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FOR IMMEDIATE RELEASE

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The gap persists: Pay for noncertified skills declines slightly for second consecutive quarter after more than a year of steady gains, while IT certifications pay continues its five year descent, reaching a 12-year low point.

Quarterly gains for noncertified skills in Methodology/Process/Management and Mobile Operating Systems—and for Applications Development and Systems Administration/Engineering certifications---help keep things steady.

Has the evolving mix of business and technical skills in IT professionals changed the playing field forever?

NOTE: This news release summarizes skills and certifications demand and pay premiums performance from July 2011 to October 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, November 29, 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 third quarter of 2011 ending October 1st, marking the second time since September 2009 that losses in each have occurred simultaneously.

Premiums being paid by more than 2,200 employers for 514 individual certified and noncertified IT skills are captured in the firm's ITSCPI survey research. Salaries, bonuses, and skills pay premiums for 120,200 IT professionals are monitored in Foote Partners long standing compensation benchmark research.

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Trend Highlights

Average market value for **274 noncertified skills** dipped slightly from July to October (- 0.3%) for the second consecutive quarter following gains in the previous five calendar quarters and in 21 of 28 quarters going back to 2004. But pay premiums for **240 IT certifications** continued their downward trend for a fifth straight quarter – and for 19 of the last 20 calendar quarters – posting a slight overall average loss in market value of 0.2 percent for the quarter.

Two categories of certifications---**Applications Development/Programming Languages** and **Systems Administration & Engineering**---grew in overall market value (+1.2% and +2.1% respectively) in the latest quarterly benchmark update from Foote Partners, bolstered by gains in specialist certifications from Oracle, Hewlett-Packard, IBM, Red Hat, and Microsoft.

Two of eight noncertified skills categories showed improvement, led by **Operating Systems** skills (+9.4% in pay premiums) and **Management, Methodology and Process** skills (+0.3%).

Declines were more widespread. IT certifications continued to take a hit: **Entry level and Training** certs (-6.4% in pay premiums); **Web Development** (-5.3%); **Architecture/Project Management/Process** (-2.1%); **IT Security** (-1.2%); **Database** (-0.8%); and **Networking & Communications** (-0.6%).

In a departure from prior quarters, six 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: **Database** skills (-2.5% in premium pay); **Messaging & Communications** skills (-2.0%); **Systems and Networking** skills (-1.2%); and **Web/e-Commerce** skills and **Applications Development Tools & Platforms** (tie, -0.9%).

The **SAP and Enterprise Business Applications** noncertified skills category recorded no change in market value.

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TREND DISCUSSION

Economists forecast that the U.S. will grow 2.5% in the final three months of 2011, compared to 2.0% in the third quarter. But the economy is only adding enough jobs to keep pace with the natural growth in the labor force. Hiring would have to more than double over a period of several years to pull the jobless rate back down to pre-recession levels. Vehicle sales have had four good months in a row, giving the manufacturing sector a boost with higher sales of autos triggering demand for a variety of manufacturers that produce raw and partly finished materials for the industry.

Yet despite mostly improved data, the U.S. economy and Wall Street are still hostage to political events largely beyond their control: the ongoing debt crisis in Europe and the failure of U.S. politicians to agree on a deal to reduce U.S. deficits. The difference in the past two quarters is that the economy recovery is subdued and only moderately expanding overall with continued high unemployment for the foreseeable future. The issue is whether any uptick in economic data is all that meaningful when the unemployment rate is stuck at 9%.

“This has of course influenced staffing and workforce decisions going forward but the question is how much?” questions David Foote, Foote Partners co-founder, CEO and publisher of the *IT Skills and Certifications Pay Index™*, *IT Professional Salary Survey*, and more than one hundred continuously updated IT benchmark and management decision support analytical reports. “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 something like \$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 have not 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,” notes Foote, “In our firm’s most recent quarterly data update, 37 of 252 noncertified skills (13.5%) were awarded a boost in pay premiums by employers over that past three months but only 12 of 231 certifications (5.0%) got similar treatment.”

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It's notable that declines in premium pay for skills and certs in the past quarter show just as pronounced a gap: 50 noncertified skills (18.2% of total surveyed) and 21 IT certifications (9%) lost market value. This is unlike prior quarterly data where the gap was wider between gains and declines. "What this suggests is fear that the country and perhaps the global markets may be once again heading into a period of sustained economic upheaval was very present in the minds of private and public sector workforce decision makers this past summer and early fall", reasons Foote.

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. In fact less than 20% of all IT professionals employed today – or approximately 4 million of a total technical workforce estimated at between 20 to 24 million (pure technology and hybrids) in the U.S. – now work within the walls of what could be considered the traditional IT department."

Hybrid workers 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.

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 in bottom line 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.

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It is difficult to imagine such unique and compelling drivers of skill acquisition and market demand crumbling as they have in prior downturns. There is simply too much at stake now for businesses compared to the past: they cannot survive and compete without a highly skilled workforce both internally and externally sourced. There is no returning to the organizational and management models of the past.

“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 data chart that displays the average pay premium for a single IT certification and noncertified skill recorded in our *IT Skills and Certifications Pay Index* for every calendar quarter going back to 2000. Looking at the this trend chart and focusing specifically 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 that we’re seeing right now, 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.

“Here’s the bottom line: If the market behaviors of past recessions should repeat, the flattening in pay for both noncertified and certified skills we saw the past two quarters is signaling the beginning of a sustained downward trend in pay for skills. There will be a succession of quarterly declines in overall skills premium pay through the next twelve months. Demand will be continue to be strong for a bunch of IT skills and severe shortages will persist for many specific skills. But generally speaking employers will not pay the kind of money to acquire skills that they were forking over earlier this year except in extreme cases of scarcity and tight deadlines.”

