

JANUARY 2020 REPORT



KC vs US JOB POSTINGS

KC | 3,403

-320 since Dec '19

US | 533,051

-18,263 since Dec '19

TOP 10 OCCUPATIONS

Top Occupations January '20	# of Positions	Change from Dec '19
Software Engineer	965	+23
Project Manager	930	+30
Senior Software Engineer	720	+8
Java Developer	683	+24
Network Engineer	664	+24
.net Developer	664	+5
System Administrator	626	+7
Application Developer	432	-13
Software Developer	426	+12
Systems Engineer	424	+10
TOTAL	6,404	

TOP 10 Certifications

Top Certifications Jan '20	# of Job Postings	Change from Dec '19
Security Clearance	264	+59
CISSP	137	-14
Project Management Pro.	121	+6
Secret Clearance	94	+33
CCNA	79	-29
IAM	68	+2
CISA	66	-7
CISM	48	-10
MCSE	46	-7
PMI	45	Returning

TOP 10 Skills

Top Skills Jan '20	# of Job Postings	Change from Dec '19
Computer Science	790	+249
Best Practices	584	-5
Software Development	575	-47
Java	555	-48
SQL	532	-44
Information Technology	508	New
Oracle	451	+5
SDLC	411	-45
JavaScript	403	-18
Programming	400	New

TOP 10 Hirers of Tech Talent

Top Hirers Jan '20	# of Job Postings	Change from Dec '19
Avacend, Inc.	223	0
Oracle	186	-11
Deloitte	152	-45
GARMIN	133	+8
Cerner	109	-16
Accenture	89	-4
Humana Inc.	65	+11
PricewaterhouseCoopers	53	-8
Burns & McDonnell	49	-6
SAIC	41	Returning

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 January, 2020.



DATA TREND REPORT

JANUARY 2020

Thought leadership provided by ECCO Select

DATA INSIGHT

A new year, a new decade, and new changes lie ahead within the information technology job market. The United States' open job postings for January decreased by 3.3% from December; similarly, Kansas City experienced a decrease in open postings of 8.6% compared to the month prior.

The Top 10 Occupations had several increases for January. Project Manager had the highest growth of 30 postings this month, which coincidentally was the largest decrease in December (-20). Java Developer and Network Engineer both had increases of +24 for January. The only decrease within the Top 10 Occupations was Application Developer at -13.

For over a year now, The Top 10 Certifications continues to be led by Security Clearance at +59. PMI makes a returned appearance for January at 45 postings (last seen in August 2019). CCNA had the largest decrease this month at -29 postings. Secret Clearance continues to increase this month with +33 postings.

January's Top skill is Computer Science at +249, which also happens to be a new skill to make the Top 10. Information Technology and Programming are also relatively new appearances for this month. Java had the highest decrease of -48, closely followed by Software Development at -47. Oracle was the only other skill for January to experience an increase (+5).

The Top 10 Hirers of tech talent in January had several decreases to start the year. Avacend, Inc. continues to lead the Top 10 Hirers of Tech Talent with 223 postings (0). Deloitte experienced the largest decline in postings for January (-45). The new returning hirer of tech talent for January is SAIC (last seen in October 2019) with 41 postings.

EMERGING IT MARKET TRENDS

A new decade kick starts ample opportunities for companies to obtain new IT talent to fulfill their business's critical initiatives for 2020. January and February are two of the most active months for recruiters and talent acquisition specialists for several reasons. Employees made it through the holidays, and they are ready to jump on the job search. Companies roll out new reorgs, and departments have new budgets to engage.

As the competition remains high to source top talent, technical recruitment methodology continues to be a hot topic for discussion. This year, social recruiting will be a consistent theme for not only talent acquisition but businesses seeking to increase their brand and social media presence. A recent study illustrated that more than 73% of people ages 18-34 had found jobs through a variety of social channels (Brar).

Social recruiting is not limited to reaching candidates on social media platforms; it also involves networking and finding alternative ways to connect or communicate with applicants. As we receive an enormous amount of emails every day from personal accounts or work accounts, texting has become one of the most reliable methods to stay in front of candidates. 64% of people prefer to communicate over text after an interview instead of phone calls or emails (Brar).

ECCO Select consistently practices top recruitment methodologies to adapt to the ever-changing job market proactively. Our recruitment specialists are highly skilled in connecting with talented resources and finding the right fit for companies nationwide. Reach out to us today to learn how we can help find your next team member for 2020!

Author: Kim Woods | Technical Recruiter
kwoods@eccoselect.com

Brar, Aman. "How to Prepare Your Recruiting Team for 2020." Human Resource Executive, 16 Dec. 2019, <https://hrxecutive.com/how-to-prepare-your-recruiting-team-for-2020/>.

GET IN TOUCH



816.960.3800
ITSolutions@eccoselect.com

www.eccoselect.com