

**FOR IMMEDIATE RELEASE**

Contact: David Foote ([dfoote@footepartners.com](mailto:dfoote@footepartners.com)) - Bill Reynolds ([billr@footepartners.com](mailto:billr@footepartners.com)) - Ted Lane ([tlane@footepartners.com](mailto:tlane@footepartners.com))  
772-234-2787

**NOTE:** This news release is a summary extract of content from the 2nd Quarter 2025 editions of Foote Partners' *IT Skills Demand and Pay Trends Report* and *IT Skills and Certification Pay Volatility Index*, two market intelligence trend reports updated every 3 months from data contributed by HR departments at 4,722 U.S. and Canadian employers. They contain IT jobs, skills, and certifications data trends published in the firm's *IT Skills and Certifications Pay Index™* and deep-dive benchmark analysis from Foote Partners' research group.

**As AI begins to shift from experimental to operational for many employers, paying IT talent is fast becoming a new ballgame. The list of AI-related skills and certifications generating cash pay premiums reported in Foote Partners' *IT Skills and Certifications Pay Index™ (ITSCPI)* has expanded from 57 to 106 skills and certifications in the past eighteen months.**

Market pay gains for IT certifications in the first half of 2025 were most common in *Database/Data Management, Architecture/Project Mgt/Process* and *Systems Administration/Engineering* categories. For non-certified IT skills the winners were *Management/Methodology/Process* and *Web/E-commerce* segments.

**648 IT certifications** reported in Foote Partners' *IT Skills and Certifications Pay Index (ITSCPI)* increased in average market value in 2<sup>nd</sup> quarter 2025---up 0.2%---with a 2-point decrease in pay volatility and now averaging cash pay premiums equivalent to 9.6% of base salary. By contrast, average cash pay premiums for **723 non-certified IT skills** declined 0.6% in Q2 2025, reversing a long run of quarterly increases that was only briefly interrupted by a loss in the final quarter of 2024, and are now earning a 6.5% average cash pay premium.

July 22, 2025 – Vero Beach, FL. Extra pay awarded by employers to talented tech professionals for **723 non-certified IT skills**---also known as cash pay premiums---which has increased on average over five of the last seven calendar quarters---decreased slightly overall in the second quarter of 2025. This is according to Foote Partners' long-running *IT Skills and Certifications Pay Index™ (ITSCPI)* of cash pay premiums for 1,371 certified and non-certified IT skills. For **648 IT certifications**, the story was just the opposite: a small gain in Q2 2025 following overall declines in three of the previous five calendar quarters.

A key to these performance trends is understanding new pay volatility findings. Supply/demand and pay for IT certifications are arguably vendor-driven and influenced by heavy promotional marketing, while the market value of non-certified IT skills is mostly determined by employers that set the market price while consuming them. Therefore it is important to keep both factors in mind when examining the segmentation of skills that are performing well versus those doing poorly. According to Foote Partners' latest *IT Skills and Certifications Pay Volatility Index*, cash pay premiums for certifications have been significantly less volatile than non-certified IT skills over the past two years. In this period, an average of 32% of non-certified IT skills---about 240---changed in market value every 90 days; for IT certifications, 21%(about 140). **That's nearly 400 skills and certifications changing in market value every three months.**

**Moreover, the gap in average cash pay premium between noncertified and certified IT skills has remained the widest in nearly two decades for the past four years---by more than the equivalent of 3% of base salary.** This and other findings come from quarterly compensation data updates provided by 4,722 private and public-sector employers in 83 U.S. and Canadian cities who partner with our firm to report pay for their 462,735 technology professionals in the U.S. and Canada.

“We are continually asked now about how AI and other fast-paced emerging technologies are impacting jobs and pay for tech professionals. And of course, we have decades of evidence from our ITSCPI research to show the popularity of incorporating agility tools like skill pay premiums into pay practices, and right now AI-related skills premiums are gaining popularity. That’s if you want to be able to consistently hire and retain workers,” explains David Foote, chief analyst and research officer of Foote Partners. “Technology development and adoption rates are uncertain, influencing volatility in competitive pay practices for talent. Where employers want to be positioned in consuming tech—for example ‘bleeding edge’ or ‘lagging edge’—will dramatically impact how flexible they need be in acquiring the right talent.”

“But now with AI beginning to shift from experimental to operational for many employers, paying IT talent is becoming a new ballgame. Employers are thinking about jobs more as *tasks*, *not titles*: tasks that can be done entirely by an AI agent/robot, tasks that will be done *with* a human working with an AI agent/robot, and finally, tasks that are uniquely human and can’t be done effectively by AI agents. Skills are mapped directly onto each of these three task segments, except there are new skills and skills combinations required by each task and that will continue to change,” insists Foote. “For example, when we began tracking and reporting pay premiums for AI-related skills and certifications, there were only about 57 certified and non-certified skills. Eighteen months later that number has now climbed to 106 skills and certifications related to AI for which employers are willing to pay cash premiums.”

### Pay Performance, 3/12/24/24/36 months Certified vs. Noncertified Tech Skills

(106,642 IT professionals, data through 7/1/2025)

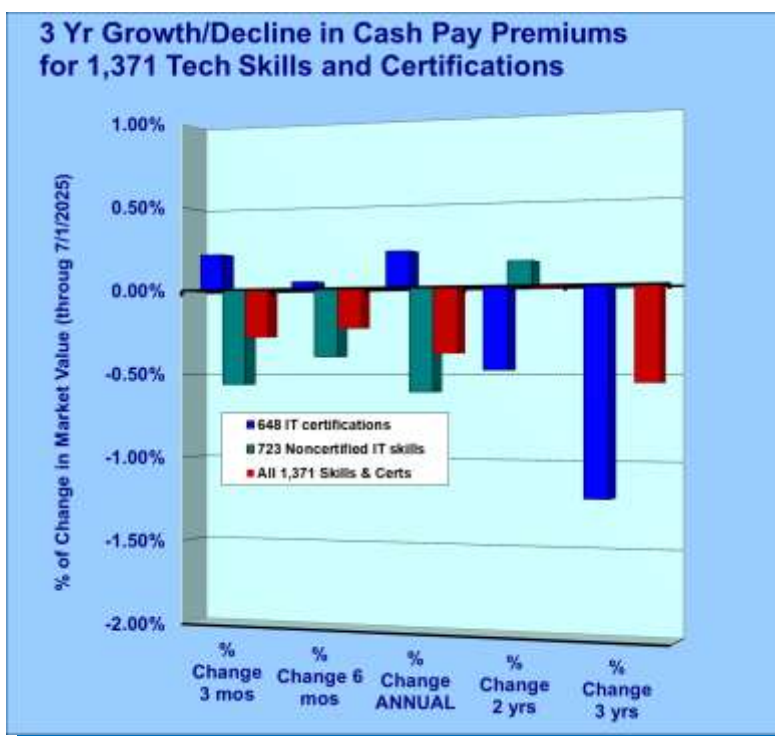


Figure 1

Source: Foote Partners, *IT Skills and Certifications Pay Index™* 2Q2022 – 2Q2025 datasets)

## HIGHEST PAYING IT CERTIFICATIONS AND NON-CERTIFIED IT SKILLS – Through July 1, 2025

These are IT certifications and non-certified IT skills at the top the list of highest cash pay premiums based on data shared from April 1, 2025, to July 1, 2025 by 4,722 US and Canadian employers.

With the average cash pay premium for 723 non-certified IT skills being the equivalent of **9.6%** of base salary, employers are paying premiums ranging **20% to 23%** on average for these non-certified IT skills. Listed in alphabetical order.

- |  |   |
|--|---|
| ✓ Amazon Athena                              | ✓ Ethereum                              |
| ✓ Apache Airflow                             | ✓ FinOps                                |
| ✓ Artificial Intelligence for IT Operations  | ✓ Flink                                 |
| ✓ Artificial Intelligence Model Optimization | ✓ Identity access management            |
| ✓ AWS DevOps                                 | ✓ Large Language Model/LLM tuning       |
| ✓ Azure Machine Learning                     | ✓ Machine Learning                      |
| ✓ Bioinformatics                             | ✓ MLOps                                 |
| ✓ Blockchain                                 | ✓ Natural language processing           |
| ✓ Computer Vision                            | ✓ Neural Networks                       |
| ✓ Convolutional Neural Network               | ✓ ONNX (Open Neural Network Exchange)   |
| ✓ Data Architecture                          | ✓ Prompt Engineering                    |
| ✓ Data Engineering                           | ✓ PyTorch                               |
| ✓ Data Governance                            | ✓ Site Reliability Engineering          |
| ✓ Data Strategy                              | ✓ Threat Detection/Modelling/Management |
| ✓ DevSecOps                                  |   |

With the average cash pay premium for 648 IT certifications being the equivalent of **6.5%** of base salary, employers are paying cash pay premiums ranging **10% to 13%** on average for these IT certifications. Listed in alphabetical order.

- |   |  |
|---|--|
| ✓ Artificial Intelligence Engineer (AIE - all tracks)         | ✓ GIAC Security Leadership   |
| ✓ AWS Certified DevOps Engineer - Professional                | ✓ GIAC Strategic Planning, Policy, and Leadership                      |
| ✓ Certificate of Cloud Security Knowledge                     | ✓ IBM Applied AI Engineering Professional Certificate                  |
| ✓ Certification of Capability in Business Analysis (CCBA)     | ✓ InfoSys Security Architecture Professional (ISSAP/CISSP)             |
| ✓ Certified Artificial Intelligence Scientist (CAIS)          | ✓ InfoSys Security Engineering Professional (ISSEP/CISSP)              |
| ✓ Certified Cloud Security Professional (ISC2-CCSP)           | ✓ InfoSys Security Management Professional (ISSMP/CISSP)               |
| ✓ Certified Enterprise Coach (Scrum/Agile)                    | ✓ MIT CSAIL Professional Certificate in AI and Machine Learning        |
| ✓ Certified in Governance, Risk and Compliance (ISC(2))       | ✓ Offensive Security Certified Expert                                  |
| ✓ Certified in Risk and Information Systems Control (CRISC)   | ✓ Offensive Security Certified Professional                            |
| ✓ Certified in the Governance of Enterprise IT (CGEIT)        | ✓ Offensive Security Defense Security Expert (OSSD)                    |
| ✓ Certified Information Privacy Manager- all countries        | ✓ Offensive Security Experienced Penetration Tester                    |
| ✓ Certified Information Security Manager (CISM)               | ✓ Offensive Security Exploitation Expert (OSEE)                        |
| ✓ Certified Information Systems Security Professional (CISSP) | ✓ Offensive Security Web Expert (OSWE)                                 |
| ✓ Certified Professional Scrum Product Owner                  | ✓ Oracle Cloud Platform Application Integration Certified Professional |
| ✓ Certified Scrum Product Owner - Advanced                    | ✓ Pegasystems Certified Data Scientist                                 |
| ✓ Certified ScrumMaster - Advanced                            | ✓ Pegasystems Certified Lead System Architect                          |
| ✓ Certified Secure Software Lifecycle Professional            | ✓ PMI Project Management Professional(PMP)                             |
| ✓ Certified Software Quality Manager                          | ✓ PMI Risk Management Professional (PMI-RMP)                           |
| ✓ CyberSecurity Forensic Analyst (CSFA)                       | ✓ SAS Certified Professional: AI and Machine Learning                  |
| ✓ EC-Council Certified Chief Information Security Officer     | ✓ Six Sigma Black Belt   |
| ✓ EC-Council Certified Threat Intelligence Analyst(CTIA)      | ✓ Six Sigma Master Black Belt  |
| ✓ GIAC Certified Incident Handler (GCIH)                      |  |
| ✓ GIAC Certified Intrusion Analyst (GCIA)                     |  |

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### ***How to interpret gains and losses in IT skills and certifications pay premiums***

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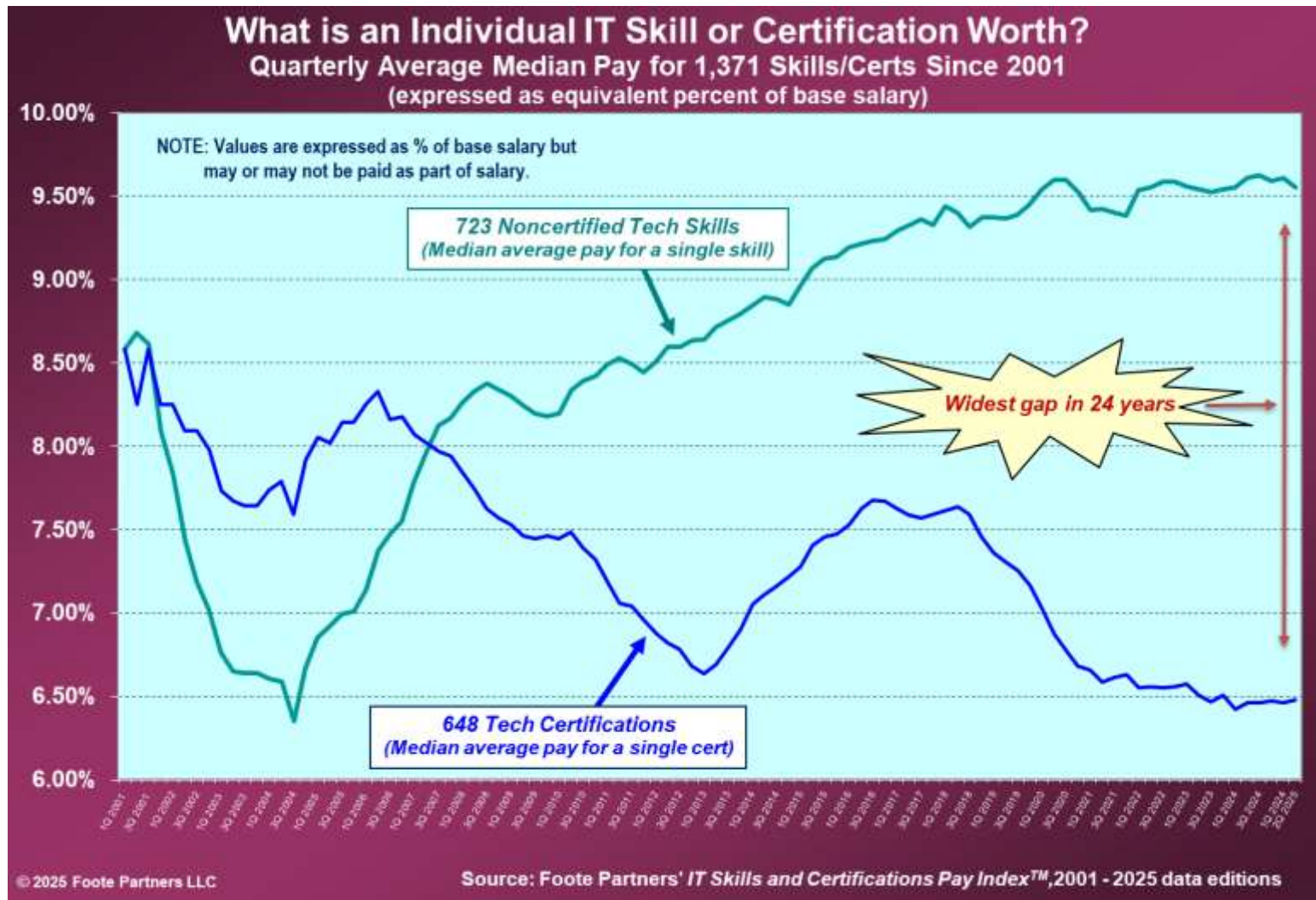
Quarterly gains and losses in premium pay reflect a widening or narrowing, respectively, in the gap between supply and demand for skills and certifications. This may occur for any number of reasons. For example, a quarterly decline in pay for a skill may signal that the market supply of talent for that skill is catching up to demand—not necessarily that demand is starting to wane. IT professionals are often attracted to a skill or certification if they perceive that it has rising value in the marketplace and therefore can help them to achieve higher pay, greater job security, a promotion, or more flexibility in their career choices. As they pursue greater competency in that skill or as more workers attain certification, supply increases and market pricing (which is elastic to the laws of supply and demand) will be driven downward unless demand is rising at the same proportional rate. Conversely, if demand rises and supply is not increasing to match that level of demand, pay premiums for specific skills and certifications will increase.

Therefore, when interpreting gains and losses in market pay it is important to consider all factors that could be driving supply and demand and market perception. Those factors range from:

- aggressive marketing of certifications by vendors;
- changes in certification programs (e.g., certification extensions or retirement);
- new technology and evolution/maturation of current technologies;
- technology adoption rate;
- product integration strategies,
- economic conditions;
- employment opportunities;
- mergers/acquisitions;
- budget cycles and the timing of skills and talent acquisition by employers;
- changes in labor sourcing plans pursuant to company strategies.

