



State of the Tech Workforce

Nationwide | Province | Metro Area

Tech Hiring Trends | Wages | Workforce Characteristics

COMPTIA STATE OF THE TECH WORKFORCE | 2025 RELEASE

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ABOUT

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, previously referred to as Cyberstates, to serve as a reference tool, making national, state, 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.

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, the U.S. Bureau of Labor Statistics and Lightcast may issue backward revisions to the data affecting historical employment levels – sometimes increasing and sometimes decreasing. The effects of changes to federal staffing levels during Q1 2025, as well as the spillover effects across other segments of the labor market, will not be reflected in this report. CompTIA will evaluate the data as it unfolds and determine if an off-cycle mid-year update to the report makes sense.

TABLE OF CONTENTS



| | |
|--|------------|
| BACKGROUND AND KEY FINDINGS | 5 |
| NATIONAL SNAPSHOT | 12 |
| STATE SNAPSHOTS | 14 |
| METRO AREA SNAPSHOTS | 66 |
| APPENDIX TABLES - A | 118 |
| TECH OCCUPATION TRENDING BY STATE | |
| TECH OCCUPATION TRENDING BY METRO | |
| NET TECH EMPLOYMENT TRENDING BY STATE | |
| NET TECH EMPLOYMENT TRENDING BY METRO | |
| RANKINGS: NET TECH EMPLOYMENT BY STATE | |
| RANKINGS: NET TECH EMPLOYMENT BY METRO | |
| APPENDIX TABLES - B | 127 |
| TECH WORKFORCE CHARACTERISTICS BY OCCUPATION | |
| TECH WORKFORCE CHARACTERISTICS BY STATE | |
| TECH WORKFORCE CHARACTERISTICS BY METRO | |
| APPENDIX TABLES - C | 131 |
| TECH EMPLOYMENT OUTLOOK: 2025-2035 | |
| APPENDIX TABLES - D | 133 |
| TECH WAGE PERCENTILES BY STATE | |
| TECH WAGE PERCENTILES BY METRO | |
| COST OF LIVING ADJUSTED TECH WAGES BY STATE | |
| COST OF LIVING ADJUSTED TECH WAGES BY METRO | |
| APPENDIX TABLES - E | 138 |
| TECH INDUSTRY SECTOR SUMMARY BY STATE | |
| TECH INDUSTRY SECTOR SUMMARY BY METRO | |
| TECH INDUSTRY SECTOR SUMMARY BY STATE | |
| TECH INDUSTRY SECTOR SUMMARY BY METRO | |
| METHODOLOGY | 143 |
| BACKGROUND | |
| TECH INDUSTRY AND WORKFORCE CLASSIFICATION | |

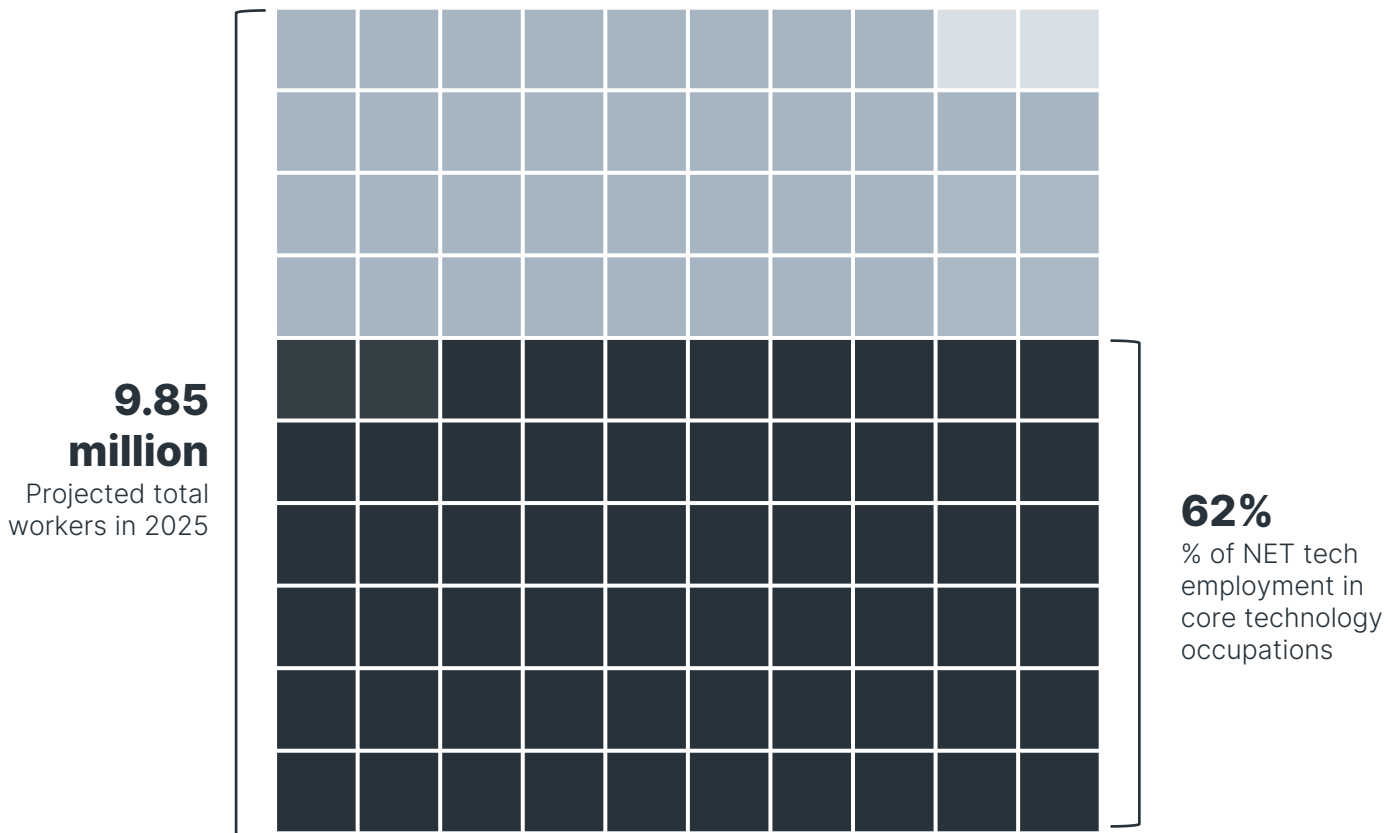
DEFINING NET TECH EMPLOYMENT

The tech workforce consists of two primary components, represented as a single figure by CompTIA's net tech employment designation. The foundation is the set of technology professionals working in technical positions, such as cybersecurity, tech support, network engineering, software development, data science, and related roles. Many of these professionals work for technology companies (40%), but many others are employed by organizations across every industry sector in the U.S. economy (60%).

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 38% 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 lack of precision 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.)



 = 100,000 workers

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

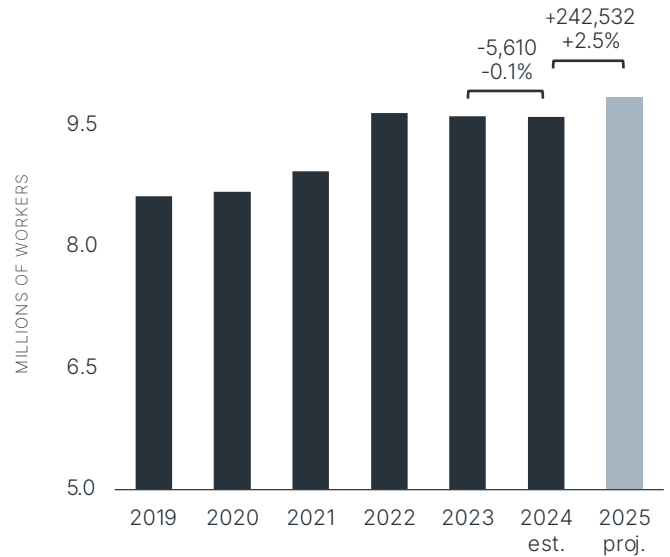
YEAR IN REVIEW

KEY POINTS

- The 2024 estimates and 2025 projections reflect 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.
- For the most up-to-date employment trending data, see CompTIA's monthly [Tech Jobs Report](#).
- Net tech employment in the United States – as described on the previous page, reached an estimated 9,607,925 workers in 2024, a decrease of 0.1% year-over-year or approximately 5,610 fewer workers employed in technology. Net tech employment is forecasted to grow by 2.5% to 9.9 million in 2025.
- Among the components of net tech employment, the tech sector side of the equation is projected to grow 2.6% in the year ahead, while the occupation side across the economy is projected to grow at 2.9%.
- Within the technology industry category, which encompasses technology occupations and supporting business occupations, growth has varied. Since 2019, the tech services and custom software services category powered job growth, accounting for 54% of job gains. Software [product] accounted for 37% of the job gains in the same time period.
- The interconnected nature of technology across software and applications, infrastructure and hardware, data, support operations and cybersecurity, means job growth tends to occur in concert. On a volume basis the large software and tech support categories contribute the most to employer gains numerically, while on a percent change basis the categories covering all things data and cybersecurity are growing the fastest.
- Economic impact data further corroborates the vital importance of tech. As a percentage of the U.S. economy, the tech industry accounts for estimated 8.6% of direct economic value, which translates to over \$2 trillion.

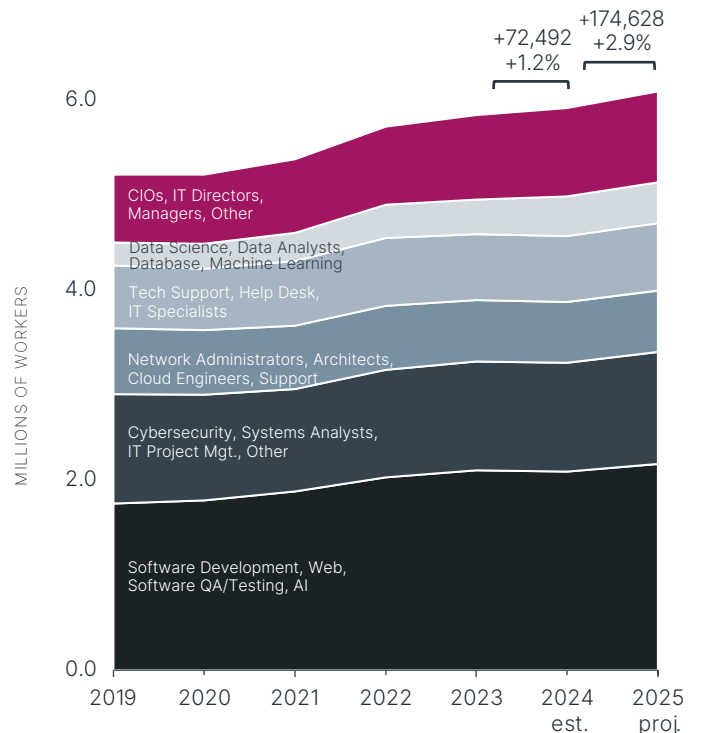
| Tech occupation category-level rates of change | 2024 % change estimate | 2025 % change projection |
|---|------------------------|--------------------------|
| CIOs, IT Directors, Managers, Other | 4.8% | 2.6% |
| Data Science, Data Analysts, Database, Machine Learning | 12.7% | 4.0% |
| Tech Support, Help Desk, IT Specialists | 1.1% | 1.8% |
| Network Admins, Architects, Cloud Engineers, Support | -2.0% | 1.6% |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 0.5% | 2.7% |
| Software Development, Programmers, Web, QA, AI | -0.8% | 3.8% |

NET TECH EMPLOYMENT TRENDING



| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 est. | 2025 proj. |
|----------------------------|------|------|------|------|------|-----------|------------|
| Tech Occupation Employment | 5.2 | 5.2 | 5.4 | 5.7 | 5.8 | 5.9 | 6.1 |
| Tech Industry Employment | 5.7 | 5.8 | 6.0 | 6.3 | 6.3 | 6.2 | 6.4 |
| Net Tech Employment | 8.6 | 8.7 | 8.9 | 9.6 | 9.6 | 9.6 | 9.9 |

TECH OCCUPATION EMPLOYMENT TRENDING



Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

TRENDING INDICATORS

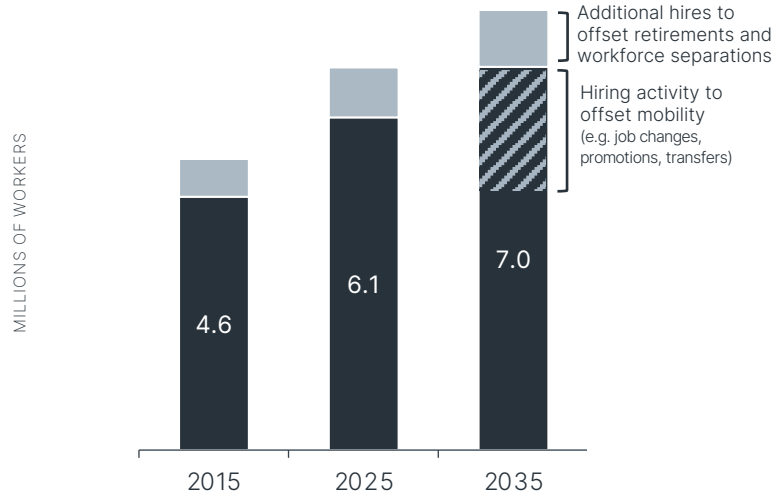
KEY POINTS

- According to projections from the U.S. Bureau of Labor Statistics and Lightcast, in the next ten years the tech workforce will grow twice as fast as the overall U.S. workforce. The macro trend of digital transformation means demand for tech talent across the full spectrum of tech job roles will continue unabated.
- Calculating future workforce needs over the next decade is a function of several variables. There is a growth component, which may entail organizations adding headcount due to expansion or possibly to support new emerging technologies. There is a retirement factor, with a portion of the workforce transitioning away from the labor market 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, layoffs, a return to school, family pursuits, or other. Changes to any of these variables will affect future workforce projections.
- The replacement rate for tech occupations during the 2025-2035 period is expected to average about 6% annually, or approximately 352,000 workers each year, totaling several million through 2035. The total turnover rate, which encompasses workers transitioning within tech such as those promoted into a new role, is estimated to average 43% annually during the period. In comparison, the highest turnover occupations have annual rates typically in the 100%-200% range.
- Tech occupation employment over the next 10 years is expected to grow at about twice the rate of overall employment across the economy. Projected tech growth rates above the national rate:

| | |
|------|---------------------------------------|
| 414% | Data Scientists and Data Analysts |
| 367% | Cybersecurity Analysts and Engineers |
| 297% | Software Developers and Engineers |
| 220% | Software QA and Testers |
| 186% | Web Designers and UI/UX |
| 164% | CIOs, IT Directors and Manager |
| 152% | Web Developers |
| 99% | Emerging Tech, IT Project Mgt., Other |
| 81% | Database Architects |
| 81% | Systems Analysts and Engineers |
| 53% | Database Administrators |
| 28% | Tech Support Specialists |
- Employer job posting data from Lightcast provides another layer of insight into the tech job market outlook. Overall tech job postings reached record levels during the post-pandemic hiring frenzy of 2021-2022 and then fell back to a normalized range.
- Note: job postings should not be interpreted as unfilled jobs and there is not a 1:1 relationship between postings and actual hires made

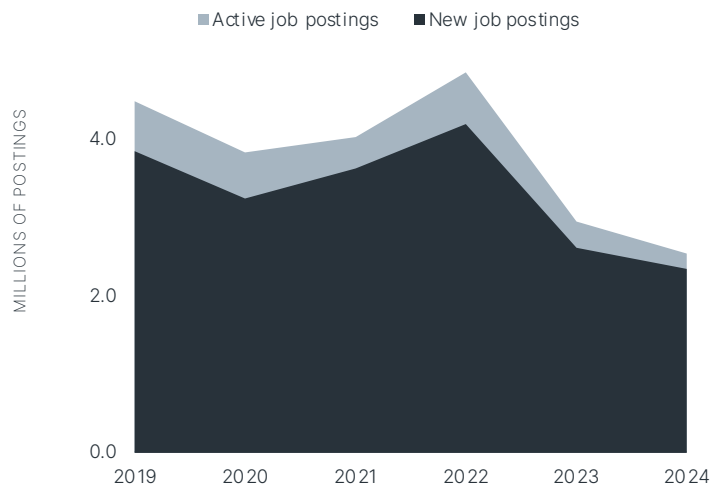
TECH OCCUPATION EMPLOYMENT OUTLOOK

Workforce need = annual replacement rate + growth rate



AGGREGATE ANNUAL POSTINGS FOR TECH JOB ROLES

Job postings by U.S. employers



RANK ORDER OF INDUSTRY SECTOR EMPLOYMENT OF TECHNOLOGY WORKERS

Top 10 sectors employ approximately 96% of tech workers

- #1 Tech sector
- #2 Professional, Scientific, Consulting Services sector
- #3 Finance and Insurance sector
- #4 Public sector
- #5 Management and Holding Companies sector
- #6 Administrative Services sector
- #7 Retail and Wholesale sector
- #8 Manufacturing sector
- #9 Healthcare and Social Services sector
- #10 Education sector

See footnote of location summaries for composition details

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

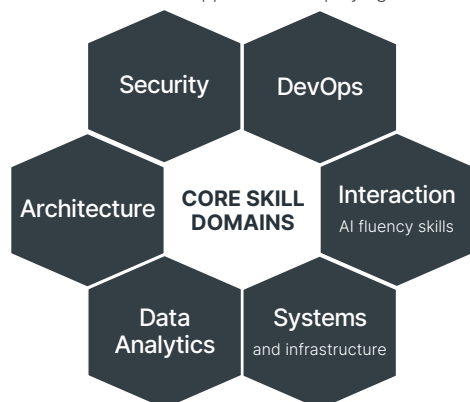
ASSESSING THE IMPACT OF ARTIFICIAL INTELLIGENCE

KEY POINTS

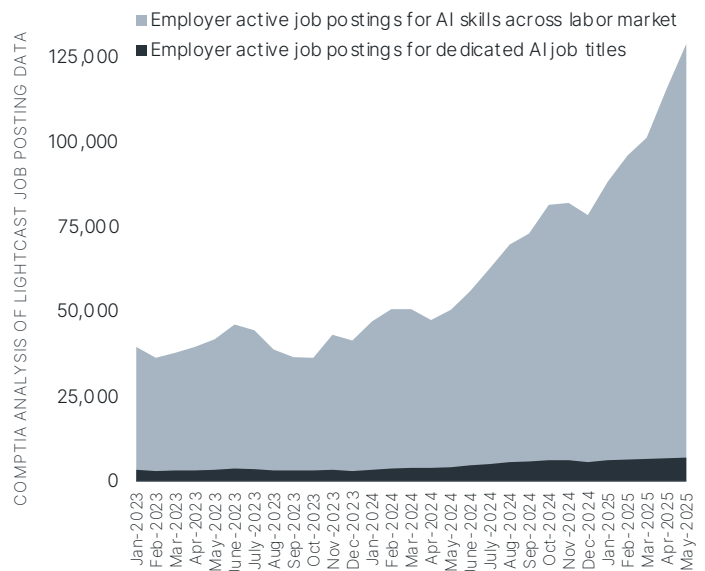
- Approximately two years into the generative AI era provides enough of a data track record to glean insights into how AI is shaping the work and business landscape. And yet, many questions and unknowns remain.
- Mirroring the pattern of prior disruptive technologies, there are three primary dimensions of AI-induced change to the workforce: 1). New jobs will be created, 2). Jobs will be displaced, and 3). Jobs will change.
- A review of employer hiring activity via job postings reveals a market dominated by AI skills hiring – reaching nearly 125,000 active job postings for May 2025.
- Hiring for AI skill may entail employers seeking candidates with AI fluency and the ability to utilize and optimize AI tools to perform tasks and boost productivity. For example, an employer hiring a marketing manager with the ability to use generative AI tools to assist with developing, deploying and monitoring marketing campaigns; or a software developer with skill and experience in leveraging AI-enabled coding tools to save time in generating and debugging code.
- For just about every digital or knowledge worker, AI can be thought of as another tool in workplace tool belts. This human-AI interaction will continue to evolve as will the skills development requirements for those in the workforce or preparing to enter the workforce.
- The other side of AI hiring occurs with employers recruiting dedicated AI positions, such as AI engineers or AI architects, that may develop custom-trained large language models (LLMs) for specific uses. While hiring for dedicated AI professionals increased rapidly year-over-year (up 75%), this hiring typically occurs among large enterprises and accounts for a relatively small share of overall tech hiring.
- CompTIA’s AI Framework provides a skills-based approach to deploying AI.

COMPTIA AI FRAMEWORK

Skills-based approach to deploying AI

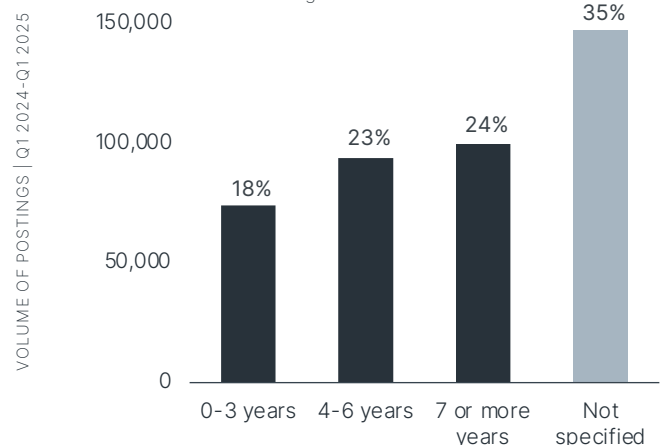


EMPLOYER HIRING ACTIVITY FOR AI POSITIONS AND SKILLS



EMPLOYER WORK LEVEL HIRING FOR POSITIONS REQUIRING AI SKILLS

Active job postings across all occupation categories across labor market



RANK ORDER OF INDUSTRY SECTOR HIRING ACTIVITY FOR AI SKILLS

Top 7 sectors account for approximately 78% of hiring activity via job postings for AI skills

- #1 Tech sector
- #2 Professional, Scientific, Engineering Services sector
- #3 Manufacturing sector
- #4 Finance and Insurance sector
- #5 Administrative Services sector
- #6 Retail and Wholesale sector
- #7 Education sector
- #8 Healthcare and Social Services sector

Aggregate data covering time period Q1 2024 to Q1 2025

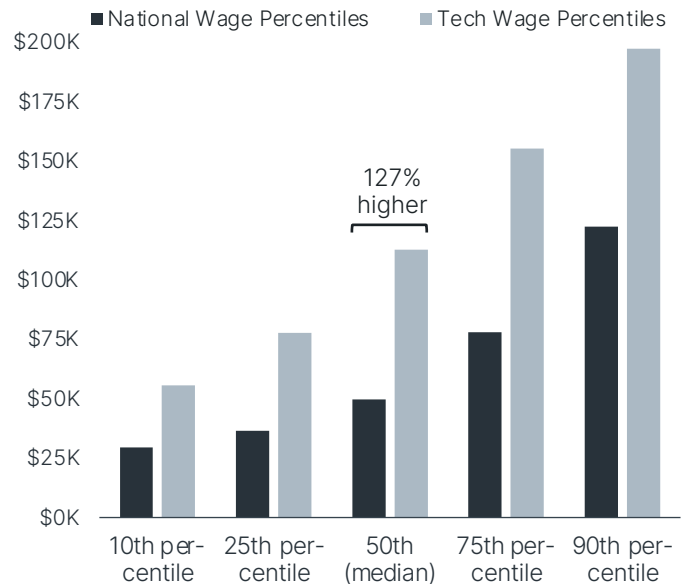
Source: Lightcast | CompTIA

THE MANY FACETS OF WAGE DATA

KEY POINTS

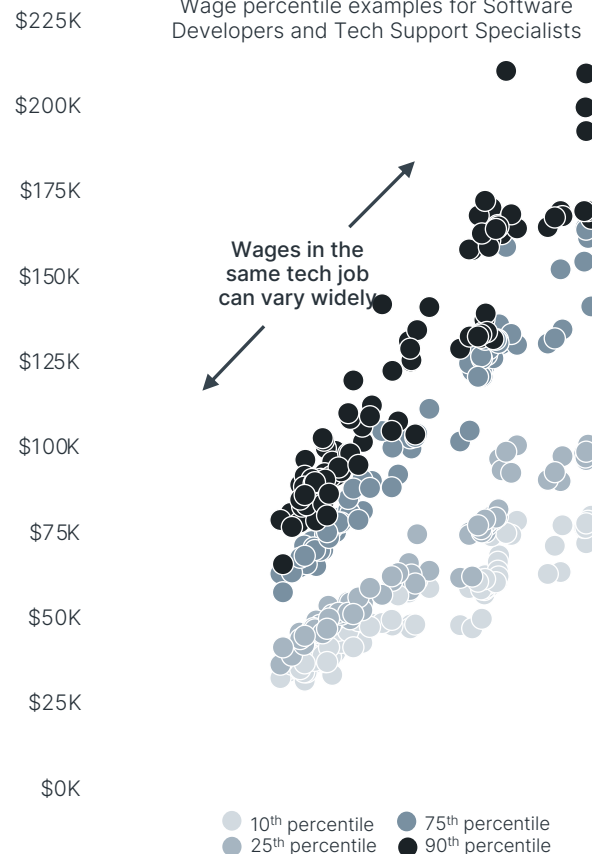
- There are many nuances to the tech wage discussion. At the industry level – meaning the universe of technology companies in the sector, wages encompass all staff positions, from the CEO down to entry-level helpdesk workers. Both technical and non-technical positions factor into the industry wage calculation. Because of the diversity of positions covered, interpreting summary industry wage data requires accounting for these factors. In comparison, tech occupation wages cover only technical positions. This is the primary focus of the wage data of this report.
- Cost of living differences mean the wages in one location are not directly comparable to another. For example, the buying power of a salary in San Francisco will not go nearly as far as in Des Moines. According to the National Association of Realtors, the median price for a home in Silicon Valley exceeds \$1.4 million. See CompTIA IT Salary Calculator for detailed wage data across 400+ metro areas.
- Beyond location, the other important variables to consider when reviewing wage data are job role, areas of expertise, job experience, industry sector, and company size. A skilled employee in a hot field such as artificial intelligence, working for a Fortune 500 company, will earn on average far more than a tech worker in an established field, working for a small business in a rural area.
- Percentiles help provide insight into wage ranges. This approach minimizes the impact of outlier data points, such as workers receiving massive stock payouts. It is also useful in depicting wages along common career paths, with workers just starting out earning wages at the 10th percentile, and then with experience and additional training and certification, moving up through the higher wage levels.
- Across all tech occupation categories covered in this report, the median wage, also referred to as the 50th percentile or midpoint, was an estimated \$112,667 in 2024, the most recent year of available government data. This figure is more than double the median wage across all occupations of the U.S. labor force. Note: sources such as Glassdoor may provide more real-time data but the tradeoff is a higher degree of data uncertainty than data from the U.S. Bureau of Labor Statistics.
- The scatterplot graph to the right illustrates the degree to which wages will differ across states. The data presents wages for software developers and IT support specialists across percentiles. Tenth and 25th percentiles often correspond to early-stage career positions (e.g. 0-4 years of experience), while 75th and 90th percentiles cover higher-end experience and expertise.
- When drilling down to the metro area level, wage differences may become even more pronounced. Top tier wages in locations such as San Jose or New York City may run into hundreds of thousands, if not more when factoring in bonuses or stock options.

ANNUAL WAGE COMPARISON ACROSS OCCUPATIONS



TECH WAGES MAY VARY SIGNIFICANTLY BASED ON OCCUPATION, LOCATION, AND PERCENTILE

Wage percentile examples for Software Developers and Tech Support Specialists



Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

KEY FINDINGS – STATE EMPLOYMENT

STATE NET TECH EMPLOYMENT

- Twenty-eight states experienced positive job gains in net tech employment from 2023 to 2024. States that saw losses include California, Massachusetts, Arizona, Colorado, Washington, and Ohio. All states are projected to generate positive tech employment job growth in 2025.
- States that are projected to see the biggest gains in Net tech employment in 2025 are Texas (+40,051), California (+22,459), Florida (+18,144), New York (+15,271), and Washington (+13,840). While the largest projected job gains are associated with the states with a significant tech presence, the fact that all states are projected to experience tech employment job gains speaks to the continued broad-based impact of technology across the nation.
- The metrics used to provide context and insight into the data tend to be based on absolute size or are relative, which may involve percent change or account for factors such as population or economic size differences. Absolute measures tend to be highly correlated with the size of the state or metro area.
- California is the largest state in the nation by a wide margin. Its population is 26% larger and its economy is 51% larger than the next largest state. California's economy is equal to the combined total of the bottom 25 states. It follows California is the leader in terms of net tech employment related to size.
- California's net tech employment was an estimated 1,472,275 workers in 2024, a loss of 51,743 jobs year-over-year. Other states that saw big losses were Massachusetts (-8,251), Arizona (-2,874), Colorado (-2,655), Washington (-2,407), and Ohio (-2,208). States that experienced notable tech employment gains include Texas, North Carolina, Florida, New Jersey, Tennessee, and Pennsylvania.
- On a percent change basis, the top five states for job growth in 2024 were Wyoming (+3.6%), New Mexico (+3.1%), Alaska (+3.1%), Tennessee (+2.6%), Hawaii (+2.4%).
- Employment concentration is a relative metric that compares tech employment to the overall base of employment within a state. Sixteen states are at a higher rate than the national average of 5.8%.
- Washington has the highest concentration (9.3%) of tech workers relative to its overall employment base, which means citizens of the state are more likely to hold a tech job relative to other industry sectors. Top ten states for net tech employment concentration:
 - Washington: 9.3%
 - District of Columbia: 9.0%
 - Virginia: 8.7%
 - Colorado: 8.3%
 - Massachusetts: 8.0%
 - Maryland: 7.7%
 - New Hampshire: 7.7%
 - California: 7.5%
 - Utah: 7.1%
 - New Jersey: 6.7%
- Across most states (47) the greatest share of tech professionals work within the tech sector, such as working for a software company, a computer manufacturer or a managed security services provider. The number two and three positions see more variation across the professional services sector, the finance and insurance sector, and the government sector. Most states have tech workforces employed in these top four sectors.

TOP STATES BY NET TECH EMPLOYMENT

| | |
|-------------------|-----------|
| 1. California | 1,472,275 |
| 2. Texas | 972,747 |
| 3. New York | 577,624 |
| 4. Florida | 546,449 |
| 5. Virginia | 375,469 |
| 6. Washington | 356,736 |
| 7. Illinois | 328,975 |
| 8. North Carolina | 323,422 |
| 9. Pennsylvania | 312,537 |
| 10. Massachusetts | 311,165 |

TOP STATES BY NET TECH EMPLOYMENT JOB GAINS

| | |
|-------------------|-------|
| 1. Texas | 8,181 |
| 2. North Carolina | 5,986 |
| 3. Florida | 5,131 |
| 4. New Jersey | 3,813 |
| 5. Tennessee | 3,634 |
| 6. Pennsylvania | 2,781 |
| 7. Maryland | 2,572 |
| 8. Kentucky | 1,675 |
| 9. Michigan | 1,380 |
| 10. Utah | 1,351 |

TOP STATES BY PROJECTED % CHANGE IN TECH OCCUPATION GROWTH 2025-2035

| | |
|-------------------|-----|
| 1. Wyoming | 28% |
| 2. Nevada | 28% |
| 3. Utah | 27% |
| 4. Texas | 24% |
| 5. South Carolina | 24% |
| 6. Washington | 24% |
| 7. Tennessee | 23% |
| 8. Idaho | 23% |
| 9. Colorado | 22% |
| 10. Montana | 22% |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

KEY FINDINGS – METRO AREA EMPLOYMENT

METRO AREA NET TECH EMPLOYMENT

- The top ten metropolitan areas employ about 3.4 million tech industry and tech occupation workers, more than 1 in 3 tech workers in the nation.
- New York City is the largest metropolitan area in the country by a wide margin. It follows that it also has the largest base of tech employment.
- Silicon Valley continues to be a critically important hub for innovation. Between San Francisco and San Jose, there are close to 700,000 tech industry and tech occupation workers. The discussion doesn't end there, however, as technology increasingly has a significant presence across the nation. Cities such as Boston, Seattle, New York, Dallas, Atlanta, Los Angeles, Denver and more, boast sizable tech workforces and notable job gain rates. This includes the sometimes "under the radar" tech cities of Austin, Raleigh, Charlotte, Phoenix, Detroit, Orlando, and more.

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 27%, San Jose has the highest concentration of net tech employment as a percentage of its overall employment base.
- Compared to the national tech employment concentration benchmark of 5.8%, 26 metro areas had the same rate or higher, confirming the importance of technology to a far-reaching set of cities across the country.

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. The New York City metro area is home to 25,844 tech business establishments. Other top cities are Washington DC, Los Angeles, Dallas, and Denver.
- The vast majority of tech business establishments are categorized as small businesses under the Small Business Administration's definition of up to 500 employees.
- Outside of the top five, the next largest metropolitan areas for the number of tech sector business establishments include Atlanta, Seattle, Miami, Boston, San Francisco, and Chicago.

METRO AREA EMPLOYER JOB POSTINGS

- Cities with the most tech job postings in 2024 were Washington DC, New York, Dallas, Chicago, Los Angeles, Boston, and Seattle.
- Job positions with AI skills were highest in New York City (26,037), Washington DC (22,059), San Jose (18,392), San Francisco (17,614), and Boston (14,677), rounding out the top five cities.
- The top five metro areas with the most job postings that specified less than a four-year degree in 2024 were New York, Washington DC, Dallas, Chicago, and Los Angeles.

METRO AREA WORKFORCE DEMOGRAPHIC CHARACTERISTICS

- See Appendix for summary of key workforce demographic characteristics.

TOP METROS BY NET TECH EMPLOYMENT

| | |
|------------------|---------|
| 1. New York City | 607,950 |
| 2. Dallas | 378,945 |
| 3. Washington DC | 363,683 |
| 4. Los Angeles | 362,637 |
| 5. San Francisco | 345,328 |
| 6. San Jose | 324,182 |
| 7. Seattle | 274,524 |
| 8. Boston | 257,312 |
| 9. Chicago | 240,880 |
| 10. Atlanta | 221,723 |

TOP METROS BY NET TECH EMPLOYMENT JOB GAINS

| | |
|-------------------|-------|
| 1. New York City | 3,042 |
| 2. Orlando | 1,780 |
| 3. Sacramento | 1,440 |
| 4. Salt Lake City | 1,405 |
| 5. Baltimore | 1,167 |
| 6. San Antonio | 1,092 |
| 7. Albuquerque | 1,064 |
| 8. Oklahoma City | 991 |
| 9. Charlotte | 881 |
| 10. Nashville | 802 |

TOP METROS BY TECH ECONOMIC IMPACT AS A PERCENT OF LOCAL ECONOMY

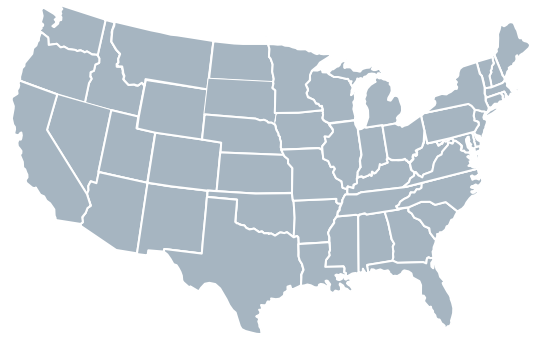
| | |
|------------------|-----|
| 1. San Jose | 53% |
| 2. Seattle | 30% |
| 3. San Francisco | 27% |
| 4. Austin | 22% |
| 5. Raleigh | 16% |
| 6. Boston | 14% |
| 7. Portland | 13% |
| 8. Washington DC | 13% |
| 9. Denver | 13% |
| 10. Dallas | 12% |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

NATIONAL SNAPSHOT



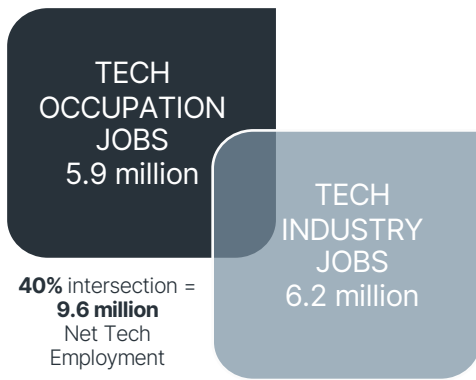
United States



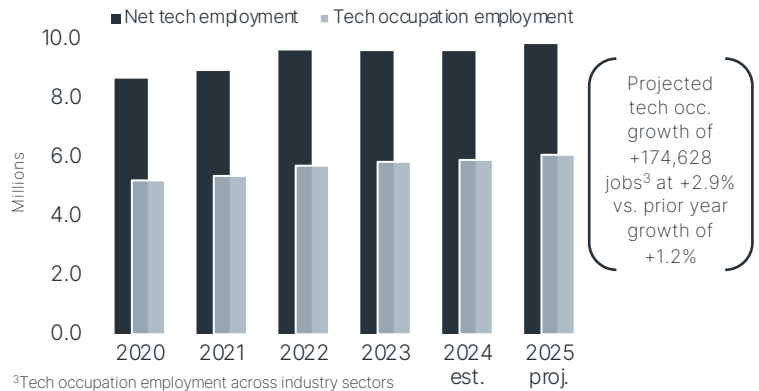
STATE OF TECHNOLOGY SUMMARY

- 9,607,925 NET TECH EMPLOYMENT¹
- 5.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 6,094,315 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$2.12t ECONOMIC IMPACT [estimated direct impact of tech sector]
- 702,276 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 2,531,079 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 346,068 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment
 Note: backward revisions to data and classification changes by the BLS mean prior year editions of this report are not always directly comparable | See Methodology page



NET TECH EMPLOYMENT

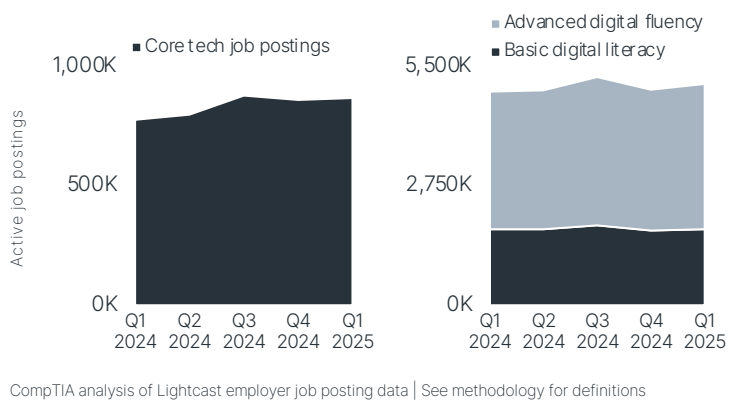


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 646,265 | 3.0% | 2.0x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 1,148,474 | 2.7% | 1.7x |
| Data Science, Data Analysts, Database, Machine Learning | 412,217 | 4.0% | 2.6x |
| Network Admins, Architects, Cloud Engineers, Support | 635,620 | 1.6% | 1.0x |
| Software Development, Programmers, Web, QA, AI | 2,089,913 | 3.8% | 2.5x |
| Tech Support, Help Desk, IT Specialists | 700,757 | 1.8% | 1.2x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

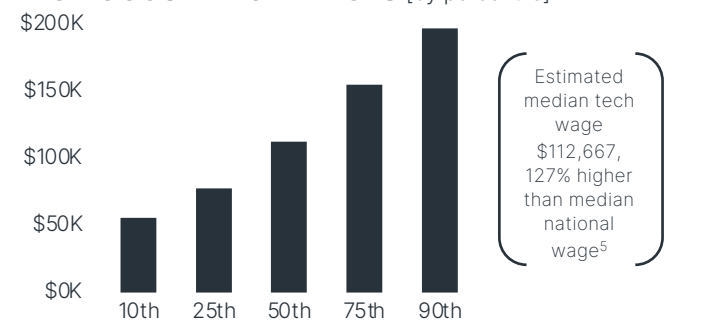


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|-----------|--|-----------------------|----------------------------------|
| Tech | Professional, Scientific, Technical Services | Finance and Insurance | Management and Holding Companies |
| 2,608,006 | 695,854 | 537,426 | 533,306 |

TECH OCCUPATION WAGES [by percentile]



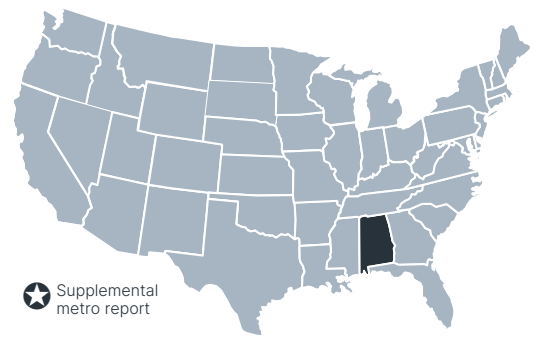
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
 Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

STATE SNAPSHOTS



Alabama



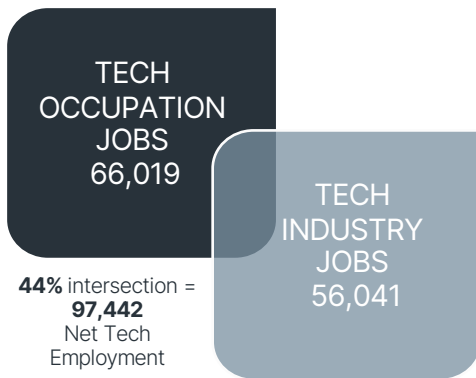
STATE OF TECHNOLOGY SUMMARY

- 97,442 NET TECH EMPLOYMENT¹
- 4.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 67,858 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$11.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 8,955 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 32,032 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 3,051 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

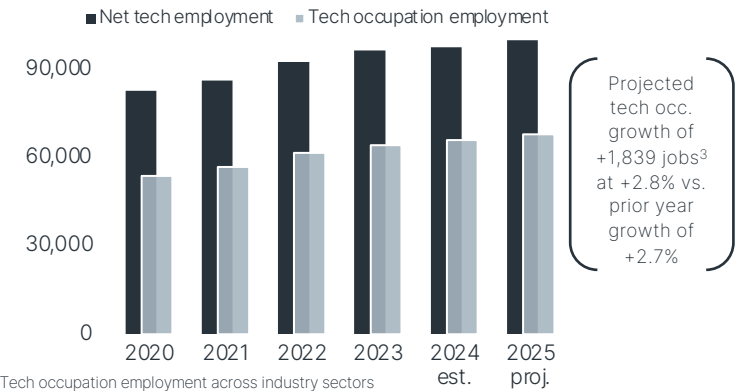
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

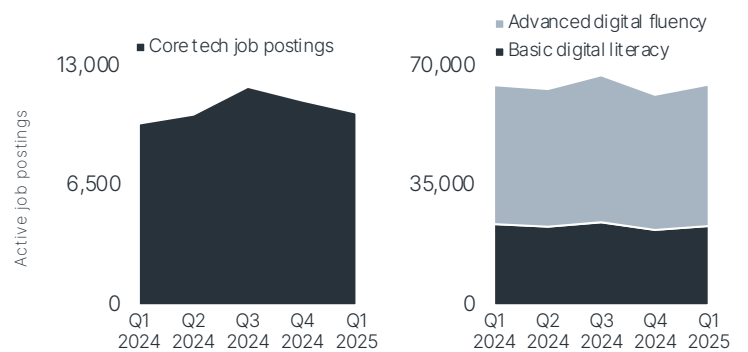


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 6,427 | 3.0% | 1.9x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 13,226 | 2.8% | 1.8x |
| Data Science, Data Analysts, Database, Machine Learning | 4,509 | 3.4% | 2.2x |
| Network Admins, Architects, Cloud Engineers, Support | 9,397 | 1.0% | 0.6x |
| Software Development, Programmers, Web, QA, AI | 22,454 | 3.8% | 2.5x |
| Tech Support, Help Desk, IT Specialists | 7,326 | 1.8% | 1.2x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

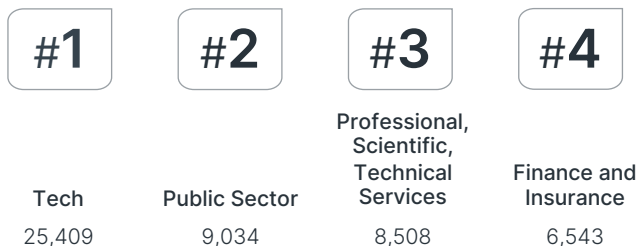
EMPLOYER HIRING INTENT VIA JOB POSTINGS



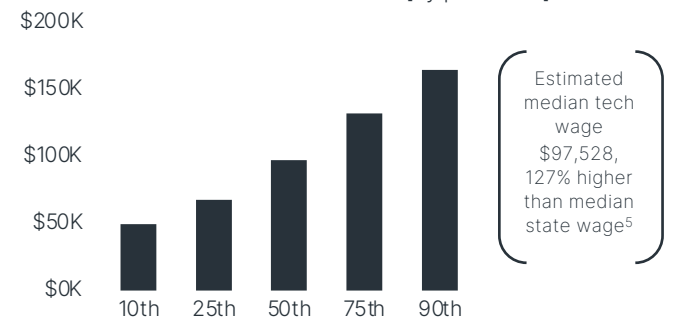
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

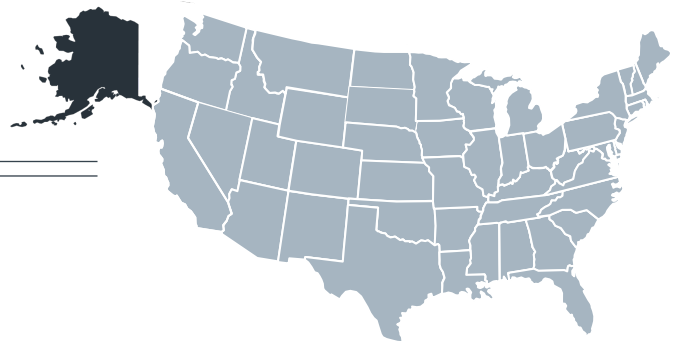


TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Alaska

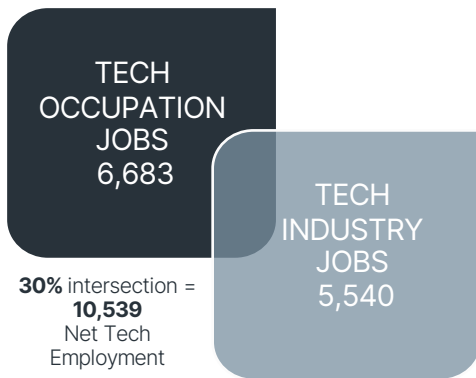


STATE OF TECHNOLOGY SUMMARY

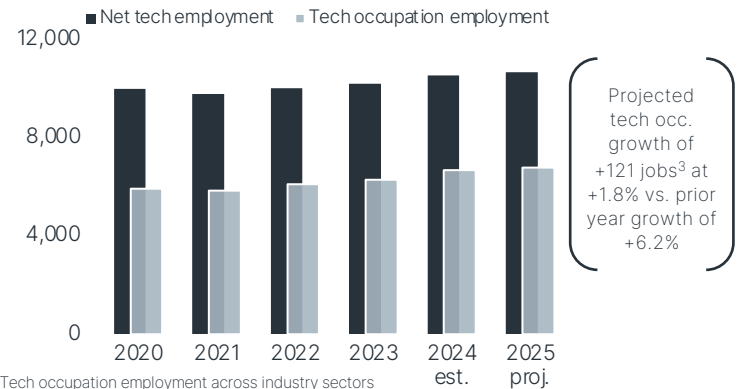
- 10,539 NET TECH EMPLOYMENT¹
- 3.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 6,804 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$1.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,121 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 9,075 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,259 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 4th COST OF LIVING [vs. national benchmark²]
 - 4th TECH WAGE PREMIUM [vs. prevailing median wage]
 - 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

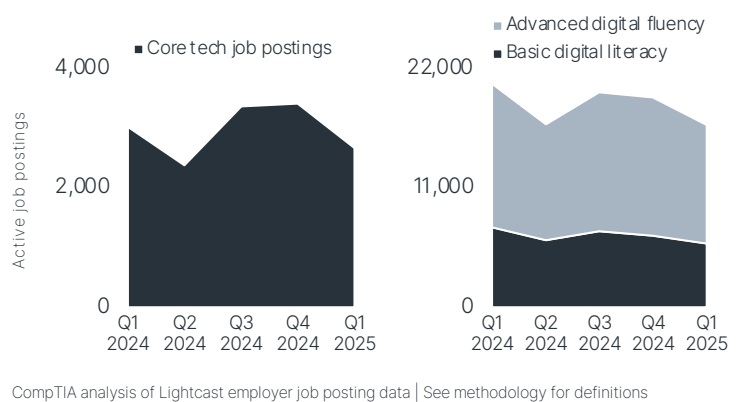


TECH OCCUPATION CATEGORY GROWTH

| Category | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 889 | 2.3% | 1.5x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 1,572 | 2.3% | 1.5x |
| Data Science, Data Analysts, Database, Machine Learning | 539 | 2.7% | 1.8x |
| Network Admin, Architects, Cloud Engineers, Support | 928 | 0.5% | 0.3x |
| Software Development, Programmers, Web, QA, AI | 1,340 | 2.9% | 1.8x |
| Tech Support, Help Desk, IT Specialists | 1,077 | 0.8% | 0.5x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

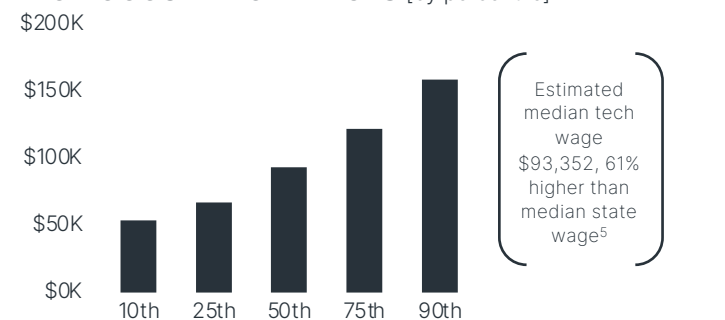


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|---------------|-------|--|----------------------------------|
| Public Sector | Tech | Professional, Scientific, Technical Services | Management and Holding Companies |
| 1,819 | 1,713 | 661 | 377 |

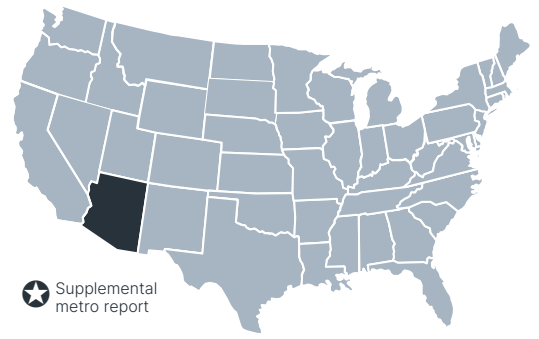
TECH OCCUPATION WAGES [by percentile]



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

⁵2024 data | most recent available

Arizona

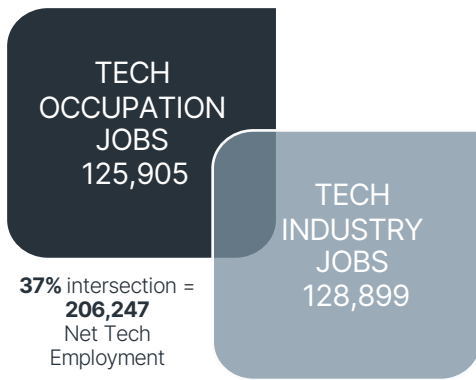


STATE OF TECHNOLOGY SUMMARY

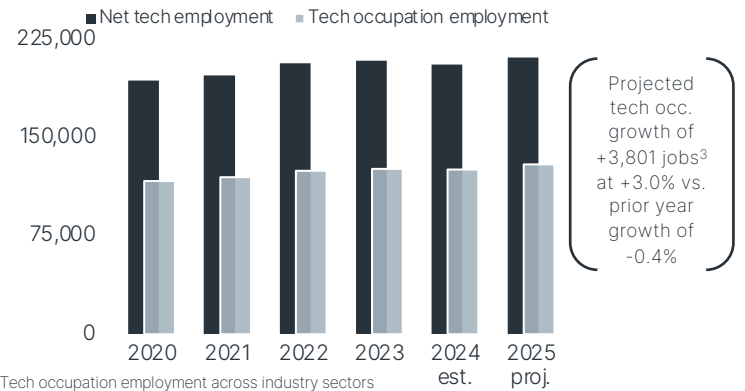
- 206,247 NET TECH EMPLOYMENT¹
- 6.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 129,706 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$36.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 16,067 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 55,105 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 5,849 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 3rd COST OF LIVING [vs. national benchmark²]
 - 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
 - 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



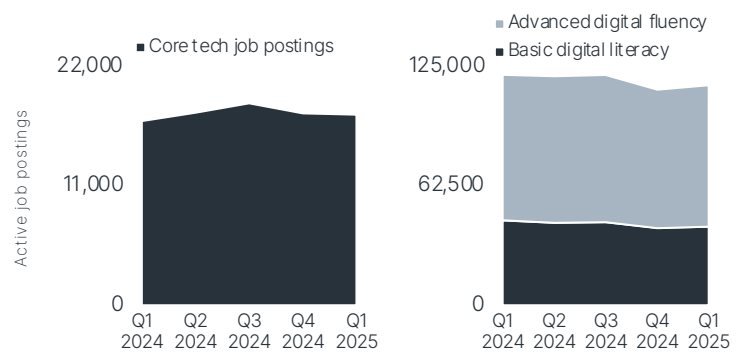
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 14,466 | 3.2% | 2.1x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 20,553 | 3.2% | 2.1x |
| Data Science, Data Analysts, Database, Machine Learning | 6,707 | 4.8% | 3.1x |
| Network Admin, Architects, Cloud Engineers, Support | 11,571 | 1.9% | 1.2x |
| Software Development, Programmers, Web, QA, AI | 45,972 | 3.7% | 2.4x |
| Tech Support, Help Desk, IT Specialists | 20,321 | 1.6% | 1.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

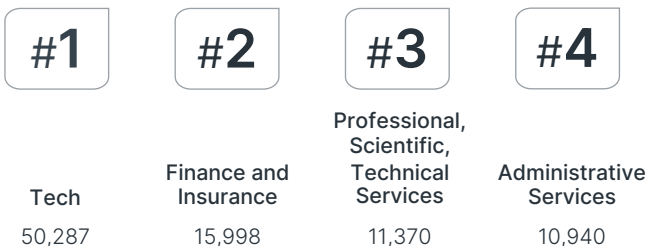
EMPLOYER HIRING INTENT VIA JOB POSTINGS



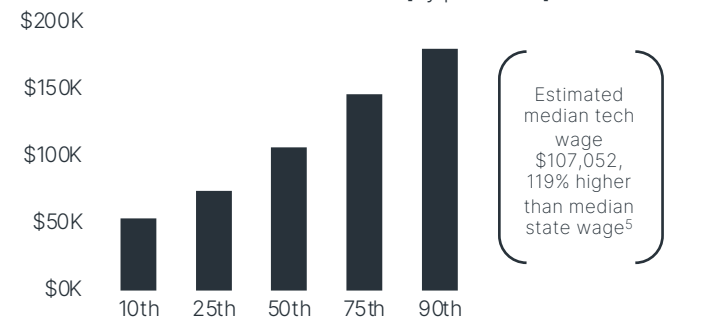
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁹ based on tech workers employed in sector | projected 2025

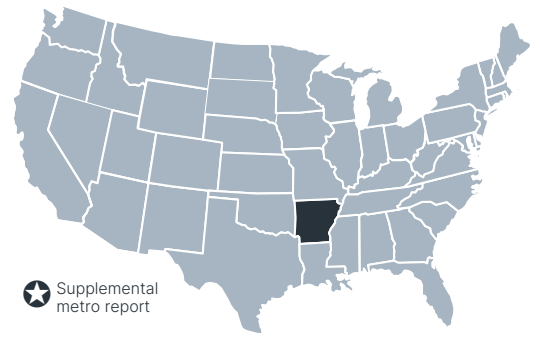


TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Arkansas

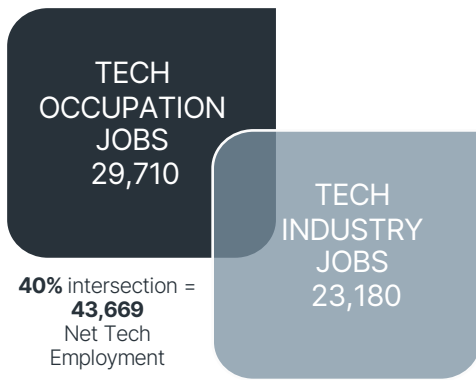


STATE OF TECHNOLOGY SUMMARY

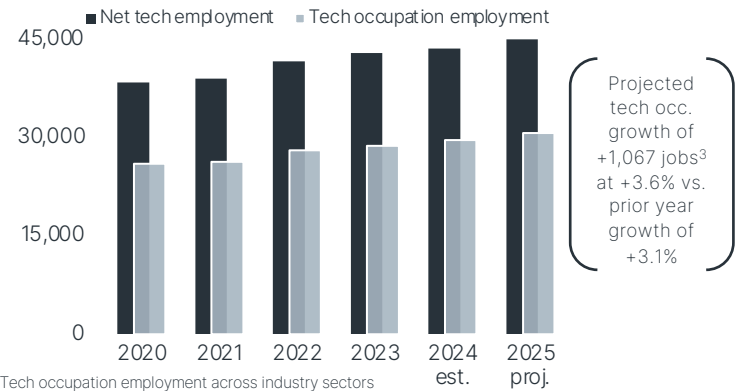
- 43,669 NET TECH EMPLOYMENT¹
- 3.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 30,777 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$4.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6,081 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 17,592 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,468 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 1st COST OF LIVING [vs. national benchmark²]
 - 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
 - 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



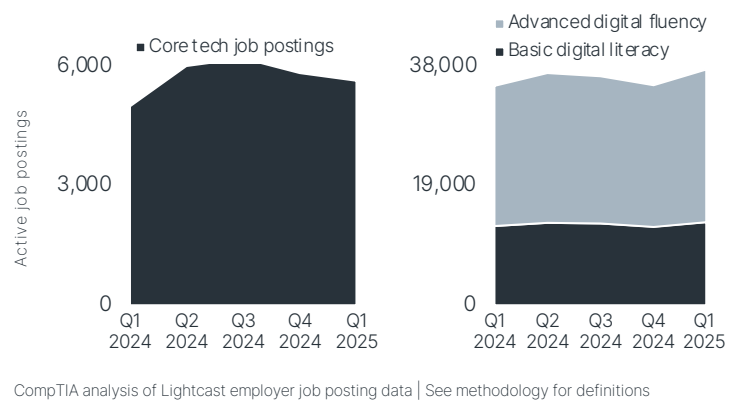
NET TECH EMPLOYMENT



TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 2,956 | 4.3% | 2.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 5,812 | 3.6% | 2.3x |
| Data Science, Data Analysts, Database, Machine Learning | 1,833 | 4.8% | 3.1x |
| Network Admin, Architects, Cloud Engineers, Support | 3,852 | 1.9% | 1.2x |
| Software Development, Programmers, Web, QA, AI | 10,267 | 4.5% | 2.9x |
| Tech Support, Help Desk, IT Specialists | 3,954 | 2.2% | 1.4x |

EMPLOYER HIRING INTENT VIA JOB POSTINGS



⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

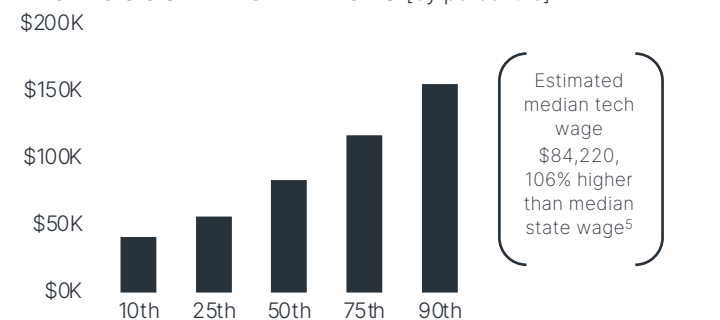
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|-------|----------------------------------|---------------|-----------------------|
| Tech | Management and Holding Companies | Public Sector | Finance and Insurance |
| 9,628 | 4,836 | 3,867 | 2,677 |

TECH OCCUPATION WAGES [by percentile]



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

⁵2024 data | most recent available

California



STATE OF TECHNOLOGY SUMMARY

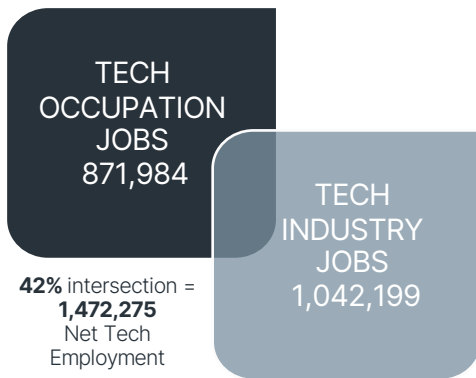
- 1,472,275 NET TECH EMPLOYMENT¹
- 7.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 890,263 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$554.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 61,586 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 281,683 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 56,012 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

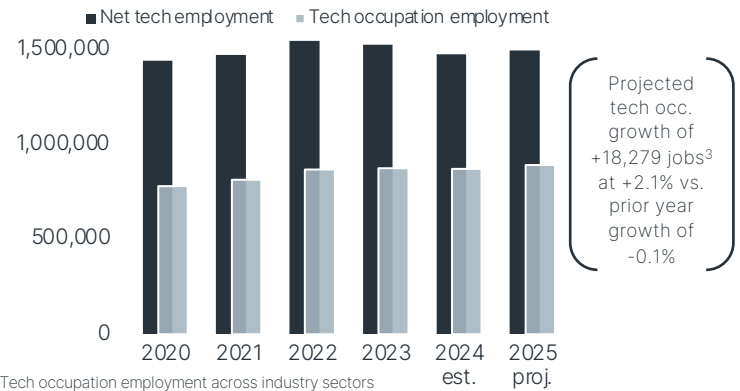
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



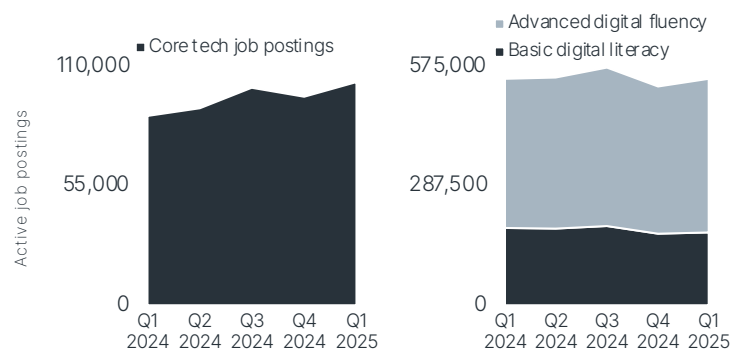
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 100,190 | 2.0% | 1.3x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 161,345 | 1.6% | 1.0x |
| Data Science, Data Analysts, Database, Machine Learning | 59,653 | 3.2% | 2.0x |
| Network Admin, Architects, Cloud Engineers, Support | 60,235 | 1.4% | 0.9x |
| Software Development, Programmers, Web, QA, AI | 355,915 | 2.7% | 1.7x |
| Tech Support, Help Desk, IT Specialists | 72,584 | 1.5% | 1.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

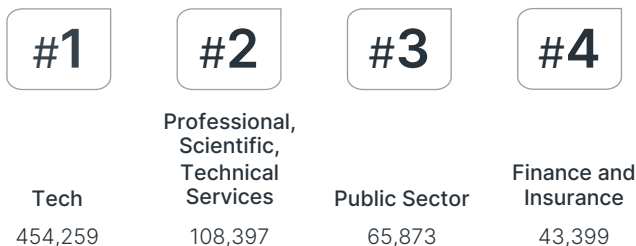
EMPLOYER HIRING INTENT VIA JOB POSTINGS



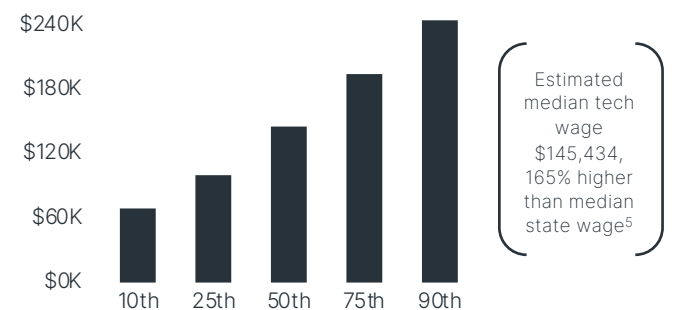
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



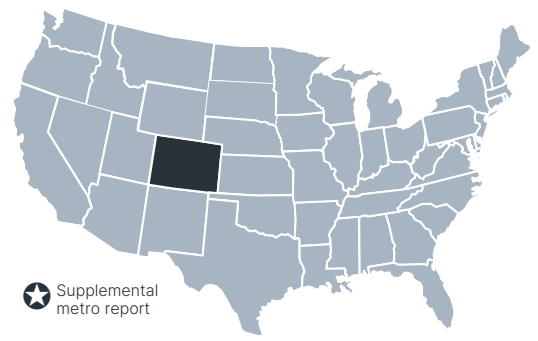
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

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

Colorado



STATE OF TECHNOLOGY SUMMARY

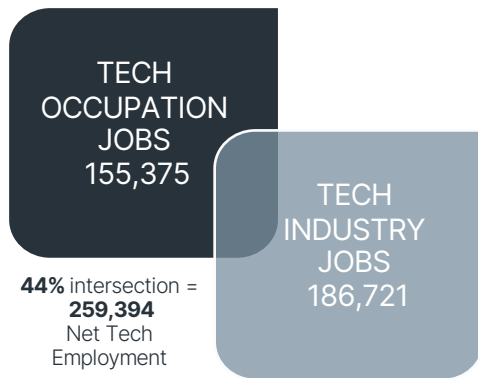
- 259,394 NET TECH EMPLOYMENT¹
- 8.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 161,505 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$56.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 22,457 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 69,082 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 7,612 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

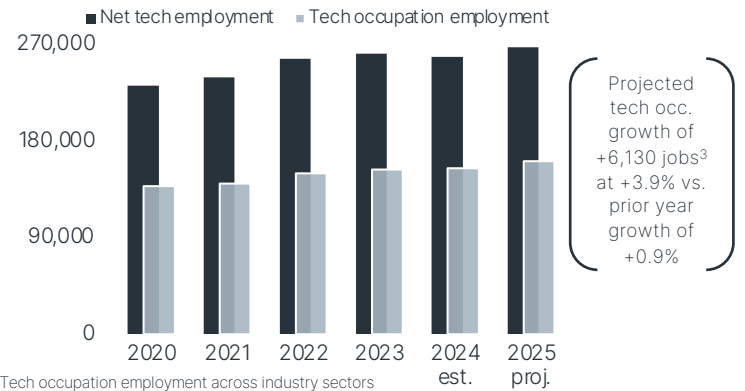
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



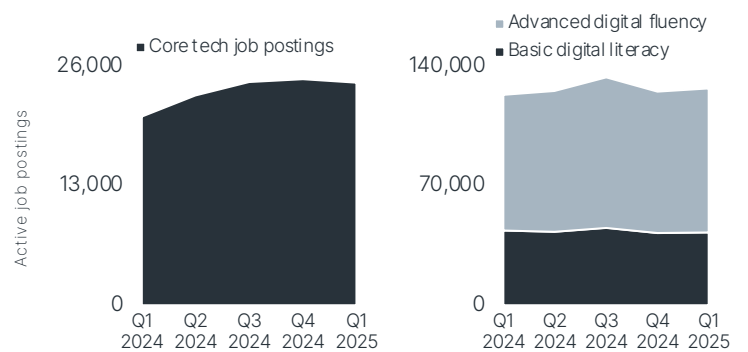
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 12,331 | 4.7% | 3.0x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 23,845 | 4.4% | 2.8x |
| Data Science, Data Analysts, Database, Machine Learning | 10,387 | 4.7% | 3.0x |
| Network Admin, Architects, Cloud Engineers, Support | 25,839 | 1.9% | 1.2x |
| Software Development, Programmers, Web, QA, AI | 57,953 | 4.9% | 3.1x |
| Tech Support, Help Desk, IT Specialists | 17,272 | 3.1% | 2.0 |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

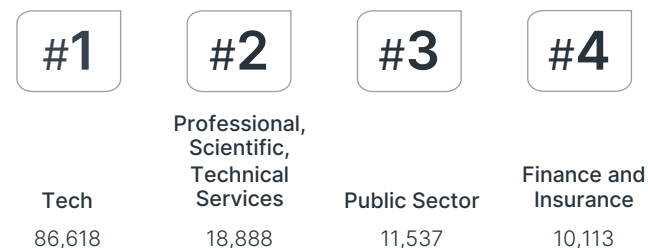
EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

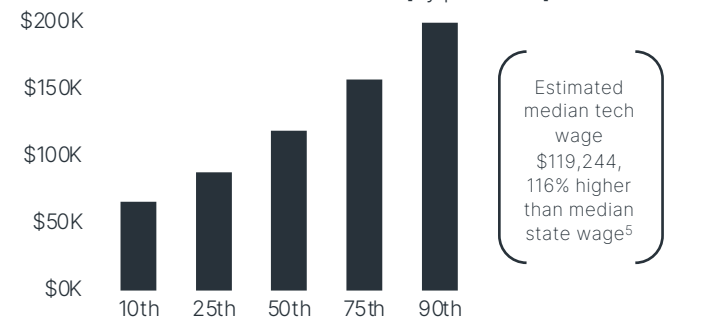
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



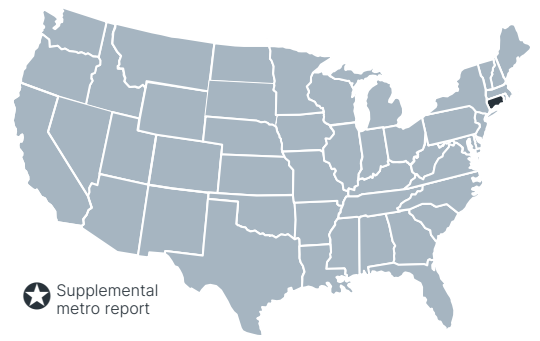
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Connecticut



STATE OF TECHNOLOGY SUMMARY

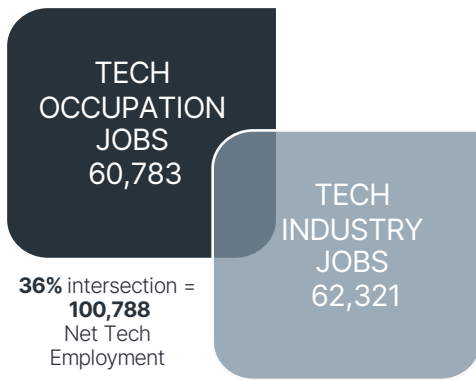
- 100,788 NET TECH EMPLOYMENT¹
- 5.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 61,725 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$20.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 10,955 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 29,321 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 4,802 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

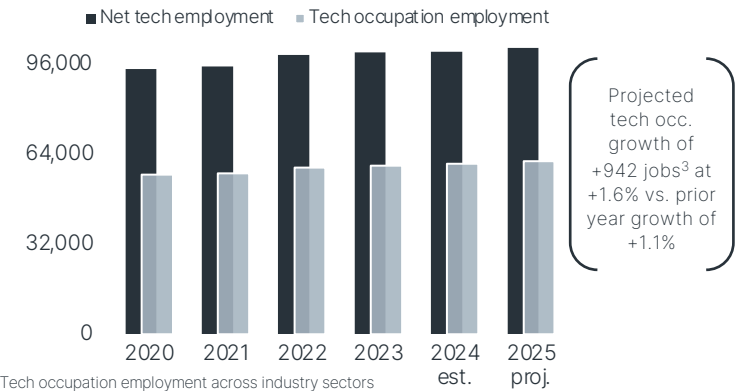
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

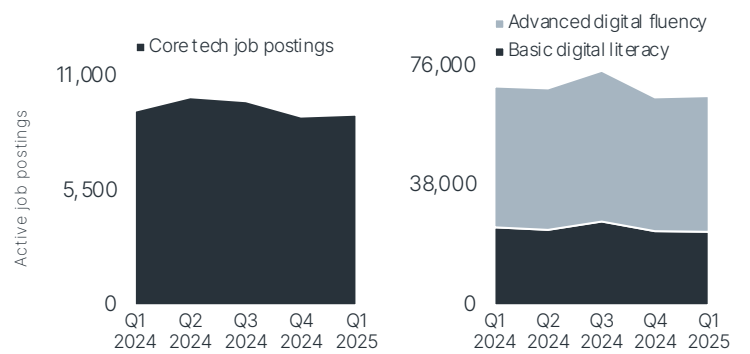


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 10,649 | 1.2% | 0.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 9,101 | 1.5% | 1.0x |
| Data Science, Data Analysts, Database, Machine Learning | 3,436 | 2.9% | 1.9x |
| Network Admin, Architects, Cloud Engineers, Support | 4,759 | 0.8% | 0.5x |
| Software Development, Programmers, Web, QA, AI | 21,245 | 2.2% | 1.4x |
| Tech Support, Help Desk, IT Specialists | 9,271 | 0.5% | 0.3x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

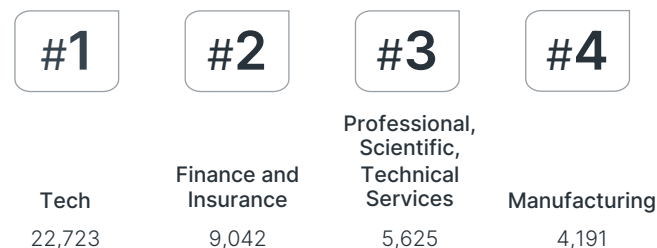
EMPLOYER HIRING INTENT VIA JOB POSTINGS



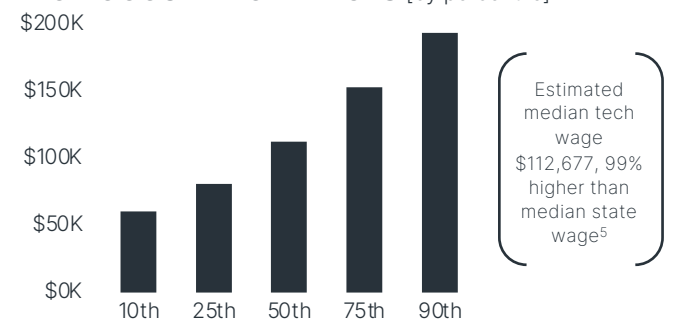
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



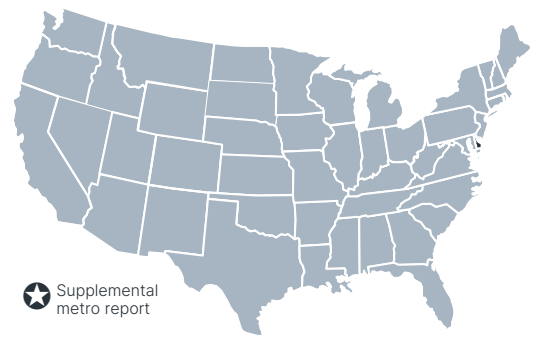
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

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

Delaware



STATE OF TECHNOLOGY SUMMARY

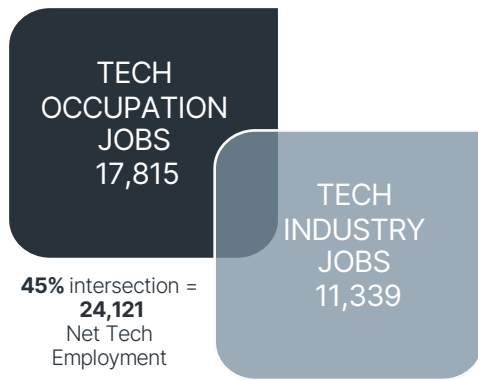
- 24,121 NET TECH EMPLOYMENT¹
- 4.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 18,043 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$3.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4,416 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 11,566 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,995 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

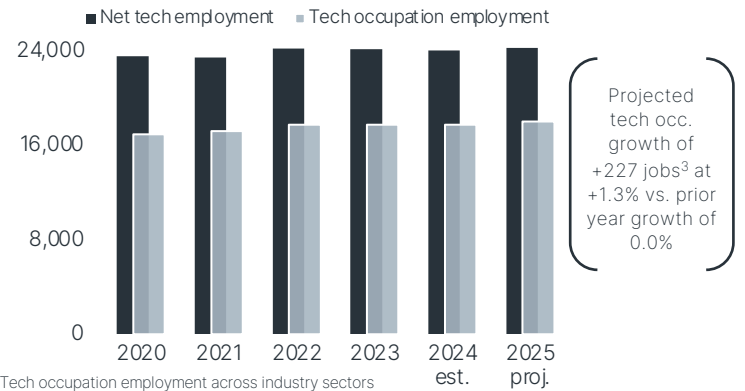
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



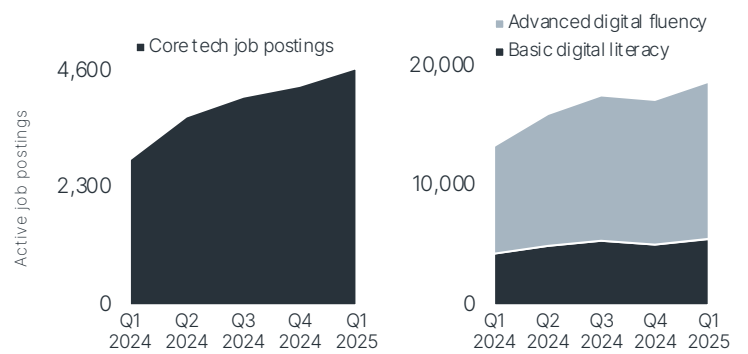
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,608 | 1.6% | 1.1x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 4,706 | 0.7% | 0.5x |
| Data Science, Data Analysts, Database, Machine Learning | 1,486 | 2.2% | 1.4x |
| Network Admin, Architects, Cloud Engineers, Support | 2,067 | -0.5% | 0x |
| Software Development, Programmers, Web, QA, AI | 5,184 | 2.4% | 1.6x |
| Tech Support, Help Desk, IT Specialists | 2,209 | 0.7% | 0.4x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

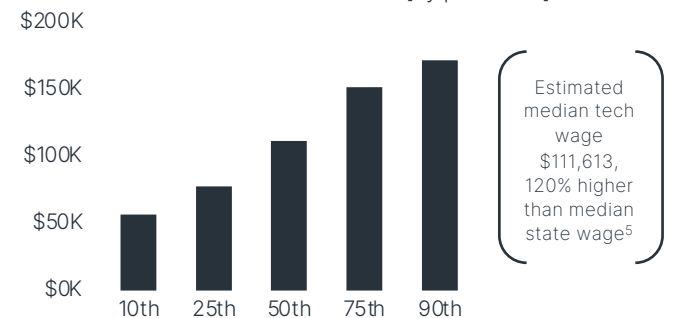
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|-----------------------|-------|---------------|--|
| Finance and Insurance | Tech | Public Sector | Professional, Scientific, Technical Services |
| 5,479 | 5,109 | 1,781 | 1,624 |

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

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

District of Columbia



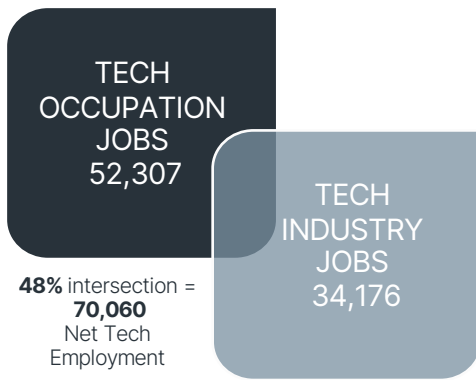
STATE OF TECHNOLOGY SUMMARY

- 70,060 NET TECH EMPLOYMENT¹
- 9.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 53,001 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$11.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6,158 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 42,686 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 6,108 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

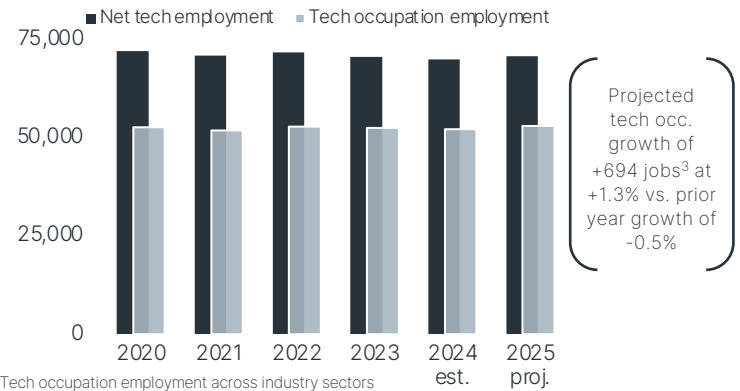
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

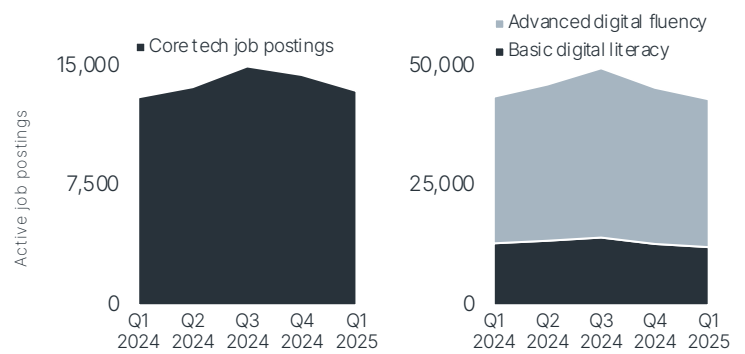


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 5,262 | 1.1% | 0.7x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 21,947 | 1.0% | 0.7x |
| Data Science, Data Analysts, Database, Machine Learning | 5,437 | 2.2% | 1.4x |
| Network Admin, Architects, Cloud Engineers, Support | 3,459 | 0.3% | 0.2x |
| Software Development, Programmers, Web, QA, AI | 11,299 | 2.1% | 1.3x |
| Tech Support, Help Desk, IT Specialists | 3,885 | 0.7% | 0.5x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



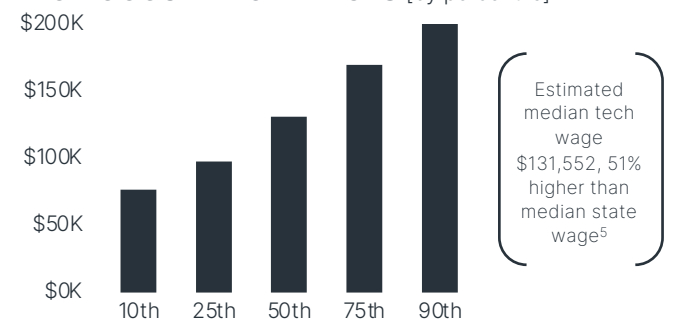
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

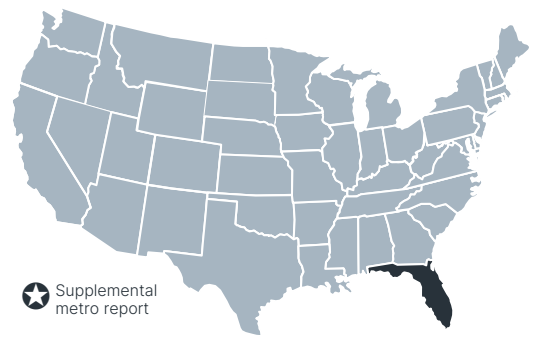
| #1 | #2 | #3 | #4 |
|---------------|--------|--|----------------|
| Public Sector | Tech | Professional, Scientific, Technical Services | Other Services |
| 18,331 | 16,621 | 8,739 | 2,063 |