What’s ahead

If there is any hesitation about optimism for the future it’s the extreme level of global economic turmoil evident in the current climate. 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 so prevalent in the business landscape for both small and large companies alike.

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Foote Partners has been predicting since last year that the elevated volatility that has invaded the skills and employment markets will be the new standard for years to come. It is uncertain how extreme the ups and downs will be or how frequent economic recessions will occur now that the monetary markets and the economies of individual nations across the globe have become so unstable. But there is too much at stake now for businesses compared to the past; they simply cannot survive and compete without a highly skilled workforce both internally and externally sourced.

But what we do know 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 & Certifications Pay Trends Charts

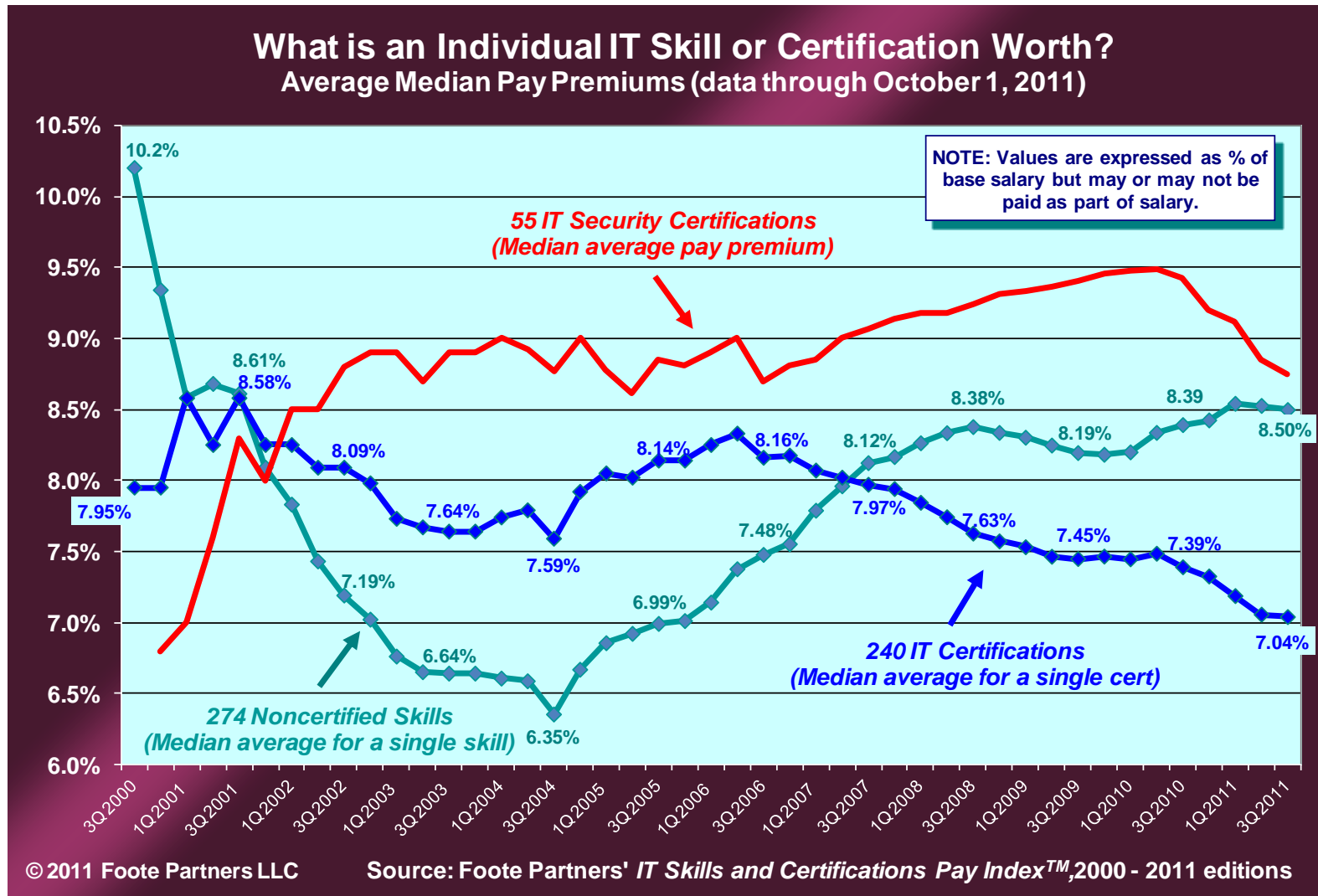
2011 IT Skills and Certifications Pay Index™ – 4th Quarter 2011 edition

(Data collected through October 1, 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 3Q 2011



