

FOR IMMEDIATE RELEASE

Contact: David Foote (dfoote@footepartners.com) - Bill Reynolds (billr@footepartners.com) - Ted Lane (tlane@footepartners.com)
772-234-2787

NOTE: This news release is a summary extract of content from the 2nd Quarter 2024 editions Foote Partners' *2024 IT Skills Demand and Pay Trends Report* and *2024 IT Skills and Certification Pay Volatility Index*, two market intelligence trend reports updated every 3 months from data contributed by HR departments at 4,391 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' research group.

Volatility in cash pay premiums for 1,340 IT skills and certifications reported in Foote Partners' *IT Skills and Certification Pay Index* spiked upwards to its highest level since 2016, with 31 percent (405 of 1,333) changing in market value in the first three months of 2024. Change in pay for certifications was responsible for much of this volatility rise, although noncertified skills pay volatility also contributed.

Average market value for 708 non-certified IT skills increased slightly in 1Q 2024, with 240 skills changing in value over these three months compared to 211 in the prior quarter. 130 lost value while 110 gained value in the first quarter compared to 115 and only 96, respectively, in the prior quarter. Three groups recorded gains: Apps Development Tools & Platforms and Data/Database.

For 632 IT certifications, average market value dropped by 1.3 percent overage in the first quarter, led by losses in Data/Database, Systems Administration/Engineering, Networking & Communications, and Architecture/Project Management/Process certification categories. 166 certifications changed value compared to only 133 in the prior quarter, with 60 gaining market value versus only 70 rising in 4Q 2023.

As new technology such as AI dramatically alters the tech labor landscape, workers are struggling to understand how their roles will change—if not go away altogether—now and in the future.

April 21, 2024 – Vero Beach, FL. Extra pay awarded by employers to talented tech professionals for **708 non-certified IT skills**—also known as cash pay premiums—increased slightly in the first quarter of 2024 after four consecutive quarterly declines in 2023. Despite lackluster performance last year in which average pay premiums declined one-half percent overall, the current average cash pay premium bonus for a single skill in Q1 is the equivalent of **9.6 percent of base salary**, well above the average for certifications.

Average market value for **632 IT certifications** decreased 1.3 percent in the first quarter of 2024 for the third time in the past four quarters. This is a continuation of a generally downward trend that began last April. The single bright spot in IT certification pay has been Info/Cybersecurity certifications which grew 0.5 percent in the quarter, the only categorical increases. The average cash pay premium bonus for a single certification in 1Q was the equivalent of **6.4 percent of base salary**.

This according to the latest quarterly update of Foote Partners' *IT Skills and Certifications Pay Index™* (ITSCPI) based on compensation data provided by 4,391 private and public-sector employers in 83 U.S. and Canadian cities who partner with our firm to report pay for their 430,338 technology professionals in the U.S. and Canada.

Since its launch in 1999, the *IT Skills and Certifications Pay Index™* has continuously tracked cash 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 1,340 certifications and non-certified skills.

“Short-term gains and losses in pay premiums for IT skills gives us more accurate insights into skills demand, tech workforce transition, and even business decision-making than any other data we collect from our more than 4,391 research partner employers,” declares David Foote, chief analyst and research officer of Foote Partners. “This is why we began collecting and reporting skills pay data in the late 1990s. The pay volatility spikes our research uncovered in 2023 and in the first quarter of this year are a strong indication of employers struggling to come up with their own optimal staffing balances in the past year. For example, the deepening threat landscape and rapidly evolving high momentum technologies like A.I. are forcing organizations to move more quickly in filling specific gaps in their job architectures”, continues Foote. “We are able to segment skills supply and demand into more than a hundred specializations, and to do it over very short timelines, something our salary surveys cannot do even though they are also updated every 3 months.”

“Lately, employers have been investing heavily in A.I. tech in both salaried jobs and skills premiums. In the past year we were able to add seven new A.I. and machine learning job titles to the existing A.I. family in our *IT Professional Salary Survey* and twenty more A.I. related skills to the ITSCPI including: Convolutional Neural Network; Artificial Intelligence Model Optimization; Computer Vision; Stable Diffusion; AI Chatbot, Midjourney; ChatGPT; and Large Language Model/LLM tuning. **These 47 critical core All skills will add, in total cash compensation, average cash pay premiums equivalent to between 7 percent to 21 percent of base salary. And 28 of them will add between 15 percent and 21 percent, well above the 9.6 percent average premium across all 632 noncertified skills we report. They are very hot right now,**” notes Foote. “In addition, there are 14 A.I. related certifications that are also growing in market value.”

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

(97,773 IT professionals, data through 4/1/2024)

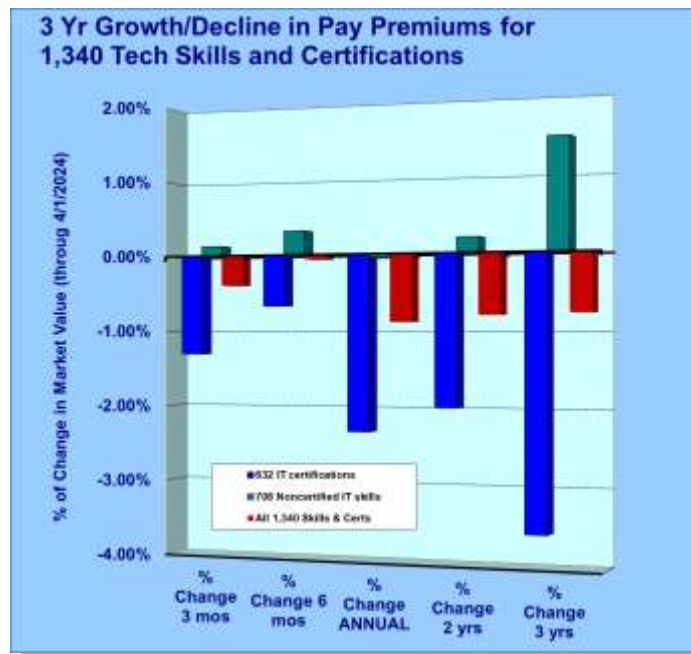


Figure 1

Source: Foote Partners, *IT Skills and Certifications Pay Index™* (1Q2021 – 1Q2024 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 = 97,773 IT Professional

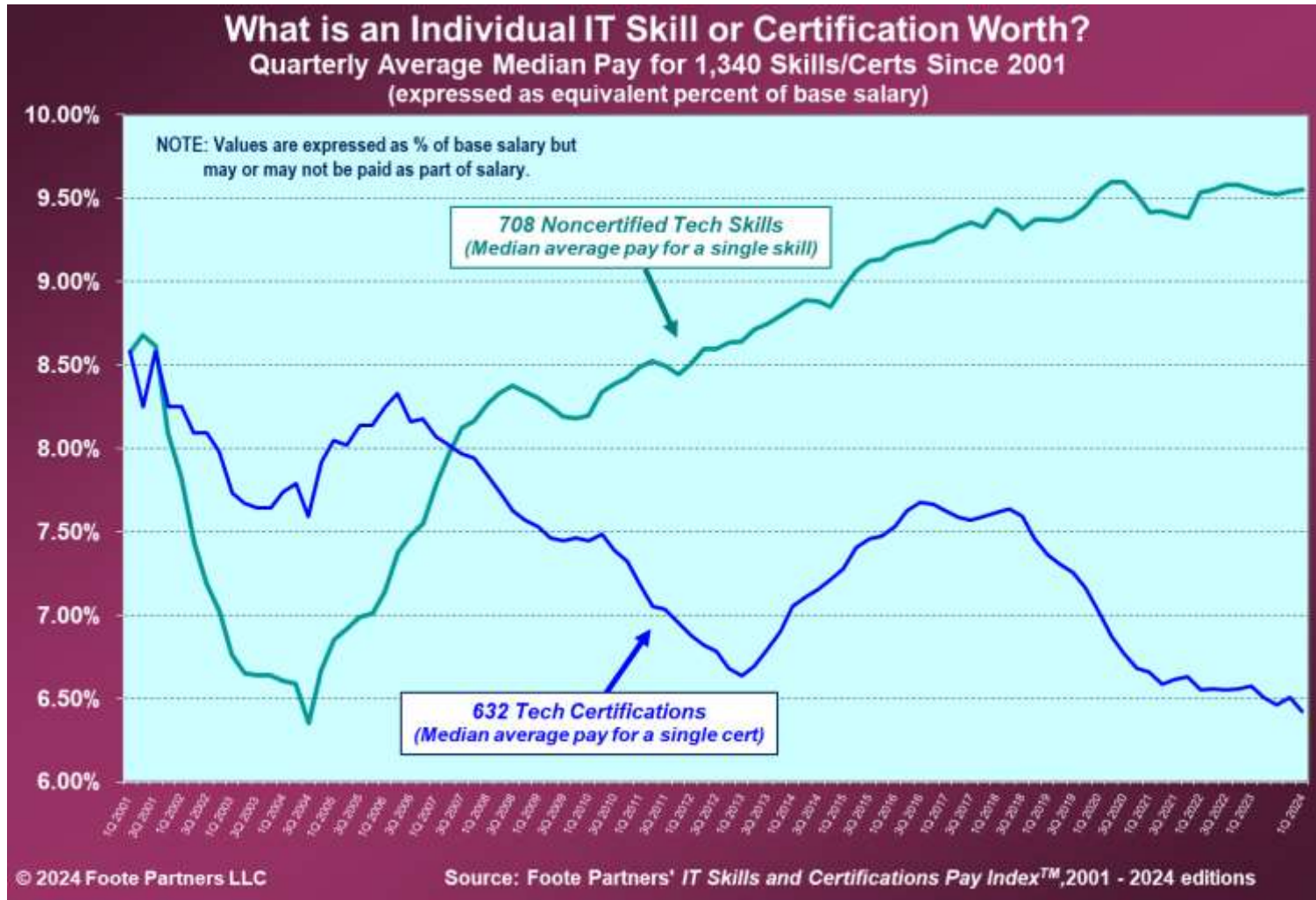


Figure 2

IT Skills & Certifications Pay Data Trend Charts & Analysis

IT Skills and Certifications Pay Index™ – 1st Quarter 2024 data edition*

- Noncertified IT Skills (Page 6)
- IT Certifications (Page 19)

IT Skills and Certifications Pay Volatility Index™ – 1st Quarter 2024 data edition*

- Summary (Page 31)
- IT certifications (page 34)
- Non-certified IT skills (page 35)

*All data collected through April 1, 2024

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, 2024)

Apps Develop. Tools & Platforms

Agile software development
AI Chatbot
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 Spark
Apache Struts/Struts2
Apache Tomcat
Apache Zookeeper
Appium
Automated Testing
AWS CDK
AWS CloudFormation
AWS CloudFront/CloudFront Functions
AWS CodeDeploy
AWS Lambda
Azure Stack
Bamboo/BambooHR
Behavior-Driven Development
Bitbucket
Boost C++
Business Objects
C
C#
C++
C++ /CLI
CA PPM (Clarity PPM)
Cerner Millennium
ChatGPT
CircleCI
Clojure
Cloudera software
Cloud Foundry PaaS
COBOL
Cognos
Confluence
Continuous Delivery
Cucumber
Datadog
Delphi
Drupal
Eclipse
Elixir
Epic Systems applications
Erlang
Ethereum
F#
Flutter
Full Stack Development
Generative AI
Git/GitHub
GitLab
GitOps
Go language (Golang)
GoCD
Gosu/Guidewire
Gradle
Groovy/Grails
gRPC
Grunt
Hibernate/NHibernate
HP ALM (App. Lifecycle Mgt)
HP Unified Functional Testing
Integration Testing
iRise
Jasmine
Java
JBehave
Jenkins
JIRA
JUnit
Kotlin
MapReduce
MATLAB
Microsoft Azure
Microsoft Azure Stack
Microsoft Azure Logic Apps
Microsoft PowerApps
Microsoft Power Platform
Microsoft SQL Server Mgt Studio
Microsoft Team Foundation Server
Midjourney
Mokito
NetWeaver
Next.js
NIM
NUnit
Objective-C

Objective Caml (Ocaml)
Octopus Deploy
OpenShift
Oracle APEX
Oracle Apps Developer Framework
Platform Engineering
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
Semaphore CI/CD
ServiceNow ITSM
Sonatype Nexus
SpecFlow
SPSS
SQL
Stable Diffusion
Swift
Tcl
TeamCity
TestNG
Transact-SQL/tSQLt
Travis CI
UML (unified modeling language)
Visual Basic 6.0
Visual C++
Vue.js
VMware Cloud Foundry PaaS
WebSphereMQ
Xcode