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Florida



STATE OF TECHNOLOGY SUMMARY

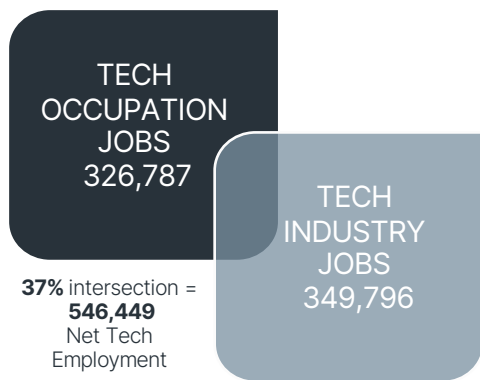
- 546,449 NET TECH EMPLOYMENT¹
- 5.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 339,224 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$94.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 46,687 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 112,890 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 12,735 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

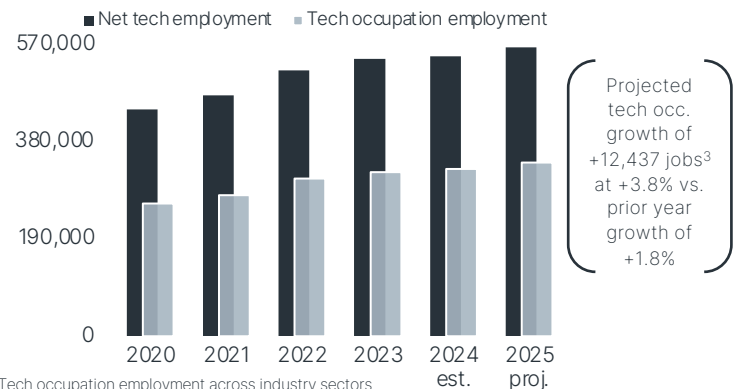
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 2nd COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



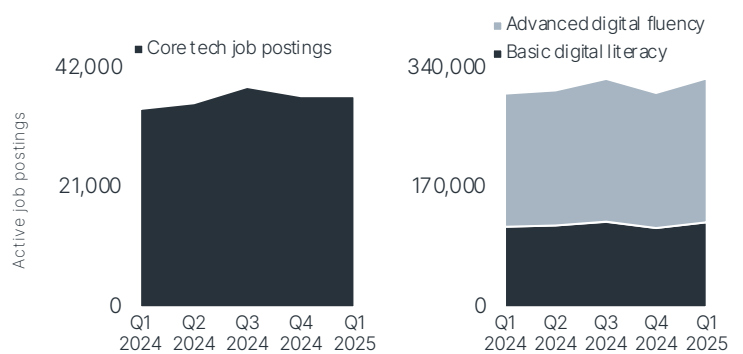
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 32,563 | 4.2% | 2.7x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 69,145 | 3.6% | 2.3x |
| Data Science, Data Analysts, Database, Machine Learning | 16,973 | 5.6% | 3.6x |
| Network Admin, Architects, Cloud Engineers, Support | 38,393 | 2.3% | 1.5x |
| Software Development, Programmers, Web, QA, AI | 107,404 | 5.0% | 3.2x |
| Tech Support, Help Desk, IT Specialists | 49,066 | 2.2% | 1.4x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

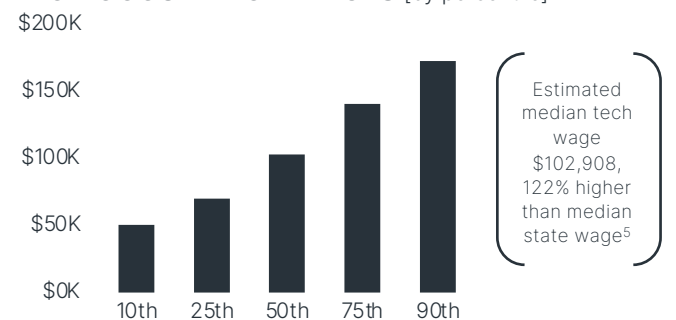
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|---------|--|-----------------------|---------------|
| Tech | Professional, Scientific, Technical Services | Finance and Insurance | Public Sector |
| 136,364 | 43,034 | 33,495 | 23,260 |

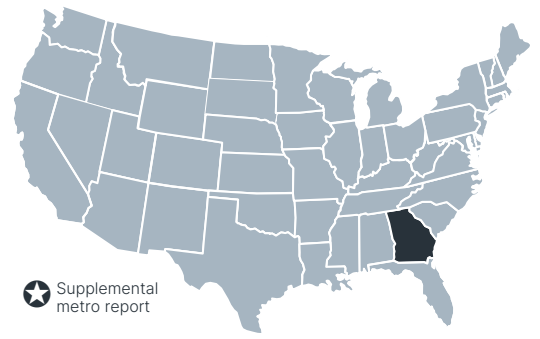
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Georgia



STATE OF TECHNOLOGY SUMMARY

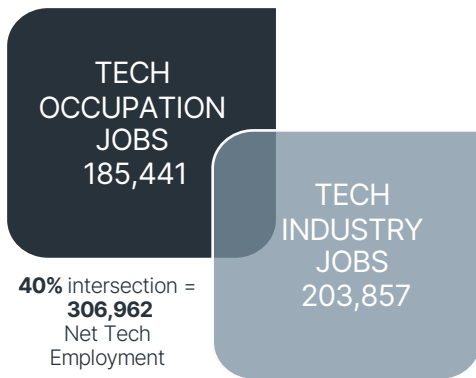
- 306,962 NET TECH EMPLOYMENT¹
- 5.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 191,834 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$63.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 22,492 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 86,531 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 10,214 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

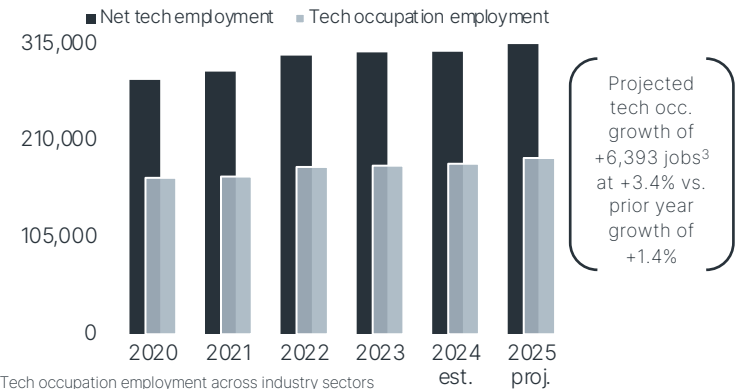
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



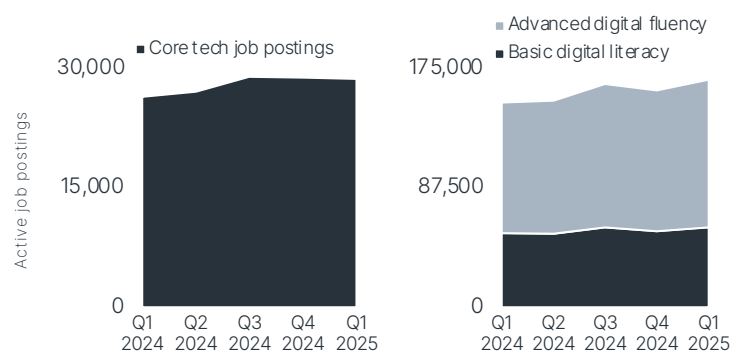
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 17,705 | 3.9% | 2.5x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 38,424 | 3.1% | 2.0x |
| Data Science, Data Analysts, Database, Machine Learning | 14,381 | 4.1% | 2.6x |
| Network Admin, Architects, Cloud Engineers, Support | 19,331 | 2.2% | 1.4x |
| Software Development, Programmers, Web, QA, AI | 61,462 | 4.5% | 2.9x |
| Tech Support, Help Desk, IT Specialists | 26,821 | 2.1% | 1.3x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



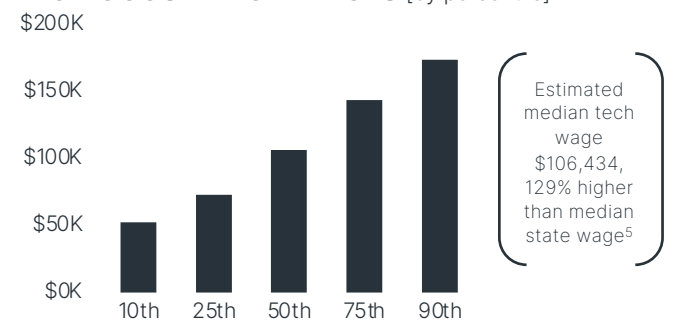
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

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, Technical Services | Public Sector | Finance and Insurance |
| 85,351 | 19,139 | 16,261 | 13,657 |

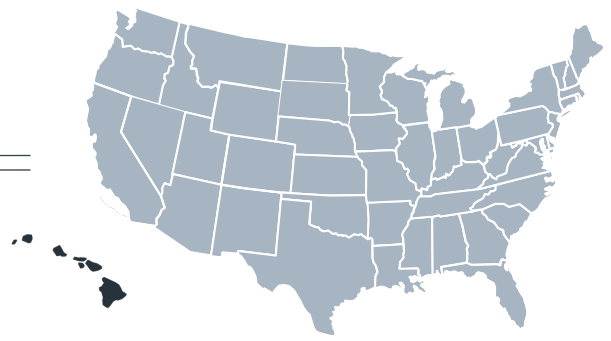
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

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

Hawaii



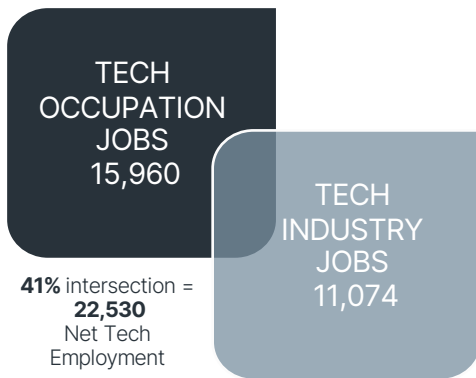
STATE OF TECHNOLOGY SUMMARY

- 22,530 NET TECH EMPLOYMENT¹
- 3.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 16,271 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$3.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,735 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 11,293 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,476 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

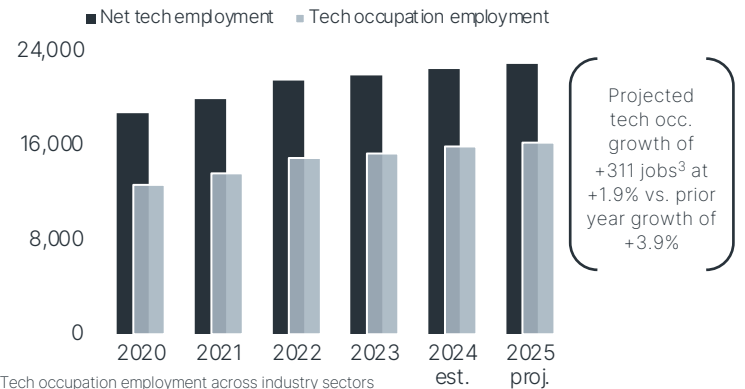
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



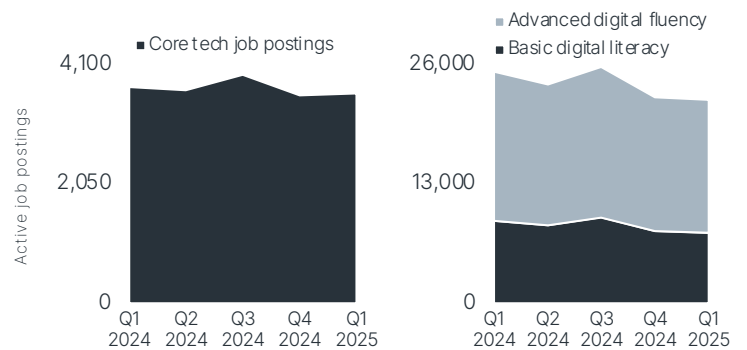
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,449 | 2.5% | 1.6x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 4,562 | 2.1% | 1.3x |
| Data Science, Data Analysts, Database, Machine Learning | 704 | 3.3% | 2.1x |
| Network Admin, Architects, Cloud Engineers, Support | 3,113 | 0.3% | 0.2x |
| Software Development, Programmers, Web, QA, AI | 3,081 | 4.0% | 2.6x |
| Tech Support, Help Desk, IT Specialists | 2,476 | 1.0% | 0.6x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

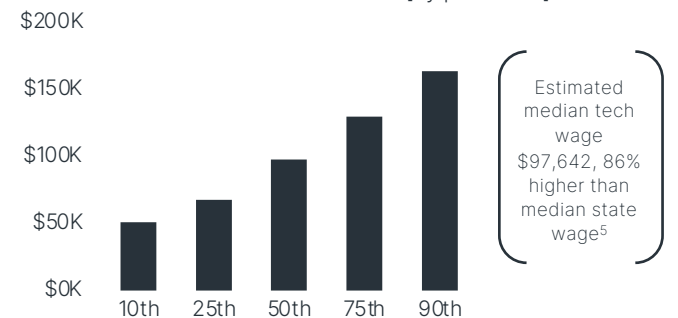
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|-------|---------------|--|----------------------------------|
| Tech | Public Sector | Professional, Scientific, Technical Services | Management and Holding Companies |
| 4,618 | 3,589 | 1,389 | 1,189 |

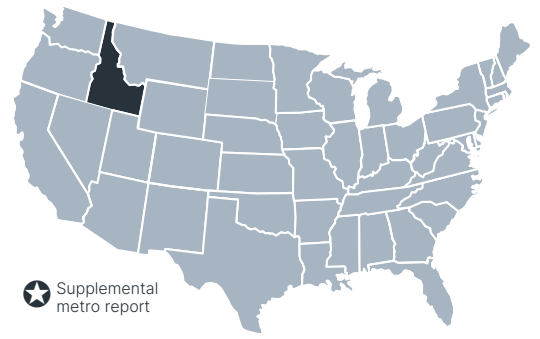
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Idaho



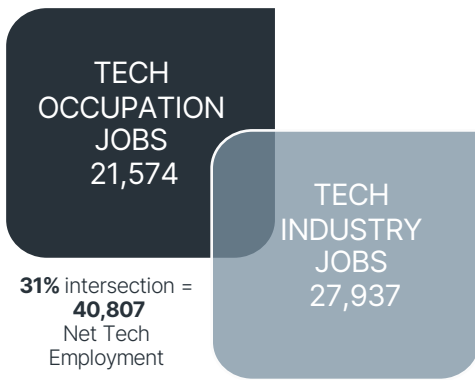
STATE OF TECHNOLOGY SUMMARY

- 40,807 NET TECH EMPLOYMENT¹
- 4.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 22,547 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$7.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6,533 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 15,415 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,343 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

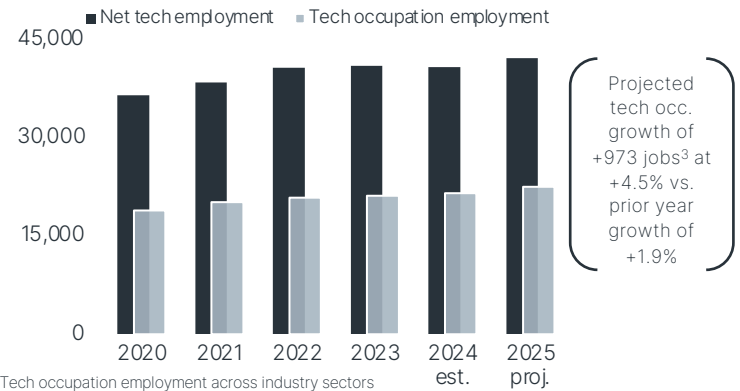
★ Supplemental metro report

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 2nd COST OF LIVING [vs. national benchmark²]
 - 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
 - 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



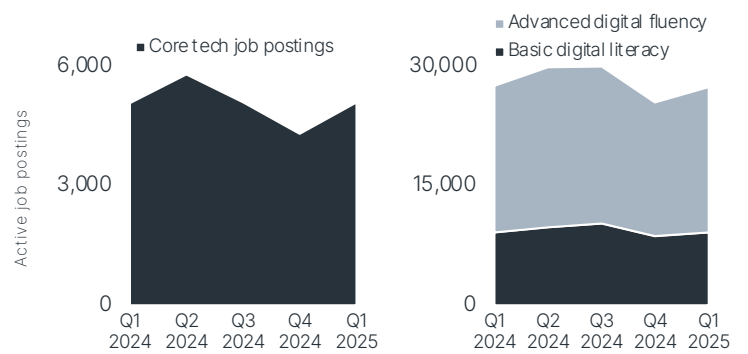
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,672 | 5.9% | 3.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 4,634 | 4.1% | 2.7x |
| Data Science, Data Analysts, Database, Machine Learning | 1,714 | 5.0% | 3.2x |
| Network Admin, Architects, Cloud Engineers, Support | 2,510 | 3.0% | 1.9x |
| Software Development, Programmers, Web, QA, AI | 6,395 | 6.4% | 4.2x |
| Tech Support, Help Desk, IT Specialists | 2,996 | 3.0% | 2.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

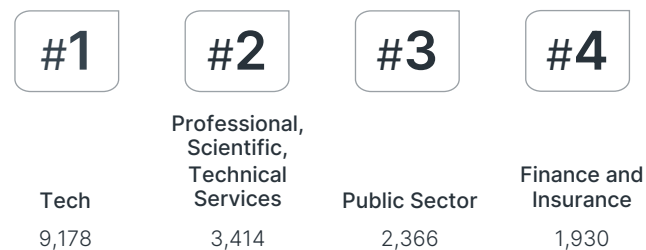
EMPLOYER HIRING INTENT VIA JOB POSTINGS



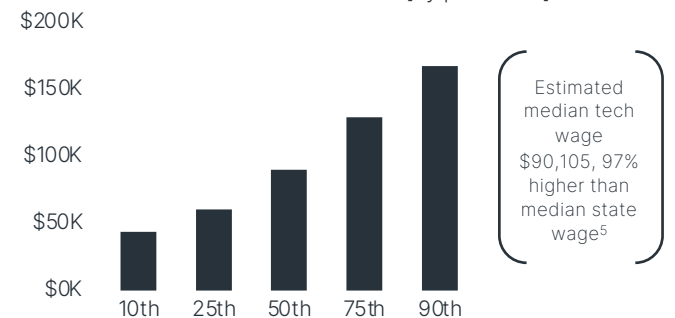
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

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

Illinois



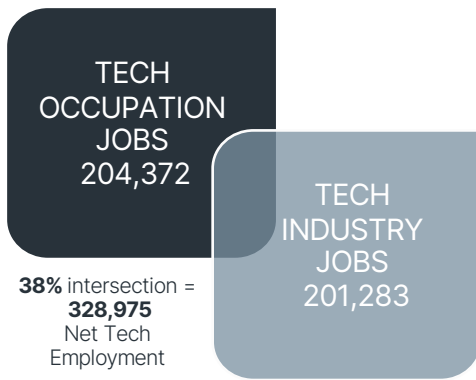
STATE OF TECHNOLOGY SUMMARY

- 328,975 NET TECH EMPLOYMENT¹
- 5.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 208,179 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$57.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 24,972 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 102,949 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 14,028 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

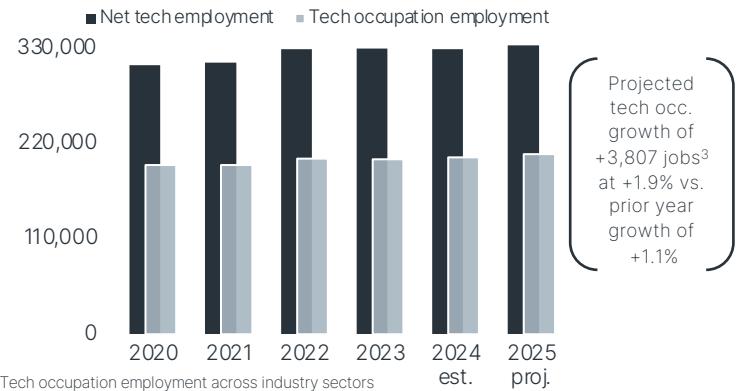
★ Supplemental metro report

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 2nd COST OF LIVING [vs. national benchmark²]
 - 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
 - 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



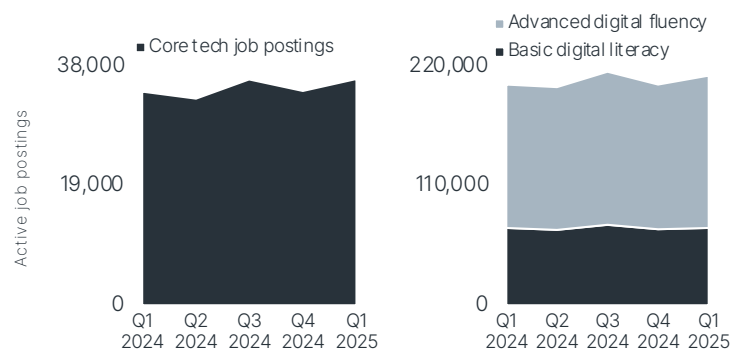
NET TECH EMPLOYMENT



TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 27,285 | 1.7% | 1.1x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 39,059 | 1.5% | 1.0x |
| Data Science, Data Analysts, Database, Machine Learning | 11,699 | 3.2% | 2.1x |
| Network Admin, Architects, Cloud Engineers, Support | 24,996 | 0.4% | 0.2x |
| Software Development, Programmers, Web, QA, AI | 67,180 | 3.0% | 1.9x |
| Tech Support, Help Desk, IT Specialists | 25,626 | 0.9% | 0.6x |

EMPLOYER HIRING INTENT VIA JOB POSTINGS



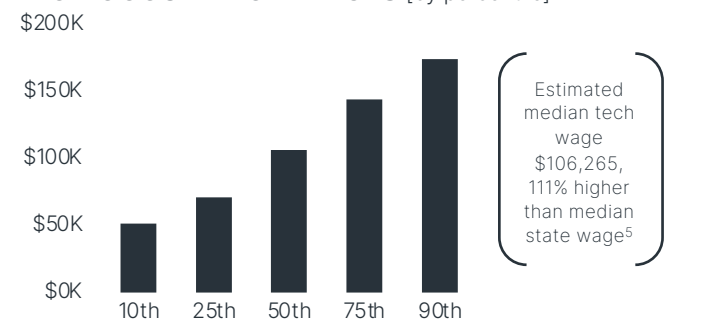
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

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, Technical Services | Finance and Insurance | Public Sector |
| 78,869 | 25,502 | 24,646 | 15,043 |

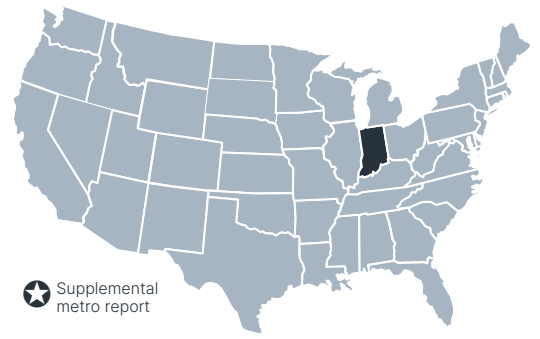
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

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

Indiana



STATE OF TECHNOLOGY SUMMARY

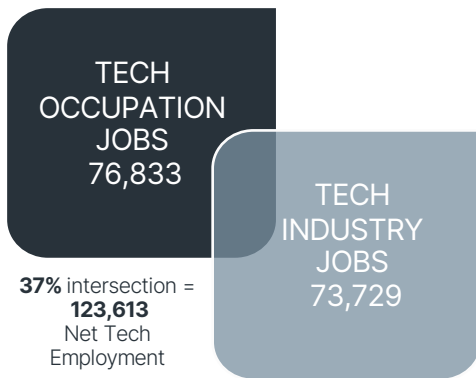
- 123,613 NET TECH EMPLOYMENT¹
- 3.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 79,017 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$17.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 10,597 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 30,378 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 3,623 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

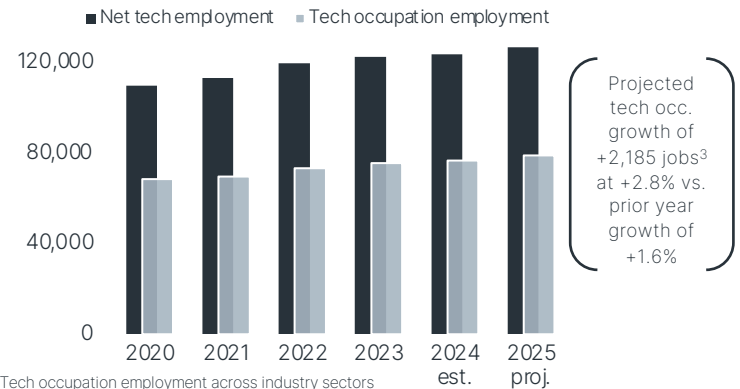
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



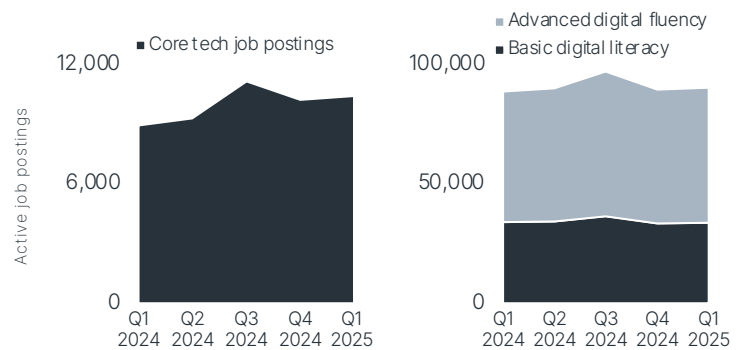
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 7,594 | 3.5% | 2.2x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 15,644 | 2.8% | 1.8x |
| Data Science, Data Analysts, Database, Machine Learning | 5,487 | 4.0% | 2.6x |
| Network Admin, Architects, Cloud Engineers, Support | 13,112 | 1.3% | 0.8x |
| Software Development, Programmers, Web, QA, AI | 18,528 | 4.7% | 3.0x |
| Tech Support, Help Desk, IT Specialists | 12,272 | 1.6% | 1.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



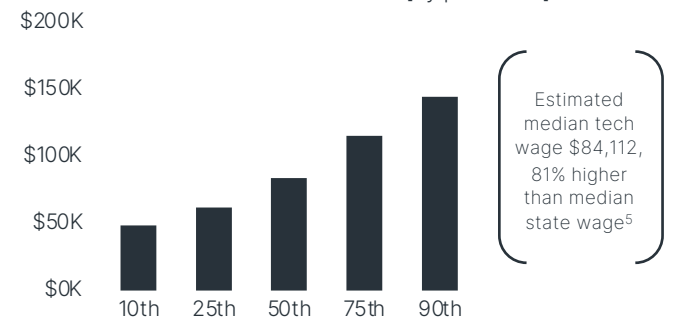
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

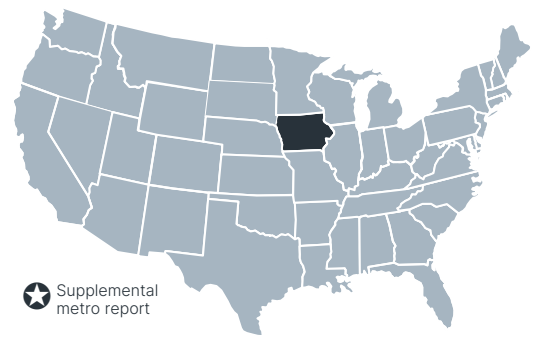
| #1 | #2 | #3 | #4 |
|--------|---------------|--|-----------------------|
| Tech | Public Sector | Professional, Scientific, Technical Services | Finance and Insurance |
| 28,037 | 8,233 | 7,685 | 7,214 |

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Iowa



STATE OF TECHNOLOGY SUMMARY

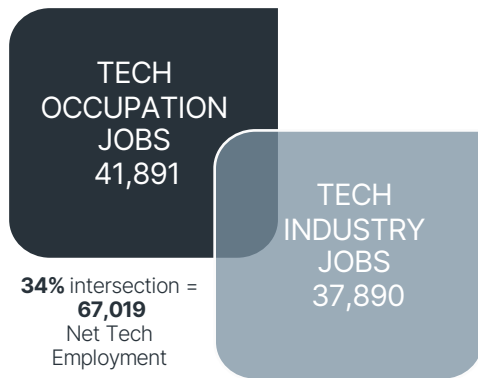
- 67,019 NET TECH EMPLOYMENT¹
- 4.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 42,869 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$9.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 5,677 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 23,090 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,235 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

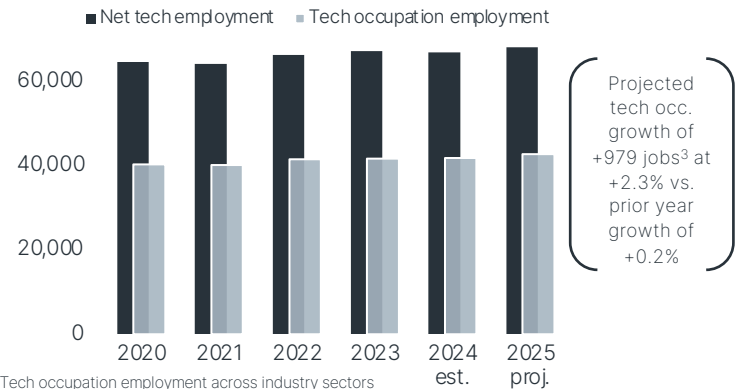
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 2nd COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



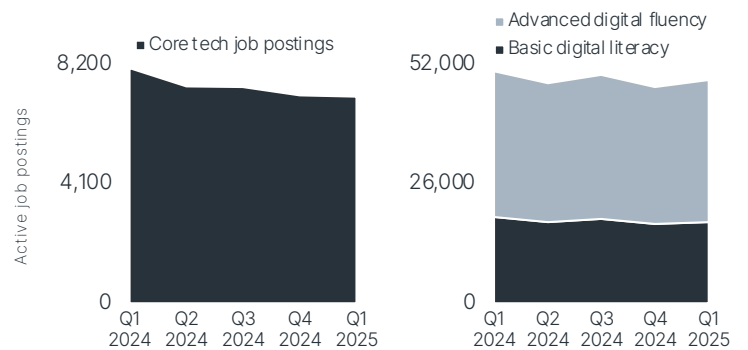
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 3,634 | 3.4% | 2.2x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 9,121 | 2.1% | 1.4x |
| Data Science, Data Analysts, Database, Machine Learning | 3,090 | 3.6% | 2.3x |
| Network Admin, Architects, Cloud Engineers, Support | 5,943 | 0.8% | 0.5x |
| Software Development, Programmers, Web, QA, AI | 12,448 | 3.3% | 2.2x |
| Tech Support, Help Desk, IT Specialists | 6,142 | 1.2% | 0.8x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

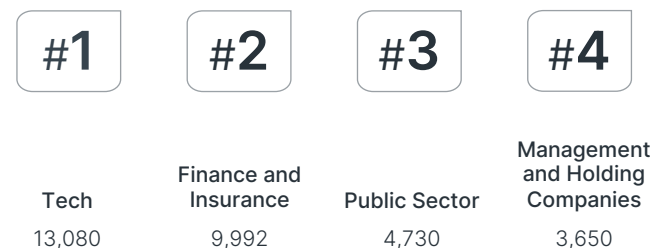
EMPLOYER HIRING INTENT VIA JOB POSTINGS



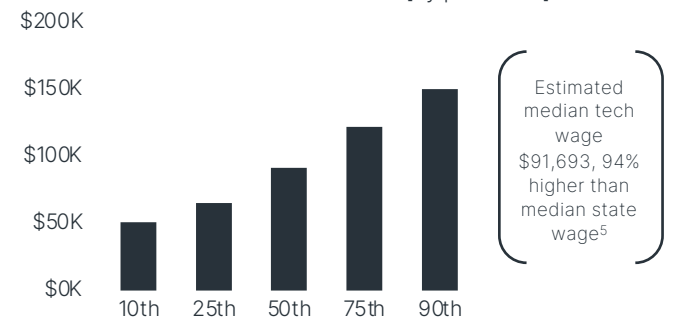
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

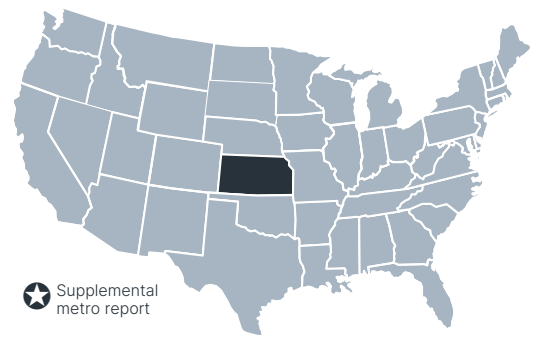


TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Kansas

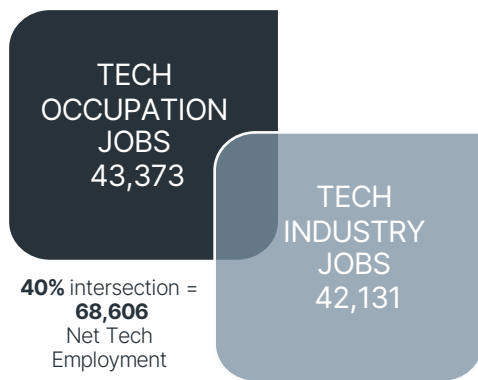


STATE OF TECHNOLOGY SUMMARY

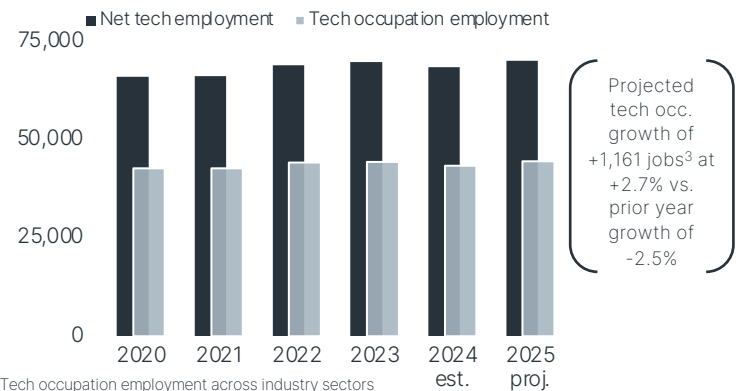
- 68,606 NET TECH EMPLOYMENT¹
- 4.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 44,534 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$10.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7,161 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 24,145 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 3,023 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 2nd COST OF LIVING [vs. national benchmark²]
 - 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
 - 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



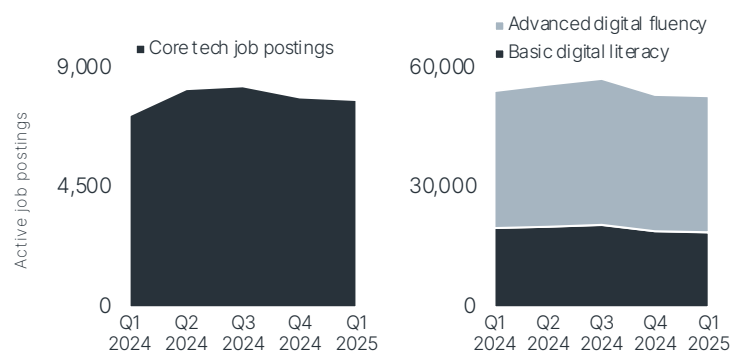
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 3,502 | 3.3% | 2.1x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 6,949 | 2.8% | 1.8x |
| Data Science, Data Analysts, Database, Machine Learning | 1,758 | 4.2% | 2.7x |
| Network Admin, Architects, Cloud Engineers, Support | 5,732 | 0.8% | 0.5x |
| Software Development, Programmers, Web, QA, AI | 18,211 | 3.4% | 2.2x |
| Tech Support, Help Desk, IT Specialists | 5,936 | 1.4% | 0.9x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

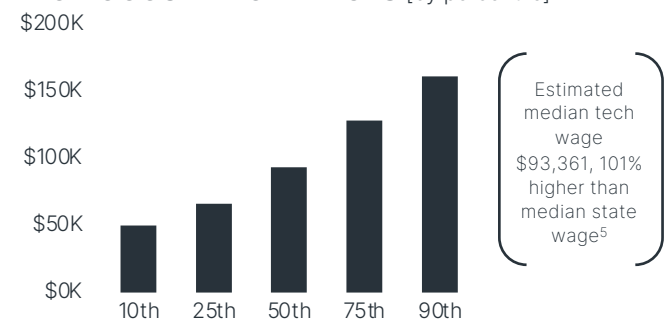
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|--|---------------|-----------------------|
| Tech | Professional, Scientific, Technical Services | Public Sector | Finance and Insurance |
| 17,545 | 4,977 | 4,888 | 4,402 |

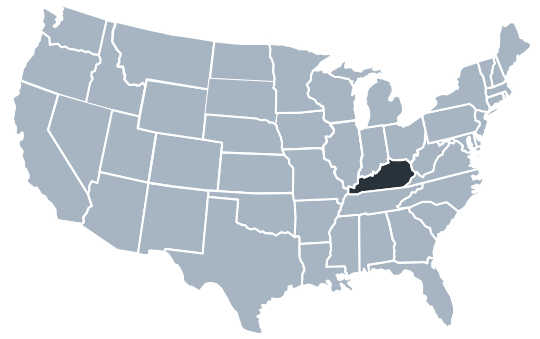
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Kentucky



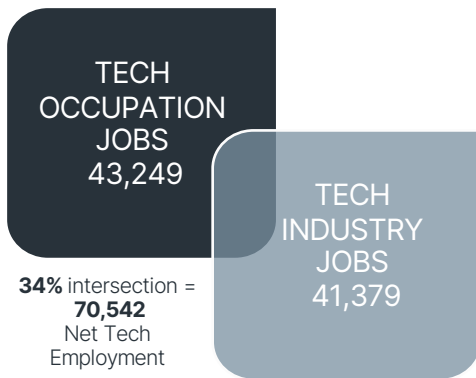
STATE OF TECHNOLOGY SUMMARY

- 70,542 NET TECH EMPLOYMENT¹
- 3.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 44,412 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$8.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 9,610 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 18,307 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,252 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

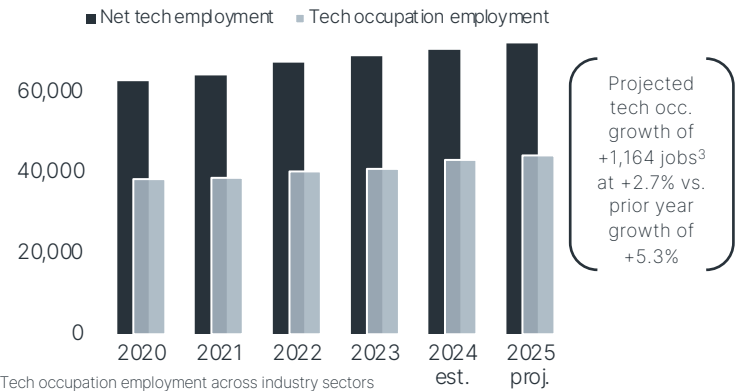
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



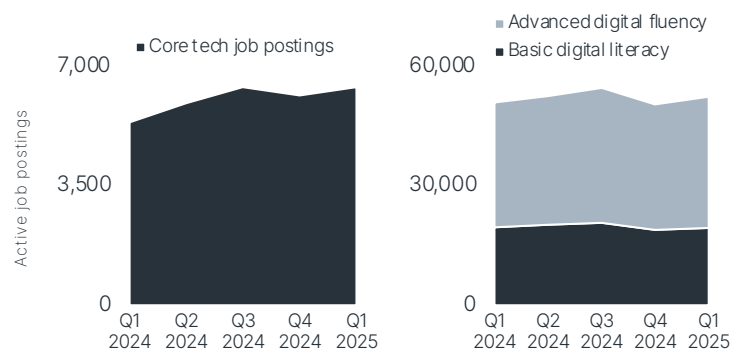
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 3,035 | 4.5% | 2.9x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 9,087 | 2.5% | 1.6x |
| Data Science, Data Analysts, Database, Machine Learning | 3,048 | 4.0% | 2.6x |
| Network Admin, Architects, Cloud Engineers, Support | 6,694 | 1.1% | 0.7x |
| Software Development, Programmers, Web, QA, AI | 10,901 | 4.4% | 2.9x |
| Tech Support, Help Desk, IT Specialists | 8,111 | 1.3% | 0.9x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

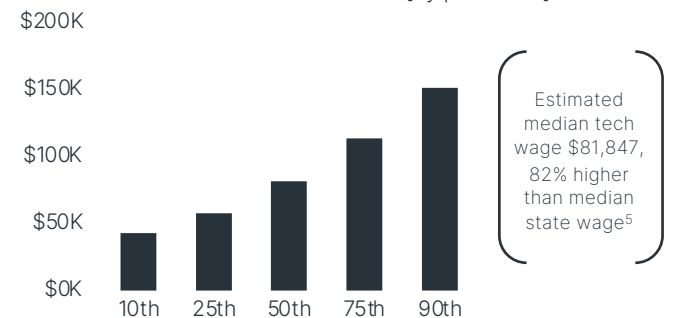
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|---------------|-----------------------|--|
| Tech | Public Sector | Finance and Insurance | Professional, Scientific, Technical Services |
| 14,560 | 5,450 | 4,455 | 4,148 |

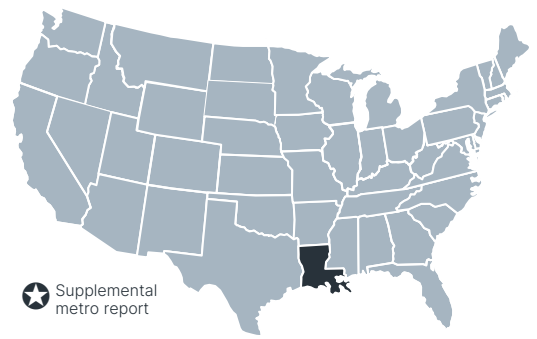
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Louisiana



STATE OF TECHNOLOGY SUMMARY

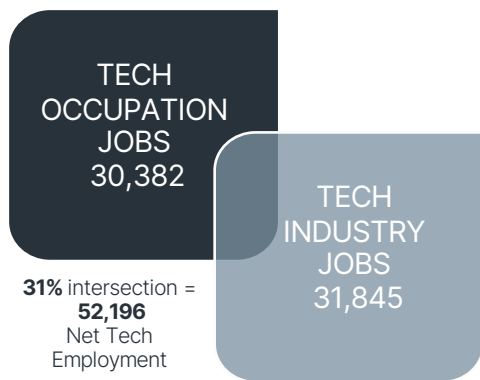
- 52,196 NET TECH EMPLOYMENT¹
- 2.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 31,382 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$6.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6,457 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 16,701 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,771 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

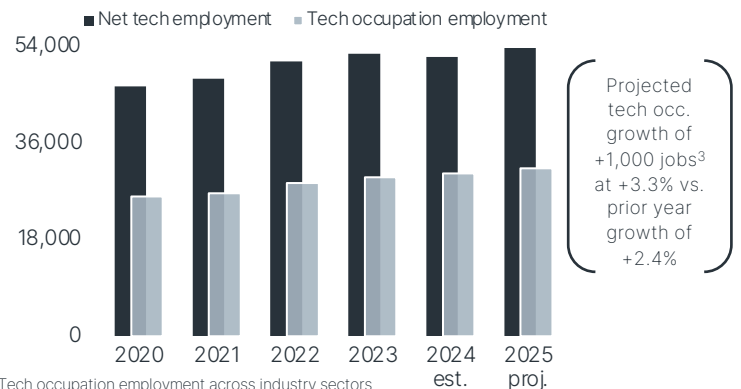
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 2nd COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



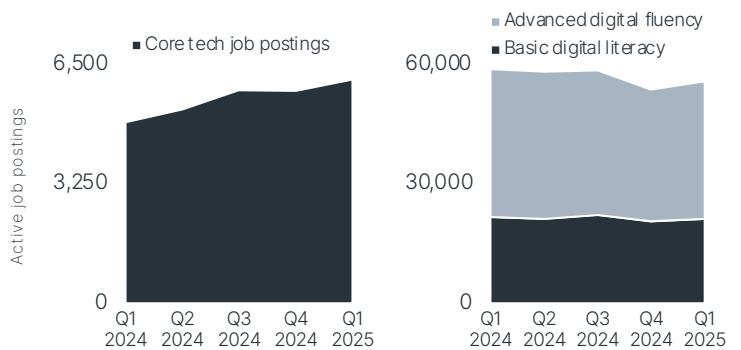
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 2,673 | 4.1% | 2.7x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 8,609 | 2.5% | 1.6x |
| Data Science, Data Analysts, Database, Machine Learning | 2,175 | 4.4% | 2.8x |
| Network Admin, Architects, Cloud Engineers, Support | 3,641 | 2.1% | 1.3x |
| Software Development, Programmers, Web, QA, AI | 7,431 | 5.4% | 3.5x |
| Tech Support, Help Desk, IT Specialists | 4,041 | 2.4% | 1.6x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

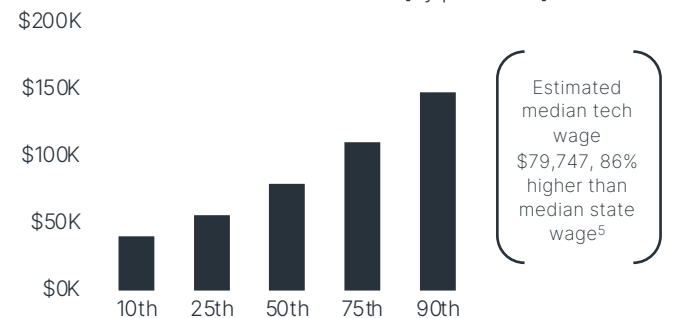
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|---------------|--|-----------------------|
| Tech | Public Sector | Professional, Scientific, Technical Services | Finance and Insurance |
| 10,455 | 4,402 | 3,485 | 2,648 |

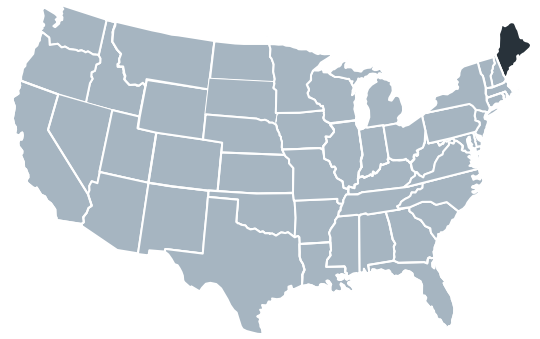
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Maine



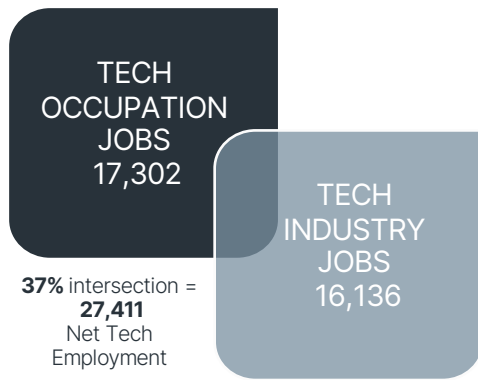
STATE OF TECHNOLOGY SUMMARY

- 27,411 NET TECH EMPLOYMENT¹
- 3.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 17,863 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$3.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4,203 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 9,124 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,438 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

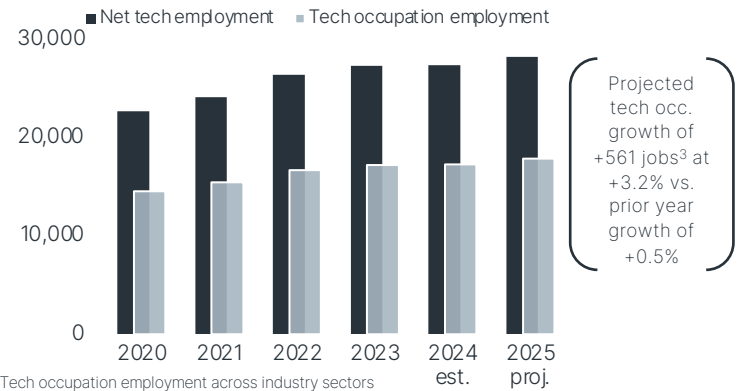
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



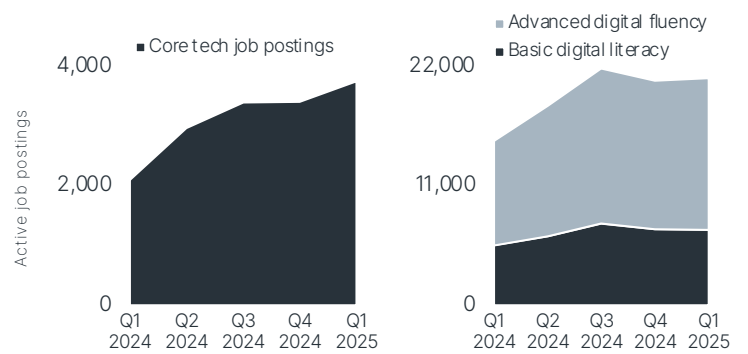
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,640 | 4.1% | 2.6x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 3,960 | 2.9% | 1.9x |
| Data Science, Data Analysts, Database, Machine Learning | 1,659 | 4.3% | 2.8x |
| Network Admin, Architects, Cloud Engineers, Support | 2,256 | 1.8% | 1.2x |
| Software Development, Programmers, Web, QA, AI | 4,130 | 5.0% | 3.2x |
| Tech Support, Help Desk, IT Specialists | 2,691 | 1.7% | 1.1x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

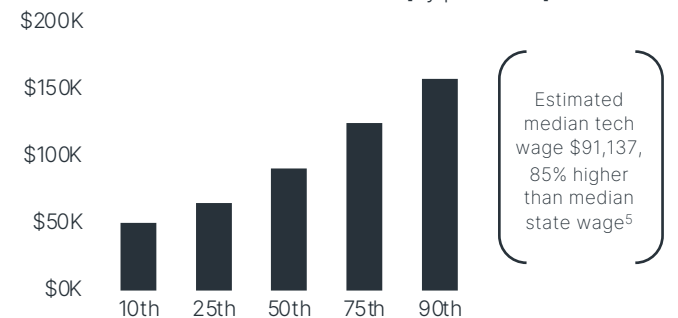
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



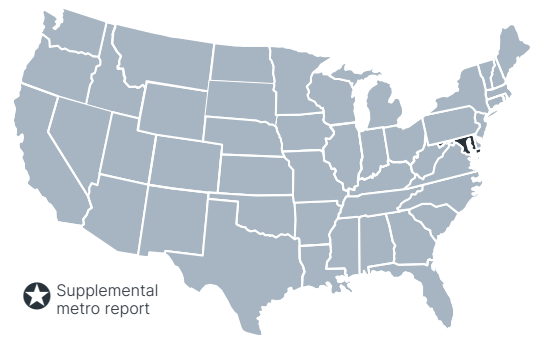
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Maryland

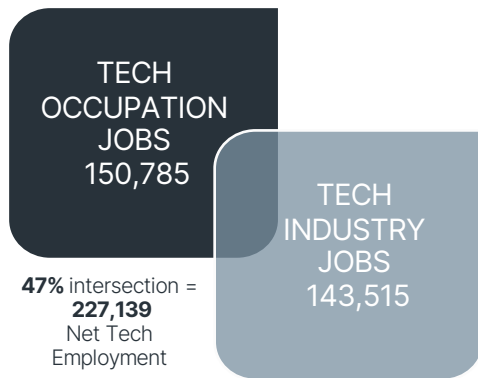


STATE OF TECHNOLOGY SUMMARY

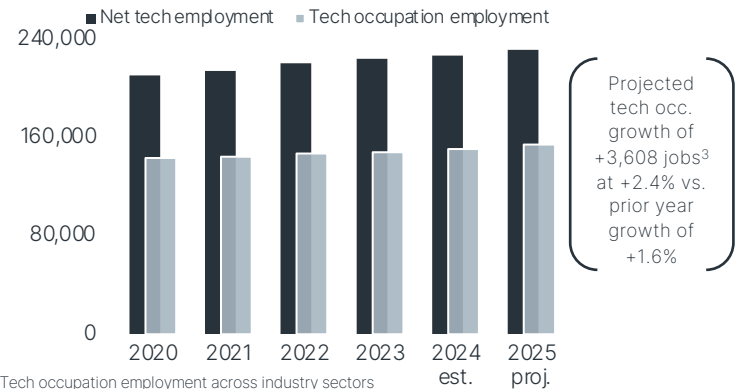
- 227,139 NET TECH EMPLOYMENT¹
- 7.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 154,392 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$38.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 17,309 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 77,517 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 7,596 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 4th COST OF LIVING [vs. national benchmark²]
 - 1st TECH WAGE PREMIUM [vs. prevailing median wage]
 - 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

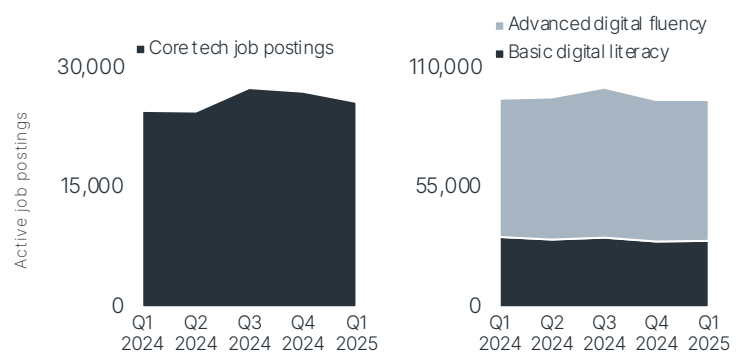


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 15,030 | 2.5% | 1.6x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 43,830 | 2.2% | 1.4x |
| Data Science, Data Analysts, Database, Machine Learning | 10,150 | 3.2% | 2.1x |
| Network Admin, Architects, Cloud Engineers, Support | 21,897 | 0.8% | 0.5x |
| Software Development, Programmers, Web, QA, AI | 43,725 | 3.4% | 2.2x |
| Tech Support, Help Desk, IT Specialists | 11,008 | 2.1% | 1.3x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

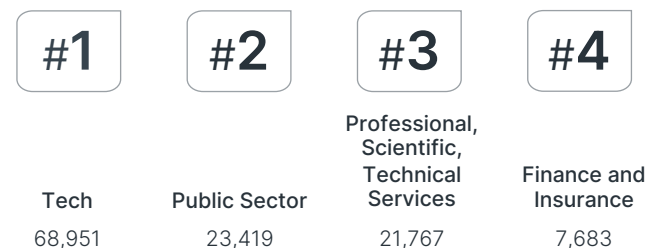
EMPLOYER HIRING INTENT VIA JOB POSTINGS



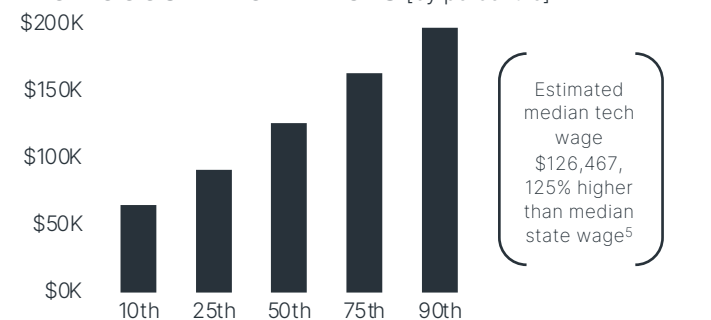
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

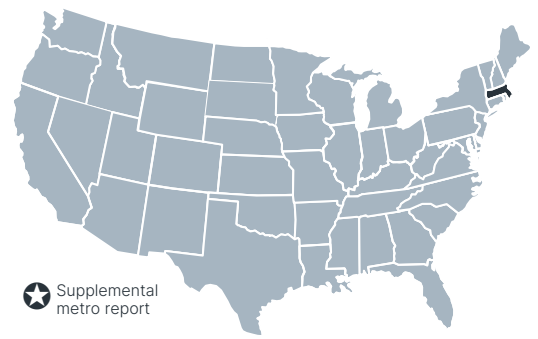


TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Massachusetts



Supplemental metro report

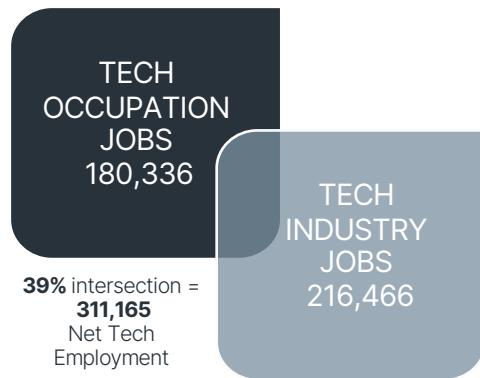
STATE OF TECHNOLOGY SUMMARY

- 311,165 NET TECH EMPLOYMENT¹
- 8.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 183,713 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$80.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 20,658 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 80,132 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 16,202 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

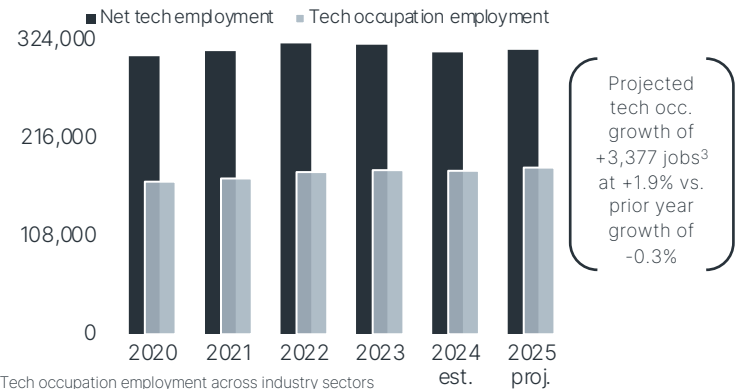
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



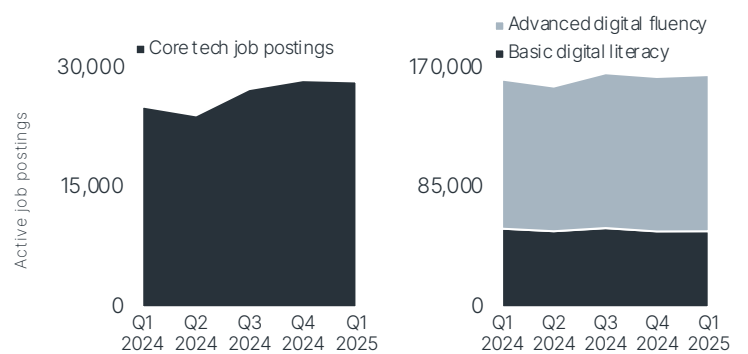
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 25,497 | 1.6% | 1.1x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 29,121 | 1.6% | 1.0x |
| Data Science, Data Analysts, Database, Machine Learning | 15,421 | 3.3% | 2.1x |
| Network Admin, Architects, Cloud Engineers, Support | 15,095 | 0.6% | 0.4x |
| Software Development, Programmers, Web, QA, AI | 67,829 | 2.4% | 1.6x |
| Tech Support, Help Desk, IT Specialists | 19,686 | 0.7% | 0.5x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

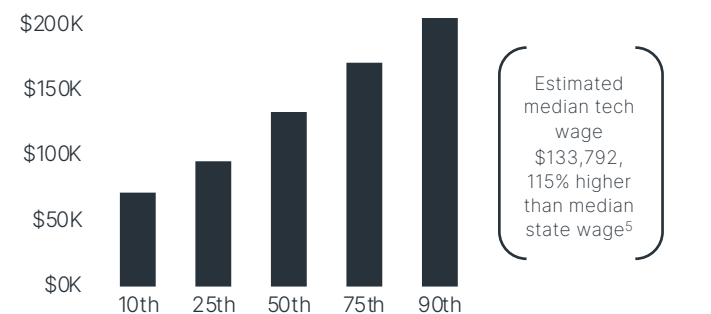
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|--|-----------------------|----------------------------------|
| Tech | Professional, Scientific, Technical Services | Finance and Insurance | Management and Holding Companies |
| 86,880 | 29,109 | 16,065 | 10,392 |

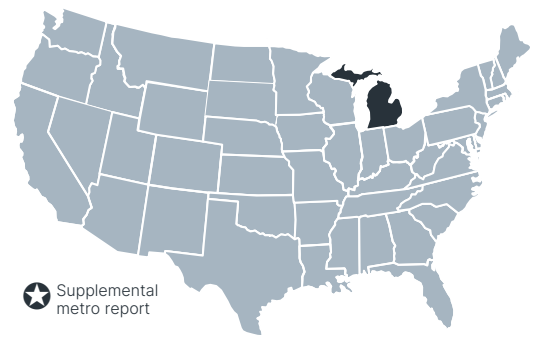
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Michigan



STATE OF TECHNOLOGY SUMMARY

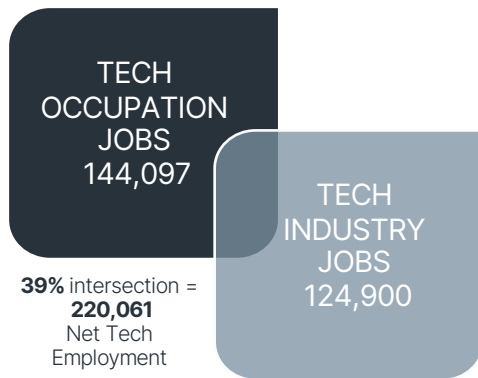
- 220,061 NET TECH EMPLOYMENT¹
- 4.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 146,507 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$29.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 20,505 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 63,048 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 6,295 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

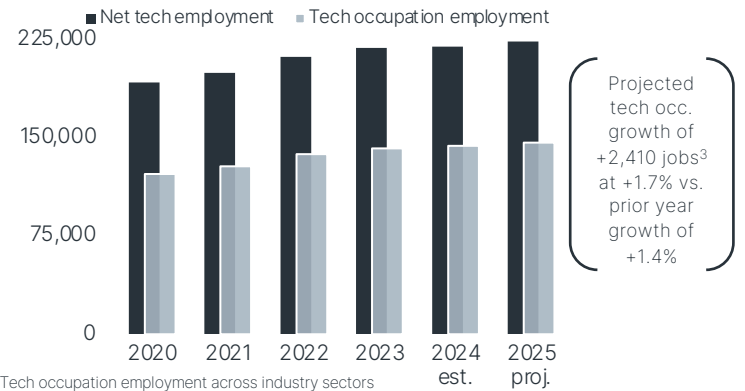
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



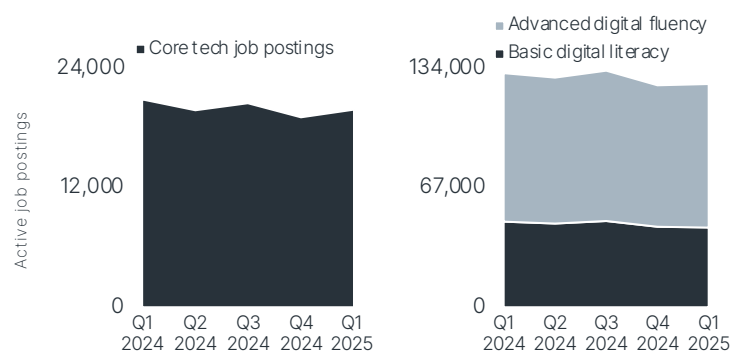
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 15,749 | 1.9% | 1.2x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 26,112 | 1.5% | 1.0x |
| Data Science, Data Analysts, Database, Machine Learning | 9,087 | 3.3% | 2.2x |
| Network Admin, Architects, Cloud Engineers, Support | 12,831 | 0.9% | 0.6x |
| Software Development, Programmers, Web, QA, AI | 53,218 | 2.2% | 1.4x |
| Tech Support, Help Desk, IT Specialists | 21,779 | 0.3% | 0.2x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

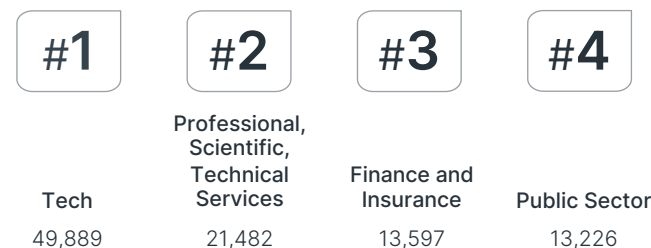
EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

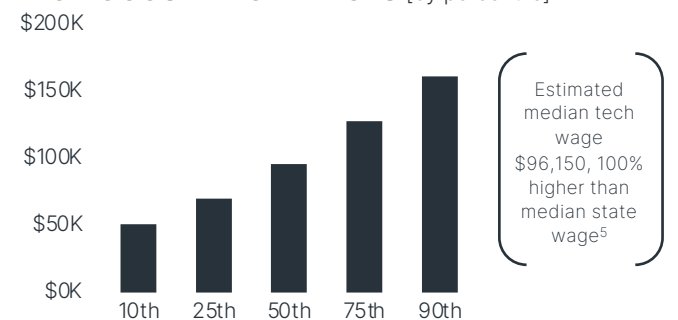
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



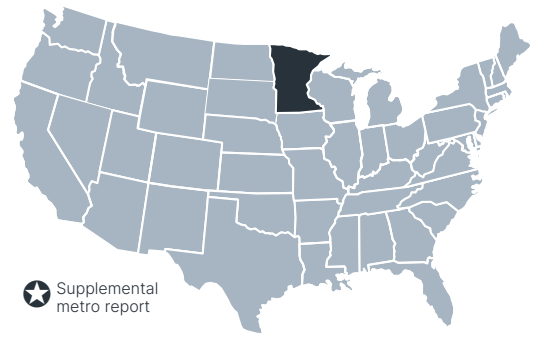
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Minnesota



STATE OF TECHNOLOGY SUMMARY

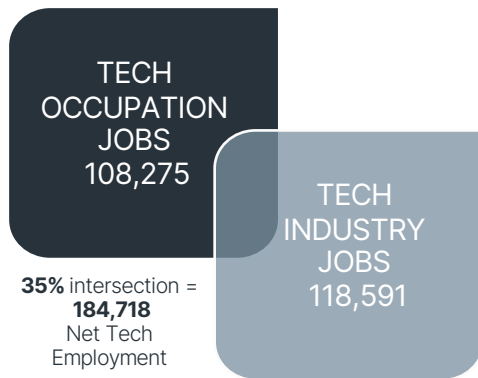
- 184,718 NET TECH EMPLOYMENT¹
- 5.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 110,044 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$29.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 15,204 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 42,629 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 5,356 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

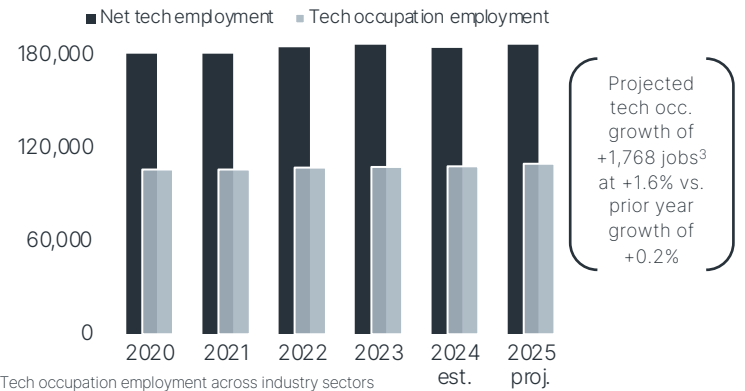
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



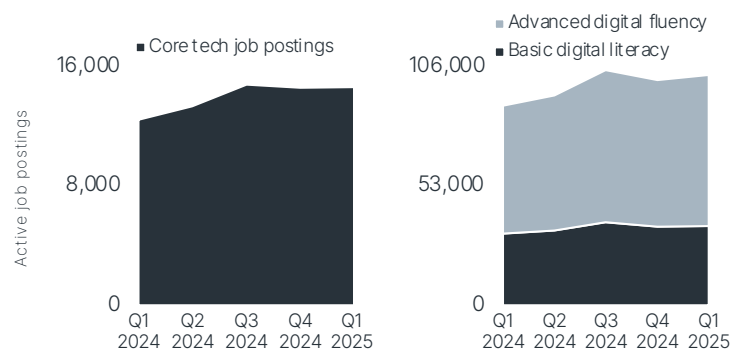
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 10,789 | 1.8% | 1.2x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 17,494 | 1.6% | 1.0x |
| Data Science, Data Analysts, Database, Machine Learning | 5,625 | 3.1% | 2.0x |
| Network Admin, Architects, Cloud Engineers, Support | 9,705 | 0.7% | 0.4x |
| Software Development, Programmers, Web, QA, AI | 46,116 | 2.1% | 1.3x |
| Tech Support, Help Desk, IT Specialists | 14,567 | 0.5% | 0.3x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

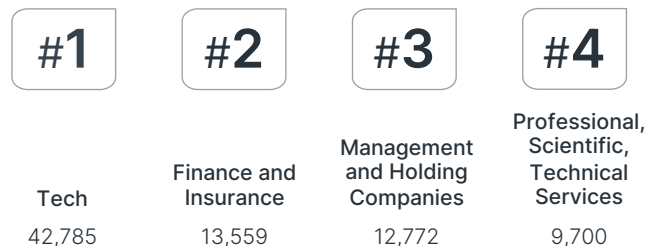
EMPLOYER HIRING INTENT VIA JOB POSTINGS



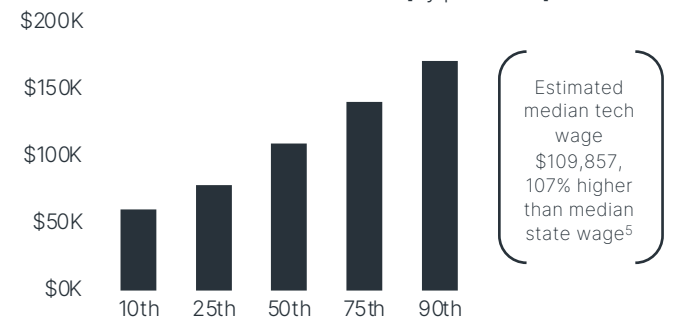
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



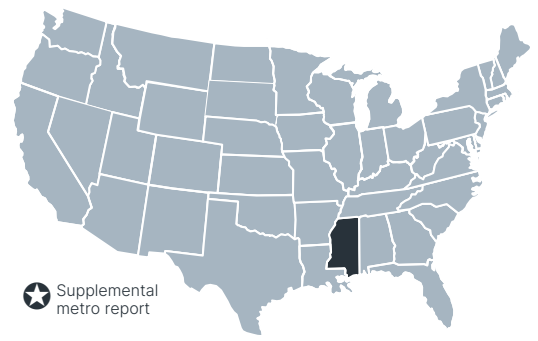
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

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

Mississippi



STATE OF TECHNOLOGY SUMMARY

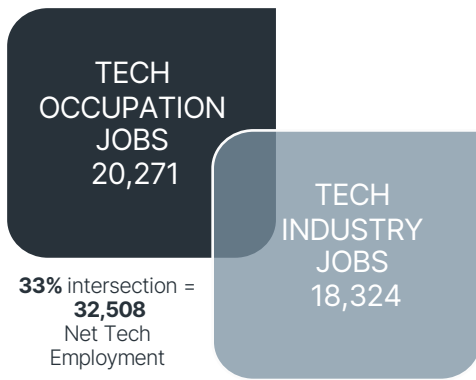
- 32,508 NET TECH EMPLOYMENT¹
- 2.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 21,003 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$3.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4,351 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 12,824 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,304 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

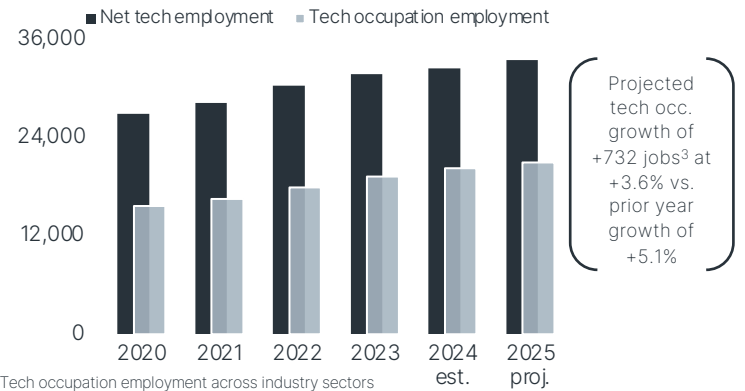
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

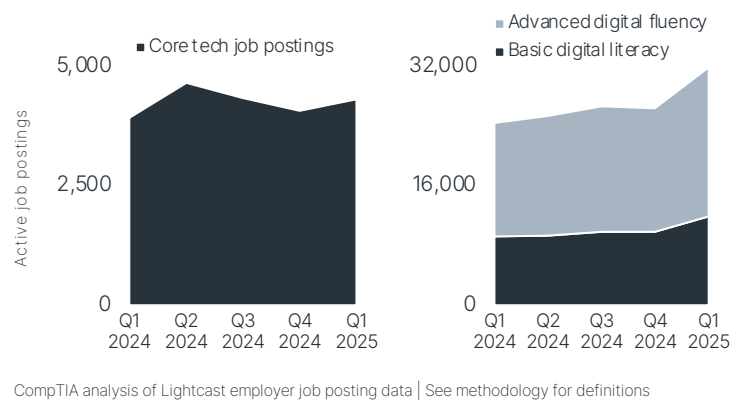


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,885 | 4.7% | 3.0x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 4,265 | 3.5% | 2.3x |
| Data Science, Data Analysts, Database, Machine Learning | 1,078 | 6.0% | 3.9x |
| Network Admin, Architects, Cloud Engineers, Support | 3,515 | 1.4% | 0.9x |
| Software Development, Programmers, Web, QA, AI | 4,963 | 5.7% | 3.7x |
| Tech Support, Help Desk, IT Specialists | 3,335 | 2.3% | 1.5x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

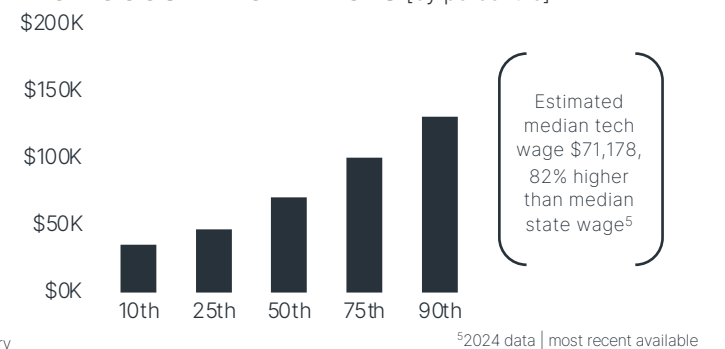


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

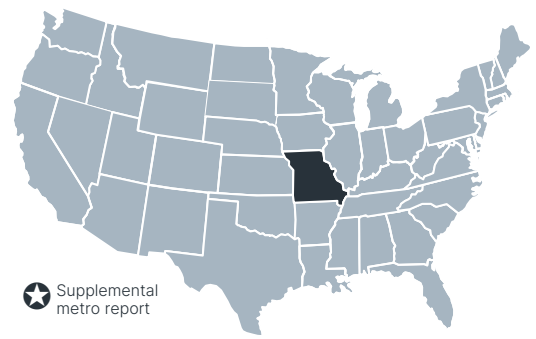
| #1 | #2 | #3 | #4 |
|-------|---------------|-----------------------|--|
| Tech | Public Sector | Finance and Insurance | Professional, Scientific, Technical Services |
| 6,416 | 3,937 | 1,803 | 1,594 |

TECH OCCUPATION WAGES [by percentile]



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

Missouri



STATE OF TECHNOLOGY SUMMARY

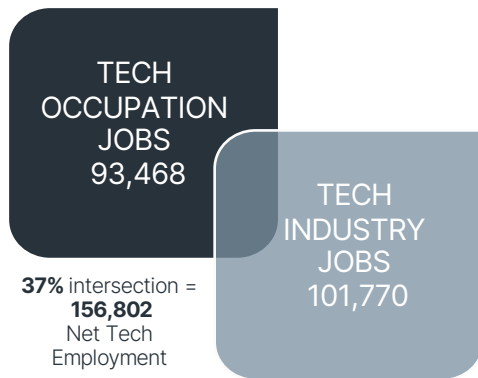
- 156,802 NET TECH EMPLOYMENT¹
- 5.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 95,326 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$24.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 13,380 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 40,463 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 4,362 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

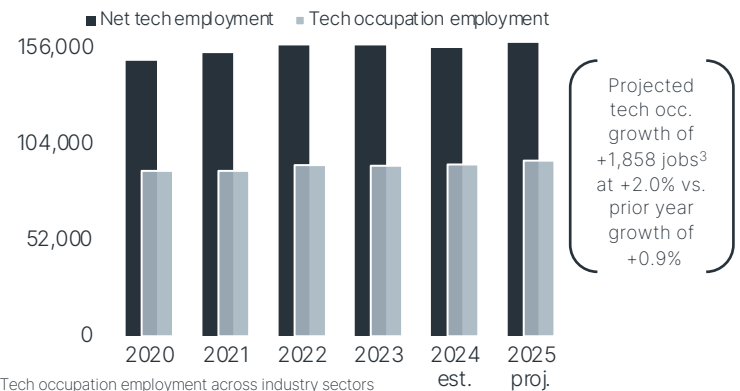
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



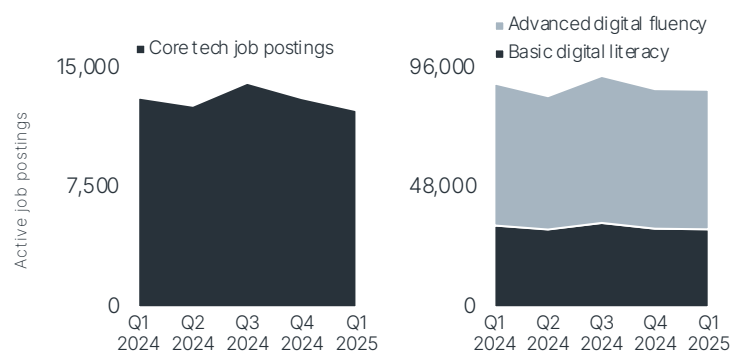
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 8,931 | 2.4% | 1.5x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 23,087 | 1.3% | 0.9x |
| Data Science, Data Analysts, Database, Machine Learning | 7,738 | 2.8% | 1.8x |
| Network Admin, Architects, Cloud Engineers, Support | 11,725 | 0.3% | 0.2x |
| Software Development, Programmers, Web, QA, AI | 23,283 | 4.0% | 2.6x |
| Tech Support, Help Desk, IT Specialists | 15,314 | 0.5% | 0.4x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

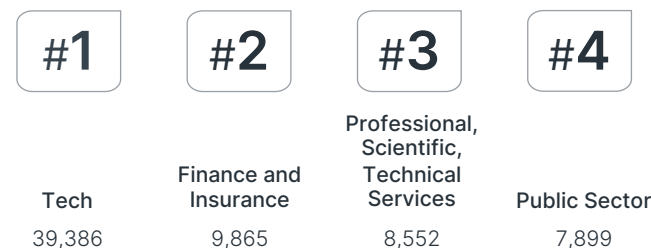
EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

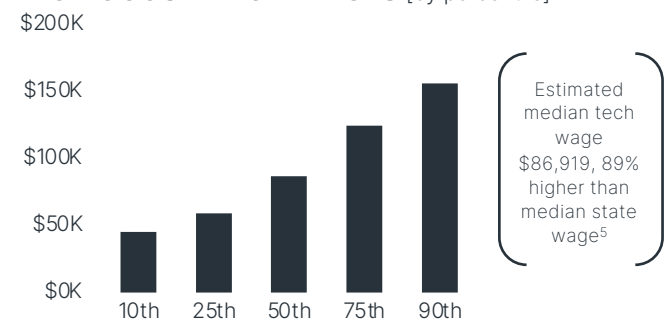
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



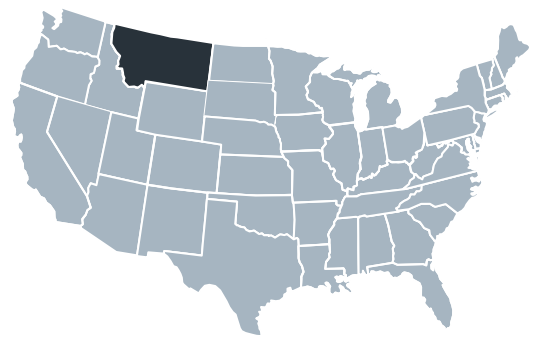
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Montana



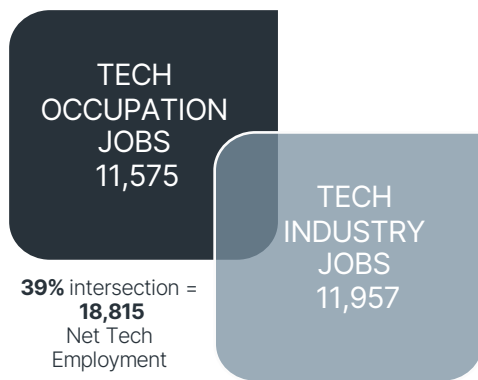
STATE OF TECHNOLOGY SUMMARY

- 18,815 NET TECH EMPLOYMENT¹
- 3.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 12,040 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$2.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3,730 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 9,149 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,382 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

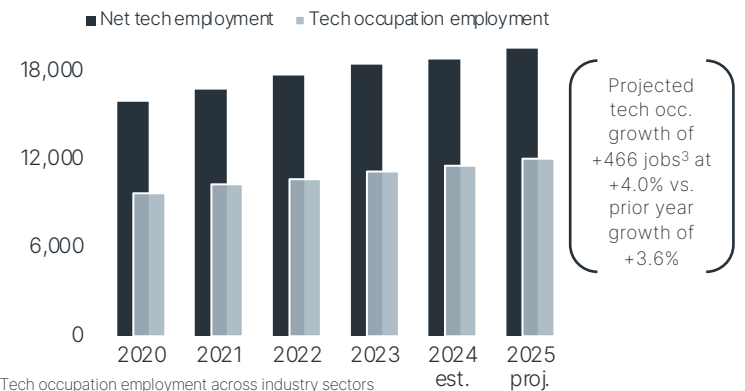
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



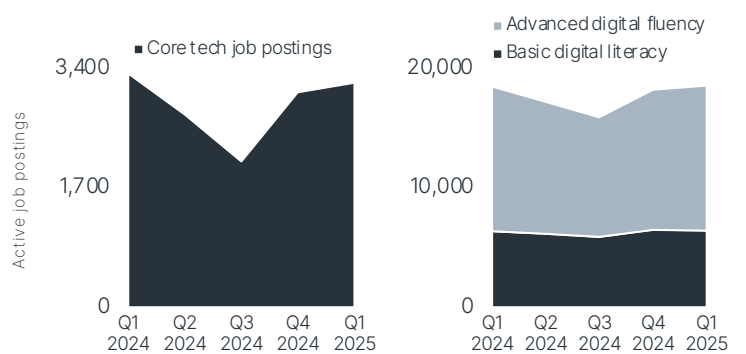
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,231 | 4.0% | 2.6x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 2,025 | 4.6% | 3.0x |
| Data Science, Data Analysts, Database, Machine Learning | 821 | 4.5% | 2.9x |
| Network Admin, Architects, Cloud Engineers, Support | 1,864 | 1.9% | 1.2x |
| Software Development, Programmers, Web, QA, AI | 3,235 | 5.9% | 3.8x |
| Tech Support, Help Desk, IT Specialists | 1,858 | 2.5% | 1.6x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