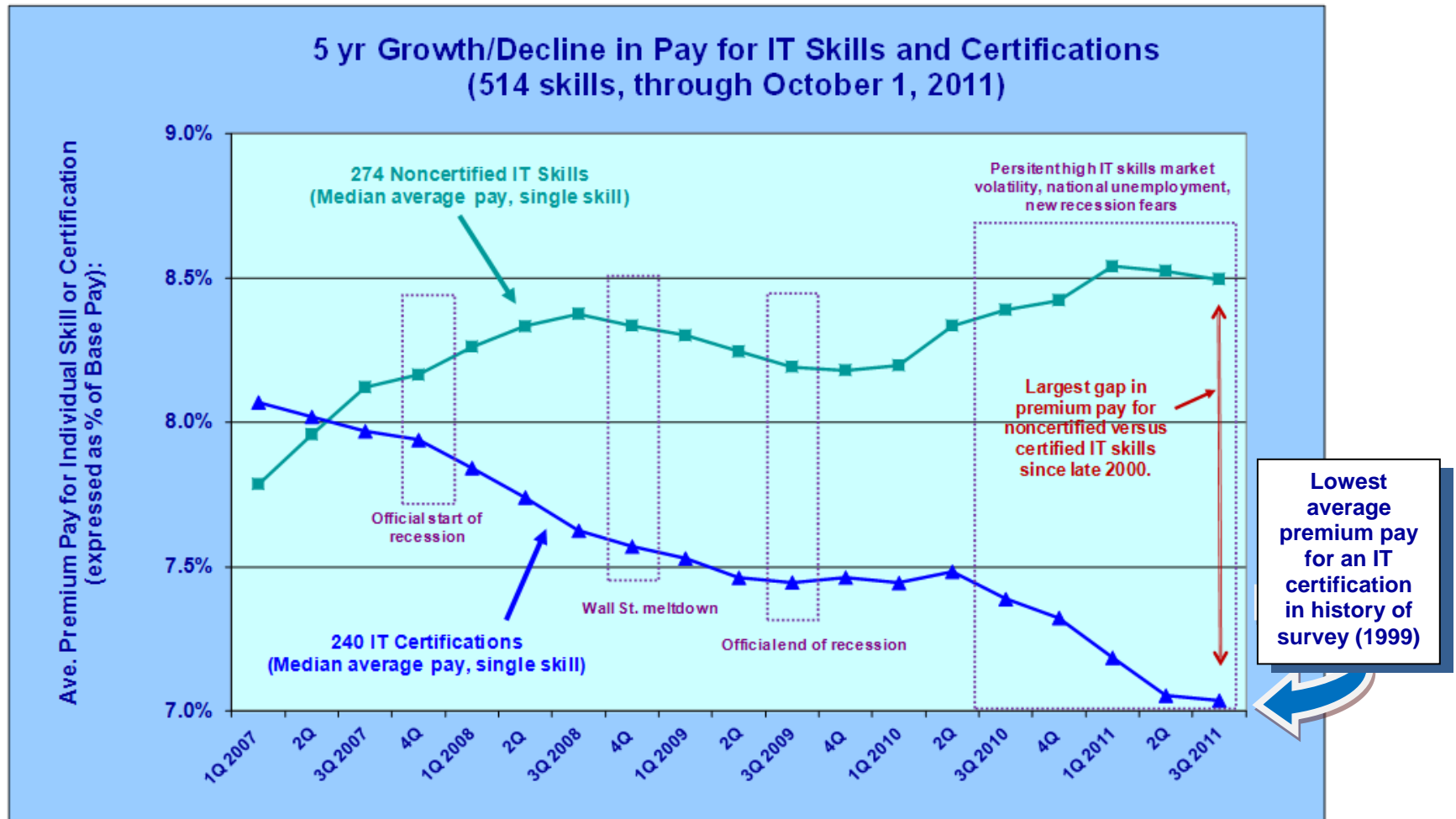
(Pay data supporting these charts is from the [IT Skills and Certifications Pay Index™](#).)

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 - 31,953 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™* (1Q2007 – 3Q2011 data editions)

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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 happen 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 or certification 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 value in the marketplace and 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 will increase for specific skills and certifications.

When interpreting gains and losses in market pay it is therefore 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 retirement or extensions); new technology and evolution/maturation of current technologies; technology adoption rate; and product integration strategies, to economic conditions; employment opportunities; mergers/acquisitions; budget cycles and the timing of skills and talent acquisition by employers; and changes in labor sourcing plans pursuant to company strategies.

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Q4 2011 IT Certifications Pay and Demand Trends

Latest market values for **IT CERTIFICATIONS**

(Data collected through October 1, 2011)

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2-YEAR IT CERTIFICATIONS PAY TRENDS

(Data collected through 10/1/2011 – 31,953 participants)

