FOR IMMEDIATE RELEASE

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NOTE: This news release is a summary extract of content from the 1st Quarter 2022 data update edition of both the Foote Partners’ 2022 IT Skills Demand and Pay Trends Report and 2022 IT Skills and Certification Volatility Index, two market intelligence trend reports updated every 3 months from data contributed by HR departments at 3,988 U.S. and Canadian employers. It contains IT jobs, skills and certifications data trends published in the firm’s IT Skills and Certifications Pay Index™ and deep-dive supply/demand benchmark analysis from Foote Partners field interviews.

Average market value for 659 non-certified tech skills showed dramatic strength in the first quarter of 2022, gaining the most value in 14 years of quarterly pay premium results. 135 skills increased in value compared to only 83 in the previous quarter, while only 81 recorded market value declines compared to 119 in the final quarter of 2021.

The average cash premium for 579 tech certifications declined 1.2 percent in the first quarter of 2022, the largest quarterly loss since late 2020. 111 certifications changed in market value compared to just 64 in the prior quarter, with 76 losing market value.

We continue to stand by our mid-2020 pandemic prediction that employers won’t be feeling a true sense of normalcy or find comfort in predicting their future until the fourth quarter, despite recent relief in various restrictions.

May 20, 2022 – Vero Beach, FL. Extra pay awarded by employers to talented tech professionals for 659 non-certified tech skills ---also known as cash pay premiums---showed robust growth in the first quarter of 2021, contributing to a 1.6 percent average increase. The current average pay premium bonus for a single skills is the equivalent of 9.5 percent of base salary.

Conversely, average market values for 579 tech certifications decreased in Q1 after two consecutive quarters of growth, down 1.2 percent, to the equivalent of 6.6 percent of base salary cash bonus premium on average for a single certification. This is the largest quarterly loss since late 2020.

This according to the latest quarterly update of Foote Partners’ IT Skills and Certifications Pay Index™ (ITSCPI) based on compensation data provided by 3,988 private and public-sector employers in 83 U.S. and Canadian cities who partner with the firm to report pay for their 365,746 technology professionals in the U.S. and Canada.
Since its launch in 1999, the IT Skills and Certifications Pay Index™ has continuously tracked cash pay premiums paid to tech professionals by their employers for an ever-increasing number of popular tech skills and certifications. Rigorously validated data and detailed market analyses are updated and published by Foote Partners every 90 days. Currently, premiums are reported for 1,239 certifications and non-certified skills.

Pay Performance, 3/12/24/24/36 months
Certified vs. Noncertified Tech Skills

(88,420 IT professionals, data through 4/1/2022)

Figure 1

Source: Foote Partners, IT Skills and Certifications Pay Index™ (1Q2019 – 1Q2022 datasets)
MULTI-YEAR PAY PREMIUM TRENDS: **Certified** versus **Noncertified IT Skills**

Average median cash pay premiums for a single certified or noncertified IT skill. N = 88,420 IT Professionals
IT Skills & Certifications Pay Data Trend Charts & Analysis

IT Skills and Certifications Pay Index™ – 1st Quarter 2021 data edition

(Data collected through April 1, 2022)

- Noncertified IT Skills (Page 6)
- IT Skills & Certifications Volatility Index™ (Page 29)
How to interpret gains and losses in IT skills and certifications pay premiums

Quarterly gains and losses in premium pay reflect a widening or narrowing, respectively, in the gap between supply and demand for skills and certifications. This may occur for any number of reasons. For example, a quarterly decline in pay for a skill may signal that the market supply of talent for that skill is catching up to demand—not necessarily that demand is starting to wane. IT professionals are often attracted to a skill or certification if they perceive that it has rising value in the marketplace and therefore can help them to achieve higher pay, greater job security, a promotion, or more flexibility in their career choices. As they pursue greater competency in that skill or as more workers attain certification, supply increases and market pricing (which is elastic to the laws of supply and demand) will be driven downward unless demand is rising at the same proportional rate. Conversely, if demand rises and supply is not increasing to match that level of demand, pay premiums for specific skills and certifications will increase.

Therefore, when interpreting gains and losses in market pay it is important to consider all factors that could be driving supply and demand and market perception. Those factors range from:

- aggressive marketing of certifications by vendors;
- changes in certification programs (e.g., certification extensions or retirement);
- new technology and evolution/maturation of current technologies;
- technology adoption rate;
- product integration strategies,
- economic conditions;
- employment opportunities;
- mergers/acquisitions;
- budget cycles and the timing of skills and talent acquisition by employers;
- changes in labor sourcing plans pursuant to company strategies.
Noncertified IT Skills Data Trend Charts & Analysis

(Data collected through April 1, 2022)
### Apps Dev. Tools/Platforms

- Agile software development
- Amazon Kinesis
- Amazon SageMaker (ML)
- Amazon Web Services
- Apache Airflow
- Apache Ant
- Apache Camel
- Apache Cloudstack
- Apache Cordova
- Apache Flex
- Apache Hadoop
- Apache Lucene
- Apache Maven
- Apache Pig
- Apache Struts/Struts2
- Apache Tomcat
- Apache Zookeeper
- Appium
- Automated Testing
- AWS CloudFormation
- AWS CloudFront/CloudFront Functions
- AWS Lambda
- Azure Stack
- Bamboo
- Behavior-Driven Development
- Bitbucket
- Boost C++
- Business Objects
- C
- C++
- C++ (CLI)
- CA PPM (Clarity PPM)
- Cerner Millennium
- CircleCI
- Clojure
- Cloudera software
- Cloud Foundry PaaS
- COBOL
- Cognos
- Confluence
- Cucumber
- Datadog
- Delphi
- Drupal
- Eclipse
- Elixir
- Epic Systems applications
- Erlang
- Etherum
- F#
- Flutter
- Full Stack Development
- Git/GitHub
- GitLab
- GitOps
- Go language (Golang)
- Goso/Guidewire
- Gradle
- Groovy/Grails
- Grunt
- Hibernate/NHibernate
- HP ALM (App. Lifecycle Mgt)
- HP Unified Functional Testing
- Integration Testing
- iRise
- Jasmine
- Java SE/Java EE
- JBehave
- Jenkins
- JIRA
- JUnit
- Kotlin
- MapReduce
- MATLAB
- Microsoft Azure
- Microsoft Azure Stack
- Microsoft Azure Logic Apps
- Microsoft Power Platform
- Microsoft SQL Server Mgt Studio
- Microsoft Team Foundation Server
- NetWeaver
- Next.js
- NiM
- NUnit
- Objective-C
- Objective Caml (OCaml)
- Octopus Deploy
- OpenShift
- Oracle APEX
- Oracle Apps Developer Framework
- PL/SQL
- Powerbuilder
- Progress 4GL/Development tools
- R language
- RapidMiner
- Red Hat Fuse
- Rstudio
- Ruby
- Ruby on Rails
- Rust
- Saas
- SAS
- SAS Enterprise Guide
- Scala
- Scrum
- Selenium
- ServiceNow I/TSM
- SpecFlow
- SPSS
- SQL
- Swift
- Tcl
- TeamCity
- TestNG
- Transact-SQL/ISQLT
- UML (unified modeling language)
- Visual Basic 6.0
- Visual C++
- VMware Cloud Foundry PaaS
- WebSphereMQ
- Xcode
- **Web/e-Commerce Development**
  - Active Server Pages
  - ActiveX
  - Adobe Experience Manager
  - Ajax
  - Amazon Cloudwatch
  - AngularJS
  - Apache Solr
  - Apache Velocity
  - Apache web server
  - Apache Wicket
  - Apex Code
  - Backbone.js
  - CGI
  - Cold Fusion MX
  - Content management systems
  - CSS/CSS3
  - Django
  - Docker/Docker Swarm
  - Documentum
  - Elasticsearch/Elatic Stack
  - Ember.js

- **Figma**
- **Front End Development**
- **GatsbyJS**
- **Google Analytics**
- **Google App Engine**
- **Google Cloud Platform**
- **HTML5**
- **JavaBeans/EJB 3.0**
- **JavaFX**
- **JavaScript**
- **Java Server Pages**
- **JBoss/Wildfly**
- **Jetty**
- **Joomla!**
- **jQuery**
- **JSON**
- **Julia**
- ** KnockoutJS**
- **Laravel PHP**
- **Magento/Adobe Commerce**
- **Magna**
- **Microsoft .NET**
- **Microsoft BizTalk Server**
- **Microsoft Blazor**
- **Microsoft Commerce Server**
- **Microsoft Identity Integration Server**
- **Microsoft Internet Information Services**
- **Microsoft Forefront Threat Management Gateway (ISA)**
- **Microsoft Sharepoint/Sharepoint Server**
- **Microsoft Silverlight**
- **Microsoft Visual Studio**
- **Mobile applications development**
- **Mule/MuleESB**
- **Node.js**
- **Oracle Fusion**
- **Oracle WebLogic/Oracle Workflow**
- **Pandas**
- **Perl**
- **PHP (all)**
- **PySpark**
- **Python**
- **React**
- **Redux**
- **REST**
- **RESTful**
- **SailPoint**

### Operating Systems

- AIX
- CoreOS
- HP-UX
- Linux
- Mac OS X
- Mobile operating systems (iOS, Android)
- OpenStack
- Red Hat Enterprise Linux
- Solaris
- SUSE
- Unix (all)
- VMWare vSphere
- Windows 10/11
- Windows NT
- Windows Server
- 2019/2016/2012
### SAP & Enterprise Business

