

FOR IMMEDIATE RELEASE

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NOTE: This news release is a summary extract of content from the 4th Quarter 2024 editions Foote Partners' *IT Skills Demand and Pay Trends Report* and *IT Skills and Certification Pay Volatility Index*, two market intelligence trend reports updated every 3 months from data contributed by HR departments at 4,480 U.S. and Canadian employers. It contains IT jobs, skills and certifications data trends published in the firm's *IT Skills and Certifications Pay Index™* and deep-dive supply/demand benchmark analysis from Foote Partners' research group.

710 non-certified IT skills gained slightly---up 0.1%---in average market value in 3Q 2024, but with a **dramatic increase in pay volatility: 257(36% of all skills reported)** changed in market value compared to only 166 skills in the prior quarter, a 55% volatility increase. **This contributed to the highest quarterly pay volatility since 2012 for all 1,348 certified and noncertified IT skills reported.**

Average market value for **638 IT certifications** reported in Foote Partners' *IT Skills and Certifications Pay Index(ITSCPI)* recorded minimal change in 3Q 2024, this following a surge of nearly one percent in the 2Q 2024. Pay volatility was also higher but only three points more than the annual average.

Recent winners in the cash pay premiums sweepstakes are skills and certifications associated with *Artificial Intelligence, Applications Development/Tools/Platforms, Cybersecurity, Big Data Analytics/Data Management, Cloud, and Networking & Communications.*

October 20, 2024 – Vero Beach, FL. Extra pay awarded by employers to talented tech professionals for **710 non-certified IT skills**---also known as cash pay premiums---increased slightly in 3rd Quarter 2024 for the fourth consecutive quarter following three consecutive quarterly declines in 2023. Despite lackluster performance last year in which average pay premiums declined one-half percent overall, the current average cash pay premium bonus for a single skill in Q3 is the equivalent of **9.6 percent of base salary**, well above the average for IT certifications in the *IT Skills and Certifications Pay Index*.

Speaking of the **638 IT certifications** reported in the ITSCPI, their average market value declined in 3Q 2024, down almost one percent. This, following a strong showing in 2Q 2024 but a substantial 1.3 percent decline in Q1—the largest quarterly drop since the last quarter of 2020. Notable market value increases in the past six months include these categories: Applications Development/Programming Languages, Data/Data Management, Networking. The average cash pay premium bonus for a single certification in 3Q was the equivalent of **6.5 percent of base salary**.

The gap in average cash pay premium between noncertified and certified IT skills is now the widest in 24 years: equivalent of 3.2% of base salary. These findings are from quarterly compensation data updates provided by 4,480 private and public-sector employers in 83 U.S. and Canadian cities who partner with our firm to report pay for their 439,057 technology professionals in the U.S. and Canada.

Since its launch in 1999, the *IT Skills and Certifications Pay Index™* has continuously tracked cash premiums paid to tech professionals by their employers for an ever-increasing number of popular tech skills and certifications. Rigorously validated data and detailed market analyses are updated and published by Foote Partners every 90 days. Currently, premiums are reported for 1,340 certifications and non-certified skills.

“Short-term gains and losses in pay premiums for IT skills gives us more accurate insights into skills demand, tech workforce transition, and even business decision-making than any other data we collect from our more than 4,480 research partner employers,” notes David Foote, chief analyst and research officer of Foote Partners. “This is why we began collecting cash pay premiums data for individual skills and certifications in the late 1990s. The extreme pay volatility spikes that our research has uncovered most recently---the highest since early 2012---are a strong indicator of just how much employers struggling with their own optimal staffing balances in a very fluid environment. For example, the deepening threat landscape and rapidly evolving high momentum technologies like A.I. are forcing organizations to move with lightning speed to fill specific gaps in their job architectures”, continues Foote. “We are able to segment skills supply and demand into more than a hundred specializations, and to do it over very short timelines such as three months. And that’s not even a short enough for the hottest IT skills and certifications.”

Continues Foote, “Whether it’s additional pay for a salaried professional, a part-time worker, a consultant or contingent labor, the use of cash pay premiums for individual certified and noncertified skills is incredibly popular. Employers are coping with highly volatile market conditions, and without agility and flexibility in compensation practices it is nearly impossible for them to manage their talent---workers needed to execute on dynamic business initiatives. Skills pay provides this agility.”

**Pay Performance, 3/12/24/24/36 months
Certified vs. Noncertified Tech Skills**

(101,185 IT professionals, data through 10/1/2024)

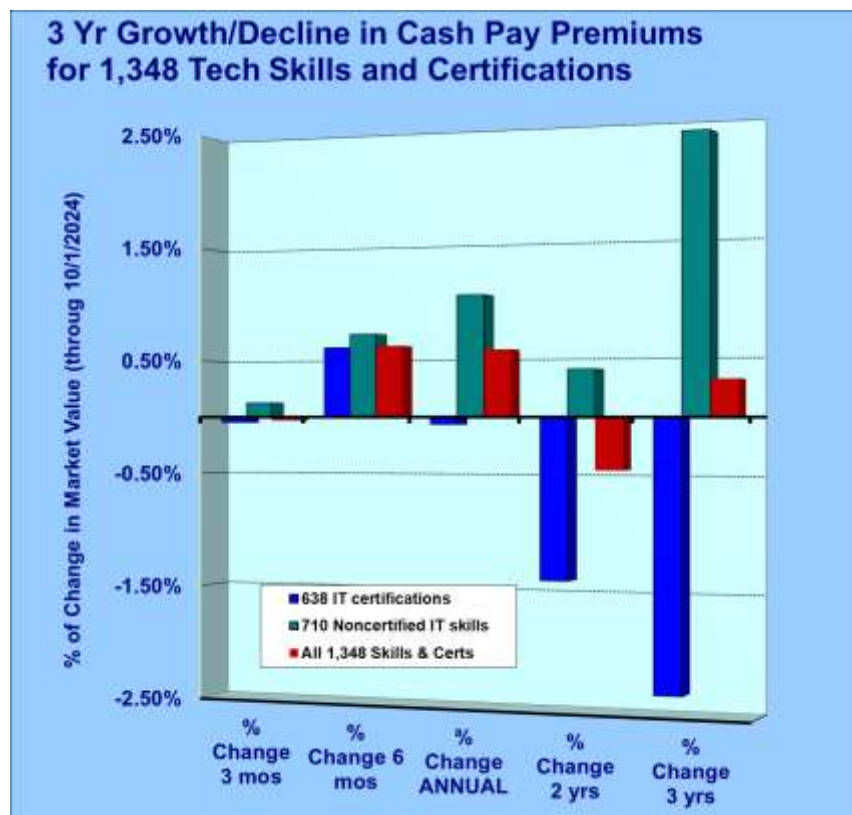


Figure 1

Source: Foote Partners, *IT Skills and Certifications Pay Index™* (2Q2021 – 2Q2024 datasets)

MULTI-YEAR PAY PREMIUM TRENDS: Certified versus Noncertified IT Skills

Average median cash pay premiums for a single certified or noncertified IT skill. N = 101,185 IT Professional

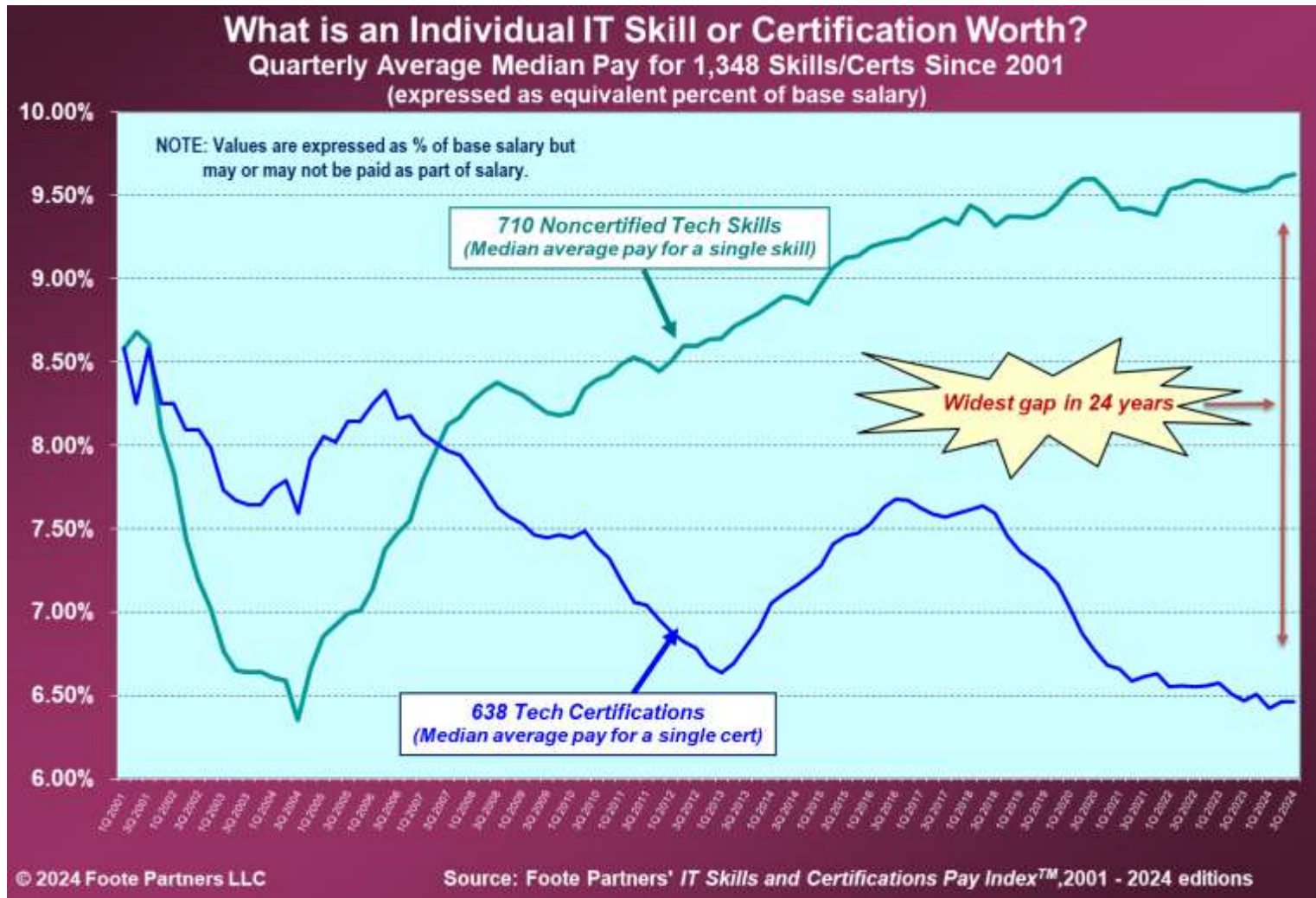


Figure 2

IT Skills & Certifications Pay Data Trend Charts & Analysis

IT Skills and Certifications Pay Index™ – 3rd Quarter 2024 data edition*

- Noncertified IT Skills (Page 6)
- IT Certifications (Page 19)

IT Skills and Certifications Pay Volatility Index™ – 3rd Quarter 2024 data edition*

- Summary (Page 32)
- IT certifications (page 34)
- Non-certified IT skills (page 35)

*All data collected through October 1, 2024

How to interpret gains and losses in IT skills and certifications pay premiums

Quarterly gains and losses in premium pay reflect a widening or narrowing, respectively, in the gap between supply and demand for skills and certifications. This may occur for any number of reasons. For example, a quarterly decline in pay for a skill may signal that the market supply of talent for that skill is catching up to demand—not necessarily that demand is starting to wane. IT professionals are often attracted to a skill or certification if they perceive that it has rising value in the marketplace and therefore can help them to achieve higher pay, greater job security, a promotion, or more flexibility in their career choices. As they pursue greater competency in that skill or as more workers attain certification, supply increases and market pricing (which is elastic to the laws of supply and demand) will be driven downward unless demand is rising at the same proportional rate. Conversely, if demand rises and supply is not increasing to match that level of demand, pay premiums for specific skills and certifications will increase.

Therefore, when interpreting gains and losses in market pay it is important to consider all factors that could be driving supply and demand and market perception. Those factors range from:

- aggressive marketing of certifications by vendors;
- changes in certification programs (e.g., certification extensions or retirement);
- new technology and evolution/maturation of current technologies;
- technology adoption rate;
- product integration strategies,
- economic conditions;
- employment opportunities;
- mergers/acquisitions;
- budget cycles and the timing of skills and talent acquisition by employers;
- changes in labor sourcing plans pursuant to company strategies.

Noncertified IT Skills Data Trend Charts & Analysis

(Data collected through October 1, 2024)

Apps Develop. Tools & Platforms

Agile software development
 AI Chatbot
 Amazon Kinesis
 Amazon SageMaker (ML)
 Amazon Web Services
 Apache Airflow
 Apache Ant
 Apache Camel
 Apache Cloudstack
 Apache Cordova
 Apache Flex
 Apache Hadoop
 Apache Lucene
 Apache Maven
 Apache Pig
 Apache Spark
 Apache Struts/Struts2
 Apache Tomcat
 Apache Zookeeper
 Appium
 Automated Testing
 AWS CDK
 AWS CloudFormation
 AWS CloudFront/CloudFront Functions
 AWS CodeDeploy
 AWS Lambda
 Azure Stack
 Bamboo/BambooHR
 Behavior-Driven Development
 Bitbucket
 Boost C++
 Business Objects
 C
 C#
 C++
 C++ /CLI
 CA PPM (Clarity PPM)
 Cerner Millennium
 ChatGPT
 CircleCI
 Clojure
 Cloudera software
 Cloud Foundry PaaS
 COBOL
 Cognos
 Confluence
 Continuous Delivery
 Cucumber

Delphi
 Drupal
 Eclipse
 Elixir
 Epic Systems applications
 Erlang
 Ethereum
 F#
 Flutter
 Full Stack Development
 Generative AI
 Git/GitHub
 GitLab
 GitOps
 Go language (Golang)
 GoCD
 Gosu/Guidewire
 Gradle
 Groovy/Grails
 gRPC
 Grunt
 Hibernate/NHibernate
 HP ALM (App. Lifecycle Mgt)
 HP Unified Functional Testing
 Integration Testing
 iRise
 Jasmine
 Java
 JBehave
 Jenkins
 JIRA
 JUnit
 Kotlin
 MapReduce
 MATLAB
 Microsoft Azure
 Microsoft Azure Stack
 Microsoft Azure Logic Apps
 Microsoft Copilot
 Microsoft PowerApps
 Microsoft Power Platform
 Microsoft SQL Server Mgt Studio
 Microsoft Team Foundation Server
 Midjourney
 Mokitio
 NetWeaver
 Next.js
 NIM
 NUnit

Objective Caml (Ocaml)
 Octopus Deploy
 OpenShift
 Oracle APEX
 Oracle Apps Developer Framework
 Platform Engineering
 PL/SQL
 Powerbuilder
 Progress 4GL/Development tools
 R language
 RapidMiner
 Red Hat Fuse
 Rstudio
 Ruby
 Ruby on Rails
 Rust
 Saas
 SAS
 SAS Enterprise Guide
 Scala
 Scrum
 Selenium
 Semaphore CI/CD
 ServiceNow ITSM
 Sonatype Nexus
 SpecFlow
 SPSS
 SQL
 Stable Diffusion
 Swift
 Tcl
 TeamCity
 TestNG
 TransacT-SQL/tSQLt
 Travis CI
 UML (unified modeling language)
 Visual Basic 6.0
 Visual C++
 Vue.js
 VMware Cloud Foundry PaaS
 WebSphereMQ
 Xcode

