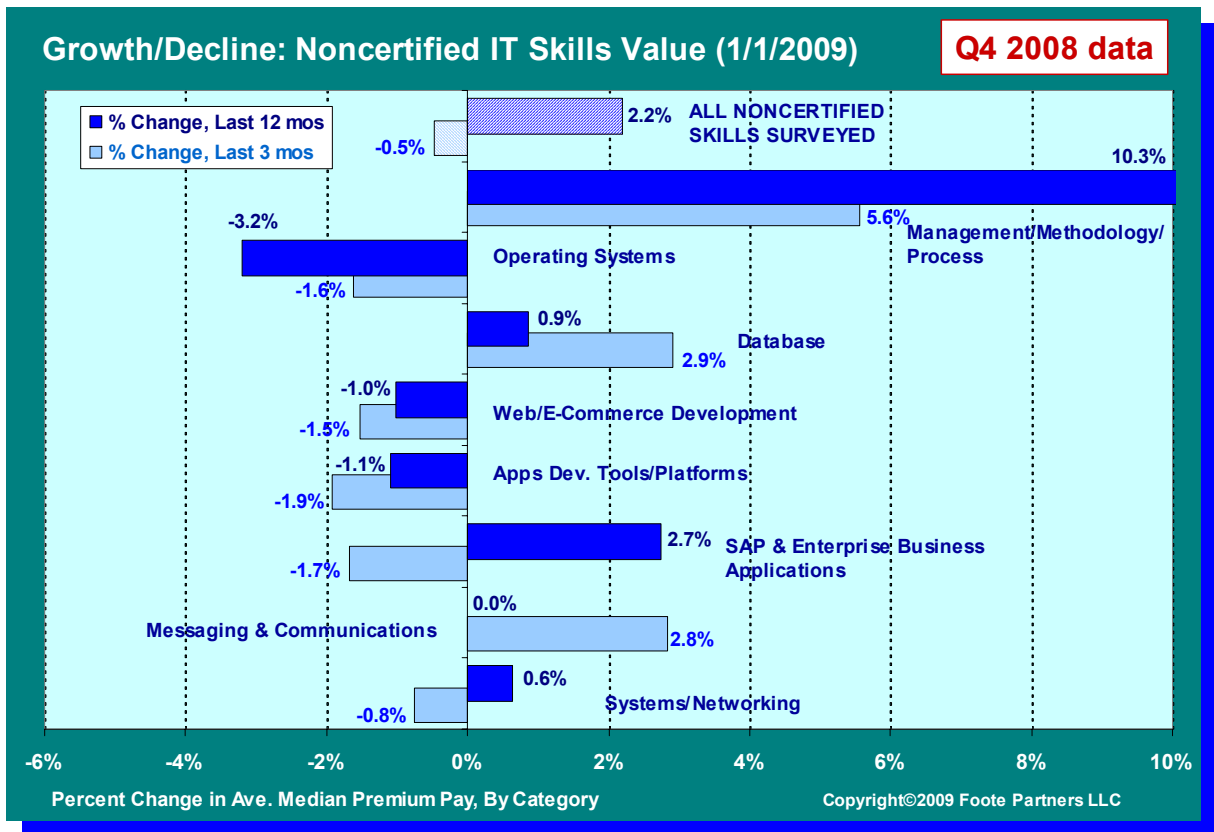


Figure 1

SOURCE: Footo Partners *IT Skills & Certifications Pay Index™*, 2007 - 2008 quarterly editions,

2. HIGHLIGHTS – By Individual Skill (see Figures 2 through 5)

These individual noncertified IT skills have **increased in value** in the corresponding time periods (listed in decreasing order of growth):

Last 3 months (through 1/1/09):

1. NetWeaver Portals (SAP EP)
2. (tie) PHP
Apple OSX/Tiger/Leopard
3. ITIL
4. (tie) Java/J2EE,SE,ME
NetWeaver PI (SAP XI)
5. (tie) Master data management
Unified communications/messaging
Database management
Microsoft SQL Server
6. Oracle Developer Suite
7. (tie) SAP Solution Manager
NetWeaver BI (SAP BW)

Last 6 months (through 1/1/09):

- | | |
|--|--|
| 1. NetWeaver Portals (SAP EP) | 8. (tie) Unified communications/messaging
Database management
SAP WM |
| 2. SAP MI | Business Objects |
| 3. Master data management | VoIP/IP telephony
SAP Web Application Server |
| 4. (tie) PHP
Apple OSX/Tiger/Leopard
Linux | 9. (tie) Oracle Developer Suite
CRM |
| 5. (tie) Business Analysis
Flex | 10. (tie) Wireless network management (LANs,
GSM)
AJAX (Asynchronous JavaScript and XML) |
| 6. ITIL | 11. Network security management |
| 7. Java/J2EE,SE,ME | |

2. HIGHLIGHTS – By Individual Skill (see Figures 2 through 5)

These individual noncertified IT skills have **decreased in value** in the corresponding time periods (listed in decreasing order of decline):

Last 3 months (through 1/1/09):

- | | |
|--|---|
| 1. ATM | 8. (tie) JavaBeans/EJB
RAD/Extreme Programming/Agile Programming
SIP(Session Initiation Protocol) |
| 2. Novell Netware | |
| 3. (tie) Visual J++
Perl | 9. (tie) Microsoft BizTalk Server
SAP KW
Tivoli |
| 4. SMTP | |
| 5. (tie) C
AIX | 10. Microsoft Identity Integration Server |
| 6. (tie)Accelerated SAP (ASAP)
SAP PM | 11. SAP FI - Travel Management |
| 7. (tie) Windows Vista/XP
WAP
WML | 12. (tie) SAP SEM
SAP Web Application Server |
| | 13. NetWeaver |
| | 14. Security (various, project-based) |

Last 6 months (through 1/1/09):

- | | |
|--|--|
| 1. (tie)ATM
Novell Netware | 9. (tie) JavaBeans/EJB
RAD/Extreme Programming/Agile Programming
SAP Advanced Planner & Optimizer
Unix (all)
Visual SQL |
| 2. Visual J++ | |
| 3. (tie) C
PowerBuilder | 10. (tie) Microsoft BizTalk Server
SAP KW
BEA WebLogic
Sun Java System Messaging Server
Visual Basic
XML (all variants) |
| 4. Perl | |
| 5. (tie)SMTP
Windows Vista/XP | 11. (tie) Microsoft Identity Integration Server
WebSphere |
| 6. (tie) AIX
APPC
Sybase Adaptive Server | 12. SAP MM |
| 7. (tie)Accelerated SAP (ASAP)
SAP PM | 13. SAP BW(BI) Accelerator |
| 8. (tie) WAP
WML
IPX
LAN
Microsoft Access | 14. Business intelligence |
| | 15. NetWeaver BI (SAP BW_ |

VALUE INCREASES: Noncertified IT Skills (through 1/1/09)

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

**3-Month Pay Trends
through 1/1/2009**

(Skills value growth)

Q4 2008 (through 1/1/2009)	3 mos.	6 mos.	ANNUAL
RISING SKILLS PAY: Noncertified Skills	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
NetWeaver Portals (SAP EP)	28.6%	28.6%	12.5%
PHP	16.7%	16.7%	40.0%
Apple OSX/Tiger/Leopard	16.7%	16.7%	16.7%
ITIL	12.5%	12.5%	12.5%
Java/J2EE,SE,ME	11.1%	11.1%	11.1%
NetWeaver PI (SAP XI)	11.1%	0.0%	0.0%
Master data management	10.0%	22.2%	na
Unified communications/messaging	10.0%	10.0%	37.5%
Database management	10.0%	10.0%	10.0%
Microsoft SQL Server	10.0%	0.0%	0.0%
Oracle Developer Suite	9.1%	9.1%	9.1%
SAP Solution Manager	8.3%	na	na
NetWeaver BI (SAP BW)	8.3%	-7.1%	0.0%

Figure 2

**6-Month Pay Trends
through 1/1/2009**

(Skills value growth)

