

**FOR IMMEDIATE RELEASE**

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**U.S. IT job losses slow, while Canada reverses Q1 losses to post net job growth in tech jobs.  
Meanwhile pay rises for 28 skills and certifications against declines in 46. signalling  
continuing evidence of IT counter trending.**

**Vero Beach, FL, July 26, 2009** – Although U.S. employment numbers for June 2009, released in early July by the Department of Labor, showed fewer bright spots for IT professionals compared to the month prior, 1,800 fewer jobs were lost in the bellwether IT job segments in further signs of IT labor resilience. Even more promising, following Canada’s loss of 273,000 jobs the first three months of 2009, is the news that net second quarter total job losses there numbered only 13,000, with net gains of 26,000 information, culture and recreation jobs and 4,000 professional, scientific and technical services positions.

“Perhaps the more positive story for North American IT labor, and a better indicator of overall workforce performance, is demand trends for specific categories of IT skills,” notes David Foote, Foote Partners co-founder, CEO and Chief Research Officer. “The recession has had minimal impact on demand for IT skills in the areas such as architecture, business process, security, communications, e-commerce, and several ERP and infrastructure specializations. That was especially evident in our firm’s most recent IT Skills **HOT LISTS** that use a number of different data sources and views to evaluate and predict demand for IT skills.”

In newly updated Foote Partners surveys of pay premiums for IT skills involving nearly 2,000 U.S. and Canadian employers, pay premiums for noncertified and certified IT skills declined an average of 0.6% and 1.5% respectively in April, May, and June as the economic recession continued to exert downward pressure on IT compensation. But in continuing evidence of counter trending, 28 IT skills and certifications increased in value during the period while 46 showed declines according to the 2<sup>nd</sup> Quarter 2009 update of Foote Partners' *IT Skills and Certifications Pay Index<sup>TM</sup>* of pay premiums for 385 skills and certifications.

“There’s no sugar coating this dreary economy and it’s impact on commerce,” notes David Foote, the firm’s co-founder, CEO and Chief Research Officer. “But it is refreshing indeed to see the continued confidence businesses have in their information technology workforces. The evidence is clear from six full months of 2009 trend data now available that employers are depending on IT’s leadership and ability not only in running operations efficiently and cost effectively, but in developing and delivering products and services that keep their companies globally competitive in very uncertain market conditions.”

“For instance, how impressive is it that the premium pay for noncertified Management, Methodology and Process skills up an average of 1.1% in value in 2009 and 0.6% in just in the last three months? (Figure 1) Leading this group were business process management and modeling talent and project management skills with whopping 15.4% and 16.7% market value gains respectively since January (Figure 3). And SAP and enterprise business applications skills gained 0.2% value in the last three months, bouncing back from a decline of the same amount in the first three months of 2009 thanks to some solid SAP skills performance.” (Figure 1).

“There’s even been solid numbers in one infrastructure skills category, IT security certifications, which posted solid numbers from April to June. Even more spectacular,” notes Foote, “Security certs lead all categories of skills, both certified and noncertified with an impressive 2% gain over the past twelve months. This is made even more impressive by the loss of 4.1% in value for certifications overall in the same period. And it’s not just regulations, compliance and governance driving the gain. Security has become a key product and service differentiator among customers who are insisting on better protection for their data whether in servers or transported across networks. Companies are working actively to better secure virtualized environments now that the differences in threats to physical and virtual computing environments have become more apparent. And with public disclosure requirements toughening up and triggering more public

disclosures of intrusions and data thefts, risks to corporate reputations and brands are more serious now than ever.

“Pay for skills is, by its nature and purpose, more dynamic than salaries. Employers use compensation tactically and strategically to attract and retain talent, which has been a major concern with all the fear, uncertainty and doubt in the employment markets. Workers are frightened; they read the headlines and see the unemployment reports. Recruiters use many tactics to cloud the judgment of IT professionals who possess highly marketable, in-demand skills. And to be quite frank, often with great effectiveness.”

“Workers are looking for signs that their employers are recognizing and rewarding them for their skills and contributions,” explains Foote. “Pay for skills and certifications is perfect for this. And if you talk to compensation professionals, skills pay is often necessary to bring total cash compensation to true market levels when salary increases are limited or justifications are being sought for exceptions. Look, employers may not be able to control a lot of things in the workplace right now, but getting people paid correctly is at least within their control.”

## **Job Title Conundrum**

Employers have become comfortable using skills pay as a work-around solution for differentiating pay in IT workers who, though they may share job titles, do not necessarily share job content. That’s become a big problem for employers because salary surveys are traditionally benchmarked to job titles and re-titling IT workers is harder than it sounds. Anything that can be used to bring IT professionals to true market pay levels for their specialized skills will help recruitment efforts and, at least for a little while, keep the predators at bay.

“One area that the recession cannot be credited with worsening is the confusion that exists in getting IT professionals properly titled for the work they perform,” says Foote. “But that’s only because this situation has been chaotic for many years. The fact is that it’s now common to find people with identical job titles performing work that is significantly different from one another. Making matters worse, IT managers have been conjuring up job titles for years as a recruiting inducement. For example, putting the word ‘architect’ or

‘SAP’ in a job title can have a very powerful effect on workers who see those words as powerful code words in the marketplace. The problem gets worse when these managers inform their HR departments that they’ve just hired a person and promised him or her a job title that doesn’t yet exist in the company. It makes compensation managers apoplectic. But that’s why our *IT Skills and Certifications Pay Index* and *IT Professional Salary Survey* exist: to give these compensation managers a tool for bringing a workers’ pay to what it would be if the title existed. You can call these problem hires whatever you want, but make sure they’re paid at the level the market dictates. That can be done by either matching them to our constantly updated, detailed job descriptions and using the corresponding salary data or boosting their pay to the correct level with skills pay premiums.”

## **Foote Partners HOT LIST**

Foote Partners has updated the analytical feature it debuted earlier this year called the *Foote Partners Hot List*.

**Why the Hot List?** The concept of what is “hot” is widely celebrated in the popular media. There has been no greater example of this than IT media outlets reporting of quarterly findings from Foote Partners’ long-running *IT Skills and Certifications Pay Index*<sup>TM</sup> (*ITSCPI*). But our analysts too often disagree with so-called “hot lists” of skills that IT publications and media assemble from periodic Foote Partners news releases and attribute directly to Foote Partners research. The truth is that it takes much more information, research, and analysis to declare a skill or certification “hot” and to then to rank that skill against others. Analyzing pay performance isn’t enough.

The IT skills market intelligence Foote Partners provides to its customers is derived from a variety of rigorous research tools and analytical processes developed expressly for that purpose by our firm. They also include IT spending surveys; empirical findings from interviews with the executives and managers at our more than 1,900 research partners; analyses of vendors and product strategies; assumptions concerning technology evolution; economic indicators; cyclical patterns observed from historical market behavior; and third party research such as the monthly Department of Labor employment reports and the Consumer Price Index.

“To resolve this dilemma, we will now issue our own monthly *Foote Partners Hot Lists*,” announces Foote. “We’ll tell you which skills and certifications are truly “hot” right at this moment, which may be on the cusp of “hot”, and why. We’ll also publish **Hot Lists** that prioritize and rank technology and IT services in categories such as infrastructure, management, ‘customer-facing’, business, and applications, to name a few.

**Hot List definition and methodology.** In determining what skills are eligible for our **Hot List**, we first look for skills that have recorded the most growth in value over the past 3 to 6 months. Among those, we isolate the skills currently earning the highest premium pay. Next we analyze our most recent survey of IT spending on technologies and services, focusing on the spending deltas between prior year actual spending and current year estimated budget. As we begin formulating our rankings, we look for factors that may be driving or contributing to interest and demand for a specific skill or group of skills. We conduct a series of interviews within our research partner populations to inquire about their skill priorities and acquisition strategies now and in the near future. We also test for possible variations by industry, size of enterprise, geography, and other elements.

On the follow page are our current *Foote Partners Hot Lists* for certified and noncertified IT skills. In compiling these lists we emphasized Q2 2009 data findings and our projections for 3<sup>rd</sup> Quarter 2009.

## **Foote Partners Hot List**

July 2009

Items are displayed in descending order of “hotness”. Generally speaking, for any single item, ranking is somewhat arbitrary within  $\pm 1$  positions of that item.

### **IT SKILLS (Noncertified)**

1. Java EE,SE,ME
2. Linux
3. Virtualization (all)
4. Microsoft .NET
5. NetWeaver (SAP)
6. Flex
7. Business process management/modeling/  
improvement
8. SAP SM (Service Management)
9. Security\*
10. SAN (storage area networking)
11. Project management
12. SAP PS (Project Systems)
13. SAP HCM (SAP HR)
14. SAP FI (Financial Accounting)
15. SAP CO (Controlling)
16. SAP PP (Production Planning)
17. SAP LO (Logistics General)
18. Business Objects
19. ERP (various)
20. Apache HTTP web server
21. Documentum
22. VoIP/IP telephony
23. MySQL
24. PHP
25. ITIL
26. Ajax
27. SAP KW (Knowledge Warehouse)
28. SAP LE (Logistics Execution System)
29. Database management

\* IDS/IPS, forensics, identity/access mgt, compliance, firewalls, threat/vulnerability assessment and mgt, encryption, data loss prevention, incident analysis and handling, and security architecture.