Web/e-Commerce Development

Active Server Pages
 ActiveX
 Adobe Experience Manager
 Ajax
 Amazon Cloudwatch

AngularJS
 Apache Solr
 Apache Velocity
 Apache web server
 Apache Wicket
 Apex Code
 Backbone.js
 CGI
 Cold Fusion MX
 Content management systems
 CSS/CSS3
 Cypress
 Django
 Docker /Docker Swarm
 Documentum
 Elasticsearch/Elastic Stack
 Ember.js
 Figma
 Front End Development
 GatsbyJS
 Google Analytics
 Google App Engine
 Google Cloud Platform
 Gradio
 GraphQL
 HTML5
 JavaBeans/EJB 3.0
 JavaFX
 JavaScript
 Java Server Pages
 JBoss/Wildfly
 Jetty
 Joomla!
 jQuery
 JSON
 Julia
 KnockoutJS
 Laravel PHP
 Magento/Adobe Commerce
 Magnolia
 Microsoft .NET
 Microsoft BizTalk Server
 Microsoft Blazor
 Microsoft Commerce Server
 Microsoft Identity Integration Services
 Microsoft Forefront Threat Management Gateway (ISA)
 Microsoft Sharepoint/Sharepoint Server

Microsoft Silverlight
 Microsoft Visual Studio
 Mobile applications development
 Mule/MuleESB
 Node.js
 Oracle Fusion
 Oracle WebLogic/
 Oracle Workflow
 Pandas
 Perl
 PHP (all)
 PySpark
 Python
 React
 Redux
 REST
 RESTful
 SailPoint
 Scalable Vector Graphics (SVG)
 Secure coding/SW development
 Sitecore CMS
 SOAP/SOAP UI
 Social Media/Networks
 Spring Framework
 Spring Boot
 Spring Cloud
 Spring Integration
 Spring MVC
 Spring Security
 TIBCO
 UDDI
 Umbraco
 VBScript
 Video/graphics editing
 Visual Interdev VoiceXML
 Web collaboration appliances
 Web Content Development
 Web Design
 WebSphere
 WebSphere Datapower
 Wikis
 WSDL
 XAML/XACML
 XHTML MP
 XML (all variants)

SAP & Enterprise Business

Applications

ABAP (all modules)
 Accelerated SAP (SLM)
 Baan (Infor LN ERP)
 Enterprise Application Integration
 IBM Sterling
 J.D. Edwards/Oracle
 Lawson
 Microsoft Dynamics/Dynamics 365
 NetWeaver
 NetWeaver Portal (SAP EP)
 Oracle BPM
 Oracle CRM
 Oracle E-Business suite
 Oracle Eloqua
 Oracle ERP
 Oracle Financials
 Oracle HFM (Hyperion Fin. Mgt)
 Oracle HRMS
 Oracle NetSuite
 Oracle Payables
 Oracle Payroll
 Oracle Retail
 Oracle SCM
 Oracle SOA Suite
 Pega
 PeopleSoft (CRM/Financials/ HCM)
 Remedy ITSM
 Salesforce
 Salesforce Commerce Cloud
 Salesforce CRM
 Salesforce Sales Cloud
 Salesforce Service Cloud
 SAP AFS
 SAP ALE
 SAP APO
 SAP Ariba
 SAP Auto-ID infrastructure (SAP RF)
 SAP Basis Components
 SAP BI / SAP BW
 SAP BO Data Services
 SAP BODI
 SAP BOXI
 SAP BO Dashboard Design
 SAP BPC
 SAP BSP
 SAP Business One
 SAP AFS

SAP ALE
 SAP APO
 SAP Ariba
 SAP Auto-ID infrastructure
 SAP Basis Components
 SAP BI
 SAP BO Data Services
 SAP BODI
 SAP BOXI
 SAP BO Dashboard Design
 SAP BPC
 SAP BSP
 SAP Business One
 SAP Business Workflow/Webflow
 SAP CA
 SAP CAF
 SAP CAR
 SAP CCM
 SAP CE
 SAP CFM
 SAP CO
 SAP CO-PA
 SAP Commerce Cloud
 SAP CRM
 SAP Crystal Reports
 SAP CS
 SAP Digital Banking
 SAP EBP
 SAP EDI
 SAP EHS
 SAP EPM
 SAP ERP
 SAP ESA
 SAP Exchange Infrastructure (XI)
 SAP FI (Financial Accounting)
 SAP FI – CA
 SAP FI - CO
 SAP FI – FSCM
 SAP FI - Travel Management
 SAP Fiori
 SAP F&R (Forecasting/Replenish)
 SAP FS (Insurance)
 SAP GRC
 SAP GTS
 SAP HANA
 SAP HCM (SAP HR)
 SAP HCM ESS/MSS
 SAP HR-PA
 SAP HR-PY (Payroll)

SAP Hybris/Commerce Cloud
 SAP IBP (Integrated Business Planning)
 SAP IS-U (Utilities)
 SAP ITS
 SAP MDM
 SAP MDX
 SAP MI
 SAP MII
 SAP MM
 SAP MRO
 SAP MRS
 SAP Netweaver Applications Server
 SAP Netweaver BW (BIW)
 SAP NetWeaver Visual Composer
 SAP NWDI
 SAP NWDS
 SAP Oil & Gas
 SAP PI (NetWeaver Process Integration)
 SAP PLM
 SAP PM
 SAP POSDM
 SAP PP
 SAP PS
 SAP PSCD
 SAP Public Sector Management
 SAP QM
 SAP for Retail
 SAP SAM (Service & Asset Mgt)
 SAP S/4HANA
 SAP SCM
 SAP SD
 SAP SD - GTS
 SAP Security
 SAP SEM
 SAP SM
 SAP Smart Forms
 SAP Solution Manager
 SAP SRM
 SAP TM
 SAP UI5 (UI development toolkit for HTML5)
 SAP Web Application Server
 SAP WEBI
 SAP WM
 SAP WM – EWM
 Siebel/Siebel Analytics

Software AG webMethods
 SuccessFactors
 Web Dynpro
 Workday HCM

Data/Database

Alteryx Designer
 Amazon Athena
 Amazon DynamoDB
 Amazon EMR
 Amazon RedShift
 Apache Cassandra
 Apache CouchDB
 Apache Hive
 Apache Ignite
 Apache Impala
 Apache Spark SQL
 Azure Cosmos DB
 Azure Data Factory
 Azure SQL Data Warehouse
 Alteryx Designer
 Amazon Athena
 Amazon DynamoDB
 Amazon RedShift
 Apache Cassandra
 Apache CouchDB
 Apache Hive
 Apache Spark SQL
 Azure Cosmos DB
 Azure Data Factory
 Azure SQL Data Warehouse
 Azure SQL Database
 Azure Synapse Analytics
 Base SAS
 Big Data
 Blockchain
 Cloudera Impala
 Couchbase Server
 Data mining
 Data Vault
 Database management
 DB2
 dBASE/xBASE
 ETL (Extract, transform, load)
 GIS
 Google BigQuery
 Google Data Studio
 Hbase

Informatica
 Java Database Connectivity
 Kibana
 Looker
 Master data management
 Microsoft Access
 Microsoft Exchange Server 2010/2013
 Microsoft SQL Server 2019/2016/2014/2012
 Microsoft SQL Server Integration Services (SSRS)
 Microsoft SQL Server Reporting Services (SSRS)
 MongoDB
 MySQL
 NewSQL
 NoSQL
 OpenEdge ABL
 Oracle Application Server
 Oracle Business Intelligence Enterprise Edition Plus
 Oracle Coherence
 Oracle DB 9i/10g/11i/12c
 Oracle Enterprise Manager
 Oracle Exadata
 Oracle Forms
 Oracle Reports
 PostgreSQL
 Power Query
 Redis
 Riak
 Smart Contracts
 Snowflake/Snowflake Schema
 Sqoop
 Sybase Adaptive Server
 Teradata
 TIBCO Spotfire
 Visual SQL

Systems/Networking

Active Directory
Amazon AWS CloudTrail
Amazon Elastic Kubernetes Service
Ansible
Apache Flume
Arista
ATM
AWS Fargate
Azure Active Directory
Azure AKS
Azure Sentinel
Azure Storage
Business continuity and disaster recovery planning
CA Endeavor
Chef/Opencode
Cisco ASA
Cisco CUCM
Cisco ICM
Cisco IPCC
Cisco ISE/Identity Services Engine
Cisco Nexus
Cisco Prime
Cisco UCCE
Cisco UCCX
Citrix Hypervisor (XenServer)
Citrix NetScaler
Citrix Virtual Apps (XenApp)
Cloud architecture
Cloud security
DHCP
EIGRP
Ethernet
Fast Ethernet
Gigabit Ethernet
Google Kubernetes
Grafana
HP ConvergedSystem
HP Quality Center
HTTPS
IaaS (Infrastructure as a Service)
Infrastructure architecture
Infrastructure as code(IaC)
Intrusion prevention/detection sys
IPX/SPX
Juniper
LAN
Application Virtualization
Microsoft Azure Sentinel

Microsoft
Microsoft Hyper-V
Microsoft SCCM
Microsoft SCVMM
Microsoft Virtual Server
Mobile device management
Mobile security
Multiprotocol Label Switching
NAS/Network Attached Storage
Network access control/Identity mgt systems
Network security management
NGFW(next-generation firewall)
Novell Netware
PaaS
Performance Analysis/Tuning
Performance Management/Metrics
Performance Testing
Prometheus
Puppet
Rackspace Cloud
RedHat OpenShift
Routing (e.g. OSPF, RIP, IGRP)
Salt
SAN/Storage Area Networks
Security skills (project-based)
Security Information and Event Management
SMTP
SNA
Software-Defined Networking
SolarWinds Orion
Storage Virtualization/Admin
TCP/IP
Terraform
Tivoli
Vagrant
vCenter Server
vCloud
Virtualization (various)
Virtual security
VMware ESXi Server
VMware NSX
VoIP/IP telephony
VPN/OpenVPN
WAN/3G/4G services
Web Infrastructure
Web services security
Wireless Network Mgmt

Wireless security
Wireless sensors/RFID
Wireline Networking/ Telecomm.
WML

Operating Systems

AIX
Fedora CoreOS
HP-UX
Linux
Mac OS X
Mobile operating systems (iOS, Android)
OpenStack
Red Hat Enterprise Linux
Solaris
SUSE
Unix (all)
VMware vSphere
Windows 10/11
Windows NT
Windows Server 2019/2016/ 2012

Management, Methodologies and

Process
Artificial Intelligence
Artificial Intelligence for IT Operations
Artificial Intelligence
Model Optimization
AWS Codebuild
AWS DevOps
Azure DevOps
Azure Key Vault
Azure Machine Learning
Azure Monitor
Azure OpenAI
Azure Service Fabric
Big Data Analytics
Bioinformatics
Business Analysis
Business Analytics
Business Intelligence
Business performance mgt
Business process management/modeling/improvement
Caffe
Capacity Planning/Management
Change management

COBIT
Collaboration software
Complex Event Processing/Event Correlation
Computer Vision
Configuration Management
Continuous Improvement
Continuous Integration/Continuous Delivery
Convolutional Neural Network
CRM
Cryptography (encryption, VPN)
Customer Experience
Cyber Threat Intelligence
Cybersecurity
Data Acquisition and Control Systems
Data Analytics
Data Architecture
Data Cleansing
Data Engineering
Data Governance
Data Integration
Data Management
Data Migration
Data Modelling
Data Privacy
Data Protection
Data Quality
Data Science
Data Security
Data Strategy
Data Transformation
Data Visualization
DataOps
DataRobot Enterprise AI Platform
Deep Learning
Deployment Automation
DevOps
DevSecOps
Digital Analytics
Digital Forensics
Digital Marketing
E-Discovery
E-Procurement
ERP
Event-Driven Architecture
FinOps
Flink
ForgeRock/Ping Identity

Functional Programming
Functional Testing
Game Development/Gamification
General Data Protection Regulation
Google TensorFlow
Governance, Risk Management and Compliance
H2O.ai
HL7
Hyperautomation
Identity access management
Incident Management
Information management
IT Audit
IT Governance
ITIL V3
IT Service Management/ITSM
Kanban
Keras
Large Language Model/LLM tuning
Machine Learning
Marketo
Metadata design and development
Microservices
Microsoft SQL Server Analysis Services
Microsoft Visio
MLOps
Model Tuning
Natural language processing
Network Architecture
Neural Networks
NIST/NIST 800
Object Detection/YOLO
Penetration testing
Power BI
Predictive Analytics and Modeling
Prescriptive Analytics
Program Management
Project management/governance
Prompt Engineering
PyTorch
QlikSense
Quality Assurance/QA Automation
Quality management/TQM
Quantitative Analysis/Regression
Razor
Requirements Engineering/Analysis
Risk analytics/assessment

Management, Methodologies and Process – cont'd.

Robotic Process Automation
 Scaled Agile Framework (SAFe)
 Security architecture and models
 Security auditing
 Security management
 Security testing
 SEO
 Site Reliability Engineering
 Six Sigma/Lean Six Sigma
 Social media analysis/analytics
 Software development lifecycle management
 Splunk
 Tableau
 Test Automation
 Test Driven Development/ Scripting
 Threat Detection/Modelling/Mgt
 TIBCO BusinessWorks
 TOGAF
 Unit Testing
 Usability Research/Human Factors Research
 User Acceptance Testing
 User Experience/User Interface
 User-Centered Design
 Vulnerability Scanning/ Assessment/Management
 Waterfall
 Web Analytics
 Webtrends analytics
 Zachman Framework

Messaging & Communications

ActiveMQ
 Apache Camel
 Apache Kafka
 HCL Domino
 Java Messaging Service
 Message-oriented Middleware (Wave, XMPP/Jabber, etc.)
 Microsoft Exchange
 Novell Groupwise
 Oracle Comm Messaging Server
 RabbitMQ
 TIBCO Enterprise Message Service
 TIBCO Rendezvous
 Unified Communications/ Messaging

IT NONCERTIFIED SKILLS PAY SUMMARY – Through October 1, 2024

A. NONCERTIFIED TECH SKILLS PAY PERFORMANCE: By Category

NON-CERTIFIED TECH SKILLS. 257 of 710 non-certified tech skills changed cash market value from July 1, 2024 to October 1, 2024, a **gigantic increase** compared to 166 of 708 skills in the prior calendar quarter. The average cash pay premium declined slightly, to 0.1%, from the 0.6% gain in the prior quarter, the fourth consecutive quarterly gain following losses in 2023.

