

## **2012 IT Skills & Certifications Pay Index™**

### **North America**

Pay premiums for 524 IT and business skills and certifications

### **Qx 2012 Edition**

(Data collected through \_\_\_\_\_, 2012)

**The compensation data in this report  
is updated four times per year:**

**January 10, 2012**

**April 10, 2012**

**July 10, 2012**

**October 10, 2012**

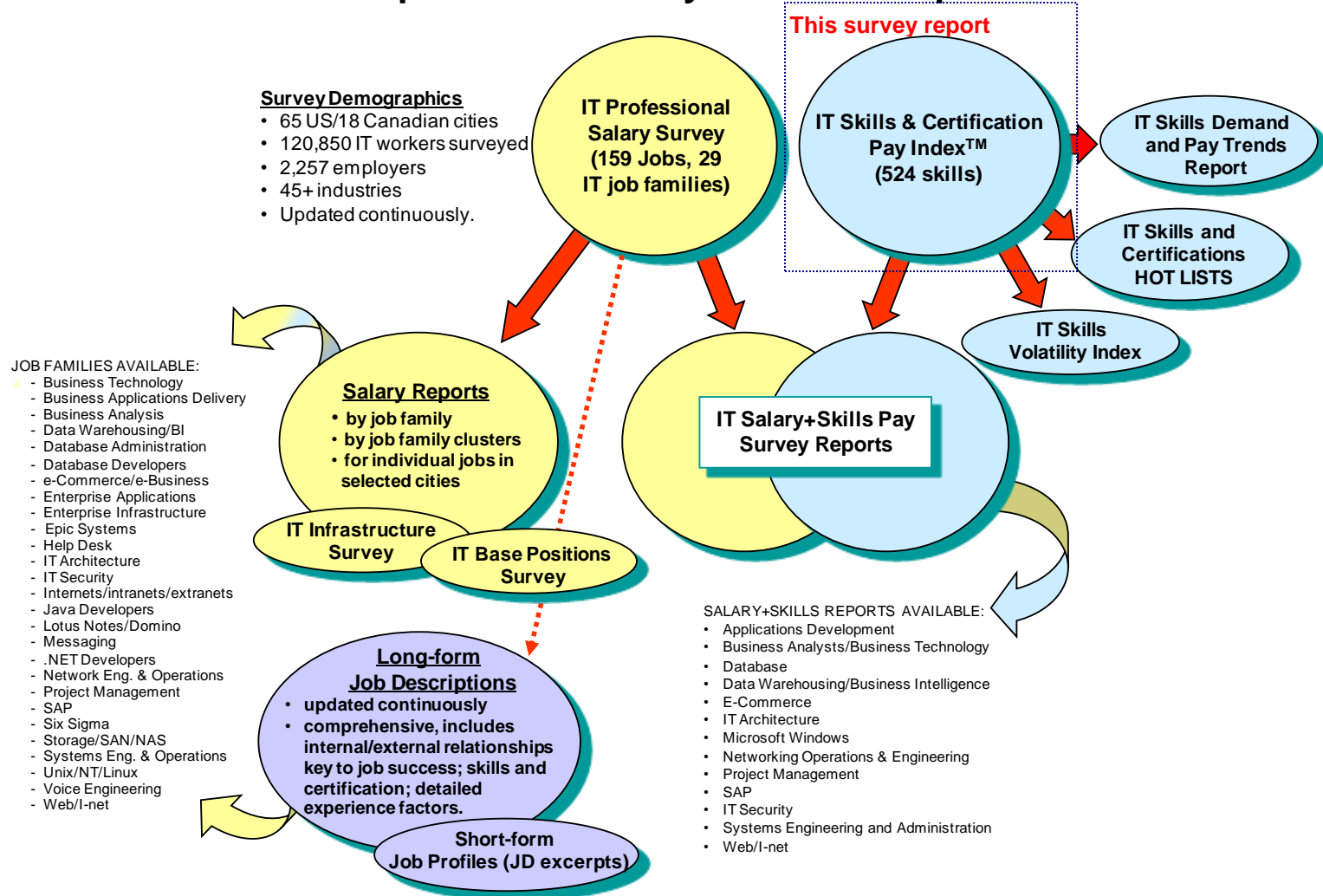
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### Addendum

Certifications Guidebook (285 pages)

## Foote Partners 2012 IT Compensation Survey Products Map



## Using Foote Partners 2012 IT Skills & Certifications Pay Index™

### What is IT skills and certifications pay?

It is common practice today for employers to isolate, recognize and reward experience in a variety of technical and business skills. Pay for such skills, both certified and noncertified, is usually provided in the form of a premium employers are willing to pay workers who possess high-value technology skills used on the job (with or without formal certification of those skills). This pay may be applied in the form of a cash bonus or it may be embedded in base salary to adjust for the presence of a dominant vendor or technology; for example a Cisco Network Engineer, Python Software Engineer, Red Hat Linux Systems Administrator, or SAP Developer.

Incorporating skills premiums in base pay is the most popular option today. Why? Because it is an effective solution to the dreaded long-standing problem of job titles that don't match what people actually do on-the-job. These days it is common to find Linux, Unix, and NT administrators lumped together under a single "Systems Administrator" titles. Or .NET, Java, Python, Ruby on Rails, SAP, and even Cobol specialists all with "Programmer" or "Developer" titles. But some of these skills are worth more than others in the marketplace. Benchmarking salaries of these various IT specialists to a single job title in a salary survey – if you can even find the job title -- typically results in salary mismatches.

In an ideal world you would simply change the persons job title to reflect the skill specializations. For example, software developers who work exclusively with Java become "Java Developers" and engineers in the Cisco environment would be "Cisco Network Administrators". But there is much resistance at many employers for doing this. Instead, why not differentiate workers within common job titles by offering skills premium pay in order to match their pay to the job titles they *should* have? It's a lot less difficult than going through a laborious job evaluation process and has become a common industry practice.

This is where our *IT Skills and Certifications Pay Index™* comes in handy: it tells you exactly what the bonus or base pay adjustment should be for 524 certified and noncertified IT skills, based on current compensation practice at nearly 2,300 employers.

Are there other uses for skills pay? Absolutely. Skills pay can be offered as an inducement in recruiting a prospective employee via internal transfer, or securing external candidates on the open market as a basis for a sign-on bonus. Skills pay can also be used as a de facto retention bonus. This may be without regard to other variables such as low/no-cash incentives, merit and bonus pay not connected to specific skills (e.g. profit sharing), work/lifestyle benefits, and other important add-ons not tied specifically to cash compensation for individual performance.

## Using the ITSCPI, cont.

Is a certain level of performance necessary to receive a skill or certification premium? Our research indicates that while some employers may attach a performance basis for skills payout, others do not. The trend is towards companies devising measurable performance hurdles whenever possible.

### **How does Foote Partners collect skills pay data?**

Foote Partners' primary research report for skills and professional certifications pay is the **IT Skills and Certifications Pay Index™ (ITSCPI)**, which tracks premium pay for 524 IT certifications and noncertified skills and is continuously updated and published every three months. Updated data in this edition was collected **through \_\_\_\_\_, 2012**, including 33,953 validated IT professionals receiving premium pay for their skills and/or certifications.

Employers have been paying for tech skills for some time but they are notoriously reluctant to create formal programs to do so. Why? Because they want to pay for skills selectively without feeling obligated to pay all holders of any one skill or certification equally, or even at all. This makes it much labor intensive and expensive for survey researchers to capture such data. Though many have tried to track skills pay, Foote Partners' ITSCPI---launched in 1999---is not only the oldest and (now) only survey of its kind still in existence, but also the industry's most comprehensive and most accurate.

Our unique data collection methodology lends itself very well to capturing both informal and formal pay practices, and to do it more economically. Our survey reveals that more than one half of the private and public sector IT workers in our North American survey receive some form of skills pay, and of that number we are able to both document and validate skills pay data for approximately 48 percent of them. From our HR department and non-HR research partner sources we receive all formal and informal IT compensation data in the form of electronic databases, spreadsheets, and hard copy.

With this critical data in hand, Foote Partners spends significant time on the delicate and critical task of validating the data including direct interviewing and aggressive interactive surveying. We do not collect skills pay data from workers themselves, but instead from their managers and HR/compensation staffs.

We collect and compile the data continuously and make those results available to our retainer and consulting customers only: everybody else may obtain more than 30 individual quarterly updated 'off-the-shelf' compensation surveys published and regularly updated by Foote Partners that contains excerpts from the ITSCPI report.

## Using the ITSCPI, cont.

This ITSCPI reports pay in the following classifications, for full-time IT workers only (these premiums do not apply to contractors or consultants):

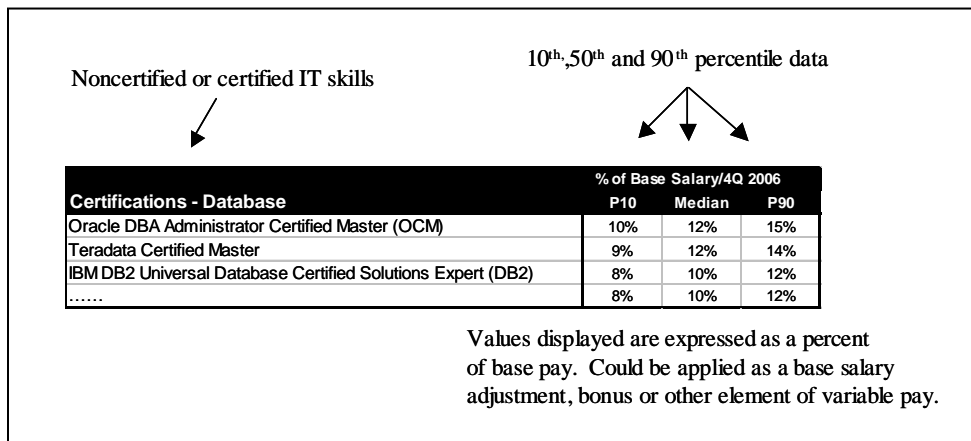
Skills:

- Systems/Networking
- Operating Systems
- Web/e-Commerce Development
- Messaging and Communications
- Apps Development Tools and Platforms
- SAP and Enterprise Business Applications
- Database
- Project Experience
- Management, Process and Methodology

Certifications:

- Foundation level and Training
- Application Development/Programming Languages
- Database
- Web Development
- Networking and Communications
- Systems Administration and Engineering/ Network Operating Systems
- IT Security
- Architecture/Project Management/Process

## How is the data presented?



## Using the ITSCPI, cont.

### Research participant metrics

IT compensation data for our latest research findings (collected through \_\_\_\_\_, 2012) represents 40 private sector industries plus government and educational institutions surveyed every three months.

