

NOVEMBER 2020 REPORT



JOB POSTINGS

KC | 3,761 US | 437,023
-260 since October '20 -28,031 since October '20

TOP 10 OCCUPATIONS

Occupation Title	# of Current Postings	Change from Last Month
Software Developer	990	-57
Computer User Support Specialist	936	-100
Network and Computer Systems Administrator	456	-61
Computer Systems Engineer/Architect	326	-8
Information Security Analyst	275	+31
Information Technology Project Manager	175	-26
Software Quality Assurance Analyst & Tester	174	+5
Computer Systems Analysts	118	-23
Web Developer	95	-16
Database Administrator	61	+3

TOP 10 CERTIFICATIONS

Certification Title	# of Current Postings	Change from Last Month
CISSP	103	+31
Secret Clearance	84	-4
PMP	47	-10
CCNA	42	-1
CISM	41	+13
CCNP	35	-1
CCIE	28	-3
CISA	23	Returning
C/EH	21	+1
A+ CERTIFICATION	20	-3

TOP 10 HARD SKILLS

Skill Title	# of Current Postings	Change from Last Month
Computer Programming/Coding	696	-75
Structured Query Language	625	-27
Agile	621	-65
Java	592	-6
Linux	467	+7
Python	463	+15
Microsoft Azure	441	-11
Oracle	438	-4
Amazon Web Services	412	-6
JavaScript	412	-50

TOP 10 EMPLOYERS

Employer Title	# of Current Postings	Change from Last Month
Oracle	262	+8
Humana	164	-39
Garmin*	142	-17
Cerner*	102	-2
IBM	70	+3
Diverse Lynx	55	+2
CTG	50	+7
Honeywell	42	-12
The Accuro Group Inc	38	-3
The University of Kansas Health System	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 December, 2020.

THE TECH CHECKPOINT | NOVEMBER 2020

DATA INSIGHT

The KC Tech Checkpoint report for November continues to illustrate a downward trend in total postings for both Kansas City and the United States. Typically, the job market tends to slow down around the holiday season, however, the pandemic's effect on businesses nationwide persists. The job postings for the Kansas City metro area decreased by 6.7% with 3,761 total postings. The United States job postings for November also experienced a decrease by 6.2% for a total of 437,023 postings.

The Top 10 Occupations for November experienced a decrease in the majority of their total number of postings except for three occupations, Information Security Analyst (+31), Software Quality Assurance Analyst & Tester (+5), and Database Administrator (+3). Computer User Support Specialist experienced the largest decrease from October with -100 postings for a total of 936 postings.

For the first time since June 2020, November's Top 10 Certifications has a new leading certificate, CISSP with 103 postings (+31). Secret Clearance follows as a close second with 84 postings for this month (-4). CISM experienced an increase in total postings for November with +13 for a total of 41. There is one returning certification for November (last seen in September 2020), CISA makes the top 10 with a total of 23 postings.

The Top 10 Hard Skills for November also experienced several decreases this month. Computer Programming/Coding continues to lead The Top 10 for the sixth month in a row, however, it also experienced the largest decrease from October with 696 postings (-75). Python had the highest increase from last month with 463 postings (+15). Linux was the only other Top 10 Hard Skill to experience an increase for November, 467 total postings (+7).

The Top 10 Hirers of Tech Talent welcomes a new employer to the Top 10, The University of Kansas Health System (34 postings). Oracle continues to lead the Top 10 Hirers for November with 262 total postings (+8). Humana had the largest decrease for a second month in a row with 164 total postings (-39). Garmin experienced the second largest decrease from last month with a total of 142 postings (-17).

EMERGING IT TRENDS

There is no doubt that the sacrifices businesses and families have had to endure because of the 2020 Covid-19 pandemic have been incredibly life-changing. Homeschooling, closed day cares, canceled carpools and remote work have reaped havoc on families nationwide, especially women.

According to a recent study, one in four women are considering slowing down their career path or leaving the workforce all together due to several factors such as burnout, support, flexibility, lack of elder and childcare. Several key industries, such as information technology, have made immense strides in bringing women into male-dominated occupations over the last few decades. As an organization, how can you help retain women in your workplace and support their needs to be successful?

Tailored Solutions – Everyone's situation is unique. Whether it is reworking one's weekly schedule or providing alternative work locations, flexibility is essential. Ensure your employees know there are options to continue performing their day-to-day responsibilities.

Quick and Meaningful Support - Be sure to act quickly and thoroughly. Reassure your team that their concerns are heard by providing the support that matters to them. Extend health and wellness education, mental health webinars, or provide tutoring or homework assistance for their children.

Mentors and Leadership – Women need to know that they are not alone and will not be judged for working alternative business hours. It is important for leadership to reset the cultural expectations and communicate the new normal to allow women and other team members to feel comfortable in their work environment.

Diversity, equity, and inclusion are key indicators that help make businesses successful today. ECCO Select is proud to be a woman-owned organization, and our team understands the value of hiring and retaining a diverse workforce. Reach out to us today to learn more about how we can help!

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Keogh, T. (2020, November 18). *Op-ed: Women are leaving the workforce in record numbers, crisis due to burnout*. Retrieved December 09, 2020, from <https://www.cnn.com/2020/11/09/women-are-leaving-the-us-workforce-in-record-numbers-due-to-burnout.html>