Web/e-Commerce Development

Active Server Pages
ActiveX
Adobe Analytics
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
Cypress
Django
Docker /Docker Swarm
Documentum
Elasticsearch/Elastic Stack
Ember.js
Figma
Front End Development
GatsbyJS
Google Analytics
Google App Engine
Google Cloud Platform
Gradio
GraphQL
HTML5
JavaBeans/EJB 3.0
JavaFX
JavaScript
Java Server Pages
JBoss/Wildfly
Jetty
Joomla!
jQuery
JSON
Julia
KnockoutJS
Laravel PHP
Magento/Adobe Commerce
Magnolia
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
Scalable Vector Graphics (SVG)
Secure coding/SW development
Sitecore CMS
SOAP/SOAP UI
Social Media/Networks
Spring Framework
Spring Boot
Spring Cloud
Spring Integration
Spring MVC
Spring Security
TIBCO
UDDI
Umbraco
VBScript
Video/graphics editing
Visual Interdev VoiceXML
Web collaboration appliances
Web Content Development
Web Design
WebSphere
WebSphere Datapower
Wikis
WSDL
XAML/XACML
XHTML MP
XML (all variants)

SAP & Enterprise Business

Applications

ABAP (all modules)
 Accelerated SAP (SLM)
 Baan (Infor LN ERP)
 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 Commerce Cloud
 Salesforce CRM
 Salesforce Sales Cloud
 Salesforce Service Cloud
 SAP AFS
 SAP ALE
 SAP APO
 SAP Ariba
 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 ALE

SAP APO
 SAP Ariba
 SAP Auto-ID infrastructure
 SAP Basis Components
 SAP BI
 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 Commerce Cloud
 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/Commerce Cloud
 SAP IBP (Integrated Business Planning)
 SAP IS-U (Utilities)
 SAP ITS
 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 SM
 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

Alteryx Designer
 Amazon Athena
 Amazon DynamoDB
 Amazon RedShift
 Apache Cassandra
 Apache CouchDB
 Apache Hive
 Apache Ignite
 Apache Impala
 Apache Spark SQL
 Azure Cosmos DB
 Azure Data Factory
 Azure SQL Data Warehouse
 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 Vault
 Database management
 DB2
 dBASE/xBASE
 ETL (Extract, transform, load)
 GIS
 Google BigQuery
 Google Data Studio
 Hbase
 Informatica

Java Database Connectivity
 Kibana
 Looker
 Master data management
 Microsoft Access
 Microsoft Exchange Server 2010/2013
 Microsoft SQL Server 2019/2016/2014/2012
 Microsoft SQL Server Integration Services
 Microsoft SQL Server Reporting Services (SSRS)
 MongoDB
 MySQL
 NewSQL
 NoSQL
 OpenEdge ABL
 Oracle Application Server
 Oracle Business Intelligence Enterprise Edition Plus
 Oracle Coherence
 Oracle DB 9i/10g/11i/12c
 Oracle Enterprise Manager
 Oracle Exadata
 Oracle Forms
 Oracle Reports
 PostgreSQL
 Power Query
 Redis
 Riak
 Smart Contracts
 Snowflake/Snowflake Schema
 Sqoop
 Sybase Adaptive Server
 Teradata
 TIBCO Spotfire
 Visual SQL

Systems/Networking

Active Directory
 Amazon AWS CloudTrail
 Amazon Elastic Kubernetes Service
 Ansible
 Apache Flume
 Arista
 ATM
 AWS Fargate
 Azure Active Directory
 Azure AKS
 Azure Sentinel
 Azure Storage
 Business continuity and disaster recovery planning
 CA Endeavor
 Chef/Opencode
 Cisco ASA
 Cisco CUCM
 Cisco ICM
 Cisco IPCC
 Cisco ISE/Identity Services Engine
 Cisco Nexus
 Cisco Prime
 Cisco UCCE
 Cisco UCCX
 Citrix Hypervisor (XenServer)
 Citrix NetScaler
 Citrix Virtual Apps (XenApp)
 Cloud architecture
 Cloud security
 DHCP
 EIGRP
 Ethernet
 Fast Ethernet
 Gigabit Ethernet
 Google Kubernetes
 Grafana
 HP ConvergedSystem
 HP Quality Center
 HTTPS
 IaaS (Infrastructure as a Service)
 Infrastructure architecture
 Infrastructure as code(IaC)
 Intrusion prevention/detection sys
 IPX/SPX
 Juniper
 LAN

Microsoft Application Virtualization
 Microsoft Azure Sentinel
 Microsoft Hyper-V
 Microsoft SCCM
 Microsoft SCVMM
 Microsoft Virtual Server
 Mobile device management
 Mobile security
 Multiprotocol Label Switching
 NAS/Network Attached Storage
 Network access control/Identity mgt systems
 Network security management
 NGFW(next-generation firewall)
 Novell Netware
 PaaS
 Performance Analysis/Tuning
 Performance Management/Metrics
 Performance Testing
 Prometheus
 Puppet
 Rackspace Cloud
 RedHat OpenShift
 Routing (e.g. OSPF, RIP, IGRP)
 Salt
 SAN/Storage Area Networks
 Security skills (project-based)
 Security Information and Event Management
 SMTP
 SNA
 Software-Defined Networking
 SolarWinds Orion
 Storage Virtualization/Admin
 TCP/IP
 Terraform
 Tivoli
 Vagrant
 vCenter Server
 vCloud
 Virtualization (various)
 Virtual security
 VMware ESXi Server
 VMware NSX
 VoIP/IP telephony
 VPN/OpenVPN
 WAN/3G/4G services
 Web Infrastructure
 Web services security
 Wireless Network Mgmt

Wireless security
 Wireless sensors/RFID
 Wireline Networking/ Telecomm.
 WML

Operating Systems

AIX
 Fedora 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

Management, Methodologies and

Process
 Artificial Intelligence
 Artificial Intelligence for IT Operations Artificial Intelligence
 Model Optimization
 AWS Codebuild
 AWS DevOps
 Azure DevOps
 Azure Key Vault
 Azure Machine Learning
 Azure Monitor
 Azure OpenAI
 Azure Service Fabric
 Big Data Analytics
 Bioinformatics
 Business Analysis
 Business Analytics
 Business Intelligence
 Business performance mgt
 Business process management/modeling/improvement
 Caffe
 Capacity Planning/Management
 Change management
 COBIT

Collaboration software
 Complex Event Processing/Event Correlation
 Computer Vision
 Configuration Management
 Continuous Improvement
 Continuous Integration/Continuous Delivery
 Convolutional Neural Network
 CRM
 Cryptography (encryption, VPN)
 Customer Experience
 Cyber Threat Intelligence
 Cybersecurity
 Data Acquisition and Control Systems
 Data Analytics
 Data Architecture
 Data Cleansing
 Data Engineering
 Data Governance
 Data Integration
 Data Management
 Data Migration
 Data Modelling
 Data Privacy
 Data Protection
 Data Quality
 Data Science
 Data Security
 Data Strategy
 Data Transformation
 Data Visualization
 DataOps
 DataRobot Enterprise AI Platform
 Deep Learning
 Deployment Automation
 DevOps
 DevSecOps
 Digital Analytics
 Digital Forensics
 Digital Marketing
 E-Discovery
 E-Procurement
 ERP
 Event-Driven Architecture
 FinOps
 Flink
 ForgeRock
 Functional Programming

Functional Testing
 Game Development/Gamification
 General Data Protection Regulation
 Google TensorFlow
 Governance, Risk management and Compliance
 H2O.ai
 HL7
 Hyperautomation
 Identity access management
 Incident Management
 Information management
 IT Audit
 IT Governance
 ITIL V3
 IT Service Management/ITSM
 Kanban
 Keras
 Large Language Model/LLM tuning
 Machine Learning
 Marketo
 Metadata design and development
 Microservices
 Microsoft SQL Server Analysis Services
 Microsoft Visio
 MLOps
 Model Tuning
 Natural language processing
 Network Architecture
 Neural Networks
 NIST/NIST 800
 Object Detection/YOLO
 Penetration testing
 Power BI
 Predictive Analytics and Modeling
 Prescriptive Analytics
 Program Management
 Project management/governance
 Prompt Engineering
 PyTorch
 QlikSense
 Quality Assurance/QA Automation
 Quality management/TQM
 Quantitative Analysis/Regression
 Razor
 Requirements Engineering/Analysis

Management, Methodologies and Process – cont’d.

Risk analytics/assessment
Robotic Process Automation
Scaled Agile Framework (SAFe)
Security architecture and models
Security auditing
Security management
Security testing
SEO
Site Reliability Engineering
Six Sigma/Lean Six Sigma
Social media analysis/analytics
Software development lifecycle management
Splunk
Tableau
Test Automation
Test Driven Development/ Scripting
Threat Detection/Modelling/Mgt
TIBCO BusinessWorks
TOGAF
Unit Testing
Usability Research/Human Factors Research
User Acceptance Testing
User Experience/User Interface
User-Centered Design
Vulnerability Scanning/ Assessment/Management
Waterfall
Web Analytics
Webtrends analytics
Zachman Framework

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

IT NONCERTIFIED SKILLS PAY SUMMARY – Through April 1, 2024

A. NONCERTIFIED TECH SKILLS PAY PERFORMANCE: By Category

NON-CERTIFIED TECH SKILLS. 240 of 704 non-certified tech skills changed cash market value from January 1, 2024 to April 1, 2024 compared to 211 of 694 skills in the prior calendar quarter. The average cash pay premium increased slightly in the first quarter of 2024 following consecutive declines in the prior four quarters.

**Noncertified IT Skills - % Growth/Decline
3 months & 12 months**

(708 skills, data through 4/1/2024)

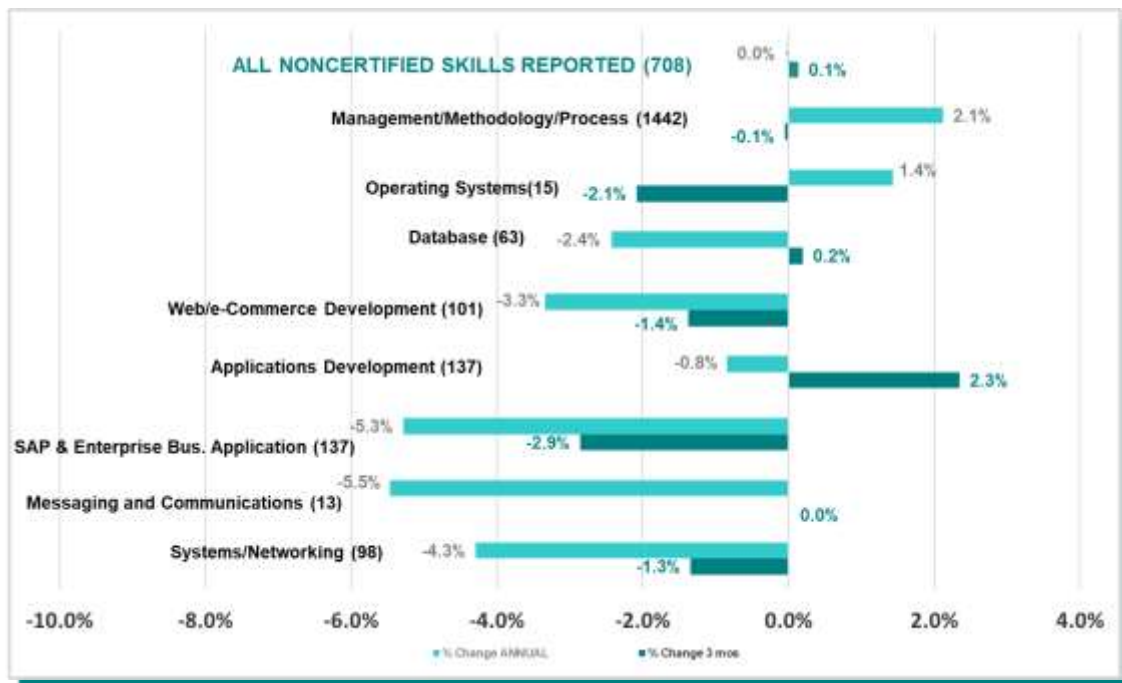


Figure 3

Source: Foote Partners [IT Skills & Certifications Pay Index™](#), 1st Quarter 2024 data