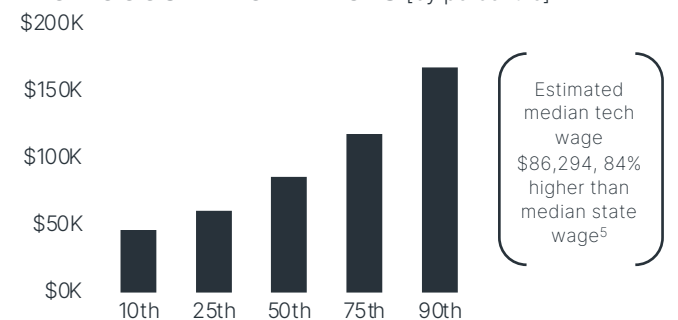
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|-------|---------------|--|-----------------------|
| Tech | Public Sector | Professional, Scientific, Technical Services | Finance and Insurance |
| 4,951 | 1,849 | 1,316 | 989 |

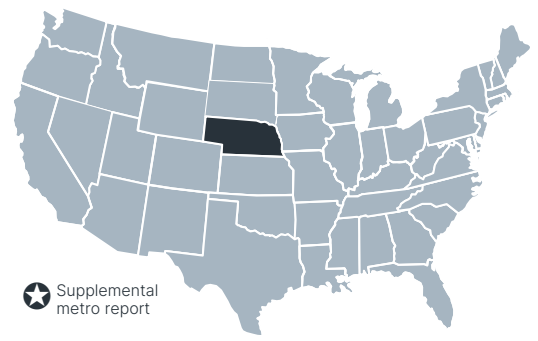
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Nebraska

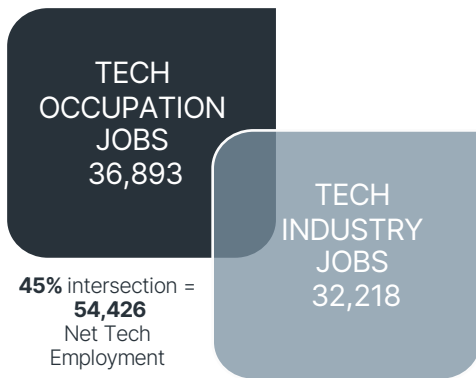


STATE OF TECHNOLOGY SUMMARY

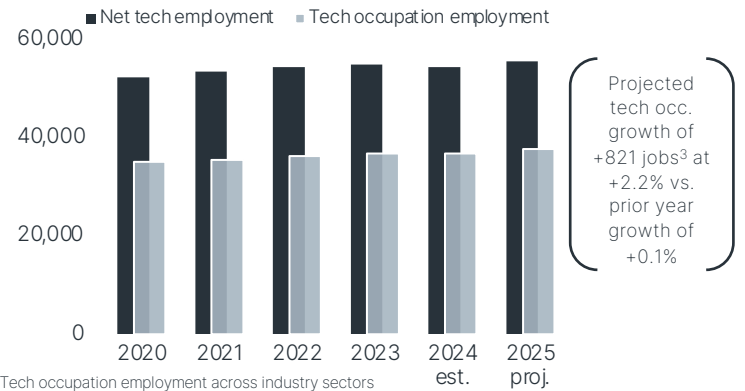
- 54,426 NET TECH EMPLOYMENT¹
- 5.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 37,714 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$7.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4,405 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 18,588 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,068 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 2nd COST OF LIVING [vs. national benchmark²]
 - 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
 - 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

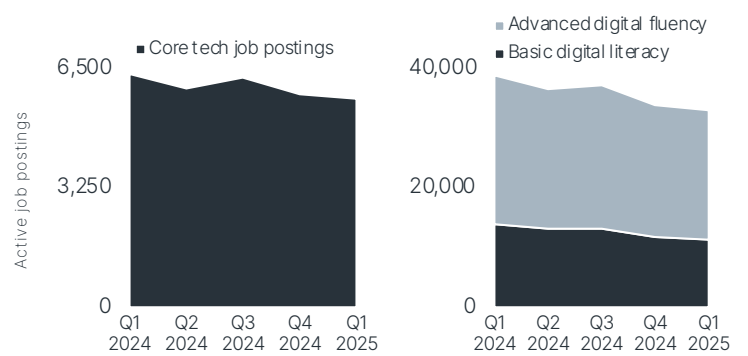


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 4,521 | 2.1% | 1.4x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 6,080 | 2.3% | 1.5x |
| Data Science, Data Analysts, Database, Machine Learning | 2,947 | 2.5% | 1.6x |
| Network Admin, Architects, Cloud Engineers, Support | 4,318 | 0.8% | 0.5x |
| Software Development, Programmers, Web, QA, AI | 12,382 | 3.2% | 2.1x |
| Tech Support, Help Desk, IT Specialists | 4,808 | 1.3% | 0.8x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

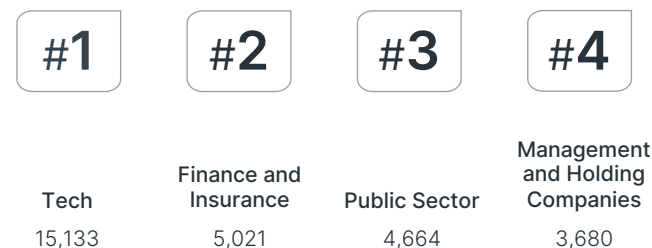
EMPLOYER HIRING INTENT VIA JOB POSTINGS



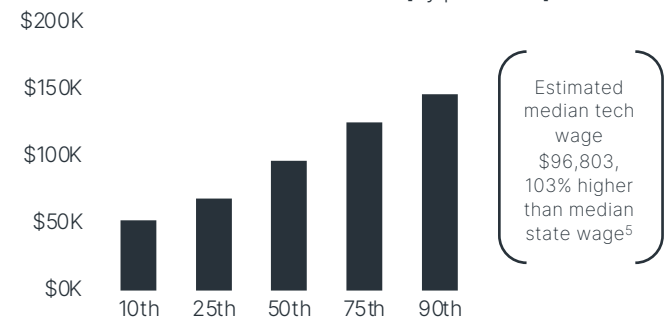
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

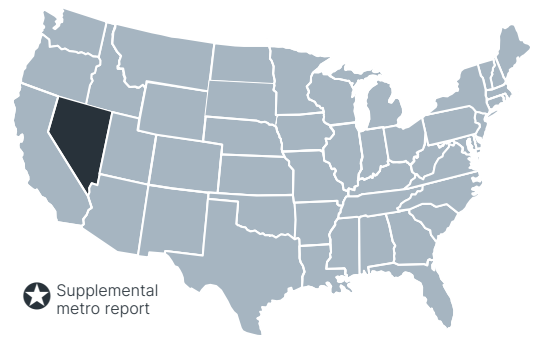


TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Nevada



STATE OF TECHNOLOGY SUMMARY

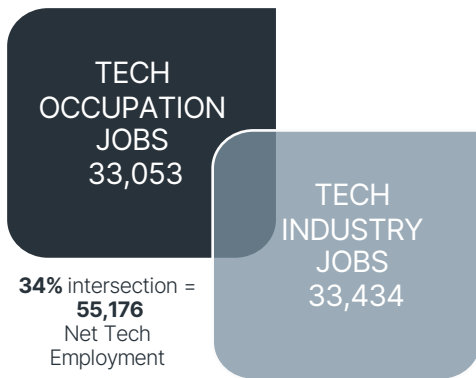
- 55,176 NET TECH EMPLOYMENT¹
- 3.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 34,846 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$10.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 5,923 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 19,960 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,150 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

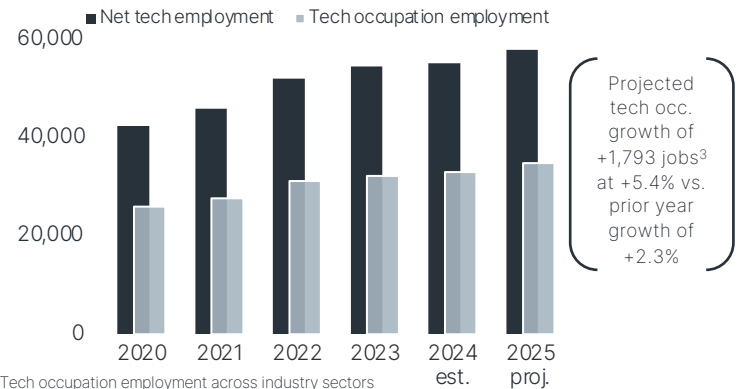
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

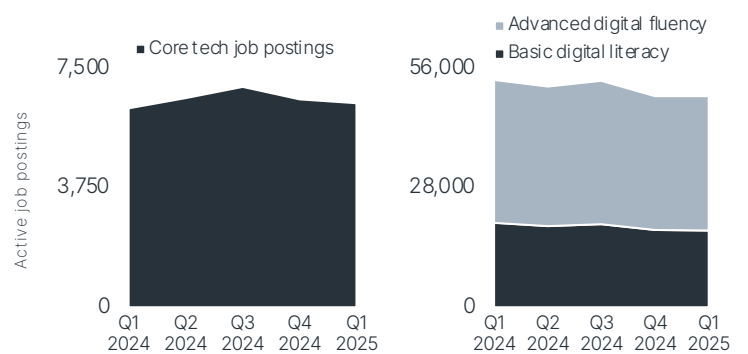


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 3,203 | 6.4% | 4.1x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 8,021 | 4.9% | 3.2x |
| Data Science, Data Analysts, Database, Machine Learning | 2,252 | 6.6% | 4.2x |
| Network Admin, Architects, Cloud Engineers, Support | 4,037 | 3.6% | 2.3x |
| Software Development, Programmers, Web, QA, AI | 7,035 | 8.9% | 5.8x |
| Tech Support, Help Desk, IT Specialists | 6,663 | 3.1% | 2.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

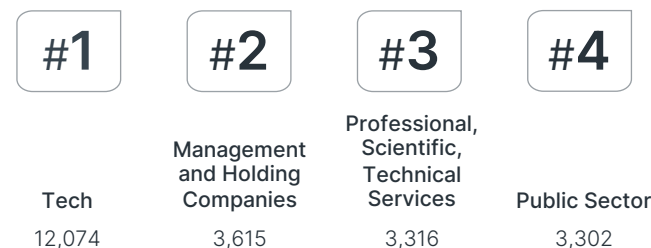
EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

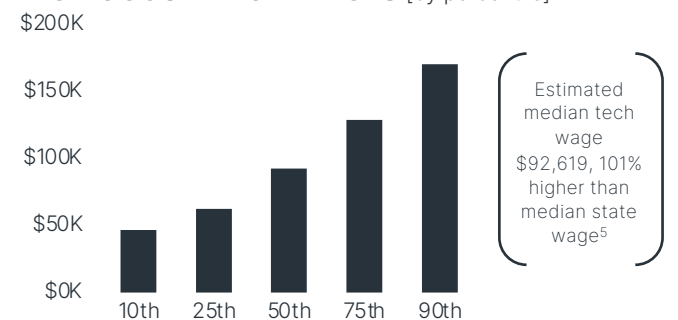
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



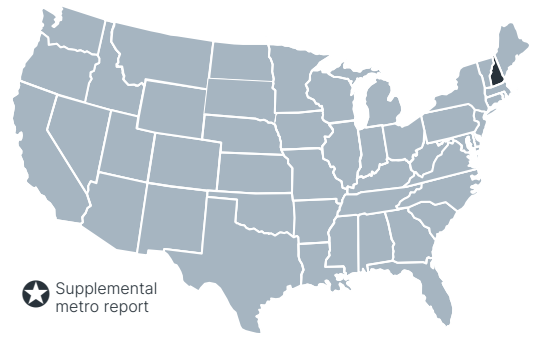
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

New Hampshire



STATE OF TECHNOLOGY SUMMARY

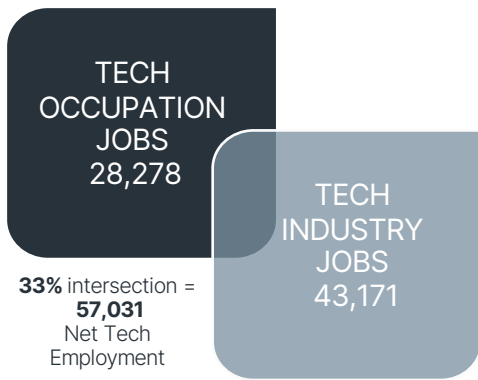
- 57,031 NET TECH EMPLOYMENT¹
- 7.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 29,172 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$12.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6,843 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 13,872 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,658 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

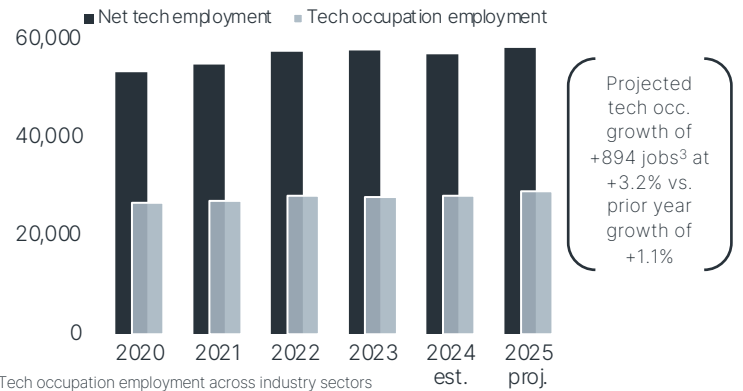
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

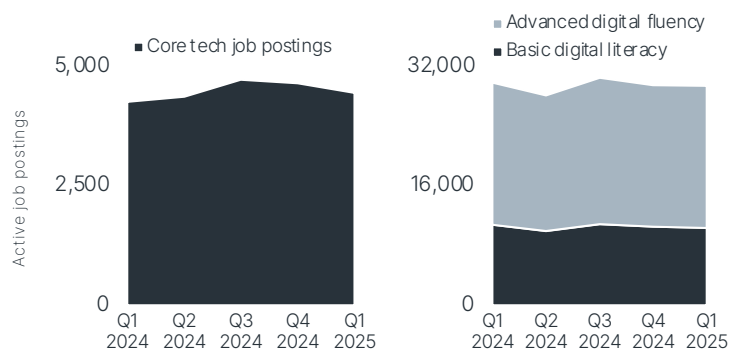


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 4,215 | 2.8% | 1.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 4,527 | 3.4% | 2.2x |
| Data Science, Data Analysts, Database, Machine Learning | 1,517 | 4.7% | 3.0x |
| Network Admin, Architects, Cloud Engineers, Support | 3,562 | 1.7% | 1.1x |
| Software Development, Programmers, Web, QA, AI | 9,814 | 4.1% | 2.6x |
| Tech Support, Help Desk, IT Specialists | 3,474 | 2.1% | 1.4x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

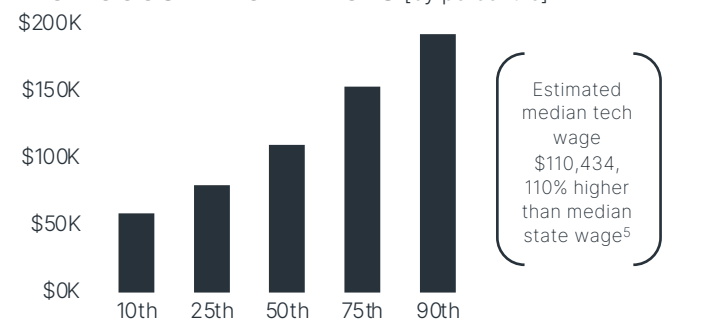


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|--|-----------------------|---------------|
| Tech | Professional, Scientific, Technical Services | Finance and Insurance | Public Sector |
| 14,950 | 2,550 | 2,090 | 1,649 |

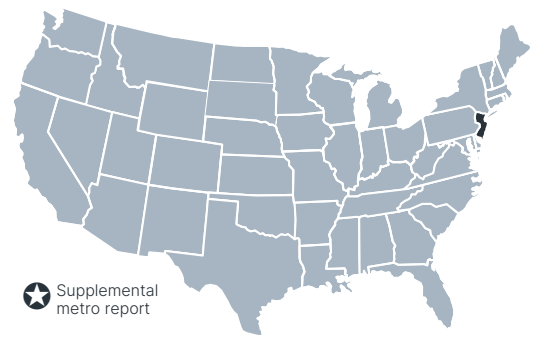
TECH OCCUPATION WAGES [by percentile]



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

⁵2024 data | most recent available

New Jersey



STATE OF TECHNOLOGY SUMMARY

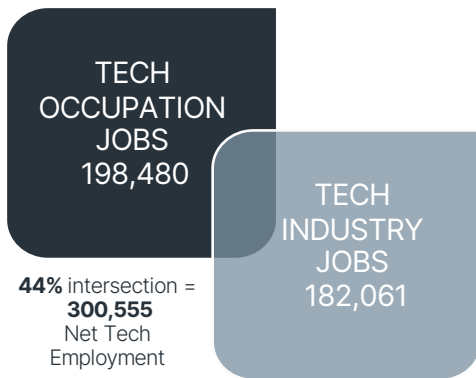
- 300,555 NET TECH EMPLOYMENT¹
- 6.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 202,696 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$57.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 17,002 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 80,489 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 10,860 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

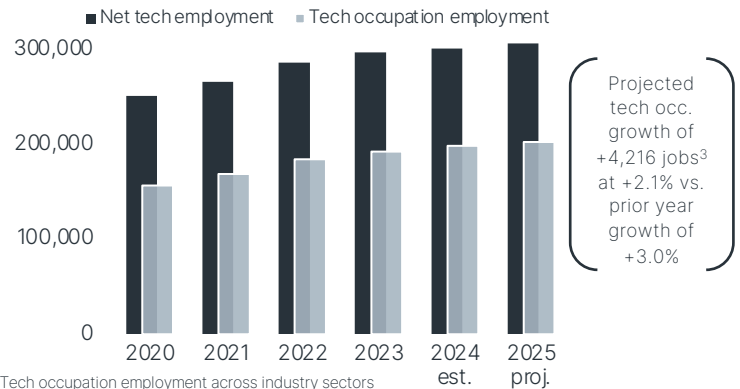
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



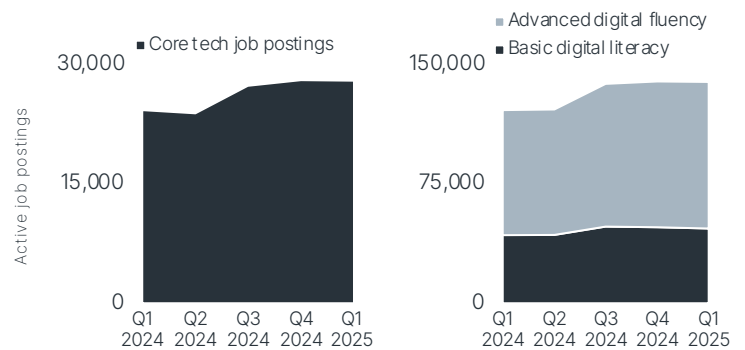
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 33,465 | 1.7% | 1.1x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 35,337 | 1.9% | 1.2x |
| Data Science, Data Analysts, Database, Machine Learning | 11,537 | 3.3% | 2.1x |
| Network Admin, Architects, Cloud Engineers, Support | 20,709 | 0.8% | 0.5x |
| Software Development, Programmers, Web, QA, AI | 71,088 | 3.0% | 1.9x |
| Tech Support, Help Desk, IT Specialists | 20,002 | 1.3% | 0.9x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

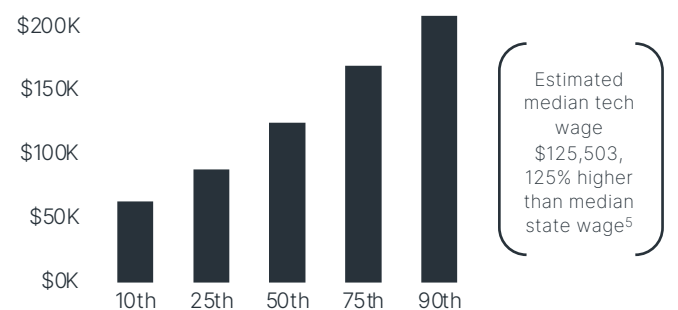
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|--|-----------------------|----------------------------------|
| Tech | Professional, Scientific, Technical Services | Finance and Insurance | Management and Holding Companies |
| 82,419 | 24,360 | 17,830 | 13,635 |

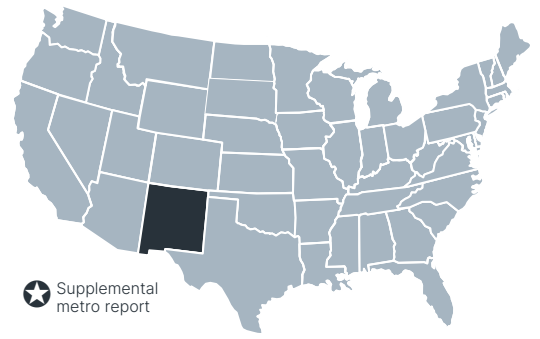
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

New Mexico



STATE OF TECHNOLOGY SUMMARY

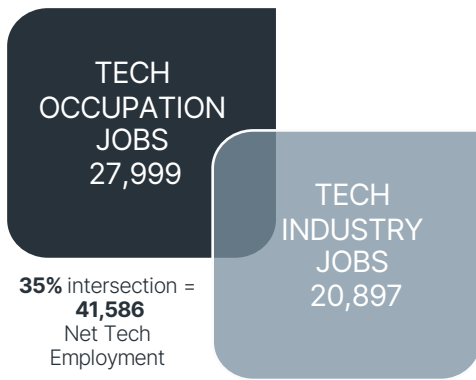
- 41,586 NET TECH EMPLOYMENT¹
- 4.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 28,917 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$5.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3,741 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 14,185 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,724 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

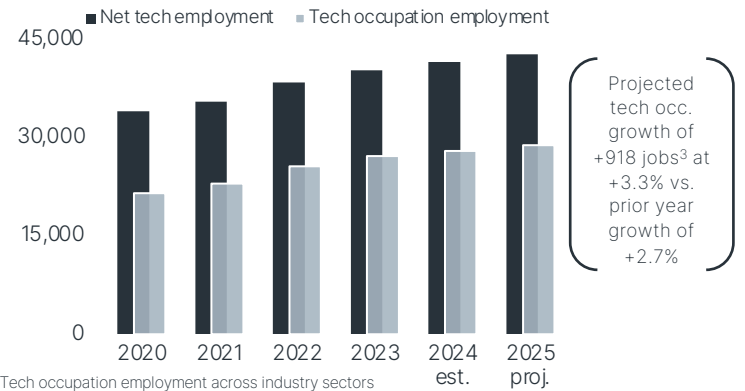
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 2nd COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



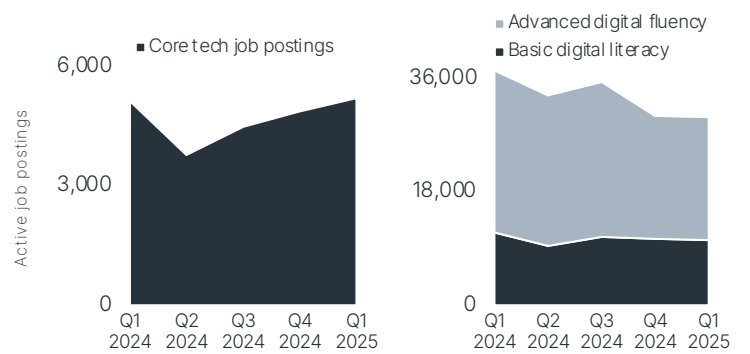
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,486 | 5.2% | 3.4x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 5,410 | 3.5% | 2.3x |
| Data Science, Data Analysts, Database, Machine Learning | 2,324 | 4.5% | 2.9x |
| Network Admin, Architects, Cloud Engineers, Support | 3,364 | 1.6% | 1.0x |
| Software Development, Programmers, Web, QA, AI | 7,590 | 4.9% | 3.2x |
| Tech Support, Help Desk, IT Specialists | 4,139 | 1.5% | 1.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



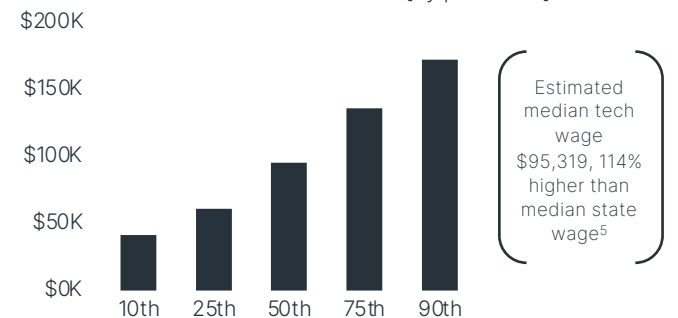
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--|-------|---------------|-----------------------|
| Professional, Scientific, Technical Services | Tech | Public Sector | Finance and Insurance |
| 9,233 | 7,600 | 5,101 | 1,521 |

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

New York



STATE OF TECHNOLOGY SUMMARY

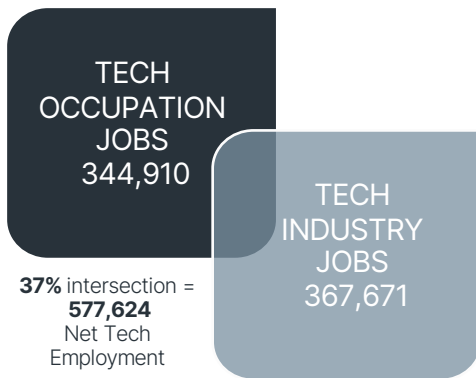
- 577,624 NET TECH EMPLOYMENT¹
- 5.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 355,176 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$161.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 30,667 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 114,751 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 21,061 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

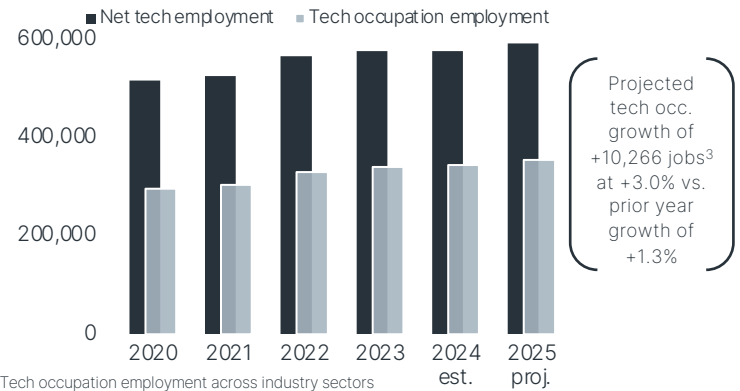
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



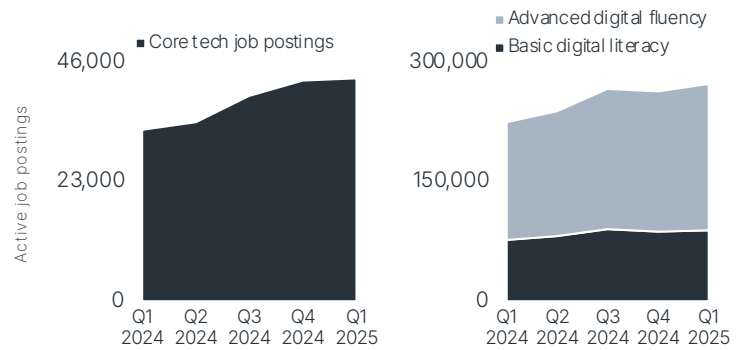
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 41,055 | 2.8% | 1.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 41,889 | 3.4% | 2.2x |
| Data Science, Data Analysts, Database, Machine Learning | 29,068 | 3.8% | 2.5x |
| Network Admin, Architects, Cloud Engineers, Support | 35,137 | 1.3% | 0.9x |
| Software Development, Programmers, Web, QA, AI | 132,129 | 3.8% | 2.5x |
| Tech Support, Help Desk, IT Specialists | 41,797 | 1.7% | 1.1x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

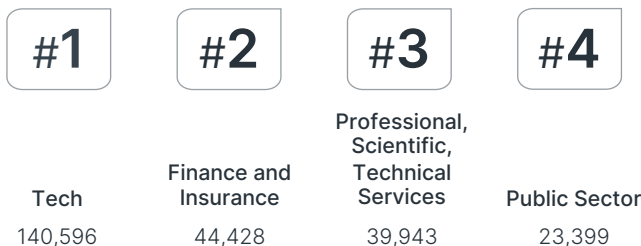
EMPLOYER HIRING INTENT VIA JOB POSTINGS



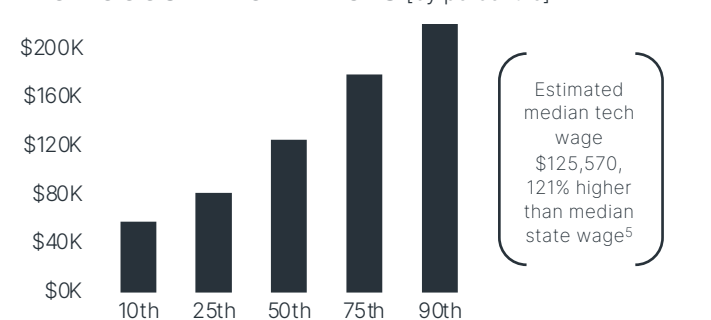
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

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

North Carolina



STATE OF TECHNOLOGY SUMMARY

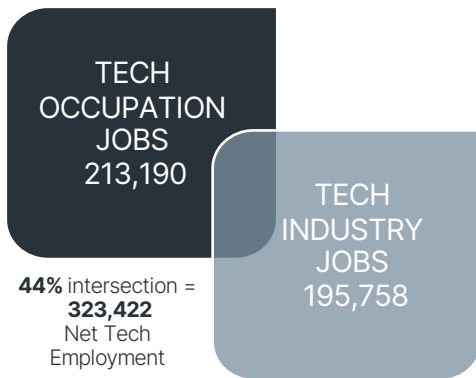
- 323,422 NET TECH EMPLOYMENT¹
- 6.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 221,472 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$51.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 26,106 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 88,450 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 9,292 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

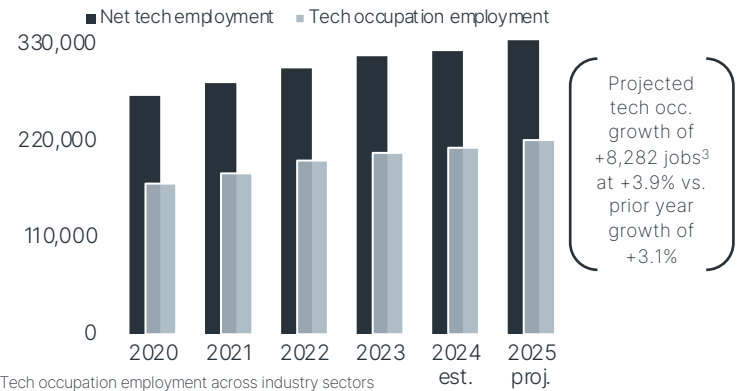
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



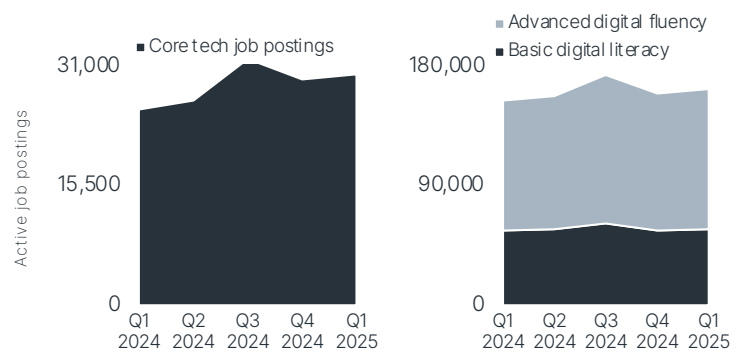
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 24,150 | 3.9% | 2.5x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 45,924 | 3.3% | 2.1x |
| Data Science, Data Analysts, Database, Machine Learning | 16,970 | 4.6% | 3.0x |
| Network Admin, Architects, Cloud Engineers, Support | 23,901 | 2.5% | 1.6x |
| Software Development, Programmers, Web, QA, AI | 71,624 | 5.0% | 3.2x |
| Tech Support, Help Desk, IT Specialists | 21,721 | 2.8% | 1.8x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



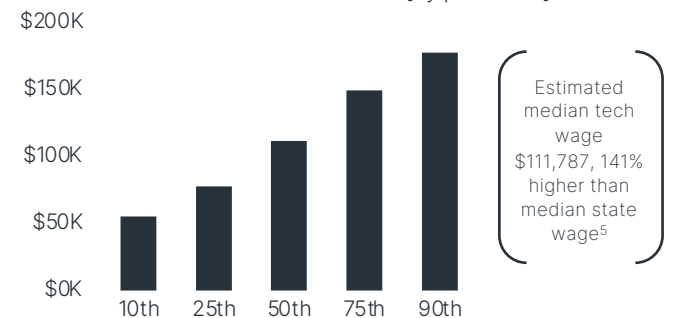
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|-----------------------|--|---------------|
| Tech | Finance and Insurance | Professional, Scientific, Technical Services | Public Sector |
| 89,509 | 25,134 | 24,641 | 16,709 |

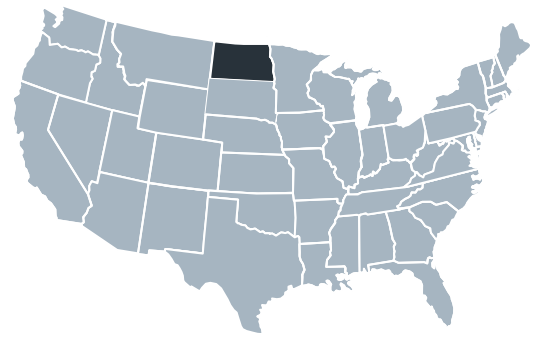
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

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

North Dakota



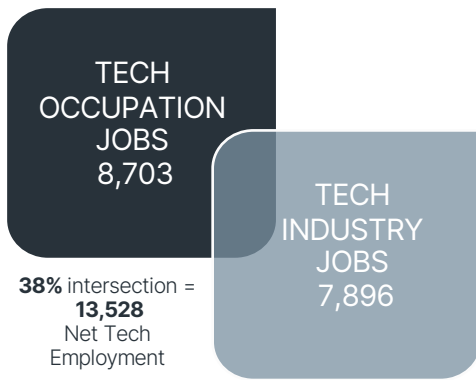
STATE OF TECHNOLOGY SUMMARY

- 13,528 NET TECH EMPLOYMENT¹
- 2.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 8,851 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$2.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,623 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 6,778 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 934 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

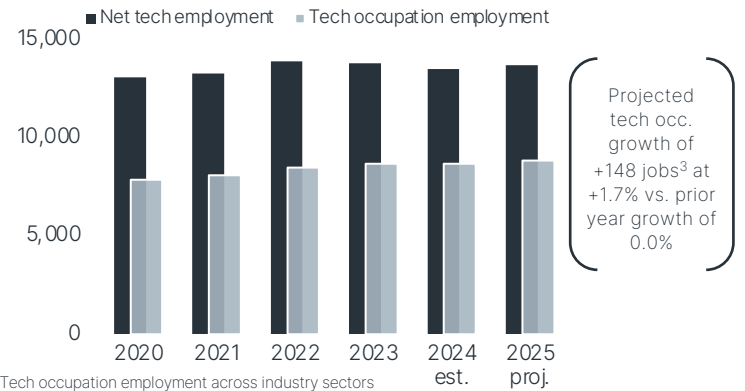
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



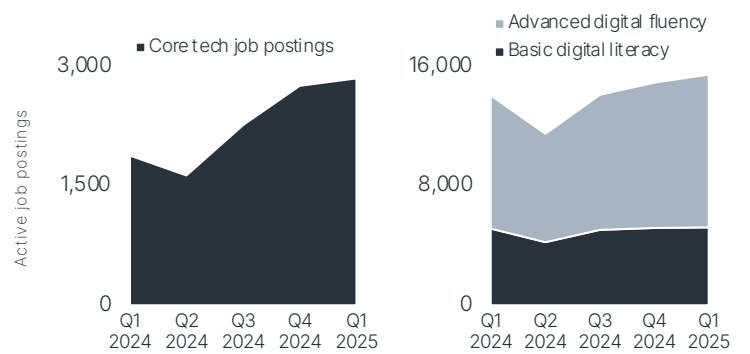
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 658 | 3.9% | 2.5x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 1,738 | 2.4% | 1.5x |
| Data Science, Data Analysts, Database, Machine Learning | 483 | 2.8% | 1.8x |
| Network Admin, Architects, Cloud Engineers, Support | 1,653 | 0.3% | 0.2x |
| Software Development, Programmers, Web, QA, AI | 2,622 | 2.2% | 1.4x |
| Tech Support, Help Desk, IT Specialists | 1,216 | 0.7% | 0.4x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



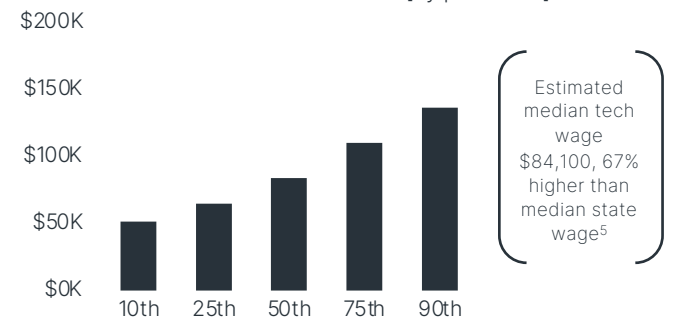
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

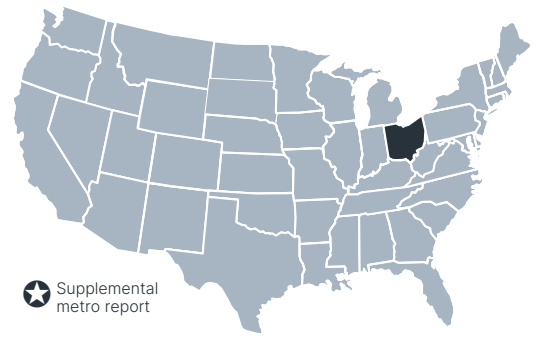
| #1 | #2 | #3 | #4 |
|-------|---------------|-----------------------|--|
| Tech | Public Sector | Finance and Insurance | Professional, Scientific, Technical Services |
| 3,088 | 1,565 | 1,052 | 810 |

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Ohio



STATE OF TECHNOLOGY SUMMARY

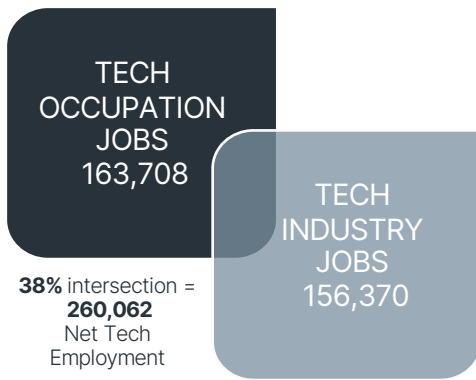
- 260,062 NET TECH EMPLOYMENT¹
- 4.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 167,472 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$34.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 21,929 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 79,926 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 8,054 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

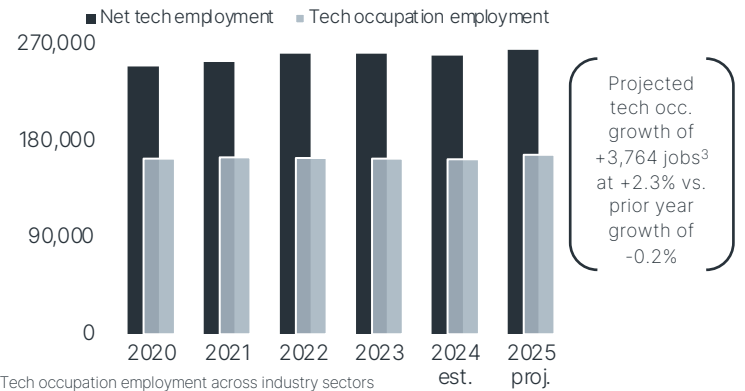
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



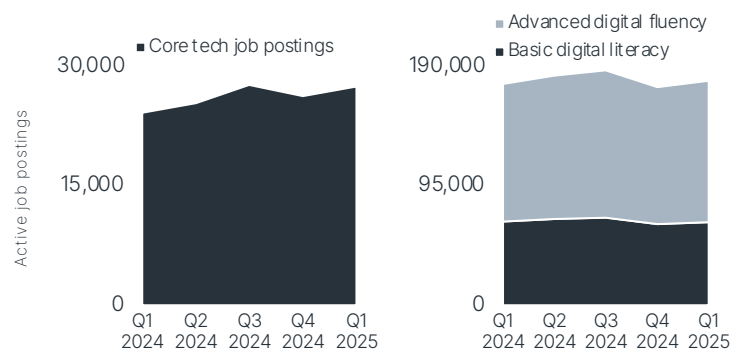
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 14,312 | 3.0% | 1.9x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 27,651 | 2.5% | 1.6x |
| Data Science, Data Analysts, Database, Machine Learning | 9,912 | 3.6% | 2.3x |
| Network Admin, Architects, Cloud Engineers, Support | 29,809 | 0.5% | 0.3x |
| Software Development, Programmers, Web, QA, AI | 53,487 | 3.4% | 2.2x |
| Tech Support, Help Desk, IT Specialists | 22,177 | 1.0% | 0.7x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



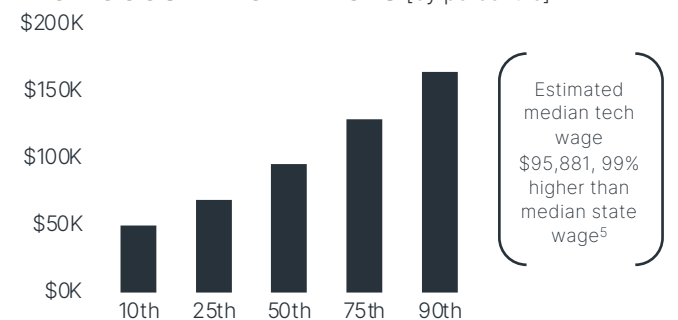
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|-----------------------|----------------------------------|--|
| Tech | Finance and Insurance | Management and Holding Companies | Professional, Scientific, Technical Services |
| 61,839 | 19,938 | 18,987 | 15,104 |

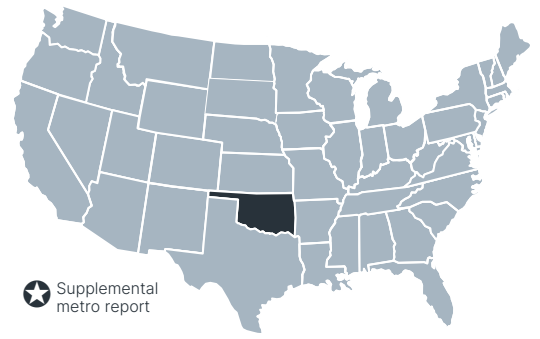
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

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

Oklahoma



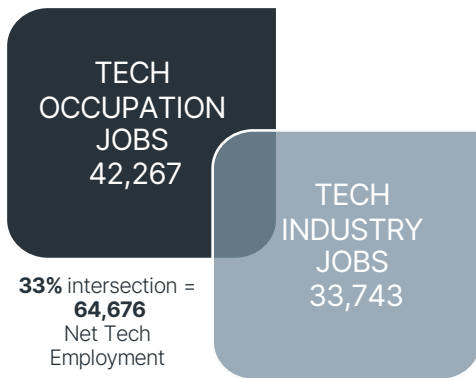
STATE OF TECHNOLOGY SUMMARY

- 64,676 NET TECH EMPLOYMENT¹
- 3.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 43,453 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$7.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6,538 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 20,380 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,394 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

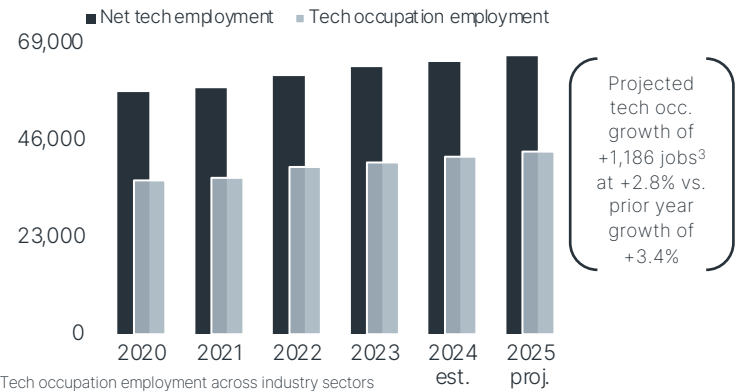
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

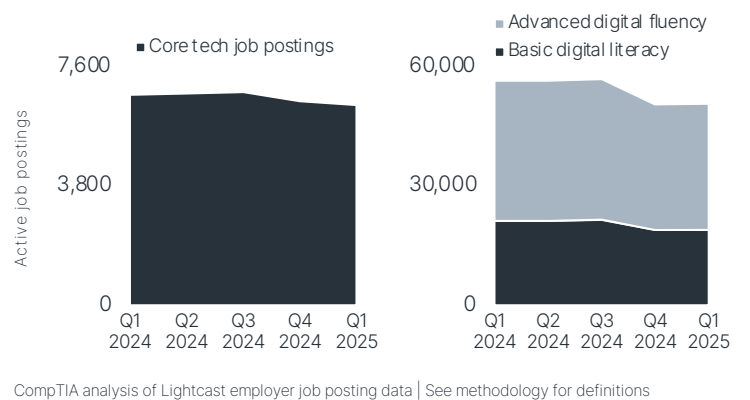


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 3,722 | 3.8% | 2.4x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 7,517 | 3.3% | 2.1x |
| Data Science, Data Analysts, Database, Machine Learning | 4,096 | 3.4% | 2.2x |
| Network Admin, Architects, Cloud Engineers, Support | 5,828 | 1.2% | 0.8x |
| Software Development, Programmers, Web, QA, AI | 11,001 | 4.2% | 2.7x |
| Tech Support, Help Desk, IT Specialists | 8,569 | 1.2% | 0.8x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

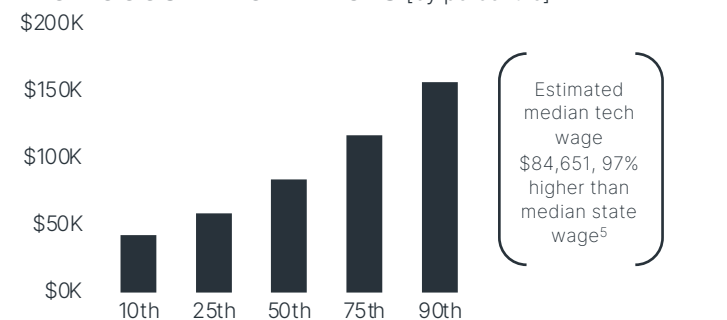


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|---------------|--|-----------------------|
| Tech | Public Sector | Professional, Scientific, Technical Services | Finance and Insurance |
| 11,763 | 7,811 | 4,271 | 3,993 |

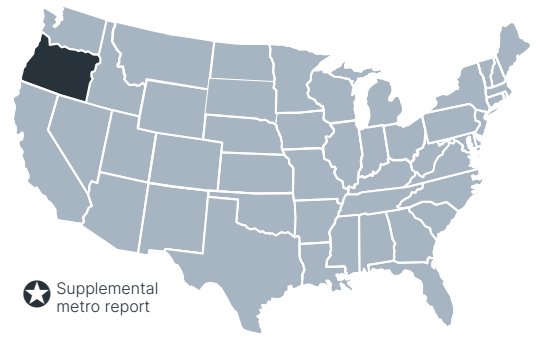
TECH OCCUPATION WAGES [by percentile]



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

⁵2024 data | most recent available

Oregon



STATE OF TECHNOLOGY SUMMARY

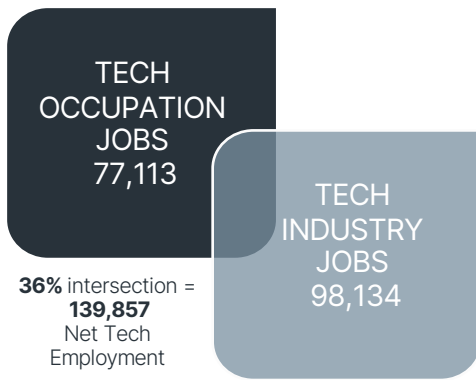
- 139,857 NET TECH EMPLOYMENT¹
- 6.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 78,930 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$29.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 11,882 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 28,359 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 4,372 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

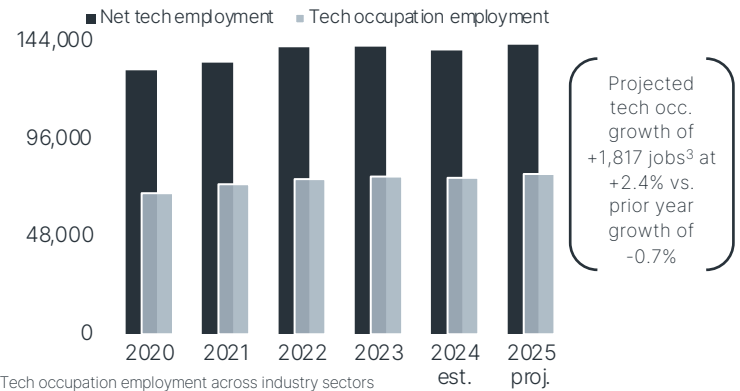
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

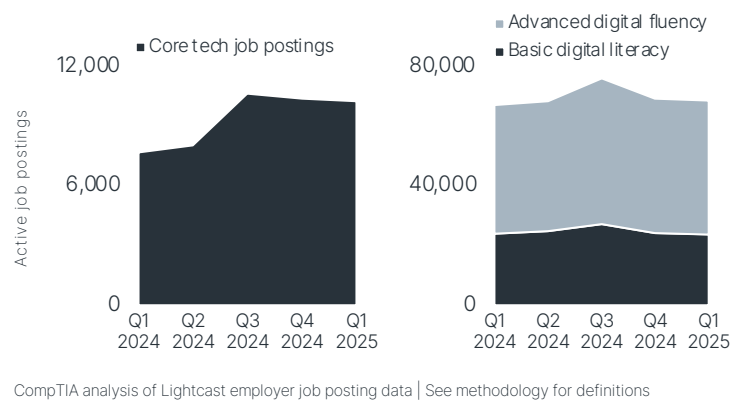


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 8,098 | 2.6% | 1.7x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 10,323 | 2.9% | 1.9x |
| Data Science, Data Analysts, Database, Machine Learning | 4,907 | 3.7% | 2.4x |
| Network Admin, Architects, Cloud Engineers, Support | 7,183 | 1.4% | 0.9x |
| Software Development, Programmers, Web, QA, AI | 27,090 | 3.0% | 2.0x |
| Tech Support, Help Desk, IT Specialists | 9,028 | 1.4% | 0.9x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

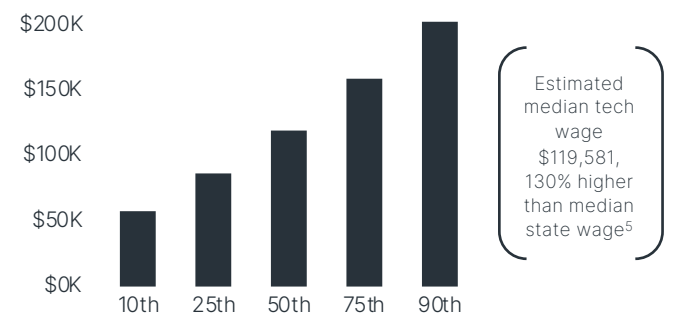


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|---------------|--|----------------------------------|
| Tech | Public Sector | Professional, Scientific, Technical Services | Management and Holding Companies |
| 36,324 | 8,109 | 8,041 | 7,942 |

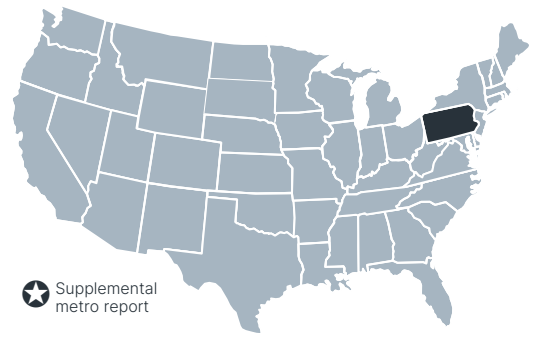
TECH OCCUPATION WAGES [by percentile]



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

⁵2024 data | most recent available

Pennsylvania



STATE OF TECHNOLOGY SUMMARY

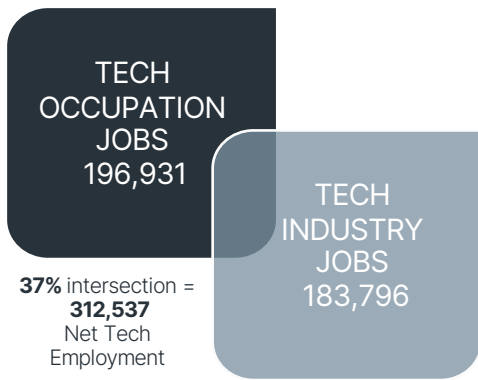
- 312,537 NET TECH EMPLOYMENT¹
- 4.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 201,521 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$50.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 20,637 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 71,551 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 9,704 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

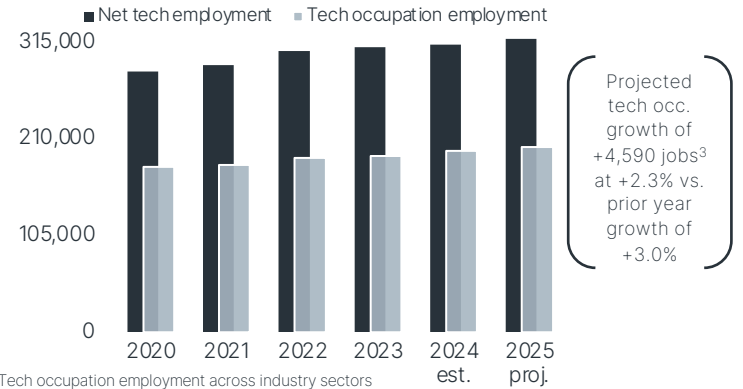
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 2nd COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

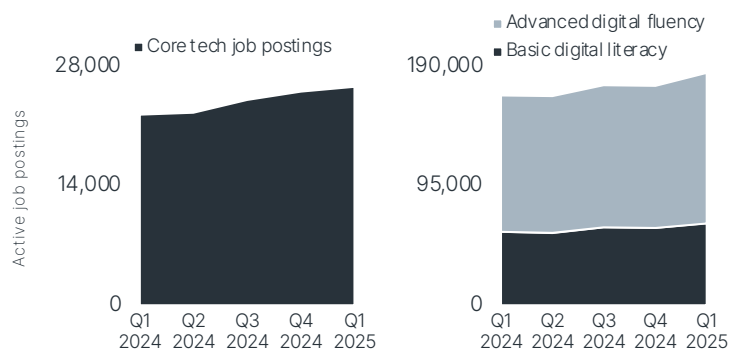


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 23,273 | 2.4% | 1.6x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 38,382 | 2.0% | 1.3x |
| Data Science, Data Analysts, Database, Machine Learning | 17,720 | 3.0% | 1.9x |
| Network Admin, Architects, Cloud Engineers, Support | 18,427 | 1.3% | 0.8x |
| Software Development, Programmers, Web, QA, AI | 61,507 | 3.5% | 2.3x |
| Tech Support, Help Desk, IT Specialists | 29,198 | 0.8% | 0.5x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



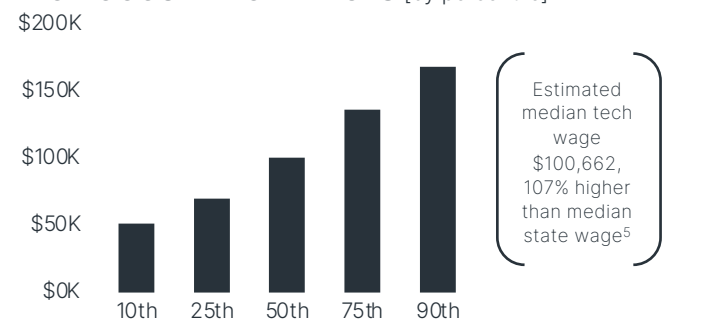
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

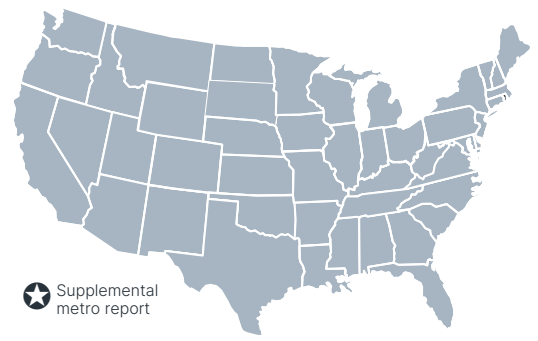
| #1 | #2 | #3 | #4 |
|--------|-----------------------|--|----------------------------------|
| Tech | Finance and Insurance | Professional, Scientific, Technical Services | Management and Holding Companies |
| 70,297 | 23,564 | 22,944 | 19,739 |

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Rhode Island



STATE OF TECHNOLOGY SUMMARY

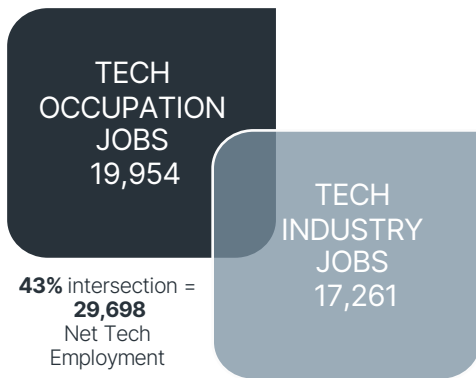
- 29,698 NET TECH EMPLOYMENT¹
- 5.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 20,368 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$3.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4,309 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 15,044 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,252 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Supplemental metro report

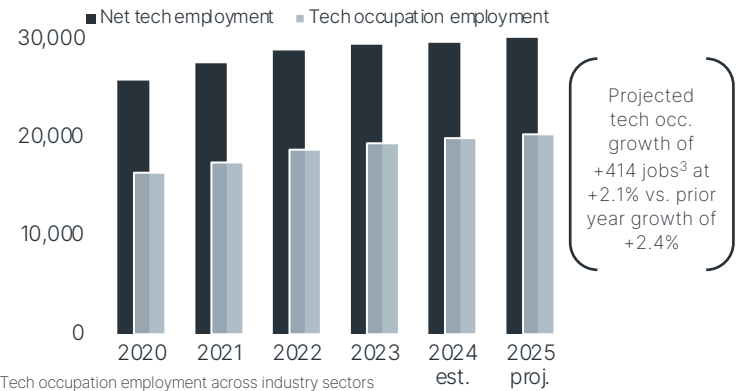
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



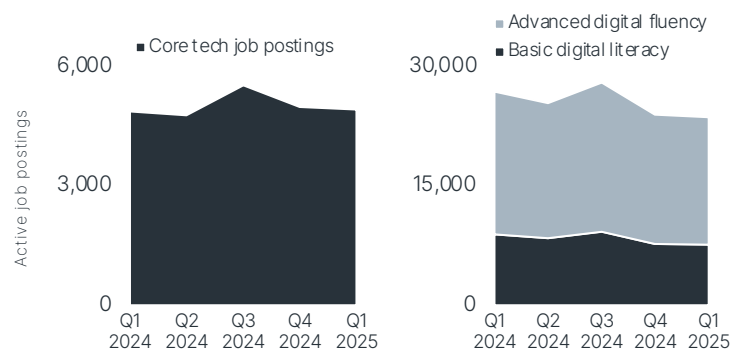
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,091 | 3.2% | 2.0x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 3,421 | 2.2% | 1.4x |
| Data Science, Data Analysts, Database, Machine Learning | 2,178 | 2.8% | 1.8x |
| Network Admin, Architects, Cloud Engineers, Support | 3,014 | 0.4% | 0.3x |
| Software Development, Programmers, Web, QA, AI | 7,062 | 2.8% | 1.8x |
| Tech Support, Help Desk, IT Specialists | 2,094 | 1.1% | 0.7x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

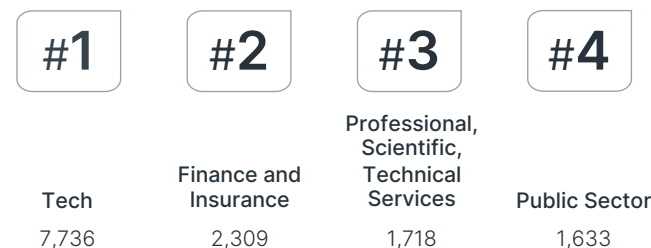
EMPLOYER HIRING INTENT VIA JOB POSTINGS



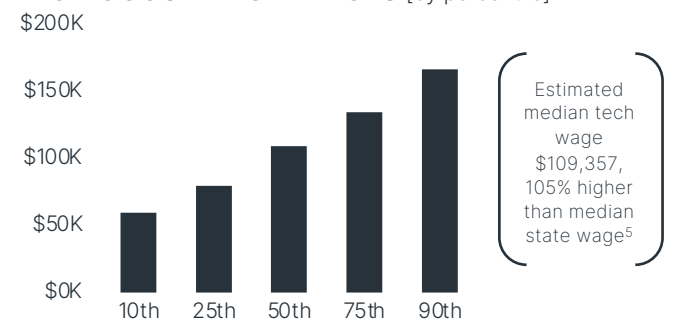
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

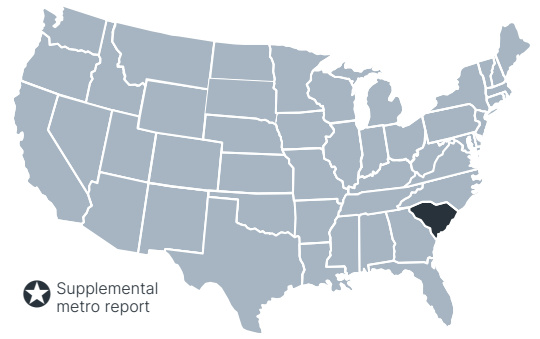


TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

South Carolina

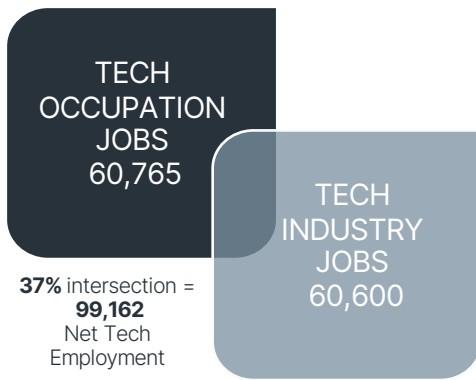


STATE OF TECHNOLOGY SUMMARY

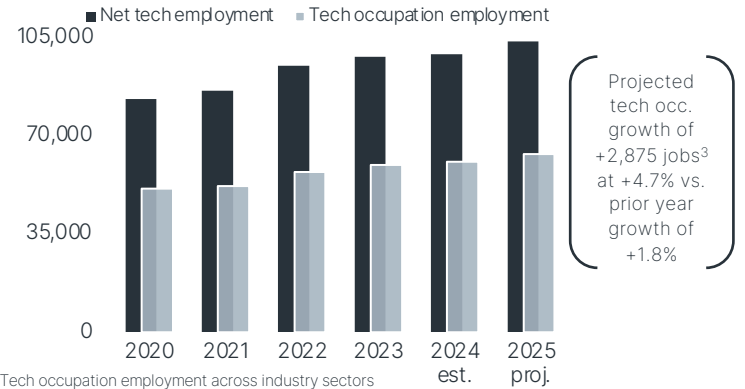
- 99,162 NET TECH EMPLOYMENT¹
- 4.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 63,640 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$13.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 13,509 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 24,586 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,507 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 2nd COST OF LIVING [vs. national benchmark²]
 - 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
 - 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

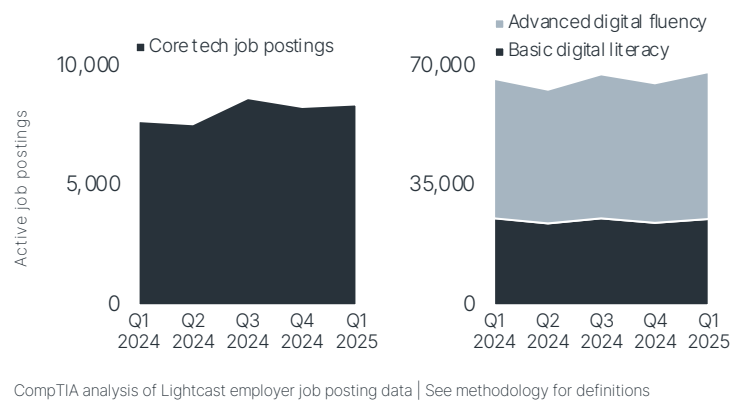


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 4,544 | 6.4% | 4.1x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 15,121 | 3.7% | 2.4x |
| Data Science, Data Analysts, Database, Machine Learning | 4,703 | 5.7% | 3.7x |
| Network Admin, Architects, Cloud Engineers, Support | 7,156 | 3.2% | 2.1x |
| Software Development, Programmers, Web, QA, AI | 16,541 | 6.8% | 4.4x |
| Tech Support, Help Desk, IT Specialists | 10,348 | 2.8% | 1.8x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

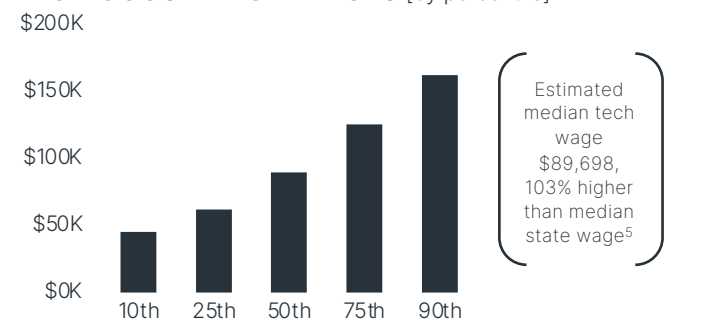


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|---------------|--|-----------------------|
| Tech | Public Sector | Professional, Scientific, Technical Services | Finance and Insurance |
| 23,573 | 8,527 | 7,846 | 6,102 |

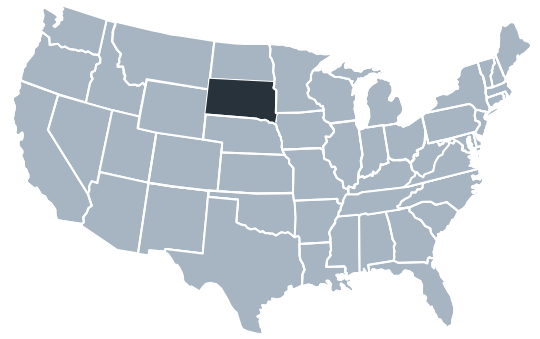
TECH OCCUPATION WAGES [by percentile]



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

⁵2024 data | most recent available

South Dakota



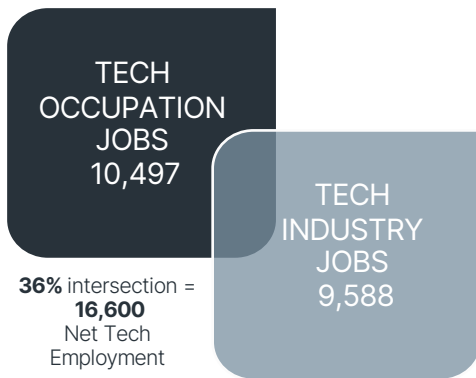
STATE OF TECHNOLOGY SUMMARY

- 16,600 NET TECH EMPLOYMENT¹
- 3.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 10,817 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$2.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,221 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 7,775 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,043 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

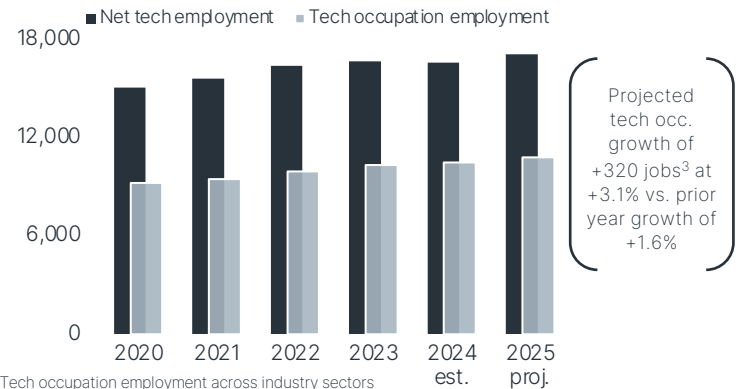
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 2nd COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



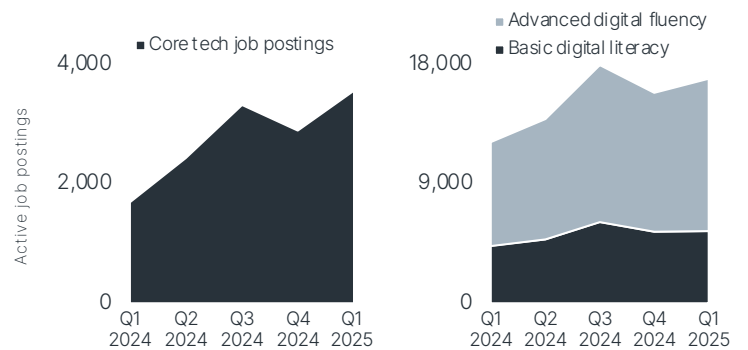
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| Category | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 520 | 6.2% | 4.0x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 1,860 | 3.6% | 2.3x |
| Data Science, Data Analysts, Database, Machine Learning | 802 | 3.0% | 2.0x |
| Network Admin, Architects, Cloud Engineers, Support | 2,639 | 0.7% | 0.4x |
| Software Development, Programmers, Web, QA, AI | 2,939 | 4.7% | 3.1x |
| Tech Support, Help Desk, IT Specialists | 1,250 | 2.5% | 1.6x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

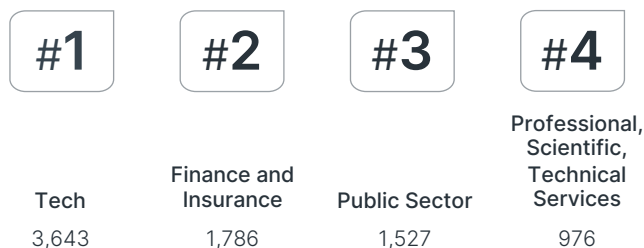
EMPLOYER HIRING INTENT VIA JOB POSTINGS



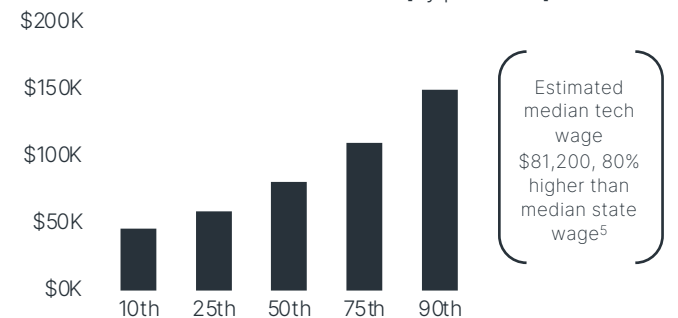
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



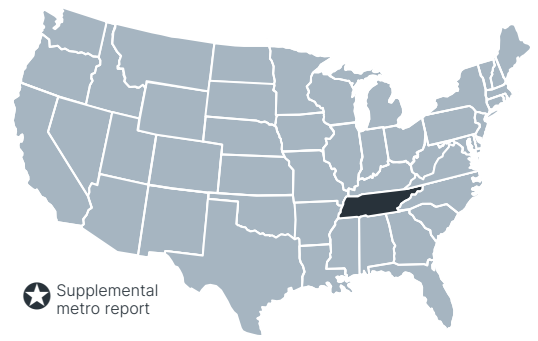
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

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

Tennessee



STATE OF TECHNOLOGY SUMMARY

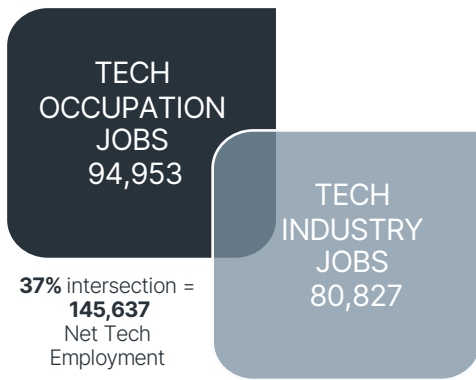
- 145,637 NET TECH EMPLOYMENT¹
- 4.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 99,221 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$22.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 17,719 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 37,635 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 4,358 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

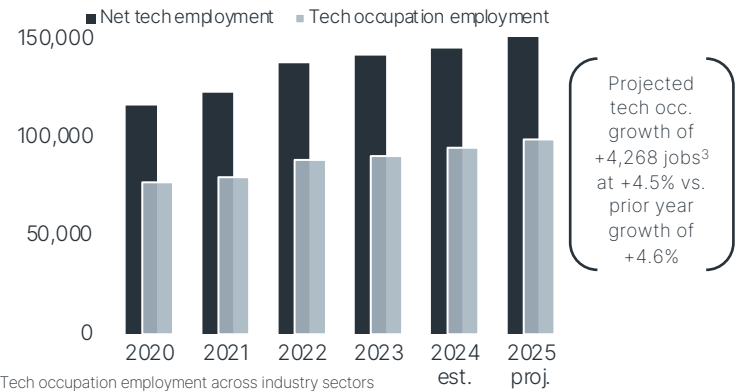
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



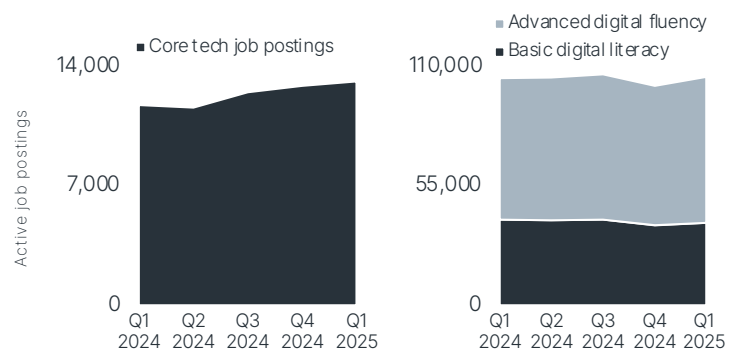
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 11,746 | 4.5% | 2.9x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 24,140 | 3.5% | 2.3x |
| Data Science, Data Analysts, Database, Machine Learning | 5,190 | 6.3% | 4.1x |
| Network Admin, Architects, Cloud Engineers, Support | 11,968 | 2.5% | 1.6x |
| Software Development, Programmers, Web, QA, AI | 25,291 | 6.7% | 4.3x |
| Tech Support, Help Desk, IT Specialists | 11,100 | 3.3% | 2.1x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

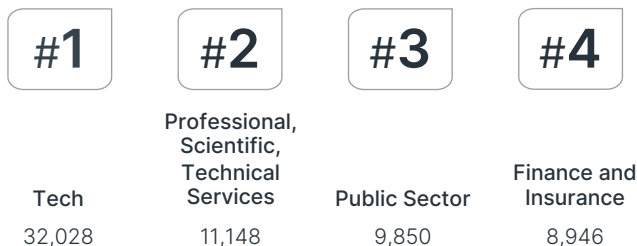
EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

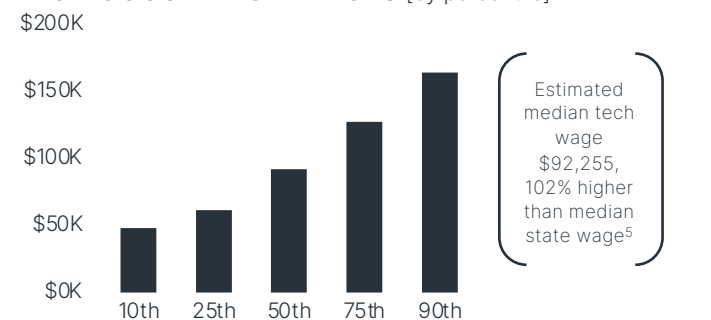
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



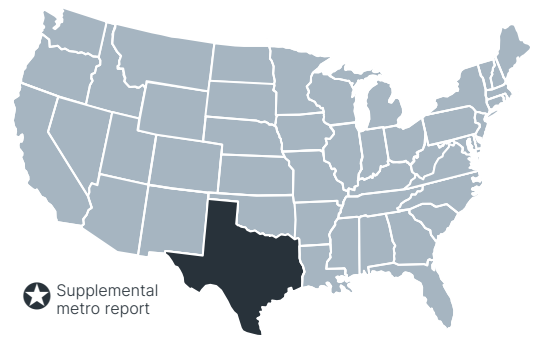
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Texas



STATE OF TECHNOLOGY SUMMARY

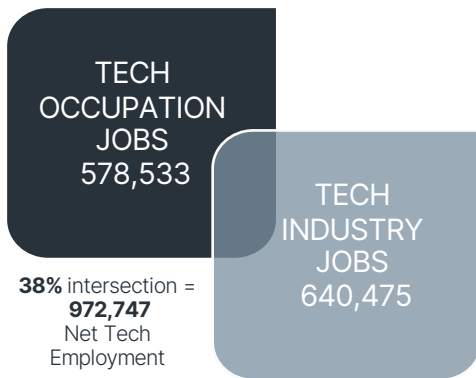
- 972,747 NET TECH EMPLOYMENT¹
- 6.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 605,274 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$178.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 51,051 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 243,450 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 31,652 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

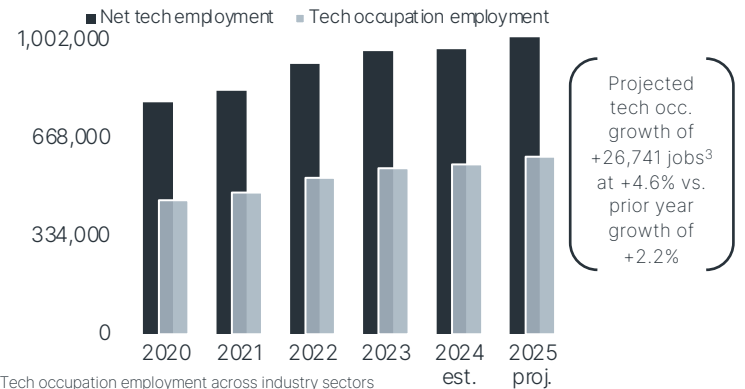
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 2nd COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



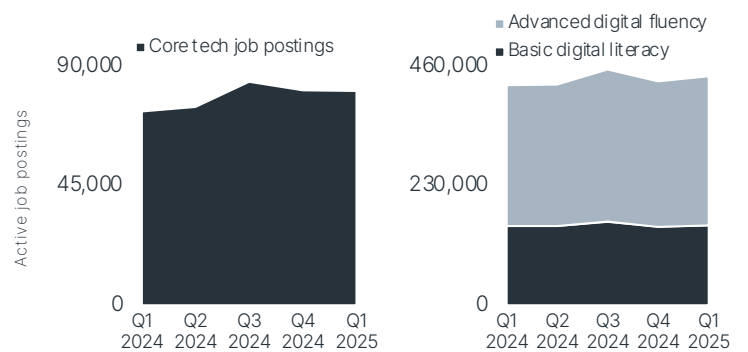
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 75,034 | 4.4% | 2.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 125,687 | 4.1% | 2.6x |
| Data Science, Data Analysts, Database, Machine Learning | 39,036 | 5.6% | 3.6x |
| Network Admin, Architects, Cloud Engineers, Support | 63,355 | 3.3% | 2.1x |
| Software Development, Programmers, Web, QA, AI | 192,060 | 5.8% | 3.7x |
| Tech Support, Help Desk, IT Specialists | 61,961 | 3.7% | 2.4x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

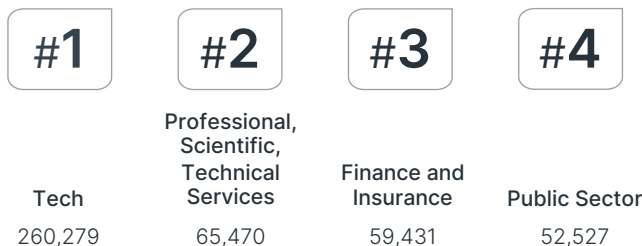
EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

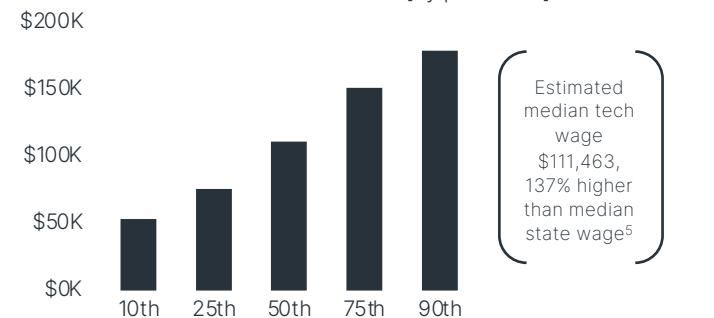
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



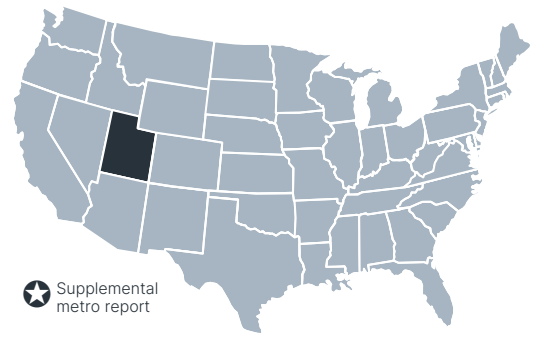
⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Utah



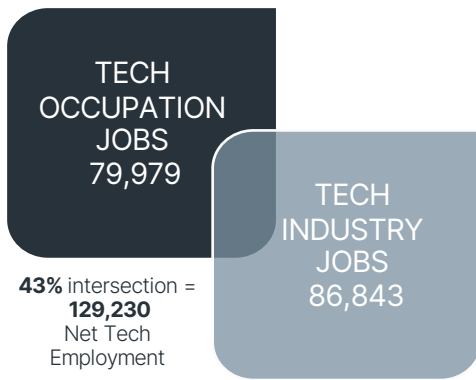
STATE OF TECHNOLOGY SUMMARY

- 129,230 NET TECH EMPLOYMENT¹
- 7.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 83,744 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$23.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 10,655 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 27,001 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 3,407 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

