



State of the Tech Workforce UK

Nations | Metro Areas

Tech Hiring Trends | Wages | Workforce Characteristics

CompTIA.org

COMPTIA STATE OF THE TECH WORKFORCE UNITED KINGDOM

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Printed in the U.S. September 2025

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ABOUT COMPTIA

CompTIA, Inc. is the leading global provider of vendor-neutral training and certification products in the information technology (IT) space. CompTIA unlocks potential for millions of aspiring technology professionals and careers changers. Working in partnership with thousands of academic institutions, governments, training providers and workforce development organizations, CompTIA helps students build career-ready skills through best-in-class learning solutions, industry-recognized certifications and career resources.

Certifications such as CompTIA A+, CompTIA Network+ and CompTIA Security+ are benchmarks for foundational skills. For IT professionals with multiple years of work experience, CompTIA Xpert Series certifications in data, cloud networking and cybersecurity validate expert-level knowledge of business-critical technologies. CompTIA Essential series courses, such as CompTIA AI Essentials, help business professionals across functional areas build the depth and breadth of digital fluency skills to thrive in an ever-changing workplace.

ABOUT COMPTIA'S STATE OF THE TECH WORKFORCE

CompTIA designed State of the Tech Workforce to serve as a reference tool, making national, province, and metro area-level data accessible to a wide range of users. State of the Tech Workforce quantifies the size and scope of the tech industry and the tech workforce across multiple vectors. To provide additional context, the report includes time-series trending, wage percentiles, business establishments, employer job postings trending, digital skills trending, demographic profiling, emerging tech metrics, and more. The report draws upon a number of data sources including Lightcast, UK government statistics, CompTIA and more.

CompTIA defines the information technology (IT) workforce as the professionals who develop, deploy, support, secure and manage the infrastructure, systems, applications and data that powers the world's economy. Tech-adjacent workers, also referred to as digital or knowledge workers, rely on a suite of digital tools and data to perform their jobs. The lines between the core tech workforce and the tech-adjacent digital workforce continue to blur as technology underpins just about every business function across industry sectors.

CompTIA's tech jobs taxonomy is the framework CompTIA uses to guide its data aggregation and reporting decisions. As with any taxonomy differences may exist due to factors such as the dividing line between core tech job role and tech-adjacent job role, data sources, and related. See the methodology section for details of the specific NAICS codes and SOC codes CompTIA uses in its definitions.

IMPORTANT NOTE about timing: the 2024 estimates and 2025 projections represent the most up-to-date data at the time of reporting. As with any labor market data source there is a lag effect and recent developments during late 2024 and early 2025 will likely not be fully reflected in the data. Additionally, Lightcast may issue backward revisions to the data affecting historical employment levels – sometimes increasing and sometimes decreasing.

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DEFINING NET TECH EMPLOYMENT

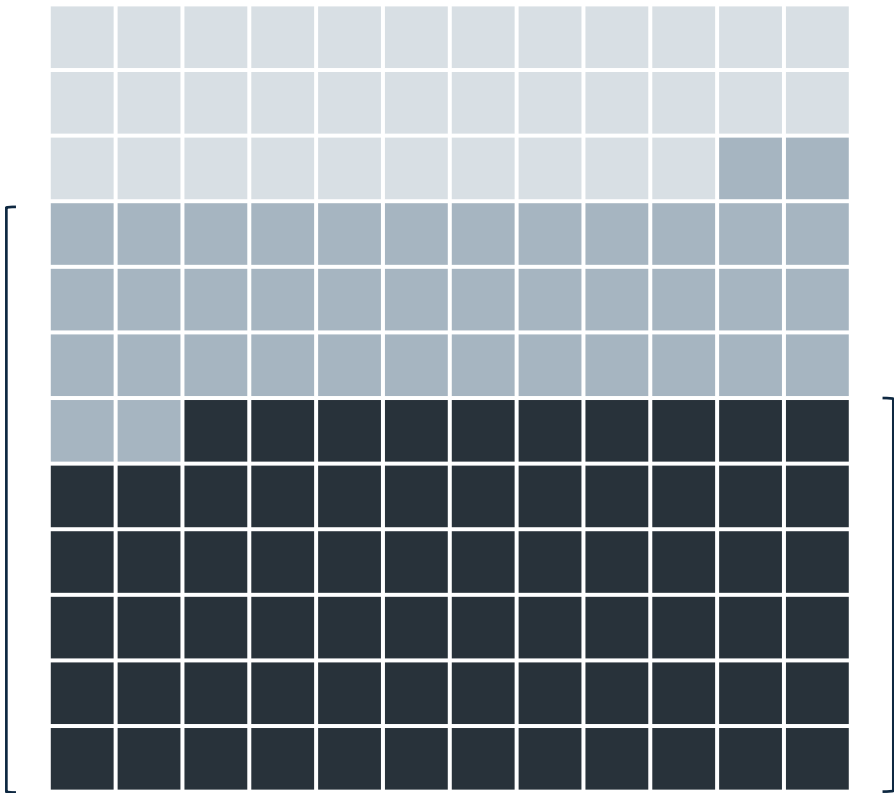
The tech workforce consists of two primary components, represented as a single figure by the ‘net tech employment’ designation. The foundation is the set of technology professionals working in technical positions, such as IT support, network engineering, software development, data science, and related roles. Many of these professionals work for technology companies (42%), but many others are employed by organizations across every industry sector in the UK economy (58%).

The second component consists of the business professionals employed by technology companies. These professionals – encompassing sales, marketing, finance, HR, operations and management, play an important role in supporting the development and delivery of the technology products and services used throughout the economy. Approximately 37% of the net tech-employment total consists of tech industry business professionals.

One final segment involves workers classified as self-employed. For the purposes of this report, only dedicated, full-time self-employed technology workers are counted towards net tech employment. Workers that are characterized as “gig” workers, which may entail working on the side for supplementary income, are excluded from this analysis due to several uncertainties with the data and to minimize the possibility of double counting.

-  **N = Technology professionals employed across every sector of the economy**
(e.g. tech support specialists, software developers, network architects, database scientists, etc.)
-  **N = Tech sector employment, less technology professionals**
(e.g. sales, marketing, finance, HR, etc.)

2.2 million
Projected total
workers in 2025



63%
% of NET tech
employment is
in technology
occupations

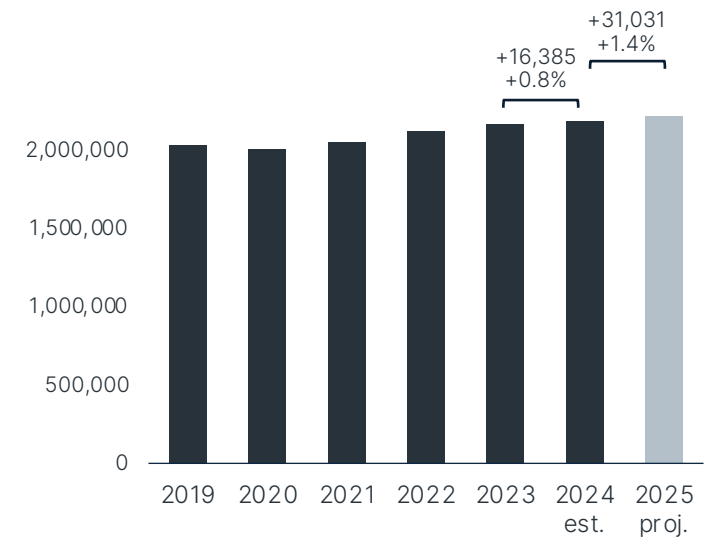
 = 20,000 workers

KEY FINDINGS

KEY POINTS

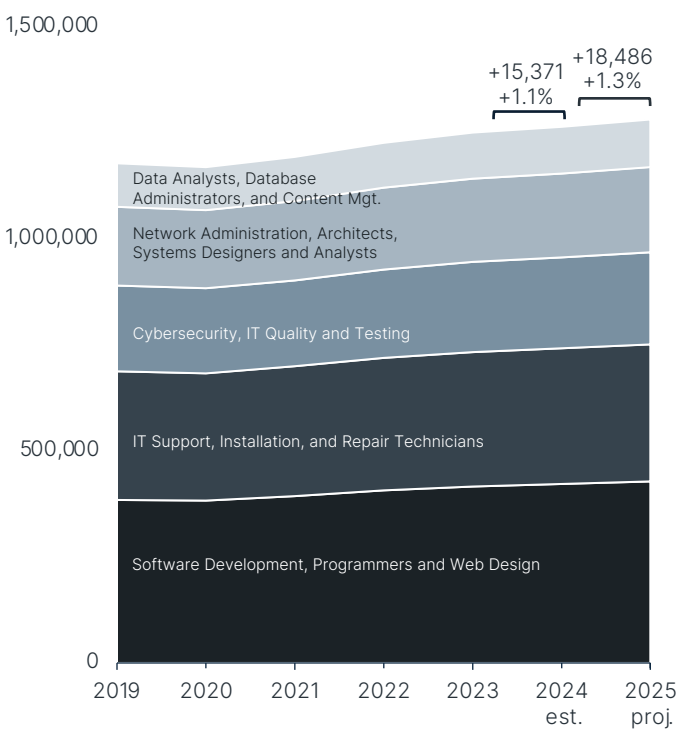
- Net tech employment in the United Kingdom – as described on the previous page, reached an estimated 2,179,005 workers in 2024, a 0.8% increase over the previous year. Net tech employment is projected to increase by 1.4% in 2025.
- Since 2019, net tech employment increased by an estimated 153,794 net-new jobs. Net tech employment saw a slight decline between 2019 and 2020 but has shown growth since then.
- Net tech employment accounted for approximately 6.5% of the overall UK workforce in 2024. Because of the blurring of lines across industries, there is likely a degree of undercounting in tech sector employment as a percentage of UK employment.
- Among the components of net tech employment, the tech sector side of the equation grew at 0.3% year over year, while the occupation side across all industry sectors experienced a gain of 1.1% year over year. Looking ahead, tech sector and tech occupation gains are projected to be 1.6% and 1.3% respectively.
- Largest tech occupation contributors to job gains, 2019-2024:
 - Programmers and Software Development: +35,595
 - IT Business Analysts/Architects/Systems: +11,776
 - IT Directors: +8,797
 - IT Technology Professionals: +8,123
 - IT Support Specialists: +8,121
- Looking ahead, the UK tech workforce is projected to outpace growth compared to the overall UK labor market over the next five years (2025-2030). On a relative percent change basis, tech job roles with the most notable growth premium:
 - Programmers and Software Development: 31%
 - IT Directors: 31%
 - Data Analysts: 24%
 - IT Business Analysts/Architects/Systems: 21%
 - IT Professionals: 18%
 - Cybersecurity Professionals: 10%
- In addition to macroeconomic and traditional labor market factors, the impact of AI undoubtedly affects any long-term workforce projections. This report presents available data at the time of publication.
- Economic impact is an assessment of output – the monetary value of goods and services produced during a given year (also referred to as gross domestic product). As a percentage of the overall UK economy, the tech industry accounts for approximately 5.2% of direct economic value, which translates to £86.2 billion.
- In addition to the direct economic impact, there are downstream indirect benefits of the technology industry, such as the employment multiplier effect of technology ecosystems.