4-YEAR NON-CERTIFIED IT SKILLS PAY TRENDS

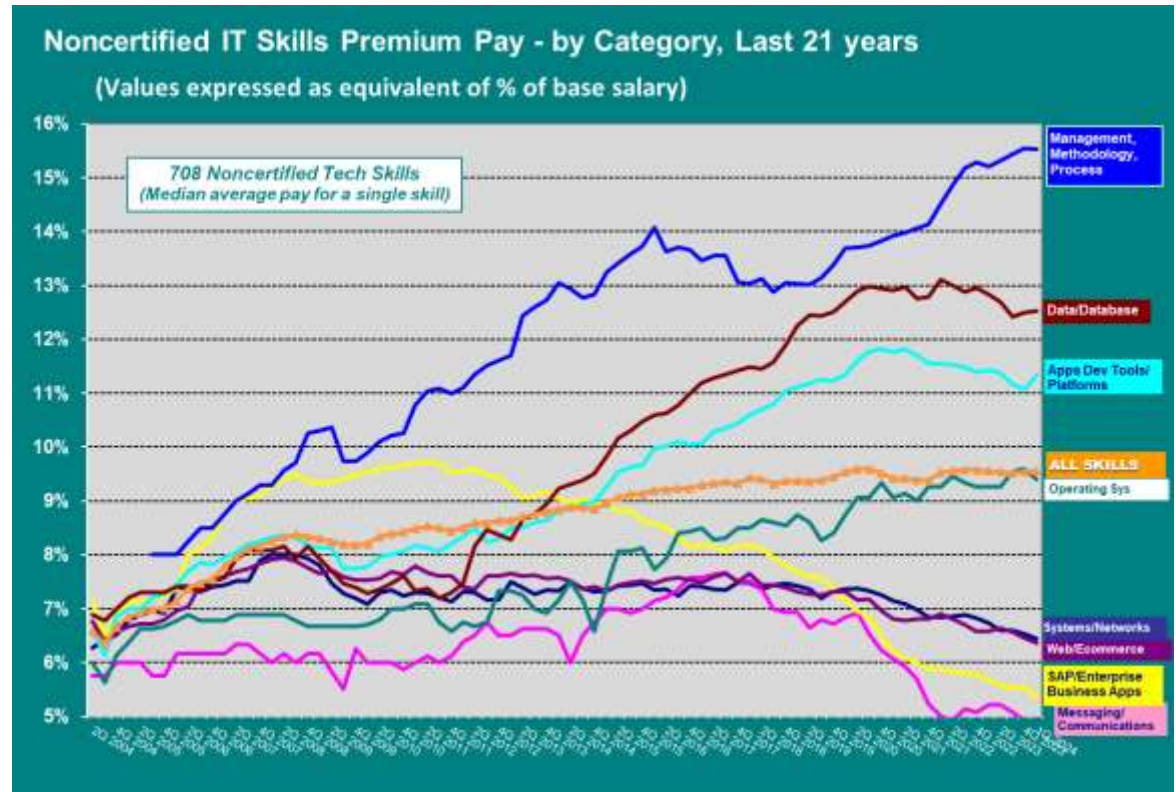
(Through 4/1/2024 – 97,733 IT Professionals)

NONCERTIFIED IT SKILLS CATEGORIES	# of skills surveyed	Change in Average Premium Pay by Category					
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs	% Change 3 yrs	% Change 4 yrs
Systems/Networking	98	-1.3%	-2.2%	-4.3%	-5.8%	-9.8%	-12.5%
Messaging and Communications	13	0.0%	-2.8%	-5.5%	-1.4%	-18.9%	-28.0%
SAP & Enterprise Business Applications	137	-2.9%	-3.0%	-5.3%	-8.4%	-13.2%	-25.2%
Apps Development Tools & Platforms	137	2.3%	1.5%	-0.8%	-1.9%	-3.6%	-0.2%
Web/e-Commerce Development	101	-1.4%	-3.1%	-3.3%	-7.8%	-6.5%	-13.0%
Data/Database	63	0.2%	0.8%	-2.4%	-4.4%	-2.9%	-1.3%
Operating Systems	15	-2.1%	-1.4%	1.4%	1.4%	3.7%	7.6%
Management/Methodology/Process	144	-0.1%	0.6%	2.1%	7.0%	11.6%	13.4%
ALL NONCERTIFIED SKILLS REPORTED	708	0.1%	0.3%	0.0%	0.2%	1.5%	0.1%

17-YEAR NON-CERTIFIED IT SKILLS PAY TRENDS BY CATEGORY

% Change in Average Median Pay for a Single Non-certified IT Skill

(Through 4/1/2024 – 97,733 IT Professionals)



SOURCE: Foote Partners 2024 [IT Skills & Certifications Pay Index™](#)

Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 1Q 2024 data edition

HIGHEST PAYING Non-certified IT Skills (cash pay premiums, all 708 skills surveyed, ranked)

These **non-certified IT skills** are among those earning the highest pay premiums (data collected January 1, 2024 to April 1, 2024). **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. Convolutional Neural Network MLOps Risk analytics/assessment	Game Development/Gamification gRPC Identity access management Informatica Machine Learning Metadata design and development Microservices Prescriptive Analytics Prompt Engineering Scaled Agile Framework (SAFe) Security architecture and models Smart Contracts Threat Detection/Modelling/Management Zachman Framework	6.[Tie] Vulnerability Scanning/Assessment/Management AI Chatbot Apache Hive Apache Impala AWS Codebuild Azure Key Vault Cloudera software Complex Event Processing/Event Correlation Continuous Integration/Continuous Delivery Cybersecurity Data Management Data Modelling Data Quality Go language (Golang) Governance, Risk management and Compliance Hyperautomation IT Audit Kanban Kibana Master data management Object Detection/YOLO Penetration testing Requirements Engineering/Analysis Six Sigma/Lean Six Sigma Teradata Test automation	Azure Machine Learning Azure OpenAI Big Data Business analysis Business analytics Business process mapping/modeling/improvement Caffe Capacity Planning/Management Cljure Computer Vision Configuration Management Cyber Threat Intelligence Data Analytics Data Migration Data Security Data Visualization ForgeRock/Ping Identity Generative AI Hbase Kotlin Microsoft SQL Server Analysis Services Network Architecture Oracle Exadata Predictive Analytics and Modeling Program Management Quality Assurance/QA automation Rust Security management Snowflake/Snowflake Schema Software development lifecycle management Stable Diffusion Unit Testing Usability Research/Human Factors Research
2.[Tie] Amazon Athena DevSecOps Flink Neural Networks Site Reliability Engineering	5.[Tie] Amazon RedShift Apache Cassandra Azure Service Fabric Bioinformatics COBIT Data Privacy Data Transformation Data Vault Deployment Automation DevOps E-Discovery Google TensorFlow H2O.ai HL7 Marketo NIST/NIST 800 PyTorch Security testing Splunk Test Driven Development/Scripting	6.[Tie] Amazon DynamoDB Amazon SageMaker (ML) Apache CouchDB Apache Spark Azure DevOps	
3.[Tie] Apache Ignite Apache Zookeeper AWS DevOps Data Architecture Data Governance Data Strategy DataOps Deep Learning Event-Drive Architecture Large Language Model/LLM tuning Natural language processing			
4.[Tie] Apache Airflow Artificial Intelligence Artificial Intelligence for IT Operations (AIOps) Artificial Intelligence Model Optimization Blockchain Cryptography (encryption, VPN, SSL/TLS, Hybrids) Data Engineering Data Integration Data Science Ethereum FinOps Functional Programming			

SOURCE: Foote Partners [IT Skills & Certifications Pay Index™](#), 1Q 2024 data edition

NON-CERTIFIED TECH SKILLS TREND HIGHLIGHTS: Market Value Gainers & Highest Pay – 1st Quarter 2024 data

These non-certified tech skills *gained 10% or more in market value in the three months ending April 1, 2024* vs. prior quarter (seen below grouped by segment).
Listed in alphabetical order within each group. Highest paying skills listed on right *in alphabetical order.*

IT SKILLS (non-certified)			Highest Paying – (A-Z)	
<p><u>Applications Development skills</u> AI Chatbot Amazon SageMaker (ML) Apache Ant Apache Cordova Apache Pig Boost C++ Cloudera software COBOL Datadog Delphi Drupal Erlang Ethereum F# Go language Gosu/Guidewire JBehave Mokito SAS SpecFlow SPSS Tcl TestNG</p> <p><u>SAP & Enterprise Business Applications skills</u> Oracle HRMS Oracle Retail Oracle SCM SAP Basis Components SAP GTS SAP SRM Workday HC</p>	<p><u>Web/SOA/E-Commerce skills</u> Adobe Experience Manager Apex Code Backbone.js Documentum JBoss /WildFly Julia Magnolia Microsoft Silverlight Pandas Sitecore CMS Spring Cloud Spring MVC TIBCO</p> <p><u>Database Skills</u> Amazon Athena Amazon RedShift Apache Ignite Hbase Oracle Exadata Sqoop Teradata</p> <p><u>Messaging & Communications Skills</u> Apache Pulsar TIBCO Rendezvous</p> <p><u>Operating Systems skills</u> Fedora CoreOS OpenStack Windows Server 2019/2016/2012</p>	<p><u>Systems/Networking skills</u> Active Directory Amazon Elastic Kubernetes Service (Amazon EKS) Arista AWS Fargate Azure AKS Google Kubernetes Grafana Microsoft SCVMM Multiprotocol Label Switching (MPLS) vCloud Wireless sensors/RFID</p> <p><u>Management, Process & Methodology skills</u> Bioinformatics Data Governance Game Development/Gamification HL7 MLOps Natural language processing Prompt Engineering Requirements Engineering/Analysis Threat Detection/Modelling/Management Vulnerability Scanning/Assessment/ Management Webtrends analytics Zachman Framework</p> <p>SOURCE: Foote Partners IT Skills & Certifications Pay Index™, 1Q 2024 data edition</p>	<ul style="list-style-type: none"> - Amazon Athena - Apache Airflow - Apache Ignite - Apache Zookeeper - Artificial Intelligence - Artificial Intelligence for IT Operations (AIOps) - Artificial Intelligence Model Optimization - AWS DevOps - Blockchain - Convolutional Neural Network - Cryptography (encryption, VPN, SSL/TLS, Hybrids) - Data Architecture - Data Engineering - Data Governance - Data Integration - Data Science - Data Strategy - DataOps - Deep Learning - DevSecOps - Ethereum - Event-Drive Architecture - FinOps - Flink - Functional Programming - Gamification - gRPC - Identity access management - Informatica 	<ul style="list-style-type: none"> -Large Language Model/LLM tuning -Machine Learning -Metadata design and development -Microservices -MLOps -Natural language processing -Neural Networks -Prescriptive Analytics -Prompt Engineering -Risk analytics/assessment -Scaled Agile Framework -Security architecture and models -Site Reliability Engineering -Smart Contracts -Threat Detection/Modelling/Management -Zachman Framework

NON-CERTIFIED IT SKILLS TREND HIGHLIGHTS: Market Value Losers – 1st Quarter 2024 data

These non-certified IT skills **declined 10% or more in market value in the three months ending April 1, 2024** vs. prior quarter (seen below grouped by segment).
 Listed in alphabetical order within each group.

TECH SKILLS (Non-certified)

Applications Development skills

Apache Cloudstack
 Appium
 Behavior-Driven Development
 Bitbucket
 BusinessObjects
 ChatGPT
 Cloud Foundry PaaS
 Grunt
 Oracle APEX
 Travis CI
 Visual Basic 6.0

Data/Database

Apache Cassandra
 Apache Spark SQL
 ETL (Extract, transform, load)
 Google BigQuery
 Google Data Studio
 Java Database Connectivity (JDBC)
 Looker
 Microsoft Exchange Server 2010/2013
 NewSQL
 Oracle Business Intelligence Enterprise Edition Plus

Messaging & Communications Skills

Unified communications/messaging
 RabbitMQ

SAP & Enterprise Business App skills

ABAP
 Oracle E-Business suite
 Oracle Eloqua
 Oracle SOA Suite
 Salesforce Commerce Cloud
 Salesforce Service Cloud
 SAP ALE (Application Link Enabling)
 SAP APO (Advanced Planner & Optimizer)
 SAP Business One
 SAP CAR (Customer Activity Repository)
 SAP Commerce Cloud
 SAP Crystal Reports
 SAP Data Services (SAP BODS)
 SAP ERP Operations (multi-skills)
 SAP for Retail (IS-Retail)
 SAP HCM (SAP HR)
 SAP HCM ESS/MSS
 SAP Hybris
 SAP Oil & Gas
 SAP Security
 SAP WM (Warehouse Management)
 Siebel/Siebel Analytics
 Web Dynpro

Operating Systems skills

AIX
 Mobile operating systems (iOS, Android, etc.)
 SUSE

Systems/Networking skills

Ansible
 Cisco CUCM
 Cisco ISE (Identity Services Engine)
 Cisco UCCX
 Citrix Virtual Apps (XenApp)
 Cloud architecture
 HP Quality Center
 HTTPS
 Microsoft SCCM
 Mobile device management
 Performance management/metrics
 Rackspace Cloud
 Routing (e.g. OSPF, RIP, IGRP)
 SolarWinds Orion
 Virtualization (various)
 VPN/OpenVPN
 Web services security

Management, Process & Methodology skills

Azure Key Vault
 Big Data analytics
 Data Protection
 Digital Forensics
 Hyperautomation
 QlikSense
 Robotic Process Automation
 Social media analysis/analytics
 User Experience/User Interface
 Web Analytics

Web/E-commerce Development skills

Docker/Docker Swarm
 Ember.js
 Figma
 Java Server Pages
 JavaBeans/EJB 3.0
 Jetty
 Joomla!
 jQuery
 JSON
 Magento/Adobe Commerce
 Microsoft Forefront Threat Management Gateway (formerly ISA)
 Microsoft Identity Integration Server (MIIS)
 Microsoft Visual Studio
 Node.js
 Scalable Vector Graphics (SVG)
 Social Media/Networks
 Spring Integration
 Video/graphics editing
 Web Design

SOURCE: Foote Partners [IT Skills & Certifications Pay Index™](#), 1Q 2024 data edition

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 708 skills reported in our *IT Skills and Certifications Pay Index™* in quarter ending April 1, 2024.
- They **recorded gains in cash market value** in the six months ending April 1, 2024.