The size of the participating organizations, measured most appropriately for the type of business, by revenues, assets, total premiums and operating budgets, are as follows

- 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

Following are among the most frequent industries we survey:

- |   |   |                                    |
|---|---|------------------------------------|
| - Advertising                                 | - Government (State)                                  | - Petrochemicals                   |
| - Aerospace                                   | - Healthcare Services/Medical Equip.                  | - Pharmaceuticals/Biotech          |
| - Business Services/For Profit                | - Hospitality/Leisure                                 | - Real Estate                      |
| - Commercial Banking/Securities               | - Household/Personal Products                         | - Research and Development         |
| - Diversified Systems Integrators/IT Services | - Insurance   | - Retail/Wholesale Distribution    |
| - Construction/Engineering/Architecture       | - ISP/ASP   | - Security Products/Services       |
| - Consumer Durable Goods                      | - Logistics/Transportation                            | - Software/Services                |
| - Diversified Financial Services              | - Manufacturing/computer-related                      | - Systems Integrators/IT Services  |
| - Education                                   | - Manufacturing/non-computer related Media/Publishing | - Telecommunications/Carrier       |
| - Electronics                                 | - Metals/Natural Resource                             | - Telecommunications/Data services |
| - Energy/Mining                               | - Motor Vehicles and Equipment                        | - Transportation(Air/Rail)         |
| - Entertainment/Recreation/Amusement          | - Not-For-Profit                                      | - Utilities                        |
| - Food/Beverage/Tobacco                       |   |                                    |
| - Government (Fed/Defense)                    |   |                                    |
| - Government (Local)                          |   |                                    |

## Cities and Metropolitan Areas Surveyed

### 2012 IT Skills and Certifications Pay Index

#### Canada

Calgary, ALTA	London, ONT	Quebec, QUE	Toronto, ONT
Edmonton, ALTA	Mississauga, ONT	Regina, SASK	Vancouver, BC
Halifax, NS	Montreal, QUE	Saskatoon, SASK	Windsor, ONT
Hamilton, ONT	Oshawa, ONT	St. Catherines, ONT	Winnipeg, MAN
Kitchner, ONT	Ottawa, ONT		

#### United States

Atlanta, GA	Greensboro/Winston- Salem, NC	New York City, NY	Salt Lake City, UT
Albuquerque/Santa Fe, NM	Greenville/Spartanburg/ Anderson, SC	Norfolk/Virginia Beach/ Newport News, VA	San Antonio, TX
Austin, TX	Hartford, CT	Oakland/Walnut Creek/ Concord CA	San Francisco, CA
Baltimore, MD	Houston, TX	Oklahoma City, OK	San Jose, CA
Birmingham, AL	Indianapolis/Ft Wayne	Omaha, NE	Seattle, WA
Boston, MA	Kansas City, MO	Orlando, FL	St. Louis, MO
Buffalo, NY	Las Vegas, NV	Peoria, IL	Tampa, FL
Charlotte, NC	Long Island, NY	Philadelphia/So. NJ	Tulsa, OK
Chicago, IL	Los Angeles/Orange Cty,CA	Phoenix, AZ	Upper Fairfield County/ New Haven, CT
Cincinnati, OH	Louisville, KY	Pittsburgh, PA	Washington, DC
Cleveland/Akron,OH	Madison, WI	San Diego, CA	Westchester County, NY/ Lower Fairfield Cty, CT
Columbus, OH	Memphis, TN	Portland, OR	
Colorado Springs, CO	Miami, FL	Princeton/So. NJ	
Dallas, TX	Milwaukee, WI	Providence, RI	
Dayton, OH	Minneapolis, MN	Raleigh/Durham, NC	
Detroit, MI	Nashville, TN	Richmond, VA	
Denver, CO	New Jersey/Northern	Sacramento, CA	
Des Moines, IA	New Orleans		
Grand Rapids, MI			

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## **Xrd Quarter 2012 edition: Survey Coverage**

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**New skills this edition – Pg 9**

- Noncertified IT Skills
- IT Certifications

**IT skills and certifications surveyed in this edition – Pg. 11**

- Noncertified IT Skills
- IT Certifications

## 2012 Noncertified IT Skills Coverage – Recent Additions

The following noncertified skills have been added to the *IT Skills and Certifications Pay Index* in the past 12 months, for a total of 279 noncertified skills now being reported. New skills added this edition are in red.

- Apache Hadoop
- Apache Solr
- Change Management
- Cisco ICM
- Cisco UCCE/IPPC
- Citrix XenServer
- Drupal
- EIGRP
- Epic Systems applications
- F#
- Groovy/Grails
- iRise
- IT Governance
- JavaFX
- Joomla!
- jQuery
- Microsoft Hyper-V
- Microsoft Silverlight
- Microsoft Virtual Server
- MongoDB
- NAS/Network Attached Storage
- Oracle Exadata
- Predictive Analytics and Modeling
- Quantitative Analysis/Regression Analysis
- Requirements Engineering/Analysis
- Risk management
- SAP AFS
- SAP BODI
- SAP CAF (Composite Application Framework)
- SAP CCM (Catalog Content Management)
- SAP Crystal Reports
- SAP EDI
- SAP HANA ( In-Memory Appliance)
- SAP Manufacturing
- SAP NetWeaver Visual Composer
- SAP NWDS (NetWeaver Developer Studio)
- SAP Smart Forms
- SAP TM
- SAP Xcelsius
- SEO (search engine optimization)
- Social media marketing
- Social Media/Networks (tagging, virtual communities, social bookmarks)
- Spring framework
- TIBCO
- TIBCO Enterprise Message Service
- VMware Server/ESX, ESXi Server
- VMware vSphere
- XAML/XACML

## **2012 Certified IT Skills Coverage – Recent Additions**

The following certified skills have been added to the *IT Skills and Certifications Pay Index* in the past 12 months, for a total of 245 certifications now being reported. New this edition in **red**.

- Certified in the Governance of Enterprise IT (CGEIT)
- **Certified in Risk and Information Systems Control (CRISC)**
- Certified Secure Software Lifecycle Professional (CSSLP)
- Citrix Certified Enterprise Engineer (CCEE) for Virtualization
- Citrix Certified Advanced Administrator (CCAA)
- CompTIA Advanced Security Practitioner (CASP)
- EMC Proven Professional Platform Engineer - Specialist
- EMC Proven Professional Storage Technologist – Specialist
- **GIAC Assessing and Auditing Wireless Networks**
- GIAC Certified Forensics Examiner
- GIAC Certified Penetration Tester (GPEN)
- **GIAC Exploit Researcher and Advanced Penetration Tester**
- GIAC Reverse Engineering Malware (GREM)
- Juniper Networks Certified Internet Associate
- Juniper Networks Certified Internet Expert
- Juniper Networks Certified Internet Specialist
- Juniper Networks Certified Internet Professional
- Microsoft Office Specialist
- Oracle Application Server 10g Administrator: Certified Professional
- Oracle Certified Expert, Java Platform EE Developer
- Oracle Certified Professional, Java EE Web Component Developer
- **Oracle Certified Professional, MySQL 5 Developer**
- Oracle WebLogic Portal 10g Developer Certified Expert
- Oracle WebLogic Server 10g Developer Certified Expert
- PMI Risk Management Professional (PMI-RMP)
- **Program Management Professional (PgMP)**
- RSA Certified Administrator (RSA/CA)
- RSA Certified Systems Engineer (RSA/CSE)
- Security Certified Network Specialist (SCNS)
- TIBCO Certified SOA Architect
- TIBCO Certified Professional
- VMware Certified Advanced Professional

## 279 Noncertified IT Skills in this *IT Skills and Certifications Pay Index™* edition

### Apps Develop. Tools & Platforms

Adobe Flex  
**Apache Hadoop**  
 Business Objects  
 C  
 C#  
 C++  
 Clarity PPM  
 Cobol  
 Cognos  
 Delphi  
 Drupal  
 Eclipse  
 Epic Systems applications  
 F#  
 Groovy/Grails  
 iRise  
 Java/J2SE, ME, J2EE  
 NetWeaver  
 Oracle Applications Developer Framework  
 PL/SQL  
 Powerbuilder  
 Progress 4GL/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

### Database

Database management  
 DB2  
 dbase/xbase  
 Informatica  
 Java Database Connectivity  
 Master data management

### Database (cont'd)

Microsoft Access  
 Microsoft Exchange Server  
 Microsoft SQL Server  
**MongoDB**  
 MySQL  
 Oracle DB  
 Oracle Exadata  
 Oracle Application Server  
 Progress/ODBMS  
 Sybase Adaptive Server  
 Visual SQL

### Management, Methodologies and Process

Business process management/modeling/improvement  
 Business Analysis  
 Business intelligence  
 Collaboration software  
 Business performance management ( software/ systems  
 Change management  
 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  
**Risk management**

### Management, Methodologies and Process – cont.

Security architecture and models  
 Social media marketing  
**SEO**  
 Six Sigma (incl. Lean)  
 TOGAF (Enterprise Architecture)

### Messaging & Communications

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

### 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

## 279 Noncertified IT Skills Surveyed – cont.

### SAP & Enterprise Business Applications

ABAP (all modules)	SAP FI – all modules	SAP SEM
Baan	SAP FS (Insurance)	SAP SM
J.D. Edwards	SAP GRC	SAP Smart Forms
Lawson	SAP GTS	SAP Solution Manager
Oracle E-Business suite	SAP HANA ( In-Memory Appliance)	SAP SRM
Peoplesoft	SAP HCM (SAP HR)	SAP TM
Accelerated SAP (ASAP)	SAP HCM ESS/MSS	SAP Web Application Server
NetWeaver	SAP IM	SAP WM
NetWeaver BI (SAP BW)	SAP IS-U (Utilities)	SAP WM – EWM
NetWeaver Portals (SAP EP)	SAP ITS	SAP xMII
NetWeaver PI	SAP KW	SAP Xcelsius
SAP AFS	SAP LES	Siebel
SAP ALE	SAP LO	Web Dynpro
SAP APO	SAP Manufacturing	
SAP Banking	SAP MDM	
SAP Basis Components	SAP MDX	
SAP BI Accelerator	SAP MI	
SAP BODI	SAP MM	
SAP BPC	SAP MRO	
SAP BSP	SAP Netweaver Applications Server	
SAP Business One	SAP NetWeaver Visual Composer	
SAP Business Workflow/Webflow	SAP NWDS	
SAP CA	SAP Oil & Gas	
SAP CAF	SAP PLM	
SAP CCM	SAP PM	
SAP CE	SAP PP	
SAP CFM	SAP PS	
SAP CO	SAP PSCD	
SAP CO-PA	SAP Public Sector Management	
SAP CRM	SAP PY (Payroll)	
SAP Crystal Reports	SAP QM	
SAP CS	SAP Retail	
SAPEBP	SAP RF/Auto-ID	
SAP EC	SAP SAM	
SAP EDI	SAP SCM	
SAP EHS	SAP SD	
SAP EPM	SAP SD - GTS	
SAP ERP	SAP Security	
SAP ESA		
SAP FI – FSCM		
SAP FI - Travel Management		