## MULTI-YEAR PAY PREMIUM TRENDS: **Certified** versus **Noncertified** IT Skills

Average median cash pay premiums for a single certified or noncertified IT skill. N = 106,642 IT Professional





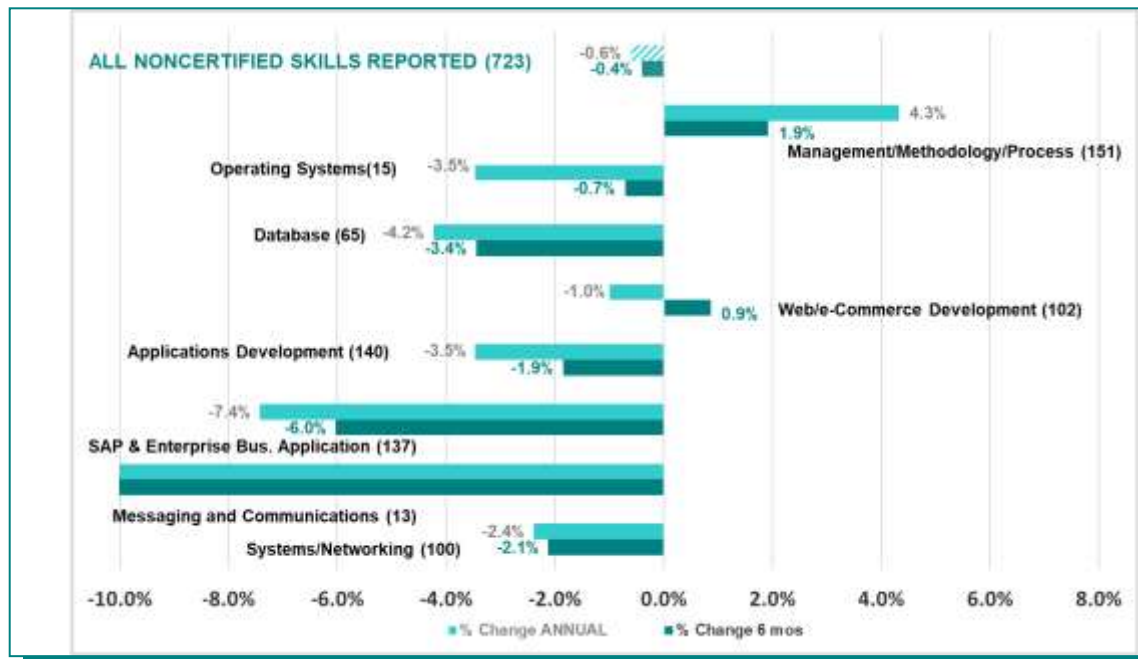
## IT NONCERTIFIED SKILLS PAY SUMMARY – Through July 1, 2025

### NONCERTIFIED TECH SKILLS PAY PERFORMANCE: By Category

**NON-CERTIFIED TECH SKILLS.** 265 of 723 **non-certified tech skills** changed cash market value from April 1, 2025 to July 1, 2025, a **2 percentage point increase** compared to 245 of 714 skills in the prior calendar quarter. The average cash pay premium decreased, down 0.6%, from the 0.2% increase in the prior quarter and gains in four of the five previous quarters.

### Noncertified IT Skills - % Growth/Decline 6 months & 12 months

(723 skills, data through 7/1/2025)



Source: Foote Partners [IT Skills & Certifications Pay Index™](#), 2nd quarter 2025 data

## NON-CERTIFIED IT SKILLS ANALYSIS – Winners

### A. NON-CERTIFIED TECH SKILLS EARNING HIGH PAY---AND STILL GROWING IN VALUE

The following non-certified tech skills meet two prerequisites:

- They **earned workers cash pay premiums well above the average** of all 723 skills reported in our *IT Skills and Certifications Pay Index™* in quarter ending July 1, 2025.
- They **recorded gains in cash market value in the six months** ending July 1, 2025.

No skill below is earning less than the equivalent of 19 percent of base salary—significant considering the average for all skills reported is 9.6 percent of base—and are listed in descending ranked order of cash premium and market value increases (including ties). Not surprising, the list contains a number of security, data management, analytics and artificial intelligence related skills.

Here is the list of noncertified IT skills pay premiums meeting the above criteria (in alphabetical order):

Here is the list of noncertified IT skills pay premiums meeting the above criteria (in alphabetical order):

AWS DevOps	Data Strategy	Machine Learning
Artificial Intelligence Model	Deep Learning	Microservices
Optimization	Deployment Automation	MLOps
Azure Machine Learning	DevOps	Natural language processing
Bioinformatics	DevSecOps	Neural Networks
Blockchain	Ethereum	Prompt Engineering
Computer Vision	FinOps	PyTorch
Data Architecture	GitOps	Security auditing
Data Engineering	Identity access management	Threat Detection/Modelling/Mgt
Data Governance	Keras	
Data Science	Large Language Models	

Below is the same list, but **in descending ranked order of cash premium first and market value increase second** (including ties).

1. **AWS DevOps**  
**Ethereum**

Average Pay Premium: 23 percent of base salary equivalent  
Market Value Increase: 21.1 percent (in the six months through July 1, 2025)

3. **Large Language Model/LLM tuning**

Average Pay Premium: 23 percent of base salary equivalent  
Market Value Increase: 15 percent (in the six months through July 1, 2025)

4. **Data Strategy**

Average Pay Premium: 23 percent of base salary equivalent  
Market Value Increase: 4.5 percent (in the six months through July 1, 2025)

5. **Blockchain**  
**Neural Networks**

Average Pay Premium: 22 percent of base salary equivalent  
Market Value Increase: 29.4 percent (in the six months through July 1, 2025)

## NON-CERTIFIED IT SKILLS ANALYSIS – Winners, cont'd.

### 7. Natural language processing(NLP)

#### Prompt Engineering

Average Pay Premium: 22 percent of base salary equivalent

Market Value Increase: 22.2 percent (in the six months through July 1, 2025)

### 9. MLOps

Average Pay Premium: 22 percent of base salary equivalent

Market Value Increase: 10 percent (in the six months through July 1, 2025)

### 10. Data Governance

Average Pay Premium: 21 percent of base salary equivalent

Market Value Increase: 10.5 percent (in the six months through July 1, 2025)

### 11. Data Architecture

#### Identity access management

#### Machine Learning

#### PyTorch

Average Pay Premium: 21 percent of base salary equivalent

Market Value Increase: 5 percent (in the six months through July 1, 2025)

### 15. Bioinformatics

Average Pay Premium: 20 percent of base salary equivalent

Market Value Increase: 17.6 percent (in the six months through July 1, 2025)

### 16. Artificial Intelligence Model Optimization

#### Azure Machine Learning

#### Computer Vision

#### FinOps

Average Pay Premium: 20 percent of base salary equivalent

Market Value Increase: 11.1 percent (in the six months through July 1, 2025)

### 20. Data Engineering

#### DevSecOps

#### Threat Detection/Modelling/Management

Average Pay Premium: 20 percent of base salary equivalent

Market Value Increase: 5.3 percent (in the six months through July 1, 2025)

### 23. GitOps

#### Security Auditing

Average Pay Premium: 19 percent of base salary equivalent

Market Value Increase: 26.7 percent (in the six months through July 1, 2025)

### 25. Data Science

#### Deployment Automation

#### DevOps

#### Microservices

Average Pay Premium: 19 percent of base salary equivalent

Market Value Increase: 11.8 percent (in the six months through July 1, 2025)



NON-CERTIFIED IT SKILLS ANALYSIS – Winners, cont'd.

29. Deep Learning

Keras

*Average Pay Premium:* 19 percent of base salary equivalent

*Market Value Increase:* 5.6 percent (in the six months through July 1, 2025)

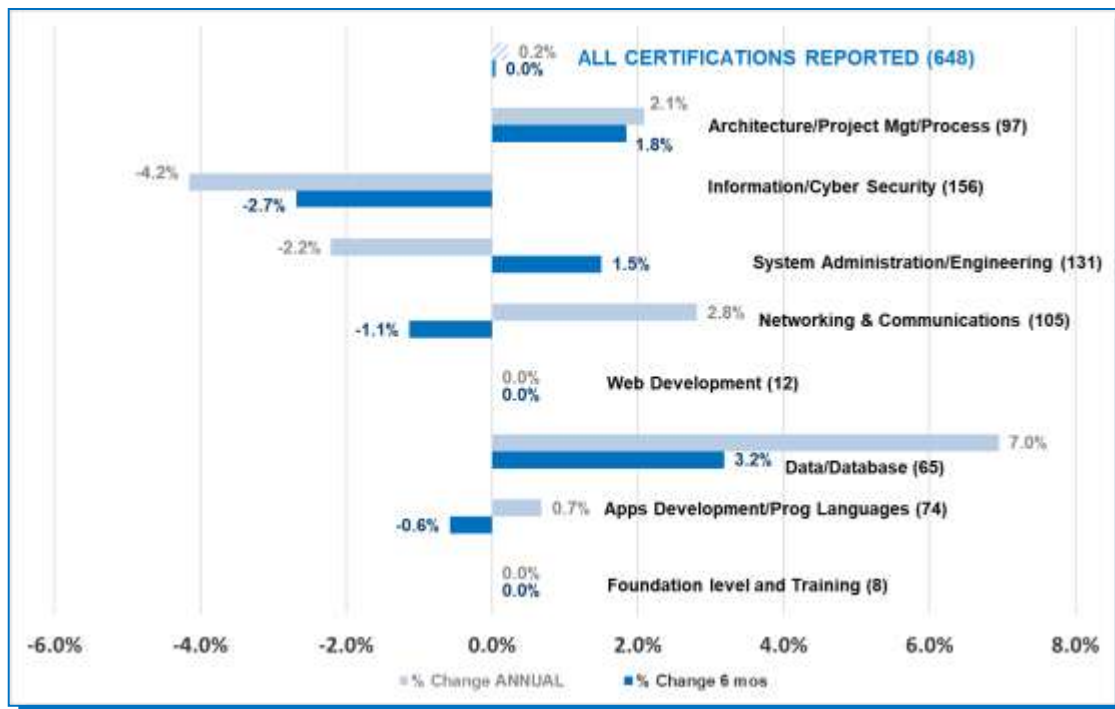
## IT CERTIFICATIONS PAY SUMMARY – Through July 1, 2025

### A. CERTIFIED IT SKILLS PAY PERFORMANCE: By Category

**TECH CERTIFICATIONS.** 121 of 648 IT certifications changed cash market value in 2Q 2025 compared to 134 of 648 certifications in the prior quarter, **a 2 percentage point decrease**. The average cash pay premium for all certifications reported increased by 0.2% in this quarter following a larger 0.7% increase in the prior quarter.

#### IT Certifications - % Growth/Decline 6 months & 12 months

(648 certifications, data through 7/1/2025)



Source: Footo Partners [IT Skills & Certifications Pay Index™](#), 2nd quarter 2025 data

## IT CERTIFICATIONS ANALYSIS – Winners

### A. IT CERTIFICATIONS: Paying well above average and still growing most in market value

As a group, the 648 IT certifications tracked in our *IT Skills and Certifications Pay Index™* have decreased in market value in five of the last seven calendar quarters but have showed modest gains in the last two quarters, including in the 2<sup>nd</sup> quarter 2025. **Let's examine those certifications that have helped drive up average cash pay premiums in the last six months.** The following IT certifications meet two prerequisites:

- They **earned workers cash pay premiums well above the average of all certifications** in our IT Skills and Certifications Pay Index™ in quarter ending July 1, 2025.
- They recorded substantial gains in cash market value in the six months ending July 1, 2025.

None of the following IT certifications is earning an average cash pay premium of less than the equivalent of 10 percent of base salary—significant considering the average for all certifications reported is 6.5 percent of base—and every certification listed below grew somewhere in the 10 percent to 33 percent range in cash market value in the six months ending July 1st. **They are listed in descending ranked order of market value gain** (including ties).

Here is the list of IT certifications that meet the above criteria (in alphabetical order):

Artificial Intelligence Engineer (AIE - all tracks)	Offensive Security Certified Expert
Certification of Capability in Business Analysis	Offensive Security Certified Professional
Certified Enterprise Coach (Scrum/Agile)	Offensive Security Web Expert
Certified in Risk and Information Systems Control Cisco	Oracle Cloud Platform Application Integration Certified Professional
Certified Network Professional - Security	Pegasystems Certified Data Scientist
EC-Council Certified Chief Information Security Officer	PMI Portfolio Management Professional
EC-Council Certified Ethical Hacker	SAS Certified Professional: AI and Machine Learning
EC-Council Certified Threat Intelligence Analyst	
Google Cloud - Professional Cloud Security Engineer	

Below is the same list, but **in descending ranked order of cash premium first and market value increase second** (including ties).

\* \* \* \*

#### 1. Offensive Security Certified Expert

Average Pay Premium: 12 percent of base salary equivalent

Market Value Increase: 9.1 percent (in the six months through July 1, 2025)

#### 2. Offensive Security Certified Professional (OSCP) Offensive Security Experienced Penetration Tester (OSEP) Certificate of Cloud Security Knowledge (CCSK)

Average Pay Premium: 11 percent of base salary equivalent

Market Value Increase: 22.2 percent (in the six months through July 1, 2025)

IT CERTIFICATIONS ANALYSIS – Winners, cont'd.

5. **Artificial Intelligence Engineer (AIE - all tracks)**  
**EC-Council Certified Chief Information Security Officer (CCISCO)**  
*Average Pay Premium:* 11 percent of base salary equivalent  
*Market Value Increase:* 10 percent (in the six months through July 1, 2025)
  
7. **Six Sigma Black Belt**  
**Teradata Vantage Data Science Master**  
*Average Pay Premium:* 10 percent of base salary equivalent  
*Market Value Increase:* 25 percent (in the six months through July 1, 2025)
  
9. **AWS Certified DevOps Engineer – Professional**  
**CyberSecurity Forensic Analyst (CSFA)**  
**GIAC Certified Intrusion Analyst (GCIA)**  
**Offensive Security Defense Security Expert (OSSD)**  
**PMI Project Management Professional(PMP)**  
*Average Pay Premium:* 10 percent of base salary equivalent  
*Market Value Increase:* 11.1 percent (in the six months through July 1, 2025)
  
14. **Six Sigma Master Black Belt**  
**Offensive Security Exploitation Expert (OSEE)**  
*Average Pay Premium:* 10 percent of base salary equivalent  
*Market Value Increase:* 11.1 percent (in the six months through July 1, 2025)

## IT CERTIFICATIONS ANALYSIS – Biggest Losers

### IT CERTIFICATIONS THAT HAVE LOST THE MOST MARKET VALUE OVER TIME

**L LOSING GROUND:** Listed to the right are certifications in alphabetical order that have **lost between 27% to 50% percent of their cash pay premium market value in the 24-month period ending July 1, 2025**. Some on this list are now retired or scheduled to be.

#### *Why do certifications lose their value?*

Certifications decline in market value for a number of obvious and not so obvious reasons. Pay premiums may diminish as a certification expires, is retired, or is replaced with other certifications as technology evolves. Also, there remains a lingering bias that taking a proctored exam does not confer expertise in a subject on the test taker, especially when the pass rate is 70 percent (or less) correct answers. The certification industry has fought back against this bias by adding laboratory requirements and even peer review panels that decide if the candidate has qualified to receive designation.

But just as often it is their popularity that drives down pay premiums for a certification: as interest in a certification escalates and more people attain the certification, the gap between supply and demand for the certification narrows, driving down its market value as the laws of scarcity would dictate. This has been frequently documented in the case of dozens of certifications over the 20+ years Foote Partners has been tracking and reporting their cash pay premiums in the ***IT Skills and Certifications Pay Index***.