No skill below is earning less than the equivalent of 16 percent of base salary—significant considering the average for all skills reported is 9.6 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):

AI Chatbot	Deep Learning	Natural Language Processing
Amazon Athena	E-Discovery	Neural Networks
Amazon RedShift	Ethereum	Penetration testing
Apache Airflow	Flink	Prompt Engineering
Apache Hive	Gamification	Requirements Engineering/Analysis
Apache Ignite	Go language	Risk analytics/assessment
AWS DevOps	gRPC	Scaled Agile Framework (SAFe)
Bioinformatics	HL7	Security architecture and models
Convolutional Neural Network	Informatica	Six Sigma/Lean Six Sigma
Data Governance	Large Language Model/LLM tuning	Teradata
Data Integration	Marketo	Test automation
Data Privacy	Metadata design and development	Threat Detection/Modelling/Management
Data Science	MLOps	Vulnerability Scanning/Assessment/Management
Data Strategy		

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

1. MLOps

Average Pay Premium: 21 percent of base salary equivalent
 Market Value Increase: 10.5 percent (in the six months through April 1, 2024)

2. Convolutional Neural Network

Risk analytics/assessment

Average Pay Premium: 21 percent of base salary equivalent
 Market Value Increase: 5 percent (in the six months through April 1, 2024)

4. Amazon Athena

Average Pay Premium: 20 percent of base salary equivalent
 Market Value Increase: 25 percent (in the six months through April 1, 2024)

5. Apache Flink

Average Pay Premium: 20 percent of base salary equivalent
 Market Value Increase: 17.6 percent (in the six months through April 1, 2024)

6. Neural Networks

Average Pay Premium: 20 percent of base salary equivalent
 Market Value Increase: 5.3 percent (in the six months through April 1, 2024)

NON-CERTIFIED IT SKILLS ANALYSIS – Winners, cont'd.

7. **Apache Ignite**
Data Governance
Average Pay Premium: 19 percent of base salary equivalent
Market Value Increase: 18.6 percent (in the six months through April 1, 2024)

9. **AWS DevOps**
Data Strategy
Deep Learning
Large Language Model/LLM tuning
Natural Language Processing
Average Pay Premium: 19 percent of base salary equivalent
Market Value Increase: 5.6 percent (in the six months through April 1, 2024)

14. **Gamification**
Prompt Engineering
Average Pay Premium: 18 percent of base salary equivalent
Market Value Increase: 28.6 percent (in the six months through April 1, 2024)

16. **gRPC**
Metadata design and development
Average Pay Premium: 18 percent of base salary equivalent
Market Value Increase: 20 percent (in the six months through April 1, 2024)

18. **Informatica**
Average Pay Premium: 18 percent of base salary equivalent
Market Value Increase: 12.5 percent (in the six months through April 1, 2024)

19. **Apache Airflow**
Data Integration
Data Science
Ethereum
Scaled Agile Framework (SAFe)
Security architecture and models
Threat Detection/Modelling/Management
Average Pay Premium: 18 percent of base salary equivalent
Market Value Increase: 5.9 percent (in the six months through April 1, 2024)

26. **HL7**
Average Pay Premium: 17 percent of base salary equivalent
Market Value Increase: 30.8 percent (in the six months through April 1, 2024)

27. **Bioinformatics**
Average Pay Premium: 17 percent of base salary equivalent
Market Value Increase: 21.4 percent (in the six months through April 1, 2024)

28. **Amazon RedShift**
Data Privacy
E-Discovery
Vulnerability Scanning/Assessment/Management
Average Pay Premium: 17 percent of base salary equivalent
Market Value Increase: 13.3 percent (in the six months through April 1, 2024)

NON-CERTIFIED IT SKILLS ANALYSIS – Winners, cont'd.

32. Marketo

Average Pay Premium: 17 percent of base salary equivalent

Market Value Increase: 6.3 percent (in the six months through April 1, 2024)

33. A.I. Chatbot

Requirements Engineering/Analysis

Teradata

Average Pay Premium: 16 percent of base salary equivalent

Market Value Increase: 23.1 percent (in the six months through April 1, 2024)

36. Go language (Golang)

Average Pay Premium: 16 percent of base salary equivalent

Market Value Increase: 14.3 percent (in the six months through April 1, 2024)

37. Apache Hive

Penetration testing

Six Sigma/Lean Six Sigma

Test automation

Average Pay Premium: 16 percent of base salary equivalent

Market Value Increase: 6.7 percent (in the six months through April 1, 2024)

IT Certification Data Trend Charts & Analysis

(Data collected through April 1, 2024)

AccessData Certified Examiner
 Adobe/Magento 2 Certified Developer-Associate
 Adobe/Magento 2 Certified Developer-Professional
 Arcitura Certified Cloud Security Specialist
 Artificial Intelligence Engineer (AIE)
 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)
 BTA Certified Blockchain Security Professional (CBSP)
 Certificate in Information Security Management Principles
 (CISMP)
 Certificate of Cloud Security Knowledge (CCSK)
 Certificate of Cloud Auditing Knowledge (CCAK)
 Certification Authorization Professional (CAP)
 Certification of Capability in Business Analysis (CCBA)
 Certified Analytics Professional (CAP)
 Certified Artificial Intelligence Scientist (CAIS)
 Certified Business Analysis Professional (CBAP)
 Certified Business Continuity Manager/ISO 22301(CBCM)
 Certified Business Continuity Professional (CBCP)
 Certified Business Process Associate (CBPA)
 Certified Business Process Leader (CBPL)
 Certified Business Process Professional (CBPP)
 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 (CCP-ISC2)
 Certified Data Centre Management Professional (CDCMP)

Certified Data Privacy Solutions Engineer/ISACA(CDPSE)
 Certified Data Professional (CDP)
 Certified Disaster Recovery Engineer (C/DRE)
 Certified Enterprise Coach (Scrum/Agile)
 Certified Forensic Computer Examiner (CFCE)
 Certified Fraud Examiner
 Certified Healthcare Information Security and Privacy
 Practitioner (HCISPP)
 Certified in Convergent Network Technologies (CCNT)
 Certified in Emerging Technology(CET-ISACA)
 Certified in Governance, Risk and Compliance(CGRC)
 Certified in Risk and Information Systems Control (CRISC)
 Certified in the Governance of Enterprise IT (CGEIT)
 Certified Information Privacy Manager- all countries
 Certified Information Privacy Professional - all countries
 Certified Information Privacy Technologist- all countries
 Certified Information Security Manager (CISM)
 Certified Information Systems Auditor (CISA)
 Certified Information Systems Risk Manager/Mile2
 Certified Information Systems Security Professional (CISSP)
 Certified IP Telecom Network Specialist (CIPTS)
 Certified IT Architect (IASA CITA)
 Certified Kubernetes Administrator (CKA)
 Certified Kubernetes Security Specialist (CKS)
 Certified Manager of Software Quality (CMSQ)
 Certified Penetration Testing Engineer (CPTe)
 Certified Protection Professional
 Certified Scrum Developer
 Certified Scrum Product Owner
 Certified Scrum Product Owner - Advanced
 Certified Scrum Professional - ScrumMaster
 Certified Scrum Team Coach
 Certified Scrum Trainer
 Certified ScrumMaster
 Certified ScrumMaster – Advanced
 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 CyberOps Associate
 Cisco Certified CyberOps Professional
 Cisco Certified Design Expert (CDE)
 Cisco Certified DevNet Associate
 Cisco Certified DevNet Professional
 Cisco Certified DevNet Expert
 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 - Service Provider
 Cisco Certified Network Professional - Enterprise/Design
 Cisco Certified Network Professional - Enterprise/Routing
 and Services
 Cisco Certified Network Professional - Enterprise/Wireless
 Networks
 Cisco Certified Network Professional (CCNP-all)
 Cisco Certified Network Professional - Security
 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+
 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
 (CWNA)
 CWNP/Certified Wireless Network Trainer (CWNT)
 CWNP/Certified Wireless Network Expert (CWNE)
 CWNP/Certified Wireless Technology Specialist (CWTS)
 Cyber Security Forensic Analyst
 Dell Cloud Infrastructure - Specialist
 Dell Cloud Services Architect - Expert
 Dell Data Science Associate
 Dell Data Science Specialist - Advanced Analytics
 Dell EMC Technology Architect - Expert
 Dell EMC Technology Architect - Specialist
 Dell Implementation Engineer - Expert
 Dell Implementation Engineer - Specialist
 Dell Information Storage and Management Associate
 Dell Information Storage and Management Expert
 Dell Information Storage and Management Specialist
 Dell Platform Engineer/PowerScale - Specialist
 EC-Council Certified Application Security Engineer
 (CASE)
 EC-Council Certified Cloud Security Engineer (CCSE)
 EC-Council Certified DevSecOps Engineer (ECDE)
 EC-Council Certified Encryption Specialist v2(ECES)
 EC-Council Certified Ethical Hacker (CEH)
 EC-Council Certified Incident Handler V2 (ECIH)
 EC-Council Certified Network Defender
 EC-Council Certified Penetration Testing Professional
 EC-Council Certified SOC Analyst (ECSA)
 EC-Council Computer Hacking Forensic Investigator
 EC-Council Disaster Recovery Professional (EDRP)
 EC-Council Web Application Hacking and Security
 Testing

Fortinet Network Security Expert (NSE) Level 1
 Fortinet Network Security Expert (NSE) Level 2
 Fortinet Network Security Expert (NSE) Level 3
 Fundamentals of Google AI for Web-Based Machine Learning
 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 (GCFA)
 GIAC Certified Forensics Examiner
 GIAC Certified Incident Handler (GCIH)
 GIAC Certified Intrusion Analyst (GCIA)
 GIAC Certified Project Manager (GCPM)
 GIAC Certified Web Application Defender
 GIAC Certified Windows Security Administrator (GCWN)
 GIAC Cloud Forensic Responder (GCFR)
 GIAC Cloud Penetration Tester (GCPN)
 GIAC Cloud Security Automation (GCSA)
 GIAC Cloud Security Essentials (GCLD)
 GIAC Continuous Monitoring Certification (GMON)
 GIAC Critical Controls Certifications (GCCC)
 GIAC Cyber Threat Intelligence (GCTI)
 GIAC Defending Advanced Threats (GDAT)
 GIAC Defensible Security Architecture (GDSA)
 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 Public Cloud Security (GPCS)
 GIAC Python Coder (GPYC)
 GIAC Reverse Engineering Malware (GREM)
 GIAC Security Essentials (GSEC)
 GIAC Security Leadership (GSLC)
 GIAC Security Operations Certified (GSOC)
 GIAC Security Operations Manager (GSOM)
 GIAC Systems and Network Auditor (GSNA)
 GIAC Web Application Penetration Tester (GWAPT)
 Global Industrial Cyber Security Professional (GICSP)
 Google Cloud - Professional Cloud Architect
 Google Cloud - Professional Data Engineer
 Google Cloud - Professional Network Engineer
 Google Cloud Associate - Cloud Engineer
 Google Cloud DevOps Engineer
 Google Professional Cloud Developer

Google Professional Machine Learning Engineer
 Google Cloud - 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/Ed2Go
 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)
 Huawei Certified Network Professional (all)
 Huawei Certified Network Expert (all)
 IAPP Certified Information Privacy Professional
 HP Master ASE – Hybrid IT Solutions Architect V1
 HP Master ASE - Storage Solutions Architect V3
 Huawei Certified Network Associate (all)
 IBM Advanced Systems Administrator (all)
 IBM AI Engineering Professional Certificate
 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 Cloud Security Engineer Specialty
 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 Workflow V1
 IBM Certified Systems Administrator: WebSphere Application Server Network Deployment
 IBM Certified Systems Administrator (all)

IBM Cloud Security Engineer Specialty
 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 Expert
 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)
 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 Power BI Data Analyst Associate
 Microsoft Certified Solutions Associate: SQL 2016 DBA
 Microsoft Certified Solutions Associate: Windows Server 2012/2016
 Microsoft Certified Solutions Developer (MCSD)
 Microsoft Certified Dynamics 365 Associate(all business applications)
 Microsoft Certified Solutions Expert: Data Platform
 Microsoft Certified Solutions Expert: Desktop Infrastructure
 Microsoft Certified Trainer (MCT)
 Microsoft MTA: Windows OS
 Microsoft Office Specialist
 Mile2 Certified Cloud Security Officer(C)CSO)
 Mongo DB Certified DBA
 Mongo DB Certified Developer
 MongoDB Certified Developer Associate