## 279 Noncertified IT Skills Surveyed – cont.

### Systems/Networking

10Base-T Switching  
APPC  
ATM  
Business continuity and disaster recovery planning  
Cisco UCCE/IPPC  
Cisco ICM  
Citrix XenServer  
DHCP  
EIGRP  
Ethernet  
Fast Ethernet  
Gigabit Ethernet  
HTTP  
Infrastructure architecture  
Intrusion prevention/detection systems  
IPX/SPX  
LAN  
LTE/WiMAX  
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

### Systems/Networking

WAN/3G/4G services  
WAP  
Wireless Network Mgmt  
Wireline Networking/ Telecomm.  
WML

### 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 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  
Oracle WebLogic  
Oracle Workflow  
Perl  
PHP (all)  
Python

### Web/e-Commerce – cont'd.

Scripting languages (VBScript, JavaScript, Jscript)  
SOAP  
Social Media/Networks  
Spring Framework  
TIBCO  
Visual Interdev  
VoiceXML  
Web collaboration appliances  
WebSphere  
Wikis  
WSDL  
XAML/XACML  
XHTML  
XML (all variants)

## 245 Certified IT Skills in this *IT Skills and Certifications Pay Index™* edition

- 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 ASA 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 Network Professional - Security
- Cisco Certified Network Professional Voice (formerly CCVP)
- Cisco Certified Systems Instructor (CCSI)
- 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 (CPEC)
- 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 Certified Network Associate - Wireless
- Cisco/Certified Internetwork Expert (CCIE)
- Citrix Certified Advanced Administrator (CCAA)
- Citrix Certified Administrator (CCA)
- Citrix Certified Enterprise Administrator (CCEA)
- Citrix Certified Enterprise Engineer (CCEE) for Virtualization
- Citrix Certified Integration Architect
- CIW Associate
- CompTIA Advanced Security Practitioner (CASP)
- CompTIA Certified Technical Trainer (CTT+)
- CompTIA Convergence+
- CompTIA Project+(Project+)
- CompTIA RFID+
- CompTIA Security+
- CompTIA/Internet Technician (i-NET+)
- CompTIA/Linux Administrator (Linux+)
- CompTIA/Network Technician (Network+)
- CompTIA/PC Technician (A+)
- Convergence Technologies Professional (CTP)
- CWNP Certified Wireless Analysis Professional (CWAP)
- CWNP Certified Wireless Network Administrator (CWNA)
- CWNP Certified Wireless Network Expert (CWNE)
- CWNP Certified Wireless Network Trainer (CWNT)
- CWNP Certified Wireless Security Professional (CWSP)
- CWTS/Certified Wireless Technology Specialist (CWTS)
- CyberSecurity Forensic Analyst
- EC-Council Certified Ethical Hacker (CEH)
- EC-Council Certified Hacking Forensics Investigator (CHFI)
- EC-Council Certified Secure Programmer (ECSPP)
- EC-Council Certified Security Analyst
- EC-Council Certified VoIP Professional (ECVPP)
- 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

## 245 Certified IT Skills in this edition

- 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--Lotus Notes/Domino 8
- IBM Certified Administrator for SOA Solutions: WebSphere Process Server
- IBM Certified Advanced Technical Expert - pSeries and AIX 5L
- IBM Certified Applications Developer--Lotus Notes/Domino 8
- IBM Certified Infrastructure Systems Architect
- IBM Certified SOA Solution Designer
- IBM Certified Solutions Developer: WebSphere
- IBM Certified Operator - AIX Basic Ops
- IBM Certified Specialist - System z
- IBM Certified Specialist - Storage Networking Solutions, Version 2
- IBM Certified Systems Administrator
- IBM Certified Systems Administrator - AIX 6.1
- IBM Certified Systems Administrator - IBM i 6.1
- IBM Certified Advanced Technical Expert - Power Systems with AIX v2
- InfoSys Security Architecture Professional (ISSAP/CISSP)
- InfoSys Security Engineering Professional (ISSEP/CISSP)
- InfoSys Security Management Professional (ISSMP/CISSP)
- Open Group Certified Architect
- Open Group Master Architect
- ITIL Practitioner Certificate in IT Service Management
- ITIL Service Manager Certification
- 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)
- 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 Expert, Java EE Developer
- Oracle Certified Expert MySQL 5.1 Cluster Database Administrator
- 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 Professional Java Programmer (was Sun SCJP)
- Oracle Certified Programmer, Java EE Web Services Developer (Sun SCJDWS)

## 245 Certified IT Skills in this edition

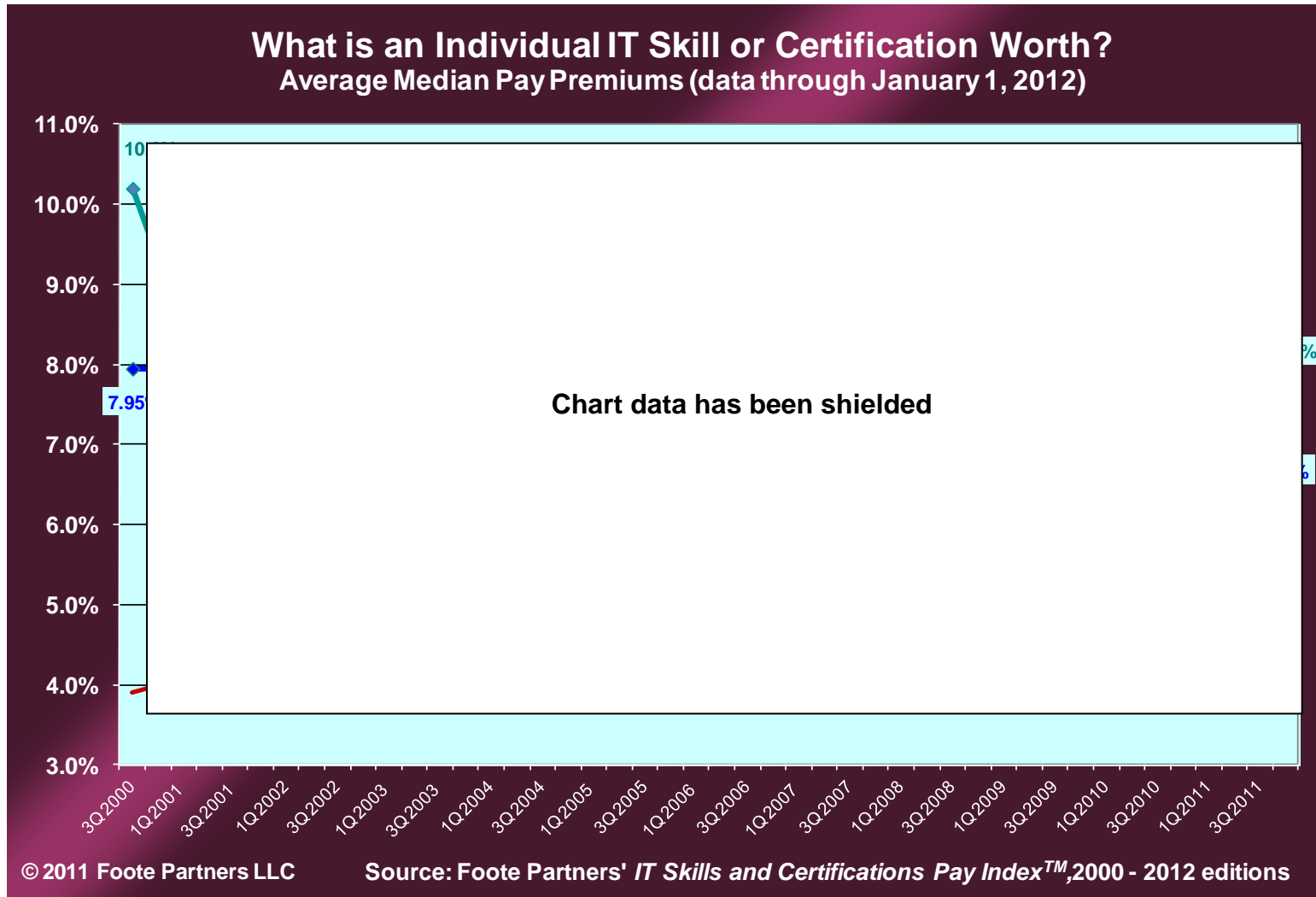
- Oracle Certified Professional, Java EE Web Component Developer
- **Oracle Certified Professional, MySQL 5 Developer**
- Oracle Certified Professional MySQL 5.0 Database Administrator (formerly Sun)
- Oracle Certified Master, Java EE Enterprise Architect (was Sun SCEA)
- Oracle Certified Master, Java SE Developer (was Sun SCJD)
- Oracle Certified Professional/Apps Developer (OCP-AD)
- Oracle Certified Professional/Internet AD (OCP)
- Oracle DBA Certified Administrator (OCA)
- Oracle DBA Certified Professional (OCM)
- Oracle Forms Developer Certified Professional
- Oracle/Siebel 7.7 Certified Consultant (SCC)
- Oracle/Siebel 8 Consultant Certified Expert
- Oracle SOA Architect Certified Expert
- Oracle WebLogic Portal 10g Developer Certified Expert
- Oracle WebLogic Server 10g Developer Certified Expert
- **PMI Program Management Professional (PgMP)**
- PMI Project Management Professional (PMP)
- PMI Risk Management Professional (PMI-RMP)
- Red Hat Certified Architect (RHCA)
- Red Hat Certified Datacenter Specialist (RHCDS)
- 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 Assessing and Auditing Wireless Networks**
- SANS/GIAC Auditing Wireless Networks (GAWN)
- **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 (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) 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
- 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
- Security Certified Network Specialist (SCNS)
- SNIA Certified Storage Architect
- SNIA Certified Storage Networking Expert (SCSN-E)
- SNIA Certified Storage Professional
- SNIA Certified Systems Engineer Sniffer Certified Expert
- Sniffer Certified Master
- Sniffer Certified Professional
- Sun Certifications (SEE ORACLE)
- Systems Security Certified Professional (SSCP)
- Teradata Certified Application Developer
- Teradata Certified Design Architect
- Teradata Certified Implementation Specialist
- Teradata Certified Master
- Teradata Certified Professional
- Teradata Certified SQL Specialist
- Teradata 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)

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## **Skills/Certifications Pay Trend Charts**

