

FOR IMMEDIATE RELEASE

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In a significant reversal of a longstanding trend, average pay premiums for *IT certifications* rose 1.5% in the 3rd quarter of 2013, the largest quarterly gain since 2005 and the first time since 2006 that there has been two consecutive quarters of positive growth in pay for certifications.

Average pay for *noncertified IT skills* increased slightly in the 3rd quarter (+0.4%), the seventh consecutive quarter of positive growth. Noncertified skills pay has risen in 29 of the past 36 quarters and is up 1.8% in the past 12 months thanks to strong pay gains in Management/Methodology/ Process, Applications Development, and Database skills.

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, November 12, 2013 – Extra pay---also known as ‘skills premiums’--- specifically awarded to talented IT professionals for **348 noncertified IT skills** and **293 IT certifications** increased in the third quarter of 2013 according to a new update of Foote Partners’ *IT Skills and Certifications Pay Index™* (ITSCPI) released last week. It is only the second time since 2010 that both certified and noncertified skills categories have recorded pay gains in the same calendar quarter, due primarily to a long running slump in market values for certifications that began in 2006

Since its launch in 1999, the ITSCPI has continuously tracked market values for individual IT skills and certifications at 2,522 U.S. and Canadian employers and their 154,000 IT professionals, with findings and detailed market analyses updated and published every ninety days.

HIGHLIGHTS: IT skills and certifications pay performance, July to October 2013

Average market value for **348 noncertified skills increased** in the 3rd quarter of 2013, **up 0.44% overall** from July to October 2013. This is the seventh consecutive calendar quarter of positive growth in noncertified skills pay and the thirteenth gain in the past fifteen quarters. Historically, pay for noncertified IT skills (i.e. those for which certifications are not attained or in many cases not available) has performed strongly with **gains in 29 of the previous 36 calendar quarters** going back to 2004.

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

- Management/Methodology/Process skills: **+1.3%** (in market value)
- Database skills: **+1.3%**
- Applications Development skills: **+1.2%**
- SAP & Enterprise Business Applications skills: **+0.8%**
- Web/eCommerce Development: **+0.1%**
- Systems/Networking skills: **-1.7%**
- Operating Systems skills: **-3.4%**

No Change: Messaging and Communications skills

Average pay premiums for **293 IT certifications increased** last quarter, **up 1.5% overall**, the second consecutive month of gains in overall market value following eleven straight quarterly losses. Newsworthy is that this was the largest quarterly gain in certifications pay in eight years. In fact average market value for all certifications tracked in the ITSCPI has declined in 23 of the last 27 calendar quarters going back to 2007.

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

- Systems Administration/Engineering certifications: **+2.7%**
- Applications Development/Programming Lang. certifications: **+1.5%**
- Networking & Communications certifications: **+1.2%**
- Architecture/Project Management/Process certifications: **+0.9%**
- Database certifications: **+0.6%**
- Information Security certifications: **+0.4%**
- Web Development certifications: **-3.1%**

No Change: Foundation level and Training certifications

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 October 1, 2013** vs. prior quarter (by segment). Listed in **descending order of gain**, including ties:

| IT CERTIFICATIONS | | IT SKILLS (noncertified) | |
|--|---|--|--|
| <p><u>Architecture, Project Management and Process</u></p> <ul style="list-style-type: none"> - Microsoft Certified Architect (MCA) <p><u>Application Development/Programming Languages</u></p> <ul style="list-style-type: none"> - Oracle Certified Master, Java EE Enterprise Architect - Oracle Certified Expert, Java Platform EE Developer - Microsoft Certified Professional Developer (all) - Oracle Certified Professional, E-Business Suite <p><u>Database certifications</u></p> <ul style="list-style-type: none"> - Teradata 12 Certified Technical Specialist - Microsoft Certified IT Professional (MCITP/all) - Teradata 12 Certified Enterprise Architect <p><u>IT Security certifications</u></p> <ul style="list-style-type: none"> - GIAC Information Security Professional (GISP) - GIAC Security Essentials (GSEC) - CWNP Certified Wireless Security Professional (CWSP) - InfoSys Security Engineering Professional (ISSEP/CISSP) - Check Point Certified Security Expert (CCSE) <p>Source: IT Skills and Certifications Pay Index™ – Q3 2013 edition</p> | <p><u>Networking and Communications certifications</u></p> <ul style="list-style-type: none"> - CWNP/Certified Wireless Network Expert - Cisco Certified Network Professional - Cisco Certified Internetwork Professional (CCIP) - Juniper Networks Certified Internet Expert (JNCIE) <p><u>Systems Administration certifications</u></p> <ul style="list-style-type: none"> - Linux Professional Institute certification (LPIC-Level 3) - CompTIA Linux+ - HP/Accredited Integration Specialist (AIS) - Red Hat Certified Architect (RHCA) - Red Hat Certified Technician (RHCT) - VMware Certified Design Expert (VCDX) | <p><u>Applications Development skills</u></p> <ul style="list-style-type: none"> - Oracle Applications Developer Framework - WebSphere MQ (MQSeries) - C - Agile Programming/RAD/ Extreme Programming <p><u>Database skills</u></p> <ul style="list-style-type: none"> - Apache CouchDB - Microsoft Exchange Server 2003/2007/2010 - Oracle DB 9i/10g/11i/12c - NoSQL <p><u>Management, Process & Methodology skills</u></p> <ul style="list-style-type: none"> - Social media marketing - Big Data Analytics - Business performance management (software/systems) - SEO - CRM <p><u>Operating Systems skills</u></p> <ul style="list-style-type: none"> - Linux | <p><u>SAP/ERP skills</u></p> <ul style="list-style-type: none"> - Oracle SCM - SAP MII - SAP WM - SAP PP - SAP GRC - NetWeaver Portal - SAP Crystal Reports - SAP Smart Forms - SAP BOXI - Sap Security - SAP NWDI - SAP LES - SAP CRM - SuccessFactors - SAP APO - PeopleSoft - SAP SM <p><u>Systems/Networking skills</u></p> <ul style="list-style-type: none"> - Dynamic Host Configuration Protocol - Mobile Security <p><u>Web/SOAE-E-Commerce skills</u></p> <ul style="list-style-type: none"> - CGI - Google App Engine - XAML/XACML - jQuery - WSDL - Oracle Fusion |

