CompTIA®

State of the Tech Workforce

Nationwide | State | Metro Area

Tech Hiring Trends | Wages | Workforce Characteristics

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COMPTIA STATE OF THE TECH WORKFORCE | 2026 RELEASE

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+, CompTIA Security+, Data+ and Cloud+ are benchmarks for foundational skills. For IT professionals with multiple years of work experience, CompTIA Xpert Series certifications in data, cloud infrastructure, advanced cybersecurity and AI 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 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, 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. CompTIA will evaluate the data as it unfolds and determine if an off-cycle mid-year update to the report makes sense.

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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, AI 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.)

9.8 million
Projected total workers in 2026
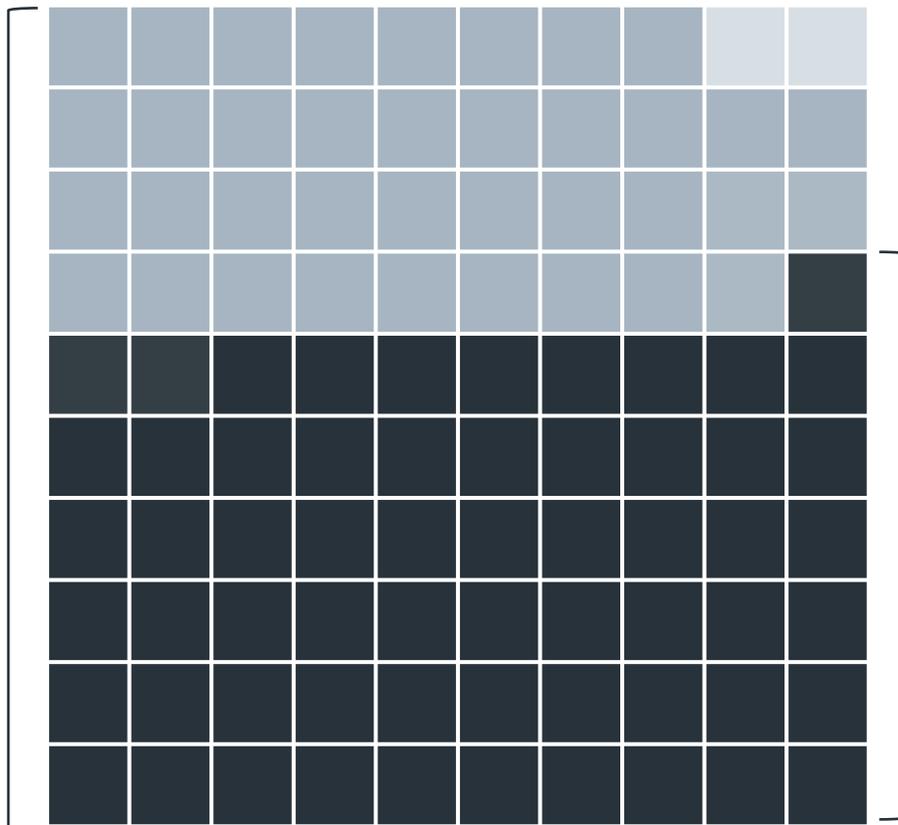
62%
% of NET tech employment in core technology occupations

= 100,000 workers

KEY POINTS

→| The 2025 estimates and 2026 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 2025 and early 2026 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 9,597,888 workers in 2025, a decrease of 0.3% year-over-year or approximately 33,624 fewer workers employed in technology. Net tech employment is forecasted to grow by 1.9% to 9.8 million in 2026.

→| Among the components of net tech employment, the tech sector side of the equation is projected to grow 2.0% in the year ahead, while the occupation side across the economy is projected to grow at 2.2%.

→| Within the technology industry category, which encompasses technology occupations and supporting business occupations, growth has varied. Since 2020, the tech services and custom software services category powered job growth, accounting for 58% of job gains. Software [product] accounted for 40% 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 and percent change basis the software and data categories contribute the most to employer gains.

→| Economic impact data further corroborates the vital importance of tech. As a percentage of the U.S. economy, the tech industry accounts for estimated 8.7% of direct economic value, which translates to over $2 trillion.

Tech occupation category-level rates of change	2025 % change estimate	2026 % change projection
CIOs, IT Directors, Managers, Other	0.3%	2.5%
Data Science, Data Analysts, Database, Machine Learning	1.4%	3.5%
Tech Support, Help Desk, IT Specialists	-1.2%	0.6%
Network Admins, Architects, Cloud Engineers, Support	-0.7%	1.2%
Cybersecurity, Systems Analysts, IT Project Mgt., Other	0.4%	2.3%
Software Development, Programmers, Web, QA, AI	0.1%	2.6%

NET TECH EMPLOYMENT TRENDING
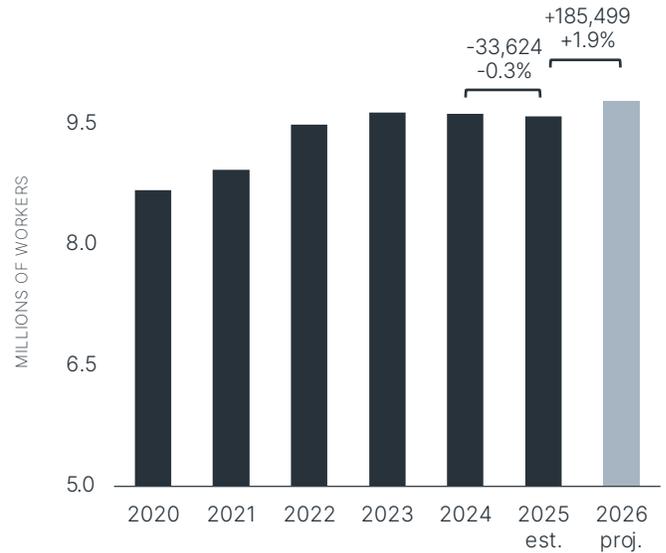
	2020	2021	2022	2023	2024	2025 est.	2026 proj.
Tech Occupation Employment	5.2	5.4	5.7	5.8	5.9	5.9	6.1
Tech Industry Employment	5.8	6.0	6.3	6.3	6.2	6.1	6.3
Net Tech Employment	8.7	8.9	9.5	9.6	9.6	9.6	9.8

TECH OCCUPATION EMPLOYMENT TRENDING
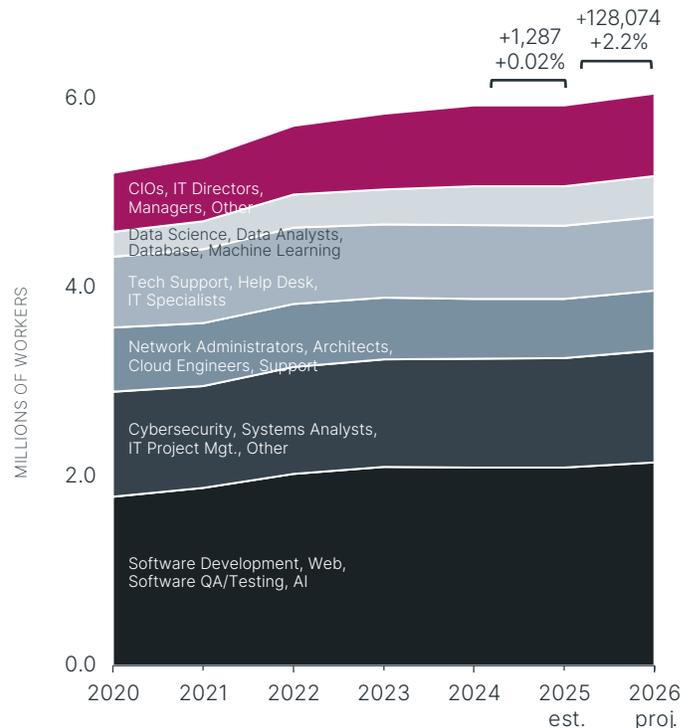
KEY POINTS

→ 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.

→ 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 2026-2036 period is expected to average about 6% annually, or approximately 323,000 workers each year, totaling several million through 2036. The total turnover rate, which encompasses workers transitioning within tech such as those promoted into a new role, is estimated to average 42% 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:

420%	Data Scientists and Data Analysts
346%	Cybersecurity Analysts and Engineers
188%	Software Developers and Engineers
175%	CIOs, IT Directors and Manager
110%	Software QA and Testers
93%	Database Architects
81%	Web Designers and UI/UX
81%	Emerging Tech, IT Project Mgt., Other
80%	Systems Analysts and Engineers
32%	Web Developers

→ 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.
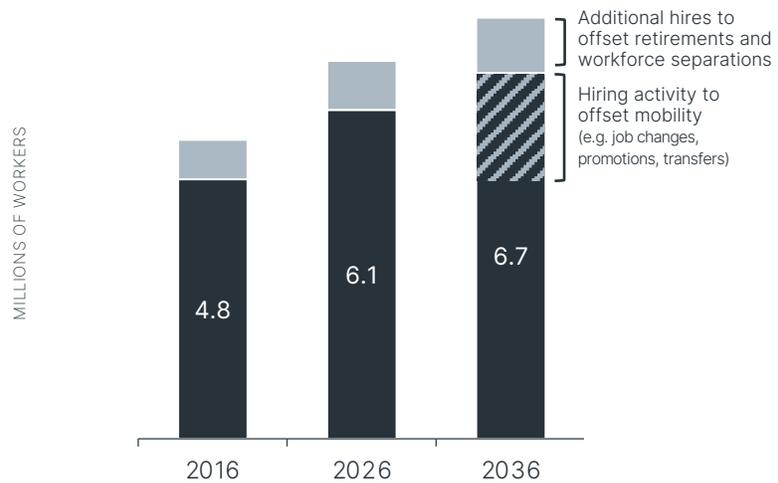
→ Note: job postings should not be interpreted as unfilled jobs and there is not a 1:1 relationship between postings and actual hires made

TECH OCCUPATION EMPLOYMENT OUTLOOK
Workforce need = annual replacement rate + growth rate

Additional hires to offset retirements and workforce separations

Hiring activity to offset mobility (e.g. job changes, promotions, transfers)

MILLIONS OF WORKERS

4.8 — 2016
6.1 — 2026
6.7 — 2036

AGGREGATE ANNUAL POSTINGS FOR TECH JOB ROLES
Job postings by U.S. employers

■ Active job postings ■ New job postings

MILLIONS OF POSTINGS

4.0

2.0

0.0

2020 2021 2022 2023 2024 2025
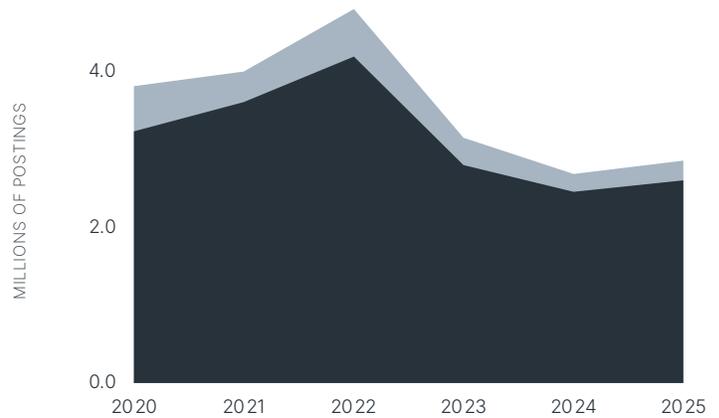
RANK ORDER OF INDUSTRY SECTOR EMPLOYMENT OF TECHNOLOGY WORKERS
Top 10 sectors employ approximately 94% of tech workers

#1 Tech sector
#2 Professional, Scientific, Engineering 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

ASSESSING THE IMPACT OF ARTIFICIAL INTELLIGENCE

KEY POINTS

→ Approximately three 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 more than 275,000 active job postings for January 2026.

→ 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. *See CompTIA AI research studies for more details.*

→ 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 81%), 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. How the pieces fit together, and the skills and processes required to drive repeatable results is just as important as the AI technology itself.

COMPTIA AI FRAMEWORK
Skills-based approach to deploying AI

Security · DevOps · Architecture · **CORE SKILL DOMAINS** · Interaction (AI fluency skills) · Data Analytics · Systems and infrastructure
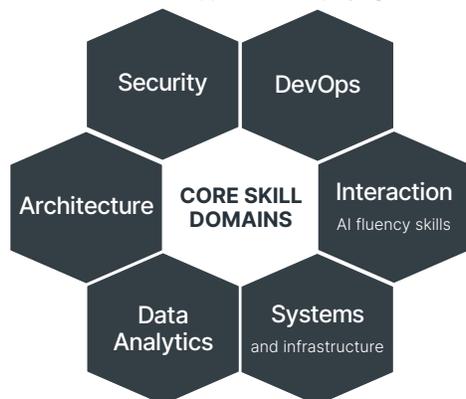
EMPLOYER HIRING ACTIVITY FOR AI POSITIONS AND SKILLS

- Employer active job postings for AI skills across labor market
- Employer active job postings for dedicated AI job titles

COMPTIA ANALYSIS OF LIGHTCAST JOB POSTING DATA
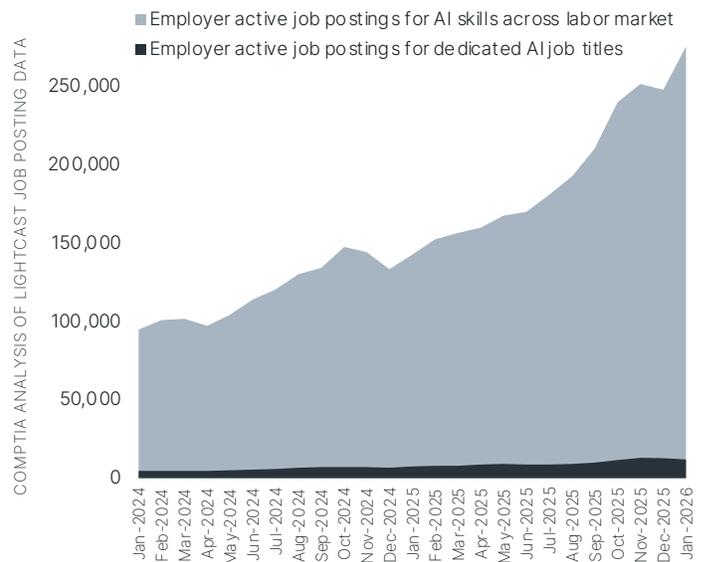
EMPLOYER WORK LEVEL HIRING FOR POSITIONS REQUIRING AI SKILLS
Active job postings across all occupation categories across labor market

0-3 years	4-6 years	7 or more years	Not specified
19%	23%	24%	35%

VOLUME OF POSTINGS | JAN 2025-JAN 2026
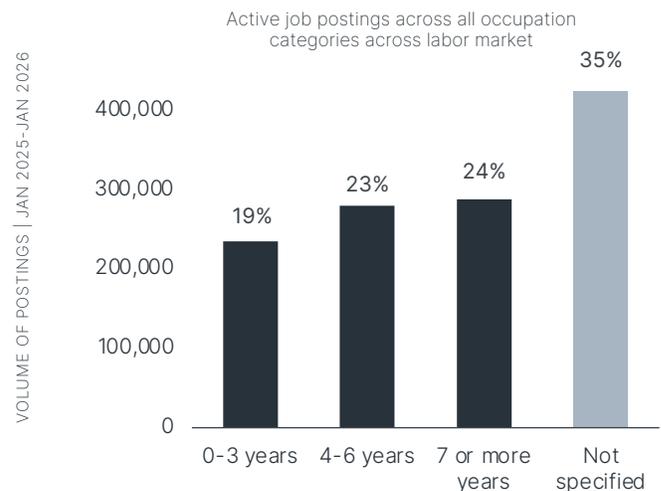
RANK ORDER OF INDUSTRY SECTOR HIRING ACTIVITY FOR AI SKILLS
Top 7 sectors account for approximately 74% of hiring activity via job postings for AI skills

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

Aggregate data covering time period January 2025-January 2026

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 Engineering 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 New York City or San Jose will not go nearly as far as in Des Moines or Cleveland.

→ 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 $112,805 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 tech 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

Legend: ■ National Wage Percentiles ■ Tech Wage Percentiles

Annotation: 126% higher

X-axis: 10th percentile, 25th percentile, 50th (median), 75th percentile, 90th percentile
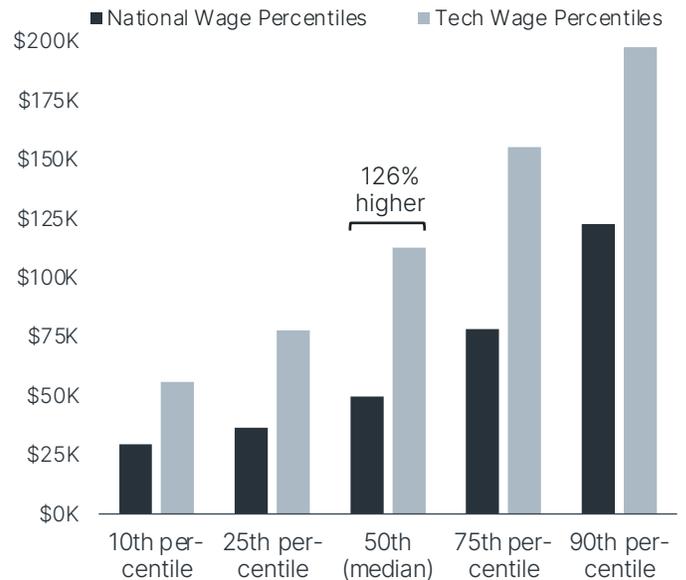
TECH WAGES MAY VARY SIGNIFICANTLY BASED ON OCCUPATION, LOCATION, AND PERCENTILE

Wage percentile examples for Software Developers and Tech Support Specialists
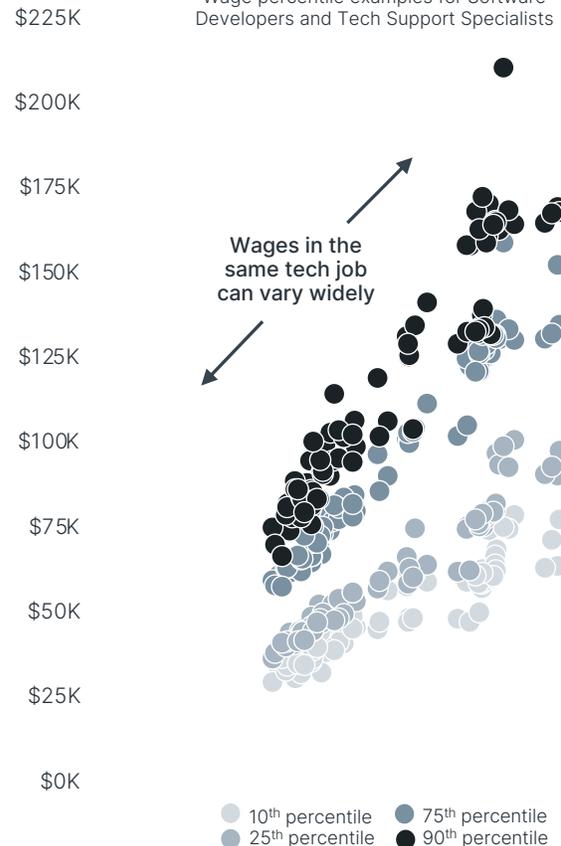
Annotation: Wages in the same tech job can vary widely

Legend: 10th percentile, 25th percentile, 75th percentile, 90th percentile

STATE NET TECH EMPLOYMENT

→ Seventeen states experienced positive job gains in net tech employment from 2024 to 2025. States that saw losses include California, Massachusetts, Colorado, Oregon, and Michigan. All states are projected to generate positive tech employment job growth in 2026.

→ States projected to see the biggest gains in Net tech employment in 2026 are Texas (+32,238), California (+16,949), Florida (+14,453), New York (+13,566), and Washington (+9,524). 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 1,458,022 workers in 2025, a loss of 11,795 jobs year-over-year. Other states that saw big losses were Massachusetts (-4,249), Colorado (-3,269), Oregon (-2,811), and Michigan (-2,345). States that experienced notable tech employment gains include Texas, South Carolina, Washington, Utah, Arkansas, and Nevada.

→ On a percent change basis, the top five states for job growth in 2025 were Wyoming (+1.5%), South Carolina (+1.2%), Arkansas (+1.1%), Montana (+1.0%), Utah (+0.8%).

→ 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: 8.6%
  → Colorado: 8.2%
  → Massachusetts: 8.0%
  → Maryland: 7.6%
  → New Hampshire: 7.6%
  → California: 7.4%
  → Utah: 7.1%
  → New Jersey: 6.6%

→ Across most states (48) 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.

TOP STATES BY NET TECH EMPLOYMENT

1.	California	1,458,022
2.	Texas	977,687
3.	New York	588,274
4.	Florida	548,899
5.	Virginia	376,920
6.	Washington	357,749
7.	Illinois	328,158
8.	North Carolina	324,493
9.	Pennsylvania	309,981
10.	Massachusetts	308,134

TOP STATES BY NET TECH EMPLOYMENT JOB GAINS

1.	Texas	3,409
2.	South Carolina	1,321
3.	Washington	1,310
4.	Utah	1,017
5.	Arkansas	503
6.	Nevada	354
7.	Kansas	329
8.	Montana	196
9.	Indiana	190
10.	Mississippi	148

TOP STATES BY PROJECTED % CHANGE IN TECH OCCUPATION GROWTH 2026-2036

1.	Nevada	24%
2.	Wyoming	22%
3.	Utah	21%
4.	Texas	19%
5.	South Carolina	19%
6.	Tennessee	19%
7.	Colorado	17%
8.	Idaho	16%
9.	Mississippi	16%
10.	West Virginia	15%

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 more than 650,000 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 26,337 tech business establishments. Other top cities are Washington DC, Los Angeles, Atlanta, Dallas, and Seattle.

→ 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 Seattle, Denver, San Francisco, Miami, Boston, and Chicago.

METRO AREA EMPLOYER JOB POSTINGS

→ Cities with the most tech job postings January 2025-January 2026 were Washington DC, New York, Dallas, San Jose, Chicago, Boston, and San Francisco.

→ Job positions with AI skills were highest in New York City (93,028), San Francisco (64,503), San Jose (59,245), Washington DC (58,154), San Jose (18,392), and Boston (44,559), rounding out the top five cities.

→ The top five metro areas with the most job tech postings that specified less than a four-year degree for the time period January 2025-January 2026 were New York, Washington DC, Dallas, San Francisco, and Chicago.

METRO AREA WORKFORCE DEMOGRAPHIC CHARACTERISTICS

→ See Appendix for summary of key workforce demographic characteristics.

