

FOR IMMEDIATE RELEASE

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In a significant reversal of a longstanding trend, average pay premiums for *IT certifications* rose for the third consecutive quarter ending December 31st---the first time since 2006 that there has been more than two consecutive quarters of positive growth in pay for certifications.

Average pay for *noncertified IT skills* increased slightly in the 4th quarter, the eighth consecutive quarter of positive growth and the 30th in the past 37 quarters in which gains have been recorded.

Driving growth are gains in Database, Systems, and Information Security skills with additional help from Network/Communications, Management/Methodology/Process, and Architecture/Project Management/Process 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, January 28, 2014 – Extra pay specifically awarded to talented IT professionals for 354 noncertified IT skills and 296 IT certifications---also known as 'skills premiums'--- increased in the fourth 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 third time since 2010 that both certified and noncertified skills categories have recorded pay gains in the same calendar quarter, the result of the reversal of a long running slump in market values for certifications dating back to 2006.

Since its launch in 1999, the ITSCPI has continuously tracked market values for individual IT skills and certifications at 2,575 U.S. and Canadian employers and their nearly 158,000 IT professionals, with findings and detailed market analyses updated and published by Foote Partners every ninety days.

HIGHLIGHTS: IT skills and certifications pay performance, October through December 2013

Average market value for **354 noncertified skills increased** in the 4th quarter of 2013, **up 0.5% overall**. This is the eighth consecutive calendar quarter of positive growth in noncertified skills pay and the fourteenth gain in the past sixteen quarters. Historically, pay for noncertified IT skills (i.e., those skills for which certifications are not attained or in many cases not available) has performed strongly with **gains in 30 of the previous 37 calendar quarters** going back to 2004.

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

- Database skills: **+2.0%** (in market value)
- Management/Methodology/Process skills: **+1.0%**
- Systems/Networking skills: **+0.9%**
- SAP & Enterprise Business Applications skills: **+0.8%**
- Applications Development skills: **+0.3%**
- Web/eCommerce Development: **-0.8%**
- Operating Systems skills: **-1.2%**

No Change: Messaging and Communications skills

Average pay premiums for **296 IT certifications increased** last quarter, **up 1.6% overall**, the third 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 28 calendar quarters dating back to 2007.

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

- Systems Administration/Engineering certifications: **+2.5%** (in market value)
- Information Security certifications: **+2.0%**
- Database certifications: **+1.2%**
- Networking & Communications certifications: **+1.2%**
- Architecture/Project Management/Process certifications: **+1.0%**
- Applications Development/Programming Lang. certifications: **+0.9%**

No Change: Foundation level and Training certifications and Web Development 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 January 1, 2014** vs. prior quarter (by segment). Listed in **descending order of amount of gain**, including ties:

IT CERTIFICATION Gainers		IT SKILLS(noncertified) Gainers	
<p><u>Architecture, Project Management and Process</u></p> <ul style="list-style-type: none"> - Certified Technical Architect (Salesforce.com) - Certified in the Governance of Enterprise IT - HP ASE Cloud Architect V2 <p><u>Application Development/Programming Languages</u></p> <ul style="list-style-type: none"> - Certified Force.com Developer (Salesforce.com) <p><u>Database certifications</u></p> <ul style="list-style-type: none"> - Oracle DB Administrator Certified Professional - Oracle Certified Professional MySQL 5 Database Administrator - Oracle Certified Professional, MySQL 5 Developer <p><u>IT Security certifications</u></p> <ul style="list-style-type: none"> - EC-Council Computer Hacking Forensic Investigator - GIAC Enterprise Defender - GIAC Certified Penetration Tester - GIAC Information Security Professional - Certified Secure Software Lifecycle Professional - Red Hat Certified Security Specialist - GIAC Systems and Network Auditor - GIAC Web Application Penetration Tester 	<p><u>Networking and Communications certifications</u></p> <ul style="list-style-type: none"> - Avaya Certified Implementation Specialist - Avaya Certified Solutions Specialist - CompTIA Network (Network+) - Avaya Professional Design Specialist - Cisco Certified Internetwork Expert (CCIE, all variations) - Cisco Certified Design Expert <p><u>Systems Administration certifications</u></p> <ul style="list-style-type: none"> - Red Hat Certified Technician (RHCT) - VMware Certified Design Expert - Cloud - CompTIA Linux+ - VMware Certified Design Expert - Linux Professional Institute certification (LPIC-Level 3) - VMware Certified Advanced Professional - HP/Accredited Integration Specialist 	<p><u>Applications Development skills</u></p> <ul style="list-style-type: none"> - Cobol - Adobe Flex - Eclipse - SaaS - Cloudera software - NetWeaver <p><u>Database skills</u></p> <ul style="list-style-type: none"> - dBase/XBase - Oracle Forms - Couchbase Server - Riak - Oracle Exadata - Apache Cassandra <p><u>Management, Process & Methodology skills</u></p> <ul style="list-style-type: none"> - Quantitative Analysis/Regression Analysis - Marketo - Information management - Data Architecture - User Experience Design <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"> - SAP SM - SAP TM G - SAP Xcelsius - SAP MDM - SAP Smart Forms - SAP QM - SAP Retail - Lawson - J.D. Edwards (Oracle) - ABAP - SAP SD - SAP Security - SAP PSCD - SAP PS - SAP ERP Operations (multi-skills) <p><u>Systems/Networking skills</u></p> <ul style="list-style-type: none"> - Cisco IPCC - Network security management - RFID/wireless sensors - Mobile device management <p><u>Web/SOA/E-Commerce skills</u></p> <ul style="list-style-type: none"> - Joomla! - PHP - JavaScript - Microsoft Sharepoint - WebSphere Datapower - Microsoft BizTalk Server - Python
<p>Source: IT Skills and Certifications Pay Index™ – Q4 2013 edition</p>			

