

FOR IMMEDIATE RELEASE

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As the IT talent wars heat up, so has pay for skills: New research reveals 115 IT skills rose in value in the first three months of 2014 with certified skill pay gains outpacing noncertified skills by nearly 300%.

In a significant milestone, average IT certification market value gain in last twelve months is highest annual gain in 15 year history of the *IT Skills and Certifications Pay Index™*

Average pay premiums for noncertified IT skills pay have increased in nine consecutive quarters and 31 of the last 38 stretching back to 2004.

What's hottest: Applications and Web Development, Programming, and specific Systems, Database, and Management/Methodology/Process skills and certifications

NOTE: This news release is a summary extract of content in *IT Skills Demand and Pay Trends Report* released next week by Foote Partners. This report is updated every 3 months and contains detailed compensation and demand analyses of data from the firm's *IT Skills and Certifications Pay Index™* and *IT Skills Volatility Index*.

Vero Beach, FL, April 20, 2014 – Extra pay specifically awarded to talented IT professionals for **360 noncertified IT skills** and **309 IT certifications**---also known as 'skills premiums'--- increased in the first quarter of 2014 according to a new update of Foote Partners' *IT Skills and Certifications Pay Index™* (ITSCPI) released last week. It is the fourth consecutive quarter that both certified and noncertified skills categories have recorded overall average pay gains in the same calendar quarter: after a long running slump in market values for certifications dating back to 2006, each category had recorded simultaneous quarterly gains only once, in 2010. But in a significant reversal, steady gains in certifications values in the past year has returned pay premiums for both certified and noncertified skills to sustained growth.

Since its launch in 1999, the ITSCPI has continuously tracked market values for individual IT skills and certifications at 2,575 U.S. and Canadian employers and their nearly 160,000 IT professionals, with findings and detailed market analyses updated and published by Foote Partners every three months.

HIGHLIGHTS: IT skills and certifications pay performance, January through March 2013

Average market value for **360 noncertified skills increased** in the 1st quarter of 2014, **up 0.55% overall**. This is the ninth consecutive calendar quarter of positive growth in noncertified skills pay and the fifteenth gain in the past seventeen quarters. Historically, pay for noncertified IT skills (i.e., those skills for which certifications are not attained or in many cases not available) has performed strongly with **gains in 31 of the previous 38 calendar quarters** going back to 2004.

Quarterly gains were mixed across eight categories last quarter, offset by losses in four categories:

- Database skills: **+3.3%** (in market value)
- Operating Systems skills: **+3.2%**
- Management/Methodology/Process skills: **+2.6%**
- Applications Development skills: **+2.3%**
- Web/eCommerce Development: **+0.2%**
- Systems/Networking skills: **-0.1%**
- SAP & Enterprise Business Applications skills: **-1.7%**
- Messaging and Communications skills: **-1.9%**

Average pay premiums for **309 IT certifications increased** last quarter, **up 2.1% overall**, the fourth consecutive quarter of gains in overall market value following twelve straight quarterly losses. Newsworthy is that this bookended the highest annual gain in certifications pay in the 15 year history of the IT Skills and Certifications Pay Index™. In fact, average market value for all certifications tracked in the ITSCPI has declined in 23 of the last 29 calendar quarters dating back to 2007.

Six certifications segments posted gains last quarter while only one lost value.

- Applications Development/Programming Lang. certifications: **+7.2%** (in market value)
- Web Development certifications: **+6.5%**
- Information Security certifications: **+1.7%**
- Systems Administration/Engineering certifications: **+1.6%**
- Architecture/Project Management/Process certifications: **+0.3%**
- Networking & Communications certifications: **-1.1%**
- Database certifications: **-2.5%**

No Change: Foundation level and Training certifications and

IT Skills and Certifications Pay Trend Highlights: Notable Market Value Gains

Skills and certifications that **gained 10% or more in market value in the calendar quarter ending April 1, 2014** versus prior quarter (by segment). Listed in **descending order of amount of gain**, including ties:

IT CERTIFICATION Gainers		IT SKILLS(noncertified) Gainers	
<p><u>Architecture, Project Management and Process</u></p> <ul style="list-style-type: none"> - CompTIA Project+ - Program Management Professional - Microsoft Certified Architect 	<p><u>Networking and Communications certifications</u></p> <ul style="list-style-type: none"> - Juniper Networks Certified Internet Associate - Cisco Certified Network Professional 	<p><u>Applications Development skills</u></p> <ul style="list-style-type: none"> - Clarity PPM - GSQL - iRise - Apache Tomcat - Cognos - Scrum - Agile Programming/RAD/Extreme Programming - Objective-C - Ruby - Ruby on Rails 	<p><u>SAP/ERP skills</u></p> <ul style="list-style-type: none"> - Software AG webMethods - SAP FI - FSCM - SAP ITS - Oracle SCM - SAP BOXI - SAP BODI - Remedy - SAP WM - EWM - SAP MM - SAP CS - SAP NWDI - SAP PSCD - SAP PS - SAP NetWeaver BW
<p><u>Application Development/Programming Languages</u></p> <ul style="list-style-type: none"> - Microsoft Certified Solution Developer: Applications Lifecycle Management - SAS Certified Advanced Programmer - SAS Certified Base Programmer - Oracle Certified Master, Java SE Developer - Siebel 8 Consultant Certified Expert - Microsoft Certified Professional Developer (all) 	<p><u>Systems Administration certifications</u></p> <ul style="list-style-type: none"> - HP Master ASE - Storage Solutions Architect V1 - VMware Certified Professional 4/5 - HP/Master ASE - Data Center and Cloud Architect V1 - Microsoft Certified Solutions Expert: Desktop Infrastructure - HP Accredited Technical Professional (ATP - all) - VMware Certified Design Expert - Cloud 	<p><u>Database skills</u></p> <ul style="list-style-type: none"> - MongoDB - Oracle Exadata - Apache Hive - Base SAS - Database/data management - Redis - NoSQL - Master Data Management 	<p><u>Systems/Networking skills</u></p> <ul style="list-style-type: none"> - Cisco IPCC - Microsoft Virtual Server - Intrusion prevention/detection systems - Chef/Opscode - Mobile device management - Cloud security - Puppet
<p><u>Database certifications</u></p> <ul style="list-style-type: none"> - Oracle Administrator Certified Associate - DBA 	<p><u>Web Development</u></p> <ul style="list-style-type: none"> - Oracle Certified Professional, Java EE Web Component Developer 	<p><u>Management, Process & Methodology skills</u></p> <ul style="list-style-type: none"> - Business performance management (software/systems) - Cybersecurity - Predictive Analytics and Modeling 	<p><u>Web/SOA/E-Commerce skills</u></p> <ul style="list-style-type: none"> - JavaFX - JavaBeans/EJB 3.0 - PHP (all) - CSS/CSS3 - HTML5 - JavaScript - Python - Mobile applications development
<p><u>IT Security certifications</u></p> <ul style="list-style-type: none"> - InfoSys Security Management Professional (ISSMP/CISSP) - GIAC Certified Penetration Tester - EC-Council Certified Ethical Hacker - GIAC Exploit Researcher and Advanced Penetration Tester - Systems Security Certified Practitioner - GIAC Secure Software Programmer--Java - GIAC Secure Software Programmer-- .NET 		<p><u>Operating Systems skills</u></p> <ul style="list-style-type: none"> - Mobile operating systems (iOS, Android) 	

IT Skills and Certifications Pay Trend Highlights: **Notable Market Value Declines**

Skills and certifications that **declined 10% or more in market value in the calendar quarter ending April 1, 2014** versus prior quarter (by segment). Listed in **descending order of amount of decline**, including ties:

IT CERTIFICATIONS Losers		IT SKILLS (Noncertified) Losers	
<p><u>Architecture, Project Management and Process certifications</u></p> <ul style="list-style-type: none"> - Certified Associate in Project Management 	<p><u>Networking & Communication certifications</u></p> <ul style="list-style-type: none"> - SNIA Certified Systems Engineer (SCSE) - Avaya Professional Design Specialist - Avaya Certified Implementation Specialist - Cisco Certified Design Associate - Avaya Certified Solutions Specialist - Cisco Certified Design Professional - Cisco Certified Design Expert - Cisco Certified Internetwork Expert 	<p><u>Applications Development skills</u></p> <ul style="list-style-type: none"> - Oracle Applications Developer Framework - Tcl - Cobol - MATLAB 	<p><u>SAP & Enterprise Business Applications skills</u></p> <ul style="list-style-type: none"> - SAP EBP - SAP AFS - SAP Xcelsius - SAP HR-PA - SAP CE - SAP ESA - SAP Smart Forms - SAP FS - SAP GTS - SAP HR-PY - SAP FI - CA - SAP SM - SAP MI - SAP TM - SAP CFM - SAP CAF - SAP EHS - J.S. Edwards - SAP Oil & Gas - Oracle E-Business Suite - SAP CO-PA
<p><u>IT Security certifications</u></p> <ul style="list-style-type: none"> - GIAC Information Security Professional - CWNP Certified Wireless Security Professional - GIAC Enterprise Defender 	<p><u>Systems Administration certifications</u></p> <ul style="list-style-type: none"> - RedHat Certified Technician - G Red Hat Certified Architect - G HP ATP - Cloud Administrator V1 - G Novell Certified Engineer - G VMware Certified Design Expert - Microsoft Certified Solutions Expert: Server Infrastructure - G Microsoft Certified Solutions Expert: Private Cloud 	<p><u>Systems/Networking skills</u></p> <ul style="list-style-type: none"> - Cisco ICM - RFID/Wireless Sensors - Fast Ethernet - DHCP - Citrix XenApp - Routing - Cisco Nexus 	<p><u>Database skills</u></p> <ul style="list-style-type: none"> - dBase/Xbase - Oracle Application Server
		<p><u>Messaging & Communications</u></p> <ul style="list-style-type: none"> - Lotus Notes/Domino - Oracle Communications Messaging Server 	<p><u>Management, Process & Methodology</u></p> <ul style="list-style-type: none"> - Social media marketing
		<p><u>Web/E-commerce Development skills</u></p> <ul style="list-style-type: none"> - Microsoft Silverlight - Microsoft Identity Integration Server - ActiveX - WSDL - Microsoft Sharepoint - Microsoft Commerce Server - CGI - WebSphere Datapower - WebSphere 	
<p>Source: IT Skills and Certifications Pay Index™ – Q1 2014 edition</p>			

HIGHEST PAYING IT SKILLS - NONCERTIFIED (ranked, all 360 skills surveyed)

These **noncertified IT skills** are among those earning the highest pay premiums (surveyed January 1, 2013 through April 1, 2014). **Shown in alphabetical by overall rank in descending order including ties.** **Green** = increased in market value this quarter; **Amber** = Just made the list this quarter.

