

JULY & AUGUST 2022 REPORT



JOB POSTINGS

KC | 6,492 US | 890,974

-371 compared to July & August 2021

+118,222 compared to July & August 2021

TOP 10 OCCUPATIONS

Occupation Title	# of Current Postings	Change from July & August '21
Computer User Support Specialist	1,688	-147
Software Developer	1,567	+56
Network and Computer Systems Administrator	848	-49
Computer Systems Engineer/Architect	724	-80
Information Technology Project Manager	368	-37
Computer Systems Analyst	307	-33
Information Security Analyst	292	+3
Software Quality Assurance Analyst and Tester	170	-59
Database Administrator	104	-26
Web Developer	97	-20

TOP 10 CERTIFICATIONS

Certification Title	# of Current Postings	Change from July & August '21
Secret Clearance	137	-16
CISSP	90	+15
PMP	88	-15
CCNA	70	-6
CISA	51	+21
CCNP	49	+3
CSM	41	+2
CISM	38	+6
MCSE	30	-7
CCIE	27	-1

TOP 10 HARD SKILLS

Skill Title	# of Current Postings	Change from July & August '21
JavaScript	1,289	+598
Computer Programming/Coding	1,168	+128
Structured Query Language	1,114	+53
Agile	1,056	-29
Java	819	+10
Python	735	+84
Amazon Web Services	668	+32
Microsoft Office	651	+108
Microsoft Azure	649	-137
Linux	642	-28

TOP 10 EMPLOYERS

Employer Title	# of Current Postings	Change from July & August '21
Cerner*	261	+134
Honeywell*	160	+17
Diverse Lynx	153	+34
First American Financial Corporation	142	New
Humana	135	-114
Garmin*	129	-60
Deloitte	101	-25
Robert Half	94	+69
H&R Block*	83	-17
Cynet Systems*	82	+13

* 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 September, 2022.

THE TECH CHECKPOINT | JULY & AUGUST 2022

INSIGHTS FROM ECCO SELECT

NOW THAT SUMMER INTERSHIPS HAVE COME AND GONE, CAN YOU SHARE THE VALUE OF INVESTING IN EARLY TALENT DEVELOPMENT?

Investing in the next generation of the workforce is key to keeping your company moving forward. Taking on green resources, especially for those who are still in school or just graduated, is a great way to help them acclimate to the structure of the workplace. The transition into an eight to five routine can be challenging but taking time to mentor and assist during this period is crucial to a successful new wave of talent. Don't worry—your investment won't go unrewarded.

Internships, similar to any kind of contract work, offer the same “try before you buy” opportunity. One benefit of internships is that you're paying a lot less for the labor. If you decide to move your intern into full-time employment, there may still be a transition period, but the learning curve will be less steep. You may even be able to build a unicorn! Having the time to mold/shape young professionals can result in a dedicated staff that knows your company well and has buy-in from the ground level. Long-term resource development means fresh ideas and energy paired with deep organizational knowledge: a real sweet spot. Supporting these more junior personnel can be tricky, though.

In a time where job hopping has become more commonplace, here are some ideas to help your organization support and retain young talent:

- Create a collaborative onboarding experience that incorporates support from managers and peers. Forging these connections early reinforces community within the workplace and encourages innovation.
- If possible, try to hire several folks from a similar age group. Having peers they can relate to can be very comforting for these young resources, as they are likely going through a similar transitional time.
- Provide organizational perks that make them excited to go to work/work remotely daily. The employee experience and culture continue to be important to those entering the job market.
- Teach them how to create a work-life balance that is sustainable throughout their career. Encouraging boundary setting and creating separation between home and the office should help facilitate healthy working relationships and deter burnout.

INSIGHTS FROM ECCO SELECT CONTINUED

WHAT ADVICE DO YOU HAVE FOR COMPANIES STRUGGLING TO RETAIN EXPERIENCED TALENT?

Of course, salary is an easy area to compare when it comes to staying competitive, but money can only take you so far these days. If you're seeing experienced talent leaving, it may be time to examine your organization, taking into consideration management, culture, and benefits.

Our "post-pandemic" world and workforce pose an essential period for reflection. Do we continue in practices instilled during this time, go back to how things used to be, or find a happy medium? How will your company be defined moving forward? The same flexibility expected of employees during the pandemic should be extended (or at least considered) as we look into the future.

A few areas to evaluate include:

- **Work Environment:** Hybrid or remote? Determine what your organizational culture supports and develop a plan to implement, giving employees plenty of time to adjust to their new routines.
- **Healthcare Benefits:** We're seeing benefit offerings and affordability take on more importance than ever! In attempts to provide the best of both worlds, preventative healthcare is on the rise. How is your organization supporting this? Here are a few ideas to get you started: flu shot day, rebates if folks hit certain fitness milestones, or gym/exercise equipment stipends.
- **PTO & Paid Leave:** Several companies offer robust PTO packages and even unlimited PTO. In the age of work-life balance, these offerings will only become increasingly more important. Further, consider your company's paid leave options: do you offer paid maternity/paternity leave? Falling behind in these areas may push employees away as they evaluate life changes and new priorities.
- **Community Involvement:** Social causes and volunteerism are important to many employees—sometimes important enough to drive decisions to stay or go. If your organization is currently supporting nonprofits/causes, ensure your employees know (BONUS: get them involved!) If you aren't, consider organizations that align well with your mission and/or values and explore possible volunteer activities or a corporate partnership.

Another approach is to request direct employee feedback. Whether you lean into exit interview data or inquire via focus groups/regular town halls with current employees, it's important to make your employees feel valued and heard. A disconnect between culture and management may result in gaps that leave employees feeling disengaged. Check-in with your people: if your culture isn't up to par, consider implementing more initiatives that prioritize employee experience and cultivate community.