Q4 2008 (through 1/1/2009)	3 mos.	6 mos.	ANNUAL
RISING SKILLS PAY: Noncertified Skills	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
NetWeaver Portals (SAP EP)	28.6%	28.6%	12.5%
SAP MI (Mobile Infrastructure)	0.0%	25.0%	0.0%
Master data management	10.0%	22.2%	na
PHP	16.7%	16.7%	40.0%
Apple OSX/Tiger/Leopard	16.7%	16.7%	16.7%
Linux	0.0%	16.7%	16.7%
Business Analysis	0.0%	14.3%	14.3%
Flex	0.0%	14.3%	14.3%
ITIL	12.5%	12.5%	12.5%
Java/J2EE,SE,ME	11.1%	11.1%	11.1%
Unified communications/messaging	10.0%	10.0%	37.5%
Database management	10.0%	10.0%	10.0%
SAP WM(Warehouse Management)	0.0%	10.0%	na
Business Objects	0.0%	10.0%	37.5%
VoIP/IP telephony	0.0%	10.0%	10.0%
SAP Web Application Server	-8.3%	10.0%	57.1%
Oracle Developer Suite	9.1%	9.1%	9.1%
CRM	0.0%	9.1%	9.1%
Wireless network management (LANs, GSM)	0.0%	8.3%	30.0%
AJAX (Asynchronous JavaScript and XML)	0.0%	8.3%	8.3%
Network security management	0.0%	6.7%	14.3%

Figure 3

VALUE DECREASES: Noncertified IT Skills (through 1/1/09)

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

3-Month Pay Trends through 1/1/2009
(Skills value decline)

Q4 2008 (through 1/1/2009)	3 mos.	6 mos.	ANNUAL
DECLINING SKILLS PAY: Noncertified Skills	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
ATM	-32.0%	-40.0%	-40.0%
Novell Netware	-30.0%	-40.0%	-40.0%
Visual J++	-28.6%	-37.5%	-37.5%
Perl	-28.6%	-28.6%	-28.6%
SMTP	-25.0%	-25.0%	-25.0%
C	-20.0%	-33.3%	-33.3%
AIX	-20.0%	-20.0%	-20.0%
Accelerated SAP (ASAP)	-16.7%	-16.7%	-16.7%
SAP PM (Plant Maintenance)	-16.7%	-16.7%	-16.7%
Windows Vista/XP	-14.3%	-25.0%	-25.0%
WAP(Wireless Application Protocol)	-14.3%	-14.3%	-25.0%
WML	-14.3%	-14.3%	-25.0%
JavaBeans/EJB	-12.5%	-12.5%	-12.5%
RAD/Extreme Programming/Agile Programming	-12.5%	-12.5%	-12.5%
SIP(Session Initiation Protocol)	-12.5%	0.0%	0.0%
Microsoft BizTalk Server	-11.1%	-11.1%	-11.1%
SAP KW (Knowledge Warehouse)	-11.1%	-11.1%	-11.1%
Tivoli	-11.1%	0.0%	na
Microsoft Identity Integration Server	-10.0%	-10.0%	-10.0%
SAP FI - Travel Management	-9.1%	na	na
SAP SEM (Strategic Enterprise Management)	-8.3%	0.0%	22.2%
SAP Web Application Server	-8.3%	10.0%	57.1%
NetWeaver	-6.3%	0.0%	0.0%
Security (various, project-based)	-5.6%	-5.6%	0.0%

Figure 4

6-Month Pay Trends through 1/1/2009
(Skills value decline)

Q4 2008 (through 1/1/2009)	3 mos.	6 mos.	ANNUAL
DECLINING SKILLS PAY: Noncertified Skills	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
ATM	-32.0%	-40.0%	-40.0%
Novell Netware	-30.0%	-40.0%	-40.0%
Visual J++	-28.6%	-37.5%	-37.5%
C	-20.0%	-33.3%	-33.3%
PowerBuilder	0.0%	-33.3%	-33.3%
Perl	-28.6%	-28.6%	-28.6%
SMTP	-25.0%	-25.0%	-25.0%
Windows Vista/XP	-14.3%	-25.0%	-25.0%
AIX	-20.0%	-20.0%	-20.0%
APPC	0.0%	-20.0%	-20.0%
Sybase Adaptive Server	0.0%	-20.0%	-20.0%
Accelerated SAP (ASAP)	-16.7%	-16.7%	-16.7%
SAP PM (Plant Maintenance)	-16.7%	-16.7%	-16.7%
WAP(Wireless Application Protocol)	-14.3%	-14.3%	-25.0%
WML	-14.3%	-14.3%	-25.0%
IPX	0.0%	-14.3%	-14.3%
LAN	0.0%	-14.3%	-14.3%
Microsoft Access	0.0%	-14.3%	-14.3%
JavaBeans/EJB	-12.5%	-12.5%	-12.5%
RAD/Extreme Programming/Agile Programming	-12.5%	-12.5%	-12.5%
SAP Advanced Planner & Optimizer (APO)	0.0%	-12.5%	-12.5%
Unix (all)	0.0%	-12.5%	-12.5%
Visual SQL	0.0%	-12.5%	-12.5%
Microsoft BizTalk Server	-11.1%	-11.1%	-11.1%
SAP KW (Knowledge Warehouse)	-11.1%	-11.1%	-11.1%
BEA WebLogic	0.0%	-11.1%	-11.1%
Sun Java System Messaging Server (JMS)	0.0%	-11.1%	-11.1%
Visual Basic	0.0%	-11.1%	-11.1%
XML (all variants)	0.0%	-11.1%	-11.1%
Microsoft Identity Integration Server	-10.0%	-10.0%	-10.0%
WebSphere	0.0%	-10.0%	-10.0%
SAP MM (Materials Management)	0.0%	-9.1%	-9.1%
SAP BW(BI) Accelerator	0.0%	-8.3%	-8.3%
Business intelligence	0.0%	-7.7%	9.1%
NetWeaver BI (SAP BW)	8.3%	-7.1%	0.0%
Security (various, project-based)	-5.6%	-5.6%	0.0%

Figure 5

3. Highest Paying IT Skills (Noncertified)

These **noncertified IT skills** were earning the highest pay premiums in descending order, within categories) (surveyed through 1/1/09 - Foote Partners 2009 IT Skills and Certifications Pay Index™)

RANGE: Average premium pay at median is 11% to 17% of base salary (for single skill)

Systems/Networking Skills

1. Security (various, project-based)
2. Network security management
3. SAN/Storage Area Networking
4. Virtualization (various)
5. Infrastructure architecture
6. Wireless network management (LANs, GSM)
7. VoIP/IP telephony

SAP/Enterprise Business Applications Skills

1. SAP ERP (multiple skills)
2. NetWeaver BI (SAP BW)
3. SAP Solution Manager
4. SAP MDM (Master Data Management)
5. Oracle Enterprise Apps
6. SAP HCM (SAP HR)
7. SAP Controlling (CO)
8. SAP Financial Accounting (FI)
9. SAP Netweaver Applications Server
10. SAP Web Application Server
11. SAP CRM (Customer Relationship Management)
12. SAP PLM (Product Lifecycle Management)
13. SAP WM(Warehouse Management)
14. SAP SEM (Strategic Enterprise Management)
15. SAP BW(BI) Accelerator
16. SAP FI - FSCM (Financial Supply Chain Management)
17. SAP WM - EWM (Extended Warehouse Management)
18. SAP IM (Investment Management)

Applications Development Tools and Platforms skills:

1. NetWeaver
2. RAD/Extreme Programming/Agile Programming
3. Oracle Developer Suite
4. Business Objects

Web/eCommerce Development skills:

1. Microsoft .NET (Visual Studio .NET, Visual Basic .NET, ASP.NET)
2. AJAX (Asynchronous JavaScript and XML)
3. Microsoft Commerce Server

Database Skills

1. Oracle DB / 8i/9i/10g/11i
2. Microsoft SQL Server
3. Database management
4. Master data management

Management, Process and Methodology Skills

1. Business process management/modeling/improvement
2. Business intelligence
3. Project management
4. CRM
5. ERP

Messaging and Communications Skills

1. Unified communications/messaging

B. IT Certification Pay/Demand Trends (data through 1/1/2009)

IT certifications pay performance findings from the 4Q 2008 *IT Skills and Certifications Pay Index™* update appear in Figures 6 - 19.

