

FOR IMMEDIATE

Contact: David Foote, dfoote@footepartners.com
Bill Reynolds billr@footepartners.com
Tel: 772-231-1946

**It's finally official: For the first time since 2000, average pay for noncertified
IT skills tops certification pay**

Vero Beach, FL, October 15, 2007 – In a reversal of a landmark trend that first appeared in late 2000, pay for noncertified IT skills now averages more than pay for IT certifications, according to Foote Partners eight year old, quarterly updated *IT Skills and Certifications Pay Index* that monitors the pay of 74,000 IT professionals in the US and Canada. (see graphs and tables starting on page 8). Foote Partners is a Vero Beach, Florida based IT workforce research consultancy specializing in IT labor force benchmark surveying, analysis and consulting.

“I realize that we’ve been reporting the build up to this event for many months, but now the corner has officially been turned for IT professionals who choose to market the diversity of their talents, not just their technical skills. That’s significant because—barring a serious economic collapse---we think this new direction will have a much longer run,” reports David Foote, the firm’s co-founder, CEO and Chief Research Officer. “The truth is that IT jobs have changed substantially in eight years. In another few decades the IT organization as we know it today will be hard to find, and so will entire segments of IT jobs. The hurt that has been put on the marketplace reputation of skill certifications is only a drop in the pond of fundamental changes that will reform or destroy dozens of long-held IT industry conventions, beliefs and rituals.

“Part of the reason for this is the steady convergence IT and business as, quite clearly, the design and delivery of products and services is heavily enabled by technology,” says Foote. “But it’s the other part that is really driving this reversal: IT professionals today have to be routinely knowledgeable about a whole lot of things

that have to do with their employers’ industry, customers, and products, enough to take a strategic as well as tactical role in growing the business. This is particularly true of IT organizations in the lines of business. And this is not a phenomenon existing only in the executive suite: it drives down into the rank-and-file workforce. IT pros are being hired, evaluated, and rewarded for this much broader collection of skills. There simply aren’t certifications for much of this stuff. And for those skills and knowledge that *are* certifiable, they are much less vendor dependent.

“Our benchmark research partners report the search for talent to us as a ‘I know it when I see it’ kind of thing,” observes Foote, “And in many cases they absolutely know what they want and are looking really hard to find it, and apparently it isn’t formal skills certification in many many instances.”

A (Very) Brief History of IT Skills Pay

1996 to 2000 - Hot noncertified skills pay trumps certification pay

This period was marked by corporate exuberance in emerging internet delivery models. The fight for customer attention escalated with better looking, more sophisticated web sites and exploiting the novelty of web-enabled services in banking, retail, and healthcare, among other industry segments. Hot skills were in applications development, enterprise applications, Web/e-commerce, database, and networking pipes and protocols. To some extent this came at the expense of attention to back-end infrastructure elements like security and performance, resulting in lower pay for infrastructure related certifications compared to customer-facing software skills.

Key trend data for this period:

Noncertified skills (Ave. pay for a single skill: <u>9.4%</u> of base pay)	Highest paying (9% - 15% of base pay)
• Enterprise Business Applications	Lawson, JD Edwards, Peoplesoft, Oracle, SAP, Siebel
• Applications Development	RAD, C++, Oracle, Java, Linux, Windows
• Web/E-commerce	JSP, XML, ASP, Java
• Database	Oracle, SQL Server, DB2
• Networking/Internetworking	Routing, NT Server, TCP/IP, Gigabit Ethernet, WAP
 Certified skills (Ave. pay: <u>7.9%</u> of base pay)	 Highest paying: 10% - 12% of base pay

2001 to early 2005 - Economic recession and Sarbanes-Oxley regulations boost certification pay as IT compensation growth stalls, then flat lines.

During this period our country was in the grips of a nasty economic downturn, creating layoffs and stagnation in the IT workforce. Managers quickly discovered that the best way (sometimes the only way) to argue successfully for training budgets, recruiting critical skills, and buttressing the pay of key in-house talent was to include skills certification requirements as part of the quid pro quo---especially with CFOs suspicious of having overpaid for IT skills during the internet bubble years. Following the enactment of SOX legislation in 2002, demand increased for certification-dominated infrastructure skills necessary for ensuring the “effectiveness of internal controls and procedures” stipulated by SOX’s vague Section 404. For IT, that meant not only legacy computing systems and networks but also all that new technology added in the 1996 to 2000 boom years. This had a dramatic impact on pay for certified skills, which declined modestly and then held its ground; noncertified skills value sank like a brick.