#### Applications

- ABAP (all modules)
- Accelerated SAP (SLM)
- Baan (Int/In ERPI)
- Enterprise Application Integration
- IBM Sterling
- J.D. Edwards /Oracle
- Lawson
- Microsoft Dynamics/Dynamics 365
- NetWeaver
- NetWeaver Portal (SAP EP)
- Oracle BPM
- Oracle CRM
- Oracle E-Business suite
- Oracle Eloqua
- Oracle ERP
- Oracle Financials
- Oracle HFM (Hyperion Fin. Mgt)
- Oracle HRMS
- Oracle NetSuite
- Oracle Payables
- Oracle Payroll
- Oracle Retail
- Oracle SCM
- Oracle SOA Suite
- Pega
- PeopleSoft (CRM/Financials/HCM)
- Remedy ITSM
- Salesforce
- Salesforce Sales Cloud
- Salesforce Service Cloud
- SAP AFS
- SAP ALE
- SAP APO
- SAP Arba
- SAP Auto-ID infrastructure (SAP RF)
- SAP Basis Components
- SAP BI / SAP BW
- SAP BO Data Services
- SAP BODI
- SAP BOXI
- SAP BO Dashboard Design
- SAP BPC
- SAP BSP
- SAP Business One
- SAP Business Workflow/Webflow
- SAP CA
- SAP CAF
- SAP CAR
- SAP CCM
- SAP CE
- SAP CFM
- SAP CO
- SAP CO-PA
- SAP CRM
- SAP Crystal Reports
- SAP CS
- SAP Digital Banking
- SAP EBP
- SAP EDI
- SAP EHS
- SAP EPM
- SAP ERP
- SAP ESA
- SAP Exchange Infrastructure (XI)
- SAP Fi (Financial Accounting)
- SAP Fi – CA
- SAP Fi - CO
- SAP Fi – FSCM
- SAP Fi - Travel Management
- SAP Fiori
- SAP F&R (Forecasting/Replenish)
- SAP FS (Insurance)
- SAP GRC
- SAP GTS
- SAP HANA
- SAP HCM (SAP HR)
- SAP HCM ESS/MSS
- SAP HR-PA
- SAP HR-PY (Payroll)
- SAP Hybris
- SAP IBP (Integrated Business Planning)
- SAP IS-U (Utilities)
- SAP ITS
- SAP Leonardo
- SAP LES
- SAP LO
- SAP Lumira
- SAP Manufacturing
- SAP MDG
- SAP MDM
- SAP MDX
- SAP MI
- SAP MII
- SAP MM
- SAP MRO
- SAP MRS
- SAP NetWeaver Applications Server
- SAP Netweaver BW (BIW)
- SAP NetWeaver Visual Composer
- SAP NWDI
- SAP NWDS
- SAP Oil & Gas
- SAP PI (NetWeaver Process Integration)
- SAP PLM
- SAP PM
- SAP POSDM
- SAP PP
- SAP PS
- SAP PSCD
- SAP Public Sector Management
- SAP QM
- SAP for Retail
- SAP SAM (Service & Asset Mgt)
- SAP S/4HANA
- SAP SCM
- SAP SD
- SAP SD - GTS
- SAP Security
- SAP SEM
- SAP Smart Forms
- SAP Solution Manager
- SAP SRM
- SAP TM
- SAP UI5 (UI development toolkit for HTML5)
- SAP Web Application Server
- SAP WEBI
- SAP WM
- SAP WM – EWM
- Siebel/Siebel Analytics
- Software AG webMethods
- SuccessFactors
- Web Dynpro
- Workday HCM
- Data/Database

#### Data/Database

- Alteryx Designer
- Amazon Athena
- Amazon DynamoDB
- Amazon Redshift
- Apache Cassandra
- Apache CouchDB
- Apache Hive
- Apache Spark SQL
- Azure Cosmos DB
- Azure Data Factory
- Azure SQL Data Warehouse
- Azure SQL Database
- Azure Synapse Analytics
- Base SAS
- Big Data
- Blockchain
- Cloudera Impala
- Couchbase Server
- Data mining
- Data security
- Database management
- DB2
dB/xeBASE
ETL (Extract, transform, load)
GIS
Google Big Query
Google Data Studio
Hbase
Informatica
Java Database Connectivity
Kibana
Looker
Master data management
Microsoft Access
Microsoft SQL Server 2019/2016/2014/2012
Microsoft SQL Server Integration Services
MongoDB
MySQL
NewSQL
NoSQL
OpenEdge ABL
Oracle Application Server

### Messaging & Communications

- ActiveMQ
- Apache Camel
- Apache Kafka
- HCL Domino
- Java Messaging Service
- Message-oriented Middleware (Wave, XMPP/Jabber, etc.)
- Microsoft Exchange
- Novell Groupwise
- Oracle Comm Messaging
- Server
- RabbitMQ
- TIBCO Enterprise Message Service
- TIBCO Rendezvous
- Unified Communications/Messaging

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<tr>
<td>General Data Protection Regulation</td>
<td>MetaData design and development</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Microservices</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Microsoft SQL Server Analysis</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Services</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Microsoft Visio</td>
</tr>
<tr>
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<td>MLOps</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Natural language processing</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Neural Networks</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>NIST/NIST 800</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Penetration testing</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Power BI</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Predictive Analytics and Modeling</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Prescriptive Analytics</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Program Management</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Project management/governance</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>PyTorch</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>QlikView</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Quality Assurance/OA</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Quality management/TQM</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Quantitative Analysis/Regression</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Razor</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Requirements Engineering/Analysis</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Risk analytics/assessment</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Risk management</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Robotic Process Automation</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Scaled Agile Framework (SAFe)</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Security architecture models</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Security auditing</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Security management</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Security testing</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>SEO</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Site Reliability Engineering</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Six Sigma/Lean Six Sigma</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Social media analysis/analytics</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Software development lifecycle management</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Splunk</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Test Driven</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Development/Scripting</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Threat Detection/Modelling/Mgt</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>TIBCO BusinessWorks</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>TOGAF</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Unit Testing</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Usability Research/Human Factors Research</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>User Acceptance Testing</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>User Experience/User-Centered Design</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Vulnerability Scanning/Assessment/Management</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Waterfall</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Web Analytics</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Webtrends analytics</td>
</tr>
<tr>
<td>General Data Protection Regulation</td>
<td>Zachman Framework</td>
</tr>
</tbody>
</table>

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IT NONCERTIFIED SKILLS PAY SUMMARY – Through April 1, 2022

A. NONCERTIFIED TECH SKILLS PAY PERFORMANCE: By Category

NON-CERTIFIED TECH SKILLS. 216 of 642 non-certified tech skills changed cash market value from January 1 to April 1, 2022 compared to 202 and 195 skills in the prior two calendar quarters. The average cash pay premium for 642 non-certified skills increased significantly last quarter, the largest quarterly gain in 14 years.

Noncertified IT Skills - % Growth/Decline
3 months & 12 months
(659 skills, data through 4/1/2022)

![Graph showing non-certified IT skills pay performance]

Figure 2

Source: Foote Partners IT Skills & Certifications Pay Index™, 1st Quarter 2022 data
18-YEAR QUARTERLY NONCERTIFIED IT SKILLS PAY TRENDS BY CATEGORY

Average quarterly median cash pay premium for a single non-certified IT skill. Data through April 1, 2022 – 88,420 IT Professionals

Pay data supporting these charts available in the IT Skills and Certifications Pay Index™ – 1Q 2022 data edition
**HIGHEST PAYING Noncertified IT Skills** (cash pay premiums, all 659 skills surveyed, ranked)

These non-certified IT skills are among those earning the highest pay premiums (data collected January 1, 2022 to April 1, 2022). Shown in alphabetical order grouped by overall market value rank in descending order including ties. **Green/Red** = increased/decreased in market value this quarter. **Purple** = Made the list this quarter for first time.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Skill Category</th>
<th>Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Smart Contracts</td>
<td>Machine Learning, Microservices, Natural language processing, Risk analytics/assessment, Splunk, Zachman Framework</td>
</tr>
<tr>
<td>2</td>
<td>Artificial Intelligence for IT Operations</td>
<td>Azure Key Vault, Big Data analytics, Blockchain, Deep Learning, DevSecOps, Ethereum, MLops, Prescriptive Analytics, Security architecture and models</td>
</tr>
<tr>
<td>3</td>
<td>Complex Event Processing/Event Correlation</td>
<td>Google TensorFlow, PyTorch, Scaled Agile Framework (SAFe), Site Reliability Engineering</td>
</tr>
<tr>
<td>4</td>
<td>Amazon DynamoDB</td>
<td>Caffe, Continuous Delivery, Data Architecture, Data Engineering, Data Science, Data Strategy, DevOps, Flink, Identity and access management</td>
</tr>
<tr>
<td>5</td>
<td>Amazon Athena</td>
<td>Amazon RedShift, Apache Cassandra, Apache Spark, Apache Zookeeper, Artificial Intelligence, Big Data, Bioinformatics, Cloudera software, DataOps, Functional Programming, GitOps, Google Big Query, HBase, Informatica, Master data management, Network Architecture, Neural Networks, NIST/NIST 800, Oracle Exadata, Redis, Risk management, Security auditing, Threat Detection/Modelling/ Mgt</td>
</tr>
<tr>
<td>6</td>
<td>Amazon SageMaker (ML)</td>
<td>Apache Airflow, Apache Hive, Apache Spark SQL, AWS Lambda, Azure Machine Learning, Azure SQL Data Warehouse, Bamboo, Configuration Management, Continuous Integration, Cryptography (encryption, VPN, SSL/TLS, Hybrids), Cyber Threat Intelligence, Cybersecurity, Data Analytics, Data Governance, Data Integration, Data Management, Data Migration, Data Modelling, Data Transformation, Deployment Automation, Go language (Golang), Kanban, Kibana, MapReduce, Marketo, Metadata design and development, MongoDB, NoSQL</td>
</tr>
</tbody>
</table>

**SOURCE:** Foote Partners [IT Skills & Certifications Pay Index™](https://www.footepartners.com), 1st Quarter 2022 data edition
**IT SKILLS (noncertified)**

<table>
<thead>
<tr>
<th>Applications Development skills</th>
<th>Systems/Networking skills</th>
<th>Web/SOA/E-Commerce skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>WebSphere MQ (MQSeries)</td>
<td>RedHat OpenShift</td>
<td>Microsoft Sharepoint/Sharepoint Server</td>
</tr>
<tr>
<td>Apache Ant</td>
<td>Microsoft SCVMM</td>
<td>Apache Solr</td>
</tr>
<tr>
<td>TestNG</td>
<td>Juniper</td>
<td>ColdFusion/ColdFusion MX</td>
</tr>
<tr>
<td>MapReduce</td>
<td>Azure Sentinel</td>
<td>Documentum</td>
</tr>
<tr>
<td>Progress 4GL/Development tools</td>
<td>Cisco ISE (Identity Services Engine)</td>
<td>Spring Security</td>
</tr>
<tr>
<td>Transact-T-SQL/ISQLt</td>
<td>WAN 4G/5G services</td>
<td>WebSphere Datapower</td>
</tr>
<tr>
<td></td>
<td>Software-Defined Networking</td>
<td>GatsbyJS</td>
</tr>
<tr>
<td></td>
<td>WiMAX/LTE</td>
<td>WebSphere</td>
</tr>
<tr>
<td></td>
<td>Apache Flume</td>
<td>Microsoft BizTalk Server</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Node.js</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Oracle Fusion</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Redux</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Amazon Cloudwatch</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Google App Engine</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Google Cloud Platform</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Mobile applications development</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Spring Cloud</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Jetty</td>
</tr>
</tbody>
</table>

**SAP & Enterprise Business Applications skills**

- SAP Oil & Gas
- SAP Smart Forms
- SAP WEBI
- IBM Sterling
- J.D. Edwards (Oracle)
- Lawson
- SAP HR-PA
- SAP Lumira
- SAP PM
- SAP HR-PY (Payroll)
- Oracle E-Business suite
- SAP CRM
- SAP HCM (SAP HR)
- Oracle Financials
- Workday HCM
- Oracle SOA Suite

**Operating System skills**

- Mobile operating systems (iOS, Android, etc.)

