

## CertMag's 2006 Salary Survey

December 2006 - Tegan Jones, Daniel Margolis, Brian Summerfield, Kellye Whitney & Sarah Stone Wunder

Experts might say the economy is on the up, news reports might say workers are earning more and your next-door neighbor might have just upgraded from a Honda to a Porsche. Until you see a sizeable impact on your wallet, however, it's hard to believe we've recovered much from the 2001 economic slump. But fortunately for all you certified IT pros, your average salaries are sweet and keep on getting sweeter.

But don't just take it from us — according to the 35,573 IT professionals in 197 different countries that participated in this year's Certification Magazine Salary Survey, the average IT salary once again is on the rise. The average base IT salary in 2006 was \$76,500, up from last year's reported \$71,100 average base salary.

Although the average salary topped \$76,000, a large percentage of respondents worldwide make less than \$20,000 a year. According to the survey, 23.3 percent of respondents made less than \$20,000 in 2006. The second-highest percentage — 6.4 percent — make between \$20,000 and \$24,999, and the \$50,000-to-\$54,999 bracket and \$60,000-to-\$64,999 bracket tied for third place with 4.8 percent of respondents each.

The top five certification programs saw a bit of a shake-up this year with the Cisco Certified Internetwork Expert (CCIE) falling out of the top five to sixth place with an average salary of \$105,560. Last year's top program, International Information Systems Security Certification Consortium (ISC)2's Certified Information Systems Security Management Professional (CISSP-ISSMP), also dropped this year, coming in fifth with \$111,280.

It wasn't all bad news for (ISC)2 cert holders, though. The program's Information Systems Security Architecture Professional (CISSP-ISSAP) took this year's top spot with an average salary of \$114,210.

Rounding out the top five was a tight race among Brocade Certified SAN Manager (BCSM) in second place at \$112,920, Brocade Certified SAN Designer (BCSD) in third place at \$112,890 and ISACA Certified Information Security Manager (CISM) in fourth at \$112,490.

See [Figure 1](#) for a list of the average salaries of 96 of the top certification programs listed in this year's survey.

Overall, IT professionals saw their wages increase by 16.7 percent, which is just slightly better than last year's 16.4 percent increase. In addition, nearly a quarter of respondents received at least a 25 percent increase in pay, which is up from 23.4 percent last year. For the first time since the Certification Magazine Salary Survey was launched in 2000, even the lowest average IT salary (by certification) charted was more than \$50,000 annually, further evidence of the increased earning potential IT professionals enjoy.

With 96.4 percent of respondents holding at least one certification, and with their average salary increase this year beating the national average by more than 12 percent, this year's respondents once again showed how certification affects salary.

Brian Epstein, Red Hat Certified Engineer (RHCE), said certification can be the key to a higher salary.

"I would definitely say that certification helps in terms of salary the same way that a degree does," he said. "I've worked with many very intelligent, gifted individuals who have nothing more than a high school diploma, but you hit that ceiling where a high school diploma only gets you so far in a salary range, whereas if you have a bachelor's degree or a master's degree, it kind of opens up the salary range. The same thing with the certification — I know many people who are very well-versed in Red Hat, and they could go out and get their RHCE, and they don't, and I feel that that hampers their

ability to move forward in their careers.”

For Jason A. Diegmüller, co-owner and senior consulting engineer for E-Velocity Technical Consulting, certifications might not increase your salary right off the bat, but they can help you increase your base pay over the long haul. He said sometimes earning certifications will be worked into an employment offer and potential for an increased salary.

“Say, for example, in an offer letter, ‘You’ve got a CCNP today, we’re offering you this job and you’re starting salary’s going to be X. But after a probationary period and after six months, we’ll do a review, and if you have CCIE, for example, we’ll raise your salary to Y,’” Diegmüller said. “We have written offer letters like that before, and I have a couple of guys like that on the team right now. I don’t think it would affect the starting salary, but we have shown willingness to say, ‘Mr. Potential Employee, this is your offer, this position pays this, but we’ll put an offer letter in writing — this is the path you can go down. If you pass that CCIE by the end of the year, we’ll be ready to immediately raise your salary to this.’ So it gives them incentive right from the get-go. So, I don’t think it affects the starting job offer, but we’re willing to show the path to growth both professionally, of course, with certifications and then for them personally, financially, as well.”