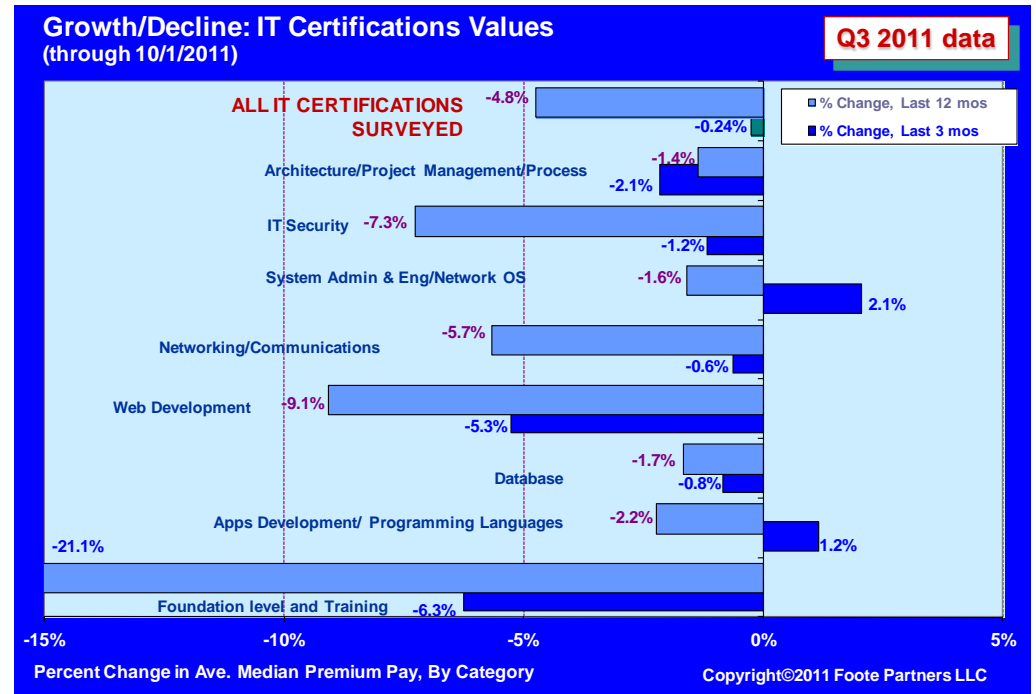
IT CERTIFICATIONS CATEGORIES	# of certs surveyed	Change in Average Premium Pay by Category			
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs
Foundation level and Training	5	-6.3%	-11.8%	-21.1%	-25.0%
Apps Development/Prog. Languages	28	1.2%	-1.2%	-2.2%	0.4%
Database	17	-0.8%	1.7%	-1.7%	-1.7%
Web Development	11	-5.3%	-9.1%	-9.1%	-11.5%
Networking & Communications	67	-0.6%	-0.8%	-5.7%	-7.9%
System Administration/Engineering	48	2.1%	-0.5%	-1.6%	-2.7%
IT Security	55	-1.2%	-4.1%	-7.3%	-7.0%
Architecture/Project Management/Process	9	-2.1%	-2.1%	-1.4%	-3.7%
ALL CERTIFICATIONS SURVEYED	240	-0.2%	-2.1%	-4.8%	-5.5%

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3 and 12 MONTH IT CERTIFICATIONS PAY TRENDS BY CATEGORY

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

(Data collected through 10/1/2011 – 31,953 participants)



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

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™*, 3rd Quarter 2011 data edition

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3Q 2011 MARKET VALUE PERFORMANCE: IT Certifications

MARKET VALUE DECLINES. Notable IT certifications that *declined* in value in 3rd Quarter 2011 vs. prior quarter. By segment, listed descending order of gain, including ties:

Architecture, Project Management and Process certifications

- Certified Associate in Project Management

Database certifications

- Oracle DB Administrator Certified Associate (OCA)

Entry-level and Training certifications

- Microsoft Certified Trainer (MCT)

IT Security certifications

- GIAC Certified Incident Handler (GCIH)
- Systems Security Certified Practitioner (SSCP)
- GIAC Certified Intrusion Analyst (GCIA)
- InfoSys Security Management Professional (ISSMP/CISSP)
- Certified Information Systems Auditor (CISA)
- Certified Information Security Manager (CISM)

Networking and Communications certifications

- CompTIA Network Technician (Network+)
- Juniper Networks Certified Internet Professional
- Juniper Networks Certified Internet Associate
- Avaya Certified Specialist
- Avaya Certified Expert
- Cisco Certified Design Associate (CCDA)

Systems Administration certifications

- CompTIA Server+
- Novell/Master Certified Novell Engineer
- Citrix Certified Administrator (CCA)

Web Development certifications

- Novell/Certified Internet Professional (CIP)

MARKET VALUE GAINS. Notable IT certifications that *gained* in value in 3rd Quarter 2011 vs. prior quarter. By segment, listed descending order of gain, including ties:

Applications Development certifications

- Oracle/Siebel 8 Consultant Certified Expert
- Oracle Certified Professional Java Programmer (formerly Sun SCJP)

IT Security certifications

- Certified Secure Software Lifecycle Professional (CSSLP)
- Check Point Certified Security Expert (CCSE)

Networking/Communications certifications

- Cisco Certified Internetwork Professional (CCIP)
- Juniper Networks Certified Internet Specialist
- Cisco Certified Design Professional (CCDP)

Systems Administration/Engineering certifications

- Microsoft Certified Systems Administrator (MCSA)
- HP Accredited Platform Specialist (HP APS)
- IBM Certified Systems Administrator - AIX 6.1
- Red Hat Certified Architect (RHCA)
- HP/Accredited Integration Specialist (AIS)

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

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

HIGHEST PAYING: IT Certifications

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

(Source: [IT Skills and Certifications Pay Index™ – Q3 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 Certified Advanced Database Administrator

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
- IT Certified Architect (ITAC/The Open Group)

Security certifications

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

Networking and Communications certifications

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

Systems Administration & Engineering certifications

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

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Q4 2011 Noncertified IT Skills Pay and Demand Trends

Latest market values for **Noncertified IT skills**

(Data collected through October 1, 2011)

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2-YEAR NONCERTIFIED IT SKILLS PAY TRENDS