### **IT CERTIFICATIONS**

1. GIAC Certified Incident Handler
2. EMC Proven Professional Technology Architect –  
Expert
3. Citrix Certified Integration Architect
4. HP/Master Accredited Systems Engineer
5. Cisco Certified Security Professional
6. Check Point Certified Master Architect
7. GIAC Certified Forensics Analyst
8. GIAC Certified Intrusion Analyst
9. EMC Proven Professional Implementation Engineer  
– Expert
10. GIAC Certified Incident Manager
11. EC-Council/Certified Hacking Forensics Investigator
12. IBM Certified Specialist - Storage Networking  
Solutions, Version 2
13. HP/Accredited Integration Specialist
14. Brocade Certified Fabric Designer
15. Cisco IP Telephony Design Specialist
16. Cisco Certified Design Professional
17. Sun Certified Programmer for Java
18. Microsoft Certified Architect
19. EMC Proven Professional Technology Architect -  
Specialist
20. CWNP/Planet3 Certified Wireless Security  
Professional
21. Security Certified Network Architect
22. SNIA Certified Storage Architect
23. SNIA Certified Storage Networking Expert
24. Citrix Certified Enterprise Administrator

## **Noncertified IT Skills Pay and Demand**

### **Data Analysis**

(Skills pay data collected through July 1, 2009 and published in the 2<sup>nd</sup> Quarter edition of the *2009 IT Skills and Certifications Pay Index™*)

**3 and 12 Month Pay Trends by Category – Noncertified IT Skills**

(% Change in Average Median Pay for Noncertified IT Skills – 22,234 IT Professionals Surveyed)

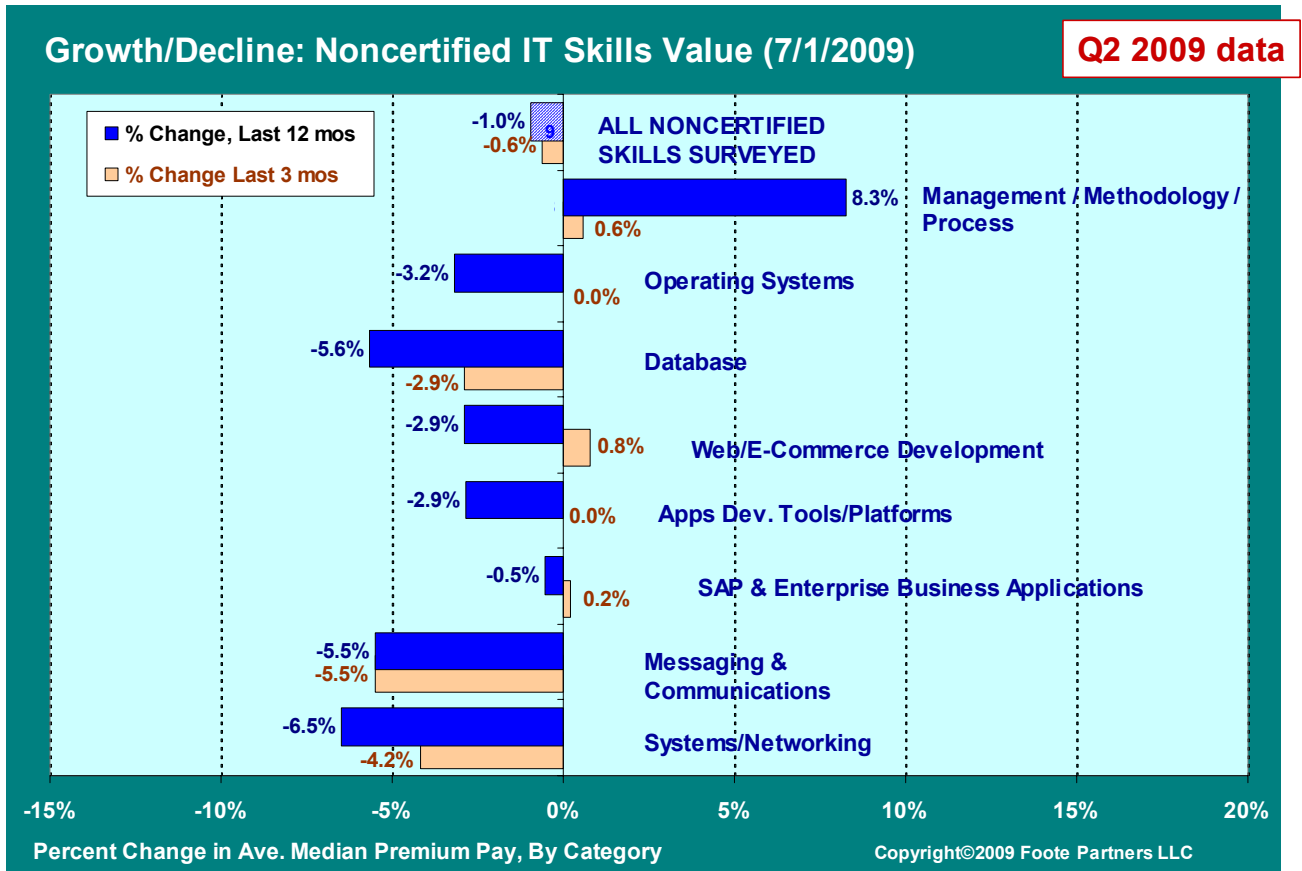


Figure 1

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™*, 2008 - 2009 quarterly editions



## HIGHEST PAYING **Noncertified IT Skills**

These **noncertified IT skills** are earning the highest pay premiums. Shown by category, in **descending order**. Surveyed through 7/1/09 (*IT Skills and Certifications Pay Index™* – Q2 2009 edition)

### **Systems/Networking Skills**

- Virtualization (various)
- Network security management
- SAN/Storage Area Networking
- Infrastructure architecture
- Security (various, project-based)
- VoIP telephony
- Wireless network management (LANs, GSM)

### **SAP/Enterprise Business Applications Skills**

- SAP Financial Accounting (FI)
- SAP HCM (SAP HR)
- SAP ERP (multiple skills)
- SAP Solution Manager
- NetWeaver BI (SAP BW)
- SAP Controlling (CO)
- Oracle Enterprise Apps
- SAP Retail
- SAP Netweaver Applications Server
- SAP BW(BI) Accelerator
- SAP MDM (Master Data Management)
- SAP SEM (Strategic Enterprise Management)
- SAP Web Application Server
- SAP WM(Warehouse Management)
- SAP PS (Project Systems)
- SAP SD (Sales & Distribution)
- SAP FI - FSCM (Financial Supply Chain Management)
- SAP WM - EWM (Extended Warehouse Management)
- SAP IM

### **Messaging and Communications Skills**

- Unified communications/messaging

### **Applications Development Tools and Platforms skills:**

- NetWeaver
- RAD/Extreme Programming/Agile Programming
- Java/J2EE,SE,ME
- Oracle Developer Suite
- Business Objects

### **Web/eCommerce Development skills:**

- Microsoft .NET
- Ajax (Asynchronous JavaScript and XML)
- Microsoft Commerce Server
- Apache HTTP web server
- Documentum
- Microsoft Identity Integration Server
- Oracle Workflow
- WebSphere

### **Database Skills**

- Oracle DB / 8i/9i/10g/11i
- Microsoft SQL Server
- Database management
- Master Data Management

### **Management, Process and Methodology Skills**

- Business process management/modeling/improvement
- Project management
- CRM

**VALUE INCREASES: Noncertified IT Skills**

**3-Month Pay Trends (through 7/1/2009)**  
(Individual Noncertified Skills Value Growth)

(surveyed through 7/1/2009)	3 mos.	6 mos.	ANNUAL
	Market value %	Market value %	Market value %
	change - last 3 mos	change - last 6 mos	change - last 12 mos
<b>RISING SKILLS PAY: Noncertified Skills</b>			
SAP SM (Service Management)	28.6%	28.6%	28.6%
HTML/DHTML	25.0%	0.0%	0.0%
SAP PS (Project Systems)	22.2%	22.2%	22.2%
SOAP(Simple Object Access Protocol)	14.3%	0.0%	0.0%
Flex	12.5%	12.5%	28.6%
SAP SD - GTS (Global Trade Systems)	12.5%	0.0%	na
NetWeaver Portals (SAP EP)	11.1%	11.1%	42.9%
SAP SD (Sales & Distribution)	10.0%	10.0%	10.0%
Database management	9.1%	9.1%	20.0%
VoIP/IP telephony	9.1%	9.1%	20.0%
CRM	9.1%	0.0%	9.1%
SAP HCM (SAP HR)	7.7%	16.7%	16.7%
Project management	7.7%	16.7%	16.7%
SAP FI (Financial Accounting)	7.7%	16.7%	16.7%
Business process management/modeling/improvement	7.7%	15.4%	na
Ajax (Asynchronous JavaScript and XML)	7.7%	7.7%	16.7%
Infrastructure architecture	7.1%	7.1%	na

Figure 2

Source: Footo Partners LLC, [2009 IT Skills & Certifications Pay Index™](#)

**VALUE INCREASES: Noncertified IT Skills**

**6-Month Pay Trends (through 7/1/2009)**  
(Individual Noncertified Skills Value Growth)

(surveyed through 7/1/2009)	3 mos.	6 mos.	ANNUAL
	Market value % change - last 3 mos	Market value % change - last 6 mos	Market value % change - last 12 mos
<b>RISING SKILLS PAY: Noncertified Skills</b>			
SAP SM (Service Management)	28.6%	28.6%	28.6%
Linux	0.0%	28.6%	50.0%
Apache HTTP web server	0.0%	25.0%	25.0%
Sybase Adaptive Server	0.0%	25.0%	0.0%
SAP PS (Project Systems)	22.2%	22.2%	22.2%
Java/J2EE,SE,ME	0.0%	20.0%	33.3%
HTTP	0.0%	20.0%	20.0%
SAP HCM (SAP HR)	7.7%	16.7%	16.7%
Project management	7.7%	16.7%	16.7%
SAP FI (Financial Accounting)	7.7%	16.7%	16.7%
Business process management/modeling/improvement	7.7%	15.4%	na
PHP	0.0%	14.3%	33.3%
SAP LE (Logistics Execution System)	0.0%	14.3%	14.3%
Unix (all)	0.0%	14.3%	0.0%
Flex	12.5%	12.5%	28.6%
Documentum	0.0%	12.5%	12.5%
MySQL	0.0%	12.5%	12.5%
SAP KW (Knowledge Warehouse)	0.0%	12.5%	0.0%
NetWeaver Portals (SAP EP)	11.1%	11.1%	42.9%
SAP LO (Logistics General)	0.0%	11.1%	na
SAP PP (Production Planning)	0.0%	11.1%	11.1%
SAP SD (Sales & Distribution)	10.0%	10.0%	10.0%
Database management	9.1%	9.1%	20.0%
VoIP/IP telephony	9.1%	9.1%	20.0%
Business Objects	0.0%	9.1%	20.0%
Microsoft SQL Server	0.0%	9.1%	9.1%
SAP CO (Controlling)	0.0%	8.3%	8.3%
Ajax (Asynchronous JavaScript and XML)	7.7%	7.7%	16.7%
Infrastructure architecture	7.1%	7.1%	na
NetWeaver	0.0%	6.7%	6.7%
Microsoft .NET	0.0%	6.3%	6.3%
Virtualization (various)	-5.6%	6.3%	6.3%