NetApp Certified Data Administrator, ONTAP (NCDA)
 NetApp Certified Hybrid Cloud Architect
 NetApp Certified Implementation Engineer (NCIE)
 NetApp Certified Storage Associate – Hybrid Cloud
 NetScout/nGenius Certified Analyst (nCA)
 NetScout/nGenius Certified Associate (nCA)
 NetScout/nGenius Certified Expert (nCE)
 NetScout/nGenius Certified Specialist (nCS)
 Novell Certified Administrator (CNA)
 Novell Certified Novell Engineer (CNE)
 Novell Certified Instructor
 Novell Certified Linux Engineer (Novell CLE)
 Novell Certified Linux Professional (Novell CLP)
 Novell Identity Manager Administrator
 Offensive Security Defense Analyst (OSDA)
 Offensive Security Certified Expert
 Offensive Security Experienced Penetration Tester
 Offensive Security Exploit Developer (OSED)
 Offensive Security Exploitation Expert (OSEE)
 Offensive Security Professional (OSCP)
 Offensive Security Web Assessor (OSWA)
 Offensive Security Web Expert (OSWE)
 Offensive Security Wireless Professional (OSWP)
 Okta Certified Administrator
 Okta Certified Consultant
 Okta Certified Developer
 Okta Certified Professional
 Open Group Certified Architect (Open CA)
 Open Group Certified IT Specialist (Open CITS)
 Oracle Business Intelligence Foundation Suite 11G Certified Implementation Specialist
 Oracle Certified Associate - DBA (OCA)
 Oracle Certified Associate - Java SE 8 Programmer
 Oracle Certified Associate - MySQL 5
 Oracle Certified Associate - WebLogic Server 12c Admin
 Oracle Certified Expert - Java SE Developer
 Oracle Certified Expert - MySQL 5.1 Cluster Database Administrator
 Oracle Certified Expert - Siebel CRM Business Analyst
 Oracle Certified Expert - Solaris 10 Network Administrator for Solaris
 Oracle Certified Master - DBA (OCM)
 Oracle Certified Master - Java EE Enterprise Architect
 Oracle Certified Master - Java SE Developer
 Oracle Certified Professional - Advanced PL/SQL Developer
 Oracle Certified Professional - Application Server Administrator

Oracle Certified Professional - Database Cloud Administrator
 Oracle Certified Professional - DBA (OCP)
 Oracle Certified Professional - Fusion Middleware 11g/12c 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 - MySQL 5.x Developer
 Oracle Certified Professional - Solaris 10 Systems Administrator
 Oracle Certified WebLogic Server 12c Administrator
 Oracle Cloud Infrastructure 2022/2023 Certified Architect Professional
 Oracle Database PL/SQL Developer Certified Professional
 Oracle E-Business Suite 12 Certified Implementation Specialist
 Oracle Linux Certified Administrator (OCA)
 Oracle SOA Suite 12c 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 Q/ISP
 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 (RHCE)
 Red Hat Certified Enterprise Application Developer
 Red Hat Certified Specialist in Business Process Design
 Red Hat Certified Specialist in Cloud Infrastructure
 Red Hat Certified Specialist in Linux Performance Tuning
 Red Hat Certified Specialist in Messaging Administration
 Red Hat Certified Systems Administrator (RHCSA)
 RSA Certified Administrator (RSA/CA)
 RSA Certified Instructor (RSA/CI)
 SAFe Certification
 Salesforce B2C Commerce Developer
 Salesforce Certified Administrator
 Salesforce Certified Advanced Administrator
 Salesforce Certified Application Architect
 Salesforce Certified Data Architect
 Salesforce Certified Integration Architecture Designer
 Salesforce Certified Platform Developer
 Salesforce Certified Systems Architect
 Salesforce Certified Technical Architect
 Salesforce Certified User Experience Designer
 Salesforce Identity and Access Management Architect
 Salesforce Platform App Builder
 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
 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 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
 ServiceNow Certified Application Developer (CAD)
 ServiceNow Certified Implementation Specialist (CIS)
 ServiceNow Certified Systems Administrator (CSA)
 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
 SNIA Certified Systems Engineer Sniffer Certified Expert
 SolarWinds Certified Professional (SCP)
 SonicWall Network Security Administrator
 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
 Virtualization Council Master Infrastructure Architect
 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, 2024

A. CERTIFIED IT SKILLS PAY PERFORMANCE: By Category

TECH CERTIFICATIONS. 166 of 629 IT certifications changed cash market value in 1Q 2024 compared to 133 of 619 certification in the prior quarter and 97 of 614 the quarter before that. The average cash pay premium for IT certifications declined 1.3% in the quarter following gains in the prior quarter.

**IT Certifications - % Growth/Decline
3 months & 12 months**

(632 certifications, data through 4/1/2024)

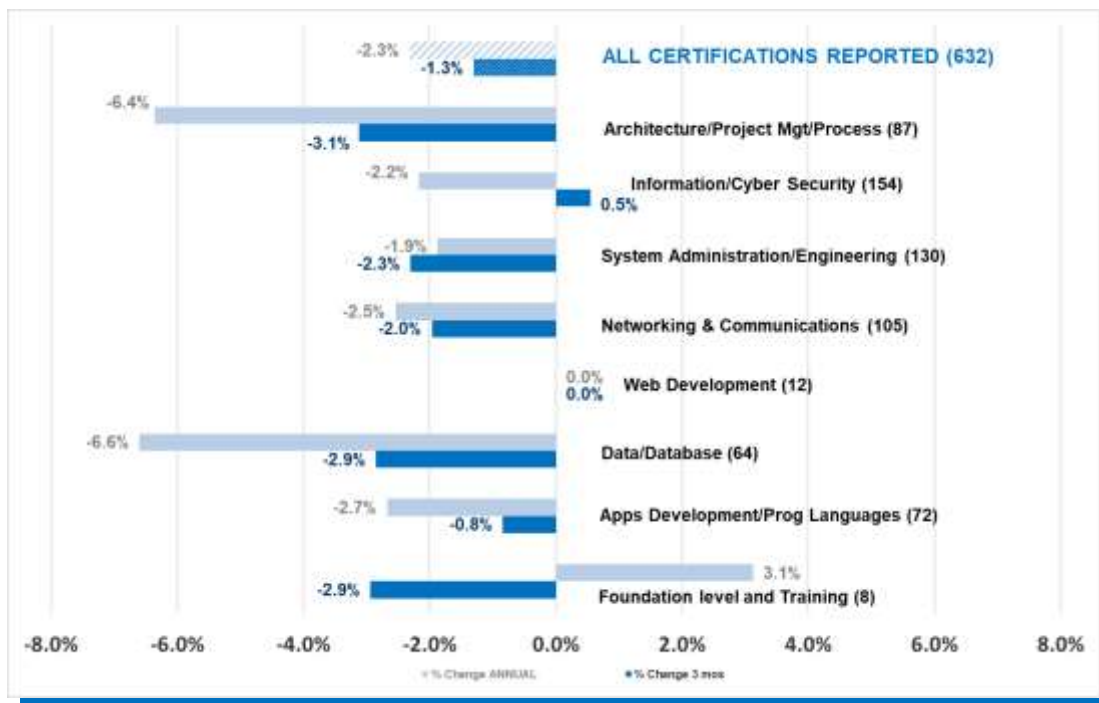


Figure 5

Source: Foote Partners [IT Skills & Certifications Pay Index™](#), 1st Quarter 2024 data

4-YEAR IT CERTIFICATIONS PAY TRENDS

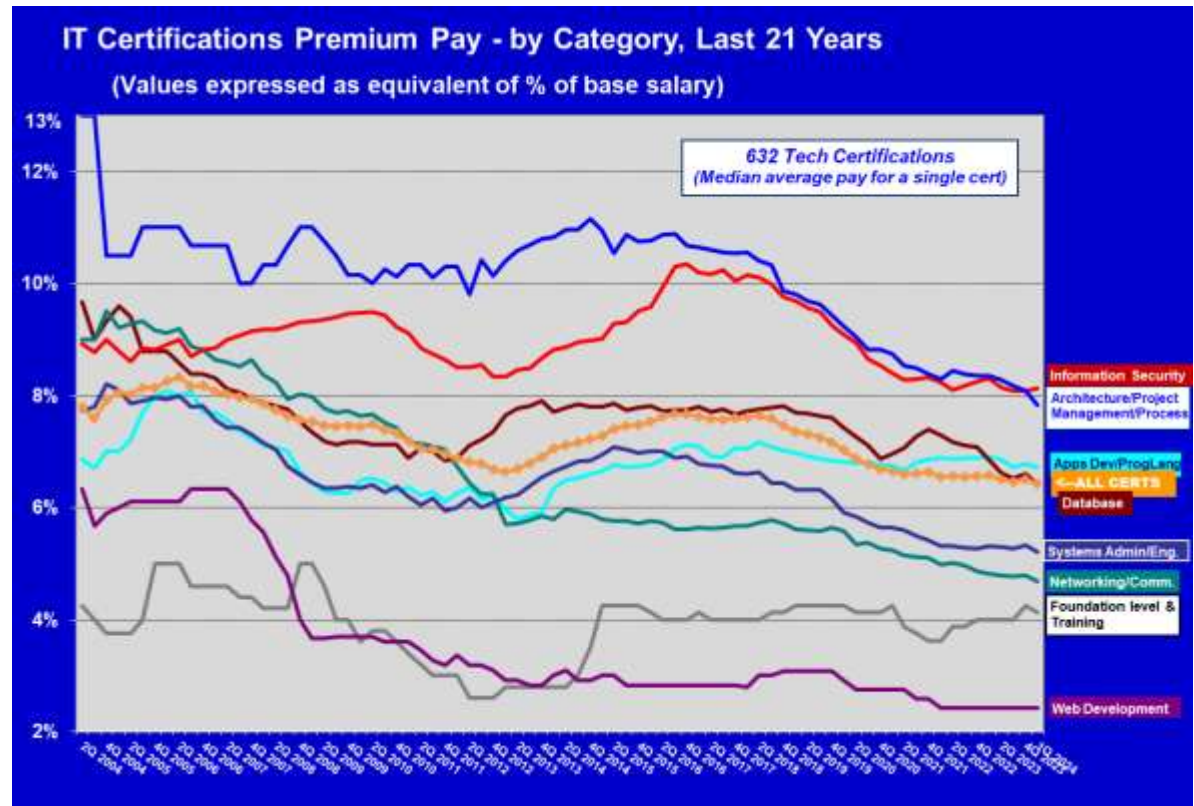
(Through 4/1/2024 – 97,733 IT Professionals)

IT CERTIFICATIONS CATEGORIES	# of certs surveyed	Change in Average Premium Pay by Category					
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs	% Change 3 yrs	% Change 4 yrs
Training and Beginner/Foundation level	8	-2.9%	3.1%	3.1%	13.8%	-2.9%	-2.9%
Apps Development/Prog. Languages	72	-0.8%	0.0%	-2.7%	-2.5%	-0.4%	-1.2%
Data/Database	64	-2.9%	-1.9%	-6.6%	-12.1%	-8.0%	-13.7%
Web Development	12	0.0%	0.0%	0.0%	0.0%	-12.1%	-17.1%
Networking & Communications	105	-2.0%	-1.8%	-2.5%	-5.9%	-10.4%	-15.9%
System Administration/Engineering	130	-2.3%	-1.2%	-1.9%	-2.0%	-7.7%	-11.9%
Information/Cyber Security	154	0.5%	0.4%	-2.2%	-1.4%	-3.3%	-10.6%
Architecture/Project Management/Process	87	-3.1%	-4.3%	-6.4%	-5.6%	-10.5%	-15.3%
ALL CERTIFICATIONS REPORTED	632	-1.31%	-0.67%	-2.31%	-1.98%	-3.57%	-8.58%

17-YEAR IT CERTIFICATIONS PAY TRENDS BY CATEGORY

% Change in Average Median Pay for a Single IT Certification)

(Through 4/1/2024 – 97,733 IT Professionals)



SOURCE: Foote Partners 2024 [IT Skills & Certifications Pay Index™](#)

Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 1Q 2024 data edition

HIGHEST PAYING IT Certifications (cash pay premiums for all 632 certs surveyed, ranked)