1. HIGHLIGHTS – By IT Certification Category

These certification groups have **increased in value** in the corresponding time periods (listed in decreasing order of growth):

Last 3 months (through 1/1/09):

1. Architecture and Project Management certifications
2. Networking certifications
3. IT Security certifications
4. General/Beginners and Training-related certifications

Last 6 mos (through 1/1/09): :

1. Architecture and Project Management certifications
2. IT Security certifications
3. General/Beginners and Training-related certifications

These certification groups have **decreased in value** in the corresponding time periods (listed in decreasing order of decline):

Last 3 months (through 1/1/09):

1. Web Development certifications;
2. Applications Development/Programming Languages certifications;
3. Database certifications;
4. Systems Administration & Engineering certifications

Last 6 months (through 1/1/09)::

1. Web Development certifications
2. Systems Administration & Engineering certifications
3. Applications Development/Programming Languages certifications
4. Database certifications
5. Networking certifications

3 and 12 Month IT Certifications Pay Trends by Category – (through 1/1/09)

(% Change in Average Pay for a Single IT Certification – 22,550 IT Professionals Surveyed)

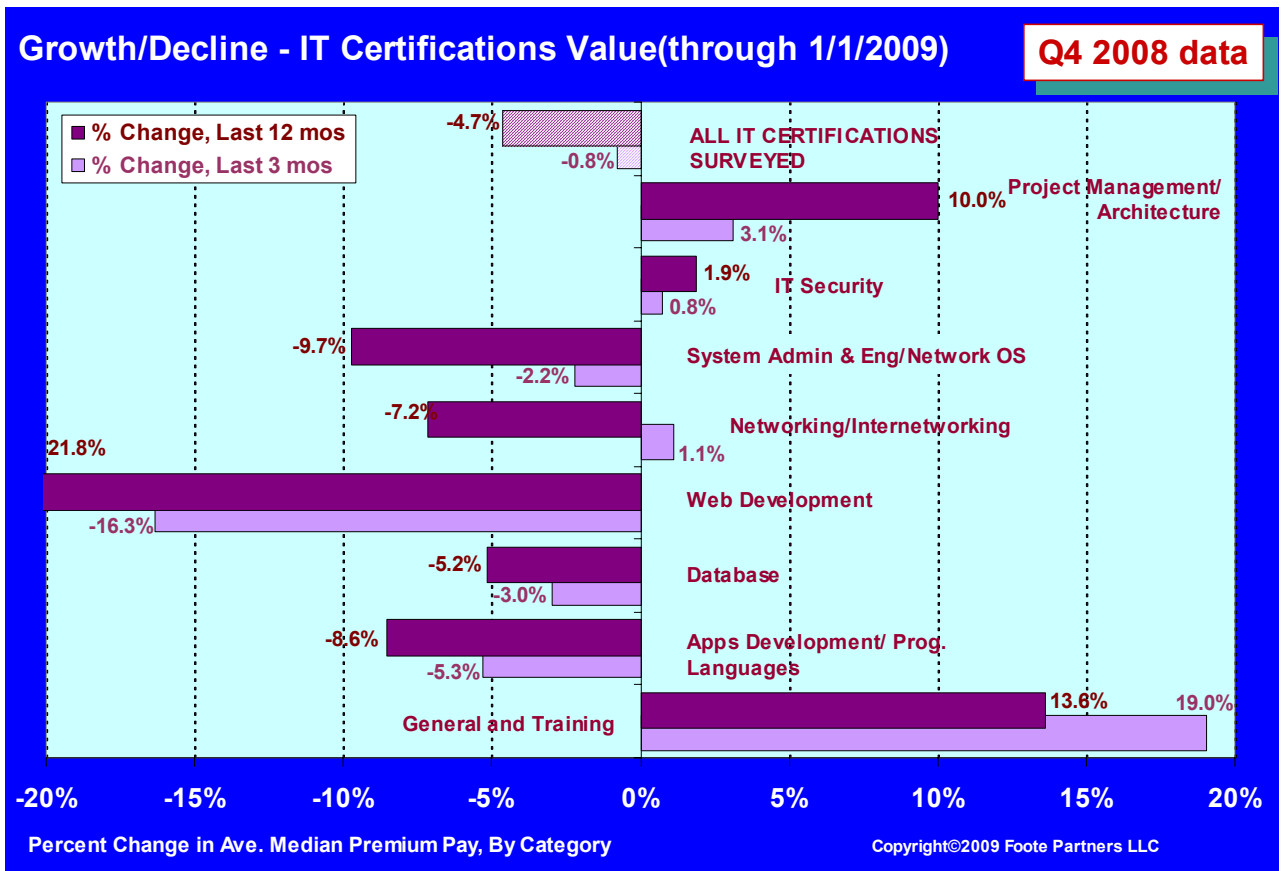


Figure 6

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™*, 2007 - 2008 quarterly editions,

2. HIGHLIGHTS – By Individual IT Certification (see Figures 7 through 10)

These individual certifications have **increased in value** in the corresponding time periods (in decreasing order of growth):

Last 3 months (through 1/1/09):

1. (tie) CompTIA Security+
GIAC Security Essentials Certification
2. Brocade Certified SAN(Fabric) Designer
3. (tie) Certified Ethical Hacker
Planet3 Certified Wireless Network Administrator
Cisco Certified Design Associate
4. CompTIA Certified Technical Trainer
5. EMC Proven Professional Technology Architect – Specialist
6. (tie) Cisco IP Telephony Design Specialist
Microsoft Certified Solution Developer
Microsoft Certified Trainer
RedHat Certified Technician
Cisco Certified Design Professional
7. HP/Certified Systems Administrator
8. (tie) Brocade Certified Fabric Professional
GIAC Certified Incident Handler
Sun Certified Network Administrator for Solaris
Check Point Certified Security Administrator
9. (tie) Citrix Certified Enterprise Administrator
HP/Accredited Systems Engineer
SNIA Certified Systems Engineer
Cisco IP Communications Express Specialist
10. Planet3 Certified Wireless Security Professional
11. (tie) Security Certified Network Architect
Microsoft Certified Architect
SNIA Certified Architect
EMC Proven Professional Technology Architect – Expert
12. SNIA Certified Storage Networking Expert
13. (tie) IT Certified Architect(ITCA/Open Group)
Certified Information Security Manager
Cisco Certified Internetwork Expert

2. HIGHLIGHTS – By Individual Certification – Cont’d.

These individual certifications have **increased in value** in the corresponding time periods (in decreasing order of growth) – CONT’D.

Last 6 months (through 1/1/09):

1. (tie) CompTIA Security+
GIAC Security Essentials Certification
2. Brocade Certified SAN(Fabric) Designer
3. Certified Ethical Hacker
4. CompTIA Certified Technical Trainer
5. EMC Proven Professional Technology Architect – Specialist
6. (tie) Cisco IP Telephony Design Specialist
Microsoft Certified Solution Developer
Microsoft Certified Trainer
RedHat Certified Technician
Cisco Certified Design Professional
7. (tie) Planet3 Certified Wireless Network Administrator
Cisco Certified Design Associate
IT Certified Architect(ITCA/Open Group)
8. (tie) Brocade Certified Fabric Professional
GIAC Certified Incident Handler
Sun Certified Network Administrator for Solaris
Check Point Certified Security Administrator
9. (tie) Citrix Certified Enterprise Administrator
HP/Accredited Systems Engineer
SNIA Certified Systems Engineer
10. (tie) Planet3 Certified Wireless Security Professional
Sun Certified Enterprise Architect for Java Platform
Teradata Certified Design Architect
11. (TIE) Microsoft Certified Architect
SNIA Certified Architect
GIAC .NET
GIAC Assessing Wireless Networks
12. SNIA Certified Storage Networking Expert
13. (TIE) **InfoSys Security Architecture Professional (ISSAP/CISSP)**
InfoSys Security Engineering Professional (ISSEP/CISSP)
14. Certified Information Security Manager
Cisco Certified Internetwork Expert

(Note: Certifications appearing in **red** displayed no growth or decline in last 3 months but appear in this list of changes over 6 months)

2. HIGHLIGHTS – By Individual Certification – Cont’d.

These individual skills have **decreased in value** in the corresponding time periods (in decreasing order of decline):

Last 3 months (through 1/1/09):