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 January 1, 2014** vs. prior quarter (by segment). Listed in **descending order of amount of decline**, including ties:

IT CERTIFICATIONS Losers		IT SKILLS (Noncertified) Losers	
<p><u>Architecture, Project Management and Process certifications</u></p> <ul style="list-style-type: none"> - Microsoft Certified Architect 	<p><u>Networking & Communication certifications</u></p> <ul style="list-style-type: none"> - Cisco Certified Network Professional (CCNP) - Cisco Certified Network Professional - Voice - Cisco Certified Internetwork Professional (CCIP) 	<p><u>Applications Development skills</u></p> <ul style="list-style-type: none"> - Agile Programming/RAD/Extreme Programming - Scrum - Ruby on Rails 	<p><u>SAP & Enterprise Business Applications skills</u></p> <ul style="list-style-type: none"> - SAP ALE - SAP EHS - SAP MDX - SAP SEM - SAP HANA - SAP Business One - SAP BSP - SAP EBP - SAP CFMG - SAP BODI - SAP FI - FSCM - SAP Web Application Server\ - SAP Netweaver Application Server - SAP PI - SAP Business Workflow/Webflow - Salesforce - SAP NWDI - SAP WM
<p><u>Applications Development/Programming Languages certifications</u></p> <ul style="list-style-type: none"> - IBM Certified Solution Designer – WebSphere - IBM Certified Solution Developer: WebSphere (all) 	<p><u>Systems Administration certifications</u></p> <ul style="list-style-type: none"> - CompTIA Server+ - HP/Master Accredited Systems Engineer (Master ASE) 	<p><u>Database skills</u></p> <ul style="list-style-type: none"> - Oracle Application Server 	
<p><u>Database certifications</u></p> <ul style="list-style-type: none"> - Oracle DB Administrator Certified Associate (OCA) - Teradata 12 Certified Master 		<p><u>Management, Process & Methodology skills</u></p> <ul style="list-style-type: none"> - E-Procurement - Business performance management (software/systems) - SEO 	
<p><u>IT Security certifications</u></p> <ul style="list-style-type: none"> - GIAC Certified Windows Security Administrator (GCWN) - Systems Security Certified Practitioner (SSCP) - GIAC Certified Intrusion Analyst (GCIA) - CompTIA Security+ 		<p><u>Operating Systems skills</u></p> <ul style="list-style-type: none"> - Mac OS X - Mobile operating systems (iOS, Android, etc.) 	
		<p><u>Systems/Networking skills</u></p> <ul style="list-style-type: none"> - LAN - IPX/SPX - vCloud - Tivoli - Citrix XenServer - Cisco CUCM - Cisco UCCX 	<p><u>Web/E-commerce Development skills</u></p> <ul style="list-style-type: none"> - Microsoft Commerce Server (incl. 2007) - XHTML MP - JavaBeans/EJB 3.0 - JSON - Apache Solr - REST - Documentum
<p>Source: IT Skills and Certifications Pay Index™ – Q4 2013 edition</p>			

HIGHEST PAYING IT SKILLS - NONCERTIFIED (ranked, all 354 skills surveyed)

These **noncertified IT skills** are among those earning the highest pay premiums (surveyed October 1, 2013 through January 1, 2014). **Shown in alphabetical by overall rank in descending order including ties.** **Green** = increased in market value since prior quarter; **Red** = declined in market value.

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

Source: *IT Skills and Certifications Pay Index™* – Q4 2013 edition

HIGHEST PAYING IT CERTIFICATIONS (ranked, all 296 certs surveyed)

These **IT certifications** are among those earning the highest pay premiums (surveyed October 1, 2013 through January 1, 2014). **Shown in alphabetical by overall rank in descending order including ties.** **Green** = increased in market value since prior quarter; **Red** = declined in market value.

