

## INTANGIBLE SKILLS THAT EARN YOU A PREMIUM

As the hot skills in IT continue to fluctuate, it could be your intangible skills that make all the difference in your marketability and compensation, according to a recent industry report.

An IT trends report conducted by Foote Partners, an independent IT market research company based in Connecticut, indicates that non-certified tech skills like process management, e-commerce and enterprise applications can earn you premiums higher than certified skills. (A premium is defined by Foote Partners as a bonus or percentage of an employee's base salary that's paid due to a specific skill.)

According to the report, enterprise business applications skills are earning a 9.1% premium, which is up from 8.1% last year, and management and process skills are also earning a 9.1% premium, which is up from 8.5% last year. On average, non-technical skills like these are now earning an 8.08% premium above base pay, while certified skills are only averaging a 7.97% premium – a drop from the 8.26% average reported in 2005.

David Foote, Foote Partner's CEO and chief research officer, believes this trend is due to companies using IT employees to develop new products, improve customer relationships and ultimately boost sales. With these expanding responsibilities, it has become very beneficial for IT professionals to have a broader mix of business and technology-related skill sets.

Regardless of this new trend, there are still some certified skills that remain very highly valued. For example, security certifications average a premium of 9.1% and project management certifications average a premium of 10%.

The moral of the story is that while companies still expect a high level of technical skills from their IT employees, they also expect a higher understanding of their business and customers. By honing and amplifying your non-technical skills in the workplace, not only can you increase your pay, but your overall value in a volatile industry.

Ready to take your career to the next level? [Upload your resume](#) or [contact Prism Group today](#).