

OCTOBER 2019 REPORT



TOP 10 Certifications

| Top Certifications Oct 19 | # of Job Postings | Change from Sept 19 |
|---------------------------|-------------------|---------------------|
| Security Clearance | 137 | -44 |
| CISSP | 132 | 0 |
| Project Management Pro. | 80 | +1 |
| CISA | 69 | +10 |
| CCNA | 68 | +6 |
| IAM | 67 | +5 |
| CISM | 59 | +7 |
| Secret Clearance | 59 | +13 |
| BPM | 48 | Returning |
| MCSE | 43 | +4 |

TOP 10 Skills

| Top Skills Oct 19 | # of Job Postings | Change from Sept 19 |
|----------------------|-------------------|---------------------|
| Software Development | 514 | -36 |
| Java | 510 | -38 |
| SQL | 449 | -79 |
| SDLC | 404 | +23 |
| JavaScript | 366 | -19 |
| Linux | 363 | +12 |
| HTML | 349 | -13 |
| Quality Assurance | 340 | -11 |
| Microsoft Office | 323 | -10 |
| Python | 321 | Returning |

TOP 10 Hirers of Tech Talent

| Top Hirers Oct 19 | # of Job Postings | Change from Sept 19 |
|------------------------|-------------------|---------------------|
| Oracle | 227 | +16 |
| Deloitte | 196 | +73 |
| ACCENTURE | 98 | +10 |
| GARMIN | 93 | -5 |
| Cerner | 85 | -6 |
| Humana Inc. | 70 | -8 |
| Pricewaterhousecoopers | 69 | -7 |
| Jarvis Cole | 67 | New |
| H&R Block | 51 | Returning |
| SAIC | 47 | New |

KC vs US JOB POSTINGS



TOP 10 OCCUPATIONS

| Top Occupations October 19 | # of Positions | Change from Sept 19 |
|----------------------------|----------------|---------------------|
| Project Manager | 946 | -27 |
| Software Engineer | 944 | -21 |
| Senior Software Engineer | 717 | -16 |
| .net Developer | 664 | -39 |
| Java Developer | 657 | -27 |
| Network Engineer | 633 | -3 |
| System Administrator | 619 | -9 |
| Application Developer | 429 | -13 |
| Software Developer | 419 | -14 |
| Business Analyst | 416 | Returning |
| TOTAL | 6,444 | |

Report produced by the KC Tech Council | kctechcouncil.com

Data source: TalentNeuron by CEB Global, a Gartner Company | gartner.com

This data was collected early October, 2019.



DATA TREND REPORT

OCTOBER 2019

Thought leadership provided by ECCO Select

DATA INSIGHT

The United States' open job postings for October decreased by -2.6% from September. The Kansas City open job postings also experienced a decrease of -3.2%. The Top 10 Occupations continue to decline across all job postings for October. Those that experienced double-digit decreases were .net Developer (-39), Project Manager (-27), and Software Engineer (-21). However, Business Analyst returned to The Top 10 Occupations. (last seen in June 2019).

This month, there were several increases within The Top 10 Certifications. Secret Clearance increased (+13), and CISA (+10) had risen from last month. Security Clearance had the highest decrease (-44), which has been declining since June 2019. Returning this month is BPM (last seen in August 2019).

The Top 10 Skills for October had several decreases as opposed to last month. The most significant drops included SQL (-79), Java (-38), and Software Development (-36). The only two increases for October were SDLC (+23) and Linux (+12). Python, which appeared last in August 2019, returned to the Top 10 Skills.

The Top 10 Hirers of tech talent in October had a variety of changes. Oracle continues to lead the Top 10 with 227 (+11) postings. For the first time since July 2019, Deloitte had a +73 increase in postings. There are two new Top 10 Hirers this month, Jarvis Cole and SAIC. The one returning hirer is H&R Block, also from in August 2019.

EMERGING IT MARKET TRENDS

LinkedIn, Monster, Indeed and CareerBuilder are just a few of the numerous recruiting platform tools that are available in the market today. Each tool comes with various pricing levels, automated workflows, and features that allow talent acquisition professionals to enhance their sourcing efforts. It has become evident that to be competitive in a low employment market, you not only have to have a robust talent pool, but you also need to have the right technology in place to be successful in securing top talent¹.

How does one compare, let alone keep up with the emerging recruiting platforms and maintain the data needed and provided by the platforms? These are complex and time-consuming tasks. As automation has played a significant role in advancing productivity within the recruiting process, the quality, and human instinct of identifying key personnel is diminished by a lack of human interaction. Having a balance between recruiting platforms and personal collaboration is a tricky task.

ECCO Select has over 20 years of experience adapting to technological trends, analyzing recruiting platforms, and consistently growing our internal network of qualified IT professionals. As these markets continue to evolve, let ECCO Select focus on managing the recruiting platforms and the identification of key personnel so that you can focus on your organization's business. ECCO maintains a robust talent pool and utilizes "best practices" of recruitment to find the "Talent behind the Technology" for your organization.

Author: Patrick Dalley | Director of Operations
pdalley@eccoselect.com

¹Morse, Melissa. "The Latest Trends in Job Boards and Recruiting Automation." HR Daily Advisor, 17 Sept. 2019, <https://hrdailyadvisor.blr.com/2019/09/17/the-latest-trends-in-job-boards-and-recruiting-automation/>.

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816.960.3800
ITSolutions@eccoselect.com

www.eccoselect.com