---

**Highest Paying – Cash Premiums (A-Z)**

- Amazon DynamoDB
- Artificial Intelligence for IT Operations
- Azure Key Vault
- Big Data analytics
- Blockchain
- Caffe
- Complex Event Processing/Event Correlation
- Continuous Delivery
- Data Architecture
- Data Engineering
- Data Science
- Data Strategy
- Deep Learning
- DevOps
- DevSecOps
- Ethereum
- Flink
- Google TensorFlow
- Identity and access management
- Machine Learning
- Microservices
- MLOps
- Natural language processing
- Prescriptive Analytics
- PyTorch
- Risk analytics/assessment
- Scaled Agile Framework (SAFe)
- Security architecture and models
- Site Reliability Engineering
- Smart Contracts
- Splunk

Source: Foote Partners *IT Skills & Certifications Pay Index™*, 1st Quarter 2022 data
NONCERTIFIED IT SKILLS TRENDS HIGHLIGHTS: Market Value Losers – 1st Quarter 2022 data

These noncertified IT skills *declined 10% or more in market value in the three months ending April 1, 2022* vs. prior quarter (seen below grouped by segment). *Listed in descending order of amount of % decline in cash pay premium*, including ties.

<table>
<thead>
<tr>
<th>IT SKILLS (Non-certified)</th>
<th>SAP &amp; Enterprise Business Applications skills</th>
<th>Management, Process &amp; Methodology</th>
<th>Systems/Networking skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applications Development skills</td>
<td>Oracle BPM</td>
<td>Business performance management (software/systems)</td>
<td>SolarWinds</td>
</tr>
<tr>
<td>Apache Cordova</td>
<td>Oracle SCM</td>
<td>E-Procurement</td>
<td>Tivoli</td>
</tr>
<tr>
<td>Elixir</td>
<td>SAP Business One</td>
<td></td>
<td>Cisco IPCC</td>
</tr>
<tr>
<td>NetWeaver</td>
<td>SAP MDG</td>
<td></td>
<td>Cisco Prime</td>
</tr>
<tr>
<td>Grunt</td>
<td>SAP PI</td>
<td></td>
<td>Mobile device management</td>
</tr>
<tr>
<td>Apache Pig</td>
<td>SAP PP</td>
<td></td>
<td>HP ConvergedSystem</td>
</tr>
<tr>
<td>RapidMiner</td>
<td>Oracle ERP</td>
<td></td>
<td>HP Quality Center</td>
</tr>
<tr>
<td>Apache Struts/Struts2</td>
<td>PeopleSoft (CRM/Financials/HCM)</td>
<td>RabbitMQ</td>
<td>Prometheus</td>
</tr>
<tr>
<td>Erlang</td>
<td>Salesforce CRM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cloud Foundry PaaS</td>
<td>Salesforce Service Cloud</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Apache ZooKeeper</td>
<td>SAP BPC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HP ALM (Application Lifecycle Management)</td>
<td>SAP PI</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Microsoft SQL Server Management Studio (SSMS)</td>
<td>SAP PP</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Web/E-commerce Development skills</td>
<td>Oracle ERP</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Active Server Pages</td>
<td>PeopleSoft (CRM/Financials/HCM)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Apache web server</td>
<td>Salesforce CRM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Apache Wicket</td>
<td>Salesforce Service Cloud</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ember.js</td>
<td>SAP BPC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Microsoft Internet Information Services</td>
<td>SAP PI</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Julia</td>
<td>SAP PP</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spring Integration</td>
<td>Oracle ERP</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social Media/Networks</td>
<td>PeopleSoft (CRM/Financials/HCM)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adobe Experience Manager</td>
<td>Salesforce CRM</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Microsoft Forefront Threat Management Gateway</td>
<td>Salesforce Service Cloud</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Foote Partners IT Skills & Certifications Pay Index™, 1st Quarter 2022 data
NON-CERTIFIED IT SKILLS ANALYSIS – Winners

A. NON-CERTIFIED TECH SKILLS EARNING HIGH PAY—AND STILL GROWING IN VALUE

The following non-certified tech skills meet two prerequisites:

✓ They earned workers cash pay premiums well above the average of all 659 skills reported in our IT Skills and Certifications Pay Index™ in quarter ending April 1, 2022.

✓ They recorded gains in cash market value in the six months ending April 1, 2022.

No skill below is earning less than the equivalent of 15 percent of base salary—significant considering the average for all skills reported is 9.5 percent of base—and are listed in descending ranked order of cash premium and market value increases (including ties). Not surprising, the list contains a number of security, coding, database, analytics and artificial intelligence related skills

Here is the list of noncertified IT skills pay premiums meeting the above criteria (in alphabetical order):

<table>
<thead>
<tr>
<th>Skill</th>
<th>Skill</th>
<th>Skill</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amazon RedShift</td>
<td>Data Strategy</td>
<td>NoSQL</td>
</tr>
<tr>
<td>Apache Spark</td>
<td>Deep Learning</td>
<td>Oracle Business Intelligence Enterprise</td>
</tr>
<tr>
<td>Artificial Intelligence for IT Operations</td>
<td>DevOps</td>
<td>Edition Plus</td>
</tr>
<tr>
<td>Bioinformatics</td>
<td>DevSecOps</td>
<td>PostgreSQL</td>
</tr>
<tr>
<td>AWS Lambda</td>
<td>Functional Programming</td>
<td>Prescriptive Analytics</td>
</tr>
<tr>
<td>Azure Machine Learning</td>
<td>Informatica</td>
<td>PyTorch</td>
</tr>
<tr>
<td>Azure SQL Data Warehouse</td>
<td>Machine Learning</td>
<td>Redis</td>
</tr>
<tr>
<td>Big Data</td>
<td>MapReduce</td>
<td>Threat Detection/Modeling/Management</td>
</tr>
<tr>
<td>Big Data analytics</td>
<td>Master data management</td>
<td>Security architecture and models</td>
</tr>
<tr>
<td>Blockchain</td>
<td>MLOps</td>
<td>Security Auditing</td>
</tr>
<tr>
<td>Caffe/Caffe2</td>
<td>MongoDB</td>
<td>Security testing</td>
</tr>
<tr>
<td>Cloudera software</td>
<td>Neural Networks</td>
<td>Smart Contracts</td>
</tr>
<tr>
<td>Complex Event Processing/Event Correlation</td>
<td>Network Architecture</td>
<td>Software development lifecycle management</td>
</tr>
<tr>
<td>Data Engineering</td>
<td>NIST/NIST 800</td>
<td>Zachman Framework</td>
</tr>
<tr>
<td>Data Migration</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Below is the same list, but in descending ranked order of cash premium first and market value increase second (including ties) and a brief description of each.

1. Smart Contracts
   - **Average Pay Premium**: 20 percent of base salary equivalent
   - **Market Value Increase**: 33.3 percent (in the six months through April 1, 2022)

2. Artificial Intelligence for IT Operations (AIOps)
   - **Average Pay Premium**: 19 percent of base salary equivalent
   - **Market Value Increase**: 26.7 percent (in the six months through April 1, 2022)

3. [Tie] Big Data analytics
   - Blockchain
   - Prescriptive Analytics
   - Security architecture and models
   - **Average Pay Premium**: 19 percent of base salary equivalent
   - **Market Value Increase**: 11.8 percent (in the six months through April 1, 2022)
NON-CERTIFIED IT SKILLS ANALYSIS – Winners, cont’d.

7. [Tie] Deep Learning
   DevSecOps
   MLOps
   **Average Pay Premium:** 19 percent of base salary equivalent
   **Market Value Increase:** 5.6 percent (in the six months through April 1, 2022)

10. Complex Event Processing/Event Correlation
    **Average Pay Premium:** 18 percent of base salary equivalent
    **Market Value Increase:** 28.6 percent (in the six months through April 1, 2022)

11. Scaled Agile Framework (SAFe)
    **Average Pay Premium:** 18 percent of base salary equivalent
    **Market Value Increase:** 12.5 percent (in the six months through April 1, 2022)

12. PyTorch
    **Average Pay Premium:** 18 percent of base salary equivalent
    **Market Value Increase:** 5.9 percent (in the six months through April 1, 2022)

13. [Tie] DevOps
    Caffe/Caffe2
    **Average Pay Premium:** 17 percent of base salary equivalent
    **Market Value Increase:** 13.3 percent (in the six months through April 1, 2022)

15. [Tie] Data Engineering
    Data Strategy
    Machine Learning
    Zachman Framework
    **Average Pay Premium:** 17 percent of base salary equivalent
    **Market Value Increase:** 6.3 percent (in the six months through April 1, 2022)

19. [Tie] Cloudera software
    Bioinformatics
    **Average Pay Premium:** 16 percent of base salary equivalent
    **Market Value Increase:** 33.3 percent (in the six months through April 1, 2022)

21. Redis
    **Average Pay Premium:** 16 percent of base salary equivalent
    **Market Value Increase:** 23.3 percent (in the six months through April 1, 2022)

22. [Tie] Master data management
    Network Architecture
    Neural Networks
    **Average Pay Premium:** 16 percent of base salary equivalent
    **Market Value Increase:** 14.3 percent (in the six months through April 1, 2022)
25. [Tie] Amazon RedShift
   Apache Spark
   Big Data
   Functional Programming
   Informatica
   NIST/NIST 800
   Security Auditing
   Threat Detection/Modeling/Management
   Average Pay Premium: 16 percent of base salary equivalent
   Market Value Increase: 6.7 percent (in the six months through April 1, 2022)

33. [Tie] Azure Machine Learning
   Azure SQL Data Warehouse
   MapReduce
   Marketo
   Oracle Business Intelligence Enterprise Edition Plus
   Average Pay Premium: 15 percent of base salary equivalent
   Market Value Increase: 15.4 percent (in the six months through April 1, 2022)

A. [Tie] AWS Lambda
   Data Migration
   MongoDB
   NoSQL
   PostgreSQL
   Security testing
   Software development lifecycle management
   Average Pay Premium: 15 percent of base salary equivalent
   Market Value Increase: 7.1 percent (in the six months through April 1, 2022)
IT Certification Data Trend Charts & Analysis