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 October 1, 2013** vs. prior quarter. By segment, listed in **descending order of decline**, including ties:

| IT CERTIFICATIONS | | IT SKILLS (Noncertified) | |
|--|---|--|--|
| <u>Applications Development/Programming Languages certifications</u> <ul style="list-style-type: none"> - Oracle Certified Professional, PL/SQL Developer - Oracle WebLogic Server System Administrator – OCA - Oracle Certified Professional, Java EE Web Services Developer - Oracle Certified Associate, Java SE Programmer - Oracle Certified Professional Forms Developer - Oracle Certified Master, Java SE Developer - Oracle WebLogic Server System Administrator Certified Expert - Oracle Certified Professional - Advanced PL/SQL Developer | <u>IT Security certifications</u> <ul style="list-style-type: none"> - GIAC Certified Penetration Tester (GPEN) - EC-Council Licensed Penetration Tester (LPT) - CompTIA Security+ - GIAC Exploit Researcher and Advanced Penetration Tester - GIAC Certified Project Manager (GCPM) - GIAC Certified Windows Security Administrator (GCWN) | <u>Applications Development skills</u> <ul style="list-style-type: none"> - TransacT-SQL - Microsoft Internet Security and Acceleration Server - JBoss Enterprise Adobe Flex - NetWeaver | <u>SAP & Enterprise Business Applications skills</u> <ul style="list-style-type: none"> - SAP MDM - Baan - SAP CS - SAP GTS - Web Dynapro - SAP Basis Components - SAP HR-PA - Oracle CRM - SAP CE - SAP BODI - SAP Retail - SAP FI-FSCM - SAP WEBI |
| <u>Database certifications</u> <ul style="list-style-type: none"> - Teradata 12 Certified Solutions Developer | <u>Networking & Communication certifications</u> <ul style="list-style-type: none"> - Cisco VPN Specialist - CWNP/Certified Wireless Network Administrator | <u>Systems/Networking skills</u> <ul style="list-style-type: none"> - Fast Ethernet - Cisco ICM - RFID/wireless sensors - Mobile device management - Gigabit Ethernet - Intrusion prevention/detection systems - Virtualization (various) - Network security management IPX/SPX | <u>Management, Process & Methodology skills</u> <ul style="list-style-type: none"> - Quantitative Analysis/Regression Analysis - Microsoft Visio - Requirements Engineering/Analysis - TOGAF (Enterprise Architecture) - Marketo |
| <u>Web Development certifications</u> <ul style="list-style-type: none"> - Oracle Certified Professional, Java EE Web Component Developer) | <u>Systems Administration certifications</u> <ul style="list-style-type: none"> - Novell Certified Linux Engineer (CLE) - VMware Certified Advanced Professional (VCAP) | <u>Web/E-commerce Development skills</u> <ul style="list-style-type: none"> - ColdFusion/ColdFusion MX - Microsoft Identity Integration Server (MIIIS) - JavaFX - Joomla! - Microsoft Internet Security and Acceleration Server (ISA) - JBoss Enterprise - Spring Framework - JSON | <u>Operating Systems skills</u> <ul style="list-style-type: none"> - Windows 8/7 - Windows Server 2012/2008 - AIX - HPUX |
| <p>Source: IT Skills and Certifications Pay Index™ – Q3 2013 edition</p> | | | |

HIGHEST PAYING IT SKILLS - NONCERTIFIED (ranked, all 348 skills surveyed)

These **noncertified IT skills** are among those earning the highest pay premiums. **Shown by overall rank in descending order including ties (alphabetical within ties)**. Surveyed July 1 through October 1, 2013.

| | | | |
|--------|--|--|---|
| 1. | Big Data analytics | 5. cont'd. | 6. cont'd. |
| 2. | Prescriptive Analytics | Continuous Integration | Unified communications/messaging |
| 3. Tie | Data Governance | Cybersecurity | User Experience Design |
| | Complex Event Processing/Event Correlation | Epic Systems applications | 7. Tie |
| | Data Architecture | Predictive Analytics and Modeling | Apache Cassandra |
| | Infrastructure architecture | Product lifecycle management software | Apache CouchDB |
| | IT Governance | Project management/governance | Cisco UCCE |
| | Security architecture and models | Quality management/TQM | CRM |
| | TOGAF (Enterprise Architecture) | Risk Assessment/Analysis | F# |
| | | SAP SEM | Mobile security |
| | | Service Management | WebSphere MQ (MQSeries) |
| | | Social media marketing | NetWeaver Portal (SAP EP) |
| 4. Tie | Apache Hadoop | | Oracle Applications Developer Framework |
| | Data Modelling | 6. Tie | Oracle BPM |
| | Hbase | Apache Hive | Oracle Fusion |
| | Oracle SCM | Business Analysis | PeopleSoft |
| | Risk management | Configuration Management | Quantitative Analysis/Regression Analysis |
| | SAP HANA | Cryptography (encryption, VPN, SSL/TLS, Hybrids) | SAP APO |
| | Security skills (DW/BI, ERP, Web, project assignments) | ERP | SAP FS |
| | | Information management | SAP GRC |
| | | ITIL V3 | SAP HCM |
| 5. Tie | Apache Pig/Pig Latin | MapReduce | SAP IS-U (Utilities) |
| | Business intelligence | Microsoft Commerce Server | SAP MI |
| | Business performance management (software/systems) | Mobile applications development | SAP Oil & Gas |
| | Business process management/modeling/improvement | Requirements Engineering/Analysis | SAP SM |
| | Capacity Planning/Management | SAP BPC | SuccessFactors |
| | Change Management | SAP PLM | TIBCO |
| | Cloud architecture | SAP SCM | vCloud |
| | | SAP Solution Manager | |
| | | Six Sigma/Lean Six Sigma | |
| | | TIBCO Enterprise Message Service | |