1. Data Architecture	6.Tie Apache Cassandra Apache Hive	8.Tie Apache CouchDB Cisco IPCC
2.Tie Big Data analytics Prescriptive Analytics TOGAF (Enterprise Architecture)	Apache Pig/Pig Latin Capacity Planning/Management Change Management Continuous Integration MapReduce	Epic Systems applications ERP F# ITIL V3 Marketo
3.Tie Cybersecurity Data Governance Infrastructure architecture IT Governance Security architecture and models	Mobile applications development Oracle Exadata Product lifecycle management software Quality management/TQM SAP MDM	Master Data Management Mobile operating systems MongoDB NoSQL Oracle BPM Oracle Fusion PeopleSoft SAP APO SAP BPC SAP FI-FSCM SAP GRC SAP HCM SAP Netweaver BW SAP PLM SAP PS SAP PSCD SAP QM SAP Retail SAP SEM SAP Solution Manager Secure software development SoftwareAG webMethods TIBCO
4.Tie Apache Hadoop Complex Event Processing/Event Correlation Hbase Oracle SCM Predictive Analytics and Modeling Quantitative Analysis/Regression Analysis Security skills (DW/BI, ERP, Web, project assignments)	Requirements Engineering/Analysis SAP IS-U (Utilities) SAP SM Service Management	
5.Tie Business performance management (software/systems) Business intelligence Cloud architecture Data Modelling Information management Project management/governance Risk Assessment/Analysis Risk management Six Sigma/Lean Six Sigma User Interface/Experience Design	7.Tie Business Analysis Business process management/modeling/improvement Clarity PPM Configuration Management CRM Cryptography (encryption, VPN, SSL/TLS, Hybrids) Mobile security NetWeaver Portal (SAP EP) Network security management Riak SAP FI – CA SAP HANA SAP SCM SuccessFactors TIBCO Enterprise Message Service Unified communications/messaging WebSphere MQ (MQSeries)	

Source: [IT Skills and Certifications Pay Index™ – Q1 2014 edition](#)

HIGHEST PAYING IT CERTIFICATIONS (ranked, all 309 certs surveyed)

These **IT certifications** are among those earning the highest pay premiums (surveyed January 1, 2014 through April 1, 2014). **Shown in alphabetical by overall rank in descending order including ties.** **Green** = increased in market value this quarter. **Amber** = Just made the list this quarter.

1.	Open Group Master Architect PMI Program Management Professional	5.Tie (cont'd.) GIAC Secure Software Programmer-- .NET GIAC Secure Software Programmer--Java HP Master ASE - Storage Solutions Architect V1 HP/Master ASE--Data Center and Cloud Architect V1 InfoSys Security Management Professional (ISSMP/CISSP) Microsoft Certified Architect Six Sigma Master Black Belt VMware Certified Advanced Professional – Cloud Infrastructure Design VMware Certified Design Expert - Cloud (VCDX-Cloud)
2.Tie	Cisco Certified Architect EMC Cloud Architect Expert (IT-as-a-Service) Open Group Certified Architect InfoSys Security Engineering Professional (ISSEP-CISSP)	6.Tie Cloudera Certified Developer for Apache Hadoop Certificate of Cloud Security Knowledge Certified Information Systems Auditor CWNP/Certified Wireless Network Expert (CWNE) EC-Council Certified Ethical Hacker (CEH) GIAC Certified Incident Handler (GCIH) GIAC Enterprise Defender (GCED) GIAC Exploit Researcher and Advanced Penetration Tester GIAC Systems and Network Auditor (GSNA) GIAC Web Application Penetration Tester (GWAPT) HP ASE – Cloud Integrator HP/Accredited Solutions Expert (ASE - all) IBM Certified Infrastructure Systems Architect IBM Certified Solution Architect – Cloud Computing Infrastructure V1 Oracle Certified Master, Java SE Developer Oracle Certified Professional MySQL 5 Database Administrator Oracle Certified Professional, MySQL 5 Developer Red Hat Certified Security Specialist (RHCSS) Security Certified Network Architect (SCNA) Systems Security Certified Practitioner (SSCP) Teradata 12 Certified Enterprise Architect VMware Certified Professional 4/5 (VCP)
3.Tie	Certified in the Governance of Enterprise IT (CGEIT) GIAC Security Leadership (GSLC) InfoSys Security Architecture Professional (ISSAP/CISSP) Oracle Administrator Certified Master - DBA PMI Agile Certified Practitioner (PMI-ACP) Project Management Professional (PMP)	
4.Tie	Certified Information Security Manager Certified in Risk and Information Systems Control (CRISC) Certified Information Systems Security Professional Certified Secure Software Lifecycle Professional (CSSLP) CWNP - Certified Wireless Security Professional (CWSP) CyberSecurity Forensic Analyst (CSFA) EMC Cloud Architect Specialist (Virtualized Information Infrastructure) GIAC Assessing Wireless Networks GIAC Reverse Engineering Malware HP/Master ASE - Data Center and Cloud Architect V1 ITIL Expert Certification Oracle Certified Expert MySQL 5.1 Cluster Database Administrator PMI Risk Management Professional	
5.Tie	Check Point Certified Master Architect Certified Business Analysis Professional (CBAP) GIAC Certified Forensics Analyst HP ASE Cloud Architect V2 HP/Master Accredited Solutions Expert (MASE - all)	

Source: [IT Skills and Certifications Pay Index™ – Q1 2014 edition](#)

TRENDS DISCUSSION

IT Employment Overview: IT job gains in March were the highest since July 2013

U.S. employment numbers for March 2014 released by the Department of Labor Bureau of Labor Statistics (DOL/BLS) revealed a **net increase of 10,900 IT jobs** across four industry job segments commonly associated with technology professionals. This gain is a continuation of strong February numbers (+10,200 jobs) and a vast improvement over the prior three months when only a total of 5,400 IT jobs were added to US payrolls.

These March results are slightly higher than the average monthly job growth for the twelve months of 2013—10,708 new jobs per month—but it will take several more months of similar (or better) job growth before 2014 can achieve the kind of average monthly job numbers seen in 2013. Moreover, it would be optimistic to imagine monthly numbers returning to those seen in the first seven months of 2013, when monthly gains were averaging more than 14,000 jobs (see Figures 1 and 2).

Two IT segments that have been responsible for more than 95 percent of all IT jobs added to US payrolls in the past twelve months continue to very strong performances (Figure 5). **Computer Systems Design/Related Services** produced 6,100 new jobs in March, a significant increase compared to much lower monthly gains in November, December, January, and February of 2700, 1400, 4700, and 5000 respectively. Last month's gain is nearly 2,000 jobs higher than that 4,117 monthly average gain during all of 2013 for this segment. The other segment, **Management and Technical Consulting Services** grew by 3,500 jobs last month, down from 5,300 in February and nearly 500 less than the monthly average in this segment for the past twelve months (4,083).

The other two job segments relating to IT hiring, **Telecommunications** and **Data Processing, Hosting and Related Services** together posted a net gain of 1,300 jobs in March following a loss of 100 jobs in the prior month. This represents the largest job gain in these categories since December, however it is still lower than the 1,450 job average monthly growth in these segments in 2013.

IT Skills and Certifications Trends: Respect for Skills as the True Currency in Today's Marketplace for Technology's Role in Enabling Business Transformation

At the labor supply and demand level, which Foote Partners closely benchmarks and analyzes in its [IT Skills and Certifications Pay Index™](#) (ITSCPI), [IT Professional Salary Survey](#), [IT Salary+Skills Pay Survey Reports](#), and quarterly [IT Skills Demand and Pay Trends Report](#), IT leaders have grown to realize that it's not simply filling jobs in their organizations that will bring them success in their most critical initiatives. Instead they first define what skills are needed for the work at hand, next determine the fastest or way to acquire them—grow them, rent them, hire full time workers—and finally they are experimenting with effective ways to retain these skills for as long as they are required.

This is a puzzle that every IT leader has to solve on a weekly basis, and relatively few have mastered judging by our firm's ongoing discussions with 500 to 600 high-impact IT leaders at 2,600 employer who help us validate the benchmark data that informs our IT labor market forecasts and analyses.

What's changed is not just the widespread acceptance of IT's role as an engine of innovation and competitiveness but the new role that is being thrust upon the IT organization and technology professionals everywhere: *Technology monetization* through facilitating and sometimes leading critical changes in expanding business capabilities.

Business leaders have known for years that technology, used wisely, can deliver their companies a competitive edge that translates into market share, customer satisfaction, revenues, and profitability. But for years those in the C-suite have been reluctant to hold their IT leaders accountable for such a heavy responsibility, choosing instead to hire expensive consulting firms to do what they believed their IT leaders and tech workers could not do beyond their traditional role of technology operations optimization.