Key trend data for this period:

- Pay for a single certification lost an average 7.3% of its value (8.6% of base salary → 7.9%)
- Pay for a single noncertified skill lost an average 26% of its value (8.6% of base salary → 6.3%)

Certified skills	Highest paying (11% - 14% of base pay)
• Security	CISSP, CISA, SANS/GIAC
• Networking	Cisco
• Systems Administration/Eng.	HP, Novell, Citrix, Microsoft
• Database	Oracle

Mid 2005 to present - Economic blue skies, merger/acquisition mania, and post-SOX environment swings IT pendulum back to building new products, serving their customers, and fiercely competing in the global business environment.

This period marked a return to doing what American businesses do best: creating great products and services and making lots of money. Without the chains of regulation tying up IT budgets and manpower, and flush with post recession optimism and higher corporate earnings, businesses began hacking away at massive pent up demand for products and services on a global level. Labor arbitrage (the worldwide search for skills at the lowest cost possible) was in full swing at the start of the period. Hot skills responsible for noncertified pay's resurrection:

- *Enterprise business applications*: SAP, Oracle
- *Applications development*: RAD, Netweaver, Oracle, SQL, C#/C++, Java, Ruby
- *Web/e-commerce*: .NET, Microsoft Commerce Server, Microsoft Identity Integration Services, AJAX, WebSphere, WebLogic, BizTalk Server, XML
- *Database*: Oracle, SQL Server, MySQL, JDBC, DB2, Database management
- *Management, Process and Methodology skills*: Project management, ERP, CRM, Business Intelligence, ITIL.

But not all certifications are on the decline. In fact, IT security certifications have entered a growth phase and we expect this to continue at a 5%-7% annual rate for the next three years. For our analysis of IT security certification pay trends: http://www.footepartners.com/FooteNewsrelease_ITsecurityskills_070207.pdf

About Foote Partners' Hot Technical Skills and Certifications Pay Index

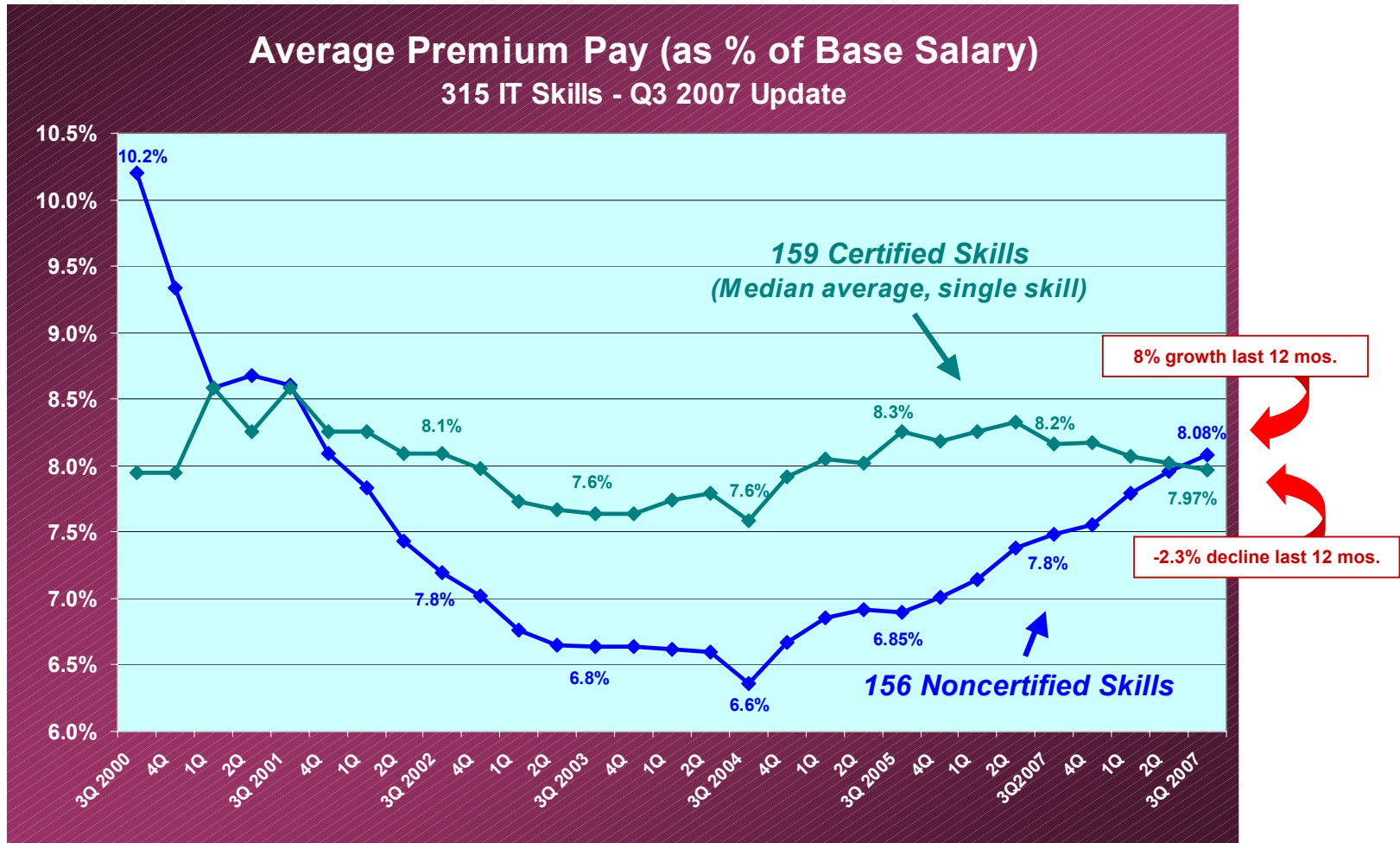
Foote Partners' primary research report for IT skills and professional certifications pay is the quarterly **IT Skills and Certifications Pay Index (ITSCPI)**, first published in 1999 and updated every three months since then. 74,000 IT professionals in the U.S. and Canada are surveyed for IT salaries and skills pay they are earning for 315 certified and noncertified technical and management skills and certifications. The Q3 2007 edition has been compiled from data surveyed July 1, 2007 to October 1, 2007 and includes data from 18,470 verified workers who are receiving pay for specific IT skills. *See pages 17 to 23 for detailed information.*

