



# State of the Tech Workforce UK

Nations | Metro Areas

Tech Hiring Trends | Wages | Workforce Characteristics

## COMPTIA STATE OF THE TECH WORKFORCE UNITED KINGDOM

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## ABOUT COMPTIA

CompTIA, Inc. is the leading global provider of vendor-neutral training and certification products in the information technology (IT) space. CompTIA unlocks potential for millions of aspiring technology professionals and careers changers. Working in partnership with thousands of academic institutions, governments, training providers and workforce development organisations, CompTIA uses best-in-class learning solutions, industry-recognised certifications and career resources to enable both job seekers and employers developing technical talent.

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

## ABOUT COMPTIA'S STATE OF THE TECH WORKFORCE

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

CompTIA defines the information technology (IT) workforce as the professionals who develop, deploy, support, secure and manage the infrastructure, systems, applications and data that power 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 2025 estimates and 2026 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 2025 and early 2026 will likely not be fully reflected in the data. Additionally, Lightcast may issue backward revisions to the data affecting historical employment levels – sometimes increasing and sometimes decreasing.

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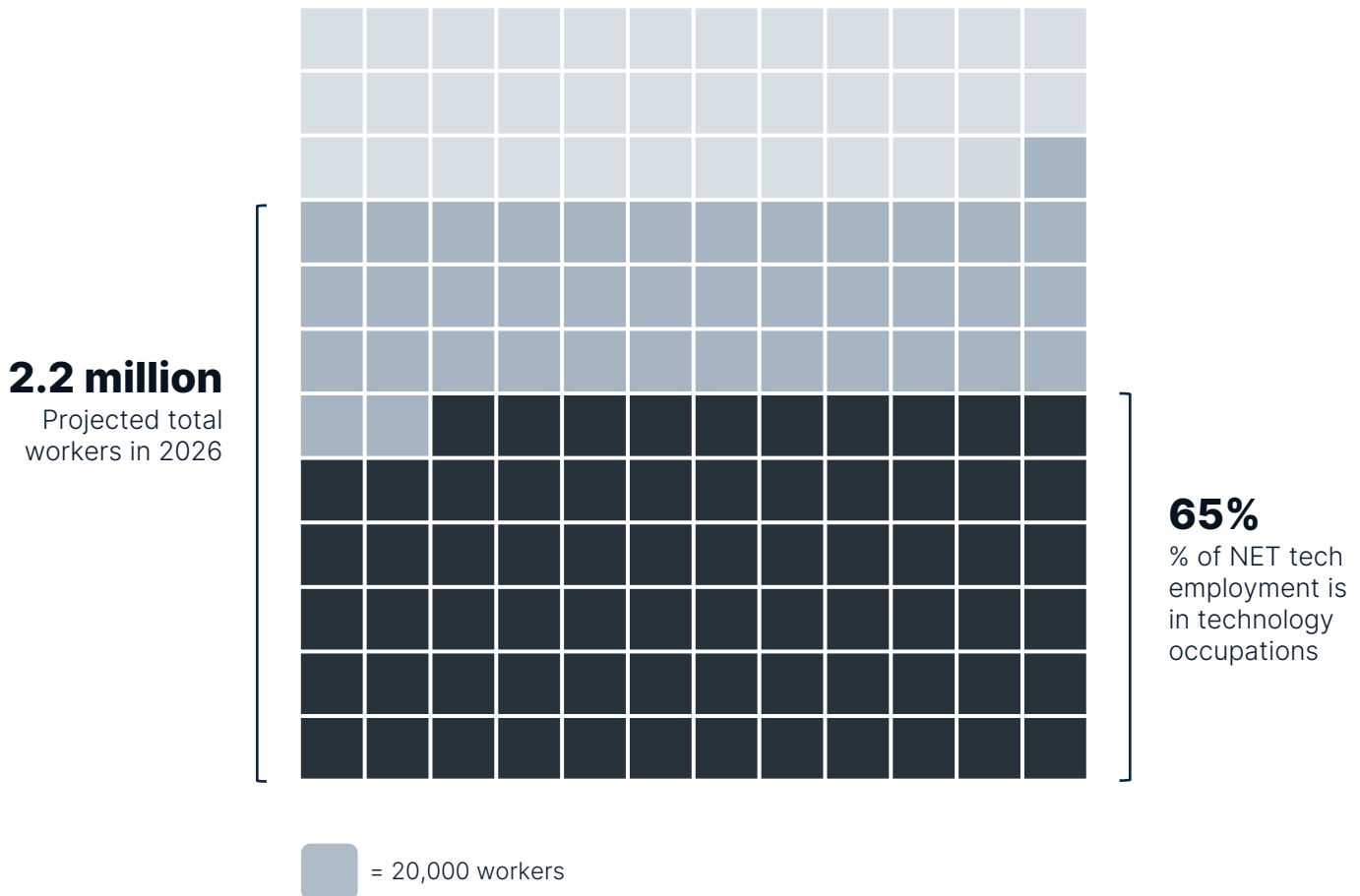
# DEFINING NET TECH EMPLOYMENT

The tech workforce consists of two primary components, represented as a single figure by the “net tech employment” designation. The foundation is the set of technology professionals working in technical positions, such as IT support, network engineering, software development, data science, and related roles. Many of these professionals work for technology companies (44%), but many others are employed by organisations across every industry sector in the UK economy (56%).

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 35% 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 characterised as “gig” workers, which may entail working on the side for supplementary income, are excluded from this analysis due to several uncertainties with the data and to minimise 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.)



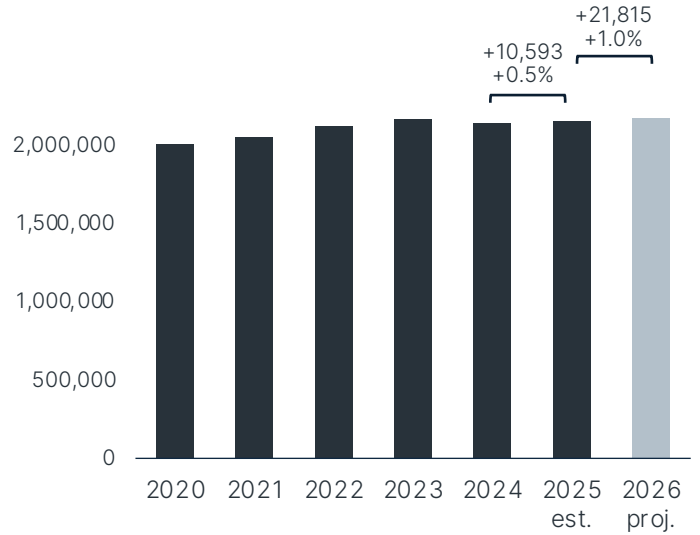
Source: Lightcast | UK ONS | CompTIA

# KEY FINDINGS

## KEY POINTS

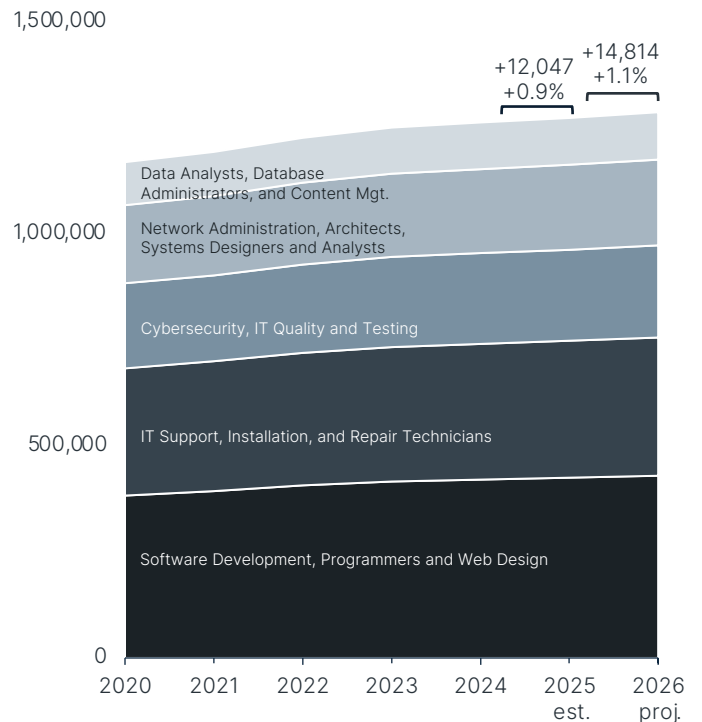
- Net tech employment in the United Kingdom – as described on the previous page, reached an estimated 2,148,205 workers in 2025, a 0.5% increase over the previous year. Net tech employment is projected to increase by 1.02% in 2026.
- Since 2020, net tech employment increased by an estimated 144,784 net-new jobs. Net tech employment saw a slight decline between 2023 and 2024 but has shown growth since then.
- Net tech employment accounted for approximately 6.4% of the overall UK workforce in 2025. Because of the blurring of lines across industries, there is likely a degree of undercounting in tech sector employment as a percentage of UK employment.
- Among the components of net tech employment, the tech sector side of the equation grew at 0.02% year over year, while the occupation side across all industry sectors experienced a gain of 0.9% year over year. Looking ahead, tech sector and tech occupation gains are projected to be 1.1% for both.
- Largest tech occupation contributors to job gains, 2020-2025:
  - Programmers and Software Development: +40,505
  - IT Business Analysts/Architects/Systems: +14,330
  - IT Directors: +10,480
  - IT Technology Professionals: +10,187
  - IT Support Specialists: +8,446
- In addition to macroeconomic and traditional labor market factors, the impact of AI undoubtedly affects any long-term workforce projections. This report presents available data at the time of publication.
- Economic impact is an assessment of output – the monetary value of goods and services produced during a given year (also referred to as gross domestic product). As a percentage of the overall UK economy, the tech industry accounts for approximately 5.2% of direct economic value, which translates to £86.2 billion.
- In addition to the direct economic impact, there are downstream indirect benefits of the technology industry, such as the employment multiplier effect of technology ecosystems.

## NET TECH EMPLOYMENT TRENDING



	2021	2022	2023	2024	2025 est.	2026 proj.
Tech Occupation Employment	1.29m	1.34m	1.36m	1.37m	1.39m	1.40m
Tech Industry Employment	1.28m	1.34m	1.38m	1.35m	1.35m	1.36m
Net Tech Employment	2.05m	2.12m	2.16m	2.14m	2.15m	2.17m

## TECH OCCUPATION EMPLOYMENT TRENDING



Tech Occupation Category-Level Rates of Change	2025% change estimate	2026% change projection
Network Administration, Architects, Systems Designers and Analysts	0.9%	1.0%
Software Development, Programmers, and Web Design	0.9%	1.1%
IT Support, Installation, and Repair Technicians	0.8%	1.0%
Data Analysts, Database Administrators, and Content Mgt.	1.0%	1.0%
Cybersecurity, IT Quality and Testing	0.8%	1.0%

Source: Lightcast | UK ONS | CompTIA

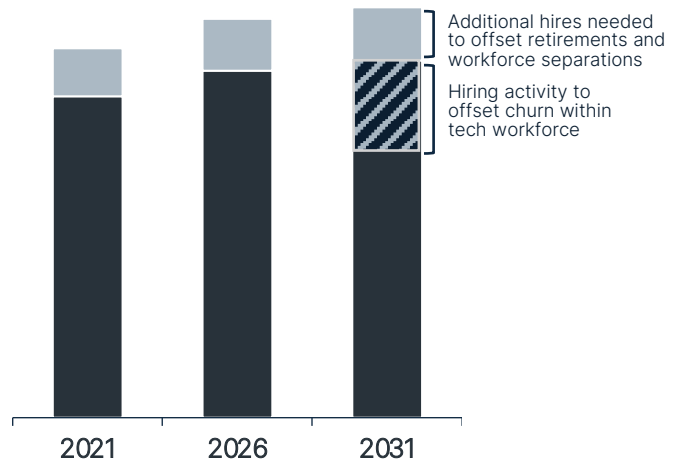
# KEY FINDINGS

## KEY POINTS

- By 2031, projections from Lightcast put the base of tech occupation employment at approximately 1.442 million (note: this covers occupations only and represents a subset of the net tech employment figure presented previously).
- Calculating future workforce needs over the next decade is a function of several variables. First, there is a growth component, which may entail organisations adding headcount due to expansion or possibly to support new emerging technologies.
- Secondly, there is a retirement factor, with a portion of the workforce transitioning away from the workforce permanently. And lastly, there is a segment leaving the workforce for some other reason, also referred to as separations. These may stem from a career change, a return to school, family pursuits, or other. Changes to any of these variables can boost or shrink future workforce projections.
- Tech occupation employment over the next five years is expected to grow higher than the rate of overall employment across the economy. Projected tech growth rates above the national rate:
  - IT Directors: 33%
  - IT Network Professionals: 31%
  - Programmers and Software Development: 30%
  - IT Quality and Testing Professionals: 26%
  - Cybersecurity Professionals: 21%
- Job posting data provides another layer of insight into the tech job market outlook. Because government labour taxonomies – Standard Occupation Codes (SOCs), lag the speed with which the market changes, job posting data provides a more up-to-date look at the skills and experiences employers seek.
- Employers continue to seek tech talent for all types of jobs and there were approximately 540,000 tech job postings in 2025. Overall quarterly tech job postings among UK employers dipped during 2025. Note: job postings should not be interpreted as unfilled jobs and there is not a 1:1 relationship between postings and actual hires made.
- Nationally, women represent approximately 50% of the UK workforce and 22% of tech occupations.