Additional comments and question on the Salary Survey are welcomed at our special Salary Survey forum on the CertMag.com discussion board. Please visit [www.certmag.com/salaryforum](http://www.certmag.com/salaryforum) to share your views.

— Sarah Stone Wunder, [sarah@certmag.com](mailto:sarah@certmag.com)

### **Pleased to Meet You**

If your identity as survey respondent could be summed up in a word, it would be this: male. As with years past, men dominated the salary survey, with 89.7 percent of you having both and X and Y chromosomes, and 10.3 percent of you with two X’s.

But beyond the basics, just who exactly who are you? Well, for starters, you probably don’t live in the United States. Of the 35,573 IT professionals who responded to this year’s survey, only 39 percent are from the United States. Although the United States had the highest percentage of respondents from any country, overall, 61 percent of you don’t live there.

For those of you who do live in the United States and Canada, California claimed the highest percentage of IT professionals with 9.3 percent of respondents. Texas had the next highest percentage with 7.8 percent. Virginia came in third with 5.5 percent, Ontario, Canada, came in fourth with 5.3 percent and Florida came in fifth with 5 percent.

According to the survey, about 95 percent of you are certified and often newly certified. About 19 percent of respondents received their first certification in 2006, and about 70 percent of respondents received their first certification within the past five years.

Because so many of you earned your first certification within the past year, it’s not surprising the average number of certifications you hold fell this year, from 3.29 certs in 2005 to 3.04 in 2006. The largest group of respondents, 27.2 percent, has only one certification, 23.2 percent have two certifications, 15.9 percent have three, 9.7 percent have four and 6.8 percent have five. A little more than 5 percent of respondents hold 10 or more certifications.

According to the survey, 40 percent of you did not add a certification in 2006, while 37.4 percent added just one. Fourteen percent added two certifications in 2006, 4.6 percent added three, 1.8 percent added four and 2.2 percent added five or more certifications in the past year.

Despite the large number of you who didn’t add certifications in 2006, 84 percent plan to add a certification within the next year.

As far as your careers go, the majority of you have been in the IT industry for at least 10 years, with just 3 percent of respondents working in the field for one year or less. Another 14.5 percent of respondents have been in the field between one and five years, 36.5 percent have been at it for six to 10 years and 20.6 percent for 11 to 15 years.

The majority of you work full time for an organization with fewer than 5,000 employees. According to the survey, 92.2 percent of respondents are employed full time, 3.4 percent are part time and 4.4 percent are unemployed. On average, 59.8 percent of respondents said they work between 40 and 50 hours per week, and another 16.1 percent work more than 50 hours per week.

See [Figure 7](#) for a chart of the number of hours respondents work per week.

A little more than 57 percent of respondents work for companies with fewer than 5,000 employees, 15.5 percent work for companies with 5,000 to 20,000 employees, 10.1 percent work for companies with 20,000 to 50,000 employees and 16.9 percent work for companies with more than 50,000 employees.

Overall, about half of you are planning to stay at your job, and half want to make a move within the next year. According to the survey, 54.5 percent of respondents have no plans to change jobs in 2007, while 45.5 percent hope to land a new one.

— Sarah Stone Wunder, [sarah@certmag.com](mailto:sarah@certmag.com)

### **Specializations and Their Salaries**

In any industry, identifying, learning and effectively servicing a specific niche or area of the market is key to success. IT is no different, particularly considering that the field is so broad and knowledge-intensive, covering all of it is limited by the constraints of time and money. As such, it's in the best interest of IT professionals to base their career, at least partly, on a particular specialization.

This is why CertMag's annual Salary Survey ranks a range of specialized disciplines within IT. The top-earning ones played a bit of musical chairs this year — they shifted positions, but none plummeted down the chart, and there were no real drastic, come-from-behind increases in salary either.

Security remains the hot-button specialization for a variety of reasons, including increases in cyber crime, emerging regulations affecting the extent to which systems need to be secured and a trend toward better accountability in information security extending throughout organizations.

So it comes as no surprise that salaries for U.S. information security specialists remain on top, with IT pros in this field reporting they earn \$93,500 a year on average, an increase of just \$710 over 2005's reported average, but \$14,590 higher than two years ago.