Companies may still bring in outside help but now they are asking their CIOs -- and business executives who manage large segments of technology talent -- to take more control over architecting, implementing, and securing the technology and information management parts of the enterprise. Senior management's desire for advanced analytics to make smarter decisions, insistence on security for customers whose sensitive information flows across enterprise networks, impatience in capitalizing on fast moving trends like mobility and global consumerism, and need to streamline operations and reduce costs in every possible manner has put tremendous pressure on IT leadership to execute flawlessly and predictably. For many companies this can only be achieved with a dramatic transformation of the IT organization and everyone who works in it. They have to architect their human capital not just their systems and applications.

What is people architecture?

It's very similar in principle to traditional IT architecture initiatives, but applied to workforce management and IT human capital practices. There are capability road maps, phase-gate blueprints and performance metrics. Governance issues need attention, and business strategy drives it all. But with people architecture, it's about how key human capital management elements such as job definition, skills acquisition, compensation, professional development, work/life balance and recognition plug into an overall optimized operational model. The model is tuned to new technologies, business strategy, organizational goals, and culture and performance philosophies, and it promotes flexibility and scalability, like any disciplined architecture approach.

For employers, people architecture can mean improved individual and team performance and more predictable execution, more consistent availability and quality of skills and workers, higher utilization rates, and optimized resource supply/demand management. For IT professionals, it can mean more tangible career paths, more useful feedback on how they fit into the overall IT and business mission, and less confusion about job options. And we hear stories about better morale.

It might not be easy, but it's necessary. CIOs are having difficulty finding and retaining people that can perform at a high caliber on increasingly more difficult tasks and at the same time they're feeling immense performance pressure. Plus, the IT workforce today is spread throughout the enterprise doing multidimensional jobs that are hard to categorize, price and manage. In this environment, many IT leaders and business executives have come to see the architecting of people management as the next logical frontier.

The truth is that shifts in IT roles and responsibilities have shaken the foundation of what it means to be an IT professional and this has had a profound impact on the IT skills market. Employers continue to aggressively pursue workers with multiple talents mixing technology, domain, business, process, and 'people' skills—and often unique skills sets that many who have fallen out of the workforce simply do not possess. It can also be a unique combination of pure tech skills: for example, cloud administrators who are adept at automating the configuration and operations in a cloud environment by combining a variety of different skill sets around systems administration, virtualization, storage and network administration. It's not about just configuring and running a server. Or cloud developers who have mastered new sets of APIs, new frameworks, and non-relational databases like NoSQL to develop elastic and scalable apps in the cloud. Or in the area of big data, Data Architects who may have traditional programming backgrounds but are also well versed in statistics and data management and analytics and exercise powers of creativity and persistence to harness data in new ways to meet new business needs.

The latest ***IT Skills and Certifications Pay Index™*** results shows continuing strength in IT certifications in the past year after seven years of sustained overall market value decline. 2014 gains have been led by certifications in (see page 3):

- Architecture
- Project and program management,
- IT security,
- Cloud
- Applications development
- Database

By contrast, pay for noncertified IT skills has been on a long growth run stretching back to late 2004. In 2014 market value increases have been most notable these categories (see page 3):

- Database (open source DBMS , NoSQL, advanced analytics)
- Mobile operating systems
- Management/Methodology/Process (architecture, analytics, capacity and service management, user interface/experience design, BI, project management and governance)
- Applications development (data analytics, open source programming ,agile, mobile, scripting, web/e-commerce)
- Systems/Networking (security, mobile devices, architecture, configuration management, cloud frameworks)
- SAP and enterprise applications

Forecast for skills and certifications demand

IT certifications: High and going higher

The following is an ***alphabetical list*** of IT certifications earning workers above average pay premiums right now, having been growing at above average rates over the past 6 months, and that ***we believe are likely to continue gaining market value over the next 3 to 6 months:***

- Certified in Risk and Information Systems Control (CRISC)
- EC-Council Certified Ethical Hacker (CEH)
- GIAC Exploit Researcher and Advanced Penetration Tester
- GIAC Reverse Engineering Malware (GREM)
- GIAC Secure Software Programmer—Java
- GIAC Secure Software Programmer--.NET
- GIAC Assessing Wireless Networks
- HP Master ASE - Storage Solutions Architect V1
- HP/Master ASE--Data Center and Cloud ArchitectV1
- Information Systems Security Engineering Professional (ISSEP/CISSP)
- InfoSys Security Management Professional (ISSMP/CISSP)
- Oracle Certified Master, Java SE Developer
- Oracle Administrator Certified Associate - DBA (OCA)
- Program Management Professional (PgMP)
- Project Management Professional(PMP)
- VMware Certified Design Expert - Cloud (VCDX-Cloud)
- VMware Certified Professional 4/5(VCP)

Noncertified IT skills: High and going higher

The following is an ***alphabetical list*** of noncertified IT skills earning workers above average pay premiums right now, having been growing at above average rates over the past 6 months, and that we believe are likely to continue to gaining market value over the next 3 to 6 months:

- Agile Programming
- Apache Cassandra
- Apache Hadoop
- Apache Hive
- Big Data analytics
- Business intelligence
- Business performance management (software/systems)
- Capacity Planning/Management
- Cloud architecture
- Cloud security
- Cybersecurity
- Data Architecture
- Database/Data Management
- Infrastructure management
- IT governance
- JavaScript
- MapReduce
- Mobile applications development
- Mobile device management
- Mobile operating systems
- Mobile security
- MongoDB
- Network security management
- NoSQL
- Objective-C
- Oracle Exadata
- Oracle SCM
- PHP
- Predictive Analytics
- Prescriptive Analytics
- Project management/governance
- Puppet
- Python
- Riak
- SAP FI - FSCM
- SAP IS-U (Utilities)
- SAP PS
- SAP PSCD
- Scrum
- Security architecture and models
- Security skills
- Service management
- Six Sigma/Lean Six Sigma
- SuccessFactors
- TOGAF (Enterprise Architecture)
- User Interface/Experience Design

IT Skills & Certifications Pay Performance Trend Charts

IT Skills and Certifications Pay Index™ – 1st quarter 2014 data edition

(Data collected through April 1, 2014)

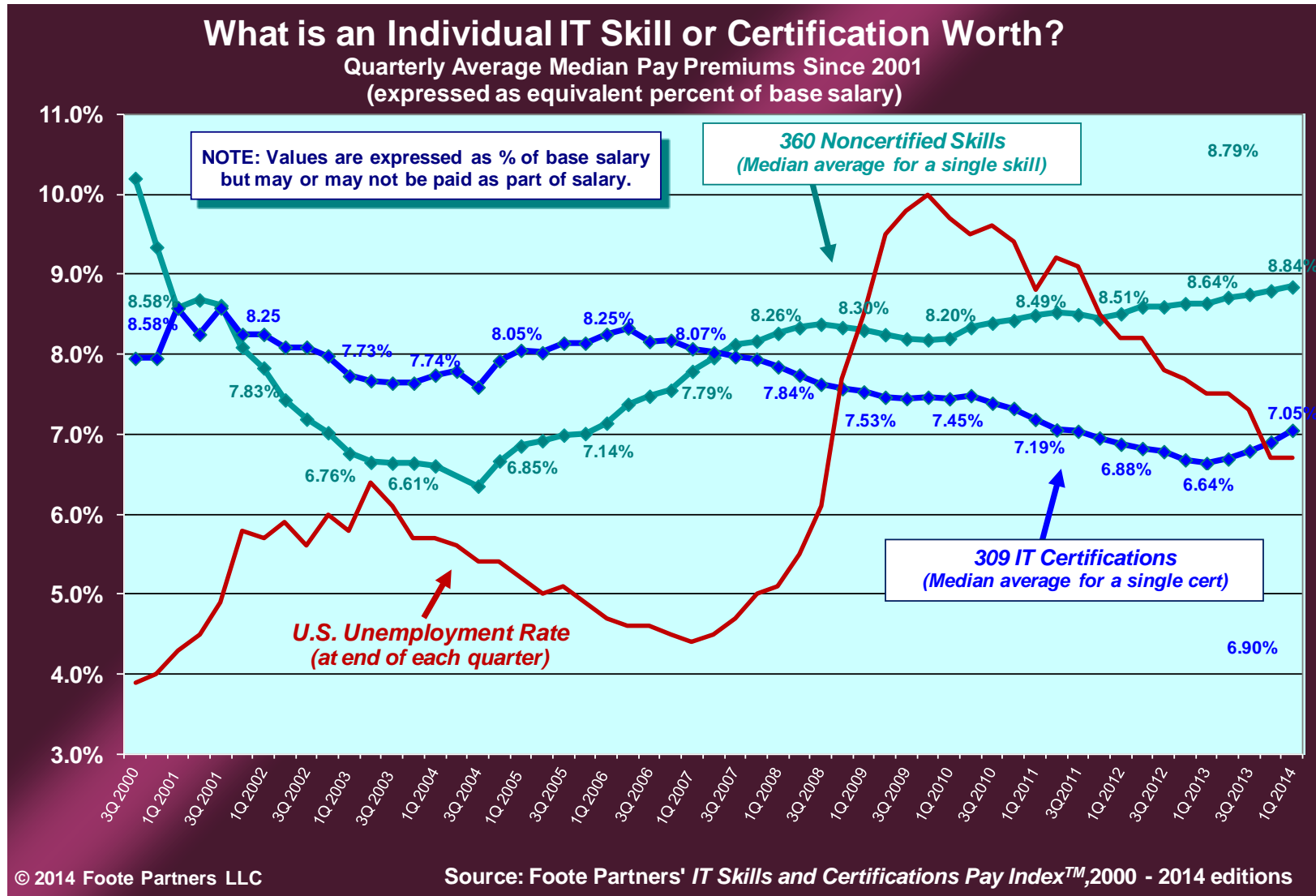
- **IT Certifications** (page 17)
- **Noncertified IT skills** (page 21)

How to interpret gains and losses in IT skills and certifications pay premiums

Quarterly gains and losses in premium pay reflect a widening or narrowing, respectively, in the gap between supply and demand for skills and certifications. This may occur for any number of reasons. For example, a quarterly decline in pay for a skill may signal that the market supply of talent for that skill is catching up to demand—not necessarily that demand is starting to wane. IT professionals are often attracted to a skill or certification if they perceive that it has rising value in the marketplace and therefore can help them to achieve higher pay, greater job security, a promotion, or more flexibility in their career choices. As they pursue greater competency in that skill or as more workers attain certification, supply increases and market pricing (which is elastic to the laws of supply and demand) will be driven downward unless demand is rising at the same proportional rate. Conversely, if demand rises and supply is not increasing to match that level of demand, pay premiums for specific skills and certifications will increase.