Figure 3

Source: Foote Partners LLC, *2009 IT Skills & Certifications Pay Index™*

**VALUE DECREASES: Noncertified IT Skills**

**3-Month Pay Trends (through 7/1/2009)**  
(Individual Noncertified Skills Value Declines)

(surveyed through 7/1/2009)	3 mos.	6 mos.	ANNUAL
	Market value % change - last 3 mos	Market value % change - last 6 mos	Market value % change - last 12 mos
<b>RISING SKILLS PAY: Noncertified Skills</b>			
SAP PLM (Product Lifecycle Management)	-33.3%	-27.3%	-27.3%
WAP(Wireless Application Protocol)	-25.0%	-25.0%	-40.0%
Siebel	-25.0%	-25.0%	-25.0%
Microsoft Exchange Server	-20.0%	-33.3%	-33.3%
Java Database Connectivity (JDBC)	-20.0%	-20.0%	-20.0%
Lotus Notes/Domino	-16.7%	-16.7%	-16.7%
WSDL (Web Services Description Language)	-14.3%	-25.0%	-25.0%
Visual SQL	-14.3%	-14.3%	-25.0%
Web Dynapro	-12.5%	na	na
RFID (radio frequency identification)	-11.1%	-20.0%	-20.0%
Wireless network management (LANs, GSM)	-8.3%	-15.4%	-8.3%
ERP	-8.3%	0.0%	0.0%
Unified communications/messaging	-8.3%	0.0%	10.0%
RAD/Extreme Programming/Agile Programming	-7.1%	-7.1%	-18.8%
SAP ERP (multi-skills)	-7.1%	-7.1%	-7.1%
SAN/Storage Area Networking	-6.3%	-6.3%	-6.3%
Virtualization (various)	-5.6%	6.3%	6.3%

Figure 4

Source: Foote Partners LLC, [2009 IT Skills & Certifications Pay Index™](#)

**VALUE DECREASES: Noncertified IT Skills**

**6-Month Pay Trends (through 7/1/2009)**  
(Individual Noncertified Skills Value Declines)

(surveyed through 7/1/2009)	3 mos.	6 mos.	ANNUAL
	Market value %	Market value %	Market value %
	change - last	change - last	change - last
<b>RISING SKILLS PAY: Noncertified Skills</b>	3 mos	6 mos	12 mos
PowerBuilder	0.0%	-50.0%	-66.7%
Microsoft Exchange Server	-20.0%	-33.3%	-33.3%
SAP PLM (Product Lifecycle Management)	-33.3%	-27.3%	-27.3%
WAP(Wireless Application Protocol)	-25.0%	-25.0%	-40.0%
Siebel	-25.0%	-25.0%	-25.0%
WSDL (Web Services Description Language)	-14.3%	-25.0%	-25.0%
AIX	0.0%	-25.0%	-40.0%
C++	0.0%	-25.0%	-25.0%
CGI	0.0%	-25.0%	-25.0%
dBase/XBase	0.0%	-25.0%	-25.0%
Novell Groupwise	0.0%	-25.0%	-25.0%
Visual Interdev	0.0%	-25.0%	-25.0%
Java Database Connectivity (JDBC)	-20.0%	-20.0%	-20.0%
RFID (radio frequency identification)	-11.1%	-20.0%	-20.0%
SAP PM (Plant Maintenance)	0.0%	-20.0%	-33.3%
Delphi	0.0%	-20.0%	-20.0%
Lotus Notes/Domino	-16.7%	-16.7%	-16.7%
Windows Vista/XP	0.0%	-16.7%	-37.5%
IPX	0.0%	-16.7%	-28.6%
Microsoft Access	0.0%	-16.7%	-28.6%
J.D. Edwards	0.0%	-16.7%	-16.7%
Wireless network management (LANs, GSM)	-8.3%	-15.4%	-8.3%
Visual SQL	-14.3%	-14.3%	-25.0%
Multiprotocol Label Switching (MPLS)	0.0%	-14.3%	-14.3%
Solaris	0.0%	-14.3%	-14.3%
VBScript	0.0%	-14.3%	-14.3%
Visual C++	0.0%	-14.3%	-14.3%
XHTML	0.0%	-14.3%	-14.3%
Cold Fusion	0.0%	-14.3%	-14.3%
DB2	0.0%	-11.1%	-11.1%
WebSphere MQ (MQSeries)	0.0%	-11.1%	-11.1%
SAP CA (Cross Application)	0.0%	-10.0%	-10.0%
SAP FI - Travel Management	0.0%	-10.0%	na
Master data management	0.0%	-9.1%	-11.1%
SAP CRM (Customer Relationship Management)	0.0%	-9.1%	-9.1%
Business intelligence	0.0%	-8.3%	-15.4%
SAP MDM (Master Data Management)	0.0%	-8.3%	-8.3%
Oracle DB / 8i/9i/10g/11i	0.0%	-7.7%	-7.7%
RAD/Extreme Programming/Agile Programming	-7.1%	-7.1%	-18.8%
SAP ERP (multi-skills)	-7.1%	-7.1%	-7.1%
SAN/Storage Area Networking	-6.3%	-6.3%	-6.3%

Figure 5

Source: Foote Partners LLC, [2009 IT Skills & Certifications Pay Index™](#)

## **Certified IT Skills Pay and Demand**

### **Data Analysis**

(Skills pay data collected through July 1, 2009 and published in the 2<sup>nd</sup> Quarter edition of the *2009 IT Skills and Certifications Pay Index™*)

## **HIGHEST PAYING IT Certifications**

These **IT certifications** are earning the highest pay premiums. Shown by category, in **descending order**. Surveyed through 7/1/09 (*IT Skills and Certifications Pay Index™* – Q2 2009 edition)

### **Applications Development & Programming Languages certifications**

- Microsoft Certified Solution Developer (MCSD)
- IBM Certified SOA Solution Designer
- Sun Certified Enterprise Architect for Java Platform

### **Database certifications:**

- Oracle DBA Administrator Certified Master (OCM)
- Teradata Certified Master

### **Systems Administration & Engineering/NOS certifications**

- Citrix Certified Integration Architect (CCIA)
- HP Master Accredited Systems Engineer (Master ASE)
- Microsoft Certified Architect (MCA)

### **Networking/Internetworking**

- Cisco Certified Internetwork Expert (CCIE, all variations)
- Cisco Certified Design Expert (CCDE)
- EMC Proven Professional Technology Architect – Expert
- SNIA Certified Storage Networking Expert
- SNIA Certified Architect
- Cisco Certified Design Professional (CCDP)
- Certified Systems Instructor (CCSI)
- Cisco Certified Voice Professional (CCVP)
- Cisco IP Telephony Design Specialist
- CWNP/Planet3 Certified Wireless Network Expert (CWNE)
- EMC Proven Professional Implementation Engineer - Expert
- Avaya Certified Expert
- Cisco Certified Internetwork Professional(CCIP)

### **Security certifications**

- Certified Information Security Manager (CISM)
- GIAC Security Expert(GSE)/Security Leadership (GSLC)
- Information Systems Security Engineering Professional (CISSP/ISSEP)
- Information Systems Security Architecture Professional (CISSP/ISSAP)
- Certified Information Systems Security Professional (CISSP)
- Information Systems Security Management Professional (CISSP/ISSMP)
- GIAC Secure Software Programmer (GSSP)
- GIAC Certified Forensics Analyst (GCFA)
- Check Point Certified Master Architect (CCMA)
- Cisco Certified Security Professional (CSP)
- Certified Information Systems Auditor (CISA)
- GIAC Certified Intrusion Analyst (GCIA)
- GIAC .NET (GNET)
- GIAC Auditing Wireless Networks (GAWN)
- GIAC Certified Incident Manager (GCIM)
- Security Certified Network Architect

### **Architecture & Project Management**

- Master IT Certified Architect (ITAC/The Open Group)
- Project Management Professional (PMP)

### **General/Beginner and Training**

- Microsoft Certified Trainer (MCT)
- CompTIA Certified Technical Trainer (CTT+)

**6 and 12 Month Pay Trends by Category – IT Certifications**

(% Change in Average Median Pay for a Single IT Certification – 22,234 IT Professionals Surveyed)

