

Technology Type	Definition
Legacy	Technologies or skills that are mature and long-lasting in the marketplace. There is generally a higher supply and lower demand for people with the technologies or skills.
Core	Technologies or skills that are currently commonly found in the marketplace. There is generally an average supply and demand for people with these technologies or skills.
Emerging	Technologies or skills that are new or specialized in the marketplace. These may involve a unique or high level of technical complexity. There is generally a higher demand and a lower supply for people with these technologies or skills.

Technology Type	Technology Examples
Legacy	4GL programming with PL/SQL, AS/400, CICS, COBOL, Database–mainframe, DB2, DC/DB2, GIS-Digitizing/Scanning/Data Collection, IMS DB/DC, ListServ, Performance Monitoring–mainframe, SAS, SMS & AIX Platform, TSO, Unisys, Visual FoxPro, Visual Source Safe, PowerBuilder, NATURAL & ADABAS, MS Visio, process modeling, MS PowerPoint, MS Excel
Core	.Net, Visual Studio .Net, ASP.Net, ASP, CADD, Checkpoint Firewall, Cisco, Client Server OS, Cold Fusion, Database - Client Server, DSF, Encryption, Flash, FormWare, GIS - Programming/Analytical (C/S, Web-Deployment), ESRI, ARINFO, Host Publishing, Imaging Systems (Onbase, Key File, Info Image), Intelligent Transportation Systems (ITS) (Traffic congestion, weather monitoring, programmable signing, pavement sensing, etc.), IQU+1, ISA, Java, JavaScript, JSP, LAN/WAN Support, Lotus Domino, MS ActiveX, MS Access, MS Front Page, MS Project, SQL Server, Netegrity Siteminder, Oracle, Performance Monitoring – C/S, PL/SQL, Visual Basic, Remedy, Security (encryption), Web (Visual Source Safe, Accessibility Standards (ACC Verify, MacroMedia, 506), DreamWeaver, & Homesite, Photoshop, Fireworks, Paint Shop Pro), SOAP, Windows XP, XML (XML, Spy, Data Base Schemas & support, & XSLP), Database - Mixed Platform, Servlets, Reporting Tools (e.g., Crystal), OmniPage ProTesting Tools (LoadRunner/WinRunner), Accessibility Standards (ACC Verify, MacroMedia, ITB 508), Adobe Acrobat, C/C#, Com/ Com+/DCOM, Data Modeling, SQL, Capacity Planning, Business Process Reengineering, Joint Application Development/Rapid Application Development
Emerging	Sightline, Cognos, Data Center (Unisys OEM), Data Warehouse, EC/EDI, FileNet, GIS – Infrastructure, SAP/PeopleSoft any ERP, SMS 2003, Websphere/MQ Series, Analytical & Technical Architecture (Business Process Mapping w/UML, Enterprise Architect .Net Microsoft, & Enterprise Architect Sparxsystems), Middleware (Open Distributed Transaction Integrator (ODTI, Unisys), WebMethods 6.1, publish Subscribe, Data Transformation, Asynchronous Messaging, & Trading Networks suite, Tivoli, Veritas, Business Process Management (complete suites of tools for managing business processes & automated systems supporting those processes.)