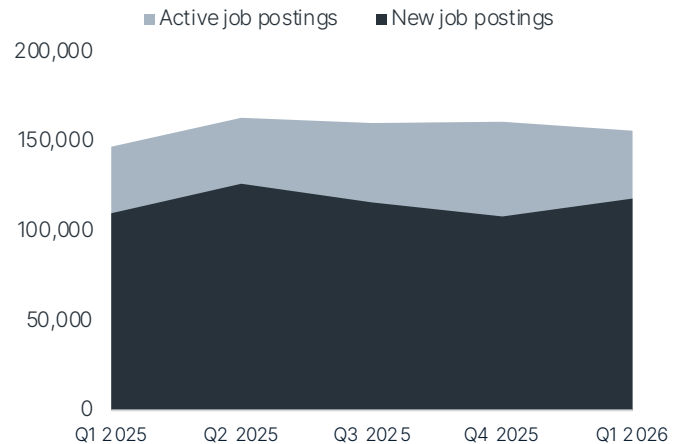
## TECH OCCUPATION EMPLOYMENT OUTLOOK

Workforce need = annual replacement rate + growth rate



## AGGREGATE ANNUAL POSTINGS FOR TECH JOB ROLES

Job postings by UK employers



## RANK ORDER OF INDUSTRY SECTOR EMPLOYMENT OF TECHNOLOGY WORKERS

Top 10 sectors employ approximately 91% of tech workers

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

Source: Lightcast | UK ONS | CompTIA

# KEY FINDINGS

## METRO AREA NET TECH EMPLOYMENT

- The top four metropolitan areas employ almost 763,000 tech industry and tech occupation workers, a little more than 1 in 3 tech workers in the nation.
- London is the largest metropolitan area in the country by a wide margin. It follows that it also has the largest base of tech employment.
- The London and Bristol areas saw the highest increases in net tech employment year over year.

## METRO AREA EMPLOYMENT CONCENTRATION

- Employment concentration provides a measure of tech employment relative to employment across all the other industry sectors in a local economy. Along with economic impact as a percentage of a local economy, these metrics help to put tech into context.
- At more than 7%, London, Edinburgh, Bristol, and Leeds have the highest concentration of net tech employment as a percentage of their overall employment bases.
- Compared to the national tech employment concentration benchmark of 6.4%, six metro areas had the same or higher rate, confirming the importance of technology to a far-reaching set of cities across the UK.

## METRO AREA TECH BUSINESS ESTABLISHMENTS

- A large, dynamic base of business establishments, also referred to as company locations, is another measure of a healthy tech sector. Tech business establishments tend to be concentrated in population centers and in locations that are close to the customers they serve, with the largest counts found in:
  - London 39,266
  - Manchester 6,050
  - Bristol 3,177
  - Birmingham 2,685

## METRO AREA MEDIAN TECH INDUSTRY WAGES

- Tech jobs continue to command a premium with a median wage 53% higher than the prevailing median wage across the UK labor market.
- Rank order of top five metro areas by median tech wage:
  1. London
  2. Belfast
  3. Bristol
  4. Birmingham
  5. Manchester

## TOP METROS BY NET TECH EMPLOYMENT

1.	London	571,399
2.	Manchester	94,601
3.	Bristol	50,957
4.	Birmingham	45,973
5.	Leeds	37,913
6.	Glasgow	36,947
7.	Edinburgh	34,556
8.	Nottingham	34,022
9.	Sheffield	28,459
10.	Belfast	27,761

## TOP METROS BY NET TECH EMPLOYMENT JOB GAINS

1.	London	+23,855
2.	Bristol	+654
3.	Manchester	+524
4.	Nottingham	+ 217
5.	Liverpool	+69
6.	Belfast	+67
7.	Edinburgh	-230
8.	Cardiff	-526
9.	Glasgow	-677
10.	Sheffield	-705

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

1.	London	10.5%
2.	Edinburgh	7.8%
3.	Bristol	7.4%
4.	Leeds	7.4%
5.	Belfast	6.8%
6.	Birmingham	6.4%
7.	Manchester	6.3%
8.	Nottingham	6.1%
9.	Glasgow	6.1%
10.	Newcastle	4.9%

# UNITED KINGDOM SNAPSHOT



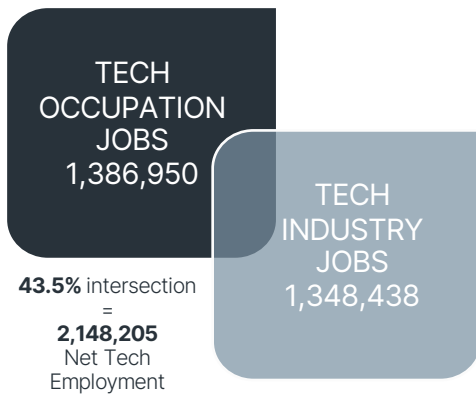
# United Kingdom



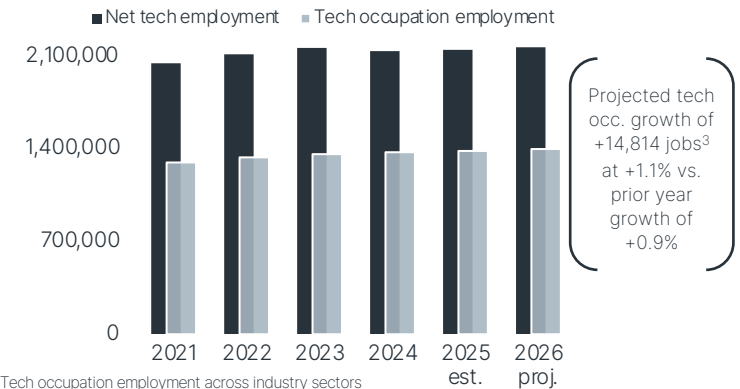
## STATE OF TECHNOLOGY SUMMARY

- 2,148,205 NET TECH EMPLOYMENT<sup>1</sup>
- 6.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 1,401,764 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 158,921 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 539,857 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 166,659 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT



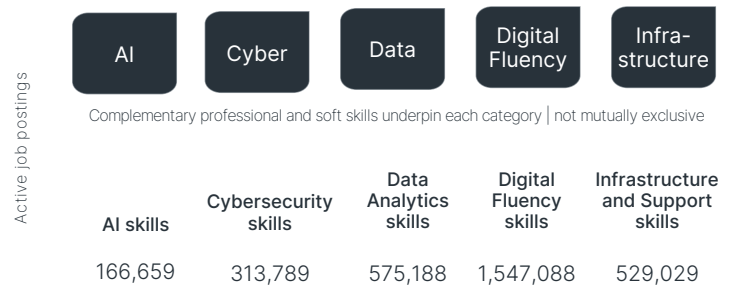
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

Category	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	215,194	1.01%	1.2x
Data Analysts, Database Administrators, and Content Mgt.	110,731	1.03%	1.2x
IT Support, Installation, and Repair Technicians	322,267	1.02%	1.2x
Network Administration, Architects, Systems Designers and Analysts	199,850	1.04%	1.2x
Software Development, Programmers, and Web Design	425,020	1.13%	1.3x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

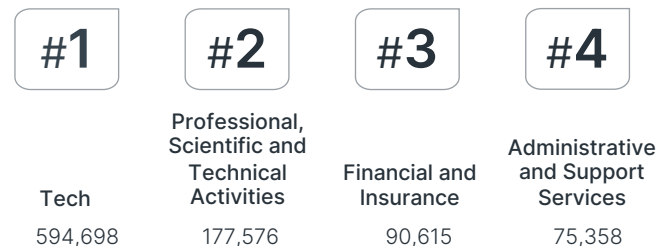
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



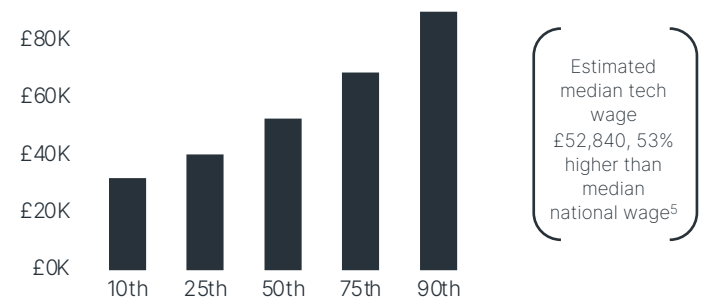
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>5</sup> based on tech workers employed in sector | projected 2026



## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

<sup>5</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software. Public administration includes national, province and local governments, agencies, schools and hospitals



# NATIONAL SNAPSHOTS

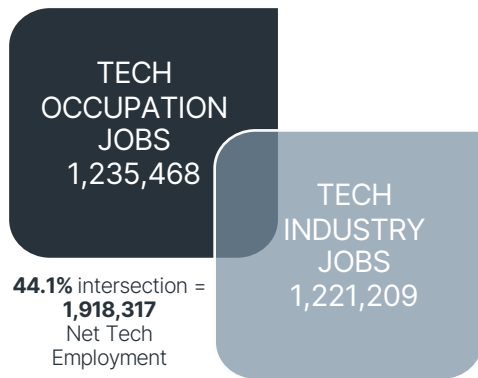
# England



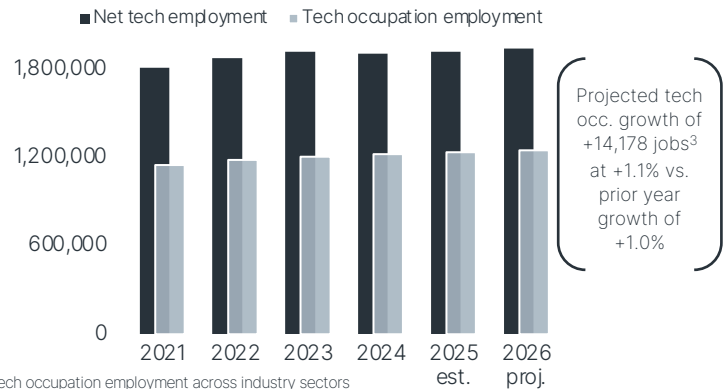
## STATE OF TECHNOLOGY SUMMARY

- 1,918,317 NET TECH EMPLOYMENT<sup>1</sup>
- 6.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 1,249,647 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 146,189 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 412,494 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 127,796 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT



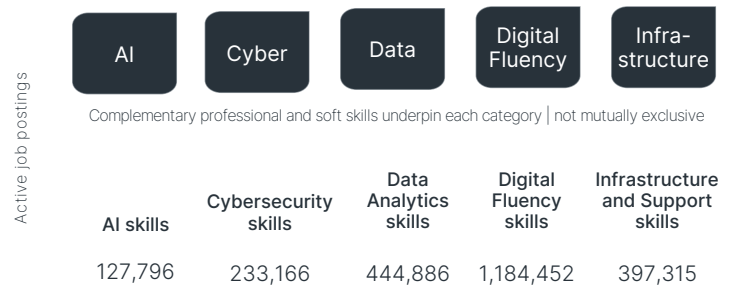
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	194,356	1.11%	1.3x
Data Analysts, Database Administrators, and Content Mgt.	97,668	1.09%	1.3x
IT Support, Installation, and Repair Technicians	282,226	1.09%	1.3x
Network Administration, Architects, Systems Designers and Analysts	178,366	1.09%	1.3x
Software Development, Programmers, and Web Design	379,665	1.22%	1.4x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