Source: *IT Skills and Certifications Pay Index™ – Q3 2013 edition*

HIGHEST PAYING IT CERTIFICATIONS (ranked, all 293 certs surveyed)

These **IT certifications** are among those earning the highest pay premiums. Shown by overall rank in descending order including ties (alphabetical within ties). Surveyed July 1 through October 1, 2013.

| | |
|---|--|
| 1.Tie Open Group Master Architect | 5.Tie (cont'd.) GIAC Certified Forensics Analyst GIAC Certified Intrusion Analyst (GCIA) GIAC Reverse Engineering Malware HP/Master Accredited Solutions Expert HP/Master ASE--Data Center and Cloud Architect V1 Oracle Certified Expert MySQL 5.1 Cluster Database Administrator Systems Security Certified Practitioner (SSCP) VMware Certified Advanced Professional – Cloud Infrastructure Design (VCAP-CID) |
| 2.Tie Cisco Certified Architect EMC Cloud Architect Expert (IT-as-a-Service) Open Group Certified Architect PMI Program Management Professional | |
| 3.Tie GIAC Security Leadership(GSLC) InfoSys Security Engineering Professional (ISSEP-CISSP) Oracle DBA Administrator Certified Master PMI Agile Certified Practitioner (PMI-ACP) | |
| 4.Tie Certified in Risk and Information Systems Control (CRISC) Certified Information Security Manager CWNP Certified Wireless Security Professional (CWSP) CyberSecurity Forensic Analyst (CSFA) EMC Cloud Architect Specialist (Virtualized Information Infrastructure) Information Systems Security Architecture Professional (ISSAP-CISSP) ITIL Expert Certification Microsoft Certified Architect PMI Risk Management Professional Project Management Professional(PMP) | 6.Tie Certified Secure Software Lifecycle Professional (CSSLP) Cloudera Certified Developer for Apache Hadoop CWNP/Certified Wireless Network Expert (CWNE) GIAC Certified Incident Handler (GCIH) GIAC Secure Software Programmer- .NET GIAC Secure Software Programmer—Java HP ASE – Cloud Integrator HP ASE Cloud Architect V2 HP ATP - Cloud Administrator HP/Accredited Solutions Expert (ASE - all) HP/Master Accredited Systems Engineer (Master ASE) IBM Certified Infrastructure Systems Architect IBM Certified Solution Architect – Cloud Computing Infrastructure V1 Microsoft Certified Solutions Master(all) Red Hat Certified Architect (RHCA) Security Certified Network Architect (SCNA) Teradata 12 Certified Enterprise Architect Teradata 12 Certified Master |
| 5.Tie Certified Information Systems Security Professional Certified in the Governance of Enterprise IT (CGEIT) Certified Information Systems Auditor Check Point Certified Master Architect GIAC Assessing and Auditing Wireless Networks | |

Source: [IT Skills and Certifications Pay Index™ – Q3 2013 edition](#)

TRENDS DISCUSSION

IT Employment Overview

U.S. employment numbers for October 2013 released by the Department of Labor Bureau of Labor Statistics (DOL/BLS) revealed a **net gain of 10,400 jobs** across four industry job segments commonly associated with IT professionals, the largest monthly gain in three months.

Two segments that have consistently been responsible for between 90 percent and 100 percent of monthly IT related job gains, **Management and Technical Consulting** and **Computer Systems Design/Related Services**, together added 10,400 jobs to U.S. payrolls. This is slightly higher than the 2013 monthly average of 10,250 jobs for these two segments and substantially more than the August and September when only 6,600 and 3,500 jobs were added respectively. **Telecommunications** and **Data Processing, Hosting and Related Services** segments together posted net job losses of 500 jobs, 2000 fewer lost than the previous month but well off the average of 1,750 new jobs added per month in 2013.

Across all four IT jobs segments, job creation is averaging 12,000 new jobs per month in 2013. 121,000 new jobs in these segments have been added to U.S. payroll in the past twelve months, 249,200 in the 24 months, and 374,000 in 36 months.

IT Skills and Certifications Trends: Respect for Skills as the True Currency in IT'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 appear to have grown to realize that it's not simply filling jobs in their organizations that will get them where they need to go. Instead they must 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 have to experiment to find effective ways to retain these skills for as long as they are required. It 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 IT leaders in validating our 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: to lead and facilitate critical changes in expanding business capabilities. Business leaders have known for years that technology, used wisely, could give their companies a competitive edge that translates into market share, customer satisfactions, revenues, and profitability. But people 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.

They may still bring in outside help but now they are asking their CIOs -- and their business managers 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, their insistence on security for customers whose sensitive information flows across enterprise networks, their 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 huge transformation of the IT organization and everyone who works in it. They have to architect their *human capital* not just their systems and applications.

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 show surprising strength in IT certifications after years of sustained overall market value decline, lead by gains in systems, database, information security, architecture, project and program management, methodology/process, and networking and communications certifications.