1. (tie) Prosoft Master CIW Designer
Microsoft Certified Desktop Support Technician
SAS Certified Base Programmer
2. Nortel Networks Certified Support Expert
3. (tie) Prosoft Master CIW Administrator
CompTIA Server+
4. (tie) Microsoft Certified IT Professional (all)
Prosoft Master CIW Web Site Manager
5. (tie) Novell Certified Directory Engineer
Cisco Certified Network Associate
CompTIA Network Technician
IBM Certified Database Administrator - DB2
SAS Certified Advanced Programmer
6. IBM Certified Solutions Developer:
WebSphere (all)
7. (tie) Microsoft Certified Systems Engineer+Internet
Novell/Certified Novell Administrator
Sun Certified Programmer for Java Platform
Systems Security Certified Practitioner
8. Brocade Certified SAN Designer
9. (tie) Novell/Certified Novell Engineer
IBM Certified Application Developer – Lotus Notes/Domino
10. Certified Information Systems Auditor (CISA)
11. (tie) Novell/Master Certified Novell Engineer
Novell Certified Linux Engineer
Citrix Certified Administrator
Microsoft Certified Systems Admin: Security
12. (TIE) Cisco Firewall Specialist
IBM Certified Advanced Technical Expert - pSeries and AIX 5L
Planet3 Certified Wireless Network Trainer
HP/Certified Systems Engineer
Microsoft Certified Systems Administrator: Messaging
Cisco VPN Specialist
13. Cisco Certified Voice Professional
14. Cisco Certified Security Professional
15. Certified Information Systems Security Professional(CISSP)
16. GIAC Security Expert (GSE)

2. HIGHLIGHTS – By Individual Certification – Cont’d.

These individual skills have **decreased in value** in the corresponding time periods (in decreasing order of decline) – CONT’D. (Note: Certifications appearing in **red** displayed no change in last 3 months).

Last 6 months (through 1/1/09):

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. Microsoft Certified Systems Engineer +Internet 2. (tie) Prosoft Master CIW Designer
Microsoft Certified Desktop Support Technician
SAS Certified Base Programmer 3. Nortel Networks Certified Support Expert 4. (tie) Prosoft Master CIW Administrator
CompTIA Server+
Novell/Certified Novell Administrator
Novell/Master Certified Novell Engineer 5. (tie)IBM Certified Solutions Developer: WebSphere (all)
Cisco IP Telephony Support Specialist 6. (tie)Microsoft Certified IT Professional (all)
Prosoft Master CIW Web Site Manager
Novell/Certified Novell Engineer
Teradata Certified SQL Specialist 7. (tie) Novell Certified Directory Engineer
Cisco Certified Network Associate
CompTIA Network Technician
IBM Certified Database Administrator - DB2
SAS Certified Advanced Programmer
Novell Certified Instructor
Planet3 Certified Wireless Analysis Professional 8. Cisco Firewall Specialist 9. (tie) Sun Certified Programmer for Java Platform
Systems Security Certified Practitioner 10. (tie) Brocade Certified SAN Designer
IBM Certified Administrator - SOA Solutions:
WebSphere Process Server | <ol style="list-style-type: none"> 11. (tie) IBM Certified Application Developer – Lotus Notes/Domino
Novell/Certified Internet Professional 12. Certified Information Systems Auditor (CISA) 13. (tie) Novell Certified Linux Engineer
Citrix Certified Administrator
Microsoft Certified Systems Admin: Security 14. (tie) IBM Certified Advanced Technical Expert - pSeries and AIX 5L
Planet3 Certified Wireless Network Trainer
HP/Certified Systems Engineer
Microsoft Certified Systems Administrator: Messaging
Cisco VPN Specialist
Cisco Advanced Wireless LAN Design Specialist
Cisco Wireless LAN Support Specialist
Cisco Advanced Wireless LAN Field Specialist 15. (tie) Cisco Storage Networking Design Specialist
Cisco Storage Networking Support Specialist
Cisco Unity Design Specialist
Microsoft Certified Systems Engineer: Messaging 16. (tie) EMC Proven Professional Implementation Engineer – Expert
IBM Certified SOA Solution Designer 17. Cisco Certified Voice Professional 18. (tie) Cisco Certified Security Professional
HP/Master Accredited Systems Engineer 19. Certified Information Systems Security Professional(CISSP) 20. GIAC Security Expert (GSE) |
|--|--|

VALUE INCREASES: IT Certifications (through 1/1/09)

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

3-Month Pay Trends through 1/1/2009
(Certifications value growth)

Q4 2008 (through 1/1/2009)	3 mos.	6 mos.	ANNUAL
	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
RISING PAY: IT CERTIFICATIONS			
CompTIA Security+	46.7%	46.7%	46.7%
GIAC Security Essentials Certification (GSEC)	46.7%	46.7%	46.7%
Brocade Certified SAN(Fabric) Designer (BCSD)	42.9%	42.9%	25.0%
Certified Ethical Hacker (CEH)	40.0%	40.0%	40.0%
Planet3 Certified Wireless Network Administrator (CWNA)	40.0%	16.7%	16.7%
Cisco Certified Design Associate (CCDA)	40.0%	16.7%	0.0%
CompTIA Certified Technical Trainer (CTT+)	33.3%	33.3%	14.3%
EMC Proven Professional Technology Architect - Specialist	28.6%	28.6%	28.6%
Cisco IP Telephony Design Specialist	25.0%	25.0%	25.0%
Microsoft Certified Solution Developer (MCSD)	25.0%	25.0%	25.0%
Microsoft Certified Trainer (MCT)	25.0%	25.0%	25.0%
RedHat Certified Technician	25.0%	25.0%	25.0%
Cisco Certified Design Professional (CCDP)	25.0%	25.0%	11.1%
HP/Certified Systems Administrator	20.0%	0.0%	0.0%
Brocade Certified Fabric Professional (BCFP)	14.3%	14.3%	14.3%
GIAC Certified Incident Handler (GCIH)	14.3%	14.3%	14.3%
Sun Certified Network Administrator for Solaris	14.3%	14.3%	14.3%
Check Point Certified Security Administrator (CCSA)	14.3%	14.3%	0.0%
Citrix Certified Enterprise Administrator (CCEA)	12.5%	12.5%	12.5%
HP/Accredited Systems Engineer (ASE)	12.5%	12.5%	12.5%
SNIA Certified Systems Engineer	12.5%	12.5%	12.5%
Cisco IP Communications Express Specialist	12.5%	0.0%	0.0%
Planet3 Certified Wireless Security Professional (CWSP)	11.1%	11.1%	11.1%
Security Certified Network Architect	10.0%	na	na
Microsoft Certified Architect (MCA)	10.0%	10.0%	10.0%
SNIA Certified Architect	10.0%	10.0%	10.0%
EMC Proven Professional Technology Architect - Expert	10.0%	-8.3%	-8.3%
SNIA Certified Storage Networking Expert	9.1%	9.1%	0.0%
IT Certified Architect(ITCA/Open Group)	7.7%	16.7%	27.3%
Certified Information Security Manager (CISM)	7.1%	7.1%	15.4%
Cisco Certified Internetwork Expert (CCIE)	7.1%	7.1%	7.1%

Figure 7

6-Month Pay Trends through 1/1/2009
(Certifications value growth)