TOP METROS BY NET TECH EMPLOYMENT

#	Metro	Value
1.	New York City	613,950
2.	Dallas	377,013
3.	Washington DC	363,873
4.	Los Angeles	360,417
5.	San Francisco	334,428
6.	San Jose	318,039
7.	Seattle	274,137
8.	Boston	254,937
9.	Chicago	239,093
10.	Atlanta	220,549

TOP METROS BY NET TECH EMPLOYMENT JOB GAINS

#	Metro	Value
1.	Austin	2,671
2.	Raleigh	1,061
3.	San Antonio	545
4.	Las Vegas	348
5.	Charleston	338
6.	Omaha	160
7.	Salt Lake City	136
8.	Huntsville	53
9.	Des Moines	44
10.	Charlotte	41

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

#	Metro	Value
1.	San Jose	51%
2.	Seattle	31%
3.	San Francisco	20%
4.	Austin	23%
5.	Raleigh	16%
6.	Portland	14%
7.	Boston	14%
8.	Washington DC	13%
9.	Denver	13%
10.	Dallas	11%

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

NATIONAL SNAPSHOT

United States
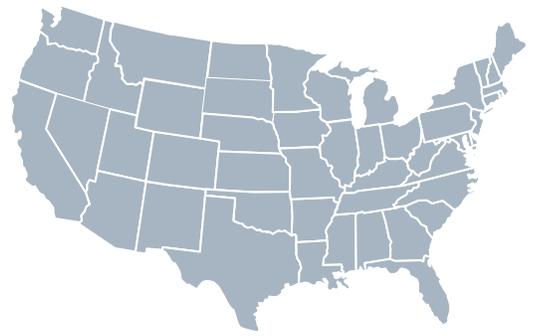
STATE OF TECHNOLOGY SUMMARY

9,597,888	NET TECH EMPLOYMENT[1]
5.8%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
6,059,282	TECH OCCUPATION EMPLOYMENT [2026 projection]
$2.27t	ECONOMIC IMPACT [estimated direct impact of tech sector]
705,798	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
3,080,057	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
1,229,505	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | [1]Net 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
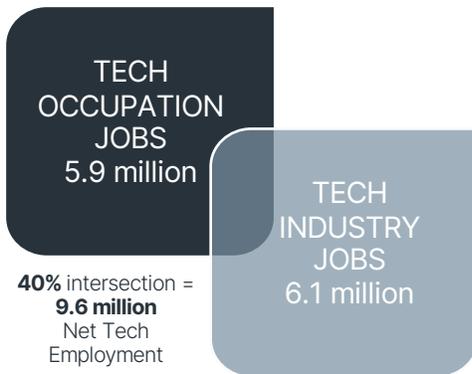
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TECH OCCUPATION JOBS
5.9 million

TECH INDUSTRY JOBS
6.1 million

40% intersection = **9.6 million** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +128,074 jobs[3] at +2.2% vs. prior year growth of 0.0%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	652,753	2.7%	2.0x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	1,154,684	2.3%	1.7x
Data Science, Data Analysts, Database, Machine Learning	419,602	3.5%	2.6x
Network Admins, Architects, Cloud Engineers, Support	631,043	1.2%	0.9x
Software Development, Programmers, Web, QA, AI	2,099,869	2.6%	1.9x
Tech Support, Help Desk, IT Specialists	693,303	0.7%	0.5x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
1,229,505	3,945,864	5,032,662	14,029,916	5,552,421

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Public Sector
2,526,914	689,070	569,232	552,530

[6]Tech 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]

Estimated median tech wage $112,805, 126% higher than median national wage[5]

[5]2024 data | most recent available

STATE SNAPSHOTS

Alabama

STATE OF TECHNOLOGY SUMMARY

97,437 NET TECH EMPLOYMENT[1]

4.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

67,970 TECH OCCUPATION EMPLOYMENT [2026 projection]

$12.0b ECONOMIC IMPACT [estimated direct impact of tech sector]

9,059 TECH BUSINESS ESTABLISHMENTS [firms with payroll]

34,971 EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

9,349 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

★ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

1st COST OF LIVING [vs. national benchmark[2]]

1st TECH WAGE PREMIUM [vs. prevailing median wage]

3rd TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

1st AGGREGATE RELATIVE RANKING

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

TECH OCCUPATION JOBS 66,561

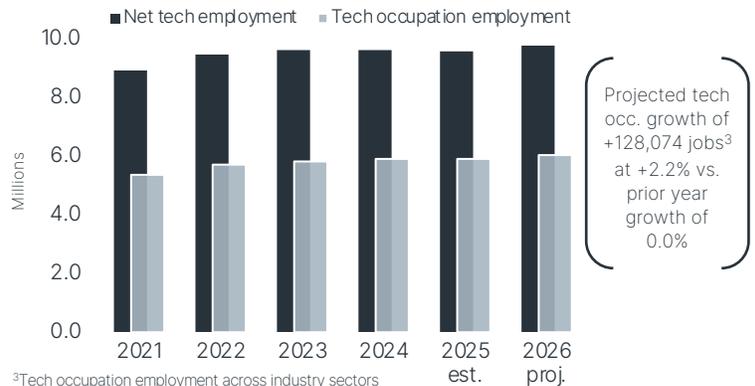## TECH INDUSTRY JOBS 55,507

44% intersection = **97,437** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,409 jobs[3] at +2.1% vs. prior year growth of +0.2%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	6,531	2.8%	2.1x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	13,527	2.6%	1.9x
Data Science, Data Analysts, Database, Machine Learning	4,589	2.9%	2.2x
Network Admins, Architects, Cloud Engineers, Support	9,346	1.0%	0.7x
Software Development, Programmers, Web, QA, AI	22,679	2.6%	1.9x
Tech Support, Help Desk, IT Specialists	7,264	0.6%	0.5x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
9,349	53,767	52,237	170,493	66,484

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Finance and Insurance
25,196	9,566	8,647	7,328

[6]Tech 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]

Estimated median tech wage $97,751, 126% higher than median state wage[5]

[5]2024 data | most recent available

Alaska

STATE OF TECHNOLOGY SUMMARY

10,486	NET TECH EMPLOYMENT[1]
2.9%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
6,805	TECH OCCUPATION EMPLOYMENT [2026 projection]
$1.7b	ECONOMIC IMPACT [estimated direct impact of tech sector]
1,119	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
8,124	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
3,271	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 6,725

TECH INDUSTRY JOBS 5,362

30% intersection = **10,486** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +81 jobs[3] at +1.2% vs. prior year growth of +0.8%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	904	2.1%	1.6x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	1,588	1.4%	1.0x
Data Science, Data Analysts, Database, Machine Learning	557	3.4%	2.5x
Network Admins, Architects, Cloud Engineers, Support	923	0.3%	0.2x
Software Development, Programmers, Web, QA, AI	1,370	1.5%	1.1x
Tech Support, Help Desk, IT Specialists	1,069	0.0%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

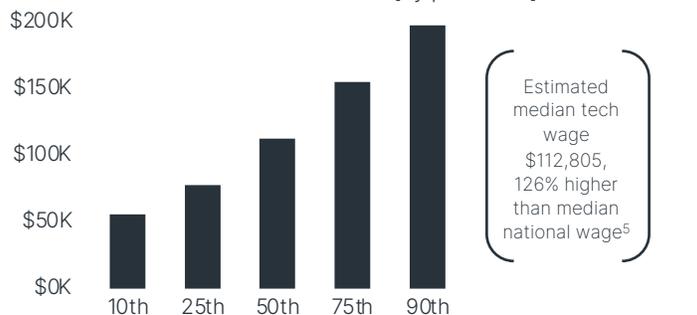| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
3,271	13,000	15,336	41,106	18,270

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Public Sector	Tech	Professional, Scientific, Engineering Services	Management and Holding Companies
2,153	1,619	692	436

[6]Tech 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
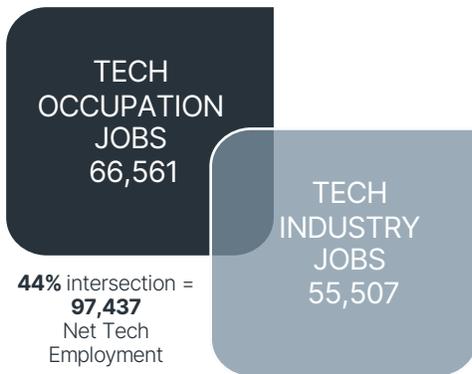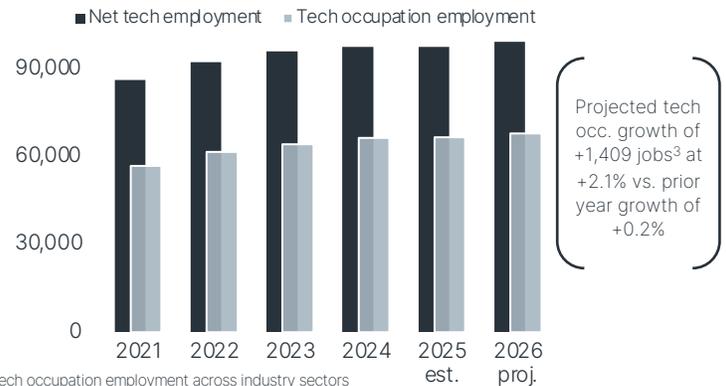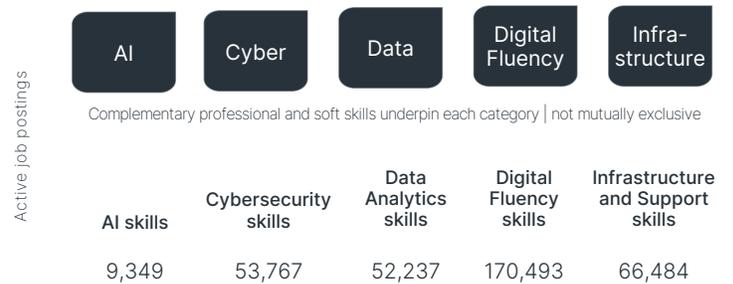
TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $93,697, 61% higher than median state wage[5]

[5]2024 data | most recent available

Arizona

STATE OF TECHNOLOGY SUMMARY

208,168	NET TECH EMPLOYMENT[1]
6.0%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
129,528	TECH OCCUPATION EMPLOYMENT [2026 projection]
$39.3b	ECONOMIC IMPACT [estimated direct impact of tech sector]
16,016	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
61,774	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
19,953	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

⭐ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 126,728

TECH INDUSTRY JOBS 129,214

37% intersection = **208,168** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

[Bar chart showing values from 2021 to 2026 proj., y-axis from 0 to 225,000]

2021 | 2022 | 2023 | 2024 | 2025 est. | 2026 proj.

Projected tech occ. growth of +2,800 jobs[3] at +2.2% vs. prior year growth of -0.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	14,684	2.8%	2.1x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	20,856	2.6%	2.0x
Data Science, Data Analysts, Database, Machine Learning	6,896	3.7%	2.8x
Network Admins, Architects, Cloud Engineers, Support	11,607	1.6%	1.2x
Software Development, Programmers, Web, QA, AI	46,335	2.5%	1.9x
Tech Support, Help Desk, IT Specialists	20,141	0.7%	0.5x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI | Cyber | Data | Digital Fluency | Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

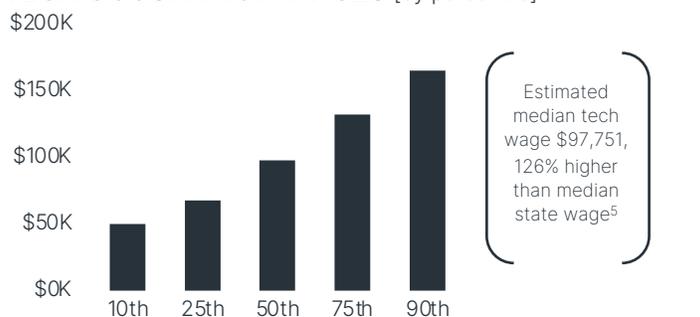| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
19,953	88,863	107,290	307,170	120,117

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

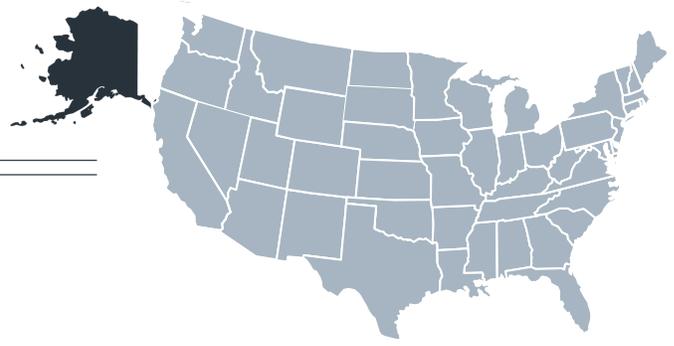Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Professional, Scientific, Engineering Services	Public Sector
49,052	15,703	11,354	10,767

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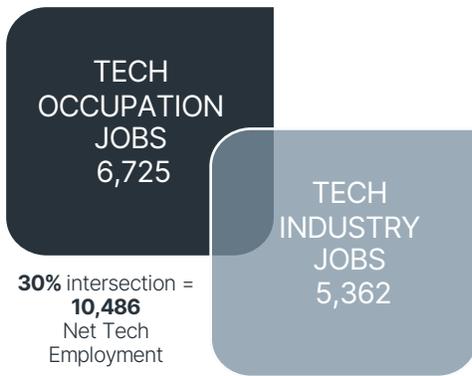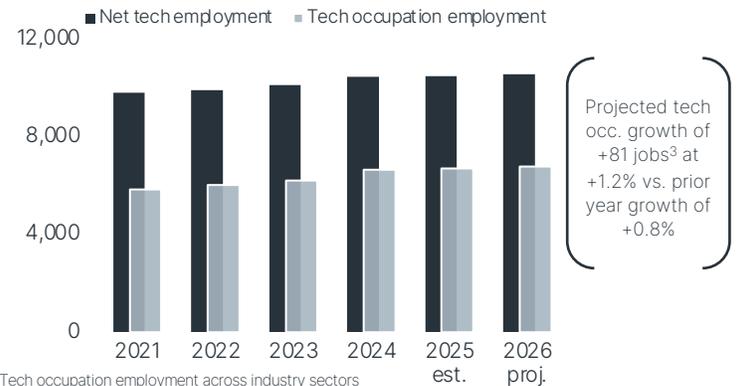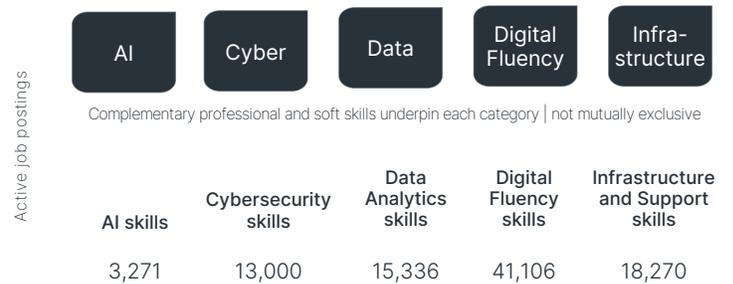Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]

[Bar chart showing wages by percentile, y-axis from $0K to $200K]

10th | 25th | 50th | 75th | 90th

Estimated median tech wage $107,254, 119% higher than median state wage[5]

[5]2024 data | most recent available

Arkansas

STATE OF TECHNOLOGY SUMMARY

44,731   NET TECH EMPLOYMENT[1]

3.2%   NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

31,420   TECH OCCUPATION EMPLOYMENT [2026 projection]

$5.1b   ECONOMIC IMPACT [estimated direct impact of tech sector]

6,355   TECH BUSINESS ESTABLISHMENTS [firms with payroll]

21,703   EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

9,746   EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

1st   COST OF LIVING [vs. national benchmark[2]]

2nd   TECH WAGE PREMIUM [vs. prevailing median wage]

2nd   TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

1st   AGGREGATE RELATIVE RANKING

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

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TECH OCCUPATION JOBS 30,557

TECH INDUSTRY JOBS 23,497

40% intersection = **44,731** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +863 jobs[3] at +2.8% vs. prior year growth of +2.0%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	3,061	3.7%	2.8x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	6,022	3.2%	2.4x
Data Science, Data Analysts, Database, Machine Learning	1,907	3.8%	2.8x
Network Admins, Architects, Cloud Engineers, Support	3,903	1.8%	1.3x
Software Development, Programmers, Web, QA, AI	10,598	3.2%	2.4x
Tech Support, Help Desk, IT Specialists	3,978	1.4%	1.0x

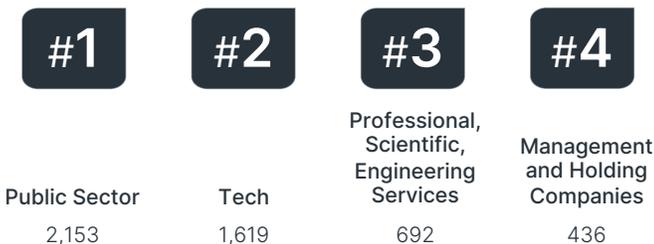[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI   Cyber   Data   Digital Fluency   Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

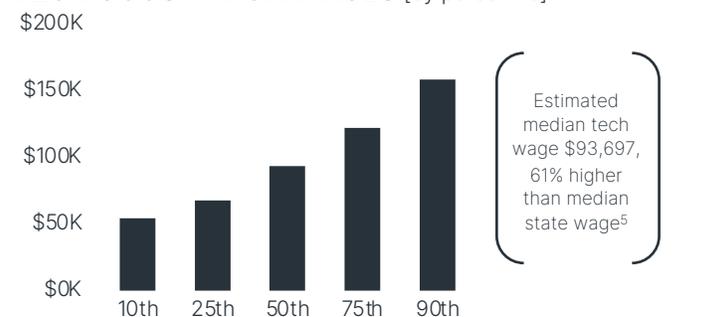| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
9,746	33,140	38,672	108,705	46,343

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Management and Holding Companies	Public Sector	Finance and Insurance
9,682	5,555	3,727	2,987

[6]Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software
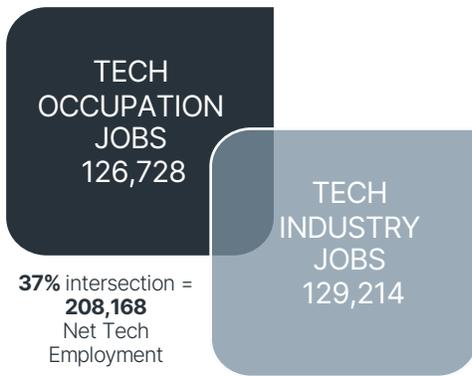Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military
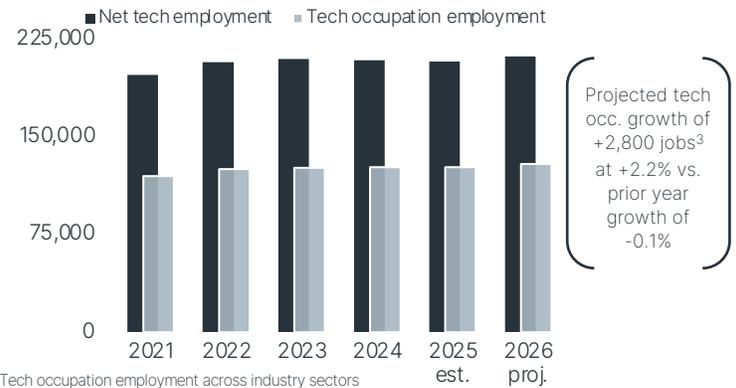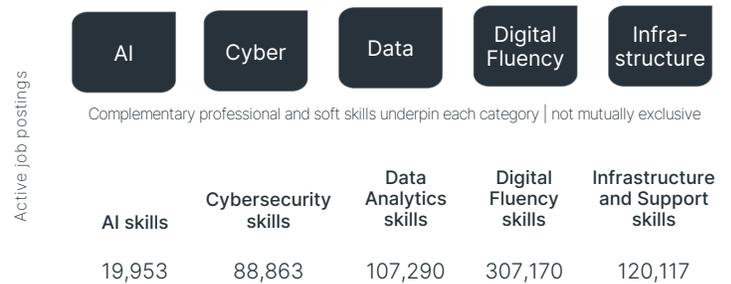
TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $84,185, 105% higher than median state wage[5]

[5]2024 data | most recent available

California

STATE OF TECHNOLOGY SUMMARY

1,458,022	NET TECH EMPLOYMENT[1]
7.4%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
877,865	TECH OCCUPATION EMPLOYMENT [2026 projection]
$600.3b	ECONOMIC IMPACT [estimated direct impact of tech sector]
60,465	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
345,465	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
193,347	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

⭐ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

TECH OCCUPATION JOBS 865,271

42% intersection = **1,458,022** Net Tech Employment

TECH INDUSTRY JOBS 1,015,130

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +12,594 jobs[3] at +1.5% vs. prior year growth of -0.8%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	99,975	2.0%	1.5x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	160,188	1.4%	1.1x
Data Science, Data Analysts, Database, Machine Learning	60,257	2.8%	2.1x
Network Admins, Architects, Cloud Engineers, Support	59,583	0.9%	0.7x
Software Development, Programmers, Web, QA, AI	353,600	1.7%	1.2x
Tech Support, Help Desk, IT Specialists	71,552	0.3%	0.2x

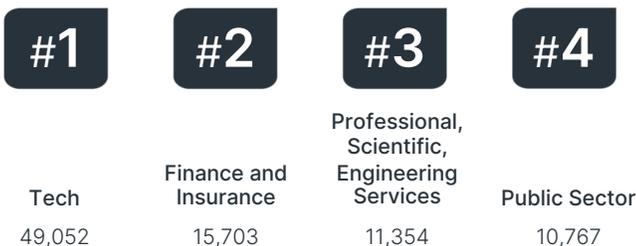[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI | Cyber | Data | Digital Fluency | Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

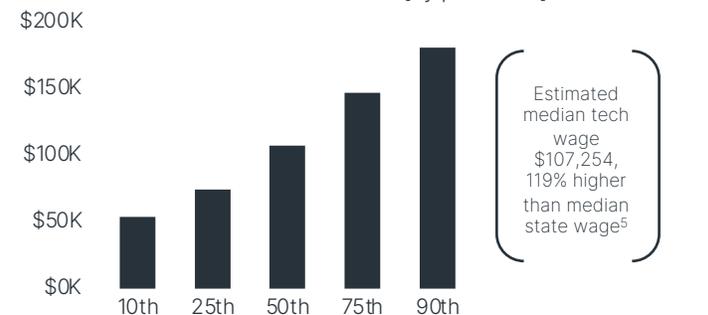| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
193,347	365,402	565,992	1,435,087	542,273

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

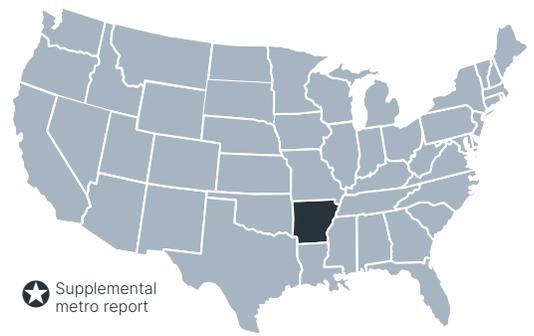Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Management and Holding Companies
430,002	106,135	70,640	49,975

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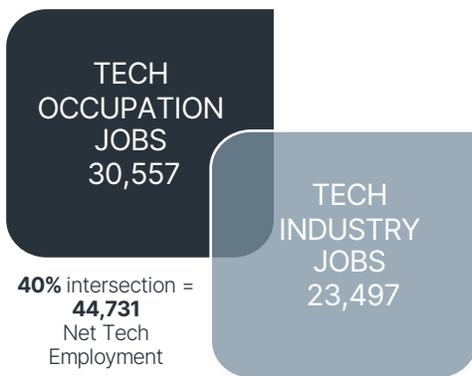Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]
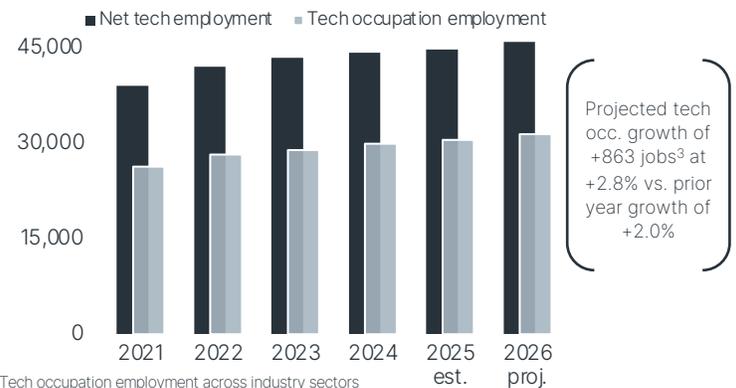

Estimated median tech wage $145,604, 165% higher than median state wage[5]

[5]2024 data | most recent available

Colorado

STATE OF TECHNOLOGY SUMMARY

254,937	NET TECH EMPLOYMENT[1]
8.2%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
158,397	TECH OCCUPATION EMPLOYMENT [2026 projection]
$59.2b	ECONOMIC IMPACT [estimated direct impact of tech sector]
21,526	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
74,802	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
23,690	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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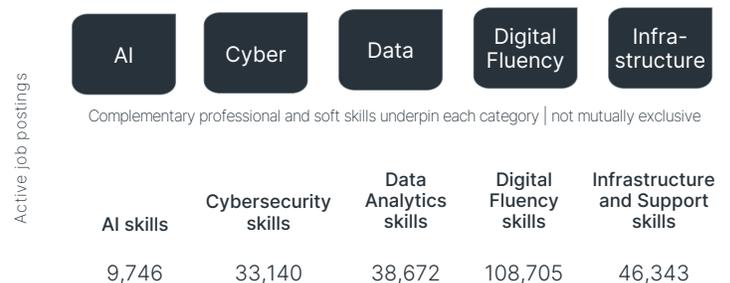**TECH OCCUPATION JOBS 154,011**

TECH INDUSTRY JOBS 181,264

44% intersection = **254,937** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +4,386 jobs[3] at +2.8% vs. prior year growth of -0.6%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	12,371	3.8%	2.8x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	23,852	3.5%	2.6x
Data Science, Data Analysts, Database, Machine Learning	10,440	3.9%	2.9x
Network Admins, Architects, Cloud Engineers, Support	25,393	1.7%	1.2x
Software Development, Programmers, Web, QA, AI	57,500	3.2%	2.4x
Tech Support, Help Desk, IT Specialists	16,956	1.6%	1.2x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
23,690	91,355	112,699	322,954	129,075

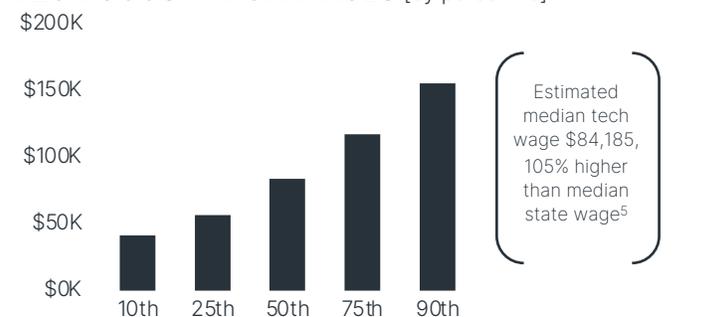CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Finance and Insurance
82,924	19,113	12,621	10,567

[6]Tech 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]

Estimated median tech wage $119,415, 116% higher than median state wage[5]
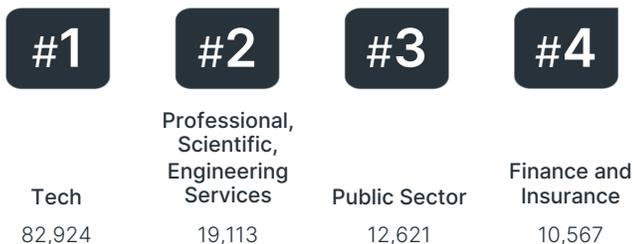
[5]2024 data | most recent available

Connecticut

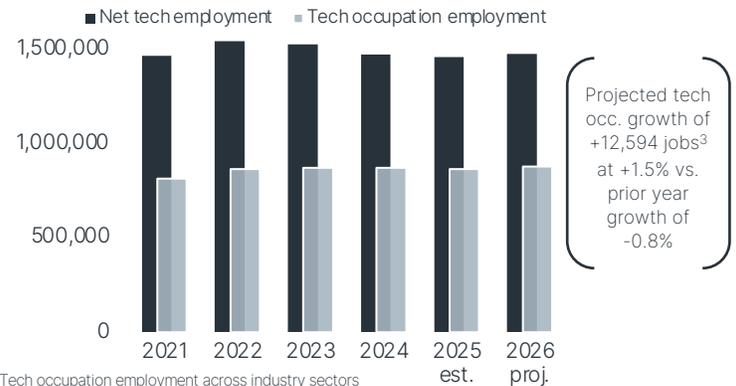## STATE OF TECHNOLOGY SUMMARY

101,320	NET TECH EMPLOYMENT[1]
5.6%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
61,418	TECH OCCUPATION EMPLOYMENT [2026 projection]
$21.2b	ECONOMIC IMPACT [estimated direct impact of tech sector]
11,159	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
29,031	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
12,468	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