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

Source: [IT Skills and Certifications Pay Index™ – Q4 2013 edition](#)

TRENDS DISCUSSION

IT Employment Overview: Employers shift skills acquisition to consultants and contingent workers as IT hiring slumps

U.S. employment numbers for December 2013 released by the Department of Labor Bureau of Labor Statistics (DOL/BLS) revealed a net gain of 7,500 jobs across four industry job segments commonly associated with IT professionals, the largest monthly gain in three months. But this was 3,200 fewer jobs than the monthly average for the entire year and a whopping 6,700 less than the average for the first seven months of 2013, indicating a sustained slowdown in IT job creation.

Two segments that have consistently been responsible for between 90 percent and 100 percent of monthly IT related job gains report by the government, **Management and Technical Consulting** and **Computer Systems Design/Related Services**, together were responsible for 111,000 of the 128,500 total IT jobs added to U.S. payrolls in 2013. These are both IT services segments comprised principally of management and technical consultants and support workers who have actively been filling skills gaps in companies of all sizes demonstrating a growing reluctance to bring on full-time workers until they feel confident that economic growth will steady.

The fact is that the labor participation rate has been on a slow decline and at 62.8% in December is the lowest participation rate since the 1970's. 3.3 million workers have left the labor force since 2007 and although this number includes all occupations, it has become clear that employers are questioning whether or not they should expand their IT staffs with full time workers. A heightened interest of IT leaders in playing a bigger role in driving innovation and profitability is IT management in the direction of a more flexible workforce that can adapt quickly to business changes, which is helping to drive interest in a more contingent workforce.

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 have grown to realize that it's not simply filling jobs in their organizations that will bring them success in their most critical initiatives. Instead they first define what skills are needed for the work at hand, next determine the fastest or way to acquire them--grow them, rent them, hire full time workers---and finally they are experimenting with effective ways to retain these skills for as long as they are required. 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 facilitate and lead critical changes in expanding business capabilities. Business leaders have known for years that technology, used wisely, can deliver their companies a competitive edge that translates into market share, customer satisfactions, revenues, and profitability. But for years those in the C-suite have been reluctant to hold their IT leaders accountable for such a heavy responsibility, choosing instead to hire expensive consulting firms to do what they believed their IT leaders and tech workers could not.

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

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 seven years of sustained overall market value decline, lead by gains in systems administration and engineering, information security, database, networking and communications, architecture, project/program management, and methodology/process certifications. By contrast, pay for noncertified IT skills has been on a long growth run stretching back to late 2004. Gains have been recorded 30 of the past 37 quarters including positive growth in eight consecutive quarters. Market value increases in database, management/methodology/process, Systems, Networking, and enterprise business applications (especially SAP) are driving growth in noncertified skills.

Forecast for skills and certifications demand

IT certifications

The following is an alphabetical 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 Secure Software Lifecycle Professional (CSSLP)
- CWNP/Certified Wireless Network Expert
- GIAC Certified Forensics Analyst (GCFA)
- GIAC Certified Penetration Tester (GPEN)
- GIAC Web Application Penetration Tester (GWAPT)
- HP ASE Cloud Architect V2
- HP/Master ASE--Data Center and Cloud ArchitectV1
- Information Systems Security Engineering Professional (ISSEP/CISSP)
- InfoSys Security Architecture Professional (ISSAP/CISSP)
- Microsoft Certified Solutions Master(all)
- Open Group Certified Architect (Open CA)
- Open Group Master Architect
- Oracle Certified Professional, MySQL 5 Developer
- Oracle Certified Expert MySQL 5.1 Cluster Database Administrator
- Oracle Certified Professional MySQL 5 Database Administrator
- PMI Risk Management Professional
- PMI Agile Certified Practitioner (PMI-ACP)
- Red Hat Certified Architect (RHCA)
- Teradata 12 Certified Enterprise Architect
- VMware Certified Design Expert - Cloud (VCDX-Cloud)
- VMware Certified Design Expert (VCDX)

Noncertified IT skills

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 Cassandra
- Apache CouchDB
- Big Data analytics
- Business intelligence
- Capacity Planning/Management
- Data Architecture
- Data Governance
- Hbase
- Information management
- Mobile applications development
- Mobile security
- MongoDB
- Network security management
- NoSQL
- Oracle Applications Developer Framework
- Oracle Exadata
- Prescriptive Analytics
- Quantitative Analysis/Regression Analysis
- Riak
- Risk assessment/analysis
- SAP GRC
- SAP IS-U (Utilities)
- SAP MDM
- SAP QM
- SAP Retail
- SAP SM
- SAP Xcelsius
- Six Sigma/Lean Six Sigma
- Social media marketing
- TOGAF (Enterprise Architecture)
- User Experience Design
- WebSphere MQ

IT Skills & Certifications Pay Performance Trend Charts

IT Skills and Certifications Pay Index™ – 4th Quarter 2013 data edition

(Data collected through January 1, 2014)