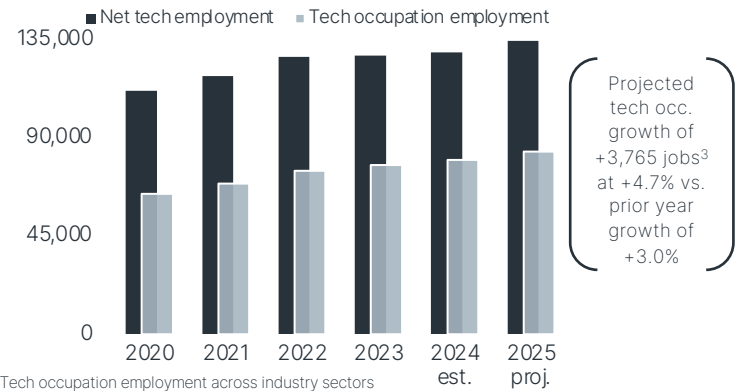
★ Supplemental metro report

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 3rd COST OF LIVING [vs. national benchmark²]
 - 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
 - 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

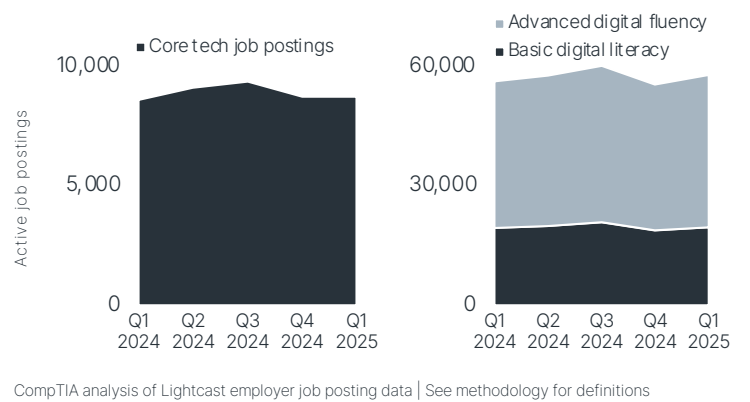


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 8,000 | 4.6% | 3.0x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 9,903 | 5.3% | 3.4x |
| Data Science, Data Analysts, Database, Machine Learning | 6,969 | 5.2% | 3.3x |
| Network Admin, Architects, Cloud Engineers, Support | 5,086 | 4.4% | 2.8x |
| Software Development, Programmers, Web, QA, AI | 36,672 | 5.1% | 3.3x |
| Tech Support, Help Desk, IT Specialists | 10,658 | 3.1% | 2.0x |

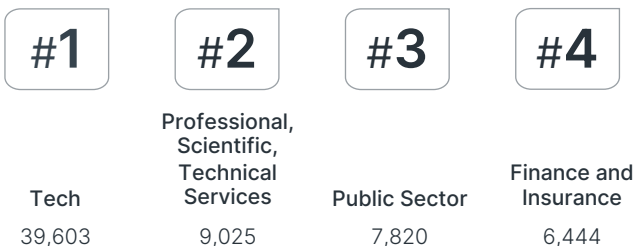
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

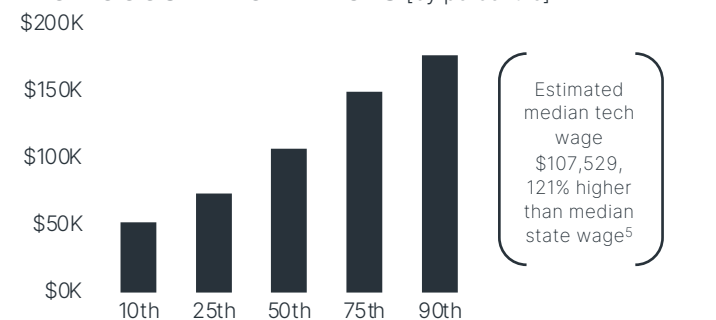


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



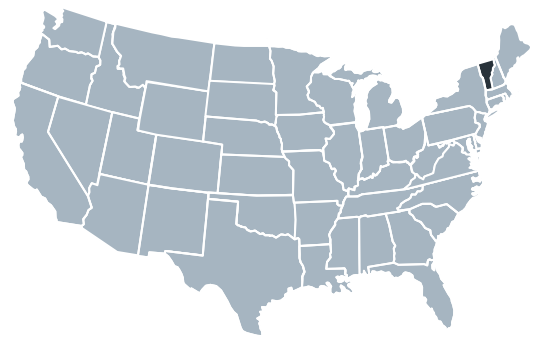
TECH OCCUPATION WAGES [by percentile]



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

⁵2024 data | most recent available

Vermont



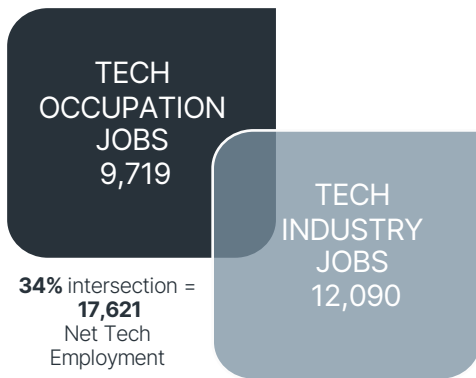
STATE OF TECHNOLOGY SUMMARY

- 17,621 NET TECH EMPLOYMENT¹
- 5.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 9,988 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$2.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3,232 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 7,401 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,106 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

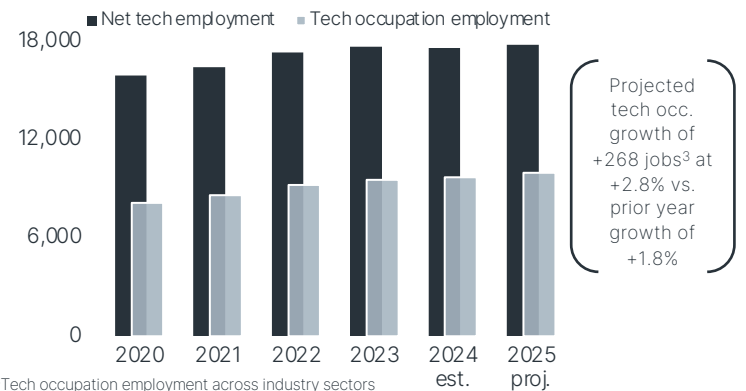
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

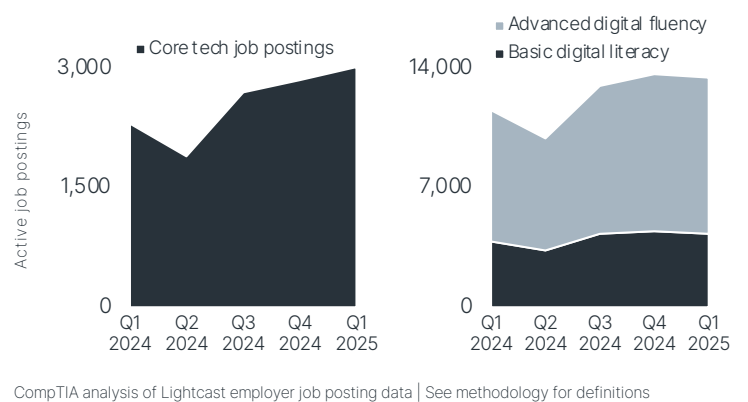


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 913 | 3.3% | 2.1x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 2,142 | 2.5% | 1.6x |
| Data Science, Data Analysts, Database, Machine Learning | 628 | 3.9% | 2.5x |
| Network Admin, Architects, Cloud Engineers, Support | 738 | 2.1% | 1.4x |
| Software Development, Programmers, Web, QA, AI | 2,740 | 4.3% | 2.8x |
| Tech Support, Help Desk, IT Specialists | 1,987 | 1.5% | 1.0x |

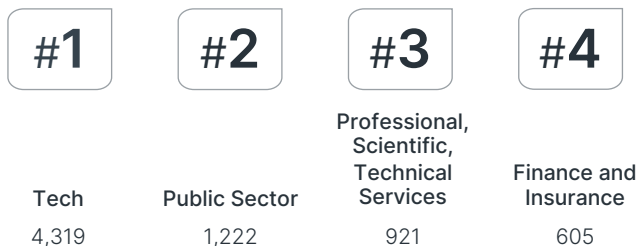
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

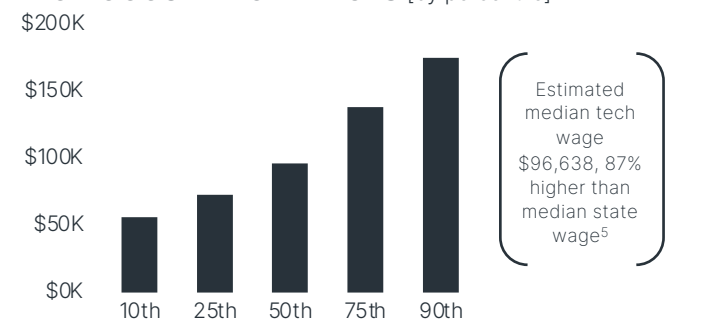


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]



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

Virginia

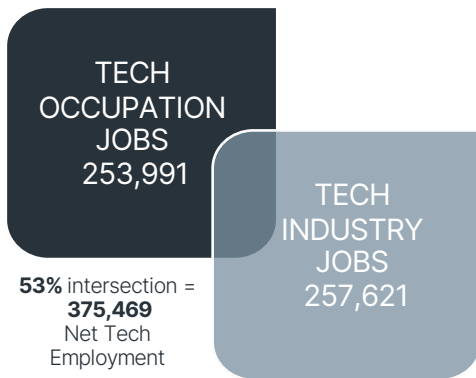


STATE OF TECHNOLOGY SUMMARY

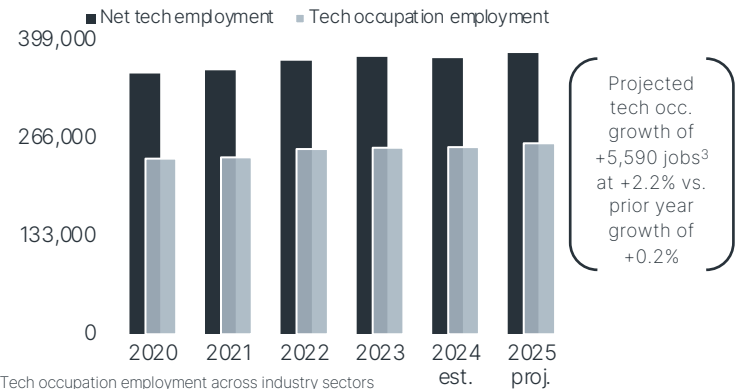
- 375,469 NET TECH EMPLOYMENT¹
- 8.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 259,581 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$67.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 26,165 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 156,522 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 16,837 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 3rd COST OF LIVING [vs. national benchmark²]
 - 1st TECH WAGE PREMIUM [vs. prevailing median wage]
 - 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

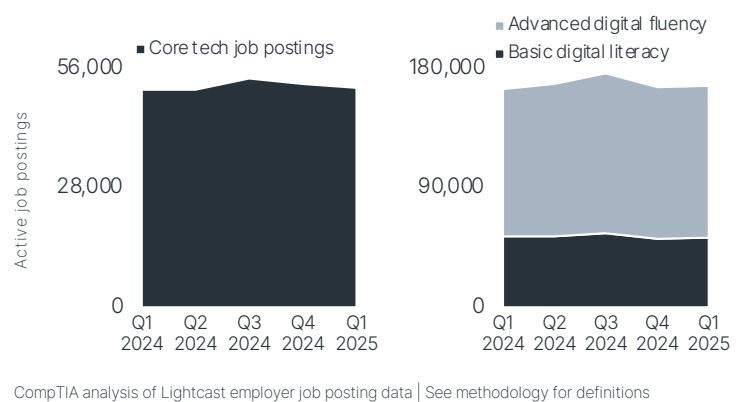


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 18,776 | 2.7% | 1.7x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 55,942 | 2.2% | 1.4x |
| Data Science, Data Analysts, Database, Machine Learning | 20,332 | 2.4% | 1.5x |
| Network Admin, Architects, Cloud Engineers, Support | 28,312 | 0.7% | 0.4x |
| Software Development, Programmers, Web, QA, AI | 103,073 | 2.6% | 1.7x |
| Tech Support, Help Desk, IT Specialists | 20,532 | 1.7% | 1.1x |

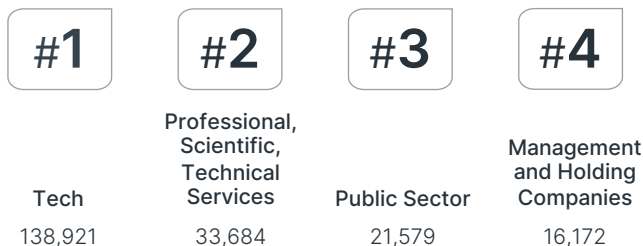
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

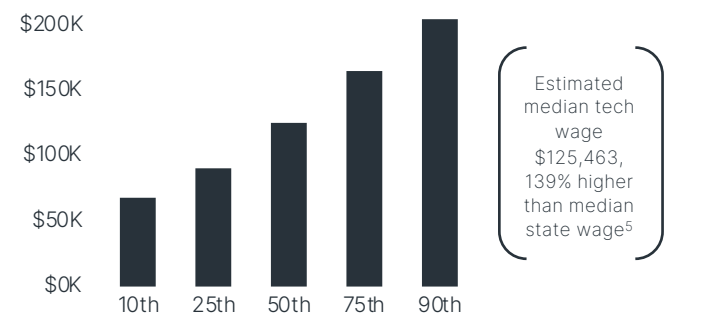


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

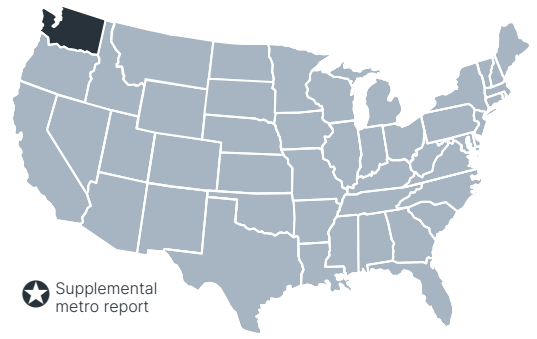


TECH OCCUPATION WAGES [by percentile]



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

Washington



STATE OF TECHNOLOGY SUMMARY

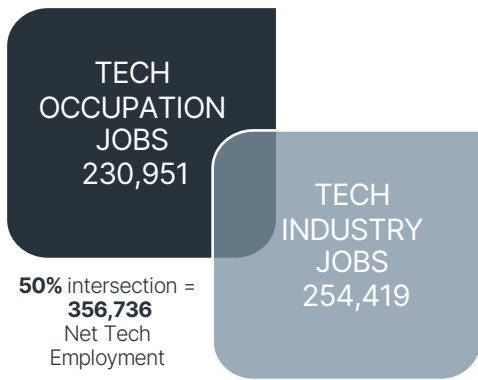
- 356,736 NET TECH EMPLOYMENT¹
- 9.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 241,086 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$160.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 20,433 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 85,510 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 16,814 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

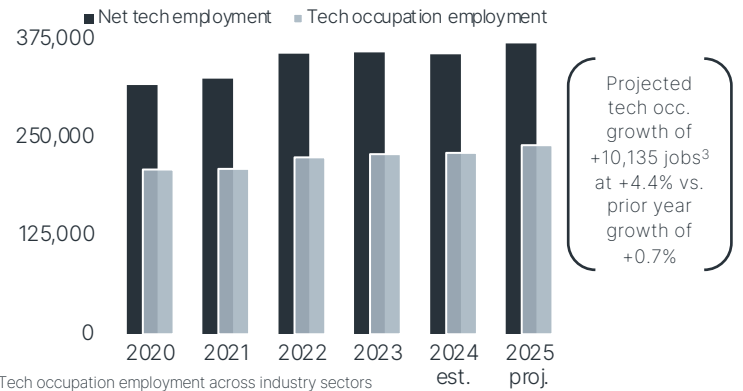
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

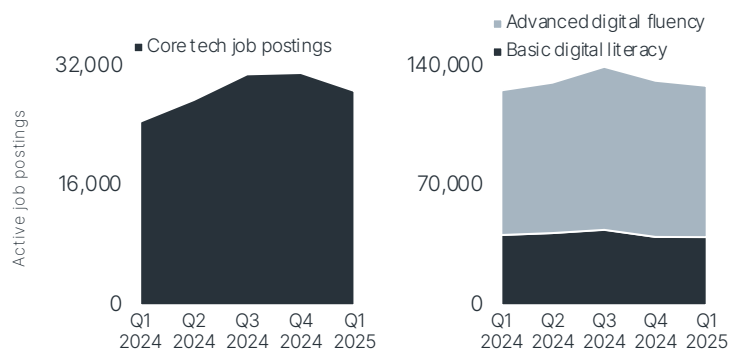


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 18,297 | 5.3% | 3.4x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 39,354 | 4.1% | 2.7x |
| Data Science, Data Analysts, Database, Machine Learning | 15,205 | 5.5% | 3.6x |
| Network Admin, Architects, Cloud Engineers, Support | 16,381 | 3.3% | 2.1x |
| Software Development, Programmers, Web, QA, AI | 109,496 | 4.7% | 3.1x |
| Tech Support, Help Desk, IT Specialists | 20,550 | 3.2% | 2.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

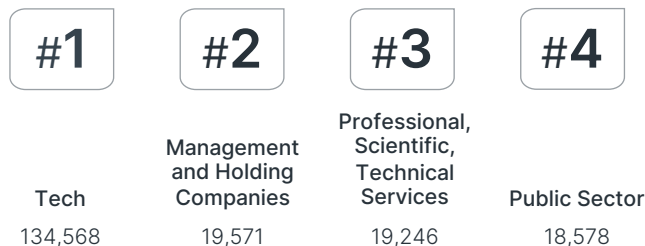
EMPLOYER HIRING INTENT VIA JOB POSTINGS



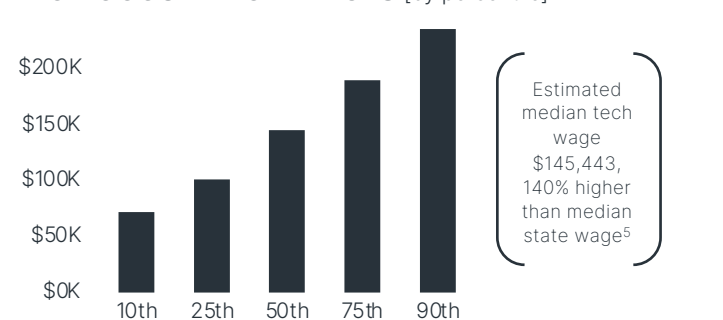
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



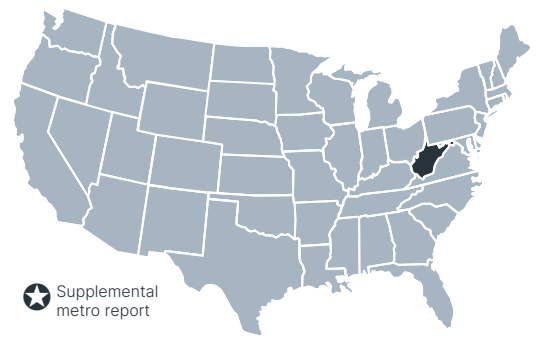
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

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

West Virginia



STATE OF TECHNOLOGY SUMMARY

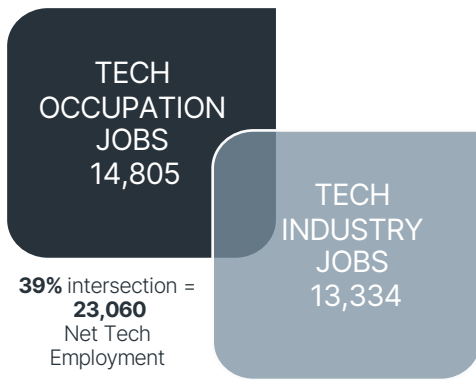
- 23,060 NET TECH EMPLOYMENT¹
- 3.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 15,411 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$2.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3,302 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 4,884 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 700 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

★ Supplemental metro report

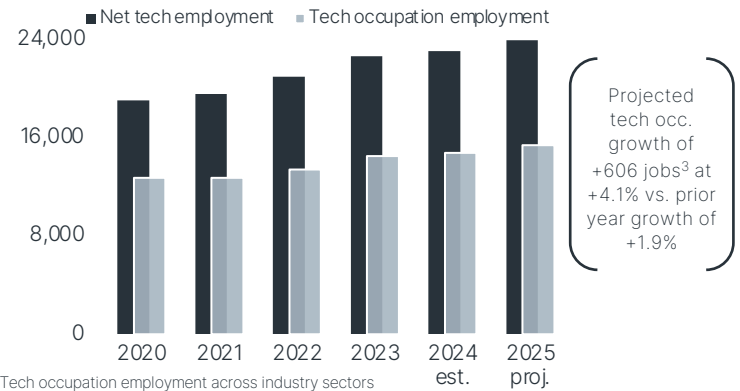
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

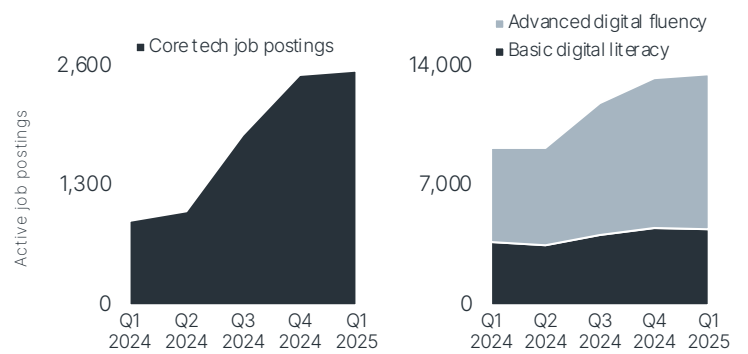


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,022 | 5.6% | 3.6x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 4,906 | 3.3% | 2.2x |
| Data Science, Data Analysts, Database, Machine Learning | 818 | 5.4% | 3.5x |
| Network Admin, Architects, Cloud Engineers, Support | 2,051 | 2.3% | 1.5x |
| Software Development, Programmers, Web, QA, AI | 3,419 | 6.5% | 4.2x |
| Tech Support, Help Desk, IT Specialists | 1,795 | 3.3% | 2.2x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

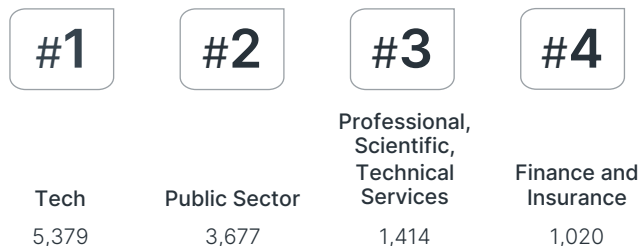
EMPLOYER HIRING INTENT VIA JOB POSTINGS



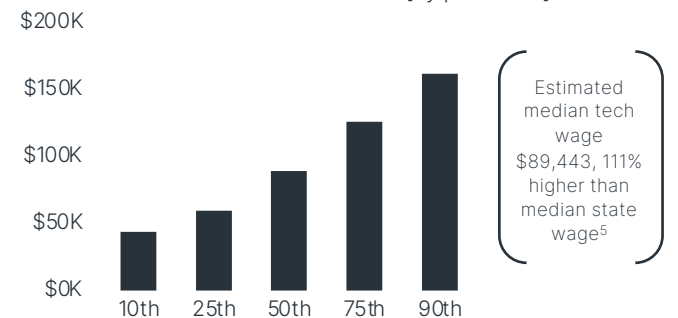
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]



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

⁵2024 data | most recent available

Wisconsin



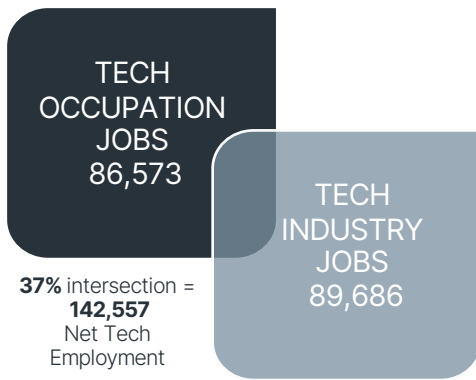
STATE OF TECHNOLOGY SUMMARY

- 142,557 NET TECH EMPLOYMENT¹
- 4.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 89,005 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$22.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 10,680 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 35,688 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 3,723 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

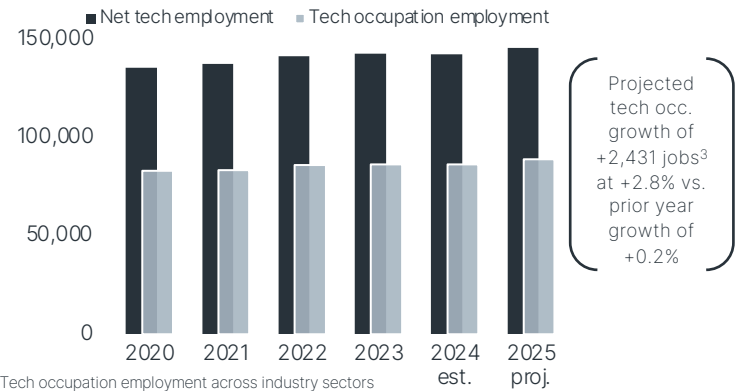
★ Supplemental metro report

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 2nd COST OF LIVING [vs. national benchmark²]
 - 4th TECH WAGE PREMIUM [vs. prevailing median wage]
 - 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

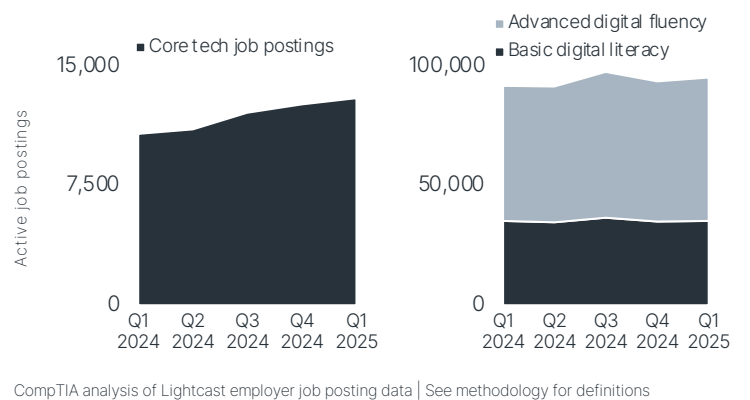


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 7,210 | 3.7% | 2.4x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 15,284 | 2.6% | 1.7x |
| Data Science, Data Analysts, Database, Machine Learning | 5,617 | 4.0% | 2.6x |
| Network Admin, Architects, Cloud Engineers, Support | 11,513 | 1.1% | 0.7x |
| Software Development, Programmers, Web, QA, AI | 30,782 | 3.8% | 2.4x |
| Tech Support, Help Desk, IT Specialists | 13,248 | 1.4% | 0.9x |

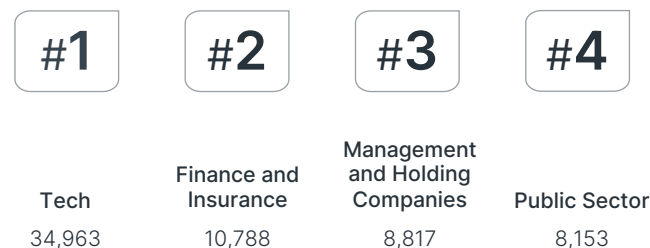
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

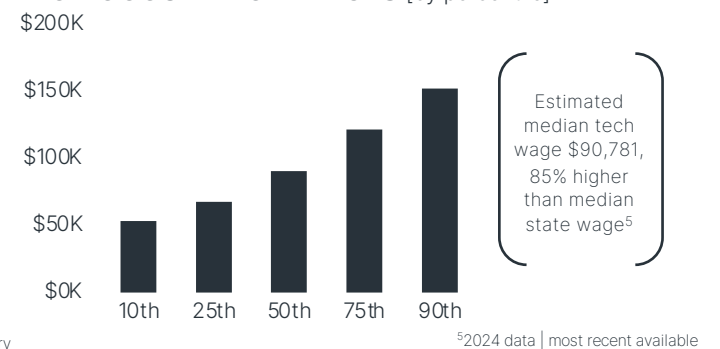


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

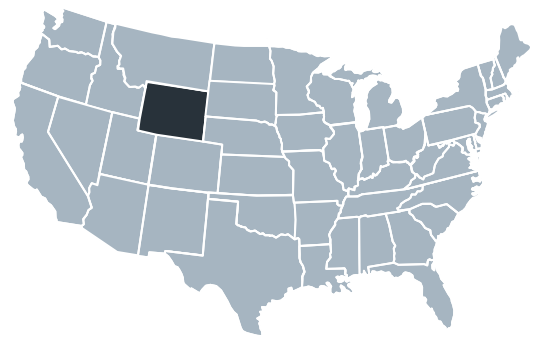


TECH OCCUPATION WAGES [by percentile]



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

Wyoming



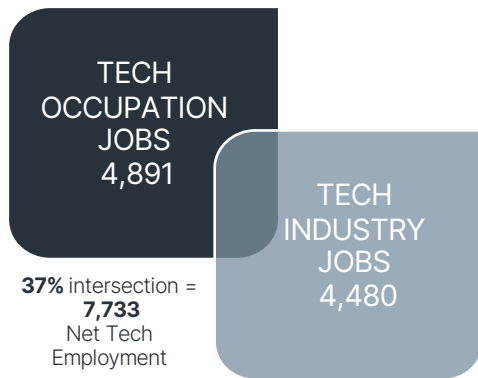
STATE OF TECHNOLOGY SUMMARY

- 7,733 NET TECH EMPLOYMENT¹
- 2.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 5,119 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$1.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,654 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 3,567 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 607 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

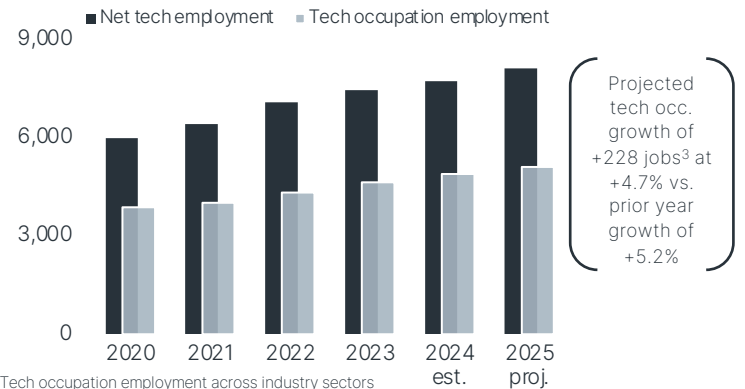
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

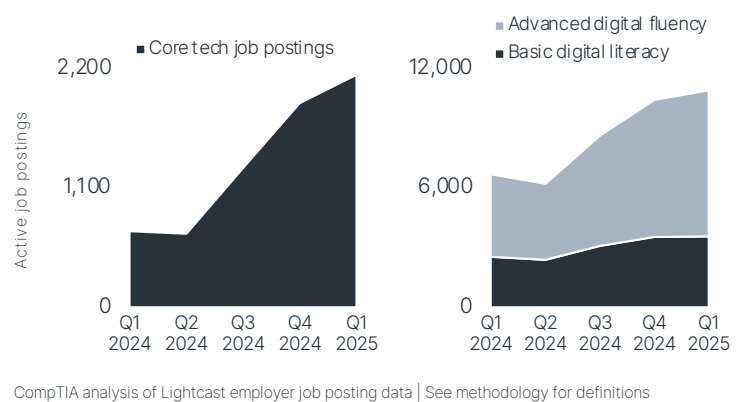


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 312 | 7.6% | 4.9x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 681 | 5.6% | 3.6x |
| Data Science, Data Analysts, Database, Machine Learning | 409 | 4.0% | 2.6x |
| Network Admin, Architects, Cloud Engineers, Support | 1,020 | 2.1% | 1.4x |
| Software Development, Programmers, Web, QA, AI | 1,301 | 7.3% | 4.7x |
| Tech Support, Help Desk, IT Specialists | 815 | 3.0% | 1.9x |

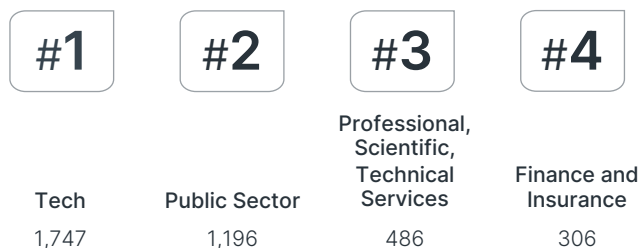
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

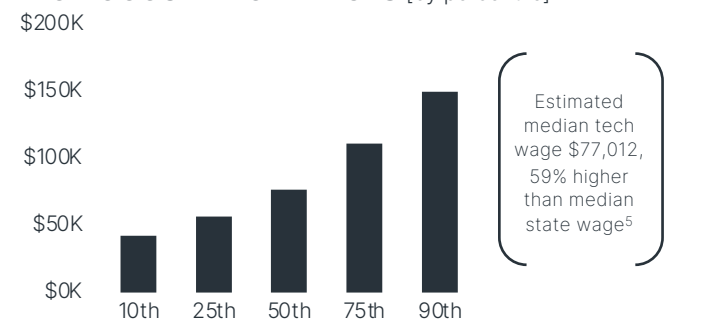


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]



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

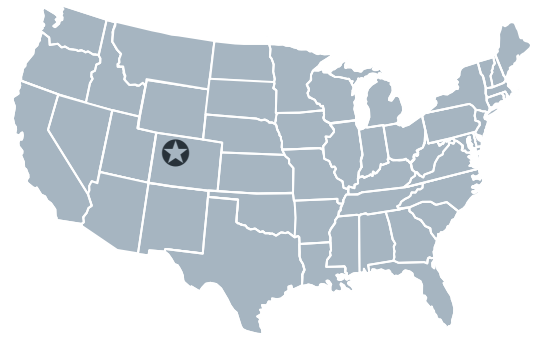
⁵2024 data | most recent available



METRO AREA SNAPSHOTS

Albuquerque

Full MSA name: Albuquerque, NM

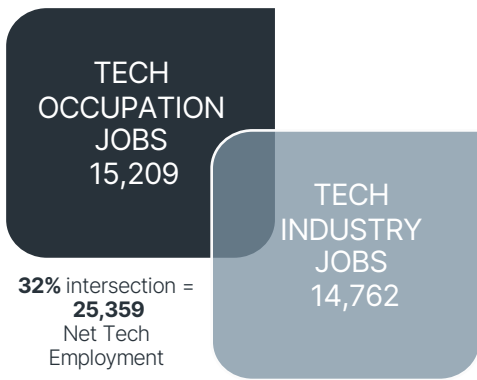


STATE OF TECHNOLOGY SUMMARY

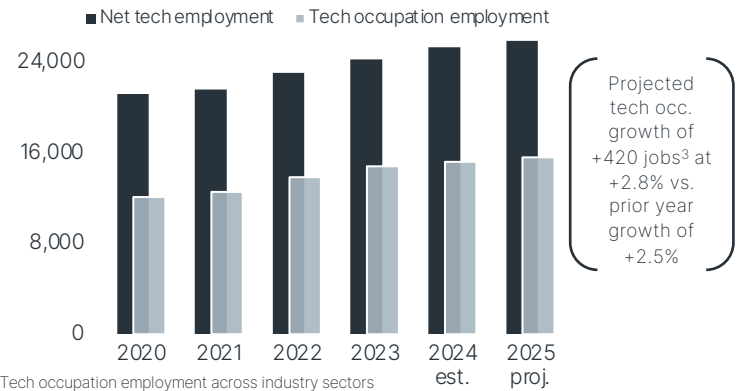
- 25,359 NET TECH EMPLOYMENT¹
- 5.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 15,629 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$3.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,663 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 6,550 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 568 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 2nd COST OF LIVING [vs. national benchmark²]
 - 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
 - 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

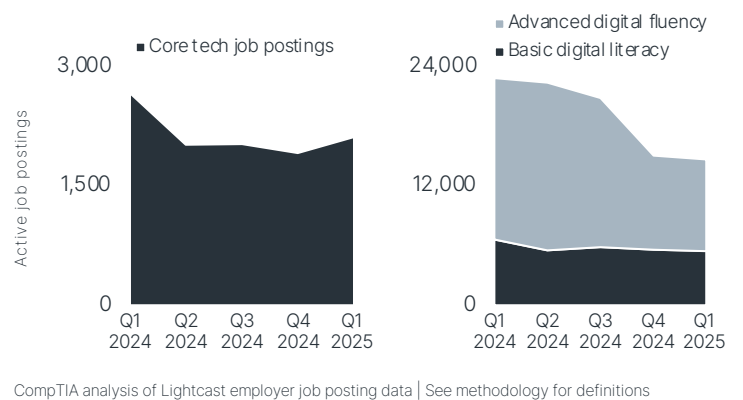


TECH OCCUPATION CATEGORY GROWTH

| Category | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 799 | 4.6% | 3.0x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 3,207 | 3.0% | 1.9x |
| Data Science, Data Analysts, Database, Machine Learning | 1,078 | 3.8% | 2.5x |
| Network Admin, Architects, Cloud Engineers, Support | 1,777 | 1.1% | 0.7x |
| Software Development, Programmers, Web, QA, AI | 3,646 | 4.9% | 3.1x |
| Tech Support, Help Desk, IT Specialists | 2,490 | 1.2% | 0.8x |

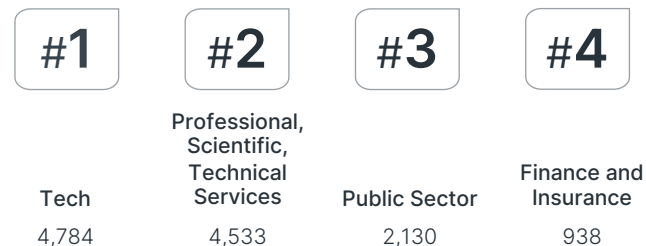
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

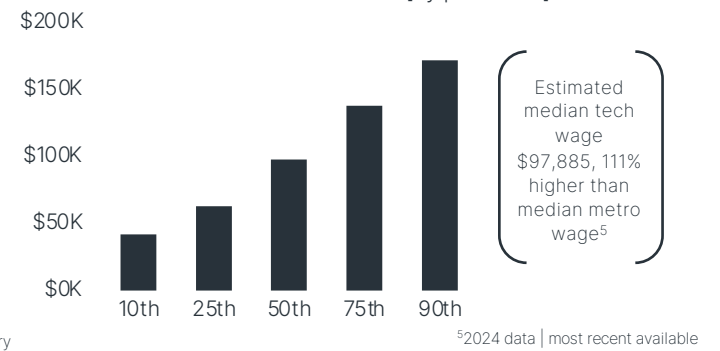


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



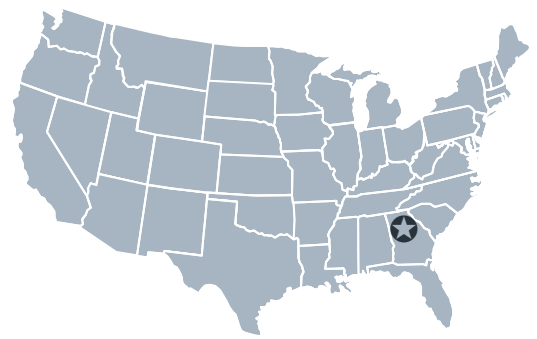
TECH OCCUPATION WAGES [by percentile]



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

Atlanta

Full MSA name: Atlanta-Sandy Springs-Roswell, GA



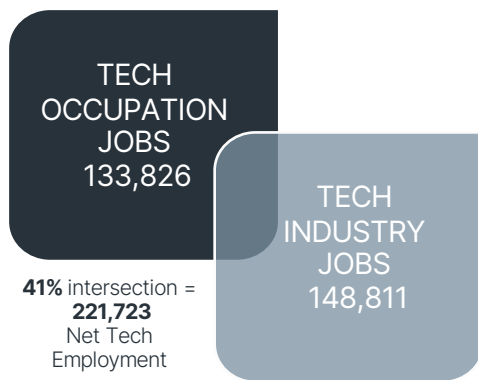
STATE OF TECHNOLOGY SUMMARY

- 221,723 NET TECH EMPLOYMENT¹
- 7.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 137,355 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$58.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 13,147 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 69,123 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 8,435 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

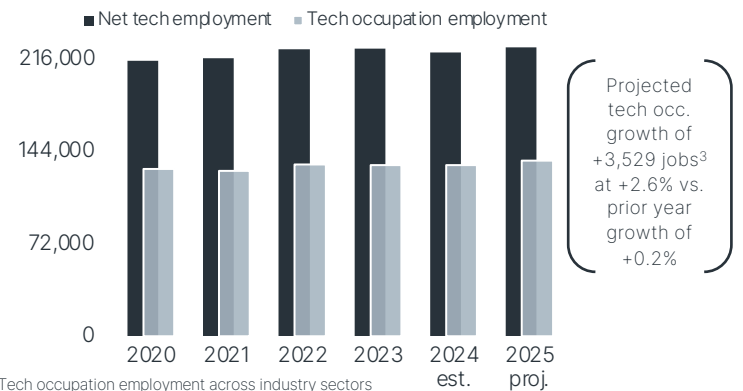
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

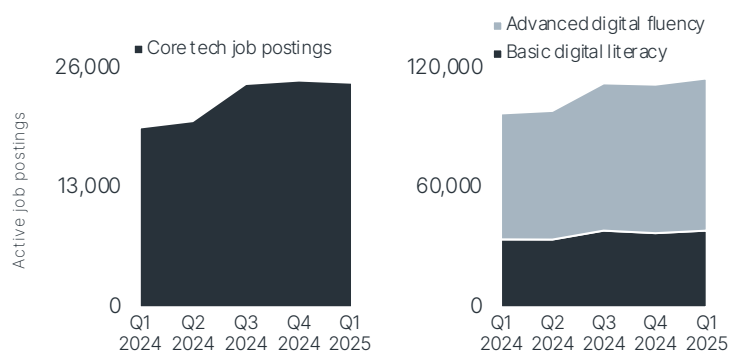


TECH OCCUPATION CATEGORY GROWTH

| Category | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 13,451 | 2.9% | 1.9x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 26,920 | 2.5% | 1.6x |
| Data Science, Data Analysts, Database, Machine Learning | 10,370 | 3.4% | 2.2x |
| Network Admin, Architects, Cloud Engineers, Support | 13,860 | 1.3% | 0.8x |
| Software Development, Programmers, Web, QA, AI | 46,413 | 3.4% | 2.2x |
| Tech Support, Help Desk, IT Specialists | 17,786 | 1.5% | 1.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

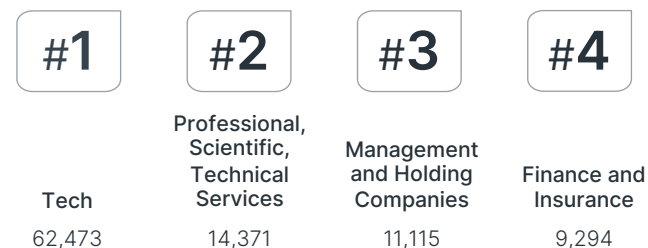
EMPLOYER HIRING INTENT VIA JOB POSTINGS



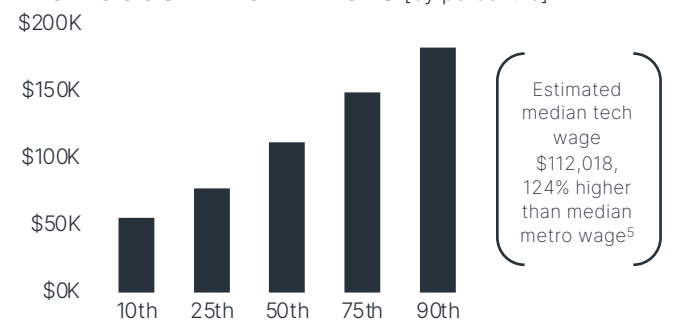
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



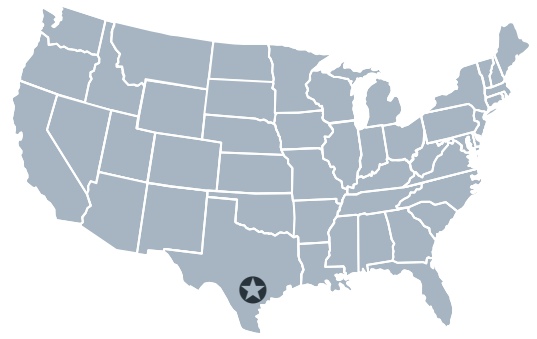
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Austin

Full MSA name: Austin-Round Rock-San Marcos, TX



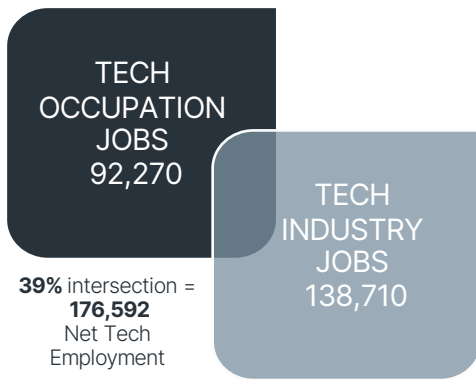
STATE OF TECHNOLOGY SUMMARY

- 176,592 NET TECH EMPLOYMENT¹
- 13.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 97,241 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$51.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7,610 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 45,925 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 7,088 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

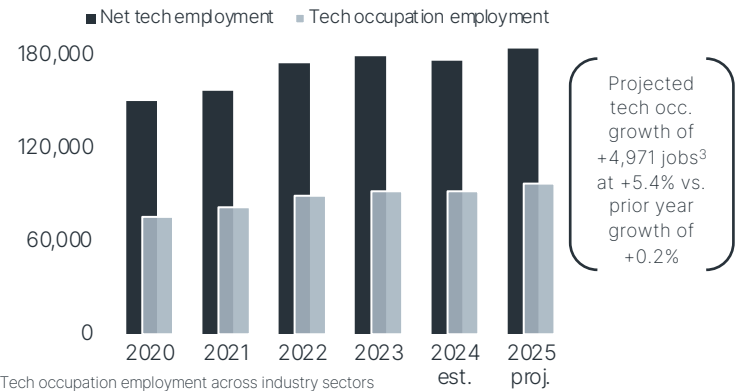
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

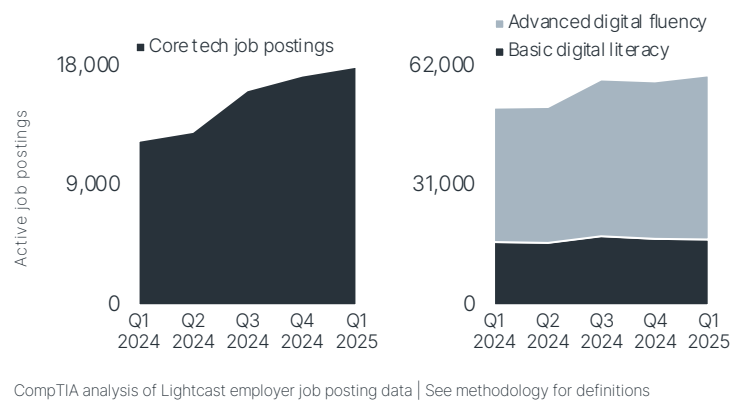


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 10,996 | 5.2% | 3.3x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 20,761 | 4.4% | 2.8x |
| Data Science, Data Analysts, Database, Machine Learning | 5,485 | 6.3% | 4.1x |
| Network Admin, Architects, Cloud Engineers, Support | 8,676 | 4.3% | 2.8x |
| Software Development, Programmers, Web, QA, AI | 34,547 | 6.5% | 4.2x |
| Tech Support, Help Desk, IT Specialists | 8,752 | 4.7% | 3.0x |

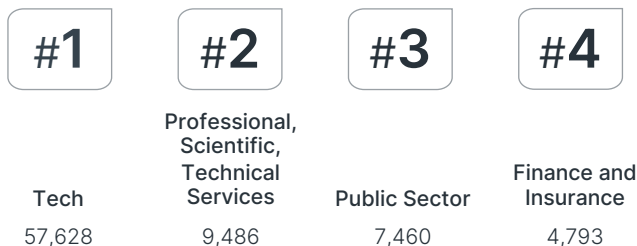
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

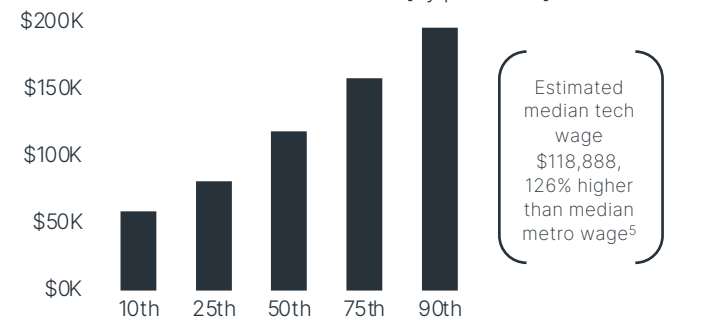


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]

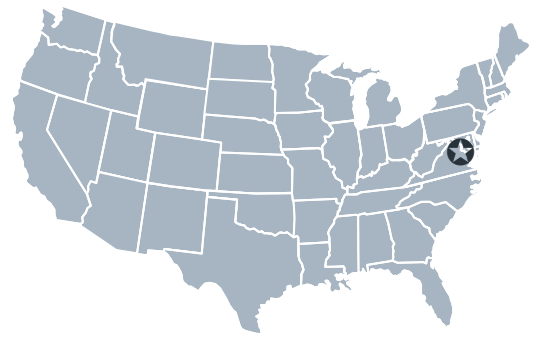


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Baltimore

Full MSA name: Baltimore-Columbia-Towson, MD

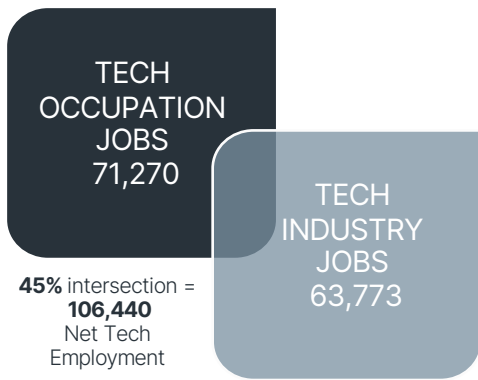


STATE OF TECHNOLOGY SUMMARY

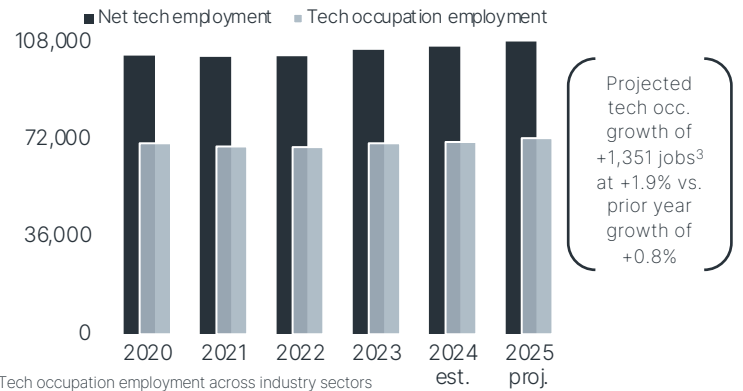
- 106,440 NET TECH EMPLOYMENT¹
- 7.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 72,621 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$21.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 5,047 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 45,911 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 3,686 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 4th COST OF LIVING [vs. national benchmark²]
 - 1st TECH WAGE PREMIUM [vs. prevailing median wage]
 - 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

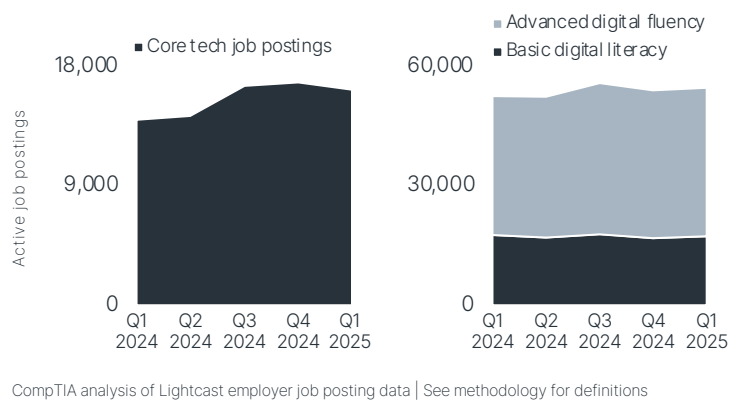


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 7,382 | 1.9% | 1.2x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 19,384 | 1.8% | 1.2x |
| Data Science, Data Analysts, Database, Machine Learning | 4,019 | 2.8% | 1.8x |
| Network Admin, Architects, Cloud Engineers, Support | 11,117 | 0.4% | 0.2x |
| Software Development, Programmers, Web, QA, AI | 22,921 | 2.6% | 1.7x |
| Tech Support, Help Desk, IT Specialists | 4,416 | 1.7% | 1.1x |

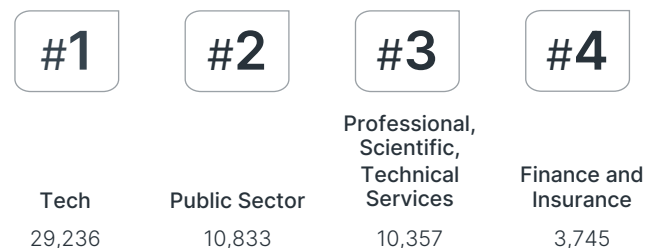
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

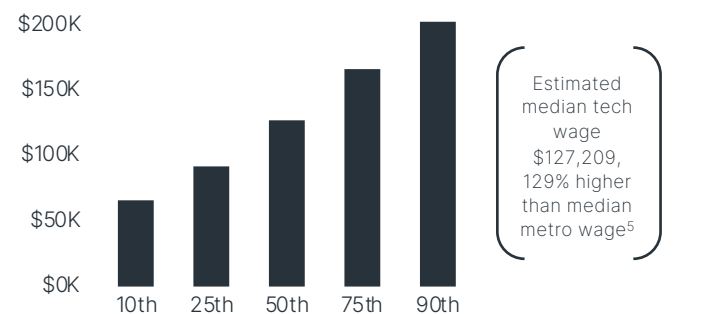


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



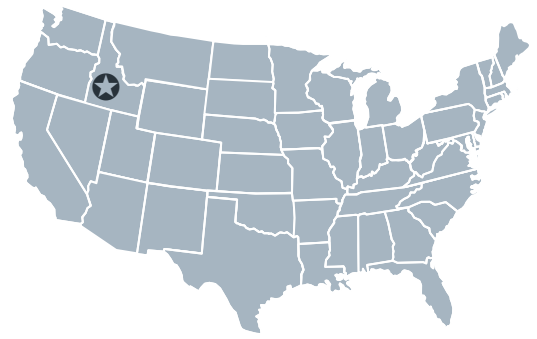
TECH OCCUPATION WAGES [by percentile]



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

Boise

Full MSA name: Boise City - Nampa, ID



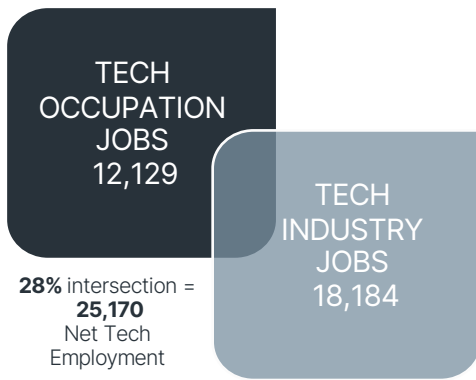
STATE OF TECHNOLOGY SUMMARY

- 25,170 NET TECH EMPLOYMENT¹
- 6.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 12,629 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$5.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,158 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 11,209 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,739 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

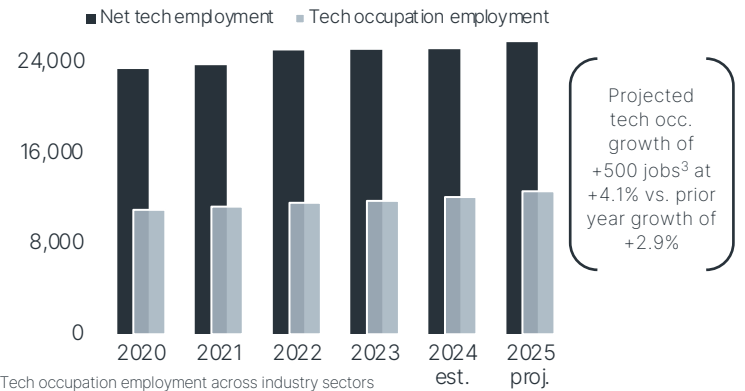
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 2nd COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

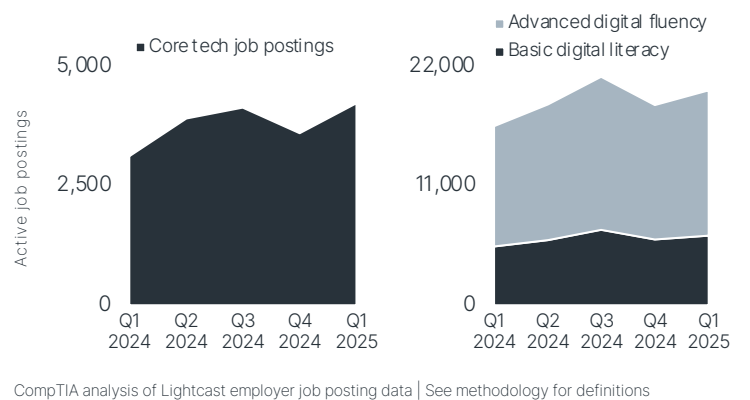


TECH OCCUPATION CATEGORY GROWTH

| Category | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 910 | 5.5% | 3.6x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 2,498 | 3.8% | 2.5x |
| Data Science, Data Analysts, Database, Machine Learning | 924 | 5.0% | 3.2x |
| Network Admin, Architects, Cloud Engineers, Support | 1,502 | 2.8% | 1.8x |
| Software Development, Programmers, Web, QA, AI | 3,627 | 5.8% | 3.8x |
| Tech Support, Help Desk, IT Specialists | 1,725 | 2.8% | 1.8x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

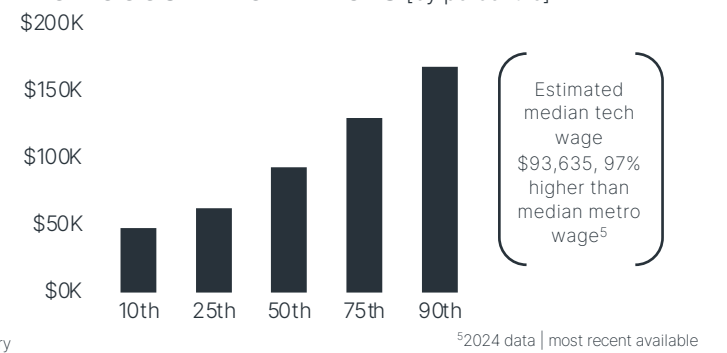


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|-------|--|---------------|-----------------------|
| Tech | Professional, Scientific, Technical Services | Public Sector | Finance and Insurance |
| 5,404 | 1,232 | 1,227 | 1,128 |

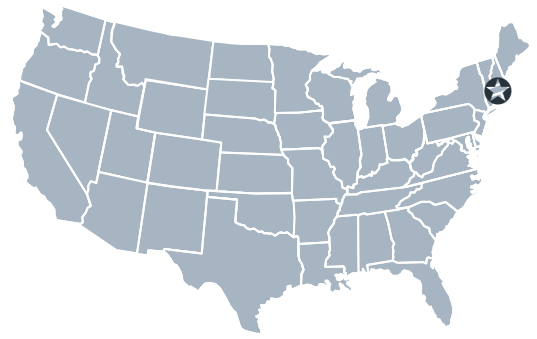
TECH OCCUPATION WAGES [by percentile]



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

Boston

Full MSA name: Boston-Cambridge-Newton, MA-NH



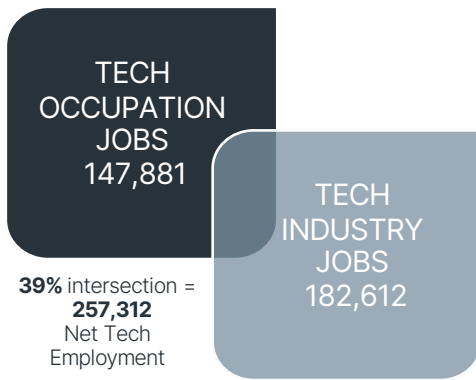
STATE OF TECHNOLOGY SUMMARY

- 257,312 NET TECH EMPLOYMENT¹
- 8.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 149,966 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$76.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 11,608 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 71,344 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 14,677 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

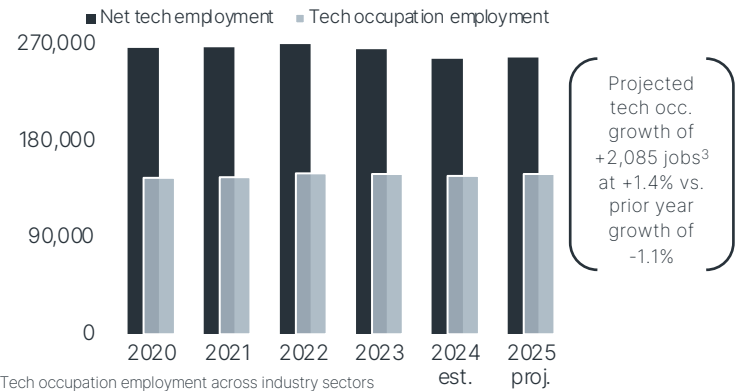
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

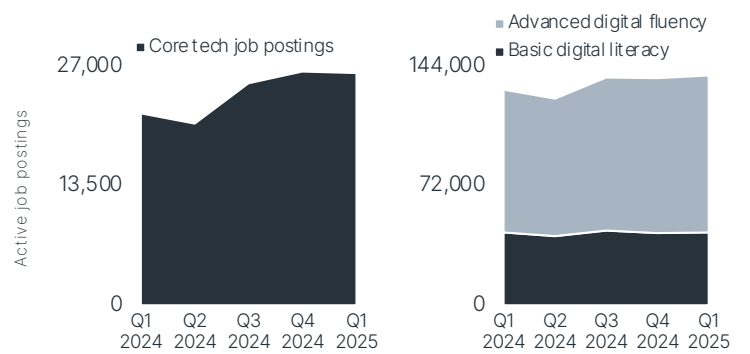


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 20,992 | 1.2% | 0.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 23,589 | 1.2% | 0.8x |
| Data Science, Data Analysts, Database, Machine Learning | 12,527 | 3.0% | 1.9x |
| Network Admin, Architects, Cloud Engineers, Support | 12,282 | 0.1% | 0.1x |
| Software Development, Programmers, Web, QA, AI | 56,618 | 1.9% | 1.2x |
| Tech Support, Help Desk, IT Specialists | 15,575 | 0.2% | 0.1x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

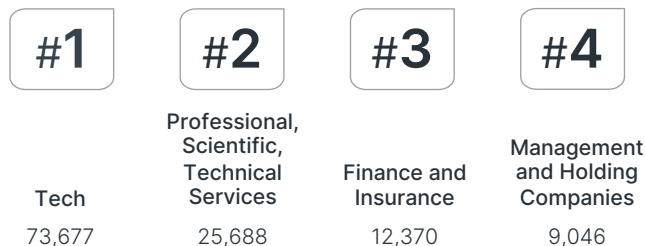
EMPLOYER HIRING INTENT VIA JOB POSTINGS



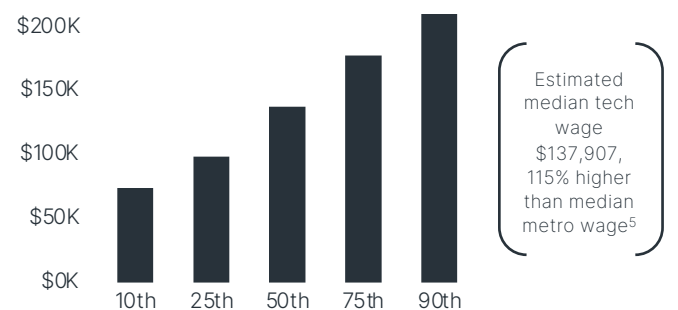
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]

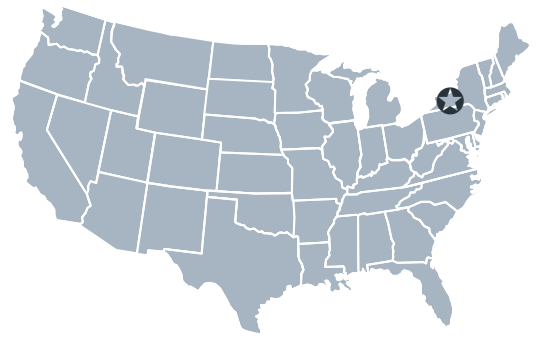


⁵2024 data | most recent available

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

Buffalo

Full MSA name: Buffalo-Cheektowaga, NY



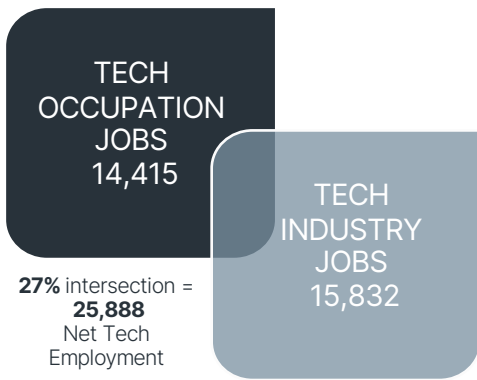
STATE OF TECHNOLOGY SUMMARY

- 25,888 NET TECH EMPLOYMENT¹
- 4.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 14,630 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$3.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 869 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 5,030 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 505 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

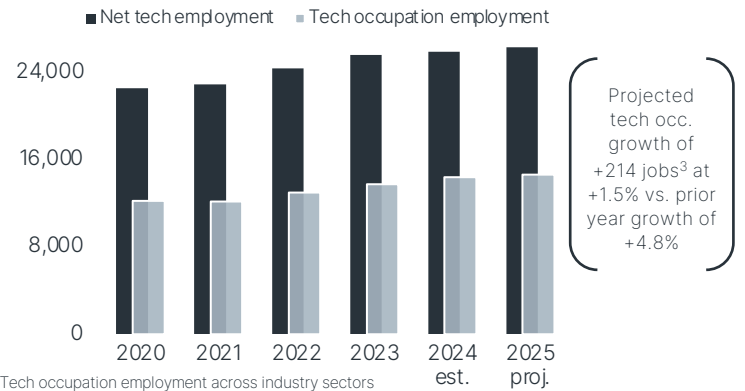
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

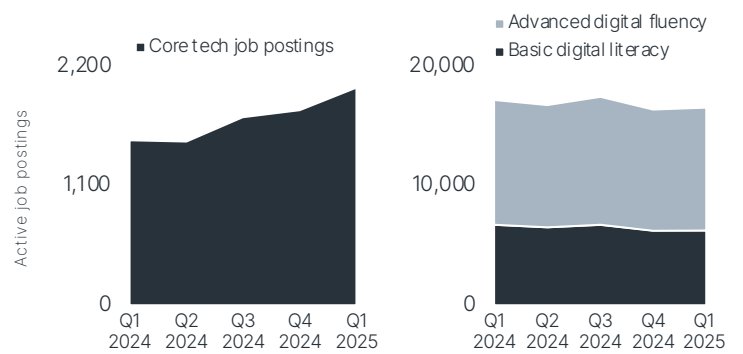


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,485 | 1.7% | 1.1x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 2,121 | 2.0% | 1.3x |
| Data Science, Data Analysts, Database, Machine Learning | 1,001 | 2.7% | 1.7x |
| Network Admin, Architects, Cloud Engineers, Support | 1,907 | 0.2% | 0.1x |
| Software Development, Programmers, Web, QA, AI | 4,649 | 2.3% | 1.5x |
| Tech Support, Help Desk, IT Specialists | 2,311 | 0.0% | 0.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

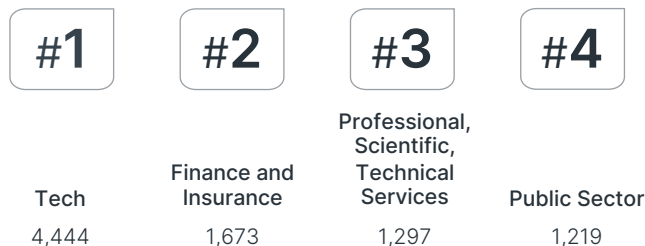
EMPLOYER HIRING INTENT VIA JOB POSTINGS



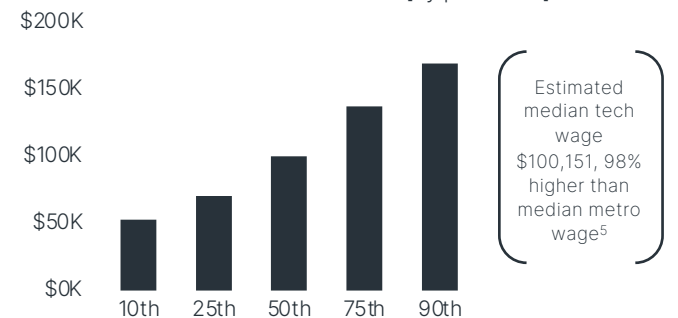
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]

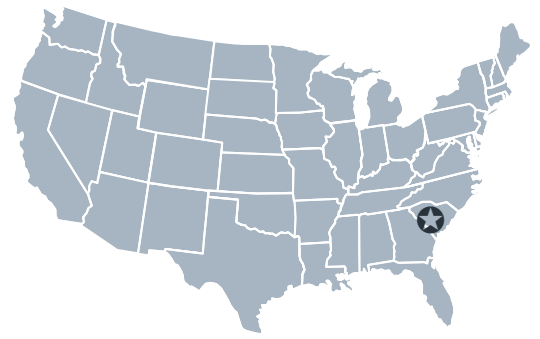


⁵2024 data | most recent available

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

Charleston

Full MSA name: Charleston-North Charleston, SC

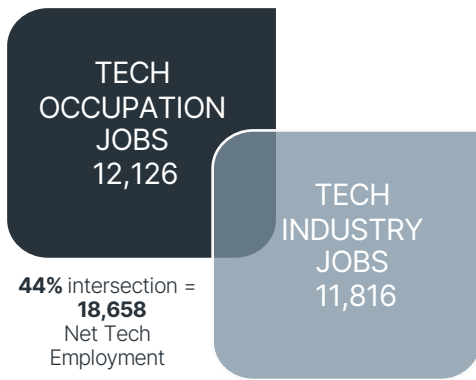


STATE OF TECHNOLOGY SUMMARY

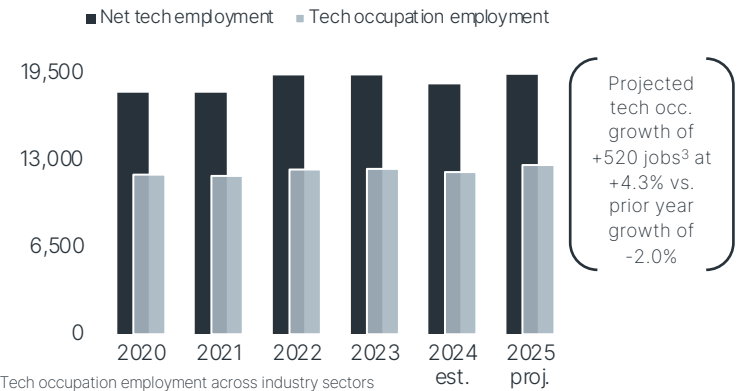
- 18,658 NET TECH EMPLOYMENT¹
- 4.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 12,646 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$4.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,065 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 4,876 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 466 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 2nd COST OF LIVING [vs. national benchmark²]
 - 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
 - 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

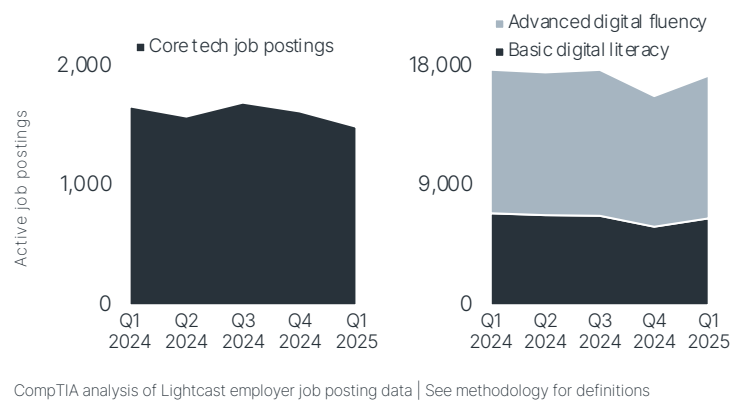


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 864 | 5.7% | 3.7x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 3,816 | 3.2% | 2.0x |
| Data Science, Data Analysts, Database, Machine Learning | 1,048 | 5.0% | 3.2x |
| Network Admin, Architects, Cloud Engineers, Support | 1,440 | 2.7% | 1.7x |
| Software Development, Programmers, Web, QA, AI | 2,784 | 7.1% | 4.5x |
| Tech Support, Help Desk, IT Specialists | 1,666 | 2.7% | 1.7x |

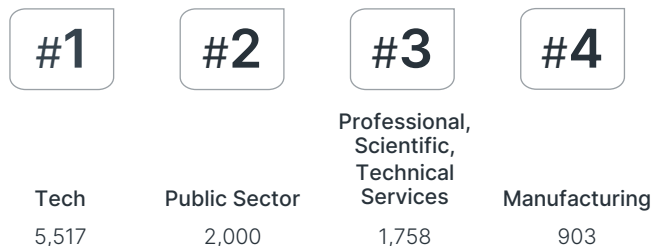
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

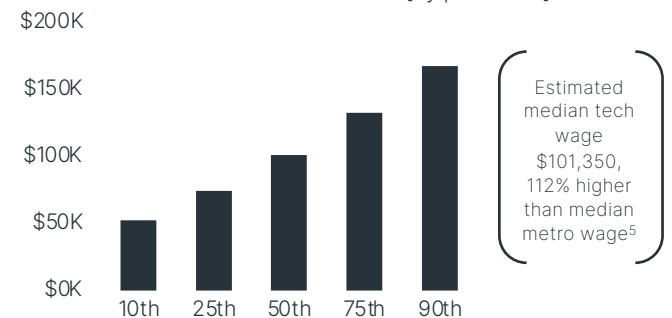


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



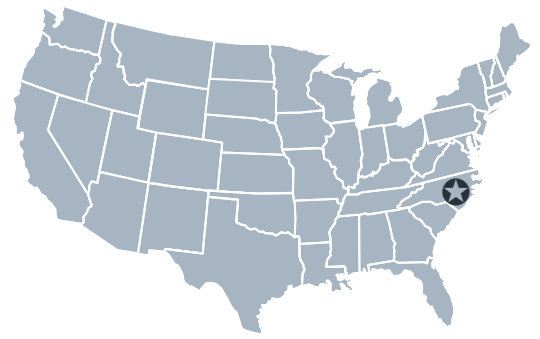
TECH OCCUPATION WAGES [by percentile]



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

Charlotte

Full MSA name: Charlotte-Concord-Gastonia, NC-SC

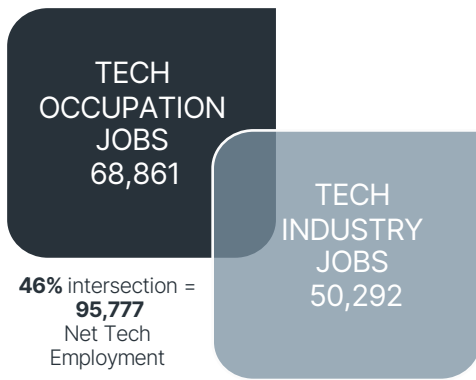


STATE OF TECHNOLOGY SUMMARY

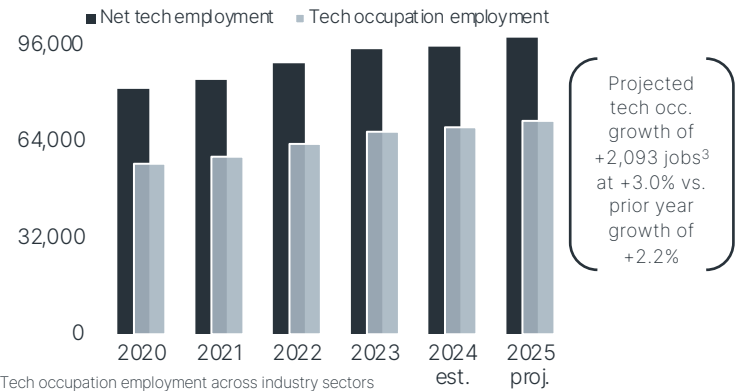
- 95,777 NET TECH EMPLOYMENT¹
- 6.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 70,954 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$16.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6,375 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 36,101 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 3,845 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 2nd COST OF LIVING [vs. national benchmark²]
 - 1st TECH WAGE PREMIUM [vs. prevailing median wage]
 - 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

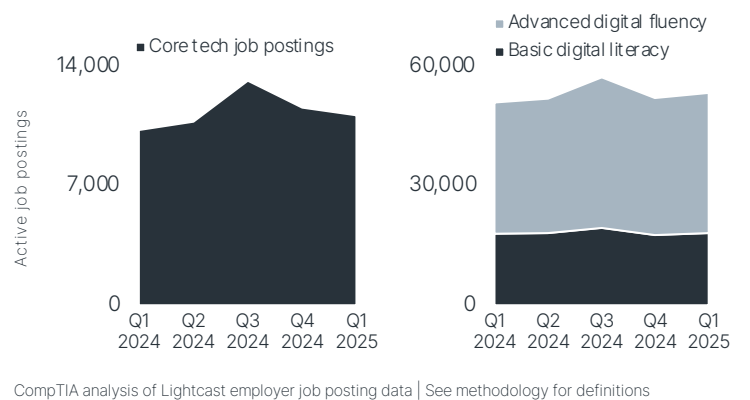


TECH OCCUPATION CATEGORY GROWTH

| Category | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 7,511 | 3.1% | 2.0x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 14,623 | 2.7% | 1.7x |
| Data Science, Data Analysts, Database, Machine Learning | 6,402 | 3.3% | 2.2x |
| Network Admin, Architects, Cloud Engineers, Support | 7,019 | 2.2% | 1.4x |
| Software Development, Programmers, Web, QA, AI | 24,622 | 3.8% | 2.4x |
| Tech Support, Help Desk, IT Specialists | 6,199 | 2.3% | 1.5x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

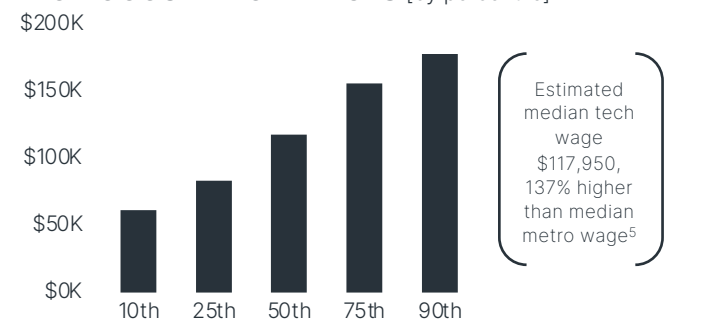


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| Rank | Sector | Count |
|------|--|--------|
| #1 | Tech | 24,285 |
| #2 | Finance and Insurance | 12,603 |
| #3 | Management and Holding Companies | 7,725 |
| #4 | Professional, Scientific, Technical Services | 6,937 |

TECH OCCUPATION WAGES [by percentile]

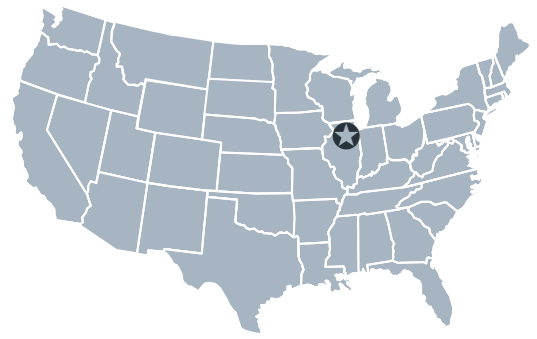


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Chicago

Full MSA name: Chicago-Naperville-Elgin, IL-IN



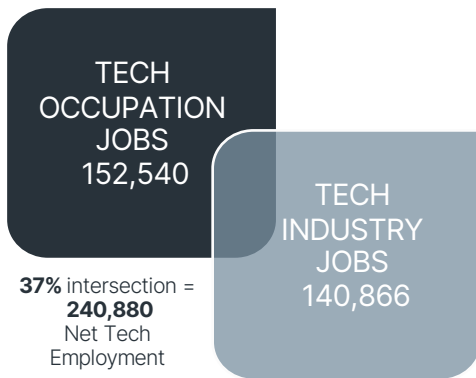
STATE OF TECHNOLOGY SUMMARY

- 240,880 NET TECH EMPLOYMENT¹
- 5.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 153,758 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$52.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 11,275 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 80,752 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 11,107 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

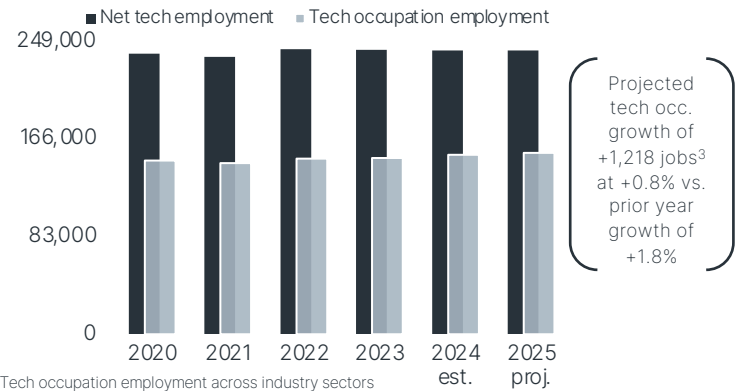
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 2nd COST OF LIVING [vs. national benchmark²]
- 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

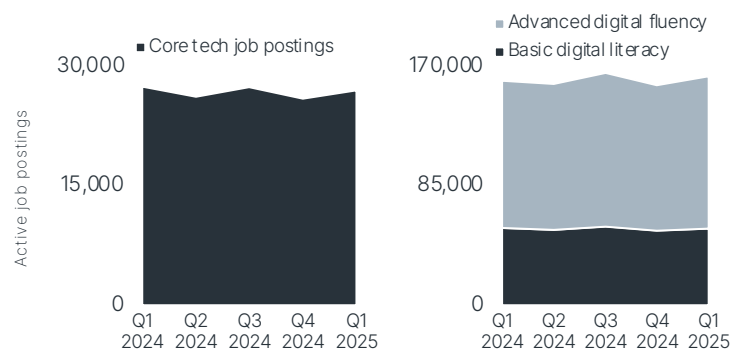


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 20,859 | 0.7% | 0.4x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 28,640 | 0.6% | 0.4x |
| Data Science, Data Analysts, Database, Machine Learning | 8,960 | 2.2% | 1.4x |
| Network Admin, Architects, Cloud Engineers, Support | 18,030 | -0.6% | 0.0x |
| Software Development, Programmers, Web, QA, AI | 50,705 | 1.7% | 1.1x |
| Tech Support, Help Desk, IT Specialists | 18,865 | 0.0% | 0.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