Therefore when interpreting gains and losses in market pay it is important to consider all factors that could be driving supply and demand and market perception. Those factors range from:

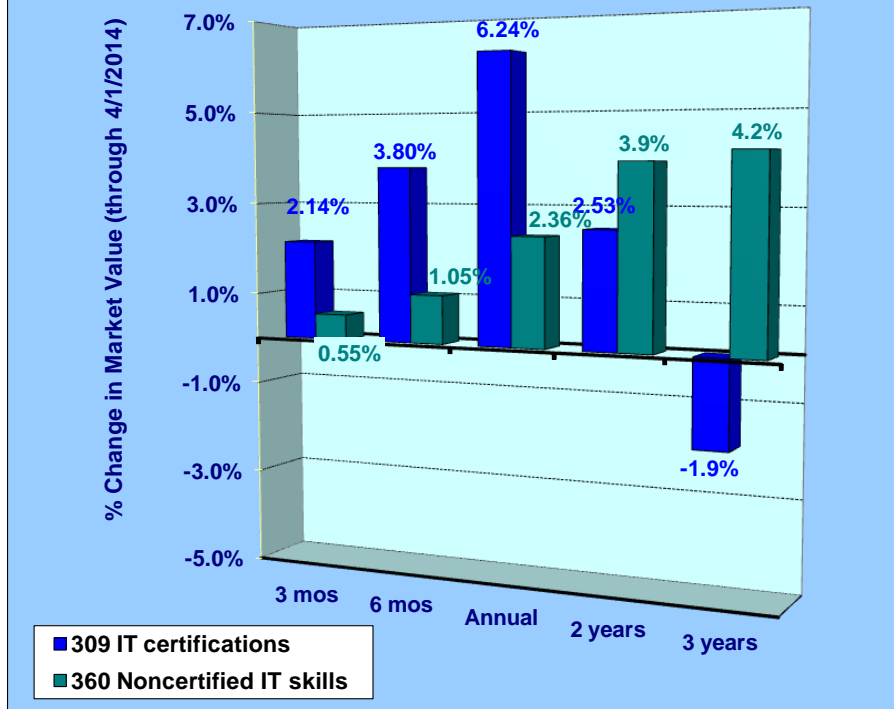
- aggressive marketing of certifications by vendors;
- changes in certification programs (e.g. certification extensions or retirement);
- new technology and evolution/maturation of current technologies;
- technology adoption rate;
- product integration strategies,
- economic conditions;
- employment opportunities;
- mergers/acquisitions;
- budget cycles and the timing of skills and talent acquisition by employers;
- changes in labor sourcing plans pursuant to company strategies.



SOURCE: Foote Partners IT Skills & Certifications Pay Index™ 2000 - 2014 quarterly editions

Pay Performance, 3/12/24/24/36 months
Certified vs. Noncertified IT Skills
(49,337 IT professionals)

3 yr Growth/Decline in Premium Pay for 669 IT Skills and Certifications

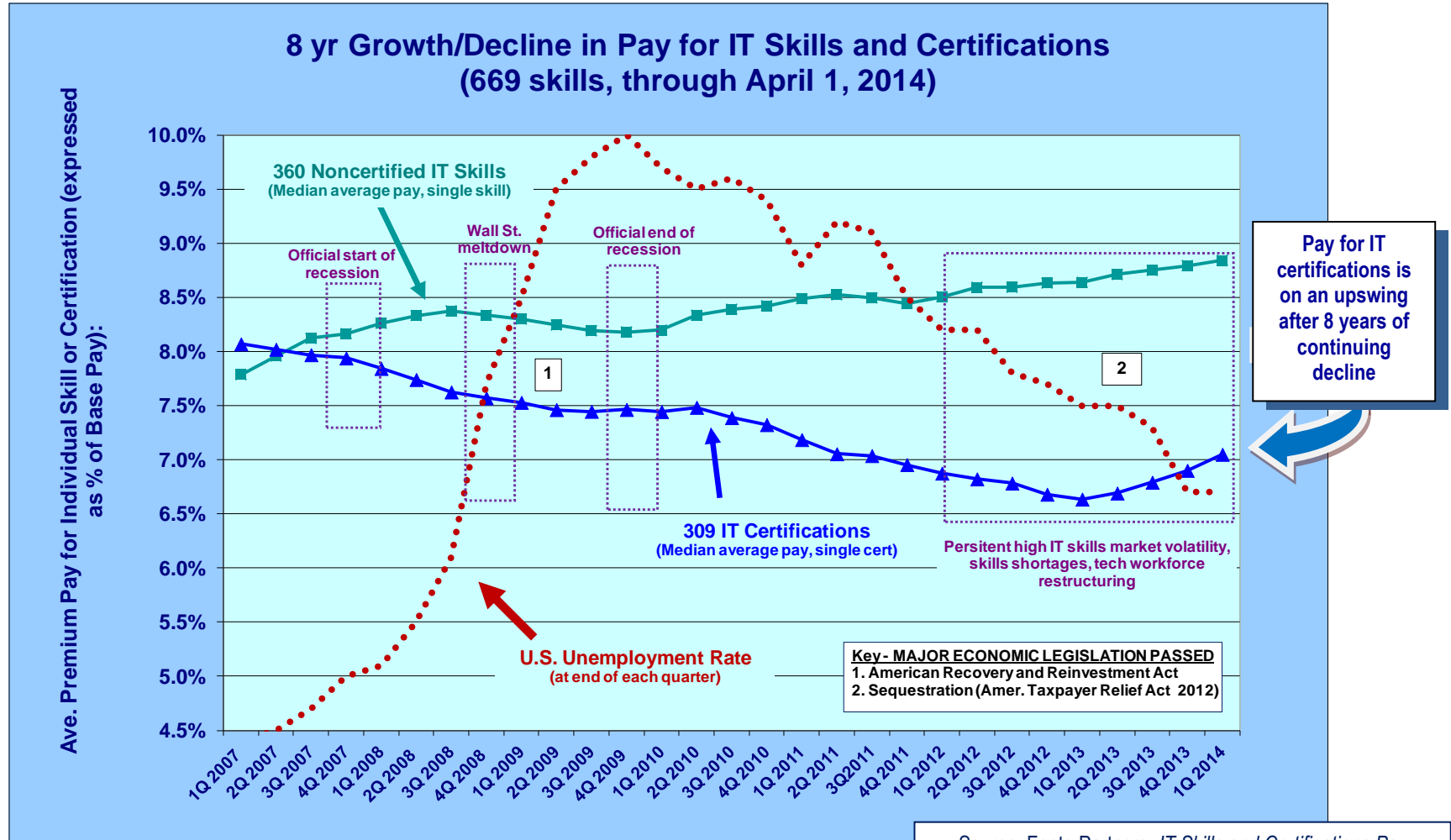


(Pay data supporting these charts is from the 2011 to 2014 quarterly editions of Foote Partners *IT Skills and Certifications Pay Index™*.)

Source: Foote Partners, *IT Skills and Certifications Pay Index™*
(1Q2011 – 1Q2014 editions)

Premium Pay for Certified and Noncertified IT Skills Has Become a Popular Component of IT Compensation as IT Organizations Transform Themselves

(Average Median Pay for a Single Certified vs. Noncertified IT Skill, Last 8 years – 49,337 professionals)



Source: Foote Partners, *IT Skills and Certifications Pay Index™* (1Q2007 – 1Q 2014 editions)

(Pay data supporting these charts available in the 2014 *IT Skills and Certifications Pay Index™*.)

309 IT Certifications Reported

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through April 1, 2014)

