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FOR IMMEDIATE RELEASE

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The gap continues to widen: Pay for noncertified skills flattens from April to July after a year of steady gains, while IT certifications pay continues its five year descent, reaching a 12-year low point.

Pay gains for noncertified skills in Methodology/Process/Management, Messaging and Communications, Database, and SAP & Enterprise Business Applications—and for Database certifications---help keep things steady.

But will deteriorating economic conditions sink thriving IT skills demand?

NOTE: This news release summarizes skills and certifications demand and pay premiums performance from July 2011 to July 2011. Coincident with this news release is the release of Foote Partners updated *IT Skills Demand and Pay Trends Report* for its customers, offering a more detailed market analysis including data, graphs, charts and deeper analysis.

Vero Beach, FL, August 9, 2011 – Additional pay awarded to workers for critical certified and noncertified IT skills they use on the job, monitored and reported quarterly since 1999 in Foote Partners' *IT Skills and Certifications Pay IndexTM* (ITSCPI) , both slid downward in the second quarter of 2011 ending July 1st, marking the first time since September 2009 that losses in each have occurred simultaneously.

Average market value for 265 noncertified skills dipped slightly (- 0.2%) from April to June following consistent gains in the previous five calendar quarters and in 21 of 27 quarters going back to 2004. But pay premiums for 237 IT certifications continued their abysmal performance for a fourth second straight quarter – and for 18 of the last 19 quarters – posting an overall average loss in market value of nearly 2 percent for the quarter.

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Premiums being paid by more than 2,100 employers for 502 individual certified and noncertified IT skills are captured in the firm's ITSCPI survey research. Salaries, bonuses, and skills pay premiums for 118,300 IT professionals are monitored in Foote Partners compensation benchmark research.

Trend Highlights

“The difference this quarter over last is that several economic indicators are now telling us that the economic recovery has deteriorated. Prices are rising for many goods and services, consumer confidence is low, and the unemployment rate is not improving. There are fears of a double dip recession, a plummeting stock market, and riots in the streets of Europe,” explains David Foote, Foote Partners co-founder, CEO and Chief Research Officer, and publisher of the *IT Skills and Certifications Pay IndexTM*, *IT Professional Salary Survey*, and more than one hundred continuously updated IT benchmark and management decision support analytical reports. “This will of course influence staffing and workforce decisions going forward but the question is how much? The drivers for skills and talent acquisition in evidence today are more unique and compelling than prior downturns and they won't easily crumble under pressure.”

“Private corporations may be holding on tightly to a whopping \$2.5 trillion in liquid assets but they have definitely been spending on skills and people during the recovery, albeit heavily in the services industry and in selective internal hires. They haven't been highly valuing certified skills as much as they have those that are without certification, where the experience and on-the-job performance of a person accounts for more 'juice' in hiring and skills acquisition decisions than having an acronym after a name on one's business card. In fact, in our most recent quarterly data update, 50 of 252 noncertified skills (19.8%) were awarded a boost in pay premiums by employers over that past three months but only 17 of 231 certifications (7.4%) got similar treatment.

“It's interesting that when we examined declines in premium pay for skills and certs in the past quarter this gap was not as pronounced: 47 noncertified skills (18.7% of total surveyed) and 33 IT certifications (14.3%) lost market value last quarter in our ongoing benchmark survey research. What this suggests is that fear and pessimism that the country and perhaps the global markets may be once again heading into a period of sustained economic contraction was very present in the minds of private and public sector workforce decision makers this past spring and early summer.

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Only one category of certifications — **Database**---grew in overall market value (+2.6%) in the latest quarterly benchmark up from Foote Partners, bolstered by gains in three Oracle certifications.

Four of eight noncertified skills categories showed improvement, led by **Management, Methodology and Process** skills (+2.4% in pay premiums); **Messaging and Communications** skills (+1.7%); Database skills (+0.6%); and **SAP & Enterprise Business Applications** skills (+0.3%). (see pages 12 and 20)

Declines were more widespread, with IT certifications taking the biggest hit: **Entry level and Training** certs (-5.9% in pay premiums); **Web Development** (-4.0%); **IT Security** (-2.9%); **Systems Administration and Engineering** (-2.5%); **Applications Development and Programming Languages** (-2.3%); and **Networking certifications** (-0.2%).

Only four of eight categories of noncertified skills recorded losses in market value, though these losses were not as steep as those recorded in the certifications groups: **Web/e-Commerce** skills (-1.6%); **Applications Development Tools & Platforms** (-0.5%); **Systems and Networking** skills (-0.2%); and **Operating Systems** skills (-0.1%).

“As an analyst and deep researcher in the IT workforce space for twenty years, I will tell you that this looks like an all too familiar pattern to me,” remarks Foote. “We have a chart that shows the average pay premium for a single IT certification and noncertified skill as recorded in our *IT Skills and Certifications Pay Index* for every calendar quarter going back to 2000. Looking at the this graphic and focusing on the last two economic recessions that ran from March 2001 to November 2001 and from December 2007 to June 2009, you see the same high volatility in market values for IT skills coupled with a flattening in pay leading directly to a negative growth trend beginning two to three quarters later, that is, after the bad news hit. It’s conceivable that the flattening in pay for noncertified skills that we saw this past quarter could be foreshadowing a downward trend in demand for skills. If history should repeat itself, we should see a succession of quarterly declines in skills premium pay beginning around the start of 2012 if not sooner.”

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What may be different this time

“As we’ve noted many times in our past trend analyses, technology and business skills have in effect collapsed into each other, creating legions of what our firm refers to generically as **hybrid IT-business professionals**. Millions of new hybrid jobs have been created throughout the enterprise over that past ten years, represented in levels of responsibility ranging from administrative to executive. People in these jobs have a blend of subject matter expertise, business savvy, and technology skills. They are tech savvy people working in business lines, corporate departments, and in various enterprise strategic and operational functions, with degrees in business, economics, mathematics, marketing, the sciences, and even the liberal arts. Globalization and competitive pressures have accelerated the popularity of hybrid IT/business professionals and in turn energized market demand and interest in paying cash premiums for hundreds of new IT skills, only some of them certified.

Continues Foote, “IT-business hybrid workers are doing some of the most important work there is in ‘new normal’ analytics and complex forecasting, in creating social media-enhanced products, in architecting new processes and capabilities, in redefining risk analysis and management, and really in thinking out of the box and delivering innovations in just about every aspect of the business. The skills market has most recently come alive in response to hundreds of newly-defined IT skills and knowledge permutations for which IT/business hybrid jobs have been created to replace thousands of IT jobs that were lost over the last four years as IT human capital investment and delivery models have undergone momentous change.

“Somehow I can’t quite see these strong drivers of skill acquisition and market demand, as unique and compelling as they are, suddenly crumbling as they have in prior downturns. The horse is out of the burning barn and he’s got nowhere to go but forward at a gallop. There is no returning to former times and the organizational and management models that were in place then. If I have any hesitations in being optimistic it’s that we’ve not seen this extreme level of global economic turmoil in modern times. And make no mistake about the fact that globalization is a big reason why businesses had to change to accommodate the accelerated pace of change and extreme competitive pressures for talent that are now common to the business landscape for both small and large companies alike.

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“We’ve been predicting all along that the elevated volatility that has invaded the skills and employment markets (see page 27) will be the new standard for years to come. What we’re not sure about is just how extreme the ups and downs will be or how frequent economic recessions will hit now that the monetary markets and the economies of individual nations across the globe have become so unstable. It is really anyone’s guess at this stage. But there is simply too much at stake now for businesses compared to the past; they simply cannot survive and compete without a high skilled workforce both internally and externally sourced.

“But what we do know,” suggests Foote, “is that these IT-business hybrids workers will continue to define the new normal in staffing and human capital management no matter how things unfold. They will likely be the MVPs of the new world order in global business.”