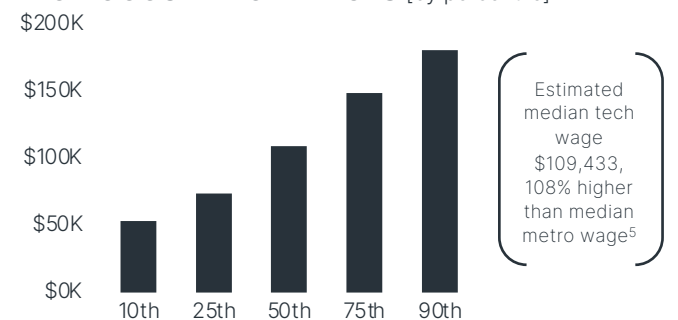
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

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, Technical Services | Finance and Insurance | Administrative Services |
| 53,045 | 20,523 | 16,938 | 9,226 |

TECH OCCUPATION WAGES [by percentile]

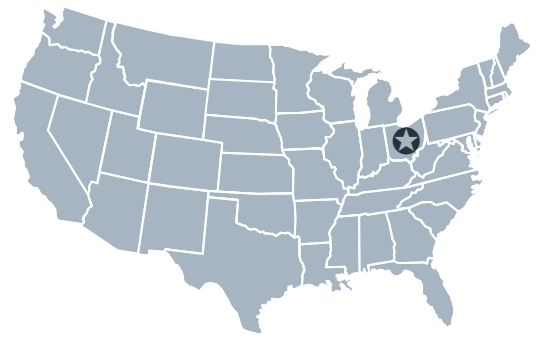


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Cleveland

Full MSA name: Cleveland, OH



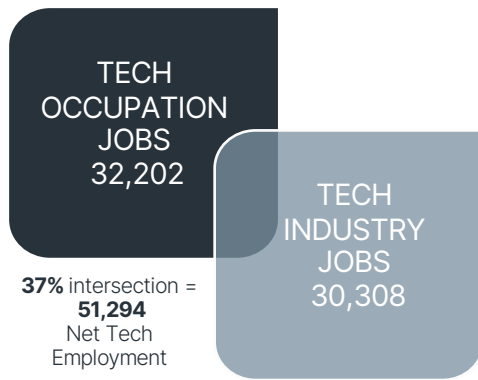
STATE OF TECHNOLOGY SUMMARY

- 51,294 NET TECH EMPLOYMENT¹
- 4.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 32,502 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$8.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3,471 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 14,699 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,344 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

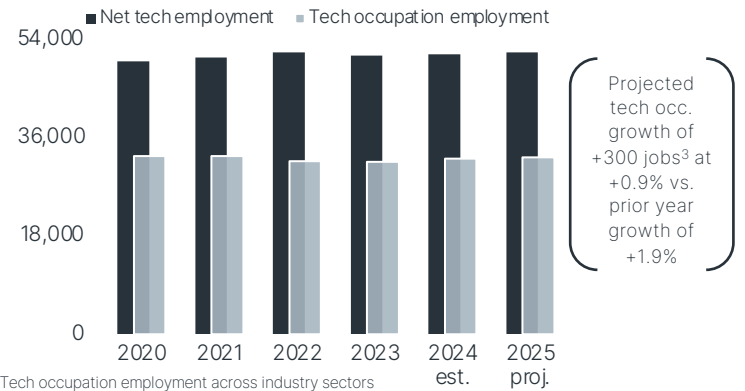
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

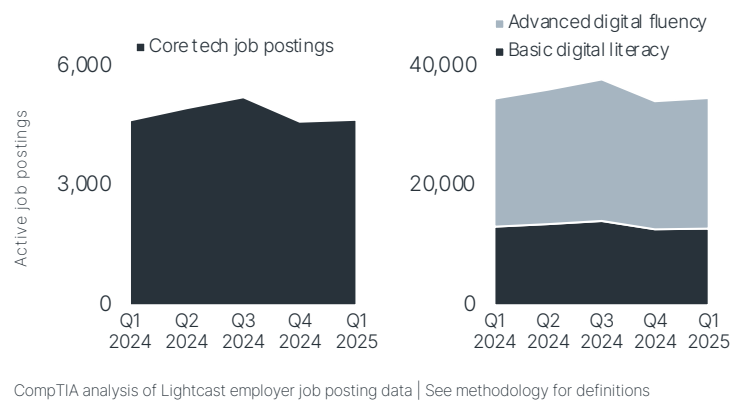


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 3,004 | 1.3% | 0.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 5,106 | 1.1% | 0.7x |
| Data Science, Data Analysts, Database, Machine Learning | 2,125 | 1.9% | 1.2x |
| Network Admin, Architects, Cloud Engineers, Support | 5,716 | -0.6% | 0.0x |
| Software Development, Programmers, Web, QA, AI | 10,785 | 2.0% | 1.3x |
| Tech Support, Help Desk, IT Specialists | 4,355 | -0.1% | 0.0x |

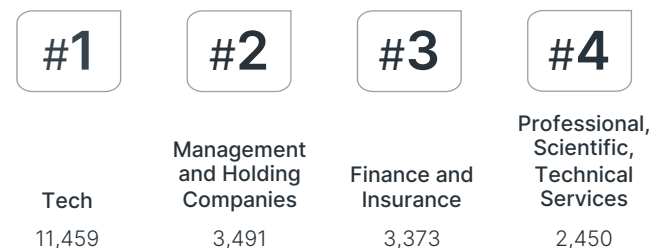
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

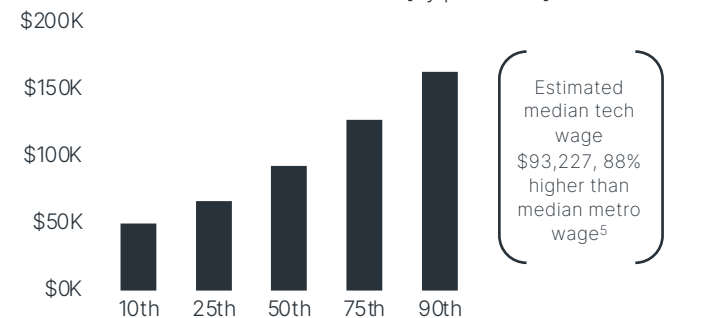


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]

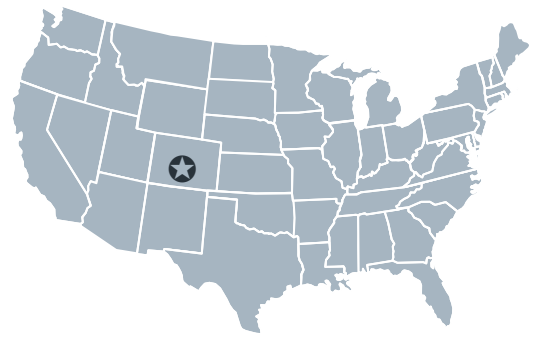


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Colorado Springs

Full MSA name: Colorado Springs, CO



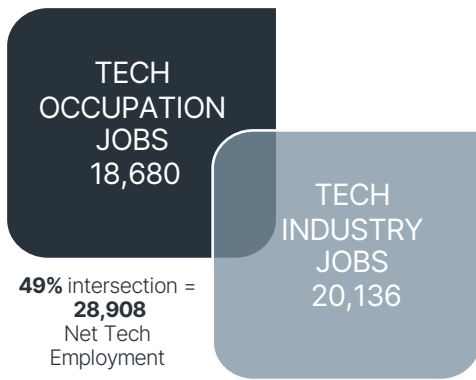
STATE OF TECHNOLOGY SUMMARY

- 28,908 NET TECH EMPLOYMENT¹
- 8.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 19,298 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$4.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,400 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 13,377 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 998 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

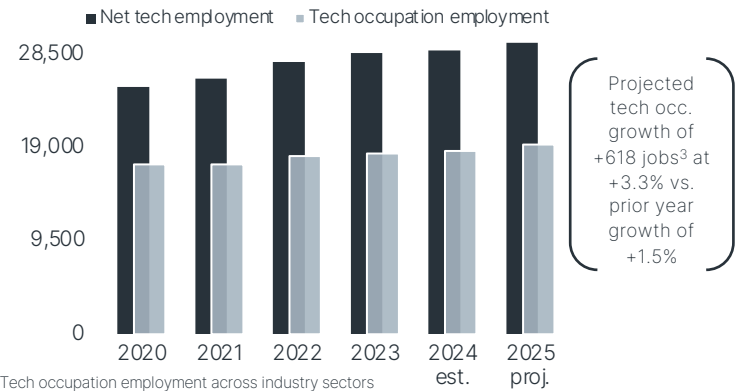
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

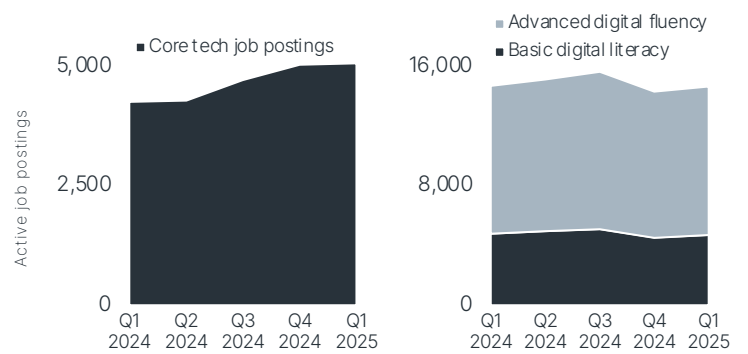


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,051 | 4.7% | 3.0x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 3,234 | 4.2% | 2.7x |
| Data Science, Data Analysts, Database, Machine Learning | 869 | 5.0% | 3.2x |
| Network Admin, Architects, Cloud Engineers, Support | 3,388 | 1.1% | 0.7x |
| Software Development, Programmers, Web, QA, AI | 7,031 | 4.1% | 2.6x |
| Tech Support, Help Desk, IT Specialists | 2,079 | 2.3% | 1.5x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

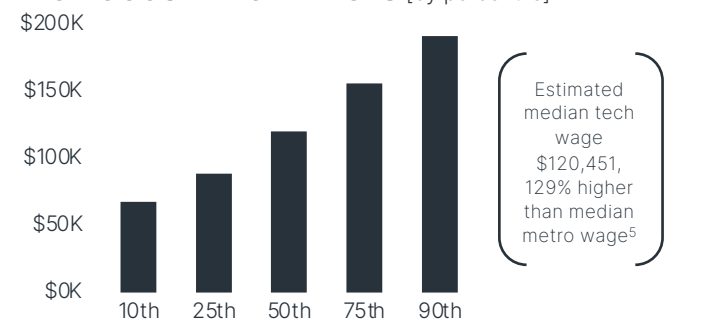


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|--|---------------|-----------------------|
| Tech | Professional, Scientific, Technical Services | Public Sector | Finance and Insurance |
| 10,287 | 2,881 | 1,611 | 1,414 |

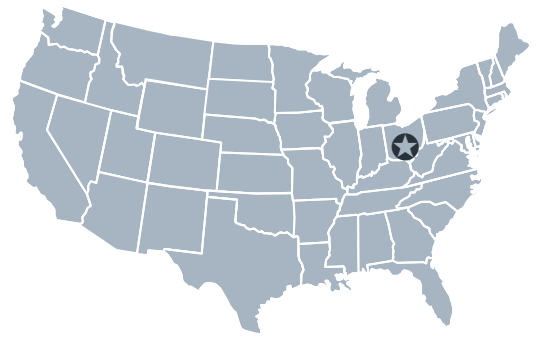
TECH OCCUPATION WAGES [by percentile]



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

Columbus

Full MSA name: Columbus, OH



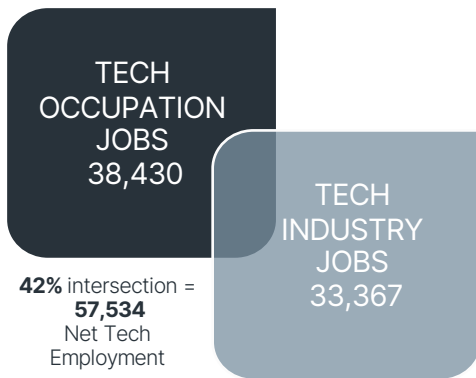
STATE OF TECHNOLOGY SUMMARY

- 57,534 NET TECH EMPLOYMENT¹
- 5.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 38,924 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$9.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4,532 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 26,488 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,971 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

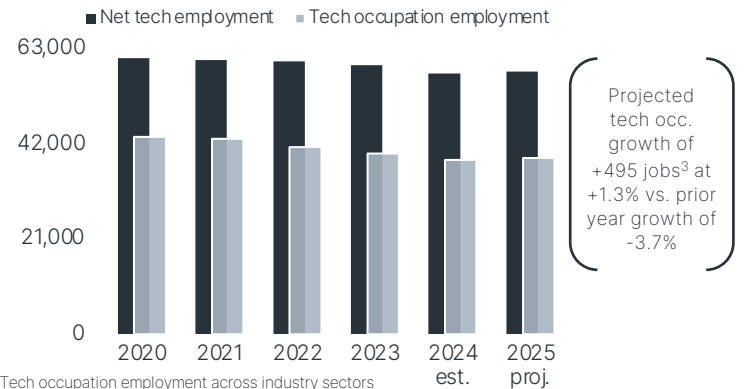
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

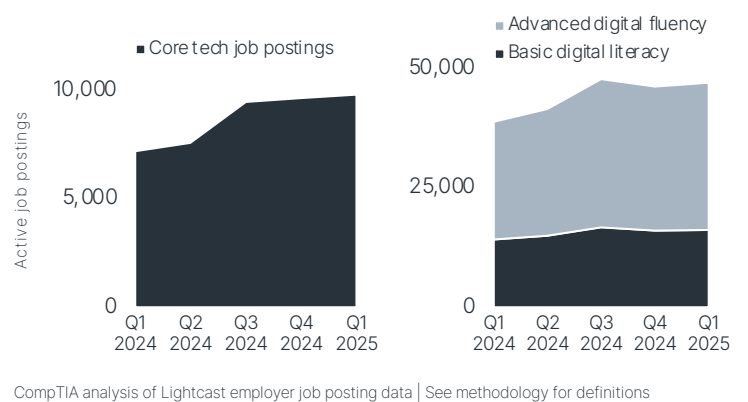


TECH OCCUPATION CATEGORY GROWTH

| Category | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 3,521 | 1.8% | 1.2x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 7,442 | 1.2% | 0.8x |
| Data Science, Data Analysts, Database, Machine Learning | 2,036 | 2.9% | 1.9x |
| Network Admin, Architects, Cloud Engineers, Support | 6,637 | -0.2% | 0.0x |
| Software Development, Programmers, Web, QA, AI | 12,361 | 2.1% | 1.3x |
| Tech Support, Help Desk, IT Specialists | 5,071 | 0.3% | 0.2x |

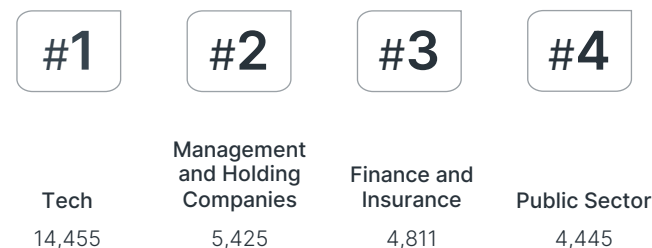
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

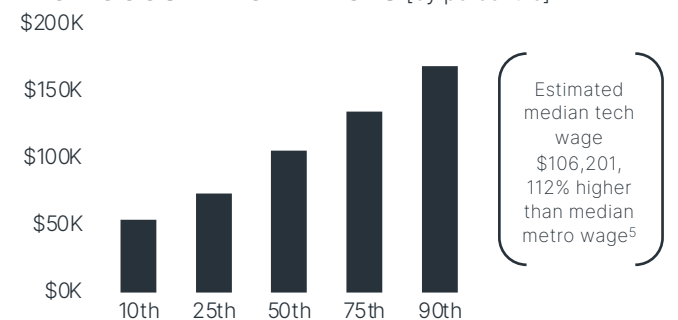


TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁵ based on tech workers employed in sector | projected 2025



TECH OCCUPATION WAGES [by percentile]

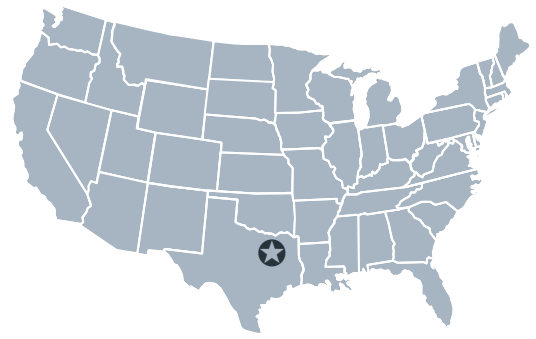


⁵Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Dallas

Full MSA name: Dallas-Fort Worth-Arlington, TX

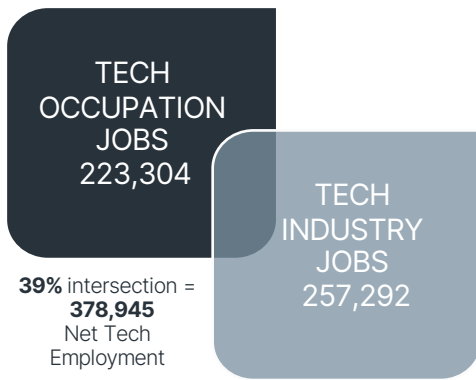


STATE OF TECHNOLOGY SUMMARY

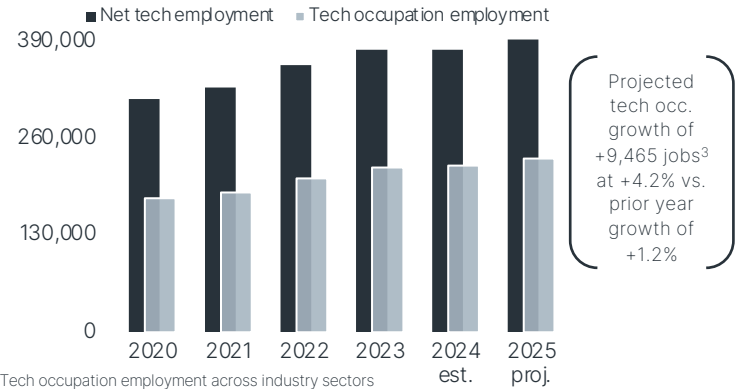
- 378,945 NET TECH EMPLOYMENT¹
- 8.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 232,769 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$85.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 14,313 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 112,718 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 12,717 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

- ### QUARTILE RANKINGS
- [1st quartile = more favorable ranking]
- 2nd COST OF LIVING [vs. national benchmark²]
 - 1st TECH WAGE PREMIUM [vs. prevailing median wage]
 - 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

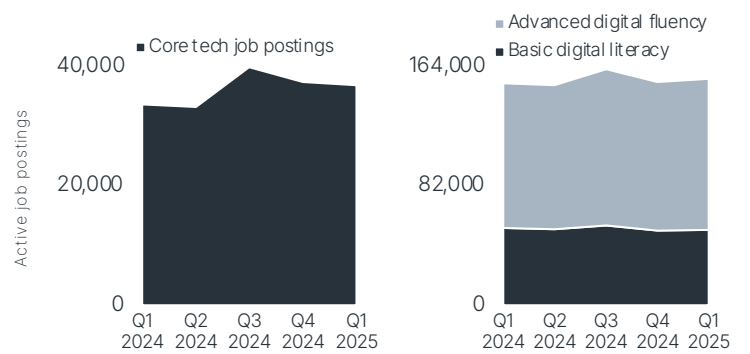


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 30,634 | 3.8% | 2.5x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 46,111 | 3.8% | 2.4x |
| Data Science, Data Analysts, Database, Machine Learning | 14,368 | 4.9% | 3.2x |
| Network Admin, Architects, Cloud Engineers, Support | 24,354 | 2.9% | 1.9x |
| Software Development, Programmers, Web, QA, AI | 79,847 | 5.2% | 3.4x |
| Tech Support, Help Desk, IT Specialists | 20,433 | 3.8% | 2.5x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

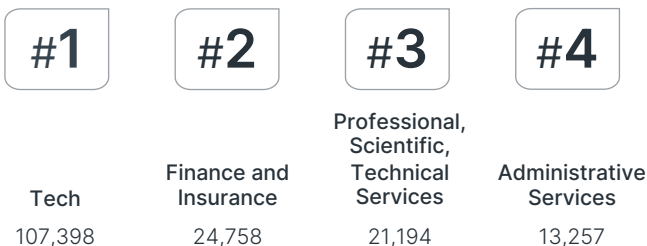
EMPLOYER HIRING INTENT VIA JOB POSTINGS



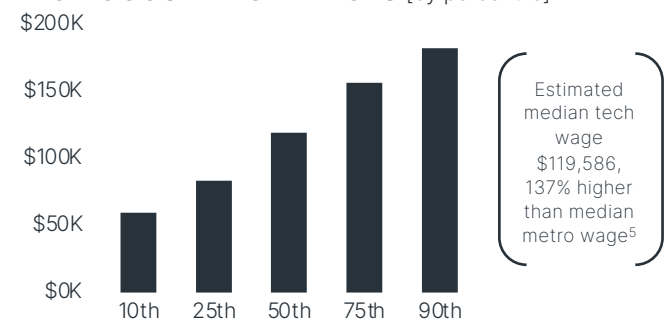
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]

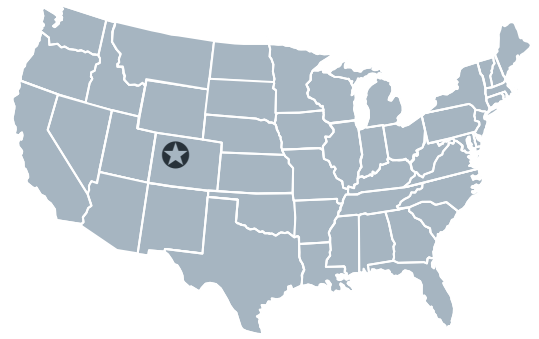


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Denver

Full MSA name: Denver-Aurora-Centennial, CO

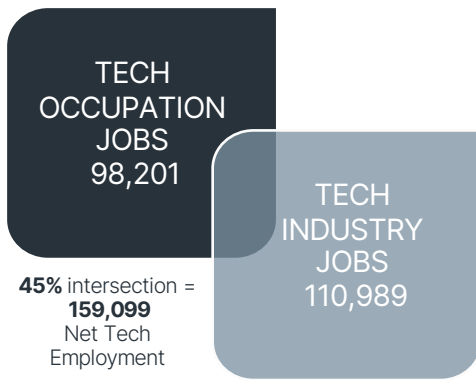


STATE OF TECHNOLOGY SUMMARY

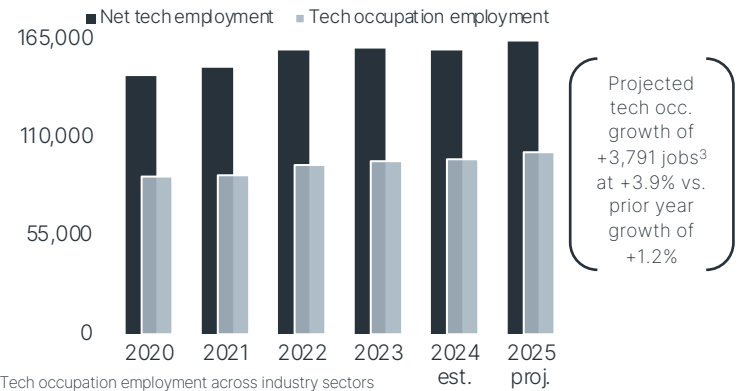
- 159,099 NET TECH EMPLOYMENT¹
- 9.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 101,992 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$37.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 13,796 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 42,459 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 4,659 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 3rd COST OF LIVING [vs. national benchmark²]
 - 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
 - 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

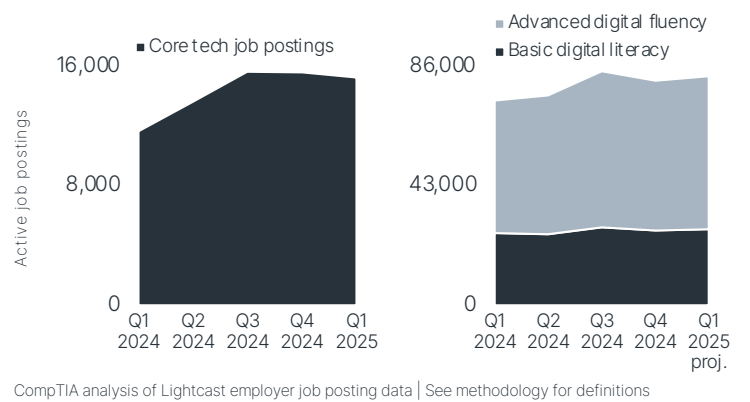


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 8,523 | 4.3% | 2.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 15,328 | 4.1% | 2.7x |
| Data Science, Data Analysts, Database, Machine Learning | 7,322 | 4.4% | 2.9x |
| Network Admin, Architects, Cloud Engineers, Support | 16,731 | 1.7% | 1.1x |
| Software Development, Programmers, Web, QA, AI | 35,737 | 4.9% | 3.2x |
| Tech Support, Help Desk, IT Specialists | 10,564 | 3.1% | 2.0x |

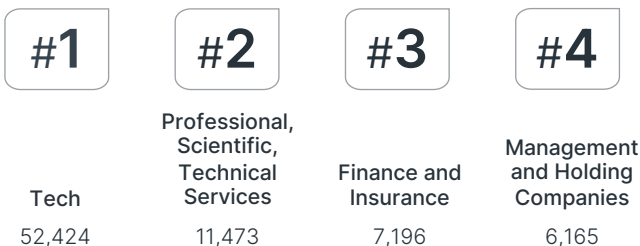
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

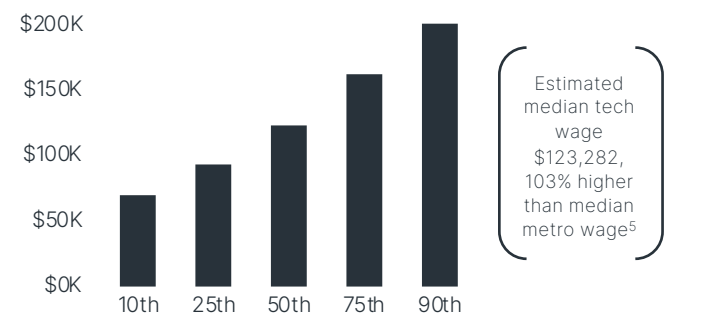


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]

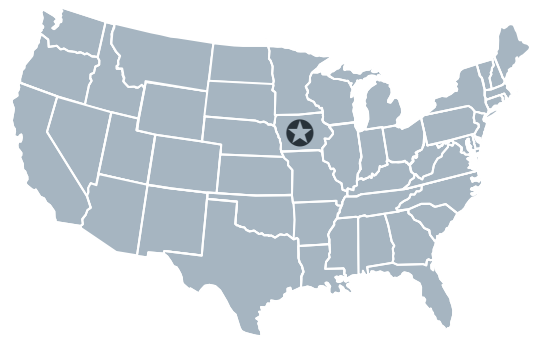


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Des Moines

Full MSA name: Des Moines-West Des Moines, IA



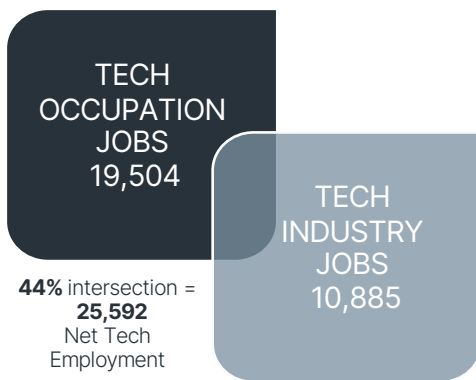
STATE OF TECHNOLOGY SUMMARY

- 25,592 NET TECH EMPLOYMENT¹
- 6.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 19,889 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$2.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,120 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 12,700 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,357 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

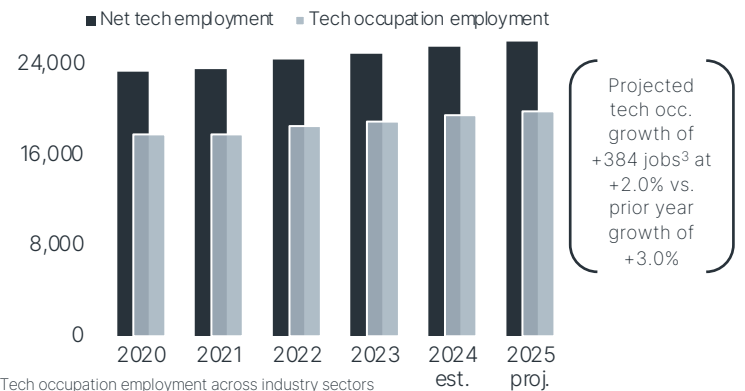
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 2nd COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

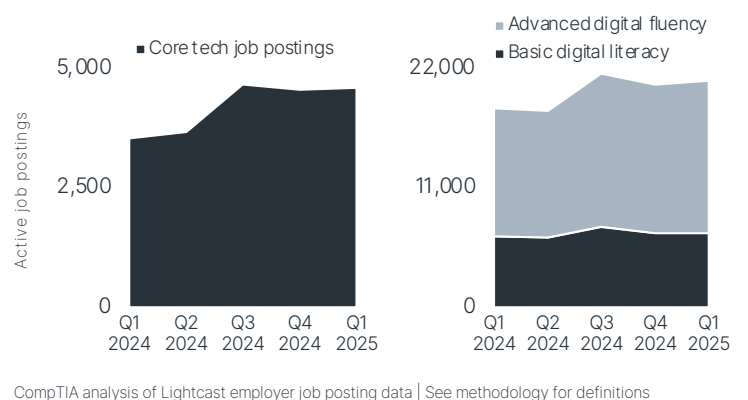


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,852 | 2.5% | 1.6x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 5,088 | 1.6% | 1.1x |
| Data Science, Data Analysts, Database, Machine Learning | 1,655 | 3.3% | 2.1x |
| Network Admin, Architects, Cloud Engineers, Support | 2,346 | 0.5% | 0.3x |
| Software Development, Programmers, Web, QA, AI | 5,630 | 2.8% | 1.8x |
| Tech Support, Help Desk, IT Specialists | 2,348 | 1.1% | 0.7x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

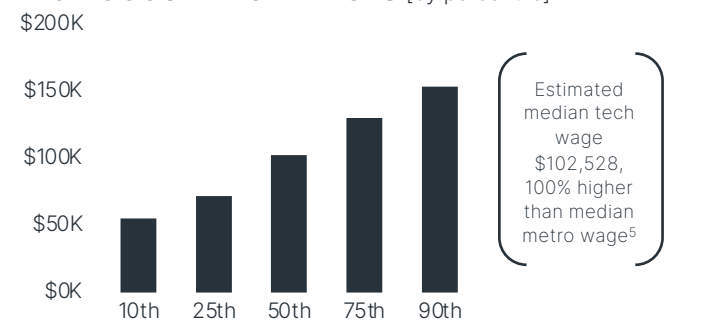


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|-----------------------|-------|----------------------------------|--|
| Finance and Insurance | Tech | Management and Holding Companies | Professional, Scientific, Technical Services |
| 6,624 | 4,879 | 1,748 | 1,492 |

TECH OCCUPATION WAGES [by percentile]

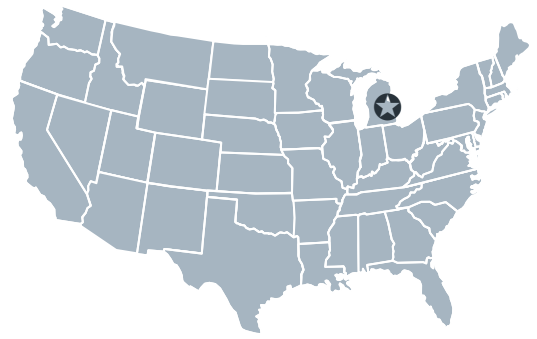


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Detroit

Full MSA name: Detroit-Warren-Dearborn, MI



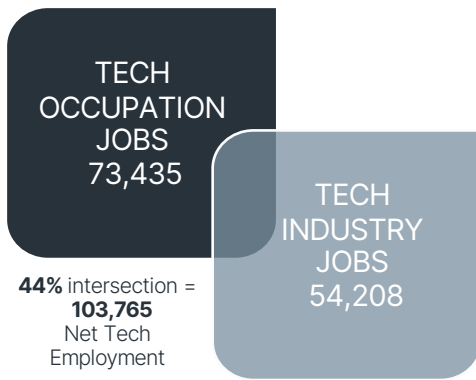
STATE OF TECHNOLOGY SUMMARY

- 103,765 NET TECH EMPLOYMENT¹
- 5.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 73,370 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$16.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4,437 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 31,645 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 3,022 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

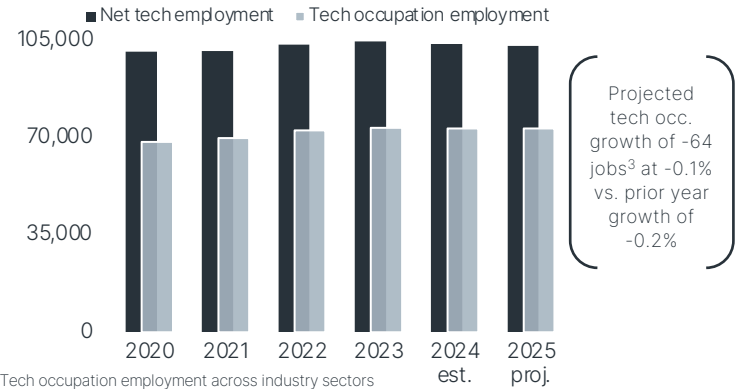
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

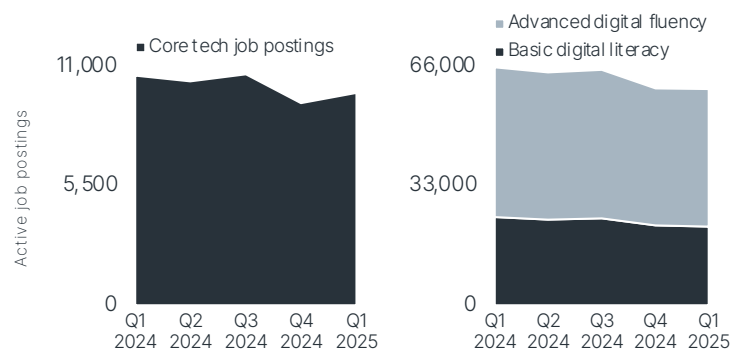


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 8,090 | 0.2% | 0.1x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 14,298 | -0.1% | 0.0x |
| Data Science, Data Analysts, Database, Machine Learning | 4,403 | 1.7% | 1.1x |
| Network Admin, Architects, Cloud Engineers, Support | 5,826 | -0.7% | 0.0x |
| Software Development, Programmers, Web, QA, AI | 28,279 | 0.2% | 0.1x |
| Tech Support, Help Desk, IT Specialists | 9,853 | -1.3% | 0.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

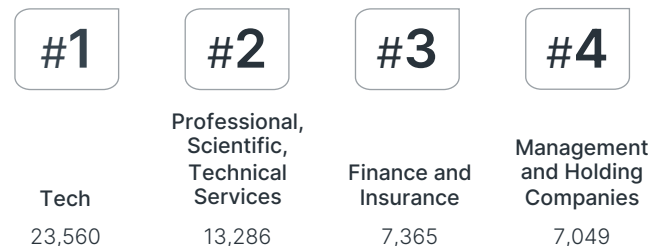
EMPLOYER HIRING INTENT VIA JOB POSTINGS



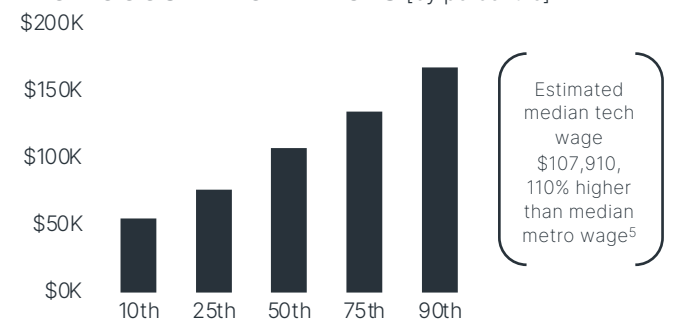
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]

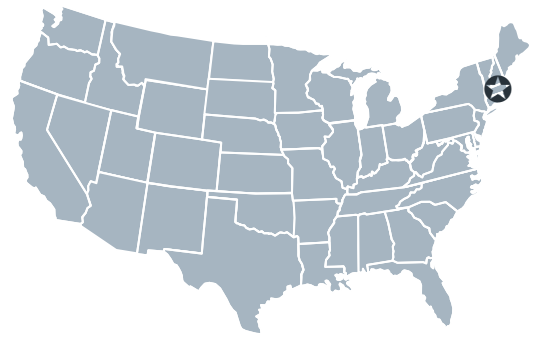


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Hartford

Full MSA name: Hartford-West Hartford-East Hartford, CT



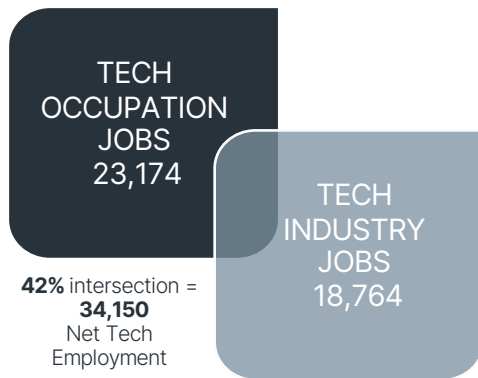
STATE OF TECHNOLOGY SUMMARY

- 34,150 NET TECH EMPLOYMENT¹
- 5.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 23,467 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$5.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,818 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 16,443 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,661 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

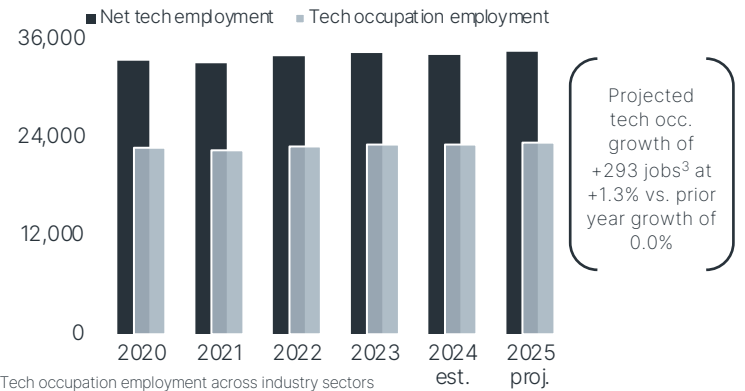
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

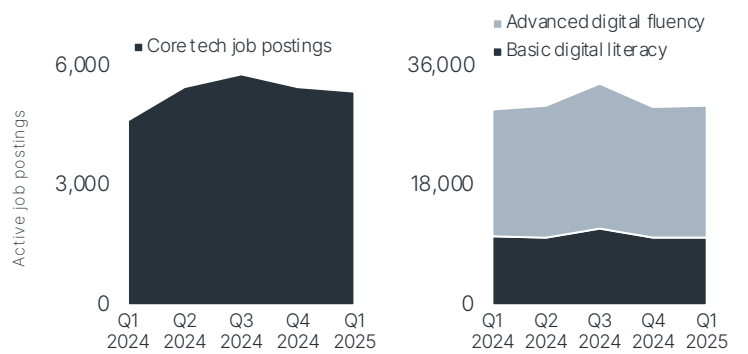


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 4,065 | 0.7% | 0.5x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 3,676 | 1.3% | 0.8x |
| Data Science, Data Analysts, Database, Machine Learning | 1,265 | 2.4% | 1.6x |
| Network Admin, Architects, Cloud Engineers, Support | 1,756 | 0.8% | 0.5x |
| Software Development, Programmers, Web, QA, AI | 8,190 | 1.8% | 1.2x |
| Tech Support, Help Desk, IT Specialists | 3,497 | 0.6% | 0.4x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



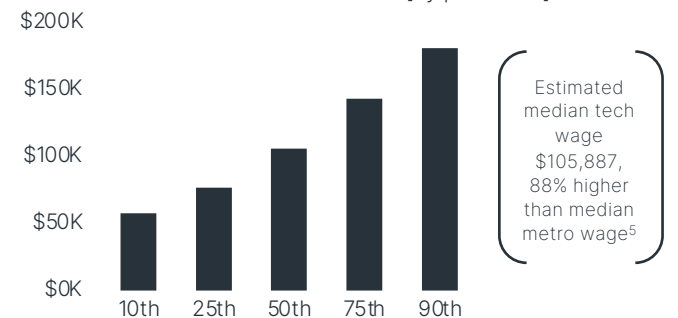
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|-------|-----------------------|---------------|---------------|
| Tech | Finance and Insurance | Manufacturing | Public Sector |
| 7,999 | 4,645 | 2,198 | 1,920 |

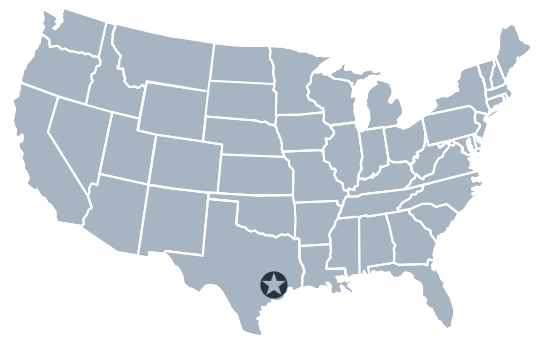
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Houston

Full MSA name: Houston-Pasadena-The Woodlands, TX



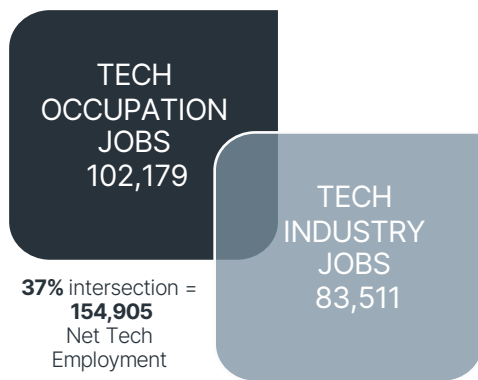
STATE OF TECHNOLOGY SUMMARY

- 154,905 NET TECH EMPLOYMENT¹
- 4.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 105,048 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$23.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7,832 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 42,979 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 7,957 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

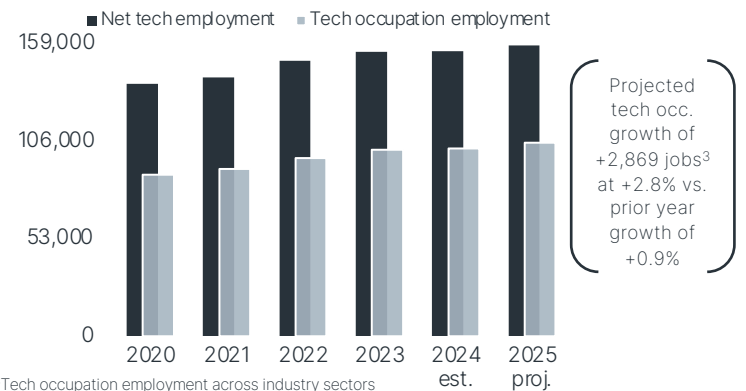
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

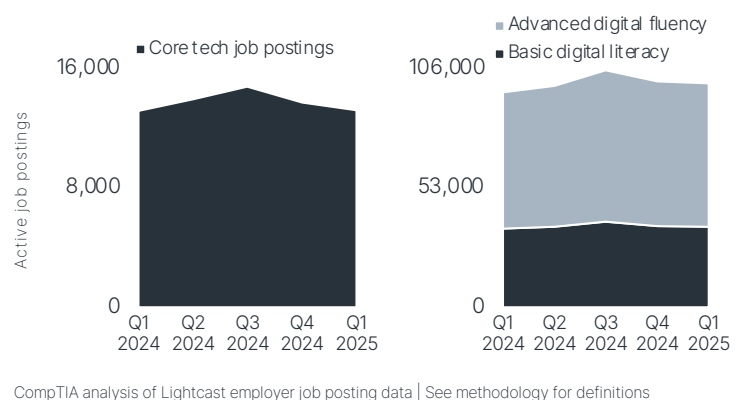


TECH OCCUPATION CATEGORY GROWTH

| Category | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 13,829 | 2.7% | 1.7x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 23,888 | 2.5% | 1.6x |
| Data Science, Data Analysts, Database, Machine Learning | 7,738 | 4.1% | 2.6x |
| Network Admin, Architects, Cloud Engineers, Support | 11,254 | 1.8% | 1.1x |
| Software Development, Programmers, Web, QA, AI | 29,451 | 3.7% | 2.4x |
| Tech Support, Help Desk, IT Specialists | 11,652 | 2.1% | 1.3x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

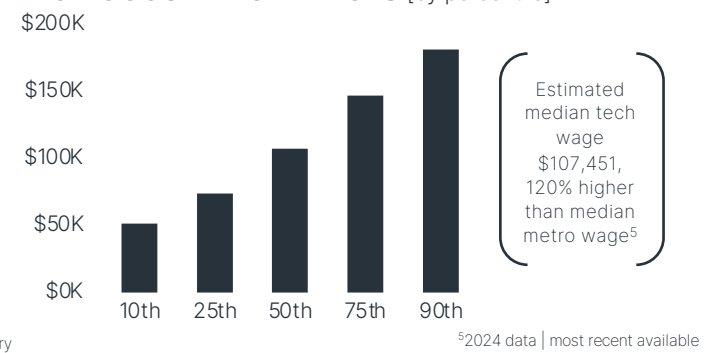


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|--|---------------|-----------------------|
| Tech | Professional, Scientific, Technical Services | Public Sector | Finance and Insurance |
| 31,666 | 17,424 | 10,332 | 8,492 |

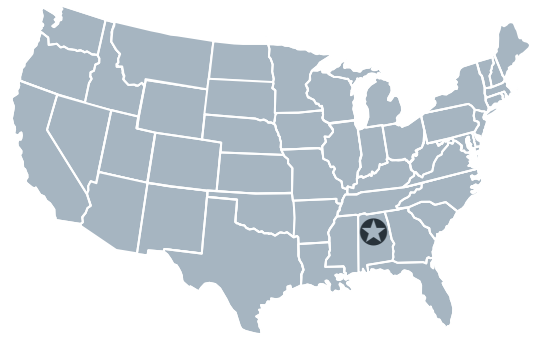
TECH OCCUPATION WAGES [by percentile]



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

Huntsville

Full MSA name: Huntsville, AL



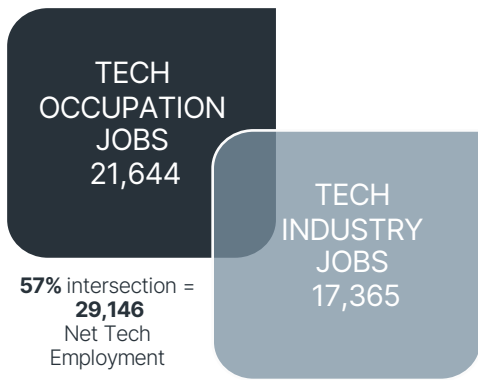
STATE OF TECHNOLOGY SUMMARY

- 29,146 NET TECH EMPLOYMENT¹
- 10.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 22,155 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$3.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,150 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 13,365 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,037 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

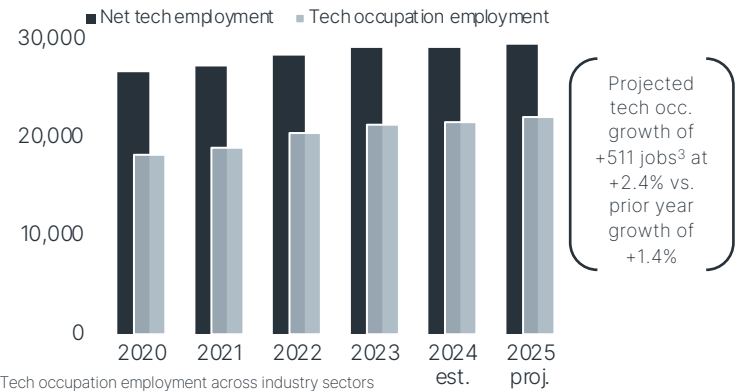
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

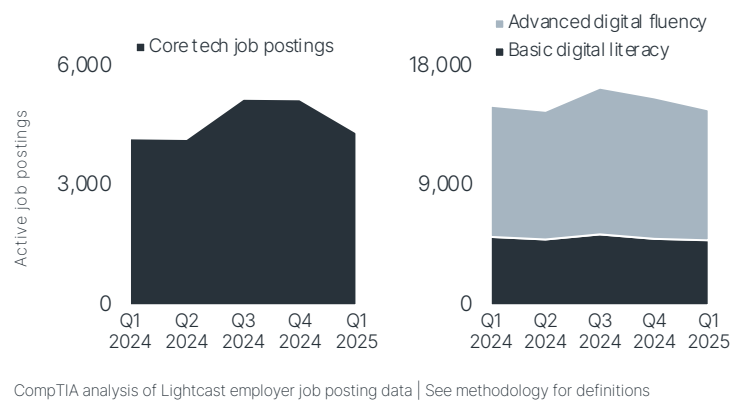


TECH OCCUPATION CATEGORY GROWTH

| Category | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,650 | 2.6% | 1.7x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 5,351 | 2.2% | 1.4x |
| Data Science, Data Analysts, Database, Machine Learning | 1,451 | 3.2% | 2.1x |
| Network Admin, Architects, Cloud Engineers, Support | 2,780 | 0.5% | 0.3x |
| Software Development, Programmers, Web, QA, AI | 8,311 | 3.0% | 2.0x |
| Tech Support, Help Desk, IT Specialists | 1,257 | 2.1% | 1.3x |

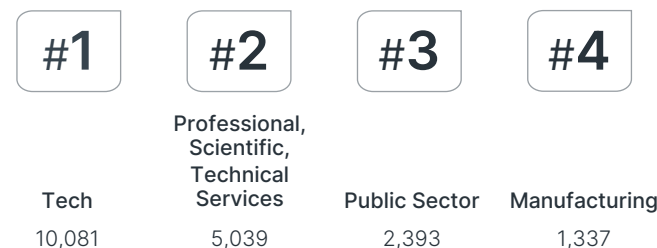
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

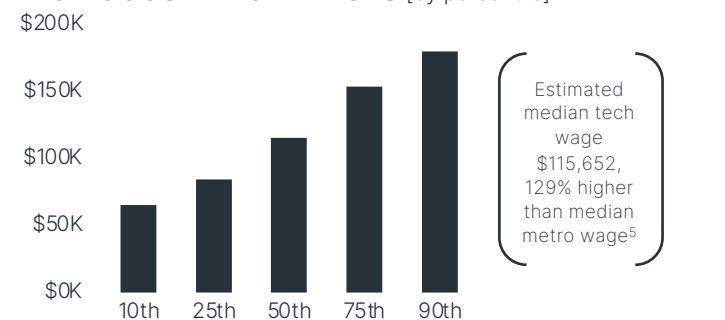


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]

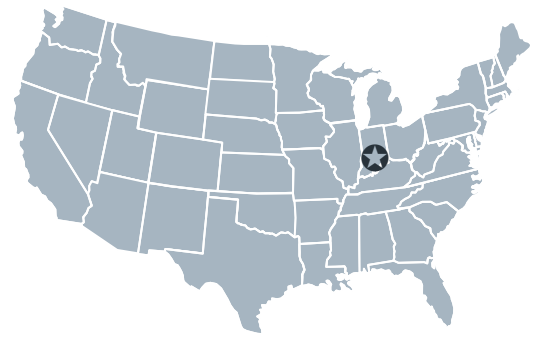


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Indianapolis

Full MSA name: Indianapolis-Carmel-Greenwood, IN



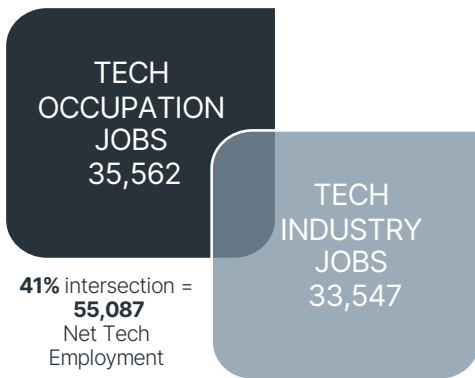
STATE OF TECHNOLOGY SUMMARY

- 55,087 NET TECH EMPLOYMENT¹
- 4.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 36,408 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$10.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3,548 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 17,207 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,259 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

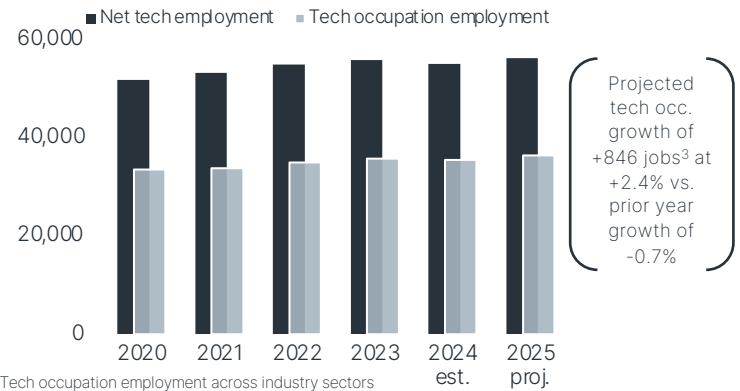
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 2nd COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



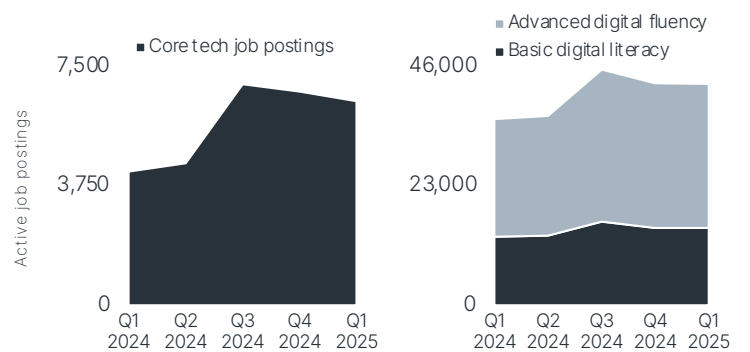
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 3,846 | 2.5% | 1.6x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 8,544 | 2.1% | 1.4x |
| Data Science, Data Analysts, Database, Machine Learning | 2,397 | 3.3% | 2.1x |
| Network Admin, Architects, Cloud Engineers, Support | 5,640 | 1.1% | 0.7x |
| Software Development, Programmers, Web, QA, AI | 8,501 | 4.0% | 2.6x |
| Tech Support, Help Desk, IT Specialists | 4,953 | 1.6% | 1.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



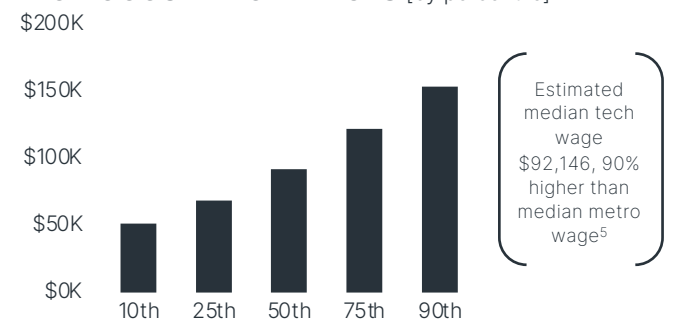
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

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, Technical Services | Finance and Insurance | Public Sector |
| 14,433 | 3,895 | 3,594 | 3,003 |

TECH OCCUPATION WAGES [by percentile]

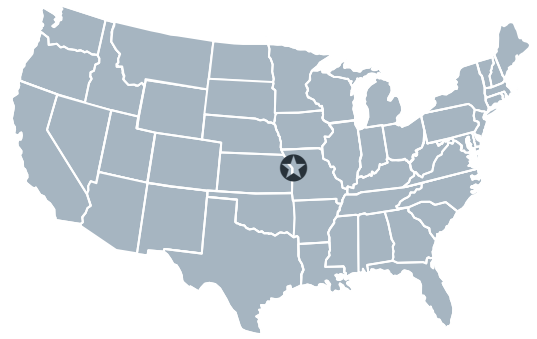


⁵2024 data | most recent available

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

Kansas City

Full MSA name: Kansas City, MO-KS



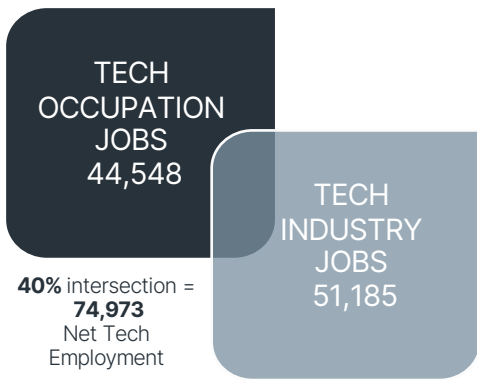
STATE OF TECHNOLOGY SUMMARY

- 74,973 NET TECH EMPLOYMENT¹
- 6.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 45,132 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$13.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 5,450 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 18,902 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,817 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

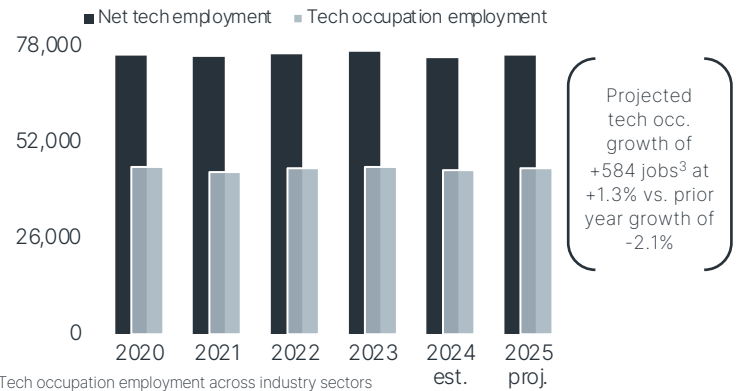
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

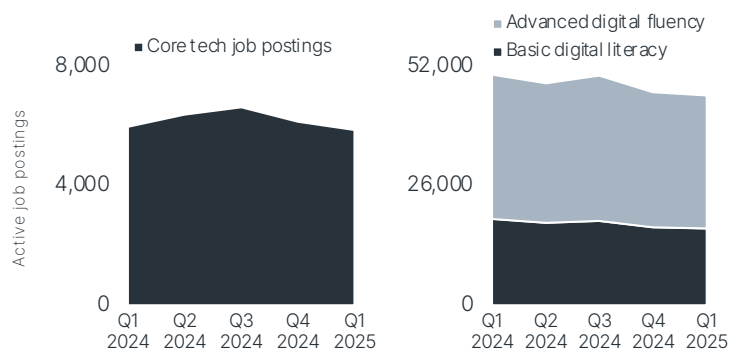


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 4,127 | 1.4% | 0.9x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 9,470 | 0.7% | 0.4x |
| Data Science, Data Analysts, Database, Machine Learning | 2,255 | 1.8% | 1.1x |
| Network Admin, Architects, Cloud Engineers, Support | 5,275 | -0.6% | 0.0x |
| Software Development, Programmers, Web, QA, AI | 15,845 | 2.8% | 1.8x |
| Tech Support, Help Desk, IT Specialists | 6,276 | -0.3% | 0.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

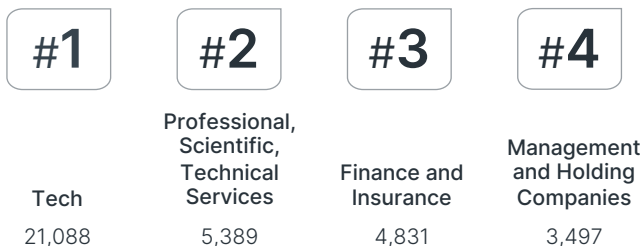
EMPLOYER HIRING INTENT VIA JOB POSTINGS



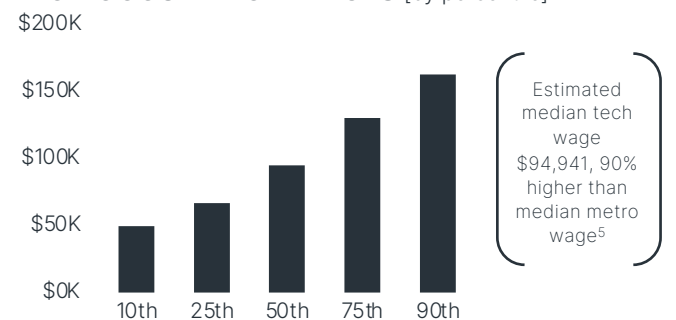
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁵ based on tech workers employed in sector | projected 2025



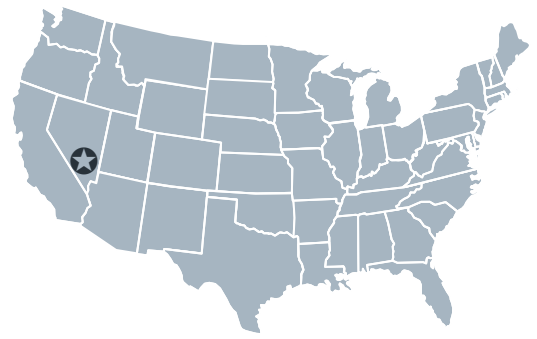
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Las Vegas

Full MSA name: Las Vegas-Henderson-North Las Vegas, NV



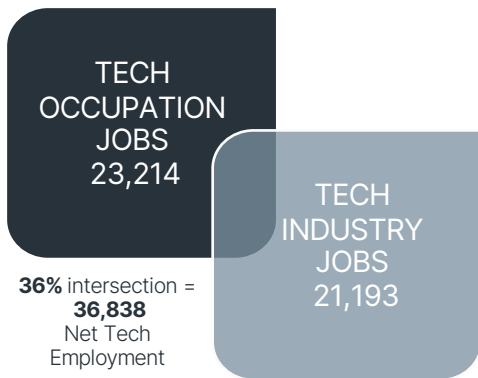
STATE OF TECHNOLOGY SUMMARY

- 36,838 NET TECH EMPLOYMENT¹
- 3.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 24,391 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$7.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4,223 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 11,330 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,011 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

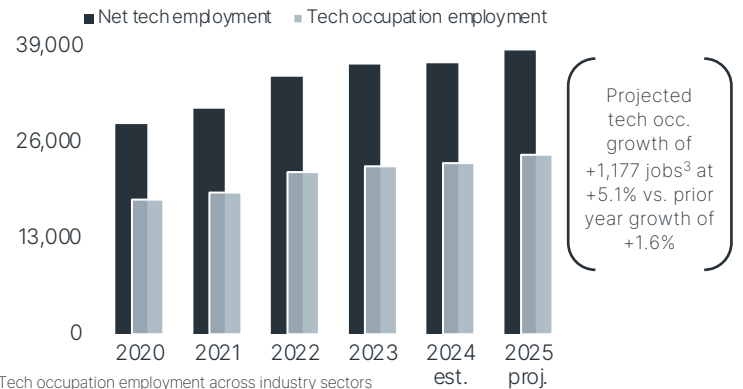
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



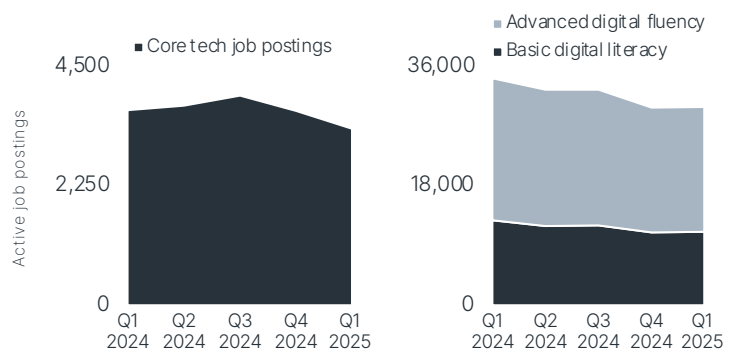
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 2,256 | 5.9% | 3.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 5,978 | 4.5% | 2.9x |
| Data Science, Data Analysts, Database, Machine Learning | 1,674 | 6.3% | 4.0x |
| Network Admin, Architects, Cloud Engineers, Support | 2,844 | 3.4% | 2.2x |
| Software Development, Programmers, Web, QA, AI | 4,570 | 8.4% | 5.4x |
| Tech Support, Help Desk, IT Specialists | 4,531 | 3.1% | 2.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

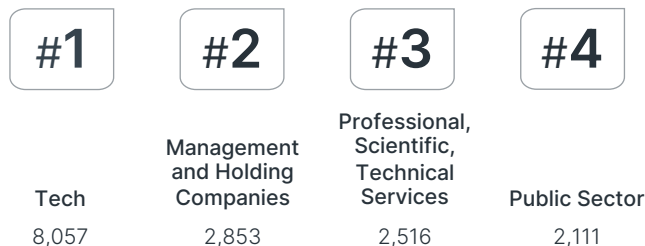
EMPLOYER HIRING INTENT VIA JOB POSTINGS



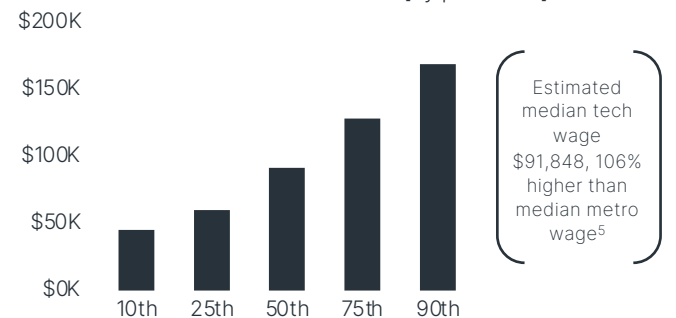
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



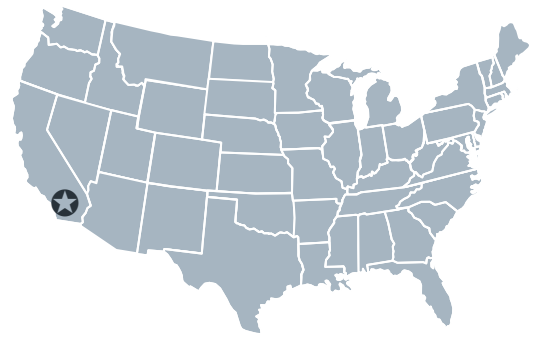
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Los Angeles

Full MSA name: Los Angeles-Long Beach-Anaheim, CA



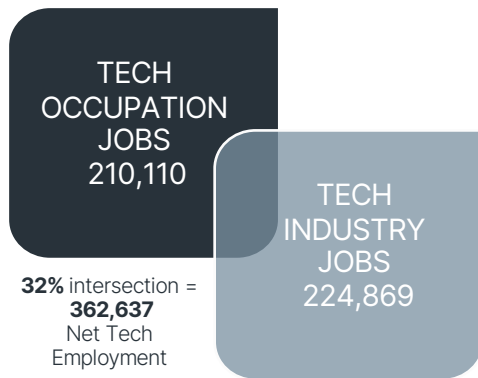
STATE OF TECHNOLOGY SUMMARY

- 362,637 NET TECH EMPLOYMENT¹
- 5.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 211,768 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$99.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 15,528 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 74,359 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 9,633 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

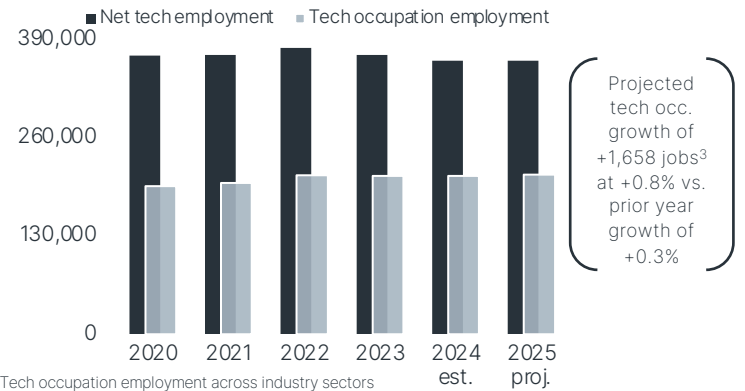
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

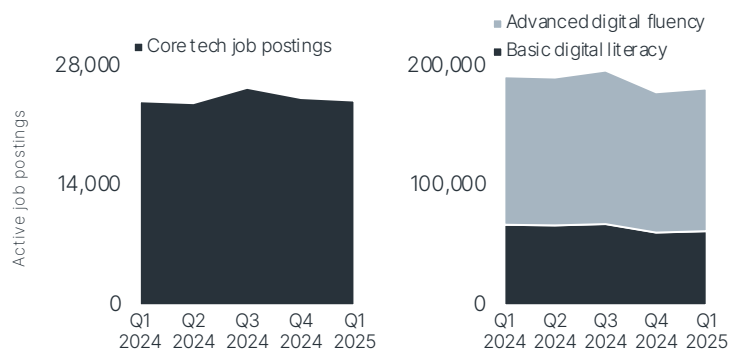


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 24,453 | 0.8% | 0.5x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 44,966 | 0.4% | 0.3x |
| Data Science, Data Analysts, Database, Machine Learning | 15,539 | 1.9% | 1.2x |
| Network Admin, Architects, Cloud Engineers, Support | 18,040 | -0.2% | 0.0x |
| Software Development, Programmers, Web, QA, AI | 72,457 | 1.4% | 0.9x |
| Tech Support, Help Desk, IT Specialists | 20,456 | 0.1% | 0.1x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

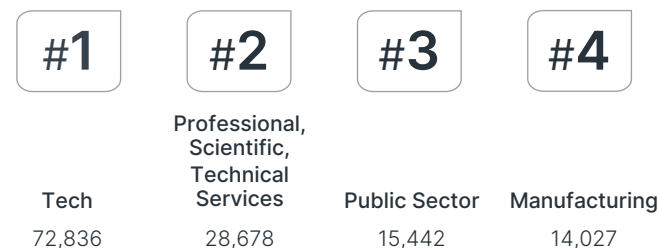
EMPLOYER HIRING INTENT VIA JOB POSTINGS



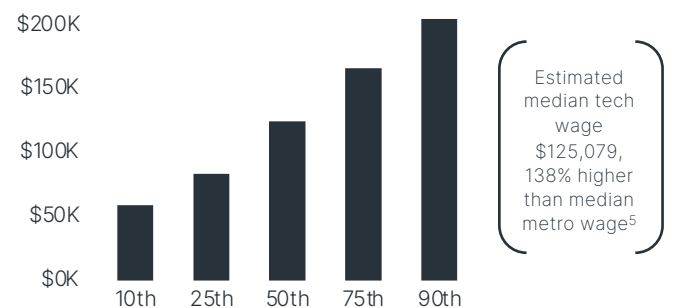
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



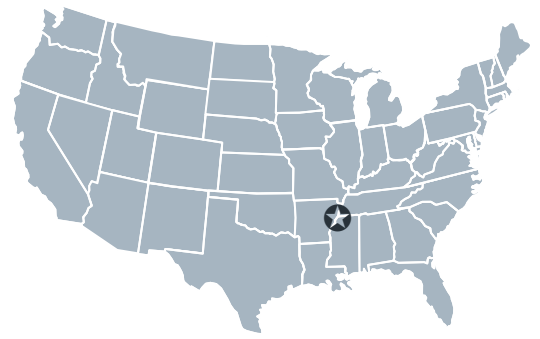
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Memphis

Full MSA name: Memphis, TN-MS-AR



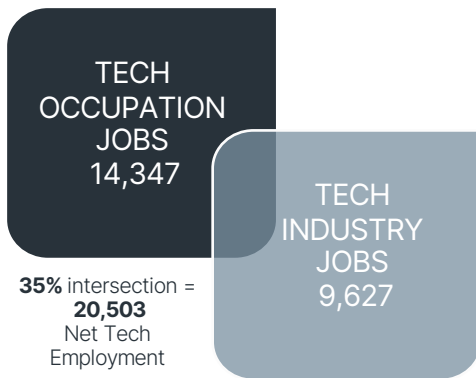
STATE OF TECHNOLOGY SUMMARY

- 20,503 NET TECH EMPLOYMENT¹
- 3.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 14,598 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$2.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,554 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 6,849 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 569 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

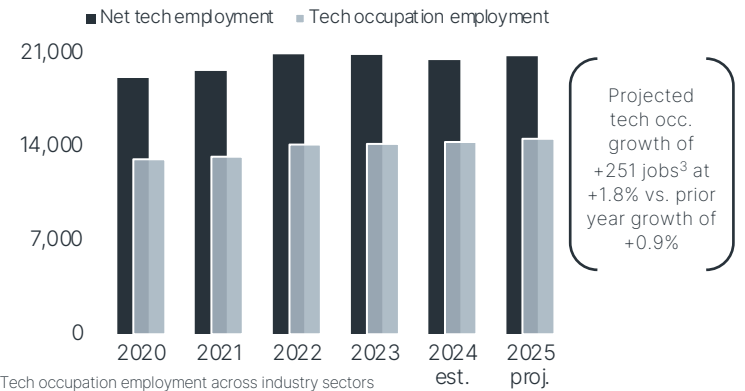
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



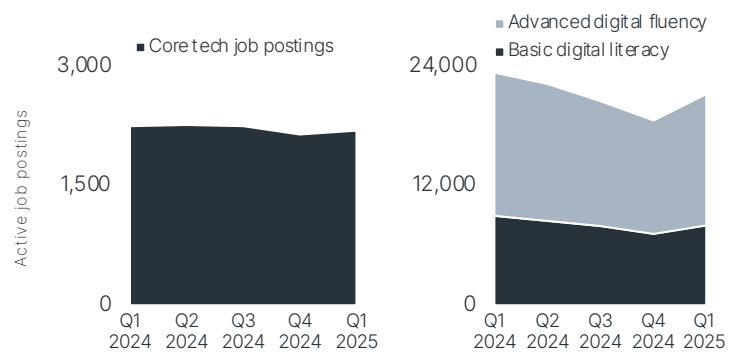
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,770 | 1.9% | 1.3x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 4,325 | 1.4% | 0.9x |
| Data Science, Data Analysts, Database, Machine Learning | 612 | 3.9% | 2.5x |
| Network Admin, Architects, Cloud Engineers, Support | 1,752 | -0.1% | 0.0x |
| Software Development, Programmers, Web, QA, AI | 3,438 | 3.3% | 2.1x |
| Tech Support, Help Desk, IT Specialists | 1,686 | 0.3% | 0.2x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



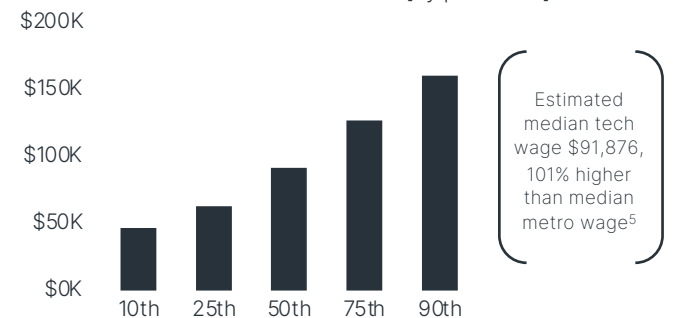
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

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 Sector | Professional, Scientific, Technical Services | Management and Holding Companies |
| 3,576 | 2,086 | 1,599 | 1,179 |

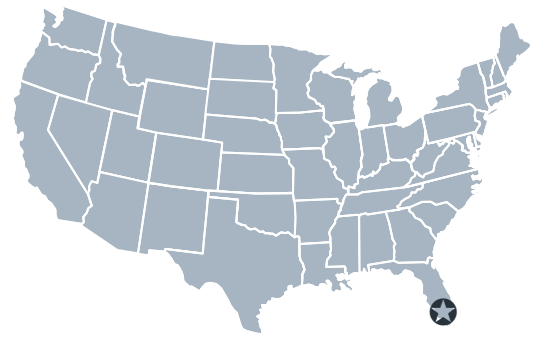
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Miami

Full MSA name: Miami-Fort Lauderdale-West Palm Beach, FL

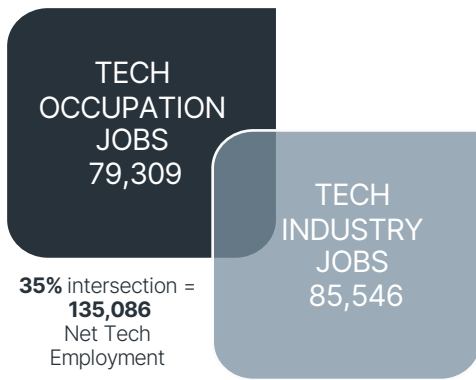


STATE OF TECHNOLOGY SUMMARY

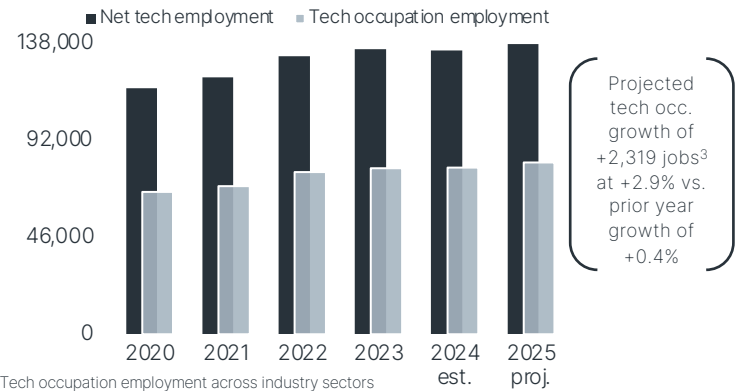
- 135,086 NET TECH EMPLOYMENT¹
- 4.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 81,629 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$32.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 11,912 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 30,668 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 3,905 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

- ### QUARTILE RANKINGS
- [1st quartile = more favorable ranking]
- 3rd COST OF LIVING [vs. national benchmark²]
 - 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
 - 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

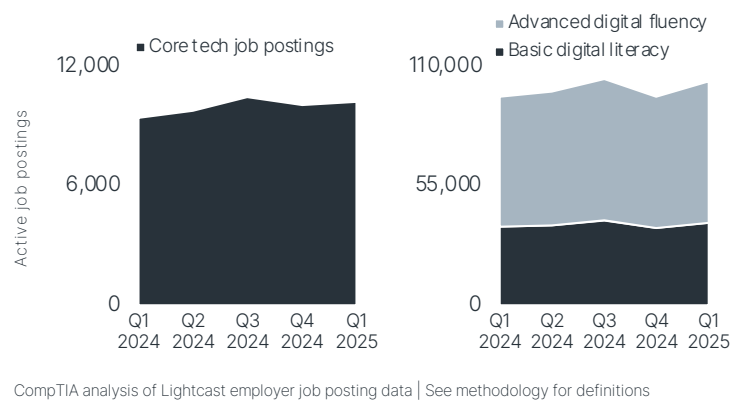


TECH OCCUPATION CATEGORY GROWTH

| Category | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 8,961 | 3.1% | 2.0x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 15,558 | 2.9% | 1.9x |
| Data Science, Data Analysts, Database, Machine Learning | 4,076 | 4.7% | 3.1x |
| Network Admin, Architects, Cloud Engineers, Support | 9,896 | 1.5% | 0.9x |
| Software Development, Programmers, Web, QA, AI | 24,277 | 4.2% | 2.7x |
| Tech Support, Help Desk, IT Specialists | 12,633 | 1.5% | 1.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

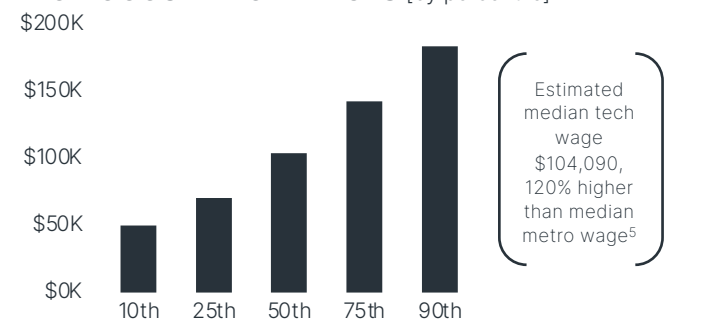


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|--|-----------------------|-------------------------|
| Tech | Professional, Scientific, Technical Services | Finance and Insurance | Administrative Services |
| 30,924 | 10,876 | 7,558 | 5,555 |

TECH OCCUPATION WAGES [by percentile]

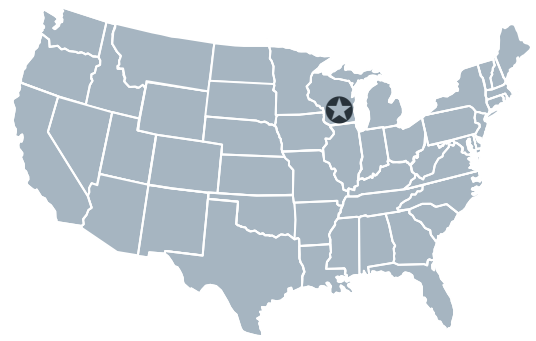


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Milwaukee

Full MSA name: Milwaukee-Waukesha, WI



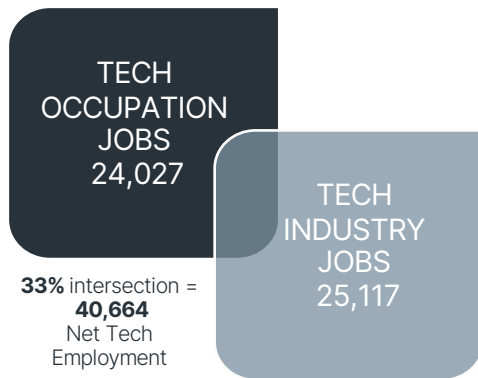
STATE OF TECHNOLOGY SUMMARY

- 40,664 NET TECH EMPLOYMENT¹
- 4.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 24,129 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$7.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,939 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 13,294 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,655 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

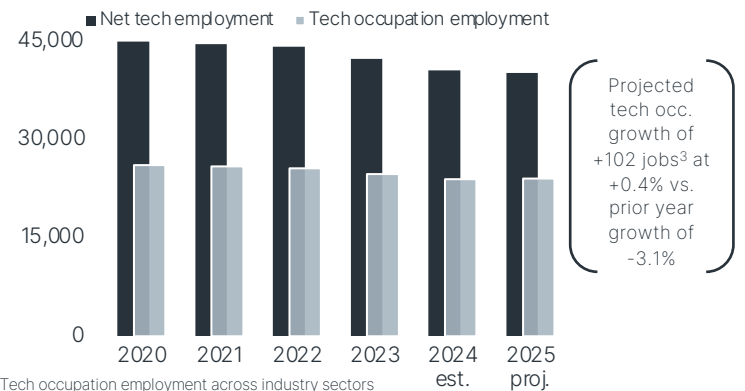
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