FORECAST

The following is a list of IT certifications earning workers above average pay premiums right now, having been growing at above average rates in 2013, 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)
- CWNP Certified Wireless Security Professional
- CWNP/Certified Wireless Network Expert
- GIAC Certified Forensics Analyst (GCFA)
- GIAC Certified Intrusion Analyst (GCIA)
- HP/Accredited Solutions Expert (ASE - all)
- HP/Master Accredited Solutions Expert (MASE - all)
- HP/Master Accredited Systems Engineer (Master ASE)
- Information Systems Security Engineering Professional (ISSEP/CISSP)
- Microsoft Certified Architect (MCA)
- Microsoft Certified Solutions Master(all)
- Open Group Certified Architect (Open CA)
- Open Group Master Architect
- Oracle Certified Expert MySQL 5.1 Cluster Database Administrator
- Oracle Certified Professional MySQL 5 Database Administrator
- Oracle DB Administrator Certified Master
- PMI Risk Management Professional
- Program Management Professional (PgMP)
- Red Hat Certified Architect (RHCA)
- Teradata 12 Certified Enterprise Architect

The following is a 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:

- Apache CouchDB
- Big Data analytics
- Business intelligence
- Business performance management (software/systems)
- Capacity Planning/Management
- Data Architecture
- HBase
- Infrastructure architecture
- IT Governance
- ITIL
- Microsoft Commerce Server
- Mobile applications development
- Mobile Security
- MongoDB
- NetWeaver Portal
- NoSQL
- Oracle Applications Developer Framework
- Oracle Fusion
- Oracle SCM
- PeopleSoft
- Prescriptive Analytics
- Risk assessment/analysis
- SAP BPC
- SAP GRC
- SAP SCM
- SAP SEM
- SAP SM
- Social media marketing
- SuccessFactors
- WebSphere MQ

IT Skills & Certifications Pay Performance Trend Charts

2013 IT Skills and Certifications Pay Index™ – 3rd Quarter 2013 data edition

(Data collected through October 1, 2013)

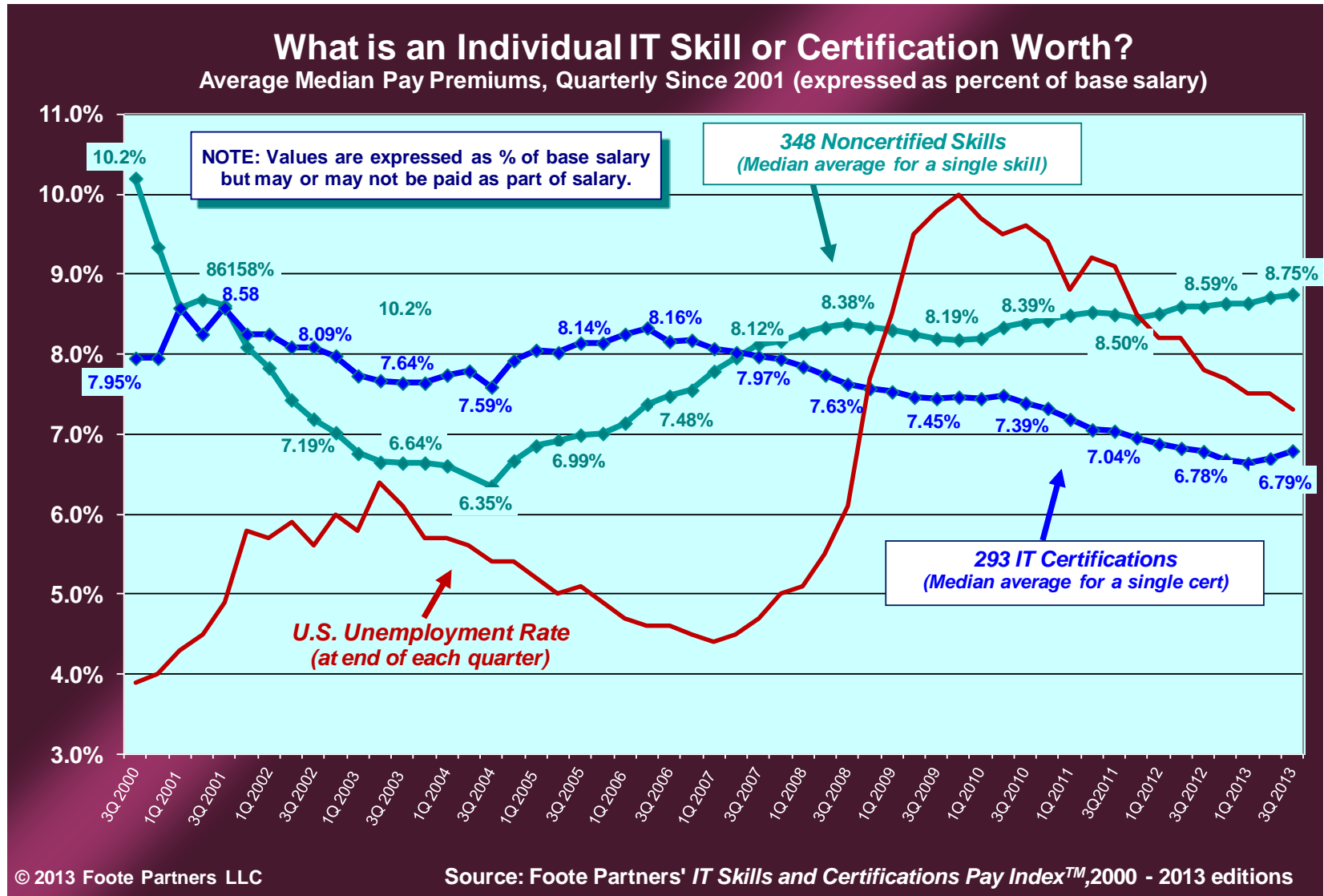
- **IT Certifications** (page 16)
- **Noncertified IT skills** (page 19)