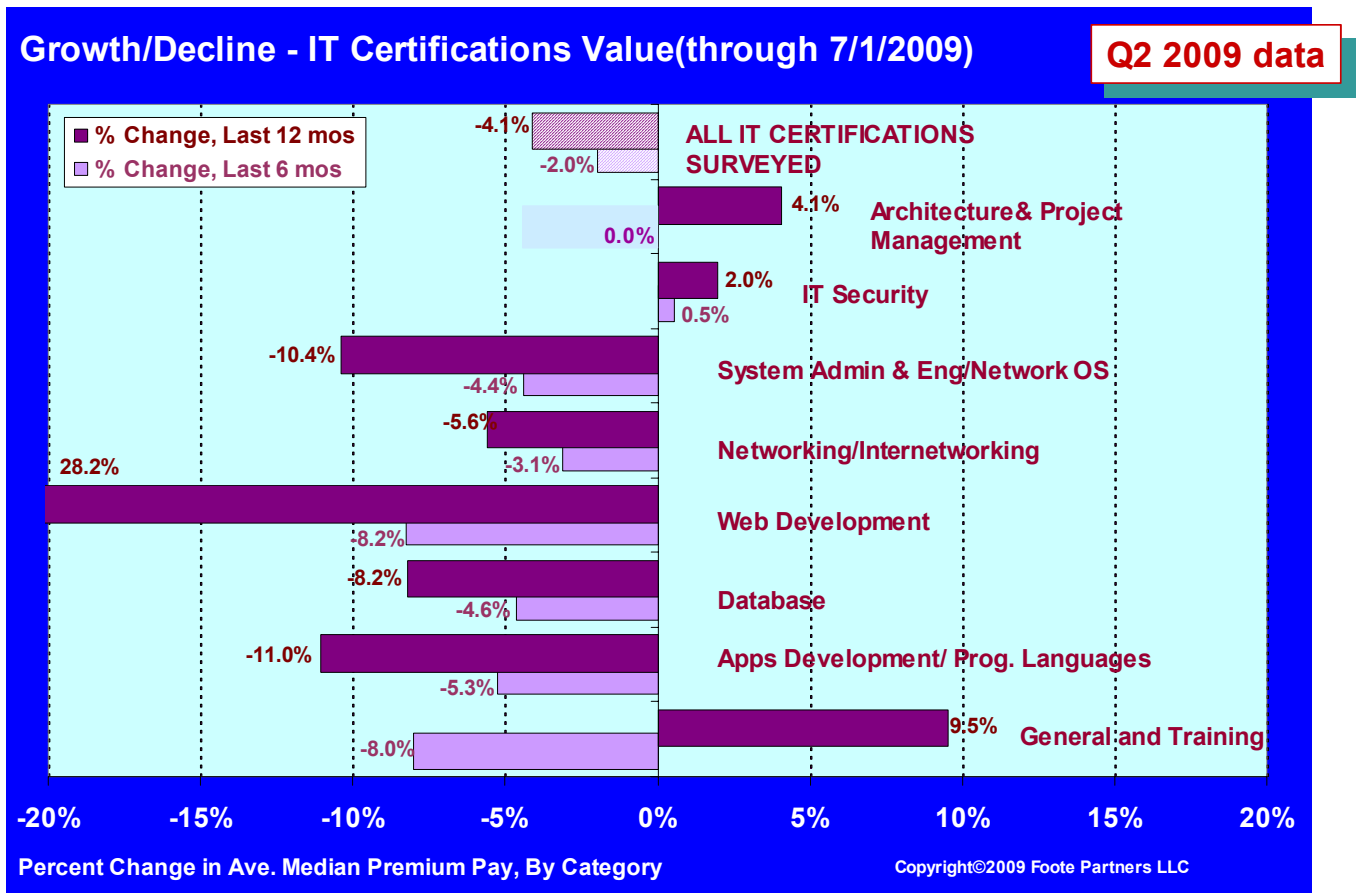


Figure 6

SOURCE: Foote Partners *IT Skills & Certifications Pay Index™*, 2008 - 2009 quarterly editions,



**VALUE INCREASES: IT Certifications**

**3-Month Pay Trends (through 7/1/2009)**  
(Individual Certifications Value Growth)

(surveyed through 7/1/2009)	3 mos.	6 mos.	ANNUAL
	Market value % change - last 3 mos	Market value % change - last 6 mos	Market value % change - last 12 mos
<b>RISING PAY: IT CERTIFICATIONS</b>			
Sun Certified Programmer for Java Platform	20.0%	50.0%	20.0%
GIAC Certified Incident Handler (GCIH)	11.1%	25.0%	42.9%
EC-Council/Certified Hacking Forensics Investigator (CHF1)	11.1%	25.0%	25.0%
GIAC Certified Incident Manager (GCIM)	10.0%	22.2%	na
GIAC Secure Software Programmer (GSSP)	9.1%	na	na
Check Point Certified Master Architect (CCMA)	9.1%	20.0%	20.0%
GIAC Certified Forensics Analyst (GCFA)	9.1%	20.0%	20.0%
GIAC Certified Intrusion Analyst (GCIA)	9.1%	20.0%	20.0%
GIAC .NET (GNET)	9.1%	9.1%	20.0%
Microsoft Certified Architect (MCA)	9.1%	9.1%	20.0%
Certified Information Systems Auditor (CISA)	9.1%	9.1%	-7.7%

Figure 7

Source: Foote Partners LLC, [2009 IT Skills & Certifications Pay Index™](#)

**VALUE INCREASES: IT Certifications**

**6-Month Pay Trends (through 7/1/2009)**  
(Individual Certifications Value Growth)

(surveyed through 7/1/2009)	3 mos.	6 mos.	ANNUAL
	Market value % change - last 3 mos	Market value % change - last 6 mos	Market value % change - last 12 mos
<b>RISING PAY: IT CERTIFICATIONS</b>			
Sun Certified Programmer for Java Platform	20.0%	50.0%	20.0%
GIAC Certified Incident Handler (GCIH)	11.1%	25.0%	42.9%
EC-Council/Certified Hacking Forensics Investigator (CHF1)	11.1%	25.0%	25.0%
GIAC Certified Incident Manager (GCIM)	10.0%	22.2%	na
Check Point Certified Master Architect (CCMA)	9.1%	20.0%	20.0%
GIAC Certified Forensics Analyst (GCFA)	9.1%	20.0%	20.0%
GIAC Certified Intrusion Analyst (GCIA)	9.1%	20.0%	20.0%
HP/Certified Systems Engineer	0.0%	14.3%	0.0%
HP/Accredited Integration Specialist (AIS)	0.0%	12.5%	na
EMC Proven Professional	0.0%	12.5%	12.5%
IBM Certified Specialist - Storage Networking Solutions, Version 2	0.0%	12.5%	12.5%
Systems Security Certified Practitioner (SSCP)	0.0%	12.5%	-10.0%
HP/Accredited Systems Engineer (ASE)	0.0%	11.1%	25.0%
IBM Certified Infrastructure Systems Architect	0.0%	11.1%	11.1%
EMC Proven Professional Implementation Engineer - Expert	0.0%	11.1%	0.0%
GIAC .NET (GNET)	9.1%	9.1%	20.0%
Microsoft Certified Architect (MCA)	9.1%	9.1%	20.0%
Certified Information Systems Auditor (CISA)	9.1%	9.1%	-7.7%
Citrix Certified Integration Architect (CCIA)	0.0%	9.1%	9.1%
Cisco Certified Security Professional (CSP)	0.0%	9.1%	0.0%
EMC Proven Professional Technology Architect - Expert	0.0%	9.1%	0.0%
HP/Master Accredited Systems Engineer (Master ASE)	0.0%	9.1%	0.0%
GIAC Security Expert(GSE)/Security Leadership(GSLC)	0.0%	7.1%	0.0%

Figure 8

Source: Foote Partners LLC, [2009 IT Skills & Certifications Pay Index™](#)

**VALUE DECREASES: IT Certifications**

**3-Month Pay Trends (through 7/1/2009)**  
(Individual Certifications Value Growth)

(surveyed through 7/1/2009)	3 mos. Market value % change - last 3 mos	6 mos. Market value % change - last 6 mos	ANNUAL Market value % change - last 12 mos
<b>DECLINING PAY: IT CERTIFICATIONS</b>			
Cisco IP Telephony Support Specialist	-28.6%	-28.6%	-50.0%
CompTIA Server+	-25.0%	-25.0%	-50.0%
Novell/Certified Novell Administrator (CNA)	-25.0%	-25.0%	-50.0%
CWNP/Planet3 Certified Wireless Analysis Professional (CWAP)	-20.0%	-33.3%	-50.0%
Microsoft Certified Systems Administrator(MCSA)	-20.0%	-33.3%	-33.3%
Sun Certified Systems Administrator for Solaris	-20.0%	-33.3%	-33.3%
Novell/Certified Novell Engineer (CNE)	-20.0%	-20.0%	-42.9%
Teradata Certified SQL Specialist	-20.0%	-20.0%	-42.9%
IBM Certified Application Developer – Lotus Notes/Domino	-20.0%	-20.0%	-33.3%
CompTIA Security+	-20.0%	-20.0%	33.3%
GIAC Security Essentials Certification (GSEC)	-20.0%	-20.0%	33.3%
Cisco Firewall Specialist	-16.7%	-28.6%	-44.4%
IBM Certified Systems Administrator	-16.7%	-28.6%	-28.6%
Microsoft Certified Systems Engineer(MCSE)	-16.7%	-28.6%	-28.6%
IBM Certified Advanced Application Developer – Lotus Notes/Domino	-16.7%	-16.7%	-16.7%
Cisco Advanced Wireless LAN Design Specialist	-14.3%	-14.3%	-25.0%
Cisco Wireless LAN Support Specialist	-14.3%	-14.3%	-25.0%
CWNP/Planet3 Certified Wireless Network Trainer (CWNT)	-14.3%	-14.3%	-25.0%
Microsoft Certified Professional Developer (all)	-14.3%	-14.3%	-14.3%
GIAC Certified ISO-17799 Specialist (G7799)	-14.3%	na	na
CompTIA Certified Technical Trainer (CTT+)	-12.5%	-12.5%	16.7%
Teradata Certified Application Developer	-11.1%	-20.0%	-20.0%
SNIA Certified Systems Engineer	-11.1%	-11.1%	0.0%
Teradata Certified Design Architect	-10.0%	-10.0%	0.0%
Microsoft Certified Solution Developer (MCSD)	-10.0%	-10.0%	12.5%
Microsoft Certified Trainer (MCT)	-10.0%	-10.0%	12.5%
Brocade Certified SAN(Fabric) Designer (BCSD)	-10.0%	-10.0%	28.6%
CWNP/Planet3 Certified Wireless Network Expert (CWNE)	-10.0%	na	na
SNIA Certified Storage Networking Expert	-8.3%	-8.3%	0.0%

