

NOVEMBER 2019 REPORT



TOP 10 Certifications

Top Certifications Nov '19	# of Job Postings	Change from Oct '19
Security Clearance	165	+28
CISSP	163	+31
Project Management Pro.	103	+23
CISA	82	+15
CCNA	79	+11
CISM	65	+6
IAM	65	-2
MCSE	57	+14
CCNP	54	New
CSM	49	Returning

TOP 10 Skills

Top Skills Nov '19	# of Job Postings	Change from Oct '19
Java	615	+105
Software Development	595	+81
SQL	550	+101
Best Practices	531	New
SDLC	456	+52
Oracle	439	New
Microsoft Office	432	+109
Linux	407	+44
JavaScript	401	+35
Python	384	+63

TOP 10 Hirers of Tech Talent

Top Hirers Nov '19	# of Job Postings	Change from Oct '19
Oracle	232	+5
Avacend, Inc.	210	New
Deloitte	196	0
GARMIN	124	+31
Cerner	103	+18
Accenture	96	-2
Pricewaterhousecoopers	72	+3
Jarvis Cole	66	-1
Humana Inc.	63	-7
H&R Block	63	+12

KC vs US JOB POSTINGS



TOP 10 OCCUPATIONS

Top Occupations November '19	# of Positions	Change from Oct '19
Software Engineer	950	+6
Project Manager	920	-26
Senior Software Engineer	716	-1
.net Developer	679	+15
Java Developer	673	+16
Network Engineer	649	+16
System Administrator	629	+10
Application Developer	446	+17
Software Developer	430	+11
Web Developer	421	Returning
TOTAL	6,513	

Report produced by the KC Tech Council | ktechcouncil.com

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

This data was collected early November, 2019.



DATA TREND REPORT

NOVEMBER 2019

Thought leadership provided by ECCO Select

DATA INSIGHT

The United States' open job postings for November increased by 12.24% from October; this is the largest recorded increase thus far for 2019. The Kansas City open job postings also experienced its largest increase for 2019 with a +18.32% rise from last month.

The Top 10 Occupations had several increases for November. The highest increases included Application Developer (+17), Network Engineer (+16), and Java Developer (+16). The largest decrease was Project Manager with a drop in -26 postings. Web Developer has returned to the Top 10 Occupations, which appeared last in September.

November has experienced many increases within The Top 10 Certifications as well. Security Clearance (+28), CISSP (+31), and Project Management Pro. (+23) are leading the Top 10 Certifications and number of postings. IAM was the only certification that experienced a decrease in November (-2). There is one new certification that has made the list this month, CCNP. CSM is returning to The Top 10 Certifications, which seen last in May 2019.

The Top 10 Skills for November experienced increases across the board. The most significant growths included Java (+105), Microsoft Office (+109), and SQL (+101). There are two new Top 10 Skills for November, Best Practices (531) and Oracle (439).

The Top 10 Hirers of tech talent in November had a variety of changes. Oracle continues to lead the Top 10 with 232 (+5) postings. There is a new Top 10 Hirer for November, Avacend, Inc. coming in second with 210 postings. Garmin (+31) and Cerner (+18) had the largest increases in number of job postings from October.

EMERGING IT MARKET TRENDS

As we approach the holiday season and begin preparing for 2020 recruitment trends, research illustrates that information technology recruitment is not slowing down any time soon. In 2018, there were 18% more new infotech hires than in 2017, whereas all other new hires had an overall increase of 14% (iCIMS).

With 43 applicants per hire in 2018, employers only filled six tech positions for every ten they posted (iCIMS). Outside of information technology positions, employers were filling 12 positions for every ten openings. Not only do employers have a difficult time finding the right qualified candidate for tech positions, but it is also now taking them on average 66 days to hire them (iCIMS).

Why are employers routinely challenged with filling information technology roles? Recruitment platforms, sourcing tools, and career sites are quickly evolving, resulting in a highly competitive and limited talent pool. By partnering with ECCO Select, employers can rest assured that their tech positions are in good hands. Our candidate network databases, highly qualified recruiters, and state of the art recruiting platforms allow ECCO Select to be the first to locate the perfect candidate for your organization.

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"How to Prepare for Tech Hiring in 2020." Hiring Insights Blog, ICIMS, 8 Nov. 2019, <https://www.icims.com/hiring-insights/for-employers/article-how-to-prepare-for-tech-hiring-in-2020>.

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