

**FOR IMMEDIATE RELEASE**

Contact: David Foote, [dfote@footepartners.com](mailto:dfote@footepartners.com)  
Bill Reynolds [billr@footepartners.com](mailto:billr@footepartners.com)  
Tel: 203-972-8900

**The “New” Hot Job? It’s IT Security.**

**Demand For Security Skills Returning to Post 9/11 Levels Amidst  
Private and Public Sector Concerns**

**New Canaan, CT, July 2, 2007** – In a prediction first reported by Foote Partners in March 2006, demand for IT security professionals is surging and will shortly approach levels not seen since the post-9/11 terrorist attack period in 2002, according to a recent report published by the New Canaan, Connecticut based IT workforce research firm and management consultancy.

“We put out an alert to security services vendors early last year that projected a substantially higher demand for a number of IT security services by fall of 2007,” revealed David Foote, Foote Partners CEO and chief research officer. “We based this on our continuous monitoring and interviewing of IT and business executives and managers at the nearly 1,900 employers in our proprietary research database, and the results of our quarterly tracking of IT compensation trends. When we see unusual upward trending for specific jobs and skills, this most often indicates specialized skill demand that is rising faster than supply. We investigate these movements thoroughly and after doing so our warning to IT security vendors last year was clear: Unless you begin immediately to increase hiring and intensify staff development in your security services and products, you will probably not have sufficient bench strength for a late 2007 crescendo in demand from customers who have for many years been seriously understaffing their IT security functions. Most were not quick to act,” says Foote, “But that has changed. They’re now seeing the numbers for themselves. The question is, did they wait too long?”

“We’re hearing from small to medium sized boutique consulting firms that they are already short-staffed in security expertise in their network engineering and systems administration practices and are unable to handle current demand. Many of these firms had staffed up after the 9/11 terrorist attacks but have since reduced their security skilled workforce substantially, while others were able to continue some security consulting in the period 2003 – 2004 as Sarbanes-Oxley Act compliance activity temporarily buoyed demand. But growth in security salaries and skills has been flat for the past two years as demand settled down, and that has now changed considerably and will continue to intensify.”

Pay for IT certifications has been on a steady decline for some time according to Foote Partners’ quarterly updated *Hot IT Skills and Certifications Pay Index™ (HTSCPI)*, the most comprehensive survey of IT skills pay in the IT industry, that captures data from 33,800 U.S. and Canadian IT professionals who receive pay for certified and noncertified tech skills pay as part of their overall compensation. Conversely, the value of skills without certification has been heading the other direction: Pay for 149 leading noncertified IT skills grew 4.1 percent in value from October to April of this year and 9.1 percent since April 2006, the opposite of pay performance for 141 surveyed certified IT skills, which fell 1.1 percent and 2.1 percent, respectively.

“But one category of IT certifications—and only one according to our data---showed signs of life: IT security,” notes Foote. “Security certifications bucked the overall trend by growing in value from October to April, up an average of 1.7 percent across the entire group of twenty-seven security certifications that we survey. These numbers support the underlying trend that we picked up in our interviewing.”

“This is a very important development, because salaries as well as skills pay for IT security professionals stopped growing and in some cases declined a few years ago following what had been a strong wave of hiring in the wake of Patriot Act, Homeland Security Act, and Sarbanes-Oxley Act legislation. With so many IT professionals redirecting their careers to security skills and jobs, there became an oversupply of talent compared to demand, which inevitably drove prices down. In contrast to other areas of IT employment such as SAP, applications development, Web system development, and storage, employers haven’t had the same interest in IT security staffing investments in recent times. And this is starting to hurt them in the marketplace,” observes Foote. “We noted this trend a year ago in our press releases ([Q1 2006 FP news](#))

[release-page 13](#)). Customers are becoming nervous and demanding more security in their vendors' products and services. This is especially true when their data is running across vendor networks.”

“We believe this trend in IT security certifications pay is an indication that, finally, there is something other than government regulation that is driving business leaders to examine how critically short-handed their companies are when it comes to staffing the IT security function. Historically, market forces have been more effective than regulation in moving companies to correct deficiencies in their products and services. That, and in the case of security, sudden serious security breaches such as the recent theft of the personal information of more than 45 million TJX customers.” Continues Foote, “Businesses have by no means been ignoring security, but many companies are seriously understaffed and underskilled in their IT security departments and they know it. Security certifications are among those that have defined the IT certifications industry from the beginning. Security is a deeply technical domain and certification is an important qualification where technical skills dominate.”

