

FOR IMMEDIATE RELEASE

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NOTE: This news release is a summary extract of content from the 3rd Quarter 2025 editions of 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 4,865 U.S. and Canadian employers. They contain IT jobs, skills, and certifications data trends published in the firm's *IT Skills and Certifications Pay Index™* and deep-dive benchmark analysis from Foote Partners' research group.

HEADLINES FROM OUR 3rd QUARTER IT SKILLS AND CERTIFICATIONS RESEARCH UPDATE:

- ✓ **Average cash pay premiums for both IT skills and certifications have been on a consistent decline for 3 years**, even though more than 90 noncertified IT skills are earning workers bonuses equivalent to between 17% and 23% of base pay on average, and 40 IT certifications are averaging 10% to 15% cash bonuses. **And skills pay volatility is spiking:** Findings from our *IT Skills and Certifications Pay Volatility Index* show 404 (of 1,371, or 30%) skills and certifications changed market value in 3Q 2025 compared to as few as 280 (of 1,340, or 21%) one year ago.
- ✓ As AI begins shifting from experimental to operational for many employers, our AI cash pay premiums coverage has ballooned to 124 certified and noncertified skills from 57 just eighteen months ago. **Twenty-four AI-related certifications are significantly outperforming their one hundred noncertified AI skill counterparts:** pay premiums have risen nearly 12% in the past year compared to a 1% decline for noncertified AI skills. **But noncertified AI skills still earn dramatically higher bonuses than AI certifications—** averaging the equivalent of 14.5% of base salary compared to 8.3% for certifications.

October 9, 2025 – Vero Beach, FL. Extra pay awarded by employers to talented tech professionals for **648 IT certifications** reported in Foote Partners' *3Q 2025 IT Skills and Certifications Pay Index(ITSCPI)* decreased in average market value in 3rd quarter 2025, **the eighth decline in the past ten calendar quarters**. Leading this erosion most recently are Database/Data Management, Network & Communications, Applications Development & Programming Languages, and Entry-Level & Training certifications. Average cash pay premiums for **734 non-certified IT skills** showed a similar decline in Q3 2025, down 0.7%, **the sixth quarterly decrease in the past ten calendar quarters**. Pay erosion was across the board categorically but highest for cash pay premiums in the following skills categories: Systems & Networking, Database, SAP & Enterprise Applications, and Web/E-commerce.

A key to these performance trends is understanding new pay volatility findings. While the market value of non-certified IT skills is mostly determined by employers that set the market price while consuming them, supply/demand and pay for IT certifications are largely vendor-driven and influenced by promotional marketing. Therefore it is important to keep both factors in mind when analyzing the pay performance of skills and certifications in the marketplace. According to Foote Partners' latest quarterly ITSCPI, cash pay premiums for certifications have been significantly less volatile than non-certified IT skills over the past year. In this period, an average of 35% of non-certified IT skills—about 350—changed in market value every 90 days; for IT certifications, it has been 19%(about 123). **That's more than 400 skills and certifications changing in market value every three months, a 25% increase from one year ago, driven more by IT certifications pay volatility.**

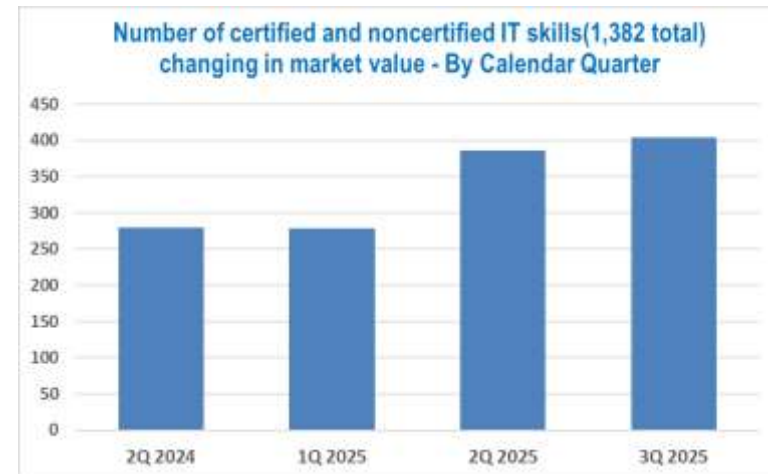


Fig. 1 Source: IT Skills & Certifications Pay Index, Foote Partners

Further, there has been a significant shift in the ratio of gains-to-declines in pay volatility in 2025. In the 3rd quarter of 2025, 161 IT skills and certifications gained market value, while 243 declined in value. This is a dramatic change from the prior calendar quarter, when 190 skills and certifications gained in market value while 196 cost value, or 24% fewer. The majority of this increase in gain-to-decline volatility is due to pay performance of IT certifications: 50 certifications gained market value while 87 declined in value in the last quarter compared to 67 gains and 54 declines, respectively, in the prior quarter(a 30% increase).

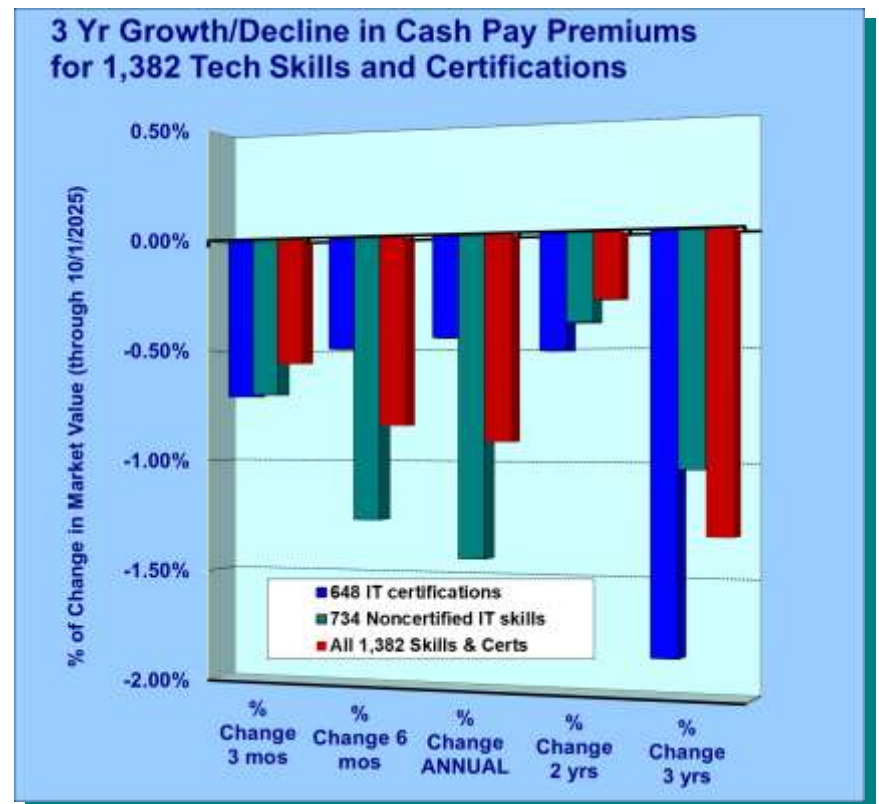
As for the market values themselves, **the gap in average cash pay premium between noncertified and certified IT skills has remained the widest in nearly two decades for the past four years**---with noncertified IT skills earning bonus pay equal to a 3% of base salary equivalent more than IT certifications. This and other findings come from quarterly compensation data updates provided by 4,865 private and public-sector employers in 83 U.S. and Canadian cities who partner with our firm to report pay for their 476,748 technology professionals.

“We are continually asked about how AI and other fast-paced emerging technologies are impacting jobs and pay for tech professionals. To answer this question, we have decades of data from our ITSCPI research to show the popularity of incorporating agility tools like skill pay premiums into pay practices. Right now there are **124 AI-related skills and certifications with average pay premiums ranging from an equivalent of 7% to 23% of base salary** explains David Foote, chief analyst and research officer of Foote Partners. “Technology development and adoption rates are uncertain, influencing pay volatility which has become more extreme in recent years.”

“But now with AI beginning to shift from experimental to operational for many employers, paying IT talent is becoming a new ballgame. Employers are thinking about jobs more as *tasks*, not titles: tasks that can be done entirely by an AI agent/robot, tasks that will be done *with* a human working with an AI agent/robot, and finally, tasks that are uniquely human. Skills are mapped directly onto each of these three task categories, with new skills and skills combinations required by each task that will always be changing,” notes Foote. “For example, **when we began tracking and reporting pay premiums for AI, there were only about 57 certified and non-certified skills. Eighteen months later that number has now climbed to 124.**”

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

(109,872 IT professionals, data through 10/1/2025)



HIGHEST PAYING IT CERTIFICATIONS AND NON-CERTIFIED IT SKILLS – Through October 1, 2025

These are IT certifications and non-certified IT skills at the top of the list of highest cash pay premiums based on data shared from July 1, 2025, to October 1, 2025 by 4,865 US and Canadian employers.