(Data collected through April 1, 2022)
Avaya Certified Design Specialist
Avaya Certified Implementation Specialist
Avaya Certified Integration Specialist
Avaya Certified Solution Specialist
Avaya Professional Design Specialist
AWS Certified Advanced Network – Specialty
AWS Certified Data Analytics – Specialty
AWS Certified Developer - Associate
AWS Certified DevOps Engineer - Professional
AWS Certified Security - Specialty
AWS Certified Solutions Architect - Associate
Cloud
AWS Certified Solutions Architect - Professional
(Cloud)
AWS Certified SysOpsAdministrator-Associate
(Cloud)
AXELOS ITIL 4 certifications
BICSI ITS Technician
BICSI Technician and Registered Communications Distribution Designer
Brocade Certified Network Engineer
Brocade Certified Network Professional
Brocade Certified Fabric Designer
Brocade Certified Fabric Professional (BCFP)
Certificate of Cloud Security Knowledge
Certification Authorization Professional (CAP)
Certification of Capability in Business Analysis (CCBA)
Certified Analytics Professional (CAP)
Certified Business Analysis Professional (CBAP)
Certified Business Continuity Professional (CBCP)
Certified Cisco Systems Instructor (CCSI)
Certified Cloud Architect
Certified Cloud Security Professional (CCSP)
Certified Cloud Technology Professional
Certified Compliance Professional
Certified Computer Examiner (CCE)
Certified Computing Professional (CCCP-ISC2)
Certified Data Centre Management Professional (CCDM)
Certified Data Professional (CDP)
Certified Disaster Recovery Engineer (CDRE)
Certified Forensic Computer Examiner (CFCE)
Certified Fraud Examiner
Certified Healthcare Information Security and Privacy Practitioner (HCISPP)
Certified in Convergent Network Technologies (Ccnt)
Certified in Governance, Risk and Compliance
Certified in Risk and Information Systems Control (CRISC)
Certified in the Governance of Enterprise IT (GGEIT)
Certified Information Privacy Manager- all countries
Certified Information Privacy Professional - all countries
Certified Information Security Manager (CISM)
Certified Information Systems Auditor (CISA)
Certified Information Systems Risk Manager/Mile2
Certified Information Systems Security Professional (CISPSP)
Certified IP Telecom Network Specialist (CIPTS)
Certified IT Architect (IASA CITIA)
Certified Manager of Software Quality (CMSQ)
Certified Penetration Testing Engineer (CPTE)
Certified Project Management Practitioner
Certified Protection Professional
Certified Scrum Developer
Certified Scrum Master
Certified Scrum Product Owner
Certified Scrum Professional
Certified Scrum Team Coach
Certified Scrum Trainer
Certified Secure Software Lifecycle Professional (CSSLP)
Certified Software Quality Analyst (CSQA)
Certified Telecommunications Network Specialist (CTNS)
Check Point Certified Security Administrator (CCSA)
Check Point Certified Security Expert (CCSE)
Check Point Certified Security Master (CCSM)
Cisco Certified Architect
Cisco Certified CyberOps Associate
Cisco Certified Design Expert (CCDE)
Cisco Certified DevNet Associate
Cisco Certified DevNet Professional
Cisco Certified Entry Network Technician (CCENT)
Cisco Certified Internetwork Expert (CCIE, all variations)
Cisco Certified Network Associate - Data Center
Cisco Certified Network Associate (CCNA Routing and Switching)
Cisco Certified Network Associate (Network Security)
Cisco Certified Network Associate (Networking automation and programmability)
Cisco Certified Network Associate (was CCNA Cloud)
Cisco Certified Network Associate (was CCNA Collaboration)
Cisco Certified Network Associate (was CCNA Wireless)
Cisco Certified Network Associate (was Design Associate)
Cisco Certified Network Professional - Collaboration
Cisco Certified Network Professional - Data Center
Cisco Certified Network Professional - Data Center (CCNP Cloud)
Cisco Certified Network Professional - Enterprise (was CCNP Routing and Switching)
Cisco Certified Network Professional - Enterprise (was CCNP Wireless)
Cisco Certified Network Professional - Security
Cisco Certified Network Professional (CCNP)
Cisco Certified Network Professional (was CC Design Professional)
Cisco Certified Systems Instructor (CCSI)
Cisco Data Center Unified Computing Design Specialist
Cisco Data Center Unified Fabric Support Specialist
Citrix Certified Associate - Networking
Citrix Certified Associate - Virtualization
Citrix Certified Expert – Networking
Citrix Certified Expert - Virtualization
Citrix Certified Instructor (CCI - Virtualization, Networking, or Mobility)
Citrix Certified Professional - Networking
Citrix Certified Professional - Virtualization (CCP-V)
Citrix XenServer Certified (CC-XenServer)
CIW Advanced HTML5 and CSS3 Specialist
CIW Certified Database Design Specialist
CIW Web Design Professional
CIW Web Development Professional
CIW Web Foundations Associate
CIW Web Security Professional
Cloud U (Rackspace)
Cloudera Certified Associate Administrator
Cloudera Certified Associate Data Analyst
Cloudera Certified Associate Spark and Hadoop Developer
Cloudera Certified Professional: Data Engineer
CompTIA A+
CompTIA Advanced Security Practitioner
CompTIA Certified Technical Trainer
CompTIA Cloud Essentials
CompTIA Cloud+
CompTIA Cybersecurity Analyst+
CompTIA Linux+
CompTIA Mobile App Security+
CompTIA Mobility+
CompTIA Network (Network+)
CompTIA Penetration Tester
CompTIA Project+
CompTIA Security+
CompTIA Server+
CompTIA Storage+
Convergence Technologies Professional (CTP)
CSX CyberSecurity Practitioner (CSXP)
CWNP Certified Wireless Security Professional (CWSP)
CWNP/Certified Wireless Analysis Professional (CWAP)
CWNP/Certified Wireless Design Professional (CWDP)
CWNP/Certified Wireless Network Administrator (CWINA)
CWNP/Certified Wireless Network Trainer (CWNIT)
CWNP/Certified Wireless Network Expert (CWNE)
CWNP/Certified Wireless Technology Specialist (CWTS)
Cyber Security Forensic Analyst
Dell Cloud Infrastructure - Specialist (DCS - CA)
Dell Cloud Services Architect - Expert (DCE - CA)
Dell Data Science Associate (DCA-DS)
Dell Data Science Specialist - Advanced Analytics (DCS-DA)
Dell EMC Technology Architect - Expert (DCE-TA)
Dell EMC Technology Architect - Specialist (DGS-TA)
579 Tech Certifications Reported

Foote Partners News Release – May 20, 2022

Dell Implementation Engineer - Expert (DCE - IE)
Dell Implementation Engineer - Specialist (DCS - IE)
Dell Information Security and Management Associate (DCA-ISM)
Dell Information Security and Management Expert (DCE-ISM)
Dell Information Storage and Management Specialist (DCS-ISM)
Dell Platform Engineer/PowerScale - Specialist (DCS-PE)
EC-Council Certified Application Security Engineer (CASE)
EC-Council Certified Encryption Specialist (ECES)
EC-Council Certified Ethical Hacker (CEH)
EC-Council Certified Incident Handler V2 (ECHIP)
EC-Council Certified Network Defender
EC-Council Certified Network Defense Architect (CNADA)
EC-Council Certified Security Analyst (ECSA)
EC-Council Computer Hacking Forensic Investigator (CHFI)
EC-Council Disaster Recovery Professional (EDRP)
EC-Council Licensed Penetration Tester (LPT)
Fortinet Network Security Expert (NSE) Level 1
Fortinet Network Security Expert (NSE) Level 2
Fortinet Network Security Expert (NSE) Level 3
GIAC Assessing and Auditing Wireless Networks
GIAC Certified Defending Advanced Threats (GDAT)
GIAC Certified Detection Analyst (GCDA)
GIAC Certified Enterprise Defender (GCED)
GIAC Certified Forensics Analyst (GCFIA)
GIAC Certified Forensics Examiner
GIAC Certified Incident Handler (GCIH)
GIAC Certified Intrusion Analyst (GCOIA)
GIAC Certified Project Manager (GCIPM)
GIAC Certified Web Application Defender
GIAC Certified Windows Security Administrator (GWIA)
GIAC Cloud Penetration Tester (GCPN)
GIAC Cloud Security Automation (GCASA)
GIAC Critical Controls Certifications (GCCC)
GIAC Cyber Threat Intelligence (GCTI)
GIAC Defensible Security Architecture (GDASA)
GIAC Enterprise Vulnerability Assessor (GEVA)
GIAC Exploit Researcher and Advanced Penetration Tester (GWAPT)
GIAC Information Security Fundamentals (GISF)
GIAC Information Security Professional (GISP)
GIAC Mobile Device Security Analyst (GMOB)
GIAC Network Forensic Analyst (GNFA)
GIAC Penetration Tester (GPEN)
GIAC Python Coder (GPYC)
GIAC Reverse Engineering Malware (GREM)
GIAC Security Essentials (GSEC)
GIAC Security Expert (GSE)
GIAC Security Leadership (GSLC)
GIAC Systems and Network Auditor (GNSA)
GIAC Web Application Penetration Tester (GWAPT)
Google Associate Cloud Engineer
Google Certified Professional Cloud Architect
Google Cloud Certified - Professional Data Engineer
Google Cloud DevOps Engineer
Google Professional Cloud Developer
Google Professional Cloud Network Engineer
Google Professional Cloud Security Engineer
HDI Customer Service Representative
HDI Desktop Support Manager
HDI Desktop Support Technician
HDI Support Center Analyst
HDI Support Center Director
HDI Support Center Manager
HDI Support Center Team Lead
HDI Technical Support Professional
Help Desk Analyst: Tier 1 Support Specialist/EDGSo
Help Desk Team Lead/RCCSP
Hitachi Qualified Professional - Storage Administration
HP Accredited Solutions Expert (ASE - all)
HP Accredited Technical Professional (ATP - all)
HP ASE - Storage Solutions V4
HP ATP - Hybrid IT Solutions V2
HP ATP - Storage Solutions V1/v2
HP Master Accredited Solutions Expert (MASE - all)
HP Master ASE – Hybrid IT Solutions Architect V1
HP Master ASE - Storage Solutions Architect V3
Huawei Certified Network Associate (all)
Huawei Certified Network Professional (all)
Huawei Certified Network Expert (all)
IAPP Certified Information Privacy Professional
IBM Advanced Systems Administrator (all)
IBM Certified Administrator - Cognos Analytics
IBM Certified Application Developer - Cloud Solutions v3
IBM Certified Application Developer - DB2 9.7 for Linux, Unix and Windows
IBM Certified Application Developer (all)
IBM Certified Data Architect - Big Data
IBM Certified Data Engineer - Big Data
IBM Certified Database Administrator - DB2 11.1 for Linux, UNIX and Windows
IBM Certified Developer - Cognos Analytics
IBM Certified Professional Developer - Cloud v4
IBM Certified Professional SRE - Cloud v1
IBM Certified Solution Advisor - Blockchain Platform V2
IBM Certified Solution Advisor - DevOps V2
IBM Certified Solution Architect – Cloud v4
IBM Certified Solution Architect - Data Warehouse V1
IBM Certified Solution Designer (all)
IBM Certified Specialist - AI Enterprise
IBM Certified Systems Administrator: WebSphere Application Server Network Deployment
IBM Certified Systems Administrator (all)
Information Systems Security Architecture Professional (ISSAP/CISSP)
Information Systems Security Engineering Professional (ISSEP/CISSP)
InfoSys Security Management Professional (ISSMP/CISSP)
ITIL Expert Certification
ITIL Foundation Certification
ITIL Intermediate Certification
ITIL Master Certification
JBoss Certified Developer (Seam, Persistence, ESB)
Juniper Networks Certified Internet Associate
Juniper Networks Certified Internet Professional
Juniper Networks Certified Internet Specialist
Linux Foundation Certified Engineer
Linux Foundation Certified System Administrator
Linux Professional Institute certification (LPIC-2)
Linux Professional Institute certification (LPIC-3)
Magento 2 Certified Professional Developer
Magento 2 Certified Associate Developer
MCSE: Core Infrastructure
Microsoft Certified Azure Administrator
Microsoft Certified Azure Administrator Associate
Microsoft Certified Azure AI Engineer Associate
Microsoft Certified Azure Data Engineer Associate
Microsoft Certified Azure Data Scientist Associate
Microsoft Certified Azure Developer Associate
Microsoft Certified Azure Fundamentals
Microsoft Certified Azure Security Engineer Associate
Microsoft Certified Azure Solutions Architect
Microsoft Certified Azure Solutions Architect Expert Microsoft Certified DevOps Engineer Expert
Microsoft Certified Professional
Microsoft Certified Solutions Associate (all)
Microsoft Certified Solutions Associate: BI Reporting
Microsoft Certified Solutions Associate: SQL Server 2012/2014/2016
Microsoft Certified Solutions Associate: Web Applications
Microsoft Certified Solutions Associate: Windows Server 2012/2016
Microsoft Certified Solutions Developer (MCSD)
Microsoft Certified Solutions Developer: Applications Builder
Microsoft Certified Solutions Expert: Business Applications
Microsoft Certified Solutions Expert: Data Platform
Microsoft Certified Solutions Expert: Desktop Infrastructure
Microsoft Certified Solutions Expert: Server Infrastructure
Microsoft Certified Trainer (MCT)
Microsoft MTA: Windows OS
Microsoft Office Specialist