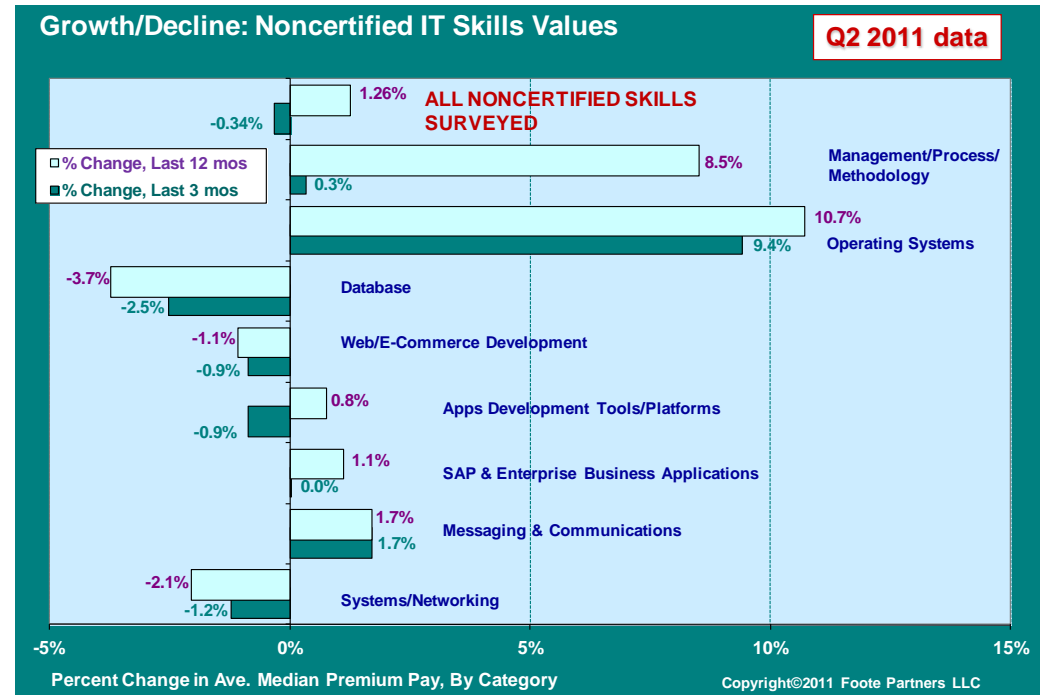
(Data collected through 10/1/2011 – 31,953 participants)

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	-1.2%	-1.4%	-2.1%	-1.2%
Messaging and Communications	8	-2.0%	13.5%	13.5%	9.1%
SAP & Enterprise Business Applications	90	0.0%	0.3%	1.1%	3.3%
Apps Development Tools & Platforms	33	-0.9%	-1.4%	0.8%	4.1%
Web/e-Commerce Development	45	-0.9%	-2.5%	-1.1%	0.2%
Database	16	-2.5%	-2.0%	-3.7%	-3.7%
Operating Systems	12	9.4%	9.3%	10.7%	16.2%
Management/Methodology/Process	25	0.3%	2.8%	8.5%	13.8%
ALL NONCERTIFIED SKILLS SURVEYED	274	-0.3%	-0.5%	1.3%	3.7%

3 and 12 MONTH NONCERTIFIED IT SKILLS PAY TRENDS BY CATEGORY

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

(Data collected through 10/1/2011 – 31,953 participants)



SOURCE: Foote Partners IT Skills & Certifications Pay Index™, 3rd Quarter 2011 data edition

(Pay data supporting these charts available in the IT Skills and Certifications Pay Index™ - 3Q 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

- F#
- Delphi
- Cognos
- Epic Systems applications
- Ruby on Rails

SAP/ERP skills

- SAP CCM (Catalog Content Management)
- SAP GTS (Global Trade Services)
- SAP PLM (Product Lifecycle Management)
- SAP FI (Financial Accounting - all modules)
- SAP PS (Project Systems)
- SAP SRM (Supplier Relationship)
- SAP PP (Production Planning)
- SAP SM (Service Management)
- SAP HANA (In-Memory Analytics Appliance)

Systems/Networking skills

- WAP(Wireless Application Protocol)
- WML
- VPN/OpenVPN
- IPX/SPX
- EIGRP
- Cisco UCCE/IPPC
- WAN 4G/3G services

Management, Process & Methodology skills

- Predictive Analytics and Modeling
- Microsoft Visio
- E-Procurement
- Product lifecycle management software
- TOGAF (Enterprise Architecture)

Web/E-commerce Development skills

- VoiceXML
- Microsoft Identity Integration Server (MIIS)
- AJAX (Asynchronous JavaScript and XML)
- Apache Solr
- Spring Framework
- Microsoft Sharepoint Server
- WebSphere

Database skills

- DB2

Messaging & Communications skills

- Lotus Notes/Domino

Operating Systems skills

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

Applications Development skills

- C++ /CLI
- Transact-SQL
- SQL
- Java/SE,ME,J2EE
- SAS

SAP & Enterprise Business Applications skills

- SAP EHS (Environmental Management)
- SAP Security
- SAP BSP (Business Server Pages)
- SAP LES (Logistics Execution System)
- SAP MDM (Master Data Management)
- SAP CE (NetWeaver Composition Environment)
- SAP ERP Operations (multi-skills)

Systems/Networking skills

- SAN/Storage Area Networking
- Ethernet Switching
- HTTPS
- SIP(Session Initiation Protocol)
- TCP/IP
- Network security management
- Microsoft Hyper-V
- Network access control/Identity mgt sys.
- Tivoli
- VMware Server/ESX, ESXi Server
- RFID/wireless sensors

Messaging & Communications skills

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

Management, Process and Methodology skills

- ITIL V3
- Risk Assessment
- ERP
- Business Intelligence
- Business analysis

Web/E-commerce Development skills

- VBScript
- JavaFX
- JavaScript
- ActiveX
- PHP
- SOAP
- JavaBeans/EJB
- Microsoft Internet Security and Acceleration Server (ISA)
- CGI
- Microsoft .NET
- Oracle WebLogic
- HTML5

Database skills

- Progress/ODBMS
- Microsoft SQL Server 2005/2008
- Oracle DB 8i/9i/10g/11i
- Sybase Adaptive Server Enterprise

Operating Systems skills

- Windows NT
- Windows Server 2008/2003
- Linux
- Unix (all)

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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 October 1, 2011.