AWS Certified Solutions Architect - Associate (Cloud)  
Certified Business Process Associate (CBPA)  
Certified Business Process Leader (CBPL)  
Certified Data Privacy Solutions Engineer(CDPSE-ISACA)  
Certified Protection Professional  
Check Point Certified Security Master (CCSM)  
Cisco Certified Design Expert (CCDE)  
Cisco Certified Network Associate - Data Center  
Cisco Certified Network Associate (CCNA Routing and Switching)  
Citrix Certified Associate - Networking  
Citrix Certified Associate - Virtualization  
Citrix Certified Professional - Networking  
Citrix Certified Professional-Virtualization (CCP-V)  
Citrix XenServer Certified (CC-XenServer)  
CSX CyberSecurity Practitioner (CSXP)  
CWNP/Certified Wireless Analysis Professional (CWAP)  
CWNP/Certified Wireless Design Professional (CWDP)  
GIAC Certified Forensics Examiner (GCFE)

GIAC Critical Controls Certifications (GCCC)  
GIAC Enterprise Vulnerability Assessor (GEVA)  
GIAC iOS and MacOS Examiner  
GIAC Security Essentials (GSEC)  
GIAC Web Application Penetration Tester (GWAPT)  
HP Accredited Technical Professional (ATP - all)  
Microsoft Certified Azure Data Analyst Associate  
Microsoft Certified Azure Solutions Architect  
Microsoft Certified Azure Solutions Architect Expert  
Microsoft Certified Solutions Associate(all)  
Microsoft Office Specialist  
Red Hat Certified Specialist in Messaging Administration  
SAS Certified Statistical Business Analyst - SAS 9  
TIBCO Certified Architect  
TIBCO Certified Professional  
TOGAF 9 Certified  
VMware Certified Professional - Digital Workspace  
VMware Certified Professional – Desktop Management 2021

## IT Skills & Certifications Pay Data Trend Charts & Analysis

### IT Skills and Certifications Pay Index™ – 2<sup>nd</sup> Quarter 2025 data edition\*

- Noncertified IT Skills (Page 15)
- IT Certifications (Page 24)

### IT Skills and Certifications Pay Volatility Index™ – 2<sup>nd</sup> Quarter 2025 data edition \*

- Summary (Page 33)
- IT certifications (page 35)
- Non-certified IT skills (page 36)

\*All data collected through July 1, 2025



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## Noncertified IT Skills Data Trend Charts & Analysis

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(Data collected through July 1, 2025)

## 723 Non-Certified IT Skills Reported

Foote Partners News Release – July 22, 2025

### Apps Develop. Tools & Platforms

Agile software development  
AI Chatbot  
Amazon Kinesis  
Amazon SageMaker (ML)  
Amazon Web Services  
Apache Airflow  
Apache Ant  
Apache Camel  
Apache Cloudstack  
Apache Cordova  
Apache Flex  
Apache Hadoop  
Apache Lucene  
Apache Maven  
Apache Pig  
Apache Spark  
Apache Struts/Struts2  
Apache Tomcat  
Apache Zookeeper  
Appium  
Application Security  
Automated Testing  
AWS CDK  
AWS CloudFormation  
AWS CloudFront/CloudFront Functions  
AWS CodeDeploy  
AWS Lambda  
Azure Stack  
Bamboo/BambooHR  
Behavior-Driven Development  
Bitbucket  
Boost C++  
Business Objects  
C  
C#  
C++  
C++ /CLI  
CA PPM (Clarity PPM)  
Cerner Millennium  
ChatGPT  
CircleCI  
Clojure  
Cloudera software  
Cloud Foundry PaaS  
COBOL  
Cognos  
Confluence  
Continuous Delivery  
Cucumber

Datadog  
Delphi  
Drupal  
Eclipse  
Elixir  
Epic Systems applications  
Erlang  
Ethereum  
F#  
Flutter  
Full Stack Development  
Gemini  
Generative AI  
Git/GitHub  
GitLab  
GitOps  
Go language (Golang)  
GoCD  
Gosu/Guidewire  
Gradle  
Groovy/Grails  
gRPC  
Grunt  
Hibernate/NHibernate  
HP ALM (App. Lifecycle Mgt)  
HP Unified Functional Testing  
Integration Testing  
iRise  
Jasmine  
Java  
JBehave  
Jenkins  
JIRA  
JUnit  
Kotlin  
MapReduce  
MATLAB  
Microsoft Azure  
Microsoft Azure Stack  
Microsoft Azure Logic Apps  
Microsoft Copilot  
Microsoft PowerApps  
Microsoft Power Platform  
Microsoft SQL Server Mgt Studio  
Microsoft Team Foundation Server  
Midjourney  
Mokito  
NetWeaver  
Next.js  
NIM  
JUnit  
Objective-C

Objective Caml (Ocaml)  
Octopus Deploy  
OpenShift  
Oracle APEX  
Oracle Apps Developer Framework  
Platform Engineering  
PL/SQL  
Powerbuilder  
Progress 4GL/Development tools  
R language  
RapidMiner  
Red Hat Fuse  
Rstudio  
Ruby  
Ruby on Rails  
Rust  
Saas  
SAS  
SAS Enterprise Guide  
Scala  
Scrum  
Selenium  
Semaphore CI/CD  
ServiceNow ITSM  
Sonatype Nexus  
SpecFlow  
SPSS  
SQL  
Stable Diffusion  
Swift  
Tcl  
TeamCity  
TestNG  
Transact-SQL/tsQLt  
Travis CI  
UML (unified modeling language)  
Visual Basic 6.0  
Visual C++  
Vue.js  
VMware Cloud Foundry PaaS  
WebSphereMQ  
Xcode

### Web/e-Commerce Development

Active Server Pages  
ActiveX  
Adobe Analytics  
Adobe Experience Manager  
Ajax  
Amazon Cloudwatch

AngularJS  
Apache Solr  
Apache Velocity  
Apache web server  
Apache Wicket  
Apex Code  
Backbone.js  
CGI  
Cold Fusion MX  
Content management systems  
CSS/CSS3  
Cypress  
Django  
Docker /Docker Swarm  
Documentum  
Elasticsearch/Elastic Stack  
Ember.js  
Figma  
Front End Development  
GatsbyJS  
Google Analytics  
Google App Engine  
Google Cloud AI (Vertex AI, AutoML)  
Google Cloud Platform  
Gradio  
GraphQL  
HTML5  
JavaBeans/EJB 3.0  
JavaFX  
JavaScript  
Java Server Pages  
JBoss/Wildfly  
Jetty  
Joomla!  
jQuery  
JSON  
Julia  
KnockoutJS  
Laravel PHP  
Magento/Adobe Commerce  
Magnolia  
Microsoft .NET  
Microsoft BizTalk Server  
Microsoft Blazor  
Microsoft Commerce Server  
Microsoft Identity Integration Server  
Microsoft Internet Information Services  
Microsoft Forefront Threat Management Gateway (ISA)

Microsoft Sharepoint/Sharepoint Server  
Microsoft Silverlight  
Microsoft Visual Studio  
Mobile applications development  
Mule/MuleESB  
Node.js  
Oracle Fusion  
Oracle WebLogic/  
Oracle Workflow  
Pandas  
Perl  
PHP (all)  
PySpark  
Python  
React  
Redux  
REST/REST Assured  
RESTful  
SailPoint  
Scalable Vector Graphics (SVG)  
Secure coding/SW development  
Sitecore CMS  
SOAP/SOAP UI  
Social Media/Networks  
Spring Framework  
Spring Boot  
Spring Cloud  
Spring Integration  
Spring MVC  
Spring Security  
TIBCO  
UDDI  
Umbraco  
VBScript  
Video/graphics editing  
Visual Interdev VoiceXML  
Web collaboration appliances  
Web Content Development  
Web Design  
WebSphere  
WebSphere Datapower  
Wikis  
WSDL  
XAML/XACML  
XHTML MP  
XML (all variants)

## 723 Non-Certified IT Skills Reported

Foote Partners News Release – July 22, 2025

### SAP & Enterprise Business

#### Applications

ABAP (all modules)  
Accelerated SAP (SLM)  
Baan (Infor LN ERP)  
Enterprise Application Integration  
IBM Sterling  
J.D. Edwards/Oracle  
Lawson  
Microsoft Dynamics/Dynamics 365  
NetWeaver  
NetWeaver Portal (SAP EP)  
Oracle BPM  
Oracle CRM  
Oracle E-Business suite  
Oracle Eloqua  
Oracle ERP  
Oracle Financials  
Oracle HFM (Hyperion Fin. Mgt)  
Oracle HRMS  
Oracle NetSuite  
Oracle Payables  
Oracle Payroll  
Oracle Retail  
Oracle SCM  
Oracle SOA Suite  
Pega  
PeopleSoft (CRM/Financials/ HCM)  
Remedy ITSM  
Salesforce  
Salesforce Commerce Cloud  
Salesforce CRM  
Salesforce Sales Cloud  
Salesforce Service Cloud  
SAP AFS  
SAP ALE  
SAP APO  
SAP Ariba  
SAP Auto-ID infrastructure (SAP RF)  
SAP Basis Components  
SAP BI / SAP BW  
SAP BO Data Services  
SAP BODI  
SAP BOXI  
SAP BO Dashboard Design  
SAP BPC  
SAP BSP  
SAP Business One

SAP AFS  
SAP ALE  
SAP APO  
SAP Ariba  
SAP Auto-ID infrastructure  
SAP Basis Components  
SAP BI  
SAP BO Data Services  
SAP BODI  
SAP BOXI  
SAP BO Dashboard Design  
SAP BPC  
SAP BSP  
SAP Business One  
SAP Business Workflow/Webflow  
SAP CA  
SAP CAF  
SAP CAR  
SAP CCM  
SAP CE  
SAP CFM  
SAP CO  
SAP CO-PA  
SAP Commerce Cloud  
SAP CRM  
SAP Crystal Reports  
SAP CS  
SAP Digital Banking  
SAP EBP  
SAP EDI  
SAP EHS  
SAP EPM  
SAP ERP  
SAP ESA  
SAP Exchange Infrastructure (XI)  
SAP FI (Financial Accounting)  
SAP FI – CA  
SAP FI - CO  
SAP FI – FSCM  
SAP FI - Travel Management  
SAP Fiori  
SAP F&R (Forecasting/Replenish)  
SAP FS (Insurance)  
SAP GRC  
SAP GTS  
SAP HANA  
SAP HCM (SAP HR)  
SAP HCM ESS/MSS  
SAP HR-PA

SAP HR-PY (Payroll)  
SAP Hybris/Commerce Cloud  
SAP IBP (Integrated Business Planning)  
SAP IS-U (Utilities)  
SAP ITS  
SAP MDM  
SAP MDX  
SAP MI  
SAP MII  
SAP MM  
SAP MRO  
SAP MRS  
SAP Netweaver Applications Server  
SAP Netweaver BW (BIW)  
SAP NetWeaver Visual Composer  
SAP NWDI  
SAP NWDS  
SAP Oil & Gas  
SAP PI (NetWeaver Process Integration)  
SAP PLM  
SAP PM  
SAP POSDM  
SAP PP  
SAP PS  
SAP PSCD  
SAP Public Sector Management  
SAP QM  
SAP for Retail  
SAP SAM (Service & Asset Mgt)  
SAP S/4HANA  
SAP SCM  
SAP SD  
SAP SD - GTS  
SAP Security  
SAP SEM  
SAP SM  
SAP Smart Forms  
SAP Solution Manager  
SAP SRM  
SAP TM  
SAP UI5 (UI development toolkit for HTML5)  
SAP Web Application Server  
SAP WEBI  
SAP WM  
SAP WM – EWM

Siebel/Siebel Analytics  
Software AG webMethods  
SuccessFactors  
Web Dynpro  
Workday HCM

#### Data/Database

Alteryx Designer  
Amazon Athena  
Amazon DynamoDB  
Amazon EMR  
Amazon RedShift  
Apache Cassandra  
Apache CouchDB  
Apache Hive  
Apache Iceberg  
Apache Ignite  
Apache Impala  
Apache Spark SQL  
Azure Cosmos DB  
Azure Data Factory  
Azure SQL Data Warehouse  
Alteryx Designer  
Amazon Athena  
Amazon DynamoDB  
Amazon RedShift  
Apache Cassandra  
Apache CouchDB  
Apache Hive  
Apache Spark SQL  
Azure Cosmos DB  
Azure Data Factory  
Azure SQL Data Warehouse  
Azure SQL Database  
Azure Synapse Analytics  
Base SAS  
Big Data  
Blockchain  
Cloudera Impala  
Couchbase Server  
Data mining  
Data Vault  
Database management  
DB2  
dBASE/xBASE  
ETL (Extract, transform, load)  
GIS  
Google BigQuery

Google Data Studio  
Hbase  
Informatica  
Java Database Connectivity  
Kibana  
Looker  
Master data management  
Microsoft Access  
Microsoft Exchange Server 2010/2013  
Microsoft SQL Server  
2019/2016/2014/2012  
Microsoft SQL Server Integration Services  
Microsoft SQL Server Reporting Services (SSRS)  
MongoDB  
MySQL  
NewSQL  
NoSQL  
OpenEdge ABL  
Oracle Application Server  
Oracle Business Intelligence Enterprise Edition Plus  
Oracle Coherence  
Oracle DB 9i/10g/11i/12c  
Oracle Enterprise Manager  
Oracle Exadata  
Oracle Forms  
Oracle Reports  
PostgreSQL  
Power Query  
Redis  
Riak  
Smart Contracts  
Snowflake/Snowflake Schema  
Sqoop  
Sybase Adaptive Server  
Teradata  
TIBCO Spotfire  
Visual SQL

## 723 Non-Certified IT Skills Reported

Foote Partners News Release – July 22, 2025

### Systems/Networking

Active Directory  
Amazon AWS CloudTrail  
Amazon Elastic Kubernetes Service  
Ansible  
Apache Flume  
Arista  
ATM  
AWS Fargate  
Azure Active Directory  
Azure AKS  
Azure Sentinel  
Azure Storage  
Business continuity and disaster recovery planning  
CA Endevor  
Chef/Opscode  
Cisco ASA  
Cisco CUCM  
Cisco ICM  
Cisco IPCC  
Cisco ISE/Identity Services Engine  
Cisco Nexus  
Cisco Prime  
Cisco UCCE  
Cisco UCCX  
Citrix Hypervisor (XenServer)  
Citrix NetScaler  
Citrix Virtual Apps (XenApp)  
Cloud architecture  
Cloud security  
DHCP  
EIGRP  
Ethernet  
Fast Ethernet  
Fortinet  
Gigabit Ethernet  
Google Kubernetes  
Grafana  
HP ConvergedSystem  
HP Quality Center  
HTTPS  
IaaS (Infrastructure as a Service)  
Infrastructure architecture  
Infrastructure as code(IaC)  
Intrusion prevention/detection sys  
IPX/SPX  
Juniper  
LAN

Microsoft Application Virtualization  
Microsoft Azure Sentinel  
Microsoft Hyper-V  
Microsoft SCCM  
Microsoft SCVMM  
Microsoft Virtual Server  
Mobile device management  
Mobile security  
Multiprotocol Label Switching  
NAS/Network Attached Storage  
Network access control/Identity mgt systems  
Network security management  
NGFW(next-generation firewall)  
Novell Netware  
PaaS  
Performance Analysis/Tuning  
Performance Management/Metrics  
Performance Optimization  
Performance Testing  
Prometheus  
Puppet  
Rackspace Cloud  
RedHat OpenShift  
Routing (e.g. OSPF, RIP, IGRP)  
Salt  
SAN/Storage Area Networks  
Security skills (project-based)  
Security Information and Event Management  
SMTP  
SNA  
Software-Defined Networking  
SolarWinds Orion  
Storage Virtualization/Admin  
TCP/IP  
Terraform  
Tivoli  
Vagrant  
vCenter Server  
vCloud  
Virtualization (various)  
Virtual security  
VMware ESXi Server  
VMware NSX  
VoIP/IP telephony  
VPN/OpenVPN  
WAN/3G/4G services  
Web Infrastructure

Web services security  
Wireless Network Mgmt  
Wireless security  
Wireless sensors/RFID  
Wireline Networking/ Telecomm.  
WML

### Operating Systems

AIX  
Fedora CoreOS  
HP-UX  
Linux  
Mac OS X  
Mobile operating systems (iOS, Android)  
OpenStack  
Red Hat Enterprise Linux  
Solaris  
SUSE  
Unix (all)  
VMware vSphere  
Windows 10/11  
Windows NT  
Windows Server 2019/2016/2012

### Management, Methodologies and Process

Artificial Intelligence  
Artificial Intelligence for IT Operations  
Artificial Intelligence Model Optimization  
AWS Codebuild  
AWS DevOps  
Azure AI/ML services  
Azure AI/ML services  
Azure DevOps  
Azure Key Vault  
Azure Machine Learning  
Azure Monitor  
Azure OpenAI  
Azure Service Fabric  
BERT  
Big Data Analytics  
Bioinformatics  
Business Analysis  
Business Analytics