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579 Tech Certifications Reported

Oracle Certified Professional - Application Server Administrator
Oracle Certified Professional - Database Cloud Administrator
Oracle Certified Professional - DBA (OCP)
Oracle Certified Professional - E-Business Suite 12
Oracle Certified Professional - Fusion Middleware 11g Forms Developer
Oracle Certified Professional - Java EE Web Component Developer
Oracle Certified Professional - Java EE Web Services Developer
Oracle Certified Professional - Java SE Programmer
Oracle Certified Professional - MySQL 5.x Database Administrator
Oracle Certified Professional - PL/SQL Developer
Oracle Certified Professional - Solaris 10 Systems Administrator
Oracle Certified WebLogic Server System Administrator
Oracle Cloud Infrastructure 2021 Certified Architect Professional
Oracle Linux Certified Administrator (OCA)
Oracle SOA 12c Certified Implementation Specialist
Oracle VM 3.0 for x86 Certified Implementation Specialist
Pegasystems Certified Data Scientist
Pegasystems Certified Decisioning Consultant
Pegasystems Certified Lead System Architect
Pegasystems Certified Senior Systems Architect
Pegasystems Certified System Architect
Pegasystems Certified Pega Business Architect
Pegasystems Certified Robotics System Architect
PHP Certification
Pivotal Application Architect
Pivotal Cloud Foundry Operator certification
Pivotal Developer
PMI Agile Certified Practitioner (PMI-ACP)
PMI Certified Associate in Project Management (CAPM)
PMI Portfolio Management Professional (PfMP)
PMI Professional in Business Analysis (PMI-PBA)
PMI Program Management Professional (PgMP)
PMI Project Management Professional (PMP)
PMI Risk Management Professional (PMI-RMP)
Prince2 Foundation
Prince2 Practitioner
Professional Certified Investigator
Professional in Project Management (GAQM)
Qlik Sense Business Analyst
Qlik Sense Data Architect
Qualified Information Security Professional (CIISP)
Rackspace Certified Technician
Red Hat Certified Architect (RHCA)
Red Hat Certified Architect: Cloud
Red Hat Certified Architect: Enterprise Applications
Red Hat Certified Architect: Infrastructure
Red Hat Certified Engineer in Red Hat OpenStack
Red Hat Certified Engineer (RHCE)
Red Hat Certified Enterprise Application Developer
Red Hat Certified Specialist in Business Process Design
Red Hat Certified Specialist in Linux Performance Tuning
Red Hat Certified Specialist in Messaging Administration
Red Hat Certified System Administrator in Red Hat OpenStack
Red Hat Certified Systems Administrator (RHCSA)
Red Hat Certified Specialist in Virtualization
RSA Administrator (RSA/CA)
RSA Certified Instructor (RSA/CI)
SAFE Certification
Salesforce B2C Commerce Developer
Salesforce Certified Application Architect
Salesforce Certified Data Architecture and Management Designer
Salesforce Certified Integration Architecture Designer
Salesforce Certified Platform Developer
Salesforce Certified Systems Architect
Salesforce Certified Technical Architect
Salesforce Certified User Experience Designer
Salesforce Development Lifecycle and Deployment Architect
Salesforce Identity and Access Management Architect
Salesforce Platform App Builder
Salesforce.com Certified Administrator
Salesforce.com Certified Advanced Administrator
SAS Certified Big Data Professional Using SAS 9
SAS Certified Data Integration Developer for SAS 9
SAS Certified Data Scientist Using SAS 9
SAS Certified Predictive Modeler - SAS Enterprise Miner 14
SAS Certified Professional: Advanced Programming/SAS 9.4
SAS Certified Specialist Base Programming/SAS 9.4
SAS Certified Statistical Business Analyst - SAS 9
SAS® Certified Advanced Analytics Professional Using SAS 9
SAS® Certified BI Content Developer for SAS®
SAS® Certified Data Quality Steward for SAS®
SAS® Certified Professional: AI and Machine Learning
SAS® Certified Professional: Data Curation for SAS Data Scientists
SAS® Certified Specialist: Visual Business Analytics 7.5/8.3
ServiceNow Certified Application Developer (CAD)
ServiceNow Certified Implementation Specialist (CIS)
Siebel 8 Consultant Certified Expert
Six Sigma Black Belt
Six Sigma Green Belt
Six Sigma Master Black Belt
Six Sigma Yellow Belt
SNIA Certified Storage Architect
SNIA Certified Storage Networking Expert (SCSN-E)
SNIA Certified Storage Professional
579 Tech Certifications Reported

SNIA Certified Systems Engineer
Sniffer Certified Expert
SolarWinds Certified Professional (SCP)
Splunk Core Certified User
SUSE Certified Administrator
SUSE Enterprise Engineer (SCE)
SUSE Enterprise Architect or (SEA)
Systems Security Certified Practitioner (SSCP)
Tableau Desktop Certified Professional
Tableau Server Certified Professional
Teradata 14 Certified Associate
Teradata 14 Certified Database Administrator
Teradata 14 Certified Database Developer
Teradata 14 Certified Enterprise Architect
Teradata 14 Certified Master
Teradata 14 Certified Professional
Teradata 14 Certified Solutions Developer
Teradata 14 Certified Technical Specialist
TIBCO Certified Professional
TIBCO Certified SOA Architect
TOGAF 9 Certified
VMware Certified Advanced Professional - Digital Workspace
VMware Certified Advanced Professional 6.5 - Data Center Virtualization Design
VMware Certified Advanced Professional - Network Virtualization
VMware Certified Advanced Professional (all)
VMware Certified Advanced Professional 6 - Data Center Virtualization Deployment
VMware Certified Advanced Professional 6/7 - Cloud Mgt and Automation Deployment
VMware Certified Advanced Professional 6/7 - Cloud Mgt and Automation Design
VMware Certified Design Expert – Network Virtualization
VMware Certified Design Expert - Cloud Mgt and Automation
VMware Certified Design Expert (all)
VMware Certified Design Expert 6 - Data Center Virtualization
VMware Certified Professional - Digital Workspace
VMware Certified Professional – Desktop Management 2021
VMware Certified Professional - Network Virtualization

VMware Certified Professional - Security 2021
VMware Certified Professional 6 - Data Center Virtualization (VCP6-DCV)
VMware Certified Professional 6.5 - Data Center Virtualization (VCP6.5-DCV)
VMware Certified Professional 6/6.5
VMware Certified Professional 6/7 - Cloud Mgt and Automation
VMware Certified Technical Associate - Data Center Virtualization
Zachman Certified - Enterprise Architect
IT CERTIFICATIONS PAY SUMMARY – Through April 1, 2022

A. CERTIFIED TECH SKILLS PAY PERFORMANCE: By Category

IT CERTIFICATIONS. Unlike the results of non-certified skills, the average cash premium for 579 tech certifications declined 1.2 percent in the first quarter of 2022, the largest quarterly loss since late 2020. 111 certifications changed in market value compared to 64 in the prior quarter.

IT Certifications - % Growth/Decline
3 months & 12 months
(579 certifications, data through 4/1/2022)

Figure 2

Source: Foote Partners IT Skills & Certifications Pay Index™, 1st Quarter 2022 data
19-YEAR QUARTERLY IT CERTIFICATION PAY TRENDS BY CATEGORY

Average quarterly median cash pay premium for a single IT certification. Data through April 1, 2022 – 88,420 IT Professionals

Pay data supporting these charts available in the IT Skills and Certifications Pay Index™ – 1Q 2022 data edition
HIGHEST PAYING IT CERTIFICATIONS (cash pay premiums, all 579 certifications surveyed, ranked)

These IT certifications are among those earning the highest pay premiums (data collected January 1, 2022 to April 1, 2022). Shown in alphabetical order by overall market value rank in descending order including ties. Green/Red = increased/decreased in market value this quarter. Purple = Made the list this quarter for first time.

