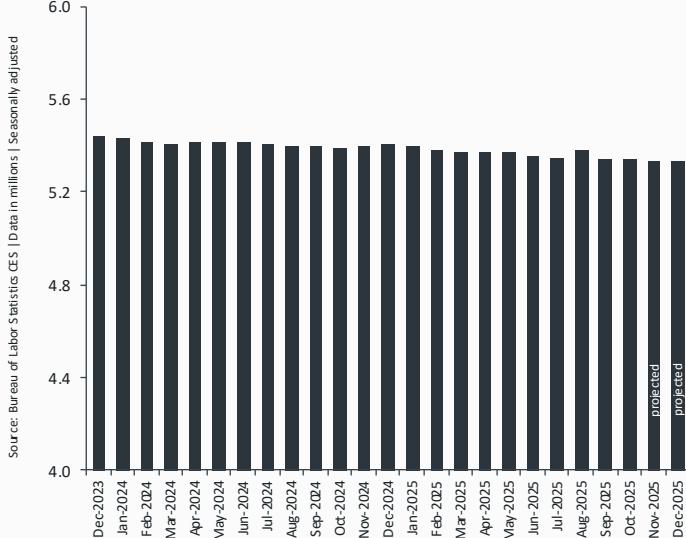
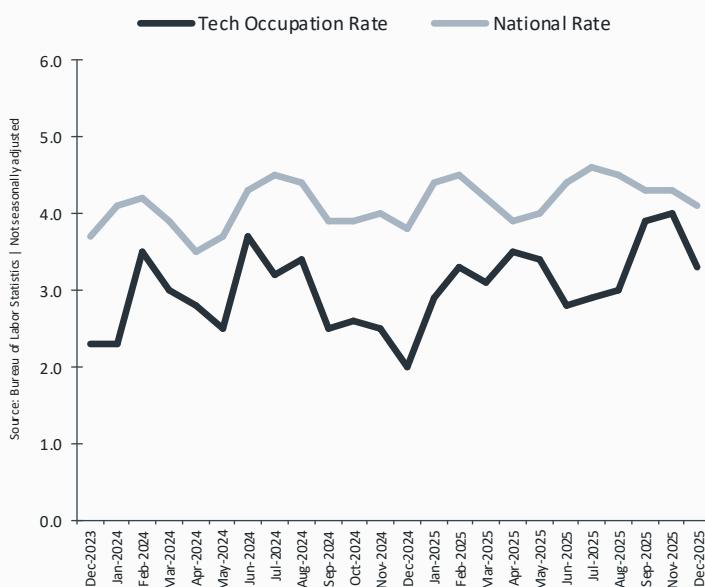


Tech Jobs Report

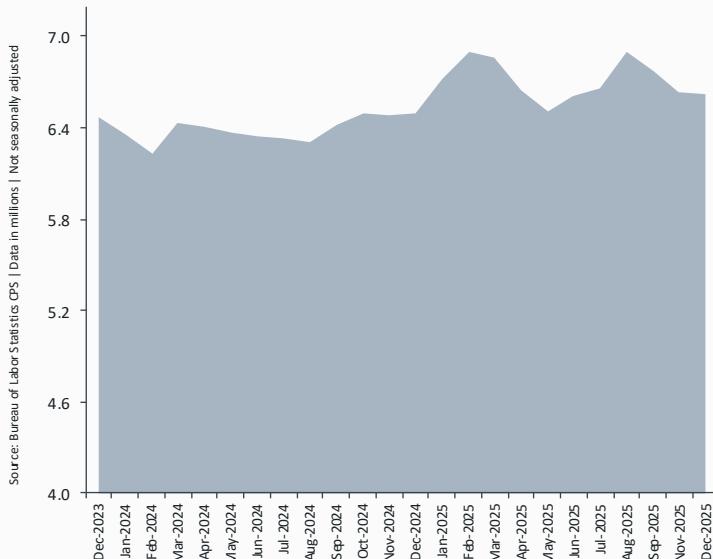
TECH INDUSTRY EMPLOYMENT



UNEMPLOYMENT RATE TRENDING



TECH OCCUPATION EMPLOYMENT



TECH INDUSTRY EMPLOYMENT | TECH JOB POSTINGS

DEC vs. NOV

TECH SECTOR EMPLOYMENT

PC, Semiconductor, Components Mfg.	996,600	+100
Telecommunications	610,200	+10,600
Cloud Infrastructure, Data Processing, Hosting	477,700	-6,200
Other Info Services, Search, Platforms	185,100	-1,700
IT & Custom Software Services Sys. Design	2,399,300	-3,900