Figure 9

Source: Foote Partners LLC, [2009 IT Skills & Certifications Pay Index™](#)

**VALUE DECREASES: IT Certifications**

**6-Month Pay Trends (through 7/1/2009)**  
(Individual Certifications Value Growth)

(surveyed through 7/1/2009)	3 mos.	6 mos.	ANNUAL
	Market value % change - last 3 mos	Market value % change - last 6 mos	Market value % change - last 12 mos
<b>DECLINING PAY: IT CERTIFICATIONS</b>			
CWNP/Planet3 Certified Wireless Analysis Professional (CWAP)	-20.0%	-33.3%	-50.0%
Microsoft Certified Systems Administrator(MCSA)	-20.0%	-33.3%	-33.3%
Sun Certified Systems Administrator for Solaris	-20.0%	-33.3%	-33.3%
Cisco IP Telephony Support Specialist	-28.6%	-28.6%	-50.0%
Cisco Firewall Specialist	-16.7%	-28.6%	-44.4%
IBM Certified Systems Administrator	-16.7%	-28.6%	-28.6%
Microsoft Certified Systems Engineer(MCSE)	-16.7%	-28.6%	-28.6%
CompTIA Server+	-25.0%	-25.0%	-50.0%
Novell/Certified Novell Administrator (CNA)	-25.0%	-25.0%	-50.0%
Microsoft Certified Systems Engineer+Internet (MCSE+I)	0.0%	-25.0%	-57.1%
Prosoft Master CIW Administrator	0.0%	-25.0%	-50.0%
Novell/Certified Novell Engineer (CNE)	-20.0%	-20.0%	-42.9%
Teradata Certified SQL Specialist	-20.0%	-20.0%	-42.9%
IBM Certified Application Developer – Lotus Notes/Domino	-20.0%	-20.0%	-33.3%
CompTIA Security+	-20.0%	-20.0%	33.3%
GIAC Security Essentials Certification (GSEC)	-20.0%	-20.0%	33.3%
Teradata Certified Application Developer	-11.1%	-20.0%	-20.0%
Microsoft Certified IT Professional (MCITP/all)	0.0%	-20.0%	-42.9%
Novell/Certified Internet Professional (CIP)	0.0%	-20.0%	-33.3%
IBM Certified Advanced Application Developer – Lotus Notes/Domino	-16.7%	-16.7%	-16.7%
Novell Certified Instructor (CNI)	0.0%	-16.7%	-37.5%
IBM Certified Specialist - AIX Basic Ops	0.0%	-16.7%	-16.7%
Novell Certified Linux Professional (Novell CLP)	0.0%	-16.7%	-16.7%
Cisco Advanced Wireless LAN Design Specialist	-14.3%	-14.3%	-25.0%
Cisco Wireless LAN Support Specialist	-14.3%	-14.3%	-25.0%
CWNP/Planet3 Certified Wireless Network Trainer (CWNT)	-14.3%	-14.3%	-25.0%
Microsoft Certified Professional Developer (all)	-14.3%	-14.3%	-14.3%
IBM Certified Systems Expert - pSeries and AIX 5L	0.0%	-14.3%	-14.3%
Microsoft Certified Applications Developer(MCAD)	0.0%	-14.3%	-14.3%
Red Hat Certified Engineer(RHCE)	0.0%	-14.3%	-14.3%
CompTIA Certified Technical Trainer (CTT+)	-12.5%	-12.5%	16.7%
SNIA Certified Systems Engineer	-11.1%	-11.1%	0.0%
IBM Certified Administrator - SOA Solutions: WebSphere Process S	0.0%	-11.1%	-27.3%
BEA Certified Architect - SOA Enterprise Architecture	0.0%	-11.1%	-11.1%
Oracle Forms Developer Certified Professional (OCP)	0.0%	-11.1%	-11.1%
Teradata Certified Administrator	0.0%	-11.1%	-11.1%
Teradata Certified Design Architect	-10.0%	-10.0%	0.0%
Microsoft Certified Solution Developer (MCSD)	-10.0%	-10.0%	12.5%
Microsoft Certified Trainer (MCT)	-10.0%	-10.0%	12.5%
Brocade Certified SAN(Fabric) Designer (BCSD)	-10.0%	-10.0%	28.6%
Sun Certified Enterprise Architect for Java Platform	0.0%	-10.0%	0.0%
SNIA Certified Storage Networking Expert	-8.3%	-8.3%	0.0%
InfoSys Security Management Professional (ISSMP/CISSP)	0.0%	-7.1%	-7.1%

Figure 10

Source: Foote Partners LLC, [2009 IT Skills & Certifications Pay Index™](#)

**IT SECURITY CERTIFICATIONS**

**Recession Pay Trends (through 7/1/2009)**  
(Individual Certifications Value Growth/Declines)

(surveyed through July 2009 - 88,200 IT professionals.) <b>IT SECURITY CERTIFICATIONS</b>	<b>Security Certs Premium Pay</b>	
	<b>% change in value Jan '09 to July '09</b>	<b>% change in value Dec '07 to July '09</b>
GIAC Certified Incident Handler (GCIH)	25.0%	42.9%
EC-Council/Certified Hacking Forensic Investigator (CHF1)	25.0%	25.0%
GIAC Certified Incident Manager (GCIM)	22.2%	na
Check Point Certified Master Architect (CCMA)	20.0%	na
GIAC Certified Forensics Analyst (GCFA)	20.0%	20.0%
GIAC Certified Intrusion Analyst (GCIA)	20.0%	20.0%
Systems Security Certified Practitioner (SSCP)	12.5%	-10.0%
GIAC Secure Software Programmer - .Net	9.1%	na
Certified Information Systems Auditor (CISA)	9.1%	-7.7%
Cisco Certified Security Professional (CSP)	9.1%	9.1%
GIAC Security Expert(GSE)/Security Leadership(GSLC)	7.1%	25.0%
EC-Council Certified Ethical Hacker (CEH)	0.0%	40.0%
InfoSys Security Architecture Professional (ISSAP/CISSP)	0.0%	16.7%
Certified Information Security Manager (CISM)	0.0%	15.4%
CWNP/Planet3 Certified Wireless Security Professional	0.0%	11.1%
InfoSys Security Engineering Professional (ISSEP/CISSP)	0.0%	7.7%
<b>RISING PAY: NONCERTIFIED IT SKILLS</b>		
<b>ALL 190 CERTIFICATIONS SURVEYED</b>	<b>-2.0%</b>	<b>-6.5%</b>

Figure 11

Source: Footo Partners LLC, [2009 IT Skills & Certifications Pay Index™](#)

Note: The chart above tracks changes in the value of IT security certifications since the inception of the economic recession, which the U.S. Department of Labor asserts began December 2007. Also appearing in the chart is pay performance since the start of 2009.

**IT ARCHITECTURE CERTIFICATIONS**

**Premium Pay Trends (through 7/1/2009)**  
(Individual Certifications Value Growth/Declines)

(surveyed through 7/1/2009) <b>ARCHITECTURE CERTIFICATIONS</b>	Skills/Certs Premium Pay - % Change in Value			
	Last 3 mos	Last 6 mos	Last 12 mos	Last 15 mos
Check Point Certified Master Architect (CCMA)	9.1%	20.0%	20.0%	20.0%
Microsoft Certified Architect	9.1%	9.1%	20.0%	20.0%
Certified Information Systems Auditor (CISA)	9.1%	9.1%	-7.7%	-7.7%
IBM Certified Infrastructure Systems Architect	0.0%	11.1%	11.1%	11.1%
Citrix Certified Integration Architect (CCIA)	0.0%	9.1%	9.1%	9.1%
EMC Proven Professional Technology Architect - Expert	0.0%	9.1%	0.0%	0.0%
Security Certified Network Architect	0.0%	0.0%	na	na
EMC Proven Professional Technology Architect - Specialist	0.0%	0.0%	28.6%	28.6%
Master IT Certified Architect-Level 2 (ITCA/TOG)	0.0%	0.0%	16.7%	16.7%
SNIA Certified Storage Architect	0.0%	0.0%	10.0%	10.0%
InfoSys Security Architecture Professional (ISSAP/CISSP)	0.0%	0.0%	7.7%	7.7%
Certified Information Security Manager (CISM)	0.0%	0.0%	7.1%	7.1%
IT Certified Architect-Level1 (ITAC/TOG)	0.0%	0.0%	0.0%	9.1%
Project Management Professional(PMP)	0.0%	0.0%	0.0%	0.0%
Nortel Certified Architect	0.0%	na	na	na
Certified Information Systems Security Professional(CISSP)	0.0%	0.0%	-7.1%	-7.1%
Red Hat Certified Architect (RHCA)	0.0%	0.0%	-11.1%	-11.1%
Sun Certified Enterprise Architect for Java Platform	0.0%	-10.0%	0.0%	0.0%
BEA Certified Architect - SOA Enterprise Architecture	0.0%	-11.1%	-11.1%	-11.1%
<b>ALL 190 CERTIFICATIONS SURVEYED</b>	<b>-1.5%</b>	<b>-2.0%</b>	<b>-4.1%</b>	<b>-5.4%</b>