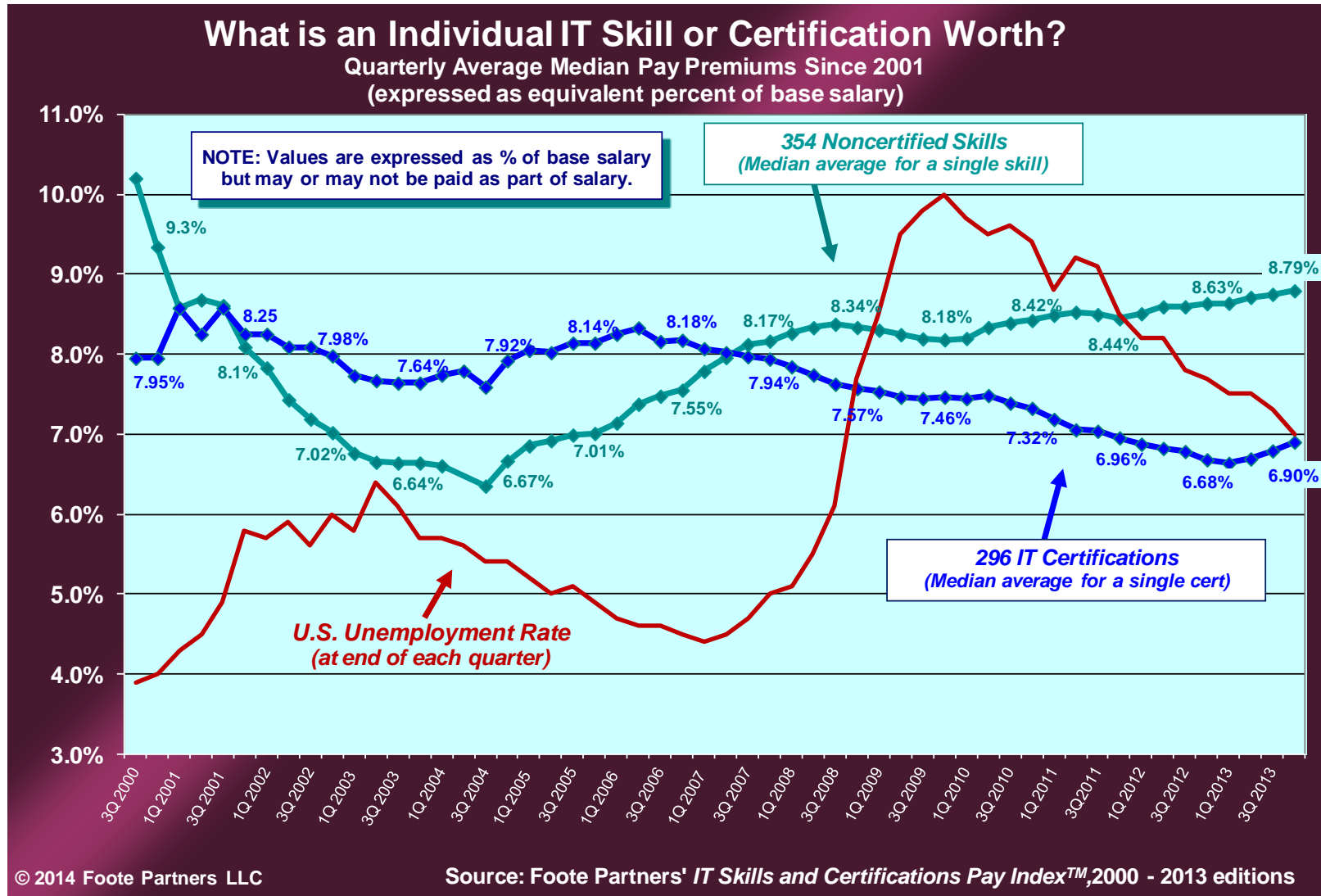
- **IT Certifications** (page 16)
- **Noncertified IT skills** (page 19)

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.