With the average cash pay premium for 723 non-certified IT skills being the **equivalent of 9.5% of base salary**, employers are paying premiums ranging **20% to 23%** on average for these non-certified IT skills. Listed in alphabetical order.

- | | |
|--|---------------------------------------|
| ✓ Amazon Athena | ✓ Dynatrace platform |
| ✓ Apache Airflow | ✓ Ethereum |
| ✓ Apache Iceberg | ✓ Event-Driven Architecture |
| ✓ Apache Ignite | ✓ Large Language Model/LLM tuning |
| ✓ Artificial Intelligence for IT Operations | ✓ Machine Learning |
| ✓ Artificial Intelligence Model Optimization | ✓ MLOps |
| ✓ Blockchain | ✓ Neural Networks |
| ✓ Computer Vision | ✓ ONNX (Open Neural Network Exchange) |
| ✓ Convolutional Neural Network | ✓ Prompt Engineering |
| ✓ Data Architecture | ✓ Risk analytics/assessment |
| ✓ Data Strategy | ✓ Security architecture and models |
| ✓ DataOps | ✓ Site Reliability Engineering |
| ✓ Deep Learning | ✓ Smart Contracts |
| ✓ DevSecOps | |

With the average cash pay premium for 648 IT certifications being the equivalent of **6.4%** of base salary, employers are paying cash pay premiums ranging **10% to 13%** on average for these IT certifications. Listed in alphabetical order.

- | | |
|---|--|
| ✓ Artificial Intelligence Engineer (AIE - all tracks) | ✓ IBM Applied AI Engineering Professional Certificate |
| ✓ Certificate of Cloud Security Knowledge (CCSK) | ✓ Information Systems Security Management Professional (ISSMP/CISSP) |
| ✓ Certification of Capability in Business Analysis | ✓ InfoSys Security Engineering Professional (ISSEP/CISSP) |
| ✓ Certified Artificial Intelligence Scientist (CAIS) | ✓ MIT CSAIL Professional Certificate in AI and Machine Learning |
| ✓ Certified Enterprise Coach (Scrum/Agile) | ✓ Offensive Security Certified Expert |
| ✓ Certified in Governance, Risk and Compliance | ✓ Offensive Security Defense Security Expert |
| ✓ Certified in Risk and Information Systems Control | ✓ Offensive Security Experienced Penetration Tester |
| ✓ Certified in the Governance of Enterprise IT (CGEIT) | ✓ Offensive Security Exploitation Expert (OSEE) |
| ✓ Certified Information Privacy Manager- all countries | ✓ Offensive Security Web Expert |
| ✓ Certified Professional Scrum Product Owner | ✓ Oracle Cloud Platform Application Integration Certified Professional |
| ✓ Certified ScrumMaster - Advanced | ✓ Pegasystems Certified Data Scientist |
| ✓ Certified Secure Software Lifecycle Professional | ✓ Pegasystems Certified Lead System Architect |
| ✓ Certified Software Quality Manager | ✓ Pegasystems Certified Senior Systems Architect |
| ✓ Check Point Certified Security Master | ✓ PMI Portfolio Management Professional |
| ✓ CyberSecurity Forensic Analyst | ✓ PMI Project Management Professional |
| ✓ EC-Council Certified Chief Information Security Officer | ✓ PMI Risk Management Professional |
| ✓ EC-Council Certified Threat Intelligence Analyst | ✓ TOGAF 9 Certified |
| ✓ GIAC Certified Incident Handler | ✓ Zachman Certified - Enterprise Architect |
| ✓ GIAC Certified Intrusion Analyst | |
| ✓ GIAC Security Leadership | |
| ✓ GIAC Strategic Planning, Policy, and Leadership | |

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

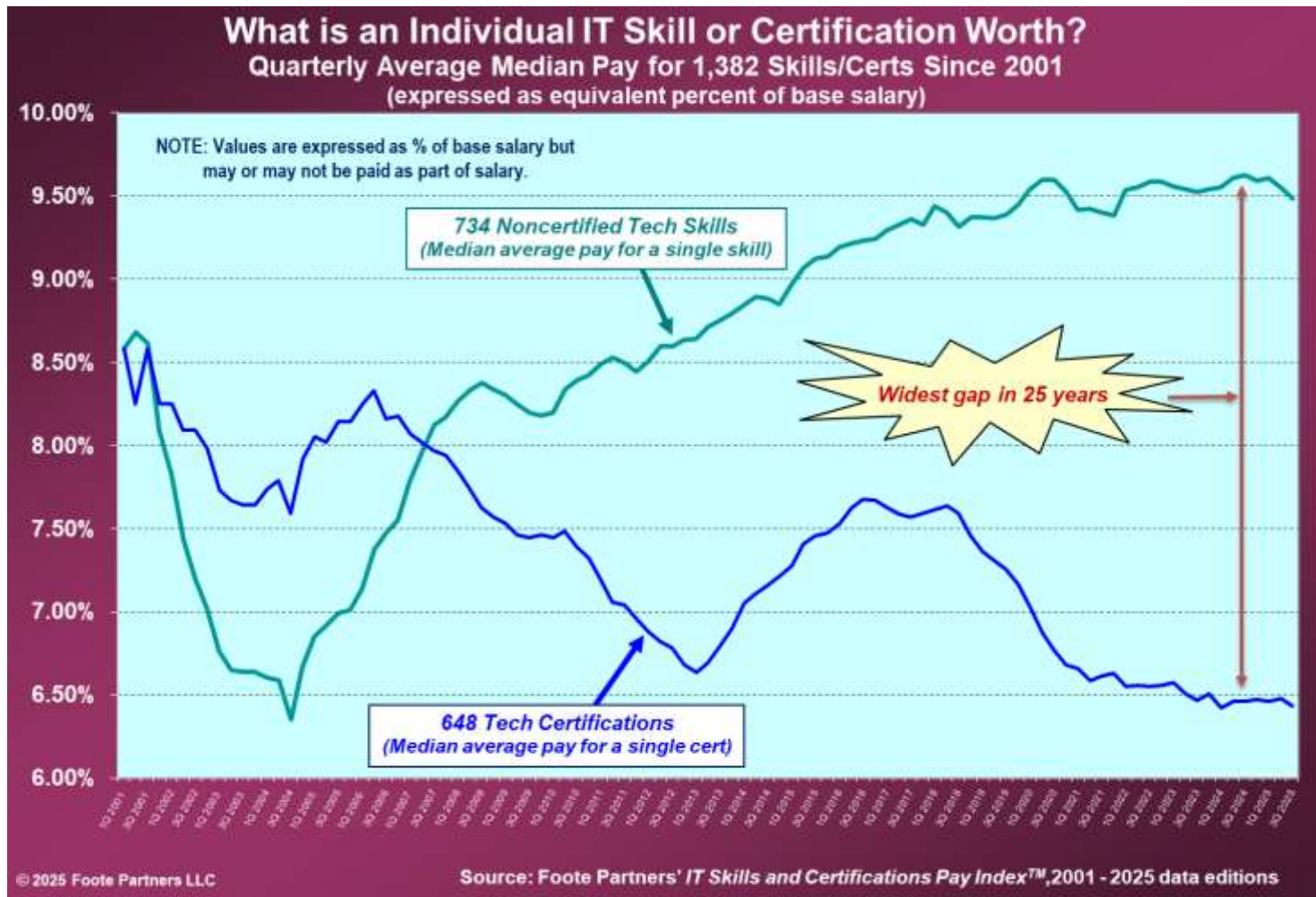
Quarterly gains and losses in premium pay reflect a widening or narrowing, respectively, in the gap between supply and demand for skills and certifications. This may occur for any number of reasons. For example, a quarterly decline in pay for a skill may signal that the market supply of talent for that 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.