Figure 12

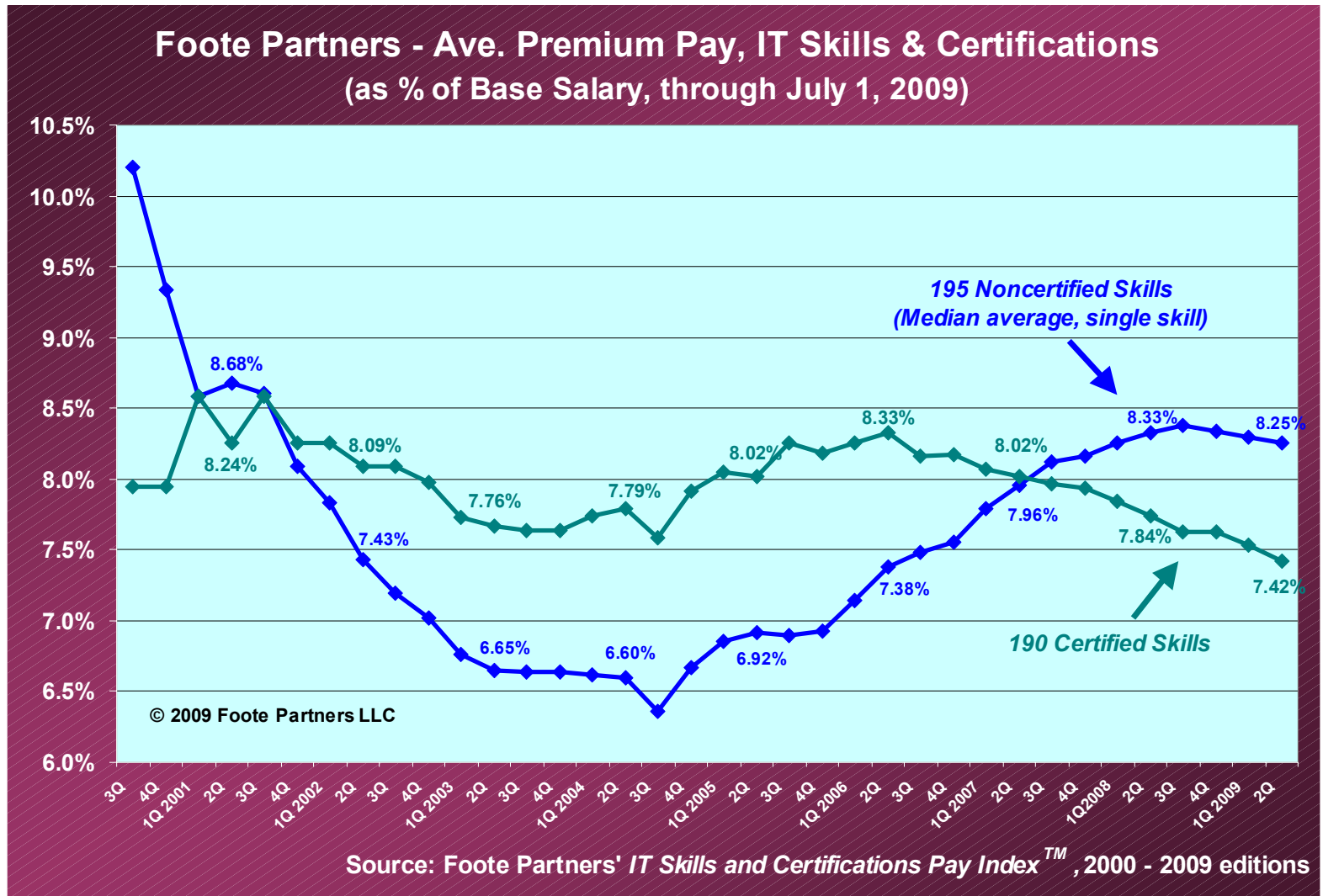
Source: Foote Partners LLC, [2009 IT Skills & Certifications Pay Index™](#)

Note: The chart above tracks changes in the value of IT architecture related certifications quarterly since the inception of the economic recession, which the U.S. Department of Labor asserts began December 2007.

## **2009 IT Skills & Certifications Pay Index™**

### **Skills Pay Trend Charts: 2000 to 2009**

Figure 13 – Average % of Base Pay For a Single IT Skill or Certification (at median)



NOTE: Depending on corporate compensation policies, IT skills and certifications premiums are typically incorporated directly into base salary or paid out as a cash bonus or

Source: Foote Partners, IT Skills and Certifications Pay Index™ - 2000 to 2009 editions



**3/6/12/24 month Pay Performance:  
Certified vs. Noncertified IT Skills**

(22,234 IT professionals – data collected through July 1, 2009)

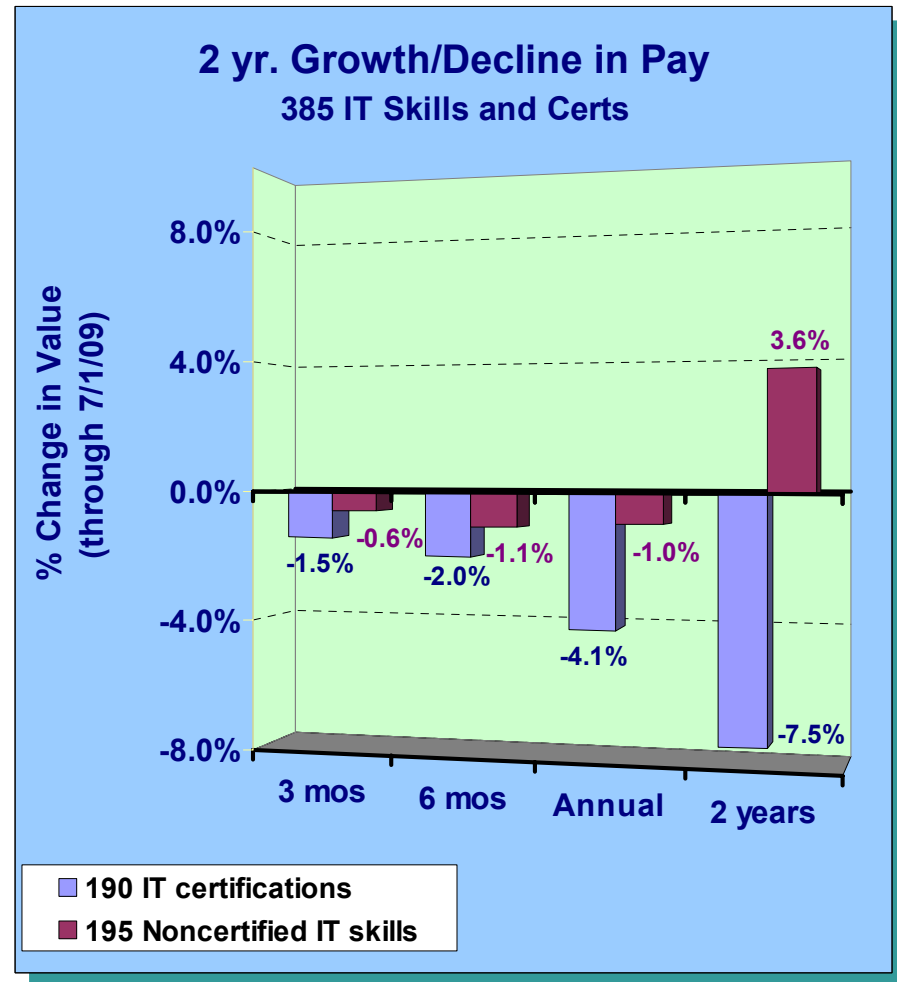


Figure 14

Source: Foote Partners LLC, [2009 IT Skills & Certifications Pay Index™](#)

## 195 Noncertified IT Skills Surveyed (2009 IT Skills and Certifications Pay Index)

### Apps Develop. Tools & Platforms

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

### Database

- Database management
- DB2
- dbase/xbase
- Java Database Connectivity  
(JDBC)
- Master data management
- Microsoft Access
- Microsoft Exchange 2000 Server
- Microsoft SQL Server
- MySQL
- Oracle DB
- Progress/Apptivity
- Sybase Adaptive Server
- Visual SQL

### SAP & Enterprise Business Applications

- ABAP (all modules)
- Baan
- J.D. Edwards
- Lawson
- Oracle Enterprise Apps
- Peoplesoft
- Accelerated SAP (ASAP)
- NetWeaver BI (SAP BW)
- NetWeaver Portals (SAP EP)
- NetWeaver PI (SAP XI)
- SAP APO
- SAP Basis
- SAP BI Accelerator
- SAP Business  
Workflow/Webflow
- SAP CA
- SAP CO
- SAP CRM
- SAP CS
- SAP EPM
- SAP ERP
- SAP FI – FSCM
- SAP FI - Travel Management
- SAP FI
- SAP GRC
- SAP HCM (SAP HR)
- SAP HCM ESS/MSS
- SAP IM
- SAP KW
- SAP LES
- SAP LO
- SAP MDM
- SAP MDX
- SAP MI
- SAP MM
- SAP MRO
- SAP Netweaver Applications  
Server
- SAP Payroll
- SAP PLM
- SAP PM
- SAP PP

### SAP & Enterprise Business Applications (cont'd)

- SAP PS
- SAP Public Sector Management
- SAP QM
- SAP Retail
- SAP RF/Auto-ID
- SAP SAM
- SAP SCM
- SAP SD
- SAP SD - GTS
- SAP SEM
- SAP SM
- SAP Smart Forms
- SAP Solution Manager
- SAP SRM
- SAP Web Application Server
- SAP WM
- SAP WM – EWM
- SAP xMII
- Siebel
- Web Dynapro

### Operating Systems

- AIX
- AppleOSX/Tiger/Leopard
- HP-UX
- Linux
- Solaris
- Unix (all)
- Windows XP/Vista
- Windows NT
- Windows Server 2008/2003

### Messaging & Communications

- Lotus Notes/Domino
- Microsoft Exchange
- Novell Groupwise
- Outlook/cc:mail/various clients
- Sun Java System Messaging  
Server
- Unified Communications/  
Messaging