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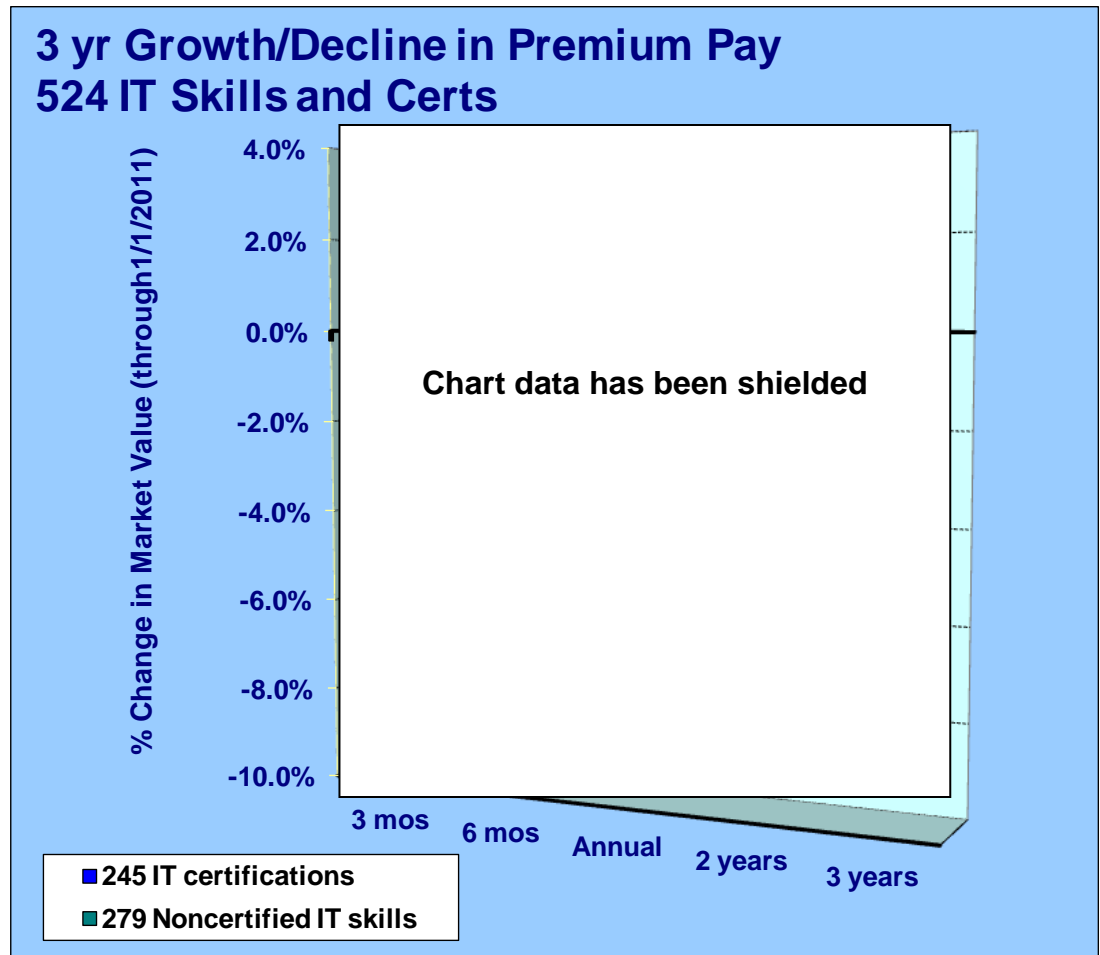
### **IT Skills and Certifications Pay Index™ – xQ 2012 edition**



Source: Foote Partners, IT Skills & Certifications Pay Index™ – 2000 to 2011

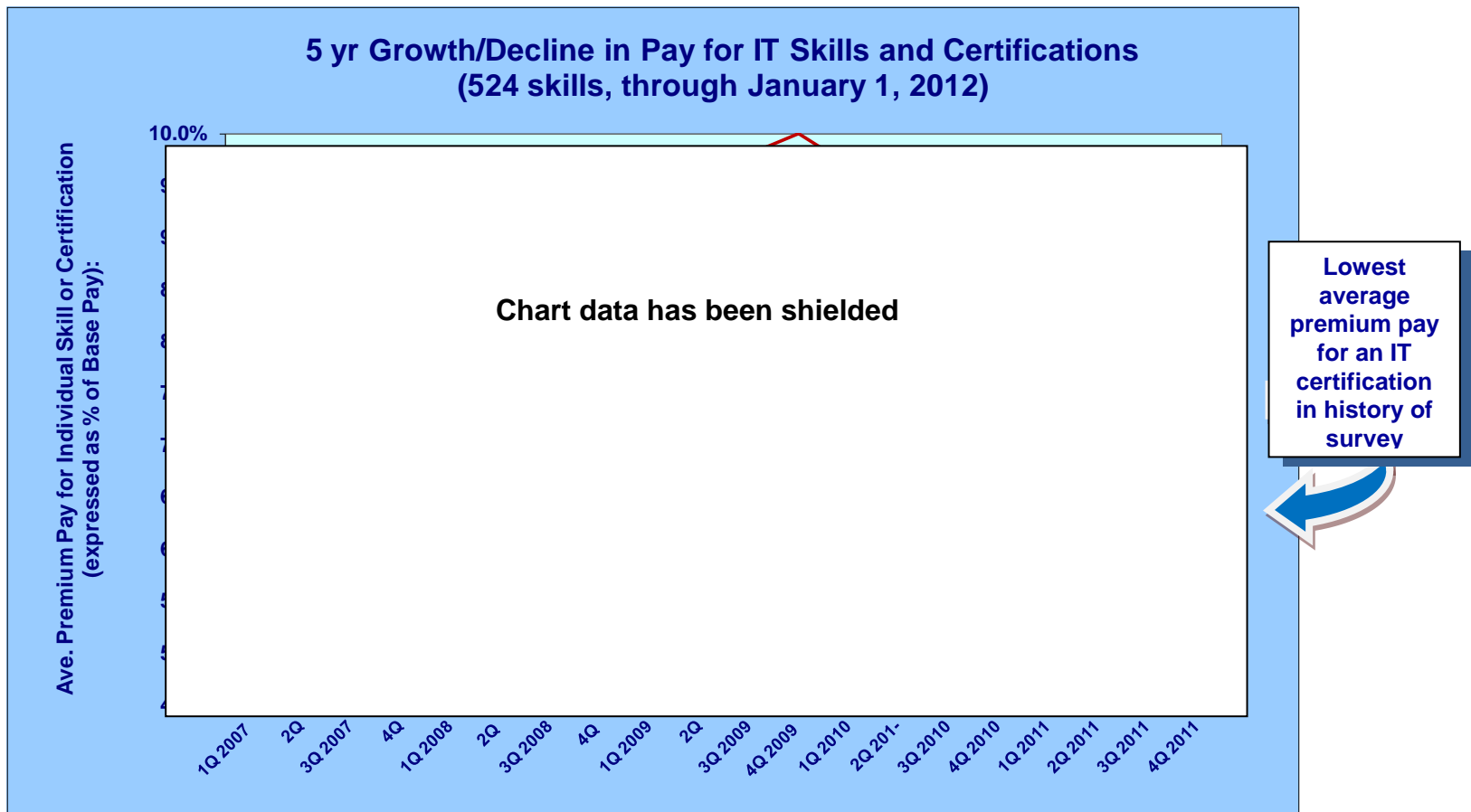
**Pay Performance, 3/12/24/24/36 months**  
Certified vs. Noncertified IT Skills  
(33,953 IT professionals)

Source: Foote Partners, *IT Skills and Certifications Pay Index™* (4Q2008 – 4Q2011 editions)



## Premium Pay for Noncertified IT Skills 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 - 33,953 IT professionals)



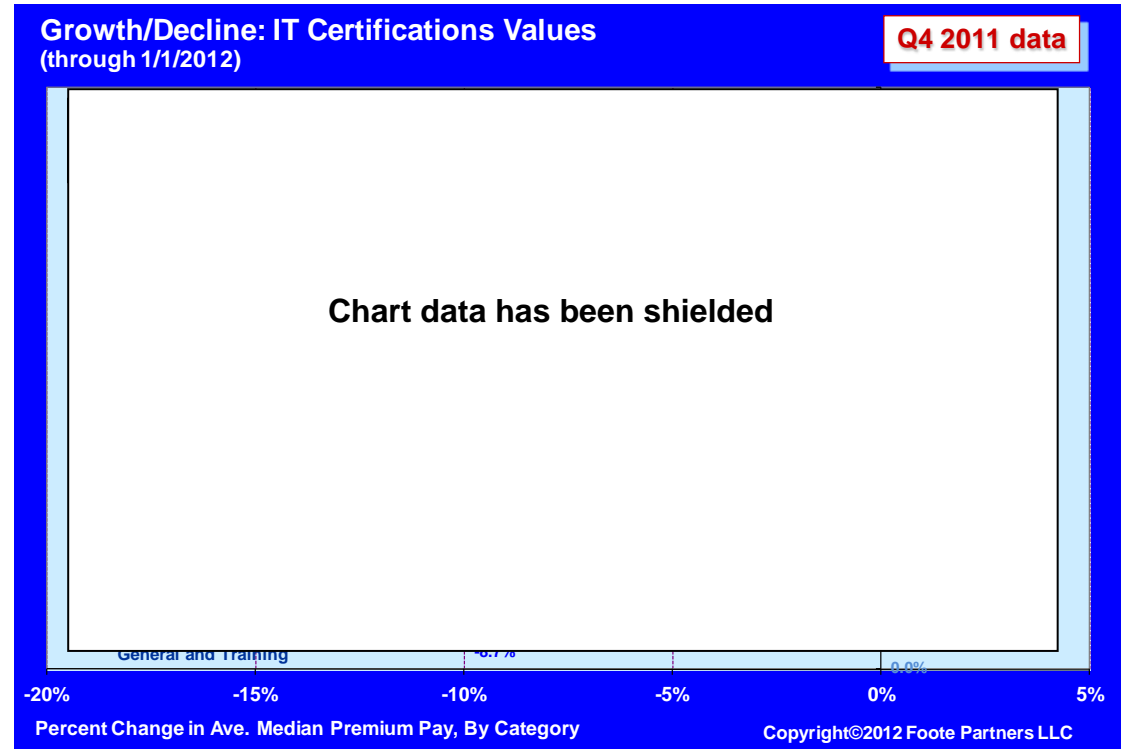
**2 YEAR IT CERTIFICATIONS PAY TRENDS**  
(Through 1/1/2012 – 33,953 participants)

IT CERTIFICATIONS CATEGORIES	# of certs surveyed	Ave. Pay - Single Skill as a % of Base Salary			Change in Average Premium Pay by Category			
		4Q 2009	4Q 2010	4Q 2011	% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs
Foundation level and Training	5				%			
Apps Development/Prog. Languages	28				%			
Database	18				%			
Web Development	11				%			
Networking & Communications	67				%			
System Administration/Engineering	48				%			
IT Security	58				%			
Architecture/Project Management/Process	10				%			
<b>ALL CERTIFICATIONS SURVEYED</b>	<b>245</b>	<b>7.46%</b>	<b>7.32%</b>	<b>6.96%</b>	<b>-1.18%</b>	<b>-1.42%</b>	<b>-5.04%</b>	<b>-6.82%</b>

**3 & 12 MONTH IT CERTIFICATIONS PAY TRENDS BY CATEGORY**

Through 1/1/2012 – 33,953 participants)

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



SOURCE: Foote Partners *IT Skills & Certifications Pay Index™* 2009 to 2012 quarterly editions