1. Cisco Certified Architect

2.[Tie] Certified Cloud Security Professional (ISC2-CCSP)
   - Certified ScrumMaster
   - Certified Secure Software Lifecycle Professional (CSSLP)
   - EC-Council Certified Encryption Specialist (ECES)
   - GIAC Security Expert (GSE)
   - GIAC Security Leadership (GSLC)
   - Zachman Certified - Enterprise Architect

3.[Tie] Cloudera Certified Professional: Data Engineer
   - Certified Manager of Software Quality (CMSQ)
   - Certified Scrum Professional
   - Check Point Certified Security Master (CCSM)
   - CyberSecurity Forensic Analyst (CSFA)
   - EC-Council Certified Ethical Hacker (CEH)
   - GIAC Certified Forensics Analyst (GCFA)
   - InfoSys Security Engineering Professional (ISSEP/CISSP)
   - InfoSys Security Management Professional (ISSMP/CISSP)
   - Okta Certified Developer
   - PMI Risk Management Professional (PMI-RMP)
   - SAS® Certified Advanced Analytics Professional Using SAS 9
   - Six Sigma Master Black Belt
   - TOGAF 9 Certified

4.[Tie] Certificate of Cloud Security Knowledge
   - Certified Healthcare Information Security and Privacy Practitioner (ISC2)
   - Certified in Governance, Risk and Compliance
   - Certified in Risk and Information Systems Control (CRISC)
   - Certified Information Security Manager (CISM)
   - Certified Information Systems Auditor (CISA)
   - Certified Information Systems Security Professional (CISSP)
   - Certified Scrum Product Owner
   - Check Point Certified Security Expert (CCSE)
   - Cisco Certified CyberOps Associate
   - Cisco Certified Network Professional - Security
   - Cloudera Certified Associate Data Analyst
   - InfoSys Security Architecture Professional (ISSAP/CISSP)
   - Okta Certified Consultant
   - Oracle Certified Master - DBA (OCM)
   - Pegasystems Certified Robotics System Architect 16 0 miss 10 chall
   - PMI Program Management Professional (PgMP)
   - SAFe Certification
   - SAS Certified Data Scientist Using SAS 9
   - Teradata 14 Certified Master

SOURCE: Foote Partners IT Skills & Certifications Pay Index™, 1st Quarter 2022 data edition
**IT CERTIFICATION PAY TREND HIGHLIGHTS: Market Value Gainers & Highest Paying – 1st Quarter 2022 data**

These IT certifications *gained 10% or more in market value in the three months ending April 1, 2022* vs. prior quarter (seen below grouped by segment). *Listed in descending order of amount of % gain in cash pay premium* (including ties). Highest paying skills listed on right in alphabetical order.

### IT CERTIFICATION Gainers

<table>
<thead>
<tr>
<th>Info/Cyber Security certifications</th>
<th>Systems Administration certifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificate of Cloud Security Knowledge</td>
<td>IBM Certified Systems Administrator (all)</td>
</tr>
<tr>
<td>Certified Healthcare Information Security and Privacy Practitioner (ISC2)</td>
<td>VMware Certified Design Expert (all)</td>
</tr>
<tr>
<td>Microsoft Certified: Azure Security Engineer Associate</td>
<td>Google Associate Cloud Engineer</td>
</tr>
<tr>
<td>Certified Compliance Professional</td>
<td>Microsoft Certified Azure Solutions Architect</td>
</tr>
<tr>
<td>Google Professional Cloud Security Engineer</td>
<td><strong>Architecture, Project Management, and Process</strong> Certifications</td>
</tr>
<tr>
<td>Offensive Security Exploitation Expert (OSEE)</td>
<td>Oracle Cloud Infrastructure 2021 Certified Architect Professional</td>
</tr>
<tr>
<td>AWS Certified Security - Specialty</td>
<td>Prince2 Practitioner</td>
</tr>
<tr>
<td>Certified Business Continuity Professional (CBCP)</td>
<td>Microsoft Certified: DevOps Engineer Expert</td>
</tr>
<tr>
<td>Okta Certified Consultant</td>
<td>SAFe Certification</td>
</tr>
<tr>
<td>InfoSys Security Management Professional (ISSMP/CISSP)</td>
<td>Certified in Governance, Risk and Compliance</td>
</tr>
<tr>
<td>Check Point Certified Security Master (CCSM)</td>
<td>TOGAF 9 Certified</td>
</tr>
<tr>
<td>GIAC Certified Forensics Analyst (GCFA)</td>
<td><strong>Application Development/Programming Languages</strong> certifications</td>
</tr>
<tr>
<td>Okta Certified Developer</td>
<td>TIBCO Certified Architect</td>
</tr>
<tr>
<td><strong>Networking and Communications certifications</strong></td>
<td>TIBCO Certified Professional</td>
</tr>
<tr>
<td>Juniper Networks Certified Professional (JNCIP - all specializations)</td>
<td>Pivotal Developer</td>
</tr>
<tr>
<td><strong>Data/Database certifications</strong></td>
<td>Microsoft Certified: Azure Developer Associate</td>
</tr>
<tr>
<td>AWS Certified Data Analytics – Specialty, Microsoft Certified Azure Data Scientist Associate</td>
<td>Cloudera Certified Associate Spark and Hadoop Developer</td>
</tr>
<tr>
<td><strong>General/Foundation/Training certifications</strong></td>
<td>AWS Certified DevOps Engineer - Professional</td>
</tr>
<tr>
<td>CompTIA Certified Technical Trainer (CTT+)</td>
<td>Microsoft Certified Trainer (MCT)</td>
</tr>
</tbody>
</table>

### Highest Paying – Cash Premiums (A-Z)

- Certified Cloud Security Professional
- Certified Manager of Software Quality
- Certified Scrum Professional
- Certified ScrumMaster
- Certified Secure Software Lifecycle Professional
- Check Point Certified Security Master
- Cisco Certified Architect
- Cloudera Certified Professional: Data Engineer
- CyberSecurity Forensic Analyst
- EC-Council Certified Encryption Specialist
- EC-Council Certified Ethical Hacker
- GIAC Certified Forensics Analyst
- GIAC Security Expert
- GIAC Security Leadership
- InfoSys Security Engineering Professional
- InfoSys Security Management Professional
- Okta Certified Developer
- PMI Risk Management Professional
- SAS® Certified Advanced Analytics Professional Using SAS 9
- Six Sigma Master Black Belt
- TOGAF 9 Certified
- Zachman Certified - Enterprise Architect

Source: Foote Partners *IT Skills & Certifications Pay Index™, 1st Quarter 2022 data edition*
IT CERTIFICATION PAY TREND HIGHLIGHTS: Market Value Losers – 1st Quarter 2022 data

These IT certifications declined 10% or more in market value in the three months ending April 1, 2022 vs. prior quarter (seen below grouped by segment). Listed in descending order of amount of % decline in cash pay premium, including ties.

<table>
<thead>
<tr>
<th>IT CERTIFICATIONS Losers</th>
<th>Systems Administration certifications</th>
<th>Networking and Communications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application Development/Programming Languages</td>
<td>Linux Professional Institute certification (LPIC-Level 2)</td>
<td>NetScout/nGenius Certified Specialist (nCS)</td>
</tr>
<tr>
<td>Salesforce B2C Commerce Developer</td>
<td>VMware Certified Professional - Digital Workspace</td>
<td>Juniper Networks Certified Associate (JNCIA - all specializations)</td>
</tr>
<tr>
<td>Red Hat Certified Enterprise Application Developer</td>
<td>Oracle Certified Expert - Solaris 10 Network Administrator for Solaris</td>
<td>Brocade Certified Network Professional</td>
</tr>
<tr>
<td>Salesforce Platform App Builder</td>
<td>Oracle Certified Professional - Solaris 10 Systems Administrator</td>
<td>SolarWinds Certified Professional (SCP)</td>
</tr>
<tr>
<td>Red Hat Certified Architect: Infrastructure</td>
<td>Microsoft Certified Azure Fundamentals</td>
<td>Dell Platform Engineer/PowerScale - Specialist (DCS-PE)</td>
</tr>
<tr>
<td>Salesforce Certified Application Architect</td>
<td>Red Hat Certified Systems Administrator</td>
<td>Dell Information Storage and Management Associate (DCA-ISM)</td>
</tr>
<tr>
<td>Web Development certifications</td>
<td>HP Accredited Solutions Expert (all)</td>
<td>Avaya Certified Design Specialist (ACDS)</td>
</tr>
<tr>
<td>CIW Certified Database Design Specialist</td>
<td>Red Hat Certified Engineer in Red Hat OpenStack</td>
<td>Cisco Certified Network Professional - Enterprise (was CCNP Routing and Switching)</td>
</tr>
<tr>
<td>Microsoft Certified Solutions Associate: Web Applications</td>
<td>HP Accredited Technical Professional (ATP - all)</td>
<td>Dell Information Storage and Management Specialist (DCS-ISM)</td>
</tr>
<tr>
<td>Networking and Communications certifications</td>
<td>HP Master ASE - Storage Solutions Architect V3</td>
<td>Google Professional Cloud Network Engineer</td>
</tr>
<tr>
<td>Certified Computer Examiner</td>
<td>MCSE: Core Infrastructure</td>
<td>Huawei Certified Network Expert (all)</td>
</tr>
<tr>
<td>Okta Certified Professional</td>
<td>Red Hat Certified System Administrator in Red Hat OpenStack</td>
<td>Dell Information Storage and Management Expert (DCE-ISM)</td>
</tr>
<tr>
<td>Offensive Security Experienced Penetration Tester</td>
<td>HP ATP - Hybrid IT Solutions V2</td>
<td>General/Foundation and Training Certifications</td>
</tr>
<tr>
<td>Certified Forensic Computer Examiner</td>
<td>HP Master Accredited Solutions Expert (MASE - all)</td>
<td>Microsoft Certified Professional</td>
</tr>
<tr>
<td>CompTIA Cybersecurity Analyst+</td>
<td>Pivotal Cloud Foundry Operator certification</td>
<td>Citrix Certified Instructor (CCI - Virtualization, Networking, or Mobility)</td>
</tr>
<tr>
<td>CSX CyberSecurity Practitioner</td>
<td>Red Hat Certified Architect (RHCA)</td>
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<tr>
<td>GIAC Certified Windows Security Administrator</td>
<td>Red Hat Certified Architect: Cloud</td>
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<tr>
<td>GIAC Reverse Engineering Malware</td>
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<tr>
<td>GIAC Cyber Threat Intelligence</td>
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<tr>
<td>GIAC Information Security Professional</td>
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<tr>
<td>GIAC Certified Project Manager</td>
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<tr>
<td>GIAC Penetration Tester</td>
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</tr>
<tr>
<td>Systems Security Certified Practitioner</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Foote Partners IT Skills & Certifications Pay Index™, 1st Quarter 2022 data edition
### IT CERTIFICATION PAY TREND HIGHLIGHTS: Market Value Losers – 1st Quarter 2022 data

These IT certifications *declined 10% or more in market value in the three months ending April 1, 2022* vs. prior quarter (seen below grouped by segment). *Listed in descending order of amount of % decline in cash pay premium*, including ties.