⭐ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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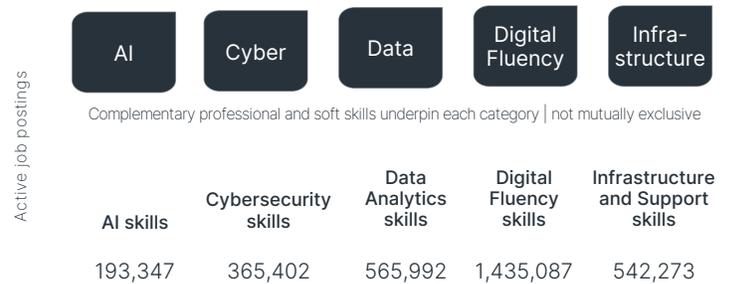TECH OCCUPATION JOBS 60,859

TECH INDUSTRY JOBS 62,180

35% intersection = **101,320** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +559 jobs[3] at +0.9% vs. prior year growth of -0.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	10,708	1.1%	0.8x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	9,145	1.2%	0.9x
Data Science, Data Analysts, Database, Machine Learning	3,503	2.4%	1.8x
Network Admins, Architects, Cloud Engineers, Support	4,740	0.6%	0.4x
Software Development, Programmers, Web, QA, AI	21,344	1.1%	0.8x
Tech Support, Help Desk, IT Specialists	9,152	-0.4%	0.0x

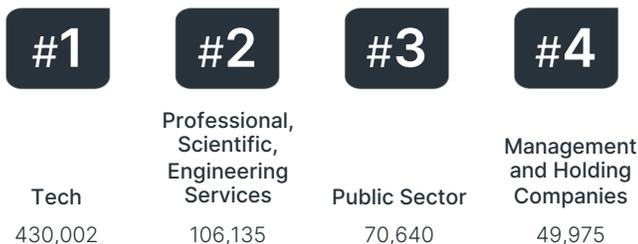[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

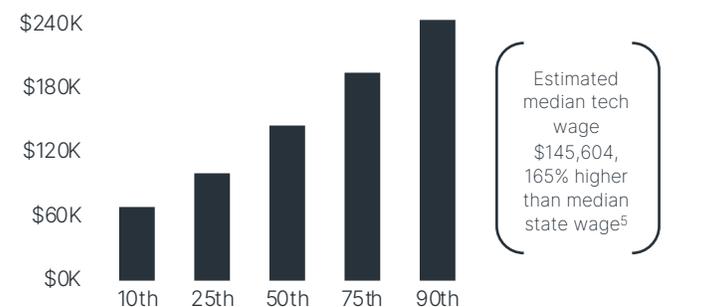| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
12,468	48,180	67,275	168,994	65,447

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

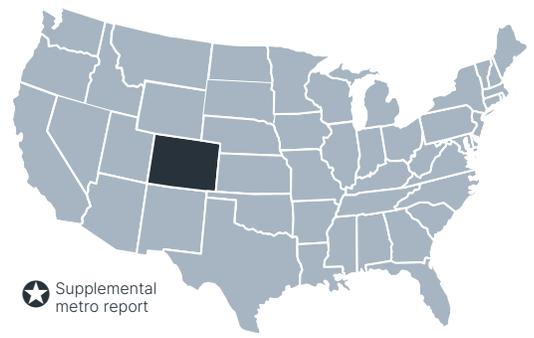Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Professional, Scientific, Engineering Services	Management and Holding Companies
22,011	9,145	5,803	4,297

[6]Tech 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
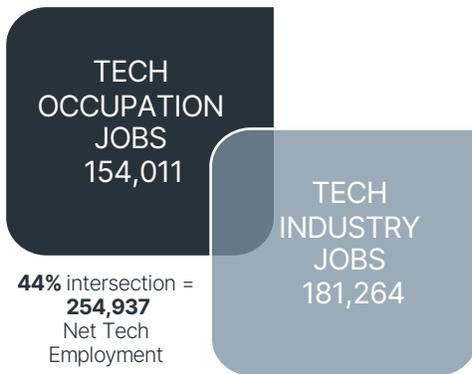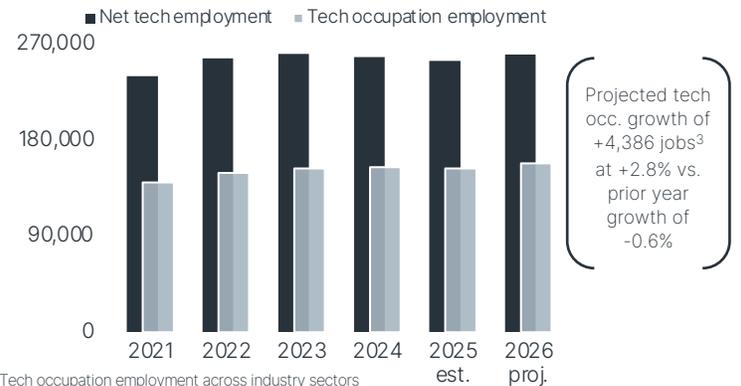
TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $112,897, 99% higher than median state wage[5]

[5]2024 data | most recent available

Delaware

STATE OF TECHNOLOGY SUMMARY

24,450	NET TECH EMPLOYMENT[1]
4.8%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
18,078	TECH OCCUPATION EMPLOYMENT [2026 projection]
$3.8b	ECONOMIC IMPACT [estimated direct impact of tech sector]
4,654	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
19,004	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
8,639	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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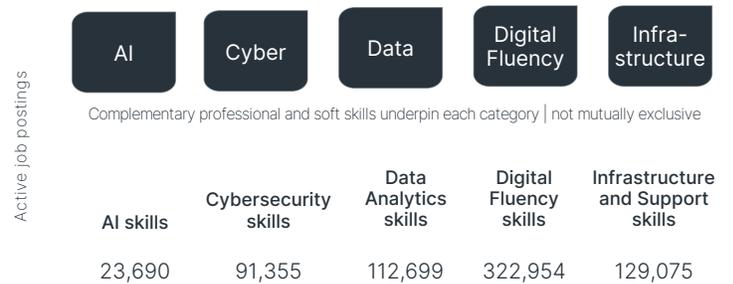

TECH OCCUPATION JOBS 17,920

TECH INDUSTRY JOBS 11,505

43% intersection = **24,450** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +159 jobs[3] at +0.9% vs. prior year growth of +0.2%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	1,648	1.7%	1.3x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	4,719	0.7%	0.5x
Data Science, Data Analysts, Database, Machine Learning	1,501	1.6%	1.2x
Network Admins, Architects, Cloud Engineers, Support	2,047	0.1%	0.1x
Software Development, Programmers, Web, QA, AI	5,253	1.3%	1.0x
Tech Support, Help Desk, IT Specialists	2,201	-0.1%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
8,639	13,449	26,622	59,721	24,512

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

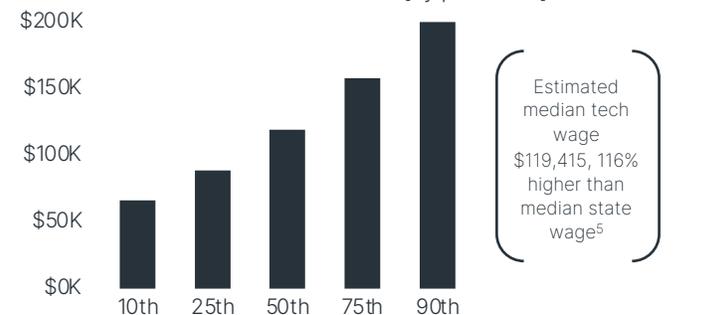## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Public Sector	Professional, Scientific, Engineering Services
5,049	4,967	1,960	1,580

[6]Tech 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]

$200K
$150K
$100K
$50K
$0K

10th 25th 50th 75th 90th

Estimated median tech wage $111,918, 120% higher than median state wage[5]

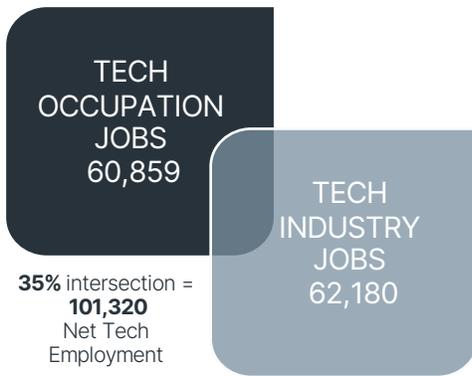[5]2024 data | most recent available
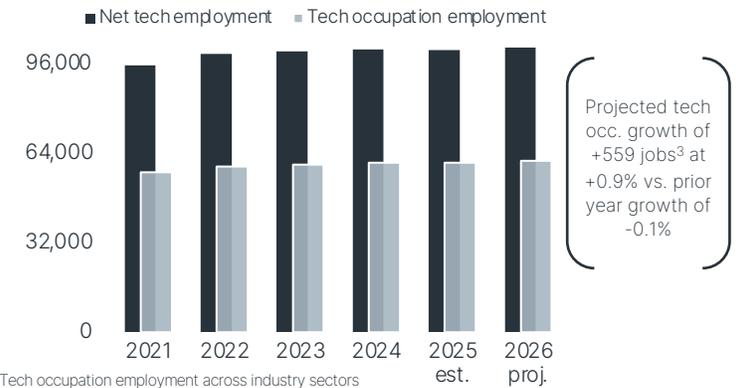
District of Columbia

STATE OF TECHNOLOGY SUMMARY

69,412 NET TECH EMPLOYMENT[1]

9.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

52,118 TECH OCCUPATION EMPLOYMENT [2026 projection]

$12.9b ECONOMIC IMPACT [estimated direct impact of tech sector]

5,947 TECH BUSINESS ESTABLISHMENTS [firms with payroll]

46,478 EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

16,990 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

4th COST OF LIVING [vs. national benchmark[2]]

4th TECH WAGE PREMIUM [vs. prevailing median wage]

1st TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

4th AGGREGATE RELATIVE RANKING

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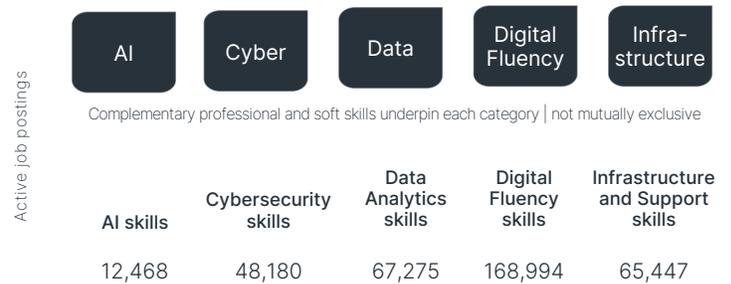

TECH OCCUPATION JOBS 51,702

TECH INDUSTRY JOBS 33,137

47% intersection = **69,412** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +416 jobs[3] at +0.8% vs. prior year growth of -1.0%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	5,187	1.0%	0.7x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	21,908	0.8%	0.6x
Data Science, Data Analysts, Database, Machine Learning	5,403	2.0%	1.5x
Network Admins, Architects, Cloud Engineers, Support	3,363	0.0%	0.0x
Software Development, Programmers, Web, QA, AI	11,081	0.8%	0.6x
Tech Support, Help Desk, IT Specialists	3,758	-0.5%	0.0x

[4]Projected growth rate for 2026 │ [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI | Cyber | Data | Digital Fluency | Infra-structure

Complementary professional and soft skills underpin each category │ not mutually exclusive

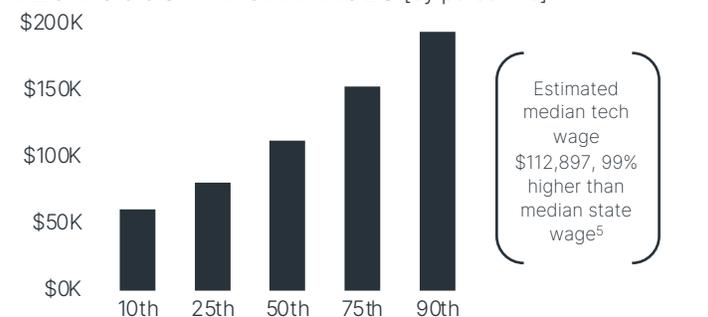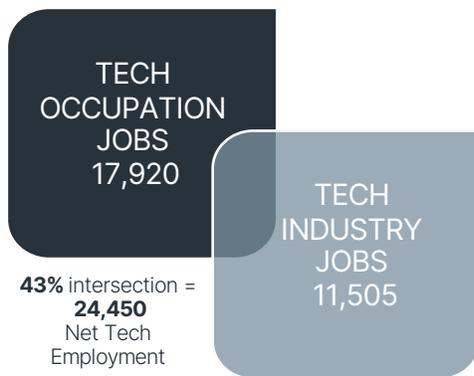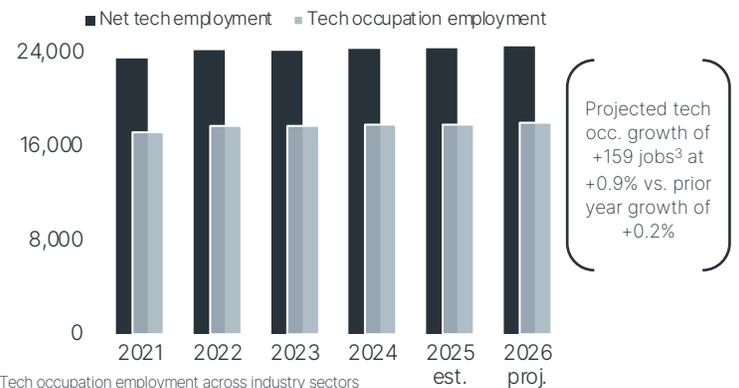| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
16,990	35,058	51,195	123,747	53,767

CompTIA analysis of Lightcast employer job posting data │ Totals across all jobs │ Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector │ projected 2026

#1	#2	#3	#4
Public Sector	Tech	Professional, Scientific, Engineering Services	Other Services
18,490	15,552	8,086	1,946

[6]Tech 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]

Estimated median tech wage $131,584, 51% higher than median state wage[5]

10th | 25th | 50th | 75th | 90th

[5]2024 data │ most recent available

Florida

STATE OF TECHNOLOGY SUMMARY

548,899	NET TECH EMPLOYMENT[1]
5.1%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
338,585	TECH OCCUPATION EMPLOYMENT [2026 projection]
$100.2b	ECONOMIC IMPACT [estimated direct impact of tech sector]
45,517	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
122,265	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
44,384	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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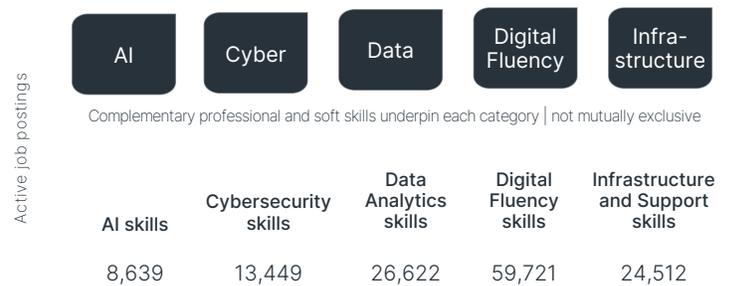TECH OCCUPATION JOBS 329,095

TECH INDUSTRY JOBS 348,520

37% intersection = **548,899** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +9,490 jobs[3] at +2.9% vs. prior year growth of +0.5%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	33,071	3.6%	2.7x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	69,951	3.1%	2.3x
Data Science, Data Analysts, Database, Machine Learning	17,451	4.6%	3.4x
Network Admins, Architects, Cloud Engineers, Support	38,263	1.8%	1.3x
Software Development, Programmers, Web, QA, AI	108,722	3.5%	2.6x
Tech Support, Help Desk, IT Specialists	48,618	1.2%	0.9x

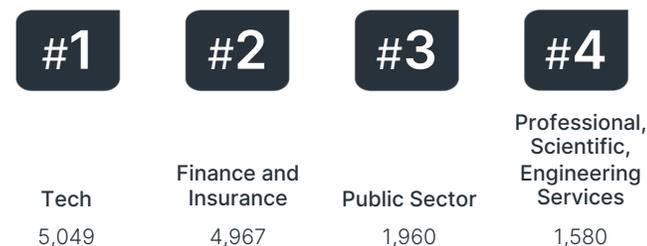[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI | Cyber | Data | Digital Fluency | Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
44,384	234,161	251,048	791,820	289,799

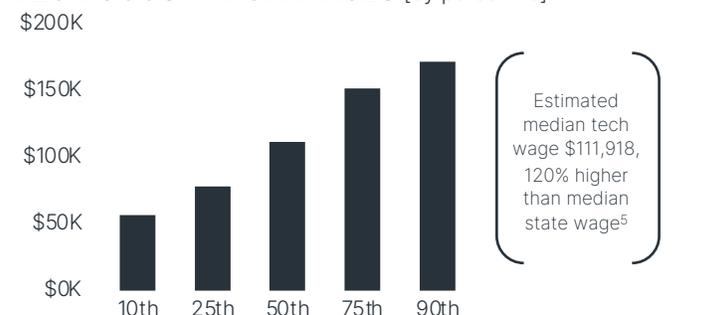CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Public Sector
133,582	43,176	35,806	23,819

[6]Tech 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]

Estimated median tech wage $103,042, 122% higher than median state wage[5]

[5]2024 data | most recent available

Georgia

STATE OF TECHNOLOGY SUMMARY

307,755	NET TECH EMPLOYMENT[1]
5.9%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
191,160	TECH OCCUPATION EMPLOYMENT [2026 projection]
$65.4b	ECONOMIC IMPACT [estimated direct impact of tech sector]
24,234	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
97,765	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
33,633	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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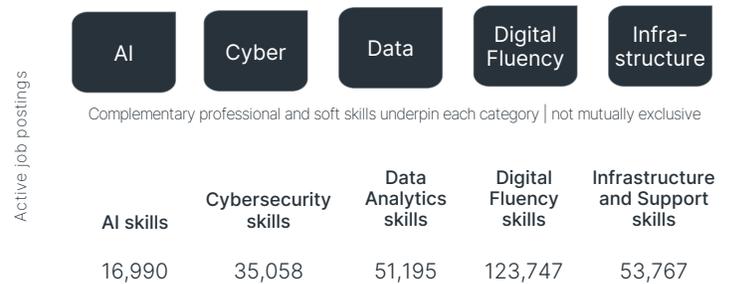### TECH OCCUPATION JOBS 186,116

TECH INDUSTRY JOBS 202,599

40% intersection = **307,755** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +5,043 jobs[3] at +2.7% vs. prior year growth of +0.4%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	17,980	3.5%	2.6x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	38,747	2.8%	2.1x
Data Science, Data Analysts, Database, Machine Learning	14,638	3.8%	2.8x
Network Admins, Architects, Cloud Engineers, Support	19,240	1.7%	1.3x
Software Development, Programmers, Web, QA, AI	61,905	3.3%	2.4x
Tech Support, Help Desk, IT Specialists	26,515	1.1%	0.8x

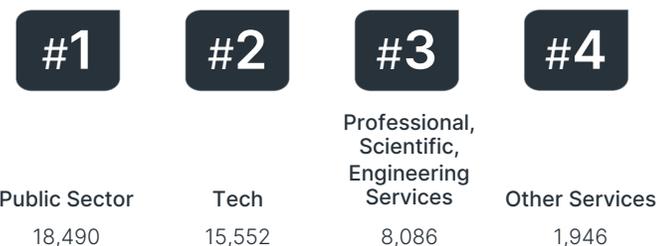[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI | Cyber | Data | Digital Fluency | Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

	AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
Active job postings	33,633	127,869	151,332	436,235	179,442

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

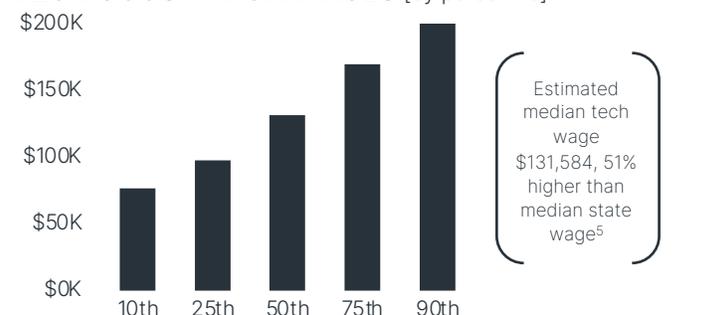## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Finance and Insurance
83,510	18,765	16,625	14,925

[6]Tech 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]

$200K
$150K
$100K
$50K
$0K

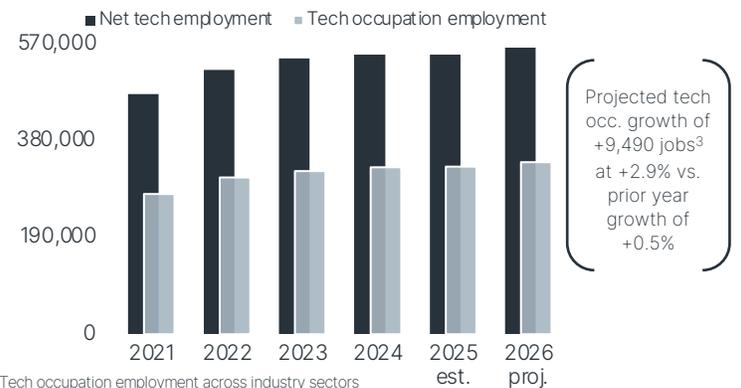10th 25th 50th 75th 90th

Estimated median tech wage $106,566, 128% higher than median state wage[5]

[5]2024 data | most recent available

Hawaii

STATE OF TECHNOLOGY SUMMARY

22,460	NET TECH EMPLOYMENT[1]
3.2%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
16,201	TECH OCCUPATION EMPLOYMENT [2026 projection]
$3.5b	ECONOMIC IMPACT [estimated direct impact of tech sector]
2,776	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
11,726	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
4,248	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 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 | [1]Net of tech industry + tech occupation employment | [2]Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | [2]Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details
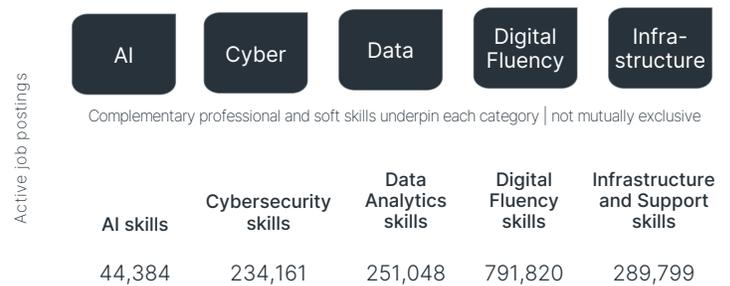

TECH OCCUPATION JOBS

TECH OCCUPATION JOBS 16,086

TECH INDUSTRY JOBS 10,696

40% intersection = **22,460** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +115 jobs[3] at +0.7% vs. prior year growth of -0.4%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change4	Growth vs. Benchmark4
CIOs, IT Directors, Managers	1,481	1.6%	1.2x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	4,566	1.2%	0.9x
Data Science, Data Analysts, Database, Machine Learning	725	2.1%	1.6x
Network Admins, Architects, Cloud Engineers, Support	3,047	-0.6%	0.0x
Software Development, Programmers, Web, QA, AI	3,266	1.7%	1.3x
Tech Support, Help Desk, IT Specialists	2,437	-0.4%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
4,248	19,510	20,219	56,041	22,938

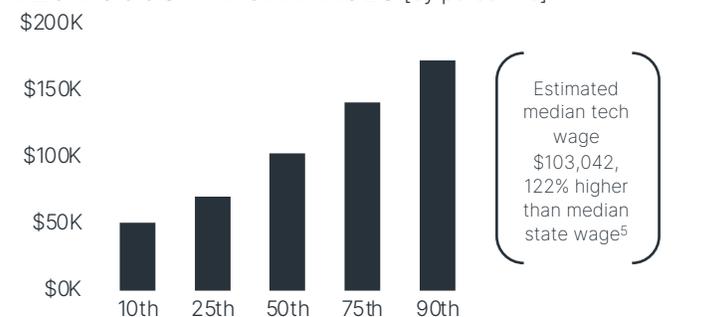CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Management and Holding Companies
4,368	3,974	1,449	1,301

[6]Tech 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]

$200K
$150K
$100K
$50K
$0K

10th 25th 50th 75th 90th

Estimated median tech wage $97,952, 86% higher than median state wage[5]

[5]2024 data | most recent available

Idaho

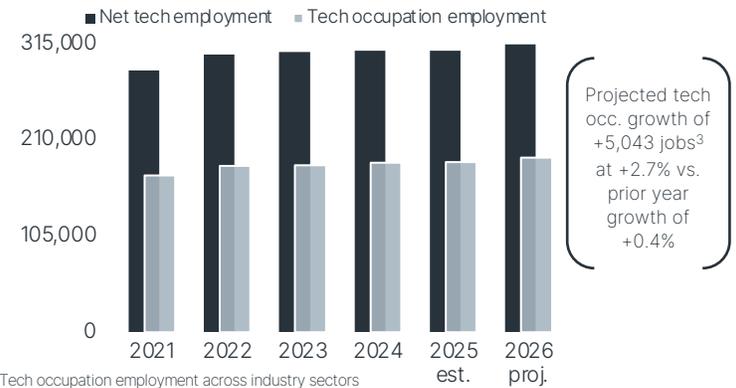## STATE OF TECHNOLOGY SUMMARY

40,735	NET TECH EMPLOYMENT[1]
4.3%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
22,359	TECH OCCUPATION EMPLOYMENT [2026 projection]
$7.9b	ECONOMIC IMPACT [estimated direct impact of tech sector]
6,808	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
17,988	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
8,106	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

⭐ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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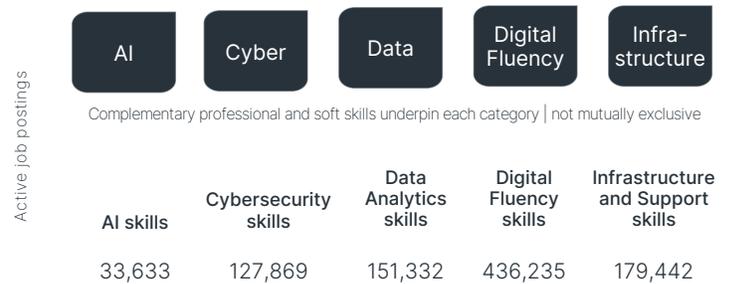

TECH OCCUPATION JOBS 21,667

TECH INDUSTRY JOBS 27,496

31% intersection = **40,735** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +692 jobs[3] at +3.2% vs. prior year growth of +0.5%

2021 2022 2023 2024 2025 est. 2026 proj.