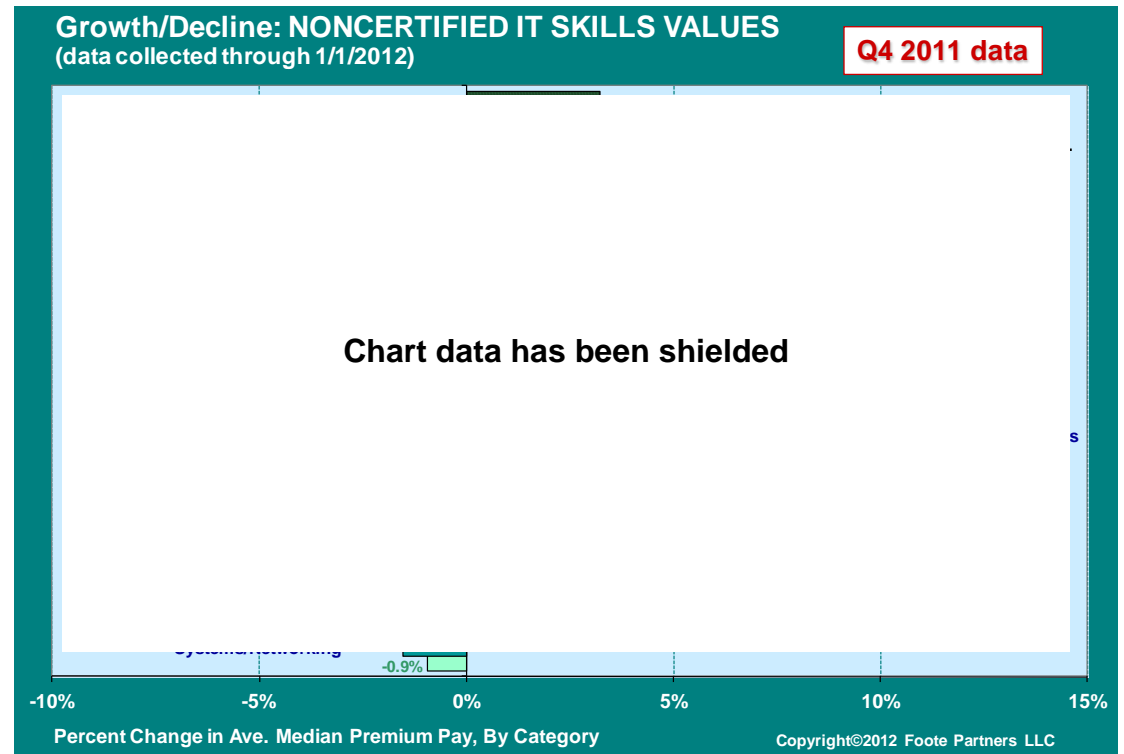
**2 YEAR NONCERTIFIED IT SKILLS PAY TRENDS**  
(Through 1/1/2012 – 33,953 participants)

NONCERTIFIED IT SKILLS CATEGORIES	# of skills surveyed	Ave. Pay - Single Skill as a % of Base Salary			Change in Average Premium Pay by Category			
		3Q 2009	3Q 2010	3Q 2011	% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs
Systems/Networking	45	7.19%	7.24%	7.13%	-0.9%	-2.1%	-1.5%	-0.8%
Messaging and Communications	8	5.57%	5.14%	6.13%	2.1%	0.0%	19.1%	9.9%
SAP & Enterprise Business Applications	90	9.49%	9.68%	9.52%	-2.1%	-2.0%	-1.6%	0.4%
Apps Development Tools & Platforms	33	7.74%	8.07%	8.21%	1.8%	0.0%	1.7%	6.0%
Web/e-Commerce Development	45	7.53%	7.1%	7.1%	Chart data has been shielded	Chart data has been shielded	Chart data has been shielded	Chart data has been shielded
Database	16	7.39%	7.1%	7.1%	Chart data has been shielded	Chart data has been shielded	Chart data has been shielded	Chart data has been shielded
Operating Systems	12	6.67%	7.1%	7.1%	Chart data has been shielded	Chart data has been shielded	Chart data has been shielded	Chart data has been shielded
Management/Methodology/Process	25	9.73%	10.23%	11.00%	-0.1%	-0.4%	1.3%	13.0%
<b>ALL NONCERTIFIED SKILLS SURVEYED</b>	<b>274</b>	<b>8.18%</b>	<b>8.42%</b>	<b>8.44%</b>	<b>-0.61%</b>	<b>-0.95%</b>	<b>0.25%</b>	<b>3.21%</b>

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

(Through 1/1/2012 – 33,953 participants)

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



SOURCE: Foote Partners *IT Skills & Certifications Pay Index™* 2009 to 2012 quarterly editions

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**IT Skills and Certifications Volatility Index**  
**Qx 2012 Update**

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**(Data collected through \_\_\_\_\_, 2012)**

## **IT Skills and Certifications Volatility Index xQ 2012 vs. xQ 2012 Quarterly Recap**

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### **NONCERTIFIED SKILLS**

- 97 of 274 skills changed in market value (35.4%, up from 31.7% prior quarter)
- 43 gained in value; 54 declined in value

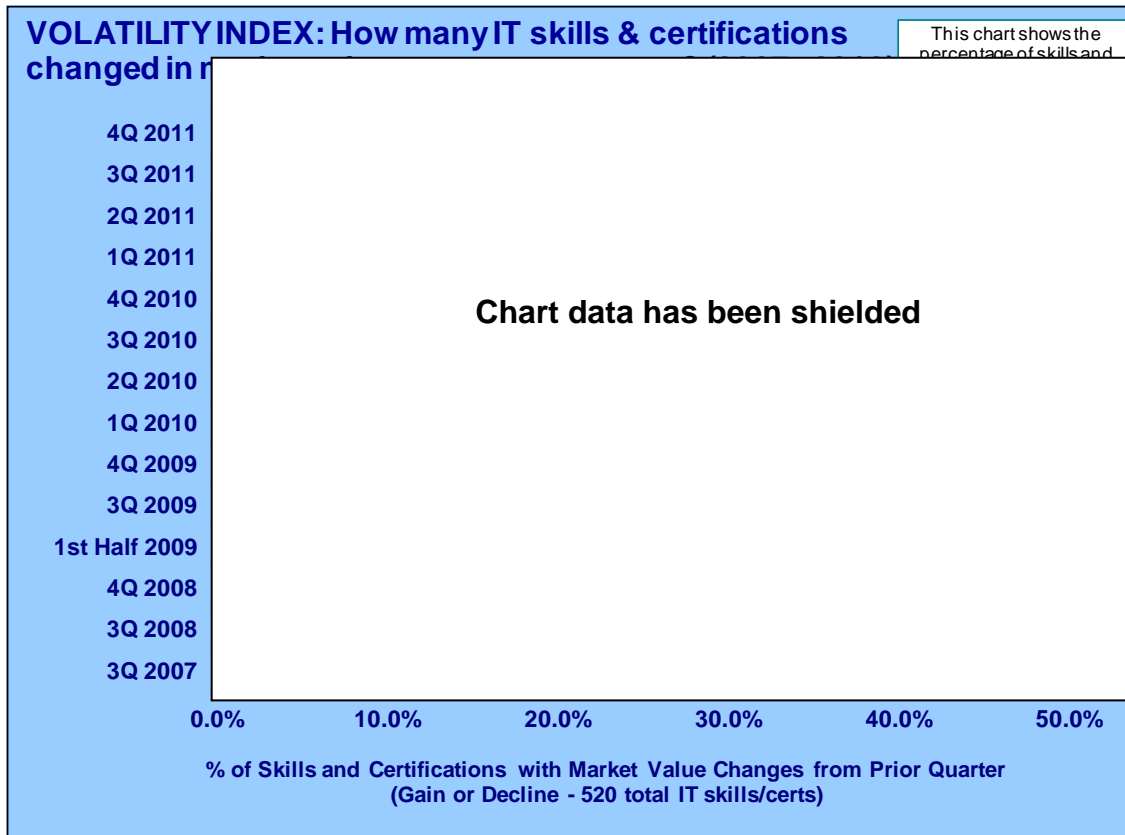
### **CERTIFIED SKILLS**

- 64 of 240 certifications changed market value (26.7%, up from 13.9% prior quarter)
- 42 gained value; 22 declined in value

### **TOTAL: ALL SKILLS and CERTS**

- 161 of 514 skills and certs changed market value (31.3%, up from 23.3% during prior quarter)
- 85 gained value, 76 declined in value (49 and 68 prior quarter, respectively)

## IT Skills and Certifications Volatility Index: Xrd Quarter 2012



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

**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.

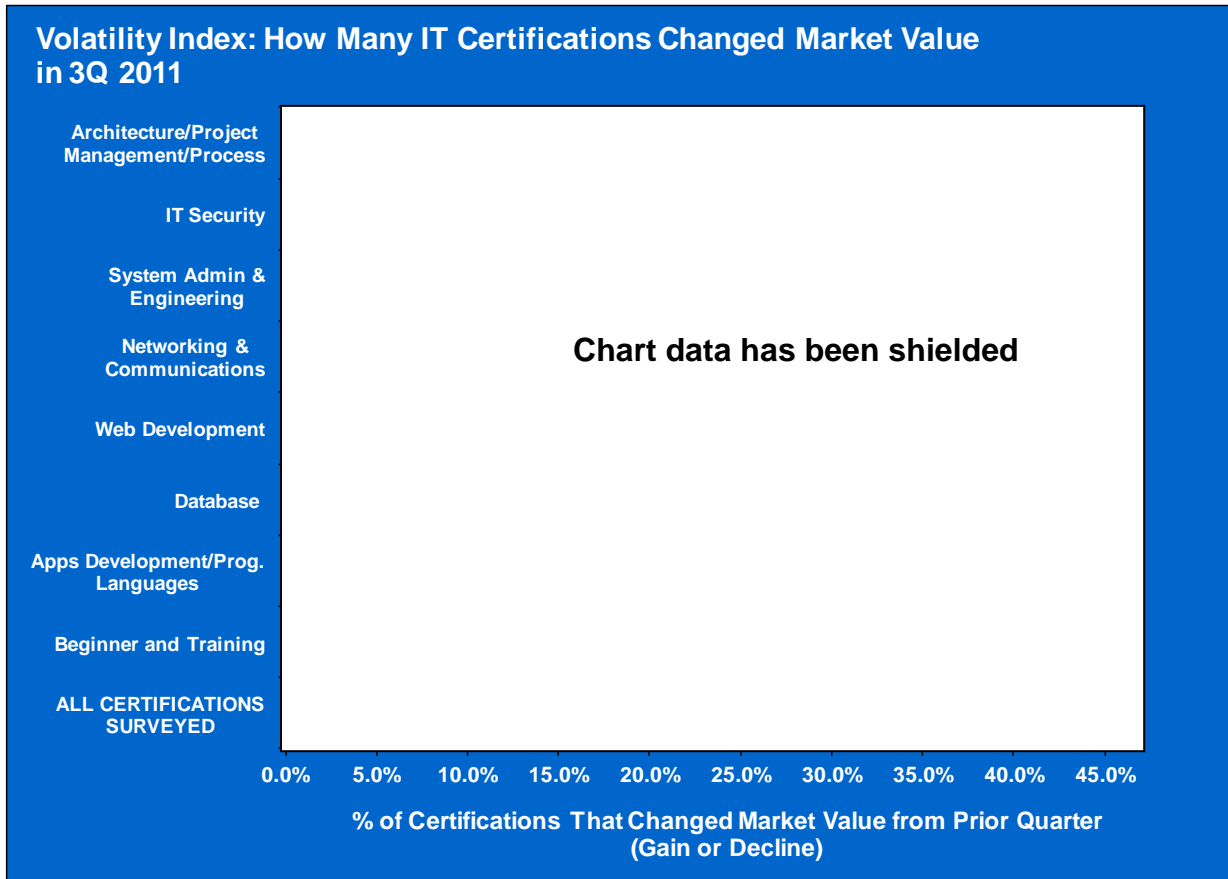
Tracking skills volatility is useful for analyzing current demand and forecasting future demand, monitoring IT workforce transition, and understanding IT management decision making, and offers insights that salary movements and hiring behavior do not.