Business Intelligence  
Business performance mgt  
Business process management/ modeling/improvement  
Caffe  
Capacity Planning/Management  
Change management  
COBIT  
Collaboration software  
Complex Event Processing/Event Correlation  
Computer Vision  
Configuration Management  
Continuous Improvement  
Continuous Integration/Continuous Delivery  
Convolutional Neural Network  
CRM  
Cryptography (encryption, VPN)  
Customer Experience  
Cyber Threat Intelligence  
Cybersecurity  
Data Acquisition and Control Systems  
Data Analytics  
Data Architecture  
Data Cleansing  
Data Engineering  
Data Governance  
Data Integration  
Data Management  
Data Migration  
Data Modelling  
Data Privacy  
Data Protection  
Data Quality  
Data Science  
Data Security  
Data Strategy  
Data Transformation  
Data Visualization  
DataOps  
DataRobot Enterprise AI Platform  
Deep Learning  
Deployment Automation  
DevOps  
DevSecOps  
Digital Analytics  
Digital Forensics  
Digital Marketing

E-Discovery  
E-Procurement  
ERP  
Event-Driven Architecture  
FinOps  
Flink  
ForgeRock/Ping Identity  
Functional Programming  
Functional Testing  
Game Development/Gamification  
General Data Protection Regulation  
Google TensorFlow  
Governance, Risk Management and Compliance  
H2O.ai  
HL7  
Hugging Face Transformers  
Hyperautomation  
Identity access management  
Incident Management  
Information management  
IT Audit  
IT Governance  
ITIL V3  
IT Service Management/ITSM  
Kanban  
Keras  
Large Language Model/LLM tuning  
Machine Learning  
Marketo  
Metadata design and development  
Microservices  
Microsoft SQL Server Analysis Services  
Microsoft Visio  
MLOps  
Model Tuning  
Natural language processing  
Network Architecture  
Neural Networks  
NIST/NIST 800  
Object Detection/YOLO  
ONNX (Open Neural Network Exchange)  
OpenCV  
Penetration testing  
Power BI  
Predictive Analytics and Modeling  
Prescriptive Analytics  
Process Improvement  
Program Management  
Project management/governance

**Management, Methodologies and  
Process – cont'd.**

Prompt Engineering  
PyTorch  
QlikSense  
Quality Assurance/QA Automation  
Quality management/TQM  
Quantitative Analysis/Regression  
Razor  
Requirements Engineering/Analysis  
Risk analytics/assessment  
Robotic Process Automation  
Scaled Agile Framework (SAFe)  
Security architecture and models  
Security auditing  
Security management  
Security testing  
Scikit-Learn  
SEO  
Site Reliability Engineering  
Six Sigma/Lean Six Sigma  
Social media analysis/analytics  
Software development lifecycle  
management  
Splunk  
Tableau  
Test Automation  
Test Driven Development/  
Scripting  
Threat Detection/Modelling/Mgt  
TIBCO BusinessWorks  
TOGAF  
Unit Testing  
Usability Research/Human  
Factors Research  
User Acceptance Testing  
User Experience/User Interface  
User-Centered Design  
Vulnerability Scanning/  
Assessment/Management  
Waterfall  
Web Analytics  
Webtrends analytics  
Zachman Framework

**Messaging & Communications**

ActiveMQ  
Apache Camel  
Apache Kafka  
HCL Domino  
Java Messaging Service  
Message-oriented Middleware  
(Wave, XMPP/Jabber, etc.)  
Microsoft Exchange  
Novell Groupwise  
Oracle Comm Messaging Server  
RabbitMQ  
TIBCO Enterprise Message  
Service  
TIBCO Rendezvous  
Unified Communications/  
Messaging

## 4-YEAR NON-CERTIFIED IT SKILLS PAY TRENDS

(Through 7/1/2025 – 106,642 IT Professionals)

NONCERTIFIED IT SKILLS CATEGORIES	# of skills surveyed	v						4
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs	% Change 3 yrs	% Change yrs	
Systems/Networking	100	-0.2%	-2.1%	-2.4%	-5.7%	-9.3%	-12.2%	
Messaging and Communications	13	-8.2%	-12.5%	-17.6%	-23.3%	-18.8%	-32.5%	
SAP & Enterprise Business Applications	137	-3.2%	-6.0%	-7.4%	-11.5%	-15.2%	-18.7%	
Apps Development Tools & Platforms	140	0.2%	-1.9%	-3.5%	-3.4%	-4.7%	-7.2%	
Web/e-Commerce Development	102	-1.5%	0.9%	-1.0%	-3.8%	-6.2%	-5.9%	
Data/Database	65	-2.7%	-3.4%	-4.2%	-4.9%	-7.2%	-6.9%	
Operating Systems	15	1.5%	-0.7%	-3.5%	0.0%	-2.1%	1.5%	
Management/Methodology/Process	151	0.7%	1.9%	4.3%	7.1%	10.5%	17.4%	
ALL NONCERTIFIED SKILLS REPORTED	723	-0.56%	-0.40%	-0.60%	0.15%	-0.01%	1.38%	

## 17-YEAR NON-CERTIFIED IT SKILLS PAY TRENDS BY CATEGORY

% Change in Average Median Pay for a Single Non-certified IT Skill)

(Through 7/1/2025 – 106,642 IT Professionals)



Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 2Q 2025 data edition



## HIGHEST PAYING Non-certified IT Skills (cash pay premiums, all 723 skills surveyed, ranked)

These **non-certified IT skills** are among those earning the highest pay premiums (data collected April 1, 2025 to July 1, 2025). **Shown in alphabetical order by the overall market value rank in descending order, including ties.** **Green/Red** = increased/decreased in market value this quarter. **Purple** = Made the list this quarter for the first time.

1.[Tie] AWS DevOps Data Strategy Ethereum Large Language Model/LLM tuning	4.[cont.] Threat Detection/Modelling/ Management	6.[cont.] Predictive Analytics and Modeling Program Management Security testing Splunk Test Driven Development/Scripting	8.[Tie] Apache Spark AWS Codebuild Azure DevOps Azure Key Vault Azure Monitor Big Data analytics Business analysis Caffe Data Analytics Data Modelling Data Protection ForgeRock/Ping Identity Gemini General Data Protection Regulation(GDPR) Generative AI gRPC Hyperautomation IT Governance Project management/governance QA Automation/Quality Assurance Scaled Agile Framework (SAFe) Snowflake/Snowflake Schema Test automation Unit Testing Vulnerability Scanning/Assessment/ Management
2.[Tie] Blockchain Convolutional Neural Network MLOps Natural language processing Neural Networks Prompt Engineering Site Reliability Engineering	5.[Tie] Apache Ignite Data Science Data Transformation DataOps Deep Learning Deployment Automation DevOps GitOps Google TensorFlow Keras Microservices Prescriptive Analytics Risk analytics/assessment Security architecture and models Security auditing Smart Contracts Zachman Framework	7.[Tie] Azure AI/ML services Azure OpenAI Business process mapping/ modeling/improvement Capacity Planning/Management Configuration Management Cyber Threat Intelligence Data Integration Data Migration Data Privacy Data Security Go language (Golang) Gradle H2O.ai HL7 IT Audit Metadata design and development Network Architecture Object Detection/YOLO Quantitative Analysis/Regression Analysis Security management Software development lifecycle management Waterfall	
3.[Tie] Amazon Athena Data Architecture Data Governance Machine Learning PyTorch Identity access management			
4.[Tie] Apache Airflow Artificial Intelligence for IT Operations Artificial Intelligence Model Optimization Azure Machine Learning Bioinformatics Computer Vision Data Engineering DevSecOps FinOps Flink ONNX (Open Neural Network Exchange)	6.[Tie] Apache Iceberg Artificial Intelligence Azure Service Fabric Continuous Integration Data Management Digital Forensics Event-Drive Architecture Governance, Risk management and Compliance Informatica Kanban NIST/NIST 800 Penetration testing		

SOURCE: Footo Partners [IT Skills & Certifications Pay Index™](#), 2Q 2025 data edition

## NON-CERTIFIED TECH SKILLS TREND HIGHLIGHTS: Market Value Gainers & Highest Pay – 2nd Quarter 2025 d

These non-certified tech skills **gained 10% or more in market value in the three months ending July 1, 2025** vs. prior quarter (seen below grouped by segment).

**Listed in alphabetical order within each group.** Highest paying skills listed on right **in alphabetical order**.

IT SKILLS (non-certified)			Highest Paying(A-Z)	
<b><u>Applications Development skills</u></b> Apache Cordova Apache Maven Apache Struts/Struts2 AWS CloudFront/CloudFront Functions AWS CodeDeploy Bitbucket Gemini GoCD Gradle Grunt JIRA Objective-C Octopus Deploy Oracle Applications Developer Framework Ruby on Rails SAS Enterprise Guide SpecFlow Vue.js  <b><u>Management, Process &amp; Methodology skills</u></b> HPUX OpenStack SUSE	<b><u>SAP &amp; Enterprise Business Applications skills</u></b> Oracle ERP Oracle Payroll/Receivables SAP CO (Controlling) SAP Crystal Reports SAP EHS (Environment, Health & Safety) SAP GTS (Global Trade Services) SAP Hybris SAP MDG (Master Data Governance) SAP PP (Production Planning) SAP UI development toolkit for HTML5 (SAP UI5) Siebel/Siebel Analytics  <b><u>Database Skills</u></b> Apache CouchDB Informatica TIBCO Spotfire	<b><u>Systems/Networking skills</u></b> Amazon AWS CloudTrail AWS Fargate Business continuity and disaster recovery planning Cisco ASA Citrix NetScaler Microsoft SCVMM Vagrant vCenter Server vCloud WAN 4G/5G services WiMAX/LTE Wireless network management (LANs, GSM)  <b><u>Web/SOA/E-Commerce skills</u></b> Content management systems GraphQL JavaBeans/EJB 3.0 Julia Laravel PHP Microsoft Visual Studio Pandas SailPoint TIBCO Umbraco	- Amazon Athena - Apache Airflow - Artificial Intelligence for IT Operations (AIOps) - Artificial Intelligence Model Optimization - AWS DevOps - Azure Machine Learning - Bioinformatics - Blockchain - Computer Vision - Convolutional Neural Network - Data Architecture - Data Engineering - Data Governance - Data Strategy - DevSecOps - Ethereum - FinOps - Flink - Identity access management - Large Language Model/LLM tuning - Machine Learning - MLOps - Natural language processing - Neural Networks - ONNX (Open Neural Network Exchange) - Prompt Engineering  - PyTorch - Site Reliability Engineering - Threat Detection/Modelling/Mgmt	

Source: Foote Partners [IT Skills & Certifications Pay Index™](#), 2Q 2025 data edition

## NON-CERTIFIED IT SKILLS TREND HIGHLIGHTS: **Market Value Losers** – 2nd Quarter 2025 data

These non-certified IT skills **declined 10% or more in market value in the three months ending July 1, 2025** vs. prior quarter (seen below grouped by segment).  
**Listed in alphabetical order within each group.**

### IT SKILLS (Non-certified)

#### Applications Development skills

Amazon Web Services (EC2, ECS, S3, SQS, ELB, et. al.)  
Clojure  
Cloud Foundry PaaS  
Drupal  
Epic Systems applications  
F#  
HP ALM (Application Lifecycle Management)  
Kotlin  
Microsoft Azure Stack  
Microsoft Copilot  
NIM  
Red Hat Fuse  
Visual Basic 6.0

#### Data/Database

Amazon EMR  
Amazon RedShift  
Apache Hive  
Apache Impala  
Apache Spark SQL  
GIS  
Google Data Studio  
Hbase  
Master data management  
Power Query  
Smart Contracts  
Snowflake/Snowflake Schema  
Sqoop

#### SAP & Enterprise Business App skills

ABAP  
Enterprise Application Integration (EAI)  
Microsoft Dynamics/Dynamics 365  
NetWeaver Portal (SAP EP)  
Oracle BPM  
Oracle E-Business suite  
Oracle Eloqua  
Oracle SCM (Supply Chain Management)  
Remedy ITSM  
Salesforce  
Salesforce Sales Cloud  
Salesforce Service Cloud  
SAP BI (BusinessObjects Business Intelligence Platform)  
SAP CAR (Customer Activity Repository)  
SAP Commerce Cloud  
SAP CRM (Customer Relationship Management)  
SAP Data Services (SAP BODS)  
SAP ERP Operations (multi-skills)  
SAP Fiori  
SAP for Retail (IS-Retail)  
SAP IBP ( Integrated Business Planning)  
SAP MDM (Master Data Management)  
SAP PI (NetWeaver Process Integration)  
SAP PLM (Product Lifecycle Management)  
SAP S/4HANA  
SAP SCM (Supply Chain Management)  
SAP TM (Transportation Management)  
SAP WM (Warehouse Management)  
SuccessFactors  
Workday HCM

#### Systems/Networking skills

Active Directory  
Amazon Elastic Kubernetes Service  
Apache Flume  
Azure Sentinel  
Cisco CUCM  
Cisco ISE (Identity Services Engine)  
Cisco Nexus  
Citrix Virtual Apps (XenApp)  
Fortinet  
Microsoft Application Virtualization (App-V)  
NGFW(next-generation firewall)  
Performance Analysis/Tuning  
Performance Optimization  
Salt  
SAN/Storage Area Networking  
Software-Defined Networking

#### Operating Systems skills

Fedora CoreOS  
VMware vSphere

#### Messaging & Communications Skills

Apache Pulsar  
Java Messaging Service  
Microsoft Exchange  
TIBCO Rendezvous  
Unified communications/messaging

#### Web/E-commerce Development

Apache Solr  
Cypress.io  
Elasticsearch/Elastic Stack  
Ember.js  
GatsbyJS  
Google Analytics  
Google Cloud AI (Vertex AI, AutoML)  
Microsoft Internet Information Services  
Mobile applications development  
Mule/MuleESB  
Oracle Workflow  
Spring Integration  
Web Design  
WebSphere

#### Management, Process & Methodology skills

Business analytics  
COBIT  
Customer Experience  
Data Acquisition and Control Systems  
Data Cleansing  
Event-Drive Architecture  
Hugging Face Transformers  
Marketo  
Predictive Analytics and Modeling  
Security testing  
User-Centered Design  
Vulnerability Scanning/Assessment/  
Management  
Web Analytics

SOURCE: Footo Partners [IT Skills & Certifications Pay Index™](#), 2Q 2025 data edition

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## IT Certification Data Trend Charts & Analysis

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(Data collected through July, 2025)

AccessData Certified Examiner  
Adobe/Magento 2 Certified Developer-Associate  
Adobe/Magento 2 Certified Developer-Professional  
Arcitura Certified Cloud Security Specialist  
Artificial Intelligence Engineer (AIE)  
Avaya Certified Design Specialist  
Avaya Certified Implementation Specialist  
Avaya Certified Integration Specialist  
Avaya Certified Solution Specialist  
Avaya Professional Design Specialist  
AWS Certified Advanced Network – Specialty  
AWS Certified Cloud Practitioner  
AWS Certified Data Analytics – Specialty  
AWS Certified Developer - Associate  
AWS Certified DevOps Engineer - Professional  
AWS Certified Security - Specialty  
AWS Certified Solutions Architect - Associate (Cloud)  
AWS Certified Solutions Architect - Professional (Cloud)  
AWS Certified SysOpsAdministrator-Associate (Cloud)  
AXELOS ITIL 4 certifications  
BICSI ITS Technician  
BICSI Technician and Registered Communications  
Distribution Designer  
Brocade Certified Network Engineer  
Brocade Certified Network Professional  
Brocade Certified Fabric Designer  
Brocade Certified Fabric Professional (BCFP)  
BTA Certified Blockchain Security Professional (CBSP)  
Certificate in Information Security Management Principles  
(CISMP)  
Certificate of Cloud Security Knowledge (CCSK)  
Certificate of Cloud Auditing Knowledge (CCAK)  
Certification Authorization Professional (CAP)  
Certification of Capability in Business Analysis (CCBA)  
Certified Analytics Professional (CAP)  
Certified Artificial Intelligence Practitioner (CAIP)  
Certified Artificial Intelligence Scientist (CAIS)  
Certified Business Analysis Professional (CBAP)  
Certified Business Continuity Manager/ISO 22301(CBCM)  
Certified Business Continuity Professional (CBCP)  
Certified Business Process Associate (CBPA)  
Certified Business Process Leader (CBPL)  
Certified Business Process Professional (CBPP)  
Certified Cisco Systems Instructor (CCSI)  
Certified Cloud Architect  
Certified Cloud Security Professional (CCSP)  
Certified Cloud Technology Professional  
Certified Compliance Professional

