

JANUARY 2021 REPORT



JOB POSTINGS

KC | 3,651 US | 459,381

+503 since December '20 +69,149 since December '20

TOP 10 OCCUPATIONS

Occupation Title	# of Current Postings	Change from Last Month
Computer User Support Specialist	981	+189
Software Developer	955	+119
Network and Computer Systems Administrator	454	+63
Computer Systems Engineer/Architect	304	+42
Information Security Analyst	239	+30
Software Quality Assurance Analyst & Tester	174	+24
Information Technology Project Manager	172	+16
Computer Systems Analyst	97	+5
Web Developer	96	+15
Database Administrator	64	-3

TOP 10 CERTIFICATIONS

Certification Title	# of Current Postings	Change from Last Month
Secret Clearance	83	+11
CISSP	77	0
CCNA	43	+7
PMP	41	+4
CCNP	37	+1
CISM	36	-5
CISA	30	+2
MCSE	24	+4
CSM	22	+4
Network+ Certification	18	New

TOP 10 HARD SKILLS

Skill Title	# of Current Postings	Change from Last Month
Computer Programming/Coding	738	+120
Structured Query Language	619	+97
Java	587	+82
Agile	575	+66
Oracle	467	+43
Python	436	+82
JavaScript	424	+90
Linux	415	+50
Microsoft Azure	391	+29
Amazon Web Services	357	+31

TOP 10 EMPLOYERS

Employer Title	# of Current Postings	Change from Last Month
Oracle	282	+12
Garmin*	167	+24
Cerner*	92	+8
CTG	70	+9
KForce	64	+5
Diverse Lynx	46	-2
Honeywell	43	+16
H&R Block	34	0
The Accuro Group Inc	31	+1
Revature	30	+2

* 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 February, 2020.

THE TECH CHECKPOINT | JANUARY 2021

DATA INSIGHT

New year, new job postings! The January KC Tech Checkpoint report finally takes a positive turn in overall postings. It is refreshing to see the job market take a step forward in overcoming our nation's losses throughout 2020. The Kansas City metro area increased by 16% with 3,651 total postings. The United States job postings for January also experienced a considerable increase by 17.7% for a total of 459,381 postings.

The Top 10 Occupations for January experienced an overall increase for the total number of postings except for one occupation, Database Administrator (-3). Computer User Support Specialist leads the Top 10 with the largest increase for the month of +189 for a total of 981 postings. Computer Systems Analyst experienced the least amount of growth for January with +5 postings, for a total of 97.

January's Top 10 Certifications leads with Secret Clearance for a total of 83 postings (+11). There is one new certification for January, Network + Certification (18). CISM is the only cert that experienced a decrease for this month for a new total of 36 postings (-5). CISSP had no change from December, remaining steady with 77 postings.

The Top 10 Hard Skills for January experienced a new positive trend across all skill sets this month. Computer Programming/Coding remains in the lead for the eighth month in a row, with 738 postings (+120). Structured Query Language follows as the second highest skill with 619 postings (+97). Microsoft Azure had the least amount of growth with +29 postings for a total of 391.

The Top 10 Employers of Tech Talent continues to lead with Oracle for 282 total postings (+12). Garmin experienced the highest increase with +24 postings for a total of 167. Diverse Lynx is the only employer to experience a decrease for January, with a total of 46 postings (-2).

EMERGING IT TRENDS

When most people think of February, they think of a short month, and of course, Valentine's Day. Since 1976, Americans have also recognized Black History Month and the many important people and events that are commemorated. Each year we continue to reflect on how far we have come as a country and yet, how far we still must go. There is a vital need to bring diversity and inclusion into our workplace and our everyday lives. Big Tech companies nationwide have allocated new budgets and strategic initiatives to enhance their diversity and inclusion practices, however, why is there minimal data in their annual reports to track this progress?

Diverse representation includes, but is not limited to, people of color, LGBTQ+, disabled people, minority groups and senior citizens. Just because an organization may have diverse representation in their workplace, it does not necessarily mean that their workplace is inclusive. Just as importantly, equity has become part of the conversation and is a critical element to allow diverse resources to make real progress and obtain support. It is essential to find ways to capture how your organization performs with inclusion, attrition, retention, and diverse hiring/promotional practices.

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EMERGING IT TRENDS CONTINUED

Here are five methods your business can adopt today to help incorporate diversity, equity, and inclusive behaviors into your organization:

1. Capture PII: You cannot measure your strategy's progress if you do not have a benchmark in place to capture your starting point. Most HRIS systems have profiles available to collect and protect characteristic data within your organization. This includes segregating the data on diverse representation among internal groups such as your executive team, the board, and by business unit.

Question – Does your executive team and board mirror the diversity you'd like to see in your workforce?

2. ATS: Applicant Tracking Systems are great resources to identify your applicant traffic volumes, profiles, and when candidates might be dropped out of the hiring process. Is there a common theme or barrier? Is there discrimination? Monitor your applicant flow and your hiring managers to identify any trends within hiring practices.

3. Listen: Establish 1:1's with individuals or groups to obtain feedback and gauge where your team is on the inclusion spectrum. Mentorship and sponsorship can be key tactics to support equity among diverse talent that may not have the networks or a point of reference that fits a more homogenous culture. Knowledge is power. Encourage associates to be forthcoming with observations or areas for improvement.

4. Procedural Documentation: Incorporate your diversity, equity, and inclusion practices across all areas of your department's procedural documentation. Set the expectation and hold others accountable to ensure all operational processes have quality checks and balances throughout. Identify biases and support your current workforce in helping them out of their comfort zone with training for finding or promoting talent.

5. Drive Action: It is one thing to collect data, but you need to use it to make a change. Spend the time to educate and illustrate your organization's strategy, goals, and expectations for the year ahead. Data can also help drive budgets and resources needed to help support your plan. Create incentives to drive the right behaviors.

Black History Month helps generate discussions on historical events, groundbreaking leaders, and impactful methodologies and raises awareness of diversity, equity, and inclusion to identify what we are doing as corporate leaders to bring equality to the workplace. The above strategies can help us take one step closer to a more inclusive workplace worldwide. ECCO Select not only encompasses the above methods into our day-to-day practices, but we help organizations identify top talent for their most complex projects and organizational needs. Contact ECCO Select today to learn more!

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Atcheson, Sheree. "Your Inclusion Strategy Is Biased. Here's What You Can Do About It." *Forbes*, *Forbes Magazine*, 2 Feb. 2021, www.forbes.com/sites/shereeatcheson/2021/02/02/your-inclusion-strategy-is-biased-heres-what-you-can-do-about-it/?sh=5bd8c3c336c5.