

MAY 2022 REPORT



JOB POSTINGS

KC | 7,622 US | 784,352

+398 since April '22

+16,388 since April '22

TOP 10 OCCUPATIONS

Occupation Title	# of Current Postings	Change from Last Month
Software Developer	2,242	+176
Computer User Support Specialist	1,811	+121
Computer Systems Engineer/Architect	891	+36
Network and Computer Systems Administrator	781	-9
Information Technology Project Manager	475	-7
Information Security Analyst	338	+28
Computer Systems Analyst	330	+32
Software Quality Assurance Analyst and Tester	217	+4
Web Developer	132	+17
Database Administrator	112	-7

TOP 10 CERTIFICATIONS

Certification Title	# of Current Postings	Change from Last Month
CISSP	108	+8
PMP	102	-10
Secret Clearance	100	+11
CCNA	81	-4
CSM	71	+20
CISA	54	+8
MCSE	52	+1
CISM	48	-6
CCNP	44	-10
MCP	33	-3

TOP 10 HARD SKILLS

Skill Title	# of Current Postings	Change from Last Month
Computer Programming/Coding	1,450	+101
Structured Query Language	1,354	+68
Agile	1,330	+31
Java	1,197	+31
JavaScript	1,192	+325
Amazon Web Services	1,027	+81
Python	916	+46
Microsoft Azure	787	+72
Linux	754	+60
Microsoft Office	622	+41

TOP 10 EMPLOYERS

Employer Title	# of Current Postings	Change from Last Month
Cerner*	569	+11
Garmin*	369	+72
Honeywell*	150	+16
Diverse Lynx	145	+2
Humana	128	-31
WellSky Corporation	114	+21
CyberCoders*	105	+72
Principal Mutual Life Insurance	100	+7
Deloitte	87	-9
Robert Half	80	+13

* 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 June, 2022.

THE TECH CHECKPOINT | MAY 2022

INSIGHTS FROM ECCO SELECT

HOW IS THE INCREASE IN REMOTE WORK AFFECTING THE HIRING PROCESS?

Remote work has become somewhat of a double-edged sword in the hiring process. The ability to work from anywhere dramatically increases the talent pool, making it easier to pinpoint the exact experience needed for hiring requisitions. However, this increased access has also driven up competition for top talent. Coastal cities can now hire resources based in the Midwest that are more affordable and desire remote work. As a result, speed has become a critical part of the hiring process. The ability to pinpoint specific expertise has also caused hiring managers to be more rigid on the skills and experience expected from candidates. In the past, we saw more flexibility based on the team's makeup or soft skills that a potential hire possessed.

From a candidate's perspective, there has been a shift in motivating factors in taking a new position. While at one-time fringe benefits like relaxed dress code, beer on tap, and onsite amenities may have been compelling, we now are seeing salary trump everything in most instances. So, while culture may still be a factor in the decision-making process, money has shifted back to the primary motivator.

The rise of remote work has also forced companies to reevaluate their approach to new associate onboarding and team integration. A remote workforce requires both the organization and the remote new hire to lean heavily into onboarding during those first weeks to ensure success. New associates with poor onboarding experience are more susceptible to turnover, either through early termination or resignation. Not properly setting expectations, establishing clear lines of communication, or creating team bonds can lead to underperformance and decreased engagement. While enforcing a sense of corporate culture and connection via virtual means may be challenging, it is imperative to build company loyalty and reduce the negative effects of remote work.

WHAT HAVE YOU FOUND TO BE THE MOST VALUABLE TECH CERTIFICATIONS WHEN WORKING WITH JOB SEEKERS?

While it truly depends on job seeker's skill set and the role they are aiming for, with the rise of cloud-based information technology being used in most, if not all companies, cloud-based certifications have proven to be helpful in various roles. Whether for SaaS-based platforms like Salesforce, Microsoft Power Apps, and other low code/no code platforms to large Cloud platforms like AWS, Microsoft Azure, Google Cloud, and Oracle Cloud, we are seeing candidates from business analysts to developers have some level of cloud certification. These range from practitioner to solution architecture.

Other certifications that can help job seekers stand out from the competition include PMP and Network Certifications (CCNA, CCNP, etc.).