- Avaya Certified Implementation Specialist
- Avaya Certified Professional Design Specialist
- Avaya Certified Solution Specialist
- Brocade Certified Network Engineer
- Brocade Certified Network Professional
- Brocade Certified Fabric Designer
- Brocade Certified Fabric Professional (BCFP)
- Certificate of Cloud Security Knowledge
- Certification of Competency in Business Analysis
- Certified Associate in Project Management)
- Certified Business Analysis Professional
- Certified Computing Professional (CCP-ISC2)
- Certified Database Design Specialist
- Certified Data Management Professional
- Certified Force.com Developer (Salesforce.com)
- Certified Force.com Advanced Developer
- Certified in the Governance of Enterprise IT (CGEIT)
- Certified in Risk and Information Systems Control
- Certified Information Security Manager (CISM)
- Certified Information Systems Auditor (CISA)
- Certified Information Systems Security Professional (CISSP)
- Certified Protection Professional
- Certified Secure Software Lifecycle Professional (CSSLP)
- Certified Technical Architect (Salesforce.com)
- 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 ASA Specialist
- Cisco Certified Architect
- Cisco Certified Design Associate (CCDA)
- Cisco Certified Design Expert (CCDE)
- Cisco Certified Design Professional (CCDP)
- Cisco Certified Entry Network Technician (CCENT)
- Cisco Certified Internetwork Expert (CCIE)
- Cisco Certified Internetwork Professional (CCIP)
- Cisco Certified Network Associate (CCNA)
- Cisco Certified Network Associate - Security
- Cisco Certified Network Professional Wireless (CCNP Wireless)
- Cisco Certified Network Associate Wireless (CCNP Wireless)
- Cisco Certified Network Professional (CCNP)
- Cisco Certified Network Professional - Security
- Cisco Certified Network Professional Voice
- Cisco Certified Systems Instructor (CCSI)
- Cisco Data Center Networking Infrastructure Design Specialist
- Cisco Data Center Networking Infrastructure Support Specialist
- Cisco Data Center Storage Networking Design Specialist
- Cisco Data Center Unified Computing Design Specialist
- Cisco Data Center Unified Computing Support Specialist
- Cisco Data Center Storage Networking Support Specialist
- Cisco Firewall 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 IPS (Intrusion Prevention System) Specialist
- Cisco Network Admission Control Specialist
- Cisco Rich Media Communications Specialist
- Cisco Unity Design Specialist
- Cisco Unity Support Specialist
- Cisco VPN Specialist
- Cisco VPN Security Specialist
- Citrix Certified Advanced Administrator (CCAA)
- Citrix Certified Administrator (CCA)
- Citrix Certified Enterprise Administrator (CCEA)
- Citrix Certified Enterprise Engineer (CCEE) for Virtualization
- Citrix Certified Integration Architect
- CIW Associate
- CIW Certified Database Design Specialist
- CIW Network Technology Associate
- CIW Web Design Professional
- CIW Web Development Professional
- CIW Web Foundations Associate
- Master CIW Administrator
- Master CIW Designer
- Master CIW Enterprise Developer
- Master CIW Web Site Manager
- Cloudera Certified Developer for Apache Hadoop
- CompTIA Advanced Security Practitioner (CASP)
- CompTIA Certified Technical Trainer (CTT+)
- CompTIA Cloud Essentials
- CompTIA Convergence+
- CompTIA/Linux Administrator (Linux+)
- CompTIA/Network (Network+)
- CompTIA Project+
- CompTIA Security+
- CompTIA Server+
- CompTIA Storage+
- Convergence Technologies Professional (CTP)
- CWNP Certified Wireless Analysis Professional
- CWNP/Certified Wireless Design Professional
- CWNP Certified Wireless Network Administrator
- CWNP Certified Wireless Network Expert
- CWNP Certified Wireless Network Trainer
- CWNP Certified Wireless Security Professional
- CWTS/Certified Wireless Technology Specialist
- CyberSecurity Forensic Analyst
- EC-Council Certified Ethical Hacker (CEH)
- EC-Council Computer Hacking Forensic Investigator
- EC-Council Certified Secure Programmer (ECSP)
- EC-Council Certified Security Analyst
- EC-Council Licensed Penetration Tester (LPT)
- EC-Council Network Security Administrator (ENSA)
- EC-Council Certified VoIP Professional (ECVP)EMC Cloud Architect Expert (IT-as-a-Service)
- EMC Cloud Architect Specialist (Virtualized Information Infrastructure)
- EMC Implementation Engineer – Specialist
- EMC Implementation Engineer - Expert
- EMC Platform Engineer – Specialist
- EMC Storage Administrator - Backup Recovery
- EMC Storage Administrator – Expert
- EMC Storage Administrator – Specialist
- EMC System Administrator – Specialist
- EMC Technology Architect – Expert
- EMC Technology Architect – Specialist
- HP/Accredited Integration Specialist (AIS)
- HP Accredited Platform Specialist (APS)
- HP Accredited Systems Engineer--Cloud Architect V2
- HP Accredited Systems Engineer--Cloud IntegratorV1
- HP/ASE - Data Center and Cloud Architect V1
- HP Accredited Technical Professional (ATP)
- HP Accredited Technical Professional-Cloud Administrator
- HP ATP - Storage Solutions V1
- HP/Accredited Solutions Expert (ASE - all)
- HP/Accredited Systems Engineer (ASE)
- HP ASE - Storage Solutions Architect V1
- HP ASE - Storage Solutions Integrator V1
- HP/Certified Systems Administrator
- HP/Certified Systems Engineer
- HP/Master Accredited Solutions Expert (MASE - all)
- HP Master ASE - Storage Solutions Architect V1
- HP/Master Accredited Systems Engineer (Master ASE)
- HP/Master ASE – Data Center and Cloud ArchitectV1
- IBM Advanced Systems Administrator (all)
- IBM Certified Administrator for SOA Solutions: WebSphere Process Server
- IBM Certified Advanced Application Developer (all)
- IBM Certified Advanced Database Administrator
- IBM Certified Advanced Security Professional
- IBM Certified Advanced Technical Expert - Power Systems with AIX v2/v3
- IBM Certified Applications Developer (all)
- IBM Certified Database Administrator
- IBM Certified Developer - Cognos
- IBM Certified Infrastructure Systems Architect
- IBM Certified Operator - AIX Basic Ops
- IBM Certified SOA Solution Designer
- IBM Certified Solution Advisor-Cloud Computing Advisor V2
- IBM Certified Solution Architect – Cloud Computing Infrastructure V1
- IBM Certified Solution Designer - WebSphere
- IBM Certified Solution Expert - Cognos
- IBM Certified Solutions Developer: WebSphere (al)
- IBM Certified Specialist - System z
- IBM Certified Specialist – Cognos
- IBM Certified Specialist - Storage
- IBM Certified Systems Administrator
- IBM Certified Systems Administrator - AIX 7
- IBM Certified Systems Administrator - IBM i 6.1

309 IT Certifications Reported

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through April 1, 2014)

- IBM Certified Systems Administrator – WebSphere
- IBM Certified Systems Expert - AIX and Linux v2 (all)
- IBM Certified Advanced Technical Expert - Power Systems with AIX v2
- InfoSys Security Architecture Professional (ISSAP/CISSP)
- InfoSys Security Engineering Professional (ISSEP/CISSP)
- InfoSys Security Management Professional (ISSMP/CISSP)
- Open Group Certified Architect
- Open Group Master Architect
- ITIL Practitioner Certificate in IT Service Management
- ITIL Service Manager Certification
- JBoss Certified Developer (Seam, Persistence, ESB)
- Juniper Networks Certified Internet Associate
- Juniper Networks Certified Internet Specialist
- Juniper Networks Certified Internet Professional
- Juniper Networks Certified Internet Expert
- Linux Professional Institute certification (LPIC-Level 2)
- Linux Professional Institute certification (LPIC-Level 3)
- Microsoft Certified Master/Solutions Master(all)
- Microsoft Certified Applications Developer (MCAD)
- Microsoft Certified Architect
- Microsoft Certified Database Administrator (MCDBA)
- Microsoft Certified Desktop Support Technician (MCDST)
- Microsoft Certified IT Professional (MCITP/all)
- Microsoft Certified IT Professional: DBA
- Microsoft Certified Professional (MCP)
- Microsoft Certified Professional Developer (all)
- Microsoft Certified Solution Developer: Applications Lifecycle Management
- Microsoft Certified Professional+Internet (MCP+I)
- Microsoft Certified Solution Developer (MCSD)
- Microsoft Certified Solutions Associate(all)
- Microsoft Certified Solutions Associate: SQL Server 2012
- Microsoft Certified Solutions Expert(all)
- Microsoft Certified Solutions Expert: Data Platform
- Microsoft Certified Solutions Expert: Desktop Infrastructure
- Microsoft Certified Solutions Expert: Private Cloud
- Microsoft Certified Solutions Expert: Server Infrastructure
- Microsoft Certified Solutions Expert: Communications
- Microsoft Certified Systems Administrator (MCSA)
- Microsoft Certified Systems Engineer (MCSE)
- Microsoft Certified Technology Specialist (all)
- Microsoft Certified Technology Specialist: Microsoft Dynamics CRM
- Microsoft Certified Technology Specialist: SQL Server 2008
- Microsoft Certified Trainer (MCT)
- Microsoft MCSA: Messaging (MCSA: Messaging)
- Microsoft MCSE: Messaging (MCSE: Messaging)
- Microsoft Office Specialist
- NetScout/nGenius Certified Analyst (nCA)
- NetScout/nGenius Certified Expert (nCE)
- NetScout/nGenius Certified Master (nCM)
- NetScout/nGenius Certified Professional (nCP)
- Nortel Certified Architect
- Nortel Networks Certified Design Expert (NCDE)
- Nortel Networks Certified Design Specialist
- Nortel Networks Certified Support Expert (NCSE)
- Nortel Networks Support Expert (NCSE)
- Novell Certified Instructor
- Novell Certified Linux Engineer (Novell CLE)
- Novell Certified Linux Professional (Novell CLP)
- Novell/Certified Directory Engineer (NCDE)
- Novell/Certified Internet Professional (CIP)
- Novell/Certified Novell Administrator (CNA)
- Novell/Certified Novell Engineer (CNE)
- Novell Identity Manager Administrator
- Oracle Certified Associate, Java SE Programmer
- Oracle Certified Associate, MySQL 5
- Oracle Certified Associate, WebLogic Server Administrator
- Oracle Certified Expert MySQL 5.1 Cluster Database Administrator
- Oracle Certified Expert Siebel CRM Business Analyst
- Oracle Certified Expert, Java Platform EE Developer
- Oracle Certified Expert, Oracle Solaris 10 Network Administrator for Solaris
- Oracle Certified Expert, Oracle Solaris 10 Systems Administrator for Solaris
- Oracle Certified Master, Java EE Enterprise Architect
- Oracle Certified Master, Java SE Developer
- Oracle Certified Professional - Advanced PL/SQL Developer
- Oracle Certified Professional Application Server 10g Administrator
- Oracle Certified Professional Java SE Programmer
- Oracle Certified Professional MySQL 5.0 Database Administrator
- Oracle Certified Professional, E-Business Suite
- Oracle Certified Professional, Java EE Web Component Developer
- Oracle Certified Professional, MySQL 5.0 Developer
- Oracle Certified Professional, Oracle Solaris 10 Systems Administrator for Solaris
- Oracle Certified Programmer, Java EE Web Services Developer
- Oracle Administrator Certified Associate - DBA (OCA)
- Oracle Administrator Certified Master - DBA (OCM)
- Oracle Administrator Certified Professional - DBA (OCP)
- Oracle Exadata 11g Certified Implementation Specialist
- Oracle Forms Developer Certified Professional
- Oracle PL/SQL Developer Certified Associate
- Oracle SOA Infrastructure Implementation Certified Expert
- Oracle WebLogic Server System Administrator Certified Expert
- PMI Agile Certified Practitioner (PMI-ACP)
- PMI Program Management Professional (PgMP)
- PMI Project Management Professional (PMP)
- PMI Risk Management Professional (PMI-RMP)
- Red Hat Certificate of Expertise in Infrastructure-as-a-Service
- Red Hat Certified Architect (RHCA)
- Red Hat Certified Datacenter Specialist (RHCDSS)
- Red Hat Certified Engineer (RHCE)
- Red Hat Certified Security Specialist (RHCSS)
- Red Hat Certified Technician (RHCT)
- RedHat Certified Virtualization Administration
- Certified Windows Security Admin (GCNT)
- RSA Certified Administrator (RSA/CA)
- RSA Certified Systems Engineer (RSA/CSE)
- SANS/GIAC Assessing Wireless Networks
- SANS/GIAC Auditing Wireless Networks (GAWN)
- SANS/GIAC Exploit Researcher and Advanced Penetration Tester
- SANS/GIAC Certified Firewall Analyst (GCFW)
- SANS/GIAC Certified Forensic Analyst (GCFA)
- SANS/GIAC Certified Forensics Examiner
- SANS/GIAC Certified Incident Handler (GCIH)
- SANS/GIAC Information Security Fundamentals (GISF)
- SANS/GIAC Certified Intrusion Analyst (GCIA)
- SANS/GIAC Certified ISO-27000 Specialist (was G7799)
- SANS/GIAC Legal Issues in Information Technology and Security (GLEG)
- SANS/GIAC Certified Penetration Tester (GPEN)
- GIAC Certified Perimeter Protection Analyst (GPPA)
- SANS/GIAC Certified Project Manager (GCPM)
- SANS/GIAC Certified Security Essentials (GSEC)
- SANS/GIAC Certified Unix Security Admin (GCUA)
- SANS/GIAC Certified Web Application Defender
- SANS/GIAC SANS/GIAC Enterprise Defender
- SANS/GIAC Information Security Professional (GISP)
- SANS/GIAC Reverse Engineering Malware (GREM)
- SANS/GIAC Secure Software Programmer-- .NET
- SANS/GIAC Secure Software Programmer—Java
- SANS/GIAC Security Essentials
- SANS/GIAC/Security Leadership (GSLC)
- SANS/GIAC Systems and Network Auditor (GSNA)
- SANS/GIAC Web Application Penetration Tester (GWAPT)
- SAS Certified Advanced Programmer
- SAS Certified Base Programmer
- Security Certified Network Architect (SCNA)
- Security Certified Network Specialist (SCNS)
- Siebel 8 Consultant Certified Expert
- Six Sigma Black Belt
- Six Sigma Master Black Belt
- SNIA Certified Storage Architect
- SNIA Certified Storage Networking Expert (SCSN-E)
- SNIA Certified Storage Professional
- SNIA Certified Systems Engineer Sniffer Certified Expert
- SolarWinds Certified Professional (SCP)
- Sun Certifications (SEE ORACLE)
 - Systems Security Certified Professional (SSCP)