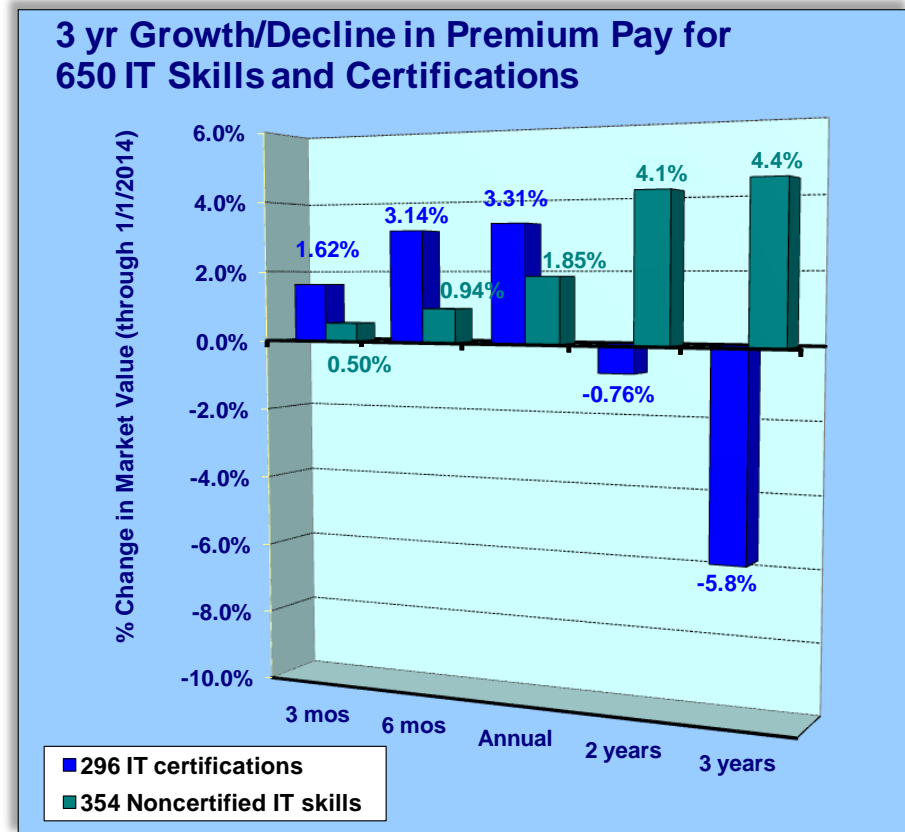


SOURCE: Foote Partners IT Skills & Certifications Pay Index™ 2000 - 2013 quarterly editions

Pay Performance Trends, 3/12/24/24/36 months:

Certified vs. Noncertified IT Skills

(48,895 IT professionals)

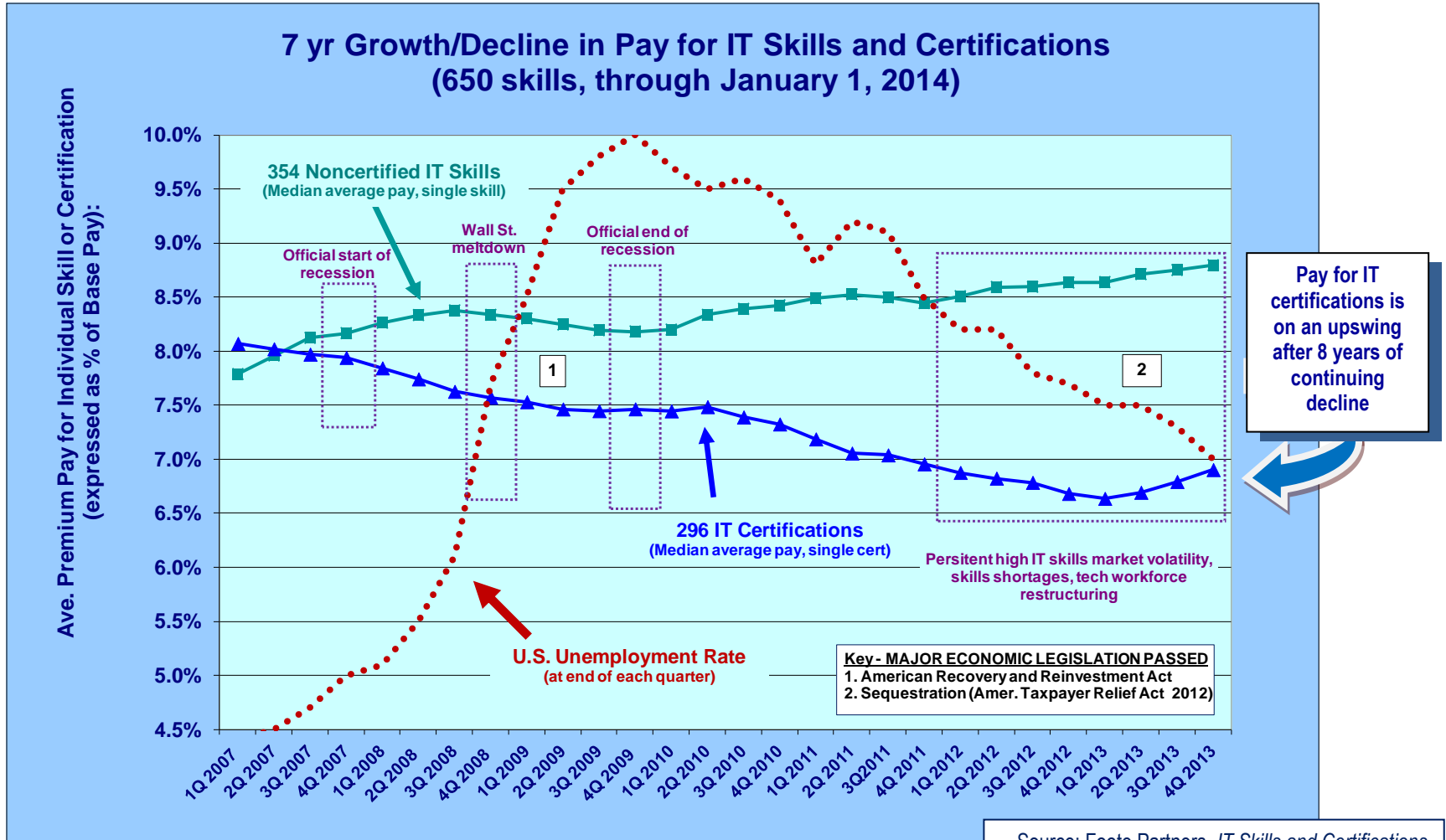


(Pay data supporting these charts is from the 2009 to 2013 quarterly editions of Foote Partners *IT Skills and Certifications Pay Index™*.)