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IT Skills & Certification Pay Trends Charts

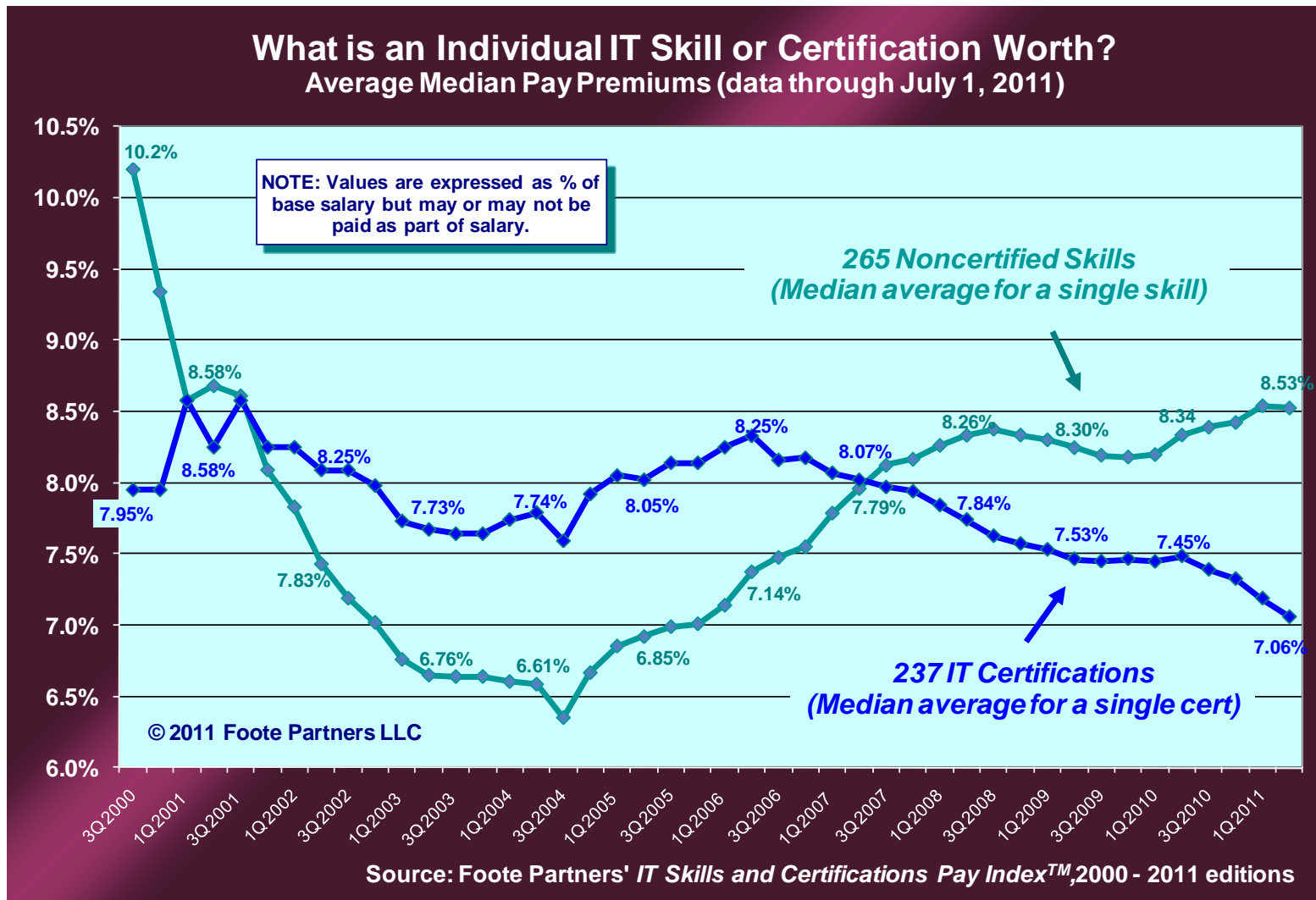
2011 IT Skills and Certifications Pay Index™ – 2nd Quarter 2011 data edition

(data through July 2011)

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

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Average Median Pay for a Single IT Skill or Certification (as % of Base Pay) – 3Q 2000 to 2Q 2011



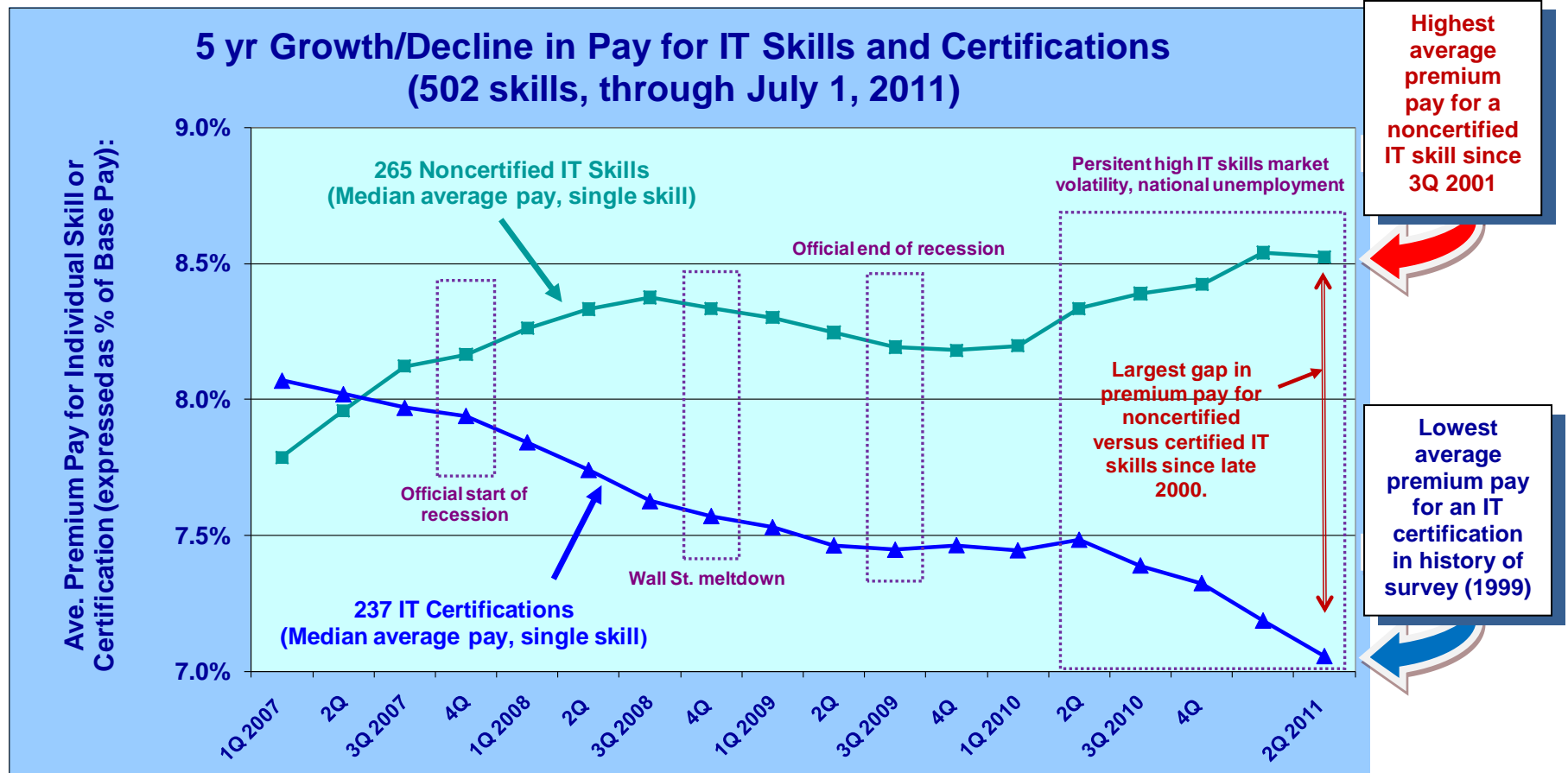
(Pay data supporting these charts is from the [IT Skills and Certifications Pay Index™](#).)