Rounding out the rest of the top six specialization salaries in the United States: Network design moved from third to second place with an average increase of nearly \$4,000 over last year to \$89,770. Storage, meanwhile, moved from second to third with an average increase of \$750 to \$87,390 a year.

System integration is in fourth place with an average salary of \$86,840 a year reported. Project management moved from fourth to fifth place with \$85,590 a year, a slight decrease from last year's average salary of \$85,850.

Database administration and system design tied for sixth place with both reporting an average salary of \$83,790. Database administration saw an average increase of nearly \$4,000 over last year, while system design decreased by a little more than \$2,000.

[Figure 2](#) shows a selection of specializations and their average salaries.

You might expect the top-earning specialization to have the least people working in the field, as the highest-paid positions in any field often are the scarcest. The demand for security in today's business environment is high enough, however, to buck this trend. Security — the most highly paid specializations — represents 13.6 percent of U.S. respondents.

The 2006 Global Information Security Workforce Study released by (ISC)2 in October shows IT pros flooding into security. The study estimates the number of information security professionals worldwide in 2006 to be 1.5 million, an 8.1 percent increase over last year.

Survey respondents reported working at a variety of industries, with computer and network consulting on top with 11.8 percent, followed by software development and telecommunications with 9.3 and 8.8 percent, respectively.

— *Daniel Margolis*, [danielm@certmag.com](mailto:danielm@certmag.com)

### Top Certification Concerns

As job opportunities on the IT landscape have grown, the headache brought on by the recession has faded, but many IT professionals still have a hangover. The reason for their pain, however, is not outsourcing — a former hot-button issue — and it cannot easily be assuaged with aspirin. Nearly 67 percent of survey respondents report they have not been affected by outsourcing activity, and 16.1 percent say they have benefited greatly from the practice, as they now work for an outsourcing company. Only 4.3 percent of respondents report losing their jobs to outsourcing activity.

The potential threat of losing jobs remains, as companies increasingly look to take advantage of efficiencies via less expensive salaries and avenues for operational cost-cutting, but Salary Survey respondents report they're more concerned with the IT market. The survey revealed 32.3 percent are extremely concerned about the technology landscape in general. Other top concerns included job security and compensation and benefits, which were fairly evenly split with 33.1 and 33.3 percent of responses, respectively. For those who remember the lean IT years, the specter of lost wages and too much time spent idle or worrying — or both — still hovers over even gainfully employed and stable IT professionals. Compensation and benefits probably always will be concerns because who ever thinks they're being paid what they're worth?

According to the survey, 26.4 percent of techies report extreme concern over employer support for certification. This could indicate that companies are reluctant to pony up dollars to help ease the financial burden some IT professionals face while earning certification. It also might reflect a lingering skepticism over the value of certification and its ability to act as a determining factor during the hiring process. IT professionals are concerned but not as concerned about recertification or maintaining acquired skills — 23.8 of respondents noted extreme concern in this area.

Cheating, ethics and test security also gathered a low percentage of votes, with 22.3 percent of respondents noting this as a concern. The potential problem of decertification, or allowing certifications to become inactive, came in last, with 12.4 percent of respondents. This could suggest certification remains a viable and respected method with which to add value to the IT professional credential and skill set, thus proper attention is required in order to maintain credentials. Alternatively, it could suggest certification programs might have become more lenient with renewal requirements, offering IT professionals myriad ways to keep their credentials current without greatly contributing to that nagging headache.

— *Kellye Whitney*, [kellyew@certmag.com](mailto:kellyew@certmag.com)

### Demographics and Dollars: Salaries by Age, Sex and Education

Although the list of in-demand certifications you've attained might play the biggest part in determining your salary, ordinary demographics can affect your paycheck, as well. It's not shocking that monetary discrepancies exist between women and men, those with master's degrees and those with associate degrees, and twentysomethings and baby boomers, but you might be surprised to see where the biggest salary gaps can be found.

For example, high school counselors will be disappointed to hear that getting your associate, bachelor's or even master's degree does little to boost your salary in the IT field. In fact, those with technical training independent of a degree program made slightly more this year than their counterparts with academic degrees. They came from behind to overtake respondents with their bachelor's — the holders of last year's No. 2 spot — by almost \$1,000. Respondents with their master's actually made the least in this group, weighing in about \$1,600 shy of their tech-school compatriots at \$51,750. Despite this correlation, about 58 percent of respondents have a bachelor's or master's degree. Another 8 percent had an associate degree, coming closest to the technical school leaders with a salary of \$53,150.