Source: Foote Partners, *IT Skills and Certifications Pay Index™* (4Q2010 – 4Q2013 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 – 48,895 professionals)



Source: Foote Partners, *IT Skills and Certifications Pay Index™* (1Q2007 – 4Q 2013 editions)

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

296 IT Certifications Reported

IT Skills and Certifications Pay

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

- Avaya Certified Implementation Specialist
- Avaya Certified Professional Design Specialist
- Avaya Certified Solution Specialist
- Brocade Certified Network Engineer
- Brocade Certified Network Professional
- Brocade Certified Fabric Designer
- Brocade Certified Fabric Professional (BCFP)
- Certificate of Cloud Security Knowledge
- 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 Force.com Advanced Developer
- 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 (CENT)
- 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 (CPCCE)
- Cisco IP Telephony Design Specialist
- Cisco IP Telephony Support Specialist
- Cisco IPS (Intrusion Prevention System) Specialist
- Cisco Network Admission Control Specialist
- Cisco Rich Media Communications Specialist
- Cisco Unity Design Specialist
- Cisco Unity Support Specialist
- Cisco VPN Specialist
- Cisco VPN Security Specialist
- Citrix Certified Advanced Administrator (CCAA)
- Citrix Certified Administrator (CCA)
- Citrix Certified Enterprise Administrator (CCEA)
- Citrix Certified Enterprise Engineer (CCEE) for Virtualization
- Citrix Certified Integration Architect
- CIW Associate
- CIW Certified Database Design Specialist
- CIW Network Technology Associate
- CIW Web Design Professional
- CIW Web Development Professional
- CIW Web Foundations Associate
- Master CIW Administrator
- Master CIW Designer
- Master CIW Enterprise Developer
- Master CIW Web Site Manager
- Cloudera Certified Developer for Apache Hadoop
- CompTIA Advanced Security Practitioner (CASP)
- CompTIA Certified Technical Trainer (CTT+)
- CompTIA Cloud Essentials
- CompTIA Convergence+
- CompTIA/Linux Administrator (Linux+)
- CompTIA/Network (Network+)
- CompTIA Project+
- CompTIA Security+
- CompTIA Server+
- CompTIA Storage+
- Convergence Technologies Professional (CTP)
- CWNP Certified Wireless Analysis Professional
- CWNP/Certified Wireless Design Professional
- CWNP Certified Wireless Network Administrator
- CWNP Certified Wireless Network Expert
- CWNP Certified Wireless Network Trainer
- CWNP Certified Wireless Security Professional
- CWTS/Certified Wireless Technology Specialist
- CyberSecurity Forensic Analyst
- EC-Council Certified Ethical Hacker (CEH)
- EC-Council Computer Hacking Forensic Investigator
- EC-Council Certified Secure Programmer (ECSP)
- EC-Council Certified Security Analyst
- EC-Council Licensed Penetration Tester (LPT)
- EC-Council Network Security Administrator (ENSA)
- EC-Council Certified VoIP Professional (ECVPP)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)

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IT Skills and Certifications Pay

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

- 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 Certificate of Expertise in Infrastructure-as-a-Service
- Red Hat Certified Architect (RHCA)
- Red Hat Certified Datacenter Specialist (RHCDS)
- 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 Information Security Professional (GISP)
- SANS/GIAC Reverse Engineering Malware (GREM)
- 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 January 1, 2014)