IT Skills and Certifications Pay Index™

Summary Graphics

Q3 2007 Update

Fig. 1 – Average % of Base Pay For a Single Technical Skill, 2000 to 2007 (at median)



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

Fig. 2

Average Skills Pay as a % of Base Salary - 315 IT Skills Surveyed (Skills pay verified for 18,470 IT professionals)

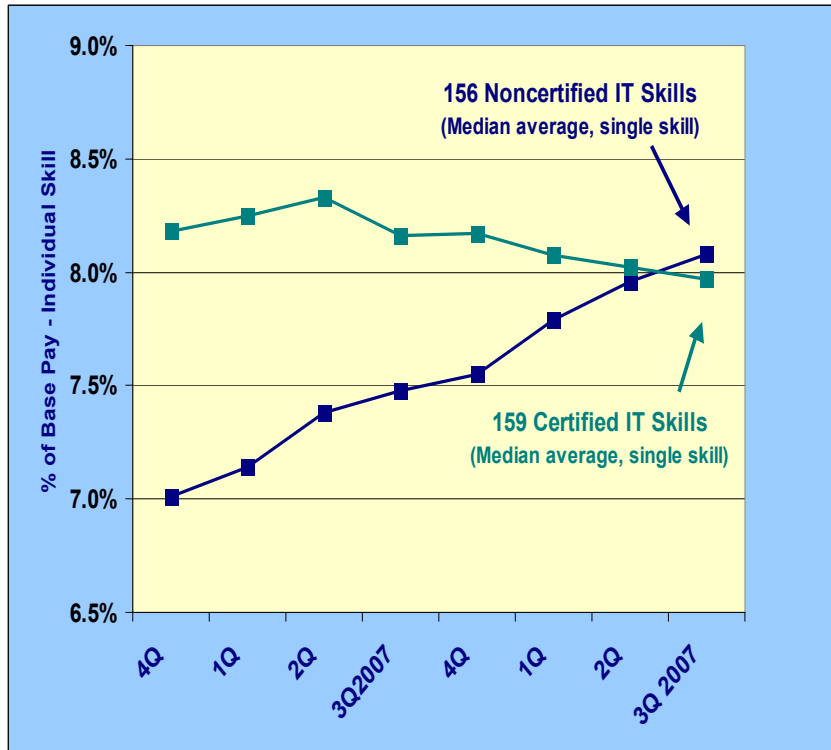
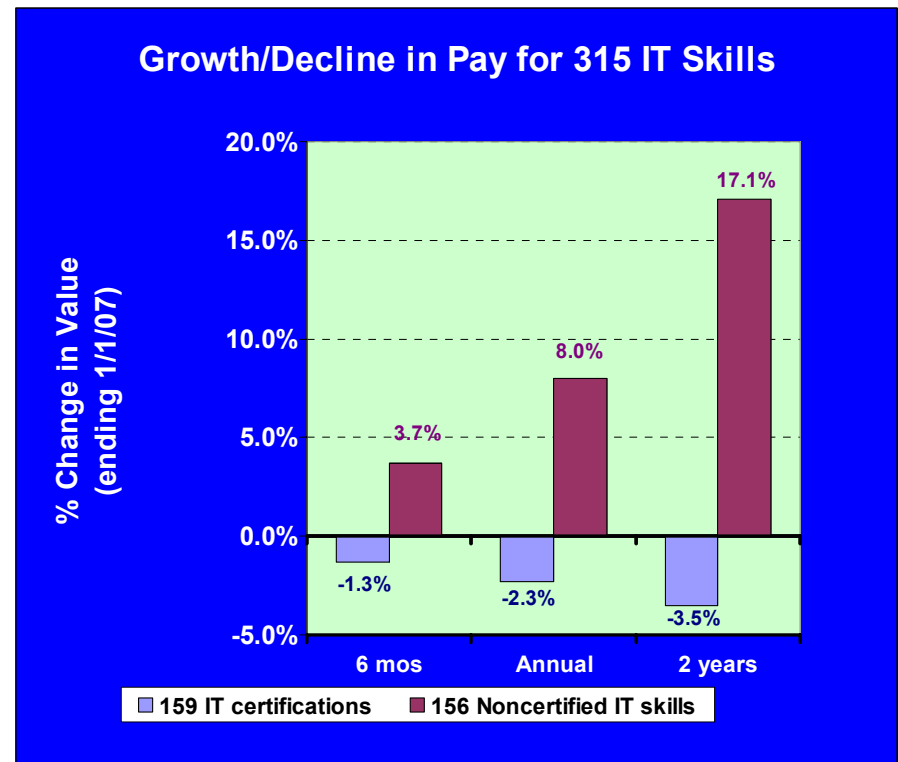