But government regulation will also continue to stimulate IT security certification acquisition, thanks to the new **Department of Defense Directive 8570**, which requires approximately 110,000 Information Assurance professionals in assigned duty positions to be certified within a five year time period. Affected by 8570 are all full- or part-time military service members, contractors, or local nationals privileged access to DoD information systems who are performing information assurance functions. “This means that once the private sector trend in increasing demand for IT security jobs and skills demand has become firmly established, the public section will follow. Within five years, Directive 8570 could potentially require certification for 400,000 DoD employees and contractors,” speculates Foote. “This may be great news for security certification vendors and training companies, but also for those earning a living in IT security. As demand for certified security professionals increases, so will their pay in most cases.”

Generally speaking, employers have been searching for IT workers with more than just technical skills, which as substantially changed the landscape of IT jobs and careers in recent years. “They want specific industry, business, process, customer, and technical skills in different combinations to match new IT roles in the enterprise,” says Foote. “But with security, the emphasis is still very much about the technology. And employers are seriously understaffed here, and they should be concerned about this development.”

**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 **Hot Technical Skills and Certifications Pay Index (HTSCPI)**, first published in 1999 and updated every three months since then. 65,000 IT professionals in the U.S. and Canada are surveyed for IT salaries and skills pay they are earning for 290 certified and noncertified technical and management skills and certifications. The Q1 2007 edition has been compiled from data surveyed January 1, 2007 to April 1, 2007 and includes data from 33,800 workers who are receiving pay for specific IT skills. *See pages 17 to 22 for detailed information.*

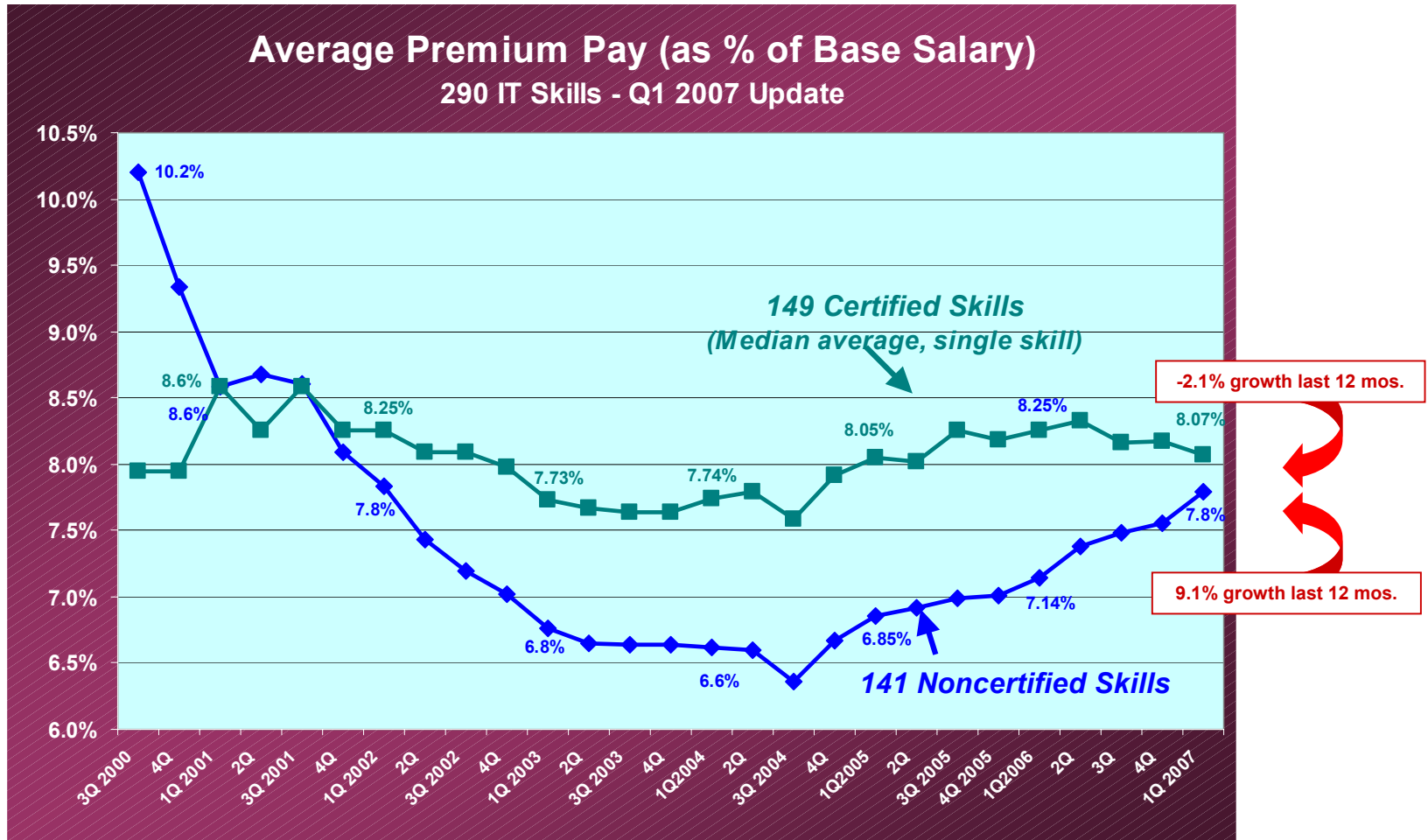
**Foote Partners LLC – News Release, July 2, 2007**