NET TECH EMPLOYMENT TRENDING



	2020	2021	2022	2023	2024 est.	2025 proj.
Tech Occupation Employment	1.27m	1.29m	1.34m	1.36m	1.38m	1.39m
Tech Industry Employment	1.27m	1.28m	1.34m	1.38m	1.38m	1.40m
Net Tech Employment	2.0m	2.05m	2.12m	2.16m	2.18m	2.2m

TECH OCCUPATION EMPLOYMENT TRENDING



Source: Lightcast | UK ONS | CompTIA

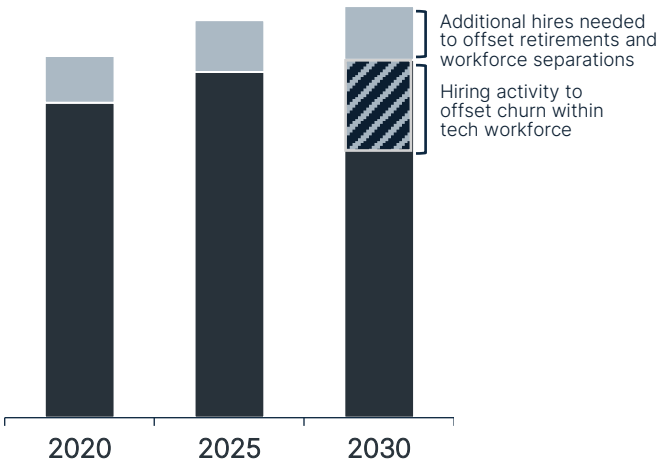
KEY FINDINGS

KEY POINTS

- By 2030, projections from Lightcast put the base of tech occupation employment at approximately 1.445 million (note: this covers occupations only and represents a subset of the net tech employment figure presented previously).
- Calculating future workforce needs over the next decade is a function of several variables. First, there is a growth component, which may entail organisations adding headcount due to expansion or possibly to support new emerging technologies.
- Secondly, there is a retirement factor, with a portion of the workforce transitioning away from the workforce permanently. And lastly, there is a segment leaving the workforce for some other reason, also referred to as separations. These may stem from a career change, a return to school, family pursuits, or other. Changes to any of these variables can boost or shrink future workforce projections.
- Tech occupation employment over the next 5 years is expected to grow higher than the rate of overall employment across the economy. Projected tech growth rates above the national rate:
 - 31% IT Directors
 - 31% Programmers & Software Development
 - 24% Data Analysts
 - 23% Web Design Professionals
 - 21% Business Analysts, Architects
- Job posting data provides another layer of insight into the tech job market outlook. Because government labour taxonomies – Standard Occupation Codes (SOCs), lag the speed with which the market changes, job posting data provides a more up-to-date look at the skills and experiences employers seek.
- Overall quarterly tech job postings among UK employers dipped during 2024 and are showing signs of a rebound in Q2 2025. Note: job postings should not be interpreted as unfilled jobs and there is not a 1:1 relationship between postings and actual hires made.
- Nationally, women represent approximately 49% of the UK workforce and 22% of tech occupations. See Appendix for additional workforce characteristics data.

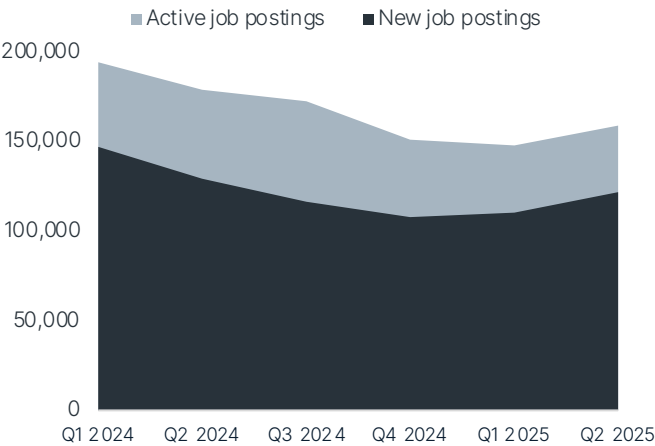
TECH OCCUPATION EMPLOYMENT OUTLOOK

Workforce need = annual replacement rate + growth rate



AGGREGATE ANNUAL POSTINGS FOR TECH JOB ROLES

Job postings by UK employers



RANK ORDER OF INDUSTRY SECTOR EMPLOYMENT OF TECHNOLOGY WORKERS

Top 10 sectors employ approximately 91% of tech workers

- #1 Tech sector
- #2 Professional, Scientific and Technical Activities
- #3 Financial and Insurance
- #4 Administrative and Support Services
- #5 Public Administration and Defense
- #6 Retail, Wholesale and Repair Services
- #7 Manufacturing
- #8 Education
- #9 Construction
- #10 Healthcare and Social Work

Source: Lightcast | UK ONS | CompTIA

KEY FINDINGS

METRO AREA NET TECH EMPLOYMENT

- The top four metropolitan areas employ almost 738,000 tech industry and tech occupation workers, or about 1 in 3 tech workers in the nation.
- London is the largest metropolitan area in the country by a wide margin. It follows that it also has the largest base of tech employment.
- The London and Manchester areas saw the highest increases in net tech employment year over year.

METRO AREA EMPLOYMENT CONCENTRATION

- Employment concentration provides a measure of tech employment relative to employment across all the other industry sectors in a local economy. Along with economic impact as a percentage of a local economy, these metrics help to put tech into context.
- At more than 7%, London, Edinburgh, Leeds, and Bristol have the highest concentration of net tech employment as a percentage of their overall employment bases.
- Compared to the national tech employment concentration benchmark of 6.5%, seven metro areas had the same or higher rate, confirming the importance of technology to a far-reaching set of cities across the UK.

METRO AREA TECH BUSINESS ESTABLISHMENTS

- A large, dynamic base of business establishments, also referred to as company locations, is another measure of a healthy tech sector. Tech business establishments tend to be concentrated in population centers and in locations that are close to the customers they serve.
 - London 39,149
 - Manchester 6,015
 - Bristol 3,225
 - Birmingham 2,729

METRO AREA MEDIAN TECH INDUSTRY WAGES

- Tech jobs continue to command a premium with a median wage 52% higher than the prevailing median wage across the UK labor market.
- Rank order of top five metro areas by median tech wage:
 1. London
 2. Birmingham
 3. Bristol
 4. Belfast
 5. Leeds

TOP METROS BY NET TECH EMPLOYMENT

1.	London	532,849
2.	Manchester	105,098
3.	Birmingham	50,969
4.	Bristol	49,040
5.	Leeds	41,480
6.	Glasgow	38,987
7.	Edinburgh	36,659
8.	Newcastle	34,424
9.	Nottingham	31,769
10.	Sheffield	30,015

TOP METROS BY NET TECH EMPLOYMENT JOB GAINS

1.	London	+ 9,451
2.	Manchester	+ 3,001
3.	Birmingham	+ 1,956
4.	Leeds	+ 730
5.	Bristol	+ 695
6.	Edinburgh	+ 590
7.	Cardiff	+ 424
8.	Newcastle	+ 407
9.	Nottingham	+ 303
10.	Liverpool	+ 264

TOP METROS BY NET TECH EMPLOYMENT AS A PERCENT OF LOCAL EMPLOYMENT

1.	London	9.9%
2.	Edinburgh	8.2%
3.	Leeds	8.1%
4.	Bristol	7.1%
5.	Manchester	6.9%
6.	Birmingham	6.8%
7.	Belfast	6.6%
8.	Glasgow	6.4%
9.	Newcastle	6.3%
10.	Nottingham	5.9%



UNITED KINGDOM SNAPSHOT

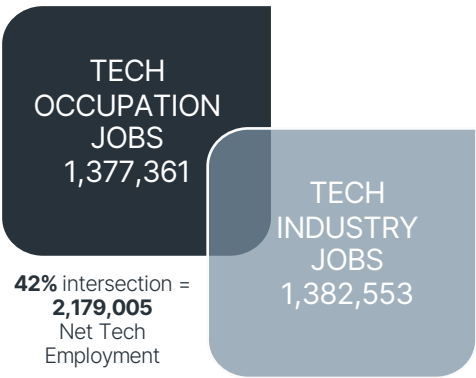
United Kingdom



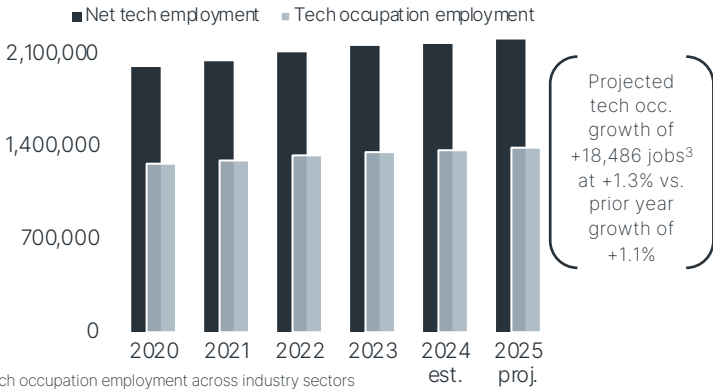
STATE OF TECHNOLOGY SUMMARY

2,179,005	NET TECH EMPLOYMENT ¹
6.5%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
1,395,847	TECH OCCUPATION EMPLOYMENT [2025 projection]
159,966	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
549,064	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
64,988	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



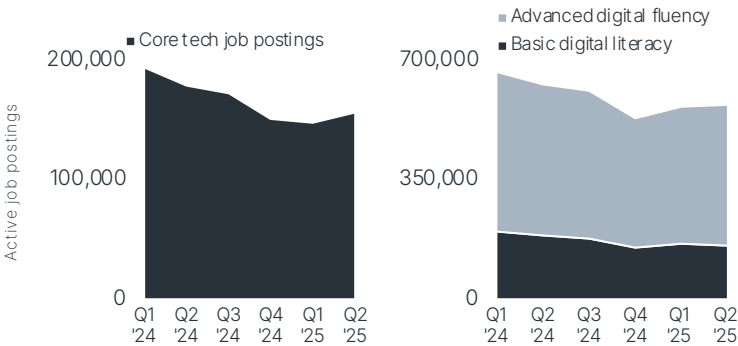
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	214,152	1.26%	1.2x
Data Analysts, Database Administrators, and Content Mgt.	110,116	1.34%	1.2x
IT Support, Installation, and Repair Technicians	319,669	1.17%	1.1x
Network Administration, Architects, Systems Designers and Analysts	198,867	1.33%	1.2x
Software Development, Programmers, and Web Design	421,582	1.48%	1.4x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

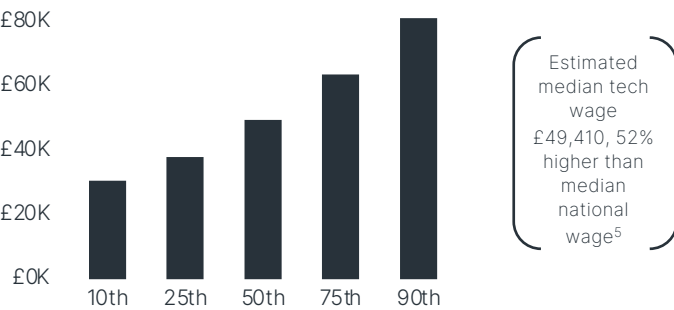
TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific and Technical Activities	Financial and Insurance	Administrative and Support Services
589,934	181,646	94,686	75,671

⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public administration includes national, province and local governments, agencies, schools and hospitals

TECH OCCUPATION WAGES [by percentile]



⁵2023 data | most recent available



NATION SNAPSHOTS

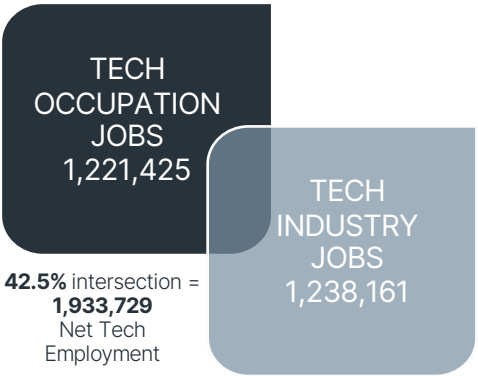
England



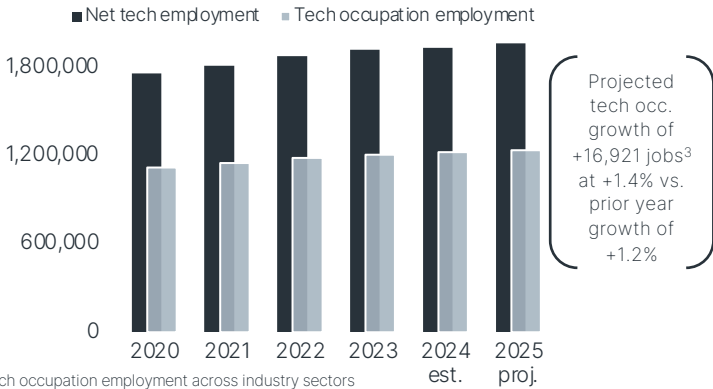
STATE OF TECHNOLOGY SUMMARY

1,933,729	NET TECH EMPLOYMENT ¹
6.8%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
1,238,347	TECH OCCUPATION EMPLOYMENT [2025 projection]
147,166	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
403,089	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
47,960	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