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

Average median cash pay premiums for a single certified or noncertified IT skill. N = 109,872 IT Professional



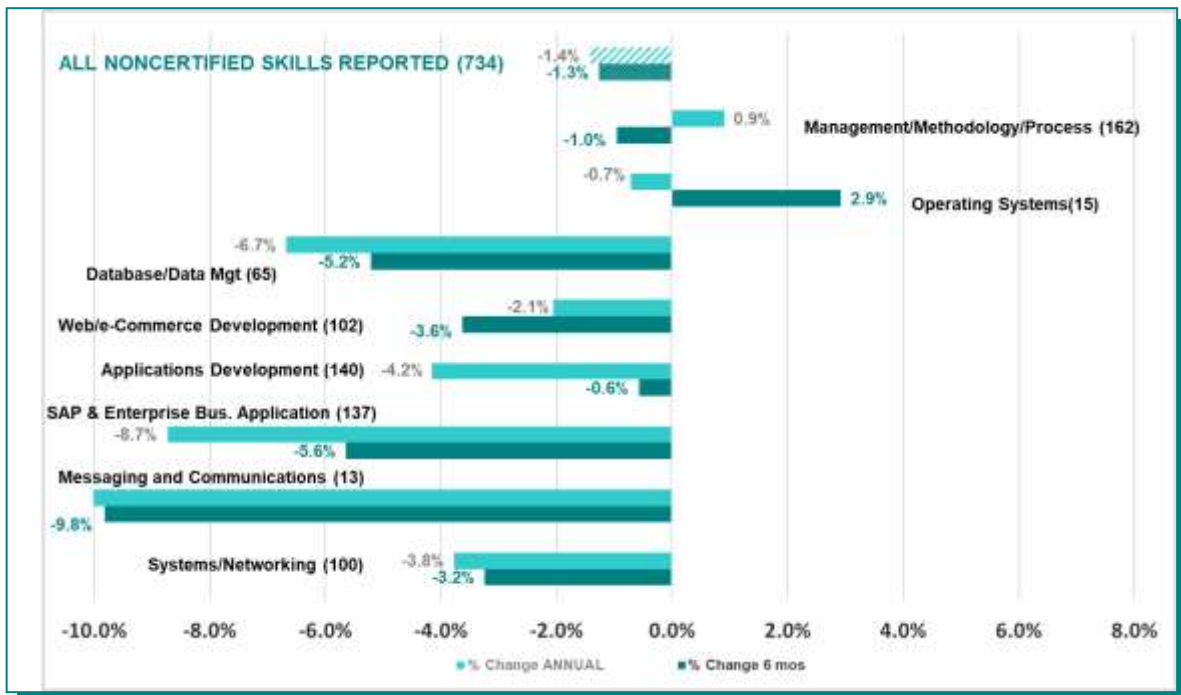
IT NONCERTIFIED SKILLS PAY SUMMARY – Through October 1, 2025

NONCERTIFIED TECH SKILLS PAY PERFORMANCE: By Category

NON-CERTIFIED TECH SKILLS. 265 of 734 **non-certified tech skills** changed cash market value from July 1, 2025 to October 1, 2025, identical to the 265 of 723 skills in the prior calendar quarter. The average cash pay premium decreased, down 0.7%, from a 0.6% decrease in the prior quarter and gains in four of the five previous quarters.

**Noncertified IT Skills - % Growth/Decline
6 months & 12 months**

(734 skills, data through 10/1/2025)



Source: Foote Partners [IT Skills & Certifications Pay Index™](#), 3rd quarter 2025 data

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:

1. They **earned workers cash pay premiums well above the average** of all 734 skills reported in our *IT Skills and Certifications Pay Index™* in quarter ending October 1, 2025.
2. They **recorded gains in cash market value in the six months** ending October 1, 2025.

No skill below is earning less than the equivalent of 18 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 surprisingly, 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):

AWS Codebuild	Data modelling	Machine Learning
Artificial Intelligence Ops	Data Integration	MLOps
Artificial Intelligence Mode Optimization	DataOps	Neural Networks
Amazon Athena	Data Science	NIST/NIST800
Apache Iceberg	Deep Learning	ONNX
Apache Ignite	DevOps	Prompt Engineering
Azure AI/ML Services	DevSecOps	Risk analytics/assessment
Azure OpenAI	Ethereum	Rust
Blockchain	Governance, Risk Management and Compliance	Scaled Agile Framework(SAFe)
Computer Vision	Kanban	Security Architecture
Cyber Threat Intelligence	Keras	Security auditing

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

1. **Deep Learning**
Average Pay Premium: 23 percent of base salary equivalent
Market Value Increase: 38 percent (in the six months through October 1, 2025)
2. **Ethereum**
MLOps
Average Pay Premium: 23 percent of base salary equivalent
Market Value Increase: 9.5 percent (in the six months through October 1, 2025)
4. **Computer Vision**
Average Pay Premium: 22 percent of base salary equivalent
Market Value Increase: 22.2 percent (in the six months through October 1, 2025)
5. **Artificial Intelligence for IT Operations (AIOps)**
Risk analytics/assessment
Average Pay Premium: 22 percent of base salary equivalent
Market Value Increase: 10 percent (in the six months through October 1, 2025)

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

- 7. **Amazon Athena**
Blockchain
Neural Networks
Prompt Engineering
Average Pay Premium: 22 percent of base salary equivalent
Market Value Increase: 4.8 percent (in the six months through October 1, 2025)

- 11. **Machine Learning**
ONNX (Open Neural Network Exchange)
Security architecture and models
Average Pay Premium: 21 percent of base salary equivalent
Market Value Increase: 5.0 percent (in the six months through October 1, 2025)

- 14. **Apache Iceberg**
Artificial Intelligence Model Optimization
Average Pay Premium: 20 percent of base salary equivalent
Market Value Increase: 11 percent (in the six months through October 1, 2025)

- 16. **DataOps**
DevSecOps
Average Pay Premium: 20 percent of base salary equivalent
Market Value Increase: 5.6 percent (in the six months through October 1, 2025)

- 18. **Security auditing**
Average Pay Premium: 19 percent of base salary equivalent
Market Value Increase: 26.7 percent (in the six months through October 1, 2025)

- 19. **AWS Codebuild**
NIST/NIST 800
Average Pay Premium: 19 percent of base salary equivalent
Market Value Increase: 18.8 percent (in the six months through October 1, 2025)

- 21. **Data Science**
DevOps
Average Pay Premium: 19 percent of base salary equivalent
Market Value Increase: 5.6 percent (in the six months through October 1, 2025)

- 23. **Azure AI/ML services**
Average Pay Premium: 18 percent of base salary equivalent
Market Value Increase: 20 percent (in the six months through October 1, 2025)

- 24. **Azure OpenAI**
Data Modelling
Kanban
Rust
Scaled Agile Framework (SAFe)
Average Pay Premium: 18 percent of base salary equivalent
Market Value Increase: 12.5 percent (in the six months through October 1, 2025)

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

29. Cyber Threat Intelligence

Data Integration

Governance, Risk management and Compliance

Keras

Quantitative Analysis/Regression Analysis

Test Driven Development/Scripting

Average Pay Premium: 18 percent of base salary equivalent

Market Value Increase: 5.9 percent (in the six months through October 1, 2025)

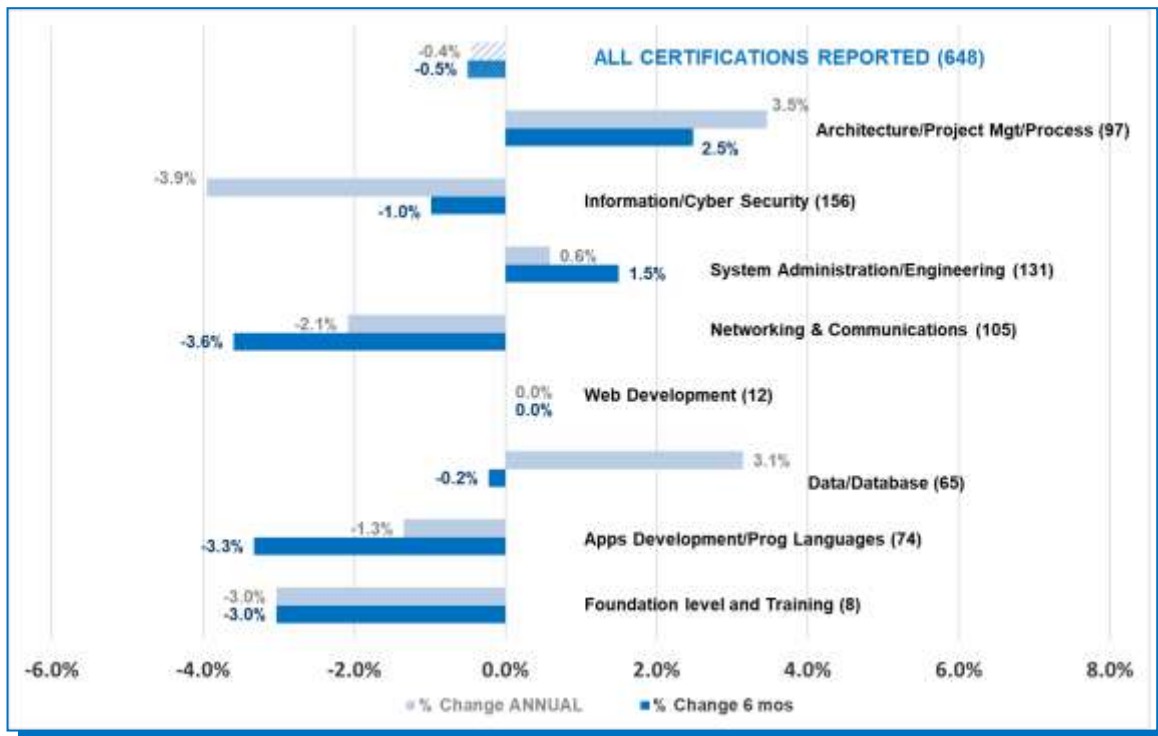
IT CERTIFICATIONS PAY SUMMARY – Through October 1, 2025