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	1,729	4.4%	3.3x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	4,644	3.5%	2.6x
Data Science, Data Analysts, Database, Machine Learning	1,731	4.5%	3.4x
Network Admins, Architects, Cloud Engineers, Support	2,485	2.5%	1.8x
Software Development, Programmers, Web, QA, AI	6,464	3.7%	2.8x
Tech Support, Help Desk, IT Specialists	2,969	1.7%	1.3x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

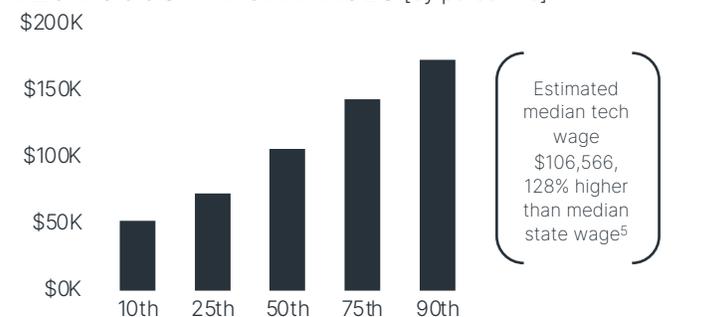| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
8,106	20,885	31,157	81,201	30,663

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

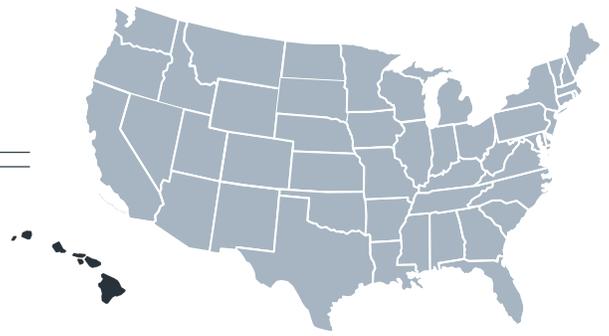Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Finance and Insurance
8,695	3,601	2,522	1,937

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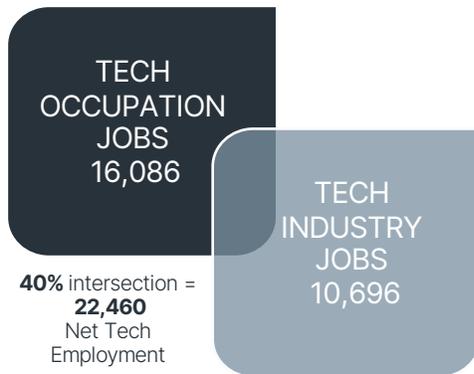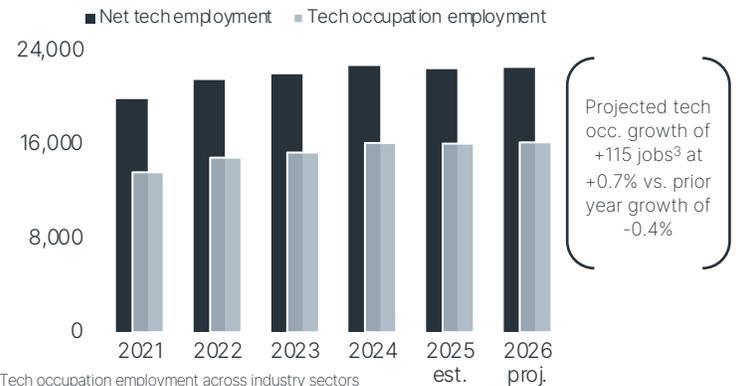Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $90,408, 97% higher than median state wage[5]

10th 25th 50th 75th 90th

[5]2024 data | most recent available

Illinois

STATE OF TECHNOLOGY SUMMARY

328,158	NET TECH EMPLOYMENT[1]
5.1%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
206,678	TECH OCCUPATION EMPLOYMENT [2026 projection]
$60.5b	ECONOMIC IMPACT [estimated direct impact of tech sector]
24,682	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
122,609	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
54,640	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

⭐ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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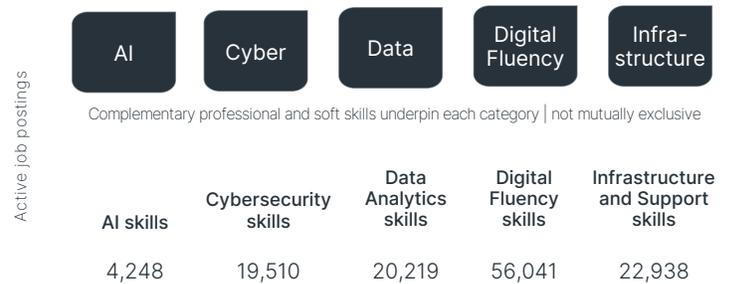

NET TECH EMPLOYMENT

TECH OCCUPATION JOBS 204,536

TECH INDUSTRY JOBS 198,570

38% intersection = **328,158** Net Tech Employment

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +2,143 jobs[3] at +1.0% vs. prior year growth of -0.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	27,462	1.4%	1.0x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	39,194	1.1%	0.8x
Data Science, Data Analysts, Database, Machine Learning	11,978	2.5%	1.9x
Network Admins, Architects, Cloud Engineers, Support	24,751	0.0%	0.0x
Software Development, Programmers, Web, QA, AI	67,550	1.5%	1.1x
Tech Support, Help Desk, IT Specialists	25,278	-0.2%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
54,640	146,390	202,804	569,158	217,896

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

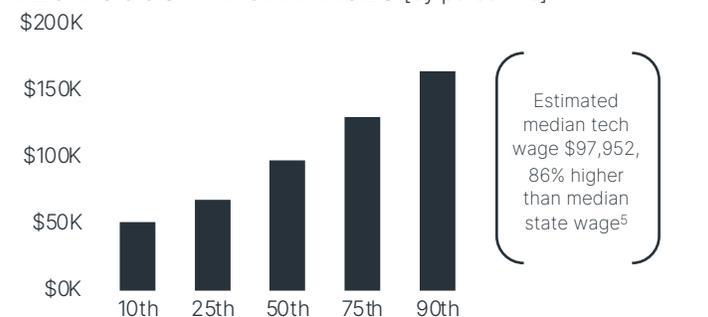## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Professional, Scientific, Engineering Services	Public Sector
76,251	25,346	25,010	16,238

[6]Tech 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

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TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $106,364, 110% higher than median state wage[5]

(wage percentiles: 10th, 25th, 50th, 75th, 90th; scale $0K–$200K)
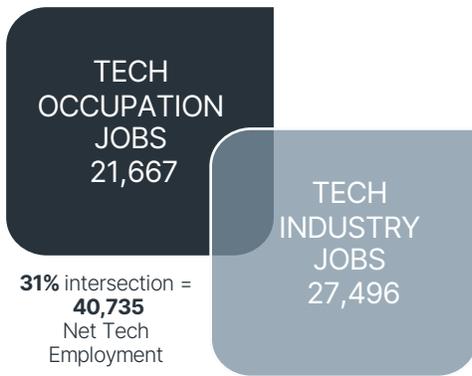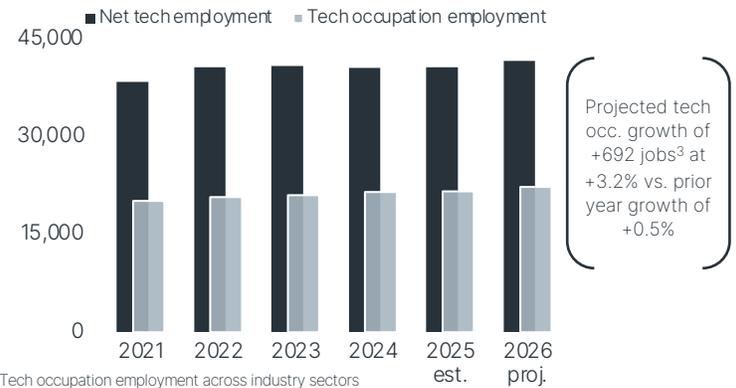
[5]2024 data | most recent available

Indiana

STATE OF TECHNOLOGY SUMMARY

124,098   NET TECH EMPLOYMENT[1]

3.7%   NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

78,863   TECH OCCUPATION EMPLOYMENT [2026 projection]

$17.4b   ECONOMIC IMPACT [estimated direct impact of tech sector]

10,802   TECH BUSINESS ESTABLISHMENTS [firms with payroll]

35,231   EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

12,155   EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

⭐ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

1st   COST OF LIVING [vs. national benchmark[2]]

4th   TECH WAGE PREMIUM [vs. prevailing median wage]

4th   TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

4th   AGGREGATE RELATIVE RANKING

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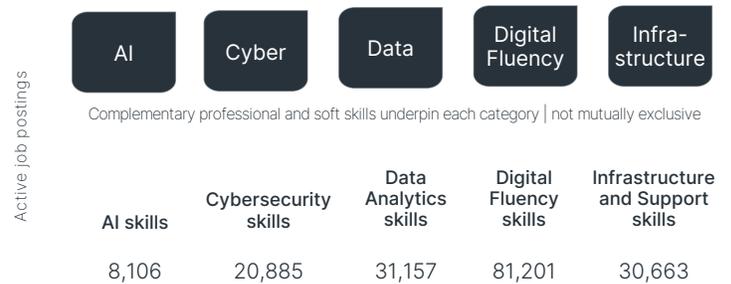

TECH OCCUPATION JOBS 77,151

TECH INDUSTRY JOBS 73,601

36% intersection = **124,098** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

[3]Tech occupation employment across industry sectors

Projected tech occ. growth of +1,712 jobs[3] at +2.2% vs. prior year growth of +0.4%

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	7,697	3.1%	2.3x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	15,797	2.5%	1.9x
Data Science, Data Analysts, Database, Machine Learning	5,588	3.6%	2.7x
Network Admins, Architects, Cloud Engineers, Support	12,959	1.0%	0.8x
Software Development, Programmers, Web, QA, AI	18,777	3.1%	2.3x
Tech Support, Help Desk, IT Specialists	12,147	0.8%	0.6x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
12,155	71,471	74,482	243,289	91,039

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

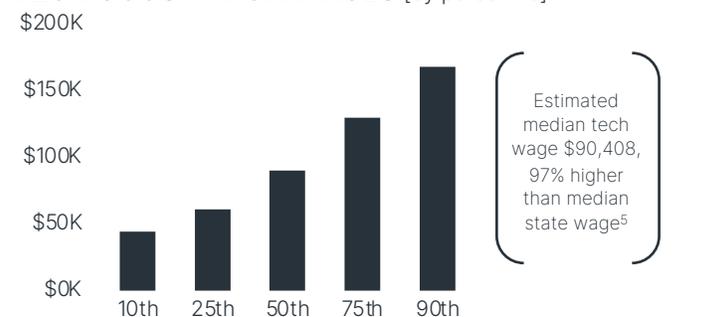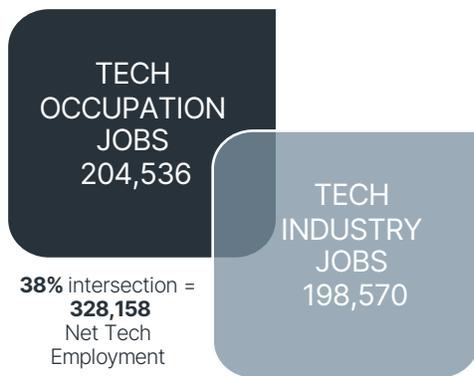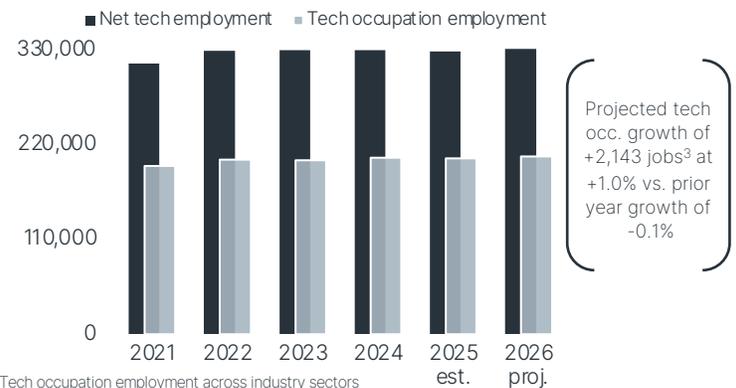## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Finance and Insurance
27,568	8,447	7,833	7,364

[6]Tech 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]

10th   25th   50th   75th   90th

Estimated median tech wage $84,198, 81% higher than median state wage[5]

[5]2024 data | most recent available

Iowa

STATE OF TECHNOLOGY SUMMARY

67,514	NET TECH EMPLOYMENT[1]
4.0%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
42,606	TECH OCCUPATION EMPLOYMENT [2026 projection]
$10.4b	ECONOMIC IMPACT [estimated direct impact of tech sector]
5,715	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
23,509	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
7,649	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

⭐ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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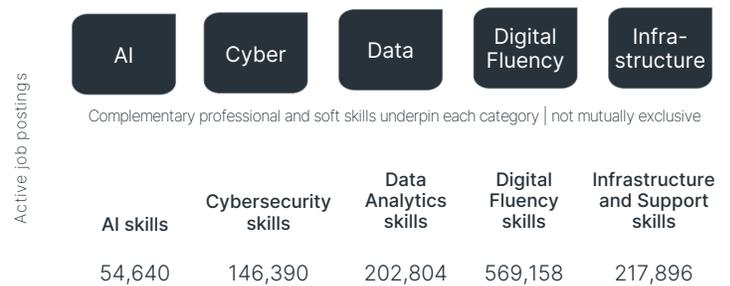

TECH OCCUPATION JOBS 41,847

TECH INDUSTRY JOBS 38,033

33% intersection = **67,514** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +758 jobs[3] at +1.8% vs. prior year growth of -0.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	3,692	3.1%	2.3x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	9,089	2.2%	1.6x
Data Science, Data Analysts, Database, Machine Learning	3,117	3.4%	2.6x
Network Admins, Architects, Cloud Engineers, Support	5,860	0.7%	0.5x
Software Development, Programmers, Web, QA, AI	12,547	2.2%	1.6x
Tech Support, Help Desk, IT Specialists	6,039	0.3%	0.2x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
7,649	41,358	44,116	132,658	54,291

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

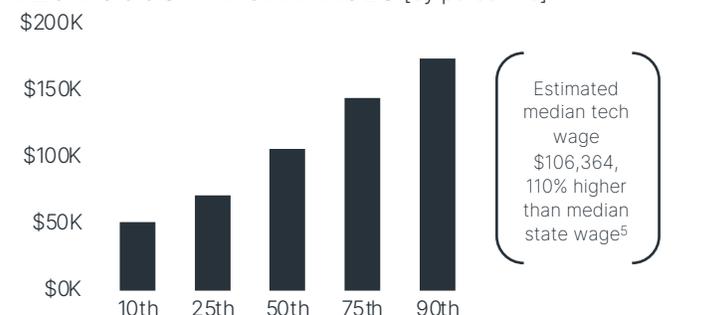## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Public Sector	Management and Holding Companies
12,596	9,724	4,807	3,776

[6]Tech 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

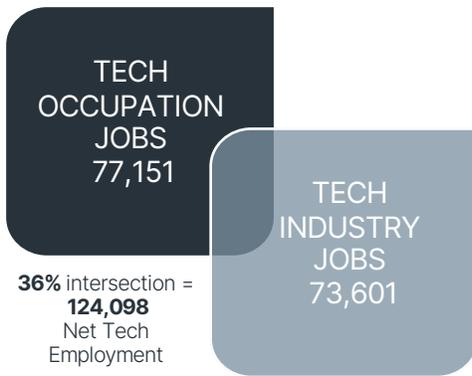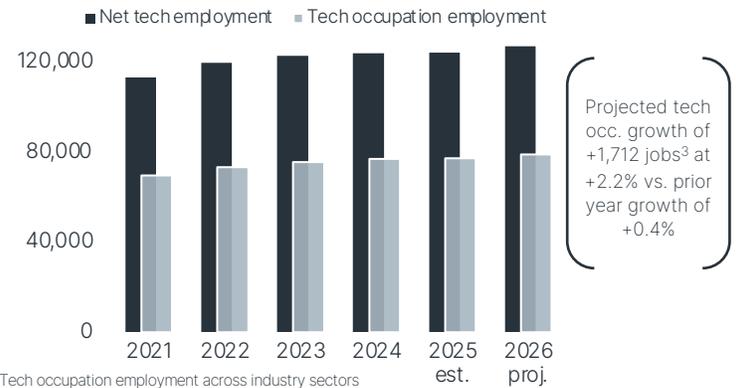## TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $91,677, 94% higher than median state wage[5]

[5]2024 data | most recent available

Kansas

STATE OF TECHNOLOGY SUMMARY

69,202 NET TECH EMPLOYMENT[1]

4.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

44,225 TECH OCCUPATION EMPLOYMENT [2026 projection]

$10.7b ECONOMIC IMPACT [estimated direct impact of tech sector]

7,331 TECH BUSINESS ESTABLISHMENTS [firms with payroll]

27,593 EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

10,680 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

2nd COST OF LIVING [vs. national benchmark[2]]

3rd TECH WAGE PREMIUM [vs. prevailing median wage]

2nd TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

2nd AGGREGATE RELATIVE RANKING

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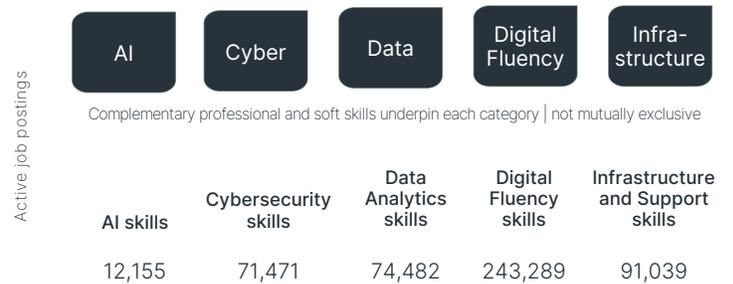

TECH OCCUPATION JOBS 43,488

TECH INDUSTRY JOBS 42,117

39% intersection = **69,202** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +738 jobs[3] at +1.7% vs. prior year growth of +0.5%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	3,565	2.5%	1.9x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	6,994	2.2%	1.6x
Data Science, Data Analysts, Database, Machine Learning	1,775	3.1%	2.3x
Network Admins, Architects, Cloud Engineers, Support	5,692	0.4%	0.3x
Software Development, Programmers, Web, QA, AI	18,304	2.1%	1.6x
Tech Support, Help Desk, IT Specialists	5,879	0.3%	0.2x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
10,680	40,713	48,826	146,179	56,597

Active job postings

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

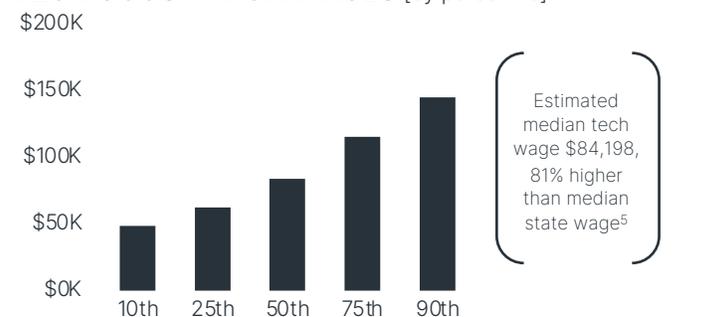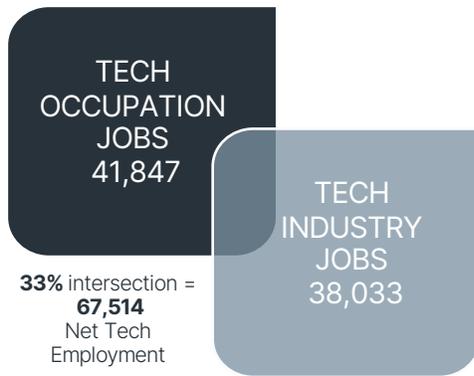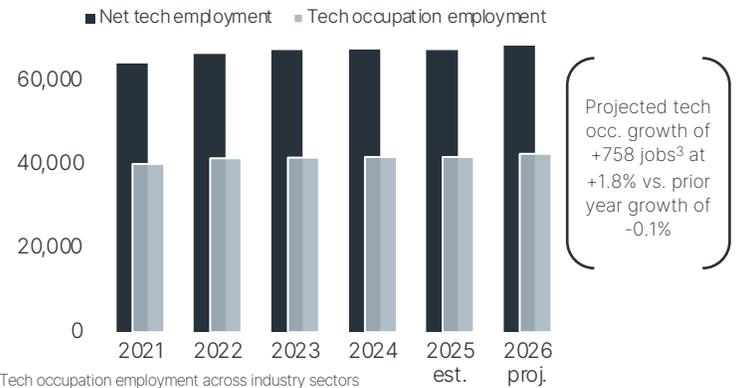## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Finance and Insurance
16,865	4,573	4,532	4,270

[6]Tech 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]

10th 25th 50th 75th 90th

Estimated median tech wage $93,451, 101% higher than median state wage[5]

[5]2024 data | most recent available

Kentucky

STATE OF TECHNOLOGY SUMMARY

69,489	NET TECH EMPLOYMENT[1]
3.3%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
44,107	TECH OCCUPATION EMPLOYMENT [2026 projection]
$8.7b	ECONOMIC IMPACT [estimated direct impact of tech sector]
9,897	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
21,491	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
7,429	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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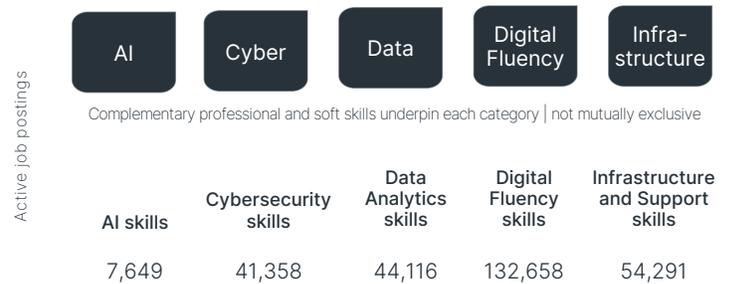

TECH OCCUPATION JOBS
43,248

TECH INDUSTRY JOBS
40,664

35% intersection = **69,489** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +859 jobs[3] at +2.0% vs. prior year growth of +0.2%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	3,076	3.5%	2.6x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	9,148	2.3%	1.7x
Data Science, Data Analysts, Database, Machine Learning	3,069	3.3%	2.4x
Network Admins, Architects, Cloud Engineers, Support	6,627	1.0%	0.8x
Software Development, Programmers, Web, QA, AI	11,035	3.0%	2.3x
Tech Support, Help Desk, IT Specialists	7,989	0.3%	0.2x

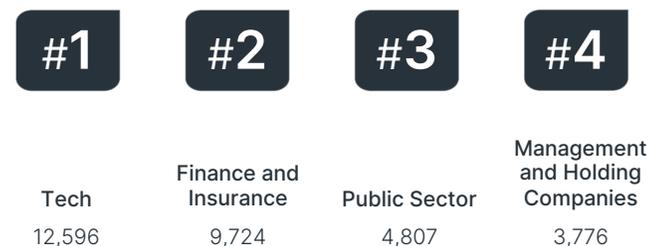[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
7,429	44,434	43,652	139,718	54,109

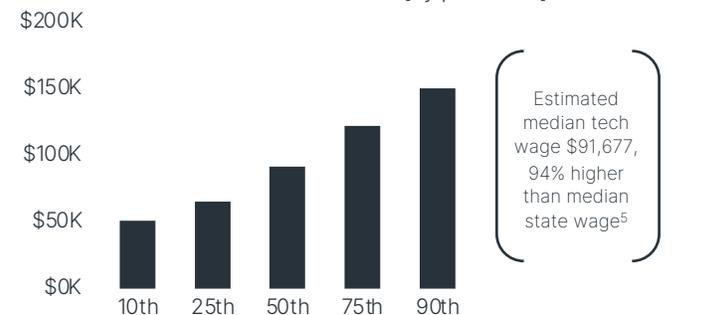CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

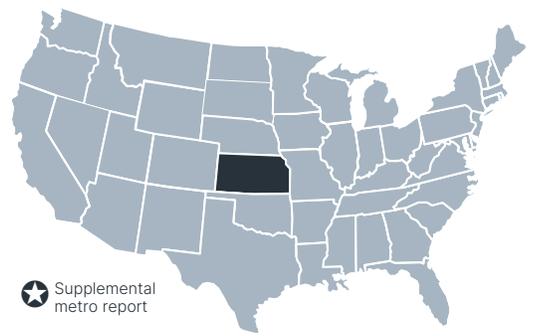| #1	#2	#3	#4
Tech	Public Sector	Finance and Insurance	Professional, Scientific, Engineering Services
14,834	6,001	4,831	4,105

[6]Tech 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]

Estimated median tech wage $81,918, 82% higher than median state wage[5]

[5]2024 data | most recent available
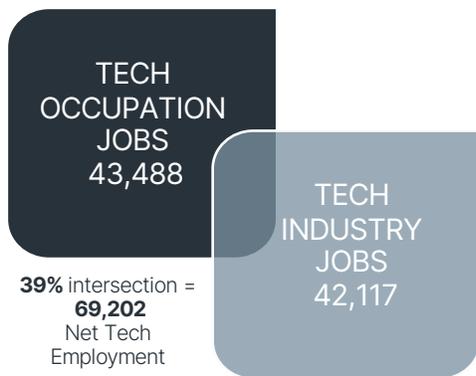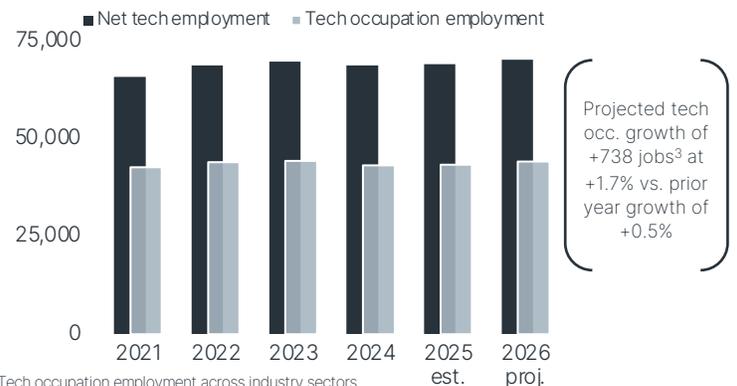
Louisiana
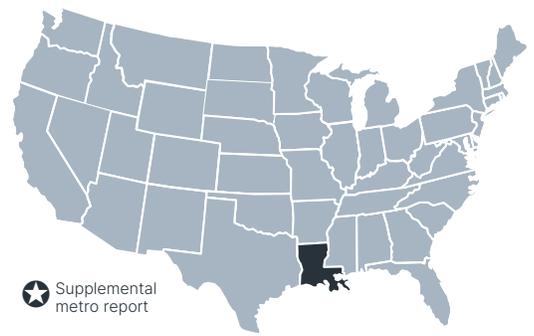
STATE OF TECHNOLOGY SUMMARY

51,653 NET TECH EMPLOYMENT[1]

2.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

31,151 TECH OCCUPATION EMPLOYMENT [2026 projection]

$6.5b ECONOMIC IMPACT [estimated direct impact of tech sector]

6,506 TECH BUSINESS ESTABLISHMENTS [firms with payroll]

19,970 EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

7,074 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

⭐ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

2nd COST OF LIVING [vs. national benchmark[2]]

4th TECH WAGE PREMIUM [vs. prevailing median wage]

2nd TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

2nd AGGREGATE RELATIVE RANKING

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

TECH OCCUPATION JOBS

TECH OCCUPATION JOBS 30,494

TECH INDUSTRY JOBS 30,700

31% intersection = **51,653** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +657 jobs[3] at +2.2% vs. prior year growth of +1.1%

2021 2022 2023 2024 2025 est. 2026 proj.

