

JUNE 2022 REPORT



JOB POSTINGS

KC | 6,569 US | 690,463
-1,053 since May '22 -93,889 since May '22

TOP 10 OCCUPATIONS

| Occupation Title | # of Current Postings | Change from Last Month |
|---|-----------------------|------------------------|
| Computer User Support Specialist | 1,757 | -54 |
| Software Developer | 1,485 | -323* |
| Computer Systems Engineer/Architect | 899 | +8 |
| Network and Computer Systems Administrator | 809 | +28 |
| Information Technology Project Manager | 459 | -16 |
| Information Security Analyst | 315 | -23 |
| Computer Systems Analyst | 301 | -29 |
| Software Quality Assurance Analyst and Tester | 133 | -84 |
| Database Administrator | 75 | -37 |
| Web Developer | 74 | -58 |

* The JobsEQ postings for the specific occupation had been revised since the distribution of the May 2022 Tech Checkpoint report.

TOP 10 CERTIFICATIONS

| Certification Title | # of Current Postings | Change from Last Month |
|--|-----------------------|------------------------|
| Secret Clearance | 97 | -3 |
| CISSP | 91 | -17 |
| PMP | 90 | -12 |
| CCNA | 75 | -6 |
| CISA | 50 | -4 |
| CCNP | 45 | +1 |
| CISM | 42 | -6 |
| MCSE | 42 | -10 |
| CSM | 39 | -32 |
| Microsoft Certified Professional (MCP) | 33 | New |

TOP 10 HARD SKILLS

| Skill Title | # of Current Postings | Change from Last Month |
|-----------------------------|-----------------------|------------------------|
| Computer Programming/Coding | 1,157 | -293 |
| Agile | 1,071 | -259 |
| Structured Query Language | 1,024 | -330 |
| JavaScript | 944 | -248 |
| Java | 856 | -341 |
| Amazon Web Services | 768 | -259 |
| Python | 728 | -188 |
| Linux | 660 | -94 |
| Microsoft Azure | 650 | -137 |
| Microsoft Office | 595 | -27 |

TOP 10 EMPLOYERS

| Employer Title | # of Current Postings | Change from Last Month |
|---------------------|-----------------------|------------------------|
| Cerner* | 520 | -49 |
| Garmin* | 278 | -91 |
| Diverse Lynx | 147 | +2 |
| Honeywell | 142 | -8 |
| WellSky Corporation | 116 | +2 |
| Humana | 105 | -23 |
| Robert Half | 88 | +8 |
| Edward Jones | 79 | +23 |
| Deloitte | 78 | -9 |
| H&R Block | 70 | -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.

Report produced by the KC Tech Council | ktechcouncil.com

Data source: JobsEQ, a tool produced by Chmura | <http://www.chmuraecon.com/jobseq/> | This data was collected early July, 2022.

THE TECH CHECKPOINT | JUNE 2022

INSIGHTS FROM ECCO SELECT

HOW CAN EMPLOYERS BEST COMBAT THE MIGRATION OF TECH WORKERS SINCE THE START OF THE PANDEMIC?

The tide is quickly shifting in the hiring arena, especially when it comes to the tech industry. While there's still a need for top tech talent, with the rise of inflation and an impending recession, companies have started to take back some of the flexibility that was granted in the pandemic. Several tech organizations, and companies in general, are starting to tighten up on in-office policies and other less traditional work practices. However, if you're still able to provide these types of perks and accommodate employee preferences, this can be a game changer.

A few offerings that may help you better attract and maintain talent are:

- **Offer flexible work environments/schedules** – One size does not fit all when it comes to preferred work environments. The more options you can give, the better. Some people enjoy an in-office experience, while others would rather stay fully remote. Do what you can to meet people where they're comfortable.
- **Provide best-in-class benefits** – From health insurance to PTO, employees are still highly motivated by comprehensive benefits packages. The desire for work-life balance isn't going anywhere, so ensure you're not overlooking this huge selling point.
- **Pay people what they're worth and re-evaluate annually** – Evaluate the market and try to maintain competitive pay rates. If you can't commit to a higher salary right off the bat, consider creating a bonus structure based on job-specific KPIs. Incentivizing hard work and strong performance is always a win-win.
- **Build a strong workplace culture** – Transparency and a sense of community are essential to buy-in. With the threat of a recession on the horizon, your employees will value honesty regarding the company's financial viability and how you plan to combat a potential market downturn. On a more fun note, it also pays to celebrate the wins! Try to incorporate fun events and team-building activities into the mix to reinforce relationship-building and trust amongst your team.

THE TECH CHECKPOINT | JUNE 2022

INSIGHTS FROM ECCO SELECT CONTINUED

HOW CAN CANDIDATES LEVERAGE TECHNOLOGY TO ITS GREATEST POTENTIAL WHEN JOB SEEKING?

Having a profile on the top job search/networking sites is one of the easiest things you can do to increase your chances of finding your next career online. If you haven't already, we'd recommend making accounts and posting your resume on the following sites: LinkedIn, Indeed, Monster and Dice. Make sure your information and experiences are up to date and try to include concrete examples and quantify as much as you can when sharing your skills and responsibilities. Don't forget to utilize your profiles to showcase your personality!

Be sure to turn on job alerts and notifications. You can get specific with role, company, location, type of work environment, etc. Also, mark yourself as "Open to Work" on LinkedIn so recruiters know to reach out to you. Another way to open up your options is to reach out to/connect with recruiters directly, join industry groups and follow businesses for whom you would want to work. Network, network, network and stay active.

Technology can also be an excellent tool for research! Get to know the job market— there is a ton of data available to you. Inform yourself of current trends and salaries to leverage your next move. You should also be using technology to look into future employers. Look at their company websites, review platforms, and current employee profiles. Knowledge is power, especially when it comes to interviewing and negotiating.