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:

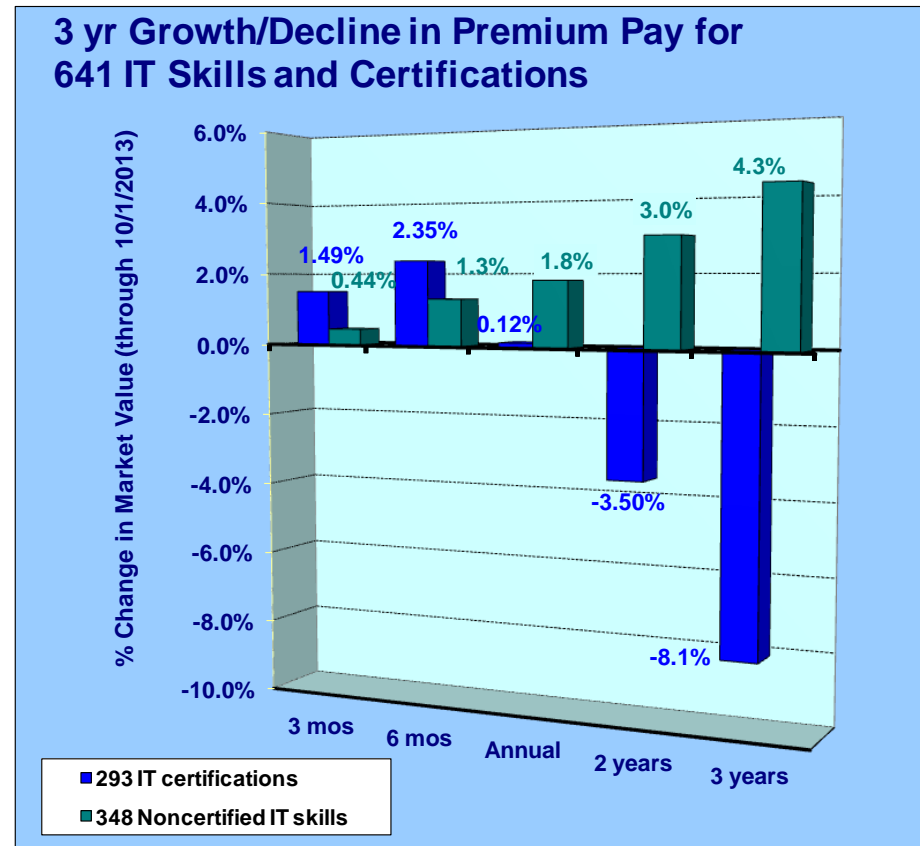
- aggressive marketing of certifications by vendors;
- changes in certification programs (e.g. certification extensions or retirement);
- new technology and evolution/maturation of current technologies;
- technology adoption rate;
- product integration strategies,
- economic conditions;
- employment 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 - 2013 quarterly editions

Pay Performance Trends, 3/12/24/24/36 months:
Certified vs. Noncertified IT Skills

(48,255 IT professionals)

