FEBRUARY 2019 REPORT

TECH
CHECKPOINT

TOP 10 Certifications

Top Certifications Feb 19	# of Job Postings	Change from Jan 19
Security Clearance	225	+2
CISSP	114	+8
Project Management Pro.	90	+4
MCSE	64	+22
Secret Clearance	53	-30
CCNA	50	+8
CISA	50	+6
BPM	47	New
Public Trust Security Clearance	39	-2
Project Management Institute	40	+2

TOP 10 Skills

Top Skills Feb 19	# of Job Postings	Change from Jan 19
Java	585	+39
Software Development	548	+63
SQL	438	+12
Linux	421	+33
Python	395	+32
SDLC	371	+54
JavaScript	345	+14
Microsoft Office	340	+18
HTML	335	+62
Quality Assurance	330	-3

KC vs US JOB POSTINGS

KC | 3,291
+232 since Jan 19

US | 505,011
+22,751 since Jan 19

TOP 10 OCCUPATIONS

Top Occupations Feb 19	# of Positions	Change from Jan 19
Project Manager	1,050	-7
Software Engineer	930	-2
.net Developer	776	1
Java Developer	770	-19
Senior Software Engineer	733	12
Network Engineer	673	9
System Administrator	651	3
Web Developer	519	6
Application Developer	496	10
Business Analyst	485	5
TOTAL	7,083	

TOP 10 Hirers of Tech Talent

Top Hirers Feb 19	# of Job Postings	Change from Jan 19
Oracle	498	-16
Deloitte	168	+59
U.S. Bank	98	-45
Cerner	96	+29
Honeywell	71	+10
GARMIN	64	-3
Accenture	61	-6
Black & Veatch Corp.	61	Returned
H&R Bock	58	-10
Sprint Corporation	51	New

DATA INSIGHT

The tech job market is trending upward both locally and across the United States. Senior Software Engineer and Application Developer occupations both saw double-digit increases over the previous month while Java Developers saw a double-digit decline.

In the last month, Sprint joined the list of Top 10 Hirers of Tech Talent in KC and Black and Veatch Corporation climbed back on to the list. The top five of the Top 10 Hirers saw declines in the number of postings – Oracle and U.S. Bank, while Deloitte, Cerner and Honeywell all saw increases.

Organizations that are hiring tech talent in KC are looking for unique skills and certifications. While the majority of the qualifications listed in the Top 10 Skills are associated with programming languages, there are two skills that had significant increases in job postings where the skills set required Software Development and SDLC. The majority of the Top 10 Certifications remained the same with BPM (Business Process Management) entering the list.

EMERGING IT MARKET TRENDS

As a hiring manager, you've spent hours writing job descriptions, submitting requisitions to leadership or Human Resources for approvals, conducting phone screens and in-person interviews with multiple unqualified applicants to find that one diamond in the rough, aka the qualified candidate. Now, you've made an offer to the qualified candidate and it has been rejected. Now what? Your reaction to these rejections might be something like, "There are other qualified candidates out there"; "It's a competitive job market"; "The salary approved falls below what other companies are offering." While your reactions may ring true in some cases, **have you considered employer branding to attract top talent?**

Employer branding is a key component often overlooked by hiring managers when attracting top talent. It's a candidate driven market and those who stand out as top talent are receiving multiple offers. More often these candidates are accepting offers based on exciting projects, team dynamics, advancement opportunities, or attractive company culture, values and mission. Your employer brand alone must be compelling enough to attract top talent over salary and benefits.

With more than 150 years of combined recruiting experience, ECCO Select's talent acquisition team possesses the experience, perspective, frame of reference, and community credibility to identify, attract and deploy highly skilled resources to a variety of client organizations. If you would like more information on how to build a compelling employer brand, please contact us.

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