Q4 2008 (through 1/1/2009)	3 mos.	6 mos.	ANNUAL
	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
RISING PAY: IT CERTIFICATIONS			
CompTIA Security+	46.7%	46.7%	46.7%
GIAC Security Essentials Certification (GSEC)	46.7%	46.7%	46.7%
Brocade Certified SAN(Fabric) Designer (BCSD)	42.9%	42.9%	25.0%
Certified Ethical Hacker (CEH)	40.0%	40.0%	40.0%
CompTIA Certified Technical Trainer (CTT+)	33.3%	33.3%	14.3%
EMC Proven Professional Technology Architect - Specialist	28.6%	28.6%	28.6%
Cisco IP Telephony Design Specialist	25.0%	25.0%	25.0%
Microsoft Certified Solution Developer (MCSD)	25.0%	25.0%	25.0%
Microsoft Certified Trainer (MCT)	25.0%	25.0%	25.0%
RedHat Certified Technician	25.0%	25.0%	25.0%
Cisco Certified Design Professional (CCDP)	25.0%	25.0%	11.1%
Planet3 Certified Wireless Network Administrator (CWNA)	40.0%	16.7%	16.7%
Cisco Certified Design Associate (CCDA)	40.0%	16.7%	0.0%
IT Certified Architect(ITCA/Open Group)	7.7%	16.7%	27.3%
Brocade Certified Fabric Professional (BCFP)	14.3%	14.3%	14.3%
GIAC Certified Incident Handler (GCIH)	14.3%	14.3%	14.3%
Sun Certified Network Administrator for Solaris	14.3%	14.3%	14.3%
Check Point Certified Security Administrator (CCSA)	14.3%	14.3%	0.0%
Citrix Certified Enterprise Administrator (CCEA)	12.5%	12.5%	12.5%
HP/Accredited Systems Engineer (ASE)	12.5%	12.5%	12.5%
SNIA Certified Systems Engineer	12.5%	12.5%	12.5%
Planet3 Certified Wireless Security Professional (CWSP)	11.1%	11.1%	11.1%
Sun Certified Enterprise Architect for Java Platform	0.0%	11.1%	11.1%
Teradata Certified Design Architect	0.0%	11.1%	11.1%
Microsoft Certified Architect (MCA)	10.0%	10.0%	10.0%
SNIA Certified Architect	10.0%	10.0%	10.0%
GIAC .NET (GNET)	0.0%	10.0%	na
GIAC Assessing Wireless Networks (GAWN)	0.0%	10.0%	na
SNIA Certified Storage Networking Expert	9.1%	9.1%	0.0%
InfoSys Security Architecture Professional (ISSAP/CISSP)	0.0%	7.7%	16.7%
InfoSys Security Engineering Professional (ISSEP/CISSP)	0.0%	7.7%	7.7%
Certified Information Security Manager (CISM)	7.1%	7.1%	15.4%
Cisco Certified Internetwork Expert (CCIE)	7.1%	7.1%	7.1%

Figure 8

VALUE DECREASES: IT Certifications (through 1/1/09)

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

3-Month Pay Trends through 1/1/2009
(Certifications value decline)

Q4 2008 (through 1/1/2009)	3 mos.	6 mos.	ANNUAL
DECLINING PAY: IT CERTIFICATIONS	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
Prosoft Master CIW Designer	-40.0%	-40.0%	-40.0%
Microsoft Certified Desktop Support Technician(MCDST)	-40.0%	-40.0%	-40.0%
SAS Certified Base Programmer	-40.0%	-40.0%	-40.0%
Nortel Networks Certified Support Expert (NCSE)	-37.5%	-37.5%	-37.5%
Prosoft Master CIW Administrator	-33.3%	-33.3%	-33.3%
CompTIA Server+	-33.3%	-33.3%	-33.3%
Microsoft Certified IT Professional (MCITP/all)	-28.6%	-28.6%	-28.6%
Prosoft Master CIW Web Site Manager	-28.6%	-28.6%	-28.6%
Novell Certified Directory Engineer (NCDE)	-25.0%	-25.0%	-40.0%
Cisco Certified Network Associate (CCNA)	-25.0%	-25.0%	-25.0%
CompTIA Network Technician (Network+)	-25.0%	-25.0%	-25.0%
IBM Certified Database Administrator - DB2	-25.0%	-25.0%	-25.0%
SAS Certified Advanced Programmer	-25.0%	-25.0%	-14.3%
IBM Certified Solutions Developer: WebSphere (all)	-22.2%	-30.0%	-30.0%
Microsoft Certified Systems Engineer+Internet (MCSE+I)	-20.0%	-42.9%	-42.9%
Novell/Certified Novell Administrator (CNA)	-20.0%	-33.3%	-42.9%
Sun Certified Programmer for Java Platform	-20.0%	-20.0%	-20.0%
Systems Security Certified Practitioner (SSCP)	-20.0%	-20.0%	-20.0%
Brocade Certified SAN Designer (BCSD)	-18.2%	-18.2%	-25.0%
Novell/Certified Novell Engineer (CNE)	-16.7%	-28.6%	-44.4%
IBM Certified Application Developer – Lotus Notes/Domino	-16.7%	-16.7%	-28.6%
Certified Information Systems Auditor (CISA)	-15.4%	-15.4%	-15.4%
Novell/Master Certified Novell Engineer (MCNE)	-14.3%	-33.3%	-33.3%
Novell Certified Linux Engineer (CLE)	-14.3%	-14.3%	-14.3%
Citrix Certified Administrator (CCA)	-14.3%	-14.3%	-14.3%
Microsoft Certified Systems Admin Security (MCSA:Security)	-14.3%	-14.3%	-14.3%
Cisco Firewall Specialist	-12.5%	-22.2%	-22.2%
IBM Certified Advanced Technical Expert - pSeries and AIX 5L	-12.5%	-12.5%	-22.2%
Planet3 Certified Wireless Network Trainer (CWNT)	-12.5%	-12.5%	-12.5%
HP/Certified Systems Engineer	-12.5%	-12.5%	-12.5%
Microsoft Certified Systems Administrator: Messaging(MCSA:Messaging)	-12.5%	-12.5%	0.0%
Cisco VPN Specialist	-12.5%	-12.5%	na
Cisco Certified Voice Professional (CCVP)	-9.1%	-9.1%	-9.1%
Cisco Certified Security Professional (CSP)	-8.3%	-8.3%	0.0%
Certified Information Systems Security Professional(CISSP)	-7.1%	-7.1%	0.0%
GIAC Security Expert (GSE)	-6.7%	-6.7%	16.7%

Figure 9

VALUE DECREASES: IT Certifications (through 1/1/09)

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

Q4 2008 (through 1/1/2009)	3 mos.	6 mos.	ANNUAL
DECLINING PAY: CERTIFIED SKILLS	% change - last 3 mos	% change - last 6 mos	% change - last 12 mos
Microsoft Certified Systems Engineer+Internet (MCSE+I)	-20.0%	-42.9%	-42.9%
Prosoft Master CIW Designer	-40.0%	-40.0%	-40.0%
Microsoft Certified Desktop Support Technician(MCDST)	-40.0%	-40.0%	-40.0%
SAS Certified Base Programmer	-40.0%	-40.0%	-40.0%
Nortel Networks Certified Support Expert (NCSE)	-37.5%	-37.5%	-37.5%
Prosoft Master CIW Administrator	-33.3%	-33.3%	-33.3%
CompTIA Server+	-33.3%	-33.3%	-33.3%
Novell/Certified Novell Administrator (CNA)	-20.0%	-33.3%	-42.9%
Novell/Master Certified Novell Engineer (MCNE)	-14.3%	-33.3%	-33.3%
IBM Certified Solutions Developer: WebSphere (all)	-22.2%	-30.0%	-30.0%
Cisco IP Telephony Support Specialist	0.0%	-30.0%	-30.0%
Microsoft Certified IT Professional (MCITP/all)	-28.6%	-28.6%	-28.6%
Prosoft Master CIW Web Site Manager	-28.6%	-28.6%	-28.6%
Novell/Certified Novell Engineer (CNE)	-16.7%	-28.6%	-44.4%
Teradata Certified SQL Specialist	0.0%	-28.6%	-28.6%
Novell Certified Directory Engineer (NCDE)	-25.0%	-25.0%	-40.0%
Cisco Certified Network Associate (CCNA)	-25.0%	-25.0%	-25.0%
CompTIA Network Technician (Network+)	-25.0%	-25.0%	-25.0%
IBM Certified Database Administrator - DB2	-25.0%	-25.0%	-25.0%
SAS Certified Advanced Programmer	-25.0%	-25.0%	-14.3%
Novell Certified Instructor (CNI)	0.0%	-25.0%	-25.0%
Planet3 Certified Wireless Analysis Professional (CWAP)	0.0%	-25.0%	-25.0%
Cisco Firewall Specialist	-12.5%	-22.2%	-22.2%
Sun Certified Programmer for Java Platform	-20.0%	-20.0%	-20.0%
Systems Security Certified Practitioner (SSCP)	-20.0%	-20.0%	-20.0%
Brocade Certified SAN Designer (BCSD)	-18.2%	-18.2%	-25.0%
IBM Certified Administrator - SOA Solutions: WebSphere Process Server	0.0%	-18.2%	-18.2%
IBM Certified Application Developer – Lotus Notes/Domino	-16.7%	-16.7%	-28.6%
Novell/Certified Internet Professional (CIP)	0.0%	-16.7%	-28.6%
Certified Information Systems Auditor (CISA)	-15.4%	-15.4%	-15.4%
Novell Certified Linux Engineer (CLE)	-14.3%	-14.3%	-14.3%
Citrix Certified Administrator (CCA)	-14.3%	-14.3%	-14.3%
Microsoft Certified Systems Admin Security (MCSA:Security)	-14.3%	-14.3%	-14.3%
IBM Certified Advanced Technical Expert - pSeries and AIX 5L	-12.5%	-12.5%	-22.2%
Planet3 Certified Wireless Network Trainer (CWNT)	-12.5%	-12.5%	-12.5%
HP/Certified Systems Engineer	-12.5%	-12.5%	-12.5%
Microsoft Certified Systems Administrator: Messaging(MCSA:Messaging)	-12.5%	-12.5%	0.0%
Cisco VPN Specialist	-12.5%	-12.5%	na
Cisco Advanced Wireless LAN Design Specialist	0.0%	-12.5%	-12.5%
Cisco Wireless LAN Support Specialist	0.0%	-12.5%	-12.5%
Cisco Advanced Wireless LAN Field Specialist	0.0%	-12.5%	-12.5%
Cisco Storage Networking Design Specialist	0.0%	-11.1%	-11.1%
Cisco Storage Networking Support Specialist	0.0%	-11.1%	-11.1%
Cisco Unity Design Specialist	0.0%	-11.1%	-11.1%
Microsoft Certified Systems Engineer: Messaging (MCSE: Messaging)	0.0%	-11.1%	-11.1%
EMC Proven Professional Implementation Engineer - Expert	0.0%	-10.0%	-10.0%
IBM Certified SOA Solution Designer	0.0%	-10.0%	-10.0%
Cisco Certified Voice Professional (CCVP)	-9.1%	-9.1%	-9.1%
Cisco Certified Security Professional (CSP)	-8.3%	-8.3%	0.0%
HP/Master Accredited Systems Engineer (Master ASE)	0.0%	-8.3%	-8.3%
EMC Proven Professional Technology Architect - Expert	10.0%	-8.3%	-8.3%
Certified Information Systems Security Professional(CISSP)	-7.1%	-7.1%	0.0%
GIAC Security Expert (GSE)	-6.7%	-6.7%	16.7%