Job Category	Level	Experience	Specific Titles	Job Functions
Business Analyst	1	0-2 years Works under supervision of lead	Business Analyst, Requirements Analyst, Data Analyst, Report Designer, GIS Analyst, GIS Technician, PeopleSoft Analyst, Security Analyst, Compliance Analyst, Forensics Analyst, Telecom Analyst, Financial Analyst	Meets with customer and reads designs and uses software tools to gather requirements, analyze needs, identify risks, propose designs, write documentation, and carry out financial analysis.
	2	2-4 years Limited supervision		
	3	4-7 years	Senior [Business Analyst specific title]	Subject matter expert or executive consultant working independently to consult with managers on strategies and processes.
	4	8-12 years	Senior Consultant, PeopleSoft SME, Site Acquisition Consultant	
	5	12+ years		
Technical Writer	1	1-3 years	Technical Writer, Web Editor, Graphic Designer, GUI Editor, Grant Writer	Creates, edits, or designs content, such as documentation, designs, web pages, publications, presentations, reports, or graphics.
	2	4-7 years		
	3	8+ years	Senior [Technical Writer title], Lead [Technical Writer title], Documentation Lead	
Trainer	1	1-7 years	Software Trainer	Creates training materials, delivers training, and manages training program.
	2	8+ years	Senior Software Trainer Training Lead	
Quality Assurance	1	1-3 years	Tester, QA Analyst	Software testing and quality assurance through script writing, execution, and tracking.
	2	4-7 years		
	3	8+ years	Senior Tester, Senior QA Analyst, Test Team Lead, QA Consultant	
Administrative Support	1	1-7 years	Project Administrator, Administrative Assistant, Payroll Assistant, Financial Assistant	Administrative support functions, including data entry, plan tracking, and basic task assignments.
	2	8+ years	Project Coordinator	
Project Manager	1	1-3 years	Project Manager, Deliverables Manager, QA Manager, Implementation Manager, Customer Support Manager, Critical Event Manager, Technical Project Manager, Wireless Manager, Network Operations Manager, Construction Manager, Facilities Improvement Manager	Manages functional teams, technical teams, budgets, vendor/client relationship, and work plans for development projects, implementations, network functions, or support services. Identifies and manages risk. Reports status to executives.
	2	4-7 years	Senior [Project Manager title]	
	3	8+ years	Program Manager, Engagement Manager	
Architect	1	1-7 years	Technical Architect, Data Warehouse Architect, Network Architect	Designs and builds databases, data warehouses, or networks, including data acquisition, conversion, and interfaces. Optimizes organizational goals through enterprise standards.
	2	8+ years		
Database Administrator	1	1-3 years	DBA, GIS DBA, Data Warehouse Administrator, Business Objects Administrator	Database management through maintenance of data dictionaries, data models, performance tuning. Coordinates database changes and tests.
	2	4-7 years		
	3	8+ years	Senior [DBA title]	

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System Administrator	1	1-3 years	Search Engine Administrator, Application Administrator, System Administrator, GIS System Administrator, Active Directory Administrator, Server Administrator, UNIX Administrator, NMS Administrator	Installs, configures, and supports an application, system, or network (LAN, WAN, etc.) Monitors applications for availability and performance. May carry out security analysis or implement security measures.
	2	4-7 years		
	3	8+ years	Senior [System Administrator title], [System Administrator title using Engineer in place of Administrator]	Engineer label reserved for certifications.
Developer	1	1-2 years	Web Developer, .NET Developer, GIS Web Developer, GIS Desktop Developer, PeopleSoft Developer	Translates requirements into code or configuration using software tools/integrated development environments (IDEs).
	2	3-7 years		
	3	8-11 years		
	4	12+ years or certification	Senior [Developer title], [Developer title using Engineer in place of Developer], Developer Lead, Technical Lead	Engineer label reserved for certifications.
Network Technician	1	1-3 years	Network Technician, LANDesk Technician, Wireless Technician, NOC Analyst	Installs networks and network technologies. Assesses configurations and recommends products based on specifications. Configures equipment and software, trains others, and documents solutions Assists with network design. Experienced n technical services and administration (DHCP, DNS, routers, firewall, etc.).
	2	4-7 years		
Network Engineer	3	8+ years	Network Engineer, LANDesk Engineer, Backup Engineer, Firewall Engineer, Security Engineer, Anti-Virus Engineer, SAN Engineer, VPN Engineer, Wireless Engineer	
Customer Support	1	1-3 years	Dispatcher, Support Technician, Application Technician, Field Support Technician, Voice Field Technician	Provides customer or technical support by collecting trouble tickets, analyzing issues, carrying out solutions, escalating issues, and tracking to completion.
	2	4-7 years		
	3	8+ years	Customer Support Lead	
IT Consultant	1	2-3 years	[Functional Area] Consultant	Consults with client or department heads to define need or problem, conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields.
	2	4-5 years	[Functional Area] Consultant	
	3	5-6 years	[Functional Area] Consultant	
	4	6-10 years	[Functional Area] Consultant	
	5	10-13 years	[Functional Area] Consultant	
	6	13-15 years	[Functional Area] Consultant	
	7	15+ years and Masters Degree	[Functional Area] Consultant	
	8	15+ years and Doctorate	[Functional Area] Consultant	

Job Category	Level	Experience	Specific Titles	Job Functions
IT Clerk	1	0-2 years	[Job Function] Clerk/Operator	Oversees the operation of computer hardware systems, ensuring usage as efficiently as possible. Anticipates problems and takes preventative action that may occur during operations. Operates computer hardware systems to process business, scientific, engineering, or other data, according to operating instructions.
	2	2-4 years	[Job Function] Clerk/Operator	
	3	5+ years	[Job Function] Clerk/Operator	