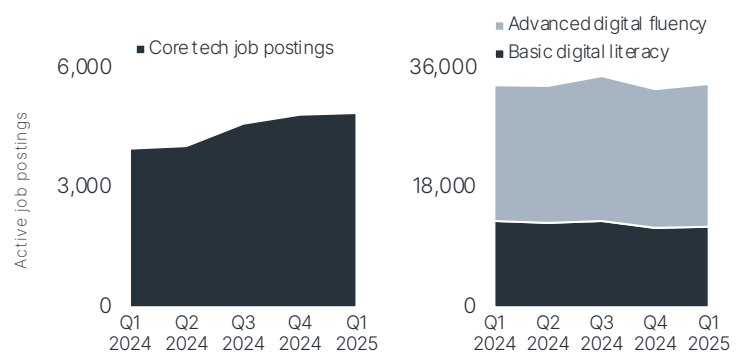


TECH OCCUPATION CATEGORY GROWTH

| Category | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 2,031 | 1.2% | 0.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 4,203 | 0.6% | 0.4x |
| Data Science, Data Analysts, Database, Machine Learning | 1,732 | 1.7% | 1.1x |
| Network Admin, Architects, Cloud Engineers, Support | 3,287 | -0.8% | 0.0x |
| Software Development, Programmers, Web, QA, AI | 8,270 | 0.9% | 0.6x |
| Tech Support, Help Desk, IT Specialists | 3,724 | -0.5% | 0.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

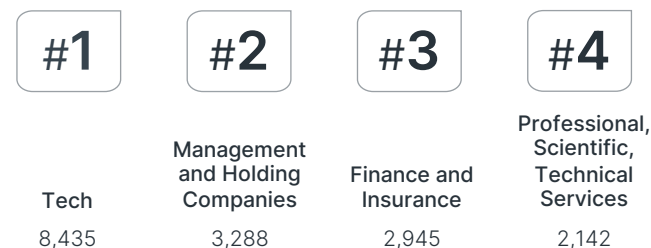
EMPLOYER HIRING INTENT VIA JOB POSTINGS



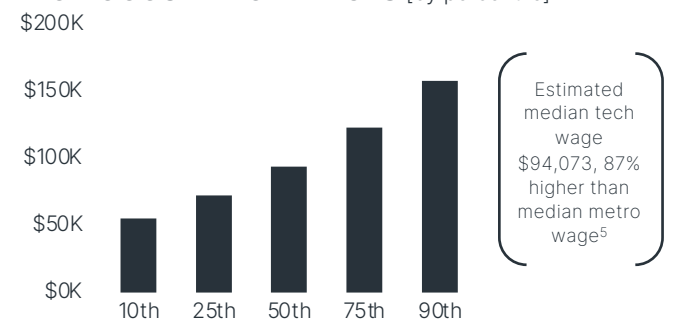
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



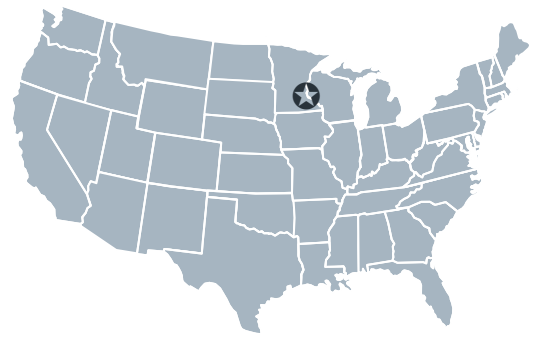
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Minneapolis

Full MSA name: Minneapolis-St. Paul-Bloomington, MN-WI



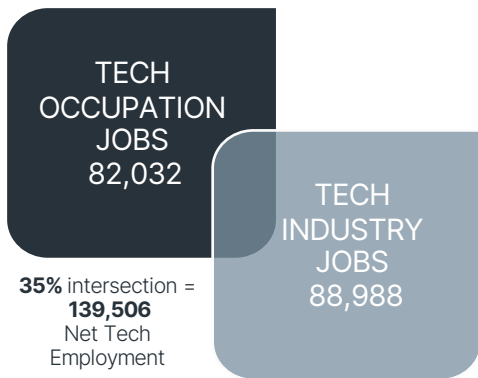
STATE OF TECHNOLOGY SUMMARY

- 139,506 NET TECH EMPLOYMENT¹
- 6.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 82,708 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$26.5b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 5,064 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 35,591 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 4,270 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

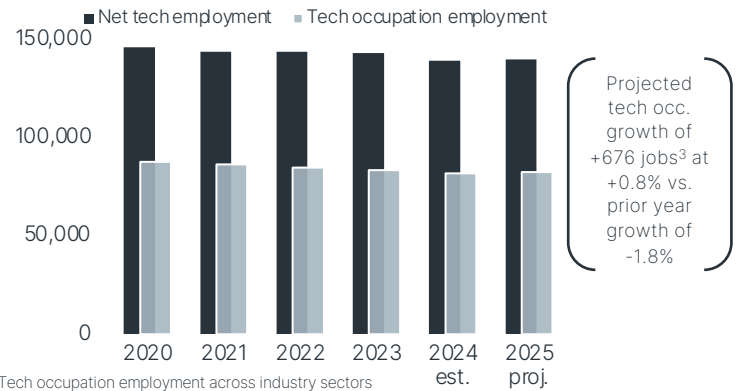
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

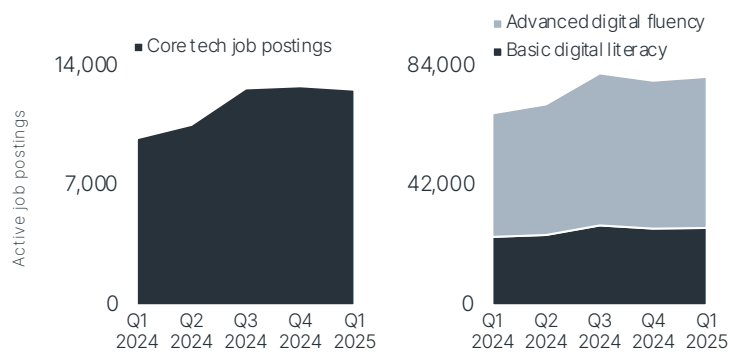


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 8,495 | 0.9% | 0.6x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 13,844 | 0.7% | 0.5x |
| Data Science, Data Analysts, Database, Machine Learning | 4,621 | 2.1% | 1.3x |
| Network Admin, Architects, Cloud Engineers, Support | 6,964 | -0.1% | 0.0x |
| Software Development, Programmers, Web, QA, AI | 34,791 | 1.2% | 0.8x |
| Tech Support, Help Desk, IT Specialists | 10,510 | -0.1% | 0.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

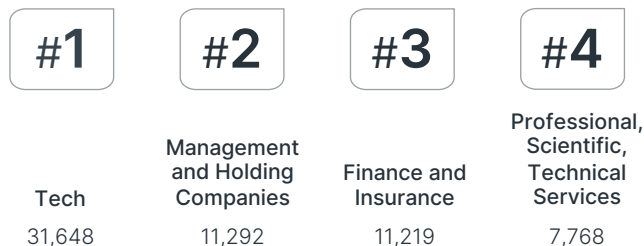
EMPLOYER HIRING INTENT VIA JOB POSTINGS



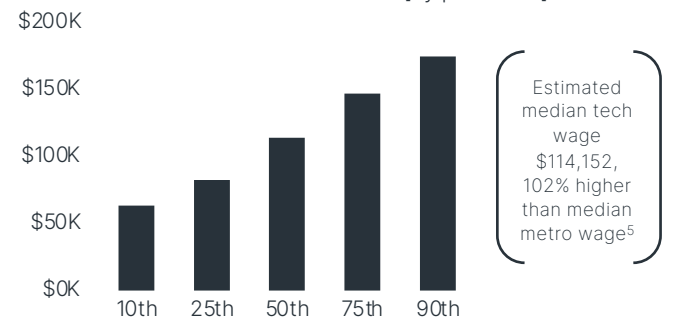
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]

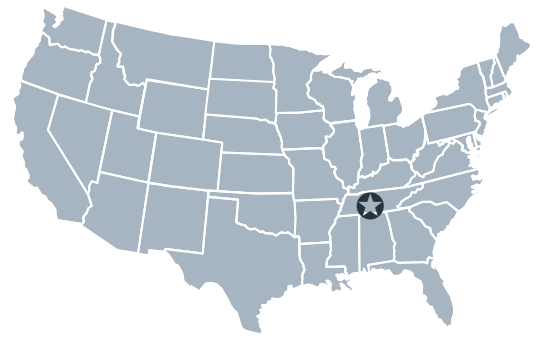


⁵2024 data | most recent available

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

Nashville

Full MSA name: Nashville-Davidson-Murfreesboro-Franklin, TN



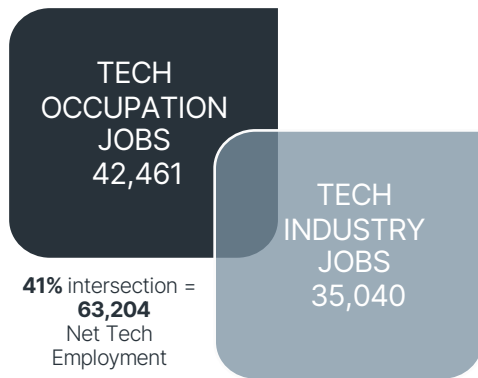
STATE OF TECHNOLOGY SUMMARY

- 63,204 NET TECH EMPLOYMENT¹
- 5.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 44,259 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$12.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7,446 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 19,923 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,423 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

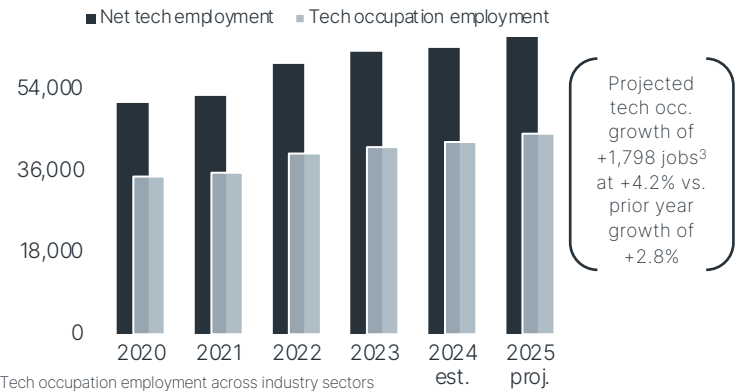
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

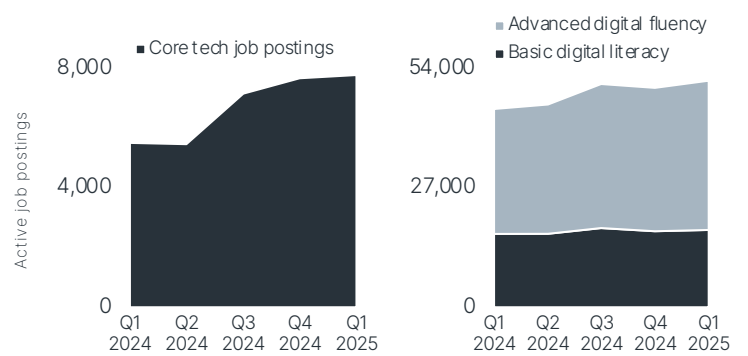


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 5,596 | 4.1% | 2.7x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 9,914 | 3.4% | 2.2x |
| Data Science, Data Analysts, Database, Machine Learning | 2,600 | 5.3% | 3.4x |
| Network Admin, Architects, Cloud Engineers, Support | 4,917 | 2.5% | 1.6x |
| Software Development, Programmers, Web, QA, AI | 11,911 | 6.0% | 3.9x |
| Tech Support, Help Desk, IT Specialists | 4,606 | 3.2% | 2.1x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



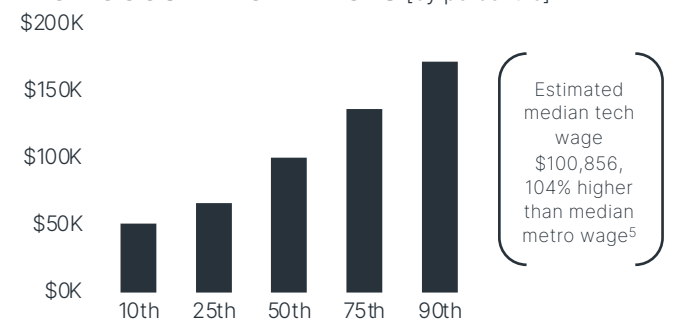
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

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, Technical Services | Management and Holding Companies | Finance and Insurance |
| 15,198 | 4,972 | 4,123 | 3,402 |

TECH OCCUPATION WAGES [by percentile]

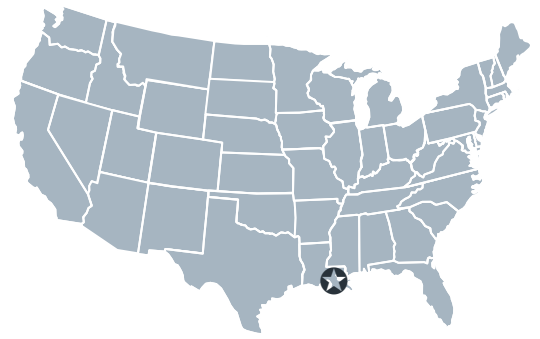


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

New Orleans

Full MSA name: New Orleans-Metairie, LA



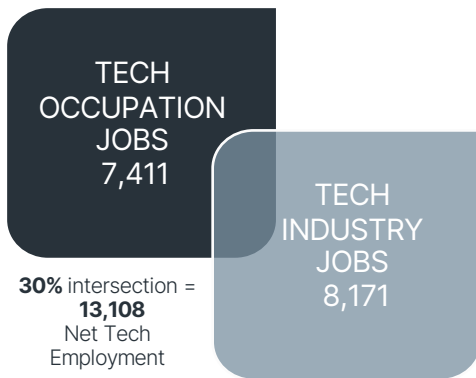
STATE OF TECHNOLOGY SUMMARY

- 13,108 NET TECH EMPLOYMENT¹
- 2.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 7,500 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$2.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,054 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 4,069 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 422 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

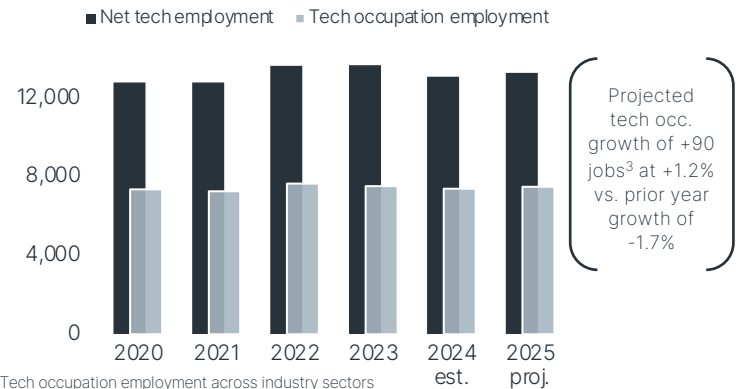
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 2nd COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

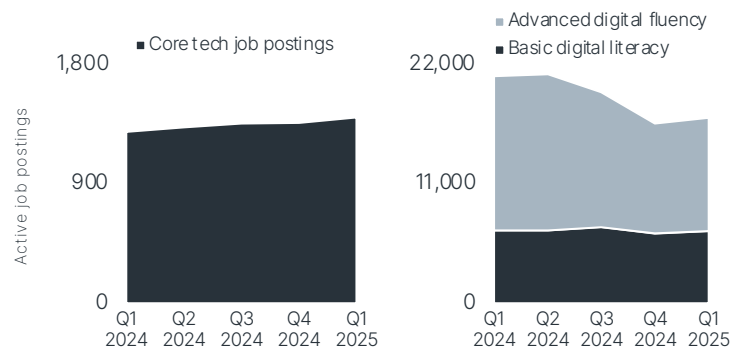


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 678 | 1.9% | 1.2x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 2,491 | 0.6% | 0.4x |
| Data Science, Data Analysts, Database, Machine Learning | 439 | 2.4% | 1.6x |
| Network Admin, Architects, Cloud Engineers, Support | 754 | 0.4% | 0.3x |
| Software Development, Programmers, Web, QA, AI | 1,471 | 3.1% | 2.0x |
| Tech Support, Help Desk, IT Specialists | 1,192 | 0.4% | 0.2x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

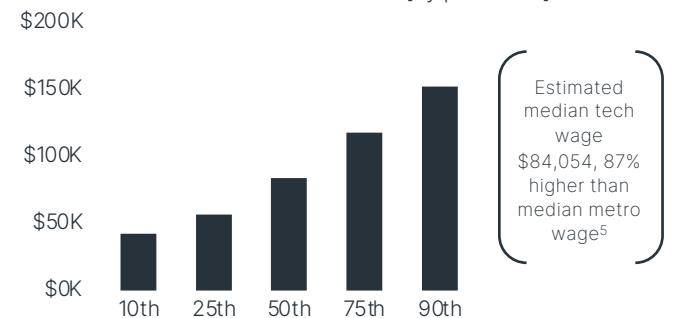


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|-------|---------------|--|-----------------------|
| Tech | Public Sector | Professional, Scientific, Technical Services | Finance and Insurance |
| 2,530 | 1,113 | 861 | 574 |

TECH OCCUPATION WAGES [by percentile]

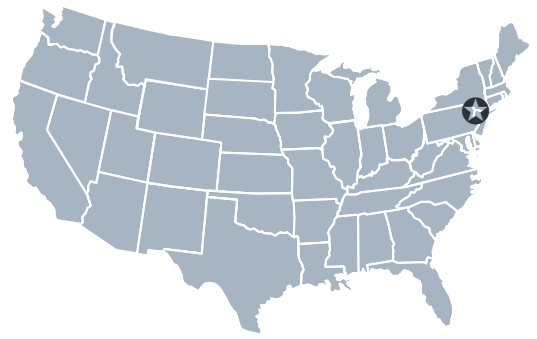


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

New York City

Full MSA name: New York-Newark-Jersey City, NY-NJ



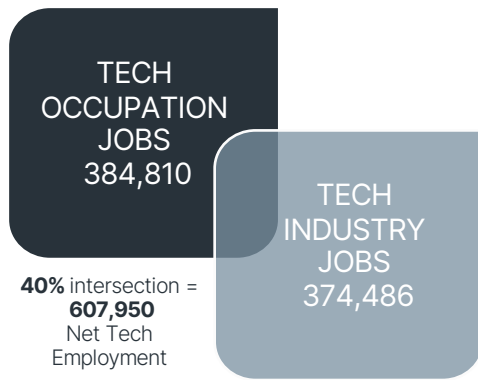
STATE OF TECHNOLOGY SUMMARY

- 607,950 NET TECH EMPLOYMENT¹
- 6.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 394,308 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$187.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 25,844 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 148,864 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 26,037 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

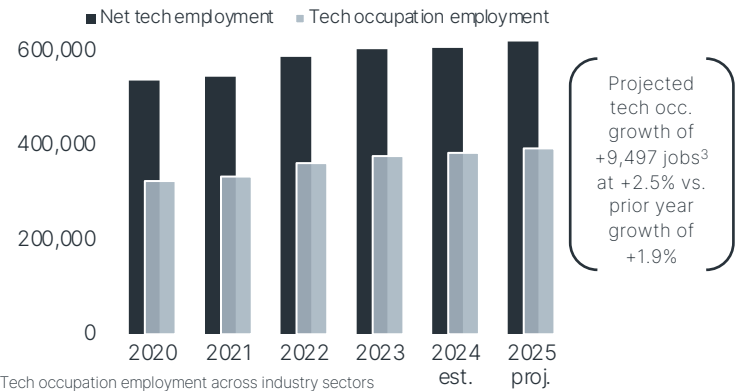
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



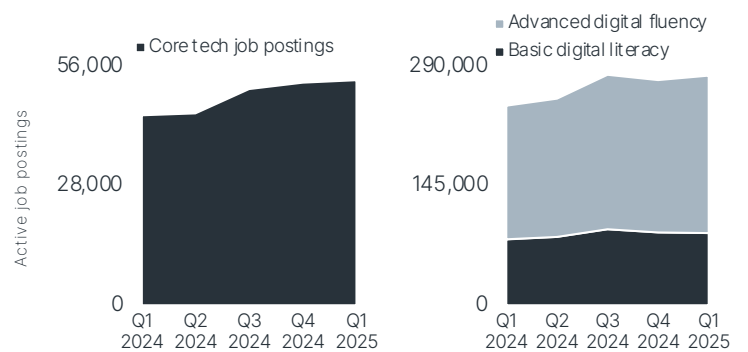
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 54,961 | 2.0% | 1.3x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 52,650 | 2.3% | 1.5x |
| Data Science, Data Analysts, Database, Machine Learning | 30,110 | 3.4% | 2.2x |
| Network Admin, Architects, Cloud Engineers, Support | 36,541 | 1.0% | 0.6x |
| Software Development, Programmers, Web, QA, AI | 147,221 | 3.4% | 2.2x |
| Tech Support, Help Desk, IT Specialists | 41,723 | 1.4% | 0.9x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

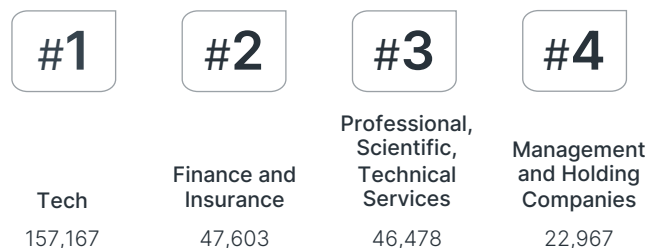
EMPLOYER HIRING INTENT VIA JOB POSTINGS



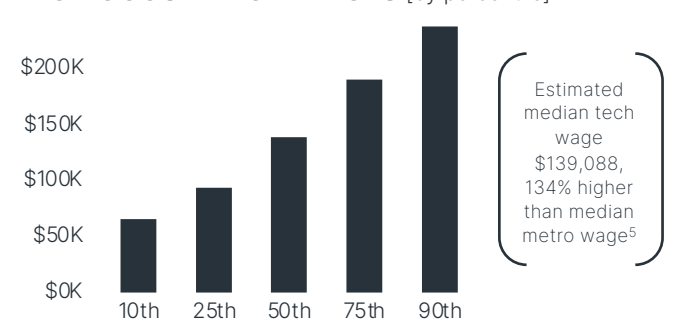
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁵ based on tech workers employed in sector | projected 2025



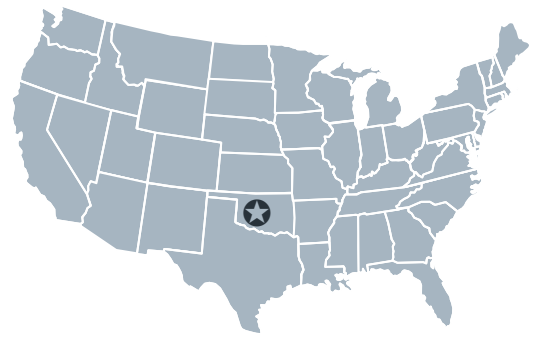
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Oklahoma City

Full MSA name: Oklahoma City, OK



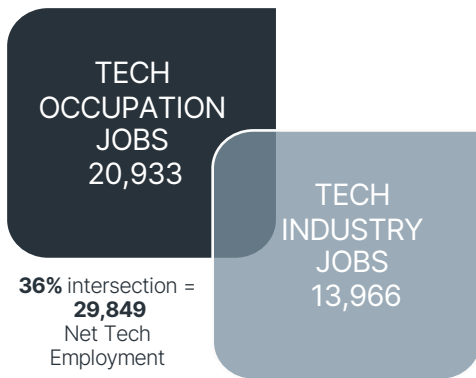
STATE OF TECHNOLOGY SUMMARY

- 29,849 NET TECH EMPLOYMENT¹
- 4.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 21,408 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$3.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,678 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 11,626 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,533 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

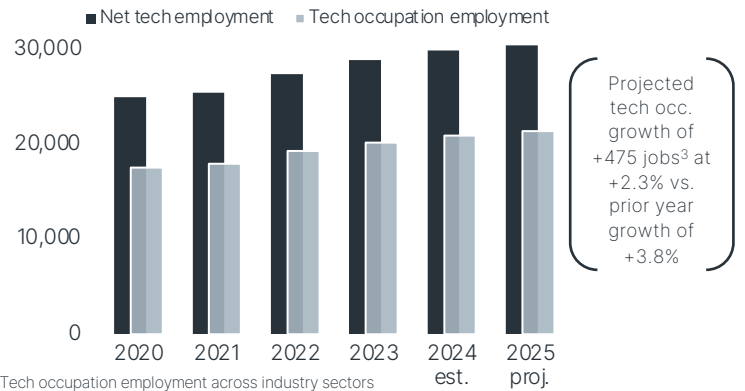
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



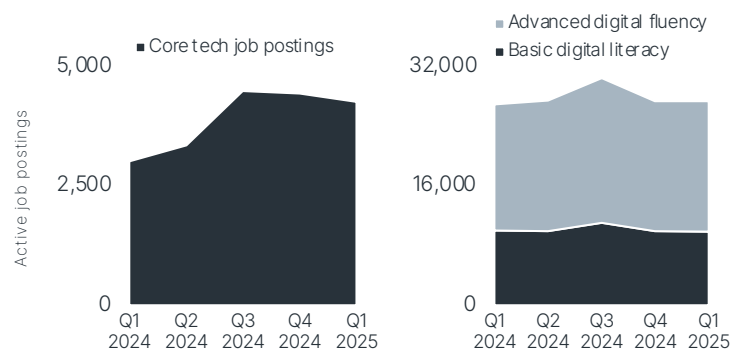
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,865 | 3.0% | 1.9x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 3,813 | 2.7% | 1.8x |
| Data Science, Data Analysts, Database, Machine Learning | 2,183 | 2.7% | 1.7x |
| Network Admin, Architects, Cloud Engineers, Support | 2,505 | 0.9% | 0.6x |
| Software Development, Programmers, Web, QA, AI | 6,051 | 3.1% | 2.0x |
| Tech Support, Help Desk, IT Specialists | 3,848 | 1.0% | 0.7x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



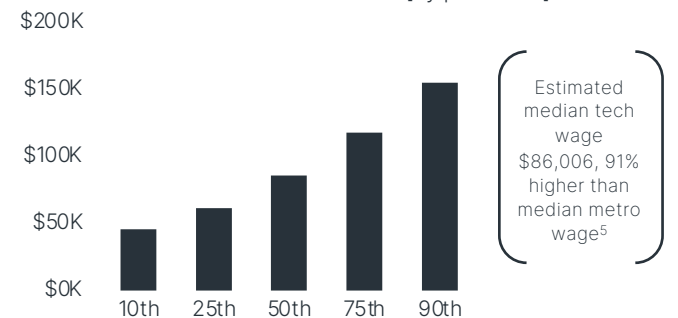
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

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 Sector | Professional, Scientific, Technical Services | Finance and Insurance |
| 5,200 | 3,927 | 2,390 | 2,027 |

TECH OCCUPATION WAGES [by percentile]

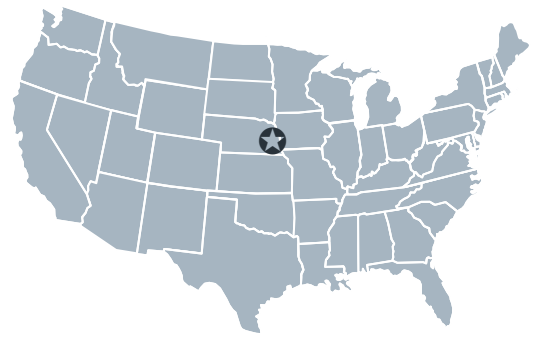


⁵2024 data | most recent available

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

Omaha

Full MSA name: Omaha, NE-IA



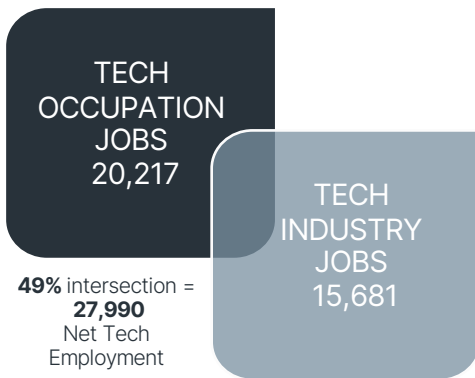
STATE OF TECHNOLOGY SUMMARY

- 27,990 NET TECH EMPLOYMENT¹
- 5.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 20,310 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$5.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 1,267 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 8,905 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 726 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

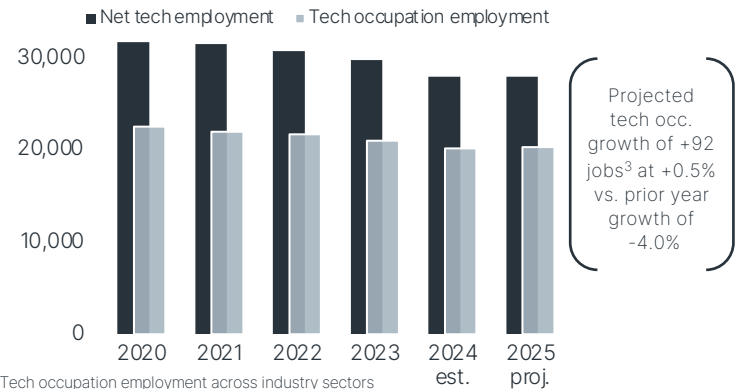
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 2nd COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

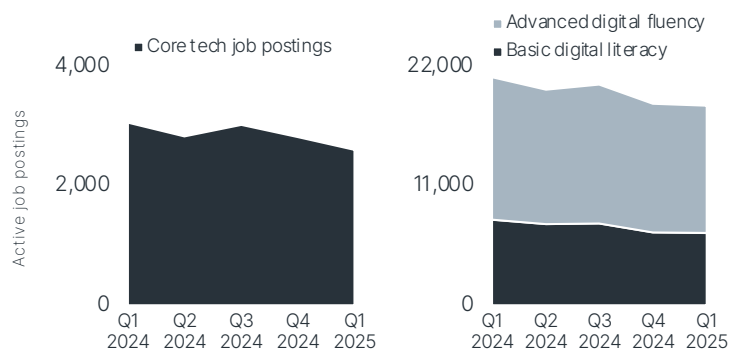


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 2,544 | 0.5% | 0.3x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 3,542 | 0.6% | 0.4x |
| Data Science, Data Analysts, Database, Machine Learning | 1,867 | 0.5% | 0.3x |
| Network Admin, Architects, Cloud Engineers, Support | 2,388 | -1.0% | 0.0x |
| Software Development, Programmers, Web, QA, AI | 6,668 | 1.1% | 0.7x |
| Tech Support, Help Desk, IT Specialists | 2,523 | 0.1% | 0.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



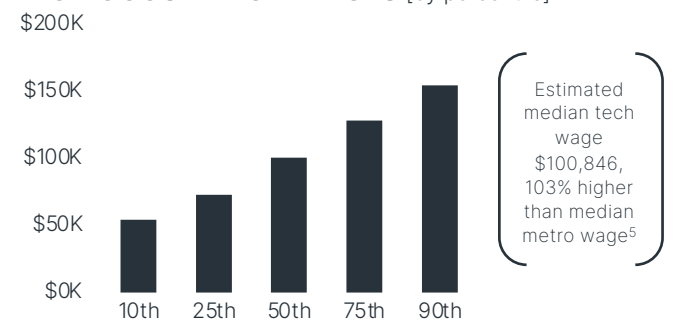
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|-------|-----------------------|----------------------------------|---------------|
| Tech | Finance and Insurance | Management and Holding Companies | Public Sector |
| 7,961 | 3,040 | 2,758 | 2,192 |

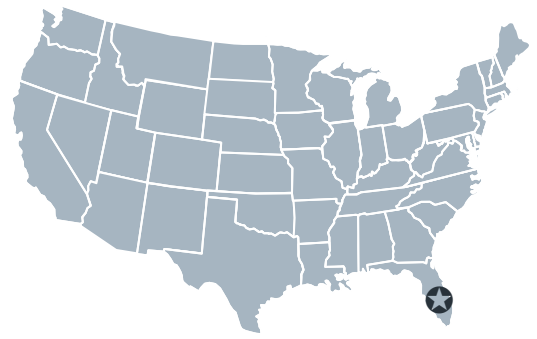
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Orlando

Full MSA name: Orlando-Kissimmee-Sanford, FL



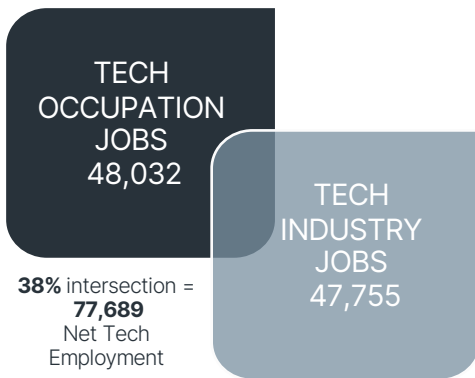
STATE OF TECHNOLOGY SUMMARY

- 77,689 NET TECH EMPLOYMENT¹
- 5.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 49,721 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$14.9b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4,715 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 16,712 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,687 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

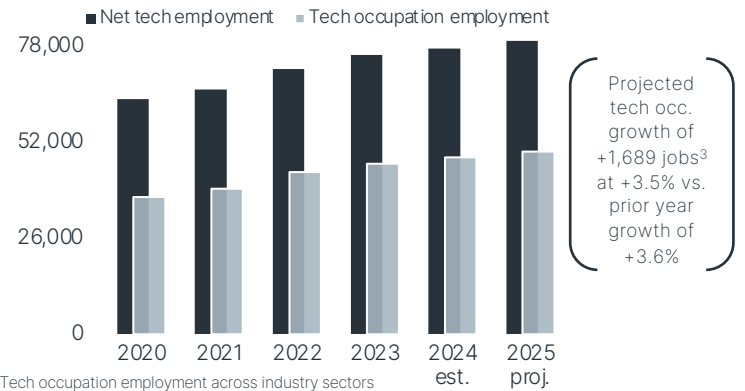
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 2nd COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

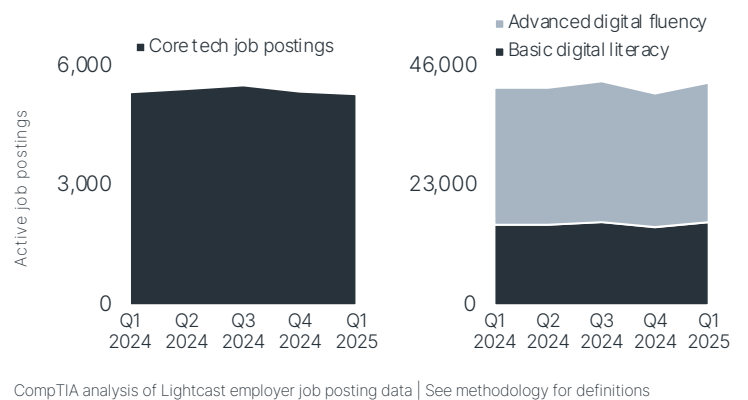


TECH OCCUPATION CATEGORY GROWTH

| Category | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 4,428 | 3.8% | 2.4x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 8,931 | 3.7% | 2.4x |
| Data Science, Data Analysts, Database, Machine Learning | 2,535 | 5.2% | 3.4x |
| Network Admin, Architects, Cloud Engineers, Support | 6,027 | 2.1% | 1.3x |
| Software Development, Programmers, Web, QA, AI | 17,028 | 4.3% | 2.8x |
| Tech Support, Help Desk, IT Specialists | 7,025 | 2.3% | 1.5x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

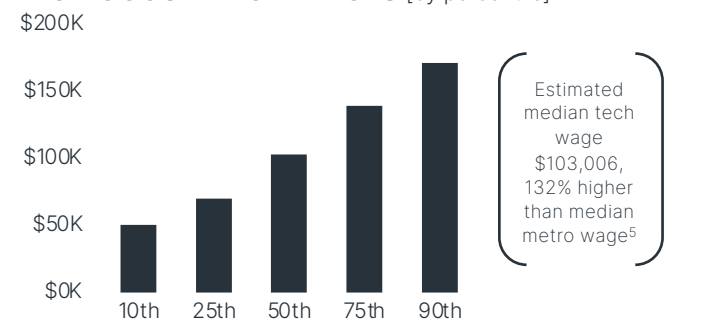


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|--|-------------------------|----------------------------------|
| Tech | Professional, Scientific, Technical Services | Administrative Services | Management and Holding Companies |
| 18,777 | 6,130 | 4,533 | 3,294 |

TECH OCCUPATION WAGES [by percentile]

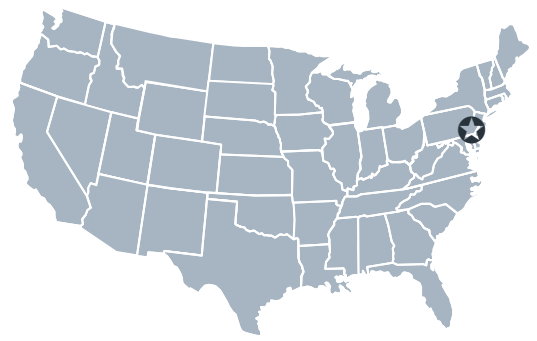


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Philadelphia

Full MSA name: Philadelphia-Camden-Wilmington, PA-NJ-DE-MD



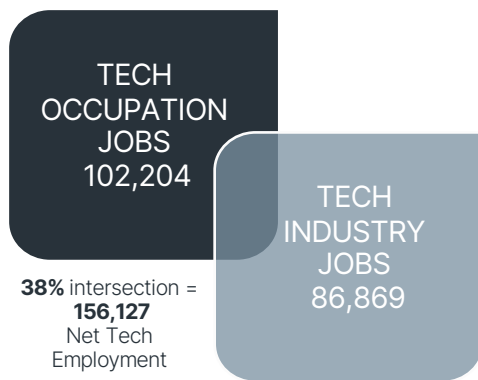
STATE OF TECHNOLOGY SUMMARY

- 156,127 NET TECH EMPLOYMENT¹
- 5.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 102,770 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$35.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 8,602 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 46,163 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 6,027 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

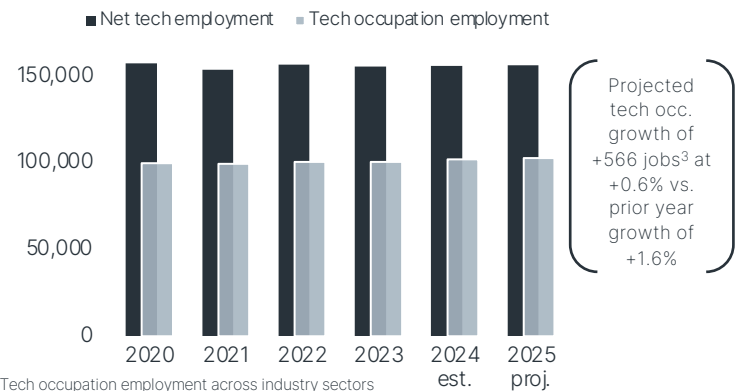
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



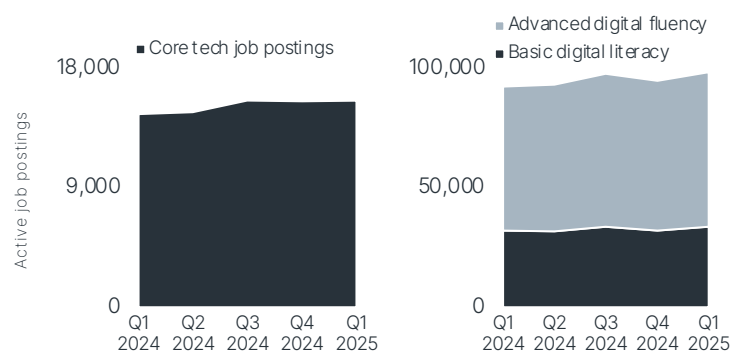
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 12,718 | 0.7% | 0.4x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 20,029 | 0.5% | 0.3x |
| Data Science, Data Analysts, Database, Machine Learning | 9,079 | 1.5% | 1.0x |
| Network Admin, Architects, Cloud Engineers, Support | 9,316 | -0.4% | 0.0x |
| Software Development, Programmers, Web, QA, AI | 33,910 | 1.1% | 0.7x |
| Tech Support, Help Desk, IT Specialists | 13,284 | -0.5% | 0.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

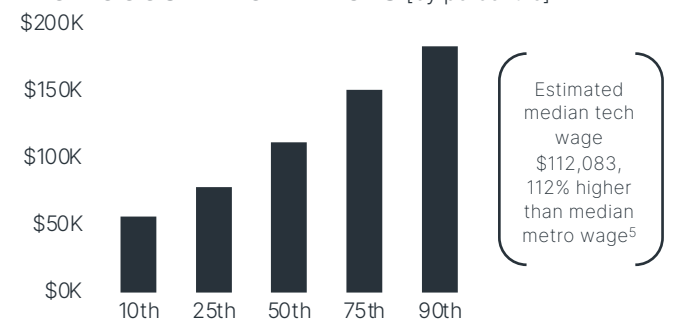
TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁵ based on tech workers employed in sector | projected 2025

| #1 | #2 | #3 | #4 |
|--------|-----------------------|--|----------------------------------|
| Tech | Finance and Insurance | Professional, Scientific, Technical Services | Management and Holding Companies |
| 32,957 | 14,647 | 13,934 | 8,860 |

⁵Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

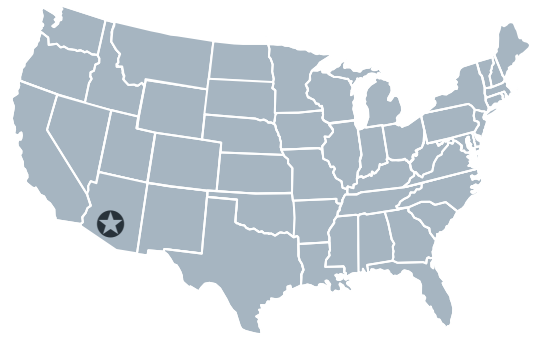
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Phoenix

Full MSA name: Phoenix-Mesa-Chandler, AZ



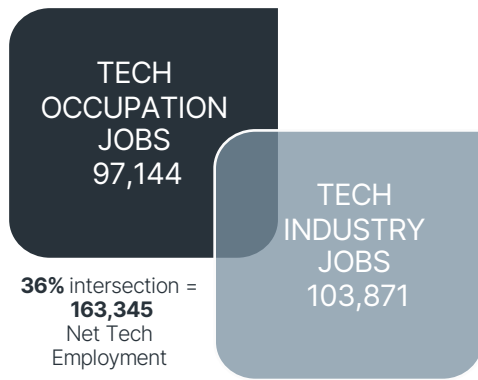
STATE OF TECHNOLOGY SUMMARY

- 163,345 NET TECH EMPLOYMENT¹
- 6.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 99,634 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$31.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 10,085 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 44,552 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 4,882 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

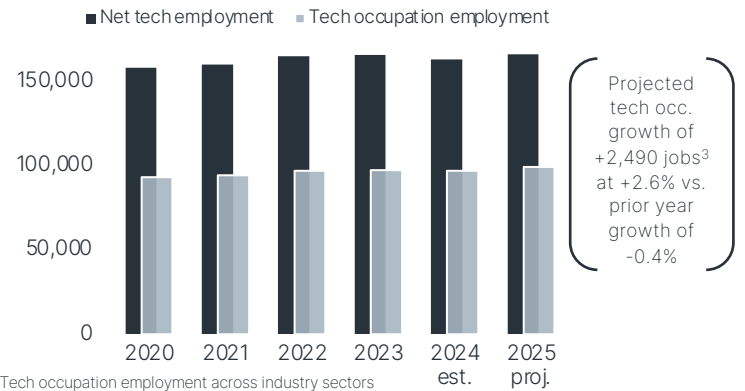
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

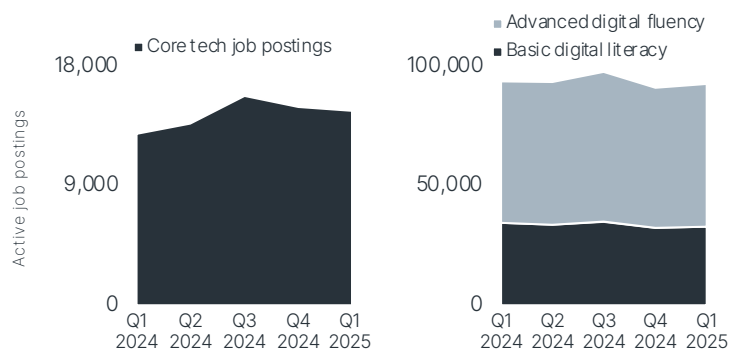


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 11,388 | 2.7% | 1.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 15,993 | 2.6% | 1.7x |
| Data Science, Data Analysts, Database, Machine Learning | 5,268 | 4.2% | 2.7x |
| Network Admin, Architects, Cloud Engineers, Support | 8,768 | 1.4% | 0.9x |
| Software Development, Programmers, Web, QA, AI | 34,466 | 3.3% | 2.1x |
| Tech Support, Help Desk, IT Specialists | 15,797 | 1.2% | 0.8x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

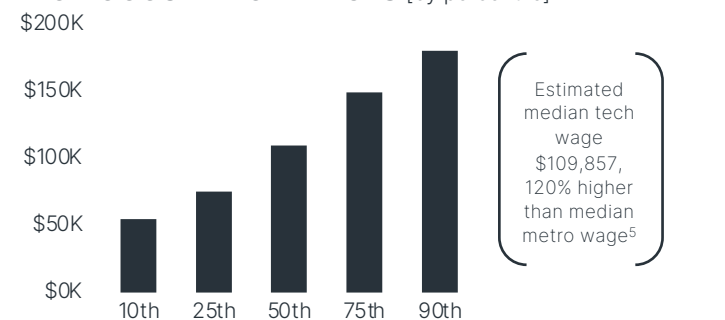


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|-----------------------|--|-------------------------|
| Tech | Finance and Insurance | Professional, Scientific, Technical Services | Administrative Services |
| 38,828 | 13,601 | 8,747 | 8,354 |

TECH OCCUPATION WAGES [by percentile]

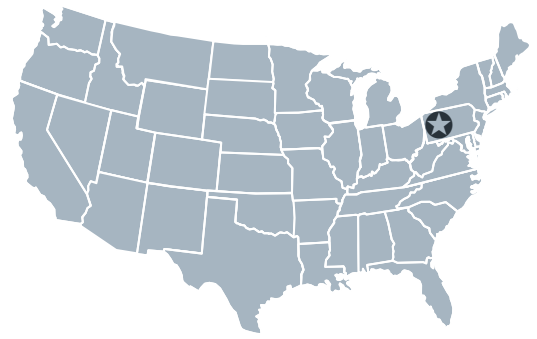


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Pittsburgh

Full MSA name: Pittsburgh, PA



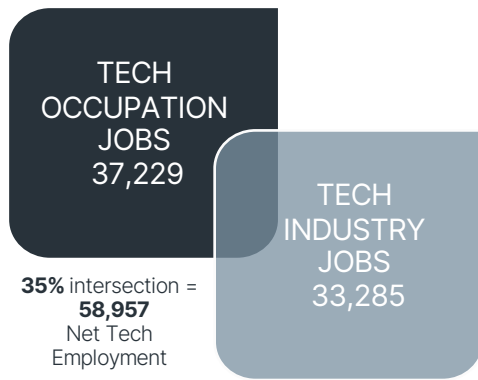
STATE OF TECHNOLOGY SUMMARY

- 58,957 NET TECH EMPLOYMENT¹
- 5.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 37,300 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$12.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,000 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 19,517 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 3,044 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

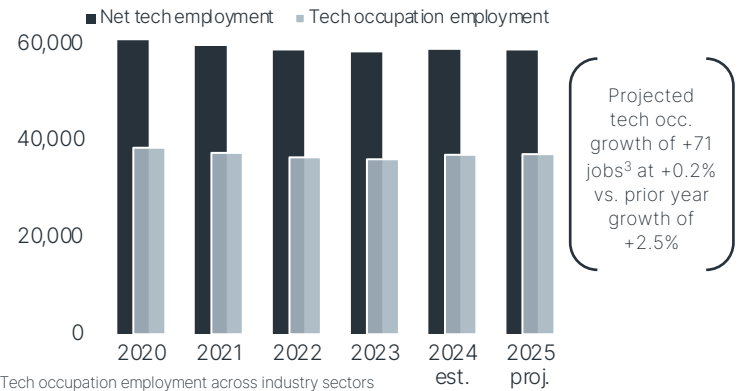
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 2nd COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

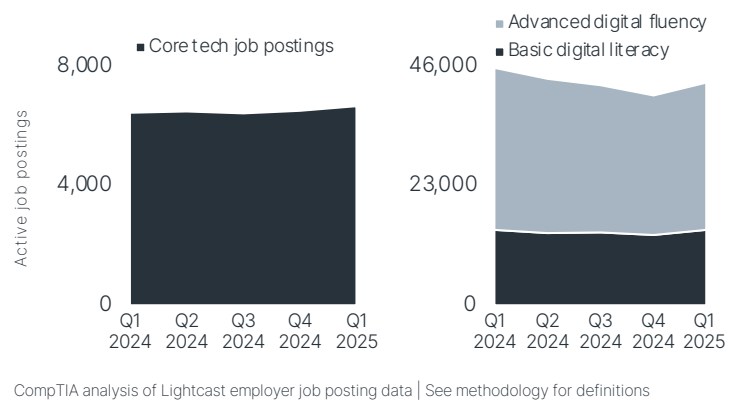


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 4,401 | 0.3% | 0.2x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 7,873 | -0.1% | 0.0x |
| Data Science, Data Analysts, Database, Machine Learning | 2,743 | 1.1% | 0.7x |
| Network Admin, Architects, Cloud Engineers, Support | 3,568 | -1.2% | 0.0x |
| Software Development, Programmers, Web, QA, AI | 11,700 | 1.2% | 0.8x |
| Tech Support, Help Desk, IT Specialists | 5,302 | -1.1% | 0.0x |

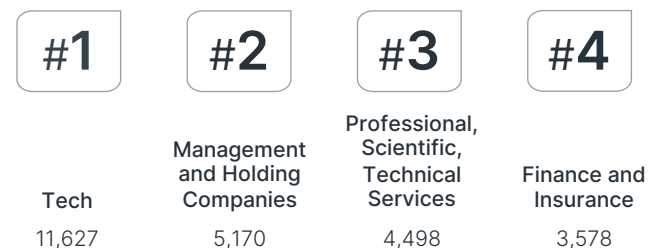
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

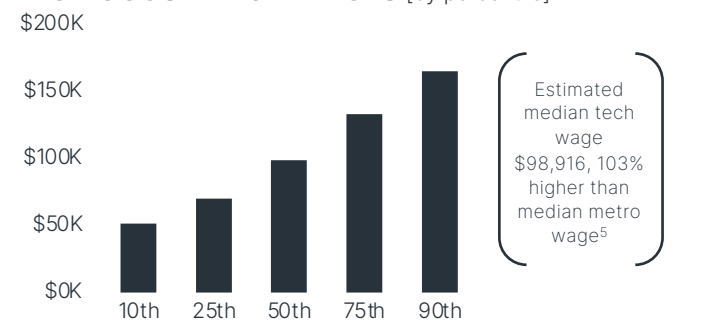


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]

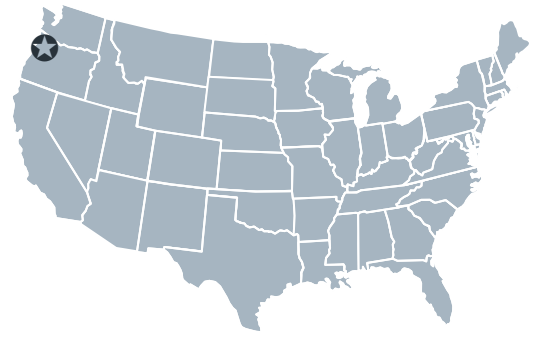


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Portland

Full MSA name: Portland-Vancouver-Hillsboro, OR-WA



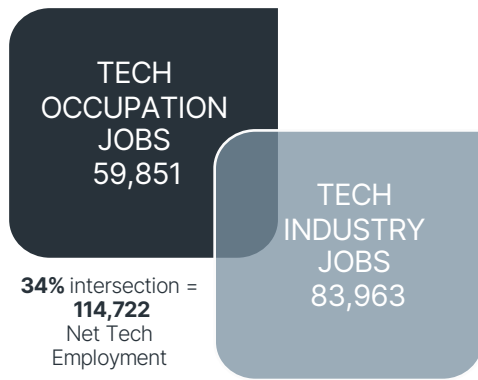
STATE OF TECHNOLOGY SUMMARY

- 114,722 NET TECH EMPLOYMENT¹
- 8.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 61,045 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$26.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 8,064 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 18,478 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,605 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

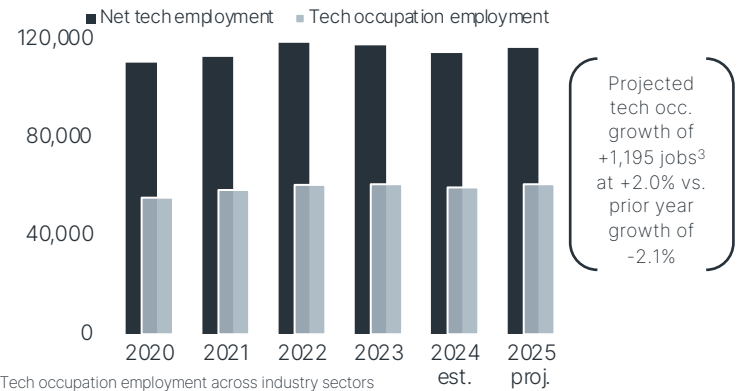
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

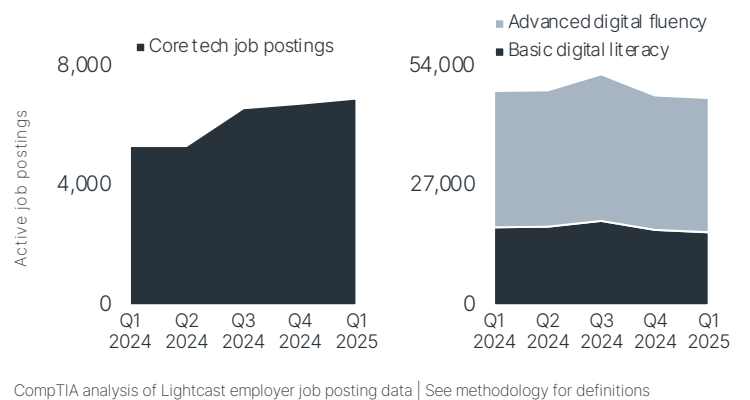


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 5,883 | 2.1% | 1.3x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 8,159 | 2.3% | 1.5x |
| Data Science, Data Analysts, Database, Machine Learning | 4,399 | 3.0% | 1.9x |
| Network Admin, Architects, Cloud Engineers, Support | 4,398 | 1.1% | 0.7x |
| Software Development, Programmers, Web, QA, AI | 22,403 | 2.5% | 1.6x |
| Tech Support, Help Desk, IT Specialists | 6,353 | 1.0% | 0.6x |

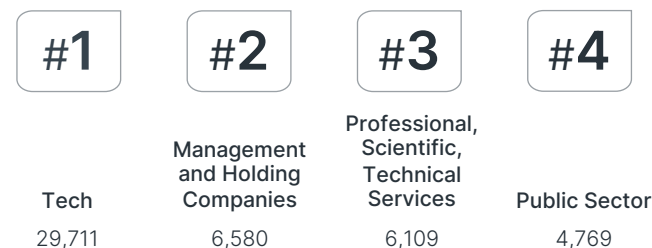
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

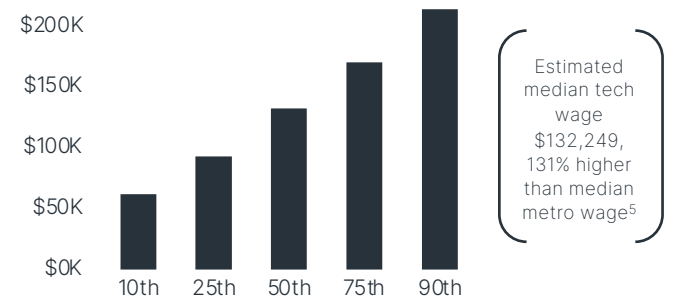


TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors⁵ based on tech workers employed in sector | projected 2025



TECH OCCUPATION WAGES [by percentile]

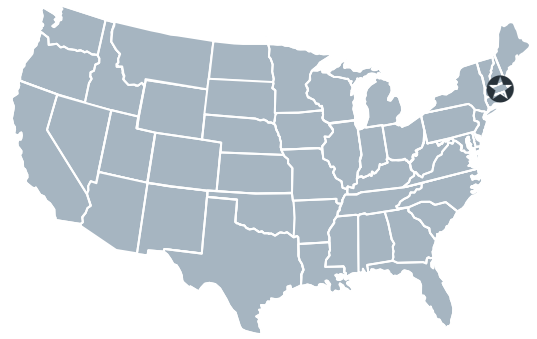


⁵Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Providence

Full MSA name: Providence-Warwick, RI-MA



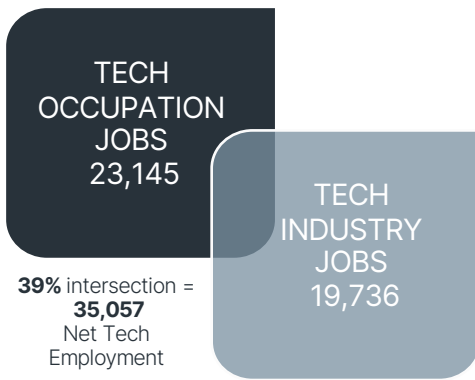
STATE OF TECHNOLOGY SUMMARY

- 35,057 NET TECH EMPLOYMENT¹
- 4.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 23,494 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$5.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 3,758 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 14,782 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,307 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

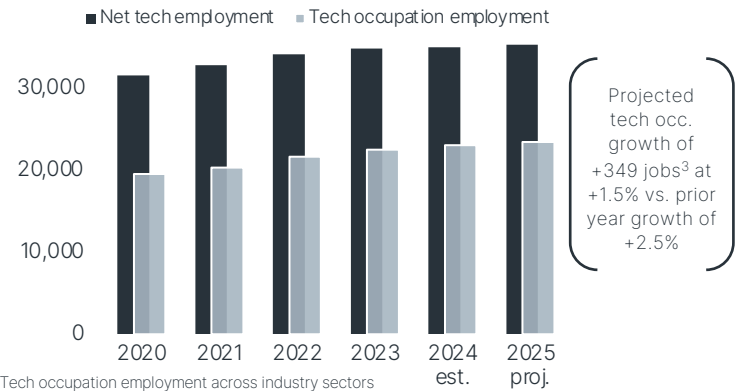
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

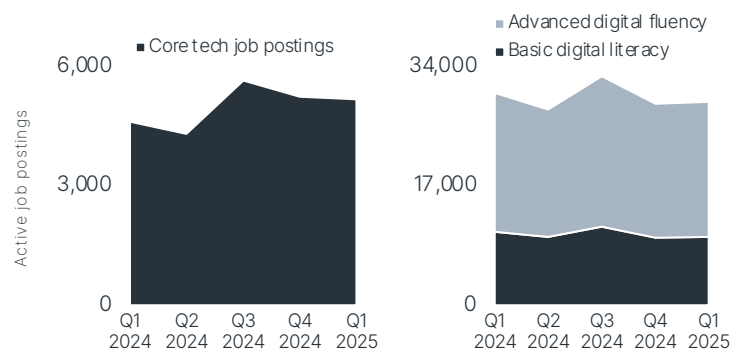


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 1,686 | 1.8% | 1.1x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 3,991 | 1.6% | 1.0x |
| Data Science, Data Analysts, Database, Machine Learning | 2,394 | 2.3% | 1.5x |
| Network Admin, Architects, Cloud Engineers, Support | 3,301 | 0.0% | 0.0x |
| Software Development, Programmers, Web, QA, AI | 7,857 | 2.3% | 1.5x |
| Tech Support, Help Desk, IT Specialists | 2,659 | 0.7% | 0.4x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

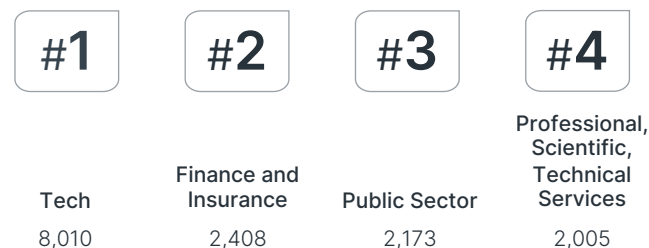
EMPLOYER HIRING INTENT VIA JOB POSTINGS



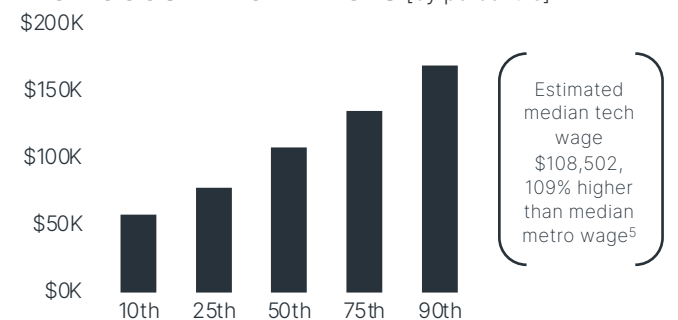
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



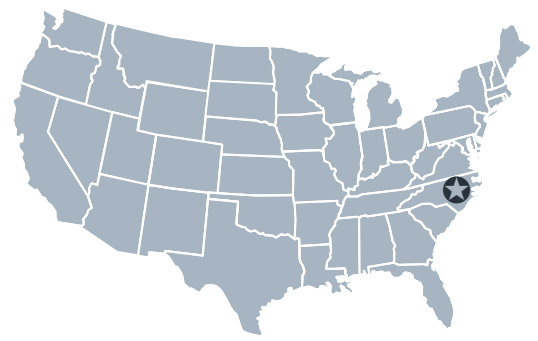
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Raleigh

Full MSA name: Raleigh-Cary, NC



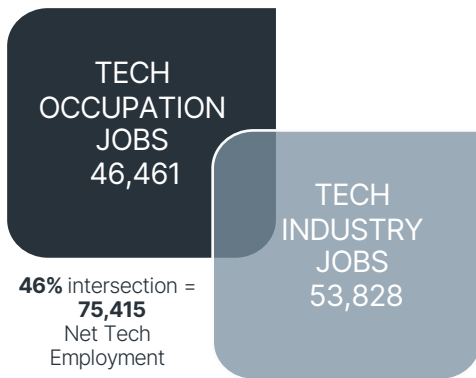
STATE OF TECHNOLOGY SUMMARY

- 75,415 NET TECH EMPLOYMENT¹
- 9.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 48,056 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$19.2b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6,049 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 26,124 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,960 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

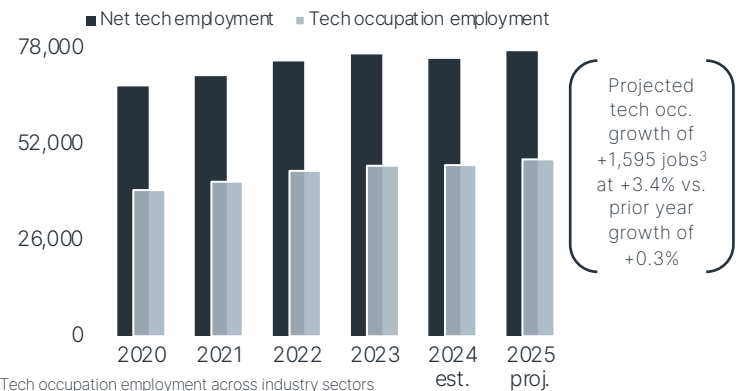
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 2nd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT



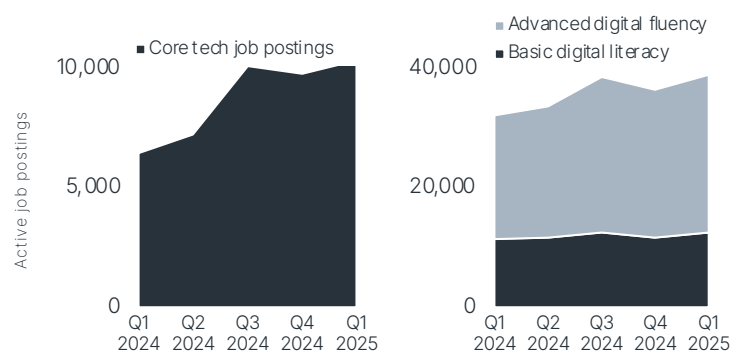
³Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 5,733 | 3.2% | 2.1x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 9,667 | 2.8% | 1.8x |
| Data Science, Data Analysts, Database, Machine Learning | 3,415 | 4.5% | 2.9x |
| Network Admin, Architects, Cloud Engineers, Support | 5,207 | 1.7% | 1.1x |
| Software Development, Programmers, Web, QA, AI | 15,824 | 4.6% | 3.0x |
| Tech Support, Help Desk, IT Specialists | 4,930 | 2.5% | 1.6x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

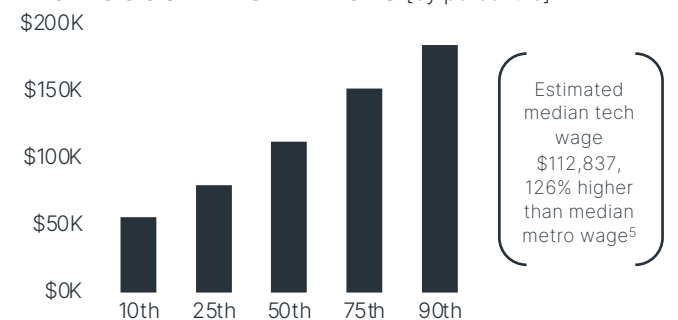
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|--------|--|---------------|-----------------------|
| Tech | Professional, Scientific, Technical Services | Public Sector | Finance and Insurance |
| 25,787 | 6,402 | 3,527 | 3,062 |

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

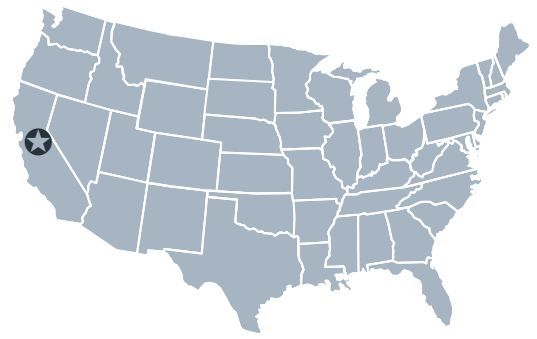
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Sacramento

Full MSA name: Sacramento-Roseville-Folsom, CA



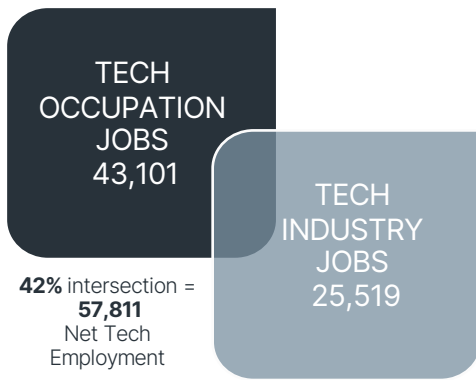
STATE OF TECHNOLOGY SUMMARY

- 57,811 NET TECH EMPLOYMENT¹
- 5.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 43,542 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$6.8b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,148 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 14,743 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,020 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

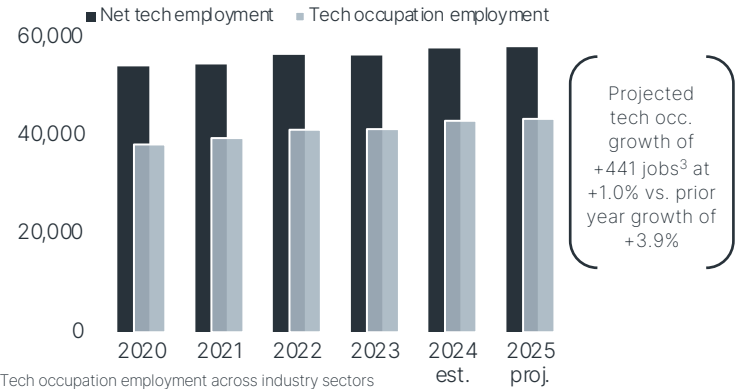
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

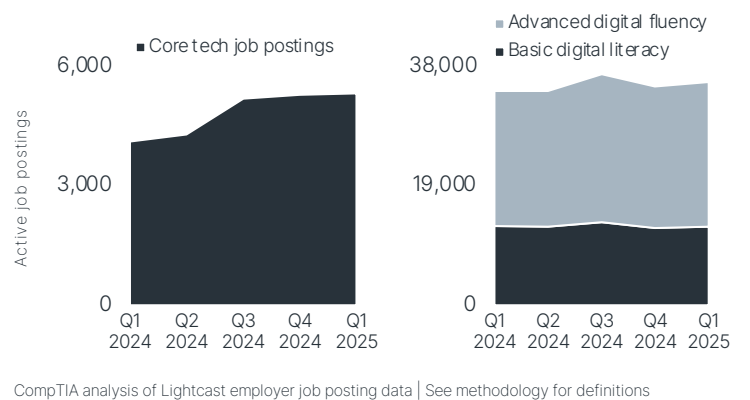


TECH OCCUPATION CATEGORY GROWTH

| Category | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 4,301 | 1.6% | 1.0x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 7,077 | 1.4% | 0.9x |
| Data Science, Data Analysts, Database, Machine Learning | 3,314 | 2.1% | 1.4x |
| Network Admin, Architects, Cloud Engineers, Support | 3,044 | 1.0% | 0.6x |
| Software Development, Programmers, Web, QA, AI | 9,712 | 1.8% | 1.2x |
| Tech Support, Help Desk, IT Specialists | 13,718 | 0.1% | 0.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

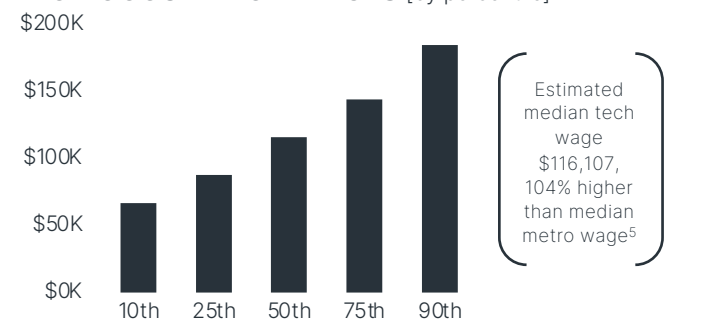


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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

| #1 | #2 | #3 | #4 |
|---------------|--------|--|----------------------------------|
| Public Sector | Tech | Professional, Scientific, Technical Services | Management and Holding Companies |
| 11,025 | 10,891 | 4,648 | 2,347 |

TECH OCCUPATION WAGES [by percentile]

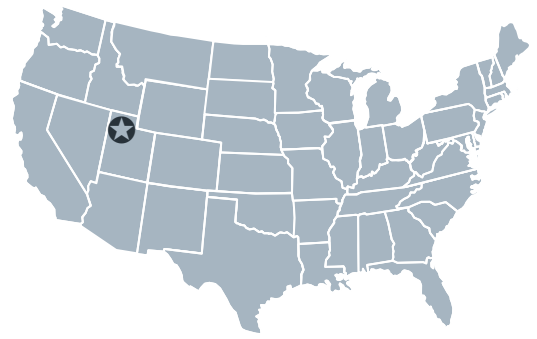


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Salt Lake City

Full MSA name: Salt Lake City-Murray, UT



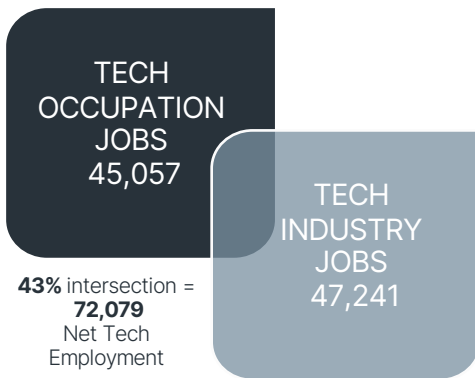
STATE OF TECHNOLOGY SUMMARY

- 72,079 NET TECH EMPLOYMENT¹
- 8.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 47,144 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$13.1b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 7,552 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 15,947 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,181 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

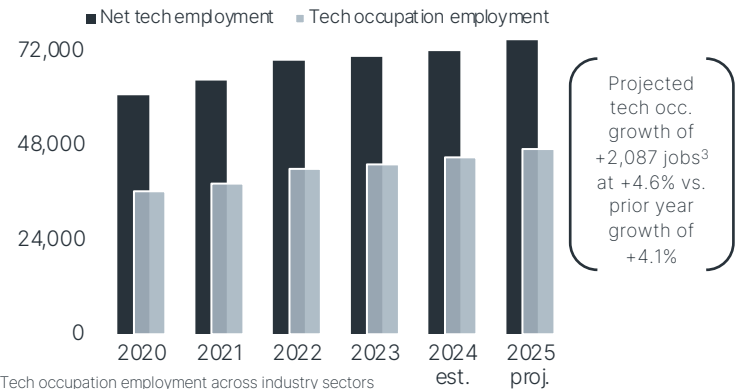
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 3rd TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

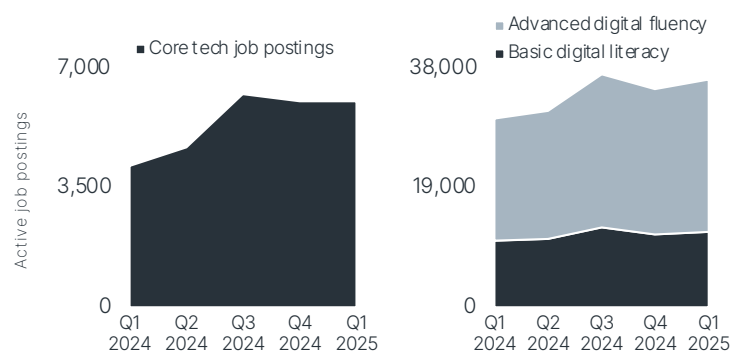


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 4,872 | 4.4% | 2.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 5,092 | 5.3% | 3.4x |
| Data Science, Data Analysts, Database, Machine Learning | 4,160 | 5.3% | 3.4x |
| Network Admin, Architects, Cloud Engineers, Support | 2,994 | 3.8% | 2.4x |
| Software Development, Programmers, Web, QA, AI | 21,263 | 5.0% | 3.2x |
| Tech Support, Help Desk, IT Specialists | 5,454 | 3.0% | 1.9x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

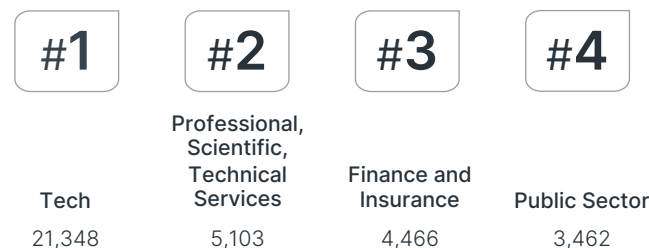
EMPLOYER HIRING INTENT VIA JOB POSTINGS



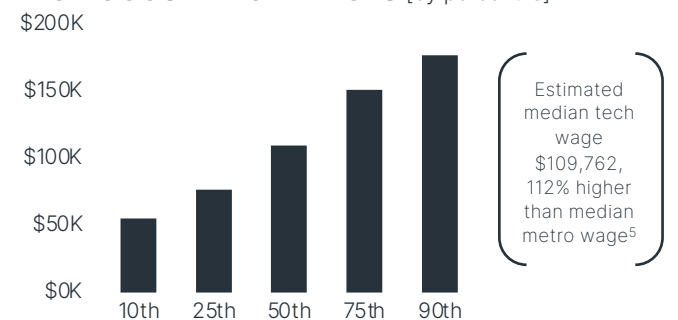
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



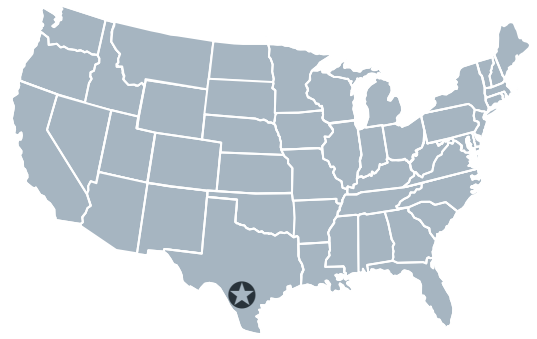
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

San Antonio

Full MSA name: San Antonio-New Braunfels, TX

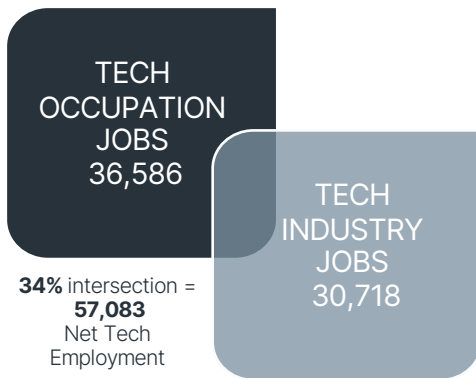


STATE OF TECHNOLOGY SUMMARY

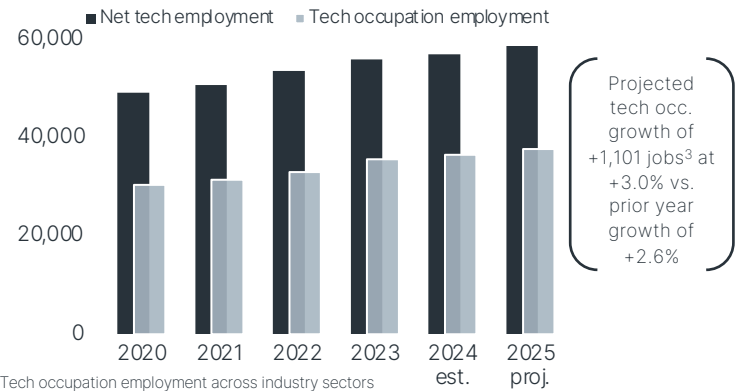
- 57,083 NET TECH EMPLOYMENT¹
- 4.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 37,687 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$7.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,246 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 16,530 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,302 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

- QUARTILE RANKINGS** [1st quartile = more favorable ranking]
- 2nd COST OF LIVING [vs. national benchmark²]
 - 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
 - 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
 - 1st AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

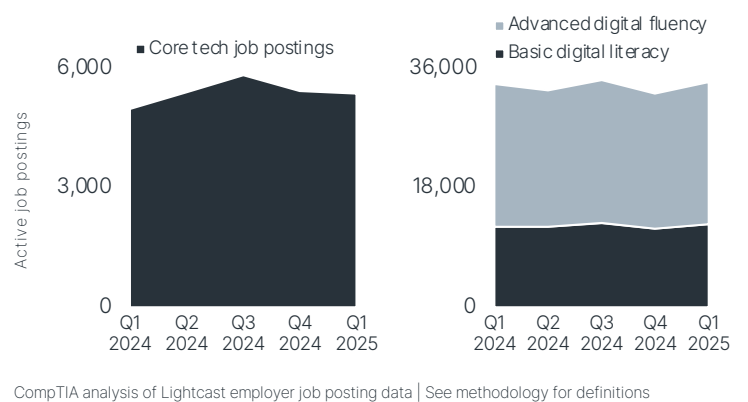


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 4,116 | 3.0% | 1.9x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 9,983 | 2.6% | 1.7x |
| Data Science, Data Analysts, Database, Machine Learning | 2,822 | 3.6% | 2.3x |
| Network Admin, Architects, Cloud Engineers, Support | 4,129 | 2.2% | 1.4x |
| Software Development, Programmers, Web, QA, AI | 9,573 | 4.2% | 2.7x |
| Tech Support, Help Desk, IT Specialists | 4,524 | 2.1% | 1.3x |

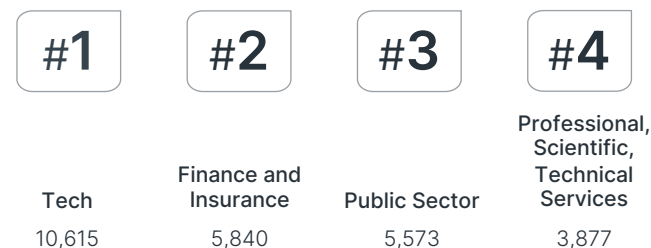
⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS

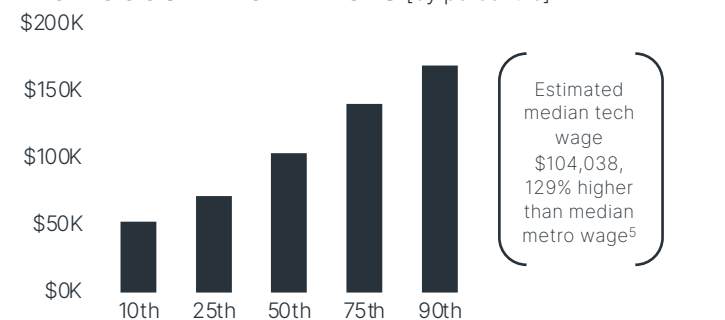


TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]

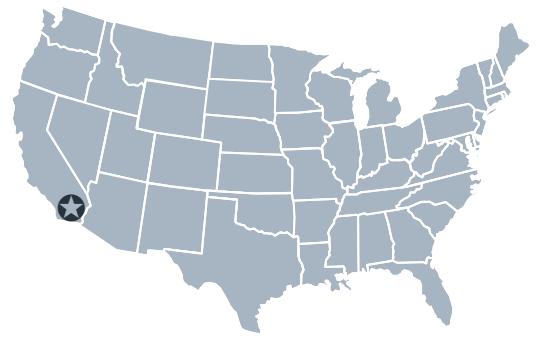


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

San Diego

Full MSA name: San Diego-Chula Vista-Carlsbad, CA



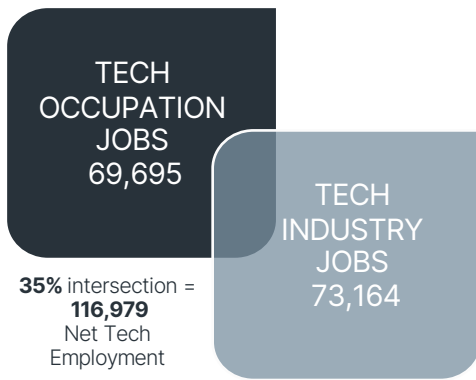
STATE OF TECHNOLOGY SUMMARY

- 116,979 NET TECH EMPLOYMENT¹
- 7.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 70,591 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$29.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 4,419 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 26,202 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 4,034 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

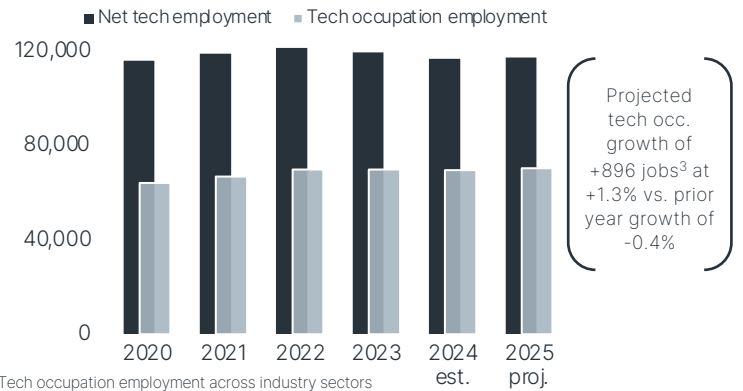
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