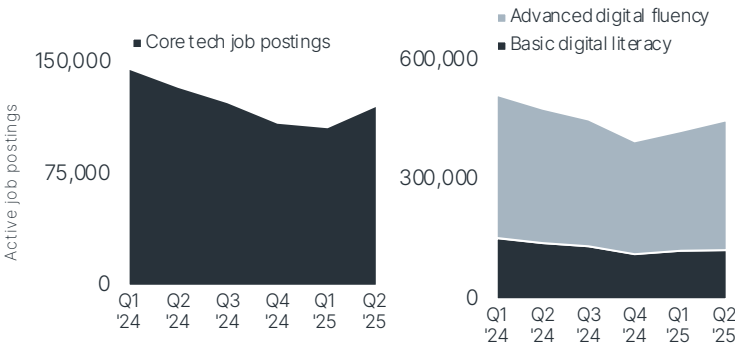


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	192,053	1.27%	1.2x
Data Analysts, Database Administrators, and Content Mgt.	96,817	1.37%	1.3x
IT Support, Installation, and Repair Technicians	278,827	1.22%	1.1x
Network Administration, Architects, Systems Designers and Analysts	176,796	1.35%	1.2x
Software Development, Programmers, and Web Design	375,054	1.54%	1.4x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

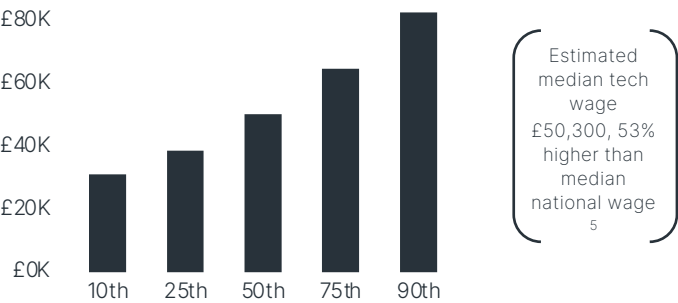
TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific and Technical Activities	Financial and Insurance	Administrative and Support Services
534,300	164,690	82,134	68,002

⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

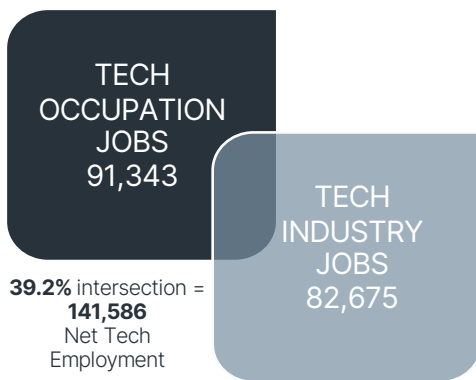
Scotland



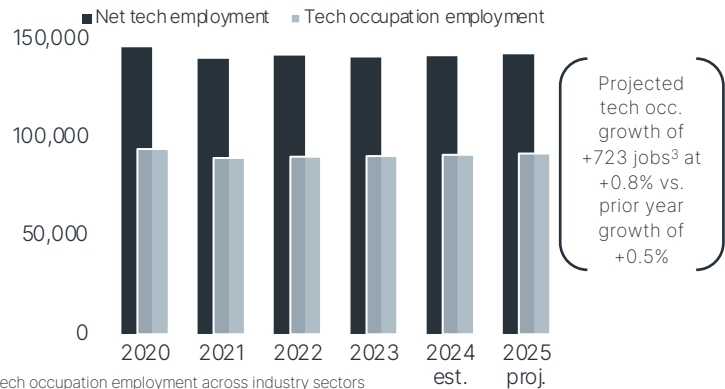
STATE OF TECHNOLOGY SUMMARY

141,586	NET TECH EMPLOYMENT ¹
5.3%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
92,065	TECH OCCUPATION EMPLOYMENT [2025 projection]
7,151	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
26,569	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
3,665	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

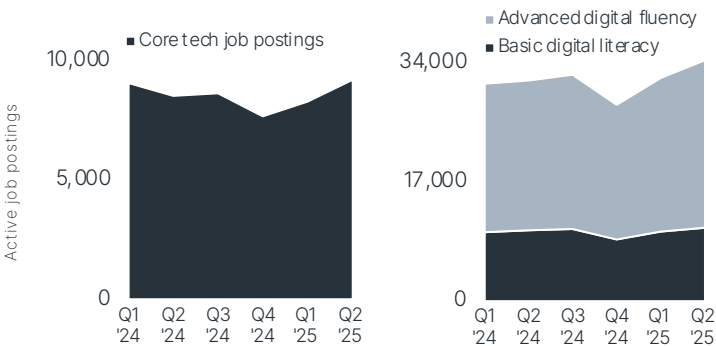


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	13,892	1.06%	1.0x
Data Analysts, Database Administrators, and Content Mgt.	8,062	0.88%	0.8x
IT Support, Installation, and Repair Technicians	24,828	0.56%	0.5x
Network Administration, Architects, Systems Designers and Analysts	12,683	1.06%	1.0x
Software Development, Programmers, and Web Design	25,022	0.66%	0.6x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



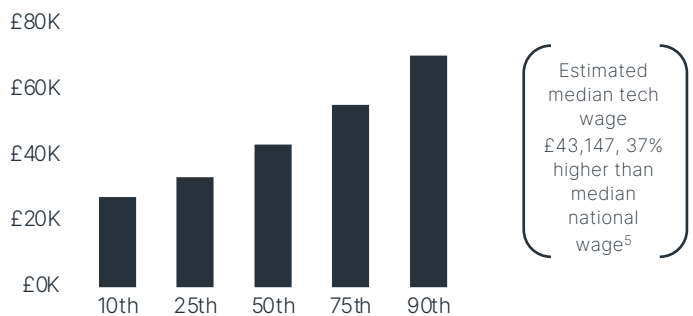
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific and Technical Activities	Financial and Insurance	Public Administration and Defense
32,722	11,445	8,295	7,348

TECH OCCUPATION WAGES [by percentile]



⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
⁵Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

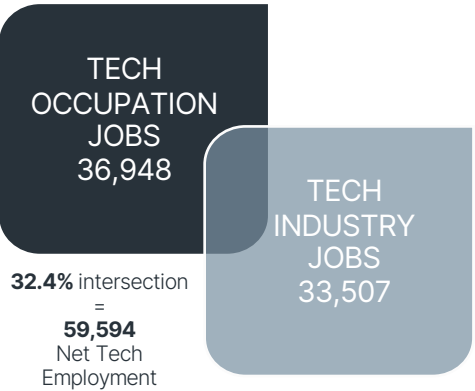
⁵2024 data | most recent available



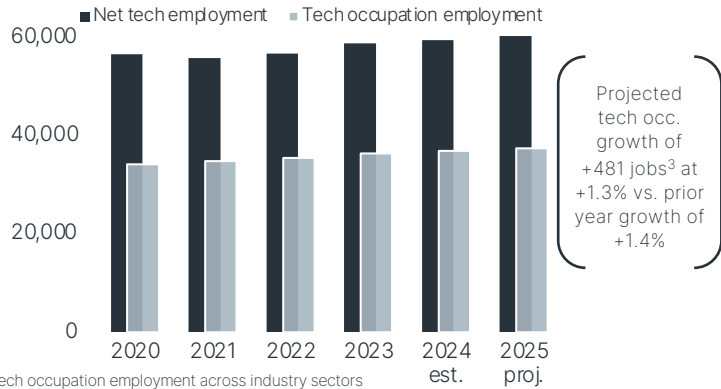
STATE OF TECHNOLOGY SUMMARY

59,594	NET TECH EMPLOYMENT ¹
4.4%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
37,429	TECH OCCUPATION EMPLOYMENT [2025 projection]
3,589	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
8,846	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
838	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

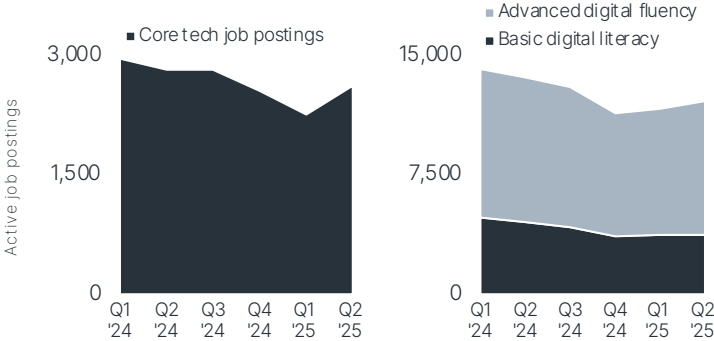


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	4,741	1.18%	1.1x
Data Analysts, Database Administrators, and Content Mgt.	3,474	1.66%	1.5x
IT Support, Installation, and Repair Technicians	9,329	1.29%	1.2x
Network Administration, Architects, Systems Designers and Analysts	5,539	1.17%	1.1x
Software Development, Programmers, and Web Design	11,577	1.42%	1.3x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



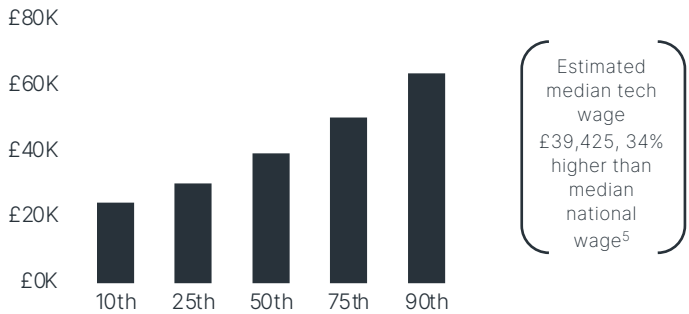
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Public Administration and Defense	Professional, Scientific and Technical Activities	Manufacturing
10,979	5,632	3,145	2,975

TECH OCCUPATION WAGES [by percentile]



⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

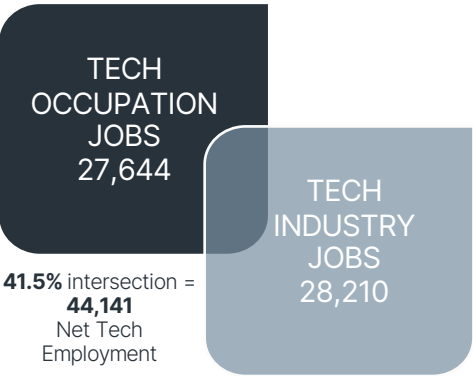
Northern Ireland



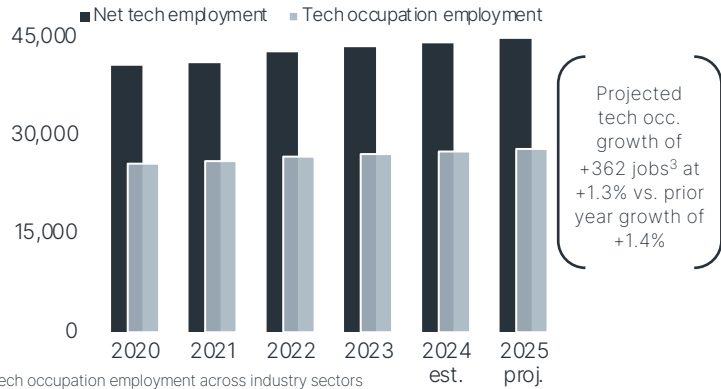
STATE OF TECHNOLOGY SUMMARY

- 44,141 NET TECH EMPLOYMENT¹
- 4.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 28,006 TECH OCCUPATION EMPLOYMENT [2025 projection]
- 2,059 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 9,676 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 819 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