Yet, some educational truths remain the same. Once again, respondents with only a high school diploma ranked the lowest on the list, bringing in \$44,140 this year, while those with a doctorate take home the big cash prize with salaries nearing \$66,000. Those with a doctorate, however, experienced a salary drop of about 3 percent, while the high school graduates came out a little more than 2 percent ahead.

Because age is often a sign of experience, it's no surprise that our survey found older respondents make considerably more than their younger colleagues. It is significant, however, that these twentysomethings are making noticeably less as time goes by — for the second year in a row, 19- to 24-year-olds have experienced a 13 percent salary decrease, and 25- to 29-year-olds dropped 3 percent last year and nearly 11 percent this year. On the other end of the spectrum, respondents 65 and older lost nearly 11 percent of their salary, falling from \$72,570 to just less than \$65,000.

The highest salaries continue to be held by the roughly 3 percent of respondents between 55 and 64. Their average salaries range between \$75,000 and \$80,000 per year, which is about 5 percent higher than last year. The salaries of 40- to 54-year-olds also increased, with those between 40 and 44 making more than \$70,000. Last year, this bench mark was reserved for professionals 55 and older.

While women are still a minority in the field, constituting only 10.3 percent of respondents, their salaries continue to be just barely higher than the salaries of men. Making \$48,850 where men make \$48,830, the difference between the sexes is negligible. This relative equality is impressive, considering that nationally, women working full time make an average of about 75 cents for every dollar made by a man.

— Tegan Jones, [teganj@certmag.com](mailto:teganj@certmag.com)

### **Add It Up: The Cost of Certification**

Certification is not without a certain element of cost, both for the test itself and preparing for the test through courses, study aids and other forms of training. To determine what IT professionals spend on certification, as well as what value they derive from investment in study materials, CertMag's 2006 Salary Survey asked respondents how much they spent on their most recent certification — both on test preparation and in total — and to evaluate and rank the training and study methods they used.

In general, the amount IT professionals spend on certification is decreasing. According to the survey, 75 percent of respondents reported they spent less than \$500 on study materials to get their most recent certification, up from the 63.8 percent who reported spending less than \$500 last year. The average amount respondents said they spent on study materials was \$659 compared with an average of \$1,029 in 2005 and \$1,039 in 2004.

The overall costs of certification, including study material, the exam price and more, also proved to be less expensive. According to the survey, about 44 percent of respondents reported spending less than \$500 overall. The average dollars spent dropped from \$2,580 last year to \$1,781 in 2006, a drop of more than 30 percent.

Respondents also ranked the value of a variety of study materials and methods of preparation for certification tests. On-the-job training was judged the best method of preparing for certification with about 71 percent of respondents ranking it as extremely or very valuable. Practice exams squeaked in just below that — 69.6 percent of U.S. respondents ranked it

extremely or very valuable. Self-study books were judged a close third with 68.5 percent of respondents ranking them as extremely or very valuable.

Instructor-led training was ranked extremely or very valuable by 45.4 percent of respondents, and product documentation was ranked extremely or very valuable by 40.3 percent.

Overall, all but the top three study methods and materials (on-the-job training, practice exams and self-study books) went 50 percent unused. Internet mailing lists/newsgroups were the most unpopular with only 13.3 percent ranking them extremely or very valuable. Online brain dumps, a touchy subject in the industry, were also unpopular with just 16.7 percent of respondents ranking them extremely or very valuable.

About 42 percent of respondents said the value for the price paid for their most recent certification was excellent or very good. Only 19 percent of respondents considered that value to be fair or poor. About 68 percent of respondents considered the quality of their learning materials to be excellent or very good, and only 5 percent selected fair or poor.

In most cases, either the respondent or the respondent's employer paid 100 percent of the cost of certification — there was little sharing of cost or reliance on grants or scholarships.

— Daniel Margolis, [danielm@certmag.com](mailto:danielm@certmag.com)

### **Think Globally**

In taking a look at IT salary changes around the globe, CertMag's 2006 Salary Survey found a much more diverse picture than it saw last year. In 2005, most countries had rising salaries for IT professionals. This year, however, the countries with increasing and decreasing salaries were about even. A selection of the data received from the 197 countries that responded can be found in [Figure 6](#).