(Source: [IT Skills and Certifications Pay Index™ – Q3 2011 edition](#))

SAP/Enterprise Business Applications Skills	Applications Development Tools and Platforms skills	Systems/Networking Skills
<ul style="list-style-type: none"> - SAP HANA (In-Memory Appliance) - Oracle E-Business suite - SAP FI (Financial Accounting) - SAP SCM (Supply Chain Management) - SAP NetWeaver Visual Composer - SAP CFM (Corporate Finance Management) - SAP NetWeaver BW (NetWeaver BI) - SAP PLM (Product Lifecycle Management) - SAP SM (Service Management) - SAP NWDS (NetWeaver Developer Studio) - NetWeaver Portal (SAP EP) - SAP CAF (Composite Application Framework) - NetWeaver PI - SAP SEM (Strategic Enterprise Management) - SAP Retail - SAP BW Accelerator - SAP NetWeaver Applications Server - SAP BPC (BusinessObjects Planning and Consolidation) - SAP Solution Manager 	<ul style="list-style-type: none"> - Business Objects - NetWeaver - Agile Programming/RAD/Extreme Programming - Epic Systems applications - Ruby on Rails - F# - Cognos - Oracle Applications Developer Framework <p>Web/eCommerce Development skills</p> <ul style="list-style-type: none"> - Microsoft Commerce Server (incl. 2007) - Python - Microsoft Identity Integration Server (MIIS) - WebSphere - Documentum - Apache Solr - Spring Framework - Microsoft Sharepoint Server - TIBCO - Cold Fusion MX - JBoss - Oracle Workflow - Social Media/Computing (tagging, virtual communities, social bookmarking, etc.) <p>Operating Systems</p> <ul style="list-style-type: none"> - Mobile operating systems (Apple, Microsoft, Android, etc.) - VMware vSphere - Red Hat Enterprise Linux 	<ul style="list-style-type: none"> - Security skills (DW/BI, ERP, Web, project assignments) - Virtualization (various) - Infrastructure architecture - WAN/3G/4G services - Cisco UCCE/IPPC - Wireless network management (LANs, GSM) - Network security management <p>Management, Process and Methodology Skills</p> <ul style="list-style-type: none"> - Business process management/modeling/ improvement - Predictive Analytics and Modeling - TOGAF (Enterprise Architecture) - Quantitative Analysis/Regression Analysis - Information risk management - Business performance management (software/systems) - Product lifecycle management software - IT Governance - Security architecture and models - Project management <p>Database Skills</p> <ul style="list-style-type: none"> - Oracle Exadata - Database management - DB2 - Informatica - Master Data Management - Sybase Adaptive Server Enterprise
<p>Messaging and Communications Skills</p> <ul style="list-style-type: none"> - Unified communications/messaging - TIBCO Enterprise Message Service - Oracle Communications Messaging Exchange (formerly Sun JMS) 		

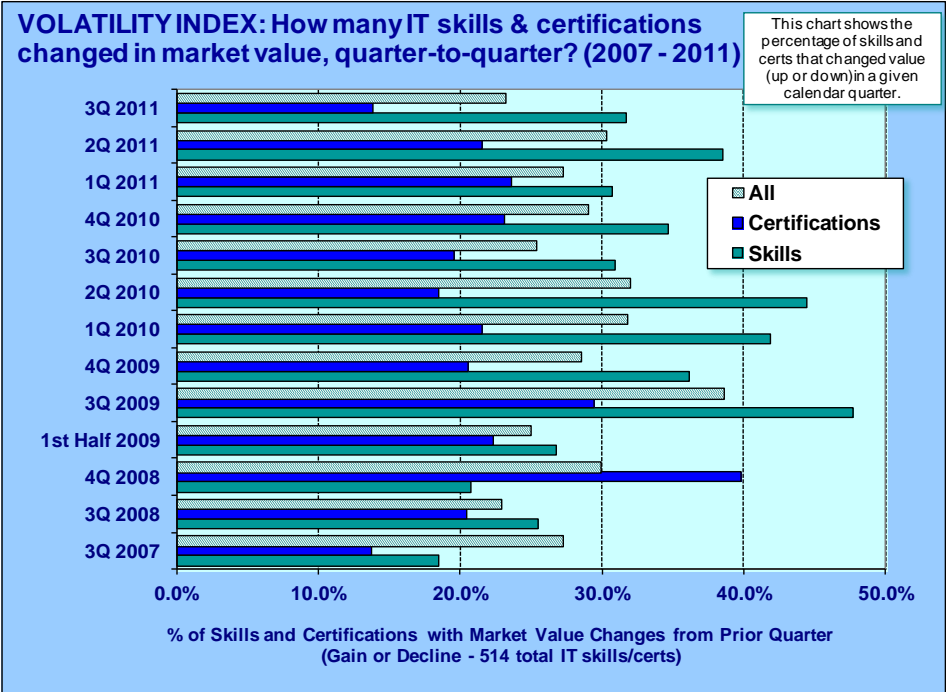
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SOURCE: Foote Partners *IT Skills & Certifications Pay Index™*, 3rd Quarter 2011 data edition

IT Skills and Certifications Volatility Index™ – 3Q 2011 findings for all Skills and Certifications



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

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.