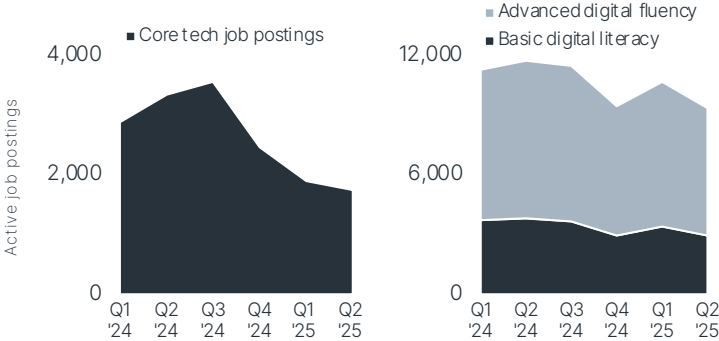


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	3,467	1.51%	1.4x
Data Analysts, Database Administrators, and Content Mgt.	1,763	1.12%	1.0x
IT Support, Installation, and Repair Technicians	6,686	1.20%	1.1x
Network Administration, Architects, Systems Designers and Analysts	3,850	1.21%	1.1x
Software Development, Programmers, and Web Design	9,929	1.30%	1.2x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

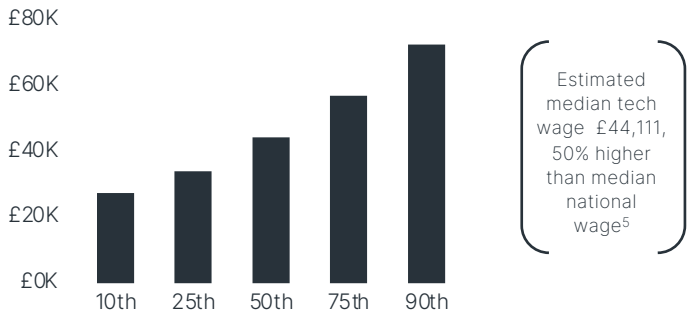
TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific and Technical Activities	Construction	Public Administration and Defense
11,886	2,291	1,889	1,869

⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]





METRO AREA SNAPSHOTS

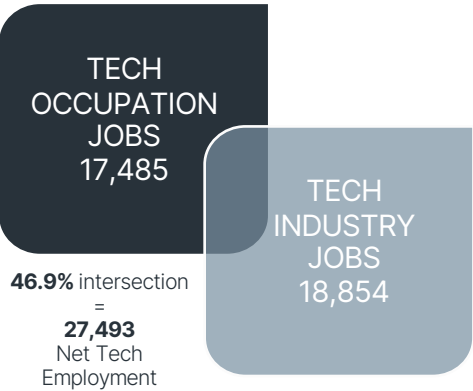
Belfast



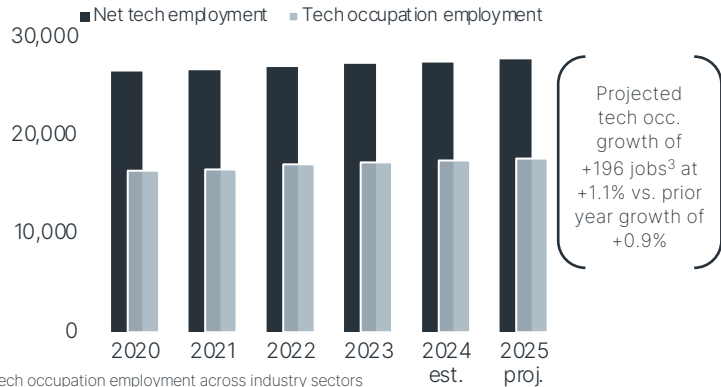
STATE OF TECHNOLOGY SUMMARY

- 27,493 NET TECH EMPLOYMENT¹
- 6.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 17,681 TECH OCCUPATION EMPLOYMENT [2025 projection]
- 1,276 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 8,557 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 716 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

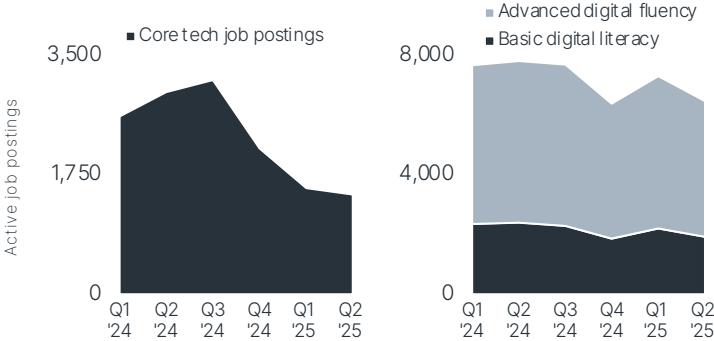


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	2,287	1.32%	1.2x
Data Analysts, Database Administrators, and Content Mgt.	1,011	0.89%	0.8x
IT Support, Installation, and Repair Technicians	3,711	1.01%	0.9x
Network Administration, Architects, Systems Designers and Analysts	2,351	0.88%	0.8x
Software Development, Programmers, and Web Design	6,926	1.20%	1.1x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

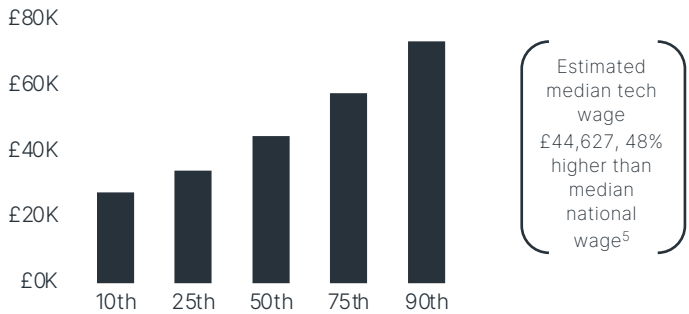
TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific and Technical Activities	Public Administration and Defense	Financial and Insurance
8,957	1,472	1,247	1,222

⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

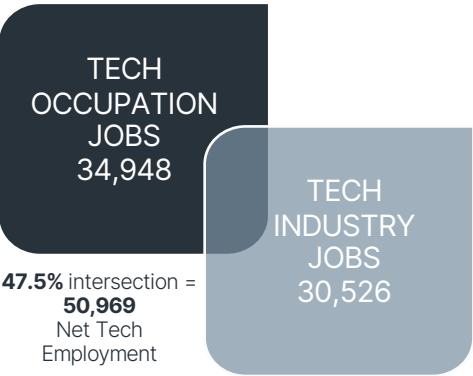
Birmingham



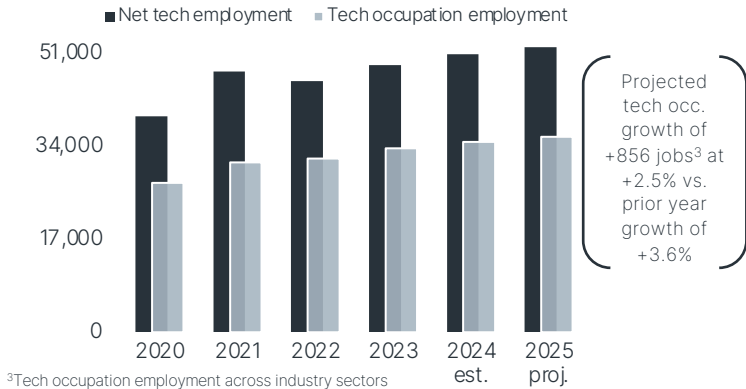
STATE OF TECHNOLOGY SUMMARY

50,969	NET TECH EMPLOYMENT ¹
6.8%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
35,805	TECH OCCUPATION EMPLOYMENT [2025 projection]
2,729	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
15,586	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
1,464	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

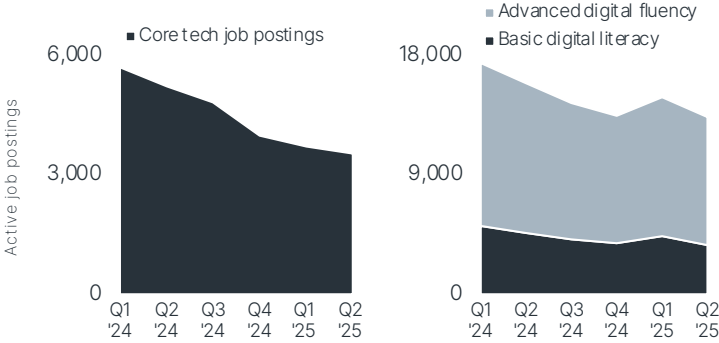


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	5,512	2.88%	2.7x
Data Analysts, Database Administrators, and Content Mgt.	2,655	1.88%	1.7x
IT Support, Installation, and Repair Technicians	8,652	2.30%	2.1x
Network Administration, Architects, Systems Designers and Analysts	13,319	2.52%	2.3x
Software Development, Programmers, and Web Design	9,966	2.38%	2.2x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

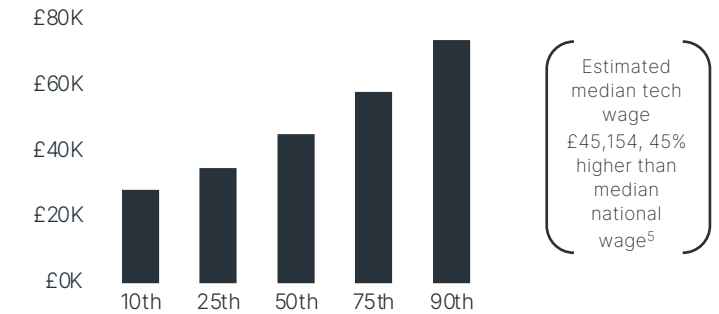
TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific and Technical Activities	Administrative and Support Services	Public Administration and Defense
15,018	5,618	2,414	2,156

⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]

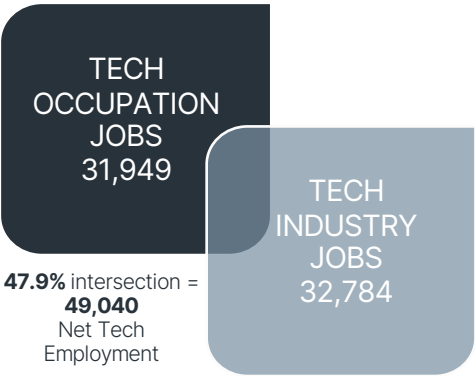




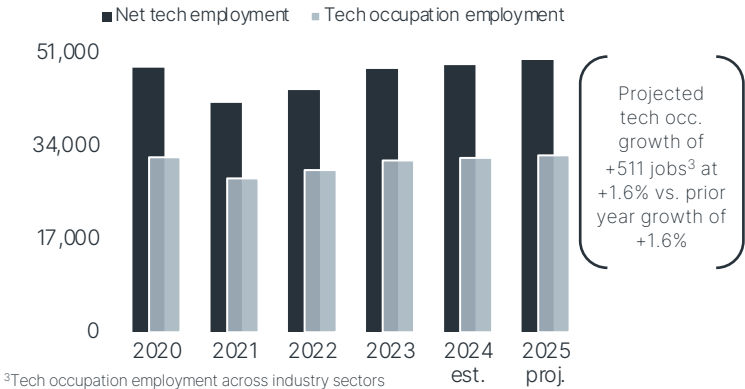
STATE OF TECHNOLOGY SUMMARY

49,040	NET TECH EMPLOYMENT ¹
7.1%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
32,460	TECH OCCUPATION EMPLOYMENT [2025 projection]
3,225	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
18,721	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
1,740	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

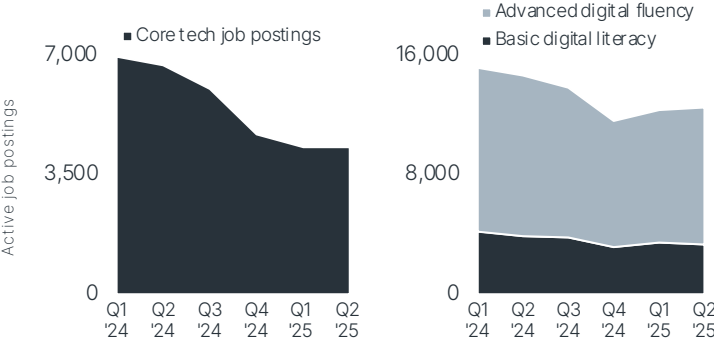


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	4,825	1.35%	1.2x
Data Analysts, Database Administrators, and Content Mgt.	2,586	1.12%	1.0x
IT Support, Installation, and Repair Technicians	7,067	1.17%	1.1x
Network Administration, Architects, Systems Designers and Analysts	4,819	1.59%	1.5x
Software Development, Programmers, and Web Design	10,425	2.10%	1.9x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