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

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Premium Pay for Noncertified IT Skills – not Certifications -- Has Become a Dominant Component of IT Compensation During the Economic Recovery

(Average Median Pay for a Single Certified vs. Noncertified IT Skill, Last 4 years - 29,850 IT professionals)



(Pay data supporting these charts available in the 2011 *IT Skills and Certifications Pay Index™* Source: Foote Partners, *IT Skills and Certifications Pay Index™* (2Q2007 – 2Q2011 data editions))

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Q2 2011 IT Certifications Pay and Demand Trends

Latest market value trends for **Certified IT Skills**

(Data collected through July 2011)

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

2-YEAR IT CERTIFICATIONS PAY TRENDS

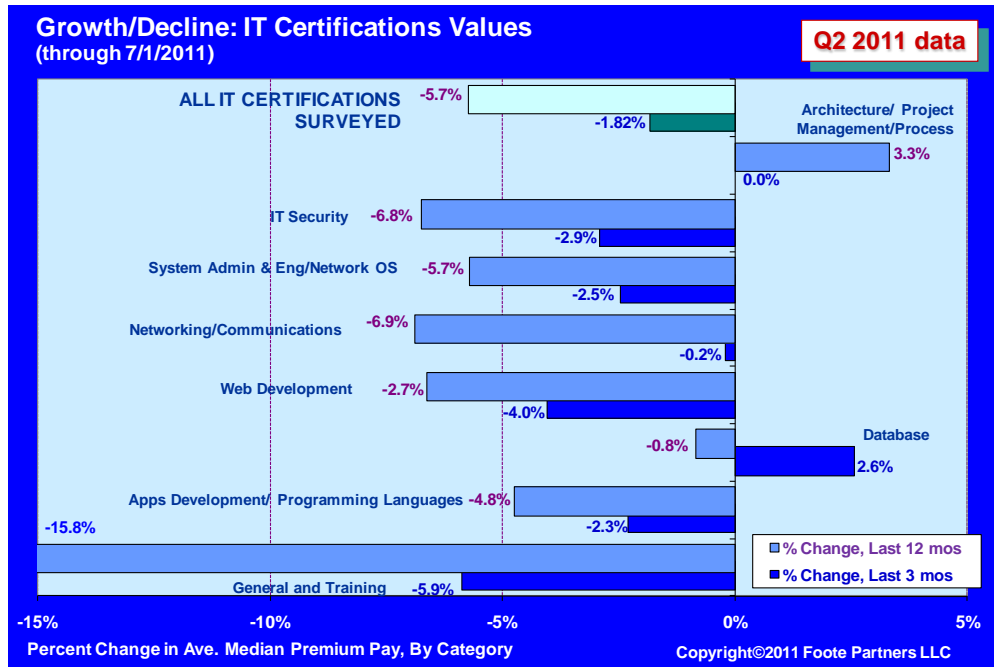
(Data collected through 7/1/2011 – 29,850 participants)

IT CERTIFICATIONS CATEGORIES	# of certs surveyed	Change in Average Premium Pay by Category			
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs
Beginner and Training	5	-5.9%	-11.1%	-15.8%	-30.4%
Apps Development/Prog. Languages	28	-2.3%	-1.1%	-4.8%	-1.1%
Database	17	2.6%	-0.8%	-0.8%	-1.7%
Web Development	11	-4.0%	-4.0%	-6.6%	-5.9%
Networking & Communications	67	-0.2%	-3.8%	-6.9%	-8.2%
System Administration/Engineering	47	-2.5%	-2.5%	-5.7%	-4.7%
IT Security	53	-2.9%	-3.8%	-6.8%	-5.5%
Architecture/Project Management/Process	9	0.0%	0.0%	3.3%	-3.9%
ALL CERTIFICATIONS SURVEYED	237	-1.8%	-3.7%	-5.7%	-5.5%

3 and 12 MONTH IT CERTIFICATIONS PAY TRENDS BY CATEGORY

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

(Data collected through 7/1/2011 – 29,850 participants)



SOURCE: Foote Partners IT Skills & Certifications Pay Index™, 2nd Quarter 2011 data edition

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

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2Q 2011 MARKET VALUE PERFORMANCE: IT Certifications

MARKET VALUE DECLINES. Notable IT certifications that *declined* in value in 2nd Quarter 2011 vs. prior quarter. By segment, listed in descending order of declines, including ties:

Systems Administration certifications

- RedHat Certified Technician
- CompTIA Linux+
- IBM Certified Specialist - AIX Basic Ops
- HP/Master Accredited Systems Engineer (Master ASE)
- Linux Professional Institute certification (LPIC-Level 3)
- Red Hat Certified Architect (RHCA)
- Red Hat Certified Engineer (RHCE)

Networking and Communications certifications

- CompTIA Network Technician (Network+)
- Cisco Wireless LAN Support Specialist
- Cisco Advanced Wireless LAN Field Specialist
- Cisco Certified Entry Network Technician (CCENT)
- Cisco Storage Networking Design Specialist
- Cisco Storage Networking Support Specialist
- CWNP/Certified Wireless Network Expert (CWNE)
- Cisco Certified Design Professional (CCDP)
- Cisco Certified Internetwork Expert (CCIE, all variations)

Architecture, Project Management and Process certifications

- CompTIA Project+
- ITIL Service Manager Certification

IT Security certifications

- CWNP Certified Wireless Security Professional (CWSP)
- GIAC Certified Incident Handler (GCIH)
- GIAC Information Security Fundamentals (GISF)
- CompTIA Security+
- GIAC Certified Intrusion Analyst (GCIA)
- CyberSecurity Forensic Analyst
- GIAC Certified Forensics Analyst (GCFA)
- Check Point Certified Master Architect (CCMA)

Applications Development certifications

- Oracle Certified Professional Java Programmer (formerly Sun SCJP)
- IBM Certified Solutions Developer: WebSphere (all)
- SAS Certified Advanced Programmer

Entry-level and Training certifications

- CompTIA PC Technician (A+)

Web Development

- Master CIW Designer
- Master CIW Administrator
- Master CIW Web Site Manager
- Master CIW Enterprise Developer

MARKET VALUE GAINS. Notable IT certifications that *gained* in value in 2nd Quarter 2011 vs. prior quarter. By segment, listed in descending order of gain, including ties:

Systems Administration/Engineering certifications

- HP Accredited Platform Specialist (HP APS)

Networking/Communications certifications

- Juniper Networks Certified Internet Expert
- Avaya Certified Specialist
- Cisco Certified Design Expert (CCDE)
- SNIA Certified Systems Engineer
- Avaya Certified Expert
- Juniper Networks Certified Internet Professional

Applications Development certifications

- Oracle Certified Associate, Java SE (formerly Sun SCJA)
- Oracle Certified Master, Java SE Developer (formerly Sun SCJD)

Database certifications

- Oracle Certified Professional MySQL 5.0 Database Administrator (formerly Sun SCMDBA)
- Oracle Certified Expert MySQL 5.1 Cluster Database Administrator (formerly Sun SCMCDBA)
- Oracle DB Administrator Certified Associate (OCA)

IT Security certifications

- Cisco ASA Specialist
- Cisco Certified Security Professional (CCSP)
- Certified Information Security Manager (CISM)

General/Beginner certifications

- CompTIA PC Technician (A+)

Architecture, Project Management and Process certifications

- ITIL Service Manager Certification
- PMI Risk Management Professional (PMI-RMP)

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™*, 2nd Quarter 2011 data edition

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HIGHEST PAYING: IT Certifications

These **IT certifications** are earning the highest pay premiums. Shown by category, in **descending order including ties**. Surveyed through July 1, 2011.