A. CERTIFIED IT SKILLS PAY PERFORMANCE: By Category

TECH CERTIFICATIONS. 137 of 648 IT certifications changed cash market value in 3Q 2025 compared to 121 of 648 certifications in the prior quarter, **a nearly 3 percentage point decrease**. The average cash pay premium for all certifications reported decreased by 0.7% in this quarter following a 0.2% increase in the prior quarter

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

(648 certifications, data through 10/1/2025)



Source: Foote Partners [IT Skills & Certifications Pay Index™](#), 3rd quarter 2025 data

IT CERTIFICATIONS ANALYSIS – Winners

A. **IT CERTIFICATIONS:** Paying well above average and still growing most in market value

As a group, the 648 IT certifications tracked in our *IT Skills and Certifications Pay Index™* have decreased in market value in eight of the last ten calendar quarters, through October 1st. **Let’s examine those certifications that bucked this trend, having helped elevate average cash pay premiums in the last six months.** The following IT certifications meet two prerequisites:

1. 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, 2025.
2. They **recorded substantial gains in cash market value in the six months** ending October 1, 2025 except where noted.

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 10 percent to 33 percent range in cash market value in the six months ending January 1st. **They are listed in descending ranked order of market value gain** (including ties).

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

Certificate of Cloud Security Knowledge	Offensive Security Experienced Penetration Tester
Certified Artificial Intelligence Scientist (CAIS)	Offensive Security Exploitation Expert
Certified in the Governance of Enterprise IT (CGEIT)	Offensive Security Defense Security Expert
Check Point Certified Security Master (CCSM)	Pegasystems Certified Lead System Architect
CyberSecurity Forensic Analyst	Pegasystems Certified Senior Systems Architect
GIAC Certified Intrusion Analyst	PMI Project Management Professional
IBM Applied AI Engineering Professional Certificate	PMI Portfolio Management Professional (PfMP)

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

* * * *

1. **Certified Artificial Intelligence Scientist (CAIS)**
Average Pay Premium: 15 percent of base salary equivalent
Market Value Increase: 50 percent (in the six months through October 1, 2025)
2. **Offensive Security Exploitation Expert (OSEE)**
Average Pay Premium: 11 percent of base salary equivalent
Market Value Increase: 9.1 percent (in the six months through October 1, 2025)
3. **Check Point Certified Security Master (CCSM)**
Average Pay Premium: 12 percent of base salary equivalent
Market Value Increase: 33.3 percent (in the six months through October 1, 2025)

IT CERTIFICATIONS ANALYSIS – Winners, cont'd.

4. **Certificate of Cloud Security Knowledge (CCSK)**
Average Pay Premium: 11 percent of base salary equivalent
Market Value Increase: 57 percent (in the six months through October 1, 2025)
5. **PMI Project Management Professional(PMP)**
Average Pay Premium: 11 percent of base salary equivalent
Market Value Increase: 22.2 percent (in the six months through October 1, 2025)
6. **Pegasystems Certified Lead System Architect**
Average Pay Premium: 11 percent of base salary equivalent
Market Value Increase: 10 percent (in the six months through October 1, 2025)
7. **Certified in the Governance of Enterprise IT (CGEIT)**
Average Pay Premium: 11 percent of base salary equivalent
Market Value Increase: 9.1 percent (in the six months through October 1, 2025)
8. **CyberSecurity Forensic Analyst (CSFA)**
GIAC Certified Intrusion Analyst (GCIA)
IBM Applied AI Engineering Professional Certificate
Offensive Security Defense Security Expert (OSSD)
Offensive Security Experienced Penetration Tester (OSEP)
Average Pay Premium: 11 percent of base salary equivalent
Market Value Increase: 9.1 percent (in the six months through October 1, 2025)
13. **Pegasystems Certified Senior Systems Architect**
PMI Portfolio Management Professional (PfMP)
Average Pay Premium: 10 percent of base salary equivalent
Market Value Increase: 11.1 percent (in the six months through October 1, 2025)

IT CERTIFICATIONS ANALYSIS – Biggest 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 28% to 60% percent of their cash pay premium market value in the 24-month period ending October 1, 2025.** Some on this list are now retired or scheduled to be.

Why do certifications lose their 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*.

Adobe/Magento 2 Certified Developer-Associate	HDI Technical Support Professional
Adobe/Magento 2 Certified Developer-Professional	HP ATP - Hybrid IT Solutions V2
AWS Certified Advanced Network - Specialty	HP Master ASE – Hybrid IT Solutions Architect V1
AWS Certified Developer - Associate	IBM Certified Developer - Cognos Analytics
AWS Certified SysOpsAdministrator-Associate (Cloud)	Juniper Networks Certified Professional (JNCIP - all specializations)
Cisco Certified Design Expert (CCDE)	Microsoft Certified Dynamics 365 Associate(all business apps)
Cisco Certified Network Associate (was CCNA Wireless)	Microsoft Certified Solutions Developer (MCSD)
CSX CyberSecurity Practitioner (CSXP)	Microsoft MTA: Windows OS
Dell Data Science Associate (DCA-DS)	Microsoft Office Specialist
Dell Implementation Engineer - Expert (DCE - IE)	NetApp Certified Storage Associate – Hybrid Cloud
retired	Okta Certified Developer
Dell PowerEdge Association(EMC)	Okta Certified Professional
Dell PowerEdge Professional(EMC)	Teradata SQL for Business Users
GIAC Certified Forensics Examiner (GCFE)	Teradata Vantage Architecture
GIAC Critical Controls Certifications (GCCC)	Teradata VantageCloud Lake Associate Certified
GIAC Enterprise Vulnerability Assessor (GEVA)	TIBCO Certified Architect
GIAC iOS and MacOS Examiner	TIBCO Certified Professional
GIAC Web Application Penetration Tester (GWAPT)	VMware Certified Design Expert 6 - Data Center Virtualization

IT Skills & Certifications Pay Data Trend Charts & Analysis

IT Skills and Certifications Pay Index™ – 2nd Quarter 2025 data edition*

- Noncertified IT Skills (Page 15)
- IT Certifications (Page 24)

IT Skills and Certifications Pay Volatility Index™ – 2nd Quarter 2025 data edition *

- Summary (Page 33)
- IT certifications (page 35)
- Non-certified IT skills (page 36)

*All data collected through July 1, 2025

Noncertified IT Skills Data Trend Charts & Analysis

(Data collected through October 1, 2025)

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
Application Security
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

Datadog
Delphi
Drupal
Eclipse
Elixir
Epic Systems applications
Erlang
Ethereum
F#
Flutter
Full Stack Development
Gemini
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
Mokito
NetWeaver
Next.js
NIM
JUnit
Objective-C

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 Analytics
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 AI (Vertex AI, AutoML)
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 Server
Microsoft Internet Information 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/REST Assured
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)

734 Non-Certified IT Skills Reported

Foote Partners News Release – October 9, 2025

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 Iceberg
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
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

734 Non-Certified IT Skills Reported

Foote Partners News Release – October 9, 2025

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 Endevor
Chef/Opscode
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
Fortinet
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

Microsoft Application Virtualization
Microsoft Azure Sentinel
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 Optimization
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

Agentforce
Artificial Intelligence
Artificial Intelligence for IT
Operations Artificial Intelligence
Model Optimization
AWS Codebuild
AWS DevOps
Azure AI/ML services
Azure DevOps
Azure Key Vault
Azure Machine Learning
Azure Monitor
Azure OpenAI
Azure Service Fabric
BERT
Big Data Analytics
BigPanda
Bioinformatics
BMC Helix
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/Customer Engagement
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
Dynatrace platform
E-Discovery
E-Procurement
ERP
Event-Driven Architecture
FinOps
Flink
Flux/Flux.1
ForgeRock
Functional Programming
Functional Testing
Game Development/Gamification
General Data Protection Regulation
Google TensorFlow
Governance, Risk management and Compliance
H2O.ai
HL7
HubSpot
Hugging Face Transformers
Hybrid/human-interpretable reasoning in LLMs
Hyperautomation
Identity access management
ImagineAR
Incident Management
Information management
IT Audit
IT Governance
ITIL V3
IT Service Management/ITSM
Kanban
Keras
Large Language Model/LLM tuning
Lumio AI
Machine Learning
Marketo
Metadata design and development
Microservices
Microsoft SQL Server Analysis Services
Microsoft Visio
MLOps
Model Tuning
Natural language processing
Network Architecture

Management, Methodologies and Process – cont'd.