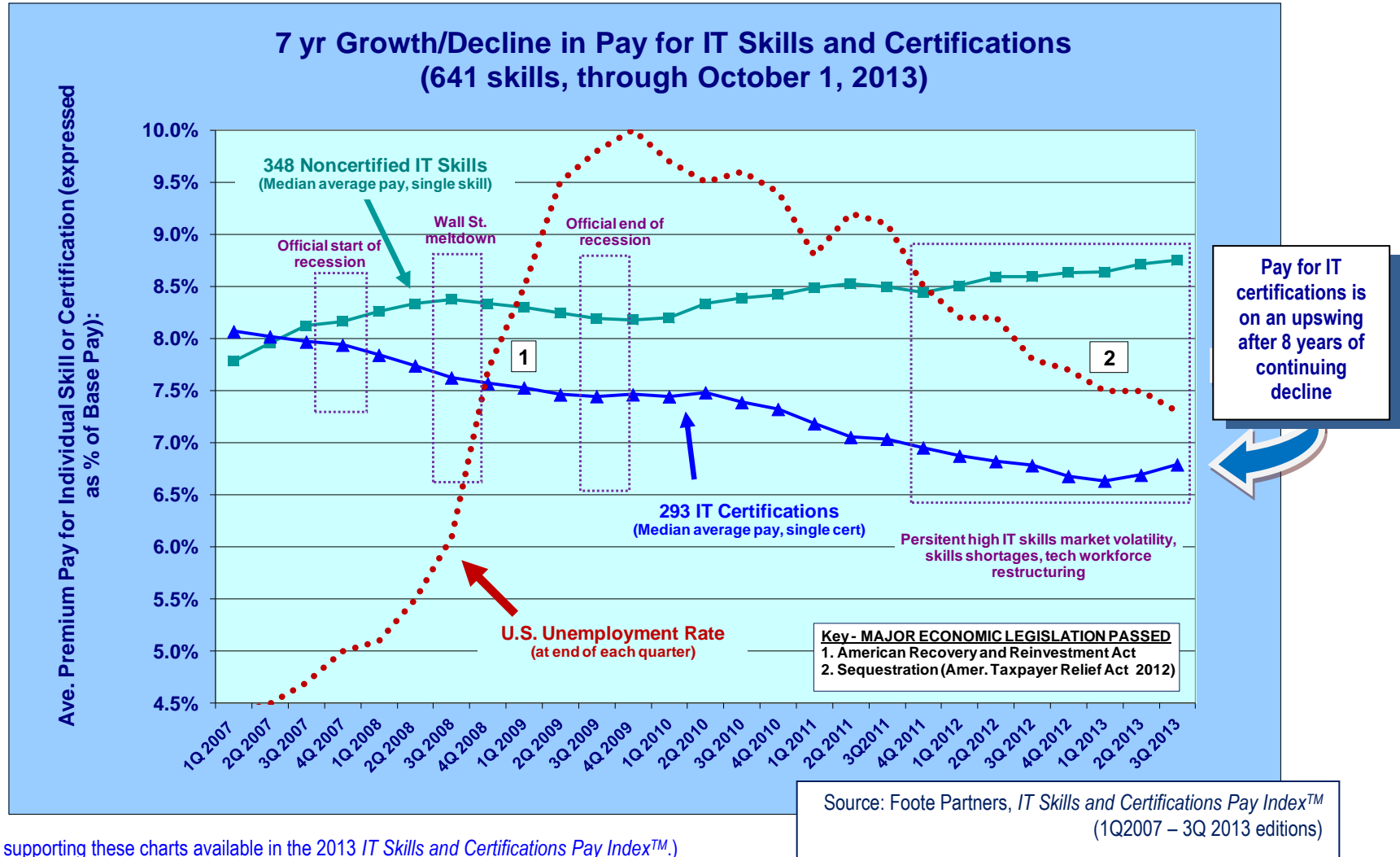


(Pay data supporting these charts is from the 2009 to 2013 quarterly editions of Foote Partners *IT Skills and Certifications Pay Index™*.)

Source: Foote Partners, *IT Skills and Certifications Pay Index™*
(3Q2010 – 3Q2013 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 7 years – 48,255 professionals)



(Pay data supporting these charts available in the 2013 *IT Skills and Certifications Pay Index™*.)

293 IT Certifications Reported

- 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)
- Certified Associate in Project Management)
- Certified Computing Professional (CCP-ISC2)
- Certified Database Design Specialist
- Certified Data Management Professional
- Certified Force.com Developer (Salesforce.com)
- Certified in the Governance of Enterprise IT (CGEIT)
- Certified in Risk and Information Systems Control (CRISC)
- 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 (CPCC)
- 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)

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through October 1, 2013)

- 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 Platform Specialist (APS)
- HP Accredited Systems Engineer--Cloud Architect V2
- HP Accredited Systems Engineer--Cloud Integrator
- HP Accredited Technical Professional (ATP)
- HP Accredited Technical Professional-Cloud Administrator
- HP/Accredited Integration Specialist (AIS)
- HP/Accredited Solutions Expert (ASE - all)
- HP/Accredited Systems Engineer (ASE)
- HP/Certified Systems Administrator
- HP/Certified Systems Engineer
- HP/Master Accredited Solutions Expert (MASE - all)
- 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
- IBM Certified Systems Administrator – WebSphere
- IBM Certified Systems Expert - AIX and Linux v2 (all)
- SANS/GIAC Information Security Professional (GISP)
- SANS/GIAC Reverse Engineering Malware (GREM)

293 IT Certifications Surveyed

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through October 1, 2013)

- InfoSys Security Architecture Professional (ISSAP/CISSP)
- InfoSys Security Engineering Professional (ISSEP/CISSP)
- InfoSys Security Management Professional (ISSMP/CISSP)
- ITIL Practitioner Certificate in IT Service Management
- ITIL Service Manager Certification
- Open Group Certified Architect
- Open Group Master Architect
- 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 Professional (MCP)
- Microsoft Certified Professional Developer (all)
- Microsoft Certified Professional+Internet (MCP+I)
- Microsoft Certified Solution Developer (MCSD)
- Microsoft Certified Solutions Associate(all)
- Microsoft Certified Solutions Expert(all)
- 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
- 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 Expert (NCDE)
- Nortel Networks Certified Design Specialist
- Nortel Networks Certified Support Expert (NCSE)
- Nortel Networks Certified Support Specialist (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 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 (Sun SCJDWS)
- Oracle DBA Certified Associate (OCA)
- Oracle DBA Certified Master (OCM)
- Oracle DBA Certified Professional
- 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 Certified Architect (RHCA)
- Red Hat Certified Datacenter Specialist (RHCD)
- Red Hat Certified Engineer (RHCE)
- Red Hat Certified Security Specialist (RHCSS)
- Red Hat Certified Technician (RHCT)
- RedHat Certified Virtualization Administration
- RSA Certified Administrator (RSA/CA)
- RSA Certified Systems Engineer (RSA/CSE)
- SANS/GIAC Assessing and Auditing 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)
- 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 Certified Windows Security Admin (GCNT)
- SANS/GIAC Enterprise Defender
- 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
- 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)
- Teradata 12 Certified Associate
- Teradata 12 Certified Database Administrator
- Teradata 12 Certified Enterprise Architect
- Teradata Certified Master
- Teradata 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 October 1, 2013)