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).

**RECAP**

**4th Quarter 2011 volatility** in skills and certifications values measured 31.1 percent, an 8 point increase from the previous quarter and highest recorded in 2011. Skills and certs gaining value were up dramatically from last month – 85 versus 49 – and those declining was up slightly (8 more than last quarter). 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 slightly**, 31.3 % percent this period, nearly 4 points from September. **Certified skills volatility** (26.7 percent this period), is the highest recorded in 2011).

## IT Certifications Pay Volatility – Xrd Quarter 2012



### IT Certifications Volatility Highlights

Among certified skills groups (240 certifications surveyed), **significant volatility** is still occurring in these segments (ranked highest to lowest):

- Foundation level and Training Certifications
- Applications Development/Programming Languages
- Systems Administration & Engineering
- Architecture/Project Management/Process
- IT Security

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

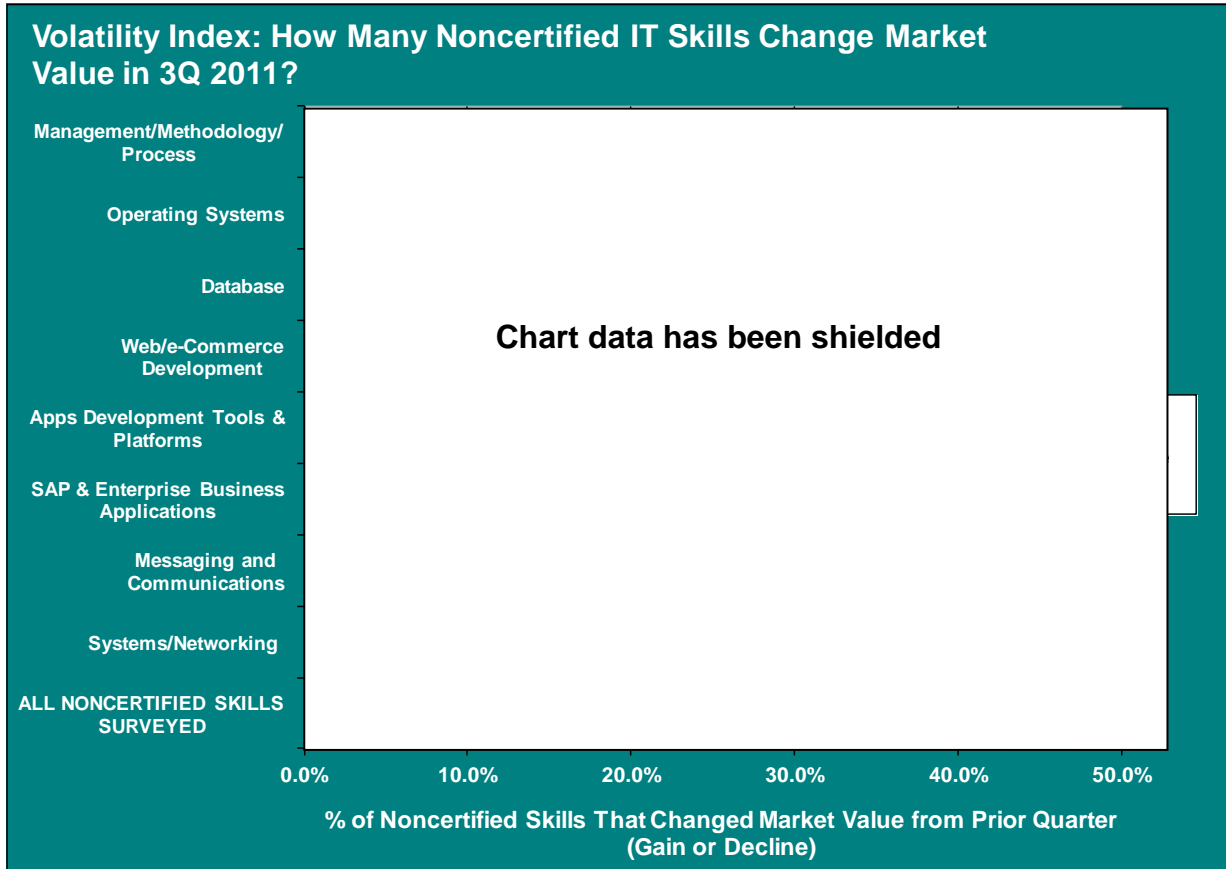
- Applications Development/Programming Languages
- Foundation level and Training Certifications

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

- Systems Administration & Engineering
- IT Security
- Architecture/Project Management/Process
- 

(Source: Foote Partners LLC, [2011 IT Skills & Certifications Pay Index™](http://www.footepartners.com))

**IT Skills (noncertified) Pay Volatility – Xrd Quarter 2012**



**Noncertified IT Skill Pay Volatility Highlights**

Among noncertified IT skills groups (274 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

(Source: Foote Partners LLC, [2011 IT Skills & Certifications Pay Index™](http://www.footepartners.com))

## **Xrd Quarter 2012 Survey Findings**

### **IT Certifications Premium Pay**

## Overall Pay Performance

### Certified Skills - Permanent Employees

(3Q 2011 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

#### 3rd Quarter 2011 data and trending:

IT Certifications	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
<b>Average, Individual Certified Skills (245 Surveyed)</b>	<b>Chart data has been shielded</b>		
QUARTER Delta 4Q2011 vs. 3Q 2011			
6 Mos. DELTA: 4Q2011 vs 2Q 2011			
ANNUAL 4Q2011 vs. 4Q 2010			
2-YEAR 4Q2011 vs. 4Q 2009			

## IT Certifications Pay – Permanent Employees

### IT Security Certifications

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

New skills added in this edition appear in red.

Certifications - IT Security	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
Certification Authorization Professional (CAP)			
<b>Certified in Risk and Information Systems Control (CRISC)</b>			
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 ASA Specialist			
Cisco Certified Network Professional - Security			
Cisco Information Security Specialist			
Cisco Network Admission Control Specialist			
CompTIA Advanced Security Practitioner (CASP)			
CompTIA Security+			
CWNP Certified Wireless Security Professional (CWSP)			
CyberSecurity Forensic Analyst			
EC-Council Certified Ethical Hacker (CEH)			
EC-Council Certified Secure Programmer (ECSP)			
EC-Council Certified Security Analyst (ECSA)			
EC-Council Network Security Administrator (ENSA)			
EC-Council/Certified Hacking Forensic Investigator (CHFI)			
EC-Council/Licensed Penetration Tester (LPT)			
<b>GIAC Assessing and Auditing Wireless Networks</b>			
GIAC Certified Firewall Analyst (GCFW)			
GIAC Certified Forensics Analyst (GCFA)			
GIAC Certified Forensics Examiner			
GIAC Certified Incident Handler (GCIH)			
	8%	9%	11%

**Chart data has been shielded**

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

## IT Certifications Pay – Permanent Employees

### IT Security Certifications – cont’d.

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

New skills added in this edition appear in red.

Certifications - IT Security, cont'd.	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
GIAC Certified Intrusion Analyst (GCIA)			
GIAC Certified ISO-27000 Specialist (G2700)			
GIAC Certified Penetration Tester (GPEN)			
GIAC Certified Project Manager (GCPM)			
GIAC Certified Unix Security Administrator (GCUX)			
GIAC Certified Windows Security Administrator (GCWN)			
GIAC Exploit Researcher and Advanced Penetration Tester			
GIAC Information Security Fundamentals (GISF)			
GIAC Information Security Professional (GISP)			
GIAC Legal Issues in Information Technology and Security (GLEG)			
GIAC Reverse Engineering Malware (GREM)			
GIAC Secure Software Programmer-- .NET			
GIAC Secure Software Programmer--Java			
GIAC Security Essentials (GSEC)			
GIAC Security Leadership(GSLC)			
GIAC Systems and Network Auditor (GSNA)			
GIAC Web Application Penetration Tester (GWAPT)			
InfoSys Security Architecture Professional (ISSAP/CISSP)			
InfoSys Security Engineering Professional (ISSEP/CISSP)			
InfoSys Security Management Professional (ISSMP/CISSP)			
Microsoft Certified Systems Admin Security (MCSA:Security)			
Microsoft Certified Systems Engineer: Security(MCSE:Security)			
Red Hat Certified Security Specialist (RHCSS)			
RSA Certified Administrator (RSA/CA)			
RSA Certified Systems Engineer (RSA/CSE)			
Security Certified Network Architect (SCNA)			
Security Certified Network Professional (SCNP)			
Security Certified Network Specialist (SCNS)			
Systems Security Certified Practitioner (SSCP)			
	9%	11%	13%

Chart data has been shielded

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

**IT Certifications Pay – Permanent Employees**  
**Systems Administration & Engineering Certifications**

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

<b>Certifications - Systems Administration &amp; Engineering</b>	<b>Pay Premium as % of Base Salary - 4Q 2011</b>		
	<b>P10</b>	<b>Median</b>	<b>P90</b>
Citrix Certified Administrator (CCA)			
Citrix Certified Advanced Administrator (CCAA)			
Citrix Certified Enterprise Administrator (CCEA)			
Citrix Certified Enterprise Engineer (CCEE) for Virt.			
Citrix Certified Integration Architect (CCIA)			
CompTIA CTP+ (Convergence)			
CompTIA Linux+			
CompTIA Server+			
EMC Proven Professional			
HP Accredited Platform Specialist (HP APS)			
HP/Accredited Integration Specialist (AIS)			
HP/Accredited Systems Engineer (ASE)			
HP/Certified Systems Administrator (CSA)			
HP/Certified Systems Engineer (CSE)			
HP/Master Accredited Systems Engineer (Master ASE)			
IBM Certified Administrator for SOA Solutions: WebSphere Process Server			
IBM Certified Advanced Technical Expert - Power Systems with AIX v2			
IBM Certified Infrastructure Systems Architect			
IBM Certified Operator - AIX Basic Ops			
IBM Certified Specialist - System z			
IBM Certified Systems Administrator			
IBM Certified Systems Administrator - AIX 6.1			
IBM Certified Systems Administrator - IBM i 6.1			
LAN Server Engineer (LSE)			