Noncertified IT Skills - % Growth/Decline
 3 months & 12 months

(710 skills, data through 10/1/2024)

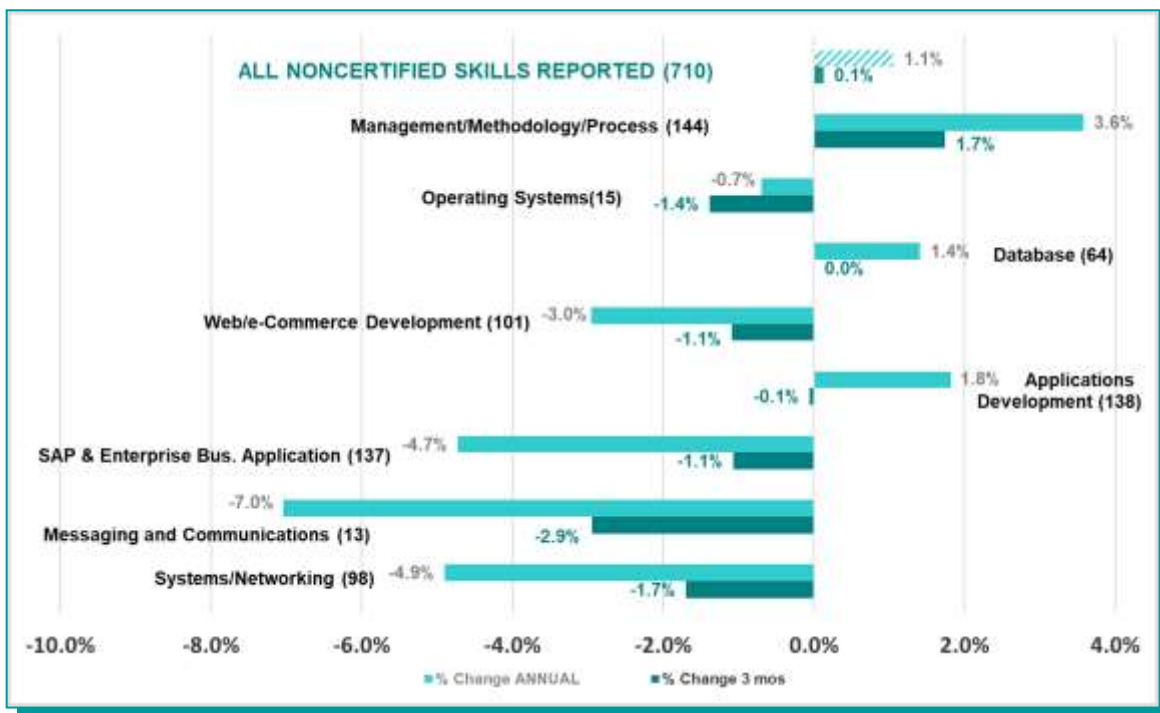


Figure 3

Source: Foote Partners *IT Skills & Certifications Pay Index™*, 3rd Quarter 2024 data

4-YEAR NON-CERTIFIED IT SKILLS PAY TRENDS

(Through 10/1/2024 – 101,182 IT Professionals)

NONCERTIFIED IT SKILLS CATEGORIES	# of skills surveyed	Change in Average Premium Pay by Category					
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs	% Change 3 yrs	% Change 4 yrs
Systems/Networking	98	-1.7%	-2.7%	-4.9%	-9.1%	-10.2%	-14.6%
Messaging and Communications	13	-2.9%	-4.4%	-7.0%	-8.3%	-17.2%	-27.9%
SAP & Enterprise Business Applications	137	-1.1%	-1.7%	-4.7%	-9.0%	-12.0%	-23.0%
Apps Development Tools & Platforms	138	-0.1%	0.4%	1.8%	-1.0%	-2.8%	-3.4%
Web/e-Commerce Development	101	-1.1%	0.2%	-3.0%	-4.9%	-6.4%	-11.1%
Data/Database	64	0.0%	0.6%	1.4%	-2.2%	-1.3%	-3.0%
Operating Systems	15	-1.4%	0.7%	-0.7%	1.4%	5.2%	4.4%
Management/Methodology/Process	144	1.7%	3.0%	3.6%	5.3%	13.8%	16.4%
ALL NONCERTIFIED SKILLS REPORTED	710	0.12%	0.7%	1.1%	0.4%	2.4%	0.3%

17-YEAR NON-CERTIFIED IT SKILLS PAY TRENDS BY CATEGORY

% Change in Average Median Pay for a Single Non-certified IT Skill)

(Through 10/1/2024 – 101,182 IT Professionals)



HIGHEST PAYING Non-certified IT Skills (cash pay premiums, all 710 skills surveyed, ranked)

These **non-certified IT skills** are among those earning the highest pay premiums (data collected April 1, 2024 to July 1, 2024). **Shown in alphabetical order by overall market value rank in descending order including ties.** **Green/Red** = increased/decreased in market value this quarter. **Purple** = Made the list this quarter for first time.

1.[Tie] Data Strategy Flink	5.[Tie] Apache Hive Artificial Intelligence Model Optimization Cloud Foundry PaaS COBIT Continuous Integration Cryptography (encryption, VPN, SSL/TLS, Hybrids) Data Engineering Data Modelling Data Quality Data Science Data Security FinOps Google TensorFlow gRPC Hbase Identity access management Keras Metadata design and development NIST/NIST 800 Prompt Engineering Requirements Engineering/Analysis Rust Threat Detection/Modelling/Management Zachman Framework	Deployment Automation DevOps Functional Programming GitOps H2O.ai Microservices Network Architecture Object Detection/YOLO Penetration testing Security management Test Driven Development/Scripting Vulnerability Scanning/Assessment/Management	Security auditing Security testing Software development lifecycle management Test automation
2.[Tie] Amazon Athena Convolutional Neural Network Deep Learning Event-Drive Architecture Site Reliability Engineering		7.[Tie] Amazon RedShift Apache Cassandra Apache Zookeeper AWS Codebuild Azure Key Vault Azure Machine Learning Azure Service Fabric Cloudera software+A820 Configuration Management Cybersecurity Data Analytics Data Management Google BigQuery Governance, Risk management and Compliance Gradle HL7 IT Governance Kanban MapReduce Master data management Mokito Program Management QA Automation/Quality Assurance	7.[Tie] Amazon Web Services (EC2, ECS, S3, SQS, ELB, et. al.) Apache Camel Apache Impala Apache Spark Azure DevOps Azure Monitor Azure OpenAI Big Data analytics Business analysis Caffe Clojure Continuous Improvement Cyber Threat Intelligence Data Migration ForgeRock/Ping Identity Game Development/Gamification Generative AI Go language (Golang) Gosu/Guidewire Grails/Groovy Informatica IT Audit Microsoft SQL Server Analysis Services Quantitative Analysis/Regression Analysis Sonatype Nexus Stable Diffusion Tableau Unit Testing Usability Research/Human Factors Research User Acceptance Testing User-Centered Design
3.[Tie] Apache Airflow Bioinformatics Business analytics Data Architecture DevSecOps Large Language Model/LLM tuning MLOps Natural language processing Neural Networks Predictive Analytics and Modeling Risk analytics/assessment Security architecture and models Snowflake/Snowflake Schema	6.[Tie] AI Chatbot Amazon EMR Big Data Blockchain Computer Vision Data Integration Data Privacy Data Transformation Data Vault Data Visualization		
4.[Tie] Apache Ignite Artificial Intelligence Artificial Intelligence for IT Operations (AIOps) AWS DevOps Data Governance DataOps Ethereum Machine Learning Marketo Prescriptive Analytics PyTorch Scaled Agile Framework (SAFe) Smart Contracts Splunk Data Quality			

SOURCE: Foote Partners [IT Skills & Certifications Pay Index™](#), 3Q 2024 data edition

NON-CERTIFIED TECH SKILLS TREND HIGHLIGHTS: Market Value Gainers & Highest Pay – 3rd Quarter 2024 data

These non-certified tech skills *gained 10% or more in market value in the three months ending October 1, 2024* vs. prior quarter (seen below grouped by segment).
Listed in alphabetical order within each group. Highest paying skills listed on right *in alphabetical order.*

IT SKILLS (non-certified)			Highest Paying(A-Z)
<p>Applications Development skills Amazon Web Services (EC2, ECS, S3, SQS, ELB, et. al.) Apache Tomcat AWS CloudFront/CloudFront Functions AWS CodeDeploy Bitbucket ChatGPT Cloud Foundry PaaS GitOps Gradle Grails/Groovy HP ALM (Application Lifecycle Management) MapReduce Microsoft SQL Server Management Studio (SSMS) Microsoft Team Foundation Server Mokito JUnit Rust Sonatype Nexus Travis CI</p> <p>Management, Process & Methodology skills Big Data analytics Bioinformatics Business analytics Digital Marketing Event-Drive Architecture IT Governance Marketo Network Architecture Predictive Analytics and Modeling Requirements Engineering/Analysis</p>	<p>Risk analytics/assessment Splunk Web Analytics</p> <p>SAP & Enterprise Business Applications skills Baan (Infor LN ERP) Oracle E-Business suite Oracle ERP Oracle Financials Oracle Payables Oracle Payroll/Receivables Oracle SOA Suite Pega Salesforce Commerce Cloud Salesforce Sales Cloud SAP ALE (Application Link Enabling) SAP APO (Advanced Planner & Optimizer) SAP Ariba SAP Fiori SAP for Retail (IS-Retail) SAP HCM (SAP HR) SAP IBP (Integrated Business Planning) SAP PM (Plant Maintenance) SAP WM - EWM (Extended Warehouse Management)</p> <p>Database Skills Apache Impala Azure SQL Data Warehouse Google BigQuery Hbase Looker Microsoft Exchange Server 2010/2013 Oracle Application Server Oracle Enterprise Manager</p>	<p>Systems/Networking skills Amazon Elastic Kubernetes Service Cisco ISE (Identity Services Engine) Citrix Virtual Apps (XenApp) Rackspace Cloud vCloud Virtualization (various) VMware NSX VoIP/IP telephony Web services security</p> <p>Web/SOA/E-Commerce skills Adobe Experience Manager Apache Solr Apache Wicket Docker/Docker Swarm Elasticsearch/Elastic Stack Google Analytics Java Server Pages Mobile applications development Oracle Workflow Redux Scalable Vector Graphics (SVG) Spring Integration Spring Security Web Design</p> <p>Messaging & Communications Skills Apache Pulsar Unified communications/messaging</p> <p>Operating Systems skills Red Hat Enterprise Linux</p>	<ul style="list-style-type: none"> - Amazon Athena - Apache Airflow - Apache Ignite - Artificial Intelligence - Artificial Intelligence for IT Operations (AIOps) - AWS DevOps - Bioinformatics - Business analytics - Convolutional Neural Network - Data Architecture - Data Governance - Data Strategy - DataOps - Deep Learning - DevSecOps - Ethereum - Event-Drive Architecture - Flink - Large Language Model/LLM tuning - Machine Learning - Marketo - MLOps - Natural language processing - Neural Networks - Predictive Analytics and Modeling - Prescriptive Analytics - PyTorch <ul style="list-style-type: none"> - Risk analytics/assessment - Scaled Agile Framework (SAFe) - Security architecture and models - Site Reliability Engineering - Smart Contracts - Snowflake/Snowflake Schema - Splunk

SOURCE: Foote Partners [IT Skills & Certifications Pay Index™](#), 3Q 2024 data edition

NON-CERTIFIED IT SKILLS TREND HIGHLIGHTS: Market Value Losers – 3rd Quarter 2024 data

These non-certified IT skills **declined 10% or more in market value in the three months ending October 1, 2024** vs. prior quarter (seen below grouped by segment).
Listed in alphabetical order within each group.

TECH SKILLS (Non-certified)

Losers

Applications Development skills

Amazon SageMaker (ML)
Apache Hadoop
Apache Lucene
Apache Zookeeper
Cerner Millennium
Elixir
Flutter
GoCD
Grunt
HP Unified Functional Testing
Kotlin
NetWeaver
Objective-C
Progress 4GL/Development tools
Red Hat Fuse
Tcl
Xcode

Data/Database

Amazon EMR
Apache CouchDB
Apache Spark SQL
Base SAS
GIS
Informatica
Oracle Coherence
Oracle Forms
Redis
Teradata

SAP & Enterprise Business App skills

Enterprise Application Integration (EAI)
J.D. Edwards (Oracle)
Oracle BPM
Oracle HFM (Hyperion Financial Management)
Oracle SCM (Supply Chain Management)
PeopleSoft (CRM/Financials/HCM)
Remedy ITSM
Salesforce CRM
SAP BOXI (Business Objects XI)
SAP Business Workflow/Webflow
SAP BusinessObjects Dashboards (Xcelsius)
SAP CCM (Catalog Content Management)
SAP CX (Customer Experience)
SAP EHS (Environment, Health & Safety)
SAP ERP Operations (multi-skills)
SAP Forecasting and Replenishment (SAP F&R)
SAP GRC (Governance, Risk, and Compliance)
SAP GTS (Global Trade Services)
SAP HR-PA (Personnel Administration)
SAP IS-U (Utilities)
SAP MII (Manufacturing Integration and Intelligence)
SAP MM (Materials Management)
SAP SM (Service Management)
SAP Smart Forms
SAP UI development toolkit for HTML5 (SAP UI5)
SAP WM (Warehouse Management)

Systems/Networking skills

Arista
Azure AKS
Azure Sentinel
Cisco Prime
Citrix Hypervisor (XenServer)
Citrix NetScaler
Cloud architecture
Grafana
HP Quality Center
HTTPS
IaaS (Infrastructure as a Service)
Infrastructure architecture
Network security management
PaaS
RedHat OpenShift
Salt
Terraform
WAN 4G/5G services
WiMAX/LTE
Wireless security

Management, Process & Methodology skills

Complex Event Processing/Event Correlation
DataRobot Enterprise AI Platform
E-Discovery
Hyperautomation
Six Sigma/Lean Six Sigma

Web/E-commerce Development skills

Content management systems
GraphQL
HTML5
JavaFX
JBoss /WildFly
KnockoutJS
Microsoft BizTalk Server
RESTful
Secure coding/software development
TIBCO
Umbraco
WebSphere
Wikis
WSDL (Web Services Description Language)

Operating Systems skills

HPUX
OpenStack
VMware vSphere

Messaging & Communications Skills

Java Messaging Service
TIBCO Enterprise Message Service
TIBCO Rendezvous

SOURCE: Foote Partners [IT Skills & Certifications Pay Index™](#), 3Q 2024 data edition

NON-CERTIFIED IT SKILLS ANALYSIS – Winners

A. NON-CERTIFIED TECH SKILLS EARNING HIGH PAY---AND STILL GROWING IN VALUE

The following non-certified tech skills meet two prerequisites:

- They **earned workers cash pay premiums well above the average** of all 710 skills reported in our *IT Skills and Certifications Pay Index™* in quarter ending October 1, 2024.
- They **recorded gains in cash market value** in the six months ending October 1, 2024.

No skill below is earning less than the equivalent of 17 percent of base salary—significant considering the average for all skills reported is 9.6 percent of base—and are listed in descending ranked order of cash premium and market value increases (including ties). Not surprising, the list contains a number of security, coding, database, analytics and artificial intelligence related skills.

Here is the list of noncertified IT skills pay premiums meeting the above criteria (in alphabetical order):

Amazon Athena	Data Strategy	Predictive Analytics and Modeling
Apache Airflow	Deep Learning	Prescriptive Analytics
Apache Hive	Ethereum	PyTorch
Artificial Intelligence	Event-Driven Architecture	Requirements Engineering/Analysis
A.I. Ops	Flink	Rust
Bioinformatics	Google TensorFlow	Scaled Agile Framework (SAFe)
Business analytics	Hbase	Security architecture and models
Cloud Foundry PaaS	Keras	Site Reliability Engineering
Continuous Integration	Large Language Models	Smart Contracts
Data Architecture	Machine Learning	Snowflake/Snowflake Schema
Data Modelling	Marketo	Splunk
Data Quality	Natural Language Processing	
Data Security	NIST/NIST 800	

Below is the same list, but **in descending ranked order of cash premium first and market value increase second** (including ties).

1. Data Strategy

Average Pay Premium: 22 percent of base salary equivalent
 Market Value Increase: 15.8 percent (in the six months through October 1, 2024)

2. Apache Flink

Average Pay Premium: 22 percent of base salary equivalent
 Market Value Increase: 10 percent (in the six months through October 1, 2024)

3. Deep Learning

Event-Driven Architecture
 Average Pay Premium: 21 percent of base salary equivalent
 Market Value Increase: 10.5 percent (in the six months through October 1, 2024)

5. Amazon Athena

Site Reliability Engineering
 Average Pay Premium: 21 percent of base salary equivalent
 Market Value Increase: 5 percent (in the six months through October 1, 2024)

NON-CERTIFIED IT SKILLS ANALYSIS – Winners, cont'd.

- 7. **Business analytics**
 - Predictive Analytics and Modeling**
 - Snowflake/Snowflake Schema**
 - Average Pay Premium: 20 percent of base salary equivalent*
 - Market Value Increase: 33.3 percent (in the six months through October 1, 2024)*

- 10. **Bioinformatics**
 - Average Pay Premium: 20 percent of base salary equivalent*
 - Market Value Increase: 17.6 percent (in the six months through October 1, 2024)*

- 11. **Apache Airflow**
 - Security architecture and models**
 - Average Pay Premium: 20 percent of base salary equivalent*
 - Market Value Increase: 11.1 percent (in the six months through October 1, 2024)*

- 13. **Data Architecture**
 - Large Language Model/LLM tuning**
 - Natural Language Processing**
 - Average Pay Premium: 20 percent of base salary equivalent*
 - Market Value Increase: 5.3 percent (in the six months through October 1, 2024)*

- 16. **Marketo**
 - PyTorch**
 - Splunk**
 - Average Pay Premium: 19 percent of base salary equivalent*
 - Market Value Increase: 11.8 percent (in the six months through October 1, 2024)*

- 19. **Artificial Intelligence**
 - Artificial Intelligence for IT Operations (AIOps)**
 - Ethereum**
 - Machine Learning**
 - Prescriptive Analytics**
 - Scaled Agile Framework (SAFe)**
 - Smart Contracts**
 - Average Pay Premium: 19 percent of base salary equivalent*
 - Market Value Increase: 5.6 percent (in the six months through October 1, 2024)*

- 26. **Cloud Foundry PaaS**
 - Average Pay Premium: 18 percent of base salary equivalent*
 - Market Value Increase: 38.5 percent (in the six months through October 1, 2024)*

- 27. **Keras**
 - Average Pay Premium: 18 percent of base salary equivalent*
 - Market Value Increase: 28.6 percent (in the six months through October 1, 2024)*

- 28. **Data Security**
 - Hbase**
 - Rust**
 - Average Pay Premium: 18 percent of base salary equivalent*
 - Market Value Increase: 20 percent (in the six months through October 1, 2024)*

NON-CERTIFIED IT SKILLS ANALYSIS – Winners, cont'd.