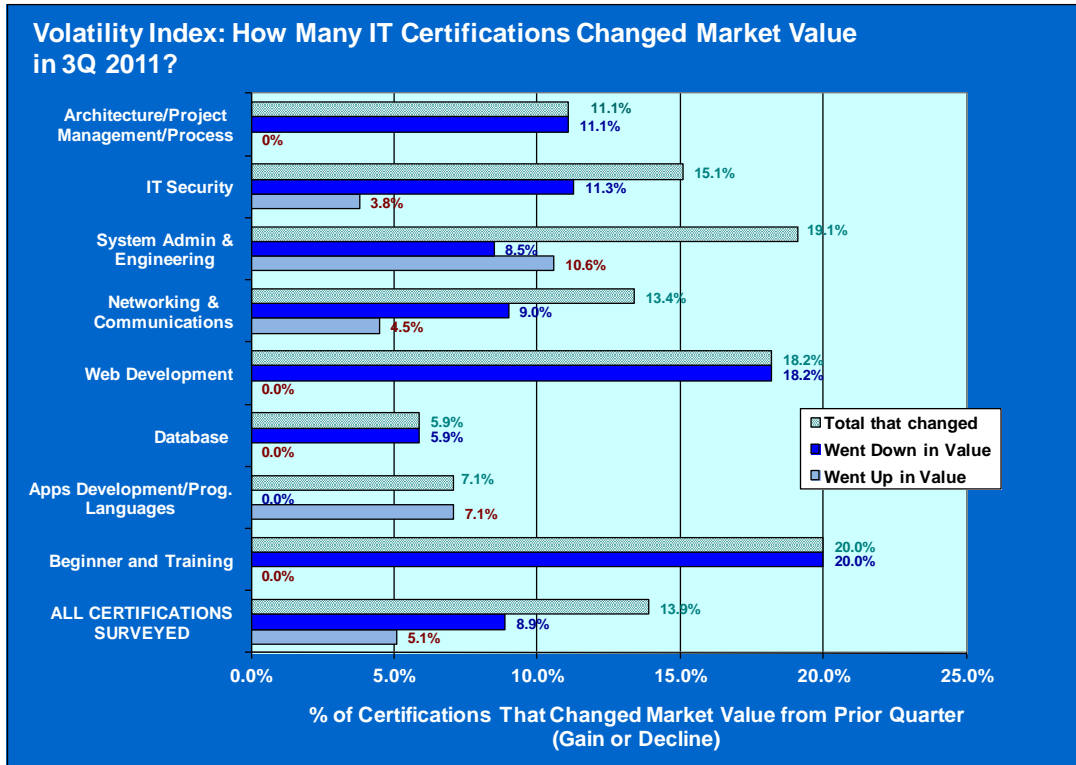
Important in this distinction is that skills can be segmented and benchmarked more meaningfully than jobs. Similar to IT positions, there are the broad categories (e.g., security, networking, systems, database, applications development), more narrow areas (e.g. web/e-commerce development, storage area 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).

3rd Quarter 2011 volatility in skills and certifications values measured 23.3 percent, a 7 point decrease from the previous quarter and the lowest quarterly volatility since 3Q 2008 (23.0 percent). This trend is consistent with third quarter data historically, most likely due to cyclical compensation administration customs and the prevalence of calendar year fiscal year accounting practices. Still, under more normal economic conditions volatility is much lower, for example, a 14 percent to 19 percent quarter-by-quarter range during the period 2004 to early 2007.

Noncertified skills volatility up sharply. 31.7 percent this period, down 7 points from June. **Certified skills volatility** (13.9 percent this period), is the lowest recorded since 3Q 2007 (13.8).

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

VOLATILITY HIGHLIGHTS – IT Certifications



IT Skills and Certifications Volatility Index™
3Q 2011 findings: IT Certifications -

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

- Systems Administration & Engineering
- Web Development
- Foundation level and Training Certifications

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

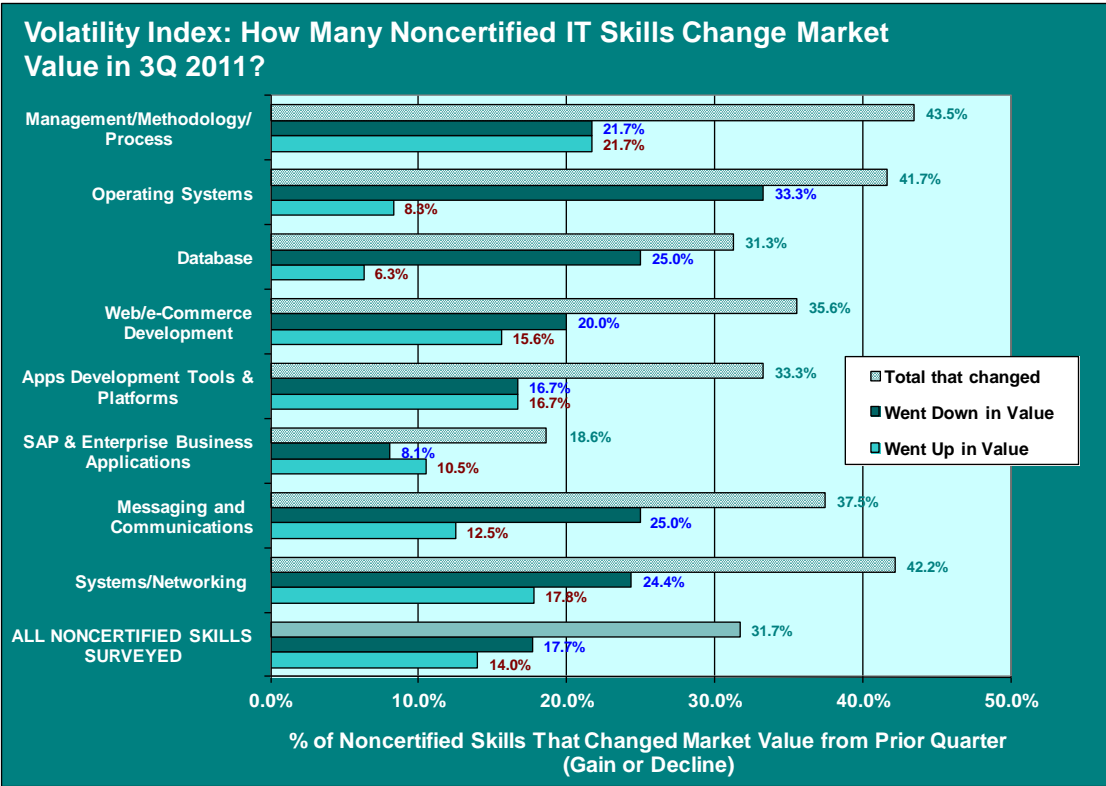
- Web Development
- Foundation level and Training Certifications

