

# NOVEMBER 2018 REPORT



## TOP 10 Certifications

Top Certifications Oct 18	# of Job Postings	Change from Sept 18
Security Clearance	156	-62
CISSP	120	-4
Secret Clearance	118	-1
Project Management Pro.	95	-5
MCSE	59	-2
CCNA	52	-18
IAT	45	New
BPM	43	New
EMCApD	42	New
v3	40	New

## TOP 10 Skills

Top Skills Oct 18	# of Job Postings	Change from Sept 18
Software Development	484	-68
Java	467	-114
SQL	447	-28
Linux	418	+3
Quality Assurance	363	+19
Microsoft Office	360	-57
Python	340	-57
JavaScript	325	-47
SDLC	320	-19
Technical Support	315	-34

## TOP 10 Hirers of Tech Talent

Top Hirers Oct 18	# of Job Postings	Change from Sept 18
Oracle	505	-63
Deloitte	143	+43
U.S. Bank	129	+23
Cerner	93	-3
H&R Block	93	+12
Capgemini	62	-12
Black & Veatch Corp.	60	+10
Burns & McDonnell	54	+18
GARMIN	53	+2
Information Technology Group	36	New

## KC vs US JOB POSTINGS



## TOP 10 OCCUPATIONS

Top Occupations Oct 18	# of Positions	Change from Sept 18
Project Manager	1,091	-16
Software Engineer	952	-39
Java Developer	814	-10
.net Developer	797	-22
Senior Software Engineer	728	-13
Network Engineer	683	+3
System Administrator	648	-6
Web Developer	538	-14
Business Analyst	493	+1
Application Developer	484	+3
<b>TOTAL</b>	<b>7,228</b>	

Report produced by the KC Tech Council | [kctechcouncil.com](http://kctechcouncil.com)

Data source: TalentNeuron by CEB Global, a Gartner Company | [gartner.com](http://gartner.com)

This data was collected at the end of October, 2018.



# DATA TREND REPORT

## NOVEMBER 2018

Thought leadership provided by ECCO Select

### DATA INSIGHT

This month the KC area tech market had a decrease in job postings (-175) while the U.S. tech market had an increase (+199). The top 10 occupations remained the same, but the majority of them decreased in the number of positions (-123 total). The only top 10 occupations that saw an increase in positions from last month were network engineer (+3) and business analyst (+1).

The top 10 hirers of tech talent in KC remained relatively the same with some seeing fluctuation in job postings. Deloitte had the largest increase in tech job postings (+43) while Oracle had the most significant decline (-63). Information Technology Group replaced Honeywell from the previous month.

In October, four new certifications breached the top 10 requested certifications: IAT, BPM EMCApD and v3. The rest of the top 10 certifications decreased in their appearance in job postings. The top skills required in postings showed shifts in positioning from last month's report. The majority of these skills had decreased with two top 10 skills seeing an increase: **Quality Assurance (+19)** and **Linux (+3)**.

### EMERGING IT MARKET TRENDS

We live in an era of historically low unemployment. According to Dice Insight, the unemployment rate for tech professionals is currently below two percent. The people you need to run your business already have a position, and recruiting them is more challenging than ever. It is a candidate-driven market with a new paradigm: you don't pick the talent- the talent picks you.

Candidates believe the hiring process is a microcosm of your organization; therefore they expect a good experience. Candidates expect to be treated like valued customers. They anticipate organizations will provide a "white glove" experience from recruiting through onboarding.

Organizations need to adapt to this candidate-driven market and reinvent hiring practices to be more agile, proactive and nimble. It is critical for organizations to be prepared and move quickly when engaging qualified, desirable candidates. Ensuring recruiters completely understand hiring manager requirements and desires will allow quick identification of highly-qualified candidates.

At ECCO Select, we strive to partner with our clients; we are experts in understanding "The Talent Behind The Technology" and want you to get to know our Clients' Value Proposition and support you in delivering that value. If you need help in finding and keeping the right people, ECCO Select is here to assist.

**Patrick Dailey**  
Director of Recruiting

### GET IN TOUCH



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