FEBRUARY 2020 REPORT

TECH CHECKPOINT

TOP 10 Certifications

Top Certifications Feb '20	# of Job Postings	Change from Jan '20
Security Clearance	248	-16
CISSP	147	+10
Secret Security Clearance	132	New
CCNA	102	+23
PMP	101	+56
CISA	71	+5
IAM	67	-1
CCNP	67	Returning
CISM	61	+13
Project Manager	53	+8

KC vs US JOB POSTINGS

KC | 3,874
+471 since Jan '20

US | 575,363
+42,312 since Jan '20

TOP 10 Skills

Top Skills Feb '20	# of Job Postings	Change from Jan '20
Computer Science	968	+178
Best Practices	677	+93
Software Development	666	+91
SQL	638	+106
Information Technology	631	+123
Java	610	+55
Programming	502	+102
Architecture	488	New
Information Systems	471	New
Oracle	456	+5

TOP 10 OCCUPATIONS

Top Occupations February '20	# of Positions	Change from Jan '20
Software Engineer	967	+2
Project Manager	916	-14
Senior Software Engineer	714	-6
Java Developer	684	+1
Network Engineer	667	+3
.net Developer	656	-8
System Administrator	617	-9
Software Developer	426	0
Systems Engineer	424	0
Application Developer	406	-26
TOTAL	6,477	

TOP 10 Hirers of Tech Talent

Top Hirers Feb '20	# of Job Postings	Change from Jan '20
Avacend, Inc.	254	+31
Deloitte	198	+46
Oracle	158	-28
GARMIN	134	+1
Cerner	123	+14
Accenture	99	+10
Humana Inc.	94	+29
Sprint Corporation	77	Returning
Perspecta	66	New
PricewaterhouseCoopers	63	+10

DATA INSIGHT

February is off and running with increases in postings, new certifications, and skills to meet the innovative demands for 2020. Following a post-holiday lull in January, the United States' open job postings for February increased by 7.6% from January. Similarly, Kansas City experienced an increase in open postings of 12.9%.

The Top 10 Occupations had a mix of activity for February. Software Engineer has reached the number one spot with 967 postings this month. Application Developer continues to fall to the bottom with -26 postings. Software Developer and Systems Engineer remain steady at 426 and 424 postings for February.

February's Top 10 Certifications continues to be led by Security Clearance; however, this certification decreased this month with -16 postings. Secret Security Clearance is a new certification to make the Top 10, with 132 postings. PMP had the most significant increase for February at +56 postings.

The Top 10 Skills for February had increases across the board. Computer Science continues to lead the Top 10 at +178, and Information Technology has the second-largest increase with +123 postings. For February, there are two new skills to make the Top 10, Architecture (488) and Information Systems (471).

The Top 10 Hirers of Tech Talent in February had several increases this month. Avacend, Inc. continues to lead the Top 10 Hirers of Tech Talent with 254 postings (+31). Oracle is the only hirer this month to experience a decrease in postings (-28). The new returning hirer of Tech Talent for February is Sprint Corporation (last seen in December 2019) with 77 postings. Perspecta joins the Top 10 Hirers of Tech Talent this month with 66 postings.

EMERGING IT MARKET TRENDS

The holidays are over, IT companies are in full speed ahead with 2020 initiatives, and we are approaching a 3-month gap before the next Federal holiday. Employee burn out in the information technology industry is a real concern for most employers. Tight deadlines, overnight shifts, and limited subject matter experts make it nearly impossible for employees to take time off. A recent study found that 37% of employees do not use their PTO, which results in 169 million vacation days lost, amounting to $52.4 billion (Runyon).
Common reasons why employees do not use PTO include:
- Lack of additional resources to absorb responsibilities
- Confusing, negative, or vague PTO policies
- Impossible to disconnect from daily operations (Runyon)

It is a no brainer that taking time off improves employee engagement, productivity, and culture. Many information technology companies struggle to create an adequate support structure to allow shift changes, cross-training, and task reallocation.
ECCO Select has been refining information technology best practices for 25 years. ECCO Select offers competitive employee benefits packages and encourages time off for all associates. Reach out to ECCO Select today to see how we can help your team create a supportive IT structure to increase your company's productivity and success for 2020.

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Runyon, Mark. "Stop 'Vacation Shaming' Your IT Staff." InformationWeek, IT Network, 7 Feb. 2020, www.informationweek.com/strategic-cio/team-building-and-staffing/stop-vacation-shaming-your-it-staff/a/d-id/1336884?

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THE TALENT BEHIND THE TECHNOLOGY

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