309 IT Certifications Reported

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through April 1, 2014)

- Teradata 12 Certified Associate
- Teradata 12 Certified Database Administrator
- Teradata 12 Certified Enterprise Architect
- Teradata 12 Certified Master
- Teradata 12 Certified Professional
- Teradata 12 Certified Solutions Developer
- Teradata 12 Certified Technical Specialist
- Advanced Teradata Certified Professional
- TIBCO Certified Professional
- TIBCO Certified SOA Architect
- TOGAF 9 Certified
- VMware Certified Advanced Professional
- VMware Certified Design Expert (VCDX)
- VMware Certified Design Expert - Cloud (VCDX-Cloud)
- VMware Certified Professional (VCP)
- VMware Certified Advanced Professional – Cloud Infrastructure Design (VCAP-CID)
- VMware Certified Professional-Cloud (VCP-Cloud)

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through April 1, 2014)

2-YEAR IT CERTIFICATIONS PAY TRENDS

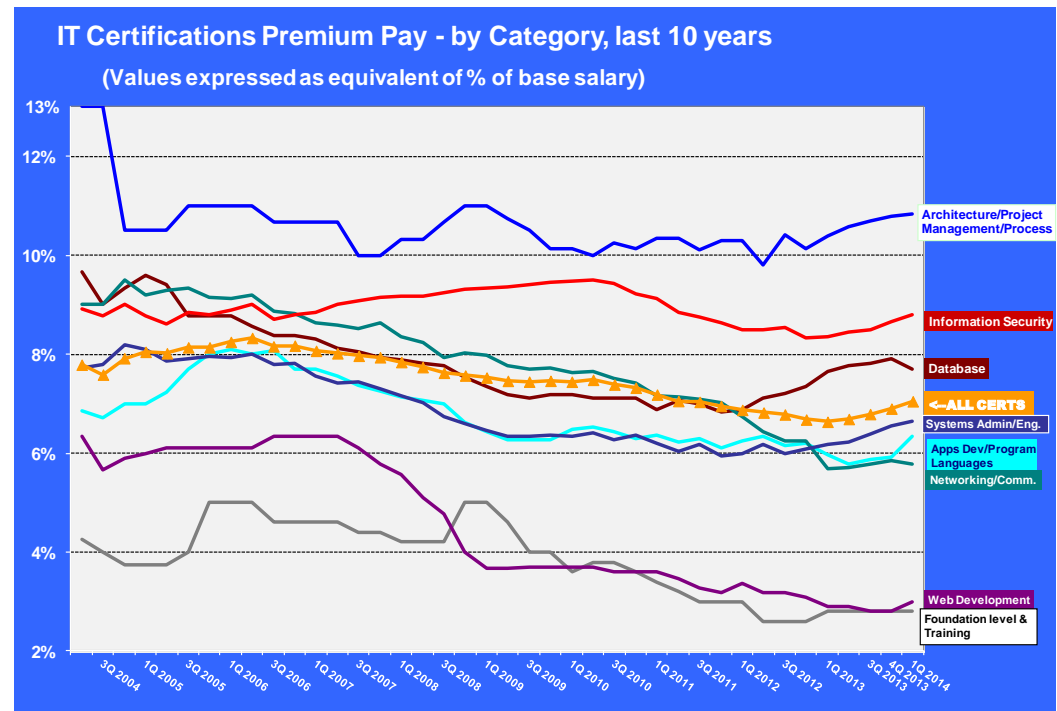
(Data collected through 4/1/2014 – 49,337 participants)

IT CERTIFICATIONS CATEGORIES	# of certs surveyed	Change in Average Premium Pay by Category			
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs
Foundation level and Training	5	0.0%	0.0%	0.0%	-6.7%
Apps Development/Prog. Languages	40	7.2%	8.2%	6.3%	1.5%
Database	24	-2.5%	-1.3%	0.8%	11.9%
Web Development	11	6.5%	6.5%	3.1%	-10.8%
Networking & Communications	74	-1.1%	0.1%	1.6%	-14.2%
System Administration/Engineering	69	1.6%	4.2%	7.7%	10.9%
Information Security	63	1.7%	3.7%	5.6%	3.6%
Architecture/Project Management/Process	23	0.3%	1.3%	4.1%	5.1%
ALL CERTIFICATIONS SURVEYED	309	2.14%	3.80%	6.24%	2.53%

3/12/24 MONTH IT CERTIFICATIONS PAY TRENDS BY CATEGORY

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

(Data collected through 4/1/2014 – 49,337 participants)



SOURCE: Data supporting these charts is from Foote Partners *IT Skills & Certifications Pay Index™* (2004 to 2014 quarterly editions)

(Pay data supporting these charts available in the *IT Skills and Certifications Pay Index™* - 1Q 2014 edition)

360 Noncertified IT Skills Reported

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through April 1, 2014)

Applications Development Tools & Platforms

Agile Programming/RAD/Extreme Programming
 Amazon Web Services (EC2, S3, ASW, SQS, ELB, et. al.)
 Apache Cordova
 Apache Flex
 Apache Hadoop
 Apache Maven
 Apache Pig/Pig Latin
 Apache Struts/Struts2
 Apache Tomcat
 Business Objects
 C
 C#
 C++ /CLI
 Clarity PPM
 Cloudera software
 Cobol
 Cognos
 Delphi
 Drupal
 Eclipse
 Epic Systems applications
 F#
 Groovy/Grails
 Hibernate
 iRise
 Java/J2SE, ME, J2EE
 Jenkins
 MapReduce
 MATLAB
 NetWeaver
 Objective-C
 Oracle Apps Developer Framework
 PL/SQL
 Powerbuilder
 Progress 4GL/Development tools
 Ruby
 Ruby on Rails
 Saas
 SAS
 Scrum
 SQL Windows
 Tcl
 Transact-SQL

UML (unified modeling language)
 Visual Basic 6.0
 Visual C++
 Visual J++
 WebSphereMQ
 Xcode

SAP & Enterprise Bus. Apps.