**Chart data has been shielded**

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

## IT Certifications Pay – Permanent Employees

### Systems Administration & Engineering Skills Certifications – cont’d.

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

Certifications - Systems Administration & Engineering	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
Linux Professional Institute certification (LPIC-Level 2)	<b>Chart data has been shielded</b>		
Linux Professional Institute certification (LPIC-Level 3)			
Microsoft Certified Architect (MCA)			
Microsoft Certified Desktop Support Technician(MCDST)			
Microsoft Certified Systems Administrator(MCSA)			
Microsoft Certified Systems Administrator: Messaging(MCSA:Messaging)			
Microsoft Certified Systems Engineer(MCSE)			
Microsoft Certified Systems Engineer: Messaging (MCSE: Messaging)			
Microsoft Certified Technology Specialist (all)			
Novell Certified Instructor (CNI)			
Novell Certified Linux Engineer (CLE)			
Novell Certified Linux Professional (Novell CLP)			
Novell/Certified Novell Administrator (CNA)			
Novell/Certified Novell Engineer (CNE)			
Novell/Master Certified Novell Engineer (MCNE)			
Oracle Certified Expert, Oracle Solaris 10 Network Administrator for Solaris			
Oracle Certified Expert, Oracle Solaris 10 Systems Administrator for Solaris			
Red Hat Certified Architect (RHCA)			
Red Hat Certified Datacenter Specialist (RHCD)			
Red Hat Certified Engineer(RHCE)			
RedHat Certified Technician (RHCT)			
VMware Certified Advanced Professional			
VMware Certified Design Expert (VCDX)			
VMware Certified Professional (VCP)			

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

## IT Certifications Pay – Permanent Employees

### Networking and Communications Certifications

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

Certifications - Networking and Communications	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
Avaya Certified Expert			
Avaya Certified Specialist			
Brocade Certified Fabric Professional (BCFP)			
Brocade Certified SAN Manager (BCSM)			
Brocade Certified SAN(Fabric) Designer (BCSD)			
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, all variations)			
Cisco Certified Internetwork Professional (CCIP)			
Cisco Certified Network Associate - Wireless			
Cisco Certified Network Associate (CCNA)			
Cisco Certified Network Professional (CCNP)			
Cisco Certified Network Professional Voice (formerly CCVP)			
Cisco Certified Network Professional Wireless (CCNP Wireless)			
Cisco Certified Systems Instructor (CCSI)			
Cisco Data Center Networking Infrastructure Design Specialist			
Cisco Data Center Storage Networking Design Specialist			
Cisco IP Communications Express Specialist			
Cisco IP Contact Center Express Specialist (CPEC)			
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			
CompTIA Network Technician (Network+)			
CompTIA RFID+			

Chart data has been shielded

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

**IT Certifications Pay – Permanent Employees**

**Networking and Communications Certifications – cont’d.**

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

<b>Certifications - Networking and Communications</b>	<b>Pay Premium as % of Base Salary - 4Q 2011</b>		
	<b>P10</b>	<b>Median</b>	<b>P90</b>
Convergence Technologies Professional (CTP)			
CWNP/Certified Wireless Analysis Professional (CWAP)			
CWNP/Certified Wireless Network Administrator (CWNA)			
CWNP/Certified Wireless Network Expert (CWNE)			
CWNP/Certified Wireless Network Trainer (CWNT)			
CWNP/Certified Wireless Technology Specialist (CWTS)			
EC-Council Certified VoIP Professional (ECVP)			
EMC Proven Prof. Implementation Engineer - Expert			
EMC Proven Prof. 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			
IBM Certified Specialist - Storage Networking Solutions, Version 2			
Juniper Networks Certified Internet Associate (JNCIA)			
Juniper Networks Certified Internet Expert (JNCIE)			
Juniper Networks Certified Internet Professional (JNCIP)			
Juniper Networks Certified Internet Specialist (JNCIS)			
Nortel Certified Architect			
Nortel Networks Certified Design Expert (NCDE)			
Nortel Networks Certified Design Specialist			
Nortel Networks Certified Support Expert (NCSE)			
Nortel Networks Certified Support Specialist			
Novell Certified Directory Engineer (NCDE)			
SNIA Certified Storage Architect			
SNIA Certified Storage Networking Expert (SCSN-E)			
SNIA Certified Storage Professional			
SNIA Certified Systems Engineer			
Sniffer Certified Expert			
Sniffer Certified Master			
Sniffer Certified Professional			

**Chart data has been shielded**

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

## IT Certifications Pay – Permanent Employees

### Web Development Certifications

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

New skills added in this edition appear in red.

Certifications - Web Development	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
Certified Database Design Specialist	<b>Chart data has been shielded</b>		
CIW Associate			
CompTIA Internet Technician (I-Net+)			
Master CIW Administrator			
Master CIW Designer			
Master CIW Enterprise Developer			
Master CIW Web Site Manager			
Microsoft Certified Professional+Internet (MCP+I)			
Microsoft Certified Systems Engineer+Internet (MCSE+I)			
Novell/Certified Internet Professional (CIP)			
Oracle Certified Professional, Java EE Web Component Developer			

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

## IT Certifications Pay – Permanent Employees

### Database Certifications

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

New skills added in this edition appear in red.

Certifications - Database	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
Advanced Teradata Certified Professional	<b>Chart data has been shielded</b>		
IBM Certified Advanced Database Administrator			
IBM Certified Database Administrator - DB2			
Microsoft Certified Database Administrator (MCDBA)			
Microsoft Certified IT Professional (MCITP/all)			
Oracle Certified Expert MySQL 5.1 Cluster Database Administrator (formerly			
Oracle Certified Professional MySQL 5.0 Database Administrator (formerly			
<b>Oracle Certified Professional, MySQL 5 Developer</b>			
Oracle DB Administrator Certified Associate (OCA)			
Oracle DB Administrator Certified Master (OCM)			
Oracle DB Administrator Certified Professional (OCP)			
Teradata 12 Certified Master			
Teradata Certified Database Administrator			
Teradata Certified Enterprise Architect			
Teradata Certified Professional			
Teradata Certified Solutions Developer			
Teradata Certified SQL Specialist			
Teradata Certified Technical Specialist			

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

## IT Certifications Pay – Permanent Employees

### Applications Development & Programming Language Certifications

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

Certifications - Application Development/Programming Languages	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
EMC Proven Professional Application Developer - Specialist	58%	76%	88%
IBM Certified Advanced Application Developer – Lotus Notes/Domino 8			
IBM Certified Application Developer – Lotus Notes/Domino 8			
IBM Certified SOA Solution Designer			
IBM Certified Solutions Developer: WebSphere (all)			
Microsoft Certified Applications Developer(MCAD)			
Microsoft Certified Professional Developer (all)			
Microsoft Certified Solution Developer (MCSD)			
Microsoft Office Specialist			
Oracle Advanced PL/SQL Developer Certified Prof.			
Oracle Application Server 10g Administrator:Certified Professional			
Oracle Certified Associate, Java SE (formerly Sun SCJA)			
Oracle Certified Expert, Java EE Developer			
Oracle Certified Master, Java EE Enterprise Architect (formerly Sun SCEA)			
Oracle Certified Master, Java SE Developer (formerly Sun SCJD)			
Oracle Certified Professional Java Programmer (formerly Sun SCJP)			
Oracle Certified Programmer, Java EE Web Services Developer (formerly			
Oracle Forms Developer Certified Professional (OCP)			
Oracle PL/SQL Developer Certified Associate			
Oracle SOA Architect Certified Expert			
Oracle WebLogic Portal 10g Developer Certified Expert			
Oracle WebLogic Server 10g Developer Certified Expert			
Oracle/Siebel 7.7 Certified Consultant (SCC)			
Oracle/Siebel 8 Consultant Certified Expert			
SAS Certified Advanced Programmer			
SAS Certified Base Programmer			
TIBCO Certified Professional			
TIBCO Certified SOA Architect	57%	77%	97%

**Chart data has been shielded**

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

## IT Certifications Pay – Permanent Employees

### Architecture/Project Management Certifications

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

New skills added in this edition appear in red.

Certifications - Architecture, Project Management and Process	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
Certified Associate in Project Management	<b>Chart data has been shielded</b>		
Certified in the Governance of Enterprise IT (CGEIT)			
CompTIA Project+			
ITIL Practitioner Certificate in IT Service Management			
ITIL Service Manager Certification			
Open Group Certified Architect			
Open Group Master Architect			
PMI Risk Management Professional (PMI-RMP)			
Program Management Professional (PgMP)			
Project Management Professional(PMP)			

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

**IT Certifications Pay – Permanent Employees**  
**Beginner/General & Training Certifications**

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

<b>Certifications - General/Foundation level and Training</b>	<b>Pay Premium as % of Base Salary - 4Q 2011</b>		
	<b>P10</b>	<b>Median</b>	<b>P90</b>
Certified Computing Professional (CCP)			
CompTIA Certified Technical Trainer (CTT+)			
CompTIA PC Technician (A+)			
Microsoft Certified Professional (MCP)			
Microsoft Certified Trainer (MCT)			

**Chart data has been shielded**

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

**Xrd Quarter 2012 Survey Findings**

**Noncertified IT Skills Premium Pay**

## Overall Pay Performance

### Noncertified Skills - Permanent Employees

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

#### Xrd Quarter 2012 data and trending:

IT Skills - Noncertified	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
<b>Average, Individual Skill (279 Noncertified Skills Surveyed)</b>	<b>Chart data has been shielded</b>		
QUARTER Delta 4Q2011 vs. 3Q 2011			
6 Mos. DELTA: 4Q2011 vs 2Q 2011			
ANNUAL 4Q2011 vs. 4Q 2010			
2-YEAR 4Q2011 vs. 4Q 2009			

## Noncertified IT Skills Pay – Permanent Employees

### Systems/Networking Skills

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

Systems/Networking Skills	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
10Base-T Switching			
APPC			
ATM			
Business continuity and disaster recovery planning			
Cisco ICM			
Cisco UCCE/IPPC			
Citrix XenServer			
Dynamic Host Configuration Protocol			
EIGRP			
Ethernet Switching			
Fast Ethernet			
Gigabit Ethernet (1 GigE/10 GigE)			
HTTPS			
Infrastructure architecture			
Intrusion prevention/detection systems			
IPX/SPX			
LAN			
LTE/WiMAX			
Microsoft Hyper-V			
Microsoft NT Server			
Microsoft Virtual Server			
Multiprotocol Label Switching (MPLS)			
NAS/Network Attached Storage			
Network access control/Identity mgt sys.			
Network security management			
Novell Netware			

**Chart data has been shielded**

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

**Noncertified IT Skills Pay – Permanent Employees**

**Systems/Networking Skills – cont’d.**

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

<b>Systems/Networking Skills, cont’d.</b>	<b>Pay Premium as % of Base Salary - 4Q 2011</b>		
	<b>P10</b>	<b>Median</b>	<b>P90</b>
RFID/wireless sensors	<b>Chart data has been shielded</b>		
Routing (e.g. OSPF, RIP, IGRP)			
SAN/Storage Area Networking			
Security skills (DW/BI, ERP, Web, project assignments)			
SIP(Session Initiation Protocol)			
SMTP			
SNA			
Storage administration			
TCP/IP			
Tivoli			
Virtualization (various)			
VMware Server/ESX, ESXi Server			
VoIP/IP telephony			
VPN/OpenVPN			
WAN 4G/3G services			
WAP(Wireless Application Protocol)			
Wireless network management (LANs, GSM)			
Wireline Networking/Telecommunications			
WML			

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

## Noncertified IT Skills Pay – Permanent Employees

### Web/E-commerce Development Skills

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

New skills added in this edition appear in red.