Fig. 3

Skills Pay Performance – 6/12/24 mos.: Certified vs. Noncertified IT Skills (skills pay verified for 18,470 IT professionals)



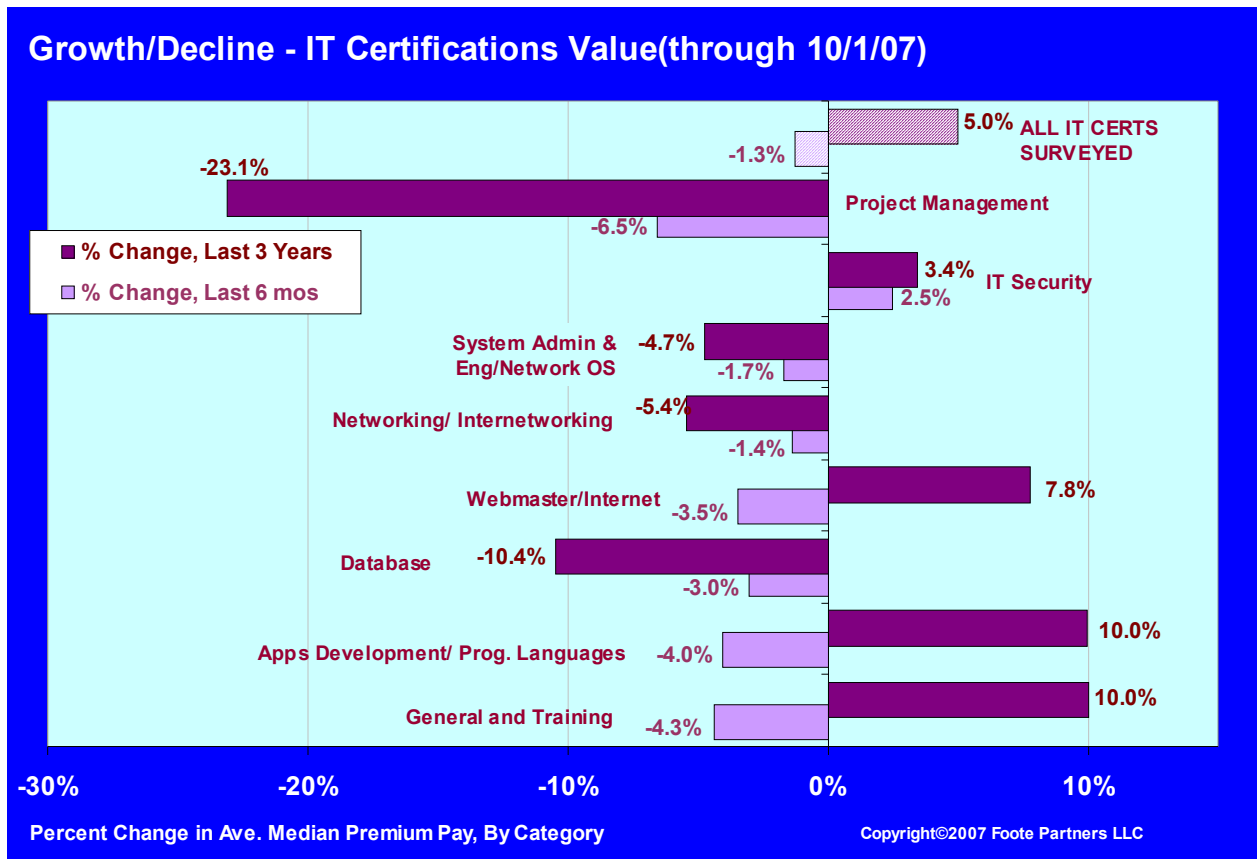
IT Certifications Pay Findings

3rd Quarter 2007

Table 1 (Source: Foote Partners LLC, *IT Skills & Certifications Pay Index – Q3 2007 edition*)

CERTIFICATIONS CATEGORIES	Ave. Premium Pay - Single Skill as a % of Base Salary (Median)			% Change 6 mos	% Change ANNUAL	% Change 2 yrs
	3Q 2005	3Q 2006	3Q 2007			
General and Training	4.0%	4.6%	4.4%	-4.3%	-4.3%	10.0%
Apps Development/Prog. Languages	7.7%	8.1%	7.4%	-4.0%	-8.7%	-4.2%
Database	8.8%	8.4%	8.1%	-3.0%	-3.8%	-8.2%
Web Development	6.1%	6.3%	6.1%	-3.5%	-3.5%	0.0%
Networking	9.3%	8.9%	8.5%	-1.4%	-4.1%	-8.8%
System Admin & Eng/Network OS	7.9%	7.8%	7.4%	-1.7%	-4.7%	-6.1%
Security	8.9%	8.7%	9.1%	2.5%	4.3%	2.5%
Project Management	11.0%	10.7%	10.0%	-6.5%	-6.5%	-9.1%
151 CERTIFIED SKILLS SURVEYED	8.26%	8.16%	7.97%	-1.3%	-2.3%	-3.5%

Fig. 4 - 3 YEAR IT CERTIFICATIONS VALUE TRENDS (Q3 2007)
 (% Change in Average Median Pay for a Single IT Certification)



A. IT CERTIFICATIONS

WHAT'S DOING WELL:

Single certifications earning premiums of 10% to 14% of base pay:

IT Security

- InfoSys Security Management Professional (ISSMP/CISSP)
- Certified Information Systems Security Professional (CISSP)
- InfoSys Security Architecture Professional (ISSAP/CISSP)
- InfoSys Security Engineering Professional (ISSEP/CISSP)
