

MARCH 2020 REPORT



KC vs US JOB POSTINGS

KC | 3,976

+102 since Feb '20

US | 549,506

-25,857 since Feb '20

TOP 10 OCCUPATIONS

| Top Occupations March '20 | # of Positions | Change from Feb '20 |
|---------------------------|----------------|---------------------|
| Software Engineer | 936 | -31 |
| Project Manager | 912 | -4 |
| Senior Software Engineer | 715 | +1 |
| Network Engineer | 661 | -6 |
| Java Developer | 643 | -41 |
| .net Developer | 615 | -41 |
| System Administrator | 613 | -4 |
| System Engineer | 425 | +1 |
| Software Developer | 419 | -7 |
| Application Developer | 386 | -20 |
| TOTAL | 6,325 | |

TOP 10 Certifications

| Top Certifications Mar '20 | # of Job Postings | Change from Feb '20 |
|----------------------------|-------------------|---------------------|
| Security Clearance | 198 | -50 |
| CISSP | 142 | -5 |
| PMP | 94 | -7 |
| CCNA | 86 | -16 |
| Secret Security Clearance | 83 | -49 |
| CISA | 74 | +3 |
| Federal Legislation | 72 | New |
| IAM | 67 | 0 |
| CCNP | 59 | -8 |
| CISM | 58 | -3 |

TOP 10 Skills

| Top Skills Mar '20 | # of Job Postings | Change from Feb '20 |
|------------------------|-------------------|---------------------|
| Computer Science | 1066 | +98 |
| Analysis | 839 | New |
| Testing | 831 | New |
| Architecture | 748 | +260 |
| Information Technology | 737 | +106 |
| Security | 737 | New |
| Best Practices | 729 | +52 |
| Software Development | 724 | +58 |
| SQL | 709 | +71 |
| Implementing | 642 | New |

TOP 10 Hirers of Tech Talent

| Top Hirers Mar '20 | # of Job Postings | Change from Feb '20 |
|------------------------|-------------------|---------------------|
| Avacend, Inc. | 248 | -6 |
| Oracle | 171 | +13 |
| Deloitte | 170 | -28 |
| GARMIN | 130 | -4 |
| Cerner | 115 | -8 |
| PricewaterhouseCoopers | 111 | +48 |
| Accenture | 99 | 0 |
| Sprint Corporation | 88 | +11 |
| Humana | 65 | -29 |
| Burns & McDonnell | 46 | Returning |

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 March, 2020.



DATA TREND REPORT

MARCH 2020

Thought leadership provided by ECCO Select

DATA INSIGHT

For March, there is a slight decline in postings and certifications. However, there are many new skills on the rise as we dive into the end of Q1 2020. The United States' open job postings for March decreased by 4.6% from February. Contrarily, Kansas City experienced a slight increase in new postings of 2.6%.

The Top 10 Occupations had a steady decline in activity for March. Software Engineer continues to remain in the number one spot with 936 postings. Senior Software Engineer and System Engineer are the only occupations with an increase for March (+1). Java Developer and .net Developer had the highest decreases with -41 postings each. March's Top 10 Certifications continues to be led by Security Clearance; however, this certification had the highest decrease this month with -50 postings. Federal Legislation is a new certification to make the Top 10, with 72 postings. CISA is the only certification for March that experienced an increase in the number of postings (+3).

The Top 10 Skills for March have increased across the board, as well as four new skills to make the Top 10. Computer Science continues to lead the Top 10 with +98, and Architecture has the overall most significant increase with +260 postings. The four new skills to make the March Top 10 Skills include Analysis (839), Testing (831), Security (737), and Implementing (642).

The Top 10 Hirers of Tech Talent in March had a few increases this month. Avacend, Inc. continues to lead the Top 10 Hirers of Tech Talent with 248 postings (-6). The new returning hirer of Tech Talent for March is Burns & McDonnell (last seen in January 2020) with 46 postings. PricewaterhouseCoopers has the largest increase in postings this month with +48 listings.

EMERGING IT MARKET TRENDS

As our world continues to be progressively digital, technical platforms are enhancing faster than businesses can keep up with, let alone be aware of the latest and greatest best practices. Finding and retaining tech talent to assist in digital transformation efforts can be very difficult if not advertised effectively. IT professionals receive up to 32 solicitations a day from recruiters all over the world (Stewart). What differentiates your company's technical job postings from the competition?

Considering 73% of job candidates are passive job searchers (Stewart), technical job postings need to stand out from the rest to get any traction. There are five key recruitment strategies to enhance your IT outreach and to increase your technical candidate pool.

1. **Competitive Compensation Package:** Did you know that adding the salary range to your job description can result in 30% more candidates?
2. **Interesting Problems to Solve:** Job descriptions are much more engaging when the candidate understands what business problems the company is trying to solve with this position.
3. **Technology and Development:** As technology becomes increasingly complex, it is important to advertise the development and training opportunities available.
4. **Leadership Knowledge:** Promoting leadership support for technical initiatives and projects is critical. Candidates are excited to hear that the company leadership is knowledgeable, aware, and understands the importance of investing in specific technologies for the benefit of the business.
5. **Culture:** An estimated 45% of technical job seekers claim company culture is a top factor when considering a job offer (Stewart).

ECCO Select embraces these five recruitment strategies as well as several others to ensure your team receives the best quality candidates for your IT positions. Our recruiters have years of experience in identifying hard to fill positions in a saturated market. Contact us today to learn more about how we can help support your organization!

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Stewart, Amy. "How to Incentivize Top Tech Talent in a Competitive Job Market." *Payscale - Retention, Payscale*, 26 Feb. 2020, www.payscale.com/compensation-today/2020/02/how-to-incentivize-top-tech-talent-in-a-competitive-job-market.

GET IN TOUCH



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