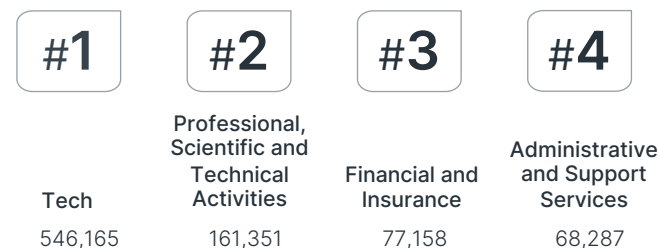
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

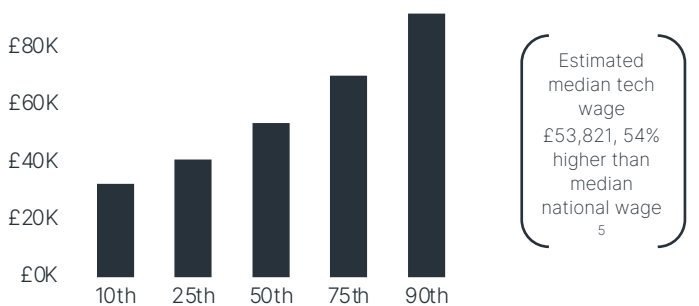
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>5</sup> based on tech workers employed in sector | projected 2026



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

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

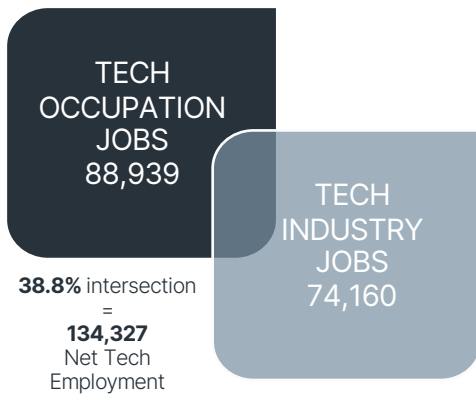
# Scotland



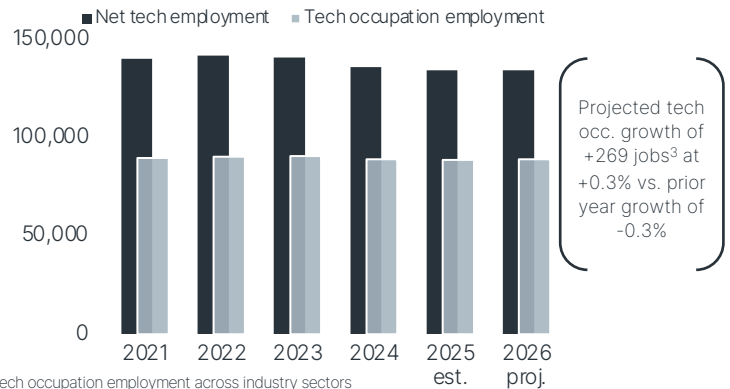
## STATE OF TECHNOLOGY SUMMARY

- 134,327 NET TECH EMPLOYMENT<sup>1</sup>
- 5.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 89,208 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 7,103 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 32,473 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 8,933 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT

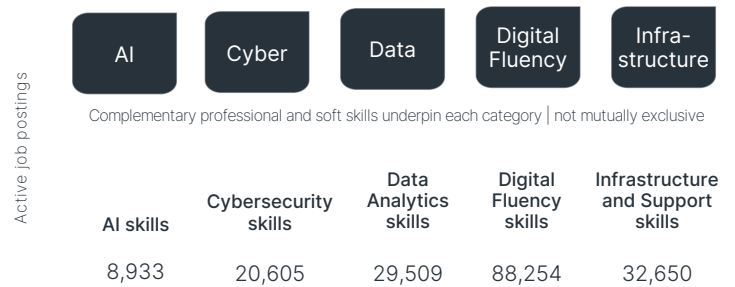


## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	13,000	-0.10%	0.0x
Data Analysts, Database Administrators, and Content Mgt.	7,950	0.48%	0.6x
IT Support, Installation, and Repair Technicians	24,352	0.31%	0.4x
Network Administration, Architects, Systems Designers and Analysts	12,485	0.57%	0.7x
Software Development, Programmers, and Web Design	24,536	0.33%	0.4x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

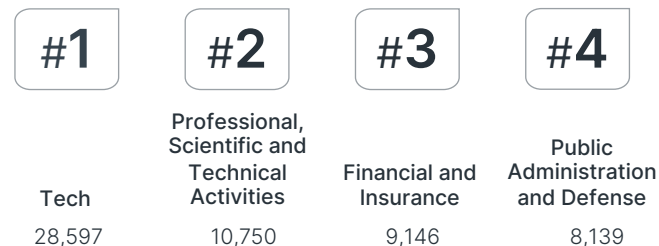
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



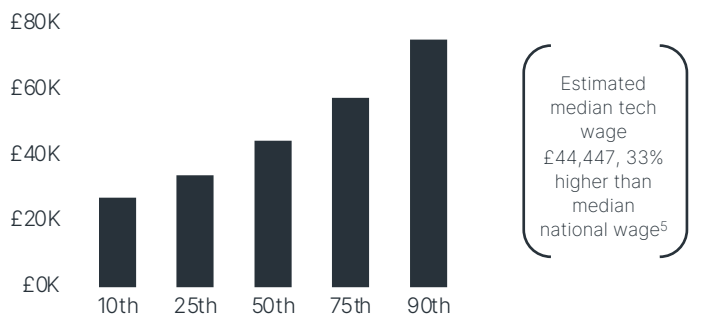
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2026



## TECH OCCUPATION WAGES [by percentile]



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

<sup>5</sup>2025 data | most recent available

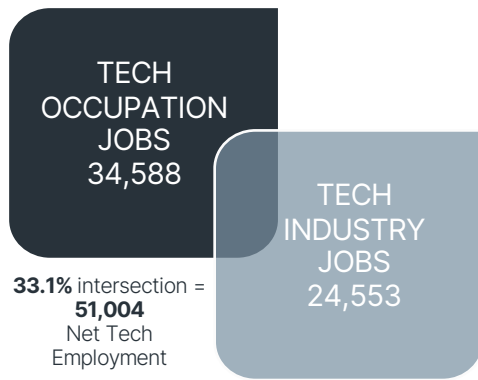
# Wales



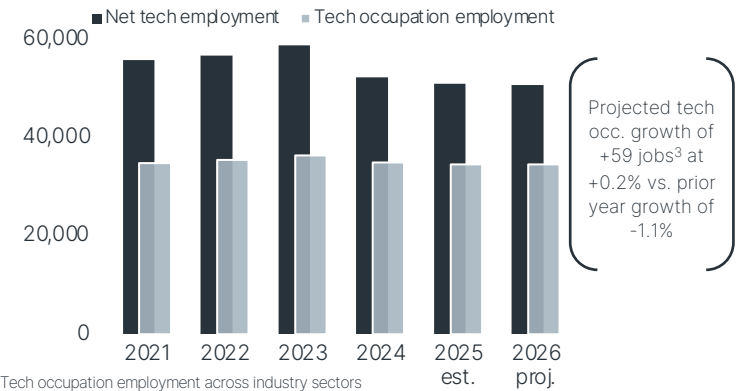
## STATE OF TECHNOLOGY SUMMARY

- 51,004 NET TECH EMPLOYMENT<sup>1</sup>
- 3.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 34,647 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 3,548 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 9,459 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 2,466 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT

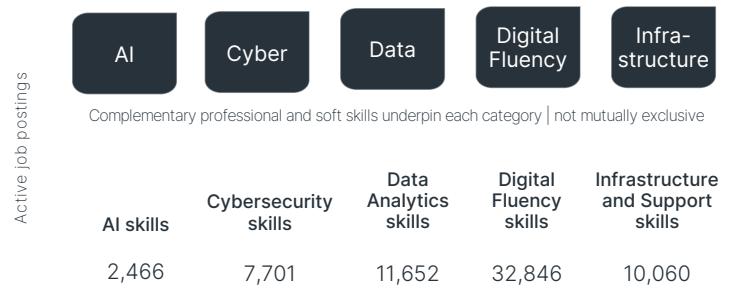


## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	4,318	-0.39%	0.0x
Data Analysts, Database Administrators, and Content Mgt.	3,335	0.70%	0.8x
IT Support, Installation, and Repair Technicians	8,918	0.70%	0.8x
Network Administration, Architects, Systems Designers and Analysts	5,150	0.23%	0.3x
Software Development, Programmers, and Web Design	10,767	-0.11%	0.0x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

## EMPLOYER HIRING FOR ESSENTIAL SKILLS



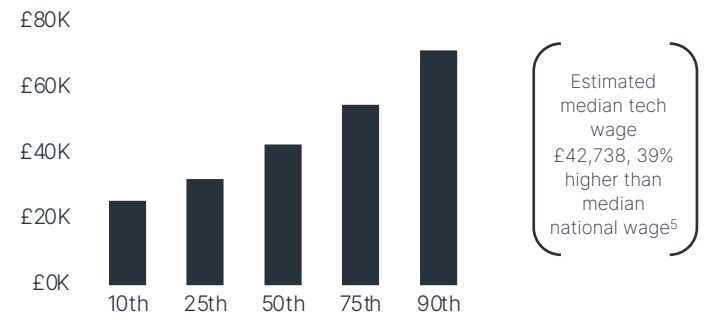
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2026



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

## TECH OCCUPATION WAGES [by percentile]



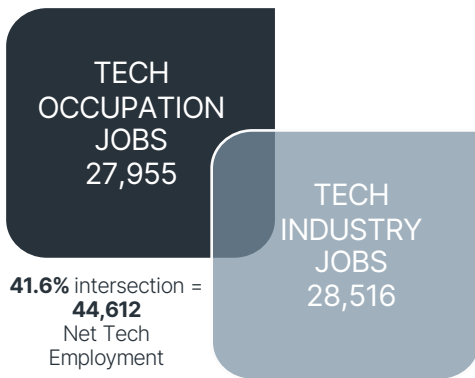
# Northern Ireland



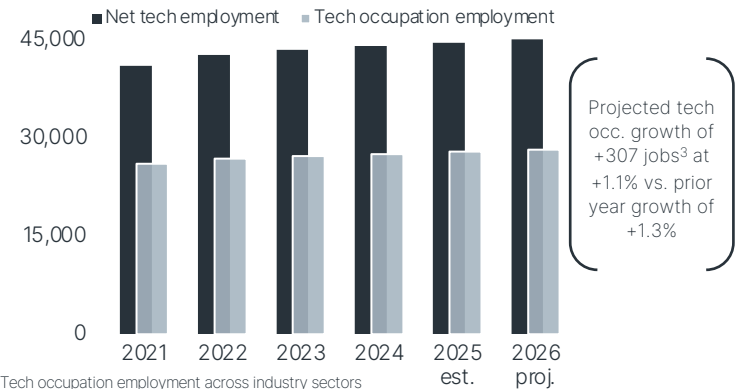
## STATE OF TECHNOLOGY SUMMARY

- 44,612 NET TECH EMPLOYMENT<sup>1</sup>
- 5.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 28,263 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 2,081 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 7,001 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 1,890 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT



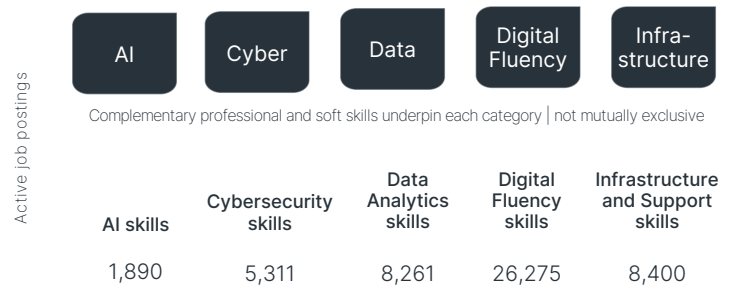
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

Category	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	3,519	1.24%	1.5x
Data Analysts, Database Administrators, and Content Mgt.	1,778	1.00%	1.2x
IT Support, Installation, and Repair Technicians	6,772	1.02%	1.2x
Network Administration, Architects, Systems Designers and Analysts	3,850	1.07%	1.3x
Software Development, Programmers, and Web Design	10,052	1.08%	1.3x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