## **Hot Technical Skills and Certifications Pay Index™**

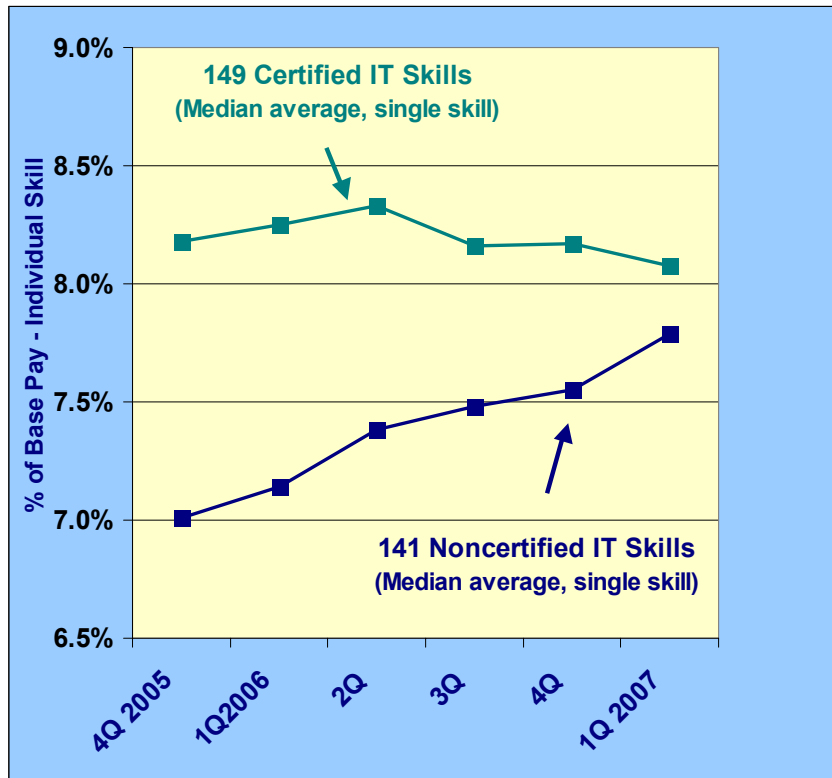
### **Summary Graphics**

Q1 2007 Update

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

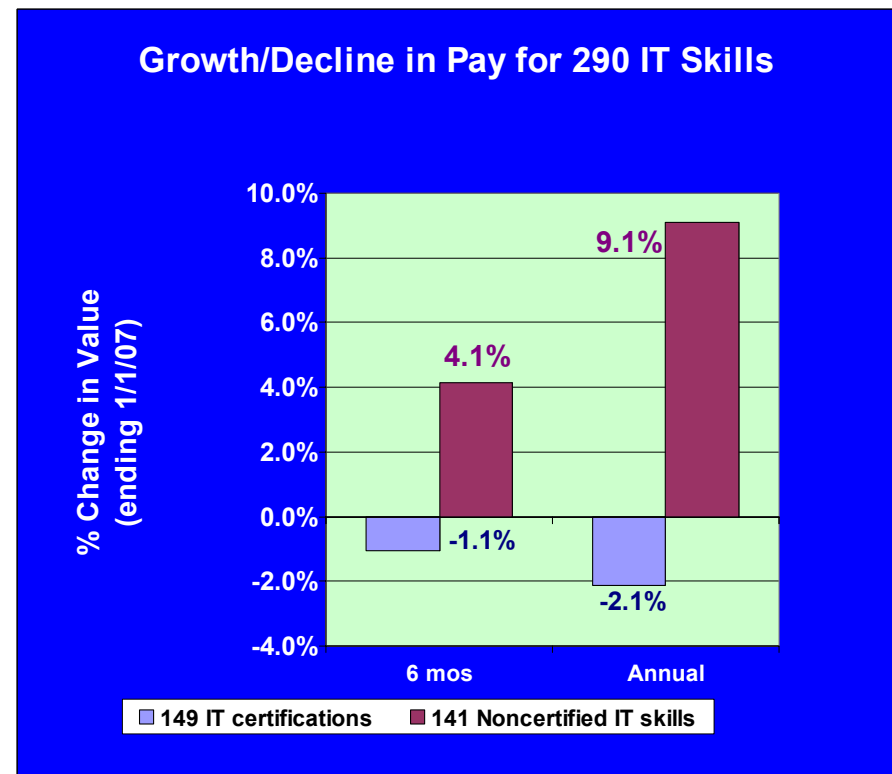


Source: Foote Partners, Quarterly Hot Technical Skills and Certifications Pay Index™



**Fig. 2**

Average Skills Pay as a % of Base Salary - 290 IT Skills Surveyed (33,800 IT professionals)



**Fig. 3**

Skills Pay Performance – 6/12 mos.: Certified vs. Noncertified IT Skills (33,800 IT professionals)

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

## **IT Certifications Pay Findings**

**1<sup>st</sup> Quarter 2007**

Table 1 (Source: Foote Partners LLC, [Hot Technical Skills & Certifications Pay Index – Q1 2007 edition](#)

Q1 2007 CERTIFICATIONS CATEGORIES	Ave. Premium Pay - Single Skill as a % of Base Salary (Median)			% Change 6 mos	% Change ANNUAL	% Change 2 yrs
	1Q 2005	1Q 2006	1Q 2007			
General and Training	3.8%	5.0%	4.6%	0.0%	-8.0%	22.7%
Apps Development/Prog. Languages	7.0%	8.1%	7.7%	-4.8%	-4.9%	9.9%
Database	9.6%	8.8%	8.3%	-0.8%	-5.4%	-13.4%
Web Development	6.0%	6.1%	6.3%	0.0%	3.6%	5.5%
Networking	9.2%	9.1%	8.6%	-2.7%	-5.4%	-6.2%
System Admin & Eng/Network OS	8.1%	7.9%	7.6%	-3.1%	-4.7%	-6.7%
Security	8.8%	8.9%	8.9%	1.7%	-0.6%	0.8%
Project Management	10.5%	11.0%	10.7%	0.0%	-2.7%	1.9%
149 CERTIFIED SKILLS SURVEYED	8.05%	8.25%	8.07%	-1.1%	-2.1%	0.3%