TECH JOB POSTING ACTIVITY

Software Developer / Engineer	33,392	-3,101
Systems Engineer	12,693	-2,719
Tech Support Specialist	11,320	-451
Cybersecurity Engineer / Analyst	8,362	-753
Artificial Intelligence Engineer	6,615	-325

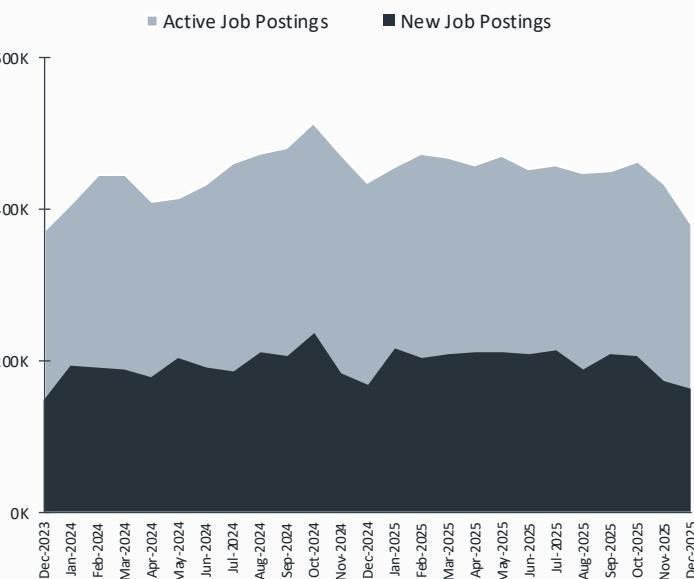
Data note: due to the government shutdown, the BLS did not publish a full report for the month of October; gaps in the data series for certain charts will exist.

Note: there are certain limitations in using monthly data from the U.S. Bureau of Labor Statistics. Not all information technology occupation and industry categories are available on a monthly basis so this data should be viewed as a proxy. Additionally, there tends to be higher levels of volatility and variance in monthly data, so CompTIA advises viewing workforce trends over a longer period of time. The net of tech industry and tech occupation employment equates to net tech employment, as defined by CompTIA. Backward revisions to prior month's data may occur from the sources used in this report; non-seasonally adjusted unemployment rate as defined by the U.S. Bureau of Labor Statistics captures individuals actively looking for work in the past four weeks. Furloughed workers may have an expectation for returning to their employer and therefore are not actively looking and not counted in unemployment rate figures. For questions related to the data or methodology, please contact the CompTIA Research Team at research@comptia.org.

Tech Jobs Report

Source: CompTIA analysis of Lightcast job posting data | Data in thousands

TECH OCCUPATION JOB POSTING VOLUMES



Source: CompTIA analysis of Lightcast job posting data | Data in thousands

TOP REMOTE TECH JOB POSTINGS

	DEC	vs. NOV
Software Developer / Engineer	8,155	-1,396
Systems Engineer / Architect	2,976	-654
Tech Support Specialist	2,379	-7
Cyber Security Engineer / Analyst	2,000	-330
Artificial Intelligence Engineer	1,775	+73
Database Architect	947	-580
IT Project Manager	1,049	-438
Network Engineer / Architect	1,646	+204
Technology Consultant	943	-220
Data/Data Mining Analyst	1,199	+38
SUBTOTAL	23,069	-3,310

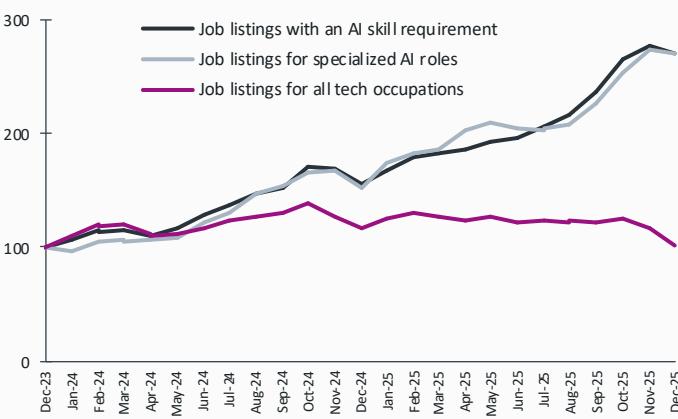
Source: CompTIA analysis of Lightcast job posting data | new postings