2-YEAR IT CERTIFICATIONS PAY TRENDS

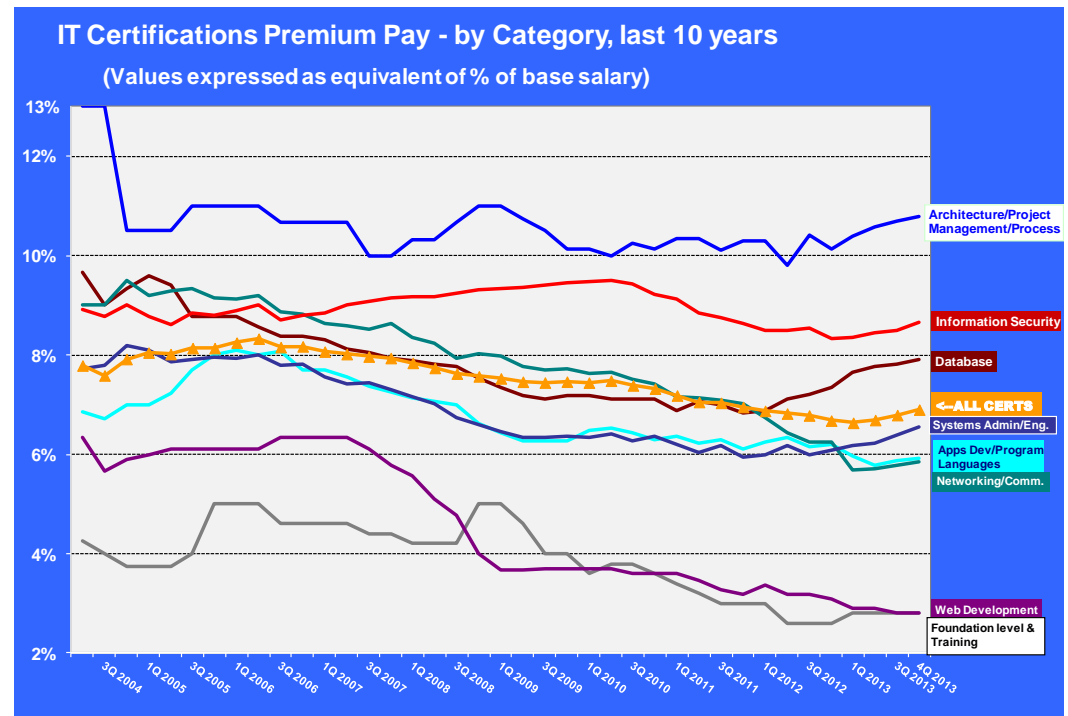
(Data collected through 1/1/2014 – 48,895 participants)

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	39	0.9%	2.4%	-4.4%	-3.0%
Database	21	1.2%	1.8%	7.6%	15.7%
Web Development	11	0.0%	-3.1%	-8.8%	-11.4%
Networking & Communications	73	1.2%	2.4%	-6.3%	-16.8%
System Administration/Engineering	66	2.5%	5.2%	7.5%	10.2%
Information Security	62	2.0%	2.4%	3.9%	0.3%
Architecture/Project Management/Process	19	1.0%	1.9%	6.5%	4.7%
ALL CERTIFICATIONS SURVEYED	296	1.62%	3.14%	3.31%	-0.76%

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

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

(Data collected through 1/1/2014 – 48,895 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™* -4Q 2013 edition)

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IT Skills and Certifications Pay

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

Applications Development Tools & Platforms

Adobe Flex
 Agile Programming/RAD/Extreme Programming
 Amazon Web Services (EC2, S3, ASW, SQS, ELB, et. al.)
 Apache Cordova
 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 - CA
 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
 Chef/Opscode
 Cisco CUCM
 Cisco ICM
 Cisco IPCC
 Cisco Nexus
 Cisco UCCE
 Cisco UCCX
 Citrix XenApp
 Citrix XenServer
 Cloud architecture
 Cloud security
 DHCP
 EIGRP
 Ethernet
 Fast Ethernet
 Gigabit Ethernet(1 GigE/10 GigE)
 HP Converged System
 HTTPS
 Infrastructure architecture
 Intrusion prevention/detection systems
 IPX/SPX

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

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 January 1, 2014)

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
Data security
DB2
dbase/xbase
ETL (Extract, transform, load)
Hbase
Informatica
Java Database Connectivity
Master data management
Microsoft Access
Microsoft Exchange Server
Microsoft SQL Server
MongoDB
MySQL
NoSQL
Oracle Application Server
Oracle Business Intelligence Enterprise Edition Plus
Oracle DB 9i/10g/11i/12c
Oracle Exadata
Oracle Forms
OpenEdge ABL (Progress 4GL)
Redis
Riak
Sybase Adaptive
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 January 1, 2014)