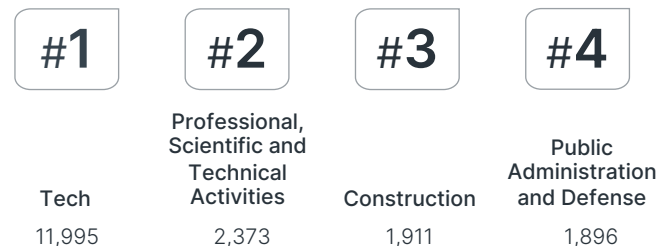
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



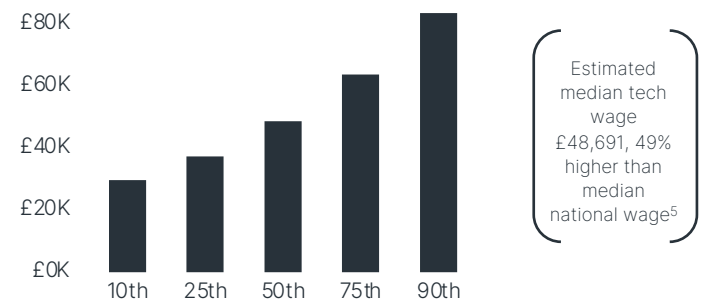
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>5</sup> based on tech workers employed in sector | projected 2026



## TECH OCCUPATION WAGES [by percentile]



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

<sup>5</sup>2025 data | most recent available



# METRO AREA SNAPSHOTS

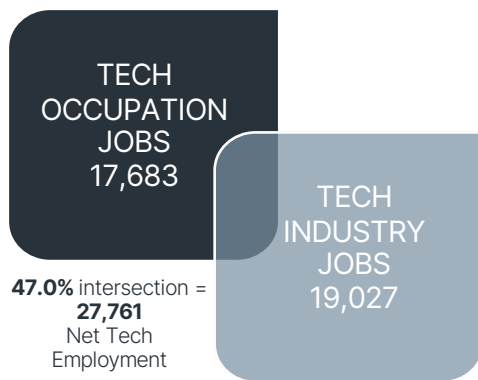
# Belfast



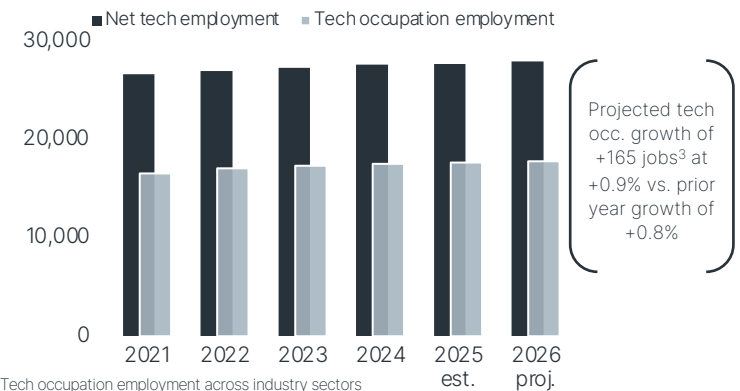
## STATE OF TECHNOLOGY SUMMARY

- 27,761 NET TECH EMPLOYMENT<sup>1</sup>
- 6.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 17,849 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 1,291 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 5,639 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 1,534 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT

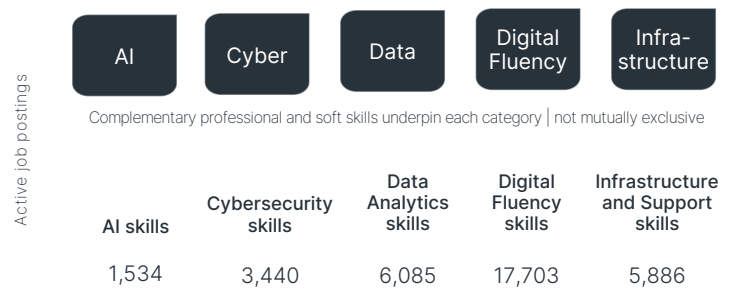


## TECH OCCUPATION CATEGORY GROWTH

Category	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	2,321	1.04%	1.2x
Data Analysts, Database Administrators, and Content Mgt.	1,019	0.81%	1.0x
IT Support, Installation, and Repair Technicians	3,752	0.84%	1.0x
Network Administration, Architects, Systems Designers and Analysts	2,367	0.77%	0.9x
Software Development, Programmers, and Web Design	7,006	1.01%	1.2x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

## EMPLOYER HIRING FOR ESSENTIAL SKILLS



CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

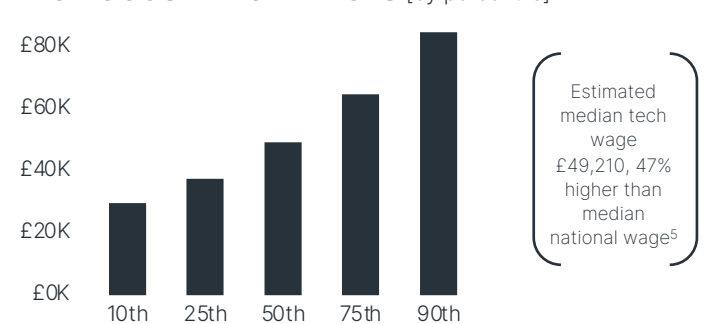
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>5</sup> based on tech workers employed in sector | projected 2026



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

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

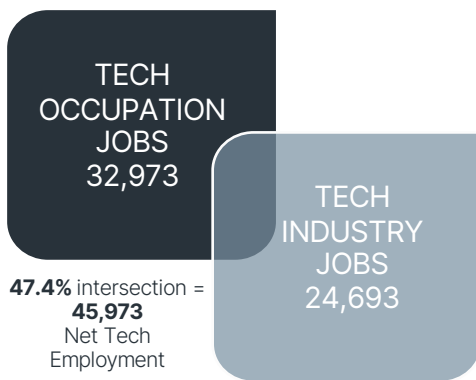
# Birmingham



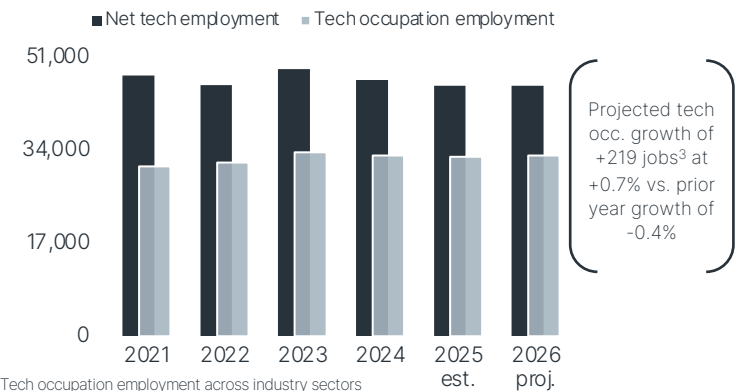
## STATE OF TECHNOLOGY SUMMARY

- 45,973 NET TECH EMPLOYMENT<sup>1</sup>
- 6.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 33,192 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 2,685 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 12,692 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 4,160 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT



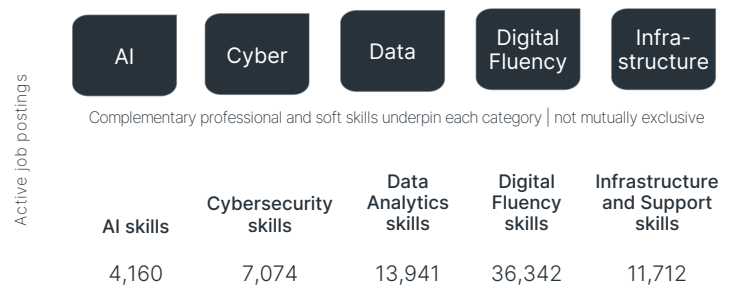
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	5,132	0.66%	0.8x
Data Analysts, Database Administrators, and Content Mgt.	2,498	0.49%	0.6x
IT Support, Installation, and Repair Technicians	8,263	0.71%	0.8x
Network Administration, Architects, Systems Designers and Analysts	5,098	0.65%	0.8x
Software Development, Programmers, and Web Design	9,445	0.67%	0.8x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

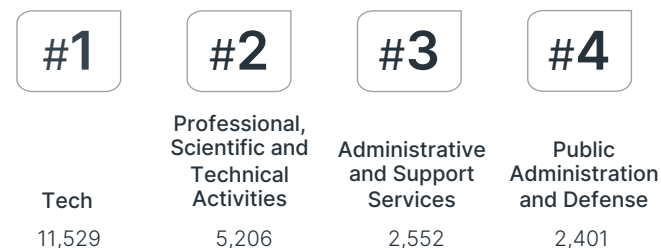
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

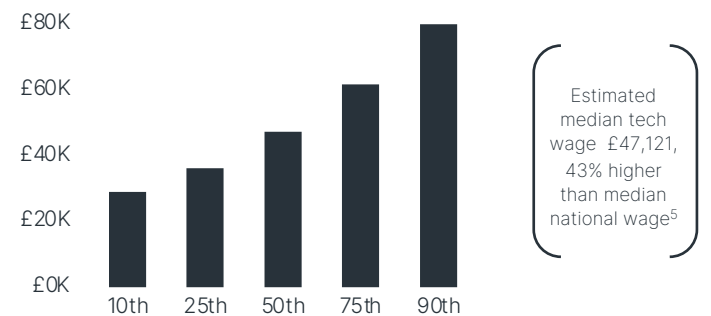
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2026



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

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

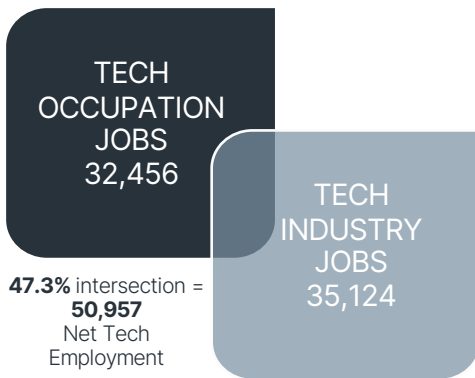
# Bristol



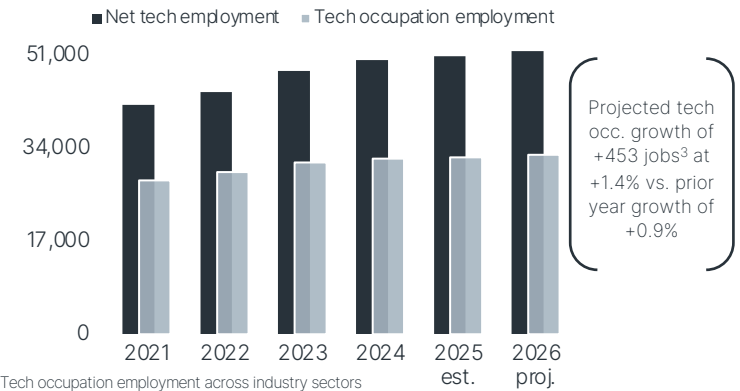
## STATE OF TECHNOLOGY SUMMARY

- 50,957 NET TECH EMPLOYMENT<sup>1</sup>
- 7.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 32,909 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 3,177 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 15,467 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 3,872 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT

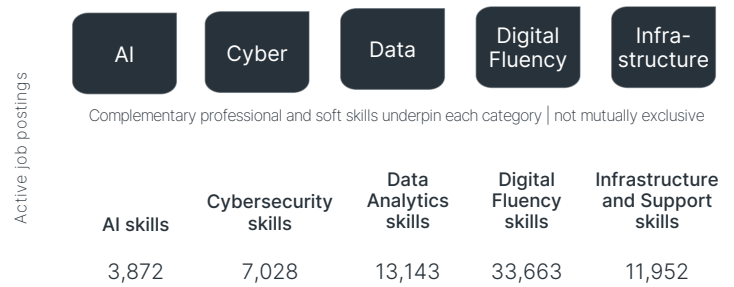


## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	4,928	1.31%	1.5x
Data Analysts, Database Administrators, and Content Mgt.	2,639	1.03%	1.2x
IT Support, Installation, and Repair Technicians	7,150	1.06%	1.3x
Network Administration, Architects, Systems Designers and Analysts	4,868	1.34%	1.6x
Software Development, Programmers, and Web Design	10,629	1.76%	2.1x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