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	2,741	3.1%	2.3x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	8,635	2.1%	1.6x
Data Science, Data Analysts, Database, Machine Learning	2,212	3.7%	2.8x
Network Admins, Architects, Cloud Engineers, Support	3,629	1.3%	1.0x
Software Development, Programmers, Web, QA, AI	7,495	2.9%	2.2x
Tech Support, Help Desk, IT Specialists	4,047	0.7%	0.5x

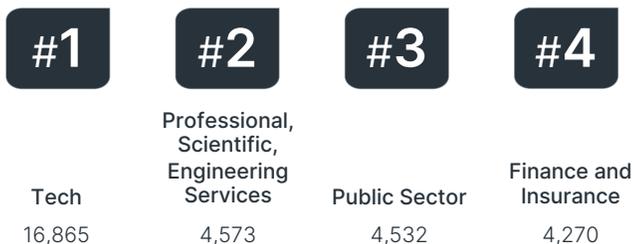[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI | Cyber | Data | Digital Fluency | Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
7,074	48,655	49,050	141,642	60,095

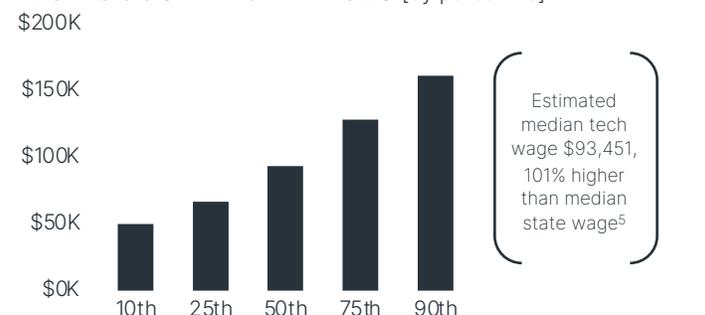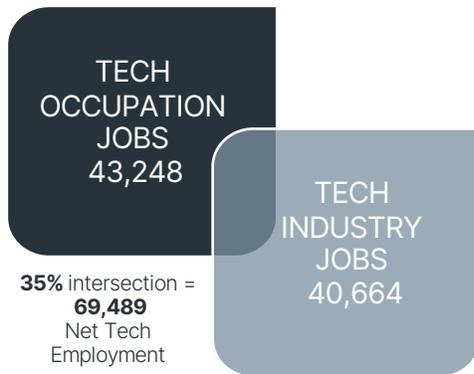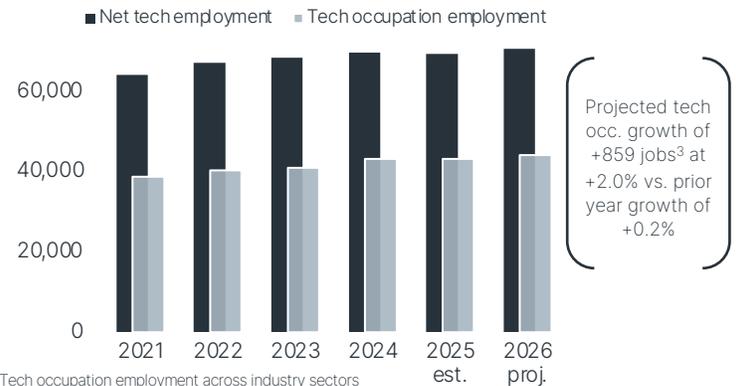CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1 Tech 9,864

#2 Public Sector 4,585

#3 Professional, Scientific, Engineering Services 3,676

#4 Finance and Insurance 2,763

[6]Tech 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]

$200K
$150K
$100K
$50K
$0K

10th 25th 50th 75th 90th

Estimated median tech wage $80,070, 86% higher than median state wage[5]

[5]2024 data | most recent available

Maine

STATE OF TECHNOLOGY SUMMARY

27,368	NET TECH EMPLOYMENT[1]
3.8%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
17,782	TECH OCCUPATION EMPLOYMENT [2026 projection]
$4.2b	ECONOMIC IMPACT [estimated direct impact of tech sector]
4,196	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
13,612	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
6,088	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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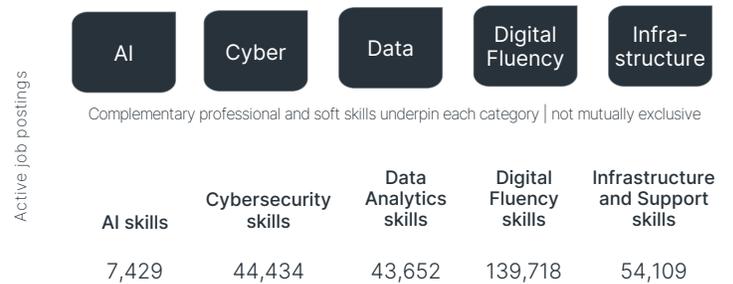

TECH OCCUPATION JOBS

TECH OCCUPATION JOBS 17,359

TECH INDUSTRY JOBS 15,812

37% intersection = **27,368** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +423 jobs[3] at +2.4% vs. prior year growth of -0.6%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	1,669	3.4%	2.5x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	3,989	2.6%	1.9x
Data Science, Data Analysts, Database, Machine Learning	1,687	3.8%	2.8x
Network Admins, Architects, Cloud Engineers, Support	2,229	1.2%	0.9x
Software Development, Programmers, Web, QA, AI	4,187	3.2%	2.4x
Tech Support, Help Desk, IT Specialists	2,647	0.8%	0.6x

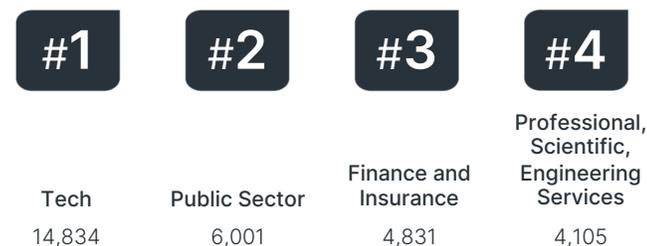[4]Projected growth rate for 2026 │ [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category │ not mutually exclusive

Active job postings

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
6,088	18,870	22,532	62,639	25,984

CompTIA analysis of Lightcast employer job posting data │ Totals across all jobs │ Jan 2025-Jan 2026

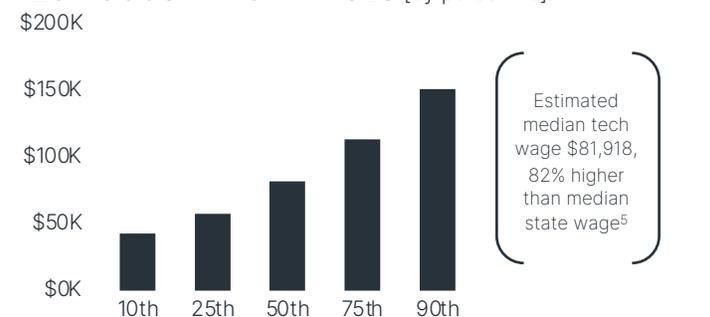## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector │ projected 2026

| #1	#2	#3	#4
Tech	Management and Holding Companies	Public Sector	Finance and Insurance
6,012	2,514	1,889	1,678

[6]Tech 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]

Estimated median tech wage $91,451, 86% higher than median state wage[5]

(bar chart: $0K, $50K, $100K, $150K, $200K; percentiles 10th, 25th, 50th, 75th, 90th)

[5]2024 data │ most recent available

Maryland

STATE OF TECHNOLOGY SUMMARY

225,638	NET TECH EMPLOYMENT[1]
7.6%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
152,554	TECH OCCUPATION EMPLOYMENT [2026 projection]
$40.6b	ECONOMIC IMPACT [estimated direct impact of tech sector]
17,089	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
92,723	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
24,091	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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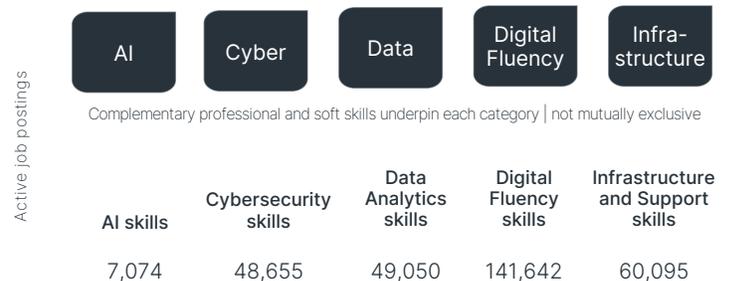

TECH OCCUPATION JOBS 149,915
TECH INDUSTRY JOBS 141,761

47% intersection = **225,638** Net Tech Employment

NET TECH EMPLOYMENT

Net tech employment ■ Tech occupation employment

(bar chart years 2021, 2022, 2023, 2024, 2025 est., 2026 proj.; y-axis 0 to 240,000)

Projected tech occ. growth of +2,639 jobs[3] at +1.8% vs. prior year growth of -1.0%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	15,042	2.2%	1.6x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	43,669	1.9%	1.4x
Data Science, Data Analysts, Database, Machine Learning	10,185	2.6%	1.9x
Network Admins, Architects, Cloud Engineers, Support	21,515	0.6%	0.4x
Software Development, Programmers, Web, QA, AI	43,622	2.3%	1.7x
Tech Support, Help Desk, IT Specialists	10,857	0.6%	0.5x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI | Cyber | Data | Digital Fluency | Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
24,091	86,930	99,946	274,556	123,204

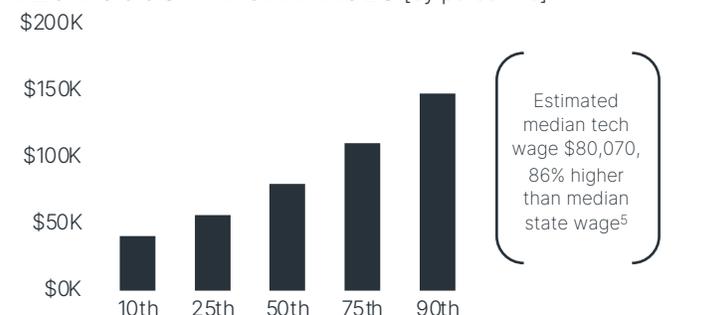CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

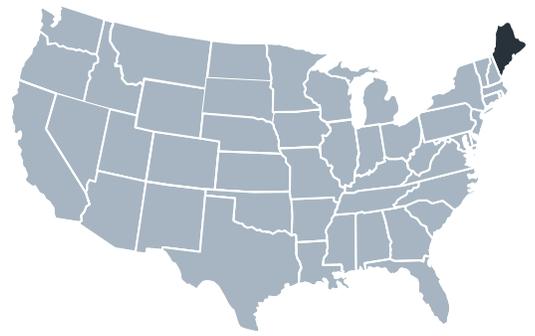| #1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Finance and Insurance
67,330	22,983	21,852	8,314

[6]Tech 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]

(bar chart: 10th, 25th, 50th, 75th, 90th percentiles; y-axis $0K to $200K)

Estimated median tech wage $126,564, 125% higher than median state wage[5]

[5]2024 data | most recent available

CompTIA®

Massachusetts

STATE OF TECHNOLOGY SUMMARY

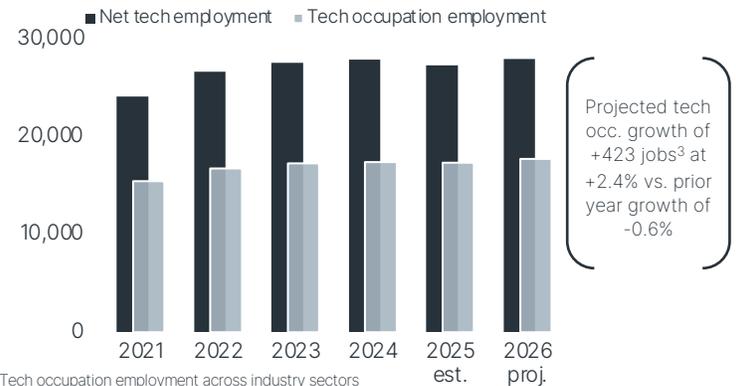|	
308,134	NET TECH EMPLOYMENT[1]
8.0%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
180,844	TECH OCCUPATION EMPLOYMENT [2026 projection]
$84.2b	ECONOMIC IMPACT [estimated direct impact of tech sector]
20,901	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
94,892	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
48,022	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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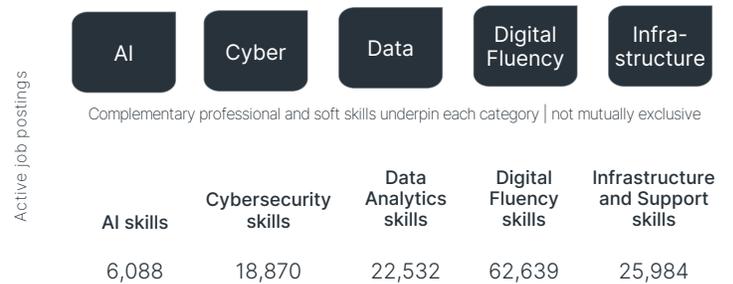**TECH OCCUPATION JOBS 178,910**

TECH INDUSTRY JOBS 209,077

38% intersection = **308,134** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,934 jobs[3] at +1.1% vs. prior year growth of -0.7%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	25,436	1.5%	1.1x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	28,954	1.2%	0.9x
Data Science, Data Analysts, Database, Machine Learning	15,608	2.9%	2.1x
Network Admins, Architects, Cloud Engineers, Support	14,869	0.3%	0.2x
Software Development, Programmers, Web, QA, AI	67,376	1.1%	0.9x
Tech Support, Help Desk, IT Specialists	19,240	-0.4%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
48,022	112,657	167,783	429,998	165,841

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

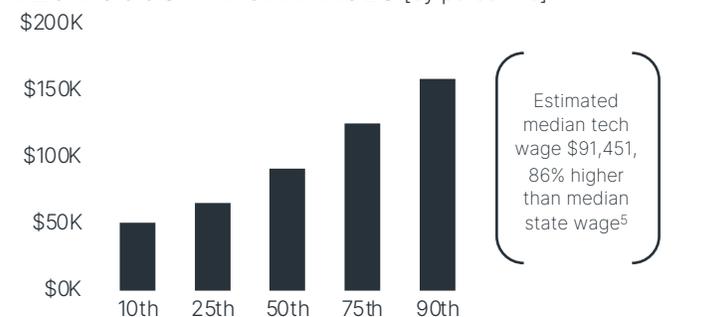## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Management and Holding Companies
80,126	28,751	17,727	11,726

[6]Tech 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]

Estimated median tech wage $133,997, 115% higher than median state wage[5]

[5]2024 data | most recent available

Michigan

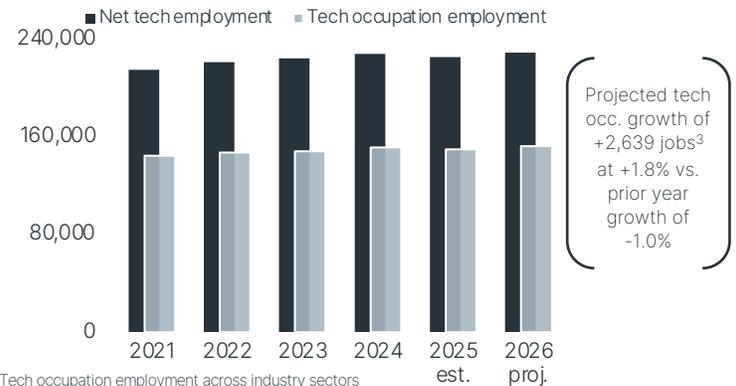## STATE OF TECHNOLOGY SUMMARY

218,805	NET TECH EMPLOYMENT[1]
4.7%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
144,931	TECH OCCUPATION EMPLOYMENT [2026 projection]
$30.3b	ECONOMIC IMPACT [estimated direct impact of tech sector]
20,149	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
70,569	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
23,730	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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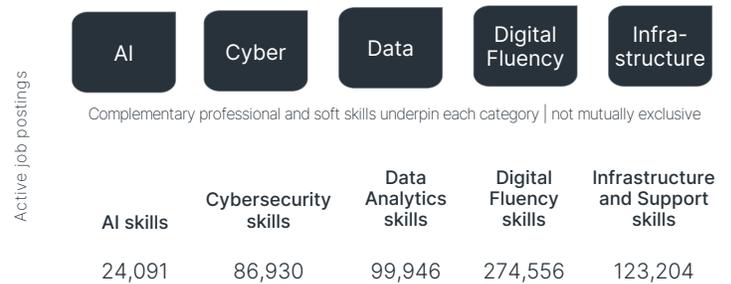TECH OCCUPATION JOBS 143,644

TECH INDUSTRY JOBS 122,428

39% intersection = **218,805** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,286 jobs[3] at +0.9% vs. prior year growth of -0.6%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	15,855	1.6%	1.2x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	26,164	1.1%	0.8x
Data Science, Data Analysts, Database, Machine Learning	9,242	2.8%	2.1x
Network Admins, Architects, Cloud Engineers, Support	12,701	0.3%	0.2x
Software Development, Programmers, Web, QA, AI	53,091	1.1%	0.8x
Tech Support, Help Desk, IT Specialists	21,374	-0.6%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI | Cyber | Data | Digital Fluency | Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
23,730	100,898	121,478	363,450	136,958

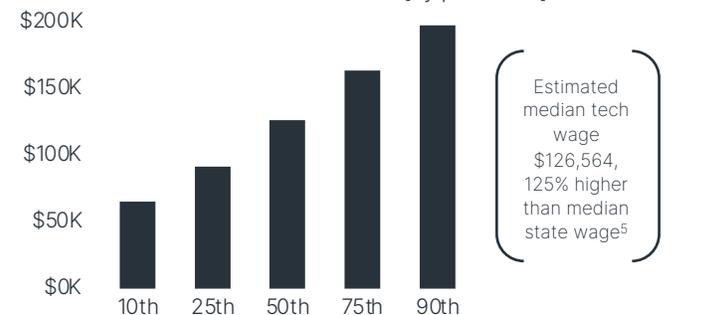CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Public Sector
47,837	20,867	15,452	14,216

[6]Tech 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
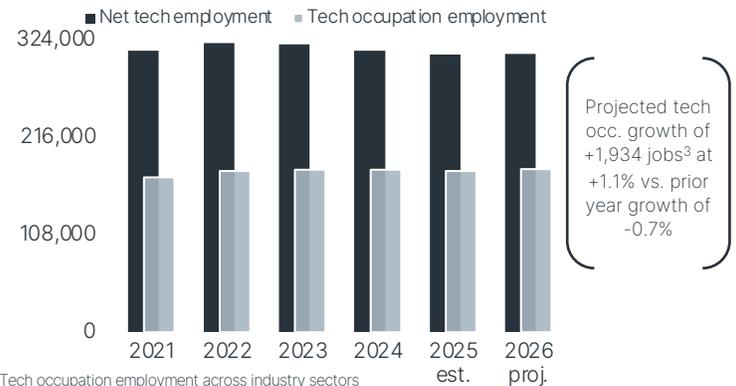
TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $96,125, 100% higher than median state wage[5]

[5]2024 data | most recent available

Minnesota

STATE OF TECHNOLOGY SUMMARY

183,652	NET TECH EMPLOYMENT[1]
5.9%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
108,452	TECH OCCUPATION EMPLOYMENT [2026 projection]
$30.7b	ECONOMIC IMPACT [estimated direct impact of tech sector]
15,419	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
49,936	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
19,596	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

⭐ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

TECH OCCUPATION JOBS
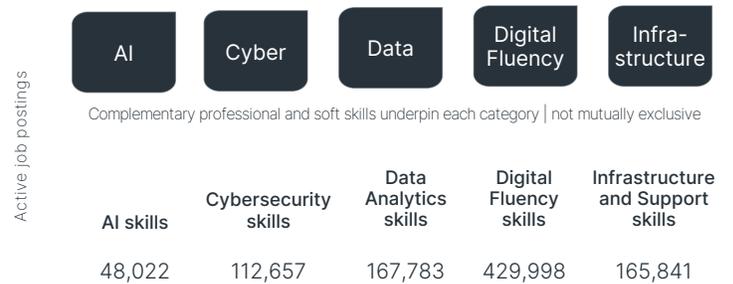
TECH OCCUPATION JOBS 107,641

TECH INDUSTRY JOBS 116,116

35% intersection = 183,652 Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +811 jobs[3] at +0.8% vs. prior year growth of -0.6%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	10,844	1.4%	1.0x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	17,471	1.2%	0.9x
Data Science, Data Analysts, Database, Machine Learning	5,695	2.4%	1.8x
Network Admins, Architects, Cloud Engineers, Support	9,547	0.1%	0.1x
Software Development, Programmers, Web, QA, AI	45,855	0.8%	0.6x
Tech Support, Help Desk, IT Specialists	14,342	-0.5%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
19,596	68,922	94,881	275,678	97,281

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

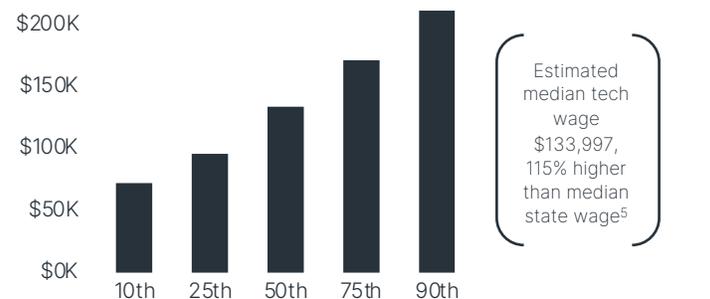## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Management and Holding Companies	Professional, Scientific, Engineering Services
40,354	13,980	12,862	9,484

[6]Tech 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]

Estimated median tech wage $1110,034, 107% higher than median state wage[5]

(Bar chart with percentiles: 10th, 25th, 50th, 75th, 90th; y-axis $0K to $200K)

[5]2024 data | most recent available

Mississippi

STATE OF TECHNOLOGY SUMMARY
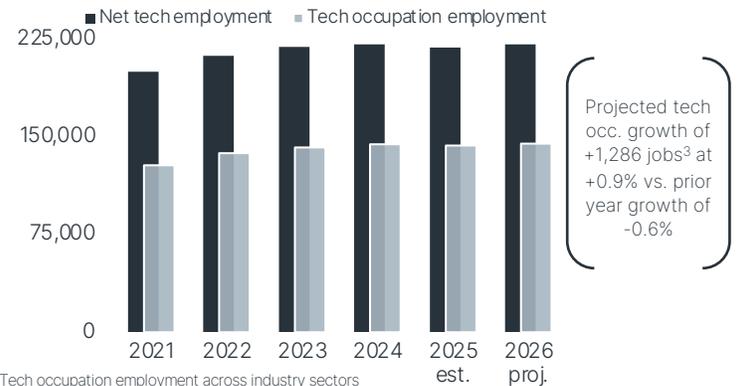
32,428	NET TECH EMPLOYMENT[1]
2.6%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
21,090	TECH OCCUPATION EMPLOYMENT [2026 projection]
$3.8b	ECONOMIC IMPACT [estimated direct impact of tech sector]
4,442	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
17,317	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
4,934	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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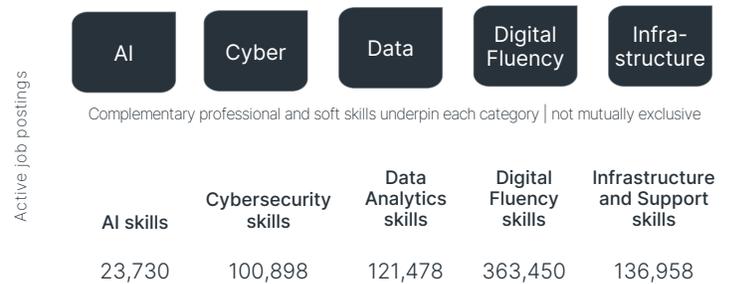

TECH OCCUPATION JOBS 20,495

TECH INDUSTRY JOBS 18,189

34% intersection = **32,428** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +595 jobs[3] at +2.9% vs. prior year growth of +1.1%

[3]Tech occupation employment across industry sectors

(2021, 2022, 2023, 2024, 2025 est., 2026 proj.)