- 31. Apache Hive
 - Continuous Integration
 - Data Modeling
 - Data Quality
 - Requirements Engineering/Analysis

Average Pay Premium: 18 percent of base salary equivalent

Market Value Increase: 12.5 percent (in the six months through October 1, 2024)

- 36. Google TensorFlow
 - NIST/NIST 800

Average Pay Premium: 18 percent of base salary equivalent

Market Value Increase: 5.9 percent (in the six months through October 1, 2024)

IT Certification Data Trend Charts & Analysis

(Data collected through October 1, 2024)

AccessData Certified Examiner
 Adobe/Magento 2 Certified Developer-Associate
 Adobe/Magento 2 Certified Developer-Professional
 Arcitura Certified Cloud Security Specialist
 Artificial Intelligence Engineer (AIE)
 Avaya Certified Design Specialist
 Avaya Certified Implementation Specialist
 Avaya Certified Integration Specialist
 Avaya Certified Solution Specialist
 Avaya Professional Design Specialist
 AWS Certified Advanced Network – Specialty
 AWS Certified Cloud Practitioner
 AWS Certified Data Analytics – Specialty
 AWS Certified Developer - Associate
 AWS Certified DevOps Engineer - Professional
 AWS Certified Security - Specialty
 AWS Certified Solutions Architect - Associate (Cloud)
 AWS Certified Solutions Architect - Professional (Cloud)
 AWS Certified SysOpsAdministrator-Associate (Cloud)
 AXELOS ITIL 4 certifications
 BICSI ITS Technician
 BICSI Technician and Registered Communications
 Distribution Designer
 Brocade Certified Network Engineer
 Brocade Certified Network Professional
 Brocade Certified Fabric Designer
 Brocade Certified Fabric Professional (BCFP)
 BTA Certified Blockchain Security Professional (CBSP)
 Certificate in Information Security Management Principles
 (CISMP)
 Certificate of Cloud Security Knowledge (CCSK)
 Certificate of Cloud Auditing Knowledge (CCAK)
 Certification Authorization Professional (CAP)
 Certification of Capability in Business Analysis (CCBA)
 Certified Analytics Professional (CAP)
 Certified Artificial Intelligence Scientist (CAIS)
 Certified Business Analysis Professional (CBAP)
 Certified Business Continuity Manager/ISO 22301(CBCM)
 Certified Business Continuity Professional (CBCP)
 Certified Business Process Associate (CBPA)
 Certified Business Process Leader (CBPL)
 Certified Business Process Professional (CBPP)
 Certified Cisco Systems Instructor (CCSI)
 Certified Cloud Architect
 Certified Cloud Security Professional (CCSP)
 Certified Cloud Technology Professional
 Certified Compliance Professional
 Certified Computer Examiner (CCE)
 Certified Computing Professional (CCP-ISC2)
 Certified Data Centre Management Professional (CDCMP)

Certified Data Privacy Solutions Engineer/ISACA(CDPSE)
 Certified Data Professional (CDP)
 Certified Disaster Recovery Engineer (C/DRE)
 Certified Enterprise Coach (Scrum/Agile)
 Certified Forensic Computer Examiner (CFCE)
 Certified Fraud Examiner
 Certified Healthcare Information Security and Privacy
 Practitioner (HCISPP)
 Certified in Convergent Network Technologies (CCNT)
 Certified in Emerging Technology(CET-ISACA)
 Certified in Governance, Risk and Compliance(CGRC)
 Certified in Risk and Information Systems Control (CRISC)
 Certified in the Governance of Enterprise IT (CGEIT)
 Certified Information Privacy Manager- all countries
 Certified Information Privacy Professional - all countries
 Certified Information Privacy Technologist- all countries
 Certified Information Security Manager (CISM)
 Certified Information Systems Auditor (CISA)
 Certified Information Systems Risk Manager/Mile2
 Certified Information Systems Security Professional (CISSP)
 Certified IP Telecom Network Specialist (CIPTS)
 Certified Tester Foundation Level (CTFL) v4.0
 Certified Tester Foundation Level Agile Tester (CTFL-AT)
 Certified Tester Advanced Level Test Analyst (CTAL-TA)
 Certified IT Architect (IASA CITA)
 Certified Kubernetes Administrator (CKA)
 Certified Kubernetes Security Specialist (CKS)
 Certified Manager of Software Quality (CMSQ)
 Certified Penetration Testing Engineer (CPTE)
 Certified Protection Professional
 Certified Scrum Developer
 Certified Scrum Product Owner
 Certified Scrum Product Owner - Advanced
 Certified Scrum Professional - ScrumMaster
 Certified Scrum Team Coach
 Certified Scrum Trainer
 Certified ScrumMaster
 Certified ScrumMaster – Advanced
 Certified Secure Software Lifecycle Professional (CSSLP)
 Certified Software Quality Analyst (CSQA)
 Certified Telecommunications Network Specialist (CTNS)
 Check Point Certified Security Administrator (CCSA)
 Check Point Certified Security Expert (CCSE)
 Check Point Certified Security Master (CCSM)
 Cisco Certified CyberOps Associate
 Cisco Certified CyberOps Professional
 Cisco Certified Design Expert (CCDE)
 Cisco Certified DevNet Associate
 Cisco Certified DevNet Professional

Cisco Certified DevNet Expert
 Cisco Certified Internetwork Expert (CCIE, all variations)
 Cisco Certified Network Associate - Data Center
 Cisco Certified Network Associate (CCNA Routing and
 Switching)
 Cisco Certified Network Associate (Network Security)
 Cisco Certified Network Associate (Networking automation
 and programmability)
 Cisco Certified Network Associate (was CCNA Cloud)
 Cisco Certified Network Associate (was CCNA
 Collaboration)
 Cisco Certified Network Associate (was CCNA Wireless)
 Cisco Certified Network Associate (was Design Associate)
 Cisco Certified Network Professional - Collaboration
 Cisco Certified Network Professional - Data Center
 Cisco Certified Network Professional - Service Provider
 Cisco Certified Network Professional - Enterprise/Design
 Cisco Certified Network Professional - Enterprise/Routing
 and Services
 Cisco Certified Network Professional - Enterprise/Wireless
 Networks
 Cisco Certified Network Professional (CCNP-all)
 Cisco Certified Network Professional - Security
 Cisco Certified Systems Instructor (CCSI)
 Cisco Data Center Unified Computing Design Specialist
 Cisco Data Center Unified Fabric Support Specialist
 Citrix Certified Associate - Networking
 Citrix Certified Associate - Virtualization
 Citrix Certified Expert – Networking
 Citrix Certified Expert - Virtualization
 Citrix Certified Instructor (CCI - Virtualization, Networking,
 or Mobility)
 Citrix Certified Professional - Networking
 Citrix Certified Professional - Virtualization (CCP-V)
 Citrix XenServer Certified (CC-XenServer)
 CIW Advanced HTML5 and CSS3 Specialist
 CIW Certified Database Design Specialist
 CIW Web Design Professional
 CIW Web Development Professional
 CIW Web Foundations Associate
 CIW Web Security Professional
 Cloud U (Rackspace)
 Cloudera Certified Associate Administrator
 Cloudera Certified Associate Data Analyst
 Cloudera Certified Associate Spark and Hadoop
 Developer
 Cloudera Certified Professional: Data Engineer
 CompTIA A+
 CompTIA Advanced Security Practitioner

CompTIA Certified Technical Trainer
 CompTIA Cloud Essentials
 CompTIA Cloud+
 CompTIA Cybersecurity Analyst+
 CompTIA Linux+
 CompTIA Mobile App Security+
 CompTIA Mobility+
 CompTIA Network+
 CompTIA Penetration Tester
 CompTIA Project+
 CompTIA Security+
 CompTIA Server+
 CompTIA Storage+
 Convergence Technologies Professional (CTP)
 CSX CyberSecurity Practitioner (CSXP)
 CWNP Certified Wireless Security Professional (CWSP)
 CWNP/Certified Wireless Analysis Professional (CWAP)
 CWNP/Certified Wireless Design Professional (CWDP)
 CWNP/Certified Wireless Network Administrator
 (CWNA)
 CWNP/Certified Wireless Network Trainer (CWNT)
 CWNP/Certified Wireless Network Expert (CWNE)
 CWNP/Certified Wireless Technology Specialist (CWTS)
 Cyber Security Forensic Analyst
 Dell Cloud Infrastructure - Specialist
 Dell Cloud Services Architect - Expert
 Dell Data Science Associate
 Dell Data Science Specialist - Advanced Analytics
 Dell EMC Technology Architect - Expert
 Dell EMC Technology Architect - Specialist
 Dell Implementation Engineer - Expert
 Dell Implementation Engineer - Specialist
 Dell Information Storage and Management Associate
 Dell Information Storage and Management Expert
 Dell Information Storage and Management Specialist
 Dell Platform Engineer/PowerScale - Specialist
 EC-Council Certified Application Security Engineer
 (CASE)
 EC-Council Certified Cloud Security Engineer (CCSE)
 EC-Council Certified DevSecOps Engineer (ECDE)
 EC-Council Certified Encryption Specialist v2(ECES)
 EC-Council Certified Ethical Hacker (CEH)
 EC-Council Certified Incident Handler V2 (ECIH)
 EC-Council Certified Network Defender
 EC-Council Certified Penetration Testing Professional
 EC-Council Certified SOC Analyst (ECSA)
 EC-Council Computer Hacking Forensic Investigator
 EC-Council Disaster Recovery Professional (EDRP)
 EC-Council Web Application Hacking and Security
 Testing

Fundamentals of Google AI for Web-Based Machine Learning
 GIAC Assessing and Auditing Wireless Networks
 GIAC Certified Defending Advanced Threats (GDAT)
 GIAC Certified Detection Analyst (GCDA)
 GIAC Certified Enterprise Defender (GCED)
 GIAC Certified Forensics Analyst (GCFA)
 GIAC Certified Forensics Examiner
 GIAC Certified Incident Handler (GCIH)
 GIAC Certified Intrusion Analyst (GCIA)
 GIAC Certified Project Manager (GCPM)
 GIAC Certified Web Application Defender
 GIAC Certified Windows Security Administrator (GCWN)
 GIAC Cloud Forensic Responder (GCFR)
 GIAC Cloud Penetration Tester (GCPN)
 GIAC Cloud Security Automation (GCSA)
 GIAC Cloud Security Essentials (GCLD)
 GIAC Continuous Monitoring Certification (GMON)
 GIAC Critical Controls Certifications (GCCC)
 GIAC Cyber Threat Intelligence (GCTI)
 GIAC Defending Advanced Threats (GDAT)
 GIAC Defensible Security Architecture (GDSA)
 GIAC Enterprise Vulnerability Assessor (GEVA)
 GIAC Exploit Researcher and Advanced Penetration Tester (GWAPT)
 GIAC Information Security Fundamentals (GISF)
 GIAC Information Security Professional (GISP)
 GIAC Mobile Device Security Analyst (GMOB)
 GIAC Network Forensic Analyst (GNFA)
 GIAC Penetration Tester (GPEN)
 GIAC Public Cloud Security (GPCS)
 GIAC Python Coder (GPYC)
 GIAC Reverse Engineering Malware (GREM)
 GIAC Security Essentials (GSEC)
 GIAC Security Leadership (GSLC)
 GIAC Security Operations Certified (GSOC)
 GIAC Security Operations Manager (GSOM)
 GIAC Systems and Network Auditor (GSNA)
 GIAC Web Application Penetration Tester (GWAPT)
 Global Industrial Cyber Security Professional (GICSP)
 Google Cloud - Professional Cloud Architect
 Google Cloud - Professional Data Engineer
 Google Cloud - Professional Network Engineer
 Google Cloud Associate - Cloud Engineer
 Google Cloud DevOps Engineer
 Google Professional Cloud Developer
 Google Professional Machine Learning Engineer
 Google Cloud - Professional Cloud Security Engineer
 HDI Customer Service Representative

HDI Desktop Support Manager
 HDI Desktop Support Technician
 HDI Support Center Analyst
 HDI Support Center Director
 HDI Support Center Manager
 HDI Support Center Team Lead
 HDI Technical Support Professional
 Help Desk Analyst: Tier 1 Support Specialist/Ed2Go
 Help Desk Team Lead/RCCSP
 Hitachi Qualified Professional - Storage Administration
 HP Accredited Solutions Expert (ASE - all)
 HP Accredited Technical Professional (ATP - all)
 HP ASE - Storage Solutions V4
 HP ATP - Hybrid IT Solutions V2
 HP ATP - Storage Solutions V1 /V2
 HP Master Accredited Solutions Expert (MASE - all)
 HP Master ASE – Hybrid IT Solutions Architect V1
 HP Master ASE - Storage Solutions Architect V3
 Huawei Certified Network Associate (all)
 Huawei Certified Network Expert (all)
 Huawei Certified Network Professional (all)
 IAPP Certified Information Privacy Manager
 IAPP Certified Information Privacy Professional
 IBM Advanced Systems Administrator (all)
 IBM AI Engineering Professional Certificate
 IBM Certified Administrator - Cognos Analytics
 IBM Certified Application Developer - Cloud Solutions v3
 IBM Certified Application Developer - DB2 9.7 for Linux, Unix and Windows
 IBM Certified Application Developer (all)
 IBM Certified Data Architect - Big Data
 IBM Certified Data Engineer - Big Data
 IBM Certified Database Administrator - DB2 11.1 for Linux, UNIX and Windows
 IBM Certified Developer - Cognos Analytics
 IBM Certified Professional Developer - Cloud v4
 IBM Certified Professional SRE - Cloud v1
 IBM Cloud Security Engineer Specialty
 IBM Certified Solution Advisor - Blockchain Platform V2
 IBM Certified Solution Advisor - DevOps V2
 IBM Certified Solution Architect – Cloud v4
 IBM Certified Solution Architect - Data Warehouse V1
 IBM Certified Solution Designer (all)
 IBM Certified Specialist - AI Enterprise Workflow V1
 IBM Certified Systems Administrator: WebSphere Application Server Network Deployment
 IBM Certified Systems Administrator (all)
 IBM Cloud Security Engineer Specialty
 Information Systems Security Architecture Professional (ISSAP/CISSP)

Information Systems Security Engineering Professional (ISSEP/CISSP)
 InfoSys Security Management Professional (ISSMP/CISSP)
 ITIL Expert Certification
 ITIL Foundation Certification
 ITIL Intermediate Certification
 ITIL Master Certification
 JBoss Certified Developer (Seam, Persistence, ESB)
 Juniper Networks Certified Internet Associate
 Juniper Networks Certified Internet Expert
 Juniper Networks Certified Internet Professional
 Juniper Networks Certified Internet Specialist
 Linux Foundation Certified Engineer
 Linux Foundation Certified System Administrator
 Linux Professional Institute certification (LPIC- 2)
 Linux Professional Institute certification (LPIC- 3)
 MCSE: Core Infrastructure
 Microsoft Certified Azure Administrator
 Microsoft Certified Azure Administrator Associate
 Microsoft Certified Azure AI Engineer Associate
 Microsoft Certified Azure Data Engineer Associate
 Microsoft Certified Azure Data Scientist Associate
 Microsoft Certified Azure Developer Associate
 Microsoft Certified Azure Fundamentals
 Microsoft Certified Azure Security Engineer Associate
 Microsoft Certified Azure Solutions Architect
 Microsoft Certified Azure Solutions Architect Expert
 Microsoft Certified DevOps Engineer Expert
 Microsoft Certified Professional
 Microsoft Certified Solutions Associate(all)
 Microsoft Certified Power BI Data Analyst Associate
 Microsoft Certified Solutions Associate: SQL 2016 DBA
 Microsoft Certified Solutions Associate: Windows Server 2012/2016
 Microsoft Certified Solutions Developer (MCSD)
 Microsoft Certified Dynamics 365 Associate(all business applications)
 Microsoft Certified Solutions Expert: Data Platform
 Microsoft Certified Solutions Expert: Desktop Infrastructure
 Microsoft Certified Trainer (MCT)
 Microsoft MTA: Windows OS
 Microsoft Office Specialist
 Mile2 Certified Cloud Security Officer(C)CSO)
 MongoDB Certified DBA
 MongoDB Certified Developer
 MongoDB Certified Developer Associate
 Fortinet Network Security Expert (NSE) Level 1
 Fortinet Network Security Expert (NSE) Level 2

