

DECEMBER 2019 REPORT



TOP 10 Certifications

Top Certifications Dec '19	# of Job Postings	Change from Nov '19
Security Clearance	205	+40
CISSP	151	-12
Project Management Pro.	115	+12
CCNA	108	+29
CCNP	82	+28
CISA	73	-9
IAM	66	+1
Secret Clearance	61	Returning
CISM	58	-7
MCSE	53	-4

TOP 10 Skills

Top Skills Dec '19	# of Job Postings	Change from Nov '19
Software Development	622	+27
Java	603	-12
Best Practices	589	+58
SQL	576	+26
Computer Science	541	New
SDLC	456	0
Oracle	446	+7
JavaScript	421	+20
Linux	397	-10
Microsoft Office	393	-39

TOP 10 Hirers of Tech Talent

Top Hirers Dec '19	# of Job Postings	Change from Nov '19
Avacend, Inc.	223	+13
Deloitte	197	+1
Oracle	197	-35
GARMIN	125	+1
Cerner	125	+22
Accenture	93	-3
Sprint Corporation	74	Returning
PricewaterhouseCoopers	61	-11
Burns & McDonnell	55	Returning
Humana Inc.	54	-9

KC vs US JOB POSTINGS



TOP 10 OCCUPATIONS

Top Occupations December '19	# of Positions	Change from Nov '19
Software Engineer	942	-8
Project Manager	900	-20
Senior Software Engineer	712	-4
.net Developer	659	-20
Java Developer	659	-14
Network Engineer	640	-9
System Administrator	619	-10
Application Developer	445	-1
Systems Engineer	414	New
Software Developer	414	-16
TOTAL	6,404	

Report produced by the KC Tech Council | kctechcouncil.com

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

This data was collected early December, 2019.



DATA TREND REPORT

DECEMBER 2019

Thought leadership provided by ECCO Select

DATA INSIGHT

As we wrap up the end of 2019, the United States' open job postings for December increased by 1.5% from November, whereas Kansas City experienced a decrease in open postings of -2.2% compared to last month.

The Top 10 Occupations had decreases across the board for December. The most dramatic include Project Manager (-20), .net Developer (-20), and Java Developer (-14). Systems Engineer is the only new addition to the Top 10 Occupations list for 2019, with a total of 414 position postings.

December's Top 10 Certifications had an assortment of activity this month. Security Clearance had the most significant increase in the number of postings with a total of 205 (+40). CCNA (+29) and CCNP (+28) round out the top 3 with increases for December. CISSP had the largest decrease with -12 postings, and Secret Clearance has returned to the Top 10 this month, having last been on the list in October 2019.

The Top 10 Skills for December had a few changes from November. The most significant growth was seen by Best Practices (+58), Software Development (+27), and SQL (+26). There is one new Top 10 Skill for December; Computer Science (541). After Microsoft Offices' substantial increase last month of +109 skill postings, MS Office experienced the largest decrease for December's Top 10 skills with -39 postings.

The Top 10 Hirers of tech talent in December had a variety of changes as well. Avacend, Inc. leads the Top 10 Hirers of Tech Talent with 223 postings (+13). Oracle experienced the largest decline in postings for December (-35). There are two returning Top 10 Hirers of Tech Talent this month, Sprint Corporation (last seen in June 2019) and Burns & McDonnell (last seen in September 2019).

EMERGING IT MARKET TRENDS

As 2019 comes to an end, unemployment remains steady at 3.5%. We are seeing an increase in posted positions remaining unfilled for longer amounts of time (Foster). In the past, skilled candidates competed with several hundred others for desirable positions, and now talented candidates have the luxury of choosing where they want to work based on where they believe the best place to work is, and beneficial to their development (Foster).

About 70% of all candidates are passive in their job search efforts, meaning they are not actively looking for a new employer unless someone contacts them directly through a posting or media platform (Foster). Candidates today tend to care more about the company's brand, how they are escorted through the application process, and the organization's culture. There is an immense need for the marketing and human resources departments to collaborate on sourcing top talent because both are going to be crucial in attracting and retaining future resources (Foster).

Recruiting Software appears to be less impactful as we see a rise of importance in company brand and talent expertise (Foster). ECCO Select is a highly adaptable organization that recognizes how different types of campaigns are required for diverse positions and organizations. ECCO Select has a collaborative team of human resource professionals, a robust recruiting team, and a variety of technological platforms that assist other organizations in identifying and attracting top talent for all positions, regardless of how long the position has been open.

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Foster, Lynda. "New Software Isn't The Answer To Your Biggest Recruiting Problem; Collaboration Is ." Forbes, Forbes Coaches Council, 6 Dec. 2019, <https://www.forbes.com/sites/forbescoachescouncil/2019/12/06/new-software-isnt-the-answer-to-your-biggest-recruiting-problem-collaboration-is/#21cb6c704732>.

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