These IT certifications are among those earning the highest pay premiums (data collected January 1, 2024 to April 1, 2024). **Shown in alphabetical order by overall 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.	GIAC Security Leadership	GIAC Security Operations Manager	EC-Council Certified Threat Intelligence Analyst
2.	Certified Business Process Leader GIAC Strategic Planning, Policy, and Leadership Zachman Certified - Enterprise Architect	InfoSystems Security Architecture Professional Mile2 Certified Cloud Security Officer Pegasystems Certified Lead System Architect Pegasystems Certified Senior Systems Architect PMI Risk Management Professional Six Sigma Master Black Bel	EC-Council Web Application Hacking and Security Testing Fortinet Certified Expert in Cybersecurity GIAC Defending Advanced Threats GIAC Experienced Cyber Security GIAC Experienced Forensic Analyst GIAC Experienced Incident Handler GIAC Penetration Tester GIAC Web Application Penetration Tester Google Cloud - Professional Cloud Architect Google Cloud - Professional Cloud Security Engineer Microsoft Certified: Azure AI Engineer Associate Offensive Security Certified Professional Offensive Security Exploitation Expert Okta Certified Developer Open Group Certified Architect Oracle Certified Master - DBA Oracle Certified Master - Java SE Developer Oracle Cloud Platform Application Integration Certified Professional Pegasystems Certified Data Scientist Pegasystems Certified System Architect Pivotal Application Architect PMI Portfolio Management Professional Red Hat Certified Specialist in Business Process Design SAFe Certification Salesforce Certified Technical Architect Systems Security Certified Practitioner) TIBCO Certified Architect VMware Certified Professional - Security
3.	Certificate of Cloud Security Knowledge Certified Cloud Security Professional Certified Forensic Computer Examiner Certified Information Security Manager Certified Secure Software Lifecycle Professional Certified Software Quality Manager Cisco Certified Network Professional - Security CyberSecurity Forensic Analyst InfoSystems Security Engineering Professional InfoSystems Security Management Professional TOGAF 9 Certified	5.[Tie] AWS Certified Data Analytics – Specialty AWS Certified Security - Specialty Certificate in Information Security Management Principles Certificate of Cloud Auditing Knowledge Certification of Capability in Business Analysis Certified Business Continuity Manager/ISO 22301 Certified Business Continuity Professional Certified Computer Examiner Certified Enterprise Coach (Scrum/Agile) Certified Fraud Examiner Certified Healthcare Information Security and Privacy Practitioner Certified in Risk and Information Systems Control Certified Information Systems Auditor Certified Information Systems Risk Manager/Mile2 Certified Kubernetes Security Specialist Certified Penetration Testing Engineer Certified Scrum Professional - ScrumMaster Certified ScrumMaster Check Point Certified Security Expert CompTIA Advanced Security Practitioner CompTIA Cybersecurity Analyst+ EC-Council Certified Chief Information Security Officer EC-Council Certified Cloud Security Engineer EC-Council Certified DevSecOps Engineer EC-Council Certified Network Defender EC-Council Certified Penetration Testing Professional EC-Council Certified SOC Analyst	
4.[Tie]	Certified Artificial Intelligence Scientist Certified Business Process Professional Certified Data Privacy Solutions Engineer Certified in Governance, Risk and Compliance Certified in the Governance of Enterprise IT Certified Information Privacy Manager- all countries Certified Information Privacy Technologist- all countries Certified Information Systems Security Professional Certified Professional Scrum Product Owner Certified Scrum Product Owner – Advanced Certified ScrumMaster - Advanced Check Point Certified Security Master Cisco Certified CyberOps Professional EC-Council Certified Encryption Specialist v2 EC-Council Certified Ethical Hacker GIAC Exploit Researcher and Advanced Penetration Tester GIAC Reverse Engineering Malware		

Source: Foote Partners [IT Skills & Certifications Pay Index™](#), 1Q 2024 data edition

IT CERTIFICATION PAY TREND HIGHLIGHTS: Market Value Gainers & Highest Paying – 1st Quarter 2024 data

These tech certifications *gained 10% or more in market value in the three months ending April 1, 2024* vs. prior quarter (seen below grouped by segment).
Listed in alphabetical order within each group. Highest paying skills listed on right in alphabetical order.

IT CERTIFICATION Gainers

Info/Cyber Security certifications

Certified Information Privacy Manager- all countries
 Certified Information Privacy Professional - all countries
 Certified Information Privacy Technologist- all countries
 Certified Information Systems Security Professional
 Check Point Certified Security Master
 Cisco Certified Network Professional - Security
 GIAC Certified Enterprise Defender
 GIAC Certified Incident Handler
 GIAC Defending Advanced Threats
 GIAC Defensible Security Architect
 GIAC Security Operations Certified
 Google Cloud - Professional Cloud Security Engineer
 InfoSys Security Architecture Professional (ISSAP/CISSP)
 Microsoft Certified: Azure Security Engineer Associate
 Systems Security Certified Practitioner

Systems Administration certifications

Citrix Certified Expert - Networking
 Citrix Certified Professional-Virtualization
 IBM Certified Solution Architect – Cloud v4
 Microsoft Certified Azure Solutions Architect
 Microsoft Certified Solutions Associate(all)
 Red Hat Certified Specialist in Cloud Infrastructure
 VMware Certified Advanced Professional 6/7 - Cloud Mgt and Automation Deployment
 VMware Certified Advanced Professional 6/7 - Cloud Mgt and Automation Design
 VMware Certified Professional - Digital Workspace
 VMware Certified Professional 6 - Data Center Virtualization
 VMware Certified Professional 6/7 - Cloud Mgt and Automation
 VMware Certified Technical Associate - Data Center Virtualization

Application Development/Programming Languages certifications

IBM Certified Application Developer - Cloud Solutions v3
 IBM Certified Application Developer (all)
 IBM Certified Solution Designer (all)
 Oracle Certified Associate - Java SE 8 Programmer
 Oracle Certified Expert - Java SE Developer (all)
 Oracle Certified Master - Java SE Developer
 Oracle Cloud Platform Application Integration Certified Professional
 Pegasystems Certified Data Scientist
 Pegasystems Certified Lead System Architect
 Red Hat Certified Enterprise Application Developer

Networking & Communications certifications

Cisco Certified Network Associate - Data Center
 Cisco Certified Network Associate (was CCNA Cloud)
 CWNP/Certified Wireless Network Expert
 CWNP/Certified Wireless Network Trainer
 CWNP/Certified Wireless Technology Specialist
 Huawei Certified Network Associate (all)
 Huawei Certified Network Expert (all)
 Huawei Certified Network Professional(all)
 NetScout/nGenius Certified Analyst
 NetScout/nGenius Certified Expert
 NetScout/nGenius Certified Specialist
 SolarWinds Certified Professional

Architecture, Project Management, and Process Certifications

ITIL Foundation Certification
 Microsoft Certified: Azure AI Engineer Associate
 PMI Certified Associate in Project Management
 PMI Portfolio Management Professional
 PMI Professional in Business Analysis
 PMI Project Management Professional
 PMI Risk Management Professional
 SAS® Certified Specialist: Visual Business Analytics
 Six Sigma Yellow Belt

Data/Database certifications

IBM Certified Data Architect - Big Data
 IBM Certified Specialist - AI Enterprise Workflow V1
 Microsoft Certified Solutions Expert: Data Platform
 Oracle Certified Associate - DBA
 Oracle Certified Master - DBA
 Oracle Certified Professional - DBA
 Oracle Certified Professional - MySQL 5.x/8.x Database Administrator
 SAS Certified Advanced Analytics Professional Using SAS 9
 Tableau Desktop Certified Professional
 Tableau Server Certified Professional

Source: Foote Partners [IT Skills & Certifications Pay Index™](#), 1Q 2024 data edition

IT CERTIFICATION PAY TREND HIGHLIGHTS: Market Value Losers – 1st Quarter 2024 data

These IT certifications **declined 10% or more in market value in the three months ending April 1, 2024** vs. prior quarter (seen below grouped by segment).
Listed in alphabetical order within each group.

TECH CERTIFICATIONS Losers

Application Development/Programming Languages

Adobe/Magento 2 Certified Developer-Associate
 Adobe/Magento 2 Certified Developer-Professional
 AWS Certified DevOps Engineer - Professional
 IBM Certified Application Developer - Cloud Solutions v3
 IBM Certified Application Developer (all)
 IBM Certified Developer - Cognos Analytics
 IBM Certified Solution Designer (all)
 Microsoft Certified Dynamics 365 Associate(all business apps)
 Red Hat Certified Architect: Enterprise Applications
 Red Hat Certified Architect: Infrastructure
 Salesforce B2C Commerce Developer
 Salesforce Certified Application Architect
 Salesforce Certified Platform Developer(all)
 Salesforce Certified Systems Architect
 Salesforce Platform App Builder

Data/Database certifications

Dell Data Science Associate (DCA-DS)
 Dell Data Science Specialist - Advanced Analytics (DCS-DA)
 IBM Certified Data Architect - Big Data
 IBM Certified Data Engineer - Big Data
 IBM Certified Solution Advisor - Blockchain Platform V2
 Oracle Certified Master - DBA (OCM)
 Oracle Certified Professional - DBA (OCP)
 Qlik Sense Data Architect
 SAS Certified Big Data Professional Using SAS 9
 SAS Certified Advanced Analytics Professional Using SAS 9
 Teradata 14 Certified Database Developer
 Teradata 14 Certified Master
 Teradata 14 Certified Professional
 Teradata 14 Certified Technical Specialist

Systems Administration certifications

Citrix Certified Expert - Networking
 Citrix Certified Expert - Virtualization
 IBM Certified Solution Architect – Cloud v4
 IBM Certified Systems Administrator: WebSphere
 Application Server Network Deployment
 Linux Foundation Certified System Administrator
 Linux Professional Institute certification (LPIC-Level 3)
 Microsoft Certified Azure Administrator
 Microsoft Certified Azure Fundamentals
 Microsoft Certified Azure Solutions Architect
 Microsoft Certified Azure Solutions Architect Expert
 Microsoft Certified Solutions Associate(all)
 Microsoft Certified Solutions Expert: Desktop Infrastructure
 Red Hat Certified Engineer(RHCE)
 Red Hat Certified Specialist in Linux Performance Tuning
 Red Hat Certified Systems Administrator (RHCSA)
 Salesforce Certified Advanced Administrator
 SUSE Enterprise Architect (SEA)
 SUSE Enterprise Engineer (SCE)
 VMware Certified Design Expert - Cloud Mgt and Automation
 VMware Certified Design Expert (all)
 VMware Certified Design Expert 6 - Data Center
 Virtualization
 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

Info/Cyber Security certifications

AWS Certified Security - Specialty
 Certificate of Cloud Security Knowledge (CCSK)
 Certified in Emerging Technology(CET-ISACA)
 CompTIA Advanced Security Practitioner (CASP)
 GIAC Certified Enterprise Defender (GCED)
 GIAC Cloud Forensic Responder (GCFR)
 GIAC Public Cloud Security (GPCS)
 GIAC Security Leadership (GSLC)
 GIAC Security Operations Certified (GSOC)
 GIAC Strategic Planning, Policy, and Leadership (GSTRT)
 GIAC Web Application Penetration Tester (GWAPT)
 Offensive Security Exploitation Expert (OSEE)
 Okta Certified Developer
 Okta Certified Professional

Networking and Communications

Avaya Certified Design Specialist (ACDS)
 Avaya Certified Implementation Specialist
 Cisco Certified DevNet Expert
 Cisco Certified DevNet Professional
 Cisco Certified Internetwork Expert (CCIE, all variations)
 Dell Cloud Infrastructure - Specialist (DCS - CA)
 Dell Implementation Engineer - Specialist (DCS - IE)
 Dell Information Storage and Management Associate (DCA-ISM)
 Google Cloud - Professional Network Engineer
 Huawei Certified Network Associate (all)
 Huawei Certified Network Expert (all)
 Huawei Certified Network Professional (all)
 Juniper Networks Certified Expert (JNCIE - all specializations)
 NetScout/nGenius Certified Expert (nCE)
 NetScout/nGenius Certified Specialist (nCS)

Source: Foote Partners [IT Skills & Certifications Pay Index™](#), 1Q 2024 data edition

IT CERTIFICATIONS ANALYSIS – Winners

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

As a group, the 632 IT certifications tracked in our *IT Skills and Certifications Pay Index™* have decreased in market value in two of the last three calendar quarters but gained almost one percent in the 1st quarter 2024. **Let's examine those certifications that have helped drive up average cash pay premiums at the beginning of 2024.** The following IT certifications meet two prerequisites:

- They **earned workers cash pay premiums well above the average of all certifications** in our IT Skills and Certifications Pay Index™ in quarter ending April 1, 2024.
- They recorded substantial gains in cash market value in the six months ending April 1, 2024.