Fortinet Network Security Expert (NSE) Level 3
 NetApp Certified Data Administrator, ONTAP (NCDA)
 NetApp Certified Hybrid Cloud Architect
 NetApp Certified Implementation Engineer (NCIE)
 NetApp Certified Storage Associate – Hybrid Cloud
 NetScout/nGenius Certified Analyst (nCA)
 NetScout/nGenius Certified Associate (nCA)
 NetScout/nGenius Certified Expert (nCE)
 NetScout/nGenius Certified Specialist (nCS)
 Novell Certified Administrator (CNA)
 Novell Certified Novell Engineer (CNE)
 Novell Certified Instructor
 Novell Certified Linux Engineer (Novell CLE)
 Novell Certified Linux Professional (Novell CLP)
 Novell Identity Manager Administrator
 Offensive Security Defense Analyst (OSDA)
 Offensive Security Defense Security Expert
 Offensive Security Certified Expert
 Offensive Security Experienced Penetration Tester
 Offensive Security Exploit Developer (OSED)
 Offensive Security Exploitation Expert (OSEE)
 Offensive Security Professional (OSCP)
 Offensive Security Web Assessor (OSWA)
 Offensive Security Web Expert (OSWE)
 Offensive Security Wireless Professional (OSWP)
 Okta Certified Administrator
 Okta Certified Consultant
 Okta Certified Developer
 Okta Certified Professional
 Open Group Certified Architect (Open CA)
 Open Group Certified IT Specialist (Open CITS)
 Oracle Business Intelligence Foundation Suite 11G Certified Implementation Specialist
 Oracle Certified Associate - DBA (OCA)
 Oracle Certified Associate - Java SE 8 Programmer
 Oracle Certified Associate - MySQL Heatwave
 Oracle Certified Associate - WebLogic Server 12c Admin
 Oracle Certified Expert - Java SE Developer
 Oracle Certified Expert - MySQL 5.1 Cluster Database Administrator
 Oracle Certified Expert - Siebel CRM Business Analyst
 Oracle Certified Expert - Solaris 10 Network Administrator for Solaris
 Oracle Certified Master - DBA (OCM)
 Oracle Certified Master - Java EE Enterprise Architect
 Oracle Certified Master - Java SE Developer
 Oracle Certified Professional - Advanced PL/SQL Developer
 Oracle Certified Professional - Application Server Administrator

Oracle Certified Professional - Database Cloud Administrator
 Oracle Certified Professional 2019 - DBA(OCP)
 Oracle Certified Professional - Fusion Middleware 11g/12c Forms Developer
 Oracle Certified Professional - Java EE Web Component Developer
 Oracle Certified Professional - Java EE Web Services Developer
 Oracle Certified Professional - Java SE Programmer
 Oracle Certified Professional - MySQL 8.0 Database Administrator
 Oracle Certified Professional - MySQL 5.x Developer
 Oracle Certified Professional - Solaris 10 Systems Administrator
 Oracle Certified WebLogic Server 12c Administrator
 Oracle Cloud Infrastructure 2022/2023 Certified Architect Professional
 Oracle Database PL/SQL Developer Certified Professional
 Oracle E-Business Suite 12 Certified Implementation Specialist
 Oracle Linux Certified Administrator (OCA)
 Oracle MySQL 8.x Database Developer Certified Professional
 Oracle PL/SQL Developer Associate
 Oracle SOA Suite 12c Implementation Specialist
 Oracle VM 3.0 for x86 Certified Implementation Specialist
 Pegasystems Certified Data Scientist
 Pegasystems Certified Decisioning Consultant
 Pegasystems Certified Lead System Architect
 Pegasystems Certified Senior Systems Architect
 Pegasystems Certified System Architect
 Pegasystems Certified Pega Business Architect
 Pegasystems Certified Robotics System Architect
 PHP Certification
 Pivotal Application Architect
 Pivotal Cloud Foundry Operator certification
 Pivotal Developer
 PMI Agile Certified Practitioner (PMI-ACP)
 PMI Certified Associate in Project Management (CAPM)
 PMI Portfolio Management Professional (PfMP)
 PMI Professional in Business Analysis (PMI-PBA)
 PMI Program Management Professional (PgMP)
 PMI Project Management Professional (PMP)
 PMI Risk Management Professional (PMI-RMP)
 Prince2 Foundation
 Prince2 Practitioner
 Professional Certified Investigator
 Professional in Project Management (GAQM)
 Qlik Sense Business Analyst
 Qlik Sense Data Architect

Qualified Information Security Professional Q/ISP
 Rackspace Certified Technician
 Red Hat Certified Architect (RHCA)
 Red Hat Certified Architect: Cloud
 Red Hat Certified Architect: Enterprise Applications
 Red Hat Certified Architect: Infrastructure
 Red Hat Certified Engineer (RHCE)
 Red Hat Certified Enterprise Application Developer
 Red Hat Certified Specialist in Business Process Design
 Red Hat Certified Specialist in Cloud Infrastructure
 Red Hat Certified Specialist in Linux Performance Tuning
 Red Hat Certified Specialist in Messaging Administration
 Red Hat Certified Systems Administrator (RHCSA)
 RSA Certified Administrator (RSA/CA)
 RSA Certified Instructor (RSA/CI)
 SAFe Certification
 Salesforce B2C Commerce Developer
 Salesforce Certified Administrator
 Salesforce Certified Advanced Administrator
 Salesforce Certified Application Architect
 Salesforce Certified Data Architect
 Salesforce Certified Integration Architecture Designer
 Salesforce Certified Platform Developer
 Salesforce Certified Systems Architect
 Salesforce Certified Technical Architect
 Salesforce Certified User Experience Designer
 Salesforce Identity and Access Management Architect
 Salesforce Platform App Builder
 SAS Certified Big Data Professional Using SAS 9
 SAS Certified Data Integration Developer for SAS 9
 SAS Certified Data Scientist Using SAS 9
 SAS Certified Predictive Modeler - SAS Enterprise Miner
 SAS Certified Professional: Advanced Programming/SAS 9.4
 SAS Certified Specialist Base Programming/SAS 9.4
 SAS Certified Statistical Business Analyst - SAS 9
 SAS Certified Advanced Analytics Professional Using SAS 9
 SAS Certified Data Quality Steward for SAS®
 SAS Certified Professional: AI and Machine Learning
 SAS Certified Professional: Data Curation for SAS Data Scientists
 SAS Certified Specialist: Visual Business Analytics
 ServiceNow Certified Application Developer (CAD)
 ServiceNow Certified Implementation Specialist (CIS)
 ServiceNow Certified Systems Administrator (CSA)
 Siebel 8 Consultant Certified Expert
 Six Sigma Black Belt
 Six Sigma Green Belt
 Six Sigma Master Black Belt
 Six Sigma Yellow Belt

SNIA Certified Storage Architect
 SNIA Certified Storage Networking Expert (SCSN-E)
 SNIA Certified Storage Professional
 SNIA Certified Systems Engineer Sniffer Certified Expert
 SolarWinds Certified Professional (SCP)
 SonicWall Network Security Administrator
 Splunk Core Certified User
 SUSE Certified Administrator
 SUSE Enterprise Engineer (SCE)
 SUSE Enterprise Architect or (SEA)
 Systems Security Certified Practitioner (SSCP)
 Tableau Desktop Certified Professional
 Tableau Server Certified Professional
 Teradata 14 Certified Associate
 Teradata 14 Certified Database Administrator
 Teradata 14 Certified Database Developer
 Teradata 14 Certified Enterprise Architect
 Teradata 14 Certified Master
 Teradata 14 Certified Professional
 Teradata 14 Certified Solutions Developer
 Teradata 14 Certified Technical Specialist
 TIBCO Certified Professional
 TIBCO Certified SOA Architect
 TOGAF 9 Certified
 Virtualization Council Master Infrastructure Architect
 VMware Certified Advanced Professional - Digital Workspace
 VMware Certified Advanced Professional 6.5 - Data Center Virtualization Design
 VMware Certified Advanced Professional – Network Virtualization
 VMware Certified Advanced Professional (all)
 VMware Certified Advanced Professional 6 - Data Center Virtualization Deployment
 VMware Certified Advanced Professional 6/7 - Cloud Mgt and Automation Deployment
 VMware Certified Advanced Professional 6/7 - Cloud Mgt and Automation Design
 VMware Certified Design Expert – Network Virtualization
 VMware Certified Design Expert - Cloud Mgt and Automation
 VMware Certified Design Expert (all)
 VMware Certified Design Expert 6 - Data Center Virtualization
 VMware Certified Professional - Digital Workspace
 VMware Certified Professional – Desktop Management 2021
 VMware Certified Professional - Network Virtualization
 VMware Certified Professional - Security 2021

VMware Certified Professional 6 - Data Center Virtualization (VCP6-DCV)
 VMware Certified Professional 6.5 - Data Center Virtualization (VCP6.5-DCV)
 VMware Certified Professional 6/6.5
 VMware Certified Professional 6/7 - Cloud Mgt and Automation
 VMware Certified Technical Associate - Data Center Virtualization
 Zachman Certified - Enterprise Architect

IT CERTIFICATIONS PAY SUMMARY – Through July 1, 2024

A. CERTIFIED IT SKILLS PAY PERFORMANCE: By Category

TECH CERTIFICATIONS. 167 of 632 IT certifications changed cash market value in 3Q 2024 compared to only 114 of 632 certification in the prior quarter. The average cash pay premium for all certifications reported decreased by 0.05% in the 3Q 2024 following a 0.7% increase in the prior quarter.

IT Certifications - % Growth/Decline
 3 months & 12 months

(638 certifications, data through 10/1/2024)

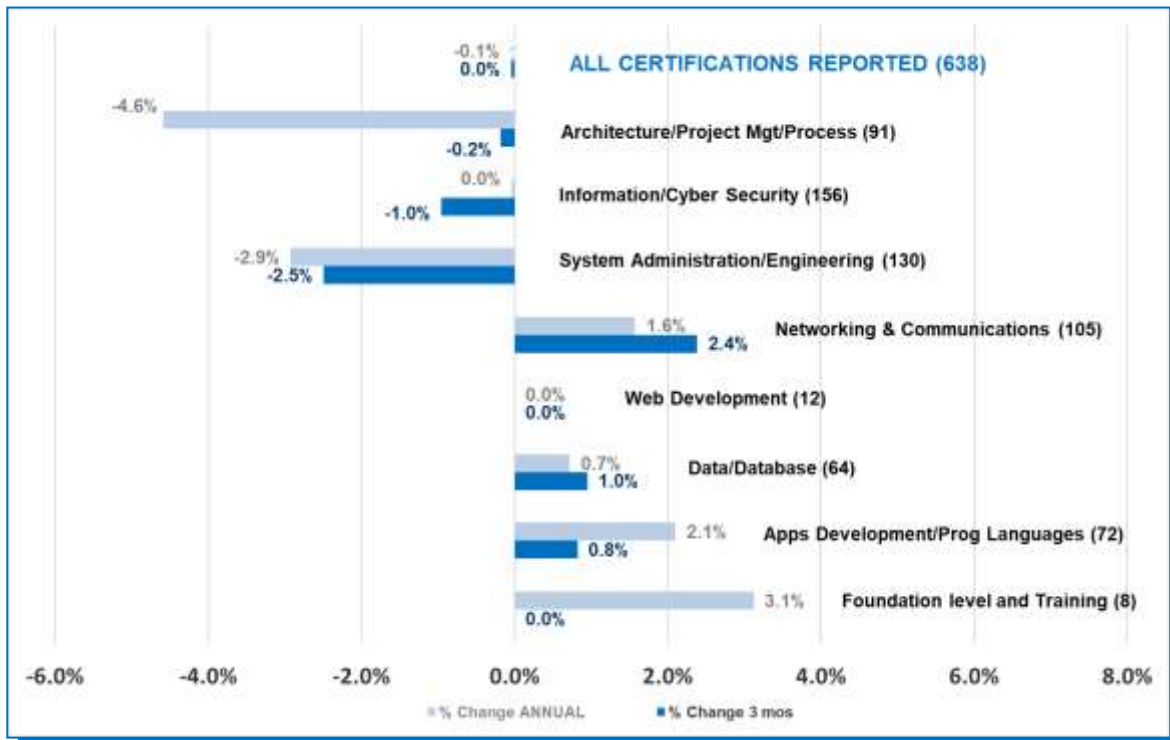


Figure 5

Source: Foote Partners [IT Skills & Certifications Pay Index™](#), 3rd Quarter 2024 data

4-YEAR IT CERTIFICATIONS PAY TRENDS

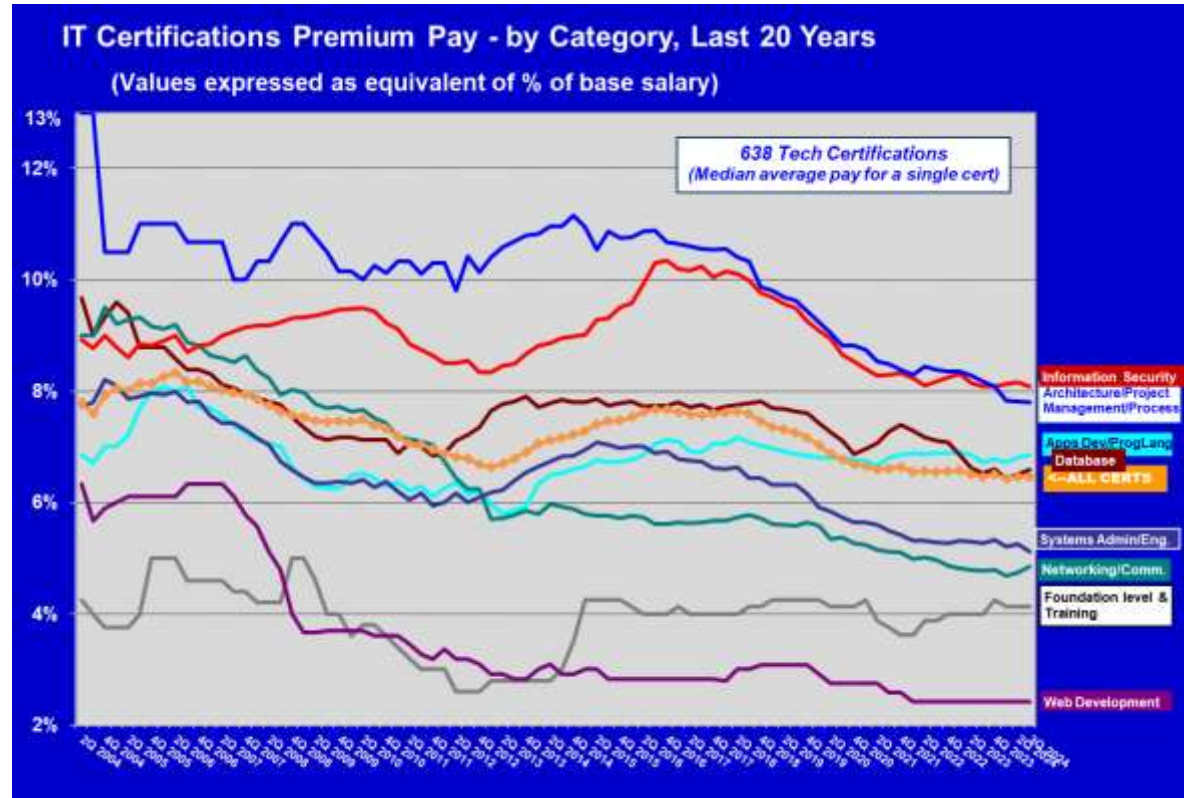
(Through 10/1/2024 – 101,185 IT Professionals)

IT CERTIFICATIONS CATEGORIES	# of certs surveyed	Change in Average Premium Pay by Category					
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs	% Change 3 yrs	% Change 4 yrs
Training and Beginner/Foundation level	8	0.0%	0.0%	3.1%	6.5%	10.0%	0.0%
Apps Development/Prog. Languages	72	0.8%	2.1%	2.1%	-0.4%	0.7%	0.8%
Data/Database	64	1.0%	2.7%	0.7%	-7.5%	-9.5%	-7.5%
Web Development	12	0.0%	0.0%	0.0%	0.0%	-6.4%	-12.1%
Networking & Communications	105	2.4%	3.4%	1.6%	-2.5%	-5.4%	-9.6%
System Administration/Engineering	130	-2.5%	-1.8%	-2.9%	-3.3%	-6.9%	-10.7%
Information/Cyber Security	156	-1.0%	-0.5%	0.0%	-1.1%	-2.5%	-6.6%
Architecture/Project Management/Process	91	-0.2%	-0.3%	-4.6%	-7.0%	-8.1%	-11.5%
ALL CERTIFICATIONS REPORTED	638	-0.05%	0.61%	-0.06%	-1.39%	-2.33%	-4.58%

17-YEAR IT CERTIFICATIONS PAY TRENDS BY CATEGORY

% Change in Average Median Pay for a Single IT Certification)

(Through 10/1/2024 – 101,185 IT Professionals)



SOURCE: Foote Partners 2024 [IT Skills & Certifications Pay Index™](#)

Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 3Q 2024 data edition

HIGHEST PAYING IT Certifications (cash pay premiums for all 638 certs surveyed, ranked)

These IT certifications are among those earning the highest pay premiums (data collected July 1, 2024 to October 1, 2024). **Shown in alphabetical order by overall rank in descending order including ties.** **Green/Red** = increased/decreased in market value this quarter. **Purple** = Made the list this quarter for first time.