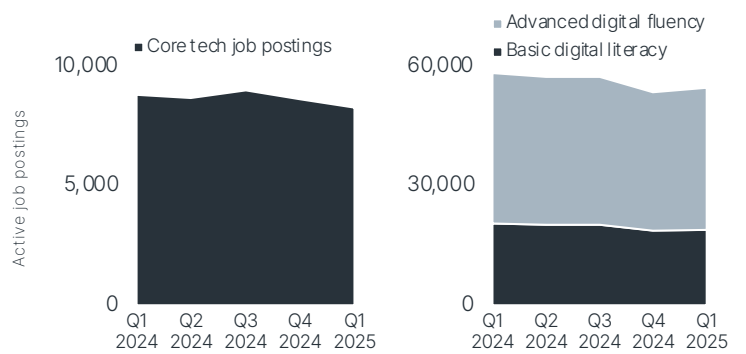


TECH OCCUPATION CATEGORY GROWTH

| Category | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 7,660 | 1.2% | 0.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 14,735 | 1.1% | 0.7x |
| Data Science, Data Analysts, Database, Machine Learning | 5,307 | 2.4% | 1.5x |
| Network Admin, Architects, Cloud Engineers, Support | 4,867 | 0.4% | 0.2x |
| Software Development, Programmers, Web, QA, AI | 26,430 | 1.7% | 1.1x |
| Tech Support, Help Desk, IT Specialists | 5,251 | 0.7% | 0.4x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

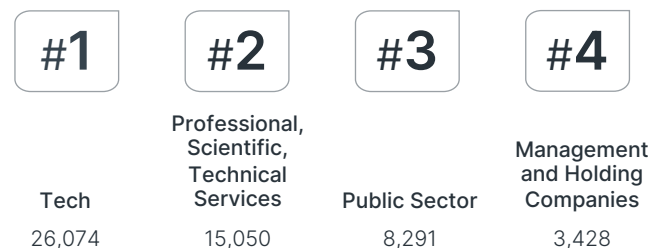
EMPLOYER HIRING INTENT VIA JOB POSTINGS



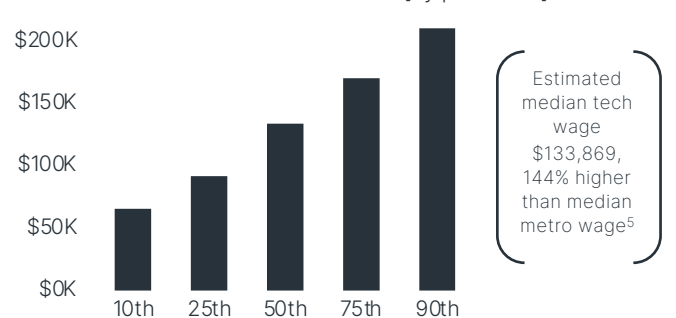
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



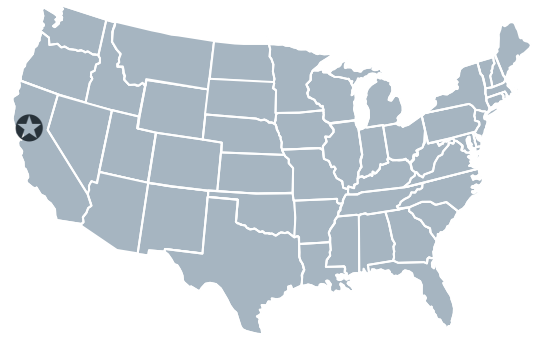
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

San Francisco

Full MSA name: San Francisco-Oakland-Fremont, CA



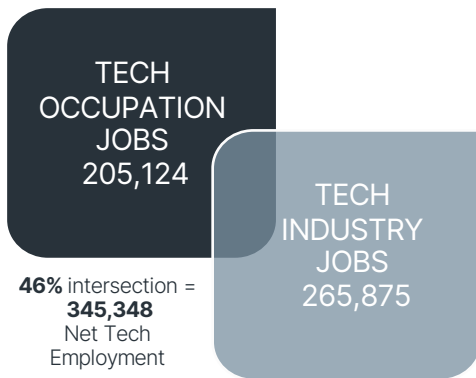
STATE OF TECHNOLOGY SUMMARY

- 345,328 NET TECH EMPLOYMENT¹
- 13.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 210,717 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$191.6b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 11,367 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 65,918 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 17,614 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

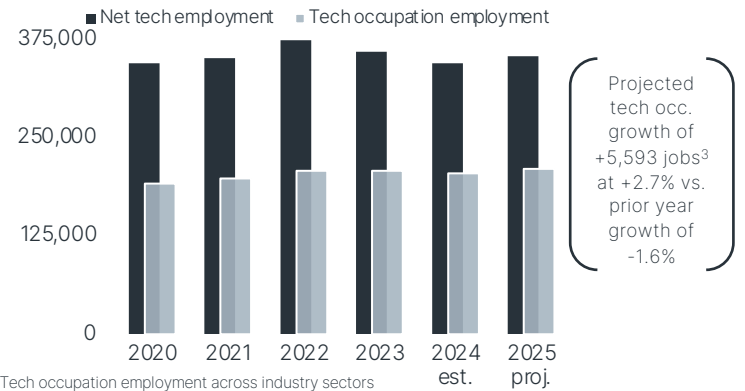
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

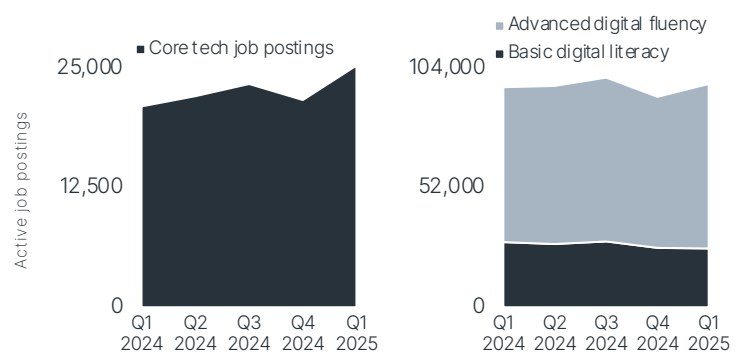


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 26,592 | 2.0% | 1.3x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 34,632 | 1.8% | 1.2x |
| Data Science, Data Analysts, Database, Machine Learning | 14,537 | 3.4% | 2.2x |
| Network Admin, Architects, Cloud Engineers, Support | 12,988 | 1.7% | 1.1x |
| Software Development, Programmers, Web, QA, AI | 92,099 | 3.5% | 2.2x |
| Tech Support, Help Desk, IT Specialists | 10,013 | 3.1% | 2.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

EMPLOYER HIRING INTENT VIA JOB POSTINGS



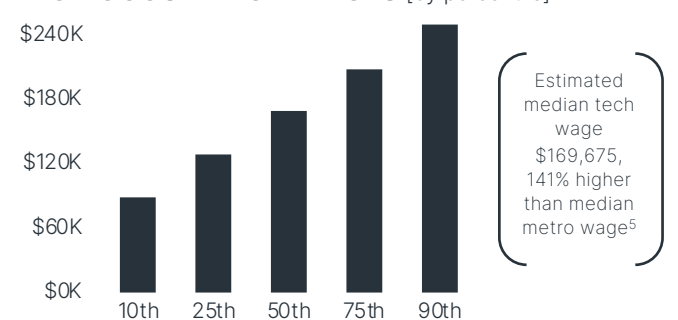
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

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, Technical Services | Finance and Insurance | Public Sector |
| 130,929 | 27,805 | 10,350 | 9,852 |

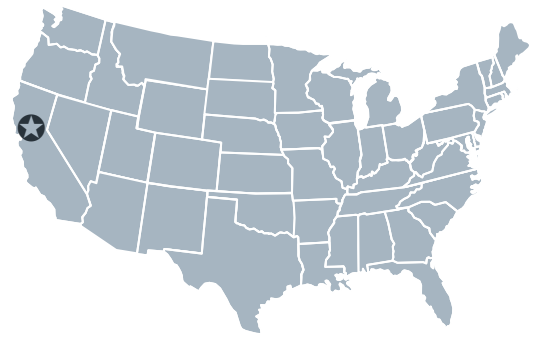
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

San Jose

Full MSA name: San Jose-Sunnyvale-Santa Clara, CA



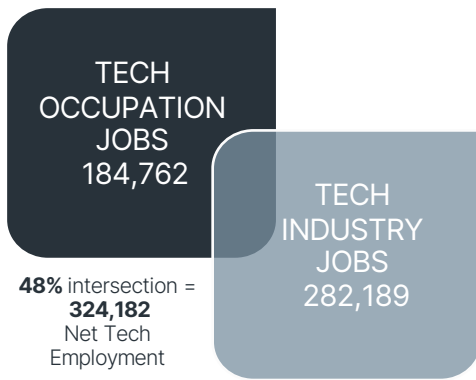
STATE OF TECHNOLOGY SUMMARY

- 324,182 NET TECH EMPLOYMENT¹
- 27.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 187,352 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$206.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6,700 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 68,252 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 18,392 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

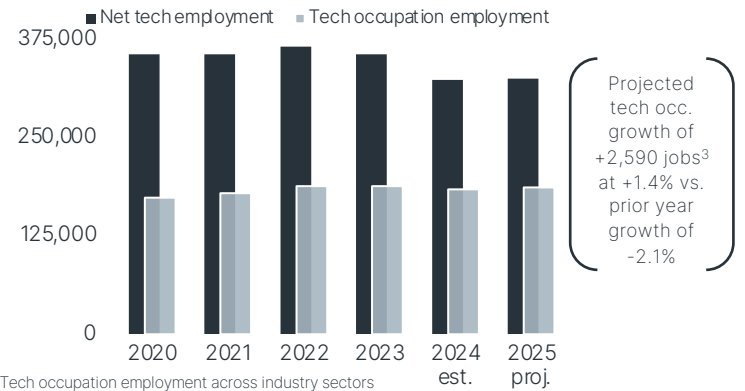
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

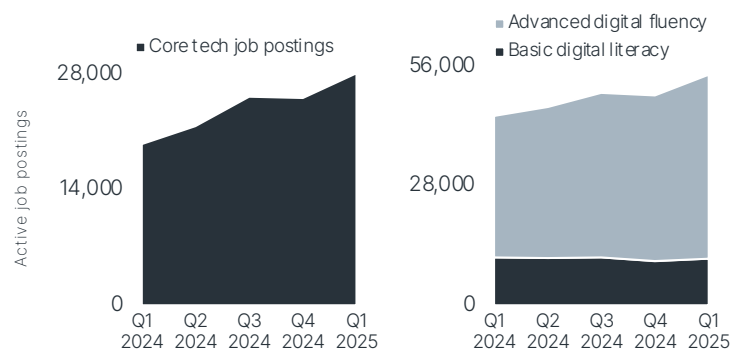


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 20,083 | 1.6% | 1.0x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 26,937 | 1.1% | 0.7x |
| Data Science, Data Analysts, Database, Machine Learning | 10,296 | 2.9% | 1.9x |
| Network Admin, Architects, Cloud Engineers, Support | 6,937 | 1.6% | 1.0x |
| Software Development, Programmers, Web, QA, AI | 100,768 | 1.6% | 1.0x |
| Tech Support, Help Desk, IT Specialists | 5,645 | 2.7% | 1.7x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

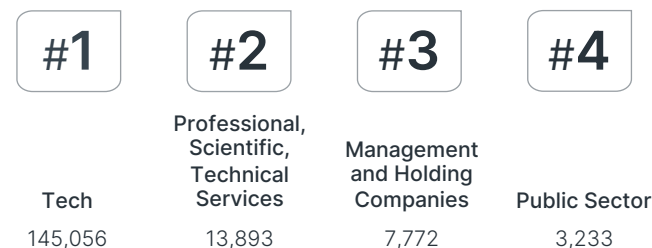
EMPLOYER HIRING INTENT VIA JOB POSTINGS



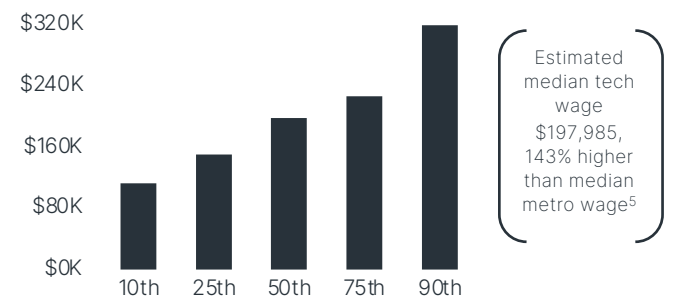
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]

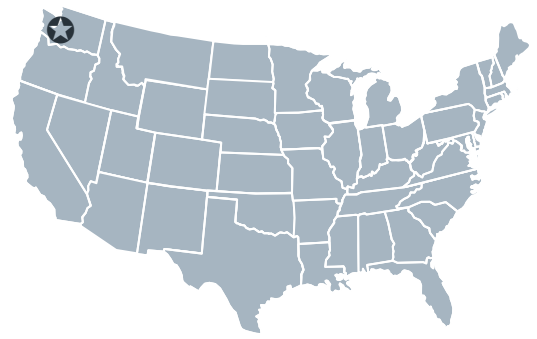


⁵2024 data | most recent available

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

Seattle

Full MSA name: Seattle-Tacoma-Bellevue, WA



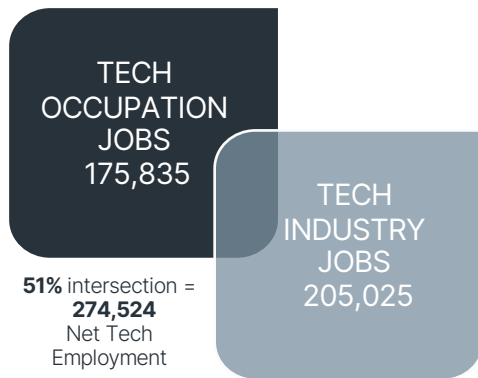
STATE OF TECHNOLOGY SUMMARY

- 274,524 NET TECH EMPLOYMENT¹
- 12.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 182,538 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$151.4b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 12,471 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 69,564 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 14,647 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

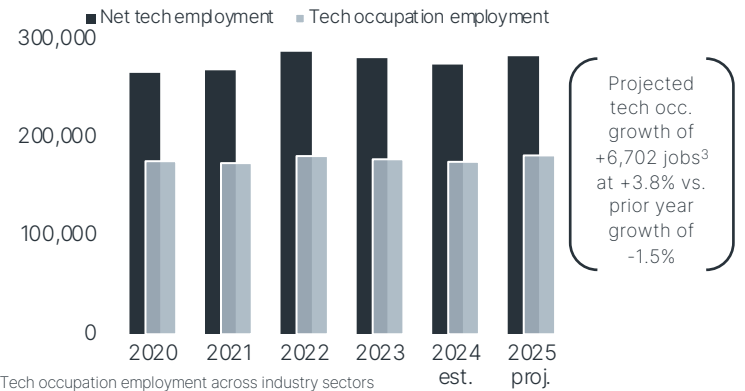
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 1st TECH WAGE PREMIUM [vs. prevailing median wage]
- 4th TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

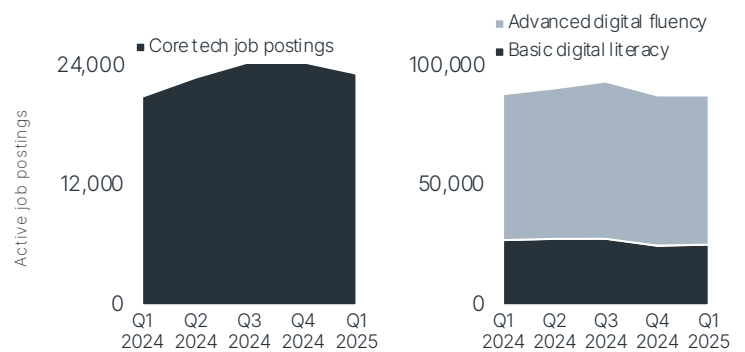


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 13,988 | 4.7% | 3.1x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 29,336 | 3.7% | 2.4x |
| Data Science, Data Analysts, Database, Machine Learning | 11,388 | 5.1% | 3.3x |
| Network Admin, Architects, Cloud Engineers, Support | 11,466 | 3.1% | 2.0x |
| Software Development, Programmers, Web, QA, AI | 86,900 | 3.9% | 2.5x |
| Tech Support, Help Desk, IT Specialists | 13,729 | 2.9% | 1.9x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

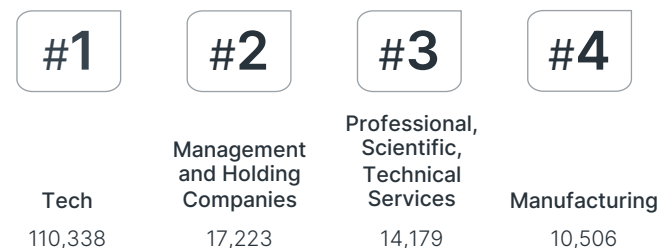
EMPLOYER HIRING INTENT VIA JOB POSTINGS



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

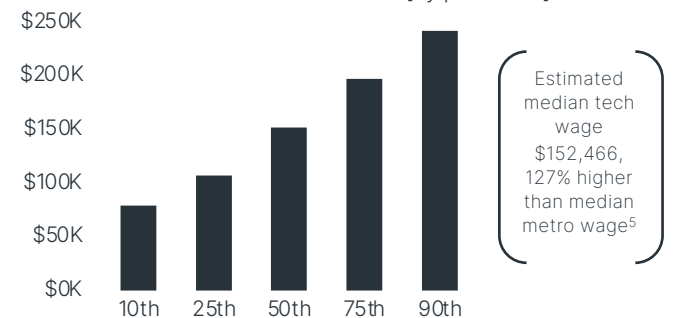
TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



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

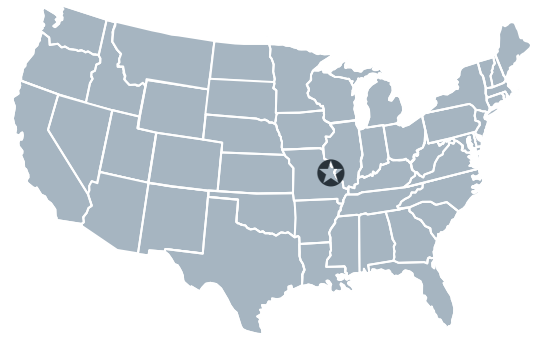
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

St. Louis

Full MSA name: St. Louis, MO-IL



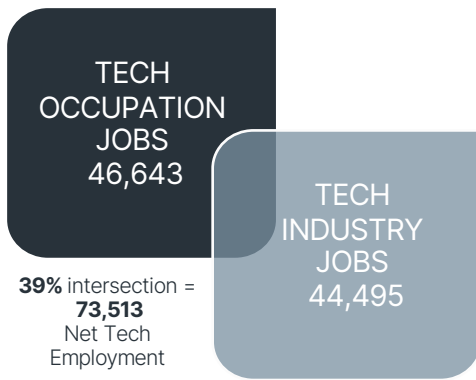
STATE OF TECHNOLOGY SUMMARY

- 73,513 NET TECH EMPLOYMENT¹
- 5.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 47,020 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$15.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 2,842 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 22,053 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,077 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

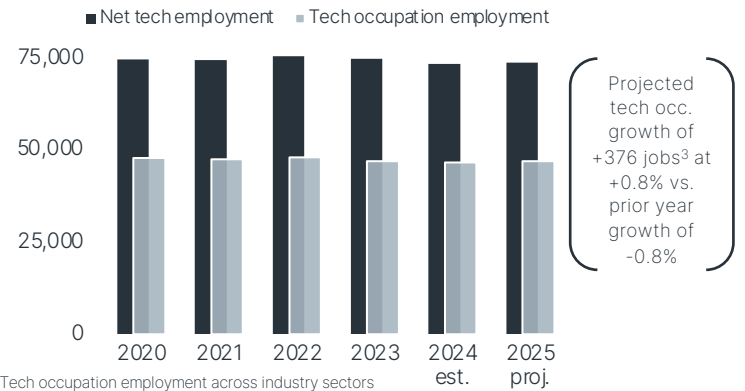
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 1st COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

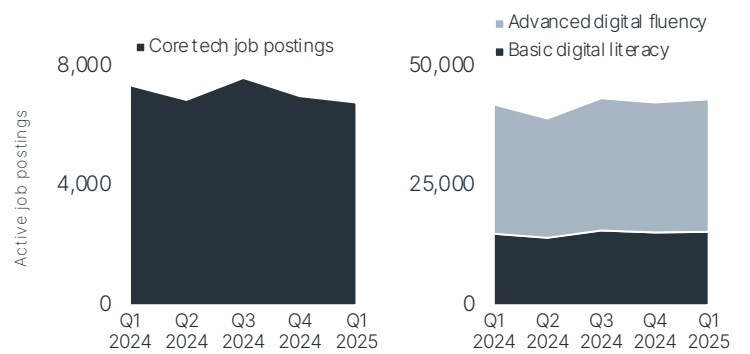


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 4,473 | 1.2% | 0.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 11,628 | 0.3% | 0.2x |
| Data Science, Data Analysts, Database, Machine Learning | 4,350 | 1.8% | 1.2x |
| Network Admin, Architects, Cloud Engineers, Support | 5,663 | -0.6% | 0.0x |
| Software Development, Programmers, Web, QA, AI | 12,648 | 2.0% | 1.3x |
| Tech Support, Help Desk, IT Specialists | 6,009 | -0.1% | 0.0x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

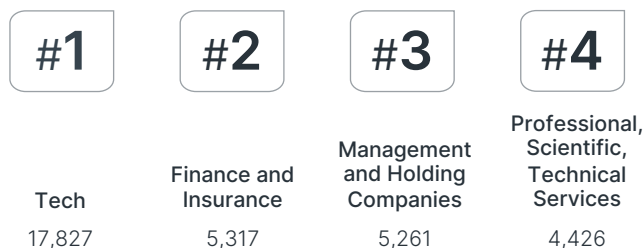
EMPLOYER HIRING INTENT VIA JOB POSTINGS



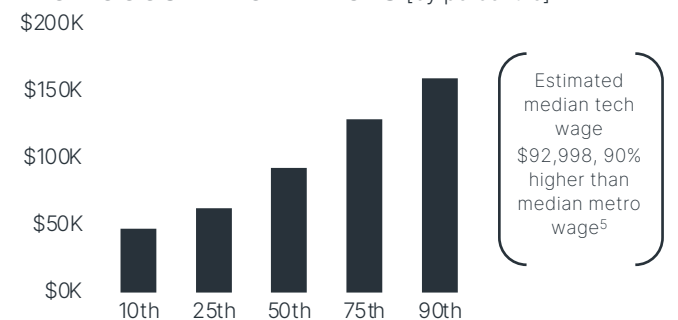
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]

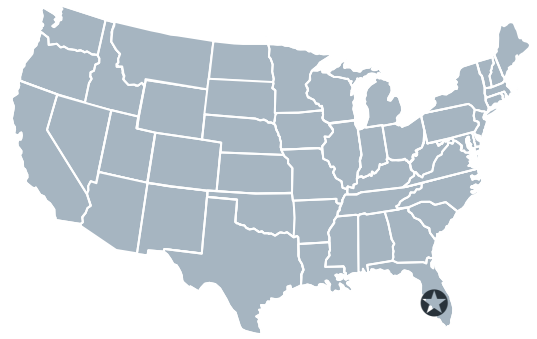


⁶Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

⁵2024 data | most recent available

Tampa

Full MSA name: Tampa-St. Petersburg-Clearwater, FL



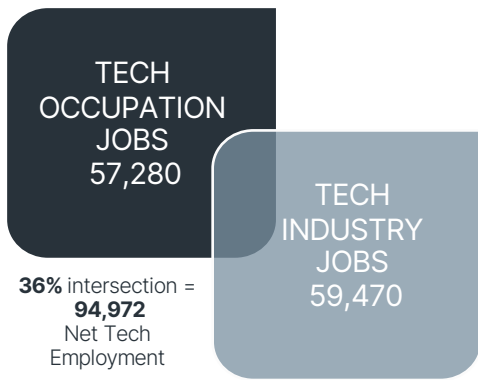
STATE OF TECHNOLOGY SUMMARY

- 94,972 NET TECH EMPLOYMENT¹
- 6.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 58,873 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$18.7b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 6,943 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 23,406 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 2,861 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

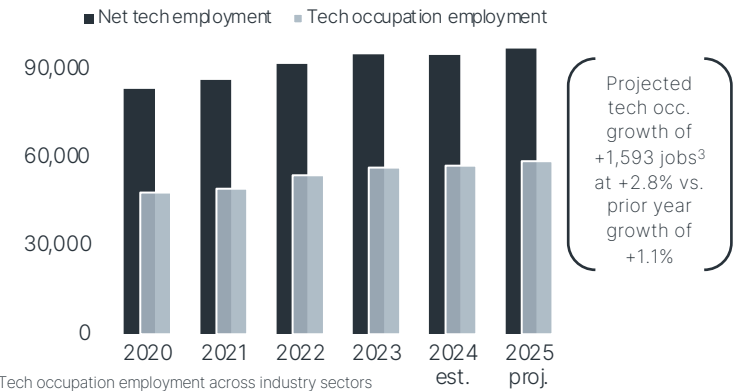
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 2nd TECH WAGE PREMIUM [vs. prevailing median wage]
- 3rd TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

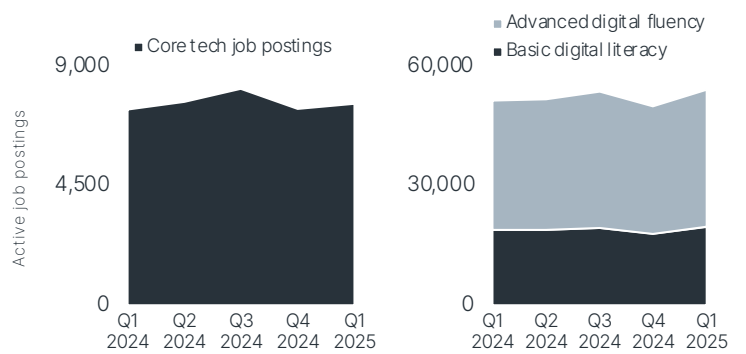


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 5,831 | 3.1% | 2.0x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 14,220 | 2.5% | 1.6x |
| Data Science, Data Analysts, Database, Machine Learning | 2,744 | 4.5% | 2.9x |
| Network Admin, Architects, Cloud Engineers, Support | 5,913 | 1.6% | 1.0x |
| Software Development, Programmers, Web, QA, AI | 19,189 | 3.8% | 2.4x |
| Tech Support, Help Desk, IT Specialists | 7,559 | 1.4% | 0.9x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

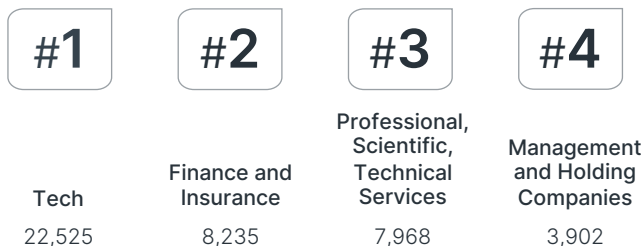
EMPLOYER HIRING INTENT VIA JOB POSTINGS



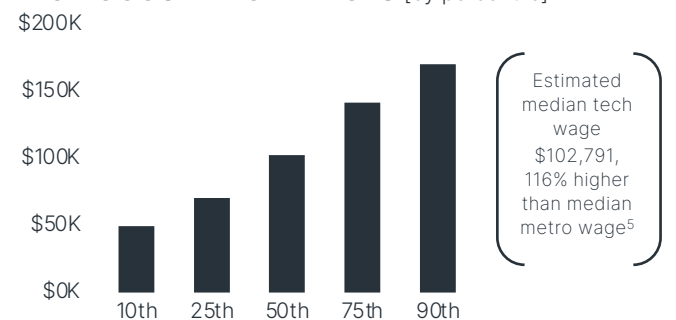
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



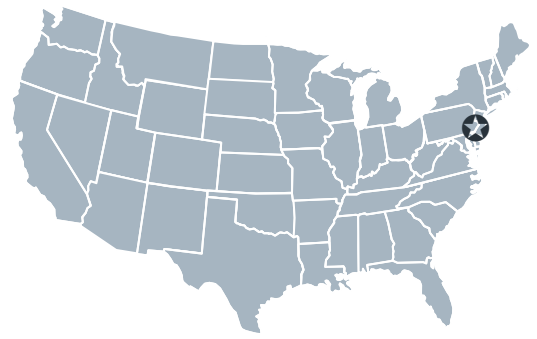
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Trenton

Full MSA name: Trenton-Princeton, NJ



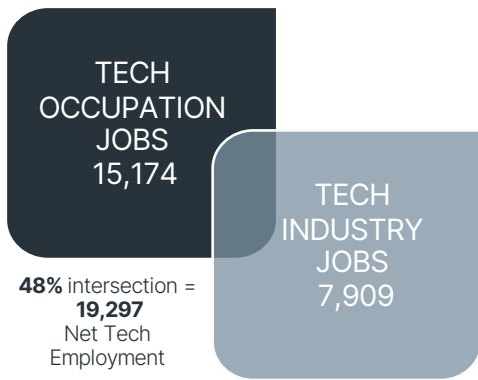
STATE OF TECHNOLOGY SUMMARY

- 19,297 NET TECH EMPLOYMENT¹
- 7.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 15,364 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$3.0b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 728 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 12,398 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 1,936 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

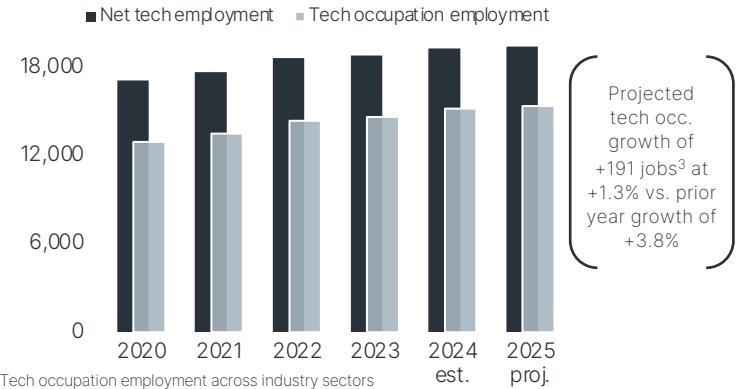
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 4th COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 3rd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

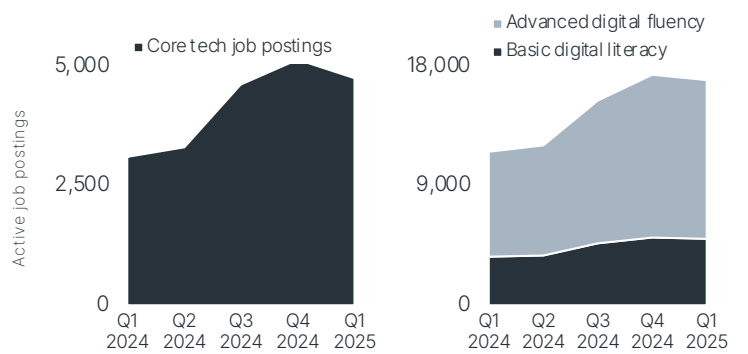


TECH OCCUPATION CATEGORY GROWTH

| Category | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 2,568 | 0.9% | 0.6x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 2,696 | 1.3% | 0.8x |
| Data Science, Data Analysts, Database, Machine Learning | 791 | 2.9% | 1.9x |
| Network Admin, Architects, Cloud Engineers, Support | 1,678 | 0.3% | 0.2x |
| Software Development, Programmers, Web, QA, AI | 5,429 | 1.6% | 1.0x |
| Tech Support, Help Desk, IT Specialists | 1,600 | 0.9% | 0.6x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

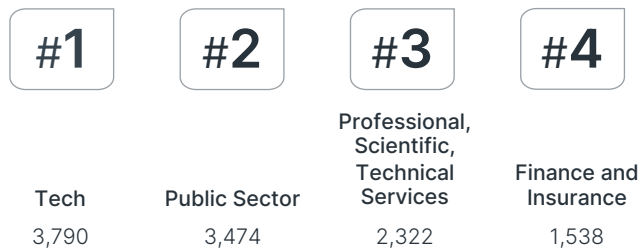
EMPLOYER HIRING INTENT VIA JOB POSTINGS



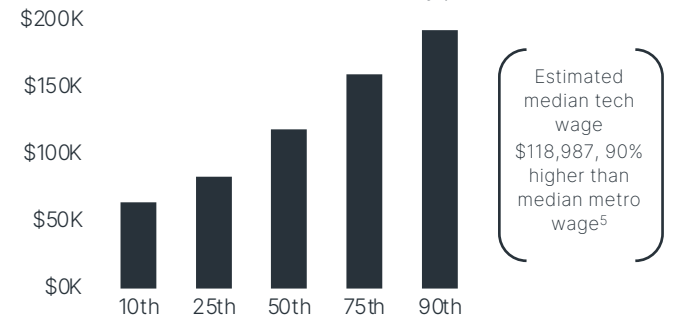
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



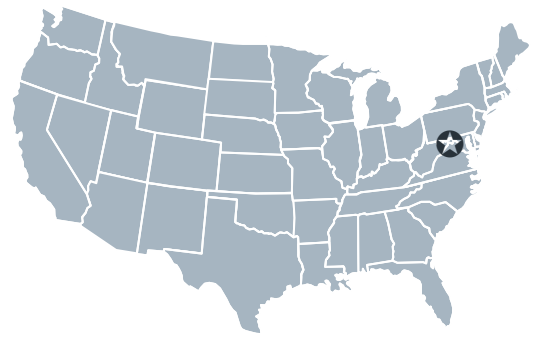
TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available

Washington D.C.

Full MSA name: Washington-Arlington-Alexandria, DC-VA-MD-WV



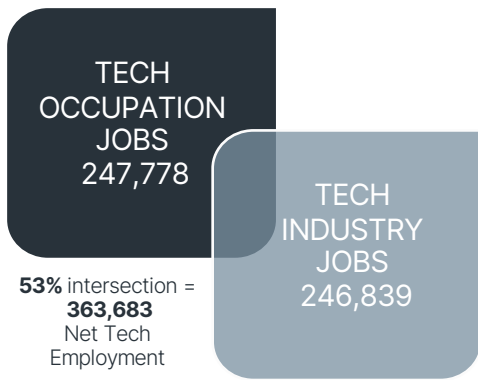
STATE OF TECHNOLOGY SUMMARY

- 363,683 NET TECH EMPLOYMENT¹
- 10.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 250,638 TECH OCCUPATION EMPLOYMENT [2025 projection]
- \$83.3b ECONOMIC IMPACT [estimated direct impact of tech sector]
- 23,541 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 175,277 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 22,059 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 all jobs]

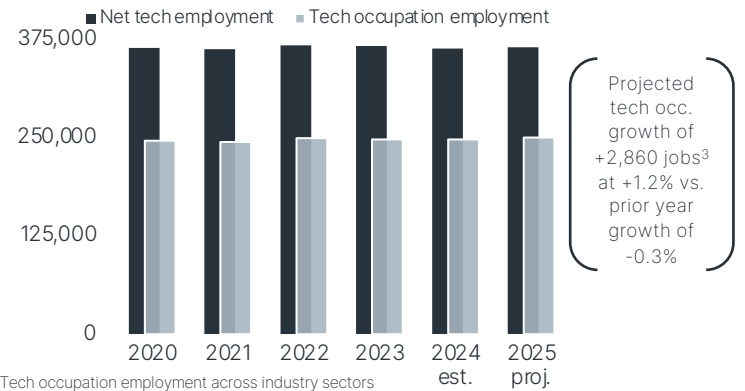
QUARTILE RANKINGS [1st quartile = more favorable ranking]

- 3rd COST OF LIVING [vs. national benchmark²]
- 4th TECH WAGE PREMIUM [vs. prevailing median wage]
- 1st TECH JOB POSTINGS RATIO [postings to tech base ratio²]
- 2nd AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | ¹Net of tech industry + tech occupation employment | ²Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | ³Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details



NET TECH EMPLOYMENT

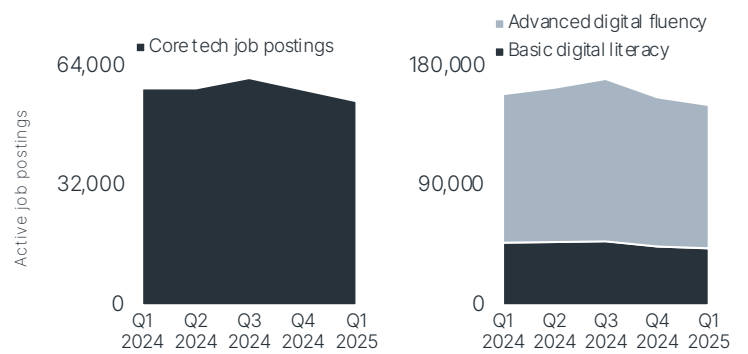


TECH OCCUPATION CATEGORY GROWTH

| | 2024 base | 2025 % Change ⁴ | Growth vs. Benchmark ⁴ |
|---|-----------|----------------------------|-----------------------------------|
| CIOs, IT Directors, Managers | 21,054 | 1.2% | 0.8x |
| Cybersecurity, Systems Analysts, IT Project Mgt., Other | 69,131 | 1.2% | 0.8x |
| Data Science, Data Analysts, Database, Machine Learning | 21,352 | 1.6% | 1.0x |
| Network Admin, Architects, Cloud Engineers, Support | 25,958 | -0.4% | 0.0x |
| Software Development, Programmers, Web, QA, AI | 85,461 | 1.6% | 1.0x |
| Tech Support, Help Desk, IT Specialists | 18,352 | 0.6% | 0.4x |

⁴Projected growth rate for 2025 | ⁴Benchmark comparison to overall national rate of 1.5%

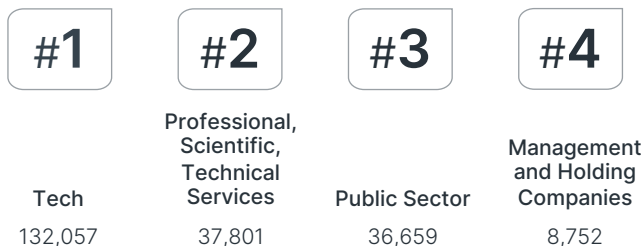
EMPLOYER HIRING INTENT VIA JOB POSTINGS



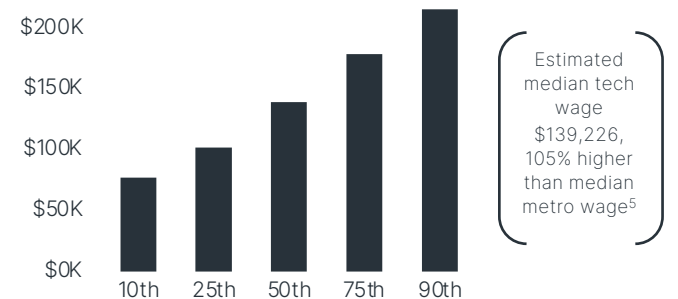
CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

TOP INDUSTRY SECTORS DRIVING TECH HIRING

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



TECH OCCUPATION WAGES [by percentile]



⁵2024 data | most recent available



APPENDIX TABLES – A

TECH OCCUPATION AND NET TECH EMPLOYMENT TRENDING

TECH OCCUPATION TRENDING BY STATE

| | <u>2019</u> | <u>2020</u> | <u>2021</u> | <u>2022</u> | <u>2023</u> | <u>2024 est.</u> | <u>2025 proj.</u> |
|----------------------|-------------|-------------|-------------|-------------|-------------|------------------|-------------------|
| United States | 5,220,631 | 5,217,133 | 5,378,551 | 5,723,627 | 5,847,195 | 5,919,686 | 6,094,315 |
| Alabama | 52,283 | 53,884 | 56,799 | 61,646 | 64,288 | 66,019 | 67,858 |
| Alaska | 5,892 | 5,922 | 5,857 | 6,104 | 6,293 | 6,683 | 6,804 |
| Arizona | 114,773 | 117,261 | 119,895 | 125,165 | 126,363 | 125,905 | 129,706 |
| Arkansas | 25,904 | 26,096 | 26,315 | 28,092 | 28,821 | 29,710 | 30,777 |
| California | 787,406 | 781,228 | 814,939 | 866,346 | 873,034 | 871,984 | 890,263 |
| Colorado | 138,991 | 138,628 | 140,722 | 150,097 | 153,995 | 155,375 | 161,505 |
| Connecticut | 58,299 | 56,943 | 57,446 | 59,444 | 60,111 | 60,783 | 61,725 |
| Delaware | 17,011 | 16,957 | 17,250 | 17,814 | 17,811 | 17,815 | 18,043 |
| District of Columbia | 53,210 | 52,660 | 51,950 | 52,827 | 52,569 | 52,307 | 53,001 |
| Florida | 250,657 | 258,662 | 276,063 | 307,758 | 321,032 | 326,787 | 339,224 |
| Georgia | 171,161 | 169,731 | 171,664 | 182,050 | 182,952 | 185,441 | 191,834 |
| Hawaii | 13,612 | 12,668 | 13,646 | 14,976 | 15,361 | 15,960 | 16,271 |
| Idaho | 17,871 | 18,904 | 20,169 | 20,861 | 21,168 | 21,574 | 22,547 |
| Illinois | 199,925 | 195,061 | 195,125 | 203,165 | 202,235 | 204,372 | 208,179 |
| Indiana | 68,711 | 68,482 | 69,633 | 73,292 | 75,599 | 76,833 | 79,017 |
| Iowa | 40,532 | 40,459 | 40,232 | 41,547 | 41,793 | 41,891 | 42,869 |
| Kansas | 42,943 | 42,818 | 42,761 | 44,275 | 44,483 | 43,373 | 44,534 |
| Kentucky | 38,978 | 38,454 | 38,792 | 40,318 | 41,077 | 43,249 | 44,412 |
| Louisiana | 26,340 | 26,103 | 26,656 | 28,655 | 29,677 | 30,382 | 31,382 |
| Maine | 14,805 | 14,594 | 15,455 | 16,714 | 17,212 | 17,302 | 17,863 |
| Maryland | 146,050 | 143,483 | 144,687 | 147,280 | 148,395 | 150,785 | 154,392 |
| Massachusetts | 174,472 | 168,727 | 172,150 | 179,375 | 180,950 | 180,336 | 183,713 |
| Michigan | 126,940 | 122,300 | 128,443 | 137,710 | 142,137 | 144,097 | 146,507 |
| Minnesota | 108,986 | 106,473 | 106,422 | 107,669 | 108,072 | 108,275 | 110,044 |
| Mississippi | 15,310 | 15,701 | 16,529 | 17,922 | 19,285 | 20,271 | 21,003 |
| Missouri | 90,062 | 89,760 | 89,799 | 93,109 | 92,675 | 93,468 | 95,326 |
| Montana | 9,576 | 9,724 | 10,302 | 10,666 | 11,176 | 11,575 | 12,040 |
| Nebraska | 33,930 | 35,091 | 35,528 | 36,327 | 36,845 | 36,893 | 37,714 |
| Nevada | 26,934 | 25,991 | 27,672 | 31,243 | 32,316 | 33,053 | 34,846 |
| New Hampshire | 27,009 | 26,752 | 27,186 | 28,219 | 27,975 | 28,278 | 29,172 |
| New Jersey | 160,396 | 156,802 | 168,682 | 184,414 | 192,613 | 198,480 | 202,696 |
| New Mexico | 20,904 | 21,591 | 23,057 | 25,630 | 27,272 | 27,999 | 28,917 |
| New York | 311,494 | 296,663 | 304,369 | 330,849 | 340,492 | 344,910 | 355,176 |
| North Carolina | 164,774 | 172,202 | 183,474 | 197,936 | 206,686 | 213,190 | 221,472 |
| North Dakota | 8,012 | 7,874 | 8,089 | 8,507 | 8,701 | 8,703 | 8,851 |
| Ohio | 165,721 | 164,219 | 165,048 | 164,879 | 164,010 | 163,708 | 167,472 |
| Oklahoma | 36,076 | 36,629 | 37,217 | 39,725 | 40,864 | 42,267 | 43,453 |
| Oregon | 67,811 | 69,481 | 73,833 | 76,521 | 77,640 | 77,113 | 78,930 |
| Pennsylvania | 184,101 | 179,950 | 181,899 | 189,517 | 191,287 | 196,931 | 201,521 |
| Rhode Island | 16,894 | 16,462 | 17,493 | 18,804 | 19,477 | 19,954 | 20,368 |
| South Carolina | 50,186 | 51,137 | 52,055 | 57,225 | 59,678 | 60,765 | 63,640 |
| South Dakota | 8,952 | 9,245 | 9,478 | 9,953 | 10,328 | 10,497 | 10,817 |
| Tennessee | 73,149 | 77,339 | 80,160 | 88,741 | 90,771 | 94,953 | 99,221 |
| Texas | 440,008 | 457,902 | 484,127 | 534,291 | 566,212 | 578,533 | 605,274 |
| Utah | 61,268 | 64,451 | 69,158 | 75,100 | 77,648 | 79,979 | 83,744 |
| Vermont | 8,470 | 8,170 | 8,627 | 9,268 | 9,548 | 9,719 | 9,988 |
| Virginia | 236,720 | 238,216 | 240,711 | 252,001 | 253,422 | 253,991 | 259,581 |
| Washington | 206,664 | 209,487 | 210,704 | 225,545 | 229,261 | 230,951 | 241,086 |
| West Virginia | 12,838 | 12,755 | 12,738 | 13,451 | 14,531 | 14,805 | 15,411 |
| Wisconsin | 83,819 | 83,152 | 83,523 | 86,269 | 86,405 | 86,573 | 89,005 |
| Wyoming | 3,799 | 3,891 | 4,020 | 4,338 | 4,649 | 4,891 | 5,119 |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

TECH OCCUPATION TRENDING BY METRO

| | <u>2019</u> | <u>2020</u> | <u>2021</u> | <u>2022</u> | <u>2023</u> | <u>2024 est.</u> | <u>2025 proj.</u> |
|------------------|-------------|-------------|-------------|-------------|-------------|------------------|-------------------|
| United States | 5,220,631 | 5,217,133 | 5,378,551 | 5,723,627 | 5,847,195 | 5,919,686 | 6,094,315 |
| Albuquerque | 11,742 | 12,096 | 12,596 | 13,843 | 14,842 | 15,209 | 15,629 |
| Atlanta | 132,894 | 130,530 | 129,190 | 134,192 | 133,578 | 133,826 | 137,355 |
| Austin | 71,522 | 75,609 | 81,749 | 89,323 | 92,112 | 92,270 | 97,241 |
| Baltimore | 71,360 | 70,755 | 69,474 | 69,396 | 70,723 | 71,270 | 72,621 |
| Boise | 10,518 | 10,969 | 11,270 | 11,588 | 11,788 | 12,129 | 12,629 |
| Boston | 150,551 | 145,862 | 146,654 | 150,372 | 149,535 | 147,881 | 149,966 |
| Buffalo | 12,841 | 12,210 | 12,186 | 13,015 | 13,750 | 14,415 | 14,630 |
| Charleston | 11,978 | 11,951 | 11,821 | 12,324 | 12,375 | 12,126 | 12,646 |
| Charlotte | 53,379 | 56,794 | 59,011 | 63,392 | 67,402 | 68,861 | 70,954 |
| Chicago | 152,479 | 147,451 | 145,285 | 149,357 | 149,883 | 152,540 | 153,758 |
| Cleveland | 33,119 | 32,630 | 32,726 | 31,800 | 31,600 | 32,202 | 32,502 |
| Colorado Springs | 17,059 | 17,323 | 17,331 | 18,136 | 18,412 | 18,680 | 19,298 |
| Columbus | 44,042 | 43,549 | 43,119 | 41,301 | 39,893 | 38,430 | 38,924 |
| Dallas | 172,981 | 179,766 | 187,628 | 206,596 | 220,677 | 223,304 | 232,769 |
| Denver | 88,894 | 88,349 | 89,151 | 94,905 | 97,010 | 98,201 | 101,992 |
| Des Moines | 17,614 | 17,801 | 17,833 | 18,588 | 18,929 | 19,504 | 19,889 |
| Detroit | 72,178 | 68,445 | 69,869 | 72,644 | 73,578 | 73,435 | 73,370 |
| Hartford | 23,128 | 22,786 | 22,522 | 22,941 | 23,173 | 23,174 | 23,467 |
| Houston | 85,906 | 87,776 | 90,906 | 96,970 | 101,221 | 102,179 | 105,048 |
| Huntsville | 17,548 | 18,318 | 18,974 | 20,513 | 21,344 | 21,644 | 22,155 |
| Indianapolis | 33,821 | 33,613 | 33,789 | 35,042 | 35,804 | 35,562 | 36,408 |
| Kansas City | 46,332 | 45,394 | 44,074 | 45,090 | 45,483 | 44,548 | 45,132 |
| Las Vegas | 19,613 | 18,331 | 19,251 | 22,078 | 22,856 | 23,214 | 24,391 |
| Los Angeles | 200,513 | 196,258 | 200,671 | 210,647 | 209,534 | 210,110 | 211,768 |
| Memphis | 12,547 | 13,059 | 13,267 | 14,196 | 14,218 | 14,347 | 14,598 |
| Miami | 67,140 | 67,731 | 70,296 | 77,021 | 79,017 | 79,309 | 81,629 |
| Milwaukee | 27,120 | 26,161 | 25,917 | 25,671 | 24,806 | 24,027 | 24,129 |
| Minneapolis | 90,049 | 87,793 | 86,395 | 84,956 | 83,523 | 82,032 | 82,708 |
| Nashville | 33,067 | 34,760 | 35,614 | 39,923 | 41,311 | 42,461 | 44,259 |
| New Orleans | 7,671 | 7,384 | 7,286 | 7,665 | 7,536 | 7,411 | 7,500 |
| New York City | 340,721 | 325,418 | 334,742 | 362,776 | 377,667 | 384,810 | 394,308 |
| Oklahoma City | 17,175 | 17,559 | 17,946 | 19,328 | 20,168 | 20,933 | 21,408 |
| Omaha | 22,230 | 22,552 | 22,041 | 21,723 | 21,052 | 20,217 | 20,310 |
| Orlando | 38,147 | 37,359 | 39,629 | 44,125 | 46,375 | 48,032 | 49,721 |
| Philadelphia | 102,729 | 99,938 | 99,410 | 100,654 | 100,558 | 102,204 | 102,770 |
| Phoenix | 91,349 | 93,529 | 94,542 | 97,188 | 97,499 | 97,144 | 99,634 |
| Pittsburgh | 40,369 | 38,680 | 37,550 | 36,605 | 36,309 | 37,229 | 37,300 |
| Portland | 54,704 | 55,757 | 58,833 | 60,985 | 61,115 | 59,851 | 61,045 |
| Providence | 20,375 | 19,631 | 20,359 | 21,706 | 22,584 | 23,145 | 23,494 |
| Raleigh | 39,294 | 39,770 | 41,940 | 44,970 | 46,307 | 46,461 | 48,056 |
| Sacramento | 37,891 | 38,331 | 39,548 | 41,257 | 41,464 | 43,101 | 43,542 |
| Salt Lake City | 35,034 | 36,488 | 38,453 | 42,187 | 43,289 | 45,057 | 47,144 |
| San Antonio | 29,623 | 30,426 | 31,491 | 33,087 | 35,665 | 36,586 | 37,687 |
| San Diego | 65,307 | 64,149 | 67,002 | 69,827 | 69,970 | 69,695 | 70,591 |
| San Francisco | 195,114 | 191,553 | 198,525 | 208,174 | 208,445 | 205,124 | 210,717 |
| San Jose | 174,951 | 173,914 | 179,605 | 188,948 | 188,766 | 184,762 | 187,352 |
| Seattle | 175,271 | 176,653 | 174,213 | 181,468 | 178,432 | 175,835 | 182,538 |
| St. Louis | 47,970 | 47,861 | 47,568 | 48,030 | 47,025 | 46,643 | 47,020 |
| Tampa | 46,768 | 48,052 | 49,487 | 54,062 | 56,661 | 57,280 | 58,873 |
| Trenton | 12,864 | 12,944 | 13,481 | 14,377 | 14,620 | 15,174 | 15,364 |
| Washington DC | 249,418 | 246,693 | 245,159 | 250,030 | 248,532 | 247,778 | 250,638 |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

NET TECH EMPLOYMENT TRENDING BY STATE

For an explanation of the net tech employment calculation, see page 5

| | <u>2019</u> | <u>2020</u> | <u>2021</u> | <u>2022</u> | <u>2023</u> | <u>2024 est.</u> | <u>2025 proj.</u> |
|----------------------|-------------|-------------|-------------|-------------|-------------|------------------|-------------------|
| United States | 8,628,334 | 8,677,635 | 8,933,594 | 9,648,470 | 9,613,535 | 9,607,925 | 9,850,457 |
| Alabama | 82,012 | 82,789 | 86,251 | 92,427 | 96,312 | 97,442 | 99,827 |
| Alaska | 9,966 | 10,009 | 9,802 | 10,026 | 10,221 | 10,539 | 10,690 |
| Arizona | 189,913 | 193,994 | 197,809 | 206,857 | 209,121 | 206,247 | 211,353 |
| Arkansas | 37,895 | 38,465 | 39,118 | 41,696 | 43,024 | 43,669 | 45,076 |
| California | 1,436,220 | 1,440,037 | 1,469,562 | 1,544,516 | 1,524,018 | 1,472,275 | 1,494,734 |
| Colorado | 228,849 | 232,034 | 240,021 | 257,214 | 262,049 | 259,394 | 267,966 |
| Connecticut | 96,250 | 94,537 | 95,615 | 99,539 | 100,413 | 100,788 | 102,063 |
| Delaware | 24,058 | 23,634 | 23,508 | 24,262 | 24,219 | 24,121 | 24,315 |
| District of Columbia | 71,772 | 72,058 | 70,956 | 71,868 | 70,713 | 70,060 | 70,782 |
| Florida | 433,165 | 443,103 | 471,039 | 519,020 | 541,318 | 546,449 | 564,593 |
| Georgia | 276,230 | 276,696 | 285,298 | 302,922 | 306,333 | 306,962 | 315,717 |
| Hawaii | 19,781 | 18,771 | 19,947 | 21,570 | 21,995 | 22,530 | 22,930 |
| Idaho | 36,456 | 36,518 | 38,508 | 40,747 | 41,004 | 40,807 | 42,167 |
| Illinois | 316,800 | 310,785 | 313,930 | 329,506 | 329,883 | 328,975 | 333,677 |
| Indiana | 109,791 | 109,760 | 113,196 | 119,699 | 122,491 | 123,613 | 126,835 |
| Iowa | 65,724 | 64,681 | 64,287 | 66,404 | 67,250 | 67,019 | 68,263 |
| Kansas | 63,598 | 66,024 | 66,277 | 69,082 | 69,903 | 68,606 | 70,216 |
| Kentucky | 62,963 | 62,699 | 64,143 | 67,274 | 68,866 | 70,542 | 72,041 |
| Louisiana | 47,097 | 46,641 | 48,089 | 51,313 | 52,724 | 52,196 | 53,810 |
| Maine | 22,812 | 22,692 | 24,131 | 26,453 | 27,374 | 27,411 | 28,287 |
| Maryland | 212,520 | 210,733 | 214,829 | 221,126 | 224,567 | 227,139 | 231,955 |
| Massachusetts | 310,515 | 306,656 | 312,711 | 321,231 | 319,416 | 311,165 | 314,243 |
| Michigan | 198,797 | 192,560 | 199,784 | 212,035 | 218,681 | 220,061 | 223,710 |
| Minnesota | 185,062 | 181,242 | 181,034 | 185,255 | 186,847 | 184,718 | 186,912 |
| Mississippi | 26,445 | 26,921 | 28,288 | 30,385 | 31,780 | 32,508 | 33,549 |
| Missouri | 148,498 | 149,712 | 153,734 | 157,998 | 158,179 | 156,802 | 159,600 |
| Montana | 15,452 | 15,926 | 16,770 | 17,713 | 18,449 | 18,815 | 19,532 |
| Nebraska | 51,445 | 52,384 | 53,468 | 54,423 | 54,907 | 54,426 | 55,555 |
| Nevada | 43,223 | 42,397 | 45,947 | 52,113 | 54,618 | 55,176 | 57,917 |
| New Hampshire | 53,504 | 53,461 | 54,953 | 57,629 | 57,847 | 57,031 | 58,312 |
| New Jersey | 251,849 | 250,727 | 266,035 | 286,159 | 296,743 | 300,555 | 306,421 |
| New Mexico | 33,329 | 34,110 | 35,511 | 38,476 | 40,333 | 41,586 | 42,767 |
| New York | 522,215 | 516,478 | 525,769 | 566,941 | 577,065 | 577,624 | 592,894 |
| North Carolina | 264,114 | 271,830 | 286,933 | 303,767 | 317,436 | 323,422 | 335,430 |
| North Dakota | 13,209 | 13,086 | 13,272 | 13,910 | 13,810 | 13,528 | 13,720 |
| Ohio | 251,968 | 250,207 | 254,409 | 261,883 | 262,270 | 260,062 | 265,604 |
| Oklahoma | 56,853 | 57,578 | 58,428 | 61,347 | 63,556 | 64,676 | 66,144 |
| Oregon | 129,141 | 130,141 | 133,774 | 141,273 | 141,637 | 139,857 | 142,741 |
| Pennsylvania | 286,615 | 283,436 | 290,351 | 305,837 | 309,756 | 312,537 | 318,684 |
| Rhode Island | 26,096 | 25,857 | 27,598 | 28,904 | 29,476 | 29,698 | 30,206 |
| South Carolina | 81,592 | 83,169 | 86,210 | 94,964 | 98,259 | 99,162 | 103,736 |
| South Dakota | 14,679 | 15,080 | 15,612 | 16,396 | 16,681 | 16,600 | 17,110 |
| Tennessee | 111,204 | 116,498 | 123,048 | 138,012 | 142,002 | 145,637 | 151,930 |
| Texas | 763,517 | 791,781 | 830,774 | 920,885 | 964,565 | 972,747 | 1,012,797 |
| Utah | 107,656 | 111,551 | 118,370 | 127,265 | 127,880 | 129,230 | 134,476 |
| Vermont | 16,546 | 15,937 | 16,441 | 17,338 | 17,720 | 17,621 | 17,822 |
| Virginia | 349,776 | 354,327 | 358,369 | 371,478 | 376,477 | 375,469 | 382,445 |
| Washington | 310,009 | 317,253 | 325,905 | 357,225 | 359,143 | 356,736 | 370,576 |
| West Virginia | 19,062 | 19,044 | 19,601 | 21,003 | 22,652 | 23,060 | 23,977 |
| Wisconsin | 136,271 | 135,847 | 137,644 | 141,726 | 142,915 | 142,557 | 145,873 |
| Wyoming | 5,968 | 5,997 | 6,425 | 7,089 | 7,466 | 7,733 | 8,129 |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

NET TECH EMPLOYMENT TRENDING BY METRO

For an explanation of the net tech employment calculation, see page 5

| | <u>2019</u> | <u>2020</u> | <u>2021</u> | <u>2022</u> | <u>2023</u> | <u>2024 est.</u> | <u>2025 proj.</u> |
|------------------|-------------|-------------|-------------|-------------|-------------|------------------|-------------------|
| United States | 8,628,334 | 8,677,635 | 8,933,594 | 9,648,470 | 9,613,535 | 9,607,925 | 9,850,457 |
| Albuquerque | 20,964 | 21,208 | 21,593 | 23,078 | 24,296 | 25,359 | 25,931 |
| Atlanta | 216,125 | 215,331 | 217,108 | 224,390 | 224,795 | 221,723 | 225,597 |
| Austin | 143,487 | 150,551 | 156,957 | 174,734 | 179,480 | 176,592 | 184,343 |
| Baltimore | 103,230 | 103,258 | 102,784 | 102,961 | 105,273 | 106,440 | 108,464 |
| Boise | 23,713 | 23,422 | 23,788 | 25,050 | 25,091 | 25,170 | 25,802 |
| Boston | 270,288 | 267,173 | 267,808 | 271,226 | 266,360 | 257,312 | 258,273 |
| Buffalo | 23,130 | 22,582 | 22,934 | 24,410 | 25,638 | 25,888 | 26,348 |
| Charleston | 17,719 | 18,052 | 18,035 | 19,338 | 19,354 | 18,658 | 19,394 |
| Charlotte | 77,715 | 81,724 | 84,586 | 90,200 | 94,896 | 95,777 | 98,734 |
| Chicago | 244,804 | 238,436 | 235,374 | 241,943 | 241,599 | 240,880 | 241,202 |
| Cleveland | 50,691 | 50,108 | 50,735 | 51,683 | 51,079 | 51,294 | 51,686 |
| Colorado Springs | 24,863 | 25,229 | 26,034 | 27,748 | 28,673 | 28,908 | 29,718 |
| Columbus | 62,137 | 60,921 | 60,594 | 60,271 | 59,389 | 57,534 | 58,056 |
| Dallas | 302,540 | 313,319 | 328,191 | 358,355 | 378,851 | 378,945 | 392,942 |
| Denver | 142,295 | 144,647 | 149,346 | 159,221 | 160,291 | 159,099 | 164,141 |
| Des Moines | 23,097 | 23,383 | 23,574 | 24,431 | 24,969 | 25,592 | 26,027 |
| Detroit | 105,181 | 101,098 | 101,288 | 103,647 | 104,804 | 103,765 | 103,160 |
| Hartford | 33,633 | 33,421 | 33,142 | 33,960 | 34,351 | 34,150 | 34,510 |
| Houston | 135,681 | 137,157 | 140,731 | 149,694 | 154,455 | 154,905 | 158,176 |
| Huntsville | 26,078 | 26,721 | 27,260 | 28,392 | 29,179 | 29,146 | 29,526 |
| Indianapolis | 51,880 | 51,870 | 53,218 | 55,020 | 55,906 | 55,087 | 56,227 |
| Kansas City | 73,167 | 75,689 | 75,449 | 76,012 | 76,756 | 74,973 | 75,791 |
| Las Vegas | 29,635 | 28,534 | 30,620 | 35,004 | 36,614 | 36,838 | 38,560 |
| Los Angeles | 375,747 | 368,926 | 370,362 | 379,124 | 370,031 | 362,637 | 362,523 |
| Memphis | 18,639 | 19,168 | 19,657 | 20,914 | 20,858 | 20,503 | 20,778 |
| Miami | 117,397 | 116,928 | 122,151 | 132,294 | 135,601 | 135,086 | 138,081 |
| Milwaukee | 46,714 | 44,998 | 44,600 | 44,273 | 42,421 | 40,664 | 40,290 |
| Minneapolis | 148,968 | 146,188 | 143,917 | 144,098 | 143,123 | 139,506 | 140,018 |
| Nashville | 48,765 | 51,025 | 52,622 | 59,721 | 62,402 | 63,204 | 65,923 |
| New Orleans | 12,819 | 12,840 | 12,829 | 13,679 | 13,709 | 13,108 | 13,303 |
| New York City | 542,800 | 538,182 | 547,225 | 589,176 | 604,908 | 607,950 | 621,682 |
| Oklahoma City | 24,700 | 24,937 | 25,411 | 27,420 | 28,857 | 29,849 | 30,392 |
| Omaha | 31,576 | 31,756 | 31,550 | 30,804 | 29,780 | 27,990 | 28,006 |
| Orlando | 64,294 | 63,957 | 66,429 | 72,051 | 75,908 | 77,689 | 79,803 |
| Philadelphia | 158,696 | 157,748 | 153,970 | 156,696 | 155,824 | 156,127 | 156,320 |
| Phoenix | 154,732 | 158,586 | 160,224 | 165,313 | 165,921 | 163,345 | 166,498 |
| Pittsburgh | 62,737 | 60,899 | 59,753 | 58,787 | 58,416 | 58,957 | 58,848 |
| Portland | 110,175 | 110,705 | 112,960 | 118,711 | 117,697 | 114,722 | 116,644 |
| Providence | 32,319 | 31,628 | 32,909 | 34,196 | 34,963 | 35,057 | 35,421 |
| Raleigh | 72,346 | 67,923 | 70,610 | 74,654 | 76,524 | 75,415 | 77,460 |
| Sacramento | 54,606 | 54,247 | 54,558 | 56,575 | 56,371 | 57,811 | 58,125 |
| Salt Lake City | 59,233 | 60,887 | 64,603 | 69,688 | 70,674 | 72,079 | 74,830 |
| San Antonio | 48,249 | 49,247 | 50,817 | 53,600 | 55,991 | 57,083 | 58,700 |
| San Diego | 116,411 | 116,275 | 119,092 | 121,625 | 119,628 | 116,979 | 117,587 |
| San Francisco | 340,479 | 345,346 | 351,720 | 374,279 | 360,131 | 345,328 | 353,905 |
| San Jose | 353,642 | 356,613 | 356,524 | 366,650 | 356,723 | 324,182 | 325,212 |
| Seattle | 260,411 | 266,086 | 268,867 | 288,064 | 281,332 | 274,524 | 283,124 |
| St. Louis | 74,429 | 74,686 | 74,539 | 75,524 | 74,828 | 73,513 | 73,840 |
| Tampa | 82,088 | 83,398 | 86,342 | 91,927 | 95,084 | 94,972 | 97,022 |
| Trenton | 17,016 | 17,119 | 17,677 | 18,642 | 18,806 | 19,297 | 19,423 |
| Washington DC | 363,849 | 364,422 | 363,283 | 367,941 | 367,236 | 363,683 | 365,887 |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

NET TECH EMPLOYMENT 2024 est.

| Rank | State | Employment |
|------|----------------------|------------|
| | United States | 9,607,925 |
| 1. | California | 1,472,275 |
| 2. | Texas | 972,747 |
| 3. | New York | 577,624 |
| 4. | Florida | 546,449 |
| 5. | Virginia | 375,469 |
| 6. | Washington | 356,736 |
| 7. | Illinois | 328,975 |
| 8. | North Carolina | 323,422 |
| 9. | Pennsylvania | 312,537 |
| 10. | Massachusetts | 311,165 |
| 11. | Georgia | 306,962 |
| 12. | New Jersey | 300,555 |
| 13. | Ohio | 260,062 |
| 14. | Colorado | 259,394 |
| 15. | Maryland | 227,139 |
| 16. | Michigan | 220,061 |
| 17. | Arizona | 206,247 |
| 18. | Minnesota | 184,718 |
| 19. | Missouri | 156,802 |
| 20. | Tennessee | 145,637 |
| 21. | Wisconsin | 142,557 |
| 22. | Oregon | 139,857 |
| 23. | Utah | 129,230 |
| 24. | Indiana | 123,613 |
| 25. | Connecticut | 100,788 |
| 26. | South Carolina | 99,162 |
| 27. | Alabama | 97,442 |
| 28. | Kentucky | 70,542 |
| 29. | District of Columbia | 70,060 |
| 30. | Kansas | 68,606 |
| 31. | Iowa | 67,019 |
| 32. | Oklahoma | 64,676 |
| 33. | New Hampshire | 57,031 |
| 34. | Nevada | 55,176 |
| 35. | Nebraska | 54,426 |
| 36. | Louisiana | 52,196 |
| 37. | Arkansas | 43,669 |
| 38. | New Mexico | 41,586 |
| 39. | Idaho | 40,807 |
| 40. | Mississippi | 32,508 |
| 41. | Rhode Island | 29,698 |
| 42. | Maine | 27,411 |
| 43. | Delaware | 24,121 |
| 44. | West Virginia | 23,060 |
| 45. | Hawaii | 22,530 |
| 46. | Montana | 18,815 |
| 47. | Vermont | 17,621 |
| 48. | South Dakota | 16,600 |
| 49. | North Dakota | 13,528 |
| 50. | Alaska | 10,539 |
| 51. | Wyoming | 7,733 |

NET TECH EMPLOYMENT JOBS ADDED 2024 est. NET TECH EMPLOYMENT JOBS ADDED 2025 proj.

| Rank | State | Jobs Added | Rank | State | Jobs Added |
|------|----------------------|------------|------|----------------------|------------|
| | United States | -5,610 | | United States | +242,532 |
| 1. | Texas | +8,181 | 1. | Texas | +40,051 |
| 2. | North Carolina | +5,986 | 2. | California | +22,459 |
| 3. | Florida | +5,131 | 3. | Florida | +18,144 |
| 4. | New Jersey | +3,813 | 4. | New York | +15,271 |
| 5. | Tennessee | +3,634 | 5. | Washington | +13,840 |
| 6. | Pennsylvania | +2,781 | 6. | North Carolina | +12,009 |
| 7. | Maryland | +2,572 | 7. | Georgia | +8,754 |
| 8. | Kentucky | +1,675 | 8. | Colorado | +8,573 |
| 9. | Michigan | +1,380 | 9. | Virginia | +6,976 |
| 10. | Utah | +1,351 | 10. | Tennessee | +6,293 |
| 11. | New Mexico | +1,253 | 11. | Pennsylvania | +6,147 |
| 12. | Alabama | +1,131 | 12. | New Jersey | +5,866 |
| 13. | Indiana | +1,122 | 13. | Ohio | +5,542 |
| 14. | Oklahoma | +1,121 | 14. | Utah | +5,246 |
| 15. | South Carolina | +903 | 15. | Arizona | +5,106 |
| 16. | Mississippi | +728 | 16. | Maryland | +4,816 |
| 17. | Arkansas | +645 | 17. | Illinois | +4,702 |
| 18. | Georgia | +630 | 18. | South Carolina | +4,574 |
| 19. | New York | +559 | 19. | Michigan | +3,650 |
| 20. | Nevada | +558 | 20. | Wisconsin | +3,316 |
| 21. | Hawaii | +535 | 21. | Indiana | +3,222 |
| 22. | West Virginia | +408 | 22. | Massachusetts | +3,078 |
| 23. | Connecticut | +376 | 23. | Oregon | +2,883 |
| 24. | Montana | +366 | 24. | Missouri | +2,799 |
| 25. | Alaska | +318 | 25. | Nevada | +2,742 |
| 26. | Wyoming | +267 | 26. | Alabama | +2,384 |
| 27. | Rhode Island | +222 | 27. | Minnesota | +2,195 |
| 28. | Maine | +37 | 28. | Louisiana | +1,614 |
| 29. | South Dakota | -80 | 29. | Kansas | +1,610 |
| 30. | Delaware | -98 | 30. | Kentucky | +1,500 |
| 31. | Vermont | -100 | 31. | Oklahoma | +1,467 |
| 32. | Idaho | -197 | 32. | Arkansas | +1,407 |
| 33. | Iowa | -231 | 33. | Idaho | +1,360 |
| 34. | North Dakota | -282 | 34. | New Hampshire | +1,281 |
| 35. | Wisconsin | -358 | 35. | Connecticut | +1,275 |
| 36. | Nebraska | -481 | 36. | Iowa | +1,243 |
| 37. | Louisiana | -528 | 37. | New Mexico | +1,181 |
| 38. | District of Columbia | -653 | 38. | Nebraska | +1,130 |
| 39. | New Hampshire | -816 | 39. | Mississippi | +1,041 |
| 40. | Illinois | -907 | 40. | West Virginia | +917 |
| 41. | Virginia | -1,008 | 41. | Maine | +876 |
| 42. | Kansas | -1,297 | 42. | District of Columbia | +722 |
| 43. | Missouri | -1,377 | 43. | Montana | +717 |
| 44. | Oregon | -1,780 | 44. | South Dakota | +510 |
| 45. | Minnesota | -2,130 | 45. | Rhode Island | +508 |
| 46. | Ohio | -2,208 | 46. | Hawaii | +400 |
| 47. | Washington | -2,407 | 47. | Wyoming | +397 |
| 48. | Colorado | -2,655 | 48. | Vermont | +202 |
| 49. | Arizona | -2,874 | 49. | Delaware | +194 |
| 50. | Massachusetts | -8,251 | 50. | North Dakota | +192 |
| 51. | California | -51,743 | 51. | Alaska | +152 |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

NET TECH EMPLOYMENT 2024 est.

| Rank | State | Employment |
|------|----------------------|------------|
| | United States | 9,607,925 |
| 1. | California | 1,472,275 |
| 2. | Texas | 972,747 |
| 3. | New York | 577,624 |
| 4. | Florida | 546,449 |
| 5. | Virginia | 375,469 |
| 6. | Washington | 356,736 |
| 7. | Illinois | 328,975 |
| 8. | North Carolina | 323,422 |
| 9. | Pennsylvania | 312,537 |
| 10. | Massachusetts | 311,165 |
| 11. | Georgia | 306,962 |
| 12. | New Jersey | 300,555 |
| 13. | Ohio | 260,062 |
| 14. | Colorado | 259,394 |
| 15. | Maryland | 227,139 |
| 16. | Michigan | 220,061 |
| 17. | Arizona | 206,247 |
| 18. | Minnesota | 184,718 |
| 19. | Missouri | 156,802 |
| 20. | Tennessee | 145,637 |
| 21. | Wisconsin | 142,557 |
| 22. | Oregon | 139,857 |
| 23. | Utah | 129,230 |
| 24. | Indiana | 123,613 |
| 25. | Connecticut | 100,788 |
| 26. | South Carolina | 99,162 |
| 27. | Alabama | 97,442 |
| 28. | Kentucky | 70,542 |
| 29. | District of Columbia | 70,060 |
| 30. | Kansas | 68,606 |
| 31. | Iowa | 67,019 |
| 32. | Oklahoma | 64,676 |
| 33. | New Hampshire | 57,031 |
| 34. | Nevada | 55,176 |
| 35. | Nebraska | 54,426 |
| 36. | Louisiana | 52,196 |
| 37. | Arkansas | 43,669 |
| 38. | New Mexico | 41,586 |
| 39. | Idaho | 40,807 |
| 40. | Mississippi | 32,508 |
| 41. | Rhode Island | 29,698 |
| 42. | Maine | 27,411 |
| 43. | Delaware | 24,121 |
| 44. | West Virginia | 23,060 |
| 45. | Hawaii | 22,530 |
| 46. | Montana | 18,815 |
| 47. | Vermont | 17,621 |
| 48. | South Dakota | 16,600 |
| 49. | North Dakota | 13,528 |
| 50. | Alaska | 10,539 |
| 51. | Wyoming | 7,733 |

NET TECH EMPLOYMENT JOBS ADDED 2024 est. NET TECH EMPLOYMENT JOBS ADDED 2025 proj.

| Rank | State | % Change | Rank | State | % Change |
|------|----------------------|----------|------|----------------------|----------|
| | United States | -0.1% | | United States | +2.5% |
| 1. | Wyoming | +3.6% | 1. | Wyoming | +5.1% |
| 2. | New Mexico | +3.1% | 2. | Nevada | +5.0% |
| 3. | Alaska | +3.1% | 3. | South Carolina | +4.6% |
| 4. | Tennessee | +2.6% | 4. | Tennessee | +4.3% |
| 5. | Hawaii | +2.4% | 5. | Texas | +4.1% |
| 6. | Kentucky | +2.4% | 6. | Utah | +4.1% |
| 7. | Mississippi | +2.3% | 7. | West Virginia | +4.0% |
| 8. | Montana | +2.0% | 8. | Washington | +3.9% |
| 9. | North Carolina | +1.9% | 9. | Montana | +3.8% |
| 10. | West Virginia | +1.8% | 10. | North Carolina | +3.7% |
| 11. | Oklahoma | +1.8% | 11. | Idaho | +3.3% |
| 12. | Arkansas | +1.5% | 12. | Florida | +3.3% |
| 13. | New Jersey | +1.3% | 13. | Colorado | +3.3% |
| 14. | Alabama | +1.2% | 14. | Arkansas | +3.2% |
| 15. | Maryland | +1.1% | 15. | Mississippi | +3.2% |
| 16. | Utah | +1.1% | 16. | Maine | +3.2% |
| 17. | Nevada | +1.0% | 17. | Louisiana | +3.1% |
| 18. | Florida | +0.9% | 18. | South Dakota | +3.1% |
| 19. | South Carolina | +0.9% | 19. | Georgia | +2.9% |
| 20. | Indiana | +0.9% | 20. | New Mexico | +2.8% |
| 21. | Pennsylvania | +0.9% | 21. | New York | +2.6% |
| 22. | Texas | +0.8% | 22. | Indiana | +2.6% |
| 23. | Rhode Island | +0.8% | 23. | Arizona | +2.5% |
| 24. | Michigan | +0.6% | 24. | Alabama | +2.4% |
| 25. | Connecticut | +0.4% | 25. | Kansas | +2.3% |
| 26. | Georgia | +0.2% | 26. | Wisconsin | +2.3% |
| 27. | Maine | +0.1% | 27. | Oklahoma | +2.3% |
| 28. | New York | +0.1% | 28. | New Hampshire | +2.2% |
| 29. | Wisconsin | -0.3% | 29. | Ohio | +2.1% |
| 30. | Virginia | -0.3% | 30. | Kentucky | +2.1% |
| 31. | Illinois | -0.3% | 31. | Maryland | +2.1% |
| 32. | Iowa | -0.3% | 32. | Nebraska | +2.1% |
| 33. | Delaware | -0.4% | 33. | Oregon | +2.1% |
| 34. | Idaho | -0.5% | 34. | Pennsylvania | +2.0% |
| 35. | South Dakota | -0.5% | 35. | New Jersey | +2.0% |
| 36. | Vermont | -0.6% | 36. | Virginia | +1.9% |
| 37. | Washington | -0.7% | 37. | Iowa | +1.9% |
| 38. | Ohio | -0.8% | 38. | Missouri | +1.8% |
| 39. | Missouri | -0.9% | 39. | Hawaii | +1.8% |
| 40. | Nebraska | -0.9% | 40. | Rhode Island | +1.7% |
| 41. | District of Columbia | -0.9% | 41. | Michigan | +1.7% |
| 42. | Louisiana | -1.0% | 42. | California | +1.5% |
| 43. | Colorado | -1.0% | 43. | Alaska | +1.4% |
| 44. | Minnesota | -1.1% | 44. | Illinois | +1.4% |
| 45. | Oregon | -1.3% | 45. | North Dakota | +1.4% |
| 46. | Arizona | -1.4% | 46. | Connecticut | +1.3% |
| 47. | New Hampshire | -1.4% | 47. | Minnesota | +1.2% |
| 48. | Kansas | -1.9% | 48. | Vermont | +1.1% |
| 49. | North Dakota | -2.0% | 49. | District of Columbia | +1.0% |
| 50. | Massachusetts | -2.6% | 50. | Massachusetts | +1.0% |
| 51. | California | -3.4% | 51. | Delaware | +0.8% |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

NET TECH EMPLOYMENT 2024 est.

| Rank | State | Employment |
|------|------------------|------------|
| | United States | 9,607,925 |
| 1. | New York City | 607,950 |
| 2. | Dallas | 378,945 |
| 3. | Washington DC | 363,683 |
| 4. | Los Angeles | 362,637 |
| 5. | San Francisco | 345,328 |
| 6. | San Jose | 324,182 |
| 7. | Seattle | 274,524 |
| 8. | Boston | 257,312 |
| 9. | Chicago | 240,880 |
| 10. | Atlanta | 221,723 |
| 11. | Austin | 176,592 |
| 12. | Phoenix | 163,345 |
| 13. | Denver | 159,099 |
| 14. | Philadelphia | 156,127 |
| 15. | Houston | 154,905 |
| 16. | Minneapolis | 139,506 |
| 17. | Miami | 135,086 |
| 18. | San Diego | 116,979 |
| 19. | Portland | 114,722 |
| 20. | Baltimore | 106,440 |
| 21. | Detroit | 103,765 |
| 22. | Charlotte | 95,777 |
| 23. | Tampa | 94,972 |
| 24. | Orlando | 77,689 |
| 25. | Raleigh | 75,415 |
| 26. | Kansas City | 74,973 |
| 27. | St. Louis | 73,513 |
| 28. | Salt Lake City | 72,079 |
| 29. | Nashville | 63,204 |
| 30. | Pittsburgh | 58,957 |
| 31. | Sacramento | 57,811 |
| 32. | Columbus | 57,534 |
| 33. | San Antonio | 57,083 |
| 34. | Indianapolis | 55,087 |
| 35. | Cleveland | 51,294 |
| 36. | Milwaukee | 40,664 |
| 37. | Las Vegas | 36,838 |
| 38. | Providence | 35,057 |
| 39. | Hartford | 34,150 |
| 40. | Oklahoma City | 29,849 |
| 41. | Huntsville | 29,146 |
| 42. | Colorado Springs | 28,908 |
| 43. | Omaha | 27,990 |
| 44. | Buffalo | 25,888 |
| 45. | Des Moines | 25,592 |
| 46. | Albuquerque | 25,359 |
| 47. | Boise | 25,170 |
| 48. | Memphis | 20,503 |
| 49. | Trenton | 19,297 |
| 50. | Charleston | 18,658 |
| 51. | New Orleans | 13,108 |

NET TECH EMPLOYMENT JOBS ADDED 2024 est. NET TECH EMPLOYMENT JOBS ADDED 2025 proj.

| Rank | State | Jobs Added | Rank | State | Jobs Added |
|------|------------------|------------|------|------------------|------------|
| | United States | -5,610 | | United States | +242,532 |
| 1. | New York City | +3,042 | 1. | Dallas | +13,997 |
| 2. | Orlando | +1,780 | 2. | New York City | +13,733 |
| 3. | Sacramento | +1,440 | 3. | Seattle | +8,600 |
| 4. | Salt Lake City | +1,405 | 4. | San Francisco | +8,577 |
| 5. | Baltimore | +1,167 | 5. | Austin | +7,750 |
| 6. | San Antonio | +1,092 | 6. | Denver | +5,042 |
| 7. | Albuquerque | +1,064 | 7. | Atlanta | +3,874 |
| 8. | Oklahoma City | +991 | 8. | Houston | +3,271 |
| 9. | Charlotte | +881 | 9. | Phoenix | +3,153 |
| 10. | Nashville | +802 | 10. | Miami | +2,995 |
| 11. | Des Moines | +623 | 11. | Charlotte | +2,957 |
| 12. | Pittsburgh | +541 | 12. | Salt Lake City | +2,750 |
| 13. | Trenton | +490 | 13. | Nashville | +2,719 |
| 14. | Houston | +450 | 14. | Washington DC | +2,204 |
| 15. | Philadelphia | +303 | 15. | Orlando | +2,114 |
| 16. | Buffalo | +250 | 16. | Tampa | +2,050 |
| 17. | Colorado Springs | +234 | 17. | Raleigh | +2,045 |
| 18. | Las Vegas | +224 | 18. | Baltimore | +2,024 |
| 19. | Cleveland | +216 | 19. | Portland | +1,923 |
| 20. | Providence | +94 | 20. | Las Vegas | +1,722 |
| 21. | Dallas | +94 | 21. | San Antonio | +1,617 |
| 22. | Boise | +79 | 22. | Indianapolis | +1,140 |
| 23. | Huntsville | -33 | 23. | San Jose | +1,030 |
| 24. | Tampa | -111 | 24. | Boston | +962 |
| 25. | Hartford | -201 | 25. | Kansas City | +818 |
| 26. | Memphis | -355 | 26. | Colorado Springs | +810 |
| 27. | Miami | -515 | 27. | Charleston | +736 |
| 28. | New Orleans | -601 | 28. | Boise | +632 |
| 29. | Charleston | -696 | 29. | San Diego | +608 |
| 30. | Chicago | -719 | 30. | Albuquerque | +572 |
| 31. | Indianapolis | -819 | 31. | Oklahoma City | +543 |
| 32. | Detroit | -1,039 | 32. | Columbus | +522 |
| 33. | Raleigh | -1,110 | 33. | Minneapolis | +512 |
| 34. | Denver | -1,192 | 34. | Buffalo | +459 |
| 35. | St. Louis | -1,316 | 35. | Des Moines | +435 |
| 36. | Milwaukee | -1,757 | 36. | Cleveland | +391 |
| 37. | Kansas City | -1,784 | 37. | Huntsville | +379 |
| 38. | Omaha | -1,791 | 38. | Providence | +364 |
| 39. | Columbus | -1,854 | 39. | Hartford | +359 |
| 40. | Phoenix | -2,577 | 40. | St. Louis | +327 |
| 41. | San Diego | -2,648 | 41. | Chicago | +322 |
| 42. | Austin | -2,887 | 42. | Sacramento | +315 |
| 43. | Portland | -2,975 | 43. | Memphis | +274 |
| 44. | Atlanta | -3,072 | 44. | New Orleans | +195 |
| 45. | Washington DC | -3,553 | 45. | Philadelphia | +194 |
| 46. | Minneapolis | -3,617 | 46. | Trenton | +126 |
| 47. | Seattle | -6,808 | 47. | Omaha | +16 |
| 48. | Los Angeles | -7,394 | 48. | Pittsburgh | -109 |
| 49. | Boston | -9,049 | 49. | Los Angeles | -113 |
| 50. | San Francisco | -14,803 | 50. | Milwaukee | -373 |
| 51. | San Jose | -32,541 | 51. | Detroit | -605 |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

NET TECH EMPLOYMENT 2024 est.