None of the following IT certifications 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 somewhere in the 7 percent to 38 percent range in cash market value in the six months ending October 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):

- | | |
|---|--|
| Certified Business Process Professional | Certified Information Systems Security Professional |
| Certified Cloud Security Professional | Certified Scrum Product Owner - Advanced |
| Certified Forensic Computer Examiner | Check Point Certified Security Master |
| Certified Information Security Manager | Cisco Certified CyberOps Professional |
| Cisco Certified Network Professional - Security | EC-Council Certified Ethical Hacker |
| Information Systems Security Engineering Professional | GIAC Reverse Engineering Malware |
| Information Systems Security Management Professional | Information Systems Security Architecture Professional |
| Certified Data Privacy Solutions Engineer | Pegasystems Certified Lead System Architect |
| Certified Information Privacy Manager- all countries | Pegasystems Certified Senior Systems Architect |
| Certified Information Privacy Technologist- all countries | PMI Risk Management Professional |

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

* * * *

1. **Cisco Certified Network Professional - Security**
Average Pay Premium: 11 percent of base salary equivalent
Market Value Increase: 37.5 percent (in the six months through April 1, 2024)
2. **Certified Cloud Security Professional (ISC2-CCSP)**
Average Pay Premium: 11 percent of base salary equivalent
Market Value Increase: 22.2 percent (in the six months through April 1, 2024)
3. **Certified Forensic Computer Examiner (CFCE)**
Certified Information Security Manager (CISM)
InfoSys Security Engineering Professional (ISSEP/CISSP)
InfoSys Security Management Professional (ISSMP/CISSP)
Average Pay Premium: 11 percent of base salary equivalent
Market Value Increase: 10 percent (in the six months through April 1, 2024)

IT CERTIFICATIONS ANALYSIS – Winners, cont'd.

7. **GIAC Reverse Engineering Malware (GREM)**
Average Pay Premium: 11 percent of base salary equivalent
Market Value Increase: 42.9 percent (in the six months through April 1, 2024)

8. **Certified Information Privacy Manager- all countries**
Cisco Certified CyberOps Professional
Information Systems Security Architecture Professional (ISSAP/CISSP)
Average Pay Premium: 11 percent of base salary equivalent
Market Value Increase: 25 percent (in the six months through April 1, 2024)

11. **Certified Data Privacy Solutions Engineer(CDPSE-ISACA)**
Certified Information Privacy Technologist- all countries
Certified Information Systems Security Professional (CISSP)
Certified Scrum Product Owner - Advanced
Check Point Certified Security Master (CCSM)
EC-Council Certified Ethical Hacker (CEH)
Pegasystems Certified Lead System Architect
Pegasystems Certified Senior Systems Architect
PMI Risk Management Professional (PMI-RMP)
Average Pay Premium: 10 percent of base salary equivalent
Market Value Increase: 11.1 percent (in the six months through April 1, 2024)

IT CERTIFICATIONS ANALYSIS – Losers

IT CERTIFICATIONS THAT HAVE LOST THE MOST MARKET VALUE OVER TIME

LOSING GROUND: Listed to the right are certifications in alphabetical order that have lost **30% to 50%** percent of their cash pay premium market value in the 24-month period ending April 1, 2024. Some on this list are now retired or scheduled to be.

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*.

Adobe/Magento 2 Certified Developer-Associate	Open Group Certified Architect (Open CA)
Certified Business Process Associate (CBPA)	Open Group Certified Technical Specialist (Open CTS)
Certified Business Process Professional (CBPP)	Oracle Business Intelligence Foundation Suite 11G Certified Implementation Specialist
Certified in Convergent Network Technologies (CCNT)	Salesforce Certified Integration Architecture Designer
Certified in Governance, Risk and Compliance (CGRC, formerly CAP)	Salesforce Certified User Experience Designer
Certified Information Privacy Technologist- all countries	SAS® Certified Specialist: Visual Business Analytics
Certified Software Quality Analyst (CSQA)	Teradata 14 Certified Associate
Certified Telecommunications Network Specialist (CTNS)	GIAC Certified Intrusion Analyst
Check Point Certified Security Administrator (CCSA)	HP Accredited Solutions Expert (ASE - all)
Cisco Certified Network Associate (was CCNA Wireless)	HP Accredited Technical Professional (ATP - all)
Cisco Certified Network Professional - Enterprise/Wireless Networks	HP ASE - Storage Solutions V4
CIW Web Security Professional	HP ATP - Storage Solutions V1 /V2
CompTIA Advanced Security Practitioner (CASP)	HP Master Accredited Solutions Expert (MASE - all)
CompTIA Cloud Essentials	HP Master ASE - Storage Solutions Architect V3
CompTIA Network+	IBM Certified Application Developer - DB2 9.7 for Linux, Unix and Windows
CompTIA Storage+	IBM Certified Database Administrator - DB2 11.1 for Linux, UNIX and Windows
Convergence Technologies Professional (CTP)	Microsoft MTA Windows OS
CSX CyberSecurity Practitioner (CSXP)	Novell Certified Administrator
CWNP Certified Wireless Security Professional (CWSP)	Offensive Security Experienced Penetration Tester
EC-Council Certified Network Defender	Offensive Security Wireless Professional
GIAC Certified Incident Handler (GCIH)	Oracle PL/SQL Developer Associate
Google Cloud Associate - Cloud Engineer	Red Hat Certified Architect
HDI Support Center Team Lead	Red Hat Certified Architect: Cloud
IBM Advanced Systems Administrator (all)	Salesforce Platform App Builder
IBM Certified Solution Architect – Cloud v4	SAS Certified Big Data Professional Using SAS 9
Microsoft MTA: Windows OS	SAS Certified Data Scientist Using SAS 9
Microsoft Office Specialist	SAS Certified Advanced Analytics Professional Using SAS 9
Novell Certified Linux Engineer (CLE)	SAS Certified Professional: Data Curation for SAS Data Scientists
Offensive Security Exploitation Expert (OSEE)	Six Sigma Yellow Belt
	Teradata 14 Certified Database Administrator

2024 IT Skills & Certifications Pay Volatility Index™

Demand dynamics in benchmarked certified and non-certified IT skills pay

(Data collected through April 1, 2024)

What is skills and certifications pay volatility?

Skills volatility is defined as the incidence of gains or declines in premium pay earned by tech professionals for specific certified and noncertified 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—displayed a **dramatically high increase from January 1, 2024 to April 1, 2024** 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, 2024)

TOTAL: All Skills and Certifications

- **30.5%** of skills and certifications (406 of 1,333) recorded a change in cash pay premium in 1st Quarter 2024, dramatically higher than **26.2%** the prior quarter when only 344 of 1,313 changed, and much higher than the **25.2%** average quarterly volatility over the last two years. **This was the highest volatility in any calendar quarter since 2016.**
- **170 gained value** while **236 declined** in value in 1st Quarter 2024, higher than the 166 and 178, respectively in the prior quarter and dramatically higher than the 108/172 recorded in 3Q 2023.

CERTIFIED SKILLS

- **26.4%** of reported certifications (166 of 629) changed market value in 1st Quarter 2024, five points higher than the **21.5%** (133 of 619) pay volatility in the prior quarter and also **significantly higher than the 20.4% average quarterly volatility in the last 24 months.**
- **60 certifications gained** market value while **106 declined** in value in 1 compared to a smaller 70 and 63 respectively, in the prior quarter.

NON-CERTIFIED SKILLS

- **34.1%** of reported skills (240 of 704) changed value in 1st Quarter 2024, four points higher than the **30.4%** (211 of 694) volatility in the prior quarter. This is significantly higher than the 30.9% twelve month average volatility and 29.4% two year average.
- **110 noncertified skills gained** in market value while **130 declined** in value in 1st Quarter 2024 compared to 96 and 115, respectively, in the prior quarter.

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 microanalyses.

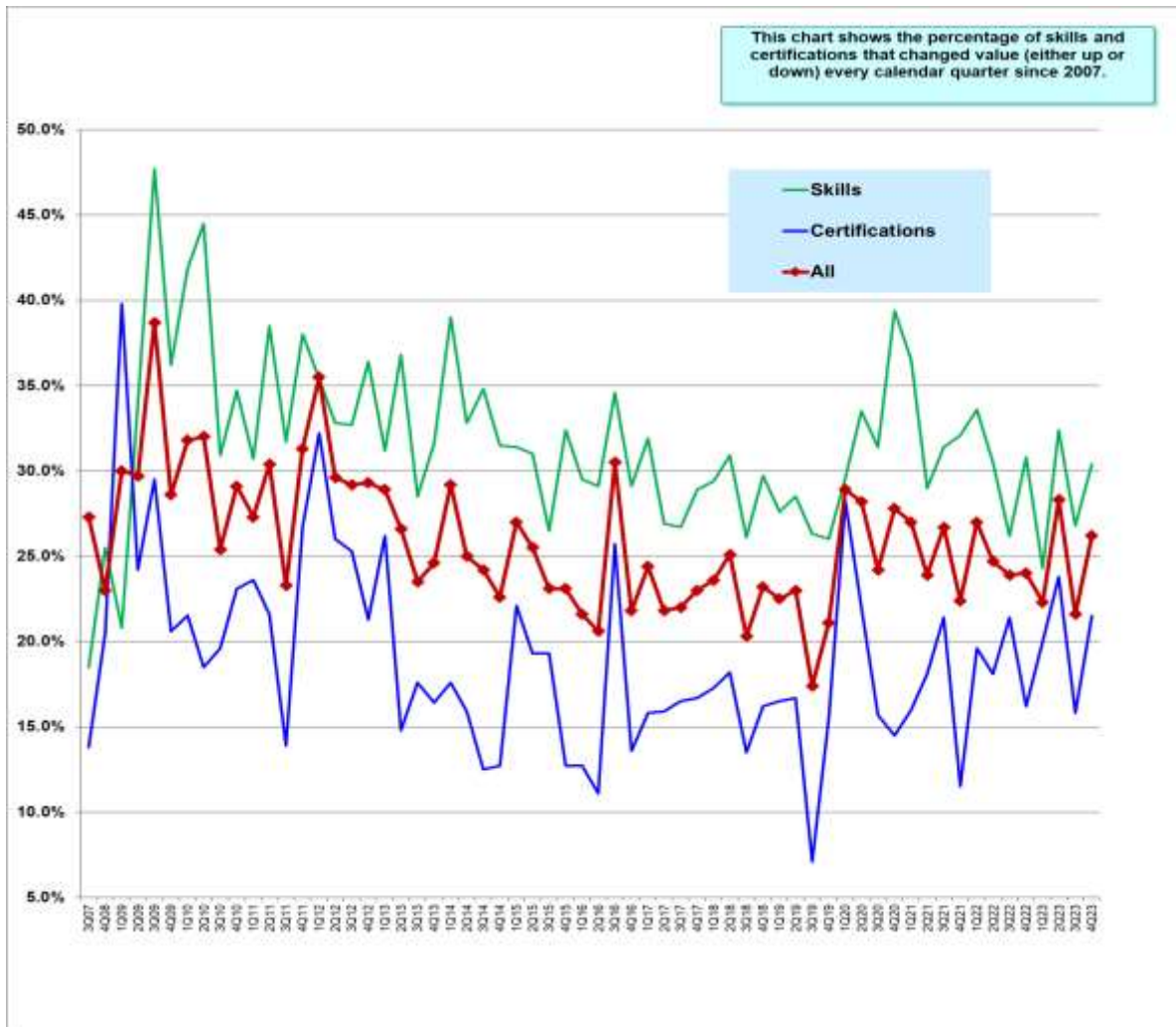
Similar to jobs, IT skills have broad skills categories that can be tracked (e.g., security, networking, systems, database, applications development). But unlike jobs, skills pay can be pinpointed to hundreds of niches and specializations. Also, unlike most job trends analyses, within skills categories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

Quarterly volatility for all 1,340 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 evolving technologies such as AI/Machine Learning 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.