Neural Networks
NIST/NIST 800
Object Detection/YOLO
ONNX (Open Neural Network Exchange)
OpenCV
Penetration testing
Power BI
Predictive Analytics and Modeling
Prescriptive Analytics
Process Improvement
Program Management
Project management/governance
Prompt Engineering
PyTorch
QlikSense
Quality Automation/Quality Assurance
Quality management/TQM
Quantitative Analysis/Regression
Razor
Requirements Engineering/Analysis
Risk analytics/assessment
Robotic Process Automation
Salesforce Einstein GPT
Scaled Agile Framework (SAFe)
Scikit-Learn
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
Zapier

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

4-YEAR NON-CERTIFIED IT SKILLS PAY TRENDS

(Through 10/1/2025 – 109,872 IT Professionals)

NONCERTIFIED IT SKILLS CATEGORIES	# of skills surveyed	v					
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs	% Change 3 yrs	% Change 4 yrs
Systems/Networking	100	-3.1%	-3.2%	-3.8%	-8.5%	-12.5%	-13.6%
Messaging and Communications	13	-1.8%	-9.8%	-16.7%	-22.5%	-23.6%	-31.0%
SAP & Enterprise Business Applications	137	-2.5%	-5.6%	-8.7%	-13.0%	-17.0%	-19.7%
Apps Development Tools & Platforms	140	-0.8%	-0.6%	-4.2%	-2.4%	-5.1%	-6.8%
Web/e-Commerce Development	102	-2.1%	-3.6%	-2.1%	-4.9%	-6.8%	-8.3%
Data/Database	65	-2.6%	-5.2%	-6.7%	-5.4%	-8.8%	-7.9%
Operating Systems	15	1.4%	2.9%	-0.7%	-1.4%	0.7%	4.4%
Management/Methodology/Process	162	-1.6%	-1.0%	0.9%	4.5%	6.3%	14.9%
ALL NONCERTIFIED SKILLS REPORTED	734	-0.70%	-1.26%	-1.42%	-0.39%	-1.02%	0.93%

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

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

(Through 10/1/2025 – 109,872 IT Professionals)

(Source: Foote Partners LLC, [2025 IT Skills & Certifications Pay Index™](#))



Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 3Q 2025 data edition

HIGHEST PAYING Non-certified IT Skills (cash pay premiums, all 734 skills surveyed, ranked)

These **non-certified IT skills** are among those earning the highest pay premiums (data collected July 1, 2025 to October 1, 2025). **Shown in alphabetical order by the 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 the first time.

1.[Tie] Deep Learning Ethereum Large Language Model/LLM tuning MLOps	5.[cont.] Azure Machine Learning Data Engineering Data Governance Data Science Deployment Automation DevOps FinOps Flink Identity access management Microservices NIST/NIST 800 Predictive Analytics and Modeling Prescriptive Analytics Security auditing Splunk Threat Detection/Modelling/Management Zachman Framework	6.[cont.] Penetration testing PyTorch Quantitative Analysis/Regression Analysis Rust Scaled Agile Framework (SAFe) Security testing Test Driven Development/Scripting	7.[cont.] Security management Software development lifecycle management Stable Diffusion Waterfall
2.[Tie] Amazon Athena Artificial Intelligence for IT Operations Blockchain Computer Vision Convolutional Neural Network Neural Networks Prompt Engineering Risk analytics/assessment	6.[Tie] Artificial Intelligence Azure AI/ML services Azure OpenAI Continuous Integration Cyber Threat Intelligence Data Integration Data Modelling Data Transformation Google TensorFlow Governance, Risk management and Compliance Kanban Keras Natural language processing	7.[Tie] Azure Key Vault Azure Service Fabric Business performance management (software/systems) Capacity Planning/Management Configuration Management Data Migration Data Privacy Data Security Go language (Golang) H2O.ai HL7 Informatica IT Audit IT Governance Metadata design and development Microsoft SQL Server Analysis Services Network Architecture Object Detection/YOLO Program Management Project management/governance Requirements Engineering/Analysis	8.[Tie] Azure DevOps Azure Monitor Big Data analytics COBIT Data Analytics Data Management Gemini GitOps gRPC QA Automation/Quality Assurance Snowflake/Snowflake Schema Test automation Zachman Framework
3.[Tie] Data Strategy Event-Driven Architecture Machine Learning ONNX (Open Neural Network Exchange) Security architecture and models Site Reliability Engineering Smart Contracts	4.[Tie] Apache Airflow Apache Iceberg Apache Ignite Artificial Intelligence Model Optimization Data Architecture DataOps DevSecOps Dynatrace platform	5.[Tie] AWS Codebuild AWS DevOps	

IT Certification Data Trend Charts & Analysis

(Data collected through October 1, 2025)

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 Practitioner (CAIP)
 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 Ethical AI Professional (CEAP)
 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)
 Certified Tester Foundation Level (CTFL) v4.0
 Certified Tester Foundation Level Agile Tester (CTFL-AT)
 Certified Tester Advanced Level Test Analyst (CTAL-TA)

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 Entry Network Technician (CCENT)
 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 Design Proven Professional
 Dell Cloud Services Architect - Expert (DCE - CA)
 Dell Cloud Services Design Proven Professional
 Dell Data Science Associate (DCA-DS)
 Dell Data Science Specialist - Advanced Analytics
 Dell Information Storage and Management Foundations
 Dell Platform Engineer/PowerScale - Specialist
 Dell PowerEdge Association(EMC)
 Dell PowerEdge Professional(EMC)
 Dell PowerMax (all - Maintenance/Install/Operate)
 Dell PowerStore (all - Deploy/Operate)
 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
 Fortinet Network Security Expert (NSE) Level 1
 Fortinet Network Security Expert (NSE) Level 2
 Fortinet Network Security Expert (NSE) Level 3
 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 (GCFE)
 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 - AI Engineer Certification
 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 Applied 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 (MCSO)
 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
 MIT CSAIL Professional Certificate in AI and Machine Learning
 MIT Professional Certificate in Machine Learning & AI
 Mongo DB Associate Data Modeler
 Mongo DB Certified DBA
 Mongo DB Certified Developer
 MongoDB Certified Developer Associate
 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(OCF)
 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 Hyperautomation Specialist
 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 Platform Administrator for 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 Specialist: Natural Language Processing and Computer Vision
 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 VantageCloud Lake Associate Certified
 Teradata Vantage Administration
 Teradata Vantage Data Engineering Certified
 Teradata Vantage Data Science Master
 Teradata Vantage Master 2.0
 Teradata Vantage Architecture
 Teradata Vantage Analytics

Teradata SQL for Business Users
 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

4-YEAR IT CERTIFICATIONS PAY TRENDS

(Through 10/1/2025 – 109,872 IT Professionals)