The countries that had the top three IT salaries held their places for the third year in a row, with Switzerland coming in on top with an average salary of \$79,630. Yet, this number is about \$4,000 less than last year's figure, showing a salary drop of 4.5 percent. Denmark and the United States also held onto their No. 2 and No. 3 spots, with their average national salaries climbing 7.9 percent and 6.3 percent, respectively. The United Kingdom and Australia moved up this year, knocking Norway and Japan out of the top five.

The lowest-paid countries are almost completely different this year with the exception of Egypt, which had last year's lowest IT salary. This year, Bangladesh, a newcomer to the list, ranked last, with IT professionals making \$11,110 per year. Fellow newbies Serbia and Montenegro and Sri Lanka took the next lowest spots followed by Egypt and the Philippines.

The Philippines fell the farthest on the list this year, dropping 15 spots from 39 all the way down to 54, with an average salary decrease of 24 percent. Jordan also saw a significant salary decrease of nearly 16 percent. Japan clings to the bottom spot in the top 10 this year, falling five spots after experiencing an average salary drop of nearly 13 percent. Ireland also fell from grace, moving from ninth place down to 14th, just two spots below its 2004 ranking.

Conversely, Brazil made a major jump in the ranks, moving up eight spots to No. 21 with an \$8,130 or 33 percent salary increase. Turkey followed suit, moving up six spots with a 35 percent income boost.

Six other countries also were added to the list this year: Bulgaria, the Czech Republic, Ecuador, Israel, Kenya and Ukraine. These new additions all fell into the bottom half of the salary rankings with the exception of Israel, which debuted at No. 22.

Most of the countries that experienced salary decreases this year were found on the bottom half of the list, including the

countries that commonly receive outsourcing/offshoring gains such as Russia, China, India and the Philippines. IT professionals in China, which has the highest average salary of this group, make about a quarter of what their counterparts make in the highest-paid nations.

— Tegan Jones, [teganj@certmag.com](mailto:teganj@certmag.com)

### **Survey Methodology**

The Certification Magazine 2006 Salary Survey was conducted over a five-week period from Aug. 28 to Sept. 27. Two methods were used to obtain responses. First, e-mails that contained a link to the online survey were sent to Certification Magazine subscribers, asking them to participate. Second, the survey was accessed via invitations or Web site links from 21 companies and organizations.

For the survey, 35,573 IT professionals in 197 countries provided data, the margin of error is no more than +/- 1 percent at the 95 percent confidence level. Surveys were data-entered, computer-processed and analyzed by Litchfield Research, a full-service market-research firm specializing in the publishing industry.

### **Systems Integration Comes Into Its Own**

The CertMag editors decided to add one niche to the list of IT specializations in the Salary Survey this year: system integration. The reason? Well, let's just say we came to the same conclusion as many major companies in several different industries: System integration is big and getting bigger, and we can't ignore the fact that it has become a force in business.

Let's take a look at what is perhaps the most well-known example of system integration today: voice-over IP (VoIP) and converged communications technologies. This sector is exploding. According to Juniper Research, the total market value for services using VoIP is forecast to grow nearly tenfold in terms of revenue over the next five years. In addition, Deloitte Services says two-thirds of the Global 2000 enterprises will have started deployment of VoIP to the desktop by the end of 2006.

Even though convergence will have a huge impact on the business world, it's just scratching the surface when it comes to system integration's overall effects on enterprises. This development largely has fueled the respective surges in the customer relationship management (CRM), business intelligence (BI) and supply-chain management fields, and its bearing on these and other sectors will continue to be felt in the coming years. These trends ensure system integration probably is on our Salary Survey to stay.

— Brian Summerfield, [brians@certmag.com](mailto:brians@certmag.com)

### **Certification: The Benefits and Beyond**

Beyond gaining technical skills and advancing one's career, the reasons individuals have for getting certified can vary, in some cases coming down to their sense of stature or the respect they feel they command in their chosen field. A consistent majority of IT pros polled in the 2006 CertMag Salary Survey agreed certification makes them more confident in the work they do, gets them more respect from management and colleagues, and leads to a greater demand for their skills.