2-YEAR IT CERTIFICATIONS PAY TRENDS

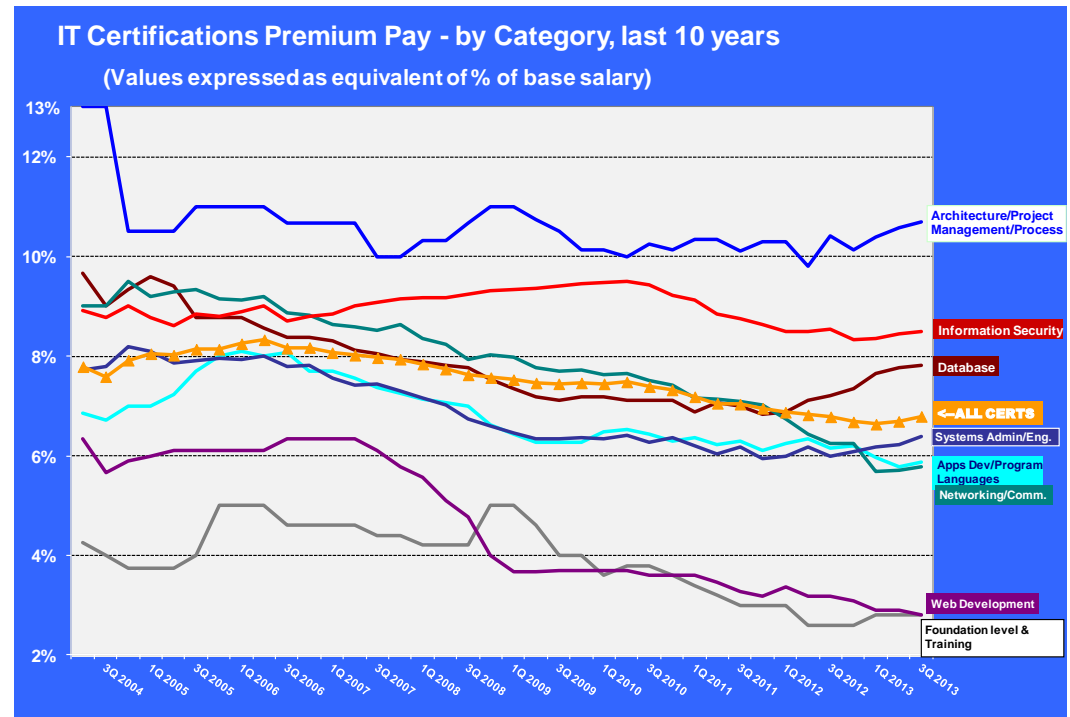
(Data collected through 10/1/2013 – 48,255 participants)

| 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% | 7.7% | -6.7% |
| Apps Development/Prog. Languages | 38 | 1.5% | -1.7% | -4.5% | -6.6% |
| Database | 21 | 0.6% | 2.1% | 8.3% | 11.6% |
| Web Development | 11 | -3.1% | -3.1% | -11.4% | -13.9% |
| Networking & Communications | 73 | 1.2% | 1.5% | -7.3% | -18.5% |
| System Administration/Engineering | 65 | 2.7% | 3.4% | 6.4% | 3.5% |
| Information Security | 61 | 0.4% | 1.8% | -0.6% | -2.9% |
| Architecture/Project Management/Process | 19 | 0.9% | 2.7% | 2.6% | 5.7% |
| ALL CERTIFICATIONS SURVEYED | 293 | 1.49% | 2.35% | 0.12% | -3.50% |

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

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

(Data collected through 10/1/2013 – 48,255 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™* -3Q 2013 edition)

348 Noncertified IT Skills Surveyed

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through October 1, 2013)

Applications Development Tools & Platforms

Adobe Flex
 Agile Programming/RAD/Extreme Programming
 Amazon Web Services (EC2, S3, ASW, SQS, ELB, et. al.)
 Apache Hadoop
 Apache Pig/Pig Latin
 Apache Struts/Struts2
 Apache Tomcat
 Business Objects
 C
 C#
 C++
 Clarity PPM
 Cloudera software
 Cobol
 Cognos
 Delphi
 Drupal
 Eclipse
 Epic Systems applications
 F#
 Groovy/Grails
 Hibernate
 iRise
 Java/J2SE, ME, J2EE
 MapReduce
 MATLAB
 NetWeaver
 Objective-C
 Oracle Applications 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
 Oracle E-Business suite
 Peoplesoft
 Accelerated SAP (SLM)
 NetWeaver
 NetWeaver BW (BIW)
 NetWeaver Portals (SAP EP)
 NetWeaver PI
 Oracle BPM
 Oracle CRM
 Oracle SCM
 Remedy
 Salesforce
 SAP AFS
 SAP ALE
 SAP APO
 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
 SAPEBP
 SAP EC
 SAP EDI
 SAP EHS
 SAP EPM
 SAP ERP
 SAP ESA
 SAP FI – FSCM
 SAP FI - Travel Management
 SAP FI (Financial Accounting)
 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 Visual Composer
 SAP NWDI
 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 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
 Web Dynapro

Networking/Systems

10Base-T Switching
 APPC
 ATM
 Business continuity and disaster recovery planning
 Cisco CUCM
 Cisco ICM
 Cisco IPCC
 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
 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

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

348 Noncertified IT Skills Surveyed

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through October 1, 2013)

Web/e-Commerce Development

Active Server Pages
 ActiveX
 Ajax
 Apache HTTP web server
 Apache Solr
 CGI
 Cold Fusion MX
 CSS (Cascading Style Sheets)
 Documentum
 Google App Engine
 HTML5
 Microsoft Internet Information Server
 Microsoft Internet Security and Acceleration Server (ISA)
 Java Server Pages
 JavaBeans/EJB 3.0
 JavaFX
 JBoss Enterprise
 Joomla!
 jQuery
 JSON
 Microsoft BizTalk Server
 Microsoft Commerce Server
 Microsoft Sharepoint Server
 Microsoft Silverlight
 Microsoft Internet Information Services (IIS)
 Microsoft Identity Integration Server
 Microsoft .NET
 Mobile applications development
 Oracle Fusion
 Oracle WebLogic
 Oracle Workflow
 Perl
 PHP (all)
 Python Scripting languages (VBScript, Java Script, Jscript)
 SOAP
 Social Media/Networks
 Spring Framework
 TIBCO
 Visual Interdev
 VoiceXML