(Source: [IT Skills and Certifications Pay Index™ – Q2 2011 edition](#))

Applications Development & Programming Languages certifications

- Oracle Certified Master, Java EE Enterprise Architect (formerly Sun SCEA)
- Oracle SOA Architect Certified Expert

Database certifications

- Oracle DBA Administrator Certified Master (OCM)
- Teradata 12 Certified Master
- Teradata Enterprise Architect
- IBM DB2 Universal Database Certified Solutions Expert

Architecture/Project Management/Process certifications

- Project Management Professional (PMP)
- Master IT Certified Architect (ITAC/The Open Group)
- PMI Risk Management Professional (PMI-RMP)
- ITIL Service Manager Certification

Security certifications

- Certified Information Security Manager (CISM)
- Certified Information Systems Auditor (CISA)
- Certified Information Systems Security Professional (CISSP)
- Information Systems Security Engineering Professional (CISSP/ISSEP)
- CyberSecurity Forensic Analyst
- GIAC Secure Software Programmer --.NET
- GIAC Secure Software Programmer --Java
- Information Systems Security Management Professional (CISSP/ISSMP)
- Cisco Certified Security Professional (CCSP)
- GIAC Reverse Engineering Malware (GREM)
- Check Point Certified Master Architect (CCMA)
- GIAC Systems and Network Auditor (GSNA)
- Information Systems Security Architecture Professional (CISSP/ISSAP)
- Security Certified Network Architect
- GIAC Certified Intrusion Analyst (GCIA)

Networking and Communications certifications

- Cisco Certified Design Expert (CCDE)
- Cisco Certified Internetwork Expert (CCIE, all variations)
- Juniper Networks Certified Internet Expert
- Cisco Certified Design Professional (CCDP)
- SNIA Certified Storage Networking Expert (SCSN-E)

Systems Administration & Engineering certifications

- Microsoft Certified Architect (MCA)
- Citrix Certified Integration Architect (CCIA)
- IBM Certified Infrastructure Systems Architect
- HP Master Accredited Systems Engineer (Master ASE)
- HP/Accredited Integration Specialist (AIS)
- HP/Accredited Systems Engineer (ASE)

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™*, 2nd Quarter 2011 data edition

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Q1 2010 Noncertified IT Skills Pay and Demand Trends

Latest market values for **noncertified IT skills**

(Data collected through July 2011)

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2-YEAR NONCERTIFIED IT SKILLS PAY TRENDS

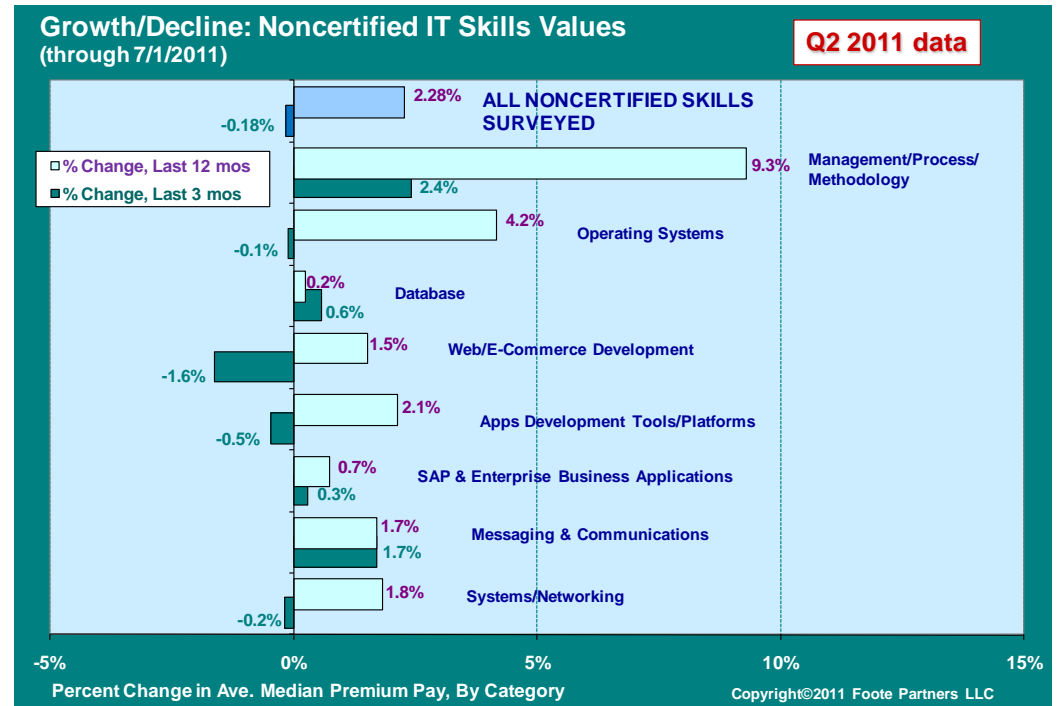
(Data collected through 7/1/2011 – 29,850 participants)

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	45	-0.2%	0.6%	1.8%	-1.0%
Messaging and Communications	8	1.7%	4.5%	1.7%	-7.9%
SAP & Enterprise Business Applications	86	0.3%	0.0%	0.7%	4.0%
Apps Development Tools & Platforms	30	-0.5%	0.8%	2.1%	0.2%
Web/e-Commerce Development	45	-1.6%	0.3%	1.5%	-0.6%
Database	16	0.6%	-3.0%	0.2%	-4.1%
Operating Systems	12	-0.1%	1.2%	4.2%	6.2%
Management/Methodology/Process	23	2.4%	7.7%	9.3%	6.6%
ALL NONCERTIFIED SKILLS SURVEYED	265	-0.18%	1.21%	2.28%	3.38%

3 and 12 MONTH NONCERTIFIED IT SKILLS PAY TRENDS BY CATEGORY

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

(Data collected through 7/1/2011 – 29, 850 participants)



SOURCE: Foote Partners IT Skills & Certifications Pay Index™, 2nd Quarter 2011 data edition

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

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2Q 2011 MARKET VALUE PERFORMANCE: Noncertified IT Skills

MARKET VALUE GAINS. Noncertified IT skills that **increased** in value in 2nd Quarter 2011 vs. prior quarter. By segment, listed in **descending order of gain**, including ties:

Applications Development skills

- Visual Basic 6.0
- SAS
- Epic Systems applications
- Ruby on Rails

SAP/ERP skills

- SAP LES (Logistics Execution System)
- SAP SAM (Service and Asset Management)
- SAP PLM (Product Lifecycle Management)
- SAP NWDS (NetWeaver Developer Studio)
- J.D. Edwards (Oracle)
- SAP SCM (Supply Chain Management)
- SAP MDX (Multi-Dimensional Expression Language)
- SAP GTS (Global Trade Services)
- ABAP
- SAP Smart Forms
- SAP Advanced Planner & Optimizer (APO)
- SAP IS-U (Utilities)
- SAP CO (Controlling)
- SAP Web Application Server
- SAP CE (NetWeaver Composition Environment)
- NetWeaver Portal (SAP EP)
- SAP HANA (In-Memory Analytics Appliance)
- Oracle E-Business suite

Systems/Networking skills

- Cisco UCCE/IPPC
- HTTPS
- Citrix XenServer
- Gigabit Ethernet (1 Gige/10 Gige)
- VMware Server/ESX, ESXi Server
- Tivoli

Management, Process & Methodology skills

- IT Governance
- ITIL V3
- Six Sigma/Lean Six Sigma
- Quality management/TQM
- Business analysis
- Security architecture and models
- Quantitative Analysis/Regression Analysis
- Information risk management
- Business process management/ modeling/ improvement

Web/E-commerce Development skills

- HTML5
- VBScript
- CGI
- Microsoft Internet Security and Acceleration Server (ISA)
- JBoss applications server
- Cold Fusion MX
- Microsoft Commerce Server (incl. 2007)

Database skills

- Sybase Adaptive Server Enterprise

Messaging & Communications skills

- Message-oriented Middleware (Wave, XMPP/Jabber, etc.)

Operating Systems skills

- Mobile operating systems (Apple, Microsoft, Android, etc.)