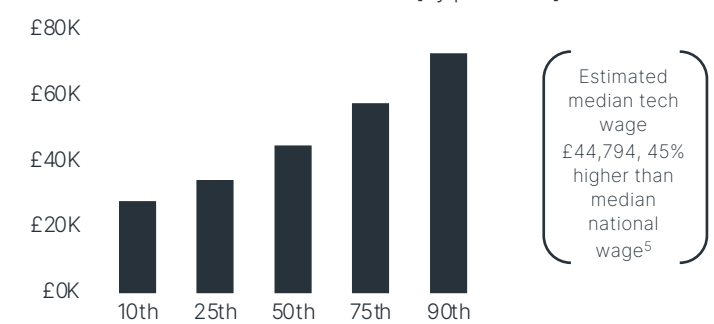
TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific and Technical Activities	Financial and Insurance	Public Administration and Defense
16,102	3,963	2,467	1,718

⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]

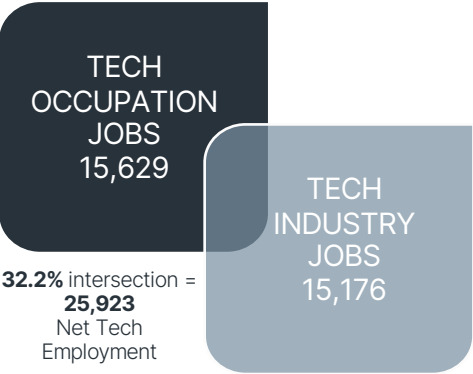




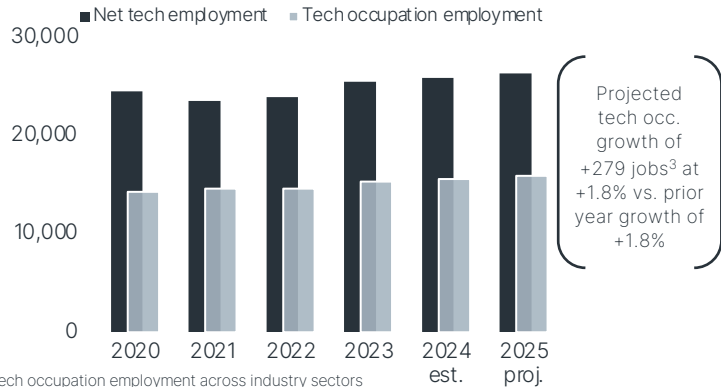
STATE OF TECHNOLOGY SUMMARY

25,923	NET TECH EMPLOYMENT ¹
5.1%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
15,908	TECH OCCUPATION EMPLOYMENT [2025 projection]
1,406	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
4,861	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
443	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

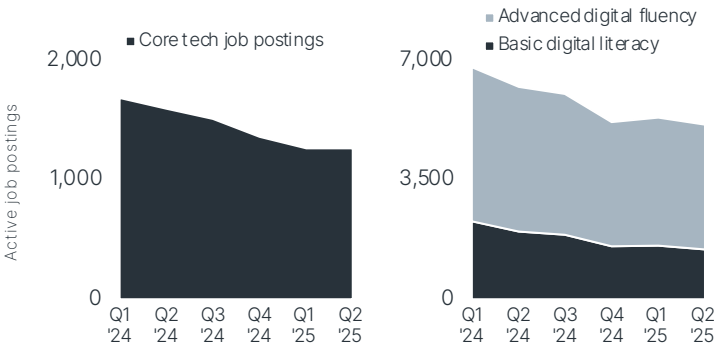


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	1,954	1.29%	1.2x
Data Analysts, Database Administrators, and Content Mgt.	1,452	2.21%	2.0x
IT Support, Installation, and Repair Technicians	4,005	1.61%	1.5x
Network Administration, Architects, Systems Designers and Analysts	2,307	2.17%	2.0x
Software Development, Programmers, and Web Design	4,966	1.99%	1.8x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



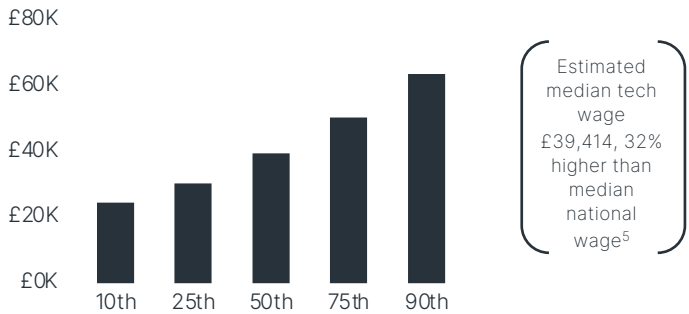
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Public Administration and Defense	Financial and Insurance	Professional, Scientific and Technical Activities
4,957	2,256	1,665	1,236

TECH OCCUPATION WAGES [by percentile]



⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

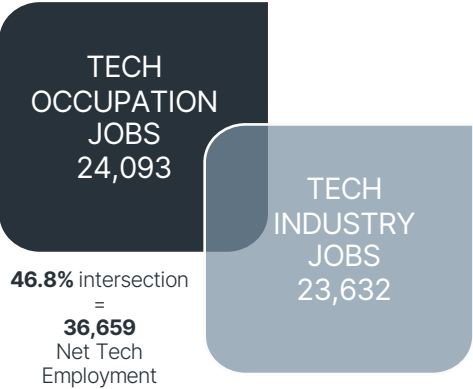
Edinburgh



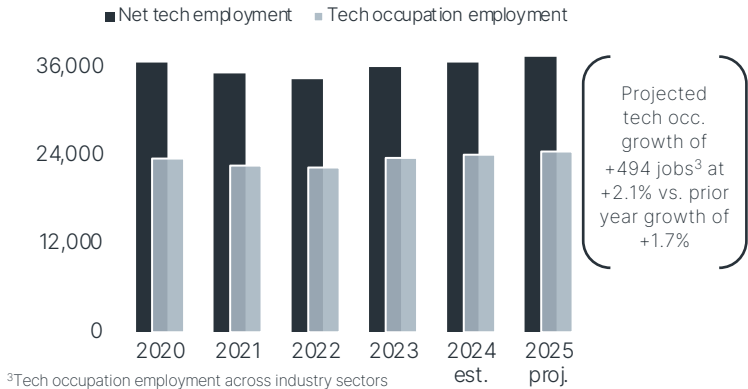
STATE OF TECHNOLOGY SUMMARY

36,659	NET TECH EMPLOYMENT ¹
8.2%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
24,588	TECH OCCUPATION EMPLOYMENT [2025 projection]
1,729	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
8,879	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
1,053	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

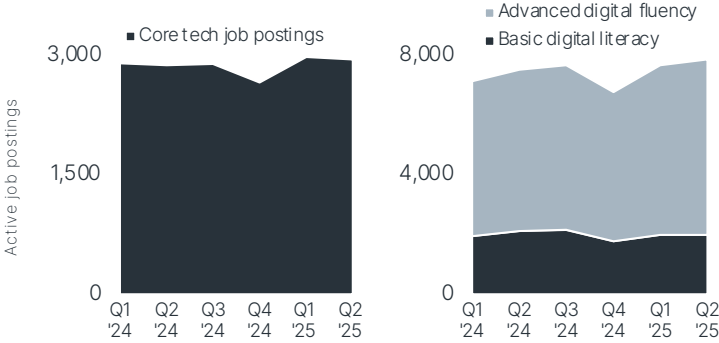


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	3,259	1.81%	1.7x
Data Analysts, Database Administrators, and Content Mgt.	1,945	1.61%	1.5x
IT Support, Installation, and Repair Technicians	5,445	1.21%	1.1x
Network Administration, Architects, Systems Designers and Analysts	3,611	2.97%	2.7x
Software Development, Programmers, and Web Design	8,079	2.30%	2.1x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

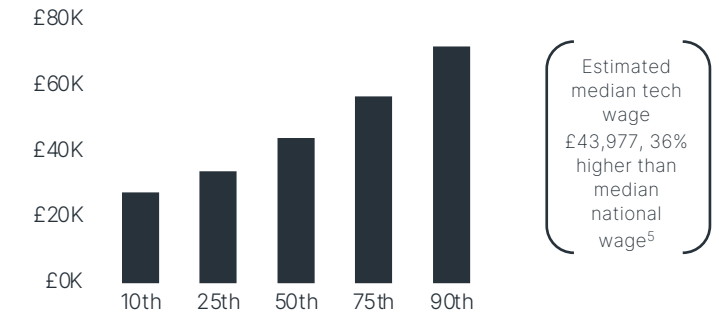
TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Financial and Insurance	Professional, Scientific and Technical Activities	Public Administration and Defense
11,391	4,606	2,400	1,345

⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

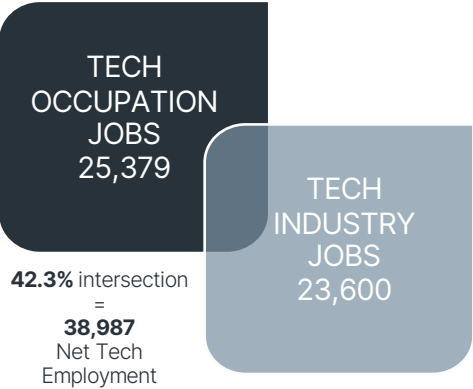
Glasgow



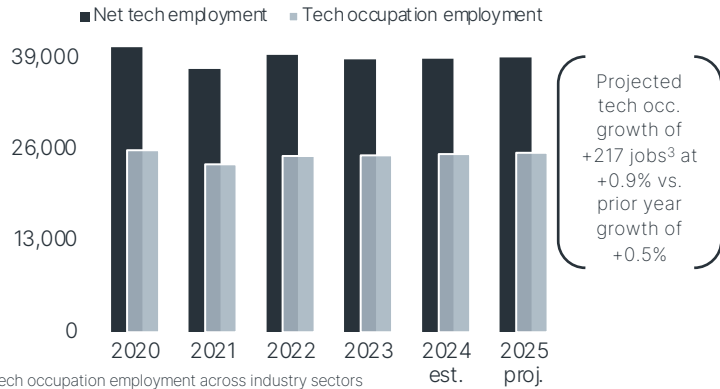
STATE OF TECHNOLOGY SUMMARY

38,987	NET TECH EMPLOYMENT ¹
6.4%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
25,595	TECH OCCUPATION EMPLOYMENT [2025 projection]
1,670	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
10,717	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
2,088	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

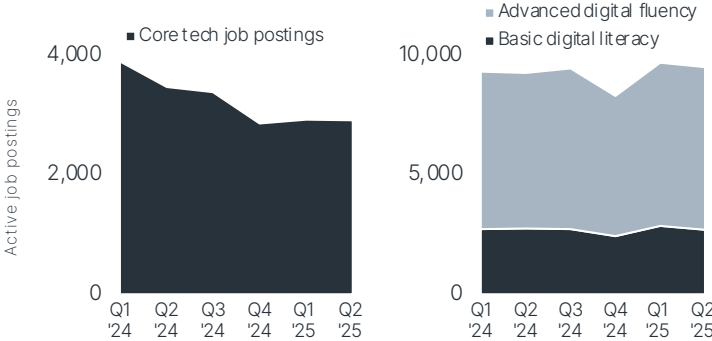


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	3,751	0.82%	0.8x
Data Analysts, Database Administrators, and Content Mgt.	2,234	1.40%	1.3x
IT Support, Installation, and Repair Technicians	7,163	0.53%	0.5x
Network Administration, Architects, Systems Designers and Analysts	3,391	1.62%	1.5x
Software Development, Programmers, and Web Design	6,917	0.73%	0.7x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