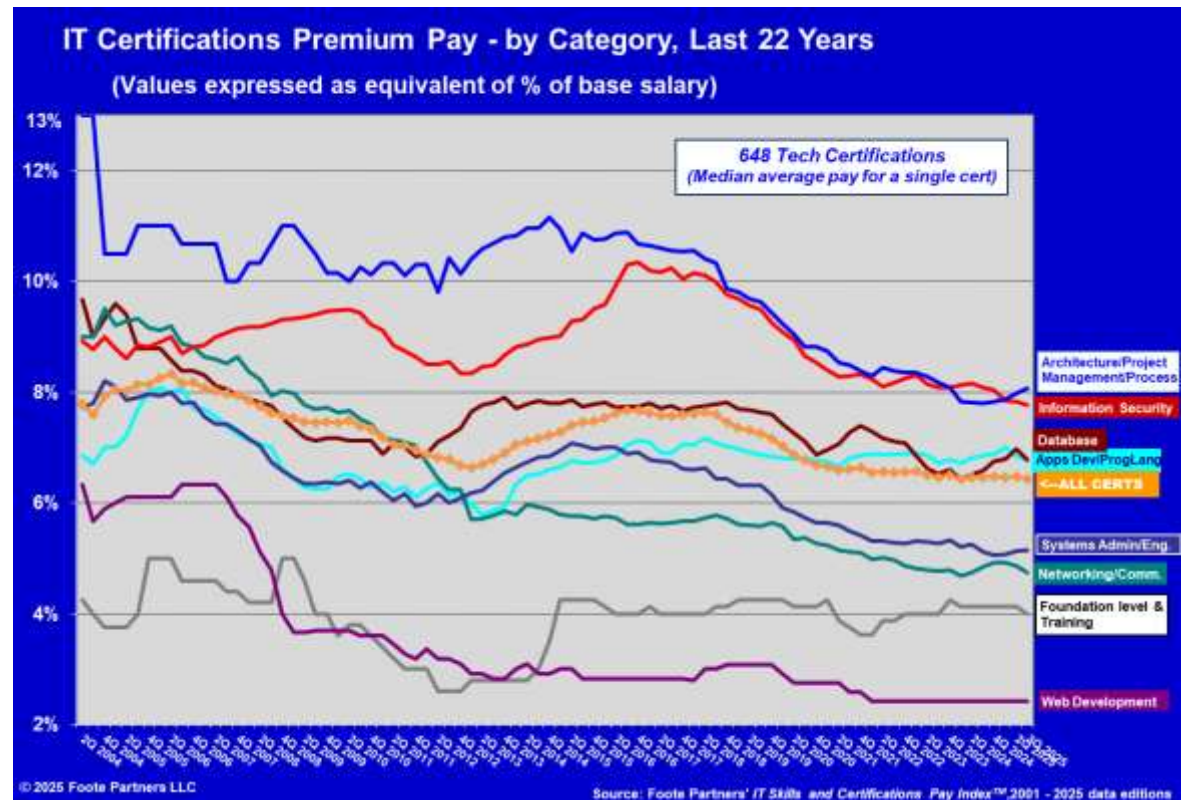
IT CERTIFICATIONS CATEGORIES	# of certs surveyed	Change in Average Premium Pay by Category					
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs	% Change 3 yrs	% Change 4 yrs
Training and Beginner/Foundation level	8	-3.0%	-3.0%	-3.0%	0.0%	3.2%	6.7%
Apps Development/Prog. Languages	74	-1.2%	-3.3%	-1.3%	0.7%	-1.8%	-0.7%
Data/Database	65	-2.6%	-0.2%	3.1%	3.9%	-4.6%	-6.6%
Web Development	12	0.0%	0.0%	0.0%	0.0%	0.0%	-6.4%
Networking & Communications	105	-2.5%	-3.6%	-2.1%	-0.5%	-4.5%	-7.3%
System Administration/Engineering	131	0.3%	1.5%	0.6%	-2.4%	-2.7%	-6.3%
Information/Cyber Security	156	-0.7%	-1.0%	-3.9%	-4.0%	-5.0%	-6.3%
Architecture/Project Management/Process	97	1.2%	2.5%	3.5%	-1.3%	-3.8%	-4.9%
ALL CERTIFICATIONS REPORTED	648	-0.71%	-0.50%	-0.45%	-0.51%	-1.83%	-2.77%

17-YEAR IT CERTIFICATIONS PAY TRENDS BY CATEGORY

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

(Through 10/1/2025 – 109,872 IT Professionals)

SOURCE: Foote Partners 2025 *IT Skills & Certifications Pay Index™*



Pay data supporting these charts available in the *IT Skills and Certifications Pay Index™* – 3Q 2025 data edition

HIGHEST PAYING IT Certifications (cash pay premiums for all 648 certs surveyed, ranked)

These IT certifications are among those earning the highest pay premiums (data collected July 1, 2025 to October 1, 2025). **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 the first time.

2. Certified Artificial Intelligence Scientist (CAIS)	5.[cont.] Offensive Security Defense Security Expert Offensive Security Experienced Penetration Tester Offensive Security Web Expert Oracle Cloud Platform Application Integration Certified Professional Pegasystems Certified Data Scientist Pegasystems Certified Senior Systems Architect PMI Portfolio Management Professional PMI Risk Management Professional	6.[cont.] Pegasystems Certified Pega Business Architect Red Hat Certified Architect: Infrastructure SAS Certified Data Scientist Using SAS 9 SAS Certified Professional: AI and Machine Learning Teradata Vantage Data Science Master
3. GIAC Security Leadership (GSLC)		
4. [Tie] GIAC Strategic Planning, Policy, and Leadership Offensive Security Exploitation Expert (OSEE) Zachman Certified - Enterprise Architect		7.[Tie] Certified Artificial Intelligence Practitioner Certified Business Process Leader Certified Ethical AI Professional Certified Information Privacy Technologist- all countries Certified Information Systems Risk Manager/Mile2 Certified Penetration Testing Engineer Certified Scrum Product Owner - Advanced Certified Scrum Professional - ScrumMaster Certified ScrumMaster EC-Council Certified SOC Analyst EC-Council Web Application Hacking and Security Testing GIAC Certified Forensics Analyst GIAC Experienced Cyber Security Google Certified Professional Cloud Architect Google Professional Machine Learning Engineer IAPP Certified Information Privacy Manager IBM AI Engineering Professional Certificate ITIL Master Mile2 Certified Cloud Security Officer Offensive Security Exploit Developer Open Group Certified Architect PMI Professional in Business Analysis PMI Program Management Professional Prince2 Practitioner Red Hat Certified Specialist in Business Process Design SAFe Certification Salesforce Certified Technical Architect SAS Certified Specialist: Natural Language Processing and Six Sigma Green Belt Six Sigma Master Black Belt
5. [Tie] Artificial Intelligence Engineer (AIE - all tracks) Certificate of Cloud Security Knowledge (CCSK) Certified in the Governance of Enterprise IT (CGEIT) Certified Secure Software Lifecycle Professional Certified Software Quality Manager Check Point Certified Security Master EC-Council Certified Chief Information Security Officer InfoSys Security Engineering Professional (ISSEP/CISSP) MIT CSAIL Professional Certificate in AI and Machine Learning Pegasystems Certified Lead System Architect PMI Project Management Professional TOGAF 9 Certified	6.[Tie] AWS Certified DevOps Engineer - Professional AWS Certified Security - Specialty BTA Certified Blockchain Security Professional Certificate of Cloud Auditing Knowledge Certified Business Continuity Manager/ISO 22301 Certified Business Continuity Professional Certified Cloud Security Professional (ISC2-CCSP) Certified Compliance & Ethics Professional Certified Forensic Computer Examiner Certified Information Security Manager Certified Information Systems Auditor Certified Information Systems Security Professional Certified Kubernetes Security Specialist Check Point Certified Security Expert Cloudera Certified Professional: Data Engineer EC-Council Certified Cloud Security Engineer GIAC Security Operations Manager Google Professional Cloud Developer IBM Certified Solution Advisor - DevOps V2 InfoSys Security Architecture Professional (ISSAP/CISSP) MongoDB Certified DBA Offensive Security Certified Professional Oracle Certified Expert - Java SE Developer (all) Oracle Certified Master - DBA Oracle Certified Master - Java SE Developer Pegasystems Certified Decisioning Consultant	
5.[Tie] Certification of Capability in Business Analysis Certified Enterprise Coach (Scrum/Agile) Certified in Governance, Risk and Compliance Certified in Risk and Information Systems Control Certified Information Privacy Manager- all countries Certified Professional Scrum Product Owner Certified ScrumMaster - Advanced CyberSecurity Forensic Analyst EC-Council Certified Threat Intelligence Analyst GIAC Certified Incident Handler GIAC Certified Intrusion Analyst IBM Applied AI Engineering Professional Certificate Information Systems Security Management Professional (ISSMP/CISSP) Offensive Security Certified Expert		

SOURCE: Foote Partners 2025 [IT Skills & Certifications Pay Index™](#) – 3Q 2025 data edition

2025 IT Skills & Certifications Pay Volatility Index™

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

(Data collected through October 1, 2025)

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

Pay 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 decrease from July 1, 2025 to October 1, 2025** to compared to the prior quarter 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, 2025)

TOTAL: All Skills and Certifications

- **29.5%** of skills and certifications (404 of 1,371) recorded a change in cash pay this quarter, one point higher than **28.2%** in the prior quarter, when 387 of 1,371 changed. This was higher than the **27.4%** average quarterly pay volatility over the last two years.
- **161 gained value** while **243 declined** in value in 3rd Quarter 2025, **significantly different than the 190 and 196 vectors, respectively, in the 2nd quarter.**

CERTIFIED SKILLS

- **21.1%** of reported certifications(137 of 648) changed value in the 3rd Quarter 2025, a more than 2-point increase compared to the **18.7%** (121 of 648) pay volatility in the prior quarter and exactly equal to the 21.1% two-year average certifications pay volatility
- **50 certifications gained** market value, while 87 declined in value, **a significantly different trend from the 67 gains and 54 declines, respectively, in the prior quarter.**

NONCERTIFIED SKILLS

- **36.9%** of reported IT skills (267 of 723) changed value in the 3rd Quarter 2025, unchanged from the **36.7%** (265 of 723) pay volatility in the prior quarter.
- **111 noncertified skills gained** market value, while 156 declined in value in the 3rd Quarter 2025, compared to 123 and 142, 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.