**6-Month Pay Trends
through 1/1/2009**

(Certifications value decline)

Figure 10

3. Highest Paying IT Certifications

These **IT certifications** were earning the highest pay premiums in descending order, within categories) (surveyed through 1/1/09 - Foote Partners 2009 *IT Skills and Certifications Pay Index™*)

RANGE: Average median premium pay is $\geq 10\%$ (for single certification)

Applications Development & Programming Languages certifications

1. Microsoft Certified Solution Developer (MCSD)
2. Sun Certified Enterprise Architect for Java Platform

Database certifications:

1. Oracle DBA Administrator Certified Master (OCM)
2. Teradata Certified Master
3. Teradata Certified Application Developer
4. Teradata Certified Design Architect

Systems Administration & Engineering/NOS certifications

1. Citrix Certified Integration Architect (CCIA)
2. HP Master Accredited Systems Engineer (Master ASE)
3. Microsoft Certified Architect (MCA)

Networking/Internetworking

1. Cisco Certified Internetwork Expert (CCIE)
2. Cisco Certified Design Expert (CCDE)
3. SNIA Certified Storage Networking Expert
4. SNIA Certified Architect
5. EMC Proven Professional Technology Architect – Expert
6. Brocade Certified SAN(Fabric) Designer (BCSD)
7. Cisco Certified Design Professional (CCDP)
8. Cisco Certified Systems Instructor (CCSI)
9. Cisco Certified Voice Professional (CCVP)
10. Cisco IP Telephony Design Specialist
11. Avaya Certified Expert
12. Cisco Certified Internetwork Professional (CCIP)

Security certifications

1. Certified Information Security Manager (CISM)
2. GIAC Security Expert (GSE)
3. Information Systems Security Architecture Professional (ISSAP/CISSP)
4. Information Systems Security Engineering Professional (ISSEP/CISSP)
5. Information Systems Security Management Professional (ISSMP/CISSP)
6. Certified Information Systems Security Professional (CISSP)
7. GIAC Assessing Wireless Networks (GAWN)
8. Certified Information Systems Auditor (CISA)
9. Cisco Certified Security Professional (CSP)
10. GIAC .NET (GNET)
11. Security Certified Network Architect
12. Certification and Accreditation Professional (CAP)
13. Check Point Certified Master Architect (CCMA)
14. GIAC Certified Intrusion Analyst (GCIA)
15. GIAC Systems and Network Auditor (GSNA)
16. Planet3 Certified Wireless Security Professional (CWSP)
17. GIAC Certified Forensic Analyst (GCFA)
18. GIAC Securing Oracle Certification (GSOC)

Project Management & Architecture

1. IT Certified Architect (ITCA/Open Group)
2. Project Management Professional (PMP)

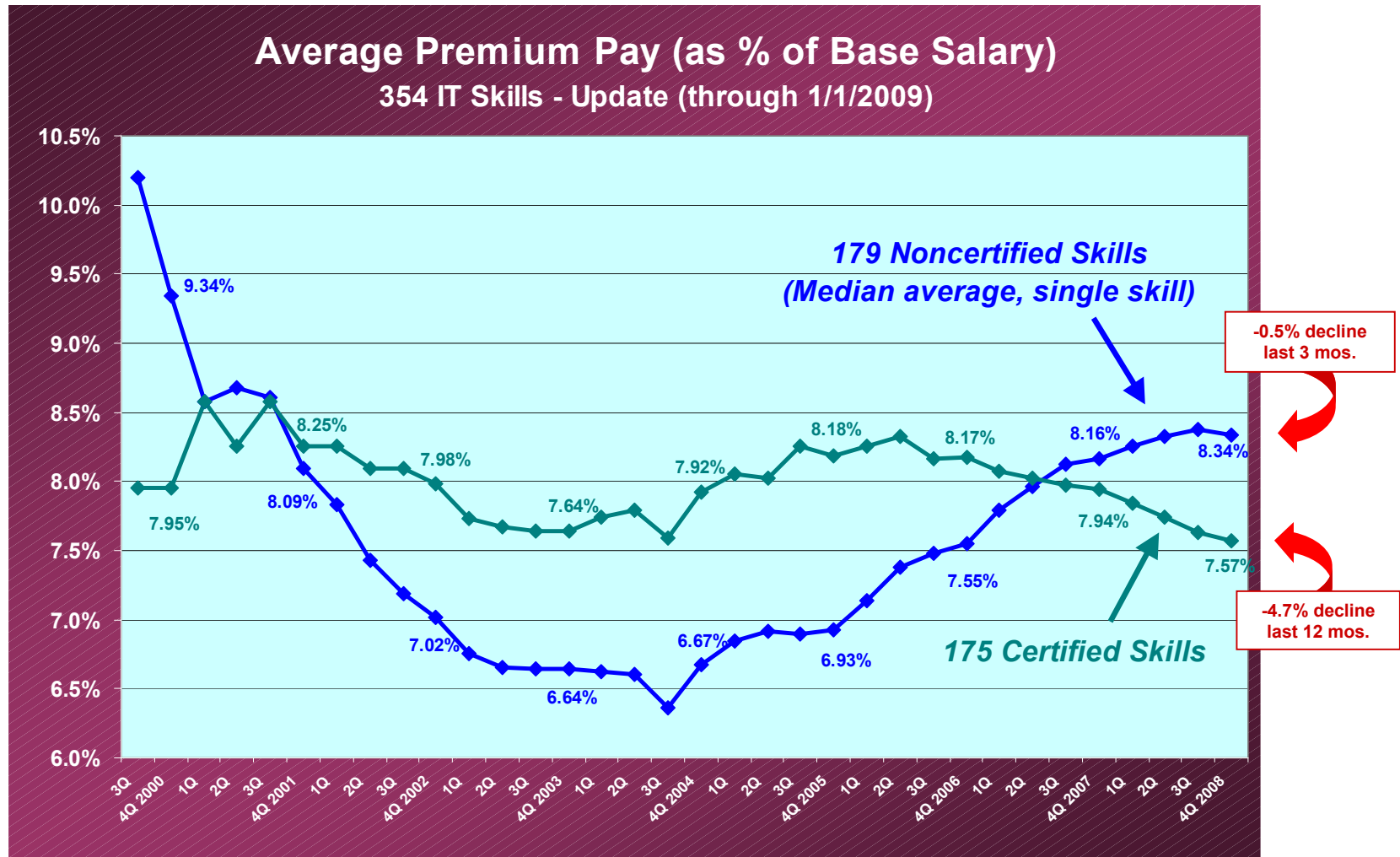
General/Beginner and Training

1. Microsoft Certified Trainer (MCT)

2009 IT Skills & Certifications Pay Index™

Skills Pay Trend Charts: 2000 to 2008

Figure 11 – Average % of Base Pay For a Single IT Skill or Certification, 2000 to 2008 (at median)