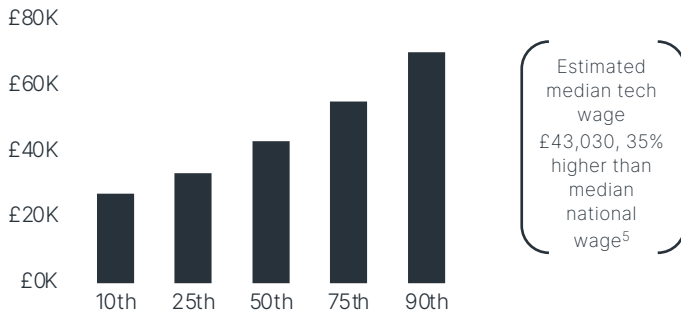
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific and Technical Activities	Financial and Insurance	Public Administration and Defense
10,034	3,292	2,037	1,906

TECH OCCUPATION WAGES [by percentile]



⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

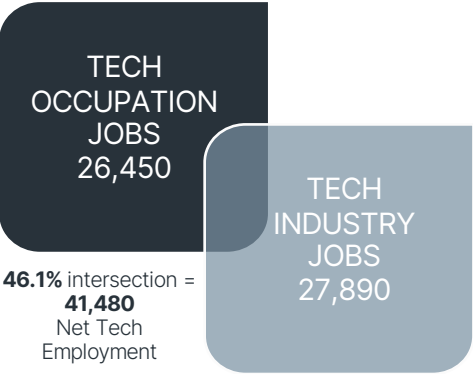
⁵2024 data | most recent available



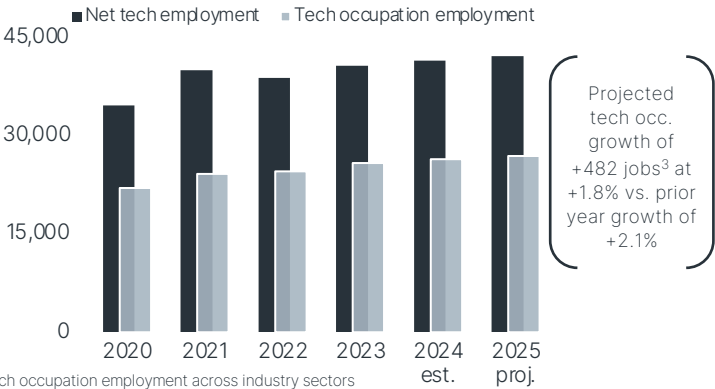
STATE OF TECHNOLOGY SUMMARY

41,480	NET TECH EMPLOYMENT ¹
8.1%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
26,932	TECH OCCUPATION EMPLOYMENT [2025 projection]
2,089	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
10,602	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
918	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT



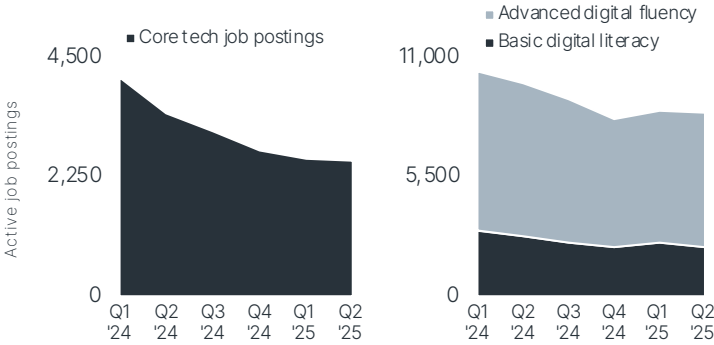
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	4,317	1.50%	1.4x
Data Analysts, Database Administrators, and Content Mgt.	1,712	1.26%	1.2x
IT Support, Installation, and Repair Technicians	6,027	1.74%	1.6x
Network Administration, Architects, Systems Designers and Analysts	3,838	1.83%	1.7x
Software Development, Programmers, and Web Design	8,393	2.13%	2.0x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



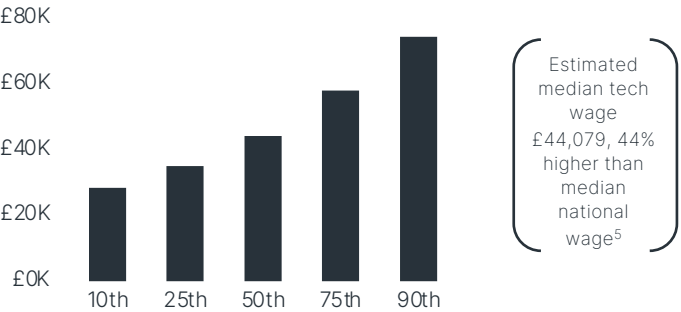
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific and Technical Activities	Financial and Insurance	Administrative and Support Services
13,200	3,405	2,086	1,950

TECH OCCUPATION WAGES [by percentile]



⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

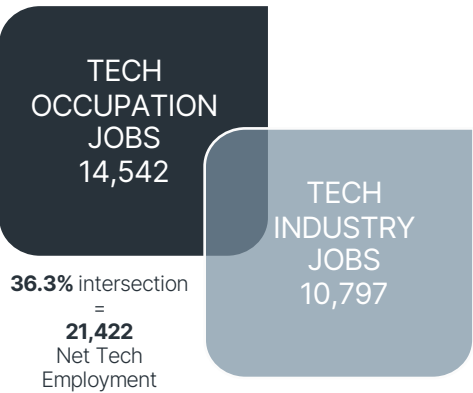
Liverpool



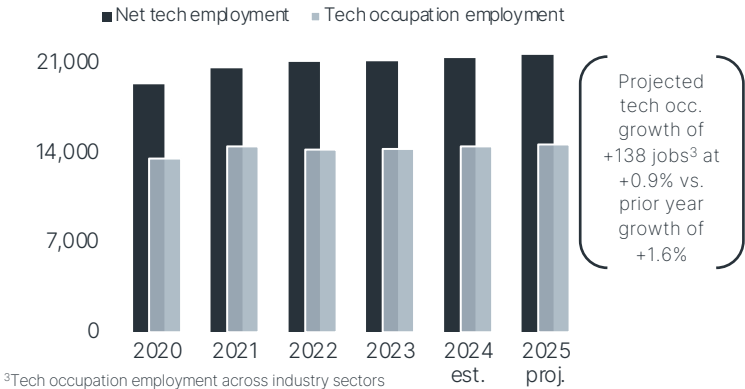
STATE OF TECHNOLOGY SUMMARY

21,422	NET TECH EMPLOYMENT ¹
4.4%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
14,680	TECH OCCUPATION EMPLOYMENT [2025 projection]
1,415	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
6,245	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
741	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

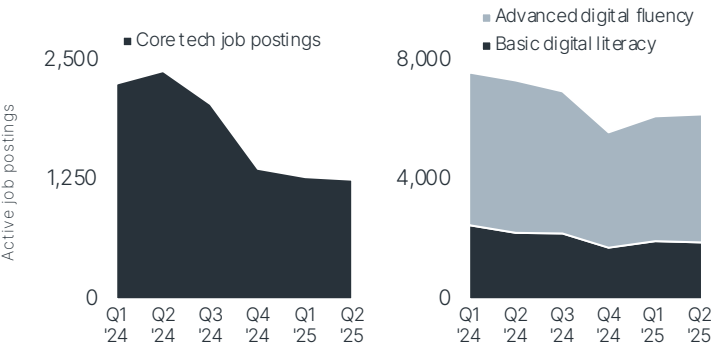


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	1,937	0.08%	0.1x
Data Analysts, Database Administrators, and Content Mgt.	1,412	1.17%	1.1x
IT Support, Installation, and Repair Technicians	3,597	0.67%	0.6x
Network Administration, Architects, Systems Designers and Analysts	1,989	0.84%	0.8x
Software Development, Programmers, and Web Design	4,571	1.40%	1.3x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



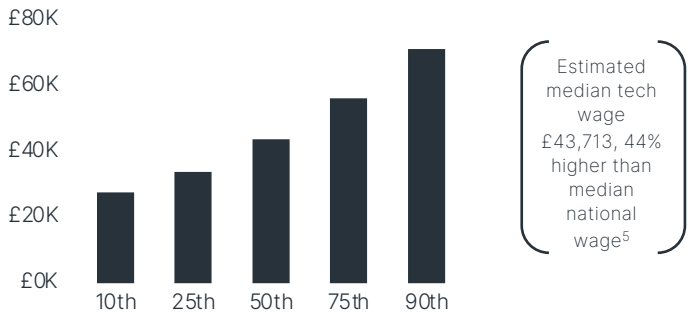
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific and Technical Activities	Public Administration and Defense	Administrative and Support Services
3,877	1,547	1,447	1,195

TECH OCCUPATION WAGES [by percentile]



⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
⁵Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

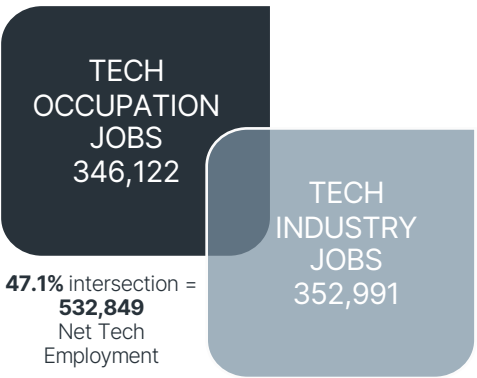
London



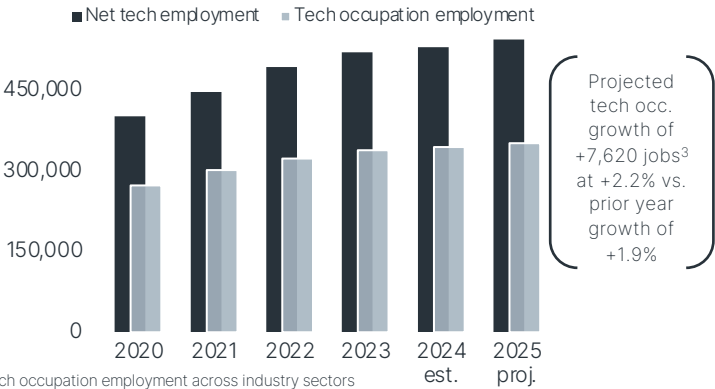
STATE OF TECHNOLOGY SUMMARY

532,849	NET TECH EMPLOYMENT ¹
9.9%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
353,742	TECH OCCUPATION EMPLOYMENT [2025 projection]
39,149	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
14,884	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
1,916	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

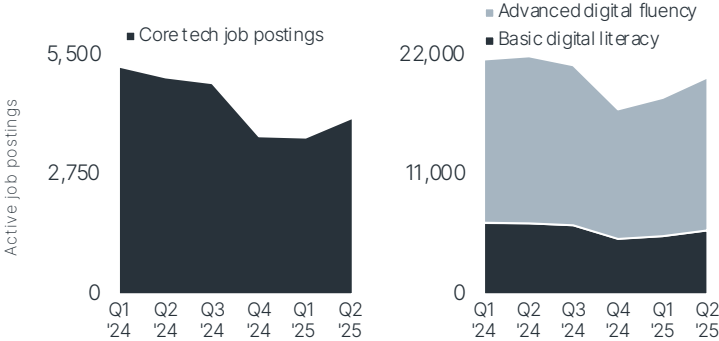


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	56,732	2.13%	2.0x
Data Analysts, Database Administrators, and Content Mgt.	28,281	2.03%	1.9x
IT Support, Installation, and Repair Technicians	61,341	2.10%	1.9x
Network Administration, Architects, Systems Designers and Analysts	50,581	2.07%	1.9x
Software Development, Programmers, and Web Design	116,659	2.35%	2.2x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