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

Database

Apache Cassandra
 Apache CouchDB
 Apache Hive
 Base SAS
 Couchbase Server
 Database management
 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
 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 risk management
 IT Governance
 ITIL V3
 Marketo
 Microsoft Visio
 Predictive and Modeling
 Prescriptive Analytics
 Product lifecycle management software
 Project management
 Quality management/TQM
 Quantitative Analysis
 Requirements Engineering/Analysis
 Risk assessment
 Risk management
 Security architecture and models
 SEO
 Service Management

Social media marketing
 Six Sigma (incl. Lean)
 TOGAF (Enterprise Architecture)
 User Experience Design

Operating Systems

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

IT Skills and Certifications Pay

IT Skills and Certifications Pay Index™ (data through October 1, 2013)

2-YEAR NONCERTIFIED IT SKILLS PAY TRENDS

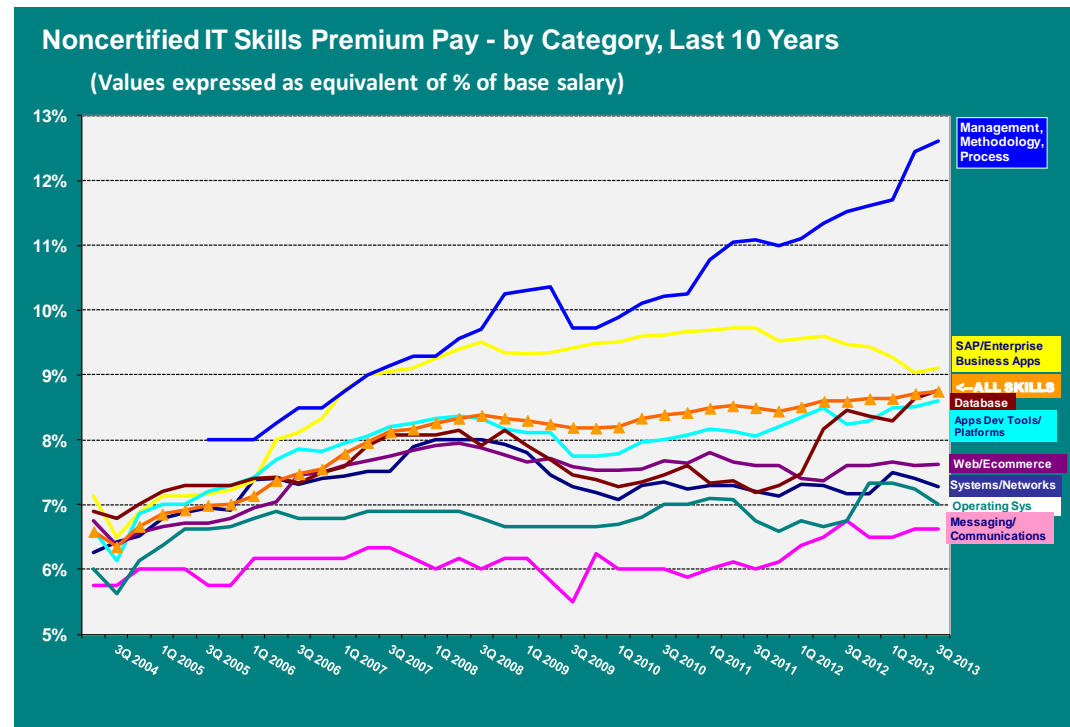
(Data collected through 10/1/2013 – 48,255 participants)

| 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 | 59 | -1.7% | -2.9% | 1.5% | 1.0% |
| Messaging and Communications | 8 | 0.0% | 1.9% | -1.9% | 10.4% |
| SAP & Enterprise Business Applications | 101 | 0.8% | -1.7% | -3.8% | -6.3% |
| Apps Development Tools & Platforms | 46 | 1.2% | 1.3% | 4.5% | 6.8% |
| Web/e-Commerce Development | 52 | 0.1% | -0.5% | 0.0% | 0.2% |
| Database | 29 | 1.3% | 5.7% | 3.5% | 21.9% |
| Operating Systems | 12 | -3.4% | -4.5% | 3.7% | 3.7% |
| Management/Methodology/Process | 41 | 1.3% | 7.7% | 9.4% | 13.7% |
| ALL NONCERTIFIED SKILLS SURVEYED | 348 | 0.44% | 1.30% | 1.82% | 2.99% |

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

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

(Data collected through 10/1/2013 – 48,255 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™* -3Q 2013 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 153,645 IT professionals at 2,522 employers in 83 U.S. and Canada cities are reported for IT salaries and skills pay earned for 161 positions and 641 certified and noncertified technical and business skills. Verified and validated pay data for 48,225 IT workers has been included in the 3rd Quarter 2013 edition of the ITSCPI, compiled from data collected through October 1, 2013.

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™ – 3rd Quarter 2013 data edition



- 354 pages (Q3 2013 data edition)
- Pay premiums for 641 certified and noncertified IT skills
 - Three data points for each position: 10th, 50th, 90th percentile
- Verified and validated IT skills pay survey data from 48,225 IT professionals
- Current data collected through October 1, 2013 (updated quarterly)
- Certifications Guide containing basic information about survey IT certifications (pre-requisites; costs; test content; lab requirements, etc.)

Pricing: \$3,995 single edition. \$15,000 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>

ABOUT FOOTE PARTNERS

Foote Partners, LLC is an IT analyst firm and independent benchmark research organization focusing on the human capital and user ('execution') side of managing technology and IT value creation. A thought leader and trusted advisor to more than 2,300 employers on six continents, the firm provides pragmatic and forward-thinking benchmark research and analysis about managing the modern business/IT hybrid professional workforce.

Our research is deeply grounded in highly specialized proprietary benchmark research, surveys, and empirical intelligence collected from 2,522 North American employers representing 154,000 IT professionals with whom the firm 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 130 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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Foote Partners 2013 IT Compensation Survey Product Map