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	1,936	3.8%	2.9x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	4,343	3.2%	2.4x
Data Science, Data Analysts, Database, Machine Learning	1,120	5.5%	4.1x
Network Admins, Architects, Cloud Engineers, Support	3,504	0.9%	0.7x
Software Development, Programmers, Web, QA, AI	5,114	4.3%	3.2x
Tech Support, Help Desk, IT Specialists	3,308	1.2%	0.9x

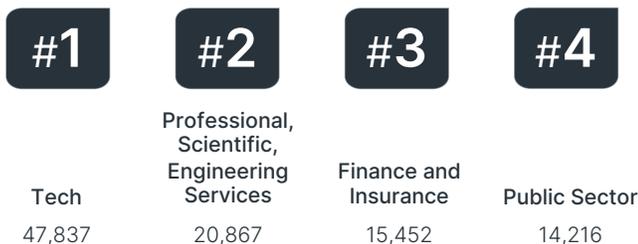[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI | Cyber | Data | Digital Fluency | Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
4,934	27,590	26,786	85,950	36,804

Active job postings

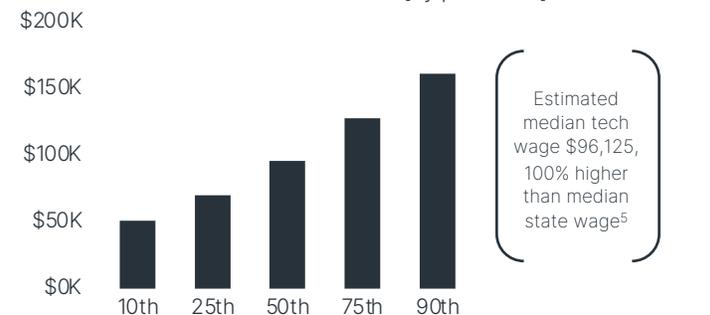CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Public Sector	Finance and Insurance	Professional, Scientific, Engineering Services
6,535	4,192	1,929	1,766

[6]Tech 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
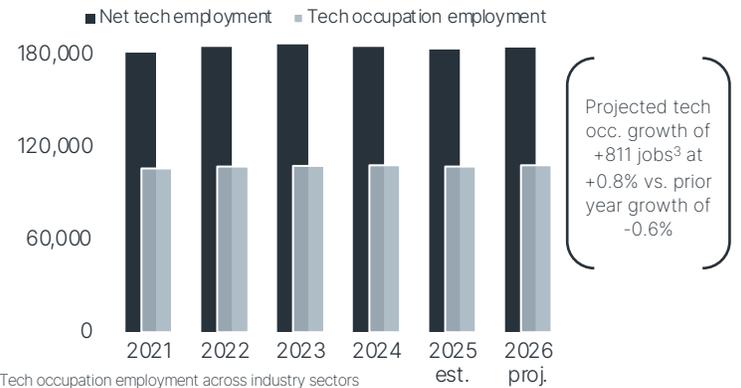
TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $71,308, 81% higher than median state wage[5]

($200K, $150K, $100K, $50K, $0K — 10th, 25th, 50th, 75th, 90th)

[5]2024 data | most recent available

Missouri

STATE OF TECHNOLOGY SUMMARY

155,794	NET TECH EMPLOYMENT[1]
5.0%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
94,081	TECH OCCUPATION EMPLOYMENT [2026 projection]
$24.4b	ECONOMIC IMPACT [estimated direct impact of tech sector]
13,373	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
44,245	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
17,109	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

⭐ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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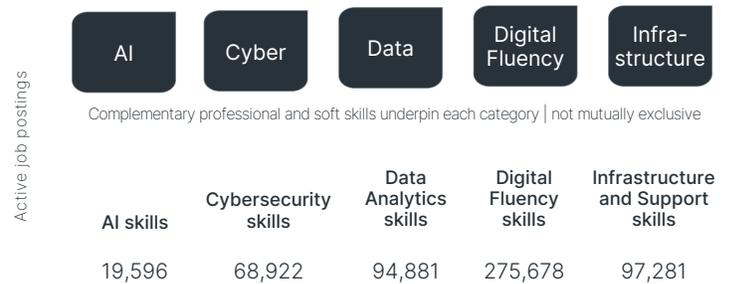

TECH OCCUPATION JOBS 92,951

TECH INDUSTRY JOBS 99,406

37% intersection = **155,794** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,131 jobs[3] at +1.2% vs. prior year growth of -0.4%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	8,978	2.0%	1.5x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	22,968	1.0%	0.8x
Data Science, Data Analysts, Database, Machine Learning	7,867	2.3%	1.7x
Network Admins, Architects, Cloud Engineers, Support	11,534	0.0%	0.0x
Software Development, Programmers, Web, QA, AI	23,320	2.3%	1.7x
Tech Support, Help Desk, IT Specialists	14,992	-0.4%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

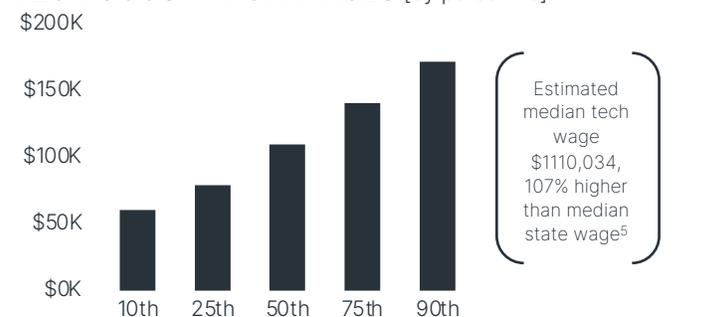| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
17,109	69,685	89,067	238,166	91,212

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Public Sector	Professional, Scientific, Engineering Services
37,202	10,325	9,223	8,319

[6]Tech 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]

Estimated median tech wage $87,073, 89% higher than median state wage[5]

[5]2024 data | most recent available

Montana
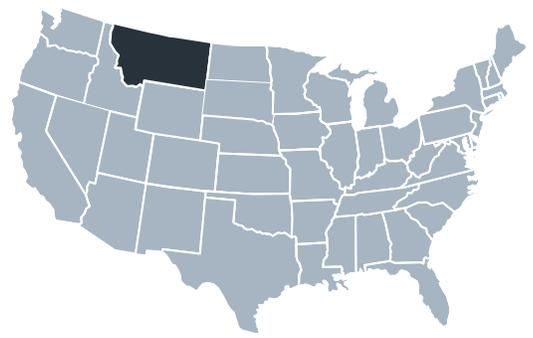
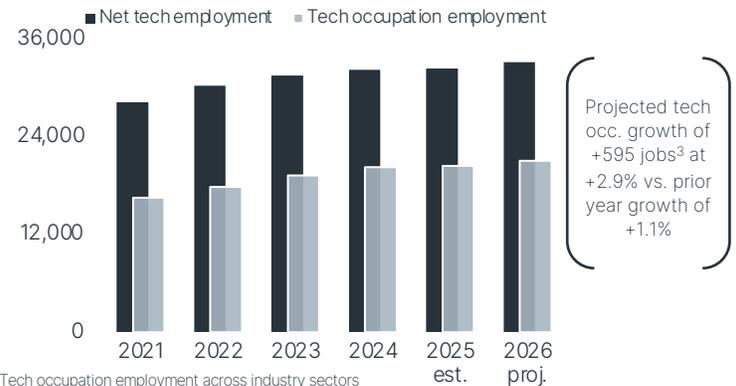## STATE OF TECHNOLOGY SUMMARY

18,895	NET TECH EMPLOYMENT[1]
3.3%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
11,928	TECH OCCUPATION EMPLOYMENT [2026 projection]
$2.9b	ECONOMIC IMPACT [estimated direct impact of tech sector]
3,846	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
9,806	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
4,139	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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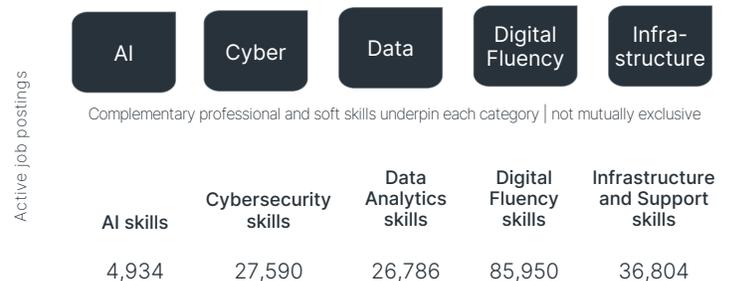

TECH OCCUPATION JOBS 11,600

TECH INDUSTRY JOBS 11,939

39% intersection = **18,895** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +328 jobs[3] at +2.8% vs. prior year growth of +0.8%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	1,253	3.2%	2.4x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	2,054	3.4%	2.6x
Data Science, Data Analysts, Database, Machine Learning	821	4.3%	3.2x
Network Admins, Architects, Cloud Engineers, Support	1,853	1.4%	1.0x
Software Development, Programmers, Web, QA, AI	3,255	3.7%	2.8x
Tech Support, Help Desk, IT Specialists	1,832	1.2%	0.9x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%
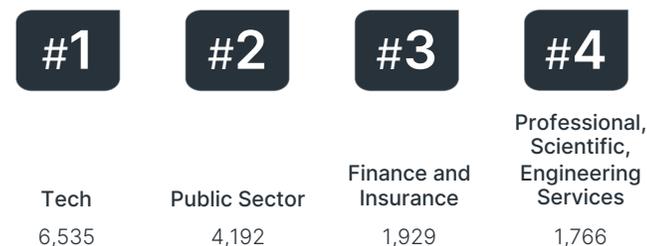
EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
4,139	15,119	17,622	50,523	21,347

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

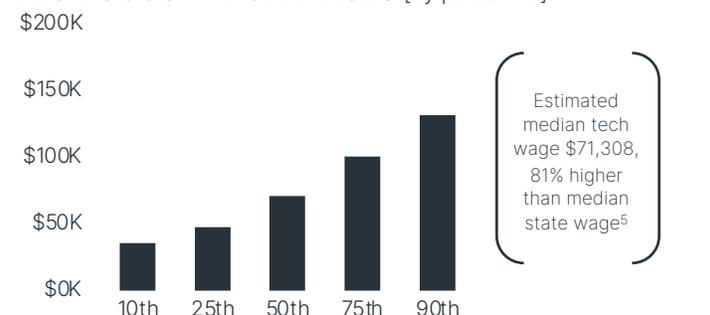## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Finance and Insurance
4,808	1,948	1,409	1,099

[6]Tech 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]

Estimated median tech wage $86,468, 84% higher than median state wage[5]

[5]2024 data | most recent available

CompTIA

Nebraska

STATE OF TECHNOLOGY SUMMARY
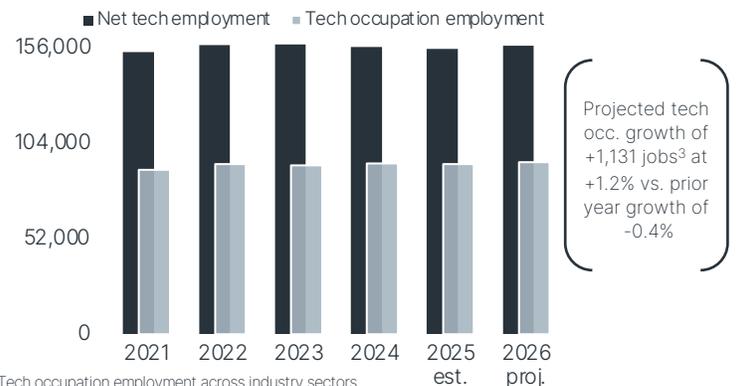
53,983	NET TECH EMPLOYMENT[1]
4.9%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
37,338	TECH OCCUPATION EMPLOYMENT [2026 projection]
$8.4b	ECONOMIC IMPACT [estimated direct impact of tech sector]
4,627	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
19,419	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
6,618	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

⭐ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 36,756

TECH INDUSTRY JOBS 31,501

45% intersection = **53,983** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +582 jobs[3] at +1.6% vs. prior year growth of -0.4%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	4,551	2.1%	1.5x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	6,109	1.8%	1.4x
Data Science, Data Analysts, Database, Machine Learning	2,943	2.1%	1.5x
Network Admins, Architects, Cloud Engineers, Support	4,244	0.5%	0.4x
Software Development, Programmers, Web, QA, AI	12,397	2.2%	1.6x
Tech Support, Help Desk, IT Specialists	4,736	0.2%	0.2x

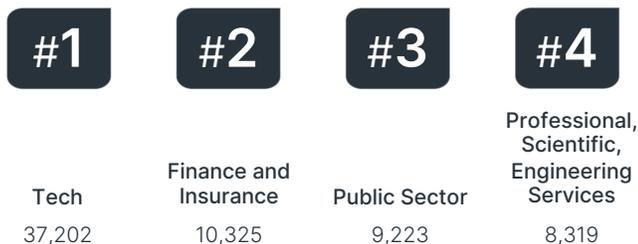[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
6,618	25,306	30,701	91,081	35,566

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

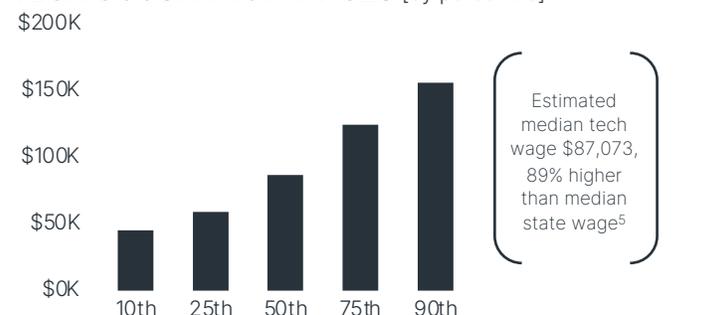## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

| #1	#2	#3	#4
Tech	Finance and Insurance	Public Sector	Management and Holding Companies
14,628	5,027	4,438	3,559

[6]Tech 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]

Estimated median tech wage $96,954, 104% higher than median state wage[5]

[5]2024 data | most recent available

Nevada

STATE OF TECHNOLOGY SUMMARY

56,544	NET TECH EMPLOYMENT[1]
3.4%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
35,022	TECH OCCUPATION EMPLOYMENT [2026 projection]
$11.9b	ECONOMIC IMPACT [estimated direct impact of tech sector]
6,101	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
20,229	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
7,239	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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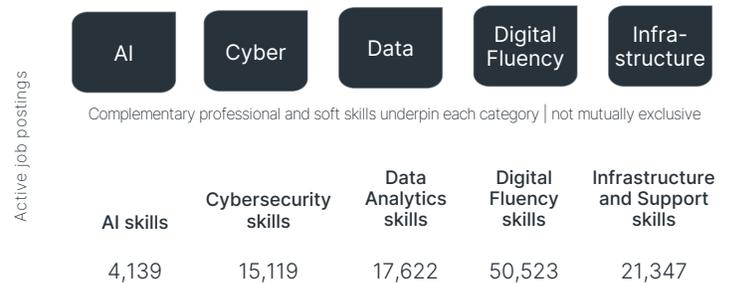

TECH OCCUPATION JOBS 33,569

TECH INDUSTRY JOBS 34,404

33% intersection = **56,544** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,452 jobs[3] at +4.3% vs. prior year growth of +1.0%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	3,294	5.4%	4.0x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	8,074	4.3%	3.2x
Data Science, Data Analysts, Database, Machine Learning	2,305	5.9%	4.4x
Network Admins, Architects, Cloud Engineers, Support	4,026	3.0%	2.2x
Software Development, Programmers, Web, QA, AI	7,449	6.4%	4.7x
Tech Support, Help Desk, IT Specialists	6,623	2.1%	1.6x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
7,239	36,975	38,284	121,138	47,332

Active job postings
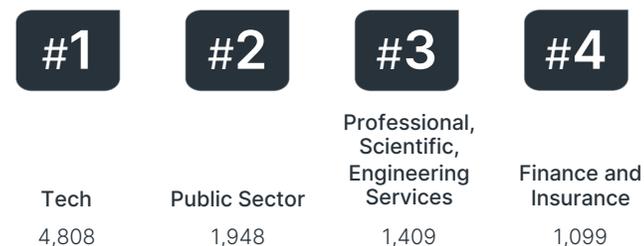
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

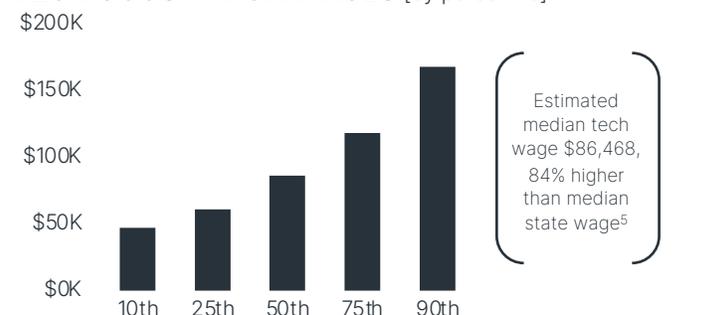## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

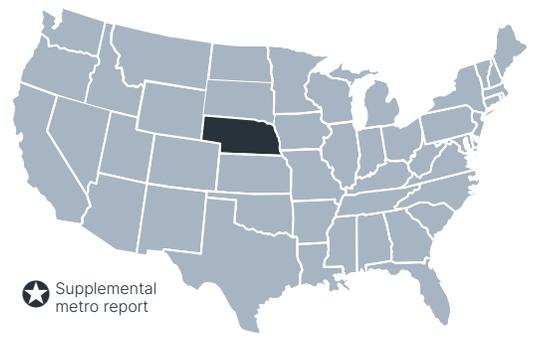| #1	#2	#3	#4
Tech	Management and Holding Companies	Public Sector	Professional, Scientific, Engineering Services
12,141	3,999	3,504	3,476

[6]Tech 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]

Estimated median tech wage $93,013, 102% higher than median state wage[5]

[5]2024 data | most recent available

New Hampshire

STATE OF TECHNOLOGY SUMMARY

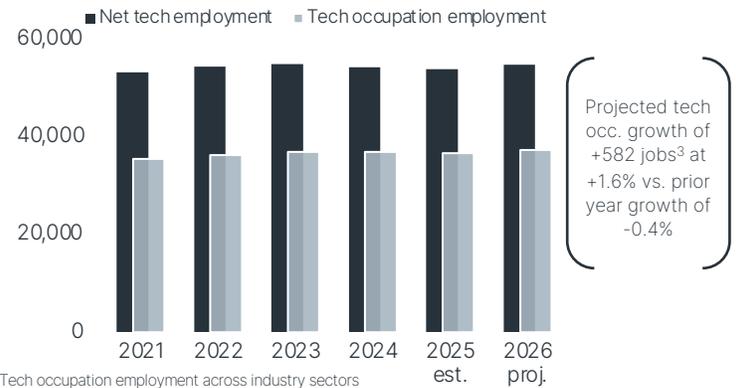|	
55,957	NET TECH EMPLOYMENT[1]
7.6%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
28,675	TECH OCCUPATION EMPLOYMENT [2026 projection]
$12.9b	ECONOMIC IMPACT [estimated direct impact of tech sector]
6,756	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
15,061	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
5,323	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 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]
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 | [1]Net of tech industry + tech occupation employment | [2]Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | [2]Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details
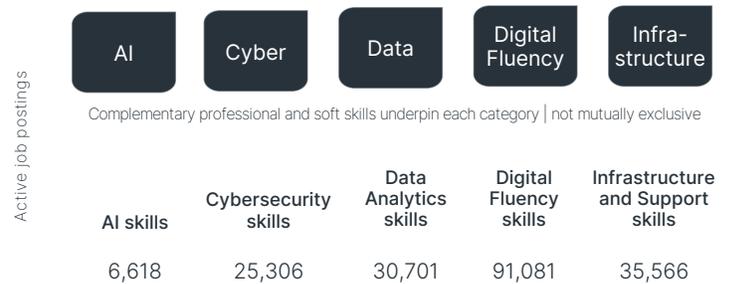

TECH OCCUPATION JOBS 28,050

TECH INDUSTRY JOBS 41,770

33% intersection = **55,957** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +625 jobs[3] at +2.2% vs. prior year growth of -0.6%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	4,220	2.6%	1.9x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	4,505	2.7%	2.0x
Data Science, Data Analysts, Database, Machine Learning	1,547	3.9%	2.9x
Network Admins, Architects, Cloud Engineers, Support	3,511	1.2%	0.9x
Software Development, Programmers, Web, QA, AI	9,752	2.6%	1.9x
Tech Support, Help Desk, IT Specialists	3,402	0.9%	0.7x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%
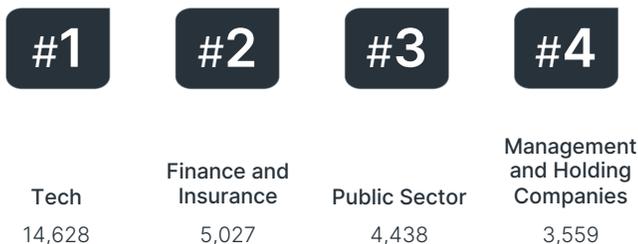
EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
5,323	24,171	25,727	79,141	33,241

Active job postings

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

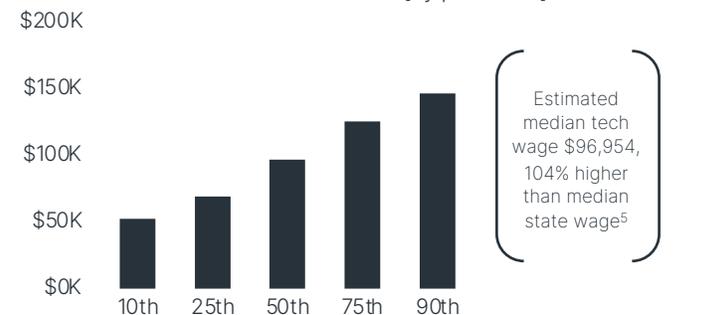## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Public Sector
14,196	2,566	2,216	1,803

[6]Tech 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]

Estimated median tech wage $110,863, 111% higher than median state wage[5]

[5]2024 data | most recent available

New Jersey

STATE OF TECHNOLOGY SUMMARY

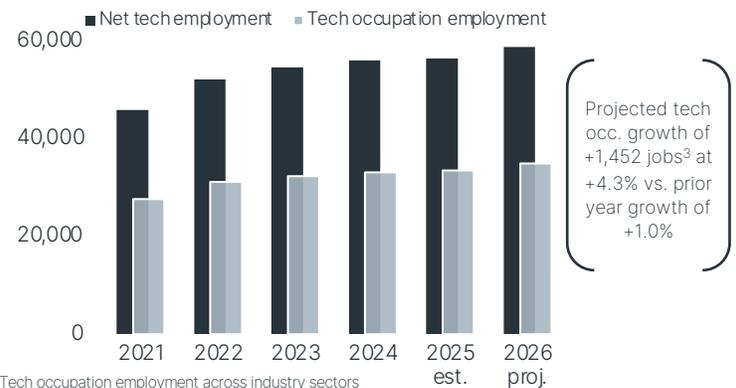|	
298,466	NET TECH EMPLOYMENT[1]
6.6%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
201,999	TECH OCCUPATION EMPLOYMENT [2026 projection]
$61.0b	ECONOMIC IMPACT [estimated direct impact of tech sector]
16,682	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
96,564	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
34,487	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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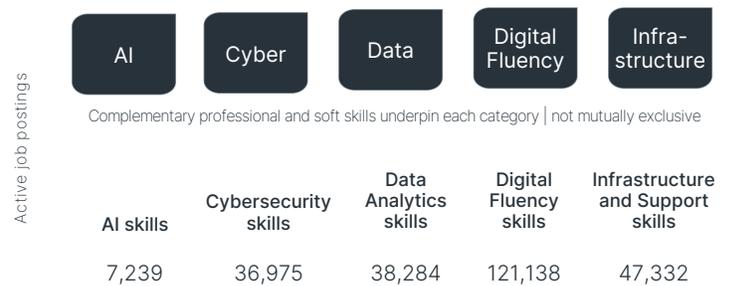TECH OCCUPATION JOBS 199,148

TECH INDUSTRY JOBS 179,628

45% intersection = **298,466** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +2,851 jobs[3] at +1.4% vs. prior year growth of 0.0%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	33,633	1.6%	1.2x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	35,588	1.5%	1.1x
Data Science, Data Analysts, Database, Machine Learning	11,700	2.7%	2.0x
Network Admins, Architects, Cloud Engineers, Support	20,603	0.5%	0.4x
Software Development, Programmers, Web, QA, AI	71,539	1.8%	1.3x
Tech Support, Help Desk, IT Specialists	19,859	0.2%	0.2x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
34,487	101,133	142,547	370,149	149,530

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

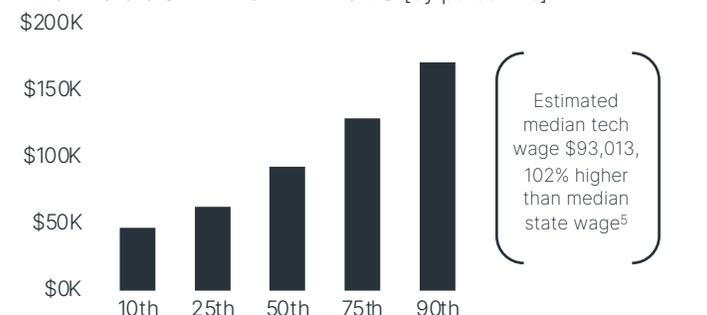## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Management and Holding Companies
81,966	25,327	20,689	14,993

[6]Tech 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]

Estimated median tech wage $125,671, 125% higher than median state wage[5]

[5]2024 data | most recent available

CompTIA.