The decision-making process involved in obtaining certification is specific to the individual. Robert Helferich, administrator, IT midrange for Health Alliance, said he obtained his Brocade Certified Fabric Professional credential for personal reasons.

"It's not necessarily a requirement for our job," Helferich said. "It was new equipment to us, and it struck a fancy with me. I wanted to make sure I knew the equipment and went after the certification to have bragging rights."

Jason A. Diegmuller, co-owner and senior consulting engineer, E-Velocity Technical Consulting, said he'll often make stronger offers to applicants with high-end certifications because he knows they have a certain level of expertise.

“It comes back to risk and the fact that a candidate who has a CCIE has proven him or herself from a technical perspective already,” he said.

Diegmuller also said candidates with CCIEs have a little more power at the bargaining table because of the growing demand for their skills.

“There’s a reduced supply of engineers who have a CCIE versus engineers who can do generic Cisco work,” he said, “so that allows us to drive up rates and be more marketable.”

For some, certification is less about how it can drive a career or command a certain level of respect and more simply just the best way to learn the ropes of IT. When Peter Fischer started working with server technology, he found getting his Microsoft certifications was the fastest way to learn the most about his new position.

“There are a lot of aspects that the certifications cover that I didn’t directly deal with in my job, but I think learning those helped me to be able to pull from a lot of different areas and experiences and contribute to that job better,” he said.

Now a storage administrator at International Paper, Fischer sees his EMC Proven Professional certification as key to helping his company stay on top.

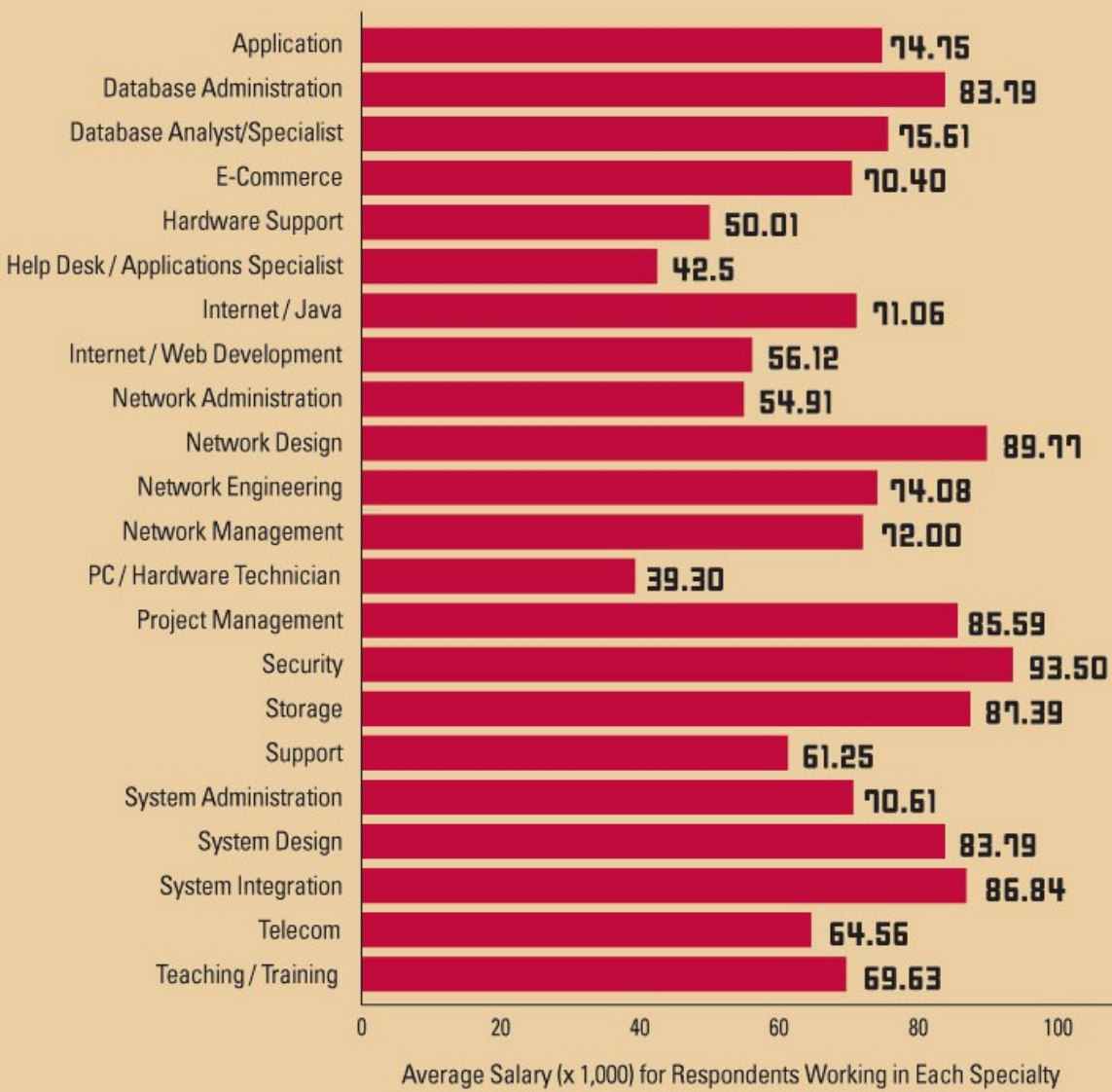
“As we think of new aspects that we want to go into or better ways to do things, I’ll be able to pull from areas that I’ve studied and things that I’ve learned from the certification that we didn’t have here before,” he said.