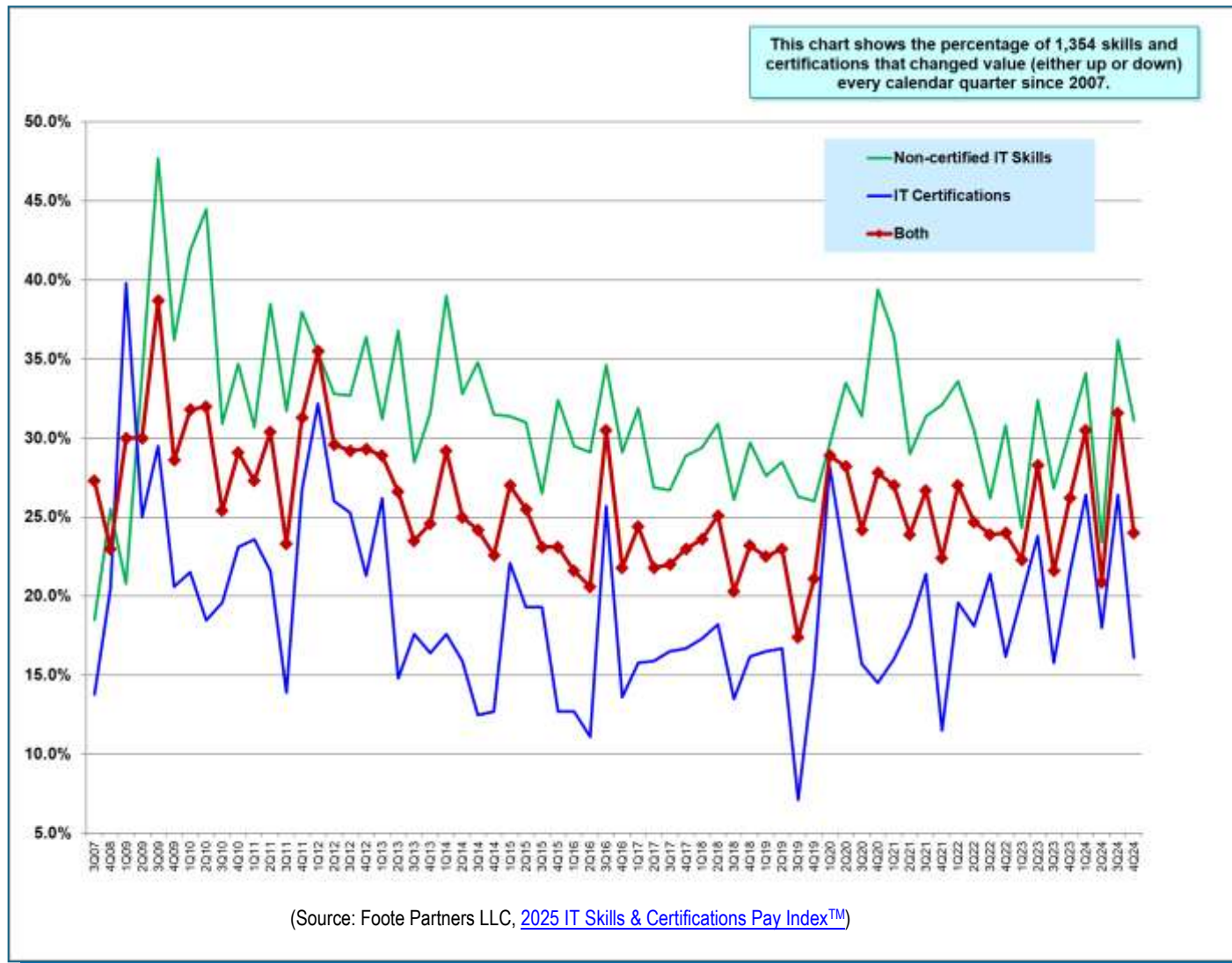
Quarterly volatility for all 1,382 certified and non-certified skills in the last two years has been widely variable, in the 21% to 31% range. This is an important shift trend that we believe signals a move that employers are taking a more long-term view to building their tech workforces for evolving 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.

(Source: Foote Partners LLC, [2025 IT Skills & Certifications Pay Index™](#))

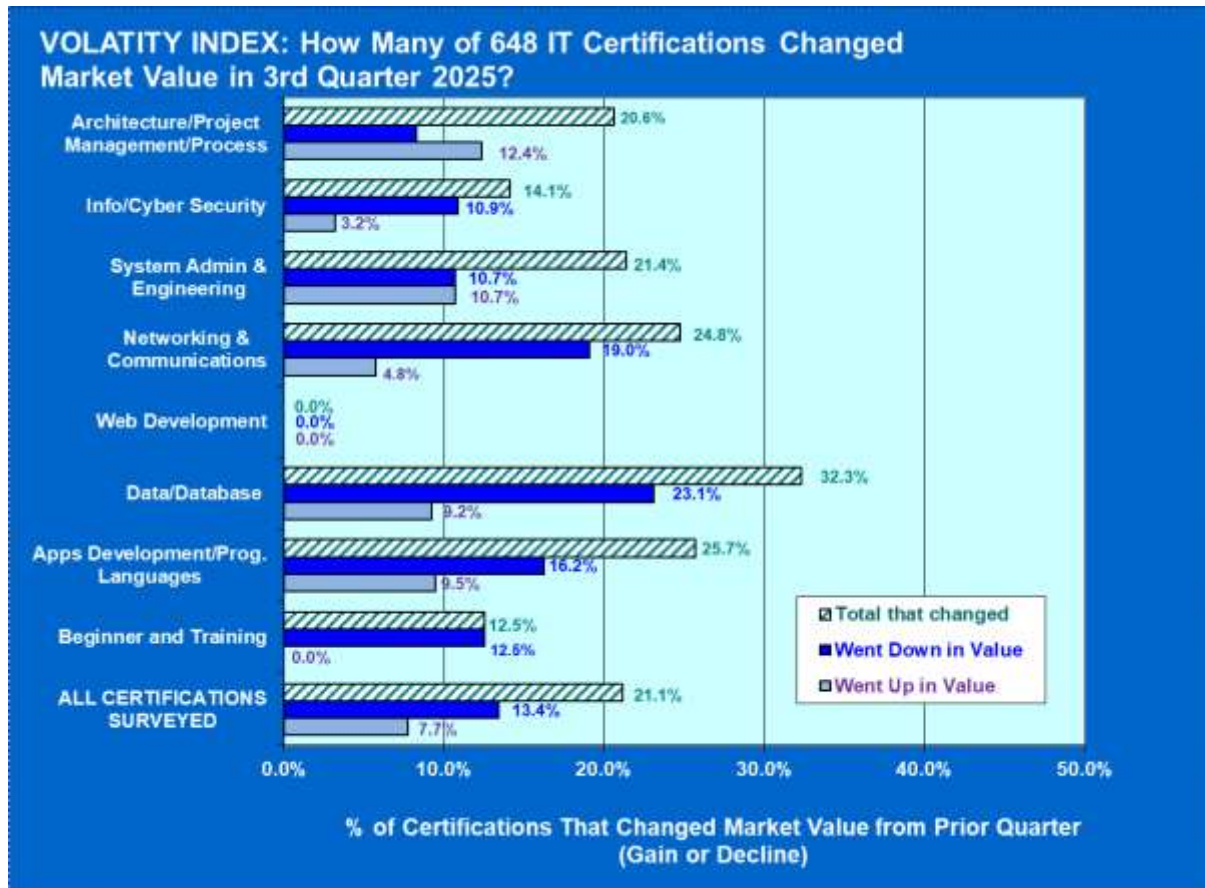
VOLATILITY HIGHLIGHTS - 18 Year Trending

IT Skills and Certifications Volatility Index™ – 1,382 Skills and Certifications



(Source: Foote Partners LLC, [2025 IT Skills & Certifications Pay Index™](#))

VOLATILITY HIGHLIGHTS IT Certifications – 3rd Quarter 2025 datasets



(Source: Foote Partners LLC, [2025 IT Skills & Certifications Pay Index™](#))

IT Skills and Certifications Volatility Index™
3Q 2025 data edition findings: Tech Certifications

IT Certifications Volatility Highlights

Among all 648 certifications reported in the prior quarter, **highest quarterly volatility (≥15%)** occurred in these segments (ranked highest to lowest):

- Data/Database
- Applications Development/Programming Languages
- Networking & Communications
- Systems Admin/Engineering
- Architecture/PM/Process