Certified Computer Examiner (CCE)  
Certified Computing Professional (CCP-ISC2)  
Certified Data Centre Management Professional (CDCMP)  
Certified Data Privacy Solutions Engineer/ISACA(CDPSE)  
Certified Data Professional (CDP)  
Certified Disaster Recovery Engineer (C/DRE)  
Certified Enterprise Coach (Scrum/Agile)  
Certified Ethical AI Professional (CEAP)  
Certified Forensic Computer Examiner (CFCE)  
Certified Fraud Examiner  
Certified Healthcare Information Security and Privacy  
Practitioner (HCISPP)  
Certified in Convergent Network Technologies (CCNT)  
Certified in Emerging Technology(CET-ISACA)  
Certified in Governance, Risk and Compliance(CGRC)  
Certified in Risk and Information Systems Control (CRISC)  
Certified in the Governance of Enterprise IT (CGEIT)  
Certified Information Privacy Manager- all countries  
Certified Information Privacy Professional - all countries  
Certified Information Privacy Technologist- all countries  
Certified Information Security Manager (CISM)  
Certified Information Systems Auditor (CISA)  
Certified Information Systems Risk Manager/Mile2  
Certified Information Systems Security Professional (CISSP)  
Certified IP Telecom Network Specialist (CIPTS)  
Certified Tester Foundation Level (CTFL) v4.0  
Certified Tester Foundation Level Agile Tester (CTFL-AT)  
Certified Tester Advanced Level Test Analyst (CTAL-TA)  
Certified IT Architect (IASA CITA)  
Certified Kubernetes Administrator (CKA)  
Certified Kubernetes Security Specialist (CKS)  
Certified Manager of Software Quality (CMSQ)  
Certified Penetration Testing Engineer (CPTE)  
Certified Protection Professional  
Certified Scrum Developer  
Certified Scrum Product Owner  
Certified Scrum Product Owner - Advanced  
Certified Scrum Professional - ScrumMaster  
Certified Scrum Team Coach  
Certified Scrum Trainer  
Certified ScrumMaster  
Certified ScrumMaster – Advanced  
Certified Secure Software Lifecycle Professional (CSSLP)  
Certified Software Quality Analyst (CSQA)  
Certified Telecommunications Network Specialist (CTNS)  
Certified Tester Foundation Level (CTFL) v4.0  
Certified Tester Foundation Level Agile Tester (CTFL-AT)  
Certified Tester Advanced Level Test Analyst (CTAL-TA)

Check Point Certified Security Administrator (CCSA)  
Check Point Certified Security Expert (CCSE)  
Check Point Certified Security Master (CCSM)  
Cisco Certified CyberOps Associate  
Cisco Certified CyberOps Professional  
Cisco Certified Design Expert (CCDE)  
Cisco Certified DevNet Associate  
Cisco Certified DevNet Professional  
Cisco Certified DevNet Expert  
Cisco Certified Entry Network Technician (CCENT)  
Cisco Certified Internetwork Expert (CCIE, all variations)  
Cisco Certified Network Associate - Data Center  
Cisco Certified Network Associate (CCNA Routing and  
Switching)  
Cisco Certified Network Associate (Network Security)  
Cisco Certified Network Associate (Networking automation  
and programmability)  
Cisco Certified Network Associate (was CCNA Cloud)  
Cisco Certified Network Associate (was CCNA  
Collaboration)  
Cisco Certified Network Associate (was CCNA Wireless)  
Cisco Certified Network Associate (was Design Associate)  
Cisco Certified Network Professional - Collaboration  
Cisco Certified Network Professional - Data Center  
Cisco Certified Network Professional - Service Provider  
Cisco Certified Network Professional - Enterprise/Design  
Cisco Certified Network Professional - Enterprise/Routing  
and Services  
Cisco Certified Network Professional - Enterprise/Wireless  
Networks  
Cisco Certified Network Professional (CCNP-all)  
Cisco Certified Network Professional - Security  
Cisco Certified Systems Instructor (CCSI)  
Cisco Data Center Unified Computing Design Specialist  
Cisco Data Center Unified Fabric Support Specialist  
Citrix Certified Associate - Networking  
Citrix Certified Associate - Virtualization  
Citrix Certified Expert – Networking  
Citrix Certified Expert - Virtualization  
Citrix Certified Instructor (CCI - Virtualization, Networking,  
or Mobility)  
Citrix Certified Professional - Networking  
Citrix Certified Professional - Virtualization (CCP-V)  
Citrix XenServer Certified (CC-XenServer)  
CIW Advanced HTML5 and CSS3 Specialist  
CIW Certified Database Design Specialist  
CIW Web Design Professional  
CIW Web Development Professional

CIW Web Foundations Associate  
CIW Web Security Professional  
Cloud U (Rackspace)  
Cloudera Certified Associate Administrator  
Cloudera Certified Associate Data Analyst  
Cloudera Certified Associate Spark and Hadoop  
Developer  
Cloudera Certified Professional: Data Engineer  
CompTIA A+  
CompTIA Advanced Security Practitioner  
CompTIA Certified Technical Trainer  
CompTIA Cloud Essentials  
CompTIA Cloud+  
CompTIA Cybersecurity Analyst+  
CompTIA Linux+  
CompTIA Mobile App Security+  
CompTIA Mobility+  
CompTIA Network+  
CompTIA Penetration Tester  
CompTIA Project+  
CompTIA Security+  
CompTIA Server+  
CompTIA Storage+  
Convergence Technologies Professional (CTP)  
CSX CyberSecurity Practitioner (CSXP)  
CWNP Certified Wireless Security Professional (CWSP)  
CWNP/Certified Wireless Analysis Professional (CWAP)  
CWNP/Certified Wireless Design Professional (CWDP)  
CWNP/Certified Wireless Network Administrator(CWNA)  
CWNP/Certified Wireless Network Trainer (CWNT)  
CWNP/Certified Wireless Network Expert (CWNE)  
CWNP/Certified Wireless Technology Specialist (CWTS)  
Cyber Security Forensic Analyst  
Dell Cloud Infrastructure Design Proven Professional  
Dell Cloud Services Architect - Expert (DCE - CA)  
Dell Cloud Services Design Proven Professional  
Dell Data Science Associate (DCA-DS)  
Dell Data Science Specialist - Advanced Analytics  
Dell Information Storage and Management Foundations  
Dell Platform Engineer/PowerScale - Specialist  
Dell PowerEdge Association(EMC)  
Dell PowerEdge Professional(EMC)  
Dell PowerMax (all - Maintenance/Install/Operate)  
Dell PowerStore (all - Deploy/Operate)  
EC-Council Certified Application Security Engineer  
(CASE)  
EC-Council Certified Cloud Security Engineer (CCSE)  
EC-Council Certified DevSecOps Engineer (ECDE)

EC-Council Certified Encryption Specialist v2(ECES)  
 EC-Council Certified Ethical Hacker (CEH)  
 EC-Council Certified Incident Handler V2 (ECIH)  
 EC-Council Certified Network Defender  
 EC-Council Certified Penetration Testing Professional  
 EC-Council Certified SOC Analyst (ECSA)  
 EC-Council Computer Hacking Forensic Investigator  
 EC-Council Disaster Recovery Professional (EDRP)  
 EC-Council Web Application Hacking and Security Testing  
 Fortinet Network Security Expert (NSE) Level 1  
 Fortinet Network Security Expert (NSE) Level 2  
 Fortinet Network Security Expert (NSE) Level 3  
 Fundamentals of Google AI for Web-Based Machine Learning  
 GIAC Assessing and Auditing Wireless Networks  
 GIAC Certified Defending Advanced Threats (GDAT)  
 GIAC Certified Detection Analyst (GCDA)  
 GIAC Certified Enterprise Defender (GCED)  
 GIAC Certified Forensics Analyst (GCFI)  
 GIAC Certified Forensics Examiner  
 GIAC Certified Incident Handler (GCIH)  
 GIAC Certified Intrusion Analyst (GCIH)  
 GIAC Certified Project Manager (GCPM)  
 GIAC Certified Web Application Defender  
 GIAC Certified Windows Security Administrator (GCWN)  
 GIAC Cloud Forensic Responder (GCFR)  
 GIAC Cloud Penetration Tester (GCPN)  
 GIAC Cloud Security Automation (GCSA)  
 GIAC Cloud Security Essentials (GCLD)  
 GIAC Continuous Monitoring Certification (GMON)  
 GIAC Critical Controls Certifications (GCCC)  
 GIAC Cyber Threat Intelligence (GCTI)  
 GIAC Defending Advanced Threats (GDAT)  
 GIAC Defensible Security Architecture (GDSA)  
 GIAC Enterprise Vulnerability Assessor (GEVA)  
 GIAC Exploit Researcher and Advanced Penetration Tester (GWAPT)  
 GIAC Information Security Fundamentals (GISF)  
 GIAC Information Security Professional (GISP)  
 GIAC Mobile Device Security Analyst (GMOB)  
 GIAC Network Forensic Analyst (GNFA)  
 GIAC Penetration Tester (GPEN)  
 GIAC Public Cloud Security (GPCS)  
 GIAC Python Coder (GPYC)  
 GIAC Reverse Engineering Malware (GREM)  
 GIAC Security Essentials (GSEC)  
 GIAC Security Leadership (GSLC)  
 GIAC Security Operations Certified (GSOC)

GIAC Security Operations Manager (GSOM)  
 GIAC Systems and Network Auditor (GSNA)  
 GIAC Web Application Penetration Tester (GWAPT)  
 Global Industrial Cyber Security Professional (GICSP)  
 Google Cloud - AI Engineer Certification  
 Google Cloud - Professional Cloud Architect  
 Google Cloud - Professional Data Engineer  
 Google Cloud - Professional Network Engineer  
 Google Cloud Associate - Cloud Engineer  
 Google Cloud DevOps Engineer  
 Google Professional Cloud Developer  
 Google Professional Machine Learning Engineer  
 Google Cloud - Professional Cloud Security Engineer  
 HDI Customer Service Representative  
 HDI Desktop Support Manager  
 HDI Desktop Support Technician  
 HDI Support Center Analyst  
 HDI Support Center Director  
 HDI Support Center Manager  
 HDI Support Center Team Lead  
 HDI Technical Support Professional  
 Help Desk Analyst: Tier 1 Support Specialist/Ed2Go  
 Help Desk Team Lead/RCCSP  
 Hitachi Qualified Professional - Storage Administration  
 HP Accredited Solutions Expert (ASE - all)  
 HP Accredited Technical Professional (ATP - all)  
 HP ASE - Storage Solutions V4  
 HP ATP - Hybrid IT Solutions V2  
 HP ATP - Storage Solutions V1 /V2  
 HP Master Accredited Solutions Expert (MASE - all)  
 HP Master ASE – Hybrid IT Solutions Architect V1  
 HP Master ASE - Storage Solutions Architect V3  
 Huawei Certified Network Associate (all)  
 Huawei Certified Network Expert (all)  
 Huawei Certified Network Professional (all)  
 IAPP Certified Information Privacy Manager  
 IAPP Certified Information Privacy Professional  
 IBM Advanced Systems Administrator (all)  
 IBM AI Engineering Professional Certificate  
 IBM Applied AI Engineering Professional Certificate  
 IBM Certified Administrator - Cognos Analytics  
 IBM Certified Application Developer - Cloud Solutions v3  
 IBM Certified Application Developer - DB2 9.7 for Linux, Unix and Windows  
 IBM Certified Application Developer (all)  
 IBM Certified Data Architect - Big Data  
 IBM Certified Data Engineer - Big Data  
 IBM Certified Database Administrator - DB2 11.1 for Linux, UNIX and Windows

IBM Certified Developer - Cognos Analytics  
 IBM Certified Professional Developer - Cloud v4  
 IBM Certified Professional SRE - Cloud v1  
 IBM Cloud Security Engineer Specialty  
 IBM Certified Solution Advisor - Blockchain Platform V2  
 IBM Certified Solution Advisor - DevOps V2  
 IBM Certified Solution Architect – Cloud v4  
 IBM Certified Solution Architect - Data Warehouse V1  
 IBM Certified Solution Designer (all)  
 IBM Certified Specialist - AI Enterprise Workflow V1  
 IBM Certified Systems Administrator: WebSphere Application Server Network Deployment  
 IBM Certified Systems Administrator (all)  
 IBM Cloud Security Engineer Specialty  
 Information Systems Security Architecture Professional (ISSAP/CISSP)  
 Information Systems Security Engineering Professional (ISSEP/CISSP)  
 InfoSys Security Management Professional (ISSMP/CISSP)  
 ITIL Expert Certification  
 ITIL Foundation Certification  
 ITIL Intermediate Certification  
 ITIL Master Certification  
 JBoss Certified Developer (Seam, Persistence, ESB)  
 Juniper Networks Certified Internet Associate  
 Juniper Networks Certified Internet Expert  
 Juniper Networks Certified Internet Professional  
 Juniper Networks Certified Internet Specialist  
 Linux Foundation Certified Engineer  
 Linux Foundation Certified System Administrator  
 Linux Professional Institute certification (LPIC- 2)  
 Linux Professional Institute certification (LPIC- 3)  
 MCSE: Core Infrastructure  
 Microsoft Certified Azure Administrator  
 Microsoft Certified Azure Administrator Associate  
 Microsoft Certified Azure AI Engineer Associate  
 Microsoft Certified Azure Data Engineer Associate  
 Microsoft Certified Azure Data Scientist Associate  
 Microsoft Certified Azure Developer Associate  
 Microsoft Certified Azure Fundamentals  
 Microsoft Certified Azure Security Engineer Associate  
 Microsoft Certified Azure Solutions Architect  
 Microsoft Certified Azure Solutions Architect Expert  
 Microsoft Certified DevOps Engineer Expert  
 Microsoft Certified Professional  
 Microsoft Certified Solutions Associate(all)  
 Microsoft Certified Power BI Data Analyst Associate

Microsoft Certified Solutions Associate: SQL 2016 DBA  
 Microsoft Certified Solutions Associate: Windows Server 2012/2016  
 Microsoft Certified Solutions Developer (MCSD)  
 Microsoft Certified Dynamics 365 Associate(all business applications)  
 Microsoft Certified Solutions Expert: Data Platform  
 Microsoft Certified Solutions Expert: Desktop Infrastructure  
 Microsoft Certified Trainer (MCT)  
 Microsoft MTA: Windows OS  
 Microsoft Office Specialist  
 Mile2 Certified Cloud Security Officer(C)/CSO  
 MIT CSAIL Professional Certificate in AI and Machine Learning  
 MIT Professional Certificate in Machine Learning & AI  
 Mongo DB Associate Data Modeler  
 Mongo DB Certified DBA  
 Mongo DB Certified Developer  
 MongoDB Certified Developer Associate  
 NetApp Certified Data Administrator, ONTAP (NCDA)  
 NetApp Certified Hybrid Cloud Architect  
 NetApp Certified Implementation Engineer (NCIE)  
 NetApp Certified Storage Associate – Hybrid Cloud  
 NetScout/nGenius Certified Analyst (nCA)  
 NetScout/nGenius Certified Associate (nCA)  
 NetScout/nGenius Certified Expert (nCE)  
 NetScout/nGenius Certified Specialist (nCS)  
 Novell Certified Administrator (CNA)  
 Novell Certified Novell Engineer (CNE)  
 Novell Certified Instructor  
 Novell Certified Linux Engineer (Novell CLE)  
 Novell Certified Linux Professional (Novell CLP)  
 Novell Identity Manager Administrator  
 Offensive Security Defense Analyst (OSDA)  
 Offensive Security Defense Security Expert  
 Offensive Security Certified Expert  
 Offensive Security Experienced Penetration Tester  
 Offensive Security Exploit Developer (OSD)  
 Offensive Security Exploitation Expert (OSSEE)  
 Offensive Security Professional (OSCP)  
 Offensive Security Web Assessor (OSWA)  
 Offensive Security Web Expert (OSWE)  
 Offensive Security Wireless Professional (OSWP)  
 Okta Certified Administrator  
 Okta Certified Consultant  
 Okta Certified Developer  
 Okta Certified Professional



