NOVEMBER 2021 REPORT

TECH CHECKPOINT

JOB POSTINGS

KC | 5,506   US | 682,819

-1,166 since October '21   -30,726 since October '21

TOP 10 CERTIFICATIONS

Certification Title	# of Current Postings	Change from Last Month
Secret Clearance	93	-54
CISSP	81	-44
PMP	66	-26
CCNA	53	-26
CISM	47	-7
CCNP	39	-12
CISA	37	-9
MCSE	28	-6
A+ Certification	27	Returning
C/EH	25	-11

TOP 10 HARD SKILLS

Skill Title	# of Current Postings	Change from Last Month
Computer Programming/Coding	1,065	-190
Agile	931	-321
Structured Query Language	910	-139
Amazon Web Services	682	-244
Java	665	-222
Python	606	-161
Microsoft Azure	595	-160
JavaScript	590	-120
Linux	511	-95
Microsoft Office	448	New

TOP 10 OCCUPATIONS

Occupation Title	# of Current Postings	Change from Last Month
Software Developer	1,499	-406
Computer User Support Specialist	1,484	-139
Network and Computer Systems Administrator	648	-148
Computer Systems Engineer/Architect	504	-124
Information Security Analyst	358	-102
Infromation Technology Project Manager	251	-72
Software Quality Assurance Analyst and Tester	196	-46
Computer Systems Analyst	190	-43
Database Administrator	92	-10
Web Developer	80	-27

TOP 10 EMPLOYERS

Employer Title	# of Current Postings	Change from Last Month
Cerner*	304	+24
Garmin*	243	-172
Humana	166	-35
H&R Block	122	-3
Honeywell*	146	-25
WellSky Corporation*	117	-14
T-Mobile*	104	Returning
Deloitte*	95	-32
Netsmart*	83	-38
CTG	67	-31

* 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.

EMERGING IT TRENDS FROM ECCO SELECT

Barely a news cycle goes by without mentioning the severe labor shortage afflicting employers. We can see a reflection of this in the job posting numbers for this month, as many employers may have decided to fill outstanding positions by combining existing employee roles or temporarily withdrawing them to develop new hiring strategies.

What is causing the shortage of job seekers we're currently seeing? One school of thought is many people are still concerned about the ongoing COVID pandemic, and there is sufficient stimulus and other federal aid available for them to take their time to find the best job. Another thought is young people have unrealistic expectations for wages and benefits and may be seeking greater flexibility than many employers can support.

In the past few years, people have left the workforce for many reasons — layoffs, health insecurity, child-care needs, and disruption caused by the pandemic. But among those who have left and cannot — or don't want to — return, the vast majority seem to be older Americans who accelerated their retirement.

A combination of the pandemic putting older workers at greater risk, the booming housing and stock markets, and rapid technology changes (particularly in the information technology sector), have all contributed to this "Great Retirement" effect.

According to US Labor Department statistics, this November, 3.6 million more Americans had left the labor force and said they didn't want a job compared with November 2019. Older Americans, age 55 and up, accounted for 90% of that increase.

As the pandemic moves towards an end, some of these retired workers may return and seek employment if they find retirement doesn't fully meet their needs or they seek new challenges. Still, for now, we may see this as an evolving trend over the next few years as the "Baby Boomer" generation prepares to leave the workforce.

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Citations:

Labor Statistics, U. S. B. O. (2021, December 8). Job openings and labor turnover summary - 2021 M10 results. U.S. Bureau of Labor Statistics. Retrieved December 17, 2021, from https://www.bls.gov/news.release/jolts.nr0.htm