#### IT CERTIFICATIONS Losers – cont’d.

<table>
<thead>
<tr>
<th>Architecture, Project Management, and Process Certifications</th>
<th>Data/Database certifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Six Sigma Green Belt</td>
<td>Oracle Certified Professional - DBA (OCP)</td>
</tr>
<tr>
<td>Certified in the Governance of Enterprise IT (CGEIT)</td>
<td>Dell Data Science Associate (DCA-DS)</td>
</tr>
<tr>
<td>HDI Customer Service Representative</td>
<td>IBM Certified Specialist - AI Enterprise Workflow V1</td>
</tr>
<tr>
<td>HDI Desktop Support Manager</td>
<td>Dell Data Science Specialist - Advanced Analytics (DCS-DA)</td>
</tr>
<tr>
<td>PMI Professional in Business Analysis (PMI-PBA)</td>
<td>IBM Certified Application Developer - DB2 9.7 for Linux, Unix and Windows</td>
</tr>
<tr>
<td>HDI Technical Support Professional</td>
<td>Oracle Certified Expert - MySQL 5.1 Cluster Database Administrator</td>
</tr>
<tr>
<td>ITIL Expert Certification</td>
<td>Oracle Certified Associate - DBA (OCA)</td>
</tr>
<tr>
<td>Six Sigma Yellow Belt</td>
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<tr>
<td>Certification of Capability in Business Analysis (CCBA)</td>
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<tr>
<td>Certified Scrum Developer</td>
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<tr>
<td>Dell Cloud Services Architect - Expert (DCE - CA)</td>
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<tr>
<td>Salesforce Certified Technical Architect</td>
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</table>

Source: Foote Partners *IT Skills & Certifications Pay Index™*, 1st Quarter 2022 data edition
IT CERTIFICATIONS ANALYSIS – Winners

A. **IT CERTIFICATIONS:** Paying well above average + gaining the most in market value

As a group, the 579 IT certifications tracked in our IT Skills and Certifications Pay Index™ had declined in market value every calendar quarter since 3rd quarter 2018—until the second half of 2021 when they posted two consecutive quarters of gains. But in the first quarter of 2022 all those gains were lost. Still, some IT certifications bucked this trend.

The following IT certifications meet two prerequisites:

- First, they *recorded substantial gains in cash market value in the six months* ending April 1, 2022.
- Second, they *earned workers cash pay premiums well above the average* of all 579 certifications in our IT Skills and Certifications Pay Index™

No IT certification the follows is earning less than the equivalent of 9 percent of base salary—significant considering the average for all skills reported is 6.5 percent of base—and every certification listed below grew between 9 percent and 38 percent in cash market value in the six months ending April 1st. *They are listed in descending ranked order of market value gain* (including ties).

Here is the list of IT certifications the meet the above criteria (in alphabetical order):

- AWS Certified Security - Specialty
- Certificate of Cloud Security Knowledge (CCSK)
- Certified Business Continuity Professional (CBCP)
- Certified Healthcare Information Security and Privacy Practitioner (HCISPP)
- Certified Penetration Testing Engineer (CPTE)
- Certified Scrum Master
- Check Point Certified Security Master (CCSM)
- Cisco Certified CyberOps Associate
- Cloudera Certified Associate Data Analyst
- Cloudera Certified Professional: Data Engineer
- GIAC Certified Forensics Analyst (GCFA)
- GIAC Certified Intrusion Analyst (GCIA)
- GIAC Security Expert (GSE)
- InfoSys Security Management Professional (ISSMP/CISSP)
- Microsoft Certified: DevOps Engineer Expert
- Okta Certified Consultant
- Okta Certified Developer
- Oracle Certified Master - DBA (OCM)
- Prince2 Practitioner
- SAFe Certification
- TIBCO Certified Architect
- TOGAF 9 Certified (The Open Group Architecture Framework)

Below is the same list, but *in descending ranked order of cash premium first and market value increase second* (including ties) and a brief description of each.

1. **InfoSys Security Management Professional (ISSMP/CISSP)**
   - *Average Pay Premium:* 11 percent of base salary equivalent
   - *Market Value Increase:* 38 percent (in the six months through 4/1/2022)

2. **GIAC Security Expert (GSE)**
   - *Average Pay Premium:* 12 percent of base salary equivalent
   - *Market Value Increase:* 33 percent (in the six months through 4/1/2022)

3. **AWS Certified Security - Specialty**
   - Certified Penetration Testing Engineer (CPTE)
   - TIBCO Certified Architect
   - *Average Pay Premium:* 9 percent of base salary equivalent
   - *Market Value Increase:* 28.6 percent (in the six months through 4/1/2022)
IT CERTIFICATIONS ANALYSIS – Winners, cont’d.

   Certified Healthcare Information Security and Privacy Practitioner (HCISPP)  
   Cisco Certified CyberOps Associate  
   Average Pay Premium: 10 percent of base salary equivalent  
   Market Value Increase: 25 percent (in the six months through 4/1/2022)

9. [Tie] Certified Business Continuity Professional (CBCP)  
   GIAC Certified Intrusion Analyst (GCIA)  
   Microsoft Certified: DevOps Engineer Expert  
   Prince2 Practitioner  
   Average Pay Premium: 9 percent of base salary equivalent  
   Market Value Increase: 12.5 percent (in the six months through 4/1/2022)

13. [Tie] Cloudera Certified Associate Data Analyst  
    Okta Certified Consultant  
    Oracle Certified Master - DBA (OCM)  
    SAFe Certification  
    Average Pay Premium: 10 percent of base salary equivalent  
    Market Value Increase: 11.1 percent (in the six months through 4/1/2022)

17. [Tie] Check Point Certified Security Master (CCSM)  
    Cloudera Certified Professional: Data Engineer  
    GIAC Certified Forensics Analyst (GCFA)  
    Okta Certified Developer  
    TOGAF 9 Certified (The Open Group Architecture Framework)  
    Average Pay Premium: 11 percent of base salary equivalent  
    Market Value Increase: 10 percent (in the six months through 4/1/2022)

22. Certified Scrum Master  
    Average Pay Premium: 12 percent of base salary equivalent  
    Market Value Increase: 9 percent (in the six months through 4/1/2022)
B. **IT CERTIFICATIONS** THAT HAVE LOST THE MOST MARKET VALUE: Last 2 years

The average market value for 579 tech certifications have increased in each of the last two calendar quarters, the first increases in several years, but this doesn’t obviate the fact that they have been on a steady decline for much of the past several years.

The following tech certifications lost the most in cash market value in the 24 months ending April 1, 2022.

*Why have more certifications been losing value than gaining value?*

Certifications decline in market value for a number of obvious and not so obvious reasons. Pay premiums may diminish as a certification expires, is retired, or is replaced with other certifications as technology evolves. Also, there remains a lingering bias that taking a proctored exam does not confer expertise in a subject on the test taker, especially when the pass rate is 70 percent (or less) correct answers. The certification industry has fought back against this bias by adding laboratory requirements and even peer review panels that decide if the candidate has qualified to receive designation.

But just as often it is their popularity that drives down pay premiums for a certification: as interest in a certification escalates and more people attain the certification, the gap between supply and demand for the certification narrows, driving down its market value as the laws of scarcity would dictate. This has been frequently documented in the case of dozens of certifications over the 20+ years Foote Partners has been tracking and reporting their cash pay premiums in the *IT Skills and Certifications Pay Index*.

**LOSING GROUND:** Listed below in descending order of 24-month percent market value decline, grouped alphabetically in cases of a tie. **Loss range: -33% to -60%**

- Citrix Certified Associate - Virtualization
- Cisco Certified Network Associate (was Design Associate)
- CIW Certified Database Design Specialist
- [TIE] BICSI Technician and Registered Communications Distribution Designer
- VMware Certified Design Expert - Cloud Mgt and Automation
- PMI Professional in Business Analysis
- [TIE] Citrix Certified Professional - Networking
- Citrix Certified Professional-Virtualization
- Linux Professional Institute certification (LPIC-Level 2)
- Cisco Certified Network Associate – Data Center
- Cisco Certified Network Associate
- Citrix Certified Associate - Networking
- Novell Certified Linux Engineer (CLE)
- Novell Certified Linux Professional
- Novell Identity Manager Administrator
- Juniper Networks Certified Associate (all)
- Six Sigma Green Belt
- Avaya Certified Implementation Specialist
- EC-Council Computer Hacking Forensic Investigator (CHFI)
- [TIE] Rackspace Certified Technician
- Microsoft Certified Azure Administrator Associate
- VMware Certified Design Expert (all)
- EC-Council Certified Security Analyst (ECSA)
- GIAC Reverse Engineering Malware (GREM)
- Certified Forensic Computer Examiner (CFCE)
2022 IT Skills & Certifications Volatility Index™
(Data collected through April 1, 2022)
Demand dynamics in benchmarked certified and non-certified IT skills pay

What is skills and certifications volatility?
Skills volatility is defined as the incidence of gains or declines in premium pay earned by tech professionals for specific certified and non-certified technical and business skills. Tracking volatility is useful for both analyzing and forecasting demand for skills, for monitoring IT workforce transition, and for understanding IT management decision making. Volatility offers valuable 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). But also, more narrow areas, for example—web/e-commerce development, storage area networking, virtualization, architecture, business process, project management, methodology. But unlike most jobs, within categories or niche 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).
TRENDS  
**Cash Pay Premium Volatility for IT Skills and Certifications**

Volatility in market value for individual IT skills and certifications—defined as incidence of gains or declines over a period of time in premium pay earned by IT professionals for specific technical and business skills—increased from October 1, 2021 to January 1, 2022 according to the latest update of Foote Partners' long-running IT Skills and Certifications Pay Index™ of market values for tech skills. Market value is measured by tracking additional cash compensation paid to workers by their employers for specific certified and non-certified skills they possess.

### Current Quarterly Recap (data collected through April 1, 2022)

**TOTAL: All Skills and Certifications**

- 27% of skills and certifications (327 of 1,209) changed in market value in 1st Quarter 2022, a significant increase from 22.4% in the prior quarter. Average volatility in the prior calendar year 2021 averaged 25%.
- 157 gained value and 170 declined in value in 1st Quarter 2022 compared to 110 and 171, respectively, in the prior quarter.

**CERTIFIED SKILLS**

- 19.6% of reported certifications (111 of 567) changed market value in 1st Quarter 2022, dramatically higher than the 11.5% volatility in the prior quarter in which only 64 certs changed in value.
- 35 certifications gained market value while 76 declined in value in Q1 compared to 27 and 37, respectively, in the prior quarter—a significant 74% increase in overall quarter-to-quarter volatility.

**NON-CERTIFIED SKILLS**

- 33.6% of reported skills (216 of 642) changed value in 1st Quarter 2022, slightly higher than the 32.1% volatility in the prior quarter. This is consistent with the average volatility of 33.5% for the 2021 calendar year.
- 135 noncertified skills gained in market value; 81 declined in value in the 1st Quarter compared to 83 and 119, respectively, in the prior quarter—a flip-flop between gains and declines that resulted in a reversal of recent trends in pay for noncertified skills.