Open Group Certified Architect (Open CA)  
Open Group Certified IT Specialist (Open CITS)  
Oracle Business Intelligence Foundation Suite 11g Certified Implementation Specialist  
Oracle Certified Associate - DBA (OCA)  
Oracle Certified Associate - Java SE 8 Programmer  
Oracle Certified Associate - MySQL Heatwave  
Oracle Certified Associate - WebLogic Server 12c Admin  
Oracle Certified Expert - Java SE Developer  
Oracle Certified Expert - MySQL 5.1 Cluster Database Administrator  
Oracle Certified Expert - Siebel CRM Business Analyst  
Oracle Certified Expert - Solaris 10 Network Administrator for Solaris  
Oracle Certified Master - DBA (OCM)  
Oracle Certified Master - Java EE Enterprise Architect  
Oracle Certified Master - Java SE Developer  
Oracle Certified Professional - Advanced PL/SQL Developer  
Oracle Certified Professional - Application Server Administrator  
Oracle Certified Professional - Database Cloud Administrator  
Oracle Certified Professional 2019 - DBA(OCF)  
Oracle Certified Professional - Fusion Middleware 11g/12c Forms Developer  
Oracle Certified Professional - Java EE Web Component Developer  
Oracle Certified Professional - Java EE Web Services Developer  
Oracle Certified Professional - Java SE Programmer  
Oracle Certified Professional - MySQL 8.0 Database Administrator  
Oracle Certified Professional - MySQL 5.x Developer  
Oracle Certified Professional - Solaris 10 Systems Administrator  
Oracle Certified WebLogic Server 12c Administrator  
Oracle Cloud Infrastructure 2022/2023 Certified Architect Professional  
Oracle Database PL/SQL Developer Certified Professional  
Oracle E-Business Suite 12 Certified Implementation Specialist  
Oracle Linux Certified Administrator (OCA)  
Oracle MySQL 8.x Database Developer Certified Professional  
Oracle PL/SQL Developer Associate  
Oracle SOA Suite 12c Implementation Specialist  
Oracle VM 3.0 for x86 Certified Implementation Specialist  
Pegasystems Certified Data Scientist  
Pegasystems Certified Decisioning Consultant  
Pegasystems Certified Lead System Architect

Pegasystems Certified Senior Systems Architect  
Pegasystems Certified System Architect  
Pegasystems Certified Pega Business Architect  
Pegasystems Certified Robotics System Architect  
PHP Certification  
Pivotal Application Architect  
Pivotal Cloud Foundry Operator certification  
Pivotal Developer  
PMI Agile Certified Practitioner (PMI-ACP)  
PMI Certified Associate in Project Management (CAPM)  
PMI Portfolio Management Professional (PfMP)  
PMI Professional in Business Analysis (PMI-PBA)  
PMI Program Management Professional (PgMP)  
PMI Project Management Professional (PMP)  
PMI Risk Management Professional (PMI-RMP)  
Prince2 Foundation  
Prince2 Practitioner  
Professional Certified Investigator  
Professional in Project Management (GAQM)  
Qlik Sense Business Analyst  
Qlik Sense Data Architect  
Qualified Information Security Professional Q/ISP  
Rackspace Certified Technician  
Red Hat Certified Architect (RHCA)  
Red Hat Certified Architect: Cloud  
Red Hat Certified Architect: Enterprise Applications  
Red Hat Certified Architect: Infrastructure  
Red Hat Certified Engineer (RHCE)  
Red Hat Certified Enterprise Application Developer  
Red Hat Certified Specialist in Business Process Design  
Red Hat Certified Specialist in Cloud Infrastructure  
Red Hat Certified Specialist in Linux Performance Tuning  
Red Hat Certified Specialist in Messaging Administration  
Red Hat Certified Systems Administrator (RHCSA)  
RSA Certified Administrator (RSA/CA)  
RSA Certified Instructor (RSA/CI)  
SAFe Certification  
Salesforce B2C Commerce Developer  
Salesforce Certified Administrator  
Salesforce Certified Advanced Administrator  
Salesforce Certified Application Architect  
Salesforce Certified Data Architect  
Salesforce Certified Hyperautomation Specialist  
Salesforce Certified Integration Architecture Designer  
Salesforce Certified Platform Developer  
Salesforce Certified Systems Architect  
Salesforce Certified Technical Architect  
Salesforce Certified User Experience Designer

Salesforce Identity and Access Management Architect  
Salesforce Platform App Builder  
SAS Certified Big Data Professional Using SAS 9  
SAS Certified Data Integration Developer for SAS 9  
SAS Certified Data Scientist Using SAS 9  
SAS Certified Platform Administrator for SAS 9  
SAS Certified Predictive Modeler - SAS Enterprise Miner  
SAS Certified Professional: Advanced Programming/SAS 9.4  
SAS Certified Specialist Base Programming/SAS 9.4  
SAS Certified Specialist: Natural Language Processing and Computer Vision  
SAS Certified Statistical Business Analyst - SAS 9  
SAS Certified Advanced Analytics Professional Using SAS 9  
SAS Certified Data Quality Steward for SAS®  
SAS Certified Professional: AI and Machine Learning  
SAS Certified Professional: Data Curation for SAS Data Scientists  
SAS Certified Specialist: Visual Business Analytics  
ServiceNow Certified Application Developer (CAD)  
ServiceNow Certified Implementation Specialist (CIS)  
ServiceNow Certified Systems Administrator (CSA)  
Siebel 8 Consultant Certified Expert  
Six Sigma Black Belt  
Six Sigma Green Belt  
Six Sigma Master Black Belt  
Six Sigma Yellow Belt  
SNIA Certified Storage Architect  
SNIA Certified Storage Networking Expert (SCSN-E)  
SNIA Certified Storage Professional  
SNIA Certified Systems Engineer Sniffer Certified Expert  
SolarWinds Certified Professional (SCP)  
SonicWall Network Security Administrator  
Splunk Core Certified User  
SUSE Certified Administrator  
SUSE Enterprise Engineer (SCE)  
SUSE Enterprise Architect or (SEA)  
Systems Security Certified Practitioner (SSCP)  
Tableau Desktop Certified Professional  
Tableau Server Certified Professional  
Teradata VantageCloud Lake Associate Certified  
Teradata Vantage Administration  
Teradata Vantage Data Engineering Certified  
Teradata Vantage Data Science Master  
Teradata Vantage Master 2.0  
Teradata Vantage Architecture  
Teradata Vantage Analytics

Teradata SQL for Business Users  
TIBCO Certified Professional  
TIBCO Certified SOA Architect  
TOGAF 9 Certified  
Virtualization Council Master Infrastructure Architect  
VMware Certified Advanced Professional - Digital Workspace  
VMware Certified Advanced Professional 6.5 - Data Center Virtualization Design  
VMware Certified Advanced Professional – Network Virtualization  
VMware Certified Advanced Professional (all)  
VMware Certified Advanced Professional 6 - Data Center Virtualization Deployment  
VMware Certified Advanced Professional 6/7 - Cloud Mgt and Automation Deployment  
VMware Certified Advanced Professional 6/7 - Cloud Mgt and Automation Design  
VMware Certified Design Expert – Network Virtualization  
VMware Certified Design Expert - Cloud Mgt and Automation  
VMware Certified Design Expert (all)  
VMware Certified Design Expert 6 - Data Center Virtualization  
VMware Certified Professional - Digital Workspace  
VMware Certified Professional – Desktop Management 2021  
VMware Certified Professional - Network Virtualization  
VMware Certified Professional - Security 2021  
VMware Certified Professional 6 - Data Center Virtualization (VCP6-DCV)  
VMware Certified Professional 6.5 - Data Center Virtualization (VCP6.5-DCV)  
VMware Certified Professional 6/6.5  
VMware Certified Professional 6/7 - Cloud Mgt and Automation  
VMware Certified Technical Associate - Data Center Virtualization  
Zachman Certified - Enterprise Architect

## 4-YEAR IT CERTIFICATIONS PAY TRENDS

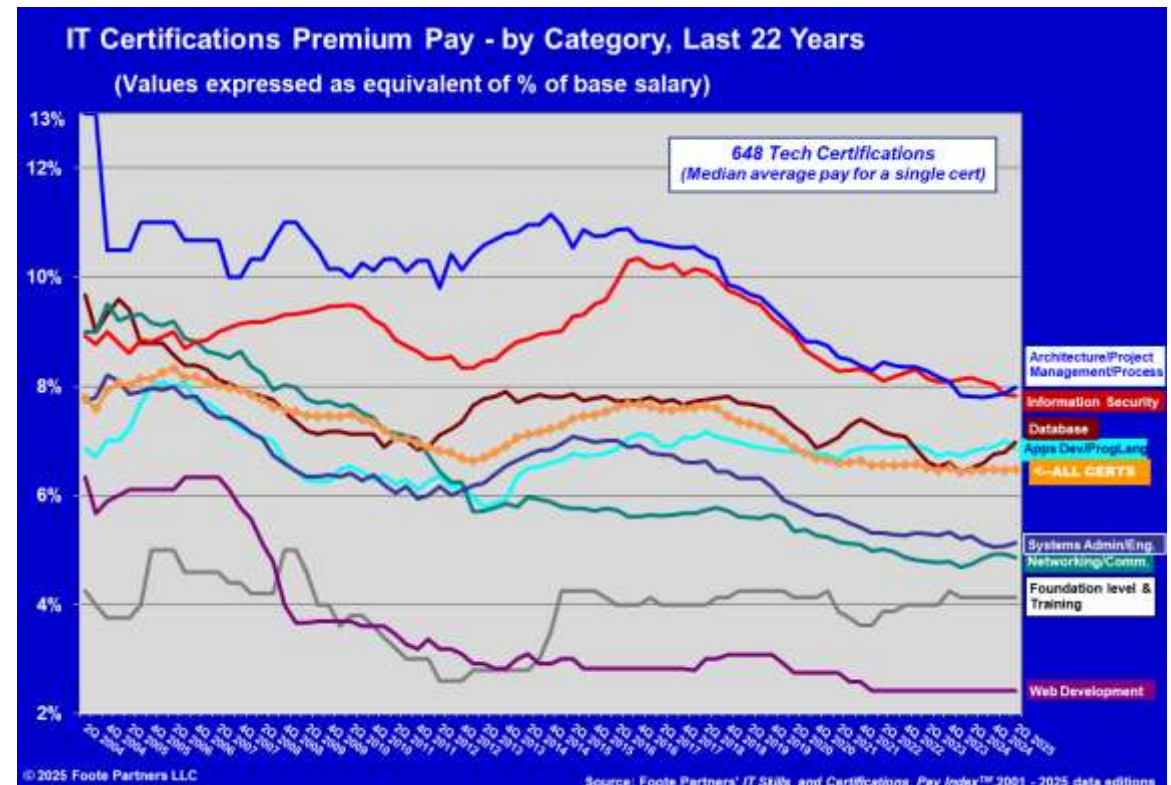
(Through 7/1/2025 – 106,642 IT Professionals)

IT CERTIFICATIONS CATEGORIES	# of certs surveyed	Change in Average Premium Pay by Category					
		% Change 3 mos	% Change 6 mos	% Change ANNUAL	% Change 2 yrs	% Change 3 yrs	% Change 4 yrs
Training and Beginner/Foundation level	8	0.0%	0.0%	0.0%	3.1%	6.5%	6.5%
Apps Development/Prog. Languages	74	-2.2%	-0.6%	0.7%	-0.1%	-0.4%	2.9%
Data/Database	65	2.5%	3.2%	7.0%	5.4%	-2.8%	-1.4%
Web Development	12	0.0%	0.0%	0.0%	0.0%	0.0%	-12.1%
Networking & Communications	105	-1.1%	-1.1%	2.8%	1.8%	-2.8%	-5.3%
System Administration/Engineering	131	1.2%	1.5%	-2.2%	-3.1%	-3.3%	-8.4%
Information/Cyber Security	156	-0.2%	-2.7%	-4.2%	-4.0%	-3.4%	-5.4%
Architecture/Project Management/Process	97	1.3%	1.8%	2.1%	-3.6%	-5.5%	-6.4%
ALL CERTIFICATIONS REPORTED	648	0.22%	0.05%	0.22%	-0.48%	-1.21%	-1.67%

## 17-YEAR IT CERTIFICATIONS PAY TRENDS BY CATEGORY

% Change in Average Median Pay for a Single IT Certification)

(Through 7/1/2025 – 106,642 IT Professionals)



SOURCE: Foote Partners 2025 [IT Skills & Certifications Pay Index™](#)

Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 2Q 2025 data edition

## HIGHEST PAYING IT Certifications (cash pay premiums for all 648 certs surveyed, ranked)

These IT certifications are among those earning the highest pay premiums (data collected April 1, 2025 to July 1, 2025). **Shown in alphabetical order by overall rank in descending order including ties.** **Green/Red** = increased/decreased in market value this quarter. **Purple** = Made the list this quarter for the first time.

1. GIAC Security Leadership	4.[cont.] EC-Council Certified Threat Intelligence Analyst GIAC Certified Incident Handler <b>GIAC Certified Intrusion Analyst</b> <b>IBM Applied AI Engineering Professional Certificate</b> InfoSys Security Architecture Professional (ISSAP/CISSP) <b>Offensive Security Defense Security Expert</b> <b>Offensive Security Exploitation Expert</b> Offensive Security Web Expert <b>Oracle Cloud Platform Application Integration Certified Professional</b> Pegasystems Certified Data Scientist <b>Pegasystems Certified Lead System Architect</b> <b>PMI Project Management Professional</b> PMI Risk Management Professional <b>SAS Certified Professional: AI and Machine Learning</b> <b>Six Sigma Black Belt</b> <b>Six Sigma Master Black Belt</b> <b>Teradata Vantage Data Science Master</b>	5.[cont.] Check Point Certified Security Administrator <b>Cisco Certified Network Professional - Security</b> EC-Council Certified Cloud Security Engineer EC-Council Certified SOC Analyst EC-Council Web Application Hacking and Security Testing GIAC Certified Forensics Analyst GIAC Experienced Cyber Security GIAC Security Operations Manager Google Certified Professional Cloud Architect Google Professional Cloud Developer IAPP Certified Information Privacy Manager <b>IBM AI Engineering Professional Certificate</b> <b>IBM Certified Data Architect - Big Data</b> IBM Certified Solution Advisor - DevOps V2 Mile2 Certified Cloud Security Officer(C)CSO Offensive Security Defense Analyst Open Group Certified Architect Oracle Certified Expert - Java SE Developer (all) Oracle Certified Master - DBA <b>Oracle Certified Master - Java SE Developer</b> <b>Pegasystems Certified Senior Systems Architect</b> Pivotal Application Architect <b>PMI Portfolio Management Professional</b> PMI Professional in Business Analysis <b>PMI Program Management Professional</b> <b>Prince2 Practitioner</b> Red Hat Certified Specialist in Business Process Design SAFe Certification SAS Certified Data Scientist Using SAS 9 <b>SAS Certified Specialist: Natural Language Processing and Computer Vision</b>
2.[Tie]GIAC Strategic Planning, Policy, and Leadership <b>Offensive Security Certified Expert</b> Zachman Certified - Enterprise Architect		
3.[Tie] Artificial Intelligence Engineer (AIE - all tracks) <b>Certificate of Cloud Security Knowledge</b> Certified Secure Software Lifecycle Professional Certified Software Quality Manager EC-Council Certified Chief Information Security Officer InfoSys Security Engineering Professional (ISSEP/CISSP) InfoSys Security Management Professional (ISSMP/CISSP) MIT CSAIL Professional Certificate in AI and Machine Learning <b>Offensive Security Certified Professional</b> <b>Offensive Security Experienced Penetration Tester</b>		
4.[Tie] <b>AWS Certified DevOps Engineer - Professional</b> Certification of Capability in Business Analysis Certified Artificial Intelligence Scientist Certified Cloud Security Professional Certified Enterprise Coach (Scrum/Agile) Certified in Governance, Risk and Compliance Certified in Risk and Information Systems Control Certified in the Governance of Enterprise IT Certified Information Privacy Manager- all countries Certified Information Security Manager Certified Information Systems Security Professional Certified Professional Scrum Product Owner Certified Scrum Product Owner - Advanced Certified ScrumMaster - Advanced <b>CyberSecurity Forensic Analyst</b>	5.[Tie]AWS AWS Certified Security - Specialty BTA Certified Blockchain Security Professional Certificate of Cloud Auditing Knowledge Certified Artificial Intelligence Practitioner Certified Business Continuity Manager/ISO 22301 Certified Business Continuity Professional Certified Business Process Leader Certified Compliance & Ethics Professional Certified Ethical AI Professional Certified Forensic Computer Examiner Certified Information Privacy Technologist- all countries Certified Information Systems Auditor Certified Information Systems Risk Manager/Mile2 Certified Kubernetes Security Specialist Certified Penetration Testing Engineer Certified Scrum Professional - ScrumMaster Certified ScrumMaster	

Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 2Q 2025 data edition

## IT CERTIFICATION PAY TREND HIGHLIGHTS: Market Value Gainers & Highest Paying – 2<sup>nd</sup> Quarter 2025 data

These tech certifications **gained 10% or more in market value in the three months ending July 1, 2025** vs. prior quarter (seen below grouped by segment).  
**Listed in alphabetical order within each group.** Highest paying skills listed on right **in alphabetical order**.