ABAP (all modules)
 Baan
 J.D. Edwards
 Lawson
 Microsoft Dynamics
 NetWeaver
 NetWeaver Portal (SAP EP)
 Oracle BPM
 Oracle CRM
 Oracle E-Business suite
 Oracle Financials
 Oracle SCM
 Peoplesoft
 Remedy
 Salesforce
 Accelerated SAP (SLM)
 SAP AFS
 SAP ALE
 SAP APO
 SAP Auto-ID infrastructure
 SAP Banking
 SAP Basis Components
 SAP BI Accelerator
 SAP BODI
 SAP BODS
 SAP BOXI
 SAP BPC
 SAP BSP
 SAP Business One
 SAP Business Workflow/Webflow
 SAP CA
 SAP CAF
 SAP CCM
 SAP CE
 SAP CFM
 SAP CO
 SAP CO-PA

SAP CRM
 SAP Crystal Reports
 SAP CS
 SAP EBP
 SAP EDI
 SAP EHS
 SAP EPM
 SAP ERP
 SAP ESA
 SAP FI (Financial Accounting)
 SAP FI - CA
 SAP FI - FSCM
 SAP FI - Travel Management
 SAP FS (Insurance)
 SAP GRC
 SAP GTS
 SAP HANA (In-Memory Appliance)
 SAP HCM (SAP HR)
 SAP HCM ESS/MSS
 SAP HR-PA
 SAP IM
 SAP IS-U (Utilities)
 SAP ITS
 SAP KW
 SAP LES
 SAP LO
 SAP Manufacturing
 SAP MDM
 SAP MDX
 SAP MI
 SAP MII
 SAP MM
 SAP MRO
 SAP Netweaver Applications Server
 SAP Netweaver BW (BIW)
 SAP NetWeaver Visual Composer
 SAP NWDI
 SAP Oil & Gas
 SAP PI (NetWeaver Process Integ.)
 SAP PLM
 SAP PM
 SAP PP
 SAP PS
 SAP PSCD
 SAP Public Sector Management
 SAP PY (Payroll)
 SAP QM

SAP Retail
 SAP Service & Asset Mgt.
 SAP SCM
 SAP SD
 SAP SD - GTS
 SAP Security
 SAP SEM
 SAP SM
 SAP Smart Forms
 SAP Solution Manager
 SAP SRM
 SAP TM
 SAP Web Application Server
 SAP WEBI
 SAP WM
 SAP WM – EWM
 SAP Xcelsius
 Siebel
 Software AG webMethods
 SuccessFactors
 Web Dynapro

Networking/Systems

10Base-T Switching
 APPC
 ATM
 Business continuity and disaster recovery planning
 Chef/Opencode
 Cisco CUCM
 Cisco ICM
 Cisco IPCC
 CiscoNexus
 Cisco UCCE
 Cisco UCCX
 Citrix XenApp
 Citrix XenServer
 Cloud architecture
 Cloud security
 DHCP
 EIGRP
 Ethernet
 Fast Ethernet
 Gigabit Ethernet(1 GigE/10 GigE)
 HP Converged System

HTTPS
 Infrastructure architecture
 Intrusion prevention/detection systems
 IPX/SPX
 LAN
 LTE
 Microsoft Hyper-V
 Microsoft NT Server
 Microsoft Virtual Server
 Mobile device management
 Mobile security
 Multiprotocol Label Switching
 Network access control/Identity mgt systems
 NAS/Network Attached Storage
 Network security management
 Novell Netware
 Puppet
 Rackspace Cloud
 RFID
 Routing (e.g. OSPF)
 SAN/Storage Area Networks
 Security skills (project-based)
 SIP (all variants)
 SMTP
 SNA
 SolarWinds
 Storage administration
 TCP/IP
 Tivoli
 vCloud
 Virtualization
 Virtual security
 VMware Server
 VoIP/IP telephony
 VPN/OpenVPN WAN/3G/4G services
 WAP
 Wireless Network Mgmt
 Wireline Networking/ Telecomm.
 WML

360 Noncertified IT Skills Reported

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through April 1, 2014)

Web/e-Commerce Development

Active Server Pages
 ActiveX
 Ajax
 Apache Solr
 Apache web server
 CGI
 Cold Fusion MX
 CSS/CSS3
 Documentum
 Google App Engine
 HTML5
 JavaBeans/EJB 3.0
 JavaFX
 JavaScript
 Java Server Pages
 JBoss Enterprise
 Joomla!
 jQuery
 JSON
 Microsoft BizTalk Server
 Microsoft Commerce Server
 Microsoft Identity Integration Server
 Microsoft Internet Information Services
 Microsoft Internet Security and Acceleration Server (ISA)
 Microsoft Sharepoint
 Microsoft Silverlight
 Microsoft .NET
 Mobile applications development
 Oracle Fusion
 Oracle WebLogic
 Oracle Workflow
 Perl
 PHP (all)
 Python
 REST
 RESTful
 Secure software development
 SOAP
 Social Media/Networks
 Spring Framework
 TIBCO
 VBScript

Video/graphics editing
 Visual Interdev
 VoiceXML
 Web collaboration appliances
 WebSphere
 WebSphere Datapower
 Wikis
 WSDL
 XAML/XACML
 XHTML MP
 XML (all variants)

Database

Apache Cassandra
 Apache CouchDB
 Apache Hive
 Base SAS
 Couchbase Server
 Database management
 Data mining
 Data security
 DB2
 dbase/xbase
 ETL (Extract, transform, load)
 Hbase
 Informatica
 Java Database Connectivity
 Master data management
 Microsoft Access
 Microsoft Exchange Server
 Microsoft SQL Server
 MongoDB
 MySQL
 NoSQL
 Oracle Application Server
 Oracle Business Intelligence Enterprise Edition Plus
 Oracle DB 9i/10g/11i/12c
 Oracle Exadata
 Oracle Forms
 OpenEdge ABL (Progress 4GL)
 Redis
 Riak
 Sybase Adaptive Server
 Visual SQL

Management, Methodology and Process

Big Data Analytics
 Business Analysis
 Business intelligence
 Business process management/modeling/improvement
 Business performance management (software/systems)
 Capacity Planning/Management
 Change management
 Collaboration software
 Complex Event Processing/Event Correlation
 Configuration Management
 Continuous Integration
 CRM
 Cryptography (encryption, VPN, SSL/TLS, Hybrids)
 Cybersecurity
 Data Architecture
 Data Governance
 Data Modelling
 E-Procurement
 ERP
 Information management
 IT Governance
 ITIL V3
 Marketo
 Microsoft Visio
 Predictive Analytics and Modeling
 Prescriptive Analytics
 Product lifecycle management software
 Project management/governance
 Quality management/TQM
 Quantitative Analysis/Regression Analysis
 Requirements
 Engineering/Analysis
 Risk assessment/analysis
 Risk management
 Security architecture and models
 SEO

Service Management
 Social media marketing
 Six Sigma/Lean Six Sigma
 TOGAF (Enterprise Architecture)
 User Experience Design

Operating Systems

AIX
 HP-UX
 Linux
 Mac OS X
 Mobile operating systems (Apple, Microsoft, Android, etc.)
 Red Hat Enterprise Linux
 Solaris
 Unix (all)
 VMware vSphere
 Windows 8/7
 Windows NT
 Windows Server 2008/2003

Messaging & Communications

Lotus Notes/Domino
 Message-oriented Middleware (Wave, XMPP/Jabber, etc.)
 Microsoft Exchange
 Novell Groupwise
 Outlook/cc.mail/various clients
 Oracle Comm Messaging Server
 TIBCO Enterprise Message Service
 Unified Communications/Messaging

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through April 1, 2014)

2-YEAR NONCERTIFIED IT SKILLS PAY TRENDS

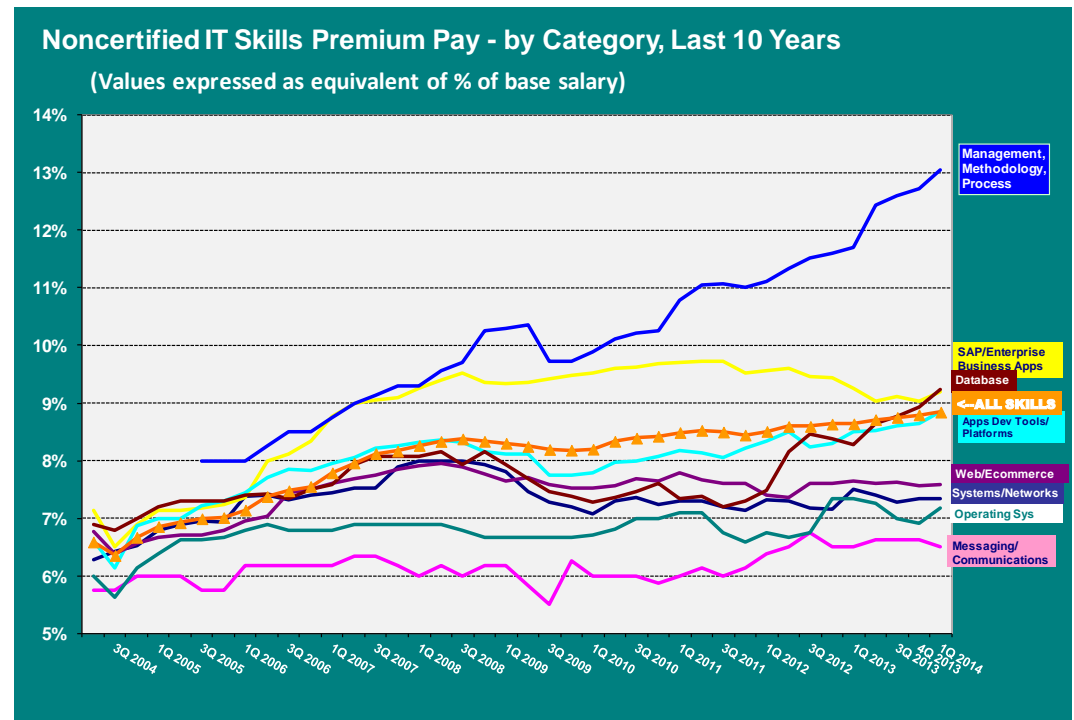
(Data collected through 4/1/2014 – 49,337 participants)