Applications Development skills

- Adobe Flex
- Agile Programming/RAD/Extreme Programming
- WebSphere MQ (MQSeries)
- Adobe Flex

SAP & Enterprise Business Applications skills

- SAP ITS (Internet Transaction Server)
- SAP EHS (Environmental Management)
- SAP BSP (Business Server Pages)
- SAP PS (Project Systems)
- SAP CCM (Catalog Content Management)F
- SAP FS (Insurance)
- SAP EBP (e-Procurement)
- SAP EDI
- SAP Business Workflow/Webflow
- SAP Basis Components
- SAP LO (Logistics General)
- SAP MM (Materials Management)
- SAP Oil & Gas
- SAP CS (Customer Service)

Systems/Networking skills

- APPC
- Microsoft NT Server
- VPN/OpenVPN
- IPX/SPX
- Cisco ICM
- Network security management
- VoIP/IP telephony
- SAN/Storage Area Networking
- RFID/wireless sensors
- Virtualization (various)

Management, Process and Methodology skills

- Cryptography (encryption, VPN, SSL/TLS, Hybrids)
- Requirements Engineering/Analysis
- Predictive Analytics and Modeling
- Product lifecycle management software

Web/E-commerce Development skills

- AJAX (Asynchronous JavaScript and XML)
- XML (all variants)
- Active Server Pages
- Apache HTTP web server
- SOAP(Simple Object Access Protocol)
- Microsoft Sharepoint Server
- Microsoft BizTalk Server
- Microsoft .NET (ADO .NET, VB .NET, ASP.NET, etc.)
- Documentum

Database skills

- Oracle DB 8i/9i/10g/11i
- Database management
- Microsoft SQL Server 2005/2008

Operating Systems skills

- Windows 7/XP/Vista
- Mac OS/OS X
- Windows Server 2008/2003

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HIGHEST PAYING: Noncertified IT Skills

These **noncertified IT skills** are earning the highest pay premiums. Shown by category, in **descending order including ties**. Surveyed through July 1, 2011.

(Source: [IT Skills and Certifications Pay Index™ – Q2 2011 edition](#))

SAP/Enterprise Business Applications Skills

- Oracle E-Business suite
- SAP HANA (In-Memory Appliance)
- SAP SCM (Supply Chain Management)
- SAP NetWeaver Visual Composer
- SAP CFM (Corporate Finance Management)
- SAP NetWeaver BW (NetWeaver BI)
- SAP Solution Manager
- SAP NWDS (NetWeaver Developer Studio)
- SAP CE (NetWeaver Composition Environment)
- NetWeaver Portal (SAP EP)
- SAP Retail
- SAP BPC (BusinessObjects Planning and Consolidation)
- SAP BW Accelerator
- SAP ERP/ECC Operations (multi-skills)
- NetWeaver PI
- SAP SEM (Strategic Enterprise Management)
- SAP NetWeaver Applications Server
- SAP CAF (Composite Application Framework)
- SAP FI – FSCM (Financial Supply Chain Management)
- SAP Web Application Server
- SAP SM (Service Management)
- SAP ESA (Enterprise Services Architecture)
- SAP HCM
- SAP CO-PA (Profitability Analysis)
- SAP IM (Investment Management)
- SAP CO (Controlling)
- SAP FI (Financial Accounting)

Messaging and Communications Skills

- Unified communications/messaging
- Oracle Communications Messaging Exchange (formerly Sun JMS)

Applications Development Tools and Platforms skills

- Business Objects
- NetWeaver
- Agile Programming/RAD/Extreme Programming
- SAS
- Epic Systems applications
- Java/SE,ME,J2EE
- Oracle Applications Developer Framework
- Ruby on Rails

Web/eCommerce Development skills

- Microsoft Commerce Server (incl. 2007)
- Python
- Documentum
- Microsoft .NET
- WebSphere
- Oracle WebLogic (BEA)
- Oracle Workflow
- Social Networks (tagging, virtual communities, social bookmarking, etc.)
- JBoss applications server
- TIBCO
- HTML5
- Cold Fusion MX

Database Skills

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

Systems/Networking Skills

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

Management, Process and Methodology Skills

- Business process management/modeling/ improvement
- Information risk management
- Quantitative Analysis/Regression Analysis
- Business performance management (software/systems)
- IT Governance
- Security architecture and models
- TOGAF (Enterprise Architecture)
- Project management
- Business analysis
- Business intelligence

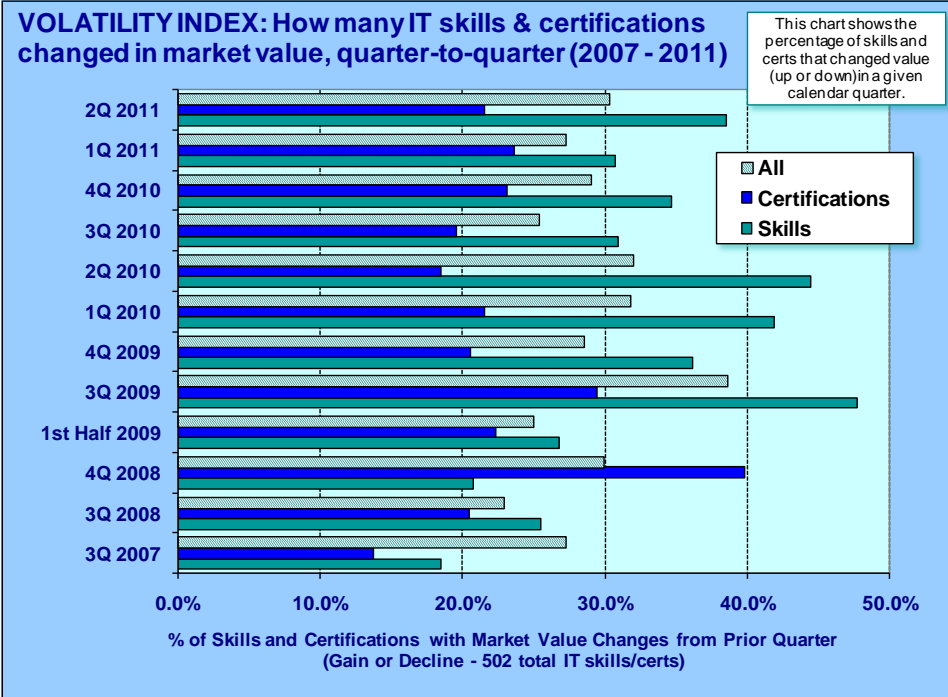
Operating Systems

- Unix (all)

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™*, 2nd Quarter 2011 data edition

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



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

Discussion - Skills volatility is defined as the incidence of gains or declines in premium pay earned by IT professionals for specific technical and business skills. Tracking skills volatility is useful for analyzing current demand and forecasting future demand, monitoring IT workforce transition, and understanding IT management decision making, and offers insights that salary movements and hiring behavior do not.

Important in this distinction is that skills can be segmented and benchmarked more meaningfully than jobs. Similar to IT positions, there are the broad categories (e.g., security, networking, systems, database, applications development), more narrow areas (e.g. web/e-commerce development, storage area networking, virtualization, architecture, business process, project management, methodology). Unlike jobs, within each are very specific vendor-specific or vendor independent niches and skill specializations that provide more granular analysis (e.g., SAP, AJAX, Ruby on Rails, Microsoft Sharepoint, collaboration appliances, Oracle database).