1.	GIAC Security Leadership	CompTIA Advanced Security Practitioner	6.[Tie]	Certified Scrum Professional - ScrumMaster
2.	GIAC Strategic Planning, Policy, and Leadership	EC-Council Certified Chief Information Security Officer		Certified ScrumMaster
3.	Certified Data Privacy Solutions Engineer Pegasystems Certified Lead System Architect	EC-Council Certified Cloud Security Engineer EC-Council Certified Ethical Hacker EC-Council Certified Threat Intelligence Analyst GIAC Cloud Security Automation GIAC Exploit Researcher and Advanced Penetration Tester GIAC Network Forensic Analyst GIAC Reverse Engineering Malware GIAC Security Operations Manager Google Cloud - Professional Cloud Security Engineer InfoSys Security Architecture Professional Offensive Security Certified Expert Oracle Certified Master - Java SE Developer Oracle Cloud Platform Application Integration Certified Professional Pegasystems Certified Data Scientist Pegasystems Certified Senior Systems Architect PMI Project Management Professional PMI Risk Management Professional Six Sigma Master Black Belt		Cisco Certified CyberOps Professional CompTIA Cybersecurity Analyst+ CyberSecurity Forensic Analyst EC-Council Certified SOC Analyst EC-Council Web Application Hacking and Security Testing GIAC Certified Forensics Analyst GIAC Certified Intrusion Analyst GIAC Defending Advanced Threats GIAC Experienced Cyber Security GIAC Experienced Forensic Analyst GIAC Web Application Penetration Tester IAPP Certified Information Privacy Manager IBM Certified Solution Advisor - DevOps V2 Mile2 Certified Cloud Security Officer Offensive Security Certified Professional Offensive Security Defense Security Expert Offensive Security Web Expert Okta Certified Consultant Open Group Certified Architect Oracle Certified Expert - Java SE Developer(all)
4.[Tie]	Certified Cloud Security Professional Certified Information Security Manager Certified Secure Software Lifecycle Professional Certified Software Quality Manager Fortinet Certified Expert in Cybersecurity GIAC Certified Incident Handler InfoSys Security Engineering Professional InfoSys Security Management Professional Offensive Security Exploitation Expert TOGAF 9 Certified			Oracle Certified Master - DBA Pegasystems Certified Pega Business Architect Pegasystems Certified System Architect PMI Portfolio Management Professional Red Hat Certified Specialist in Business Process Design SAFe Certification Salesforce Certified Technical Architect SAS Certified Professional: AI and Machine Learning Systems Security Certified Practitioner
5. [Tie]	Artificial Intelligence Engineer (AIE - all tracks) AWS Certified DevOps Engineer - Professional AWS Certified Security - Specialty Certificate of Cloud Security Knowledge Certification of Capability in Business Analysis Certified Artificial Intelligence Scientist Certified Enterprise Coach (Scrum/Agile) Certified in Governance, Risk and Compliance Certified in the Governance of Enterprise IT Certified Information Privacy Manager- all countries Certified Information Systems Auditor Certified Information Systems Security Professional Certified Professional Scrum Product Owner Certified Scrum Product Owner - Advanced Certified ScrumMaster - Advanced Check Point Certified Security Expert Cisco Certified Network Professional - Security	6.[Tie]		
		AWS Certified Data Analytics – Specialty BTA Certified Blockchain Security Professional Certificate of Cloud Auditing Knowledge Certified Business Continuity Manager/ISO 22301 Certified Business Continuity Professional Certified Business Process Leader Certified Compliance & Ethics Professional Certified Forensic Computer Examiner Certified in Risk and Information Systems Control Certified Information Privacy Technologist- all countries Certified Information Systems Risk Manager/Mile2 Certified Kubernetes Security Specialist Certified Penetration Testing Engineer Certified Scrum Product Owner		

Source: Foote Partners [IT Skills & Certifications Pay Index™](#), 3Q 2024data edition

IT CERTIFICATION PAY TREND HIGHLIGHTS: Market Value Gainers & Highest Paying – 3rd Quarter 2024 data

These tech certifications *gained 10% or more in market value in the three months ending October 1, 2024* vs. prior quarter (seen below grouped by segment).
Listed in alphabetical order within each group. Highest paying skills listed on right *in alphabetical order.*

IT CERTIFICATION Gainers

Info/Cyber Security certifications

AWS Certified Security - Specialty
 BTA Certified Blockchain Security Professional (CBSP)
 Certified Compliance & Ethics Professional
 Certified Information Privacy Professional - all countries
 Certified Information Security Manager (CISM)
 Check Point Certified Security Expert (CCSE)
 Cisco Certified CyberOps Professional
 CompTIA Advanced Security Practitioner (CASP)
 CompTIA Cybersecurity Analyst+ (CySA+)
 EC-Council Certified Application Security Engineer (CASE)
 EC-Council Certified Cloud Security Engineer (CCSE)
 EC-Council Certified Threat Intelligence Analyst(CTIA)
 Fortinet Certified Expert in Cybersecurity (FCX)
 GIAC Certified Incident Handler (GCIH)
 GIAC Cloud Security Automation (GCSA)
 GIAC Cyber Threat Intelligence (GCTI)
 GIAC Network Forensic Analyst (GNFA)
 GIAC Reverse Engineering Malware (GREM)
 Mile2 Certified Cloud Security Officer(C)CSO)
 Offensive Security Certified Expert
 Offensive Security Web Expert (OSWE) 1649
 Okta Certified Consultant

Systems Administration certifications

HP Master Accredited Solutions Expert (MASE - all)
 Microsoft Certified Solutions Associate(all)
 Salesforce Certified Administrator
 Salesforce Certified Advanced Administrator
 SUSE Certified Administrator
 SUSE Enterprise Architect (SEA)
 SUSE Enterprise Engineer (SCE)

Application Development/Programming Languages certifications

Microsoft Certified: Azure Developer Associate
 Oracle Certified Expert - Java SE Developer (all)
 Oracle Certified Master - Java SE Developer
 Oracle Certified Professional - Java SE 8 Programmer
 Oracle Certified Professional - Java SE Developer
 Pegasystems Certified Data Scientist
 Red Hat Certified Architect: Infrastructure
 Red Hat Certified Enterprise Application Developer
 Salesforce Certified Platform Developer(all)
 Salesforce Certified Systems Architect
 Salesforce Platform App Builder

Networking & Communications certifications

Avaya Certified Solutions Specialist (ACSS)
 AWS Certified Advanced Network - Specialty
 Brocade Certified Network Engineer
 Cisco Certified Network Associate (was CCNA Wireless)
 Cisco Certified Network Associate (was Design Associate)
 Cisco Certified Network Professional - Collaboration
 Cisco Certified Network Professional - Data Center
 Cisco Certified Network Professional - Enterprise/Design
 CWNP/Certified Wireless Design Professional (CWDP)
 CWNP/Certified Wireless Technology Specialist (CWTS)
 Juniper Networks Certified Associate (JNCIA - all specializations)
 Juniper Networks Certified Professional (JNCIP - all specializations)
 NetScout/nGenius Certified Analyst (nCA)
 NetScout/nGenius Certified Expert (nCE)
 NetScout/nGenius Certified Specialist (nCS)
 SNIA Certified Storage Networking Expert (SCSN-E)
 VMware Certified Design Expert – Network Virtualization

Architecture, Project Management, and Process Certifications

Artificial Intelligence Engineer (AIE - all tracks)
 Certification of Capability in Business Analysis (CCBA)
 Certified Business Analysis Professional (CBAP)
 Certified Enterprise Coach (Scrum/Agile)
 Certified Scrum Product Owner
 PMI Program Management Professional (PgMP)
 PMI Project Management Professional(PMP)
 Prince2 Practitioner
 Salesforce Certified Data Architect
 Salesforce Certified Integration Architecture Designer

Data/Database certifications

Dell Data Science Associate (DCA-DS)
 Dell Data Science Specialist - Advanced Analytics (DCS-DA)
 MongoDB Certified DBA
 Oracle Certified Professional 2019 - DBA (OCP)
 Qlik Sense Business Analyst
 Qlik Sense Data Architect
 SAS Certified Data Scientist Using SAS 9
 SAS Certified Advanced Analytics Professional Using SAS 9
 SAS Certified Professional: Data Curation for SAS Data Scientists
 Teradata 14 Certified Database Administrator
 Teradata 14 Certified Database Developer
 Teradata 14 Certified Professional
 Teradata 14 Certified Technical Specialist

Source: Foote Partners [IT Skills & Certifications Pay Index™](#), 3Q 2024 data edition

IT CERTIFICATION PAY TREND HIGHLIGHTS: Market Value Losers – 3rd Quarter 2024 data

These IT certifications **declined 10% or more in market value in the three months ending October 1, 2024** vs. prior quarter (seen below grouped by segment).
Listed in alphabetical order within each group.

TECH CERTIFICATIONS Losers

Application Development/Programming Languages

IBM Certified Administrator - Cognos Analytics
IBM Certified Application Developer - Cloud Solutions v3
IBM Certified Developer - Cognos Analytics
IBM Certified Solution Designer (all)
Pivotal Application Architect
Pivotal Developer
TIBCO Certified Architect
TIBCO Certified Professional

Data/Database certifications

Microsoft Certified Azure Data Analyst Associate
IBM Certified Application Developer - DB2 9.7 for Linux, Unix and Windows
Microsoft Certified Power BI Data Analyst Associate
IBM Certified Data Engineer - Big Data
IBM Certified Solution Advisor - Blockchain Platform V2
Microsoft Certified Azure Data Scientist Associate
Tableau Desktop Certified Professional
IBM Certified Specialist - AI Enterprise Workflow V1
Microsoft Certified Azure Data Engineer Associate

Architecture, Project Management, and Process

Certifications

Certified Business Process Associate (CBPA)
Certified Business Process Leader (CBPL)
Certified Business Process Professional (CBPP)
ITIL Foundation Certification
Google Certified Professional Cloud Architect
Six Sigma Black Belt

Systems Administration certifications

Citrix Certified Professional - Networking
Citrix Certified Associate - Virtualization
Citrix Certified Professional-Virtualization (CCP-V)
Citrix XenServer Certified (CC-XenServer)
Red Hat Certified Specialist in Messaging Administration
VMware Certified Professional – Desktop Management 2021
Citrix Certified Associate - Networking
Linux Foundation Certified System Administrator
Microsoft Certified Solutions Expert : Server Infrastructure
VMware Certified Professional - Digital Workspace
VMware Certified Technical Associate - Data Center Virtualization
Citrix Certified Expert - Networking
Linux Foundation Certified Engineer
Linux Professional Institute certification (LPIC-Level 2)
Red Hat Certified Engineer(RHCE)
ServiceNow Certified Application Developer (CAD)
VMware Certified Advanced Professional 6/7 - Cloud Mgt and Automation Deployment
VMware Certified Advanced Professional 6/7 - Cloud Mgt and Automation Design
AWS Certified SysOpsAdministrator-Associate (Cloud)
Linux Professional Institute certification (LPIC-Level 3)
Red Hat Certified Architect (RHCA)
Red Hat Certified Architect: Cloud
Red Hat Certified Specialist in Cloud Infrastructure (was Sysadm OpenStack)

Networking and Communications

AWS Certified Solutions Architect - Associate (Cloud)
AWS Certified Solutions Architect - Professional (Cloud)
BICSI ITS Technician
Juniper Networks Certified Specialist (JNCIS - all specializations)
VMware Certified Advanced Professional – Network Virtualization
VMware Certified Professional - Network Virtualization

Info/Cyber Security certifications

AccessData Certified Examiner (ACE)
Certificate in Information Security Management Principles (CISMP)
Certified Computer Examiner (CCE)
Certified Forensic Computer Examiner (CFCE)
Certified Fraud Examiner
Certified Healthcare Information Security and Privacy Practitioner (ISC2)
Certified in Governance, Risk and Compliance (CGRC)
Certified Information Privacy Technologist- all countries
Certified Protection Professional
Check Point Certified Security Master (CCSM)
CWNP Certified Wireless Security Professional (CWSP)
CyberSecurity Forensic Analyst (CSFA)
EC-Council Certified DevSecOps Engineer (ECDE)
EC-Council Certified Encryption Specialist v2(ECES)
EC-Council Certified Network Defender
EC-Council Certified Penetration Testing Professional (CPENT)
Fortinet Network Security Expert (NSE - all levels)
Fortinet Network Security Professional
GIAC Certified Forensics Examiner (GCFE)
GIAC Continuous Monitoring Certification (GMON)
GIAC Defensible Security Architect (GDSA)
GIAC Experienced Incident Handler(GX-IH)
GIAC Penetration Tester (GPEN)
GIAC Python Coder (GPYC)
GIAC Security Essentials (GSEC)
IBM Cloud Security Engineer Specialty
Offensive Security Experienced Penetration Tester (OSEP) 1499
Offensive Security Exploit Developer (OSED) 1499
Okta Certified Developer
Okta Certified Professional
VMware Certified Professional - Security

Source: Foote Partners [IT Skills & Certifications Pay Index™](#), 3Q 2024data edition

IT CERTIFICATIONS ANALYSIS – Winners

A. **IT CERTIFICATIONS:** Paying well above average + gaining the most in market value

As a group, the 638 IT certifications tracked in our *IT Skills and Certifications Pay Index™* have decreased in market value in two of the last four calendar quarters but in the 3rd quarter 2024 declined only slightly. **Let’s examine those certifications that have helped drive up average cash pay premiums in the last six months.** The following IT certifications meet two prerequisites:

- They **earned workers cash pay premiums well above the average of all certifications** in our IT Skills and Certifications Pay Index™ in quarter ending October 1, 2024.
- They recorded substantial gains in cash market value in the six months ending October 1, 2024.

None of the following IT certifications is earning less than the equivalent of 10 percent of base salary—significant considering the average for all skills reported is 6.5 percent of base—and every certification listed below grew somewhere in the 8 percent to 43 percent range in cash market value in the six months ending October 1st. **They are listed in descending ranked order of market value gain** (including ties).

