

OCTOBER 2018 REPORT



TOP 10 Certifications

| Top Certifications Sept 18 | # of Job Postings | Change from Aug 18 |
|---------------------------------|-------------------|--------------------|
| Security Clearance | 218 | -11 |
| CISSP | 124 | +3 |
| Secret Clearance | 119 | -7 |
| Project Management Pro. | 100 | +12 |
| CCNA | 70 | +10 |
| MCSE | 61 | +4 |
| Public Trust Security Clearance | 60 | +7 |
| CISA | 47 | New |
| CISM | 45 | -3 |
| Top Secret Clearance | 41 | New |

TOP 10 Skills

| Top Skills Sept 18 | # of Job Postings | Change from Aug 18 |
|----------------------|-------------------|--------------------|
| Java | 581 | +66 |
| Software Development | 552 | +26 |
| SQL | 475 | +50 |
| Microsoft Office | 417 | +44 |
| Linux | 415 | -3 |
| Python | 397 | +67 |
| JavaScript | 372 | +21 |
| Technical Support | 349 | New |
| Quality Assurance | 344 | -14 |
| SDLC | 339 | New |

TOP 10 Hirers of Tech Talent

| Top Hirers Sept 18 | # of Job Postings | Change from Aug 18 |
|----------------------|-------------------|--------------------|
| Oracle | 568 | +14 |
| U.S. Bank | 106 | +10 |
| Deloitte | 100 | -18 |
| Cerner | 96 | +5 |
| H&R Block | 81 | +19 |
| Capgemini | 74 | +31 |
| GARMIN | 51 | +5 |
| Black & Veatch Corp. | 50 | +2 |
| Honeywell | 44 | New |
| Burns & McDonnell | 36 | New |

KC vs US JOB POSTINGS

| | |
|--------------------|----------------------|
| KC 3,437 | US 525,626 |
| + 148 since Aug 18 | - 4,664 since Aug 18 |

TOP 10 OCCUPATIONS

| Top Occupations Sept 18 | # of Positions | Change from Aug 18 |
|--------------------------|----------------|--------------------|
| Project Manager | 1,107 | -16 |
| Software Engineer | 991 | -8 |
| Java Developer | 824 | -16 |
| .net Developer | 796 | -22 |
| Senior Software Engineer | 715 | -1 |
| Network Engineer | 686 | +13 |
| System Administrator | 654 | -10 |
| Web Developer | 552 | -12 |
| Business Analyst | 494 | +2 |
| Application Developer | 481 | -5 |
| TOTAL | 7,300 | |

Report produced by the KC Tech Council | kctechcouncil.com

Data source: TalentNeuron by CEB Global, a Gartner Company | gartner.com

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



DATA TREND REPORT

OCTOBER 2018

Thought leadership provided by ECCO Select

DATA INSIGHT

The KC area shows an increase in IT job posting of 4.5% (148) while the US IT job posting decreased less than 1% (-4,664) from August 2018. A few of those increases were in the Top IT Occupations of **Network Engineer (+13)** and **Business Analyst (+2)**. This would lead to the assumption that the increase in job postings are coming from other IT occupations not listed in the top ten. Eight of the Top IT Occupations actually showed a decrease in job openings with the largest decrease shown in **.Net Developers (-22)**.

The top organizations in the KC area employing tech talent remained fairly consistent from August with a few trading ranks within the top ten. In September, new to the Top 10 Hirers of tech are **Cappgemini, Honeywell and Burns & McDonnell**, while General Dynamics, Jack Henry and Aetna Inc. drop out of the top ten.

What are KC organizations looking for from tech talent? In terms of certifications there are two basic areas: Security Clearances and Information System certifications within the specialties of auditing, management and security. Project Management Professional (PMP) and Microsoft Solution expertise round out the top ten certifications. In terms of skills; organizations are primarily looking for developers in the areas of **Java, Software Development, Linux, Python, JavaScript, and SDLC (Software Development Lifecycle)**.

EMERGING IT MARKET TRENDS

The market has demonstrated a recent trend that indicates a high demand for skillsets and certifications in the area of cybersecurity. Everyday our news feeds are full of articles about major systems being hacked and personal information being stolen. The men and women protecting corporations and governments from cyber threats are in scarce supply, and executives responsible for cybersecurity should be mindful of this when making personnel budget projections, both short and long-term.

Our company works with a variety of development technologies, and it certainly seems like if you ask a group of software developers for a recommendation on specific languages or architectures, you'll get different answers from every person. As a market leader in IT talent acquisition, we have seen explosive growth in Angular and React for front-end development, signaling high adoption rates in those technologies for new and replacement applications.

Employers are using a number of strategies to attract and retain highly-skilled people. We have seen hiring bonuses make a comeback in the market, as well as relocation assistance. Flexible workplace culture is important. This includes casual dress, work from home days, and open, inviting work spaces. Opportunities for career growth or educational assistance also help retain talent.

ECCO Select is Kansas City's premier provider of highly-skilled technical personnel. If you need help in finding and keeping the right people, we are happy to help.

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GET IN TOUCH



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