Web/SOA/E-Commerce Development Skills	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
Active Server Pages	<b>Chart data has been shielded</b>		
ActiveX			
AJAX (Asynchronous JavaScript and XML)			
Apache HTTP web server			
Apache Solr			
CGI			
ColdFusion/ColdFusion MX			
CSS (Cascading Style Sheets)			
Documentum			
HTML5			
JavaBeans/EJB 3.0			
JavaFX			
JavaScript			
JavaServer Pages			
JBoss Enterprise			
Joomla!			
jQuery			
Jscript			
JSON			
Microsoft .NET (ADO .NET, VB .NET, ASP.NET, etc.)			
Microsoft BizTalk Server			
Microsoft Commerce Server (incl. 2007)			
Microsoft Identity Integration Server (MIIIS)			
Microsoft Internet Information Services (IIS)			
Microsoft Internet Security and Acceleration Server (ISA)			

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

**Noncertified IT Skills Pay – Permanent Employees**

**Web/E-commerce Development Skills – cont'd.**

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

Web/SOAE-Commerce Development Skills, cont'd.	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
Microsoft Sharepoint Server	<b>Chart data has been shielded</b>		
Microsoft Silverlight			
Oracle WebLogic			
Oracle Workflow			
Perl			
PHP (all)			
Python			
SOAP(Simple Object Access Protocol)			
Social Media/Networks (tagging, virtual communities, social bookmarking, etc.)			
Spring Framework			
TIBCO			
VBScript			
Visual Interdev			
VoiceXML			
Web collaboration appliances			
WebSphere			
Wikis			
WSDL (Web Services Description Language)			
XAML/XACML			
XHTML			
XML (all variants)	5.70	7.70	9.70

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

## Noncertified IT Skills Pay – Permanent Employees

### SAP and Enterprise Business Applications Skills

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

SAP & Enterprise Business Applications Skills	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
ABAP			
Accelerated SAP (ASAP)			
Baan			
J.D. Edwards (Oracle)			
Lawson			
NetWeaver PI			
NetWeaver Portal (SAP EP)			
Oracle E-Business suite			
PeopleSoft			
SAP Advanced Planner & Optimizer (APO)			
SAP AFS (Apparel and Footwear Solutions)			
SAP ALE (Application Link Enabling)			
SAP Auto-ID Infrastructure (SAP RF)			
SAP Banking			
SAP Basis Components			
SAP BODI (Business Objects Data Integrator)			
SAP BPC (BusinessObjects Planning and Consolidation)			
SAP BSP (Business Server Pages)			
SAP Business One			
SAP Business Workflow/Webflow			
SAP BW Accelerator			
SAP CA (Cross Application)			
SAP CAF (Composite Application Framework)			
SAP CCM (Catalog Content Management)			
SAP CE (NetWeaver Composition Environment)			
SAP CFM (Corporate Finance Management)			
SAP CO (Controlling)			
SAP CO-PA (Profitability Analysis)			
SAP CRM (Customer Relationship Management)			
SAP Crystal Reports			

**Chart data has been shielded**

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

**Noncertified IT Skills Pay – Permanent Employees**

**SAP and Enterprise Business Applications Skills – cont'd.**

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

SAP & Enterprise Business Applications Skills, cont'd.	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
SAP CS (Customer Service)			
SAP EBP (e-Procurement)			
SAP EDI			
SAP EHS (Environmental Management)			
SAP EPM (Enterprise Performance Management)			
SAP ERP Operations (multi-skills)			
SAP ESA (Enterprise Services Architecture)			
SAP FI (Financial Accounting - all modules)			
SAP FI - FSCM (Financial Supply Chain Management)			
SAP FI - Travel Management			
SAP FS (Insurance)			
SAP GRC (Governance, Risk, and Compliance)			
SAP GTS (Global Trade Services)			
SAP HANA ( In-Memory Analytics Appliance)			
SAP HCM (SAP HR)			
SAP HCM ESS/MSS			
SAP IM (Investment Management)			
SAP IS-U (Utilities)			
SAP ITS (Internet Transaction Server)			
SAP KW (Knowledge Warehouse)			
SAP LES (Logistics Execution System)			
SAP LO (Logistics General)			
SAP Manufacturing			
SAP MDM (Master Data Management)			
SAP MDX (Multi-Dimensional Expression Language)			
SAP MI (Mobile Infrastructure)			
SAP MM (Materials Management)			
SAP MRO (Maintenance, Repair and Overhaul)			
SAP Netweaver Applications Server			
SAP NetWeaver BW (NetWeaver BI)			

Chart data has been shielded

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

**Noncertified IT Skills Pay – Permanent Employees**

**SAP and Enterprise Business Applications Skills – cont'd.**

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

SAP & Enterprise Business Applications Skills, cont'd.	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
SAP NetWeaver Visual Composer			
SAP NWDS (NetWeaver Developer Studio)			
SAP Oil & Gas			
SAP PLM (Product Lifecycle Management)			
SAP PM (Plant Maintenance)			
SAP PP (Production Planning)			
SAP PS (Project Systems)			
SAP PSCD (Collection and Disbursement)			
SAP Public Sector Management			
SAP PY (Payroll)			
SAP QM (Quality Management)			
SAP Retail			
SAP SAM (Service and Asset Management)			
SAP SCM (Supply Chain Management)			
SAP SD - GTS (Global Trade Systems)			
SAP SD (Sales & Distribution)			
SAP Security			
SAP SEM (Strategic Enterprise Management)			
SAP SM (Service Management)			
SAP Smart Forms			
SAP Solution Manager			
SAP SRM (Supplier Relationship Management)			
SAP TM (Transportation Management)			
SAP Web Application Server			
SAP WM - EWM (Extended Warehouse Management)			
SAP WM (Warehouse Management)			
SAP Xcelsius			
SAP xMII			
Siebel			
Web Dynpro			

**Chart data has been shielded**

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## Noncertified IT Skills Pay – Permanent Employees

### Applications Development Tools & Platform Skills

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

New skills added in this edition appear in red.

Application Development Tools & Platform Skills	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
Adobe Flex			
Agile Programming/RAD/Extreme Programming			
Apache Hadoop			
Apache Tomcat			
Business Objects			
C			
C#			
C++ /CLI			
Clarity PPM			
Cobol			
Cognos			
Delphi			
Drupal			
Eclipse			
Epic Systems applications			
F#			
Groovy/Grails			
iRise			
Java/J2SE,ME,J2EE			
NetWeaver			
Oracle Applications Developer Framework			
PL/SQL			
PowerBuilder			
Progress 4GL/Development tools			
Ruby			
Ruby on Rails			
SAS			
SQL			
Tcl			
Transact-SQL			
Visual Basic 6.0			
Visual C++			
Visual J++			
WebSphere MQ (MQSeries)			

**Chart data has been shielded**

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

## Noncertified IT Skills Pay – Permanent Employees

### Database Skills

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

New skills added in this edition appear in red.

Database Skills	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
Database management			
DB2			
dBase/XBase			
Informatica			
Java Database Connectivity (JDBC)			
Master data management			
Microsoft Access			
Microsoft Exchange Server 2003/2007/2010			
Microsoft SQL Server 2005/2008			
<b>MongoDB</b>			
MySQL			
Oracle Application Server			
Oracle DB 8i/9i/10g/11i			
Oracle Exadata			
Progress/ODBMS			
Sybase Adaptive Server Enterprise			
Visual SQL			

**Chart data has been shielded**

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

## Noncertified IT Skills Pay – Permanent Employees

### Operating Systems Skills

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

New skills added in this edition appear in red.

Operating System Skills	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
AIX	<b>Chart data has been shielded</b>		
HP-UX			
Linux			
Mac OS/OS X			
Mobile operating systems (iOS, Android, etc.)			
Red Hat Enterprise Linux			
Solaris			
Unix (all)			
VMware vSphere			
Windows 7/XP/Vista			
Windows NT			
Windows Server 2008/2003			

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

## Noncertified IT Skills Pay – Permanent Employees

### Messaging and Communication Skills

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

New skills added in this edition appear in red.

Messaging & Communications Skills	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
Lotus Notes/Domino	<b>Chart data has been shielded</b>		
Message-oriented Middleware (Wave, XMPP/Jabber, etc.)			
Microsoft Exchange			
Novell Groupwise			
Oracle Communications Messaging Exchange (formerly Sun JMS)			
Outlook/other mail clients			
TIBCO Enterprise Message Service			
Unified communications/messaging			

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

## Noncertified IT Skills Pay – Permanent Employees

### Management, Process and Methodology Skills

(xQ 2012 data collected through \_\_\_\_\_, 2012, expressed as percent of base salary.)

New skills added in this edition appear in red.

Management, Process and Methodology Skills	Pay Premium as % of Base Salary - 4Q 2011		
	P10	Median	P90
Business analysis			
Business intelligence			
Business performance management (software/systems)			
Business process management/modeling/improvement			
Change Management			
Collaboration software			
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			
Quantitative Analysis/Regression Analysis			
Requirements Engineering/Analysis			
Risk assessment			
Risk management			
Security architecture and models			
SEO			
Six Sigma/Lean Six Sigma			
Social media marketing			
TOGAF (Enterprise Architecture)			

Chart data has been shielded

Note: This survey data is reported as “% of base pay” but premium pay is not necessarily administered as part of base salary. It is also common for employers to apply premium pay as a cash bonus or other element of at-risk or variable compensation.

**Foote Partners**  
**2012 Certifications Guidebook**

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## **Using the Foote Partners IT Skills and Certifications Pay Index™ and Companion Certification Guidebook**

### **Using the Certifications Guidebook**

The guidebook containing basic information about IT certifications surveyed and appearing in Foote Partners *IT Skills and Certifications Pay Index*. Included are:

- Vendor certification tracks and program maps
- Certification pre-requisites and requirements
- Training and certification costs
- Exam content
- Lab requirements
- Re-certification requirements and costs

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