NET TECH EMPLOYMENT JOBS ADDED 2024 est.

NET TECH EMPLOYMENT JOBS ADDED 2025 proj.

| Rank | State | Employment |
|------|------------------|------------|
| | United States | 9,607,925 |
| 1. | New York City | 607,950 |
| 2. | Dallas | 378,945 |
| 3. | Washington DC | 363,683 |
| 4. | Los Angeles | 362,637 |
| 5. | San Francisco | 345,328 |
| 6. | San Jose | 324,182 |
| 7. | Seattle | 274,524 |
| 8. | Boston | 257,312 |
| 9. | Chicago | 240,880 |
| 10. | Atlanta | 221,723 |
| 11. | Austin | 176,592 |
| 12. | Phoenix | 163,345 |
| 13. | Denver | 159,099 |
| 14. | Philadelphia | 156,127 |
| 15. | Houston | 154,905 |
| 16. | Minneapolis | 139,506 |
| 17. | Miami | 135,086 |
| 18. | San Diego | 116,979 |
| 19. | Portland | 114,722 |
| 20. | Baltimore | 106,440 |
| 21. | Detroit | 103,765 |
| 22. | Charlotte | 95,777 |
| 23. | Tampa | 94,972 |
| 24. | Orlando | 77,689 |
| 25. | Raleigh | 75,415 |
| 26. | Kansas City | 74,973 |
| 27. | St. Louis | 73,513 |
| 28. | Salt Lake City | 72,079 |
| 29. | Nashville | 63,204 |
| 30. | Pittsburgh | 58,957 |
| 31. | Sacramento | 57,811 |
| 32. | Columbus | 57,534 |
| 33. | San Antonio | 57,083 |
| 34. | Indianapolis | 55,087 |
| 35. | Cleveland | 51,294 |
| 36. | Milwaukee | 40,664 |
| 37. | Las Vegas | 36,838 |
| 38. | Providence | 35,057 |
| 39. | Hartford | 34,150 |
| 40. | Oklahoma City | 29,849 |
| 41. | Huntsville | 29,146 |
| 42. | Colorado Springs | 28,908 |
| 43. | Omaha | 27,990 |
| 44. | Buffalo | 25,888 |
| 45. | Des Moines | 25,592 |
| 46. | Albuquerque | 25,359 |
| 47. | Boise | 25,170 |
| 48. | Memphis | 20,503 |
| 49. | Trenton | 19,297 |
| 50. | Charleston | 18,658 |
| 51. | New Orleans | 13,108 |

| Rank | State | % Change |
|------|------------------|----------|
| | United States | -0.1% |
| 1. | Albuquerque | +4.4% |
| 2. | Oklahoma City | +3.4% |
| 3. | Trenton | +2.6% |
| 4. | Sacramento | +2.6% |
| 5. | Des Moines | +2.5% |
| 6. | Orlando | +2.3% |
| 7. | Salt Lake City | +2.0% |
| 8. | San Antonio | +2.0% |
| 9. | Nashville | +1.3% |
| 10. | Baltimore | +1.1% |
| 11. | Buffalo | +1.0% |
| 12. | Charlotte | +0.9% |
| 13. | Pittsburgh | +0.9% |
| 14. | Colorado Springs | +0.8% |
| 15. | Las Vegas | +0.6% |
| 16. | New York City | +0.5% |
| 17. | Cleveland | +0.4% |
| 18. | Boise | +0.3% |
| 19. | Houston | +0.3% |
| 20. | Providence | +0.3% |
| 21. | Philadelphia | +0.2% |
| 22. | Dallas | +0.0% |
| 23. | Huntsville | -0.1% |
| 24. | Tampa | -0.1% |
| 25. | Chicago | -0.3% |
| 26. | Miami | -0.4% |
| 27. | Hartford | -0.6% |
| 28. | Denver | -0.7% |
| 29. | Washington DC | -1.0% |
| 30. | Detroit | -1.0% |
| 31. | Atlanta | -1.4% |
| 32. | Raleigh | -1.5% |
| 33. | Indianapolis | -1.5% |
| 34. | Phoenix | -1.6% |
| 35. | Austin | -1.6% |
| 36. | Memphis | -1.7% |
| 37. | St. Louis | -1.8% |
| 38. | Los Angeles | -2.0% |
| 39. | San Diego | -2.2% |
| 40. | Kansas City | -2.3% |
| 41. | Seattle | -2.4% |
| 42. | Minneapolis | -2.5% |
| 43. | Portland | -2.5% |
| 44. | Columbus | -3.1% |
| 45. | Boston | -3.4% |
| 46. | Charleston | -3.6% |
| 47. | San Francisco | -4.1% |
| 48. | Milwaukee | -4.1% |
| 49. | New Orleans | -4.4% |
| 50. | Omaha | -6.0% |
| 51. | San Jose | -9.1% |

| Rank | State | % Change |
|------|------------------|----------|
| | United States | +2.5% |
| 1. | Las Vegas | +4.7% |
| 2. | Austin | +4.4% |
| 3. | Nashville | +4.3% |
| 4. | Charleston | +3.9% |
| 5. | Salt Lake City | +3.8% |
| 6. | Dallas | +3.7% |
| 7. | Denver | +3.2% |
| 8. | Seattle | +3.1% |
| 9. | Charlotte | +3.1% |
| 10. | San Antonio | +2.8% |
| 11. | Colorado Springs | +2.8% |
| 12. | Orlando | +2.7% |
| 13. | Raleigh | +2.7% |
| 14. | Boise | +2.5% |
| 15. | San Francisco | +2.5% |
| 16. | New York City | +2.3% |
| 17. | Albuquerque | +2.3% |
| 18. | Miami | +2.2% |
| 19. | Tampa | +2.2% |
| 20. | Houston | +2.1% |
| 21. | Indianapolis | +2.1% |
| 22. | Phoenix | +1.9% |
| 23. | Baltimore | +1.9% |
| 24. | Oklahoma City | +1.8% |
| 25. | Buffalo | +1.8% |
| 26. | Atlanta | +1.7% |
| 27. | Des Moines | +1.7% |
| 28. | Portland | +1.7% |
| 29. | New Orleans | +1.5% |
| 30. | Memphis | +1.3% |
| 31. | Huntsville | +1.3% |
| 32. | Kansas City | +1.1% |
| 33. | Hartford | +1.1% |
| 34. | Providence | +1.0% |
| 35. | Columbus | +0.9% |
| 36. | Cleveland | +0.8% |
| 37. | Trenton | +0.7% |
| 38. | Washington DC | +0.6% |
| 39. | Sacramento | +0.5% |
| 40. | San Diego | +0.5% |
| 41. | St. Louis | +0.4% |
| 42. | Boston | +0.4% |
| 43. | Minneapolis | +0.4% |
| 44. | San Jose | +0.3% |
| 45. | Chicago | +0.1% |
| 46. | Philadelphia | +0.1% |
| 47. | Omaha | +0.1% |
| 48. | Los Angeles | +0.0% |
| 49. | Pittsburgh | -0.2% |
| 50. | Detroit | -0.6% |
| 51. | Milwaukee | -0.9% |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA



APPENDIX TABLES – B

TECH WORKFORCE CHARACTERISTICS

TECH WORKFORCE CHARACTERISTICS BY OCCUPATION

Data covers core information technology occupations across 7 primary U.S. Bureau of Labor Statistics race and ethnicity groups

| | <u>American Indian or Alaska Native</u> | <u>Asian</u> | <u>Black or African American</u> | <u>Hispanic or Latino</u> | <u>Native Hawaiian or Other Pacific Islander</u> | <u>Two or More Races</u> | <u>White</u> |
|--------------------------------------|---|------------------|--|-------------------------------|--|----------------------------------|------------------|
| CIOs and IT Managers | 1,332 | 117,846 | 42,156 | 55,281 | 716 | 13,646 | 415,289 |
| Systems Analysts/Engineers | 1,086 | 95,618 | 53,864 | 44,002 | 664 | 12,397 | 294,359 |
| Cybersecurity | 487 | 20,135 | 27,284 | 17,158 | 335 | 6,023 | 108,848 |
| Information Research Scientists | 232 | 10,195 | 3,387 | 2,894 | 76 | 1,439 | 23,237 |
| Network Support Specialists | 548 | 14,926 | 19,015 | 15,884 | 218 | 4,055 | 91,146 |
| IT Support Specialists | 2,768 | 77,316 | 83,065 | 83,169 | 1,208 | 19,279 | 433,953 |
| Network Architects | 347 | 27,562 | 17,913 | 16,573 | 202 | 3,594 | 110,478 |
| Database Administrators | 185 | 14,676 | 6,235 | 5,456 | 72 | 1,770 | 43,741 |
| Database Architects | 158 | 14,445 | 5,549 | 4,481 | 81 | 1,374 | 38,154 |
| Network and Systems Administrators | 910 | 34,366 | 29,263 | 32,928 | 400 | 7,365 | 207,925 |
| Computer Programmers | 288 | 24,521 | 6,097 | 8,502 | 84 | 2,700 | 79,025 |
| Software Developers | 2,351 | 639,583 | 75,200 | 96,156 | 1,677 | 36,808 | 831,617 |
| Software QA | 312 | 68,204 | 12,858 | 12,110 | 369 | 3,959 | 100,350 |
| Web Developers | 254 | 11,553 | 5,664 | 8,085 | 68 | 2,730 | 58,787 |
| Web and Digital Interface Designers | 233 | 20,087 | 8,058 | 14,486 | 117 | 3,934 | 76,634 |
| IT Proj. Mgt., Emerging Tech, Other | 1,649 | 76,944 | 67,071 | 54,561 | 816 | 15,588 | 249,585 |
| Data Scientists | 265 | 62,252 | 17,451 | 17,421 | 559 | 7,220 | 129,212 |
| Computer Hardware Engineers | 205 | 28,724 | 4,328 | 7,879 | 92 | 1,410 | 37,191 |
| Computer, ATM, and Related Repairers | 401 | 6,891 | 8,418 | 13,428 | 106 | 1,763 | 52,054 |
| Total | 14,012 | 1,365,844 | 492,877 | 510,455 | 7,859 | 147,053 | 3,381,586 |

| | <u>Men</u> | <u>Women</u> | <u>Age 19-34</u> | <u>Age 35-44</u> | <u>Age 45-54</u> | <u>Age 55+</u> |
|--------------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| CIOs and IT Managers | 450,577 | 195,688 | 106,433 | 209,630 | 194,542 | 135,445 |
| Systems Analysts/Engineers | 305,036 | 196,954 | 149,143 | 134,295 | 114,522 | 103,610 |
| Cybersecurity | 143,107 | 37,162 | 55,308 | 51,366 | 40,294 | 33,136 |
| Information Research Scientists | 29,713 | 11,746 | 16,387 | 10,221 | 7,023 | 7,781 |
| Network Support Specialists | 103,860 | 41,934 | 49,800 | 38,185 | 30,896 | 26,195 |
| IT Support Specialists | 501,116 | 199,641 | 243,851 | 184,054 | 145,380 | 123,992 |
| Network Architects | 152,568 | 24,101 | 41,935 | 59,537 | 45,239 | 28,978 |
| Database Administrators | 44,634 | 27,501 | 17,781 | 20,602 | 17,982 | 15,673 |
| Database Architects | 40,992 | 23,250 | 16,382 | 18,599 | 15,849 | 13,343 |
| Network and Systems Administrators | 248,779 | 64,379 | 91,779 | 96,159 | 72,962 | 51,668 |
| Computer Programmers | 93,605 | 27,614 | 33,351 | 32,019 | 28,350 | 27,224 |
| Software Developers | 1,330,081 | 353,311 | 613,623 | 511,141 | 325,068 | 231,897 |
| Software QA | 133,101 | 65,060 | 66,281 | 61,588 | 39,331 | 30,776 |
| Web Developers | 57,808 | 29,334 | 37,481 | 27,234 | 13,888 | 8,005 |
| Web and Digital Interface Designers | 75,076 | 48,473 | 56,137 | 37,188 | 18,965 | 10,362 |
| IT Proj. Mgt., Emerging Tech, Other | 327,545 | 138,669 | 136,666 | 130,021 | 108,431 | 89,325 |
| Data Scientists | 125,857 | 108,523 | 102,111 | 62,545 | 37,162 | 32,403 |
| Computer Hardware Engineers | 67,443 | 12,387 | 24,052 | 23,285 | 18,350 | 14,111 |
| Computer, ATM, and Related Repairers | 73,872 | 9,189 | 30,180 | 19,755 | 16,357 | 16,166 |
| Total | 4,304,768 | 1,614,918 | 1,888,681 | 1,727,423 | 1,290,594 | 1,000,090 |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

TECH WORKFORCE CHARACTERISTICS BY STATE

Data covers core information technology occupations across 7 primary Bureau of Labor Statistics race and ethnicity groups | 1st quartile = highest mix across categories

| | <u>American Indian or Alaska Native</u> | <u>Asian</u> | <u>Black or African American</u> | <u>Hispanic or Latino</u> | <u>Native Hawaiian or Other Pacific Islander</u> | <u>Two or More Races</u> | <u>White</u> | <u>Index Quartile</u> |
|----------------------|---|--------------|----------------------------------|---------------------------|--|--------------------------|--------------|-----------------------|
| United States | 14,012 | 1,365,844 | 492,877 | 510,455 | 7,859 | 147,053 | 3,381,586 | NA |
| Alabama | 186 | 3,203 | 11,558 | 2,023 | 37 | 1,411 | 47,601 | 3rd quartile |
| Alaska | 360 | 884 | 220 | 289 | 43 | 479 | 4,409 | 2nd quartile |
| Arizona | 1,257 | 19,670 | 6,172 | 20,178 | 218 | 3,708 | 74,702 | 2nd quartile |
| Arkansas | 128 | 2,943 | 2,768 | 1,456 | 48 | 833 | 21,534 | 3rd quartile |
| California | 1,437 | 412,052 | 28,508 | 112,928 | 2,198 | 24,332 | 290,530 | 1st quartile |
| Colorado | 374 | 17,182 | 4,813 | 15,008 | 187 | 4,101 | 113,709 | 3rd quartile |
| Connecticut | 55 | 11,180 | 3,951 | 4,380 | 28 | 1,371 | 39,818 | 2nd quartile |
| Delaware | 19 | 4,092 | 2,470 | 812 | 10 | 352 | 10,061 | 1st quartile |
| District of Columbia | 76 | 8,712 | 14,206 | 3,656 | 41 | 1,869 | 23,747 | 1st quartile |
| Florida | 467 | 38,670 | 35,635 | 55,889 | 276 | 8,397 | 187,453 | 1st quartile |
| Georgia | 234 | 37,051 | 43,837 | 9,262 | 133 | 4,096 | 90,827 | 1st quartile |
| Hawaii | 12 | 9,301 | 276 | 728 | 512 | 2,159 | 2,974 | 1st quartile |
| Idaho | 58 | 1,529 | 227 | 1,376 | 26 | 537 | 17,821 | 4th quartile |
| Illinois | 190 | 47,167 | 15,428 | 16,638 | 136 | 3,687 | 121,127 | 2nd quartile |
| Indiana | 77 | 6,961 | 5,714 | 3,159 | 34 | 1,619 | 59,268 | 3rd quartile |
| Iowa | 39 | 3,555 | 1,116 | 1,303 | 29 | 694 | 35,156 | 4th quartile |
| Kansas | 129 | 5,027 | 1,974 | 2,269 | 28 | 1,120 | 32,826 | 3rd quartile |
| Kentucky | 37 | 3,215 | 2,649 | 1,104 | 20 | 924 | 35,300 | 4th quartile |
| Louisiana | 89 | 1,893 | 6,190 | 1,110 | 13 | 694 | 20,393 | 2nd quartile |
| Maine | 25 | 733 | 337 | 341 | 10 | 369 | 15,491 | 4th quartile |
| Maryland | 194 | 26,659 | 35,254 | 7,360 | 114 | 4,209 | 76,996 | 1st quartile |
| Massachusetts | 150 | 42,083 | 7,433 | 9,165 | 128 | 3,496 | 117,881 | 2nd quartile |
| Michigan | 285 | 21,253 | 11,485 | 4,248 | 45 | 3,139 | 103,642 | 3rd quartile |
| Minnesota | 232 | 18,907 | 3,942 | 2,926 | 53 | 2,556 | 79,660 | 3rd quartile |
| Mississippi | 46 | 816 | 5,127 | 545 | 10 | 467 | 13,261 | 2nd quartile |
| Missouri | 150 | 8,956 | 7,911 | 2,763 | 68 | 2,238 | 71,383 | 3rd quartile |
| Montana | 192 | 307 | 117 | 342 | 10 | 301 | 10,309 | 4th quartile |
| Nebraska | 105 | 3,382 | 1,385 | 1,878 | 36 | 938 | 29,168 | 3rd quartile |
| Nevada | 108 | 7,171 | 2,738 | 4,597 | 188 | 1,443 | 16,808 | 1st quartile |
| New Hampshire | 17 | 3,226 | 400 | 816 | 10 | 509 | 23,301 | 4th quartile |
| New Jersey | 168 | 69,392 | 14,649 | 16,555 | 127 | 3,182 | 94,407 | 1st quartile |
| New Mexico | 900 | 1,848 | 758 | 9,520 | 18 | 816 | 14,139 | 1st quartile |
| New York | 434 | 96,003 | 26,285 | 28,747 | 304 | 7,792 | 185,344 | 1st quartile |
| North Carolina | 589 | 32,049 | 31,883 | 9,433 | 125 | 4,646 | 134,466 | 2nd quartile |
| North Dakota | 123 | 384 | 200 | 223 | 10 | 165 | 7,603 | 4th quartile |
| Ohio | 149 | 18,187 | 12,884 | 4,105 | 62 | 3,462 | 124,859 | 3rd quartile |
| Oklahoma | 1,557 | 3,157 | 2,633 | 2,442 | 27 | 2,808 | 29,642 | 2nd quartile |
| Oregon | 220 | 14,067 | 1,377 | 5,305 | 161 | 2,835 | 53,148 | 2nd quartile |
| Pennsylvania | 134 | 29,011 | 12,498 | 7,311 | 74 | 3,780 | 144,124 | 3rd quartile |
| Rhode Island | 22 | 2,327 | 792 | 1,450 | 12 | 461 | 14,890 | 3rd quartile |
| South Carolina | 96 | 4,283 | 10,414 | 2,048 | 23 | 1,434 | 42,467 | 2nd quartile |
| South Dakota | 147 | 415 | 139 | 264 | 10 | 233 | 9,294 | 4th quartile |
| Tennessee | 135 | 8,051 | 11,269 | 3,389 | 52 | 1,880 | 70,178 | 3rd quartile |
| Texas | 1,117 | 153,502 | 57,601 | 96,559 | 720 | 11,818 | 257,215 | 1st quartile |
| Utah | 234 | 6,946 | 987 | 5,724 | 495 | 1,836 | 63,759 | 4th quartile |
| Vermont | 10 | 459 | 121 | 209 | 10 | 199 | 8,722 | 4th quartile |
| Virginia | 364 | 60,754 | 34,732 | 13,301 | 243 | 7,439 | 137,159 | 1st quartile |
| Washington | 664 | 86,858 | 6,410 | 11,533 | 687 | 8,029 | 116,770 | 2nd quartile |
| West Virginia | 10 | 593 | 465 | 261 | 10 | 302 | 13,172 | 4th quartile |
| Wisconsin | 190 | 9,594 | 2,880 | 3,222 | 33 | 1,738 | 68,917 | 4th quartile |
| Wyoming | 30 | 185 | 61 | 306 | 10 | 150 | 4,157 | 4th quartile |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

TECH WORKFORCE CHARACTERISTICS BY METRO

Data covers core information technology occupations across 7 primary Bureau of Labor Statistics race and ethnicity groups | 1st quartile = highest mix across categories

| | <u>American Indian or Alaska Native</u> | <u>Asian</u> | <u>Black or African American</u> | <u>Hispanic or Latino</u> | <u>Native Hawaiian or Other Pacific Islander</u> | <u>Two or More Races</u> | <u>White</u> | <u>Index Quartile</u> |
|------------------|---|--------------|----------------------------------|---------------------------|--|--------------------------|--------------|-----------------------|
| United States | 14,012 | 1,365,844 | 492,877 | 510,455 | 7,859 | 147,053 | 3,381,586 | NA |
| Albuquerque | 465 | 1,086 | 461 | 5,100 | 12 | 419 | 7,666 | 2nd quartile |
| Atlanta | 171 | 29,404 | 31,486 | 6,654 | 101 | 2,687 | 63,322 | 1st quartile |
| Austin | 181 | 24,594 | 6,768 | 13,916 | 125 | 1,956 | 44,731 | 1st quartile |
| Baltimore | 88 | 11,458 | 15,935 | 2,995 | 50 | 1,873 | 38,871 | 2nd quartile |
| Boise | 32 | 1,035 | 133 | 835 | 17 | 317 | 9,761 | 4th quartile |
| Boston | 124 | 35,990 | 5,926 | 7,038 | 111 | 2,583 | 96,106 | 3rd quartile |
| Buffalo | 31 | 1,790 | 1,023 | 655 | 10 | 321 | 10,588 | 3rd quartile |
| Charleston | 24 | 681 | 2,048 | 413 | 10 | 307 | 8,646 | 3rd quartile |
| Charlotte | 145 | 12,156 | 11,235 | 3,080 | 42 | 1,243 | 40,959 | 2nd quartile |
| Chicago | 144 | 37,478 | 11,915 | 13,608 | 102 | 2,491 | 86,804 | 2nd quartile |
| Cleveland | 28 | 3,303 | 2,815 | 944 | 10 | 603 | 24,498 | 4th quartile |
| Colorado Springs | 58 | 1,629 | 787 | 1,855 | 31 | 558 | 13,762 | 3rd quartile |
| Columbus | 38 | 5,793 | 3,429 | 997 | 19 | 887 | 27,266 | 3rd quartile |
| Dallas | 502 | 72,497 | 24,255 | 27,135 | 292 | 3,952 | 94,671 | 1st quartile |
| Denver | 226 | 11,389 | 3,169 | 9,560 | 116 | 2,541 | 71,200 | 3rd quartile |
| Des Moines | 22 | 2,066 | 557 | 649 | 11 | 312 | 15,887 | 4th quartile |
| Detroit | 136 | 13,017 | 7,564 | 1,998 | 28 | 1,366 | 49,326 | 3rd quartile |
| Hartford | 20 | 4,853 | 1,587 | 1,556 | 12 | 485 | 14,662 | 2nd quartile |
| Houston | 180 | 26,511 | 11,480 | 17,645 | 114 | 1,815 | 44,435 | 1st quartile |
| Huntsville | 84 | 936 | 3,278 | 679 | 21 | 512 | 16,134 | 4th quartile |
| Indianapolis | 42 | 3,787 | 3,220 | 1,314 | 20 | 725 | 26,454 | 4th quartile |
| Kansas City | 96 | 4,844 | 3,040 | 2,017 | 44 | 1,052 | 33,455 | 4th quartile |
| Las Vegas | 63 | 5,319 | 2,209 | 3,391 | 146 | 1,035 | 11,052 | 1st quartile |
| Los Angeles | 355 | 83,996 | 8,582 | 37,892 | 457 | 5,809 | 73,019 | 1st quartile |
| Memphis | 19 | 1,317 | 3,685 | 549 | 10 | 274 | 8,495 | 2nd quartile |
| Miami | 106 | 9,414 | 9,432 | 21,181 | 73 | 1,684 | 37,420 | 1st quartile |
| Milwaukee | 47 | 2,979 | 1,395 | 1,109 | 11 | 443 | 18,042 | 4th quartile |
| Minneapolis | 173 | 15,624 | 3,199 | 2,301 | 46 | 1,798 | 58,891 | 3rd quartile |
| Nashville | 62 | 4,189 | 4,382 | 1,654 | 28 | 794 | 31,352 | 4th quartile |
| New Orleans | 23 | 501 | 1,725 | 356 | 10 | 177 | 4,625 | 2nd quartile |
| New York City | 421 | 130,695 | 29,585 | 34,622 | 365 | 7,114 | 182,010 | 1st quartile |
| Oklahoma City | 672 | 1,721 | 1,479 | 1,303 | 15 | 1,300 | 14,442 | 3rd quartile |
| Omaha | 54 | 1,914 | 924 | 1,031 | 17 | 480 | 15,796 | 4th quartile |
| Orlando | 75 | 6,306 | 5,253 | 8,001 | 47 | 1,087 | 27,263 | 2nd quartile |
| Philadelphia | 76 | 20,325 | 9,624 | 4,522 | 47 | 1,784 | 65,827 | 3rd quartile |
| Phoenix | 900 | 16,414 | 4,939 | 14,884 | 178 | 2,681 | 57,148 | 2nd quartile |
| Pittsburgh | 22 | 4,244 | 1,870 | 810 | 14 | 610 | 29,660 | 4th quartile |
| Portland | 164 | 13,202 | 1,215 | 3,742 | 147 | 2,107 | 39,275 | 3rd quartile |
| Providence | 26 | 2,696 | 976 | 1,625 | 14 | 497 | 17,311 | 4th quartile |
| Raleigh | 135 | 6,871 | 6,439 | 1,993 | 30 | 942 | 30,050 | 2nd quartile |
| Sacramento | 102 | 13,898 | 2,158 | 7,042 | 183 | 1,676 | 18,042 | 1st quartile |
| Salt Lake City | 131 | 4,865 | 592 | 3,333 | 304 | 1,012 | 34,821 | 4th quartile |
| San Antonio | 62 | 4,841 | 3,623 | 11,551 | 48 | 835 | 15,626 | 1st quartile |
| San Diego | 145 | 25,452 | 2,540 | 10,831 | 183 | 2,294 | 28,250 | 1st quartile |
| San Francisco | 298 | 108,401 | 6,040 | 17,440 | 575 | 5,605 | 66,765 | 2nd quartile |
| San Jose | 230 | 120,476 | 3,521 | 12,121 | 430 | 3,488 | 44,497 | 2nd quartile |
| Seattle | 432 | 74,527 | 4,806 | 8,249 | 520 | 5,558 | 81,744 | 2nd quartile |
| St. Louis | 61 | 5,256 | 4,646 | 1,247 | 30 | 920 | 34,484 | 4th quartile |
| Tampa | 83 | 7,812 | 5,883 | 7,698 | 49 | 1,299 | 34,456 | 2nd quartile |
| Trenton | 10 | 4,777 | 1,631 | 1,210 | 10 | 286 | 7,252 | 1st quartile |
| Washington DC | 368 | 60,414 | 45,301 | 15,110 | 258 | 7,386 | 118,942 | 1st quartile |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA



APPENDIX TABLES – C

TECH EMPLOYMENT OUTLOOK

| <u>Tech Job Category</u> | <u>2025 Estimate</u> | <u>2035 Projection</u> | <u>Est. Annual Separations</u> | <u>Est. Annual Turnover Rate</u> | <u>Estimated Replacement Jobs Count</u> | <u>Est. Annual Replacement Jobs Count</u> | <u>Est. Annual Replacement Rate</u> |
|--|----------------------|------------------------|--------------------------------|----------------------------------|---|---|-------------------------------------|
| CIOs and IT Directors | 665,941 | 769,926 | 224,022 | 32% | 461,309 | 46,131 | 6.4% |
| Systems Analysts and Engineers | 513,708 | 568,578 | 210,126 | 41% | 315,244 | 31,524 | 5.8% |
| Cybersecurity Analysts and Engineers | 188,659 | 240,668 | 97,446 | 52% | 126,995 | 12,700 | 5.9% |
| Computer and Information Research Scientists | 42,946 | 51,408 | 17,526 | 40% | 29,364 | 2,936 | 6.2% |
| Network Support Specialists | 148,401 | 161,152 | 64,149 | 46% | 102,456 | 10,246 | 6.6% |
| IT Support Specialists | 713,622 | 767,436 | 337,985 | 47% | 490,731 | 49,073 | 6.6% |
| Network Architects | 179,219 | 189,343 | 74,533 | 41% | 96,137 | 9,614 | 5.2% |
| Database Administrators | 73,601 | 80,260 | 33,333 | 48% | 44,026 | 4,403 | 5.7% |
| Database Architects | 65,769 | 72,799 | 30,406 | 45% | 39,661 | 3,966 | 5.7% |
| Network and Systems Administrators | 318,097 | 335,337 | 125,924 | 40% | 180,525 | 18,053 | 5.5% |
| Computer Programmers | 121,221 | 112,525 | 41,679 | 37% | 70,641 | 7,064 | 6.0% |
| Software Developers and Engineers | 1,754,091 | 2,165,777 | 831,702 | 47% | 1,042,276 | 104,228 | 5.3% |
| Software QC and Testers | 205,257 | 244,073 | 103,844 | 51% | 137,569 | 13,757 | 6.1% |
| Web Developers | 89,653 | 102,975 | 44,108 | 52% | 59,041 | 5,904 | 6.1% |
| Web and Digital Interface Designers | 127,393 | 148,941 | 61,042 | 49% | 97,050 | 9,705 | 7.0% |
| IT Proj. Mgt., Emerging Tech, Other | 477,254 | 533,272 | 179,147 | 38% | 314,313 | 31,431 | 6.2% |
| Data Scientists and Analysts | 246,216 | 320,916 | 128,682 | 49% | 167,716 | 16,772 | 5.9% |
| Computer Hardware Engineers | 81,096 | 86,121 | 23,818 | 32% | 45,314 | 4,531 | 5.4% |
| Computer, ATM, Office Machine Technicians | 82,170 | 75,775 | 30,830 | 38% | 75,960 | 7,596 | 9.6% |
| Total | 6,094,315 | 7,027,283 | 2,660,300 | 43% | 3,896,327 | 389,633 | 6% |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA



APPENDIX TABLES – D

TECH WAGE PERCENTILES

TECH WAGE PERCENTILES BY STATE

| | <u>10th Percentile</u> | <u>25th Percentile</u> | <u>50th (median) Percentile</u> | <u>75th Percentile</u> | <u>90th Percentile</u> | <u>% Greater than Overall Median Wage</u> |
|----------------------|---------------------------------------|---------------------------------------|--|---------------------------------------|---------------------------------------|---|
| United States | \$55,645 | \$77,699 | \$112,667 | \$155,246 | \$197,492 | 127% |
| Alabama | \$49,535 | \$67,522 | \$97,528 | \$132,050 | \$164,934 | 127% |
| Alaska | \$53,908 | \$67,505 | \$93,352 | \$121,998 | \$158,825 | 61% |
| Arizona | \$53,663 | \$74,292 | \$107,052 | \$146,789 | \$180,498 | 119% |
| Arkansas | \$41,427 | \$56,652 | \$84,220 | \$117,558 | \$155,750 | 106% |
| California | \$68,974 | \$100,460 | \$145,434 | \$194,832 | \$244,556 | 165% |
| Colorado | \$66,088 | \$88,463 | \$119,244 | \$157,798 | \$200,013 | 116% |
| Connecticut | \$60,696 | \$81,125 | \$112,677 | \$153,219 | \$194,062 | 99% |
| Delaware | \$56,549 | \$77,909 | \$111,613 | \$151,868 | \$171,849 | 120% |
| District of Columbia | \$77,001 | \$97,734 | \$131,552 | \$169,815 | \$200,617 | 51% |
| Florida | \$50,723 | \$70,288 | \$102,908 | \$140,990 | \$172,833 | 122% |
| Georgia | \$52,364 | \$72,776 | \$106,434 | \$143,587 | \$173,644 | 129% |
| Hawaii | \$51,099 | \$67,792 | \$97,642 | \$129,965 | \$163,731 | 86% |
| Idaho | \$44,084 | \$60,594 | \$90,105 | \$129,520 | \$167,575 | 97% |
| Illinois | \$51,480 | \$71,317 | \$106,265 | \$144,447 | \$174,517 | 111% |
| Indiana | \$48,439 | \$62,191 | \$84,112 | \$115,354 | \$144,857 | 81% |
| Iowa | \$51,164 | \$65,573 | \$91,693 | \$122,257 | \$150,507 | 94% |
| Kansas | \$50,015 | \$66,514 | \$93,361 | \$128,399 | \$161,498 | 101% |
| Kentucky | \$42,982 | \$57,506 | \$81,847 | \$113,733 | \$151,269 | 82% |
| Louisiana | \$40,628 | \$56,363 | \$79,747 | \$110,576 | \$147,998 | 86% |
| Maine | \$50,593 | \$65,402 | \$91,137 | \$124,945 | \$157,947 | 85% |
| Maryland | \$65,249 | \$91,697 | \$126,467 | \$163,616 | \$197,795 | 125% |
| Massachusetts | \$72,100 | \$95,897 | \$133,792 | \$171,444 | \$211,334 | 115% |
| Michigan | \$50,962 | \$70,134 | \$96,150 | \$128,113 | \$161,457 | 100% |
| Minnesota | \$60,454 | \$78,916 | \$109,857 | \$140,759 | \$171,550 | 107% |
| Mississippi | \$35,788 | \$47,383 | \$71,178 | \$100,547 | \$131,513 | 82% |
| Missouri | \$45,388 | \$59,004 | \$86,919 | \$124,538 | \$155,968 | 89% |
| Montana | \$46,709 | \$60,829 | \$86,294 | \$118,539 | \$167,950 | 84% |
| Nebraska | \$52,495 | \$68,928 | \$96,803 | \$125,600 | \$146,498 | 103% |
| Nevada | \$46,737 | \$62,522 | \$92,619 | \$128,987 | \$170,450 | 101% |
| New Hampshire | \$59,012 | \$80,362 | \$110,434 | \$153,731 | \$192,980 | 110% |
| New Jersey | \$63,650 | \$88,638 | \$125,503 | \$170,012 | \$208,984 | 125% |
| New Mexico | \$41,246 | \$61,293 | \$95,319 | \$136,127 | \$172,327 | 114% |
| New York | \$58,378 | \$81,665 | \$125,570 | \$178,914 | \$222,714 | 121% |
| North Carolina | \$55,359 | \$77,789 | \$111,787 | \$149,391 | \$177,493 | 141% |
| North Dakota | \$51,489 | \$65,059 | \$84,100 | \$110,500 | \$136,569 | 67% |
| Ohio | \$50,173 | \$69,170 | \$95,881 | \$129,276 | \$164,595 | 99% |
| Oklahoma | \$42,688 | \$59,193 | \$84,651 | \$117,610 | \$157,033 | 97% |
| Oregon | \$57,853 | \$86,432 | \$119,581 | \$159,220 | \$202,512 | 130% |
| Pennsylvania | \$51,398 | \$70,055 | \$100,662 | \$136,524 | \$168,554 | 107% |
| Rhode Island | \$59,454 | \$79,484 | \$109,357 | \$134,665 | \$166,578 | 105% |
| South Carolina | \$45,413 | \$61,778 | \$89,698 | \$125,778 | \$162,264 | 103% |
| South Dakota | \$46,093 | \$58,937 | \$81,220 | \$110,291 | \$149,986 | 80% |
| Tennessee | \$48,256 | \$61,592 | \$92,255 | \$127,647 | \$164,455 | 102% |
| Texas | \$53,243 | \$75,811 | \$111,463 | \$151,168 | \$179,058 | 137% |
| Utah | \$52,374 | \$73,937 | \$107,529 | \$149,899 | \$177,270 | 121% |
| Vermont | \$56,191 | \$72,950 | \$96,638 | \$138,302 | \$175,051 | 87% |
| Virginia | \$67,763 | \$90,466 | \$125,463 | \$164,969 | \$204,482 | 139% |
| Washington | \$72,045 | \$101,233 | \$145,443 | \$190,216 | \$236,097 | 140% |
| West Virginia | \$43,815 | \$59,444 | \$89,443 | \$125,946 | \$161,903 | 111% |
| Wisconsin | \$53,386 | \$67,766 | \$90,781 | \$121,670 | \$152,419 | 85% |
| Wyoming | \$42,218 | \$56,748 | \$77,012 | \$111,366 | \$150,045 | 59% |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

TECH WAGE PERCENTILES BY METRO

| | <u>10th Percentile</u> | <u>25th Percentile</u> | <u>50th (median) Percentile</u> | <u>75th Percentile</u> | <u>90th Percentile</u> | <u>% Greater than Overall Median Wage</u> |
|------------------|---------------------------------------|---------------------------------------|--|---------------------------------------|---------------------------------------|---|
| United States | \$55,645 | \$77,699 | \$112,667 | \$155,246 | \$197,492 | 127% |
| Albuquerque | \$42,163 | \$62,761 | \$97,885 | \$137,806 | \$172,041 | 111% |
| Atlanta | \$55,674 | \$77,663 | \$112,018 | \$149,441 | \$182,856 | 124% |
| Austin | \$59,084 | \$81,471 | \$118,888 | \$158,755 | \$196,371 | 126% |
| Baltimore | \$65,968 | \$91,994 | \$127,209 | \$166,217 | \$202,816 | 129% |
| Boise | \$48,334 | \$63,136 | \$93,635 | \$130,215 | \$168,806 | 97% |
| Boston | \$73,958 | \$98,792 | \$137,907 | \$177,913 | \$220,163 | 115% |
| Buffalo | \$52,852 | \$70,592 | \$100,151 | \$137,647 | \$169,527 | 98% |
| Charleston | \$52,672 | \$74,327 | \$101,350 | \$132,833 | \$167,425 | 112% |
| Charlotte | \$61,333 | \$83,725 | \$117,950 | \$156,163 | \$178,372 | 137% |
| Chicago | \$53,316 | \$74,101 | \$109,433 | \$148,852 | \$181,207 | 108% |
| Cleveland | \$50,278 | \$66,862 | \$93,227 | \$127,252 | \$163,535 | 88% |
| Colorado Springs | \$67,789 | \$88,719 | \$120,451 | \$156,141 | \$191,453 | 129% |
| Columbus | \$54,567 | \$74,198 | \$106,201 | \$135,209 | \$169,244 | 112% |
| Dallas | \$59,401 | \$83,575 | \$119,586 | \$156,665 | \$182,306 | 137% |
| Denver | \$69,775 | \$93,355 | \$123,282 | \$162,372 | \$201,107 | 103% |
| Des Moines | \$55,280 | \$71,884 | \$102,528 | \$130,202 | \$154,003 | 100% |
| Detroit | \$55,440 | \$76,872 | \$107,910 | \$135,028 | \$168,241 | 110% |
| Hartford | \$57,877 | \$76,738 | \$105,887 | \$143,232 | \$180,887 | 88% |
| Houston | \$51,519 | \$73,783 | \$107,451 | \$146,998 | \$181,519 | 120% |
| Huntsville | \$65,345 | \$84,535 | \$115,652 | \$153,546 | \$180,236 | 129% |
| Indianapolis | \$51,420 | \$68,533 | \$92,146 | \$122,388 | \$153,758 | 90% |
| Kansas City | \$49,697 | \$66,758 | \$94,941 | \$130,312 | \$162,986 | 90% |
| Las Vegas | \$45,266 | \$60,198 | \$91,848 | \$128,637 | \$168,835 | 106% |
| Los Angeles | \$59,129 | \$83,762 | \$125,079 | \$166,601 | \$205,043 | 138% |
| Memphis | \$46,717 | \$63,205 | \$91,876 | \$126,929 | \$160,525 | 101% |
| Miami | \$50,161 | \$70,480 | \$104,090 | \$142,647 | \$183,734 | 120% |
| Milwaukee | \$55,424 | \$72,487 | \$94,073 | \$122,997 | \$157,906 | 87% |
| Minneapolis | \$63,485 | \$82,759 | \$114,152 | \$147,168 | \$174,841 | 102% |
| Nashville | \$51,429 | \$66,580 | \$100,856 | \$137,066 | \$172,463 | 104% |
| New Orleans | \$42,397 | \$56,630 | \$84,054 | \$118,034 | \$152,470 | 87% |
| New York City | \$65,560 | \$93,722 | \$139,088 | \$191,048 | \$238,628 | 134% |
| Oklahoma City | \$45,622 | \$61,641 | \$86,006 | \$118,035 | \$155,154 | 91% |
| Omaha | \$54,443 | \$72,931 | \$100,846 | \$128,477 | \$154,936 | 103% |
| Orlando | \$50,492 | \$69,932 | \$103,006 | \$139,330 | \$171,263 | 132% |
| Philadelphia | \$56,959 | \$78,700 | \$112,083 | \$151,624 | \$183,959 | 112% |
| Phoenix | \$54,777 | \$75,482 | \$109,857 | \$149,312 | \$180,765 | 120% |
| Pittsburgh | \$51,572 | \$69,986 | \$98,916 | \$133,099 | \$165,203 | 103% |
| Portland | \$62,167 | \$92,878 | \$132,249 | \$170,243 | \$213,945 | 131% |
| Providence | \$58,177 | \$78,026 | \$108,502 | \$135,442 | \$169,765 | 109% |
| Raleigh | \$56,295 | \$79,952 | \$112,837 | \$152,374 | \$184,907 | 126% |
| Sacramento | \$66,968 | \$87,769 | \$116,107 | \$144,440 | \$184,628 | 104% |
| Salt Lake City | \$55,310 | \$76,847 | \$109,762 | \$151,410 | \$177,108 | 112% |
| San Antonio | \$52,951 | \$71,972 | \$104,038 | \$141,029 | \$169,318 | 129% |
| San Diego | \$65,595 | \$92,089 | \$133,869 | \$170,218 | \$210,366 | 144% |
| San Francisco | \$88,992 | \$128,806 | \$169,675 | \$208,286 | \$249,943 | 141% |
| San Jose | \$112,355 | \$150,385 | \$197,985 | \$226,548 | \$318,996 | 143% |
| Seattle | \$79,133 | \$107,455 | \$152,466 | \$197,646 | \$242,327 | 127% |
| St. Louis | \$47,808 | \$63,038 | \$92,998 | \$129,359 | \$159,928 | 90% |
| Tampa | \$49,463 | \$70,822 | \$102,791 | \$142,048 | \$170,456 | 116% |
| Trenton | \$64,249 | \$83,602 | \$118,987 | \$159,819 | \$193,038 | 90% |
| Washington DC | \$77,029 | \$101,716 | \$139,226 | \$178,651 | \$215,628 | 105% |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

COST OF LIVING ADJUSTED TECH WAGES

See Methodology page for background on cost of living (COL)

| | <u>10th Percentile</u> | <u>25th Percentile</u> | <u>50th (median) Percentile</u> | <u>75th Percentile</u> | <u>90th Percentile</u> | <u>Cost of Living (COL) Index</u> |
|----------------------|---------------------------------------|---------------------------------------|--|---------------------------------------|---------------------------------------|---------------------------------------|
| United States | \$55,645 | \$77,699 | \$112,667 | \$155,246 | \$197,492 | na |
| Alabama | \$53,149 | \$72,448 | \$104,643 | \$141,684 | \$176,968 | 93.2 |
| Alaska | \$40,933 | \$51,257 | \$70,882 | \$92,634 | \$120,596 | 131.7 |
| Arizona | \$52,201 | \$72,268 | \$104,137 | \$142,791 | \$175,582 | 102.8 |
| Arkansas | \$45,978 | \$62,877 | \$93,474 | \$130,475 | \$172,864 | 90.1 |
| California | \$51,016 | \$74,305 | \$107,570 | \$144,106 | \$180,885 | 135.2 |
| Colorado | \$59,432 | \$79,553 | \$107,234 | \$141,905 | \$179,868 | 111.2 |
| Connecticut | \$47,642 | \$63,678 | \$88,444 | \$120,266 | \$152,325 | 127.4 |
| Delaware | \$51,596 | \$71,085 | \$101,837 | \$138,566 | \$156,797 | 109.6 |
| District of Columbia | \$48,551 | \$61,623 | \$82,946 | \$107,071 | \$126,493 | 158.6 |
| Florida | \$49,924 | \$69,181 | \$101,287 | \$138,770 | \$170,111 | 101.6 |
| Georgia | \$55,945 | \$77,753 | \$113,711 | \$153,405 | \$185,517 | 93.6 |
| Hawaii | \$34,272 | \$45,467 | \$65,488 | \$87,167 | \$109,813 | 149.1 |
| Idaho | \$44,172 | \$60,715 | \$90,285 | \$129,780 | \$167,911 | 99.8 |
| Illinois | \$51,531 | \$71,388 | \$106,371 | \$144,592 | \$174,692 | 99.9 |
| Indiana | \$50,616 | \$64,985 | \$87,891 | \$120,537 | \$151,366 | 95.7 |
| Iowa | \$52,422 | \$67,185 | \$93,948 | \$125,264 | \$154,208 | 97.6 |
| Kansas | \$50,880 | \$67,664 | \$94,976 | \$130,620 | \$164,291 | 98.3 |
| Kentucky | \$46,518 | \$62,236 | \$88,579 | \$123,088 | \$163,711 | 92.4 |
| Louisiana | \$41,798 | \$57,986 | \$82,044 | \$113,761 | \$152,261 | 97.2 |
| Maine | \$43,316 | \$55,995 | \$78,028 | \$106,974 | \$135,228 | 116.8 |
| Maryland | \$51,743 | \$72,717 | \$100,291 | \$129,751 | \$156,855 | 126.1 |
| Massachusetts | \$54,497 | \$72,485 | \$101,128 | \$129,587 | \$159,739 | 132.3 |
| Michigan | \$55,818 | \$76,818 | \$105,312 | \$140,321 | \$176,843 | 91.3 |
| Minnesota | \$59,385 | \$77,521 | \$107,914 | \$138,270 | \$168,517 | 101.8 |
| Mississippi | \$40,347 | \$53,420 | \$80,246 | \$113,356 | \$148,267 | 88.7 |
| Missouri | \$50,152 | \$65,198 | \$96,043 | \$137,611 | \$172,340 | 90.5 |
| Montana | \$45,129 | \$58,772 | \$83,376 | \$114,530 | \$162,270 | 103.5 |
| Nebraska | \$52,026 | \$68,313 | \$95,939 | \$124,480 | \$145,192 | 100.9 |
| Nevada | \$41,917 | \$56,074 | \$83,066 | \$115,683 | \$152,870 | 111.5 |
| New Hampshire | \$48,410 | \$65,924 | \$90,594 | \$126,112 | \$158,310 | 121.9 |
| New Jersey | \$52,387 | \$72,953 | \$103,294 | \$139,928 | \$172,004 | 121.5 |
| New Mexico | \$41,000 | \$60,927 | \$94,751 | \$135,315 | \$171,299 | 100.6 |
| New York | \$51,891 | \$72,591 | \$111,618 | \$159,035 | \$197,968 | 112.5 |
| North Carolina | \$57,968 | \$81,455 | \$117,054 | \$156,430 | \$185,857 | 95.5 |
| North Dakota | \$48,166 | \$60,860 | \$78,672 | \$103,367 | \$127,754 | 106.9 |
| Ohio | \$54,065 | \$74,537 | \$103,320 | \$139,306 | \$177,365 | 92.8 |
| Oklahoma | \$45,753 | \$63,444 | \$90,730 | \$126,055 | \$168,310 | 93.3 |
| Oregon | \$48,987 | \$73,185 | \$101,254 | \$134,818 | \$171,475 | 118.1 |
| Pennsylvania | \$50,489 | \$68,816 | \$98,882 | \$134,110 | \$165,574 | 101.8 |
| Rhode Island | \$46,484 | \$62,146 | \$85,502 | \$105,289 | \$130,241 | 127.9 |
| South Carolina | \$45,918 | \$62,465 | \$90,696 | \$127,177 | \$164,069 | 98.9 |
| South Dakota | \$46,371 | \$59,293 | \$81,710 | \$110,956 | \$150,891 | 99.4 |
| Tennessee | \$52,282 | \$66,730 | \$99,951 | \$138,296 | \$178,174 | 92.3 |
| Texas | \$55,060 | \$78,399 | \$115,267 | \$156,326 | \$185,169 | 96.7 |
| Utah | \$50,408 | \$71,161 | \$103,493 | \$144,272 | \$170,616 | 103.9 |
| Vermont | \$46,362 | \$60,190 | \$79,734 | \$114,111 | \$144,432 | 121.2 |
| Virginia | \$66,240 | \$88,432 | \$122,643 | \$161,260 | \$199,884 | 102.3 |
| Washington | \$62,593 | \$87,952 | \$126,362 | \$165,261 | \$205,123 | 115.1 |
| West Virginia | \$46,121 | \$62,573 | \$94,151 | \$132,575 | \$170,424 | 95.0 |
| Wisconsin | \$53,226 | \$67,563 | \$90,510 | \$121,307 | \$151,963 | 100.3 |
| Wyoming | \$40,131 | \$53,943 | \$73,205 | \$105,861 | \$142,628 | 105.2 |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

COST OF LIVING ADJUSTED TECH WAGES CONTINUED

See Methodology page for background on cost of living (COL)

| | <u>10th Percentile</u> | <u>25th Percentile</u> | <u>50th (median) Percentile</u> | <u>75th Percentile</u> | <u>90th Percentile</u> | <u>Cost of Living (COL) Index</u> |
|------------------|---------------------------------------|---------------------------------------|--|---------------------------------------|---------------------------------------|---------------------------------------|
| United States | \$55,645 | \$77,699 | \$112,667 | \$155,246 | \$197,492 | na |
| Albuquerque | \$42,718 | \$63,588 | \$99,174 | \$139,621 | \$174,307 | 98.7 |
| Atlanta | \$57,693 | \$80,479 | \$116,081 | \$154,862 | \$189,488 | 96.5 |
| Austin | \$60,849 | \$83,904 | \$122,438 | \$163,497 | \$202,236 | 97.1 |
| Baltimore | \$50,473 | \$70,385 | \$97,329 | \$127,174 | \$155,177 | 130.7 |
| Boise | \$49,220 | \$64,293 | \$95,351 | \$132,602 | \$171,900 | 98.2 |
| Boston | \$54,743 | \$73,125 | \$102,078 | \$131,690 | \$162,963 | 135.1 |
| Buffalo | \$50,287 | \$67,167 | \$95,292 | \$130,968 | \$161,300 | 105.1 |
| Charleston | \$51,741 | \$73,013 | \$99,558 | \$130,485 | \$164,465 | 101.8 |
| Charlotte | \$62,330 | \$85,087 | \$119,868 | \$158,703 | \$181,272 | 98.4 |
| Chicago | \$51,763 | \$71,943 | \$106,246 | \$144,516 | \$175,929 | 103 |
| Cleveland | \$52,373 | \$69,648 | \$97,112 | \$132,554 | \$170,349 | 96 |
| Colorado Springs | \$62,884 | \$82,300 | \$111,736 | \$144,843 | \$177,600 | 107.8 |
| Columbus | \$57,198 | \$77,776 | \$111,322 | \$141,729 | \$177,404 | 95.4 |
| Dallas | \$59,880 | \$84,249 | \$120,550 | \$157,929 | \$183,776 | 99.2 |
| Denver | \$60,674 | \$81,179 | \$107,201 | \$141,193 | \$174,875 | 115 |
| Des Moines | \$56,179 | \$73,053 | \$104,195 | \$132,319 | \$156,507 | 98.4 |
| Detroit | \$57,272 | \$79,413 | \$111,477 | \$139,492 | \$173,803 | 96.8 |
| Hartford | \$46,488 | \$61,637 | \$85,050 | \$115,046 | \$145,291 | 124.5 |
| Houston | \$53,498 | \$76,618 | \$111,579 | \$152,646 | \$188,493 | 96.3 |
| Huntsville | \$67,715 | \$87,601 | \$119,847 | \$159,115 | \$186,773 | 96.5 |
| Indianapolis | \$51,939 | \$69,225 | \$93,077 | \$123,624 | \$155,311 | 99 |
| Kansas City | \$53,038 | \$71,246 | \$101,324 | \$139,073 | \$173,944 | 93.7 |
| Las Vegas | \$41,529 | \$55,227 | \$84,264 | \$118,016 | \$154,895 | 109 |
| Los Angeles | \$37,353 | \$52,914 | \$79,014 | \$105,244 | \$129,528 | 158.3 |
| Memphis | \$50,779 | \$68,701 | \$99,865 | \$137,967 | \$174,484 | 92 |
| Miami | \$44,866 | \$63,041 | \$93,104 | \$127,591 | \$164,341 | 111.8 |
| Milwaukee | \$51,509 | \$67,368 | \$87,429 | \$114,309 | \$146,753 | 107.6 |
| Minneapolis | \$61,161 | \$79,729 | \$109,973 | \$141,780 | \$168,441 | 103.8 |
| Nashville | \$53,572 | \$69,354 | \$105,059 | \$142,777 | \$179,649 | 96 |
| New Orleans | \$42,228 | \$56,404 | \$83,719 | \$117,564 | \$151,862 | 100.4 |
| New York City | \$47,336 | \$67,669 | \$100,425 | \$137,941 | \$172,294 | 138.5 |
| Oklahoma City | \$48,689 | \$65,786 | \$91,789 | \$125,971 | \$165,586 | 93.7 |
| Omaha | \$54,938 | \$73,594 | \$101,762 | \$129,644 | \$156,343 | 99.1 |
| Orlando | \$49,599 | \$68,695 | \$101,184 | \$136,866 | \$168,234 | 101.8 |
| Philadelphia | \$48,892 | \$67,554 | \$96,209 | \$130,149 | \$157,905 | 116.5 |
| Phoenix | \$50,439 | \$69,505 | \$101,158 | \$137,488 | \$166,450 | 108.6 |
| Pittsburgh | \$50,611 | \$68,681 | \$97,072 | \$130,617 | \$162,123 | 101.9 |
| Portland | \$51,720 | \$77,269 | \$110,024 | \$141,633 | \$177,991 | 120.2 |
| Providence | \$45,809 | \$61,438 | \$85,435 | \$106,647 | \$133,674 | 127 |
| Raleigh | \$57,917 | \$82,255 | \$116,087 | \$156,763 | \$190,233 | 97.2 |
| Sacramento | \$49,133 | \$64,394 | \$85,185 | \$105,972 | \$135,457 | 136.3 |
| Salt Lake City | \$52,576 | \$73,048 | \$104,337 | \$143,926 | \$168,353 | 105.2 |
| San Antonio | \$53,922 | \$73,291 | \$105,945 | \$143,615 | \$172,422 | 98.2 |
| San Diego | \$45,967 | \$64,533 | \$93,812 | \$119,284 | \$147,419 | 142.7 |
| San Francisco | \$53,934 | \$78,064 | \$102,833 | \$126,234 | \$151,481 | 165 |
| San Jose | \$77,114 | \$103,216 | \$135,885 | \$155,489 | \$218,941 | 145.7 |
| Seattle | \$64,232 | \$87,220 | \$123,755 | \$160,427 | \$196,694 | 123.2 |
| St. Louis | \$48,784 | \$64,325 | \$94,896 | \$131,999 | \$163,192 | 98 |
| Tampa | \$47,744 | \$68,361 | \$99,219 | \$137,112 | \$164,533 | 103.6 |
| Trenton | \$52,620 | \$68,470 | \$97,450 | \$130,892 | \$158,098 | 122.1 |
| Washington DC | \$65,668 | \$86,715 | \$118,692 | \$152,303 | \$183,826 | 117.3 |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA



APPENDIX TABLES – E

INDUSTRY SECTORS

TECH INDUSTRY SECTOR SUMMARY BY STATE

APPENDIX E.1

| | <u>PC, Semiconductor, Components Manufacturing</u> | <u>Telecom, Cloud Infrastructure, Data Processing, Hosting</u> | <u>Software Product</u> | <u>IT & Custom Software Services</u> | <u>Total</u> | <u>Projected % change 2025</u> |
|----------------------|--|--|-------------------------|--|--------------|--------------------------------|
| United States | 1,095,637 | 1,553,008 | 641,086 | 2,952,334 | 6,242,065 | 2.6% |
| Alabama | 7,611 | 13,120 | 4,266 | 31,283 | 56,281 | 2.5% |
| Alaska | 144 | 3,292 | 124 | 2,009 | 5,569 | 1.2% |
| Arizona | 36,643 | 29,792 | 11,312 | 52,247 | 129,994 | 2.4% |
| Arkansas | 1,500 | 8,376 | 586 | 12,759 | 23,221 | 3.2% |
| California | 273,883 | 277,447 | 109,611 | 400,219 | 1,061,160 | 1.7% |
| Colorado | 23,128 | 45,325 | 19,308 | 100,853 | 188,614 | 3.5% |
| Connecticut | 12,042 | 16,834 | 5,378 | 27,867 | 62,122 | 1.1% |
| Delaware | 2,359 | 2,015 | 470 | 6,452 | 11,296 | 0.4% |
| District of Columbia | 98 | 8,786 | 2,022 | 23,398 | 34,305 | 0.7% |
| Florida | 49,063 | 94,132 | 29,251 | 177,505 | 349,952 | 3.4% |
| Georgia | 10,779 | 67,730 | 21,853 | 103,570 | 203,932 | 2.6% |
| Hawaii | 225 | 4,279 | 553 | 5,990 | 11,046 | 1.8% |
| Idaho | 10,536 | 5,228 | 1,763 | 10,531 | 28,058 | 3.2% |
| Illinois | 30,141 | 47,192 | 15,916 | 108,746 | 201,996 | 1.6% |
| Indiana | 12,742 | 15,253 | 2,774 | 42,906 | 73,675 | 3.0% |
| Iowa | 12,485 | 9,752 | 1,908 | 13,870 | 38,015 | 1.6% |
| Kansas | 8,268 | 10,573 | 3,128 | 20,235 | 42,204 | 2.5% |
| Kentucky | 3,579 | 13,398 | 3,049 | 21,578 | 41,604 | 2.0% |
| Louisiana | 2,542 | 11,887 | 1,409 | 16,421 | 32,258 | 3.2% |
| Maine | 2,131 | 4,353 | 1,337 | 8,280 | 16,102 | 3.7% |
| Maryland | 23,531 | 19,417 | 6,320 | 94,001 | 143,268 | 2.1% |
| Massachusetts | 53,059 | 34,357 | 41,643 | 90,585 | 219,644 | 0.5% |
| Michigan | 22,979 | 35,393 | 9,037 | 57,656 | 125,065 | 1.7% |
| Minnesota | 44,411 | 20,645 | 9,731 | 44,706 | 119,493 | 0.9% |
| Mississippi | 2,252 | 6,146 | 1,062 | 8,983 | 18,444 | 3.5% |
| Missouri | 13,955 | 32,924 | 7,017 | 48,659 | 102,555 | 1.9% |
| Montana | 1,500 | 3,422 | 511 | 6,549 | 11,981 | 4.1% |
| Nebraska | 3,724 | 7,213 | 6,249 | 15,364 | 32,550 | 2.2% |
| Nevada | 3,856 | 9,254 | 5,371 | 14,894 | 33,375 | 5.1% |
| New Hampshire | 15,952 | 5,542 | 3,513 | 18,604 | 43,611 | 2.3% |
| New Jersey | 26,655 | 49,837 | 11,946 | 94,854 | 183,292 | 2.2% |
| New Mexico | 5,693 | 5,244 | 697 | 9,029 | 20,663 | 2.4% |
| New York | 55,088 | 126,189 | 36,900 | 150,089 | 368,265 | 2.9% |
| North Carolina | 28,611 | 45,939 | 29,822 | 91,450 | 195,823 | 3.9% |
| North Dakota | 1,314 | 2,313 | 1,237 | 3,160 | 8,024 | 1.0% |
| Ohio | 21,847 | 38,438 | 11,702 | 84,985 | 156,972 | 2.3% |
| Oklahoma | 3,700 | 12,915 | 1,504 | 15,758 | 33,877 | 2.1% |
| Oregon | 43,961 | 15,198 | 13,914 | 25,122 | 98,195 | 2.2% |
| Pennsylvania | 29,234 | 47,857 | 18,312 | 89,515 | 184,918 | 2.1% |
| Rhode Island | 3,679 | 2,765 | 905 | 10,004 | 17,354 | 1.8% |
| South Carolina | 7,811 | 17,816 | 5,087 | 29,918 | 60,632 | 5.1% |
| South Dakota | 2,109 | 3,020 | 156 | 4,395 | 9,680 | 3.6% |
| Tennessee | 7,880 | 22,043 | 14,059 | 36,959 | 80,942 | 4.8% |
| Texas | 106,409 | 144,952 | 39,575 | 350,265 | 641,200 | 4.2% |
| Utah | 13,844 | 14,713 | 16,889 | 41,666 | 87,111 | 4.0% |
| Vermont | 3,897 | 1,845 | 1,143 | 5,316 | 12,201 | 0.7% |
| Virginia | 12,393 | 45,758 | 9,099 | 190,617 | 257,868 | 1.6% |
| Washington | 18,371 | 67,384 | 83,382 | 86,955 | 256,092 | 3.8% |
| West Virginia | 824 | 4,780 | 424 | 7,147 | 13,174 | 4.5% |
| Wisconsin | 16,842 | 19,009 | 17,660 | 36,420 | 89,931 | 2.4% |
| Wyoming | 353 | 1,916 | 199 | 1,991 | 4,459 | 6.1% |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

| | <u>PC, Semiconductor, Components Manufacturing</u> | <u>Telecom, Cloud Infrastructure, Data Processing, Hosting</u> | <u>Software Product</u> | <u>IT & Custom Software Services</u> | <u>Total</u> | <u>Projected % change 2025</u> |
|------------------|--|--|-------------------------|--|--------------|--------------------------------|
| United States | 1,095,637 | 1,553,008 | 641,086 | 2,952,334 | 6,242,065 | 2.6% |
| Albuquerque | 5,387 | 3,209 | 364 | 5,481 | 14,441 | 1.9% |
| Atlanta | 9,273 | 47,784 | 18,891 | 73,420 | 149,368 | 1.3% |
| Austin | 32,837 | 22,187 | 11,869 | 73,294 | 140,186 | 4.3% |
| Baltimore | 17,084 | 6,343 | 2,550 | 37,247 | 63,224 | 2.0% |
| Boise | 9,009 | 2,072 | 988 | 6,165 | 18,234 | 2.2% |
| Boston | 45,812 | 26,271 | 38,120 | 75,364 | 185,568 | -0.3% |
| Buffalo | 5,222 | 3,163 | 648 | 7,087 | 16,120 | 2.3% |
| Charleston | 410 | 3,265 | 1,703 | 6,738 | 12,116 | 4.1% |
| Charlotte | 2,432 | 17,077 | 6,103 | 25,073 | 50,685 | 3.6% |
| Chicago | 23,806 | 32,112 | 9,911 | 75,960 | 141,789 | -0.2% |
| Cleveland | 5,165 | 6,675 | 1,880 | 16,689 | 30,408 | 1.1% |
| Colorado Springs | 3,706 | 2,052 | 1,445 | 12,995 | 20,198 | 2.9% |
| Columbus | 2,616 | 9,741 | 1,900 | 19,673 | 33,930 | 0.9% |
| Dallas | 47,702 | 55,093 | 13,580 | 141,801 | 258,175 | 4.0% |
| Denver | 5,974 | 33,411 | 12,037 | 60,704 | 112,125 | 3.3% |
| Des Moines | 1,128 | 3,491 | 623 | 5,573 | 10,815 | 1.1% |
| Detroit | 6,183 | 13,683 | 3,595 | 31,074 | 54,535 | -1.5% |
| Hartford | 2,761 | 3,008 | 1,016 | 11,895 | 18,680 | 1.4% |
| Houston | 14,286 | 18,026 | 4,378 | 46,896 | 83,586 | 1.5% |
| Huntsville | 3,714 | 980 | 469 | 12,275 | 17,438 | 0.7% |
| Indianapolis | 3,952 | 5,938 | 1,260 | 22,728 | 33,878 | 2.1% |
| Kansas City | 12,434 | 10,587 | 2,620 | 25,845 | 51,486 | 1.1% |
| Las Vegas | 904 | 6,732 | 3,694 | 9,809 | 21,139 | 4.8% |
| Los Angeles | 63,114 | 66,851 | 20,448 | 76,160 | 226,573 | -0.6% |
| Memphis | 1,510 | 2,526 | 876 | 4,942 | 9,854 | 1.8% |
| Miami | 7,027 | 28,148 | 6,938 | 43,583 | 85,696 | 2.1% |
| Milwaukee | 7,552 | 6,432 | 1,238 | 10,198 | 25,420 | -1.9% |
| Minneapolis | 37,257 | 11,826 | 6,696 | 34,330 | 90,110 | 0.0% |
| Nashville | 2,794 | 8,948 | 6,883 | 16,485 | 35,110 | 5.2% |
| New Orleans | 1,297 | 2,854 | 421 | 3,752 | 8,324 | 2.2% |
| New York City | 32,888 | 137,431 | 36,275 | 168,930 | 375,523 | 2.7% |
| Oklahoma City | 1,458 | 4,719 | 720 | 6,977 | 13,873 | 1.5% |
| Omaha | 816 | 3,772 | 3,399 | 8,222 | 16,209 | -0.1% |
| Orlando | 4,324 | 14,212 | 4,250 | 24,917 | 47,704 | 2.3% |
| Philadelphia | 18,419 | 22,241 | 8,050 | 38,705 | 87,415 | -0.4% |
| Phoenix | 32,530 | 24,019 | 8,007 | 40,315 | 104,871 | 1.8% |
| Pittsburgh | 8,493 | 7,271 | 3,664 | 13,953 | 33,381 | -0.3% |
| Portland | 43,376 | 10,574 | 10,196 | 20,366 | 84,513 | 1.8% |
| Providence | 5,257 | 3,620 | 1,359 | 9,718 | 19,953 | 1.1% |
| Raleigh | 7,415 | 9,584 | 14,587 | 22,588 | 54,173 | 2.5% |
| Sacramento | 4,455 | 5,656 | 1,441 | 14,028 | 25,581 | -0.2% |
| Salt Lake City | 7,950 | 6,814 | 9,429 | 23,060 | 47,254 | 3.7% |
| San Antonio | 2,830 | 10,915 | 1,154 | 15,427 | 30,327 | 2.7% |
| San Diego | 29,591 | 11,623 | 5,641 | 26,705 | 73,561 | -0.1% |
| San Francisco | 33,957 | 87,948 | 35,808 | 113,589 | 271,302 | 3.2% |
| San Jose | 111,079 | 58,856 | 31,540 | 93,482 | 294,957 | 0.8% |
| Seattle | 11,684 | 57,368 | 69,819 | 67,876 | 206,746 | 2.9% |
| St. Louis | 3,864 | 17,786 | 3,341 | 20,209 | 45,200 | 0.5% |
| Tampa | 11,275 | 15,365 | 5,132 | 27,982 | 59,755 | 2.0% |
| Trenton | 996 | 1,527 | 925 | 4,491 | 7,939 | -1.0% |
| Washington DC | 12,533 | 42,600 | 9,334 | 182,792 | 247,259 | 0.2% |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

TECH INDUSTRY SECTOR SUMMARY BY STATE

Figures represent the numerical rank of the sector based on employment of information technology professionals across the 22 2-digit NAICS categories. For the purposes of reporting, CompTIA depicts top 9 categories at the national level, which may mean certain states or metro areas will have a different top 9 and therefore sequential gaps in the ranking numbers. The Tech Sector spans several NAICS categories encompassing tech services, manufacturing, telecom and cloud infrastructure, and software. Tech Sector categories were backed out of other sectors to avoid double counting. The Public Sector includes federal, state and local governments, agencies, schools, hospitals and other (excluding the military).

| | <u>Tech</u> | <u>Professional, Scientific, Technical Services</u> | <u>Finance and Insurance</u> | <u>Public Sector</u> | <u>Management and Holding Companies</u> | <u>Retail and Wholesale</u> | <u>Manufacturing</u> | <u>Healthcare and Social Services</u> |
|----------------------|-------------|---|------------------------------|----------------------|---|-----------------------------|----------------------|---------------------------------------|
| United States | 1 | 2 | 3 | 4 | 5 | 7 | 8 | 9 |
| Alabama | 1 | 3 | 4 | 2 | 8 | 6 | 7 | 9 |
| Alaska | 2 | 3 | 6 | 1 | 4 | 8 | 10 | 5 |
| Arizona | 1 | 3 | 2 | 5 | 6 | 7 | 8 | 9 |
| Arkansas | 1 | 5 | 4 | 3 | 2 | 7 | 8 | 9 |
| California | 1 | 2 | 4 | 3 | 5 | 6 | 8 | 9 |
| Colorado | 1 | 2 | 4 | 3 | 5 | 6 | 8 | 9 |
| Connecticut | 1 | 3 | 2 | 6 | 5 | 7 | 4 | 9 |
| Delaware | 2 | 4 | 1 | 3 | 5 | 7 | 10 | 8 |
| District of Columbia | 2 | 3 | 8 | 1 | 9 | 11 | 17 | 7 |
| Florida | 1 | 2 | 3 | 4 | 7 | 6 | 9 | 8 |
| Georgia | 1 | 2 | 4 | 3 | 5 | 7 | 8 | 9 |
| Hawaii | 1 | 3 | 5 | 2 | 4 | 8 | 19 | 7 |
| Idaho | 1 | 2 | 4 | 3 | 6 | 7 | 9 | 8 |
| Illinois | 1 | 2 | 3 | 4 | 7 | 6 | 8 | 9 |
| Indiana | 1 | 3 | 4 | 2 | 7 | 6 | 5 | 9 |
| Iowa | 1 | 5 | 2 | 3 | 4 | 6 | 7 | 9 |
| Kansas | 1 | 2 | 4 | 3 | 6 | 8 | 5 | 9 |
| Kentucky | 1 | 4 | 3 | 2 | 6 | 7 | 8 | 9 |
| Louisiana | 1 | 3 | 4 | 2 | 7 | 5 | 9 | 8 |
| Maine | 1 | 4 | 5 | 3 | 2 | 6 | 9 | 8 |
| Maryland | 1 | 3 | 4 | 2 | 7 | 6 | 10 | 8 |
| Massachusetts | 1 | 2 | 3 | 5 | 4 | 6 | 10 | 9 |
| Michigan | 1 | 2 | 3 | 4 | 5 | 7 | 8 | 9 |
| Minnesota | 1 | 4 | 2 | 5 | 3 | 6 | 8 | 9 |
| Mississippi | 1 | 4 | 3 | 2 | 6 | 7 | 8 | 9 |
| Missouri | 1 | 3 | 2 | 4 | 5 | 6 | 7 | 9 |
| Montana | 1 | 3 | 4 | 2 | 7 | 6 | 11 | 8 |
| Nebraska | 1 | 5 | 2 | 3 | 4 | 7 | 8 | 9 |
| Nevada | 1 | 3 | 5 | 4 | 2 | 7 | 12 | 10 |
| New Hampshire | 1 | 2 | 3 | 4 | 5 | 7 | 8 | 10 |
| New Jersey | 1 | 2 | 3 | 5 | 4 | 6 | 9 | 8 |
| New Mexico | 2 | 1 | 4 | 3 | 6 | 7 | 15 | 8 |
| New York | 1 | 3 | 2 | 4 | 5 | 6 | 11 | 9 |
| North Carolina | 1 | 3 | 2 | 4 | 5 | 7 | 8 | 9 |
| North Dakota | 1 | 4 | 3 | 2 | 5 | 6 | 9 | 7 |
| Ohio | 1 | 4 | 2 | 5 | 3 | 6 | 7 | 9 |
| Oklahoma | 1 | 3 | 4 | 2 | 6 | 7 | 8 | 9 |
| Oregon | 1 | 3 | 5 | 2 | 4 | 6 | 8 | 9 |
| Pennsylvania | 1 | 3 | 2 | 5 | 4 | 6 | 9 | 8 |
| Rhode Island | 1 | 3 | 2 | 4 | 5 | 7 | 10 | 9 |
| South Carolina | 1 | 3 | 4 | 2 | 6 | 7 | 8 | 9 |
| South Dakota | 1 | 4 | 2 | 3 | 5 | 6 | 9 | 7 |
| Tennessee | 1 | 2 | 4 | 3 | 5 | 7 | 8 | 9 |
| Texas | 1 | 2 | 3 | 4 | 7 | 6 | 8 | 9 |
| Utah | 1 | 2 | 4 | 3 | 7 | 6 | 8 | 9 |
| Vermont | 1 | 3 | 4 | 2 | 8 | 7 | 10 | 9 |
| Virginia | 1 | 2 | 5 | 3 | 4 | 7 | 9 | 8 |
| Washington | 1 | 3 | 6 | 4 | 2 | 7 | 5 | 9 |
| West Virginia | 1 | 3 | 4 | 2 | 5 | 7 | 9 | 8 |
| Wisconsin | 1 | 5 | 2 | 4 | 3 | 6 | 7 | 9 |
| Wyoming | 1 | 3 | 4 | 2 | 7 | 6 | 9 | 11 |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

TECH INDUSTRY SECTOR SUMMARY BY METRO AREA

Figures represent the numerical rank of the sector based on employment of information technology professionals across the 22 2-digit NAICS categories. For the purposes of reporting, CompTIA depicts top 9 categories at the national level, which may mean certain states or metro areas will have a different top 9 and therefore sequential gaps in the ranking numbers. The Tech Sector spans several NAICS categories encompassing tech services, manufacturing, telecom and cloud infrastructure, and software. Tech Sector categories were backed out of other sectors to avoid double counting. The Public Sector includes federal, state and local governments, agencies, schools, hospitals and other (excluding the military).

| | <u>Tech</u> | <u>Professional, Scientific, Technical Services</u> | <u>Finance and Insurance</u> | <u>Public Sector</u> | <u>Management and Holding Companies</u> | <u>Retail and Wholesale</u> | <u>Manufacturing</u> | <u>Healthcare and Social Services</u> |
|------------------|-------------|---|------------------------------|----------------------|---|-----------------------------|----------------------|---------------------------------------|
| United States | 1 | 2 | 3 | 4 | 5 | 7 | 8 | 9 |
| Albuquerque | 1 | 2 | 4 | 3 | 6 | 8 | 11 | 7 |
| Atlanta | 1 | 2 | 4 | 5 | 3 | 7 | 9 | 8 |
| Austin | 1 | 2 | 4 | 3 | 5 | 7 | 10 | 8 |
| Baltimore | 1 | 3 | 4 | 2 | 6 | 8 | 10 | 7 |
| Boise | 1 | 2 | 4 | 3 | 6 | 7 | 10 | 8 |
| Boston | 1 | 2 | 3 | 5 | 4 | 7 | 10 | 9 |
| Buffalo | 1 | 3 | 2 | 4 | 5 | 7 | 8 | 9 |
| Charleston | 1 | 3 | 6 | 2 | 7 | 8 | 4 | 9 |
| Charlotte | 1 | 4 | 2 | 6 | 3 | 7 | 8 | 9 |
| Chicago | 1 | 2 | 3 | 7 | 5 | 6 | 8 | 9 |
| Cleveland | 1 | 4 | 3 | 5 | 2 | 7 | 6 | 9 |
| Colorado Springs | 1 | 2 | 4 | 3 | 6 | 7 | 10 | 8 |
| Columbus | 1 | 5 | 3 | 4 | 2 | 7 | 9 | 8 |
| Dallas | 1 | 3 | 2 | 5 | 6 | 7 | 8 | 9 |
| Denver | 1 | 2 | 3 | 5 | 4 | 6 | 8 | 9 |
| Des Moines | 2 | 4 | 1 | 5 | 3 | 6 | 8 | 9 |
| Detroit | 1 | 2 | 3 | 5 | 4 | 8 | 7 | 9 |
| Hartford | 1 | 6 | 2 | 4 | 5 | 8 | 3 | 9 |
| Houston | 1 | 2 | 4 | 3 | 7 | 6 | 8 | 9 |
| Huntsville | 1 | 2 | 6 | 3 | 8 | 7 | 4 | 9 |
| Indianapolis | 1 | 2 | 3 | 4 | 6 | 7 | 8 | 9 |
| Kansas City | 1 | 2 | 3 | 5 | 4 | 7 | 8 | 9 |
| Las Vegas | 1 | 3 | 5 | 4 | 2 | 7 | 11 | 9 |
| Los Angeles | 1 | 2 | 6 | 3 | 5 | 8 | 4 | 10 |
| Memphis | 1 | 3 | 7 | 2 | 4 | 5 | 9 | 8 |
| Miami | 1 | 2 | 3 | 6 | 7 | 4 | 9 | 8 |
| Milwaukee | 1 | 4 | 3 | 5 | 2 | 6 | 7 | 10 |
| Minneapolis | 1 | 4 | 3 | 5 | 2 | 6 | 8 | 9 |
| Nashville | 1 | 2 | 4 | 5 | 3 | 7 | 8 | 9 |
| New Orleans | 1 | 3 | 4 | 2 | 6 | 8 | 10 | 7 |
| New York City | 1 | 3 | 2 | 5 | 4 | 7 | 11 | 8 |
| Oklahoma City | 1 | 3 | 4 | 2 | 6 | 7 | 9 | 8 |
| Omaha | 1 | 5 | 2 | 4 | 3 | 7 | 9 | 8 |
| Orlando | 1 | 2 | 5 | 6 | 4 | 7 | 8 | 9 |
| Philadelphia | 1 | 3 | 2 | 5 | 4 | 6 | 9 | 8 |
| Phoenix | 1 | 3 | 2 | 6 | 5 | 7 | 8 | 9 |
| Pittsburgh | 1 | 3 | 4 | 5 | 2 | 6 | 10 | 7 |
| Portland | 1 | 3 | 5 | 4 | 2 | 6 | 8 | 9 |
| Providence | 1 | 4 | 2 | 3 | 5 | 7 | 10 | 9 |
| Raleigh | 1 | 2 | 4 | 3 | 6 | 7 | 9 | 8 |
| Sacramento | 2 | 3 | 5 | 1 | 4 | 7 | 10 | 8 |
| Salt Lake City | 1 | 2 | 3 | 4 | 5 | 7 | 8 | 9 |
| San Antonio | 1 | 4 | 2 | 3 | 6 | 7 | 8 | 9 |
| San Diego | 1 | 2 | 7 | 3 | 4 | 8 | 6 | 9 |
| San Francisco | 1 | 2 | 3 | 4 | 5 | 7 | 8 | 9 |
| San Jose | 1 | 2 | 5 | 4 | 3 | 8 | 6 | 10 |
| Seattle | 1 | 3 | 6 | 5 | 2 | 8 | 4 | 9 |
| St. Louis | 1 | 4 | 2 | 5 | 3 | 7 | 6 | 9 |
| Tampa | 1 | 3 | 2 | 6 | 4 | 7 | 9 | 8 |
| Trenton | 1 | 3 | 4 | 2 | 5 | 8 | 10 | 9 |
| Washington DC | 1 | 2 | 5 | 3 | 4 | 9 | 12 | 7 |

Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA



METHODOLOGY

CLASSIFICATION SYSTEMS AND CHANGES OVER TIME

CompTIA's State of the Tech Workforce (Cyberstates) utilizes the North American Industrial Classification System (NAICS) to define the tech industry. The NAICS is a hierarchical system, with six-digit numbers assigned to the most specific industries. The NAICS is constructed around the concept of production and is able to reflect advances in technology, including many new service-oriented businesses. NAICS codes are revised periodically to reflect the emergence of new industry sectors or sub-sectors. Additionally, CompTIA revises its definition of technology industry periodically to best meet the needs of our audiences.

Additionally, government labor market sources do occasionally enact backward revisions to the data, which may affect year-over-year comparisons, especially with percent changes. The wage data is presented as current dollars, meaning the figures are for the given year and not adjusted for inflation.

NET TECH EMPLOYMENT

The tech workforce consists of two primary components. Net tech employment is a single metric that encompasses both components, making it easier to describe the tech workforce. The foundation is the set of technology occupation professionals working in technical positions, such as IT support, network engineering, software development and related roles. Many of these professionals work for technology companies (40%), but many others are employed by organizations across every industry sector or government entity in the U.S. economy (60%).

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. Thirty-eight percent of the net tech employment total consists of tech industry business professionals. See page 5 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, NAICS 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, this report 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 categorized primarily as users of technology.

TECH OCCUPATION DEFINITION

For occupation-level analysis, this report utilizes the Standard Occupational Classification (SOC) System, which is a standard used by federal agencies to classify workers into occupational categories. See following page.

WORKFORCE CHARACTERISTICS AND DIVERSITY INDEX

The U.S. Bureau of Labor Statistics (BLS) tracks labor market composition across several demographic and firmographic characteristics. By race and ethnicity, the BLS segments data by seven top-level categorizations. Described [here](#). To measure overall race and ethnicity characteristics within the tech workforce, this report uses a metric called Simpson's Diversity Index. This index weights two key facets of race and ethnicity within the workforce – richness and evenness (or think of it as depth and breadth) and reflects it in a single metric.

JOB POSTING DATA

Job posting data in this report refers to active job postings - postings that were live during the time period, even if originally posted in a previous period. Quarterly job postings data are estimates and should be viewed as directional. The basic digital skills job postings and advanced digital fluency skills job postings charts are based on skills categorization groupings created by CompTIA using Lightcast employer job posting data.

COST OF LIVING INDEX

The Cost of Living (COL) data in this report is published by Lightcast using baselines from the Council for Community and Economic Research (C2ER) to assess how regional costs of living compare to the nation and to each other. The index (COLI) is comprised of six major categories: grocery items, housing, utilities, transportation, health care, and miscellaneous goods and services. An index rating below 100 translates to a lower relative cost of living, while an index rating above 100 means a higher relative cost of living. For more details, please see [Lightcast methodology page](#).

CompTIA is responsible for all content contained in this report. Any questions regarding this report should be directed to CompTIA Research & Market Intelligence staff at research@comptia.org.

NAICS and SOCs are standard taxonomies developed by and used across government statistical programs. NAICS and SOCs are updated on regular cycles, but because of the pace of change in technology, government taxonomies do tend to lag the market. Additionally, the blurring of lines in technology means there are more gray areas in classification systems. See government sites for more details on NAICS and SOCs.

INDUSTRY CLASSIFICATION BY NAICS (North American Industry Classification System)

IT/Tech Services

423430, 541511, 541512, 541513, 541519, 611420, 811210

Telecommunications, Internet Services and Data Hosting

516210, 517111, 517112, 517121, 517410, 517810, 518210, 519290

Software

513210

Manufacturing: Computer, Peripheral and Communications Equipment, Semiconductors and Electronic Components

333242, 334111, 334112, 334118, 334210, 334220, 334290, 334310, 334412, 334413, 334416, 334417, 334418, 334419, 334510, 334511, 334512, 334513, 334514, 334515, 334516, 334517, 334519, 334610

OCCUPATION CLASSIFICATION BY SOC (Standard Occupational Classification)

Information Technology (IT) Occupations

11-3021, 15-1211, 15-1212, 15-1221, 15-1231, 15-1232, 15-1241, 15-1242, 15-1243, 15-1244, 15-1251, 15-1252, 15-1253, 15-1254, 15-1255, 15-1299, 15-2051, 17-2061, 49-2011



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