— Daniel Margolis and Tegan Jones, [danielm@certmag.com](mailto:danielm@certmag.com), [teganj@certmag.com](mailto:teganj@certmag.com)

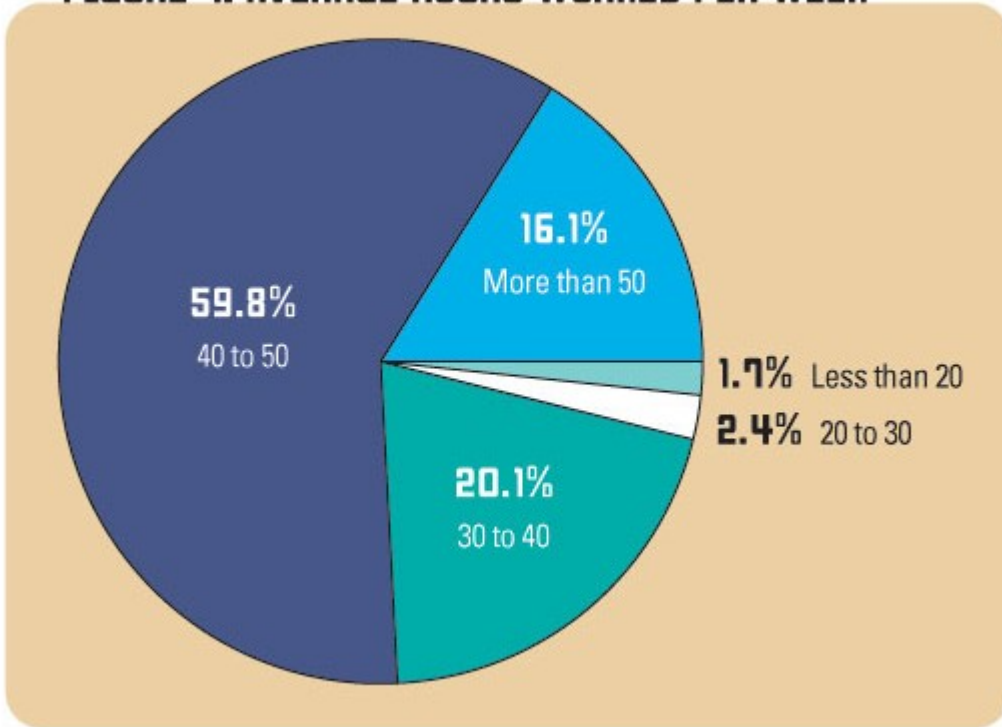
**FIGURE 1: TOP CERTIFICATIONS BY SALARY**