## 195 Noncertified IT Skills Surveyed – cont.

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### Systems/Networking

- 10Base-T Switching
- APPC
- ATM
- Dynamic Host Configuration Protocol
- Ethernet
- Ethernet Switching
- Gigabit Ethernet
- HTTP
- Infrastructure architecture
- Intrusion prevention/detection systems
- IPX
- Jini (Sun)
- LAN
- Microsoft NT Server
- Multiprotocol Label Switching
- Network access control/Identity mgt systems
- 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
- VPN
- WAN
- WAP
- Wireless Network Management
- Wireline Networking/Telecomm.
- WML

### Management, Methodologies and Process

- Business process management/modeling/improvement
- Business Analysis
- Business intelligence
- Collaboration software
- Corporate performance management software/systems
- CRM
- ERP
- ITIL
- Microsoft Visio
- Product lifecycle management software
- Project management

### Project Experience

- Significant project experience in data warehousing, Web, ERP/ERM, CRM, and other development environments

### Web/e-Commerce Development

- Active Server Pages
- ActiveX
- AJAX (Asynchronous JavaScript and XML)
- Apache HTTP web server
- BEA WebLogic
- CGI
- Cold Fusion
- Documentum
- HTML/DHTML
- Microsoft Internet Information Server (IIS)
- ISA server
- Java Server Pages
- JavaBeans/EJB
- JBoss applications server
- Microsoft BizTalk Server
- Microsoft Commerce Server
- Microsoft Content Management/Sharepoint Server
- Microsoft Internet Information Server (IIS)
- Microsoft Identity Integration Server 2003
- Microsoft .Net (Visual Basic.Net, Visual Studio .Net, ASP.Net)
- Oracle Workflow
- Perl
- PHP
- Python
- Scripting languages (VBScript, Java Script, Jscript)
- SOAP
- Visual Interdev
- VoiceXML
- Web collaboration appliances
- WebSphere
- WSDL
- XHTML
- XML (all variants)

## **190 Certified IT Skills Surveyed (2008 IT Skills and Certifications Pay Index)**

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- Avaya Certified Specialist
- Avaya Certified Expert
- BEA Certified Architect - SOA Enterprise Architecture
- Brocade Certified Fabric Professional
- Brocade Certified SAN Manager (BCSM)\*
- Brocade Certified SAN Designer (BCSD)\*
- Certified Information Systems Auditor(CISA)
- Certified Information Security Manager(CISM)
- Certified Information Systems Security Professional (CISSP)
- Certified Computing Professional(CCP-ISC2)
- Certification and Accreditation Professional (CAP-ISC2)
- Check Point Certified Master Architect (CCMA)
- Check Point Certified Security Administrator (CCSA)
- Check Point Certified Security Expert (CCSE)
- Cisco Advanced Wireless LAN Design Specialist
- Cisco Advanced Wireless LAN Field Specialist
- Cisco Certified Design Associate (CCDA)
- Cisco Certified Design Professional (CCDP)
- Cisco Certified Design Expert (CCDE)
- Cisco Certified Internetwork Expert (CCIE)
- Cisco Certified Internetwork Professional (CCIP)
- Cisco Certified Network Associate(CCNA)
- Cisco Certified Network Professional(CCNP)
- Cisco Certified Security Professional (CCSP)
- Cisco Certified Systems Instructor (CCSI)
- Cisco Certified Voice Professional (CCVP)
- Cisco Firewall Specialist
- Cisco Information Security Specialist
- Cisco IP Communications Express Specialist
- Cisco IP Contact Center Express Specialist (CPCC)
- Cisco IP Telephony Design Specialist
- Cisco IP Telephony Support Specialist
- Cisco Network Admission Control Specialist\*
- Cisco Rich Media Communications Specialist
- Cisco Storage Networking Design Specialist
- Cisco Storage Networking Support Specialist
- Cisco Unity Design Specialist\*
- Cisco Unity Support Specialist\*
- Cisco VPN Specialist\*
- Cisco Wireless LAN Support Specialist
- Cisco/Certified Internetwork Expert(CCIE)
- Citrix Certified Integration Architect\*
- Citrix Certified Administrator(CCA)
- Citrix Certified Enterprise Administrator(CCEA)
- CompTIA Certified Technical Trainer (CTT+)
- CompTIA Convergence+
- CompTIA/Internet Technician(i-NET+)
- CompTIA/Linux Administrator(Linux+)
- CompTIA/Network Technician(Network+)
- CompTIA/PC Technician(A+)
- CompTIA Project+(Project+)
- CompTIA RFID+\*
- CompTIA Security+
- Convergence Technologies Professional (CTP)
- CWNP/Planet3 Certified Wireless Network Expert (CWNE)
- CWNP/Planet3 Certified Wireless Network Administrator (CWNA)
- CWNP/Planet3 Certified Wireless Network Trainer (CWNT)
- CWNP/Planet3 Certified Wireless Analysis Professional (CWAP)
- CWNP/Planet3 Certified Wireless Security Professional (CWSP)
- EC-Council Certified Ethical Hacker (CEH)
- EC-Council Certified Hacking Forensics Investigator (CHFI)
- EC-Council Certified Secure Programmer (ECSP)
- EC-Council Certified Security Analyst
- EC-Council Certified VoIP Professional (ECVP)
- EC-Council Licensed Penetration Tester (LPT)
- EC-Council Network Security Administrator (ENSA)
- EMC Proven Professional Technology Architect – Expert
- EMC Proven Professional Technology Architect – Specialist
- EMC Proven Professional Storage Administrator – Expert
- EMC Proven Professional Storage Administrator – Specialist
- EMC Proven Professional Implementation Engineer
- HP/Accredited Systems Engineer (ASE)
- HP/Accredited Integration Specialist (AIS)
- HP/Certified Systems Engineer
- HP/Certified Systems Administrator
- HP/Master Accredited Systems Engineer (Master ASE)
- IBM DB2 Universal Database Certified Solutions Expert
- IBM Certified Database Administrator
- IBM Certified Administrator - SOA Solutions: WebSphere Process Server
- IBM Certified Advanced Technical Expert - pSeries and AIX 5L
- IBM Certified Applications Developer
- IBM Certified Advanced Application Developer
- IBM Certified Solutions Developer: WebSphere
- IBM Certified Infrastructure Systems Architect
- IBM Certified Systems Expert - pSeries and AIX 5L
- IBM Certified SOA Solution Designer
- IBM Certified Specialist - AIX Basic Ops
- IBM Certified Specialist – iSeries
- IBM Certified Systems Expert - i5 iSeries
- IBM Certified Systems Administrator

## **190 Certified IT Skills Surveyed (2009 IT Skills and Certifications Pay Index)**

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- InfoSys Security Management Professional (ISSMP/CISSP)
- InfoSys Security Architecture Professional (ISSAP/CISSP)
- InfoSys Security Engineering Professional (ISSEP/CISSP)
- IT Certified Architect(ITCA/Open Group)
- Master IT Certified Architect (ITAC/The Open Group)
- Linux Professional Institute certification
- Lotus/Certified Lotus Specialist(CLS)
- 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(MCSD)
- Microsoft Certified Systems Administrator (MCSA)
- Microsoft MCSA: Messaging (MCSA: Messaging)
- Microsoft MCSA: Security (MCSA:Security)
- Microsoft Certified Systems Engineer (MCSE)
- Microsoft MCSE: Messaging (MCSE: Messaging)
- Microsoft MCSE: Security (MCSE: Security)
- Microsoft MCSE+Internet (MCSE+I)
- Microsoft Certified Technology Specialist (all)
- Microsoft Certified Trainer(MCT)
- Certified MySQL 4.0 Professional (MySQL-Prof)
- Certified MySQL 5.0 Database Administrator
- Nortel Certified Architect
- Nortel Networks Certified Design Expert (NCDE)
- Nortel Networks Support Expert (NCSE)
- Novell/Certified Internet Professional(CIP)
- Novell Certified Instructor
- Novell Certified Linux Engineer (Novell CLE)
- Novell Certified Linux Professional (Novell CLP)
- Novell/Certified Novell Engineer(CNE)
- Novell/ Master Certified Novell Engineer(Master CNE)
- Novell/Certified Novell Administrator(CNA)
- Novell/Certified Directory Engineer(NCDE)
- Oracle Advanced PL/SQL Developer Certified Professional
- Oracle Certified Professional/Apps Developer(OCP-AD)
- Oracle DBA Certified Administrator (OCA)
- Oracle DBA Certified Professional (OCM)
- Oracle Certified Professional/Internet AD (OCP)
- Oracle Forms Developer Certified Professional
- Oracle PL/SQL Developer Certified Associate
- Project Management Professional(PMP)
- Prosoft/CIW Associate(CIW Associate)
- Prosoft/Master CIW Administrator
- ProsoftMaster CIW Designer
- Prosoft/Master CIW Enterprise Developer
- Prosoft/Master CIW Web Site Manager
- Red Hat Certified Architect (RHCA)
- Red Hat Certified Engineer(RHCE)
- Red Hat Certified Technician(RHCT)SANS/GIAC .NET (GNET)\*
- SANS/GIAC .NET (GNET)
- SANS/GIAC Auditing Wireless Networks (GAWN)\*
- SANS/GIAC Certified Firewall Analyst(GCFW)
- SANS/GIAC Certified Forensic Analyst (GCFA)
- SANS/GIAC Certified Incident Handler(GCIH)
- SANS/GIAC Certified Incident Manager (GCIM)
- SANS/GIAC Certified Intrusion Analyst(GCIA)
- SANS/GIAC Certified ISO-17799 Specialist (G7799)
- SANS/GIAC Certified Network Auditor(GCNA)
- SANS/GIAC Certified Security Essentials(GSEC)
- SANS/GIAC Secure Software Programmer (GSSP)
- SANS/GIAC Certified Unix Security Admin(GCUA) SA
- SANS/GIAC Certified Windows Security Admin(GCNT)
- SANS/GIAC Information Security Professional (GISP)
- SANS/GIAC Securing Oracle Certification (GSOC)
- SANS/GIAC Security Audit Essentials (GSAE)
- SANS/GIAC Security Expert(GSE)
- SAS Certified Advanced Programmer
- SAS Certified Base Programmer
- Security Certified Network Architect
- Siebel Certified Consultant(SCC)
- Siebel Customer Certified Consultant(SCCC)
- SNIA Certified Storage Architect
- SNIA Certified Storage Networking Expert
- SNIA Certified Storage Professional
- SNIA Certified Systems Engineer
- Sniffer Certified Professional
- Sniffer Certified Master
- Sniffer Certified Expert
- Sun Certified Programmer for the Java 2 Platform
- Sun Certified Developer for the Java 2 Platform
- Sun Certified Enterprise Architect for the Java 2 Platform, Enterprise Edition
- Sun Certified Network Administrator for Solaris OS
- Sun Certified Systems Administrator for Solaris OS
- Systems Security Certified Professional (SSCP)
- Teradata Certified Master
- Teradata Certified Administrator
- Teradata Certified Application Developer

