

# 5 Reasons Why Employers Look for IT Certifications



**“The person with the certification is  
the one that is going to get hired.”**

- Robert Blanchard, Director of Support Services  
Aspen Skiing Services Co.

# There are more than half a million IT job openings in the US alone.

Ever wonder what employers are looking for as they read through hundreds of resumes?

How do I get my resume to stand out?

What will get me noticed?

What qualifications do I need to get an IT job?

Where should I start?



CompTIA spoke with over 400 companies to get the inside scoop on why employers look for IT certifications when hiring for open positions.

**91%** of employers believe IT certifications play a key role in the hiring process and that **IT certifications are a reliable predictor of a successful employee.**

## Here are 5 reasons why:



1. Certifications help employers fill open positions.



2. Most companies have IT staff that hold certifications.



3. Certified IT pros make great employees.



4. IT certifications are growing in importance.



5. Training alone is not enough.



# Certifications Help Employers Fill Open Positions

**93%** of employers said finding the right IT pro to fill job openings is a major challenge.

**Certifications** help prove you have the knowledge and skills needed to get the job done...

**93%** | ...and since 93% of HR professionals say they value IT certifications, this type of credential will really stand out to your future employer.

**92%** | 92% of HR professionals have a certification in their own field. This proves the person looking at your resume sees certification as an important credential.

- Certifications make it easier to help find the right IT pro. By including IT certifications as a requirement in job listings, employers reduce the number of unqualified resumes they receive.



**72%**

72% of employers require IT certifications for certain job openings.

67% of employers use certifications to measure a candidate's willingness to work hard and meet a goal.



**67%**



**60%**

60% of employers use certifications to confirm subject matter expertise.

# • Certifications make a great first impression.

Employers overwhelmingly agree that certified IT pros make the ideal job candidate.

**95%**

agree that IT certifications provide a baseline set of knowledge for certain IT positions.

**92%**

believe IT certifications help to ensure credibility of IT employees.

**92%**

said IT certified individuals receive higher starting salaries than those without IT certifications.

**91%**

think IT certifications save time and resources in evaluating a potential IT job candidate.

**90%**

said IT certifications enable IT employees to learn faster once starting a job.



# Most Companies Have IT Staff That Hold Certifications

Research shows certified employees are:



More confident.



More knowledgeable.



Reach job proficiency quicker.



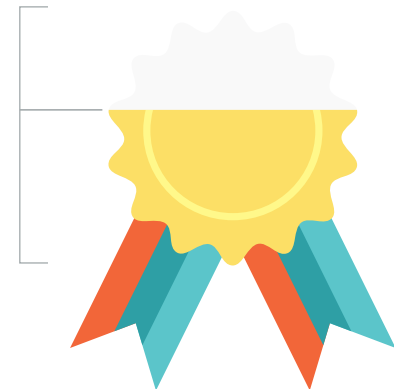
Are more reliable.



Perform at a higher level.

● Over half of organizations already have certified IT professionals on staff.

“Experience has shown that employees hired with certifications work smarter and stay at their position longer.”







# Certified IT Pros Make Great Employees

Employers agree that certified employees perform better and earn more recognition as compared to non-certified staff. From the perspective of an employer:

**90%** agree IT-certified individuals are more likely to be promoted than those without IT certifications.

**89%** think IT-certified individuals tend to perform better than non-IT-certified individuals in similar job roles.

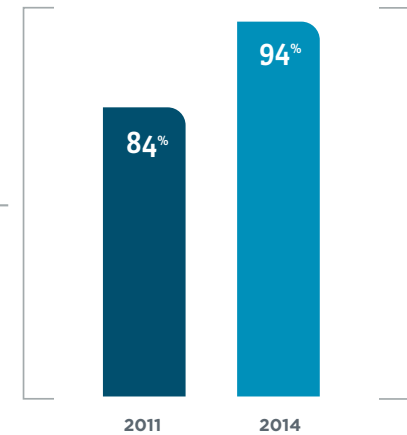
**89%** believe certified employees are more likely to stay with their organization than non-certified IT staff.

**88%** say that IT-certified employees are rewarded (bonus and pay increase) for obtaining IT certifications.



# IT Certifications Are Growing In Importance

- Employers increasingly recognize the importance of IT certifications. 94% of HR managers expect IT certification to grow in importance over the next two years as compared to only 84% two years ago.



“Certification is a good baseline validation of what was learned that can be looked at against employee’s performance post certification.”



# Training Alone Is Not Enough

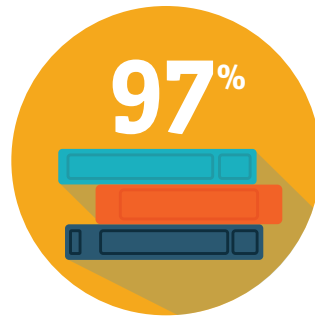
Employers agree that you need a certification to validate your skills. 88% of employers believe it's important to **test after training** to confirm knowledge gains.

**98%**

cite at least one specific benefit of certification testing rather than training by itself, such as:

- **Better validation of knowledge learned / skills.**
- **Increased value / credibility of the training.**
- **Increased / improved knowledge.**
- **Demonstration of abilities.**
- **Skills and knowledge retained for a longer period of time.**

- 97% of employers value certification enough to provide support for IT employees obtaining IT certification.



“Offering training and certification allows us to demonstrate commitment to our staff. We get much more out of the money we spend in those areas than we would if we simply passed that money along in salary increases.”

–BAYCREST CENTRE FOR GERIATRIC CARE

### Types of support employers provide to IT staff pursuing IT certification

**37%** provide training at work.

**36%** pay for all certification and training expenses.

**34%** offer paid time off for taking the certification exam.

**31%** offer paid time off for studying/training.

# Expect success with IT certifications.

With the **number of open IT positions expected to increase by 17%** by 2022, it's inevitable that IT certifications will continue to play a significant role in the hiring process.

**“Working in the IT industry, you need to get yourself certified.”**

- Linus Charles,  
Managing Director, CNSS



- **Getting yourself certified is the best way to future proof your IT career.**

# Wondering where to start?

CompTIA is with you every step of the way.



Visit [Certification.CompTIA.org](https://Certification.CompTIA.org) for more information.