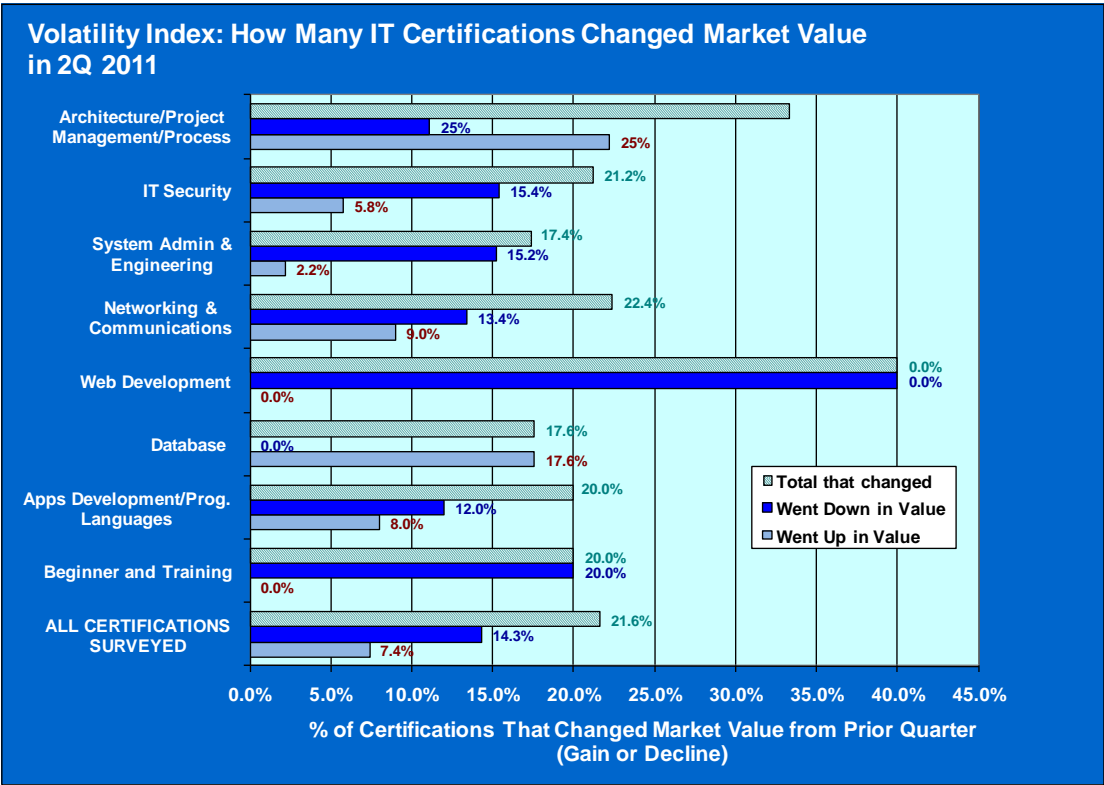
2nd Quarter 2011 volatility in skills and certifications values measured 30.4 percent, a 3 point increase from the previous quarter but 1.6 points lower than one year ago (32 percent). Still, the trend in overall volatility is rising. Under normal conditions volatility is much lower, for example, the 14 percent to 19 percent quarter-by-quarter range during the period 2004 to early 2007 before the start of the economic recession.

Noncertified skills volatility up sharply. 38.5 percent this period: up 8 points from March, suddenly returning to the high levels last recorded one year ago. By contrast **certified skills volatility** (21.6 percent this period), appears to be stabilizing, down 2 points from Q1 2011 (23.6 percent).

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

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VOLATILITY HIGHLIGHTS – IT Certifications



IT Skills and Certifications Volatility Index™
2Q 2011 findings: IT Certifications -

Among certified skills groups (237 certifications surveyed), significant volatility is still occurring in these segments (ranked highest to lowest):

- Architecture/Project Management/Process
- Web Development

Within segments, notable downward volatility (value declines) occurred most in these (ranked):

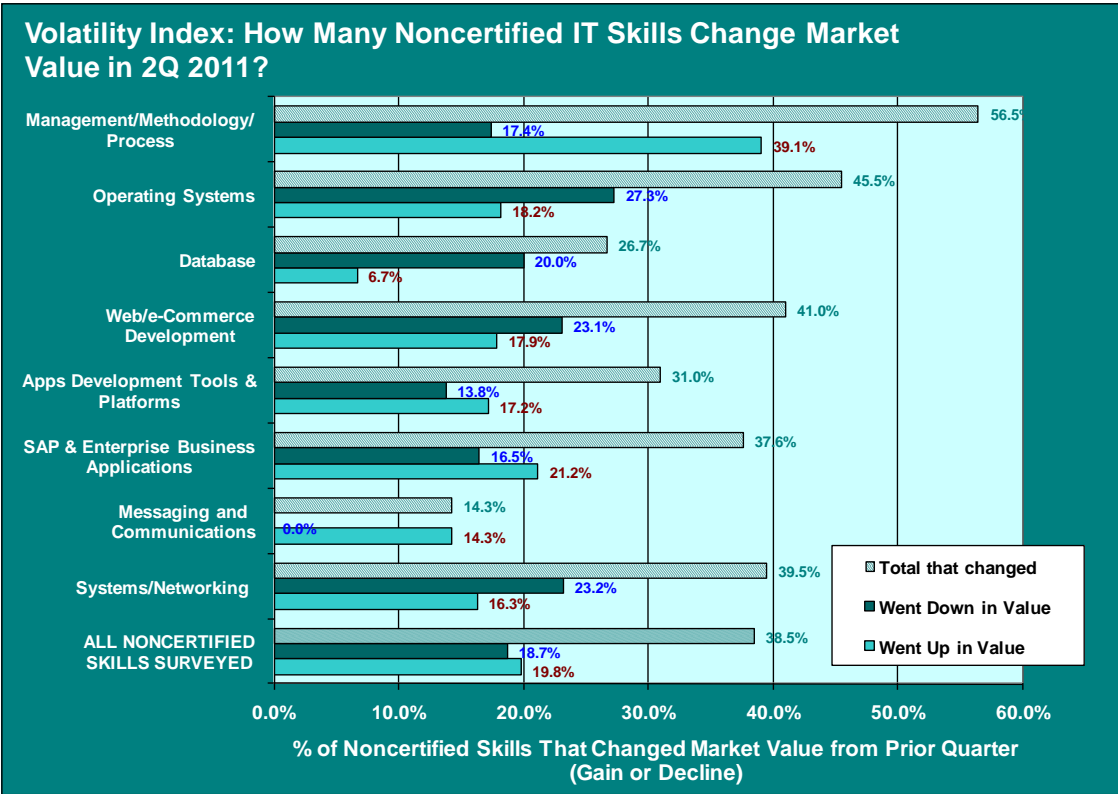
- Web Development
- Beginner and Training Certifications

Within segments, notable upward volatility (value gains) occurred most in these (ranked)

- Architecture/Project Management/Process
- Database

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

VOLATILITY HIGHLIGHTS – IT Certifications



IT Skills and Certifications Volatility Index™
2Q 2011 findings: IT Skills (noncertified)

Among noncertified IT skills groups (265 noncertified IT skills surveyed), significant volatility occurred in these (ranked highest to lowest):

- Management/Methodology/Process
- Operating Systems
- Web/e-Commerce Development
- Systems/Networking
- SAP & Enterprise Business Applications

Within segments, notable downward volatility (value declines) occurred most in these (ranked)

- Operating Systems
- Systems/Networking
- Web/e-Commerce Development

Within segments, notable upward volatility (value gains) occurred most in these (ranked):

- Management/Methodology/Process

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ABOUT THIS RESEARCH

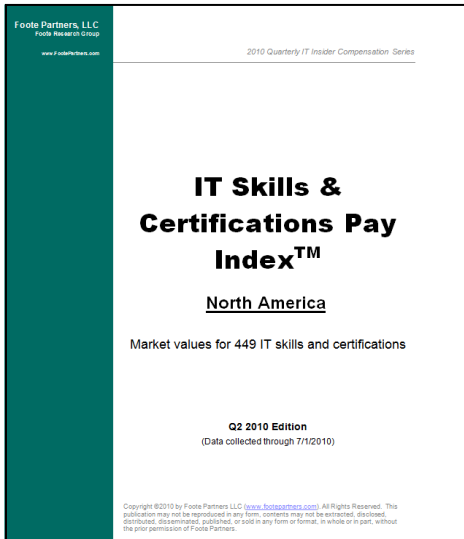
Foote Partners' primary research survey for tracking IT skills and certifications pay and supply/demand volatility is the industry-leading ***IT Skills and Certifications Pay Index™ (ITSCPI)***, first published in 1999 and updated every three months since. 118,300 IT professionals in the 83 U.S. and Canada cities (2,126 employers) are surveyed for IT salaries and skills pay earned for 140 positions and 502 certified and noncertified technical and business skills. Verified and validated pay data for 29, 850 IT workers has been included in the current 2nd Quarter 2011 ITSCPI edition, compiled from data collected through **July 1, 2011**.