- Certified Information Systems Auditor (CISA)
- SANS/GIAC Security Expert (GSE)
- Certified Information Security Manager (CISM)
- Cisco Certified Security Professional (CCSP)
- GIAC Certified Intrusion Analyst (GCIA)
- GIAC Systems and Network Auditor (GSNA)
- System Security Certified Practitioner (SSCP)SANS/GIAC Certified Forensic Analyst (GCFA)

Project Management (median value = 10% to 15% of base salary)

- Project Management Professional(PMP)
- IT Certified Architect(ITCA/Open Group)

Single certifications earning premiums of 10% to 13% of base pay:

Networking and Internetworking

- Cisco Certified Internetwork Expert (CCIE)
- EMC Proven Professional Technology Architect - Expert
- SNIA Certified Storage Networking Expert
- Cisco Certified Voice Professional (CCVP)
- Cisco Certified Systems Instructor (CCSI)
- Cisco Certified Enterprise Administrator (CCEA)
- Cisco IP Telephony Operations Specialist
- Brocade Certified SAN Manager (BCSM)
- SNIA Certified Architect
- EMC Proven Professional Implementation Engineer - Expert
- Cisco IP Telephony Support Specialist
- Avaya Certified Expert
- Cisco Certified Internetwork Professional (CCIP)

Database

- Oracle DBA Administrator Certified Master (OCM)
- Teradata Certified Master
- IBM DB2 Universal Database Certified Solutions Expert
- Teradata Certified Application Developer

A. IT CERTIFICATIONS

WHAT'S DOING WELL – cont'd.

