MAY 2021 REPORT

TECH CHECKPOINT

JOB POSTINGS

KC | 5,879   US | 573,128

+235 since April '21   +15,863 since April '21

TOP 10 OCCUPATIONS

Occupation Title	# of Current Postings	Change from Last Month
Software Developer	1,621	-60
Computer User Support Specialist	1,380	+24
Network and Computer Systems Administrator	781	+116
Computer Systems Engineer/Architect	547	+16
Information Security Analyst	360	+18
Information Technology Project Manager	260	-23
Software Quality Assurance Analyst and Tester	239	+46
Computer Systems Analyst	225	+21
Database Administrator	128	+34
Web Developer	127	+13

TOP 10 CERTIFICATIONS

Certification Title	# of Current Postings	Change from Last Month
Secret Clearance	147	+80
CISSP	73	+6
PMP	71	-13
CCNA	46	0
CISM	41	+2
C/EH	39	+16
CompTIA Security + CE	37	New
CSM	31	+4
CCNP	29	-9
MTA	29	+1

TOP 10 HARD SKILLS

Skill Title	# of Current Postings	Change from Last Month
Agile	1,104	+226
Computer Programming/Coding	1,039	+49
Structured Query Language	876	+7
Java	807	+95
JavaScript	612	+59
Amazon Web Services	611	+60
Microsoft Azure	610	+32
Python	597	+34
Scrum	500	Returning
Linux	489	0

TOP 10 EMPLOYERS

Employer Title	# of Current Postings	Change from Last Month
Humana	233	+27
CTG	226	+37
Garmin*	187	+1
Cerner*	175	-53
Accenture	123	Returning
Deloitte	122	-6
Netsmart	111	0
WellSky Corporation	81	+4
TEKsystems	71	-1
Honeywell	60	Returning

* 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 month of May brought a relatively small uptick in job postings since April. The Kansas City metro area increased by 4.2% with 5,879 total postings, giving us a small lead over the greater national market. The United States job postings for May grew by 2.8% for a total of 573,128 postings, a smaller increase than in April and perhaps reflective of a scaling back of hiring after three months of above-average growth.

The Top 10 Occupations for May saw small increases across the board for the total number of postings except for one occupation that enjoyed above-average growth in April but ended May in the red, Software Developer (-60). Network and Computer Systems Administrator saw the largest increase this month by far, coming in at a respectable 781 (+116) total postings. Software Quality Assurance Analyst and Tester ended May with 239 total postings (+46), the second-largest increase in this category.

For Certifications, the month of May saw a total of 543 postings, which is the first time this category has broken 500 since this time last year. CISA dropped off the Top 10 but a new entry debuted, CompTIA Security + CE with 37 total postings. PMP had a drop in postings to 71 (-13), which is the first time there has been a decline in this certification since December of last year. CCNP also suffered a decline to 29 total postings (-9), while CCNA managed to stay in the Top 10 but with a net-zero growth. Secret Clearance rebounded with the largest increase in the category to 147 total postings (+80), while C/EH again showed solidly by gaining the second-most postings and almost doubling the previous month to 39 (+16).

The Top 10 Hard Skills for April grew again in May to a total of 7,245 total postings, a much smaller increase than last month. Agile dethroned Oracle as the category leader for May, coming in at 1,104 total postings (+226), a considerable increase over April. Scrum made an appearance for the first time in over a year with a whopping 500 total postings which is interesting and taken along with the large increase in Agile postings may indicate a larger number of new software projects starting up. Computer Programming/Coding came in second to Agile with 1039 total postings (+49). Interestingly there were no negative changes from April within this category, although Linux held steady at 489 total postings (+0).

The Top 10 Employers of Tech Talent saw an overall decrease from May, losing 209 postings or about a 13% decrease from April. Two returning companies, Accenture and Honeywell, had growth of 123 and 60 postings, respectively. Humana had the single largest increase to 233 total postings (+27). CTG moved up to second within the category at 226 (+37) total postings. Cerner moved down to number 4 with a drop of 53 postings for a total of 175, while Deloitte saw a decrease to 122 (-6) total postings and TEKsmart (-1) and Netsmart (+0) were essentially unchanged.

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THE TALENT BEHIND THE TECHNOLOGY

EMERGING IT TRENDS

In the information technology space, we are seeing more participation in Pride Month this year than ever before. Companies are updating their online logos, email signatures, and company websites to demonstrate increased diversity, equity, and inclusion. This time of year is an important reminder to help support underrepresented social groups nationwide and promote positive, inclusive self-expression in the workplace.

Help your organization practice and support active inclusion efforts by incorporating these helpful tips below:

- **Re-examine Marketing Content:** Update language to be more broadly inclusive and avoid statements or labels that can create division.

- **Broaden your network:** As an employer, expand the non-profits you support, or the various groups within the diverse communities you follow or partner with. Community outreach is a great way to expand your connections and outreach, as well as to create a more diverse network. Companywide training is also extremely helpful in promoting education and understanding in the workplace.

- **Associate Support:** Foster safe spaces to hear concerns and suggestions. Post new job opportunities to diversity-oriented job sites. Identify resources that you can provide them to help develop leadership and development skills.

Utilize your IT platforms, tools, and systems to help support and address diversity, inclusion, and equality. By providing a safe and accepting workplace for your employees, organizations will experience increased job performance and tenure.

Reach out to ECCO Select to help recruit for your diverse and inclusive workforce today!

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School, London Business. "Belonging in the Workplace: Creating Space for Authentic Self-Expression." Forbes, www.forbes.com/sites/lbsbusinessstrategyreview/2021/06/10/belonging-in-the-workplace-creating-space-for-authentic-self-expression/?sh=4fe8f2b66655. Accessed 21 June 2021.

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