Source: Foote Partners, IT Skills and Certifications Pay Index™

**Pay Performance, 6/12/24 mos.:
Certified vs. Noncertified IT Skills**

(22,550 IT professionals)

**Average Median Pay for a Single Certified vs. Noncertified
IT Skill, Last 2 years**

(22,550 IT professionals)

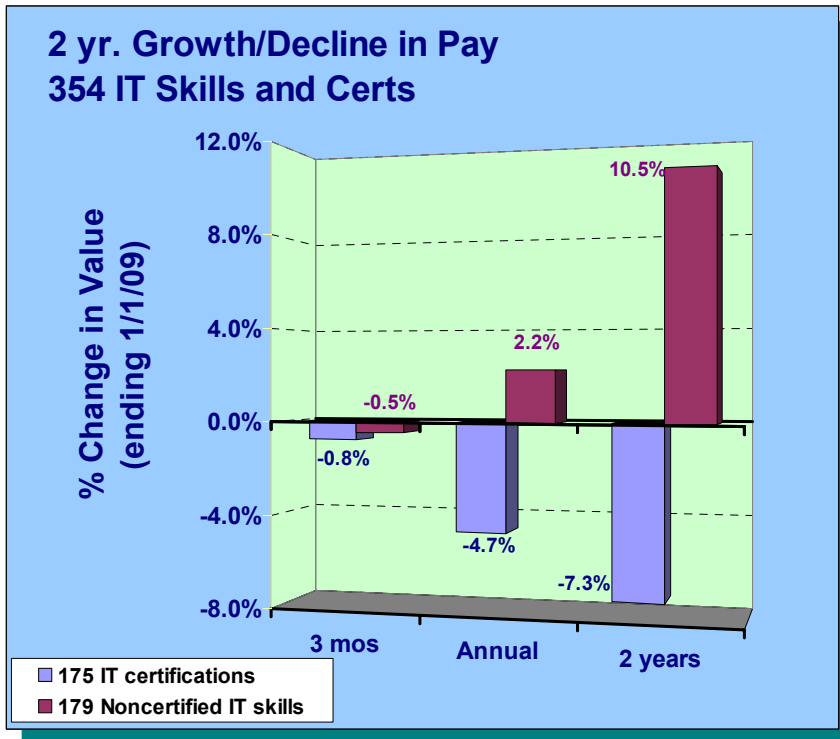


Figure 12

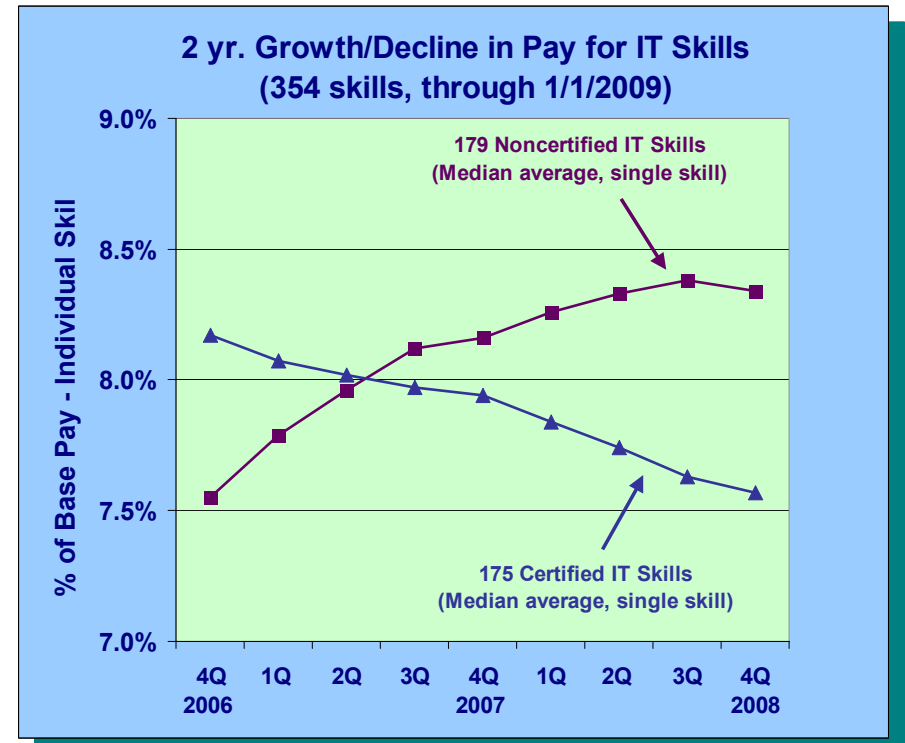


Figure 13

179 Noncertified IT Skills Surveyed (2009 IT Skills and Certifications Pay Index)

Apps Develop. Tools & Platforms

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

Database

- Database management
- DB2
- dbase/xbase
- Java Database Connectivity
(JDBC)
- 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 APO
- SAP Basis
- SAP BI Accelerator
- SAP CA
- SAP CO
- SAP CRM
- SAP CS
- SAP EPM
- SAP ERP
- SAP FI – FSCM
- SAP FI - Travel Management
- SAP FI
- 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 Payroll
- SAP PLM
- SAP PM
- SAP PP
- SAP PS
- SAP Public Sector
Management

SAP & Enterprise Business Applications (cont'd)

- SAP QM
- SAP RF/Auto-ID
- SAP SAM
- SAP SCM
- SAP SEM
- SAP SD
- SAP SD - GTS
- SAP SM
- SAP Solution Manager
- SAP SRM
- SAP Web Application Server
- SAP WM
- SAP WM - EWM
- Siebel

Operating Systems

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

Messaging & Communications

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

179 Noncertified IT Skills Surveyed – cont.

Systems/Networking

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

Management, Methodologies and Process

- Business process management/modeling/improvement
- Business Analysis
- Business intelligence
- CRM
- ERP
- ITIL
- Microsoft Visio
- Project management

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
- Documentum
- HTML/DHTML
- Microsoft Internet Information Server (IIS)
- ISA server
- Java Server Pages
- JavaBeans/EJB
- JBoss applications server
- Microsoft BizTalk Server
- Microsoft Commerce Server
- Microsoft Content Management/Sharepoint Server
- Microsoft Internet Information Server (IIS)
- Microsoft Identity Integration Server 2003
- Microsoft .Net (Visual Basic.Net, Visual Studio .Net, ASP.Net)
- Oracle Workflow
- Perl
- PHP
- Python
- Scripting languages (VBScript, JavaScript, Jscript)
- SOAP
- Visual Interdev
- VoiceXML
- WebSphere
- WSDL
- XHTML
- XML (all variants)

175 Certified IT Skills Surveyed (2008 IT Skills and Certifications Pay Index)

- Avaya Certified Specialist
- Avaya Certified Expert
- BEA Certified Architect - SOA Enterprise Architecture
- Brocade Certified SAN Manager (BCSM)*
- Brocade Certified SAN Designer (BCSD)*
- Certified Ethical Hacker (CEH)
- Certified Hacking Forensics Investigator (CHFI)
- Certified Information Systems Auditor(CISA)
- Certified Information Security Manager(CISM)
- Certified Information Systems Security Professional (CISSP)
- Certified Computing Professional(CCP-ISC2)
- 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 (CPEC)
- 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)
- Compaq/Accredited Systems Engineer(ASE)
- Compaq/Master Accredited Systems Engineer
- CompTIA/PC Technician(A+)
- CompTIA Convergence+
- CompTIA/Linux Administrator(Linux+)
- CompTIA/Network Technician(Network+)
- CompTIA/Internet Technician(i-NET+)
- CompTIA Project+(Project+)
- CompTIA Security+
- CompTIA RFID+*
- CompTIA Certified Technical Trainer (CTT+)
- Convergence Technologies Professional (CTP)
- EC-Council Certified Security Analyst
- EMC Proven Professional Technology Architect – Expert
- EMC Proven Professional Technology Architect – 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/Certified Systems Engineer
- HP/Master Accredited Systems Engineer (Master ASE)
- IBM DB2 Universal Database Certified Solutions Expert
- IBM Certified Database Administrator
- IBM Certified Solutions Developer: WebSphere
- IBM Certified Advanced Technical Expert - pSeries and AIX 5L
- IBM Certified Applications Developer
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- 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)
- IT Certified Architect(ITCA/Open Group)
- Linux Professional Institute certification
- Lotus/Certified Lotus Specialist(CLS)
- Microsoft Certified Applications Developer (MCAD)
- Microsoft Certified Architect
- Microsoft Certified Database Administrator (MCDBA)
- Microsoft Certified Applications Developer (MCAD)

