

AUGUST 2020 REPORT



JOB POSTINGS

KC | 3,752 US | 449,312
+329 since July '20 +31,838 since July '20

TOP 10 OCCUPATIONS

Occupation Title	# of Current Postings	Change from Last Month
Computer User Support Specialist	999	+77
Software Developer	944	+98
Network and Computer Systems Administrator	502	-7
Computer Systems Engineer/Architect	297	+36
Information Technology Project Manager	193	+46
Information Security Analyst	190	+2
Software Quality Assurance Analyst & Tester	171	+31
Computer Systems Analyst	148	+17
Web Developer	101	+10
Database Administrator	55	+9

TOP 10 CERTIFICATIONS

Certification Title	# of Current Postings	Change from Last Month
Secret Clearance	103	+3
CISSP	67	+12
CCNA	54	+7
CCNP	47	+4
PMP	44	+3
MCSE	28	+3
CISM	27	+8
CISA	26	+9
CCIE	25	-2
C/EH	24	New

TOP 10 HARD SKILLS

Skill Title	# of Current Postings	Change from Last Month
Computer Programming/Coding	693	+14
Structured Query Language	608	+45
Agile	568	+109
Java	538	+46
Python	398	+24
Microsoft Azure	392	+108
JavaScript	383	+20
Linux	372	+9
Oracle	351	Returning
Amazon Web Services	331	+47

TOP 10 EMPLOYERS

Employer Title	# of Current Postings	Change from Last Month
Oracle	148	+51
Humana	136	+15
Garmin*	128	+78
Cerner*	108	-9
Avacend Corporation	92	-12
Honeywell	79	+37
H&R Block	54	+10
Diverse Lynx	45	-2
The Accuro Group Inc	38	+4
Perspecta	34	Returning

* Numbers for this company include job postings that may have previously been listed under an alternate name, or with an extension (like Corp. or Intl.) in the name. No duplicate listings are counted.

Report produced by the KC Tech Council | kctechcouncil.com

Data source: JobsEQ, a tool produced by Chmura | <http://www.chmuraecon.com/jobseq/>
This data was collected early September, 2020.

THE TECH CHECKPOINT | AUGUST 2020

DATA INSIGHT

The KC Tech Checkpoint report illustrates growth in each key focus area for the month of August. The Kansas City metro area increased by 9.6% with 3,752 total postings. The United States' job postings also increased by 7.6% for a total of 449,312 postings. This is a refreshing turn of events in the job market, and we hope to continue seeing positive trends during this unprecedented time.

All Top 10 Occupations for August experienced an increase in their total number of postings except for one, Network and Computer Systems Administrator (-7). The Computer User Support Specialist continues to lead the Top 10 Occupations for the third month in a row with 999 postings. Software Developer followed as a close second with 944 postings and experienced the largest amount of growth with +98 postings.

August's Top 10 Certifications introduced Certified Ethical Hacker (C/EH). As we are nearing the election, it will be interesting to see how the Top 10 Certifications adjust to accommodate the political events. Secret Clearance leads the Top 10 with 103 postings for this month (+3). CCIE was the only certification to experience a decrease in postings for August with a total of 25 (-3).

August's Top 10 Hard Skills had dramatic increases. Computer Programming/Coding continues to lead The Top 10 with 693 postings (+14). Agile had the highest growth from July with 568 postings (+109). Oracle returns to the Top 10 Hard Skills with 351 total postings (last seen in February 2020).

The Top 10 Hirers of Tech Talent for August welcomes a returning employer to the Top 10 this month, Perspecta (34 postings, last seen in February 2020). Oracle leads the Top 10 Hirers for August with 148 postings (+51). Avacend Corporation had the largest decrease with 92 total postings (-12). Garmin experienced the highest increase with a new total of 128 postings (+78).

EMERGING IT TRENDS

These past few months have encompassed many new themes for businesses worldwide: job uncertainty, volatile markets, and unpredictable forecasts. How companies have reacted and adapted to the new normal is separating them from their competition today. How many of these recent changes will be permanent moving forward? How will these changes impact the IT industry? Here are five major trends that will need to be accounted for to ensure sustained success and growth.

Digitalization: Companies must go online. E-commerce is seeing a 500% increased growth rate, and even online grocery shopping has seen an increase in 33% new users. Postponing digital transformation projects is no longer an option. Having an IT team that can quickly execute these projects will be key.

Remote Talent: Businesses are looking at cost-effective ways to operate in a leaner capacity. Whether that is replacing essential operational tasks with automation or enforcing a remote workforce to save on overhead costs, there is immense pressure to retain a highly-skilled workforce that can still fulfill business demands. Retaining effective, flexible resources is important to continue adapting to environmental expectations.

Demand Simplification: Consumers' values and interactions are changing. People are staying in more, spending more time with family, traveling less. If your industry is impacted by this change of events, your business may not have the budget to compete in adopting digital enhancements as well as employ highly skilled IT professionals. Identifying a few, comprehensive skilled resources is key.

Talent Analytics: Deciding to hire an IT resource for a project or a position should not be a difficult decision. Talent analytics can reduce the time and cost associated with in house recruitment. Identifying hard skills, as well as soft skills will help businesses improve the strengths of their people.

Sustainability: Bend, do not break, is the new mentality across businesses nationwide. Creating a business model that can flex with recent changes or be rerouted for execution is key to success in this unstable environment. Providing flexible staffing solutions, reshoring, or diversifying your workforce are all actions that can help create a further sustained business model.

Employing a workforce that can assist you in digital transformation projects, work effectively in a remote or flexible environment, encompass a comprehensive skill set, and align with your resource expectations is incredibly important for your organization's ability to overcome the environmental setbacks. ECCO Select has been recruiting and identifying these key resources for over 25 years. Our highly skilled recruiting team understands what organizations need in today's unstable state and will work with your leadership team to provide the skillsets and strengths required to fulfill your resource vacancies.

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Berendt, P. (2020, August 07). Council Post: Five Trends That Will Shape The IT Sector In The New Reality. Retrieved September 07, 2020, from <https://www.forbes.com/sites/forbestechcouncil/2020/08/10/five-trends-that-will-shape-the-it-sector-in-the-new-reality/>