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

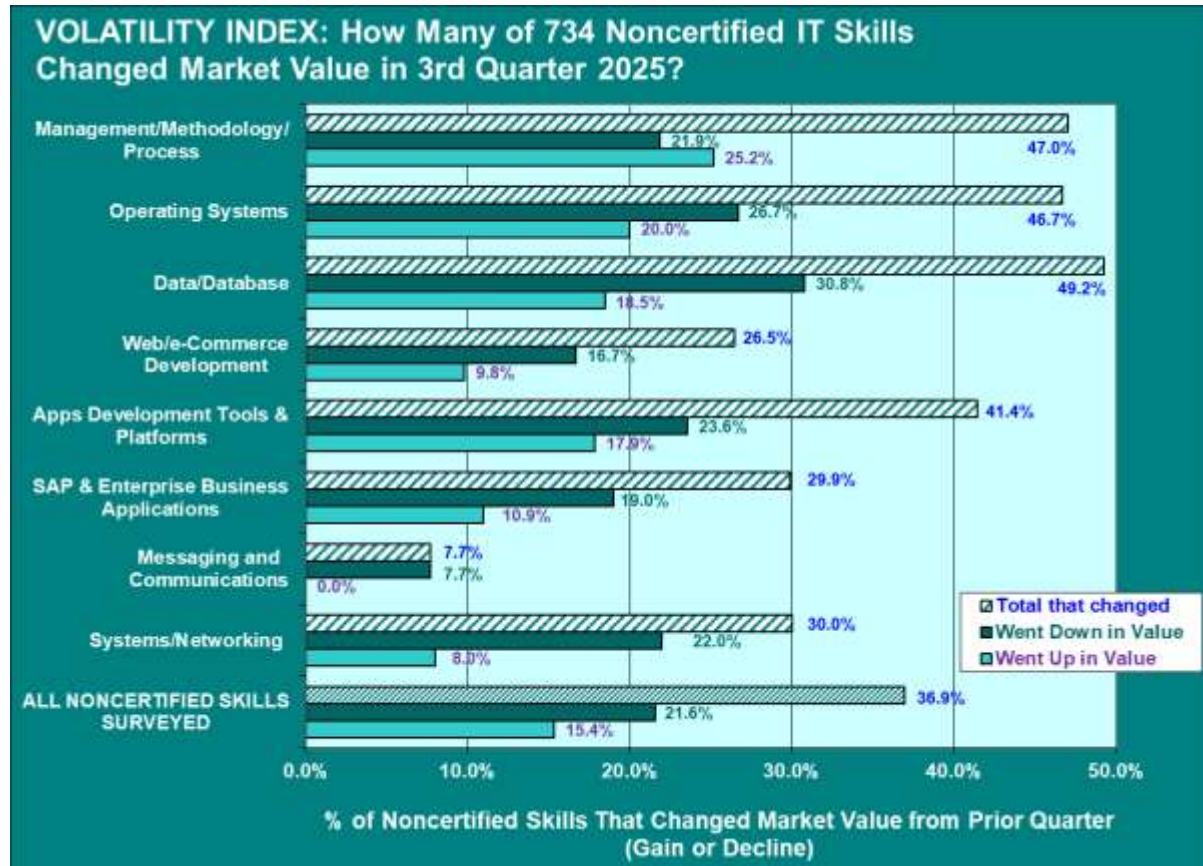
- Data/Database
- Networking & Communications

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

- Architecture/PM/Process
- Systems Admin/Engineering

(Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 3Q 2025 quarterly data edition)

VOLATILITY HIGHLIGHTS Non-certified IT Skills – 3rd Quarter 2025 datasets



(Source: Foote Partners LLC, [2025 IT Skills & Certifications Pay Index™](#))

IT Skills and Certifications Volatility Index™
3Q 2025 data edition findings: Non-certified IT Skills

Non-certified IT Skill Pay Volatility Highlights

Among all 734 noncertified IT skills reported this quarter, high volatility (>20%) occurred in all segments (ranked highest to lowest):

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

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

- Data/Database
- Operating Systems
- Applications Development Tools & Platforms
- Systems /Networking
- Management/ Methodology/Process

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

- Management/ Methodology/Process
- Operating Systems
- Data/Database
- Applications Development Tools & Platforms

(Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 3Q 2025 quarterly data edition)

2025 IT Skills and Certifications Pay Index™ (3rd Quarter 2025 datasets)

- Pay premiums for **1,382 certified and noncertified IT skills**
 - Three data points for each position: 10th, 50th, 90th percentile
- Verified and validated IT skills pay data from **109,872 IT professionals at 4,865 employers** in US and Canada
- Current data collected through October 1, 2025 (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 456,795 tech professionals at 4,661 employers in 83 U.S. and Canada cities are reported for IT salaries and skills pay earned for 280 positions and 1,382 certified and noncertified technical and business skills. Verified and validated pay data for 105,273 tech workers has been included in the 1st Quarter 2025 data edition of the ITSCPI, compiled from data collected through April 1, 2025.

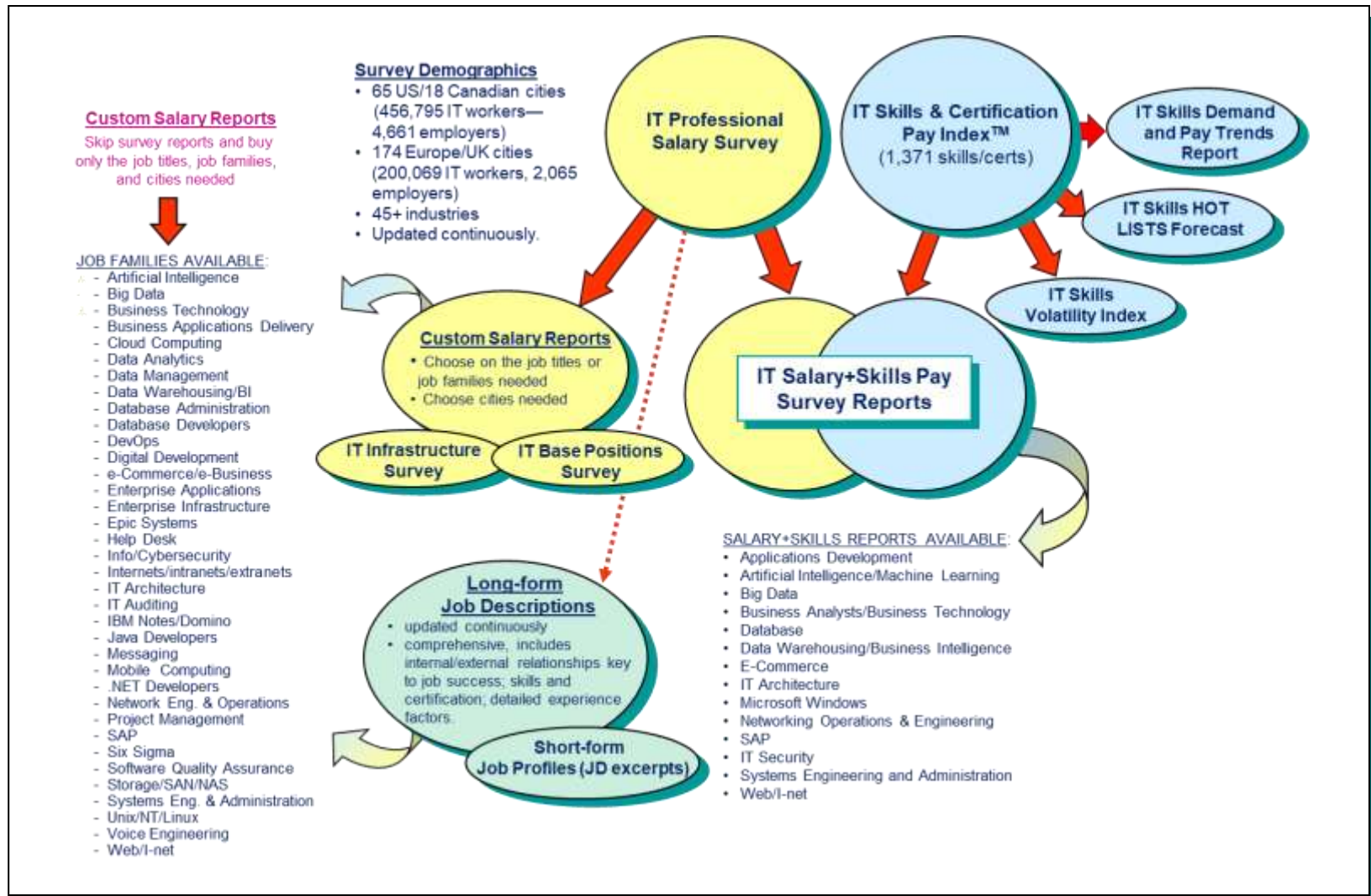
Demographics of the participating organizations for our latest update are as follows, measured most appropriately for the type of business, by revenues, assets, total premiums and operating budgets:

- 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™](#)
[IT Skills and Certifications Pay Volatility Index](#)

Foote Partners 2025 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 4,661 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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