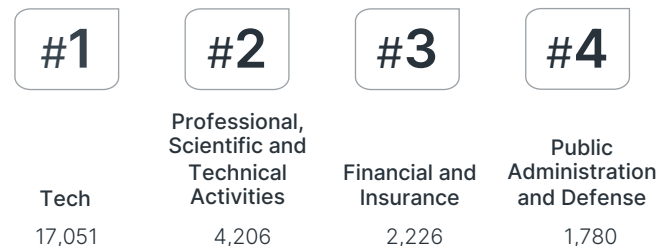
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



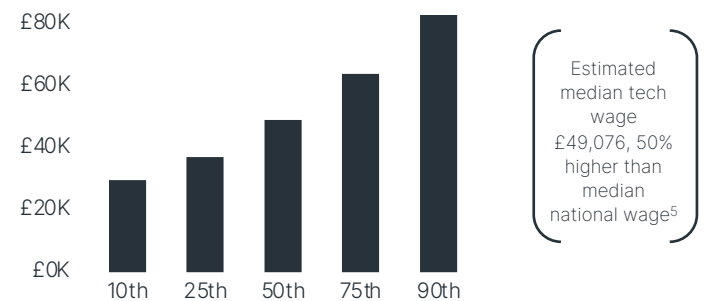
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2026



## TECH OCCUPATION WAGES [by percentile]



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

<sup>5</sup>2025 data | most recent available

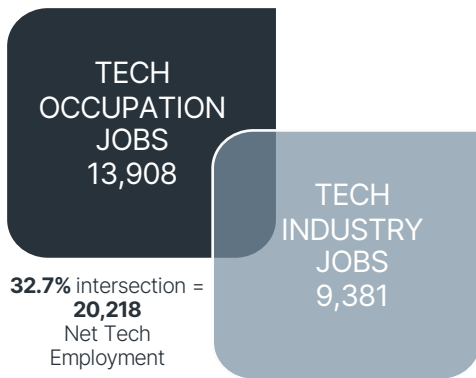
# Cardiff



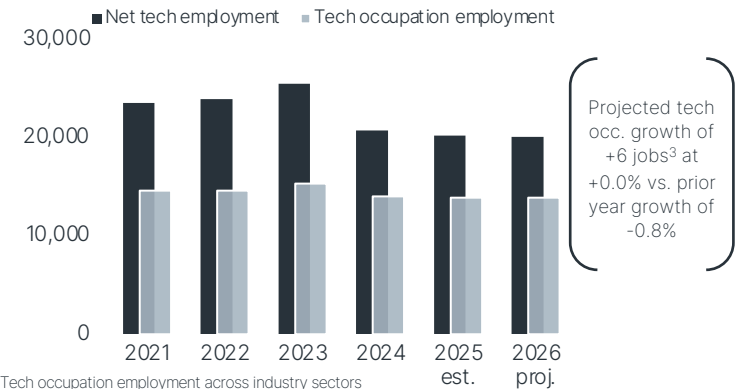
## STATE OF TECHNOLOGY SUMMARY

- 20,218 NET TECH EMPLOYMENT<sup>1</sup>
- 4.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 13,914 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 1,364 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 4,737 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 1,115 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT



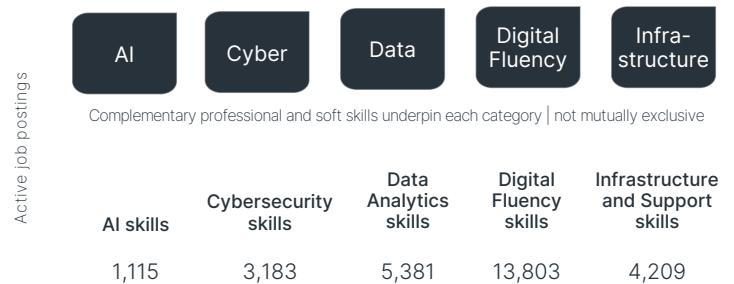
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

Category	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	1,743	-0.42%	0.0x
Data Analysts, Database Administrators, and Content Mgt.	1,337	0.71%	0.8x
IT Support, Installation, and Repair Technicians	3,518	0.37%	0.4x
Network Administration, Architects, Systems Designers and Analysts	2,081	0.66%	0.8x
Software Development, Programmers, and Web Design	4,394	-0.34%	0.0x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

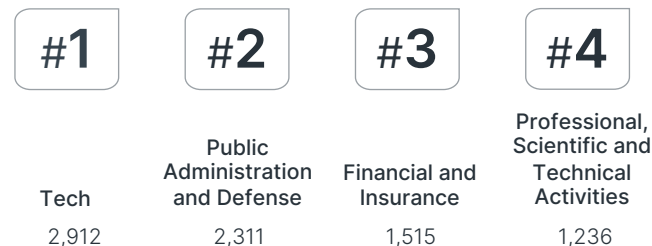
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



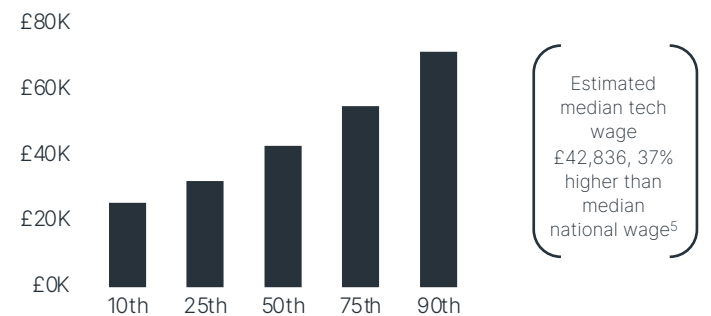
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>5</sup> based on tech workers employed in sector | projected 2026



## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

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

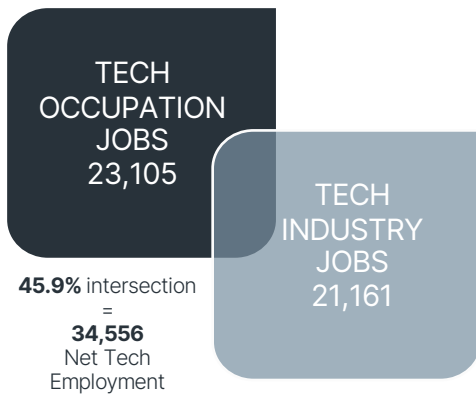
# Edinburgh



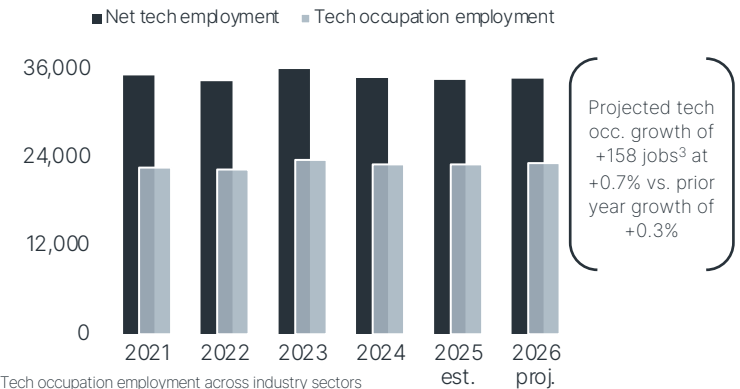
## STATE OF TECHNOLOGY SUMMARY

- 34,556 NET TECH EMPLOYMENT<sup>1</sup>
- 7.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 23,262 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 1,695 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 10,784 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 3,450 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT



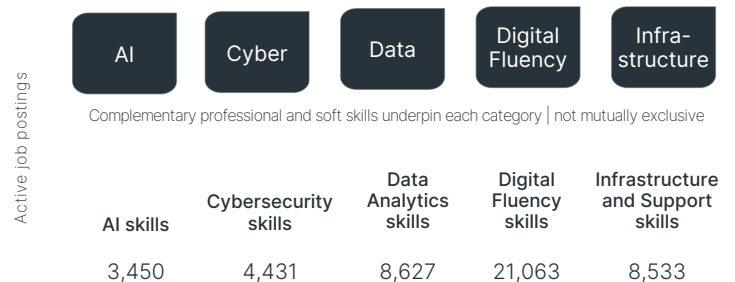
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	3,038	0.08%	0.1x
Data Analysts, Database Administrators, and Content Mgt.	1,954	0.88%	1.0x
IT Support, Installation, and Repair Technicians	5,371	0.48%	0.6x
Network Administration, Architects, Systems Designers and Analysts	3,503	1.36%	1.6x
Software Development, Programmers, and Web Design	7,587	0.68%	0.8x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

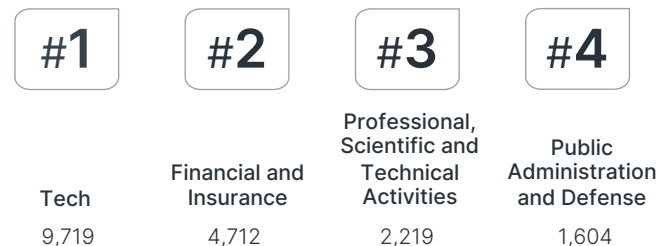
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



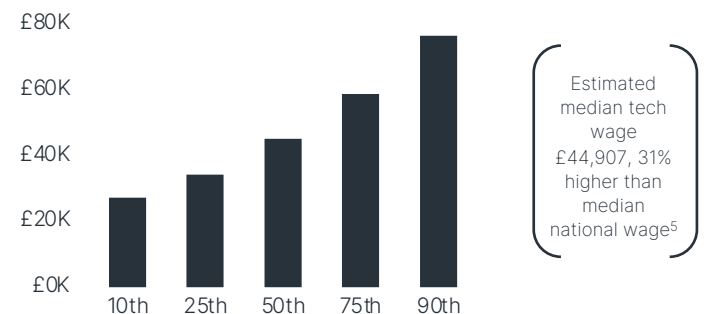
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2026



## TECH OCCUPATION WAGES [by percentile]



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

<sup>5</sup>2025 data | most recent available

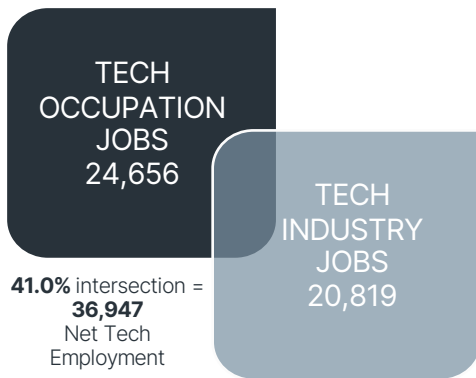
# Glasgow



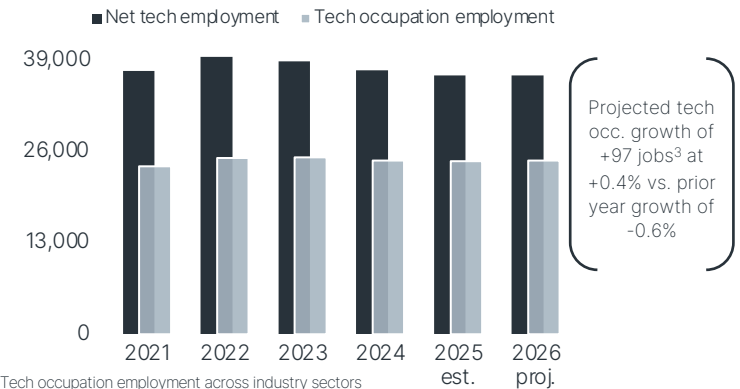
## STATE OF TECHNOLOGY SUMMARY

- 36,947 NET TECH EMPLOYMENT<sup>1</sup>
- 6.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 24,753 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 1,670 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 10,180 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 3,030 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT



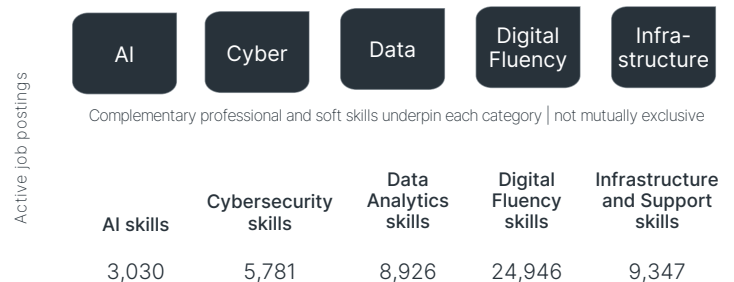
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	3,502	-0.20%	0.0x
Data Analysts, Database Administrators, and Content Mgt.	2,176	0.90%	1.1x
IT Support, Installation, and Repair Technicians	6,810	-0.07%	0.0x
Network Administration, Architects, Systems Designers and Analysts	3,334	0.87%	1.0x
Software Development, Programmers, and Web Design	6,972	0.79%	0.9x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