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

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

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

2011 IT Skills and Certifications Pay Index™



- 336 pages (Q2 2011 data edition)
- Pay premiums for 502 certified and noncertified IT skills
 - Three data points for each position: 10th, 50th, 90th percentile
- Verified and validated IT skills pay survey data from 29,850 IT professionals
- Current data collected through July 2011 (updated quarterly)
- Certifications Guide containing basic information about surveyed IT certifications (pre-requisites; costs; test content; lab requirements, etc.)

Pricing: \$3,000 single edition. \$11,750 annual subscription.

Definition of IT skills premium pay

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

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

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

Applications Development Tools & Platforms

Adobe Flex
Business Objects
C
C#
C++
Clarity
Cobol
Cognos
Delphi
Eclipse
Epic Systems applications
F#
Java/SE, ME, J2EE
NetWeaver
Oracle Applications Developer Framework
PL/SQL
Powerbuilder
Progress/Development tools
RAD/Extreme Programming/
Agile Programming
Ruby
Ruby on Rails
SAS
SQL Windows
Tcl
Tomcat
Transact-SQL
Visual Basic 6.0
Visual C++
Visual J++
WebSphereMQ

SAP & Enterprise Bus. Apps.

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

SAP/Enterprise Bus. Apps.

SAP HCM (SAP HR)
SAP HCM ESS/MSS
SAP IM
SAP IS-U (Utilities)
SAP ITS
SAP KW
SAP LES
SAP LO
SAP Manufacturing
SAP MDM
SAP MDX
SAP MI
SAP MM
SAP MRO
SAP Netweaver Applications Server
SAP NetWeaver Visual Composer
SAP NWDS
SAP Oil & Gas
SAP PLM
SAP PM
SAP PP
SAP PS
SAP PSCD
SAP Public Sector Management
SAP PY (Payroll)
SAP QM
SAP Retail
SAP RF/Auto-ID
SAP SAM
SAP SCM
SAP SD
SAP SD - GTS
SAP Security
SAP SEM
SAP SM
SAP Smart Forms
SAP Solution Manager
SAP SRM
SAP Web Application Server
SAP WM
SAP WM – EWM
SAP xMII
Siebel
Web Dynapro

Networking/Systems

10Base-T Switching
APPC
ATM
Business continuity and disaster recovery planning
Cisco UCCE/IPPC
Cisco ICM
Citrix XenServer
DHCP
EIGRP
Ethernet
Ethernet Switching
Gigabit Ethernet
HTTP
Infrastructure architecture
Intrusion prevention/detection systems
IPX/SPX
LAN
Microsoft Hyper-V
Microsoft NT Server
Microsoft Virtual Server
Multiprotocol Label Switching
Network access control/ID mgt systems
NAS/Network Attached Storage
Network security management
Novell Netware
RFID
Routing (e.g. OSPF)
SAN/Storage Area Networks
Security skills (project-based)
SIP
SMTP
SNA
Storage administration
TCP/IP
Tivoli
VoIP/IP telephony
Virtualization
VMware Server
VPN/OpenVPN
WAN/3G/4G services
WAP
WiMAX Wireless Network Mgmt
Wireline Networking/ Telecomm.
WML

Messaging, Office and Groupware

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

Management, Methodology and Process

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

Web/e-Commerce Development

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

Web/e-Commerce

Development cont'd.

Web collaboration appliances
WebSphere
Wikis
WSDL
XAML
XHTML
XML (all variants)

Database

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

Operating Systems

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

237 IT Certifications Surveyed

Foote Partners News Release, August 9, 2011

- Avaya Certified Expert
- Avaya Certified Specialist
- BEA Certified Architect - SOA Enterprise Architecture
- Brocade Certified Fabric Professional (BCFP)
- Brocade Certified SAN Designer (BCSD)
- Brocade Certified SAN Manager (BCSM)
- Certification and Accreditation Professional (CAP-ISC2)
- Certified Associate in Project Management
- Certified Computing Professional (CCP-ISC2)
- Certified Database Design Specialist
- Certified in the Governance of Enterprise IT (CGEIT)
- Certified Information Security Manager (CISM)
- Certified Information Systems Auditor (CISA)
- Certified Information Systems Security Professional (CISSP)
- Certified Protection Professional
- Certified Secure Software Lifecycle Professional (CSSLP)
- Check Point Certified Master Architect (CCMA)
- Check Point Certified Security Administrator (CCSA)
- Check Point Certified Security Expert (CCSE)
- Cisco Advanced Wireless LAN Design Specialist
- Cisco Advanced Wireless LAN Field Specialist
- Cisco Certified Design Associate (CCDA)
- Cisco Certified Design Expert (CCDE)
- Cisco Certified Design Professional (CCDP)
- Cisco Certified Entry Network Technician (CCENT)
- Cisco Certified Internetwork Expert (CCIE)
- Cisco Certified Internetwork Professional (CCIP)
- Cisco Certified Network Associate (CCNA)
- Cisco Certified Network Professional Wireless (CCNP Wireless)
- Cisco Certified Network Professional (CCNP)
- Cisco Certified Security Professional (CCSP)
- Cisco Certified Systems Instructor (CCSI)
- Cisco Certified Voice Professional (CCVP)
- Cisco Data Center Networking Infrastructure Design Specialist
- Cisco Data Center Storage Networking Design Specialist
- Cisco Firewall Specialist
- Cisco Information Security Specialist
- Cisco IP Communications Express Specialist
- Cisco IP Contact Center Express Specialist (CPCC)
- Cisco IP Telephony Design Specialist
- Cisco IP Telephony Support Specialist
- Cisco Network Admission Control Specialist
- Cisco Rich Media Communications Specialist
- Cisco Storage Networking Design Specialist
- Cisco Storage Networking Support Specialist
- Cisco Unity Design Specialist
- Cisco Unity Support Specialist
- Cisco VPN Specialist
- Cisco Wireless LAN Support Specialist
- Cisco/Certified Internetwork Expert (CCIE)
- Citrix Certified 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
- CompTIA Advanced Security Practitioner (CASP)
- CompTIA Certified Technical Trainer (CTT+)
- CompTIA Convergence+
- CompTIA Project+(Project+)
- CompTIA RFID+
- CompTIA Security+
- CompTIA/Internet Technician (i-NET+)
- CompTIA/Linux Administrator (Linux+)
- CompTIA/Network Technician (Network+)
- CompTIA/PC Technician (A+)
- Convergence Technologies Professional (CTP)
- CWNP Certified Wireless Analysis Professional (CWAP)
- CWNP Certified Wireless Network Administrator (CWNA)
- CWNP Certified Wireless Network Expert (CWNE)
- CWNP Certified Wireless Network Trainer (CWNT)
- CWNP Certified Wireless Security Professional (CWSP)
- CWTS/Certified Wireless Technology Specialist (CWTS)
- CyberSecurity Forensic Analyst
- EC-Council Certified Ethical Hacker (CEH)
- EC-Council Certified Hacking Forensics Investigator (CHF1)
- EC-Council Certified Secure Programmer (ECSP)
- EC-Council Certified Security Analyst
- EC-Council Certified VoIP Professional (ECVP)
- EC-Council Licensed Penetration Tester (LPT)
- EC-Council Network Security Administrator (ENSA)
- EMC Proven Professional Application Developer - Specialist
- EMC Proven Professional Implementation Engineer - Specialist
- EMC Proven Professional Platform Engineer - Specialist
- EMC Proven Professional Storage Administrator – Expert
- EMC Proven Professional Storage Administrator – Specialist
- EMC Proven Professional Storage Technologist - Specialist
- EMC Proven Professional Technology Architect – Expert
- EMC Proven Professional Technology Architect – Specialist
- HP/Accredited Integration Specialist (AIS)
- HP Accredited Platform Specialist (APS)
- HP/Accredited Systems Engineer (ASE)
- HP/Certified Systems Administrator
- HP/Certified Systems Engineer
- HP/Master Accredited Systems Engineer (Master ASE)
- IBM Certified Database Administrator
- IBM DB2 Universal Database Certified Solutions Expert
- IBM Certified Advanced Application Developer
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- IBM Certified Advanced Technical Expert - pSeries and AIX 5L
- IBM Certified Applications Developer
- IBM Certified Infrastructure Systems Architect
- IBM Certified SOA Solution Designer
- IBM Certified Solutions Developer: WebSphere
- IBM Certified Specialist - AIX Basic Ops
- IBM Certified Specialist – iSeries
- IBM Certified Specialist - Storage Networking Solutions, Version 2
- IBM Certified Systems Administrator
- IBM Certified Systems Expert - i5 iSeries
- IBM Certified Systems Expert - pSeries and AIX 5L
- InfoSys Security Architecture Professional (ISSAP/CISSP)
- InfoSys Security Engineering Professional (ISSEP/CISSP)
- InfoSys Security Management Professional (ISSMP/CISSP)
- IT Certified Architect (ITAC/The Open Group)
- Master IT Certified Architect (ITAC/The Open Group)
- ITIL Practitioner Certificate in IT Service Management
- ITIL Service Manager Certification
- Juniper Networks Certified Internet Associate
- Juniper Networks Certified Internet Specialist
- Juniper Networks Certified Internet Professional
- Juniper Networks Certified Internet Expert
- Linux Professional Institute certification (LPIC-Level 2)
- Linux Professional Institute certification (LPIC-Level 3)
- Lotus/Certified Lotus Specialist (CLS)
- Master IT Certified Architect (ITAC/The Open Group)
- Microsoft Certified Applications Developer (MCAD)
- Microsoft Certified Architect
- Microsoft Certified Database Administrator (MCDBA)
- Microsoft Certified Desktop Support Technician (MCDST)
- Microsoft Certified IT Professional (MCITP/all)