NONCERTIFIED IT SKILLS CATEGORIES	# of skills surveyed	Change in Average Premium Pay by Category			
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs
Systems/Networking	62	-0.1%	0.9%	-2.1%	0.2%
Messaging and Communications	8	-1.9%	-1.9%	0.0%	2.0%
SAP & Enterprise Business Applications	104	-1.7%	-0.9%	-2.5%	-5.5%
Apps Development Tools & Platforms	49	2.3%	2.6%	4.0%	5.9%
Web/e-Commerce Development	54	0.2%	-0.5%	-1.0%	2.3%
Database	31	3.3%	5.3%	11.3%	23.4%
Operating Systems	12	3.6%	2.4%	-2.3%	6.2%
Management/Methodology/Process	40	2.6%	3.6%	11.6%	17.5%
ALL NONCERTIFIED SKILLS SURVEYED	360	0.55%	1.05%	2.36%	3.94%

3/12/24 MONTH NONCERTIFIED IT SKILLS PAY TRENDS BY CATEGORY

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

(Data collected through 4/1/2014 – 49,337 participants)



SOURCE: Data supporting these charts is from Foote Partners IT Skills & Certifications Pay Index™ (2004 to 2013 quarterly editions)

(Pay data supporting these charts available in the IT Skills and Certifications Pay Index™ 1Q 2014 edition)

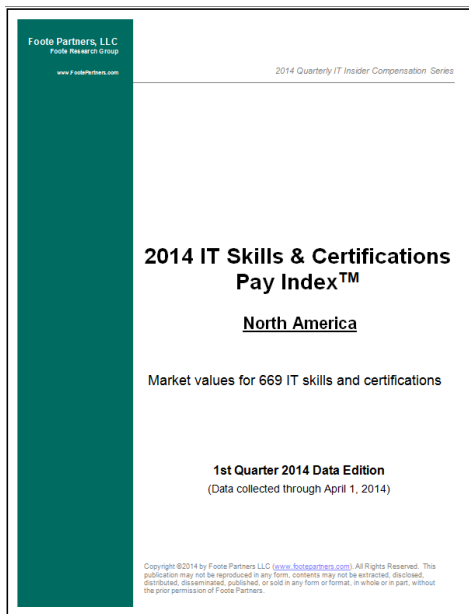
ABOUT THIS RESEARCH

Foote Partners' primary research survey for tracking IT skills and certifications pay and supply/demand volatility is the industry-leading *IT Skills and Certifications Pay Index™ (ITSCPI)*, launched in 1999 and updated every three months since that time. Data covering 159,775 IT professionals at 2,595 employers in 83 U.S. and Canada cities are reported for IT salaries and skills pay earned for 164 positions and 669 certified and noncertified technical and business skills. Verified and validated pay data for 49,337 IT workers has been included in the 1st quarter 2014 edition of the ITSCPI, compiled from data collected through April 1, 2014.

Demographics of the participating organizations for our latest update are as follows, measured most appropriately for the type of business, by revenues, assets, total premiums and operating budgets:

- 18% of participating organizations have \$3 billion+ in sales/\$15+ billion in total assets
- 28% of participating organizations earn more than \$1 billion in annual revenues or more than \$3 billion in total assets
- 46% of participating organizations have \$500+ million in sales/\$1+ billion in total assets/\$500+ million in premiums/\$500+ million operating budget (government, educational, not-for-profit)
- 54% of participating organizations fall in the SMB (small-to-medium sized business) segment, generally defined as organization under \$500 million in sales.
- [Public sector] 5% have operating budgets of \$500 million or more, [nonprofit/educational sectors] 4% with operating budgets \$100 million to less than \$500 million

IT Skills and Certifications Pay Index™ – 1st quarter 2014 data edition



- 364 pages (Q1 2014 data edition)
- Pay premiums for 669 certified and noncertified IT skills
 - Three data points for each position: 10th, 50th, 90th percentile
- Verified and validated IT skills pay data from 49,337 IT professionals at 2,595 employers in US and Canada
- Current data collected through January 1, 2014 (updated quarterly)
- Certifications Guide containing basic information about surveyed IT certifications (pre-requisites; costs; test content; requirements, etc.)

Pricing: \$4,200 single edition. \$16,000 annual subscription.

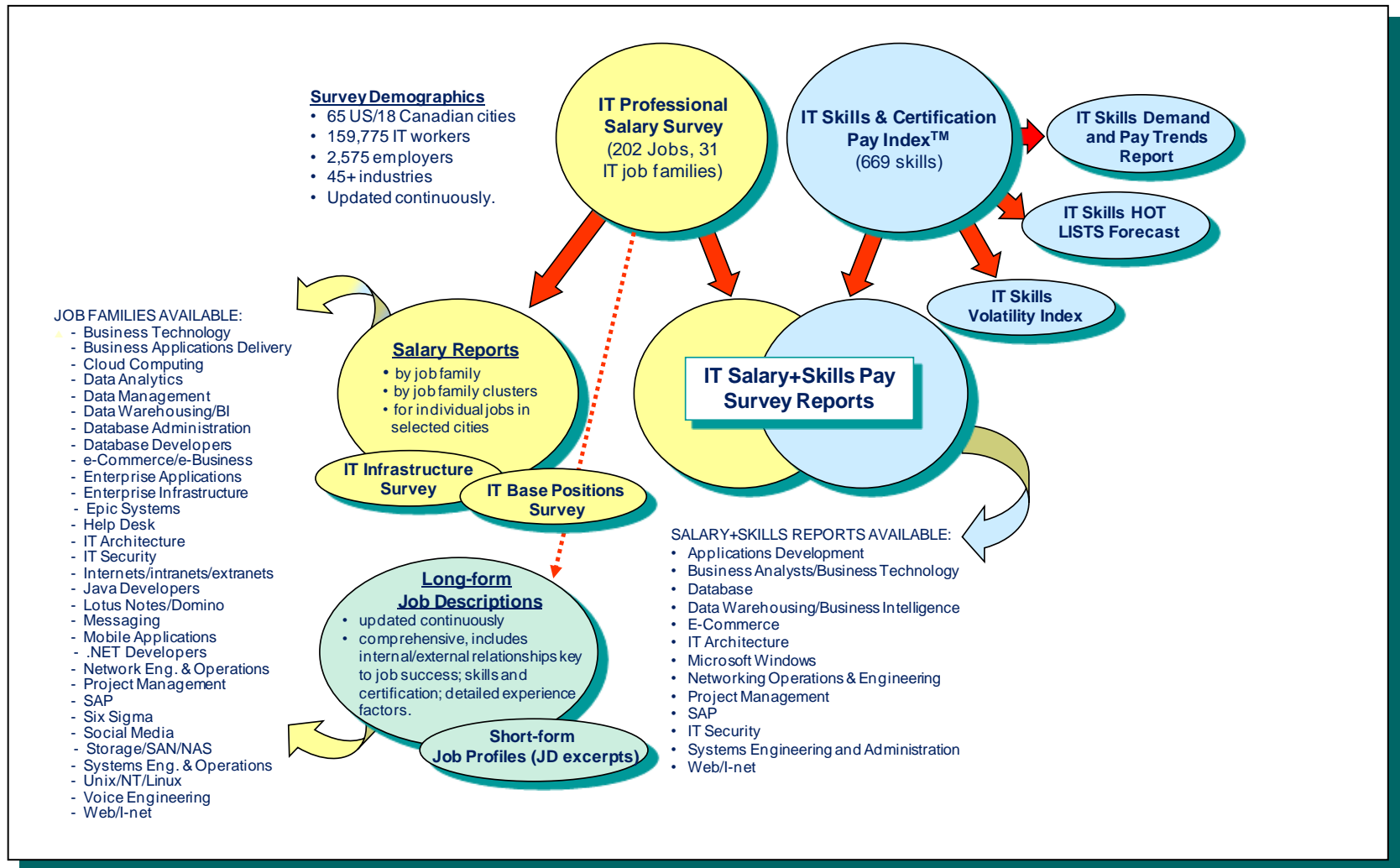
Definition of IT skills premium pay

- Pay that IT workers receive for possessing high-value IT and business skills used on the job
- Given in the form of a bonus, or embedded in base salary to adjust for the presence of a dominant vendor or technology central to job performance (examples: Cisco Network Engineer, Python Software Engineer, Redhat Linux Systems Administrator, or SAP Developer.)
- Often used to adjust either base pay or total pay in situations where job title does not match actual on-the-job duties and responsibilities, and changing the job title is not an attractive option
- May be used as a reward, recruiting inducement, retention tool, or as a guide for creating consulting rate cards

TO OBTAIN A COPY OF THE LATEST *IT SKILLS AND CERTIFICATIONS PAY INDEX™*

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

Foote Partners 2014 IT Compensation Survey Product Map



ABOUT FOOTE PARTNERS

Foote Partners, LLC is an IT analyst firm and independent benchmark research organization focusing on the human capital and user (versus vendor) side of managing technology and IT value creation. A thought leader and trusted advisor to more than 2,400 employers on six continents, the firm provides pragmatic and forward-thinking benchmark research and analysis about managing the modern highly integrated business/IT hybrid environment in which virtually all organizations operate their businesses.

The firm's research is deeply grounded in highly specialized proprietary benchmark research, surveys, and empirical intelligence collected from 2,595 North American employers representing 160,000 IT professionals with whom Foote Partners has forged long term research partnerships.

Founded in 1997 and comprised of former Gartner and META Group industry analysts, McKinsey & Company, Towers Watson, and Mercer senior consultants, and former corporate HR, IT, and business executives, the firm's research division publishes more than 100 quarterly-updated IT decision support benchmark research products that help employers benchmark their IT professional compensation, solve difficult information technology management and workforce problems, and strengthen their ability to execute complex solutions to increasing revenues, improving profitability, and building customer satisfaction.

Foote Partners IT workforce and compensation survey findings and analyses are featured regularly in hundreds of HR, IT and business periodicals and media sources around the globe, including *Bloomberg BusinessWeek*, *Forbes*, *Fortune*, *Wall Street Journal*, *New York Times*, *CIO Magazine*, *ComputerWorld*, *Network World*, *WorldatWork's Journal* and *Workspan Magazine*; and in analyst appearances on network and cable television, National Public Radio, and countless podcasts and webcasts.

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