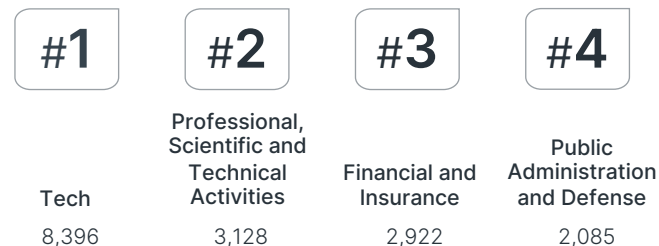
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



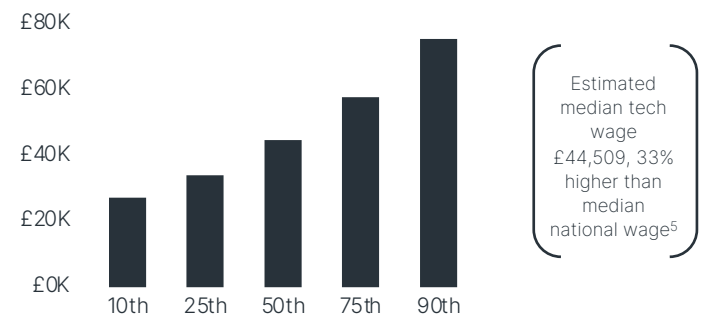
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>5</sup> based on tech workers employed in sector | projected 2026



## TECH OCCUPATION WAGES [by percentile]



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

<sup>5</sup>2025 data | most recent available

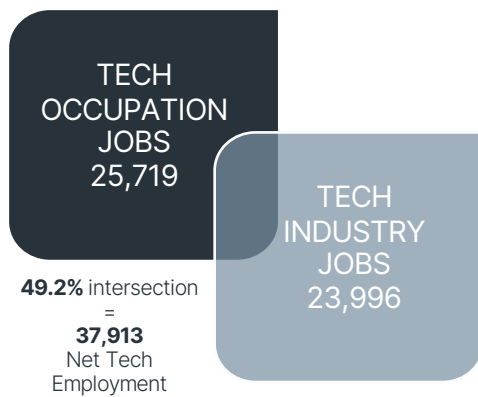
# Leeds



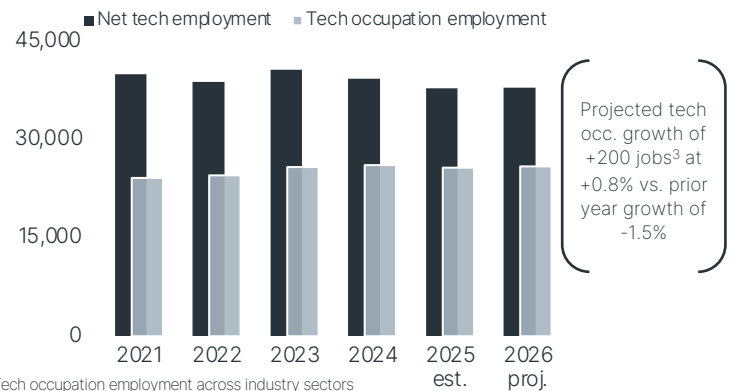
## STATE OF TECHNOLOGY SUMMARY

- 37,913 NET TECH EMPLOYMENT<sup>1</sup>
- 7.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 25,919 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 2,051 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 9,231 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 2,450 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT



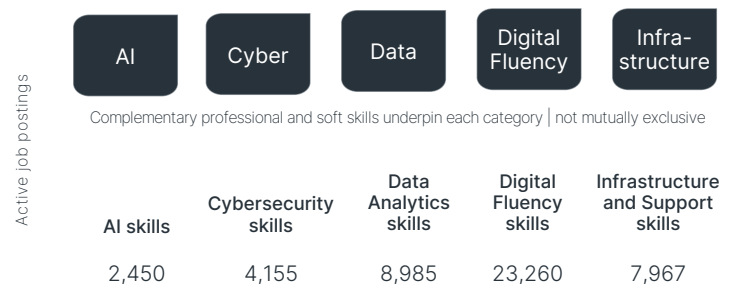
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	4,143	0.66%	0.8x
Data Analysts, Database Administrators, and Content Mgt.	1,636	0.27%	0.3x
IT Support, Installation, and Repair Technicians	5,948	0.82%	1.0x
Network Administration, Architects, Systems Designers and Analysts	3,753	0.84%	1.0x
Software Development, Programmers, and Web Design	8,096	0.83%	1.0x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

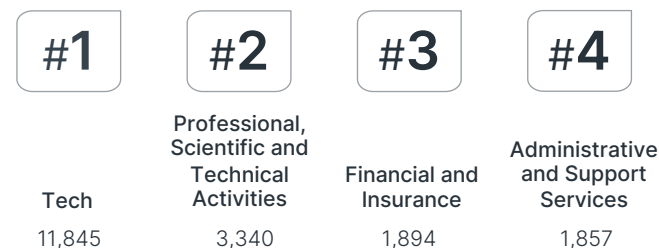
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

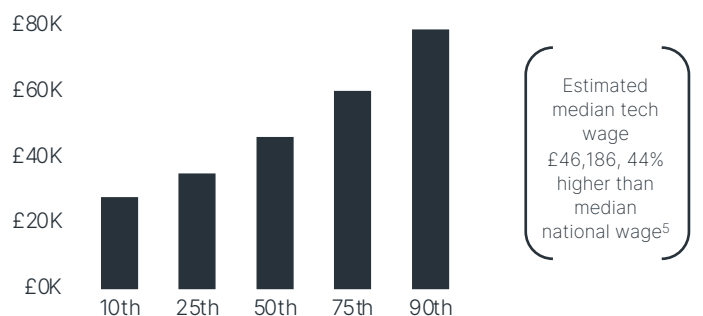
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>5</sup> based on tech workers employed in sector | projected 2026



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

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

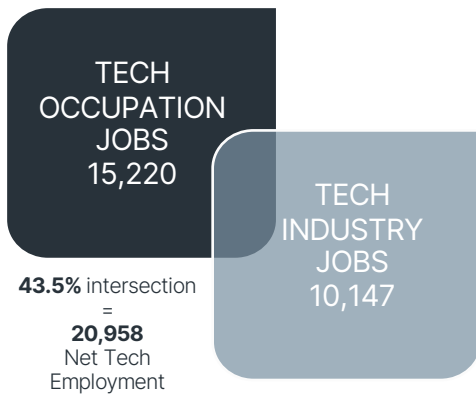
# Liverpool



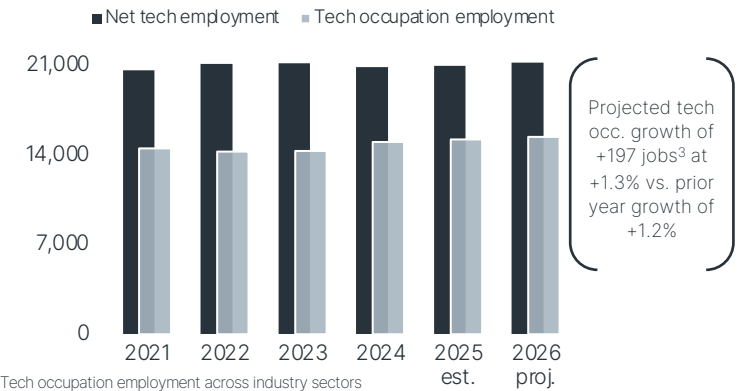
## STATE OF TECHNOLOGY SUMMARY

- 20,958 NET TECH EMPLOYMENT<sup>1</sup>
- 4.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 15,417 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 1,399 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 4,570 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 1,502 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT



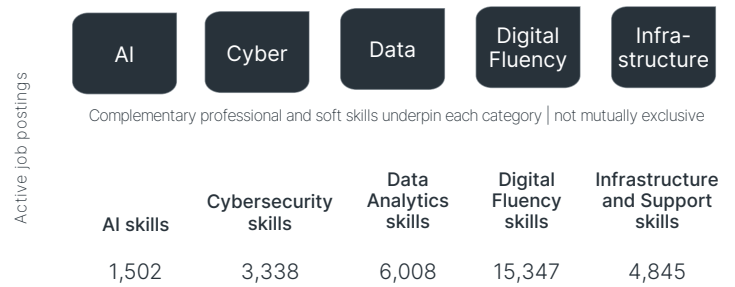
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	2,092	1.27%	1.5x
Data Analysts, Database Administrators, and Content Mgt.	1,416	0.83%	1.0x
IT Support, Installation, and Repair Technicians	3,756	1.26%	1.5x
Network Administration, Architects, Systems Designers and Analysts	2,081	1.11%	1.3x
Software Development, Programmers, and Web Design	4,781	1.47%	1.7x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

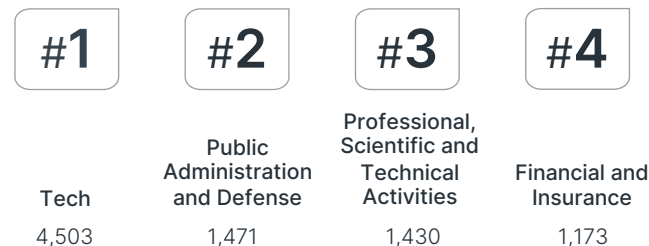
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



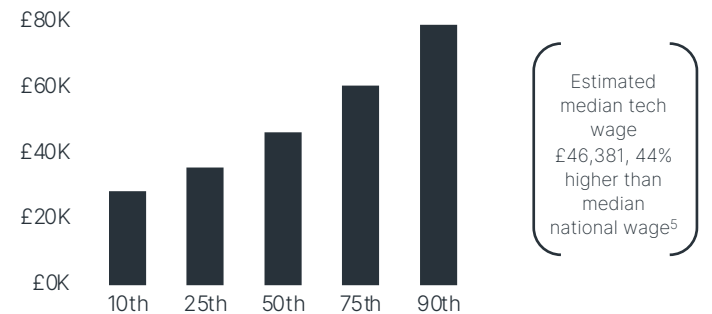
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2026



## TECH OCCUPATION WAGES [by percentile]



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

<sup>5</sup>2025 data | most recent available

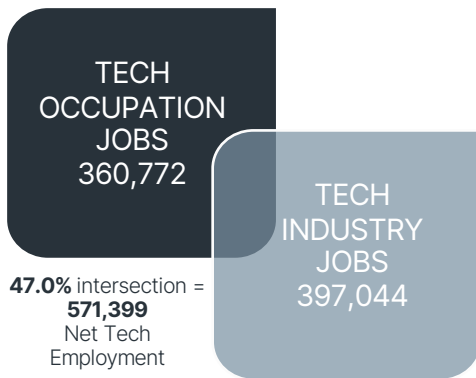
# London



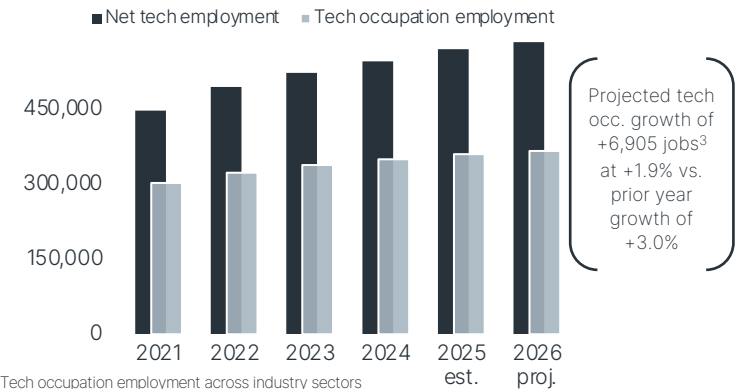
## STATE OF TECHNOLOGY SUMMARY

- 571,399 NET TECH EMPLOYMENT<sup>1</sup>
- 10.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 367,677 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 39,266 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 15,319 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 5,037 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT



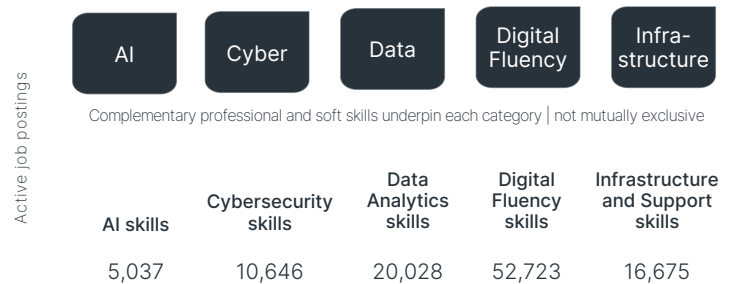
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