2-YEAR NONCERTIFIED IT SKILLS PAY TRENDS

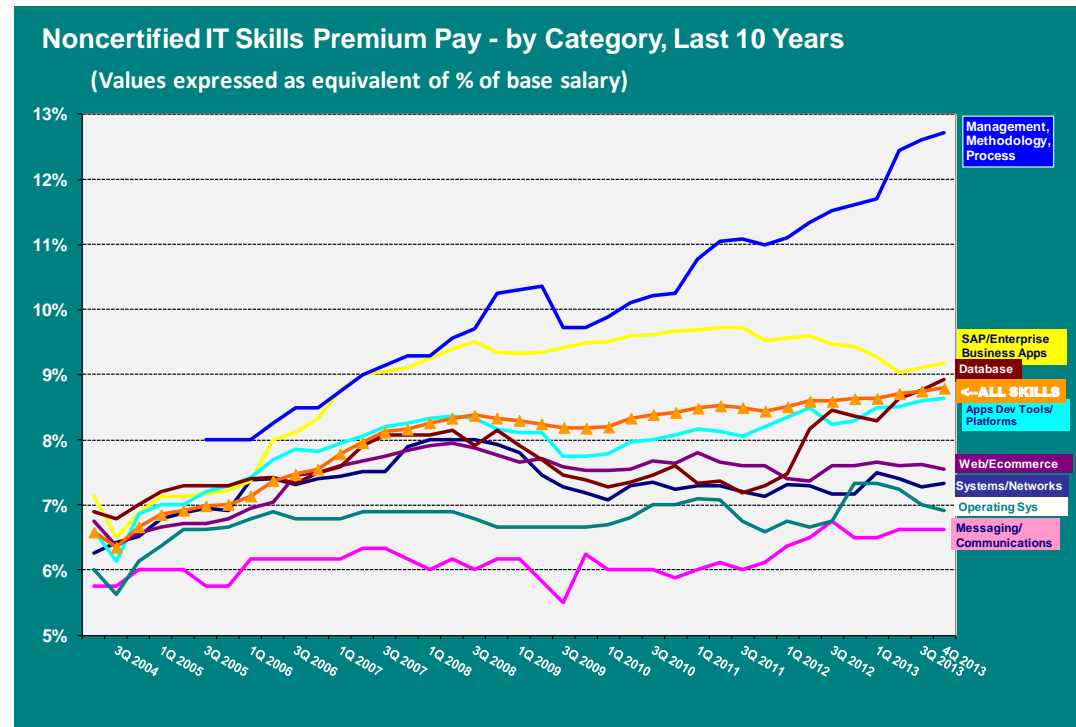
(Data collected through 1/1/2014 – 48,895 participants)

NONCERTIFIED IT SKILLS CATEGORIES	# of skills surveyed	Change in Average Premium Pay by Category			
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs
Systems/Networking	62	0.9%	-0.8%	2.5%	2.9%
Messaging and Communications	8	0.0%	0.0%	1.9%	8.2%
SAP & Enterprise Business Applications	102	0.8%	1.6%	-2.6%	-3.5%
Apps Development Tools & Platforms	47	0.3%	1.5%	4.2%	5.3%
Web/e-Commerce Development	52	-0.8%	-0.7%	-0.7%	-0.7%
Database	30	2.0%	3.4%	6.7%	22.5%
Operating Systems	12	-1.2%	-4.6%	-5.7%	5.1%
Management/Methodology/Process	41	1.0%	2.3%	9.6%	15.7%
ALL NONCERTIFIED SKILLS SURVEYED	354	0.50%	0.94%	1.85%	4.14%

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

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

(Data collected through 1/1/2014 – 48,895 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™* -4Q 2013 edition)

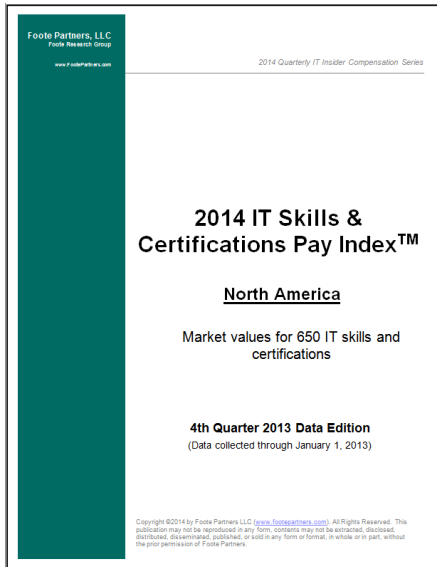
ABOUT THIS RESEARCH

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 157,445 IT professionals at 2,575 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 48,895 IT workers has been included in the 4th Quarter 2013 edition of the ITSCPI, compiled from data collected through January 1, 2014.

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

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

IT Skills and Certifications Pay Index™ – 4th Quarter 2013 data edition



- 354 pages (Q4 2013 data edition)
- Pay premiums for 650 certified and noncertified IT skills
 - Three data points for each position: 10th, 50th, 90th percentile
- Verified and validated IT skills pay data from 48,885 IT professionals at 2,575 employers in US and Canada
- Current data collected through January 1, 2014 (updated quarterly)
- Certifications Guide containing basic information about surveye IT certifications (pre-requisites; costs; test content; lab requirements, etc.)

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

Definition of IT skills premium pay

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

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

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

ABOUT FOOTE PARTNERS

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

The firm's research is deeply grounded in highly specialized proprietary benchmark research, surveys, and empirical intelligence collected from 2,575 North American employers representing 158,000 IT professionals with whom Foote Partners has forged long term research partnerships.

Founded in 1997 and comprised of former Gartner and META Group industry analysts, McKinsey & Company, Towers Watson, and Mercer senior consultants, and former corporate HR, IT, and business executives, the firm's research division publishes more than 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 2014 IT Compensation Survey Product Map