### IT CERTIFICATION Gainers

#### Info/Cyber Security certifications

Certificate of Cloud Security Knowledge (CCSK)  
CyberSecurity Forensic Analyst (CSFA)  
Fortinet Network Security Expert (NSE - all levels)  
Fortinet Network Security Professional  
GIAC Certified Intrusion Analyst (GCIA)  
GIAC Security Essentials (GSEC)  
Offensive Security Certified Professional (OSCP)  
Offensive Security Defense Security Expert (OSSD)  
Offensive Security Experienced Penetration Tester (OSEP)  
Offensive Security Exploitation Expert (OSEE)  
Okta Certified Professional

#### Systems Administration certifications

IBM Certified Systems Administrator: WebSphere Application Server  
Network Deployment  
IBM Certified Systems Administrator (all)  
Linux Foundation Certified Engineer  
Linux Foundation Certified System Administrator  
Linux Professional Institute certification (LPIC-Level 2)  
Linux Professional Institute certification (LPIC-Level 3)  
NetApp Certified Data Administrator, ONTAP (NCDA)  
Oracle Linux Certified Administrator (OCA)  
Red Hat Certified Architect (RHCA)  
Red Hat Certified Architect: Cloud  
Red Hat Certified Engineer(RHCE)  
ServiceNow Certified Systems Administrator (CSA)  
SUSE Certified Administrator  
SUSE Enterprise Architect (SEA)  
SUSE Enterprise Engineer (SCE)  
VMware Certified Professional 6/7 - Cloud Mgt and Automation

#### Application Development/Programming Languages certifications

Adobe/Magento 2 Certified Developer-Associate  
Adobe/Magento 2 Certified Developer-Professional  
AWS Certified DevOps Engineer – Professional  
Salesforce Certified Application Architect

#### Networking & Communications certifications

Brocade Certified Fabric Professional (BCFP)  
Brocade Certified Network Professional  
Juniper Networks Certified Specialist (JNCIS - all specializations)  
VMware Certified Advanced Professional – Network Virtualization  
VMware Certified Professional - Network Virtualization

#### Data/Database certifications

IBM Certified Data Architect - Big Data  
IBM Certified Data Engineer - Big Data  
IBM Certified Solution Advisor - Blockchain Platform V2  
Microsoft Certified Azure Data Analyst Associate  
Microsoft Certified Azure Data Engineer Associate  
Microsoft Certified Azure Data Scientist Associate  
Oracle Certified Associate - DBA (OCA)  
Oracle Certified Professional 2019 - DBA (OCP)  
Qlik Sense Data Architect  
Teradata Vantage Administration  
Teradata Vantage Analytics  
Teradata Vantage Architecture  
Teradata Vantage Data Engineering Certified  
Teradata Vantage Data Science Master  
Teradata VantageCloud Lake Associate Certified

#### Architecture, Project Management, and Process Certifications

Certified Business Analysis Professional (CBAP)  
Certified Scrum Trainer  
IBM AI Engineering Professional Certificate  
IBM Applied AI Engineering Professional Certificate  
ITIL Foundation Certification  
Microsoft Certified: DevOps Engineer Expert  
PMI Program Management Professional (PgMP)  
PMI Project Management Professional(PMP)  
Prince2 Foundation  
Prince2 Practitioner  
SAS Certified Specialist: Natural Language Processing and  
Computer Vision  
SAS® Certified Specialist: Visual Business Analytics  
Six Sigma Black Belt  
Six Sigma Green Belt  
Six Sigma Master Black Belt

Source: Foote Partners [IT Skills & Certifications Pay Index™](#), 2Q 2025 data edition



## IT CERTIFICATION PAY TREND HIGHLIGHTS: **Market Value Losers** – 2<sup>nd</sup> Quarter 2025 data

These IT certifications **declined 10% or more in market value in the three months ending July 1, 2025** vs. prior quarter (seen below grouped by segment).  
*Listed in alphabetical order within each group.*

### TECH CERTIFICATIONS Losers

#### Application Development/Programming Languages

Oracle Certified Master - Java SE Developer  
Oracle Certified Professional - Fusion Middleware 11g/12c Forms Developer  
Oracle Certified Professional WebLogic Server 12c Administrator  
Oracle E-Business Suite 12 Certified Implementation Specialist  
Pegasystems Certified Pega Business Architect  
Pegasystems Certified Senior Systems Architect  
Red Hat Certified Architect: Infrastructure  
Salesforce Certified Hyperautomation Specialist  
Salesforce Certified Systems Architect  
Salesforce Platform App Builder  
SAS Certified Professional: Advanced Programming/SAS 9.4  
SAS Certified Specialist Base Programming/SAS 9.4

#### Data/Database certifications

SAS Certified Predictive Modeler - SAS Enterprise Miner  
SAS Certified Statistical Business Analyst - SAS 9  
SAS Certified Advanced Analytics Professional Using SAS 9  
SAS Certified Professional: AI and Machine Learning  
SAS Certified Professional: Data Curation for SAS Data Scientists

#### Systems Administration certifications

AWS Certified SysOpsAdministrator-Associate (Cloud)  
Microsoft Certified Azure Solutions Architect  
Microsoft Certified Azure Solutions Architect Expert  
Microsoft Certified Solutions Associate(all)  
Microsoft Certified Solutions Expert : Server Infrastructure  
Red Hat Certified Systems Administrator (RHCSA)  
Salesforce Certified Advanced Administrator  
VMware Certified Advanced Professional 6 - Data Center Virtualization Deployment

#### Networking and Communications

AWS Certified Advanced Network - Specialty  
Cisco Certified Design Expert (CCDE)  
Cisco Certified Network Associate - Data Center  
Cisco Certified Network Associate (CCNA Routing and Switching)  
Cisco Certified Network Associate (was CCNA Wireless)  
Cisco Certified Network Associate (was Design Associate)  
Cisco Certified Network Professional - Data Center  
Cisco Certified Network Professional - Enterprise/Routing and Services  
CWNP/Certified Wireless Network Expert (CWNE)  
Juniper Networks Certified Associate (JNCIA - all specializations)

#### Info/Cyber Security certifications

Certified Data Privacy Solutions Engineer(CDPSE-ISACA)  
Cisco Certified CyberOps Associate  
Cisco Certified CyberOps Professional  
Cisco Certified Network Professional - Security CompTIA Security+  
EC-Council Certified Ethical Hacker (CEH)  
Fortinet Certified Expert in Cybersecurity (FCX)  
GIAC Cloud Security Automation (GCSA)  
GIAC Experienced Forensic Analyst(GX-FA)  
GIAC iOS and MacOS Examiner  
GIAC Web Application Penetration Tester (GWAPT)  
Google Cloud - Professional Cloud Security Engineer  
Systems Security Certified Practitioner (SSCP)

#### Architecture, Project Management, and Process Certifications

PMI Portfolio Management Professional (PfMP)  
Salesforce Certified Technical Architect  
Salesforce Certified Integration Architecture Designer  
TOGAF 9 Certified

Source: Foote Partners [IT Skills & Certifications Pay Index™](#), 2Q 2025 data edition

## 2025 IT Skills & Certifications Pay Volatility Index™

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Demand dynamics in benchmarked certified and non-certified IT skills pay

(Data collected through July 1, 2025)

### **What is skills and certifications pay volatility?**

Skills volatility is defined as the incidence of gains or declines in premium pay earned by tech professionals for specific certified and noncertified technical and business skills. Tracking volatility is useful for both analyzing and forecasting demand for skills, for monitoring IT workforce transition, and for understanding IT management decision making. Volatility offers valuable insights that salary movements and hiring behavior do not. Important in this distinction is that skills can be segmented and benchmarked more meaningfully than jobs. Similar to IT positions, there are the broad categories (e.g., security, networking, systems, database, applications development). But also, more narrow areas, for example---web/e-commerce development, storage area networking, virtualization, architecture, business process, project management, methodology. But unlike most jobs, within categories or niche are very specific vendor-specific or vendor independent niches and skill specializations that provide more granular analysis (e.g., SAP, AJAX, Ruby on Rails, Microsoft Sharepoint, collaboration appliances, Oracle database).



## **TRENDS**   Cash Pay Premium Volatility for IT Skills and Certifications

Pay volatility in market value for individual IT skills and certifications—defined as incidence of gains or declines over a period of time in premium pay earned by IT professionals for specific technical and business skills—displayed a **dramatically decrease from April 1, 2025 to July 1, 2025** to compared to the prior quarter according to the latest update of Foote Partners' long-running *IT Skills and Certifications Pay Index™* of market values for tech skills. Market value is measured by tracking additional cash compensation paid to workers by their employers for specific certified and non-certified skills they possess.

### **Current Quarterly Recap (data collected through July 1, 2025)**

#### **TOTAL: All Skills and Certifications**

- **28.2%** of skills and certifications (386 of 1,371) recorded a change in cash pay this quarter, virtually unchanged from **28%** in the prior quarter, when 379 of 1,371 changed. This was higher than the **26.4%** average quarterly pay volatility over the last two years.
- **190 gained value** while **196 declined** in value in 2<sup>nd</sup> Quarter 2025, similar to the 177 and 202 vectors, respectively, in the 1<sup>st</sup> quarter.

#### **CERTIFIED SKILLS**

- **18.7%** of reported certifications(121 of 648) changed value in 2nd Quarter 2025, a 2-point decrease compared to the **20.9%** (134 of 640) pay volatility in the prior quarter and about the same as the 20.5% two-year average certifications pay volatility
- **67 certifications gained** market value, while 54 declined in value, a significantly different trend from the 60 gains and 74 declines, respectively, in the prior quarter.

#### **NONCERTIFIED SKILLS**

- **36.7%** of reported IT skills (265 of 723) changed value in the 2nd Quarter 2025, a 2-point increase from the **34.3%** (245 of 714) pay volatility in the prior quarter.
- **123 noncertified skills gained** market value, while 142 declined in value, in the 2nd Quarter 2025, compared to 117 and 128, respectively, in the prior quarter.

Tracking skills volatility is useful in many ways: analyzing and forecasting demand for skills; monitoring IT workforce transition; and understanding IT management decision making. In fact, we believe statistical volatility in IT skills pay offers a more complete story of true labor market conditions than salary movements and hiring behavior, among other common indicators. Important in this distinction is that skills can be segmented and benchmarked more meaningfully than jobs allowing microanalyses.

Similar to jobs, IT skills have broad skills categories that can be tracked (e.g., security, networking, systems, database, applications development). But unlike jobs, skills pay can be pinpointed to hundreds of niches and specializations. Also, unlike most job trends analyses, within skills categories and niches are *vendor-specific* and *vendor independent* skill specializations for more granular tracking, analysis, and forecasting.

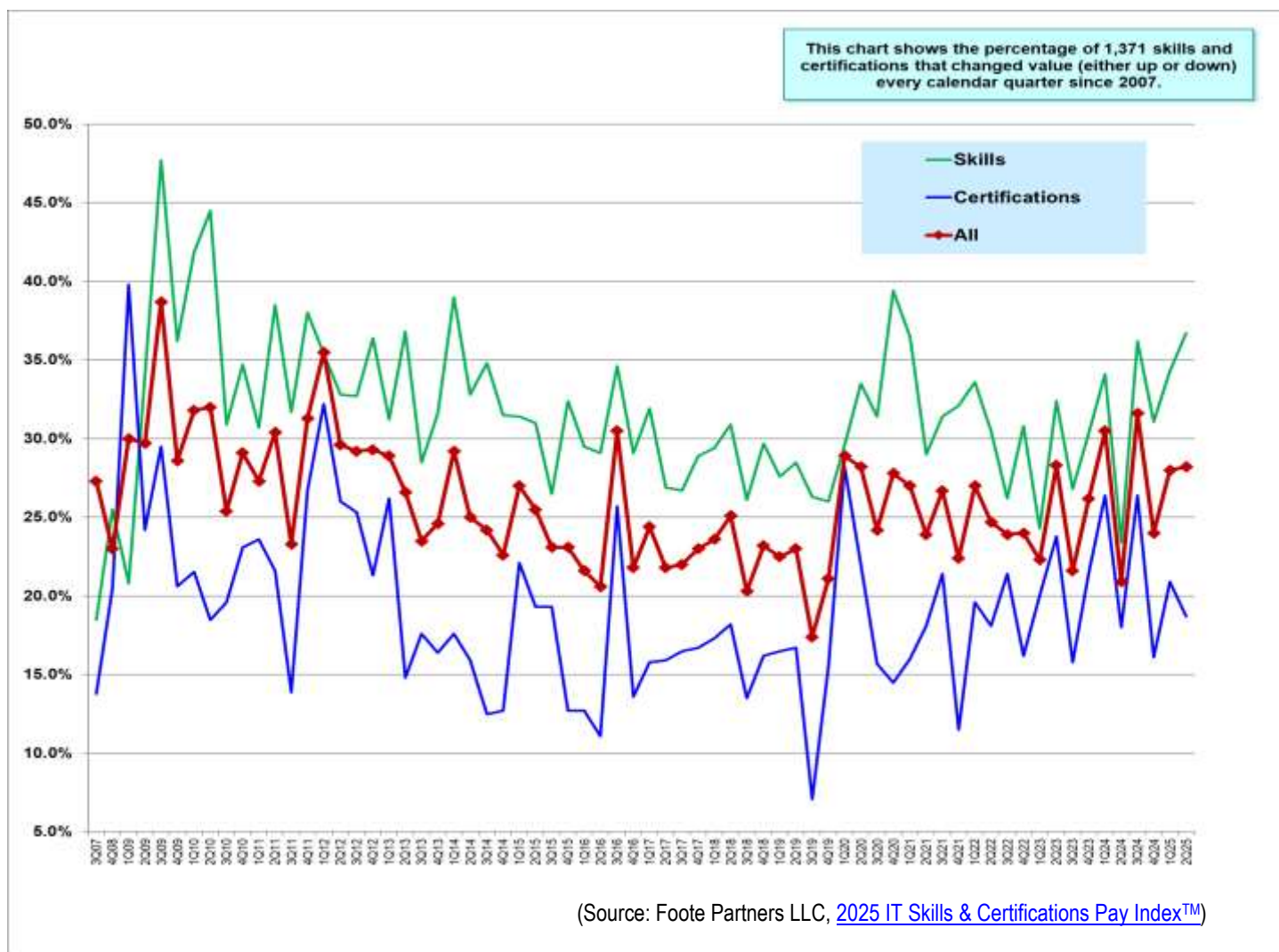
Quarterly volatility for all 1,371 certified and non-certified skills in the last two years has been widely variable, in the 21% to 31% range. This is an important shift trend that we believe signals a move that employers are taking a more long-term view to building their tech workforces for evolving technologies such as AI/Machine Learning and a variety of digital solutions. Tech leaders right now are demanding more agility, faster reaction times, and more predictable execution; this is keeping volatility high as skills markets constantly adjust to meet surges in demand for specific certified and non-certified skills.

They will be able to achieve those capabilities through applying architecture principles and practices to people management.