Tracking skills volatility is useful in many ways: analyzing and forecasting demand for skills; monitoring IT workforce transition; and understanding IT management decision making. In fact, we believe statistical volatility in IT skills pay offers a more complete story of true labor market conditions than salary movements and hiring behavior, among other common indicators. Important in this distinction is that skills can be segmented and benchmarked more meaningfully than jobs allowing to microanalyses.

Similar to jobs, IT skills have broad skills categories that can be tracked (e.g., security, networking, systems, database, applications development). But unlike jobs, skills pay can be pinpointed to hundreds of niches and specialization. Also, unlike most job trends analyses, within skills categories and niches are vendor-specific and vendor independent skill specializations for more granular tracking, analysis, and forecasting.

Quarterly volatility for all 1,238 certified and non-certified skills in the last two years has been widely variable, in the 17% to 28% range. This is an important shift trend that we believe signals a move that employers are taking a more long-term view to building their tech workforces for emerging technologies such as AI/Machine Learning, Data Analytics and a variety of digital solutions. Tech leaders right now are demanding more agility, faster reaction times, and more predictable execution; this is keeping volatility high as skills markets constantly adjust to meet surges in demand for specific certified and non-certified skills.

They will be able to achieve those capabilities through applying architecture principles and practices to people management. **We discuss this in greater detail earlier in this news release.**
Recent IT skills and certifications volatility trends

QUARTERLY SUMMARY

1st Quarter 2022 volatility in skills and certifications values is eight points higher than the prior quarter, the result of significant changes in pay for certifications.

NONCERTIFIED SKILLS VOLATILITY in 1Q 2022 (33.6%) was slightly higher than both the prior quarter (32.1%) and the average volatility for the 2021 calendar year (32.3%).

IT CERTIFICATIONS VOLATILITY in 1Q 2022 rose dramatically, to 19.6% from 11.5% in the prior quarter. This is considerably higher than the 16.8% average quarterly volatility for calendar 2021.

(Pay data supporting these charts available in the IT Skills and Certifications Pay Index™ – 2007 to 2022 quarterly data edition)

(Source: Foote Partners LLC, 2022 IT Skills & Certifications Pay Index™)
VOLATILITY HIGHLIGHTS  

IT Certifications – 1st Quarter 2022 data

VOLATILITY INDEX: How Many of 579 IT Certifications Changed Market Value in 1st Quarter 2022?

(Sources: Foote Partners LLC, 2022 IT Skills & Certifications Pay Index™)

IT Skills and Certifications Volatility Index™
1Q 2022 data edition findings: Tech Certifications

IT Certifications Volatility Highlights

Among all 579 certifications surveyed, highest volatility (>15%) occurred in these segments (ranked highest to lowest):

- Beginner & Training
- [Tie] Architecture/Project Mgt/Methodology; Info/Cybersecurity
- Systems Admin & Engineering
- Web Development
- Data/Database
- Applications Development

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

- Beginner & Training
- Info/Cybersecurity

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

- Beginner & Training
- Architecture/Project Mgt/Methodology
- Web Development
- Info/Cybersecurity
- Systems Admin & Engineering

(Pay data supporting these charts available in the IT Skills and Certifications Pay Index™ – 2007 to 2022 quarterly data edition)
**VOLATILITY HIGHLIGHTS** Non-certified IT Skills – 1st Quarter 2022 data

**VOLATILITY INDEX: How Many of 659 Noncertified IT Skills Changed Market Value in 1st Quarter 2022?**

<table>
<thead>
<tr>
<th>Category</th>
<th>Total that changed</th>
<th>Went Down in Value</th>
<th>Went Up in Value</th>
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<tbody>
<tr>
<td>Management/Methodology/Process</td>
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<td>Operating Systems</td>
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<td>Data/Database</td>
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<tr>
<td>Web/e-Commerce Development</td>
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<td>Apps Development Tools &amp; Platforms</td>
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<tr>
<td>SAP &amp; Enterprise Business Applications</td>
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<td>Messaging and Communications</td>
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<tr>
<td>Systems/Networking</td>
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<tr>
<td>ALL NONCERTIFIED SKILLS SURVEYED</td>
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% of Noncertified Skills That Changed Market Value from Prior Quarter (Gain or Decline)

(Source: Foote Partners LLC, [2022 IT Skills & Certifications Pay Index™](https://www.footepartners.com))

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**IT Skills and Certifications Volatility Index™**

1Q 2022 data edition findings: Non-certified IT Skills

**Noncertified IT Skill Pay Volatility Highlights**

Among all 659 noncertified IT skills surveyed, high volatility (>20%) occurred in all but one segments (ranked highest to lowest):

- Data/Database
- Management/Methodology/Process
- [Tie] Applications Development Tools & Platforms; Operating Systems
- Web/E-commerce Development
- [Tie] Systems/Networking; Messaging and Communications
- SAP & Enterprise Business Apps

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

- Data/Database
- Management/Methodology/Process
- Operating Systems
- Web/E-commerce Development

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

- Messaging and Communications
- Applications Development Tools & Platforms
- Data/Database

(Pay data supporting these charts available in the IT Skills and Certifications Pay Index™ – 2007 to 2022 quarterly data edition)
2022 IT Skills and Certifications Pay Index™ (1st Quarter data edition)

- Pay premiums for 1,238 certified and noncertified IT skills
  - Three data points for each position: 10th, 50th, 90th percentile
- Verified and validated IT skills pay data from 88,420 IT professionals at 3,988 employers in US and Canada
- Current data collected through April 1, 2022 (updated quarterly)
- Excel format data tables allowing for data loading into third-party data analytics tools from PayScale, MarketPay, PayFactors, CompAnalyst, WillisTowersWatson, Mercer, et. al.
- Certifications Guide containing basic information about surveyed IT certifications (pre-requisites; costs; test content; lab requirements, etc.)

Pricing: $6,300 single edition. $21,500 annual subscription

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**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: Cisco Network Engineer, Python Software Engineer, Redhat Linux Systems Administrator, or SAP 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
ABOUT THIS RESEARCH

Foote Partners’ primary research survey for tracking IT skills and certifications pay and supply/demand volatility is the industry-leading IT Skills and Certifications Pay Index™ (ITSCPI), launched in 1999 and updated every three months since that time. Data covering 365,764 tech professionals at 3,988 employers in 83 U.S. and Canada cities are reported for IT salaries and skills pay earned for 257 positions and 1,238 certified and noncertified technical and business skills. Verified and validated pay data for 88,420 tech workers has been included in the 1st Quarter 2022 data edition of the ITSCPI, compiled from data collected through April 1, 2022.

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:

- 18% of participating organizations have $5 billion+ in sales/$15+ billion in total assets
- 28% of participating organizations earn more than $1 billion in annual revenues or more than $5 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

TO OBTAIN A COPY OF THE LATEST IT SKILLS AND CERTIFICATIONS PAY INDEX™

Please visit the Foote Partners web site: IT Skills and Certifications Pay Index
Foote Partners 2022 IT Compensation Survey Product Map

**Survey Demographics**
- 65 US/18 Canadian cities (365,746 IT workers, 3,988 employers)
- 174 Europe/UK cities (189,888 IT workers, 2,065 employers)
- 45+ industries
- Updated continuously.

**Custom Salary Reports**
- Choose on the job titles or job families needed
- Choose cities needed

**Long-form Job Descriptions**
- Updated continuously
- Comprehensive, includes internal/external relationships key to job success, skills and certification, detailed experience factors

**Short-form Job Profiles (JD excerpts)**

**IT Professional Salary Survey**
- 255 Jobs, 36 IT job families

**IT Skills & Certification Pay Index™**
- 1,238 skills/certs

**IT Salary+Skills Pay Survey Reports**

**IT Skills Demand and Pay Trends Report**

**IT Skills HOT Lists Forecast**

**IT Skills Volatility Index**

**SALARY+SKILLS REPORTS AVAILABLE**
- Applications Development
- Big Data
- Business Analysts/Business Technology
- Database
- Data Warehousing/Business Intelligence
- E-Commerce
- IT Architecture
- Microsoft Windows
- Networking Operations & Engineering
- Project Management
- SAP
- IT Security
- Systems Engineering and Administration
- Web/I-Net

**JOB FAMILIES AVAILABLE**
- Artificial Intelligence
- Big Data
- Business Technology
- Business Applications Delivery
- Cloud Computing
- Data Analytics
- Data Management
- Data Warehousing/BI
- Database Administration
- Database Developers
- DevOps
- Digital Development family
- e-Commerce/e-Business
- Enterprise Applications
- Enterprise Infrastructure
- Epic Systems
- Help Desk
- Info/Cybersecurity
- Intranets/extranets
- IT Architecture
- IT Auditing
- IBM Notes/Domino
- Java Developers
- Messaging
- Mobile Computing
- .NET Developers
- Network Eng. & Operations
- Project Management
- SAP
- Gx Sigma
- Software Quality Assurance
- Storage/SAN/NAS
- Systems Eng. & Administration
- Unix/NT/Linux
- Voice Engineering
- Web/I-net
ABOUT FOOTE PARTNERS

Foote Partners, LLC is a technology analyst firm and independent benchmark research organization focusing on the people (versus vendor) side of managing technology and technology value creation. A thought leader and trusted advisor to thousands of employers on five continents who purchase our products and services, our company provides pragmatic benchmark research and forward-thinking advice and market intelligence targeting the tech workforce in the modern highly integrated business/IT hybrid environment in which all private and public organizations now operate.

Our products are deeply grounded in specialized proprietary data-driven statistical and empirical research, benchmark surveys, and business intelligence collected from thousands of North American employers with whom we have deep longstanding research partnerships. These partnerships have been created and supported specifically to enable unique market intelligence views and difficult-to-find decision support research on the multiple facets of IT human capital management. As a group, these U.S., Canadian, and European partners were selected to meet strict criteria for what we believe is the most meaningful demographic representation for tech professionals in each local labor markets.

Founded in 1997 and comprised of former Gartner industry analysts, McKinsey & Company, Mercer and WillisTowersWatson senior consultants, and former corporate HR, IT, and business executives, the firm’s research division publishes 70+ quarterly-updated benchmarking, analytical research and forecasting products that help employers benchmark their IT compensation, solve difficult information technology management and workforce problems, and strengthen their ability to execute complex business solutions.

Foote Partners tech compensation survey findings and labor market trend analyses are featured regularly in countless business, HR, and IT media sources and periodicals around the globe, including Bloomberg BusinessWeek, Forbes, Fortune, Wall Street Journal, New York Times, CIO Magazine, ComputerWorld, and WorldatWork’s Journal and Workspan Magazine; and in appearances on network and cable television, National Public Radio, and countless podcasts and webcasts.

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