237 IT Certifications Surveyed

Foote Partners News Release, August 9, 2011

- Microsoft Certified Professional Developer (all)
- Microsoft Certified Professional (MCP)
- Microsoft Certified Professional+Internet (MCP+I)
- Microsoft Certified Solution Developer (MCSA)
- Microsoft Certified Systems Administrator (MCSA)
- Microsoft Certified Systems Engineer (MCSE)
- Microsoft Certified Technology Specialist (all)
- Microsoft Certified Trainer (MCT)
- Microsoft MCSA: Messaging (MCSA: Messaging)
- Microsoft MCSA: Security (MCSA: Security)
- Microsoft MCSE: Messaging (MCSE: Messaging)
- Microsoft MCSE: Security (MCSE: Security)
- Microsoft MCSE+Internet (MCSE+I)
- Microsoft Office Specialist
- Nortel Certified Architect
- Nortel Networks Certified Design Expert (NCDE)
- Master CIW Administrator
- Master CIW Designer
- Master CIW Enterprise Developer
- Master CIW Web Site Manager
- Nortel Networks Certified Design Expert (NCDE)
- Nortel Networks Certified Design Specialist
- Nortel Networks Certified Support Expert (NCSE)
- Nortel Networks Certified Support Specialist
- Nortel Networks Support Expert (NCSE)
- Novell Certified Instructor
- Novell Certified Linux Engineer (Novell CLE)
- Novell Certified Linux Professional (Novell CLP)
- Novell/Certified Directory Engineer (NCDE)
- Novell/Certified Internet Professional (CIP)
- Novell/Certified Novell Administrator (CNA)
- Novell/Certified Novell Engineer (CNE)
- Novell/Master Certified Novell Engineer (Master CNE)
- Oracle Advanced PL/SQL Developer Certified Professional
- Oracle PL/SQL Developer Certified Associate
- Oracle Application Server 10g Administrator: Certified Professional
- Oracle Certified Associate, Java SE (was Sun SCJA)
- Oracle Certified Professional Java Programmer (was Sun SCJP)
- Oracle Certified Expert, Java Platform EE Developer
- Oracle Certified Expert MySQL 5.1 Cluster Database Administrator (was Sun)
- Oracle Certified Expert, Oracle Solaris 10 Network Administrator for Solaris (was Sun SCNA)
- Oracle Certified Expert, Oracle Solaris 10 Systems Administrator for Solaris (was Sun SCSA)
- Oracle Certified Master, Java SE Developer (was Sun SCJD)
- Oracle Certified Master, Java EE Enterprise Architect (was Sun SCEA)
- Oracle Certified Professional, Java EE Web Component Developer
- Oracle Certified Professional/Apps Developer (OCP-AD)
- Oracle Certified Professional/Internet AD (OCP)
- Oracle Certified Programmer, Java EE Web Services Developer (Sun SCJDWS)
- Oracle Certified Professional MySQL 5.0 Database
- Oracle DBA Certified Administrator (OCA)
- Oracle DBA Certified Professional (OCM)
- Oracle Forms Developer Certified Professional
- Oracle SOA Architect Certified Expert
- Oracle WebLogic Portal 10g Developer Certified Expert
- Oracle WebLogic Server 10g Developer Certified Expert
- PMI Project Management Professional (PMP)
- PMI Risk Management Professional (PMI-RMP)
- Red Hat Certified Architect (RHCA)
- Red Hat Certified Datacenter Specialist (RHCDSS)
- Red Hat Certified Engineer (RHCE)
- Red Hat Certified Security Specialist (RHCSS)
- Red Hat Certified Technician (RHCT)
- SANS/GIAC .NET (GNET)
- SANS/GIAC Auditing Wireless Networks (GAWN)*
- SANS/GIAC Certified Firewall Analyst (GCFW)
- SANS/GIAC Certified Forensic Analyst (GCFA)
- SANS/GIAC Certified Forensics Examiner
- SANS/GIAC Certified Incident Handler (GCIH)
- SANS/GIAC Information Security Fundamentals (GISF)
- SANS/GIAC Certified Intrusion Analyst (GCIA)
- SANS/GIAC Certified ISO-27000 Specialist (was G7799)
- SANS/GIAC Legal Issues (GLEG)
- SANS/GIAC Certified Penetration Tester (GPEN)
- SANS/GIAC Certified Project Manager Certification (GCPM)
- SANS/GIAC Certified Security Essentials (GSEC)
- SANS/GIAC Certified Unix Security Admin (GCUA) SA
- SANS/GIAC Certified Windows Security Admin (GCNT)
- SANS/GIAC Information Security Professional (GISP)
- SANS/GIAC Reverse Engineering Malware (GREM)
- SANS/GIAC Secure Software Programmer-- .NET
- SANS/GIAC Secure Software Programmer—Java
- SANS/GIAC Security Essentials Certification
- SANS/GIAC Security Expert (GSE)/Security Leadership (GSLC)
- SANS/GIAC Systems and Network Auditor (GSNA)
- SANS/GIAC Web Application Penetration Tester (GWAPT)
- SAS Certified Advanced Programmer
- SAS Certified Base Programmer
- Security Certified Network Architect
- Security Certified Network Specialist (SCNS)
- Siebel 7.7 Certified Consultant (SCC)
- Siebel 8 Consultant Certified Expert
- SNIA Certified Storage Architect
- SNIA Certified Storage Networking Expert (SCSN-E)
- SNIA Certified Storage Professional
- SNIA Certified Systems Engineer
- Sniffer Certified Expert
- Sniffer Certified Master
- Sniffer Certified Professional
- Sun Certifications (SEE ORACLE)
- Systems Security Certified Professional (SSCP)
- Teradata Certified Application Developer
- Teradata Certified Design Architect
- Teradata Certified Implementation Specialist
- Teradata Certified Master
- Teradata Certified Professional
- Teradata Certified SQL Specialist
- Terdata Certified Administrator
- Advanced Teradata Certified Professional
- TIBCO Certified Professional
- TIBCO Certified SOA Architect
- VMware Certified Design Expert (VCDX)
- VMware Certified Professional (VCP)

ABOUT FOOTE PARTNERS

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

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

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Foote Partners 2011 IT Compensation Survey Product Map