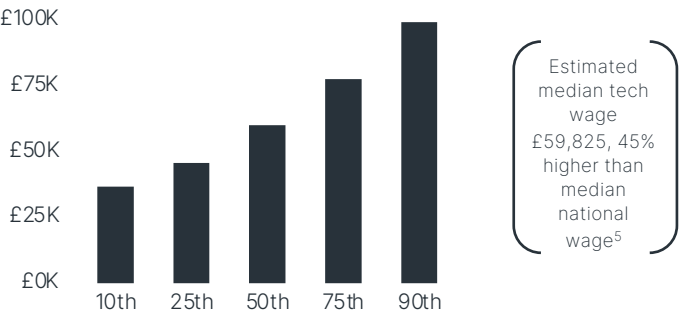
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific and Technical Activities	Financial and Insurance	Administrative and Support Services
171,661	45,660	39,396	19,407

TECH OCCUPATION WAGES [by percentile]



⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

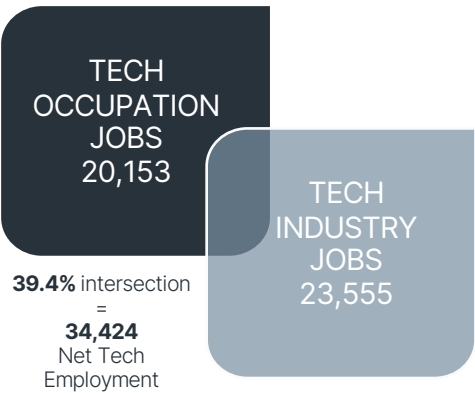
Newcastle



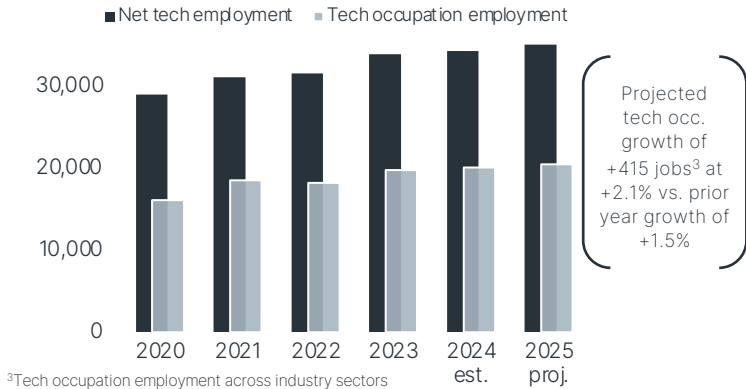
STATE OF TECHNOLOGY SUMMARY

34,424	NET TECH EMPLOYMENT ¹
6.3%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
20,568	TECH OCCUPATION EMPLOYMENT [2025 projection]
1,617	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
6,594	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
912	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

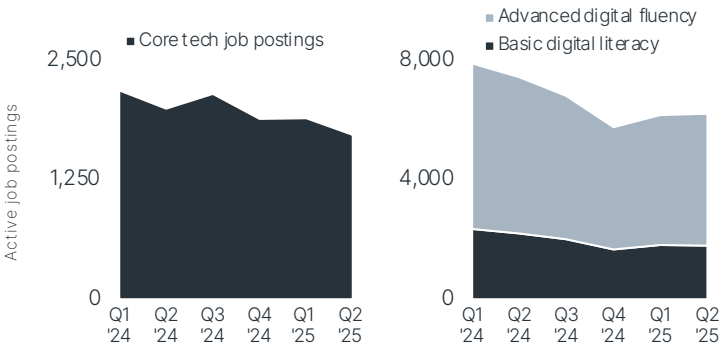


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	3,100	2.51%	2.3x
Data Analysts, Database Administrators, and Content Mgt.	1,820	1.38%	1.3x
IT Support, Installation, and Repair Technicians	5,494	1.48%	1.4x
Network Administration, Architects, Systems Designers and Analysts	2,491	1.98%	1.8x
Software Development, Programmers, and Web Design	5,855	2.46%	2.3x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

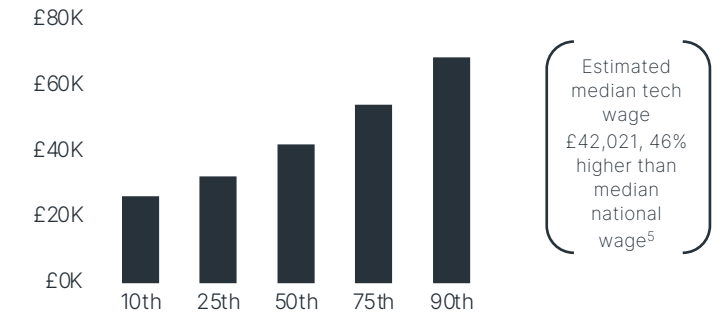
TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Public Administration and Defense	Professional, Scientific and Technical Activities	Manufacturing
9,601	1,954	1,514	1,178

⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

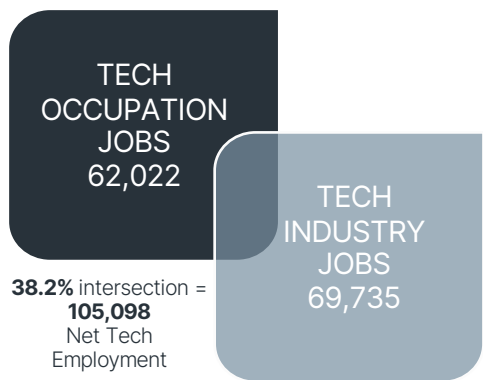
Manchester



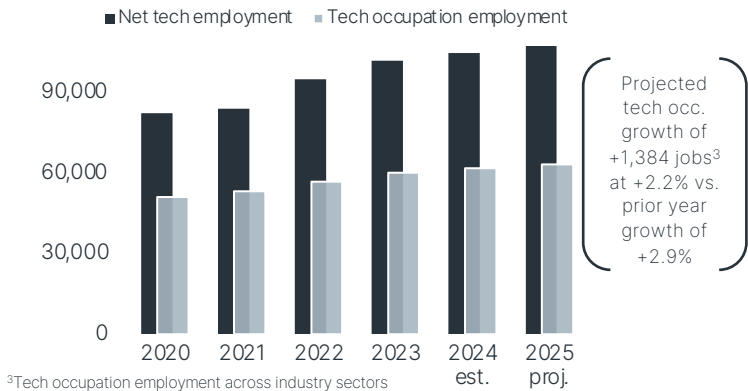
STATE OF TECHNOLOGY SUMMARY

105,098	NET TECH EMPLOYMENT ¹
6.9%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
63,406	TECH OCCUPATION EMPLOYMENT [2025 projection]
6,015	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
26,797	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
2,387	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

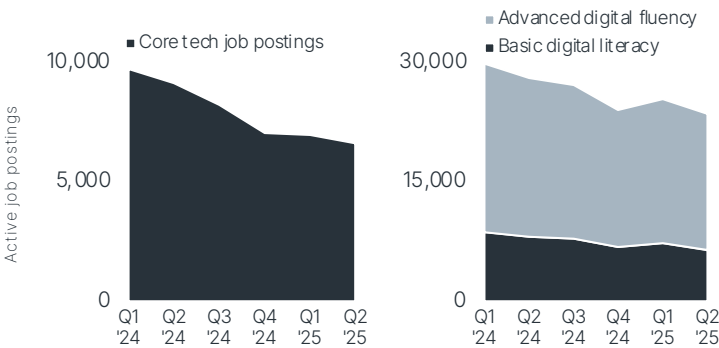


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	10,074	2.38%	2.2x
Data Analysts, Database Administrators, and Content Mgt.	5,194	1.90%	1.7x
IT Support, Installation, and Repair Technicians	14,478	1.99%	1.8x
Network Administration, Architects, Systems Designers and Analysts	8,757	2.15%	2.0x
Software Development, Programmers, and Web Design	18,765	2.41%	2.2x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

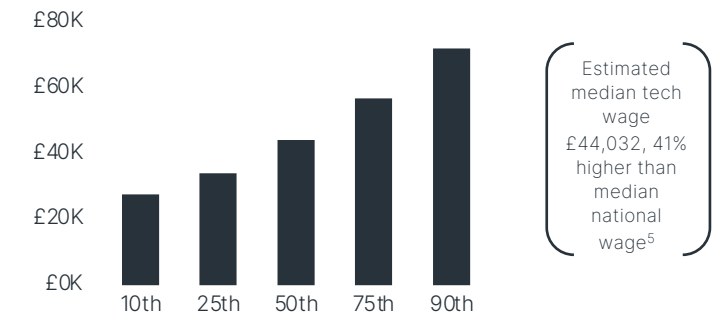
TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific and Technical Activities	Administrative and Support Services	Financial and Insurance
27,390	7,996	4,964	3,648

⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

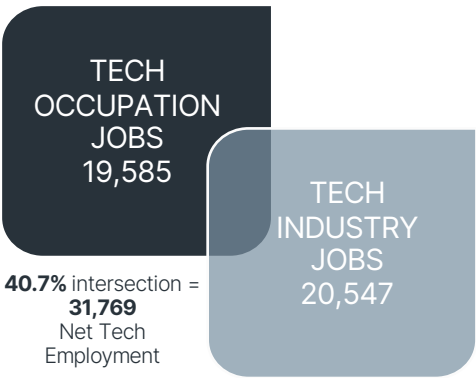
Nottingham



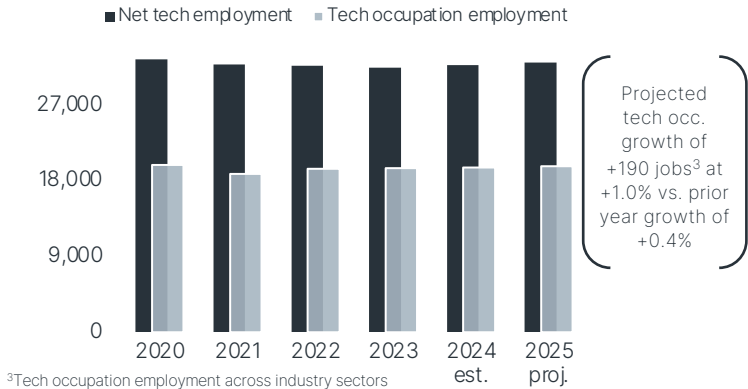
STATE OF TECHNOLOGY SUMMARY

31,769	NET TECH EMPLOYMENT ¹
5.9%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
19,775	TECH OCCUPATION EMPLOYMENT [2025 projection]
1,811	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
7,852	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
687	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

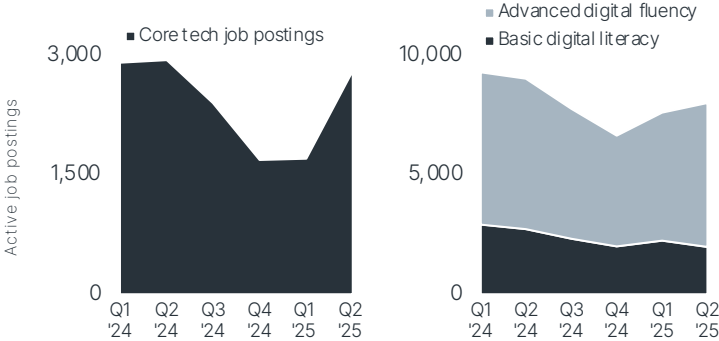


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	3,134	0.77%	0.7x
Data Analysts, Database Administrators, and Content Mgt.	1,683	0.84%	0.8x
IT Support, Installation, and Repair Technicians	5,329	0.79%	0.7x
Network Administration, Architects, Systems Designers and Analysts	2,777	1.07%	1.0x
Software Development, Programmers, and Web Design	4,926	1.19%	1.1x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

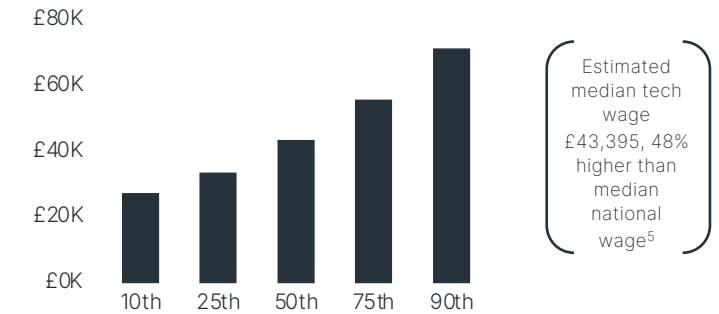
TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific and Technical Activities	Public Administration and Defense	Education
8,441	2,232	1,220	1,158

⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



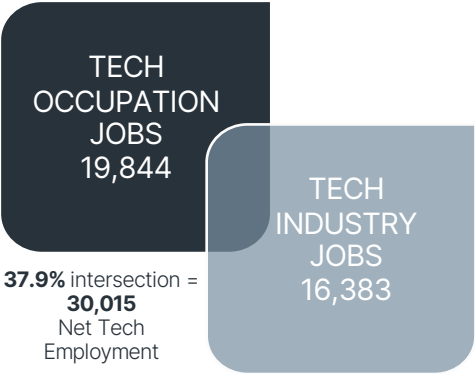
⁵2024 data | most recent available



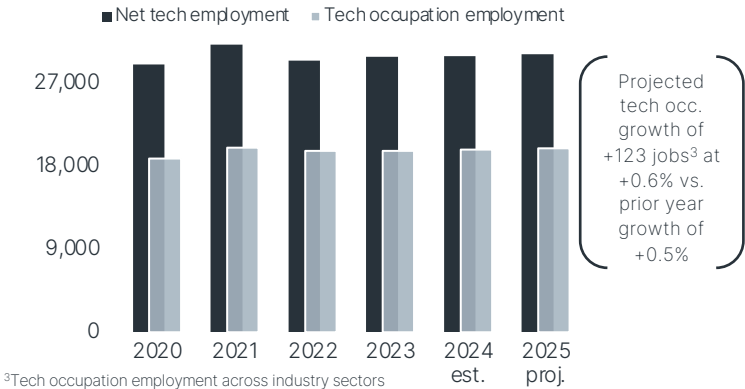
STATE OF TECHNOLOGY SUMMARY

30,015	NET TECH EMPLOYMENT ¹
5.0%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
19,967	TECH OCCUPATION EMPLOYMENT [2025 projection]
1,761	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
7,271	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
679	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

¹Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2024-2025 time period or most recently available | See report Methodology for details



NET TECH EMPLOYMENT

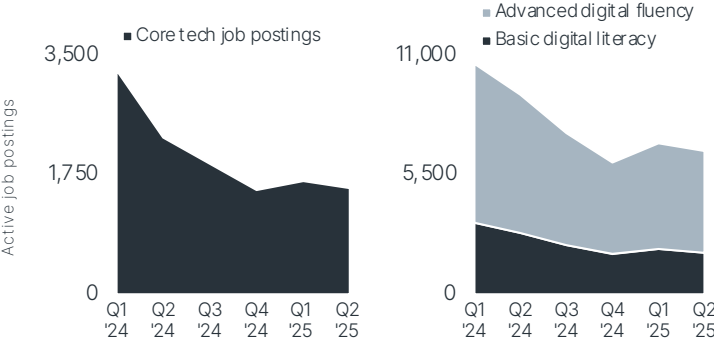


TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change ⁴	Growth vs. Benchmark ⁴
Cybersecurity, IT Quality and Testing	2,963	0.83%	0.8x
Data Analysts, Database Administrators, and Content Mgt.	1,691	0.80%	0.7x
IT Support, Installation, and Repair Technicians	5,365	0.61%	0.6x
Network Administration, Architects, Systems Designers and Analysts	2,662	0.41%	0.4x
Software Development, Programmers, and Web Design	5,738	0.49%	0.5x

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.0%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

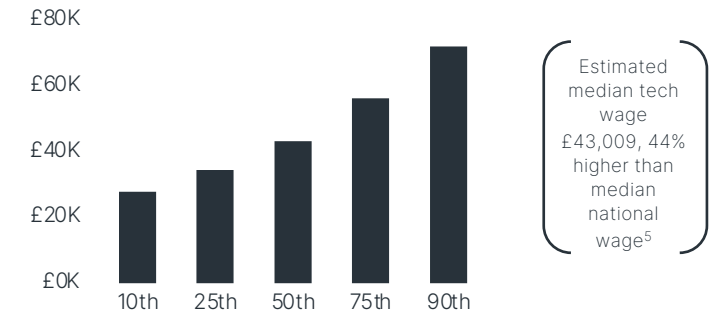
TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁶ based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific and Technical Activities	Public Administration and Defense	Construction
6,220	2,109	1,523	1,341

⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]





APPENDIX

NET TECH EMPLOYMENT	2019	2020	2021	2022	2023	2024	2025 proj.
United Kingdom	2,025,211	2,003,465	2,046,948	2,117,040	2,162,620	2,179,005	2,210,036
England	1,784,011	1,759,766	1,809,620	1,875,352	1,919,032	1,933,729	1,962,162
Scotland	145,085	146,344	140,308	142,099	141,133	141,586	142,736
Wales	55,382	56,663	55,902	56,856	58,940	59,594	60,370
Northern Ireland	40,783	40,746	41,162	42,777	43,559	44,141	44,813
Belfast	26,655	26,543	26,688	27,001	27,370	27,493	27,785
Birmingham	37,492	39,649	47,821	46,016	49,013	50,969	52,276
Bristol	41,273	48,473	42,069	44,423	48,344	49,040	49,939
Cardiff	22,570	24,524	23,538	23,940	25,499	25,923	26,385
Edinburgh	36,156	36,657	35,187	34,410	36,068	36,659	37,408
Glasgow	39,215	40,710	37,538	39,572	38,940	38,987	39,217
Leeds	35,645	34,655	40,030	38,875	40,750	41,480	42,251
Liverpool	20,464	19,389	20,597	21,116	21,158	21,422	21,655
London	452,694	403,658	448,557	496,009	523,397	532,849	546,824
Newcastle	32,642	29,089	31,208	31,632	34,018	34,424	35,134
Manchester	82,086	82,615	84,372	95,334	102,097	105,098	107,747
Nottingham	29,712	32,442	31,849	31,650	31,466	31,769	32,044
Sheffield	30,875	29,078	31,241	29,557	29,910	30,015	30,224
INDUSTRY EMPLOYMENT	2019	2020	2021	2022	2023	2024	2025 proj.
United Kingdom	695,663	699,569	743,250	816,188	838,474	823,930	832,394
England	57,773	56,842	58,900	62,533	64,251	64,628	65,184
Scotland	90,233	90,159	99,780	121,886	125,769	119,259	121,279
Wales	13,605	16,978	19,763	21,116	20,559	21,154	21,634
Northern Ireland	9,660	9,480	10,519	10,175	10,263	9,093	8,994
Belfast	5,283	5,305	5,820	6,212	6,191	5,419	5,395
Birmingham	11,709	12,014	13,022	13,772	14,754	14,906	15,183
Bristol	336,409	336,148	349,104	378,814	389,441	386,407	389,886
Cardiff	1,586	1,757	1,870	1,813	1,991	2,012	2,054
Edinburgh	158,303	159,255	171,881	186,544	191,735	187,678	189,277
Glasgow	10,218	10,753	11,655	12,447	12,785	12,692	12,844
Leeds	5,283	5,305	5,820	6,212	6,191	5,419	5,395
Liverpool	115,707	116,237	125,950	135,989	138,905	136,060	137,006
London	210,288	209,773	217,334	234,859	240,855	238,011	239,699
Newcastle	33,231	33,892	36,290	39,266	39,873	39,097	39,342
Manchester	19,042	18,011	17,796	17,996	19,254	20,391	20,693
Nottingham	69,030	69,424	77,289	94,266	97,448	93,172	94,867
Sheffield	115,707	116,237	125,950	135,989	138,905	136,060	137,006
OCCUPATION EMPLOYMENT	2019	2020	2021	2022	2023	2024	2025 proj.
United Kingdom	1,281,897	1,271,689	1,298,494	1,335,310	1,361,990	1,377,361	1,395,847
England	1,128,898	1,117,469	1,147,786	1,182,539	1,207,373	1,221,425	1,238,347
Scotland	92,496	94,276	89,655	90,438	90,926	91,343	92,065
Wales	34,928	34,208	34,853	35,473	36,433	36,948	37,429
Northern Ireland	25,575	25,736	26,200	26,861	27,258	27,644	28,006
Belfast	16,505	16,452	16,609	17,100	17,326	17,485	17,681
Birmingham	26,318	27,442	31,174	31,864	33,741	34,948	35,805
Bristol	28,050	32,100	28,254	29,750	31,458	31,949	32,460
Cardiff	14,136	14,317	14,666	14,628	15,355	15,629	15,908
Edinburgh	23,067	23,589	22,615	22,346	23,682	24,093	24,588
Glasgow	24,741	26,002	23,920	25,156	25,256	25,379	25,595
Leeds	22,548	22,084	24,211	24,549	25,910	26,450	26,932
Liverpool	13,823	13,590	14,543	14,258	14,313	14,542	14,680
London	299,918	274,137	302,885	324,198	339,746	346,122	353,742
Newcastle	17,961	16,118	18,551	18,266	19,846	20,153	20,568
Manchester	51,096	51,224	53,410	57,059	60,250	62,022	63,406
Nottingham	18,008	19,867	18,862	19,455	19,502	19,585	19,775
Sheffield	19,376	18,900	20,029	19,730	19,741	19,844	19,967

Source: Lightcast | UK ONS | CompTIA



METHODOLOGY

METHODOLOGY

CLASSIFICATION SYSTEM

CompTIA's State of the Tech Workforce UK utilises the UK Standard Industrial Classification System (SIC) to define the tech industry. The UK SIC is a five-digit classification assigned to most specific industries. Economic units with similar production processes are classified in the same industry. Because State of the Tech Workforce UK analyses the tech industry by using industry classifications, the report in general focuses on companies and sectors, not individual occupations.

For occupation analysis, CompTIA's State of the Tech Workforce UK utilises Standard Occupational Classification (SOC) System, which is a standard used by government agencies to classify workers into occupational categories.

NET TECH EMPLOYMENT

The tech workforce consists of two primary components. The foundation is the set of technology occupation professionals working in technical positions, such as IT support, network engineering, software development and every related role. Many of these professionals work for technology companies (42%), but many others are employed by organisations across every industry sector in the UK economy (58%).

The second component of the discussion consists of the business professionals employed by technology companies. These professionals play an important role in supporting the development and delivery of the technology products and services used throughout the economy. About 37% of the net tech employment total consists of tech industry business professionals.

See page 4 of this report for more details on the concept of Net Tech Employment.

TECH INDUSTRY DEFINITION

There are a number of considerations when developing a definition of the technology industry. In some cases, SIC codes do not perfectly reflect industry dynamics. This can be especially challenging in times of rapid innovation, when new tech sectors emerge in a short period of time. More recently, the degree to which technology has become core to so many industry sectors poses new questions. For example, a technology platform designed to facilitate the online sale of goods may have traditionally been viewed as a retailer, although given the intense use of technology, an argument could be made to classify it as a technology firm.

Conceptually, CompTIA's State of the Tech Workforce UK focuses on the sectors involved in making, creating, enabling, integrating, or supporting technology, whether as a product or service. At this time, the report does not include industry sectors categorised primarily as users of technology.

CompTIA's State of the Tech Workforce UK includes 25 SIC codes in its definition of the tech industry. Broadly these can be thought of in two broad categories: tech manufacturing and tech services. These industries sufficiently represent the technology industry within the framework provided under the UK Office for National Statistics industry taxonomies. For more specific details regarding the UK managed services sector, see CompTIA's UK MSP sizing research brief.

TECH OCCUPATION DEFINITION

The occupations covered in this report are broadly categorised into core information technology (IT) positions and then engineering, repair, and technician positions. In total, 14 distinct SOC codes are used to define the tech occupations found across every industry sector of the UK economy.

LOCATION CONSIDERATIONS

The UK Office for National Statistics uses several different location classifications, which may include a hierarchy of administrative geographies, electoral regions, census regions, Eurostat NUTS-3 and LAU-2 mapping, postal geographies and more. See [UK ONS site](#) for more details. The data sources used in this report may also have unique interpretations of locations to facilitate data aggregation or to allow for more consistency across regions or metro areas.



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