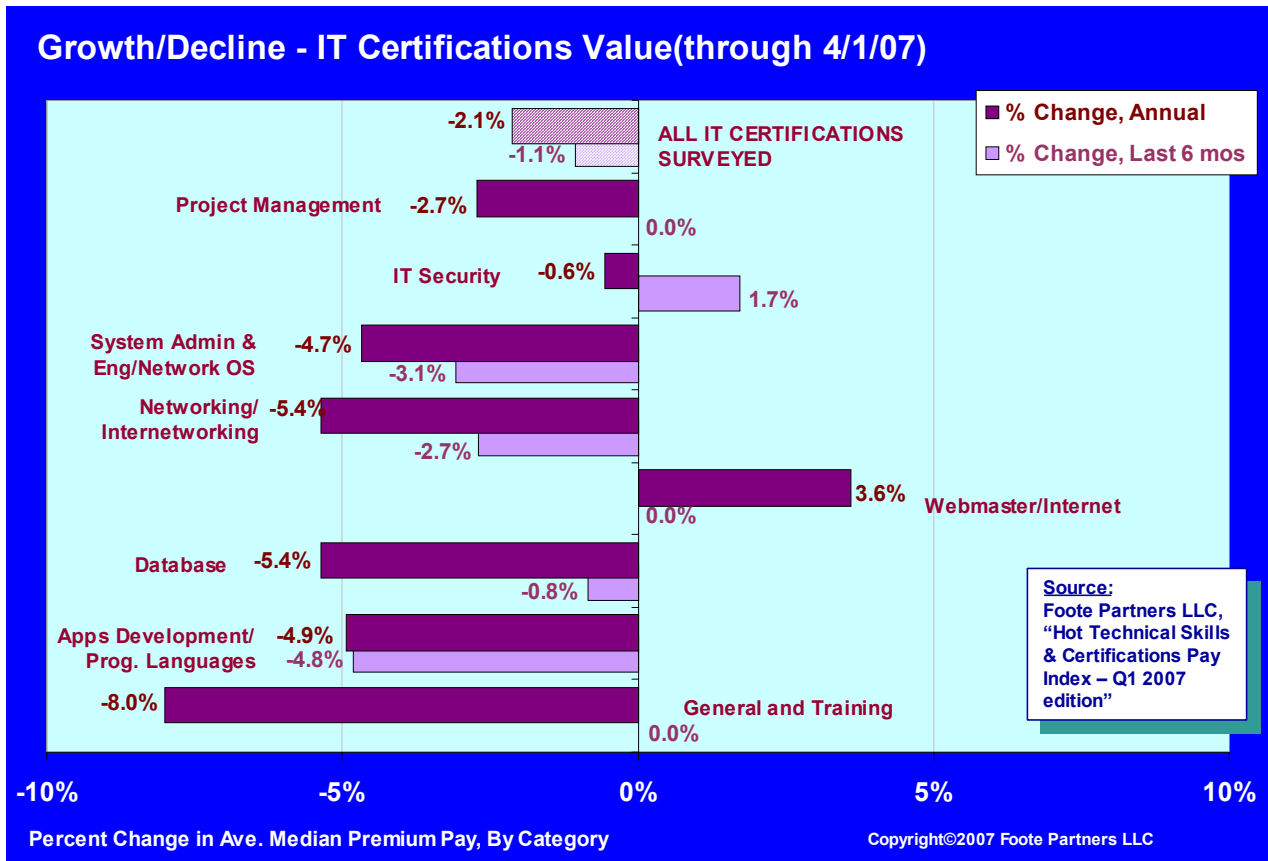


Fig. 4 - IT CERTIFICATIONS VALUE TRENDS (Q1, 2007)  
 (% Change in Average Median Pay for a Single IT Certification)

## **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)
- SANS/GIAC Security Expert (GSE)
- System Security Certified Practitioner (SSCP)
- SANS/GIAC Certified Forensic Analyst (GCFA)

##### Project Management (median value = 10% to 14% 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

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

**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)
- Citrix Certified Integration Architect
- Red Hat Certified Architect (RHCA)

*Applications Development & Programming Languages*

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

*Database*

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

## **Noncertified IT Skills Pays Findings**

**1<sup>st</sup> Quarter 2007**

NONCERTIFIED SKILLS CATEGORIES	Ave. Premium Pay - Single Skill as a % of Base Salary (Median)			% Change 6 mos	% Change ANNUAL	% Change 2 yrs
	1Q 2005	1Q 2006	1Q 2007			
Networking & Communications	7.0%	7.3%	7.4%	1.7%	1.0%	5.0%
Messaging, E-mail, Groupware	6.0%	6.2%	6.2%	0.0%	0.0%	2.8%
Enterprise Business Applications	7.1%	7.4%	8.8%	8.1%	19.2%	23.0%
Apps Development Tools & Platforms	7.0%	7.4%	8.0%	1.3%	7.0%	13.6%
Web/E-Commerce Development	6.7%	7.0%	7.6%	2.1%	9.3%	14.1%
Database	7.2%	7.4%	7.6%	3.4%	2.4%	5.3%
Operating Systems	6.4%	6.8%	6.8%	0.0%	0.0%	6.3%
Management and Process	0.0%	8.0%	8.8%	2.9%	9.4%	na
<b>141 NONCERTIFIED SKILLS SURVEYED</b>	<b>6.9%</b>	<b>7.1%</b>	<b>7.8%</b>	<b>4.1%</b>	<b>9.1%</b>	<b>13.7%</b>