## **190 Certified IT Skills Surveyed (2009 IT Skills and Certifications Pay Index)**

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- Teradata Certified Design Architect
- Teradata Certified Implementation Specialist
- Teradata Certified Professional
- Teradata Certified SQL Specialist
- Advanced Teradata Certified Professional

## **IT Skills and Certifications Pay Index™**

### **Product Information**

## **ABOUT THIS RESEARCH**

Foote Partners' primary research survey for tracking IT skills and professional certifications pay is the quarterly ***IT Skills and Certifications Pay Index™ (ITSCPI)***, first published in 1999 and updated every three months. 88,400 IT professionals in the 82 U.S. and Canada cities (1,960 organizations) are surveyed for IT salaries and skills pay earned for 385 certified and noncertified IT and management skills and certifications. Verified skills pay data for 22,234 IT workers has been included in the 2009 ITSCPI edition, compiled from data collected through July 1, 2009.

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:

- 13% of participating organizations have \$3 billion+ in sales/\$15+ billion in total assets
- 25% of participating organizations earn more than \$1 billion in annual revenues or more than \$3 billion in total assets
- 42% 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)
- 58% 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 \$500million

## **ABOUT FOOTE PARTNERS**

[Foote Partners LLC](#) is a Vero Beach, Florida based management consultancy and independent IT research firm founded in 1997 that provides pragmatic and forward-thinking advice about managing the modern IT professional workforce. Comprised of former Gartner, McKinsey & Company, Towers Perrin, and Wm. M. Mercer analysts and consultants, and former corporate HR, IT, and business executives, Foote Partners has been a thought leader and trusted advisor to more than 1,400 employers seeking improvements in managing IT's impact on their businesses and customers.

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## Cities and Metropolitan Areas Surveyed (2009)

Foote Partners publishes compensation survey data in the following cities and metro areas for all positions and skills in its surveys. In addition, we are currently surveying other US and Canadian cities for future inclusion once we capture enough data for meet our rigid requirements for labor market reporting and achieve our tough survey validity and reliability standards.

### Canadian Cities

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		

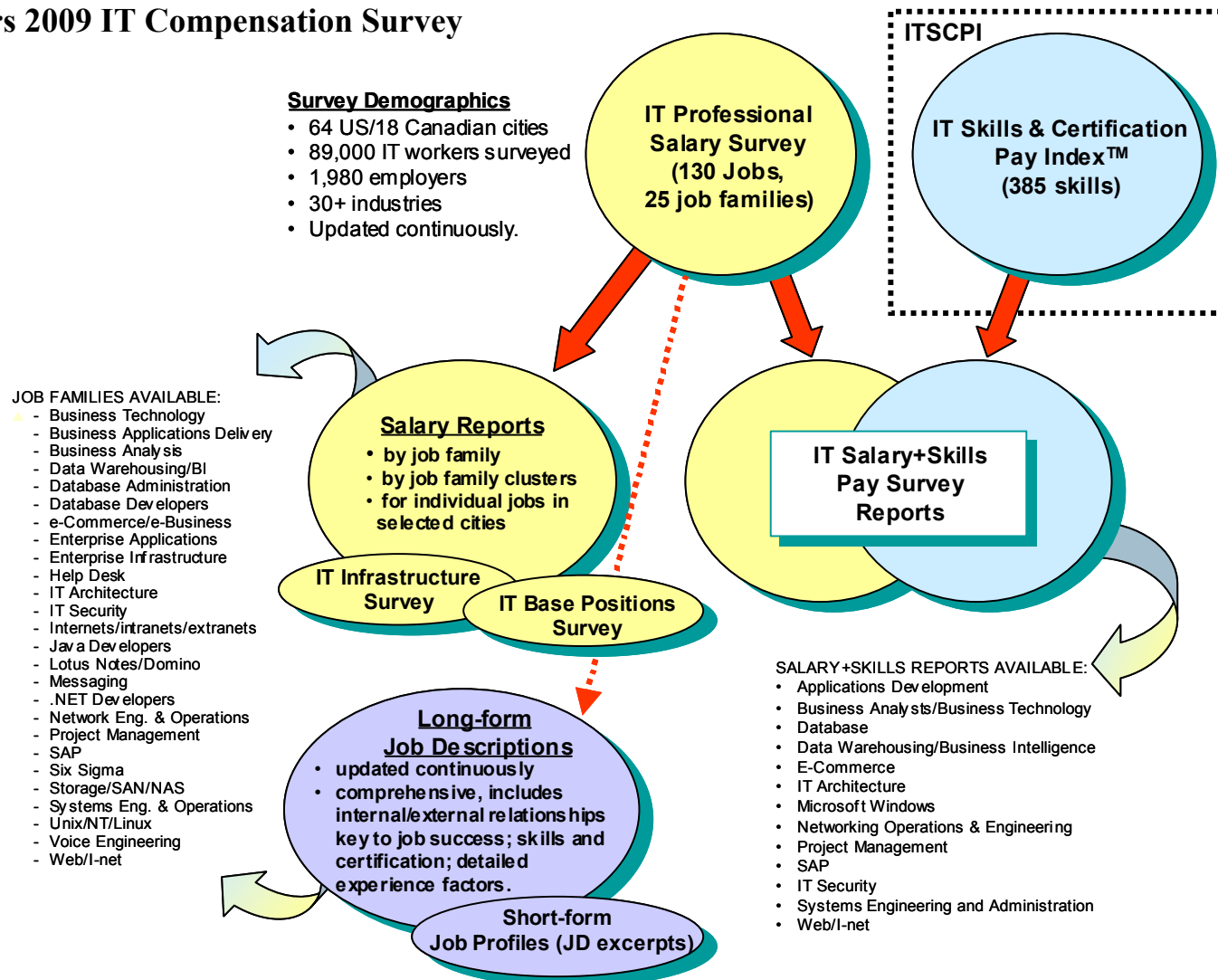
### Tier 1 Cities (U.S.)

Atlanta, GA	Houston, TX	New York City, NY	San Jose, CA
Boston, MA	Los Angeles/Orange Cty, CA	Philadelphia/So. NJ	Seattle, WA
Chicago, IL	Miami, FL	Phoenix, AZ	St. Louis, MO
Dallas, TX	Minneapolis, MN	San Diego, CA	Washington, DC
Detroit, MI	New Jersey/Northern	San Francisco, CA	Westchester County, NY/ Lower Fairfield Cty, CT

### Tier 2 Cities (U.S.)

Albuquerque/Santa Fe, NM	Greensboro/Winston-Salem, NC	Nashville, TN	Providence, RI
Austin, TX	Greenville/Spartanburg /Anderson, SC	New Orleans	Raleigh/Durham, NC
Baltimore, MD	Hartford, CT	Norfolk/Virginia Beach/ Newport News, VA	Richmond, VA
Birmingham, AL	Indianapolis/Ft Wayne	Oakland/Walnut Creek/ Concord CA	Sacramento, CA
Charlotte, NC	Kansas City, MO	Oklahoma City, OK	Salt Lake City, UT
Cincinnati, OH	Las Vegas, NV	Omaha, NE	San Antonio, TX
Cleveland/Akron, OH	Long Island, NY	Orlando, FL	Tampa, FL
Columbus, OH	Louisville, KY	Peoria, IL	Tulsa, OK
Colorado Springs, CO	Madison, WI	Pittsburgh, PA	Upper Fairfield County/ New Haven, CT
Dayton, OH	Memphis, TN	Portland, OR	
Denver, CO	Milwaukee, WI	Princeton/So. NJ	
Des Moines, IA			
Grand Rapids, MI			

## Foote Partners 2009 IT Compensation Survey Product Map



## 2009 IT Skills and Certifications Pay Index™ – North American edition

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- 283 pages
- Pay premiums for 385 certified and noncertified IT skills – *See pages 23 - 27*
  - Three data points for each position: 10<sup>th</sup>, 50<sup>th</sup>, 90<sup>th</sup> percentile
- Verified IT skills pay survey data from 22,234 IT professionals
- Current data collected through July 1, 2009 (updated quarterly)
- Certifications Guide containing basic information about surveyed IT certifications (pre-requisites; costs; test content; lab requirements, etc.)
- Pricing: \$2,250 single edition; \$8,750 annual subscription

### **Definition of IT skills premium pay**

- Pay that IT workers receive for possessing high-value IT and business skills used on the job
- Given in the form of a bonus, or embedded in base salary to adjust for the presence of a dominant vendor or technology central to job performance (examples: Oracle Database Administrator, Linux Systems Administrator, Unix Programmer, or ABAP 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>