Here is the list of IT certifications the meet the above criteria (in alphabetical order):

- | | |
|---|--|
| Artificial Intelligence Engineer (AIE - all tracks) | GIAC Certified Incident Handler |
| AWS Certified DevOps Engineer – Professional | GIAC Cloud Security Automation |
| AWS Certified Security - Specialty | GIAC Network Forensic Analyst |
| Certification of Capability in Business Analysis | GIAC Security Leadership |
| Certified Data Privacy Solutions Engineer | GIAC Strategic Planning, Policy, and Leadership |
| Certified Enterprise Coach (Scrum/Agile) | Google Cloud - Professional Cloud Security Engineer |
| Certified Information Systems Auditor | Offensive Security Exploitation Expert |
| Certified Information Security Manager | Offensive Security Certified Expert |
| Check Point Certified Security Expert | Oracle Certified Master – Java SE Developer |
| CompTIA Advanced Security Practitioner | Oracle Cloud Platform Application Integration Certified Professional |
| EC-Council Certified Chief Information Security Officer | Pegasystems Certified Lead System Architect |
| EC-Council Certified Cloud Security Engineer | Pegasystems Certified Data Scientist |
| EC-Council Certified Threat Intelligence Analyst | PMI Project Management Professional |
| Fortinet Certified Expert in Cybersecurity | |

Below is the same list, but **in descending ranked order of cash premium first and market value increase second** (including ties).

* * * *

1. **GIAC Security Leadership (GSLC)**
Average Pay Premium: 15 percent of base salary equivalent
Market Value Increase: 15.4 percent (in the six months through October 1, 2024)
2. **GIAC Strategic Planning, Policy, and Leadership (GSTRT)**
Average Pay Premium: 13 percent of base salary equivalent
Market Value Increase: 8.3 percent (in the six months through October 1, 2024)
3. **Pegasystems Certified Lead System Architect
 Certified Data Privacy Solutions Engineer(CDPSE-ISACA)**
Average Pay Premium: 12 percent of base salary equivalent
Market Value Increase: 20 percent (in the six months through October 1, 2024)
5. **GIAC Certified Incident Handler (GCIH)**
Average Pay Premium: 11 percent of base salary equivalent
Market Value Increase: 37.5 percent (in the six months through October 1, 2024)

IT CERTIFICATIONS ANALYSIS – Winners, cont'd.

6. **Fortinet Certified Expert in Cybersecurity (FCX)
Offensive Security Exploitation Expert (OSEE)**
Average Pay Premium: 11 percent of base salary equivalent
Market Value Increase: 22.2 percent (in the six months through October 1, 2024)
8. **Certified Information Security Manager (CISM)**
Average Pay Premium: 11 percent of base salary equivalent
Market Value Increase: 10 percent (in the six months through October 1, 2024)
9. **GIAC Network Forensic Analyst (GNFA)**
Average Pay Premium: 10 percent of base salary equivalent
Market Value Increase: 42.9 percent (in the six months through October 1, 2024)
10. **Artificial Intelligence Engineer (AIE - all tracks)
AWS Certified DevOps Engineer - Professional
GIAC Cloud Security Automation (GCSA)
Offensive Security Certified Expert
PMI Project Management Professional(PMP)**
Average Pay Premium: 10 percent of base salary equivalent
Market Value Increase: 25 percent (in the six months through October 1, 2024)
15. **AWS Certified Security - Specialty
Certification of Capability in Business Analysis (CCBA)
Certified Enterprise Coach (Scrum/Agile)
Certified Information Systems Auditor (CISA)
Check Point Certified Security Expert (CCSE)
CompTIA Advanced Security Practitioner (CASP)
EC-Council Certified Chief Information Security Officer (CCISCO)
EC-Council Certified Cloud Security Engineer (CCSE)
EC-Council Certified Threat Intelligence Analyst(CTIA)
Google Cloud - Professional Cloud Security Engineer
Oracle Certified Master - Java SE Developer
Oracle Cloud Platform Application Integration Certified Professional
Pegasystems Certified Data Scientist**
Average Pay Premium: 10 percent of base salary equivalent
Market Value Increase: 11.1 percent (in the six months through October 1, 2024)

IT CERTIFICATIONS ANALYSIS – Losers

IT CERTIFICATIONS THAT HAVE LOST THE MOST MARKET VALUE OVER TIME

LOSING GROUND: Listed to the right are certifications in alphabetical order that have lost between **30% to 45%** percent of their cash pay premium market value in the 24-month period ending October 1, 2024. Some on this list are now retired or scheduled to be.

Why have more certifications been losing value than gaining value?

Certifications decline in market value for a number of obvious and not so obvious reasons. Pay premiums may diminish as a certification expires, is retired, or is replaced with other certifications as technology evolves. Also, there remains a lingering bias that taking a proctored exam does not confer expertise in a subject on the test taker, especially when the pass rate is 70 percent (or less) correct answers. The certification industry has fought back against this bias by adding laboratory requirements and even peer review panels that decide if the candidate has qualified to receive designation.

But just as often it is their popularity that drives down pay premiums for a certification: as interest in a certification escalates and more people attain the certification, the gap between supply and demand for the certification narrows, driving down its market value as the laws of scarcity would dictate. This has been frequently documented in the case of dozens of certifications over the 20+ years Foote Partners has been tracking and reporting their cash pay premiums in the *IT Skills and Certifications Pay Index*.

- Avaya Certified Design Specialist
- Certified Scrum Developer
- Certified Scrum Trainer
- Cisco Certified Entry Network Technician
- Cloudera Certified Associate Data Analyst
- Cloudera Certified Professional: Data Engineer
- CompTIA Linux+
- CSX CyberSecurity Practitioner
- Dell EMC Technology Architect - Expert
- Dell Implementation Engineer - Expert
- Dell Information Storage and Management Associate
- EC-Council Certified Encryption Specialist v2
- Google Certified Professional Cloud Architect
- Google Cloud DevOps Engineer
- HDI Support Center Analyst
- HDI Technical Support Professional
- HP Accredited Technical Professional (ATP - all)
- HP ASE - Storage Solutions V4
- HP ATP - Storage Solutions V1/V2
- HP Master ASE - Storage Solutions Architect V3
- IBM Certified Administrator - Cognos Analytics
- IBM Certified Application Developer - DB2 9.7 for Linux, Unix and Windows
- IBM Certified Solution Advisor - Blockchain Platform V2
- Juniper Networks Certified Specialist (all specializations)
- Microsoft MTA: Windows OS
- Novell Certified Administrator
- Offensive Wireless Security Professional
- Okta Certified Developer
- Okta Certified Professional
- PMI Program Management Professional
- Red Hat Certified Specialist in Messaging Administration
- Salesforce Certified Integration Architecture Designer
- Teradata 14 Certified Associate

2024 IT Skills & Certifications Pay Volatility Index™

Demand dynamics in benchmarked certified and non-certified IT skills pay

(Data collected through October 1, 2024)

What is skills and certifications pay volatility?

Skills volatility is defined as the incidence of gains or declines in premium pay earned by tech professionals for specific certified and noncertified technical and business skills. Tracking volatility is useful for both analyzing and forecasting demand for skills, for monitoring IT workforce transition, and for understanding IT management decision making. Volatility offers valuable insights that salary movements and hiring behavior do not. Important in this distinction is that skills can be segmented and benchmarked more meaningfully than jobs. Similar to IT positions, there are the broad categories (e.g., security, networking, systems, database, applications development). But also, more narrow areas, for example---web/e-commerce development, storage area networking, virtualization, architecture, business process, project management, methodology. But unlike most jobs, within categories or niche are very specific vendor-specific or vendor independent niches and skill specializations that provide more granular analysis (e.g., SAP, AJAX, Ruby on Rails, Microsoft Sharepoint, collaboration appliances, Oracle database).

TRENDS Cash Pay Premium Volatility for IT Skills and Certifications

Volatility in market value for individual IT skills and certifications—defined as incidence of gains or declines over a period of time in premium pay earned by IT professionals for specific technical and business skills—displayed a **dramatically high increase from July 1, 2024 to October 1, 2024** according to the latest update of Foote Partners' long-running *IT Skills and Certifications Pay Index™* of market values for tech skills. Market value is measured by tracking additional cash compensation paid to workers by their employers for specific certified and non-certified skills they possess.

Current Quarterly Recap (data collected through October 1, 2024)

TOTAL: All Skills and Certifications

- **31.6%** of skills and certifications(424 of 1,342) recorded a change in cash pay, **the highest overall volatility in any calendar quarter since 2012**. This was dramatically higher than **20.9%** in the prior quarter when 280 of 1,340 skills and certifications changed in market value and also higher than the **25.7%** average quarterly volatility over the last two years.
- **214 gained value** while **210 declined** in value in 3rd Quarter 2024, dramatically different than the 164 and 116, respectively, in the prior quarter and also the 166 gains/178 declines recorded in the quarter before that.

CERTIFIED SKILLS

- **26.4%** of reported certifications(167 of 632) changed value in 3rd Quarter 2024, eight points lower than the **18%**(114 of 632) volatility in the prior quarter and five points higher than the 21% two year average certifications volatility
- **79 certifications gained** market value while **88 declined** in value, significantly more than the 69 gains and 45 declines, respectively, in the prior quarter.

NONCERTIFIED SKILLS

- **36.2%** of reported IT skills(257 of 710) changed value in 3rd Quarter 2024, **the highest quarterly volatility since 2021**. This is a whopping thirteen points higher than the **23.4%** (166 of 708) volatility in the prior quarter.
- **135 noncertified skills gained** in market value while **122 declined** in value in 3rd Quarter 2024 compared to 95 and 71, respectively, in the prior quarter.

Tracking skills volatility is useful in many ways: analyzing and forecasting demand for skills; monitoring IT workforce transition; and understanding IT management decision making. In fact, we believe statistical volatility in IT skills pay offers a more complete story of true labor market conditions than salary movements and hiring behavior, among other common indicators. Important in this distinction is that skills can be segmented and benchmarked more meaningfully than jobs allowing microanalyses.

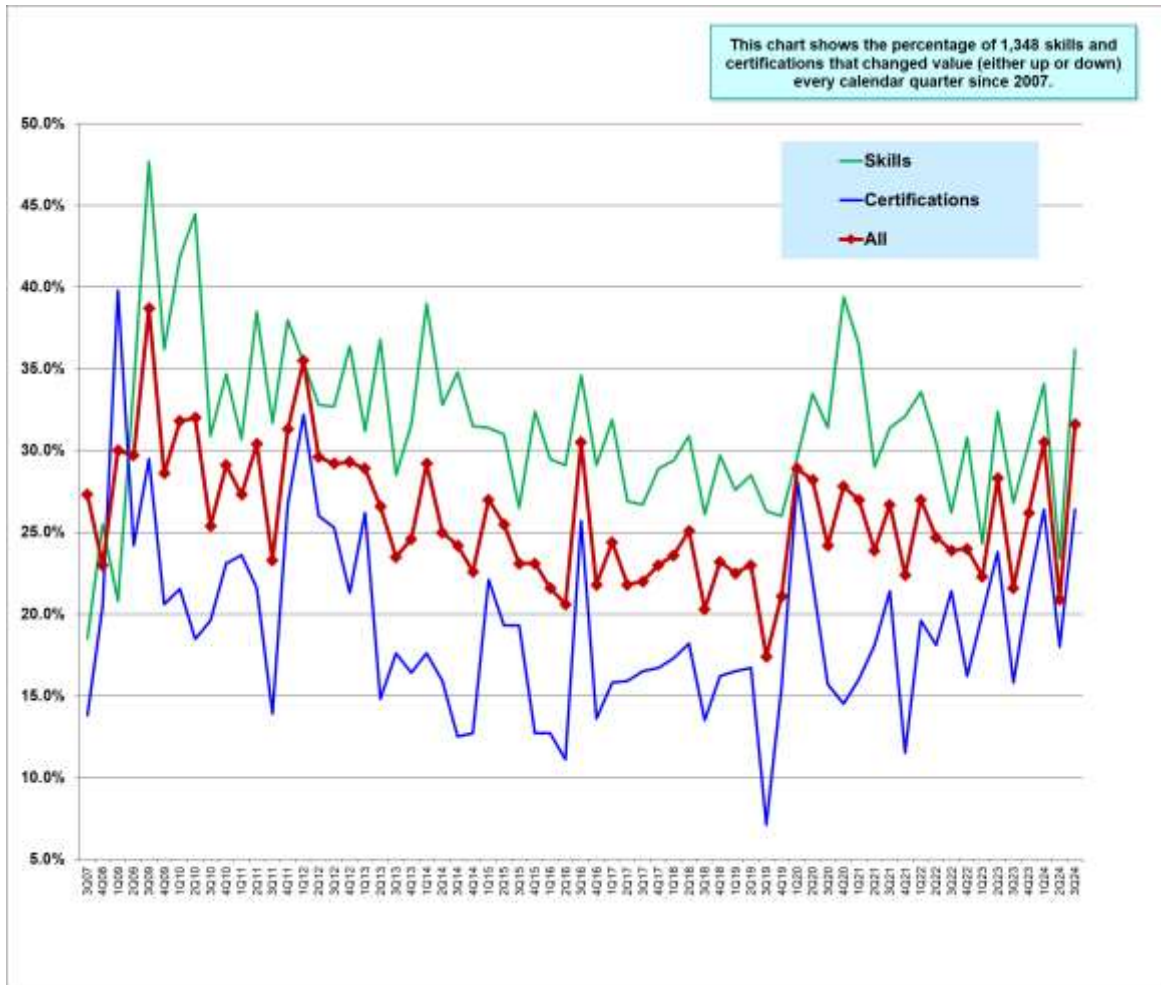
Similar to jobs, IT skills have broad skills categories that can be tracked (e.g., security, networking, systems, database, applications development). But unlike jobs, skills pay can be pinpointed to hundreds of niches and specializations. Also, unlike most job trends analyses, within skills categories and niches are *vendor-specific* and *vendor independent* skill specializations for more granular tracking, analysis, and forecasting.

Quarterly volatility for all 1,348 certified and non-certified skills in the last two years has been widely variable, in the 21% to 31% range. This is an important shift trend that we believe signals a move that employers are taking a more long-term view to building their tech workforces for evolving technologies such as AI/Machine Learning and a variety of digital solutions. Tech leaders right now are demanding more agility, faster reaction times, and more predictable execution; this is keeping volatility high as skills markets constantly adjust to meet surges in demand for specific certified and non-certified skills.

They will be able to achieve those capabilities through applying architecture principles and practices to people management.

VOLATILITY HIGHLIGHTS - 18 Year Trending

IT Skills and Certifications Volatility Index™ – 1,348 Skills and Certifications



Recent IT skills and certifications volatility trends

QUARTERLY SUMMARY

In the **3rd Quarter 2024**, **31.6%** of skills and certifications(422 of 1,342) recorded a change in cash pay, **the highest overall volatility in any calendar quarter since 2012**. This was dramatically higher than **20.9%** in the prior quarter when 280 of 1,340 changed, and also higher than the **25.7%** average quarterly volatility over the last two years.