Category	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	59,369	1.94%	2.3x
Data Analysts, Database Administrators, and Content Mgt.	28,977	1.55%	1.8x
IT Support, Installation, and Repair Technicians	63,909	1.85%	2.2x
Network Administration, Architects, Systems Designers and Analysts	51,913	1.65%	1.9x
Software Development, Programmers, and Web Design	122,387	2.09%	2.5x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

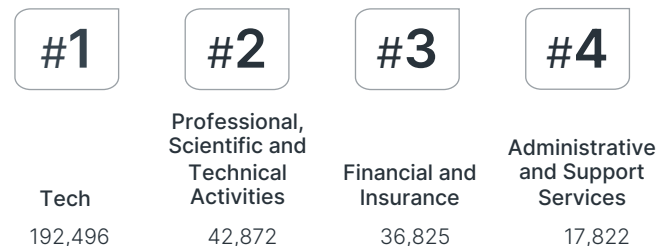
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



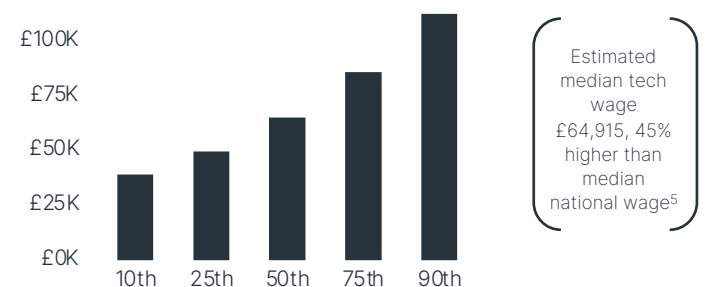
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>5</sup> based on tech workers employed in sector | projected 2026



## TECH OCCUPATION WAGES [by percentile]



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

<sup>5</sup>2025 data | most recent available

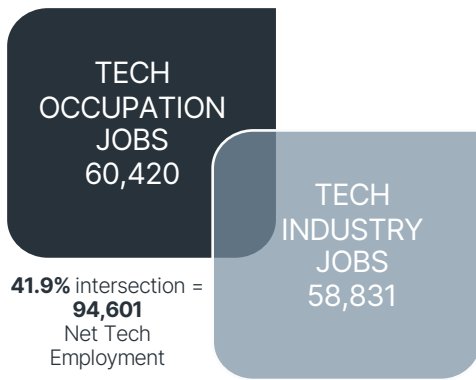
# Manchester



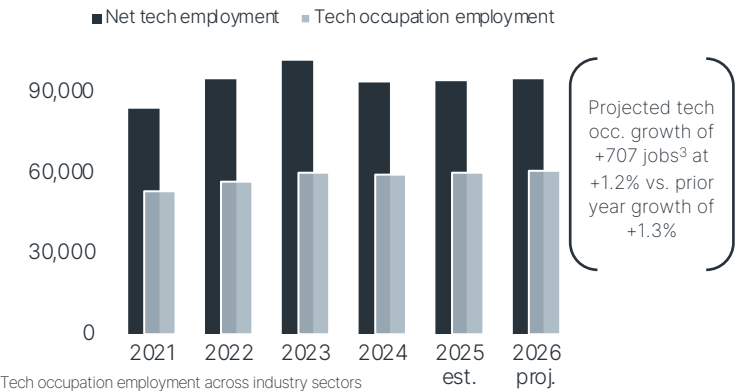
## STATE OF TECHNOLOGY SUMMARY

- 94,601 NET TECH EMPLOYMENT<sup>1</sup>
- 6.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 61,127 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 6,050 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 23,783 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 6,733 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT



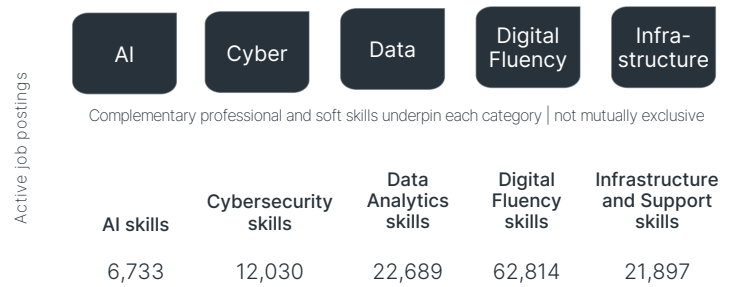
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	9,549	0.93%	1.1x
Data Analysts, Database Administrators, and Content Mgt.	5,133	1.23%	1.4x
IT Support, Installation, and Repair Technicians	14,181	1.07%	1.3x
Network Administration, Architects, Systems Designers and Analysts	8,435	1.09%	1.3x
Software Development, Programmers, and Web Design	18,518	1.39%	1.6x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

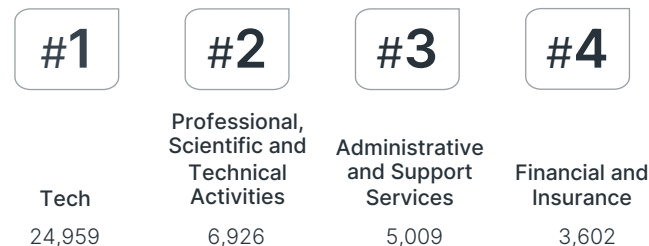
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



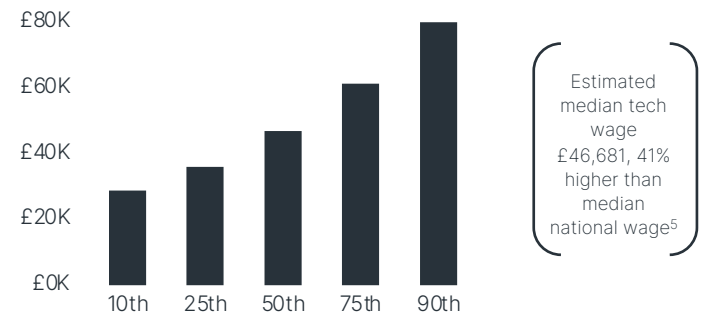
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>5</sup> based on tech workers employed in sector | projected 2026



## TECH OCCUPATION WAGES [by percentile]



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

<sup>5</sup>2025 data | most recent available

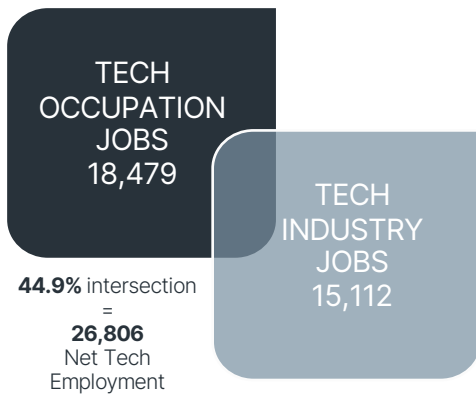
# Newcastle



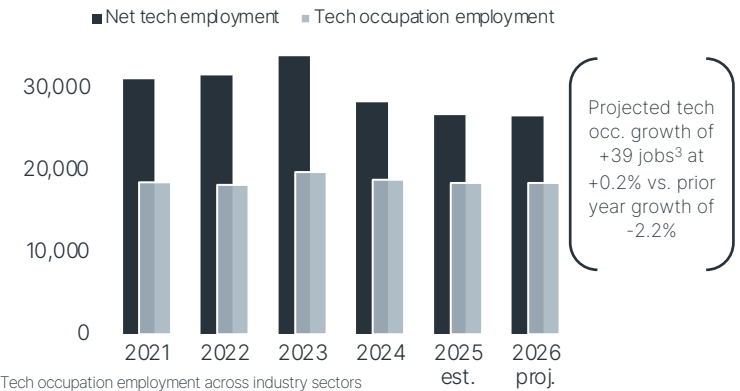
## STATE OF TECHNOLOGY SUMMARY

- 26,806 NET TECH EMPLOYMENT<sup>1</sup>
- 4.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 18,518 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 1,583 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 6,903 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 2,001 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT



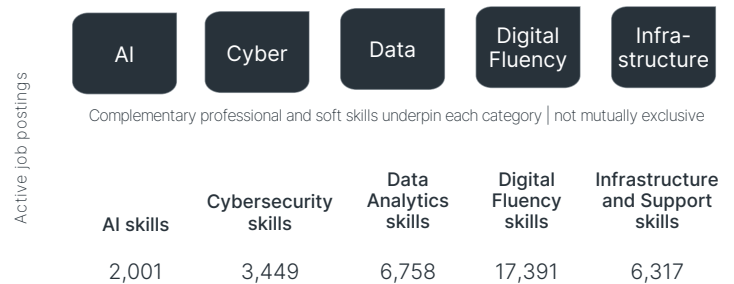
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	2,761	-0.07%	0.0x
Data Analysts, Database Administrators, and Content Mgt.	1,760	0.55%	0.6x
IT Support, Installation, and Repair Technicians	5,154	0.18%	0.2x
Network Administration, Architects, Systems Designers and Analysts	2,319	0.49%	0.6x
Software Development, Programmers, and Web Design	5,264	0.27%	0.3x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

## EMPLOYER HIRING FOR ESSENTIAL SKILLS



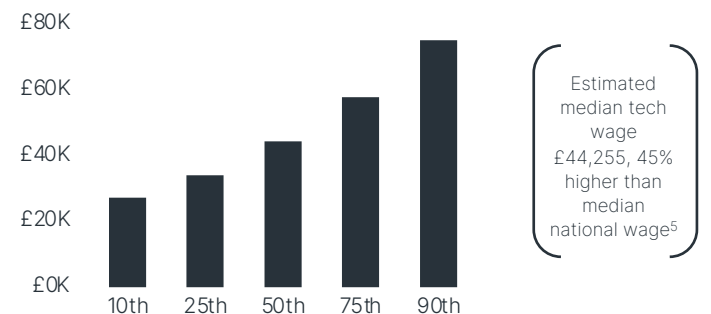
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2026



## TECH OCCUPATION WAGES [by percentile]



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

<sup>5</sup>2025 data | most recent available

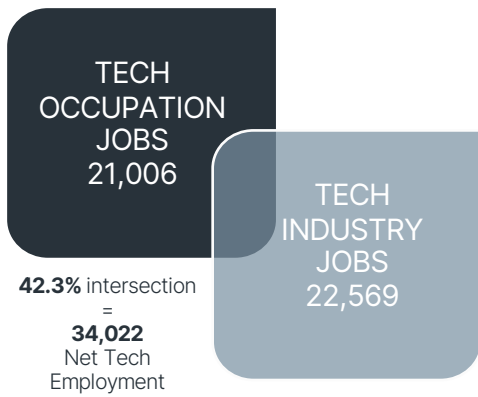
# Nottingham



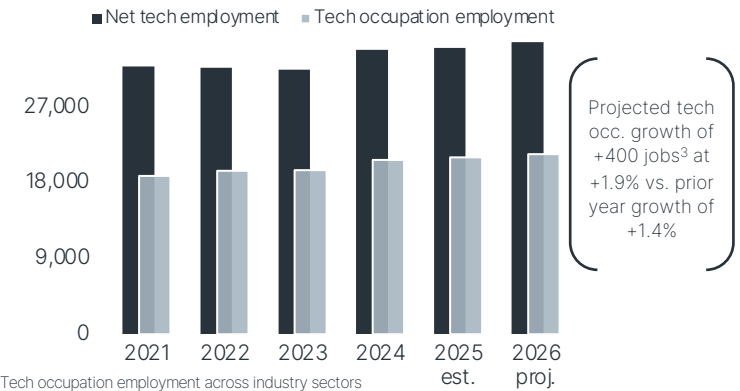
## STATE OF TECHNOLOGY SUMMARY

- 34,022 NET TECH EMPLOYMENT<sup>1</sup>
- 6.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 21,406 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 1,827 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 7,967 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 2,192 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT