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

- Systems Administration & Engineering

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
- Systems/Networking
- Operating Systems
- Messaging and Communications
- Web/e-Commerce Development
- Applications Development Tools/Platforms
- Database

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

- Operating Systems
- Database; Messaging & Communications (tie)
- Systems/Networking

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

- Management/Methodology/Process

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

ABOUT THIS RESEARCH

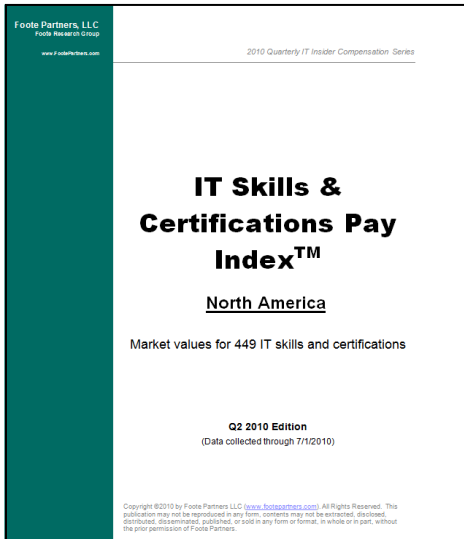
Foote Partners' primary research survey for tracking IT skills and certifications pay and supply/demand volatility is the industry-leading ***IT Skills and Certifications Pay Index™ (ITSCPI)***, first published in 1999 and updated every three months since. 120,200 IT professionals in the 83 U.S. and Canada cities (2,205 employers) are surveyed for IT salaries and skills pay earned for 153 positions and 514 certified and noncertified technical and business skills. Verified and validated pay data for 31,953 IT workers has been included in the current 3rd Quarter 2011 ITSCPI edition, compiled from data collected through **October 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™



- 366 pages (Q3 2011 data edition)
- Pay premiums for 514 certified and noncertified IT skills
 - Three data points for each position: 10th, 50th, 90th percentile
- Verified and validated IT skills pay survey data from 31,953 IT professionals
- Current data collected through October 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>

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274 Noncertified IT Skills Surveyed

Applications Development Tools & Platforms

Adobe Flex
Business Objects
C
C#
C++
Clarity
Cobol
Cognos
Delphi
Drupal
Eclipse
Epic Systems applications
F#
Groovy/Grails
iRise
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 AFS
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 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
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 TM
SAP Web Application Server
SAP WM
SAP WM – EWM
SAP xMII
SAP Xcelsius
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/Identity 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
Change management
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)
Social media marketing
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, JavaScript, Jscript)
- SOAP
- Social Media/Networks
- Spring Framework
- TIBCO
- Visual Interdev
- VoiceXML
- Web collaboration appliances

Web/e-Commerce Development cont'd.

- 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/Vista
- Windows NT
- Windows Server 2008/2003

240 IT Certifications Surveyed

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- 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 Administrator (CWNA)
- CWNP Certified Wireless Network Expert (CWNE)
- CWNP Certified Wireless Network Trainer (CWNT)
- CWNP Certified Wireless Security Professional
- 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 Certified Advanced Database Administrator
- IBM Certified Advanced Application Developer
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- IBM Certified Advanced Technical Expert - Power Systems with AIX v2
- IBM Certified Applications Developer
- IBM Certified Infrastructure Systems Architect
- IBM Certified SOA Solution Designer
- IBM Certified Solutions Developer: WebSphere
- IBM Certified Operator- AIX Basic Ops
- IBM Certified Specialist – Systems Z
- IBM Certified Specialist - Storage Networking Solutions, Version 2
- IBM Certified Systems Administrator
- IBM Certified Systems Expert - i5Series
- IBM Certified Systems Administrator – AIX 6.1
- IBM Certified Systems Administrator - IBM i 6.1
- InfoSys Security Architecture Professional (ISSAP/CISSP)
- InfoSys Security Engineering Professional (ISSEP/CISSP)
- InfoSys Security Management Professional (ISSM/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)

240 IT Certifications Surveyed

Foote Partners News Release- November 29, 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)
- **RSA Certified Administrator (RSA/CA)**
- **RSA Certified Systems Engineer (RSA/CSE)**
- 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
- 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
- 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 Advanced Professional**
- 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 2,205 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