Table 2 (Source: Foote Partners LLC, [Hot Technical Skills & Certifications Pay Index – Q1 2007 edition](#))

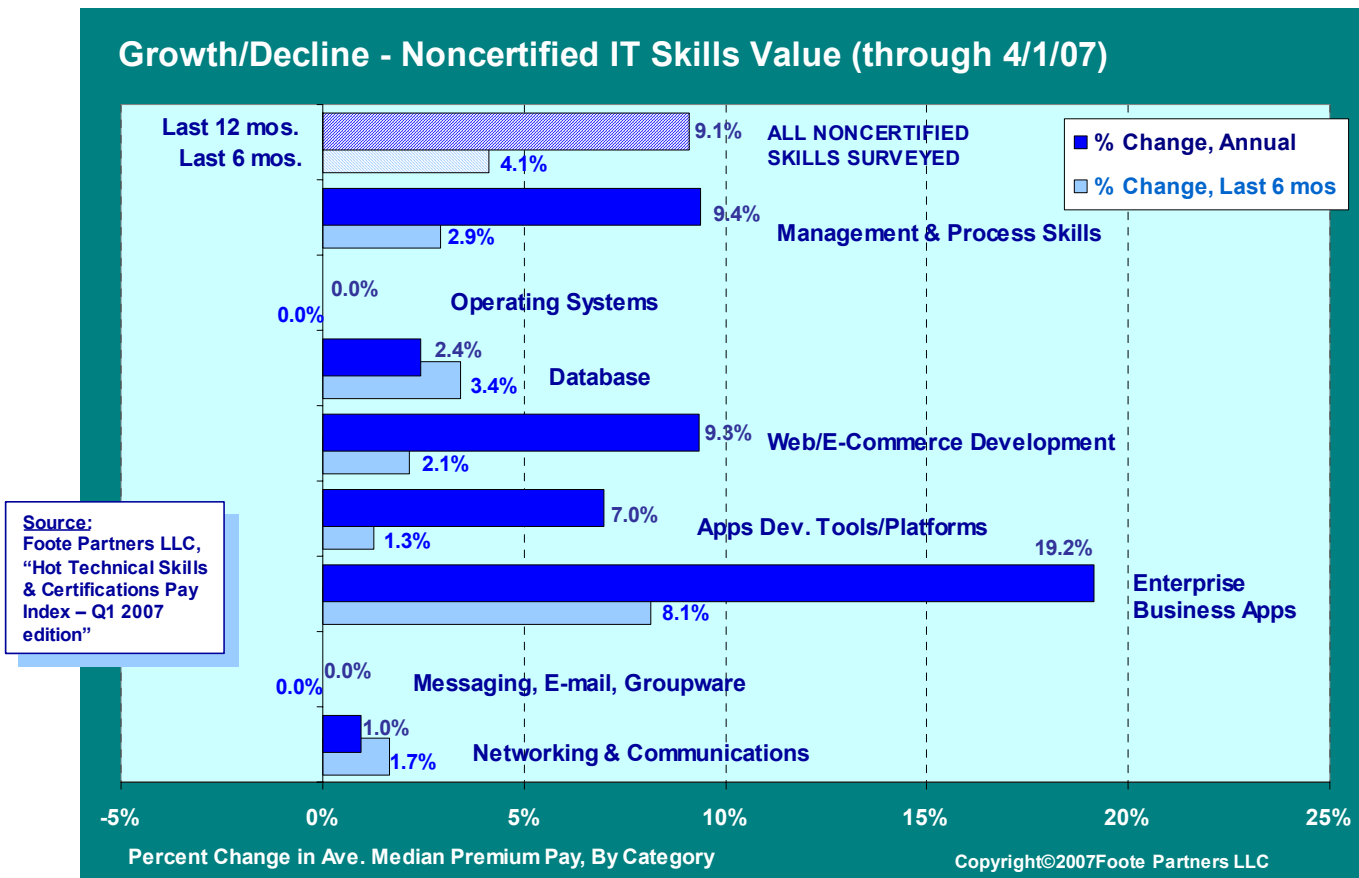


Fig. 5 - NONCERTIFIED SKILLS VALUE TRENDS (Q1, 2007)  
 (% Change in Average Median Pay for a Single Noncertified IT Skill)