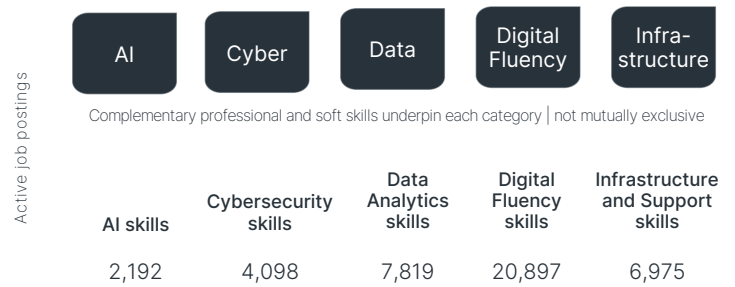


## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	3,409	2.11%	2.5x
Data Analysts, Database Administrators, and Content Mgt.	1,773	1.48%	1.7x
IT Support, Installation, and Repair Technicians	5,653	1.62%	1.9x
Network Administration, Architects, Systems Designers and Analysts	2,982	1.97%	2.3x
Software Development, Programmers, and Web Design	5,345	2.20%	2.6x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

## EMPLOYER HIRING FOR ESSENTIAL SKILLS



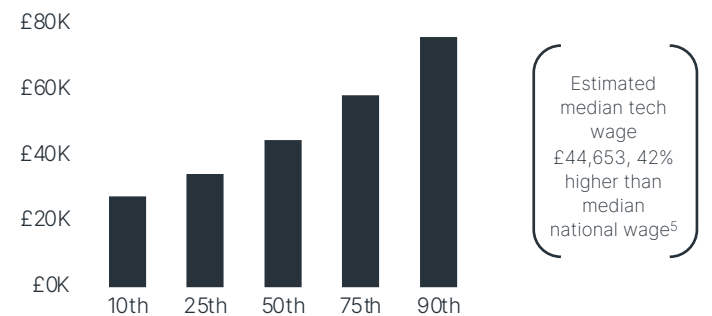
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2026



## TECH OCCUPATION WAGES [by percentile]



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

<sup>5</sup>2025 data | most recent available

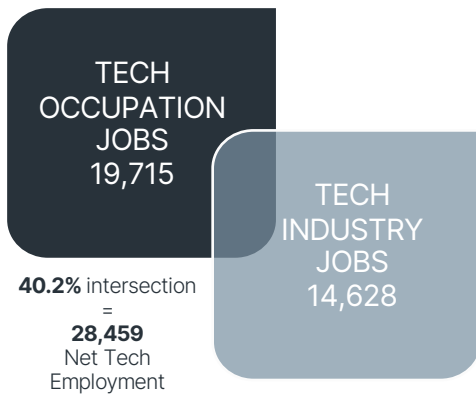
# Sheffield



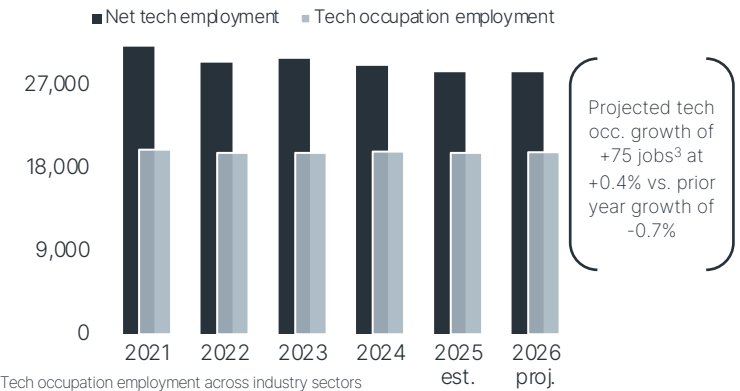
## STATE OF TECHNOLOGY SUMMARY

- 28,459 NET TECH EMPLOYMENT<sup>1</sup>
- 4.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 19,790 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 1,802 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 5,929 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 1,572 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

<sup>1</sup>Net of tech industry + tech occupation + self-employed | Sources: CompTIA analysis of Lightcast, UK Office of National Statistics and others | Data estimates cover 2025-2026 time period or most recently available | See report Methodology for details



## NET TECH EMPLOYMENT



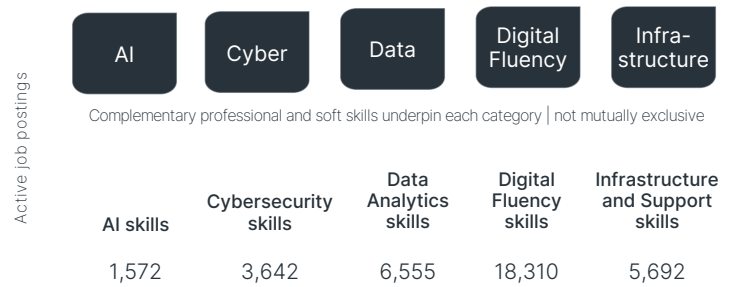
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

Category	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Cybersecurity, IT Quality and Testing	2,883	0.49%	0.6x
Data Analysts, Database Administrators, and Content Mgt.	1,646	0.43%	0.5x
IT Support, Installation, and Repair Technicians	5,313	0.34%	0.4x
Network Administration, Architects, Systems Designers and Analysts	2,712	0.61%	0.7x
Software Development, Programmers, and Web Design	5,769	0.29%	0.3x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 0.85%

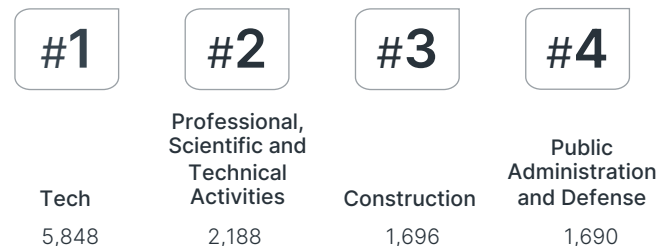
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



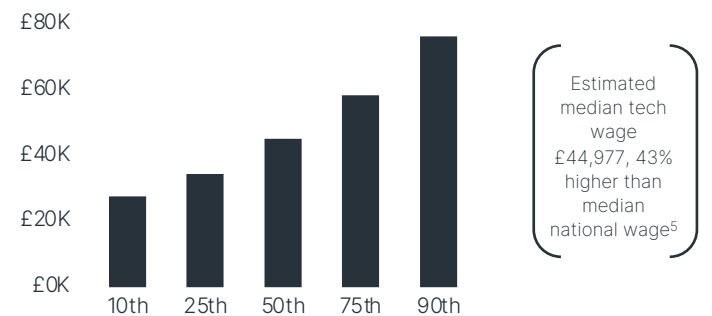
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2026



## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

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



# APPENDIX

# NET TECH EMPLOYMENT

## APPENDIX A.1

<b>NET TECH EMPLOYMENT</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026 proj.</b>
United Kingdom	2,003,421	2,046,904	2,117,034	2,162,616	2,137,612	2,148,205	2,170,019
England	1,759,765	1,809,620	1,875,359	1,919,037	1,905,006	1,918,317	1,939,514
Scotland	146,344	140,308	142,099	141,134	136,101	134,327	134,538
Wales	56,663	55,902	56,856	58,941	52,362	51,004	50,848
Northern Ireland	40,703	41,118	42,764	43,550	44,201	44,612	45,175
Belfast	26,540	26,685	27,012	27,384	27,694	27,761	28,000
Birmingham	39,649	47,822	46,017	49,013	46,996	45,973	45,971
Bristol	48,473	42,069	44,423	48,344	50,303	50,957	51,893
Cardiff	24,524	23,538	23,940	25,499	20,744	20,218	20,121
Edinburgh	36,657	35,187	34,410	36,068	34,785	34,556	34,737
Glasgow	40,710	37,538	39,572	38,940	37,624	36,947	36,934
Leeds	34,656	40,032	38,877	40,752	39,339	37,913	37,975
Liverpool	19,389	20,597	21,116	21,158	20,889	20,958	21,205
London	403,658	448,557	496,009	523,398	547,544	571,399	585,568
Manchester	82,615	84,371	95,333	102,096	94,077	94,601	95,172
Newcastle	29,089	31,208	31,632	34,018	28,378	26,806	26,633
Nottingham	32,442	31,849	31,650	31,466	33,805	34,022	34,714
Sheffield	29,079	31,242	29,557	29,911	29,165	28,459	28,475
<b>INDUSTRY EMPLOYMENT</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026 proj.</b>
United Kingdom	1,265,531	1,282,376	1,343,168	1,378,623	1,348,225	1,348,438	1,362,953
England	1,117,714	1,142,622	1,200,230	1,234,842	1,217,036	1,221,209	1,236,033
Scotland	89,786	82,694	83,934	82,539	76,731	74,160	73,927
Wales	32,210	31,094	31,718	33,316	26,004	24,553	24,086
Northern Ireland	25,822	25,966	27,285	27,926	28,454	28,516	28,907
Belfast	18,434	18,449	18,536	18,854	19,116	19,027	19,190
Birmingham	22,307	30,205	26,068	28,958	26,203	24,693	24,309
Bristol	32,240	25,330	27,738	32,228	34,444	35,124	36,035
Cardiff	14,656	13,390	13,760	14,988	10,003	9,381	9,119
Edinburgh	25,321	23,399	21,716	23,238	21,679	21,161	21,194
Glasgow	26,283	22,864	24,580	23,654	21,761	20,819	20,577
Leeds	22,798	27,952	25,583	27,387	25,711	23,996	23,901
Liverpool	9,878	10,169	11,378	10,781	10,304	10,147	10,290
London	245,958	275,127	324,857	346,859	373,279	397,044	410,386
Manchester	51,997	50,511	62,549	67,779	59,026	58,831	59,004
Newcastle	19,402	20,194	20,978	23,287	17,057	15,112	14,757
Nottingham	21,747	20,688	20,410	20,114	22,600	22,569	23,154
Sheffield	16,648	18,522	15,892	16,426	15,587	14,628	14,534
<b>OCCUPATION EMPLOYMENT</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026 proj.</b>
United Kingdom	1,271,651	1,298,453	1,335,315	1,361,997	1,374,903	1,386,950	1,401,764
England	1,117,468	1,147,786	1,182,547	1,207,378	1,223,089	1,235,468	1,249,647
Scotland	94,276	89,655	90,439	90,927	89,247	88,939	89,208
Wales	34,208	34,853	35,473	36,433	34,975	34,588	34,647
Northern Ireland	25,698	26,158	26,856	27,259	27,593	27,955	28,263
Belfast	16,452	16,609	17,118	17,348	17,539	17,683	17,849
Birmingham	27,442	31,174	31,864	33,741	33,113	32,973	33,192
Bristol	32,100	28,253	29,750	31,458	32,162	32,456	32,909
Cardiff	14,317	14,666	14,628	15,355	14,017	13,908	13,914
Edinburgh	23,589	22,615	22,346	23,682	23,045	23,105	23,262
Glasgow	26,002	23,920	25,156	25,257	24,811	24,656	24,753
Leeds	22,085	24,213	24,550	25,912	26,119	25,719	25,919
Liverpool	13,590	14,544	14,259	14,314	15,034	15,220	15,417
London	274,137	302,885	324,198	339,746	350,218	360,772	367,677
Manchester	51,223	53,409	57,058	60,249	59,621	60,420	61,127
Newcastle	16,118	18,552	18,266	19,847	18,886	18,479	18,518
Nottingham	19,867	18,862	19,455	19,502	20,714	21,006	21,406
Sheffield	18,900	20,030	19,731	19,742	19,847	19,715	19,790

Source: Lightcast | UK ONS | CompTIA



# METHODOLOGY

# METHODOLOGY

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## CLASSIFICATION SYSTEM

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

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

## NET TECH EMPLOYMENT

The tech workforce consists of two primary components. The foundation is the set of technology occupation professionals working in technical positions, such as IT support, network engineering, software development and every related role. Many of these professionals work for technology companies (44%), but many others are employed by organisations across every industry sector in the UK economy (56%).

The second component of the discussion consists of the business professionals employed by technology companies. These professionals play an important role in supporting the development and delivery of the technology products and services used throughout the economy. About 35% 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, SIC codes do not perfectly reflect industry dynamics. This can be especially challenging in times of rapid innovation, when new tech sectors emerge in a short period of time. More recently, the degree to which technology has become core to so many industry sectors poses new questions. For example, a technology platform designed to facilitate the online sale of goods may have traditionally been viewed as a retailer, although given the intense use of technology, an argument could be made to classify it as a technology firm.

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

CompTIA's State of the Tech Workforce UK includes 25 SIC codes in its definition of the tech industry. Broadly these can be thought of in two broad categories: tech manufacturing and tech services. These industries sufficiently represent the technology industry within the framework provided under the UK Office for National Statistics industry taxonomies.

## TECH OCCUPATION DEFINITION

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

## LOCATION CONSIDERATIONS

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



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