Certification	Average Salary (x \$1,000)	Certification	Average Salary (x \$1,000)
(ISC) Certified Information Systems Security Professional (CISSP)	94.07	HP Master ASE (Accredited Systems Engineer)	91.29
(ISC) Information Systems Security Architecture Professional (CISSP-ISSAP)	114.21	IBM Certified Application Developer/System Administrator for Lotus Software	81.74
(ISC) Information Systems Security Management Professional (CISSP-ISSMP)	111.28	IBM Certified Deployment Professional - Tivoli	89.04
(ISC) Systems Security Certification Practitioner (SSCP)	78.43	IBM Certified Database Administrator - DB2	93.79
3COM	77.65	IBM Certified Solution Developer/System Administrator - WebSphere	80.98
Apple Certified Help Desk Specialist (ACHDS)	53.61	IBM Certified Specialist - System i	69.09
Apple Certified System Administrator (ACSA)	74.91	IBM Certified Specialist - Total Storage	84.61
Apple Certified Technical Coordinator (ACTC)	82.58	IBM eServer Certified Specialist - System p	80.96
Brocade Certified Fabric Professional (BCFP)	98.02	IBM eServer Certified Specialist - System x	82.44
Brocade Certified SAN Designer (BCSD)	112.89	ISACA Certified Information Security Manager (CISM)	112.49
Brocade Certified SAN Manager (BCSM)	112.92	ISACA Certified Information Systems Auditor (CISA)	99.04
Check Point Certified Security Administrator (CCSA)	91.94	Linux Professional Institute (LPI)	71.79
Check Point Certified Security Expert (CCSE)	96.28	Microsoft MCDBA	74.78
Cisco CCDA	84.36	Microsoft MCDST	50.96
Cisco CCDP	92.92	Microsoft MCITP	81.70
Cisco CCIE	105.56	Microsoft MCPD	83.38
Cisco CCIP	86.77	Microsoft MCSA	67.75
Cisco CCNA	72.04	Microsoft MCSD	79.58
Cisco CCNP	82.68	Microsoft MCSE	77.11
Cisco CCSP	86.55	Microsoft MCTS	81.11
Cisco CCVP	88.32	Nortel Certified Design Specialist (NCDS)	78.52
Cisco Qualified Specialist	79.53	Nortel Certified Support Specialist (NCSS)	71.58
Citrix Certified Administrator (CCA)	77.54	Novell CNA	75.58
Citrix Certified Enterprise Administrator (CCEA)	80.84	Novell CNE	83.39
Citrix Certified Integration Architect (CCIA)	88.10	Oracle DBA OCA	75.37
CIW	53.47	Oracle DBA OCM	100.58
CompTIA A+	57.34	Oracle DBA OCP	84.91
CompTIA CTT+	77.50	Oracle Developer OCA	67.59
CompTIA i-Net+	63.78	Oracle Developer OCP	79.32
CompTIA Linux+	64.31	Planet3 Wireless CWNA	73.59
CompTIA Network+	58.62	Planet3 Wireless CWSP	88.31
CompTIA Project+	73.74	Project Management Institute PMP	95.43
CompTIA Security+	68.28	Red Hat Certified Engineer (RHCE)	76.44
CompTIA Server+	60.17	Red Hat Certified Technician (RHCT)	74.20
Computer Associates	69.54	SANS GIAC	91.09
Dell	56.84	SAS Certified Advanced Programmer	77.59
EC Council	81.26	SAS Certified Base Programmer	68.48
EMC Proven Professional - Customer Engineer	72.24	Security Certified Professional	90.90
EMC Proven Professional - Implementation Engineer	80.57	SNIA Certified Professional (SCP)	93.52
EMC Proven Professional - Storage Administrator	87.73	Sun Certified Java Programmer	76.40
EMC Proven Professional - Technology Architect	93.71	Sun Certified Solaris Network Administrator	85.24
HP AIS (Accredited Integration Specialist)	81.58	Sun Certified Solaris System Administrator	89.21
HP APC (Accredited Presales Consultant)	79.16	Sun Certified Web Component Developer for Java	93.70
HP APP (Accredited Presales Professional)	73.89	Symantec	80.58
HP APS (Accredited Platform Specialist)	54.26	Telephony	67.53
HP ASE (Accredited Systems Engineer)	82.85	TIA CTP	62.20
HP CSA (Certified Systems Administrator)	86.90	UNIX	87.58
HP CSE (Certified Systems Engineer)	82.52	VERITAS	80.97

**FIGURE 2: AVERAGE SALARY BY SPECIALIZATION**



**FIGURE 7: AVERAGE HOURS WORKED PER WEEK**



This document was created with Win2PDF available at <http://www.daneprairie.com>.  
The unregistered version of Win2PDF is for evaluation or non-commercial use only.