Single certifications earning premiums of 10% to 12% of base pay:

Systems Administration & Engineering/NOS

- HP/Compaq Master Accredited Systems Engineer (Master ASE)
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- Citrix Certified Integration Architect
- Microsoft Certified Architect(MCA)

Applications Development & Programming Languages

- IBM Certified Solutions Developer: WebSphere (all)
- IBM Certified SOA Solution Designer
- Oracle Forms Developer Certified Professional (OCP)

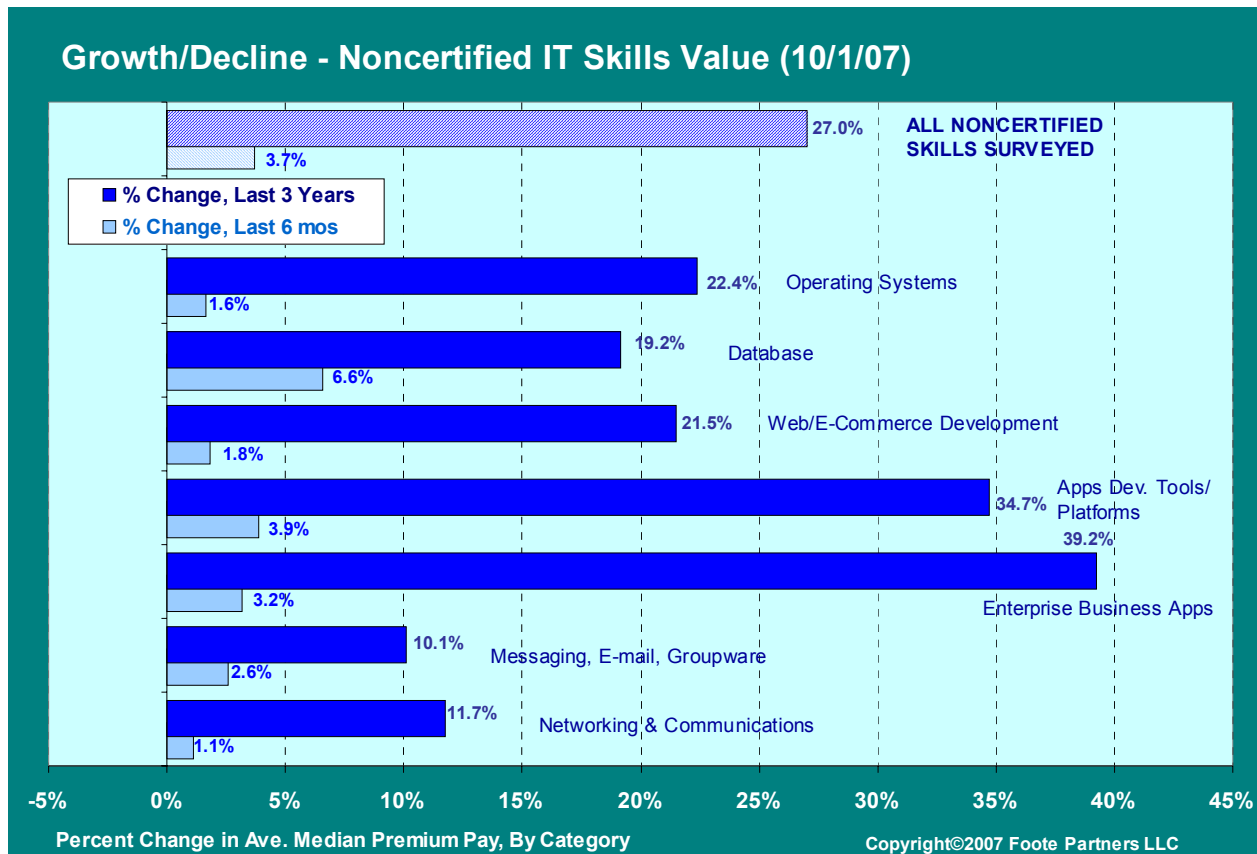
Noncertified IT Skills Pays Findings

3rd Quarter 2007

Table 2 (Source: Foote Partners LLC, [IT Skills & Certifications Pay Index – Q3 2007 edition](#))

Ave. Premium Pay - Single Skill as a % of Base Salary (Median)				% Change 6 mos	% Change ANNUAL	% Change 2 yrs
NONCERTIFIED SKILLS CATEGORIES	3Q 2005	3Q 2006	3Q 2007			
Networking & Communications	7.2%	7.2%	7.4%	1.1%	2.8%	3.6%
Messaging, E-mail, Groupware	5.8%	6.2%	6.3%	2.6%	2.6%	10.1%
Enterprise Business Applications	7.2%	8.1%	9.1%	3.2%	11.6%	26.2%
Apps Development Tools & Platforms	7.2%	7.9%	8.3%	3.9%	5.2%	14.6%
Web/E-Commerce Development	6.7%	7.5%	7.8%	1.8%	4.0%	15.5%
Database	7.3%	7.3%	8.1%	6.6%	10.2%	10.7%
Operating Systems	6.6%	6.8%	6.9%	1.6%	1.6%	3.9%
Management and Process	8.0%	8.5%	9.1%	4.5%	7.5%	na
145 NONCERTIFIED SKILLS SURVEYED	6.90%	7.48%	8.08%	3.7%	8.0%	17.1%