New Mexico

STATE OF TECHNOLOGY SUMMARY

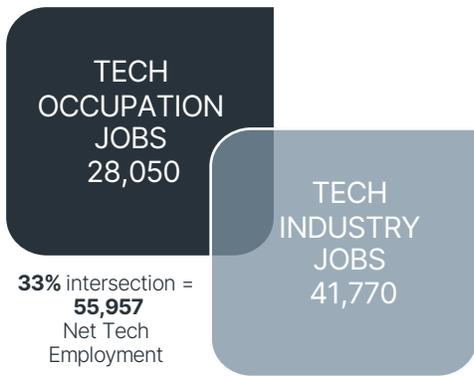40,798   NET TECH EMPLOYMENT[1]

4.3%   NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

28,495   TECH OCCUPATION EMPLOYMENT [2026 projection]

$5.7b   ECONOMIC IMPACT [estimated direct impact of tech sector]

3,682   TECH BUSINESS ESTABLISHMENTS [firms with payroll]

16,935   EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

6,415   EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]
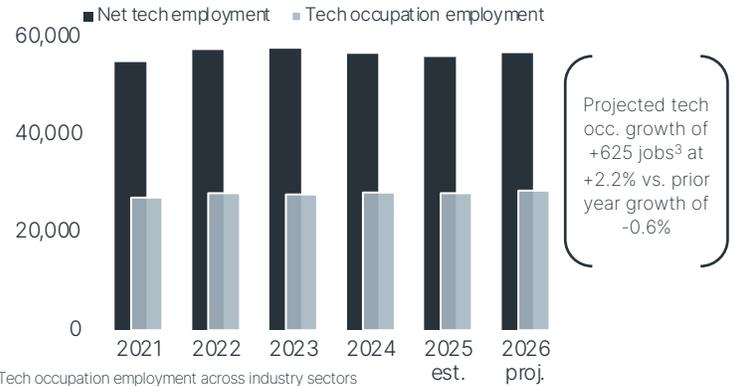
Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

2nd   COST OF LIVING [vs. national benchmark[2]]

2nd   TECH WAGE PREMIUM [vs. prevailing median wage]

2nd   TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

1st   AGGREGATE RELATIVE RANKING

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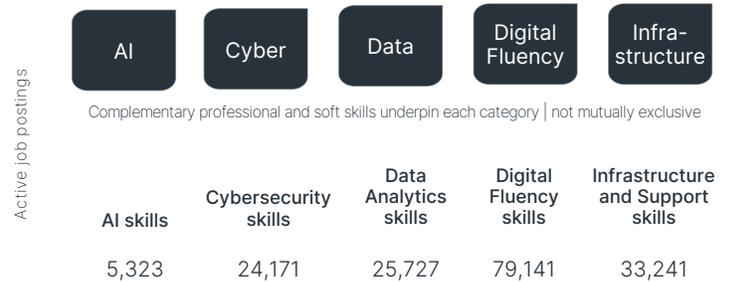

TECH OCCUPATION JOBS 27,780

TECH INDUSTRY JOBS 20,281

36% intersection = **40,798** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +715 jobs[3] at +2.6% vs. prior year growth of -0.5%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	1,499	4.2%	3.1x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	5,433	3.0%	2.2x
Data Science, Data Analysts, Database, Machine Learning	2,343	3.8%	2.8x
Network Admins, Architects, Cloud Engineers, Support	3,318	1.3%	0.9x
Software Development, Programmers, Web, QA, AI	7,526	3.6%	2.6x
Tech Support, Help Desk, IT Specialists	4,054	0.7%	0.5x

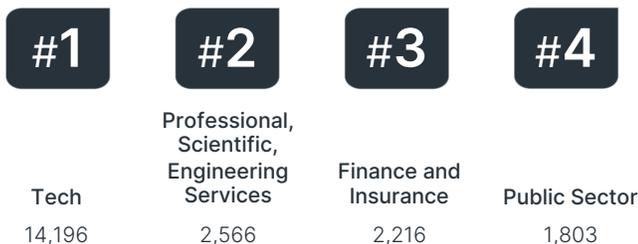[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

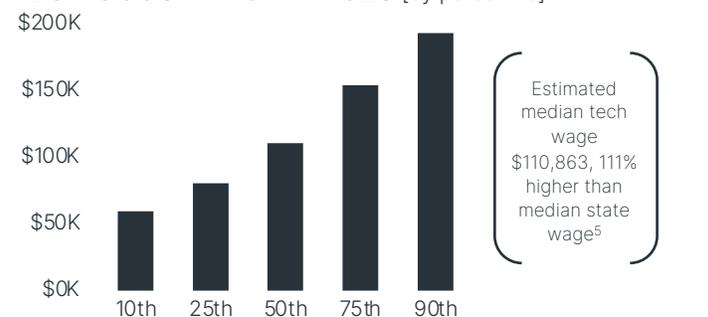| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
6,415	26,430	36,136	86,088	35,413

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Professional, Scientific, Engineering Services	Tech	Public Sector	Finance and Insurance
8,890	7,509	4,964	1,656

[6]Tech 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
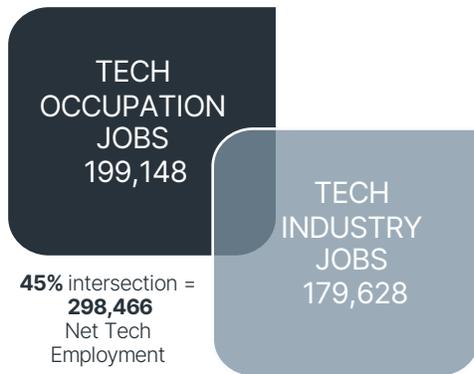
TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $95,568, 113% higher than median state wage[5]

10th   25th   50th   75th   90th

[5]2024 data | most recent available

CompTIA

New York

STATE OF TECHNOLOGY SUMMARY

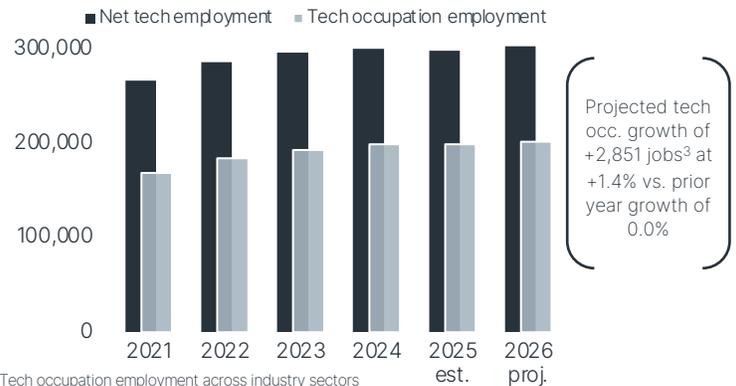|	
588,274	NET TECH EMPLOYMENT[1]
5.7%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
360,327	TECH OCCUPATION EMPLOYMENT [2026 projection]
$180.1b	ECONOMIC IMPACT [estimated direct impact of tech sector]
31,848	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
144,447	EMPLOYER JOB POSTINGS [202Jan 2025-Jan 2026 active postings total for tech occupations]
81,410	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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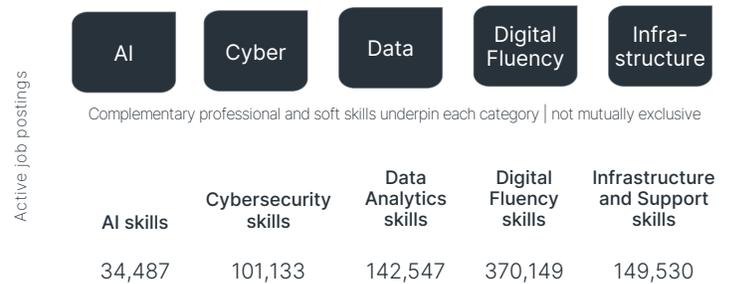

TECH OCCUPATION JOBS 350,977

TECH INDUSTRY JOBS 365,587

35% intersection = **588,274** Net Tech Employment

NET TECH EMPLOYMENT

- ■ Net tech employment
- ■ Tech occupation employment

Projected tech occ. growth of +9,350 jobs[3] at +2.7% vs. prior year growth of +0.7%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	42,076	3.0%	2.2x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	43,099	2.9%	2.2x
Data Science, Data Analysts, Database, Machine Learning	30,091	4.1%	3.1x
Network Admins, Architects, Cloud Engineers, Support	35,330	1.1%	0.8x
Software Development, Programmers, Web, QA, AI	134,926	3.5%	2.6x
Tech Support, Help Desk, IT Specialists	41,862	0.6%	0.5x

[4]Projected growth rate for 2026 │ [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category │ not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
81,410	188,121	275,651	719,869	267,068

CompTIA analysis of Lightcast employer job posting data │ Totals across all jobs │ Jan 2025-Jan 2026

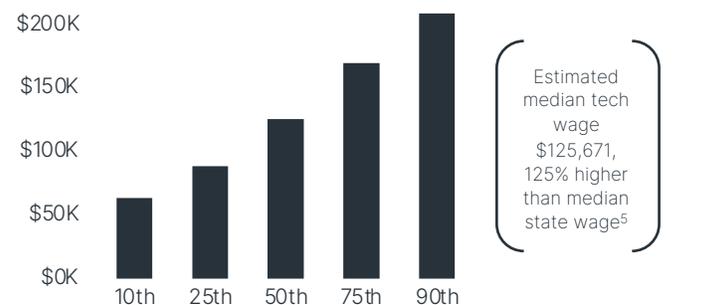## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector │ projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Professional, Scientific, Engineering Services	Transportation and Warehousing
132,439	43,698	37,244	24,537

[6]Tech 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]

Estimated median tech wage $125,760, 122% higher than median state wage[5]

[5]2024 data │ most recent available

North Carolina
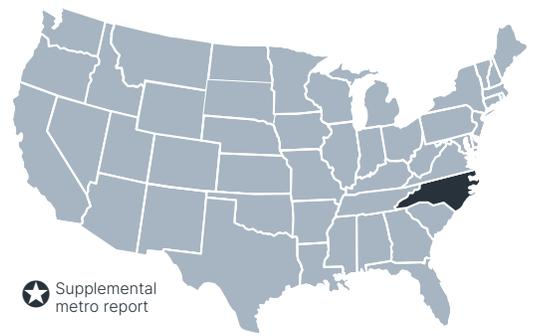
STATE OF TECHNOLOGY SUMMARY

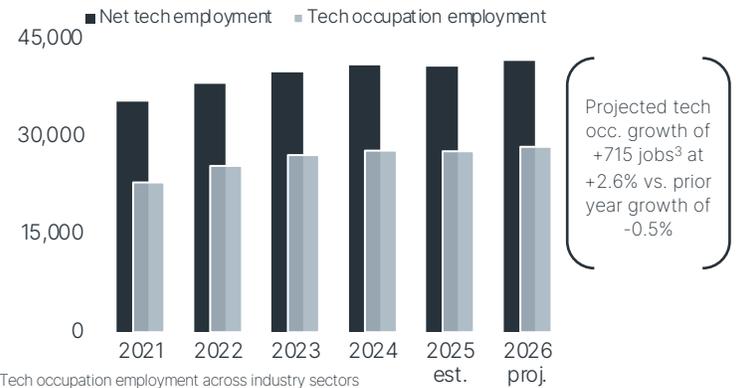|	
324,493	NET TECH EMPLOYMENT[1]
6.2%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
220,623	TECH OCCUPATION EMPLOYMENT [2026 projection]
$55.3b	ECONOMIC IMPACT [estimated direct impact of tech sector]
26,010	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
102,111	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
33,552	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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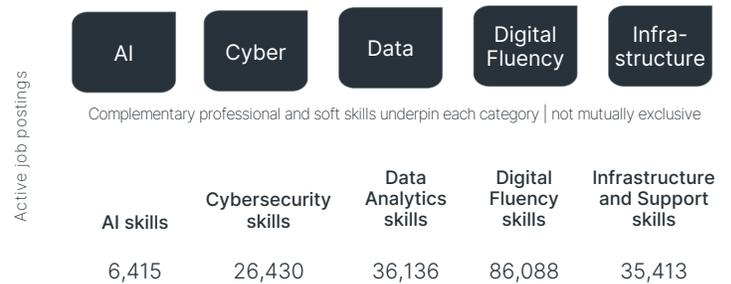

TECH OCCUPATION JOBS 214,377

TECH INDUSTRY JOBS 195,656

44% intersection = **324,493** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +6,246 jobs[3] at +2.9% vs. prior year growth of +0.3%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	24,442	3.3%	2.5x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	46,229	2.8%	2.1x
Data Science, Data Analysts, Database, Machine Learning	17,280	4.0%	3.0x
Network Admins, Architects, Cloud Engineers, Support	23,759	2.0%	1.5x
Software Development, Programmers, Web, QA, AI	72,262	3.5%	2.6x
Tech Support, Help Desk, IT Specialists	21,586	1.4%	1.1x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
33,552	127,373	163,225	447,713	182,333

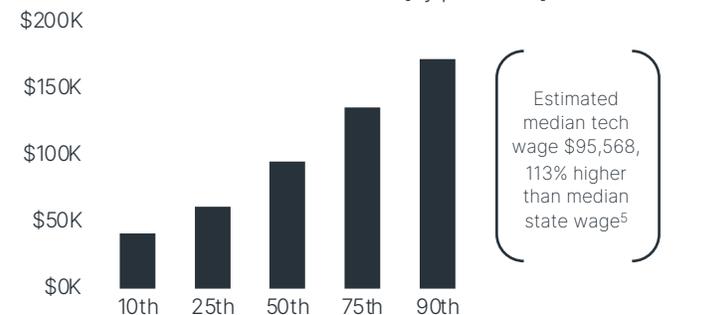CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Professional, Scientific, Engineering Services	Public Sector
88,757	27,785	24,888	18,438

[6]Tech 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]

Estimated median tech wage $111,913, 141% higher than median state wage[5]

[5]2024 data | most recent available

North Dakota

STATE OF TECHNOLOGY SUMMARY

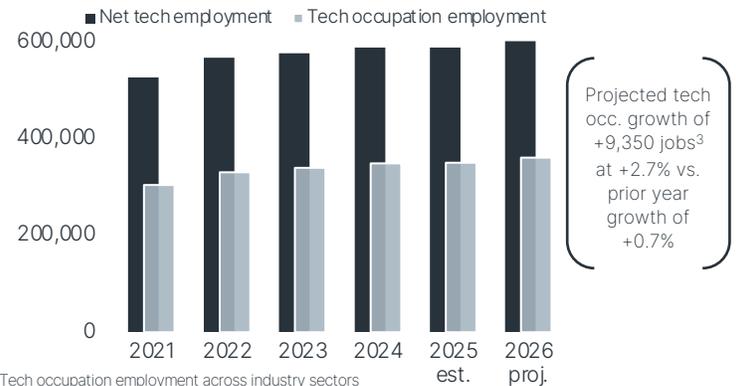|	
13,416	NET TECH EMPLOYMENT[1]
2.9%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
8,656	TECH OCCUPATION EMPLOYMENT [2026 projection]
$2.0b	ECONOMIC IMPACT [estimated direct impact of tech sector]
1,602	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
9,277	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
3,832	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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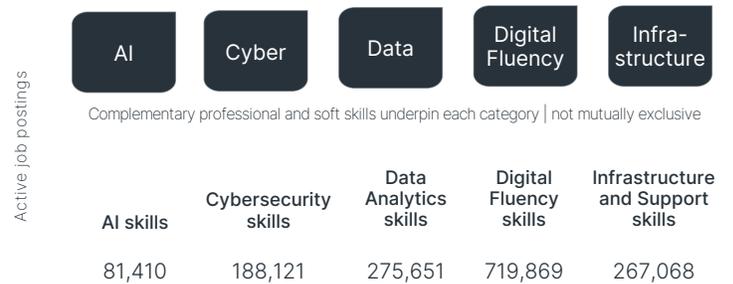TECH OCCUPATION JOBS 8,583

TECH INDUSTRY JOBS 7,669

37% intersection = **13,416** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

[Bar chart: years 2021, 2022, 2023, 2024, 2025 est., 2026 proj.; y-axis 0 to 15,000]

Projected tech occ. growth of +73 jobs[3] at +0.9% vs. prior year growth of -0.7%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	671	2.0%	1.5x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	1,689	1.9%	1.4x
Data Science, Data Analysts, Database, Machine Learning	476	2.5%	1.9x
Network Admins, Architects, Cloud Engineers, Support	1,625	-0.1%	0.0x
Software Development, Programmers, Web, QA, AI	2,566	0.9%	0.6x
Tech Support, Help Desk, IT Specialists	1,193	-0.4%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
3,832	11,431	15,891	46,022	17,325

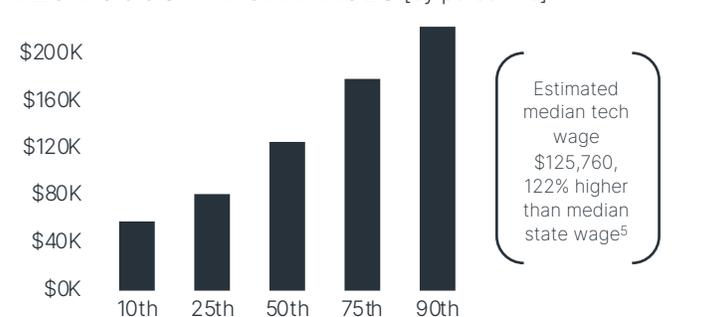CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

| #1	#2	#3	#4
Tech	Public Sector	Finance and Insurance	Professional, Scientific, Engineering Services
2,812	1,524	1,076	831

[6]Tech 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]

[Bar chart: 10th, 25th, 50th, 75th, 90th percentile; y-axis $0K to $200K]

Estimated median tech wage $83,786, 66% higher than median state wage[5]

[5]2024 data | most recent available

Ohio

STATE OF TECHNOLOGY SUMMARY

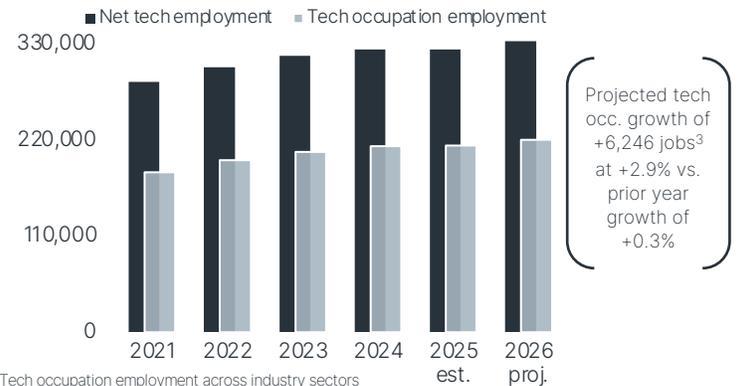|	
260,096	NET TECH EMPLOYMENT[1]
4.4%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
166,146	TECH OCCUPATION EMPLOYMENT [2026 projection]
$36.3b	ECONOMIC IMPACT [estimated direct impact of tech sector]
22,634	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
87,478	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
26,323	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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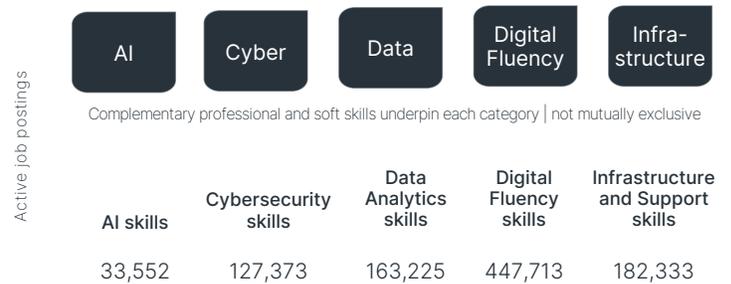

TECH OCCUPATION JOBS 163,708

TECH INDUSTRY JOBS 154,470

38% intersection = **260,096** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +2,437 jobs[3] at +1.5% vs. prior year growth of +0.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	14,558	2.5%	1.9x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	27,829	2.0%	1.5x
Data Science, Data Analysts, Database, Machine Learning	10,074	3.0%	2.2x
Network Admins, Architects, Cloud Engineers, Support	29,410	0.1%	0.1x
Software Development, Programmers, Web, QA, AI	53,818	2.1%	1.6x
Tech Support, Help Desk, IT Specialists	21,865	0.0%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

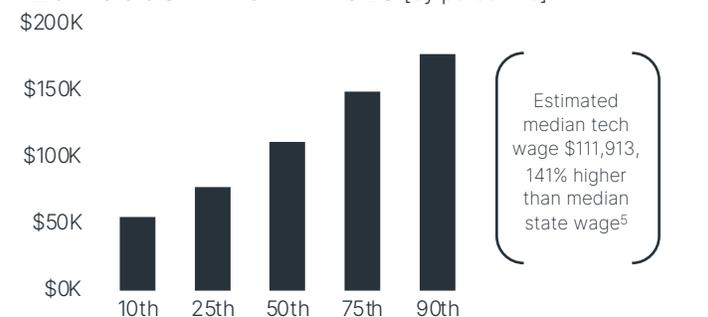| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
26,323	140,350	150,824	470,962	183,920

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

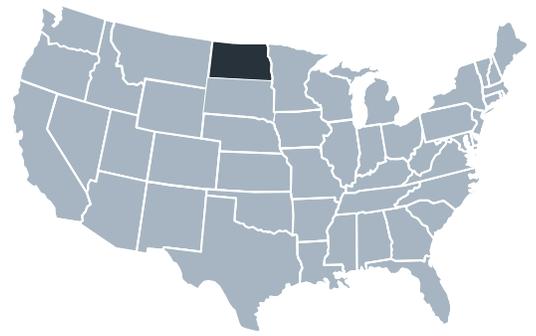Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Management and Holding Companies	Finance and Insurance	Professional, Scientific, Engineering Services
59,384	20,180	18,694	14,342

[6]Tech 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]

Estimated median tech wage $95,971, 99% higher than median state wage[5]

[5]2024 data | most recent available

Oklahoma

STATE OF TECHNOLOGY SUMMARY

64,799	NET TECH EMPLOYMENT[1]
3.5%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
43,636	TECH OCCUPATION EMPLOYMENT [2026 projection]
$7.1b	ECONOMIC IMPACT [estimated direct impact of tech sector]
6,679	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
20,853	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
7,128	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

⭐ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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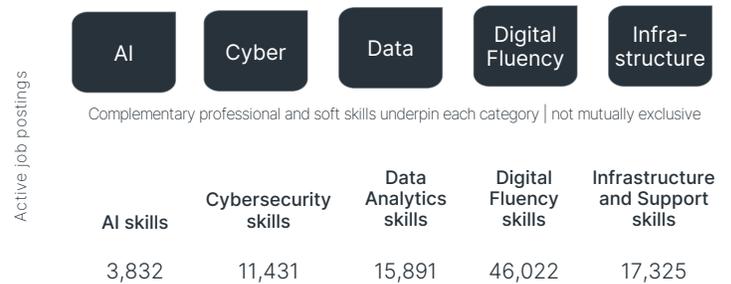

TECH OCCUPATION JOBS 42,738

TECH INDUSTRY JOBS 33,592

34% intersection = **64,799** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment　■ Tech occupation employment

69,000

46,000

23,000

0

2021　2022　2023　2024　2025 est.　2026 proj.