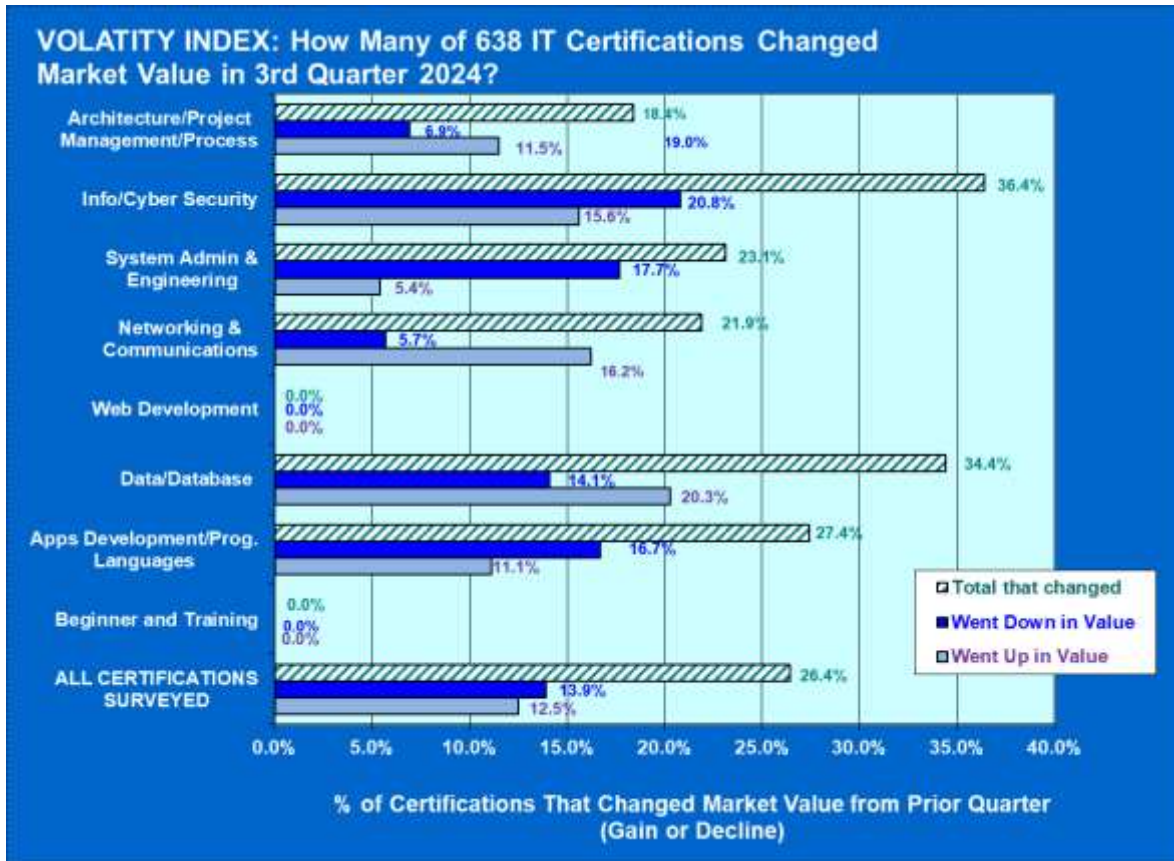
NONCERTIFIED IT SKILLS PAY VOLATILITY in 3Q 2024 was **36.2%** of reported certifications(257 of 710), **the highest quarterly volatility since 2021**. This is a whopping thirteen points higher than the **23.4%** (166 of 708) volatility in the prior quarter.

IT CERTIFICATIONS PAY VOLATILITY in 3Q 2024 was **26.4%**(167 of 632), eight points higher than the **18%**(114 of 632) volatility in the prior quarter and five points higher than the 21% two year average certifications volatility.

(Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 3Q 2024 quarterly data edition)

(Source: Foote Partners LLC, [2024 IT Skills & Certifications Pay Index™](#))

VOLATILITY HIGHLIGHTS IT Certifications – 3rd Quarter 2024 datasets



(Source: Foote Partners LLC, [2024 IT Skills & Certifications Pay Index™](#))

IT Skills and Certifications Volatility Index™
3Q 2024 data edition findings: Tech Certifications

IT Certifications Volatility Highlights

Among all 632 certifications reported in the prior quarter, **highest quarterly volatility (>20%)** occurred in these segments (ranked highest to lowest):

- Info/Cybersecurity
- Data/Database
- Applications Development/Prog Languages
- Systems Administration/Engineering
- Networking & Communication

Within segments, notable downward volatility (value **declines**) occurred most in these (ranked):

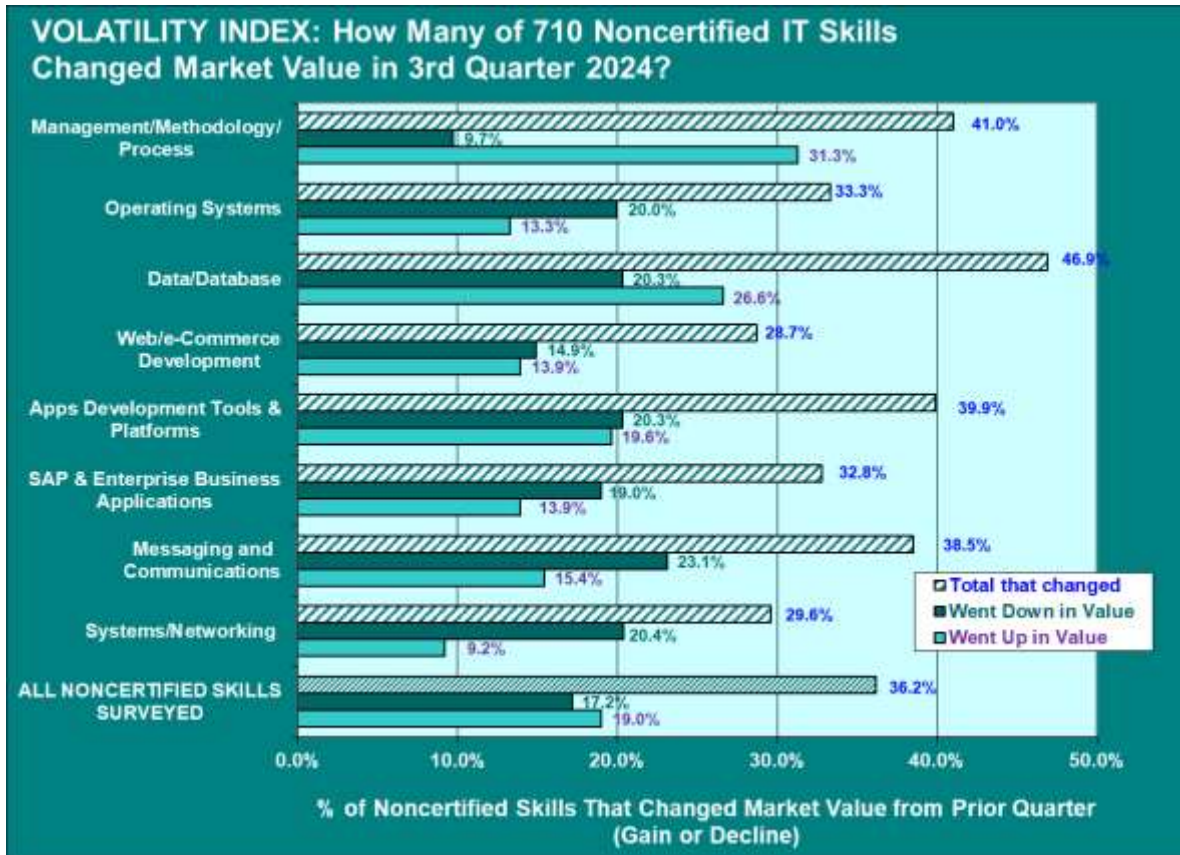
- Info/Cybersecurity
- Systems Administration/Engineering
- Applications Development/Prog Languages

Within segments, notable upward volatility (value **gains**) occurred most in these:

- Data/Database
- Networking & Communication
- Info/Cybersecurity

(Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 3Q 2024 quarterly data edition)

VOLATILITY HIGHLIGHTS Non-certified IT Skills – 3rd Quarter 2024 datasets



(Source: Foote Partners LLC, [2024 IT Skills & Certifications Pay Index™](#))

IT Skills and Certifications Volatility Index™
3Q 2024 data edition findings: Non-certified IT Skills

Non-certified IT Skill Pay Volatility Highlights

Among all 710 noncertified IT skills reported this quarter, high volatility (>20%) occurred in all segments (ranked highest to lowest):

- Data/Database
- Management/ Methodology/Process
- Applications Development Tools & Platforms
- Messaging and Communications
- Operating Systems
- SAP & Enterprise Business Applications
- Systems/Networking
- Web/Ecommerce Development

Within segments, notable downward volatility (value **declines**) occurred most in these (ranked):

- Messaging and Communications
- [Tie]Applications Development Tools & Platforms; Systems/Networking; Data/Database
- Operating Systems

Within segments, notable upward volatility (value **gains**) occurred most in these (ranked):

- Methodology/Process
- Data/Database

(Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 3Q 2024 quarterly data edition)

2024 IT Skills and Certifications Pay Index™ (3rd Quarter 2024 data edition)

- Pay premiums for **1,348 certified and noncertified IT skills**
 - Three data points for each position: 10th, 50th, 90th percentile
- Verified and validated IT skills pay data from **101,185 IT professionals at 4,480 employers** in US and Canada
- Current data collected through October 1, 2024 (updated quarterly)
- Excel format data tables allowing for data loading into third-party data analytics tools from PayScale, MarketPay, PayFactors, CompAnalyst, WillisTowersWatson, Mercer, et. al.
- Certifications Guide containing basic information about surveyed IT certifications (pre-requisites; costs; test content; lab requirements, etc.)

Definition of IT skills premium pay

- Pay that IT workers receive for possessing high-value IT and business skills used on the job
- Given in the form of a bonus, or embedded in base salary to adjust for the presence of a dominant vendor or technology central to job performance (examples: Cisco Network Engineer, Python Software Engineer, Redhat Linux Systems Administrator, or SAP Developer.)
- Often used to adjust either base pay or total pay in situations where job title does not match actual on-the-job duties and responsibilities, and changing the job title is not an attractive option
- May be used as a reward, recruiting inducement, retention tool, or as a guide for creating consulting rate cards

ABOUT THIS RESEARCH

Foote Partners' primary research survey for tracking IT skills and certifications pay and supply/demand volatility is the industry-leading ***IT Skills and Certifications Pay Index™ (ITSCPI)***, launched in 1999, and the ***IT Skills and Certifications Volatility Index***, both updated every three months for the past 20 years. Data covering 439,057 tech professionals at 4,480 employers in 83 U.S. and Canada cities are reported for IT salaries and skills pay earned for 280 positions and 1,348 certified and noncertified technical and business skills. Verified and validated pay data for 101,185 tech workers has been included in the 3rd Quarter 2024 data edition of the ITSCPI, compiled from data collected through October 1, 2024.

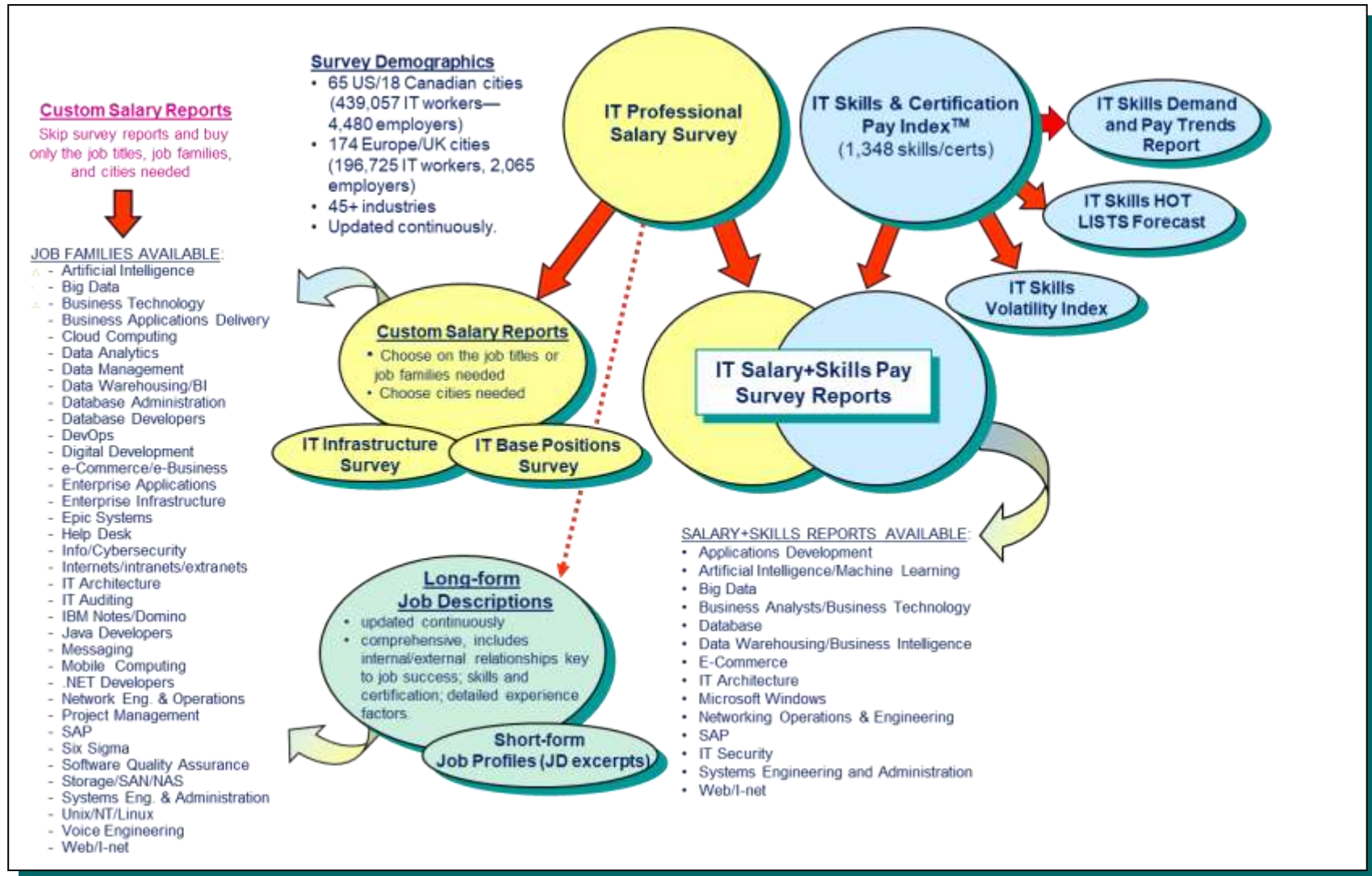
Demographics of the participating organizations for our latest update are as follows, measured most appropriately for the type of business, by revenues, assets, total premiums and operating budgets:

- 18% of participating organizations have \$5 billion+ in sales/\$15+ billion in total assets
- 28% of participating organizations earn more than \$1 billion in annual revenues or more than \$5 billion in total assets
- 46% of participating organizations have \$500+ million in sales/\$1+ billion in total assets/\$500+ million in premiums/\$500+ million operating budget (government, educational, not-for-profit)
- 54% of participating organizations fall in the SMB (small-to-medium sized business) segment, generally defined as organization under \$500 million in sales.
- [Public sector] 5% have operating budgets of \$500 million or more, [nonprofit/educational sectors] 4% with operating budgets \$100 million to less than \$500 million

TO OBTAIN A COPY OF THE LATEST ***IT SKILLS AND CERTIFICATIONS PAY INDEX™***

Please visit the Foote Partners web site: [IT Skills and Certifications Pay Index](#)

Foote Partners 2024 IT Compensation Survey Product Map



ABOUT FOOTE PARTNERS

Foote Partners, LLC is a technology analyst firm and independent benchmark research organization focusing on the people (versus vendor) side of managing technology and the IT labor force. A thought leader and trusted advisor to thousands of employers on five continents who purchase our products and services, we provide benchmark data and pragmatic forward-thinking advice and market intelligence targeting the tech workforce in the modern highly integrated business/IT hybrid environment in which all private and public organizations now operate.

Our products are deeply grounded in specialized proprietary data-driven statistical and empirical research, benchmark surveys, and business intelligence collected from 4,435 North American employers with whom we have deep longstanding research partnerships. These partnerships have been created and supported specifically to enable unique market intelligence views and difficult-to-find decision support research on the multiple facets of IT human capital management. As a group, these U.S., Canadian, and European partners were selected to meet strict criteria for what we believe is the most meaningful demographic representation for tech professionals in each local labor markets.

Founded in 1997 and comprised of former Gartner industry analysts, McKinsey & Company, Mercer and WillisTowersWatson senior consultants, and former corporate HR, IT, and business executives, the firm's research division publishes 50+ quarterly-updated benchmarking, analytical research and forecasting products that help employers benchmark their IT compensation, solve difficult information technology management and workforce problems, and strengthen their ability to execute complex business solutions.

Foote Partners tech compensation survey findings and labor market trend analyses are featured regularly in countless business, HR, and IT media sources and periodicals around the globe, including *Bloomberg BusinessWeek*, *Forbes*, *Fortune*, *Wall Street Journal*, *New York Times*, *CIO Magazine*, *ComputerWorld*, and *WorldatWork's Journal* and *Workspan Magazine*; and in appearances on network and cable television, National Public Radio, and countless podcasts and webcasts.

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