VOLATILITY HIGHLIGHTS - 17 Year Trending

IT Skills and Certifications Volatility Index™ – 1,340 Skills and Certifications



(Source: Foote Partners LLC, [2024 IT Skills & Certifications Pay Index™](#))

Recent IT skills and certifications volatility trends

QUARTERLY SUMMARY

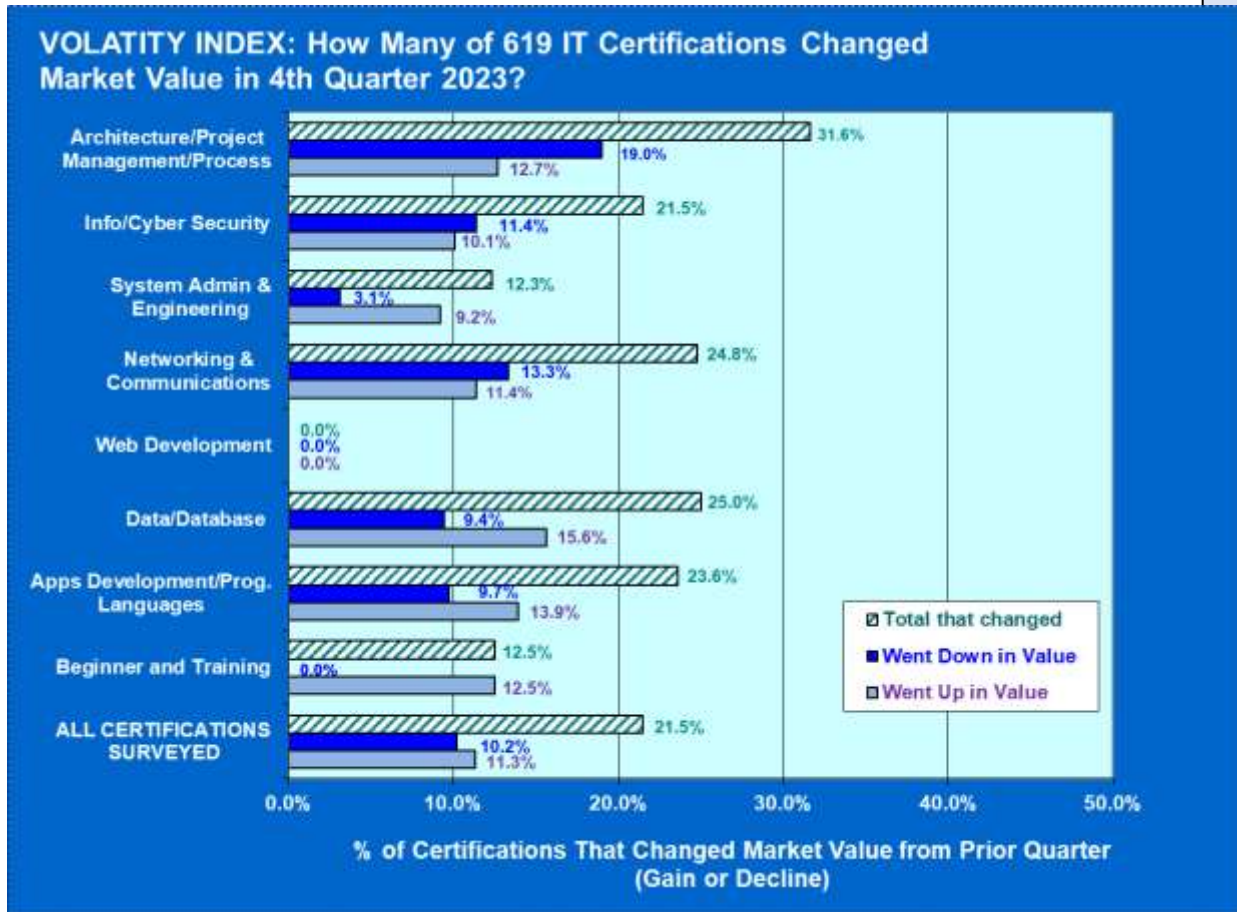
In the **4th Quarter 2023**, 26.2% of skills and certifications (344 of 1,313) recorded a change in cash pay premium, considerably higher than 21.6% the prior quarter in which only 280 of 1,296 changed market value. This is also higher than the 24.8% average quarterly volatility over the last two years.

IT CERTIFICATIONS PAY VOLATILITY in 4Q 2023 was 21.5% or 6 points higher than the prior quarter (15.8%) and also higher than the 19.6% average quarterly volatility in the last 24 months.

NONCERTIFIED IT SKILLS PAY VOLATILITY in 4Q 2023 was 30.4% four points higher than the 26.8% volatility in the prior quarter. This is slightly higher than the 28.5% twelve month average volatility and 29.4% two year average.

(Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 4Q 2023 quarterly data edition)

VOLATILITY HIGHLIGHTS IT Certifications – 4th Quarter 2023 datasets



(Source: Foote Partners LLC, [2024 IT Skills & Certifications Pay Index™](#))

IT Skills and Certifications Volatility Index™
4Q 2023 data edition findings: Tech Certifications

Certifications Volatility Highlights

Among all 619 certifications reported in the prior quarter, highest quarterly volatility (>15%) occurred in these segments (ranked highest to lowest):

- Architecture/Project Mgt/Methodology
- Data/Database
- Networking & Communication
- Applications Development/Prog Languages
- Info/Cybersecurity

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

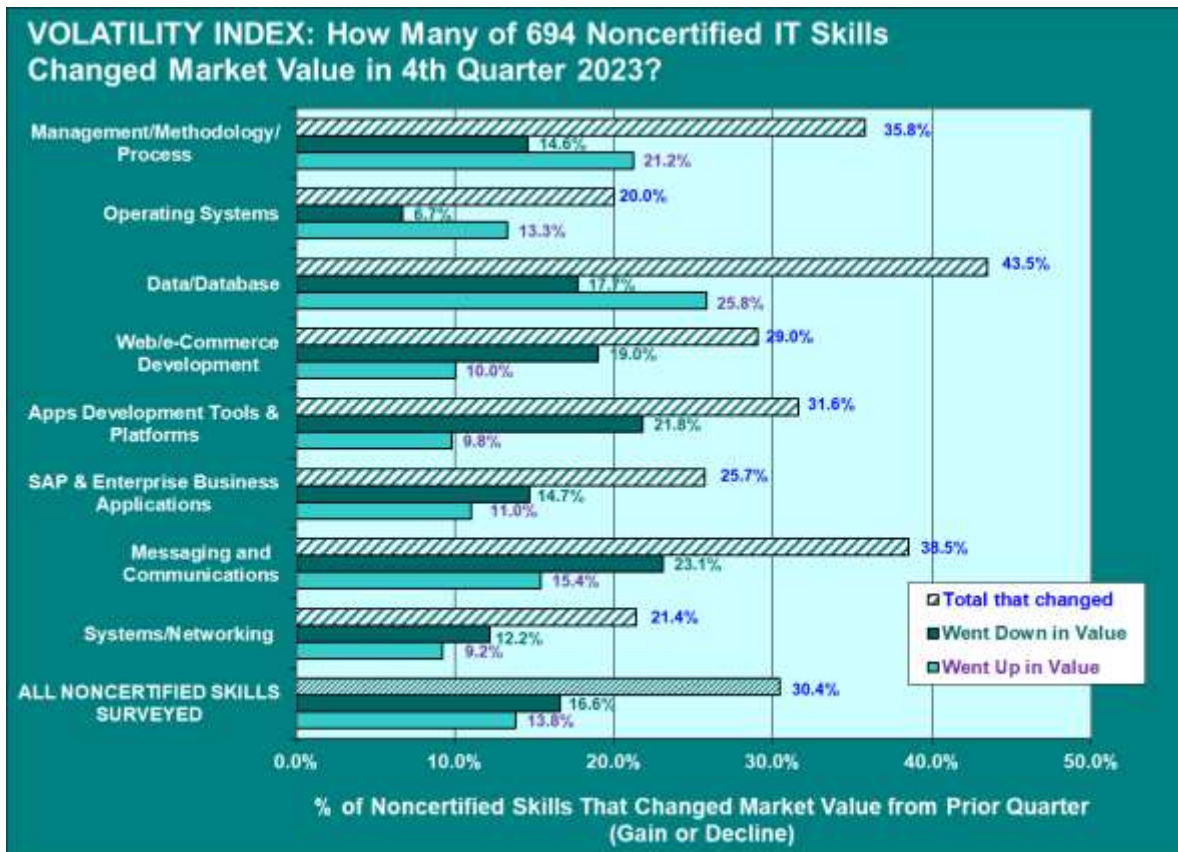
- Architecture/Project Mgt/Methodology
- Networking & Communication
- Info/Cybersecurity

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

- Data/Database
- Applications Development/Prog Languages
- Architecture/Project Mgt/Methodology
- Networking & Communication
- Beginner/Training

(Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 4Q 2023 quarterly data edition)

VOLATILITY HIGHLIGHTS Non-certified IT Skills – 4th Quarter 2023 datasets



(Source: Foote Partners LLC, [2024 IT Skills & Certifications Pay Index™](#))

IT Skills and Certifications Volatility Index™
4Q 2023 data edition findings: Non-certified IT Skills

Non-certified IT Skill Pay Volatility Highlights

Among all 692 noncertified IT skills reported in the prior quarter, high volatility (>20%) occurred in all but one segments (ranked highest to lowest):

- Data/Database
- Messaging and Communications
- Management/ Methodology/Process
- Applications Development Tools & Platforms
- Web/Ecommerce Development
- SAP & Enterprise Business Applications
- Systems/Networking

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

- Messaging and Communications
- Applications Development Tools & Platforms

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

- Data/Database
- Management/ Methodology/Process

(Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 4Q 2023 quarterly data edition)

2024 IT Skills and Certifications Pay Index™ (1st Quarter 2024 data edition)

- Pay premiums for **1,340 certified and noncertified IT skills**
 - Three data points for each position: 10th, 50th, 90th percentile
- Verified and validated IT skills pay data from **97,773 IT professionals at 4,391 employers** in US and Canada
- Current data collected through April 1, 2024 (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.)

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 the ***IT Skills and Certifications Volatility Index***, both updated every three months for the past 20 year. Data covering 430,338 tech professionals at 4,391 employers in 83 U.S. and Canada cities are reported for IT salaries and skills pay earned for 270 positions and 1,340 certified and noncertified technical and business skills. Verified and validated pay data for 97,773 tech workers has been included in the 1st Quarter 2024 data edition of the ITSCPI, compiled from data collected through April 1, 2024.

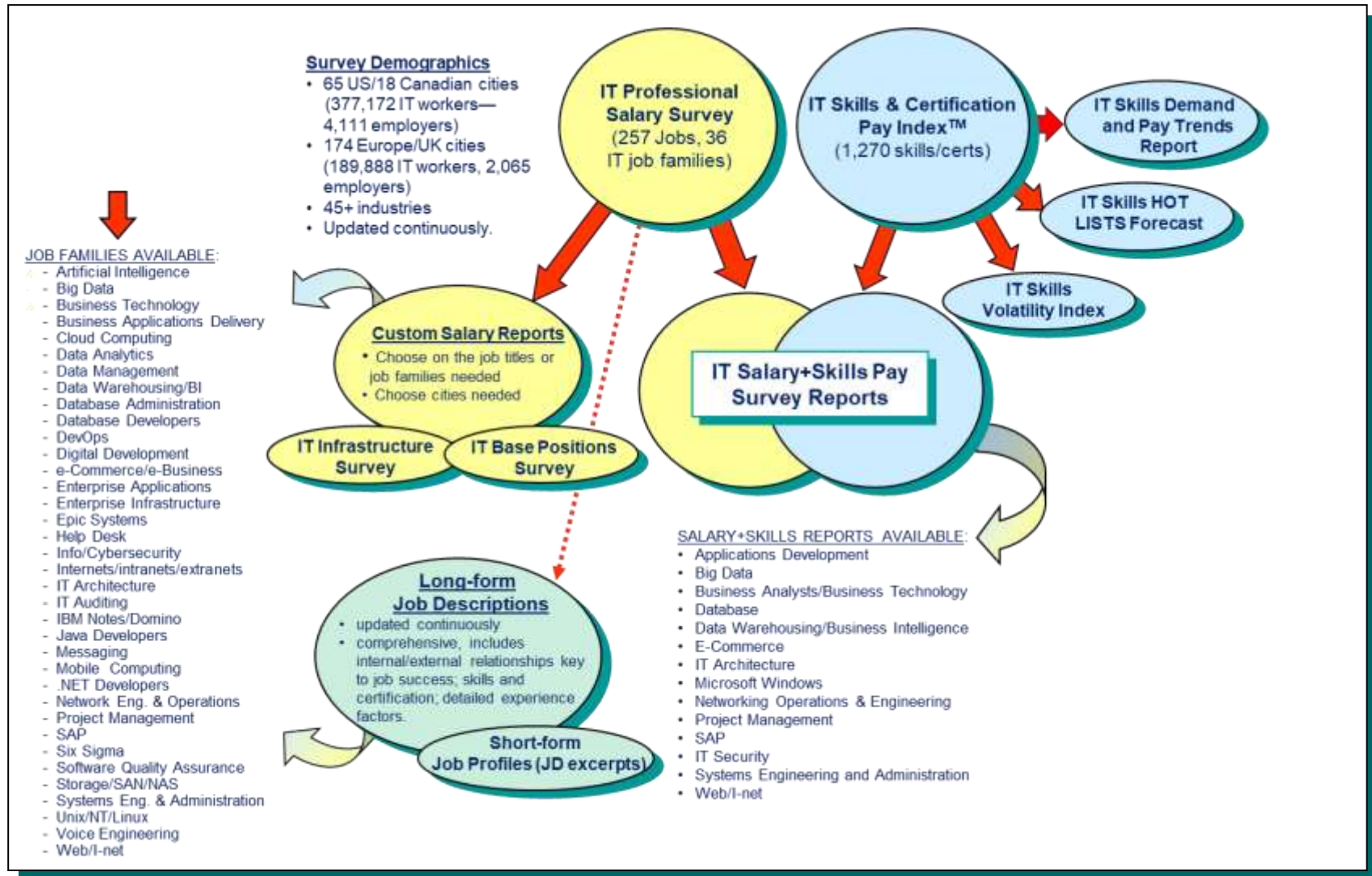
Demographics of the participating organizations for our latest update are as follows, measured most appropriately for the type of business, by revenues, assets, total premiums and operating budgets:

- 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 2023 IT Compensation Survey Product Map



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.

Headquarters:

4445 North A1A, Suite 200
Vero Beach, FL 32963
Tel: 772-234-2787
www.footepartners.com
Twitter: [@FPview](https://twitter.com/FPview)
Blog: [Tech People Architecture](#)