**B. NONCERTIFIED IT SKILLS**

**WHAT'S DOING WELL:**

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

Enterprise Business Applications

- Oracle enterprise applications
- SAP modules
  - ASAP
  - BI
  - BW
  - CA
  - CO
  - FI
  - HR
  - HR
  - MDM
  - MI
  - Payroll
  - Payroll,
  - PS,
  - XI

Applications Development Tools and Platforms

- Netweaver
- Oracle developer
- Rapid Applications Development/Extreme Programming(XP)

Web/eCommerce Development

- Ajax
- Microsoft .Net (Visual Studio .Net, Visual Basic .Net, ASP.Net)
- Microsoft Commerce Server
- Microsoft Identity Integration Server 2003
- 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

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)
- DB2
- MySQL
- Microsoft SQL Server

Messaging/e-mail/Groupware

- Sun Java System Messaging 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 65,000 IT professionals in 1,880 employers located in 82 US and Canadian cities. It is compiled from confidential data supplied by IT, business, and HR executives covering 65,000 North American IT workers and more than 1,800 private and public sector organizations.

Our “IT insider” methodology corrects the serious problem of unreliable IT salary and skills pay 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 1Q 2007 survey (data collected January 1 to April 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 New Canaan, Connecticut 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 one thousand employers seeking improvements in managing IT’s impact on their businesses and customers.

Headquarters: 21 Locust Avenue, Suite 200, New Canaan, CT 06840 - Tel: 203-972-8900

## **Hot Technical Skills and Certifications Pay Index™**

### **Survey Information**

## Hot Technical Skills and Certifications Pay Index™ – North American edition

- 235 pages (1Q 2007 edition)
- Pricing: \$2,000 single edition; \$7,800 annual subscription
- Pay premiums for 290 certified and noncertified IT skills – *See pages 14 - 16*
  - Three data points for each position: 10<sup>th</sup>, 50<sup>th</sup>, 90<sup>th</sup> percentile
- Survey size: 15,912 IT professionals
- 1Q 2007 edition data collected January 1 to April 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 (1Q 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			

## 141 Noncertified IT Skills Surveyed (Q1 2007 Hot 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)
- SAS
- SQL Windows
- Tomcat
- Transact-SQL
- Visual Basic
- Visual C++
- Visual J++
- WSDL

### Enterprise Business Applications

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

### Networking and Communications

- 10Base-T Switching
- APPC
- ATM
- Ethernet
- Ethernet Switching
- Gigabit Ethernet
- HTTP
- IPX
- Jini (Sun)
- Microsoft NT Server
- 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

### Management and Process

- ITIL
- Business intelligence
- 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, XML)
- Apache HTTP web server
- BEA WebLogic
- CGI
- Cold Fusion
- Documentum
- HTML/DHTML
- 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 Identity Integration Server 2003
- Microsoft .Net (Visual Basic.Net, Visual Studio .Net, ASP.Net)
- Perl
- PHP
- Scripting languages (VBScript, Java Script, Jscript)
- SOAP
- Visual Interdev
- VoiceXML
- WebSphere
- XHTML
- XML (all variants)

### Operating Systems

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

### Messaging, Office and Groupware

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

## 149 Certified IT Skills Surveyed (Q1 2007 Hot IT Skills and Certifications Pay Index)

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- Avaya Certified Specialist
- 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 Certified Design Associate (CCDA)
- Cisco Certified Design Professional (CCDP)
- 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 IP Contact Center Express Specialist (CPCC)
- Cisco IP Telephony Design Specialist
- Cisco IP Telephony Operations Specialist
- Cisco IP Telephony Support 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)
- 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
- HP Accredited Systems Engineer(ASE)
- HP Master Accredited Systems Engineer(Master ASE)
- IBM DB2 Universal Database Certified Expert
- IBM Certified Solutions Developer: WebSphere
- IBM Certified Advanced Technical Expert - pSeries and AIX 5L
- IBM Certified Applications Developer
- 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
- 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 Database Administrator (MCDBA)
- 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(OCF-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

## **149 Certified IT Skills Surveyed, cont'd.**

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- 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