175 Certified IT Skills Surveyed (2009 IT Skills and Certifications Pay Index)

- 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 Certified Systems Engineer (MCSE)
- 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)
- Certified MySQL 4.0 Professional (MySQL-Prof)
- Certified MySQL 5.0 Database Administrator
- Nortel Networks Certified Design Expert (NCDE)
- Nortel Networks Support Expert (NCSE)
- Novell/Certified Internet Professional(CIP)
- Novell Certified Linux Engineer (Novell CLE)
- Novell Certified Linux Professional (Novell CLP)
- Novell/Certified Novell Engineer(CNE)
- Novell/ Master Certified Novell Engineer(Master CNE)
- Novell/Certified Novell Administrator(CNA)
- Novell/Certified Directory Engineer(NCDE)
- Oracle Certified Professional/Apps Developer(OCP-AD)
- Oracle DBA Certified Administrator (OCA)
- Oracle DBA Certified Professional (OCM)
- Oracle Certified Professional/Internet AD (OCP)
- Oracle Forms Developer Certified Professional
- Planet3 Certified Wireless Analysis Professional (CWAP)
- Planet3 Certified Wireless Network Administrator (CWNA)
- Planet3 Certified Wireless Network Trainer (CWNT)
- Planet3 Certified Wireless Security Professional (CWSP)
- Project Management Professional(PMP)
- Prosoft/CIW Associate(CIW Associate)
- Prosoft/Master CIW Administrator
- Prosoft/Master CIW Designer
- Prosoft/Master CIW Enterprise Developer
- Prosoft/Master CIW Web Site Manager
- Red Hat Certified Architect (RHCA)
- Red Hat Certified Engineer(RHCE)
- Red Hat Certified Technician(RHCT)
- SANS/GIAC .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)
- GIAC Certified Incident Manager (GCIM)
- SANS/GIAC Certified Intrusion Analyst(GCIA)
- SANS/GIAC Certified Network Auditor(GCNA)
- 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 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)
- Siebel Certified Instructor(SCI)
- Siebel Customer Business Analyst(SCBA)
- SNIA Certified Architect
- SNIA Certified Storage Networking Expert
- SNIA Certified Systems Engineer
- Sniffer Certified Master
- Sun Certified Programmer for the Java 2 Platform
- Sun Certified Developer for the Java 2 Platform
- Sun Certified Enterprise Architect for the Java 2 Platform, Enterprise Edition
- Sun Certified Network Administrator for Solaris OS
- Sun Certified Systems Administrator for Solaris OS
- Systems Security Certified Professional (SSCP)
- Teradata Certified Master
- Advanced Teradata Certified Professional
- Teradata Certified Administrator
- Teradata Certified Application Developer
- Teradata Certified Design Architect
- Teradata Certified Implementation Specialist
- Teradata Certified Professional
- Teradata Certified SQL Specialist

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. 84,000 IT professionals in the 82 U.S. and Canada cities (1,960 organizations) are surveyed for IT salaries and skills pay earned for 354 certified and noncertified IT and management skills and certifications. Verified skills pay data for 22,550 IT workers has been included in the 2009 ITSCPI edition, compiled from data collected from October 1, 2008 to January 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
- 42% 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)
- 58% 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 market research company founded in 1997 that provides pragmatic and forward-thinking advice about managing the modern IT professional workforce. Founded in 1997 and 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		

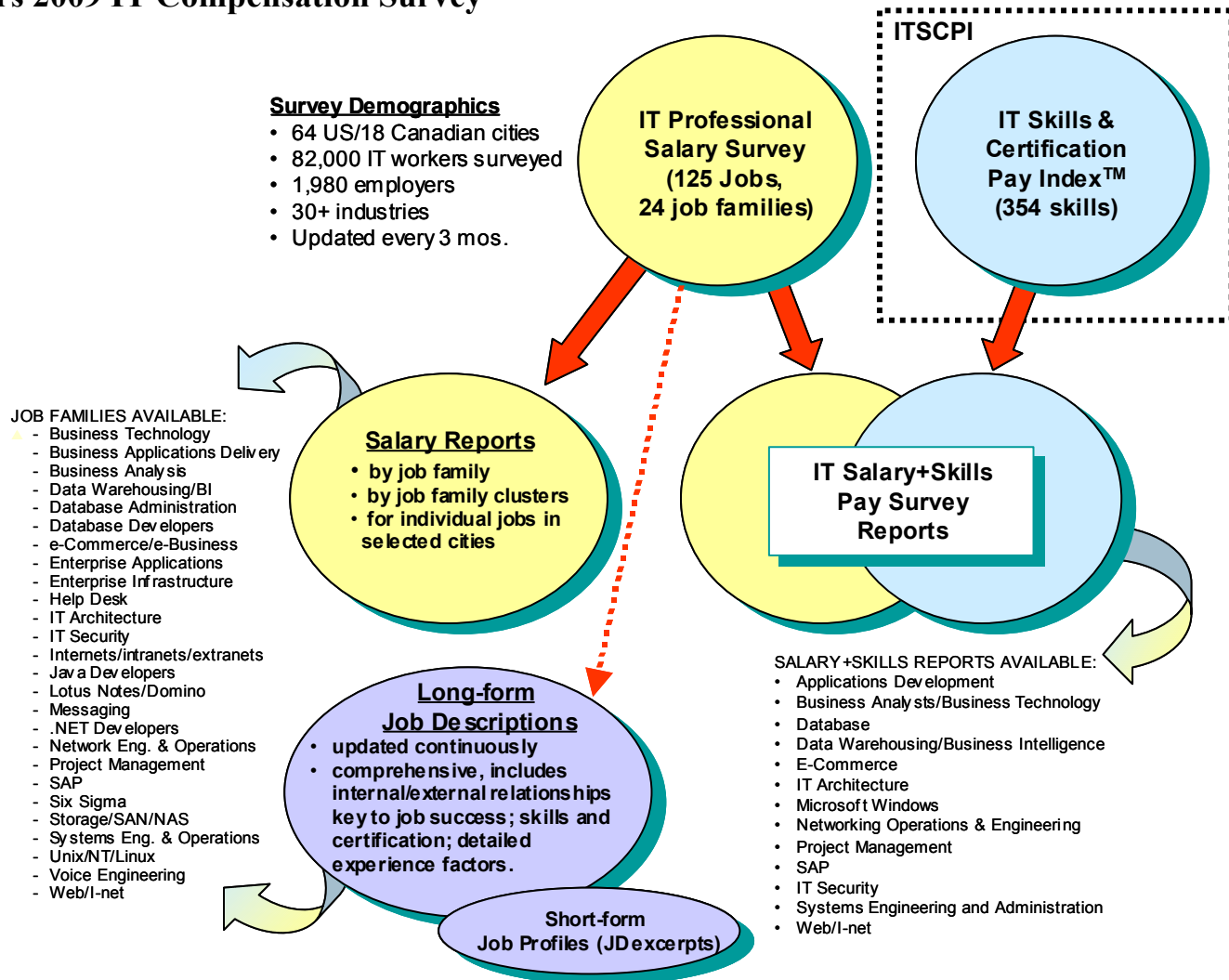
Tier 1 Cities (U.S.)

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

- 269 pages
- Pay premiums for 354 certified and noncertified IT skills – *See pages 18 - 21*
 - Three data points for each position: 10th, 50th, 90th percentile
- Verified IT skills pay survey data from 22,550 IT professionals
- Current data collected October 1, 2008 to January 1, 2009 (updated quarterly)
- Certifications Guide containing basic information about surveyed IT certifications (pre-requisites; costs; test content; lab requirements, etc.)
- Pricing: \$2,250 single edition; \$8,750 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>