DECEMBER 2021 REPORT

TECH CHECKPOINT

JOB POSTINGS

KC | 5,877   US | 698,967

+371 since November '21   +16,148 since November '21

TOP 10 OCCUPATIONS

Occupation Title	# of Current Postings	Change from Last Month
Software Developer	1,683	+184
Computer User Support Specialist	1,484	0
Network and Computer Systems Administrator	711	+63
Computer Systems Engineer/Architect	534	+30
Information Security Analyst	383	+25
Information Technology Project Manager	265	+14
Software Quality Assurance Analyst and Tester	214	+18
Computer Systems Analyst	207	+17
Database Administrator	96	+4
Web Developer	86	+6

TOP 10 CERTIFICATIONS

Certification Title	# of Current Postings	Change from Last Month
Secret Clearance	106	+13
CISSP	85	+4
PMP	69	+3
CCNA	56	+3
CCNP	50	+11
CISM	48	+1
CISA	38	+1
CompTIA Security + CE	31	Returning
CSM	27	Returning
A+ Certification	23	-4

TOP 10 HARD SKILLS

Skill Title	# of Current Postings	Change from Last Month
Computer Programming/Coding	1,122	+57
Agile	1,034	+103
Structured Query Language	950	+40
Amazon Web Services	798	+116
Java	740	+75
Python	697	+91
JavaScript	677	+87
Microsoft Azure	608	+13
Linux	543	+32
Microsoft Office	495	+47

TOP 10 EMPLOYERS

Employer Title	# of Current Postings	Change from Last Month
Cerner*	367	+63
Garmin*	228	-15
Humana	162	-4
WellSky Corporation*	128	+11
Honeywell	144	-2
H&R Block	99	-23
Netsmart*	93	+10
Deloitte	89	-6
VIOLA	84	New
T-Mobile	66	-38

* 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.

EMERGING IT TRENDS FROM ECCO SELECT

2021 was a transformational year with many information management career trends accelerated by the pandemic that began in 2020. Numerous older workers that started trickling out of the workforce in 2020 became a full-blown flood in 2021 and were even given a label: the "Great Retirement". Many more IT workers looked to move up in their careers, finding new opportunities in a job market of expanded opportunities enabled by remote work and worker shortages.

The US IT job market exploded in 2021, with nearly 200,000 more job postings than in 2020. Here in Kansas City, growth in openings for the IT sector echoed overall US growth. Given many incentives including remote work and hiring bonuses, professional IT workers began moving to new employers, causing organizations to shift their focus to creatively retaining existing talent through enhanced benefits, liberal time off and remote work policies, and training existing talent on skills needed to keep companies competitive in today's rapidly changing technology landscape.

Not surprisingly, although certainly a new development and previously not predicted to happen anytime soon, for the first time, remote work ranked first in workplace geographies in job advertisements, placing above New York and San Francisco for technology jobs.

Remote work seems destined to be a significant employee driver in 2022 as companies repeatedly make plans to have workers return to offices only to delay those plans. Many potential candidates are also making remote work a condition of employment, and makers of office collaboration tools for remote work such as Microsoft, Zoom and Google improve their product offerings and entrench remote work as a major component of business going forward.

As Darren Prenger, President and COO of ECCO Select Inc. states, "2021 saw unprecedented demand for the IT workforce and early signs indicate that 2022 will produce comparable levels of demand. Software Development remains the most in-demand skill within the technology domain as more businesses look to provide goods and services through technology-enabled platforms and tools. From a workforce perspective, demand is clearly outpacing the level of qualified workers. However, our data indicates that employers are becoming much more flexible with regards to educational and certification requirements while putting a premium on professionals with strong communication and team-oriented attributes. Now is a great time to enter the IT career track as the demand continues on an upward trajectory and employers, out of necessity, are willing to invest in specific training and development for professionals who have strong leadership and interpersonal skills."

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Citations:

Press Release. (2022). Data: Nearly 20% of all professional jobs are now remote. Ladders. Retrieved January 25, 2022, from https://www.theladders.com/press/data-nearly-20-of-all-professional-jobs-are-now-remote