Fig. 5 - 3 YEAR NONCERTIFIED SKILLS VALUE TRENDS (Q3, 2007)
 (% Change in Average Median Pay for a Single Noncertified IT Skill)



B. NONCERTIFIED IT SKILLS

WHAT'S DOING WELL:

Single IT skills earning 10% to 16% of base pay:

Enterprise Business Applications

- SAP BI (Business Intelligence) Accelerator
- SAP BW
- Accelerated SAP
- SAP Controlling
- SAP Financial Accounting
- Oracle Enterprise Apps
- SAP Project Systems
- SAP Netweaver Applications Server
- SAP Sales & Distribution
- SAP ERP
- SAP MDM
- SAP Payroll
- SAP XI
- SAP Cross Application
- SAP MI
- SAP CRM
- SAP Materials Management

Applications Development Tools and Platforms

- Netweaver
- Oracle developer
- Rapid Applications Development/Extreme Programming(XP)
- SQL Windows
- C#

Web/eCommerce Development

- Ajax
- Microsoft .NET (Visual Studio .Net, Visual Basic .Net, ASP.Net)
- Microsoft Commerce Server
- Microsoft Identity Integration Server
- WebSphere

B. NONCERTIFIED IT SKILLS

WHAT'S DOING WELL – cont'd.

Single IT skills earning 9% to 12% of base pay:

Management and Process Skills

- Project Management
- Business Intelligence
- ERP
- CRM
- ITIL

Networking and Communications

- Network security mgt.
- Network skills in project assignment
- RFID
- SAN/Storage Area Networking
- VoIP Wireless network management

Database

- Oracle DB / 8i/9i/10g/11i
- Java Database Connectivity(JDBC)
- MySQL
- Microsoft SQL Server

TO OBTAIN A COPY OF THE HOT TECHNICAL SKILLS AND CERTIFICATIONS PAY INDEX

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

ABOUT THIS RESEARCH

The *IT Insider Compensation Benchmarks and Management Trends* research series continuously tracks pay, trends and attitudes from 74,000 IT professionals in more than 1,900 employers located in 82 US and Canadian cities.

Our “IT insider” methodology corrects the serious problem of IT job title/job content disconnect that plague the validation of most IT salary surveys. This methodology was used to create the first salary surveys in North America to define and benchmark “new breed” IT positions in Data Warehousing, Unix, NT, Web, e-Commerce, and Business Technology (1994 -1995), followed by IT Security and SAP enterprise applications (1997-1998).

Demographics of the participating organizations for our latest 3Q 2007 survey (data collected July 1 to October 1, 2007) are as follows, measured most appropriately by revenues, assets, total premiums and operating budgets:

- 13% of participating organizations have \$3 billion+ in sales/\$15+ billion in total assets
- 24% of participating organizations earn more than \$1 billion in annual revenues or more than \$3 billion in total assets
- 43% of participating organizations have \$500+ million in sales/\$3+ billion in total assets/\$500+ million in premiums/\$500+ million operating budget (government, educational, not-for-profit)
- 57% 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, 4% with operating budgets \$100 million to less than \$500million (nonprofit/government/educational sectors)

ABOUT FOOTE PARTNERS

[Foote Partners LLC](http://www.footepartners.com), Foote Partners, LLC is a Vero Beach, Florida based management consultancy and independent market research company that provides pragmatic and forward-thinking advice about managing the IT professional workforce. Founded in 1997 and comprised of former Gartner and META Group industry analysts, McKinsey & Company and Towers Perrin consultants, and former corporate HR, IT, and business executives, Foote Partners has been a thought leader and trusted advisor to more than 1,200 employers seeking improvements in managing IT’s impact on their businesses and customers.

Headquarters: 4445 North A1A, Suite 246, Vero Beach, FL 32963- Tel: 772-231-1946

IT Skills and Certifications Pay Index™

Product Information

IT Skills and Certifications Pay Index™ – North American edition

- 235 pages (3Q 2007 edition)
- Pricing: \$2,000 single edition; \$7,800 annual subscription
- Pay premiums for 315 certified and noncertified IT skills – *See pages 20 - 23*
 - Three data points for each position: 10th, 50th, 90th percentile
- Survey size: 18,470 IT professionals
- 3Q 2007 edition data collected July 1 to October 1, 2007 (updated quarterly)
- Certifications Guide (200 pages) containing basic information about surveyed IT certifications (pre-requisites; costs; test content; lab requirements, etc.)
- Definition of skills premium pay:
 - Pay that IT workers receive for possessing high-value technical 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 option
 - May be used as a reward, recruiting inducement, retention tool, and a guide for creating consulting rate cards