TOP REMOTE METROS: TECH JOB POSTINGS

	DEC	vs. NOV
New York	2,096	-276
Washington DC	1,852	-239
Chicago	1,408	-54
Boston	1,265	-150
Dallas	1,258	-302

AI HIRING INTENT INDEX

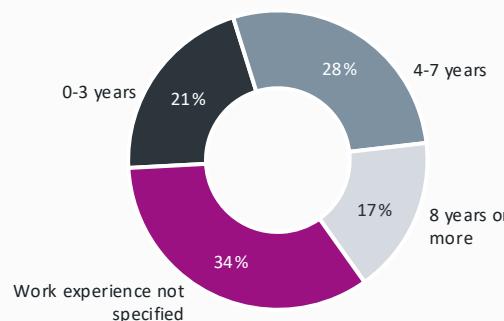
100-point index | base period = Dec 2023



Source: CompTIA analysis of Lightcast job posting data | active postings

TECH HIRING BY YEARS OF EXPERIENCE

Percent distribution of employer job postings for the month across specified work experience requirement



TOP TECH JOBS FOR < 4-YR DEGREE

% of active postings not requiring 4-yr degree % of total	DEC
Network Support Specialists	88%
Tech Support Specialists	68%
Network and Systems Administrators	65%
Web Developer	60%
Database Administrators	57%

HIRING FOR DEDICATED AI JOB TITLES

Artificial intelligence and machine learning positions	DEC
New York	7%
San Jose	7%
San Francisco	5%
Chicago	5%
Seattle	4%

Source: CompTIA analysis of Lightcast job posting data

TOP STATES: TECH JOB POSTINGS

	DEC	vs. NOV
California	19,257	-2,285
Texas	15,652	-581
New York	8,548	+193
Virginia	8,481	-385
Illinois	7,278	-543
Florida	6,598	-513
New Jersey	6,191	-831
North Carolina	5,219	-234
Massachusetts	5,185	-465
Georgia	4,941	-312
SUBTOTAL	87,350	-5,956

TOP STATES: TECH JOB POSTINGS CHANGE

	DEC	vs. NOV
Indiana	2,191	+220
Washington, D.C.	2,617	+203
New York	8,548	+193
Utah	1,758	+95
Arkansas	1,425	+86
Idaho	1,109	+75
North Dakota	605	+75
Iowa	1,456	+71
Tennessee	2,518	+58
South Dakota	620	+50
SUBTOTAL	22,847	+1,126

TOP METROS: TECH JOB POSTINGS

	DEC	vs. NOV
New York	11,076	-693
Washington DC	9,283	-781
Dallas	7,014	-740
Chicago	5,547	-499
San Jose	5,092	-1,031
Boston	4,802	-412
San Francisco	4,649	-1,094
Los Angeles	4,584	-207
Atlanta	4,197	-195
Austin	3,748	+224
Seattle	3,571	-405
Phoenix	3,032	-21
Philadelphia	2,869	-506
Baltimore	2,845	-1,649
Houston	2,470	-6
Minneapolis	2,368	-77
Denver	2,310	-290
Charlotte	2,112	-133
Miami	1,977	+13
Columbus	1,921	-244
SUBTOTAL	85,467	-8,746

TOP METROS: TECH JOB POSTINGS CHANGE

	DEC	vs. NOV
Austin	3,748	+224
Indianapolis	1,382	+110
Springfield	786	+87
Salt Lake City	1,153	+76
Detroit	1,777	+74
Des Moines	876	+73
Little Rock	818	+66
Trenton	953	+65
San Antonio	848	+49
Sacramento	1,084	+48
Miami	1,977	+13
St. Louis	1,370	+12
Cincinnati	938	+11
Boise City	875	+9
Albany	825	+6
Oklahoma City	824	+2
Virginia Beach	762	-3
Houston	2,470	-6
Madison	803	-6
Phoenix	3,032	-21
SUBTOTAL	27,301	+889

TOP INDUSTRIES: TECH JOB POSTINGS

	DEC
Professional, Scientific, and Technical Services	39,415
Administrative and Support Services	19,287
Manufacturing	18,136
Information and Media	13,060
Finance and Insurance	11,602

Source: CompTIA analysis Lightcast job posting data | For metro areas listed, a minimum of 500 job postings was used in the analysis

SECTOR SPOTLIGHT: PUBLIC SECTOR

Top metros for sector hiring of tech roles	DEC
New York	130
Washington DC	105
Austin	53
Baltimore	43
Olympia	39