

February 2021 REPORT



JOB POSTINGS

KC | 3,906 US | 501,576

+255 since January '21 +42,195 since January '21

TOP 10 OCCUPATIONS

Occupation Title	# of Current Postings	Change from Last Month
Computer User Support Specialist	1,052	+71
Software Developer	1,034	+79
Network and Computer Systems Administrator	517	+63
Computer Systems Engineer/Architect	308	+4
Information Security Analyst	236	-3
Information Technology Project Manager	176	+4
Software Quality Assurance Analyst and Tester	159	-15
Computer Systems Analyst	134	+37
Web Developer	103	+7
Database Administrator	68	+4

TOP 10 CERTIFICATIONS

Certification Title	# of Current Postings	Change from Last Month
Secret Clearance	72	-11
CISSP	63	-14
CCNA	45	+2
PMP	43	+2
CCNP	37	0
CISM	30	-6
CSM	29	+7
CISA	23	-7
MCSE	22	-2
Network+ Certification	19	+1

TOP 10 HARD SKILLS

Skill Title	# of Current Postings	Change from Last Month
Computer Programming/Coding	797	+59
Structured Query Language	653	+34
Agile	652	+77
Java	611	+24
Python	478	+42
Oracle	447	-20
JavaScript	446	+22
Microsoft Azure	445	+54
Linux	444	+29
Amazon Web Services	406	+49

TOP 10 EMPLOYERS

Employer Title	# of Current Postings	Change from Last Month
Oracle	233	-49
Garmin*	169	+2
Cerner*	128	+36
CTG	92	+22
H&R Block	64	+30
KForce	56	-8
Diverse Lynx	47	+1
Honeywell	43	0
T-Mobile	41	New
Revature	37	+7

* 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.

Report produced by the KC Tech Council | kctechcouncil.com

Data source: JobsEQ, a tool produced by Chmura | <http://www.chmuraecon.com/jobseq/>
This data was collected early March, 2020.

THE TECH CHECKPOINT | FEBRUARY 2021

DATA INSIGHT

Although February may be the shortest month of the year, this month's KC Tech Checkpoint continues to grow in a positive trend for overall job postings. The Kansas City metro area increased by 6.7%, with 3,906 total postings. The United States job postings also increased by 8.8% for a total of 501,576 postings.

The Top 10 Occupations for February experienced an overall increase for the total number of postings except for two occupations, Information Security Analyst (-3) and Software Quality Assurance Analyst and Tester (-15). Computer User Support Specialist continues to lead the Top 10 for a total of 1,052 postings. Software Developer had the largest increase with +79 postings for a total of 1,034.

February's Top 10 Certifications had an interesting mix of activity from last month's report. Secret Clearance had the second largest decrease with -11 postings, however, it continues to lead the Top 10 with 72 postings. CISSP had the largest decrease with -14 postings, for a total of 63. CSM had the largest increase with +7 postings for a total of 29.

The Top 10 Hard Skills for February experienced an overall positive trend across all skill sets. Oracle was the only skill that did not experience growth in February (-20). Computer Programming/Coding remains in the lead for the ninth month in a row, with 797 postings (+59). Structured Query Language follows as the second highest skill with 653 postings (+34). JavaScript had the least amount of growth with +22 postings for a total of 446.

The Top 10 Employers of Tech Talent continues to lead with Oracle for 233 total postings, however, it dropped 49 positions from January. Cerner experienced the highest increase with +36 postings for a total of 128. T-Mobile joins the Top 10 Employers of Tech Talent for February with 41 total postings as a new employer to the KC Tech Checkpoint Report.

EMERGING IT TRENDS

Towards the end of 2019, employment reports illustrated increased numbers of women in the workforce. Employers spearheaded new initiatives to promote diversity and equality and we observed more women venturing into male-dominated industries, such as Information Technology (IT). Unfortunately, this progress was short lived due to the events of 2020. Fast forward into 2021, we are now analyzing the damage that the pandemic left behind, as well as the equality setbacks that have resulted for women worldwide.

The 2021 TrustRadius Women in Tech Report highlights several eye-opening challenges and inequalities within the IT industry. Key findings are presented below:

- Women are twice as likely as men to have lost their jobs due to the pandemic.
- 72% of women encounter "bro culture" in their workplace.
- 72% of women are outnumbered by men in meetings by at least a 2:1 ratio.
- 78% of women feel like they have to work harder to prove their worth at work.
- Women are four times more likely than men to see gender bias as an obstacle to promotion.

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EMERGING IT TRENDS CONTINUED

The pandemic has left devastating impacts worldwide, but how can we begin taking steps to rebuild what was lost? How can we support and encourage women to reengage in the IT industry? **As an employer, here are some suggestions to help promote diversity and equality:**

- Provide mentorship opportunities
- Offer and support flexible schedules
- Conduct company-wide unconscious bias training
- Offer equal maternity and paternity leave
- Provide career paths and promotional opportunities
- Provide discounted technical training courses

As a women-owned, minority-owned company, ECCO Select values our diverse workforce and the perspectives and contributions a diverse team provides. Ensure your organization is aligned with the best resources available to help build and grow your information technology team. With over 25 years of experience in the IT staffing and consulting industry, ECCO Select will continue to help encourage and support women to venture back into the IT workforce!

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Sullivan-Hasson, E., 2021. Women in Tech Report. [online] TrustRadius. Available at: <<https://www.trustradius.com/buyer-blog/women-in-tech-report>> [Accessed 8 March 2021].