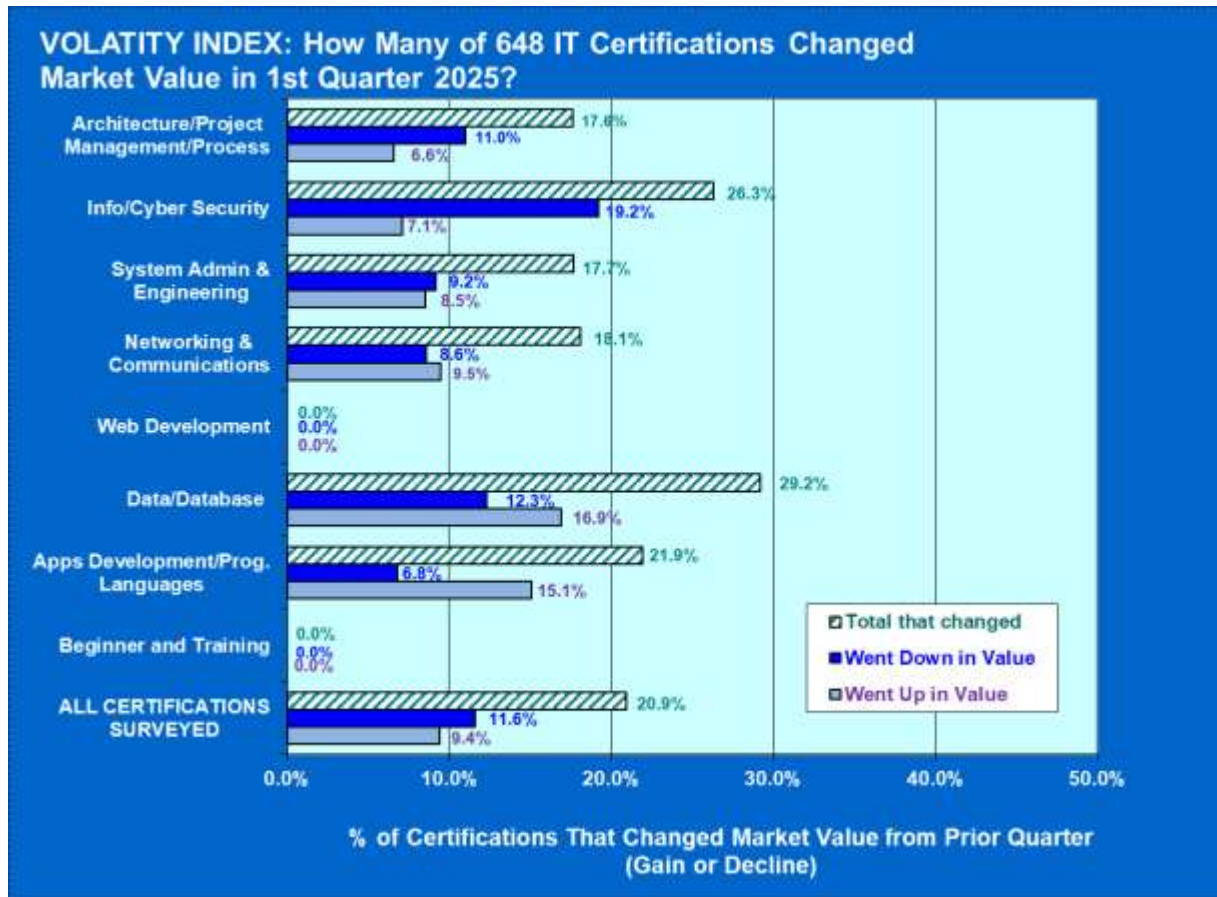
(Source: Foote Partners LLC, [2025 IT Skills & Certifications Pay Index™](#))

## VOLATILITY HIGHLIGHTS - 18 Year Trending

### IT Skills and Certifications Volatility Index™ – 1,371 Skills and Certifications



## VOLATILITY HIGHLIGHTS IT Certifications – 2<sup>nd</sup> Quarter 2025 datasets



### IT Skills and Certifications Volatility Index™ 2Q 2025 data edition findings: Tech Certifications

#### IT Certifications Volatility Highlights

Among all 648 certifications reported in the prior quarter, **highest quarterly volatility ( $\geq 15\%$ )** occurred in these segments (ranked highest to lowest):

- Data/Database
- Applications Development/Programming Languages
- Architecture/PM/Process
- Systems Admin/Engineering

Within segments, notable downward volatility (value **declines**) occurred most in these (ranked):

- Applications Development/Programming Languages

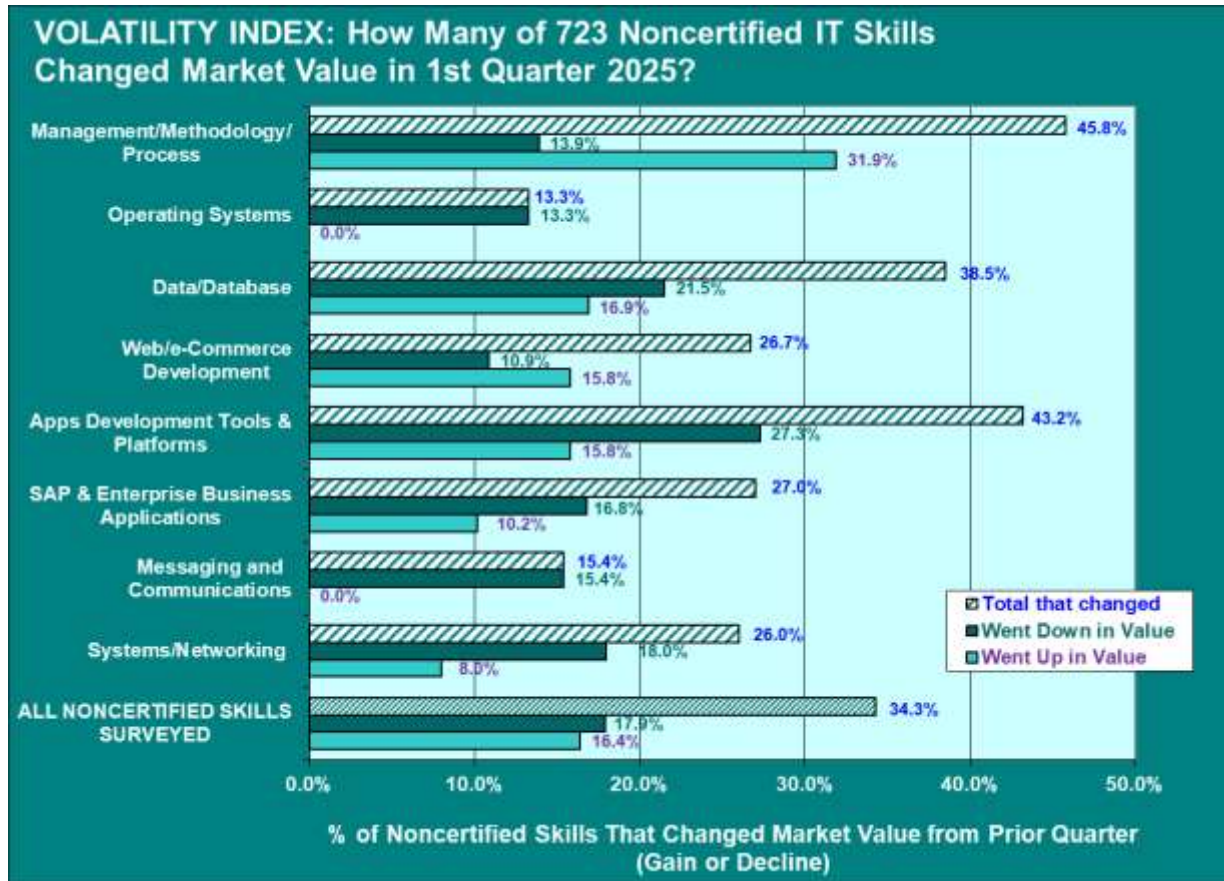
Within segments, notable upward volatility (value **gains**) occurred most in these:

- Applications Development/Programming Languages

(Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 2Q 2025 quarterly data edition)

(Source: Foote Partners LLC, [2025 IT Skills & Certifications Pay Index™](#))

## VOLATILITY HIGHLIGHTS Non-certified IT Skills – 2<sup>nd</sup> Quarter 2025 datasets



(Source: Foote Partners LLC, [2025 IT Skills & Certifications Pay Index™](#))

### IT Skills and Certifications Volatility Index™ 2Q 2025 data edition findings: Non-certified IT

#### Non-certified IT Skill Pay Volatility Highlights

Among all 714 noncertified IT skills reported this quarter, high volatility (>20%) occurred in all segments (ranked highest to lowest):

- Operating Systems
- Management/ Methodology/Process
- Data/Database
- Applications Development Tools & Platforms
- Messaging and Communications
- SAP & Enterprise Business Applications
- Systems /Networking
- Web/Ecommerce Development
- Systems/Networking

Within segments, notable downward volatility (value **declines**) occurred most in these (ranked):

- Messaging and Communications
- Data/Database
- SAP & Enterprise Business Applications
- Applications Development Tools & Platforms

Within segments, notable upward volatility (value **gains**) occurred most in these (ranked):

- Operating Systems
- Management/ Methodology/Process
- Applications Development Tools & Platforms

(Pay data supporting these charts available in the [IT Skills and Certifications Pay Index™](#) – 2Q 2025 quarterly data edition)



## **2025 IT Skills and Certifications Pay Index™ (2<sup>nd</sup> Quarter 2025 datasets)**

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- Pay premiums for **1,371 certified and noncertified IT skills**
  - Three data points for each position: 10<sup>th</sup>, 50<sup>th</sup>, 90<sup>th</sup> percentile
- Verified and validated IT skills pay data from **106,642 IT professionals at 4,722 employers** in US and Canada
- Current data collected through July 1, 2025 (updated quarterly)
- Excel format data tables allowing for data loading into third-party data analytics tools from PayScale, MarketPay, PayFactors, CompAnalyst, WillisTowersWatson, Mercer, et. al.
- Certifications Guide containing basic information about surveyed IT certifications (pre-requisites; costs; test content; lab requirements, etc.)

### **Definition of IT skills premium pay**

- Pay that IT workers receive for possessing high-value IT and business skills used on the job
- Given in the form of a bonus, or embedded in base salary to adjust for the presence of a dominant vendor or technology central to job performance (examples: Cisco Network Engineer, Python Software Engineer, Redhat Linux Systems Administrator, or SAP Developer.)
- Often used to adjust either base pay or total pay in situations where job title does not match actual on-the-job duties and responsibilities, and changing the job title is not an attractive option
- May be used as a reward, recruiting inducement, retention tool, or as a guide for creating consulting rate cards

## ABOUT THIS RESEARCH

Foote Partners' primary research survey for tracking IT skills and certifications pay and supply/demand volatility is the industry-leading ***IT Skills and Certifications Pay Index™ (ITSCPI)***, launched in 1999, and the ***IT Skills and Certifications Volatility Index***, both updated every three months for the past 20 years. Data covering 456,795 tech professionals at 4,661 employers in 83 U.S. and Canada cities are reported for IT salaries and skills pay earned for 280 positions and 1,371 certified and noncertified technical and business skills. Verified and validated pay data for 105,273 tech workers has been included in the 1st Quarter 2025 data edition of the ITSCPI, compiled from data collected through April 1, 2025.

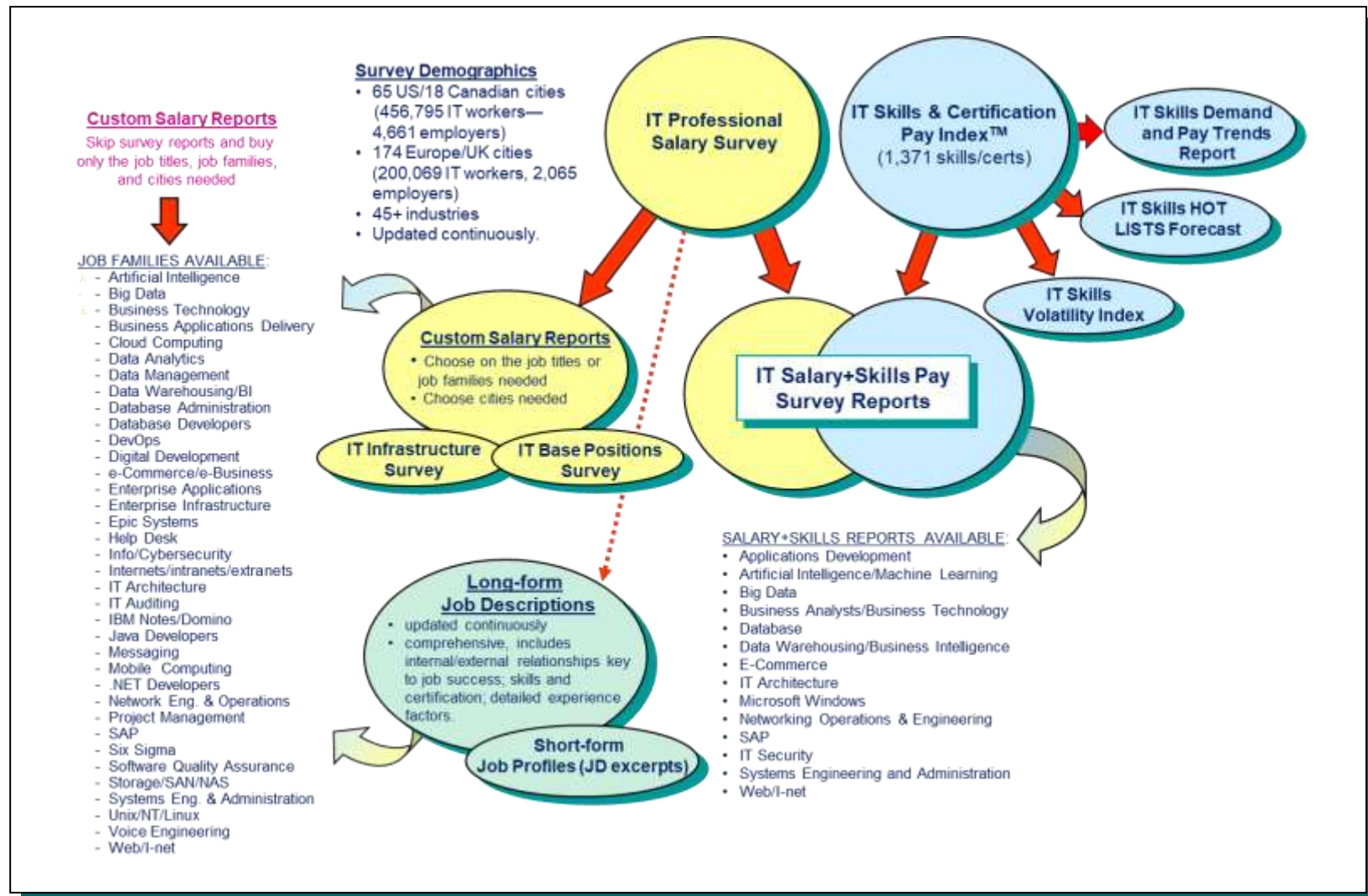
Demographics of the participating organizations for our latest update are as follows, measured most appropriately for the type of business, by revenues, assets, total premiums and operating budgets:

- 18% of participating organizations have \$5 billion+ in sales/\$15+ billion in total assets
- 28% of participating organizations earn more than \$1 billion in annual revenues or more than \$5 billion in total assets
- 46% of participating organizations have \$500+ million in sales/\$1+ billion in total assets/\$500+ million in premiums/\$500+ million operating budget (government, educational, not-for-profit)
- 54% of participating organizations fall in the SMB (small-to-medium sized business) segment, generally defined as organization under \$500 million in sales.
- [Public sector] 5% have operating budgets of \$500 million or more, [nonprofit/educational sectors] 4% with operating budgets \$100 million to less than \$500 million

### TO OBTAIN A COPY OF THE LATEST ***IT SKILLS AND CERTIFICATIONS PAY INDEX™***

Please visit the Foote Partners web site: [IT Skills and Certifications Pay Index™](#)  
[IT Skills and Certifications Pay Volatility Index](#)

## Foote Partners 2025 IT Compensation Survey Product Map





## **ABOUT FOOTE PARTNERS**

Foote Partners, LLC is a technology analyst firm and independent benchmark research organization focusing on the people (versus vendor) side of managing technology and the IT labor force. A thought leader and trusted advisor to thousands of employers on five continents who purchase our products and services, we provide benchmark data and pragmatic forward-thinking advice and market intelligence targeting the tech workforce in the modern highly integrated business/IT hybrid environment in which all private and public organizations now operate.

Our products are deeply grounded in specialized proprietary data-driven statistical and empirical research, benchmark surveys, and business intelligence collected from 4,661 North American employers with whom we have deep longstanding research partnerships. These partnerships have been created and supported specifically to enable unique market intelligence views and difficult-to-find decision support research on the multiple facets of IT human capital management. As a group, these U.S., Canadian, and European partners were selected to meet strict criteria for what we believe is the most meaningful demographic representation for tech professionals in each local labor markets.

Founded in 1997 and comprised of former Gartner industry analysts, McKinsey & Company, Mercer and WillisTowersWatson senior consultants, and former corporate HR, IT, and business executives, the firm's research division publishes 50+ quarterly-updated benchmarking, analytical research and forecasting products that help employers benchmark their IT compensation, solve difficult information technology management and workforce problems, and strengthen their ability to execute complex business solutions.

Foote Partners tech compensation survey findings and labor market trend analyses are featured regularly in countless business, HR, and IT media sources and periodicals around the globe, including *Bloomberg BusinessWeek*, *Forbes*, *Fortune*, *Wall Street Journal*, *New York Times*, *CIO Magazine*, *ComputerWorld*, and *WorldatWork's Journal* and *Workspan Magazine*; and in appearances on network and cable television, National Public Radio, and countless podcasts and webcasts.

### **Headquarters:**

4445 North A1A, Suite 200  
Vero Beach, FL 32963  
Tel: 772-234-2787  
[www.footepartners.com](http://www.footepartners.com)  
Twitter: [@FPview](https://twitter.com/FPview)  
Podcasts: [the AIX Factor](#)