OCTOBER 2020 REPORT

TECH CHECKPOINT

JOB POSTINGS

KC | 4,021   US | 465,054

-210 since September '20   -8,404 since September

TOP 10 OCCUPATIONS

Occupation Title	# of Current Postings	Change from Last Month
Software Developer	1,047	-4
Computer User Support Specialist	1,036	-80
Network and Computer Systems Administrator	517	-49
Computer Systems Engineer/Architect	334	-26
Information Security Analyst	244	-1
Information Technology Project Manager	201	+5
Software Quality Assurance Analyst & Tester	169	-2
Computer Systems Analysts	141	-30
Web Developer	111	-1
Database Administrator	58	+5

TOP 10 CERTIFICATIONS

Certification Title	# of Current Postings	Change from Last Month
Secret Clearance	88	-28
CISSP	72	-9
PMP	57	+19
CCNA	43	-11
CCNP	36	-15
CCIE	31	+2
CISM	28	-8
A+ CERTIFICATION	23	New
MCSA	22	Returning
C/EH	20	-12

TOP 10 HARD SKILLS

Skill Title	# of Current Postings	Change from Last Month
Computer Programming/Coding	771	-34
Agile	686	-5
Structured Query Language	652	-45
Java	598	+1
JavaScript	462	+22
Linux	460	+24
Microsoft Azure	452	-12
Python	448	-28
Oracle	442	-7
Amazon Web Services	418	+8

TOP 10 EMPLOYERS

Employer Title	# of Current Postings	Change from Last Month
Oracle	254	+4
Humana	203	-20
Garmin*	159	-2
Cerner*	104	+7
IBM	67	New
Honeywell	54	+15
Diverse Lynx	53	+5
CTG	43	-10
The Accuro Group Inc	41	+3
H&R Block	40	-5

* Numbers for this company include job postings that may have previously been listed under an alternate name, or with an extension (like Corp. or Intl.) in the name. No duplicate listings are counted.

DATA INSIGHT

The October KC Tech Checkpoint report shows our first decrease in total postings for both Kansas City and the United States since May 2020. Whether this is due to the recent election or rise in covid cases, there appears to be a slight dip in activity within this month's report. The job postings for the Kansas City metro area decreased by 5%, with 4,021 total postings. The United States' job postings for October also experienced a decrease of 1.8% for a total of 465,054 postings.

Most of the Top 10 Occupations for October experienced a decrease in postings except for two occupations, Information Technology Project Manager (+5) and Database Administrator (+5). For the first time since June 2020, there is a new leading occupation with Software Developer, which leads with 1,047 postings. Computer User Support Specialist experienced the largest decrease from September with -80 postings for a total of 1,036.

October's Top 10 Certifications show a mix of activity with Secret Clearance continuing to lead for the second month in a row, with 88 postings for this month (-28). PMP was one of two certifications to experience an increase in postings for October with a total of 57 postings (+19). CCIE also experienced an increase with 31 postings (+2). A+ Certification is the newest certification to join the Top 10 with 23 postings.

October's Top 10 Hard Skills also experienced a variety in posting activity this month. Computer Programming/Coding continues to lead for the fifth month in a row with 771 postings (-34). Linux had the highest increase from September with 460 postings (+24). Structured Query Language experienced the largest decrease from last month, with a total of 652 postings (-45).

The Top 10 Hirers of Tech Talent welcomes a new employer to the Top 10, IBM (67 postings). Oracle continues to lead with 254 total postings (+4). Humana had the largest decrease with 203 total postings (-20). Honeywell experienced the largest increase from last month for a total of 54 postings (+15).

EMERGING IT TRENDS

As businesses worldwide continue to experience virtual meeting fatigue, remote work is here to stay well into 2021. Our society is adapting to new, virtual best practices while relying heavily on multiple IT platforms (now more than ever before) to sustain business operations. Identifying quality resources to support these various systems is becoming increasingly difficult due to the heightened demand for subject matter experts (SME) in this virtual environment.

Recruiting Daily has published ten easy steps to help ensure you are effectively connecting with qualified, IT SMEs to support your virtual organization.

1. Communication Preferences: Save your candidate's preferred method of communication to make sure you are reaching out to them for the right opportunity.	**6. Phone Interviews:** Use this as your starting point when starting from scratch on a new search. This builds the foundation for future in depth conversations.
2. Social Media: Share interesting content on appropriate social media channels to attract your target audience.	**7. Video Interviews:** Get comfortable seeing candidates in alternative environments. This helps candidates get a feel for company culture and expectations.
3. Campaigns vs. Personalization: Get creative in personalizing your messaging in emails, messages, or texts. Try to avoid the generic blanket emails.	**8. Legality:** Be sure to comply with EEOC guidelines, video interviews open multiple opportunities for a court case. Ensure all questions are appropriate and lawful to avoid discrimination practices.
4. Virtual Job Fairs: Live video conferencing allows candidates to ask questions and get to know more about the position and organization.	**9. Onboarding:** Remote onboarding requires over communication and information. Ensure there are contact plans for first day, week, and beyond to re-engage with your candidate.
5. One to One: Face to face conversations were a bit undervalued prior to the pandemic. Social ques and facial expressions are so important for effective communication. Take the time to get to know your candidates.	**10. Consistency:** A new environment requires consistent processing to keep all parties organized for an efficient hiring process.

ECCO Select has been fully operational in a remote environment and is able to quickly adapt to the environmental shifts, as necessary. Our recruitment team has the tools and resources to carefully vet and screen interested candidates to make sure they are a great fit for your organization, as well as able to seamlessly sustain your organizational operations. Contact us to locate your IT SME today!

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Zelachowski, Coral. "Virtual Engagement Best Practices > Sourcing and Recruiting News." Sourcing and Recruiting News, 10 Nov. 2020, recruitingdaily.com/virtual-engagement-best-practices/. Accessed 10 Nov. 2020.

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