Cities and Metropolitan Areas Surveyed (2Q 2007)

Foote 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. Catharines, 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			

156 Noncertified IT Skills Surveyed (2007 IT Skills and Certifications Pay Index)

Apps Development Tools & Platforms

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

Operating Systems

- AIX
- AppleOSX/Tiger
- HP-UX
- Linux
- Solaris
- Unix
- Windows XP/2000
- Windows NT
- Windows Server 2003

Enterprise Business Applications

- ABAP (all modules)
- Baan
- J.D. Edwards
- Lawson
- Oracle Enterprise Apps
- Peoplesoft
- Accelerated SAP (ASAP)
- SAP APO
- SAP Basis
- SAP BI Accelerator
- SAP BW
- SAP CA
- SAP CO
- SAP CRM
- SAP EP
- SAP ERP
- SAP FI
- SAP HR
- SAP KW
- SAP LES
- SAP MDM
- SAP MI
- SAP MM
- SAP Netweaver Applications Server
- SAP Payroll
- SAP PLM
- SAP PM
- SAP PP
- SAP PS
- SAP QM
- SAP RF
- SAP SAM
- SAP SCM
- SAP SEM
- SAP SD
- SAP SRM
- SAP Web Application Server
- SAP XI
- Siebel

Web/e-Commerce Development

- Active Server Pages
- ActiveX
- Ajax (Asynchronous JavaScript, 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
- Scripting languages (VBScript, Java Script, Jscript)
- SOAP
- Visual Interdev
- VoiceXML
- WebSphere
- XHTML
- XML (all variants)

156 Noncertified IT Skills Surveyed – cont.

Networking and Communications

- 10Base-T Switching
- APPC
- ATM
- Dynamic Host Configuration Protocol
- Ethernet
- Ethernet Switching
- Gigabit Ethernet
- HTTP
- 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
- VoIP
- WAN
- WAP
- Wireless Network Management
- WML

Database

- Database management
- Java Database Connectivity (JDBC)
- DB2
- dbase/xbase
- Microsoft Access
- Microsoft Exchange 2000 Server
- Microsoft SQL Server
- MySQL
- Oracle DB
- Progress/Apptivity
- Sybase Adaptive Server
- Visual SQL

Messaging, Office and Groupware

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

Project Experience

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

Management and Process

- Business Analysis
- Business intelligence
- CRM
- ERP
- ITIL
- Microsoft Visio
- Project management

159 Certified IT Skills Surveyed (2007 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)
- 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 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 (CPCC)
- Cisco IP Telephony Design Specialist
- Cisco IP Telephony Operations Specialist
- Cisco IP Telephony Support 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 Wireless LAN Design 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(Master ASE)
- CompTIA/PC Technician(A+)
- CompTIA/Linux Administrator(Linux+)
- CompTIA/Network Technician(Network+)
- CompTIA/Internet Technician(i-NET+)
- CompTIA Project+(Project+)
- CompTIA Security+
- CompTIA Certified Technical Trainer (CTT+)
- 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
- 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 - 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)

159 Certified IT Skills Surveyed - cont'd.

- Microsoft Certified Desktop Support Technician (MCDST)
- Microsoft Certified IT Professional (MCITP/all)
- Microsoft Certified Professional(MCP)
- Microsoft Certified Professional+Internet (MCP+I)
- Microsoft Certified Professional Developer (all)
- Microsoft Certified Solution Developer(MCSD)
- Microsoft Certified Trainer(MCT)
- Microsoft Certified Systems Administrator (MCSA)
- Microsoft MCSA: Messaging (MCSA: Messaging)
- Microsoft MCSA: Security (MCSA:Security)
- Microsoft Certified Systems Engineer (MCSE)
- Microsoft MCSE+Internet (MCSE+I)
- Microsoft MCSE: Messaging (MCSE: Messaging)
- Microsoft MCSE: Security (MCSE: Security)
- 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 Certified Intrusion Analyst(GCIA)
- SANS/ GIAC Certified Firewall Analyst(GCFW)
- SANS/GIAC Certified Forensic Analyst (GCFA)
- SANS/ GIAC Certified Unix Security Admin(GCUA)
- SANS/ GIAC Certified Windows Security Admin(GCNT)
- SANS/ GIAC Certified Incident Handler(GCIH)
- SANS/ GIAC Certified Network Auditor(GCNA)
- SANS/ GIAC Certified Security Essentials(GSEC)
- SANS/GIAC Security Expert(GSE)
- SAP ASAP
- SAS Certified Advanced Programmer*
- SAS Certified Base Programmer*
- 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