Projected tech occ. growth of +898 jobs[3] at +2.1% vs. prior year growth of +0.4%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	3,803	3.1%	2.3x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	7,673	2.7%	2.0x
Data Science, Data Analysts, Database, Machine Learning	4,219	3.2%	2.4x
Network Admins, Architects, Cloud Engineers, Support	5,799	0.8%	0.6x
Software Development, Programmers, Web, QA, AI	11,218	2.9%	2.2x
Tech Support, Help Desk, IT Specialists	8,482	0.6%	0.4x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI　Cyber　Data　Digital Fluency　Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

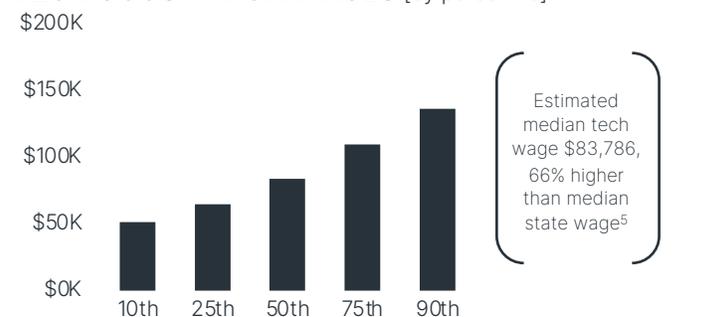| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
7,128	42,949	44,026	133,028	54,767

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Finance and Insurance
11,915	8,619	4,286	4,253

[6]Tech 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]

$200K

$150K

$100K

$50K

$0K

10th　25th　50th　75th　90th

Estimated median tech wage $84,730, 97% higher than median state wage[5]

[5]2024 data | most recent available

Oregon

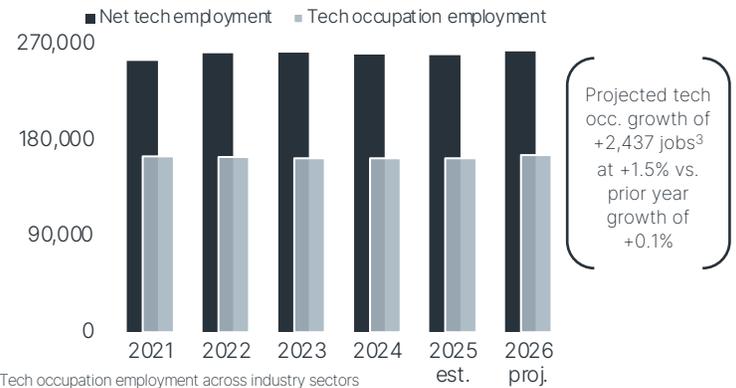## STATE OF TECHNOLOGY SUMMARY

137,473	NET TECH EMPLOYMENT[1]
6.4%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
77,132	TECH OCCUPATION EMPLOYMENT [2026 projection]
$31.4b	ECONOMIC IMPACT [estimated direct impact of tech sector]
11,860	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
31,066	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
14,021	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

⭐ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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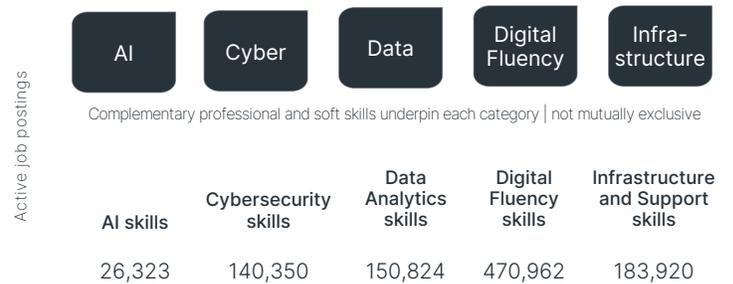

TECH OCCUPATION JOBS 75,904

TECH INDUSTRY JOBS 95,059

35% intersection = **137,473** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,228 jobs[3] at +1.6% vs. prior year growth of -1.4%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	8,126	2.2%	1.6x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	10,212	2.2%	1.6x
Data Science, Data Analysts, Database, Machine Learning	4,982	3.1%	2.3x
Network Admins, Architects, Cloud Engineers, Support	7,084	1.0%	0.8x
Software Development, Programmers, Web, QA, AI	26,747	1.8%	1.3x
Tech Support, Help Desk, IT Specialists	8,871	0.5%	0.4x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
14,021	48,468	62,917	176,472	66,350

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

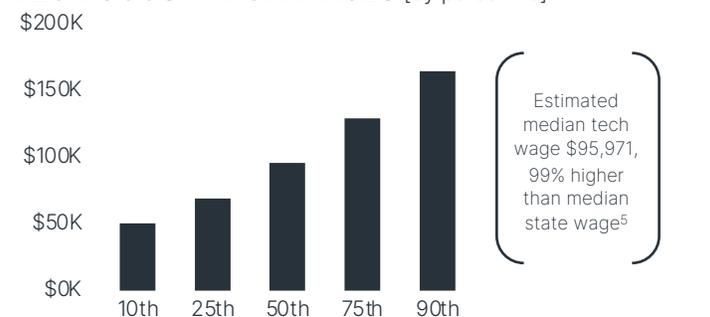## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Public Sector	Management and Holding Companies	Professional, Scientific, Engineering Services
34,105	8,431	7,773	7,561

[6]Tech 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]

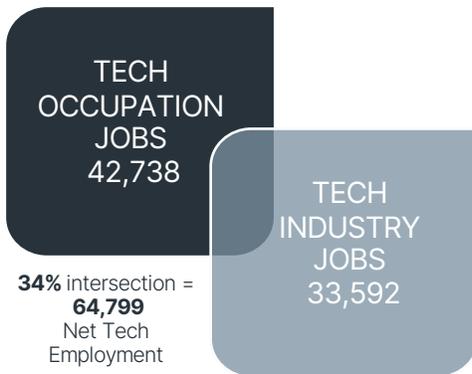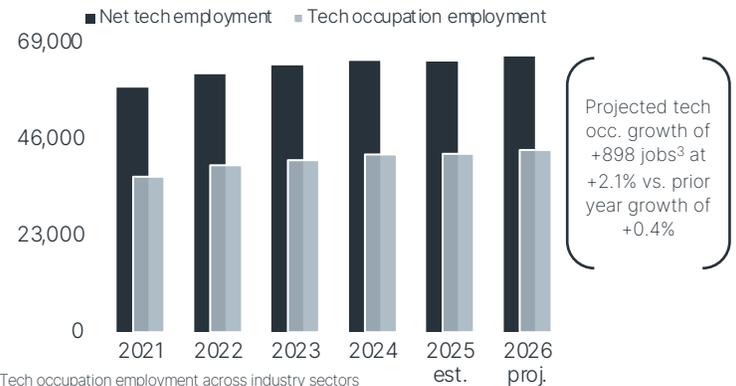Estimated median tech wage $119,806, 130% higher than median state wage[5]

[5]2024 data | most recent available

Pennsylvania

STATE OF TECHNOLOGY SUMMARY

309,981	NET TECH EMPLOYMENT[1]
4.8%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
200,024	TECH OCCUPATION EMPLOYMENT [2026 projection]
$52.5b	ECONOMIC IMPACT [estimated direct impact of tech sector]
21,082	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
85,736	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
32,003	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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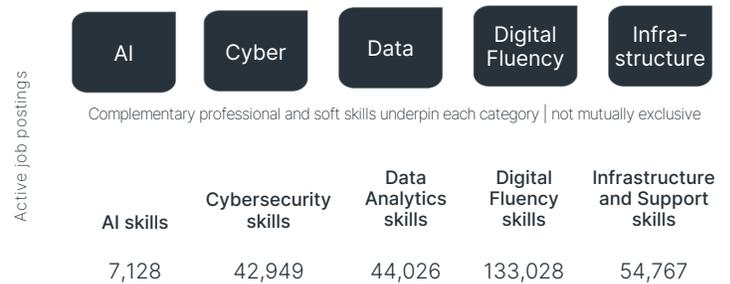TECH OCCUPATION JOBS 197,186

TECH INDUSTRY JOBS 181,305

38% intersection = 309,981 Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

[Bar chart showing values from 2021 to 2026 proj., with scale 0 to 315,000]

Projected tech occ. growth of +2,838 jobs[3] at +1.4% vs. prior year growth of +0.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	23,483	2.0%	1.5x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	38,522	1.5%	1.2x
Data Science, Data Analysts, Database, Machine Learning	18,000	2.4%	1.8x
Network Admins, Architects, Cloud Engineers, Support	18,283	0.7%	0.5x
Software Development, Programmers, Web, QA, AI	61,792	2.0%	1.5x
Tech Support, Help Desk, IT Specialists	28,809	-0.2%	0.0x

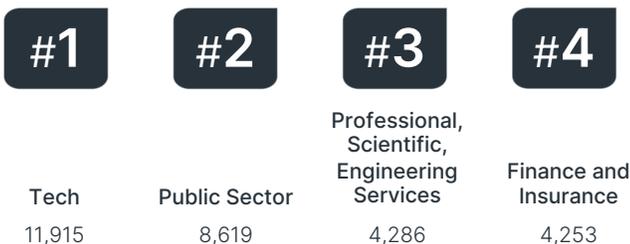[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

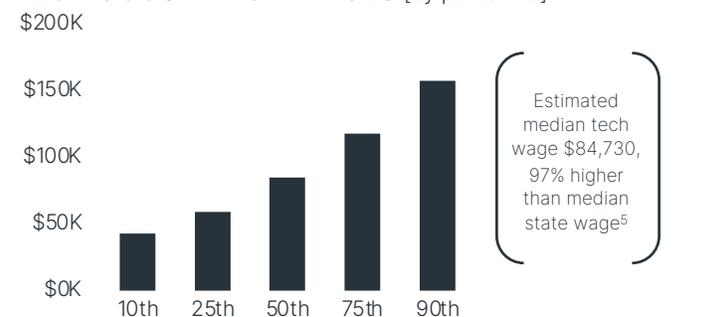| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
32,003	144,757	171,194	485,232	182,631

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Professional, Scientific, Engineering Services	Management and Holding Companies
69,839	25,709	23,129	21,044

[6]Tech 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
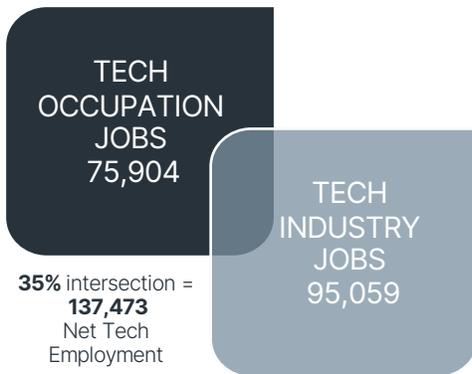
TECH OCCUPATION WAGES [by percentile]
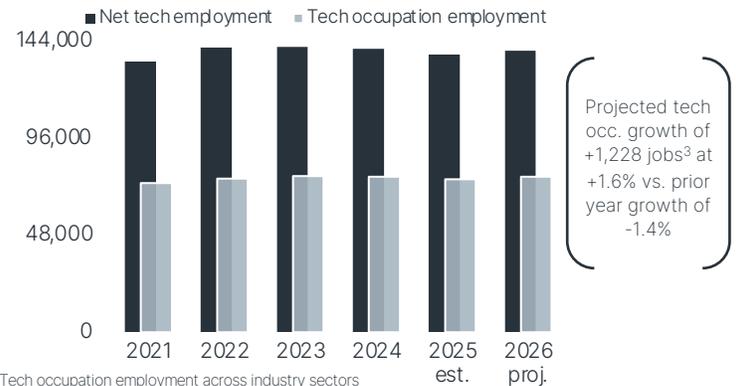
[Bar chart showing wages by percentile: 10th, 25th, 50th, 75th, 90th; scale $0K to $200K]

Estimated median tech wage $100,792, 107% higher than median state wage[5]

[5]2024 data | most recent available

Rhode Island

STATE OF TECHNOLOGY SUMMARY

29,118	NET TECH EMPLOYMENT[1]
5.5%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
20,094	TECH OCCUPATION EMPLOYMENT [2026 projection]
$3.9b	ECONOMIC IMPACT [estimated direct impact of tech sector]
4,266	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
16,296	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
6,664	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

★ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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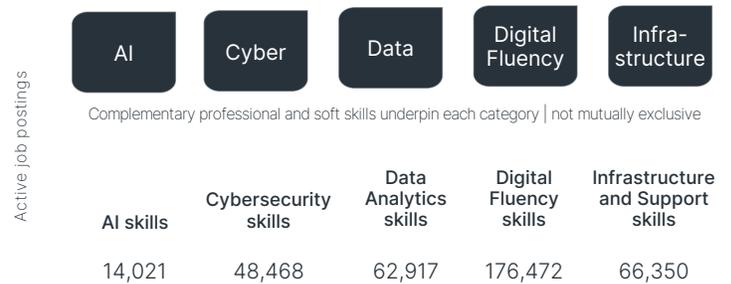TECH OCCUPATION JOBS 19,816

TECH INDUSTRY JOBS 16,465

43% intersection = **29,118** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +279 jobs[3] at +1.4% vs. prior year growth of -0.8%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	1,110	2.1%	1.5x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	3,419	1.7%	1.3x
Data Science, Data Analysts, Database, Machine Learning	2,211	2.7%	2.0x
Network Admins, Architects, Cloud Engineers, Support	2,963	0.3%	0.2x
Software Development, Programmers, Web, QA, AI	7,004	1.7%	1.3x
Tech Support, Help Desk, IT Specialists	2,051	0.0%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

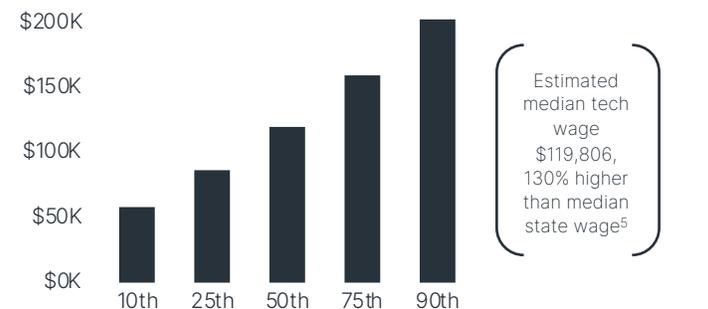| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
6,664	16,695	26,411	65,828	26,297

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Professional, Scientific, Engineering Services	Public Sector
7,294	2,546	2,010	1,748

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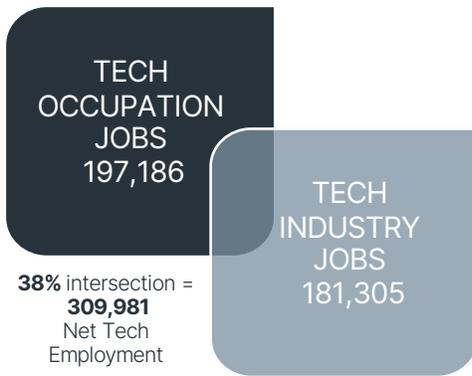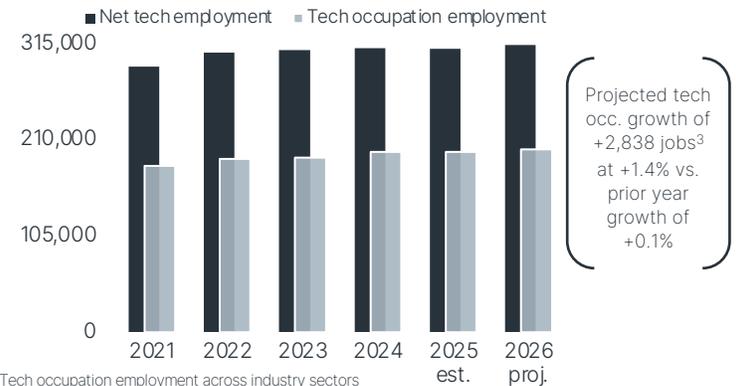Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $109,552, 105% higher than median state wage[5]

[5]2024 data | most recent available

South Carolina

STATE OF TECHNOLOGY SUMMARY

101,237	NET TECH EMPLOYMENT[1]
4.1%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
64,281	TECH OCCUPATION EMPLOYMENT [2026 projection]
$15.1b	ECONOMIC IMPACT [estimated direct impact of tech sector]
14,117	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
30,724	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
10,093	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

★ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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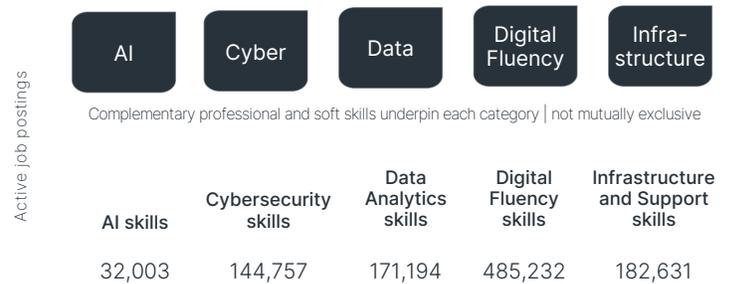

TECH OCCUPATION JOBS 61,919

TECH INDUSTRY JOBS 61,128

36% intersection = **101,237** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +2,362 jobs[3] at +3.8% vs. prior year growth of +1.7%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	4,750	5.2%	3.9x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	15,390	3.5%	2.6x
Data Science, Data Analysts, Database, Machine Learning	4,887	5.4%	4.0x
Network Admins, Architects, Cloud Engineers, Support	7,197	2.4%	1.8x
Software Development, Programmers, Web, QA, AI	17,049	5.1%	3.8x
Tech Support, Help Desk, IT Specialists	10,324	1.8%	1.3x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

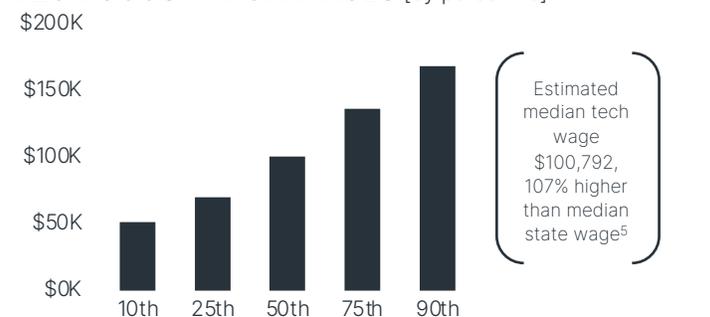| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
10,093	59,885	62,609	189,596	76,536

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Finance and Insurance
22,927	8,485	8,005	6,490

[6]Tech 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
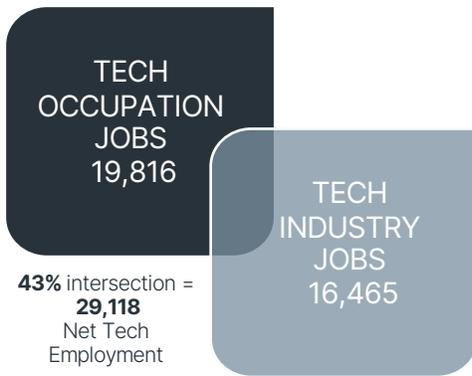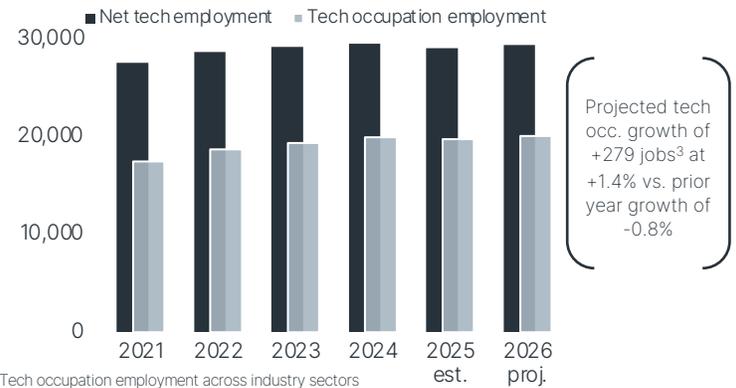
TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $89,810, 103% higher than median state wage[5]

[5]2024 data | most recent available

South Dakota
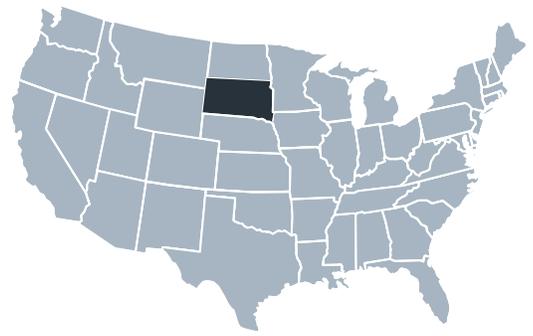
STATE OF TECHNOLOGY SUMMARY

16,561	NET TECH EMPLOYMENT[1]
3.3%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
10,744	TECH OCCUPATION EMPLOYMENT [2026 projection]
$2.2b	ECONOMIC IMPACT [estimated direct impact of tech sector]
2,222	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
10,187	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
4,183	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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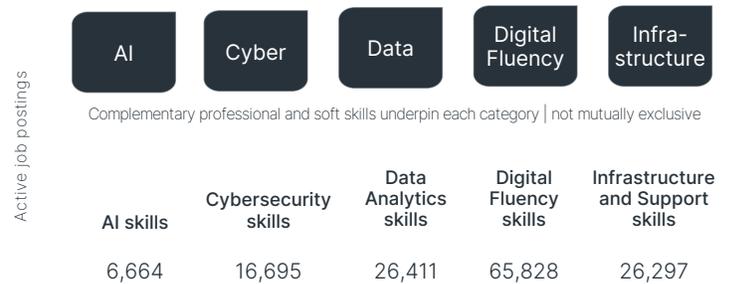### TECH OCCUPATION JOBS 10,518

TECH INDUSTRY JOBS 9,408

36% intersection = **16,561** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +226 jobs[3] at +2.1% vs. prior year growth of +0.3%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	525	4.7%	3.5x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	1,889	2.7%	2.0x
Data Science, Data Analysts, Database, Machine Learning	802	2.4%	1.8x
Network Admins, Architects, Cloud Engineers, Support	2,605	0.7%	0.5x
Software Development, Programmers, Web, QA, AI	2,962	3.0%	2.2x
Tech Support, Help Desk, IT Specialists	1,242	1.1%	0.8x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI | Cyber | Data | Digital Fluency | Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

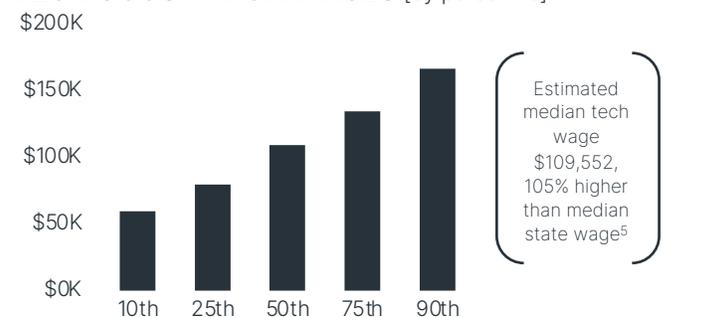| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
4,183	11,305	17,313	48,302	17,763

Active job postings

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Public Sector	Professional, Scientific, Engineering Services
3,494	1,757	1,683	956

[6]Tech 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

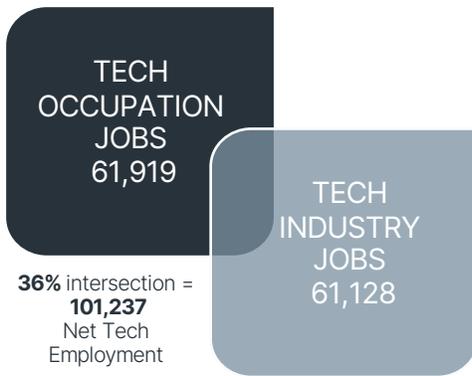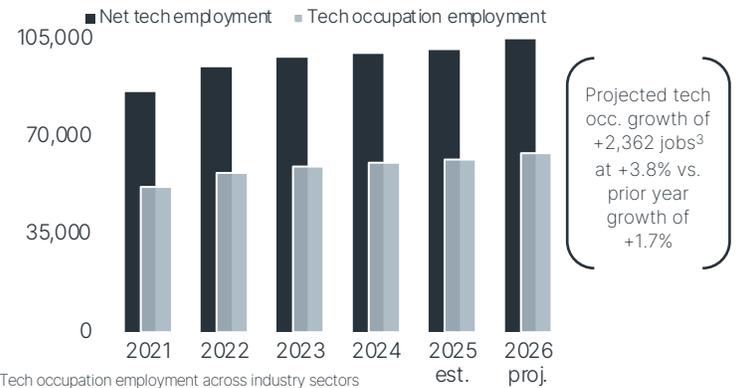## TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $81,299, 80% higher than median state wage[5]

[5]2024 data | most recent available

Tennessee

STATE OF TECHNOLOGY SUMMARY

144,112 NET TECH EMPLOYMENT[1]

4.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

98,055 TECH OCCUPATION EMPLOYMENT [2026 projection]

$24.3b ECONOMIC IMPACT [estimated direct impact of tech sector]

16,267 TECH BUSINESS ESTABLISHMENTS [firms with payroll]

42,121 EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

15,503 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

1st COST OF LIVING [vs. national benchmark[2]]

3rd TECH WAGE PREMIUM [vs. prevailing median wage]

4th TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

2nd AGGREGATE RELATIVE RANKING

Supplemental metro report

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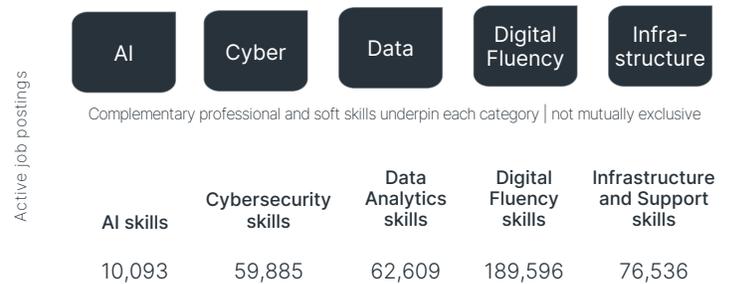

TECH OCCUPATION JOBS 94,780

38% intersection = **144,112** Net Tech Employment

TECH INDUSTRY JOBS 80,012

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +3,275 jobs[3] at +3.5% vs. prior year growth of 0.0%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	11,802	4.0%	3.0x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	24,084	3.2%	2.4x
Data Science, Data Analysts, Database, Machine Learning	5,195	5.0%	3.7x
Network Admins, Architects, Cloud Engineers, Support	11,826	2.1%	1.6x
Software Development, Programmers, Web, QA, AI	25,526	4.5%	3.4x
Tech Support, Help Desk, IT Specialists	10,950	2.0%	1.5x

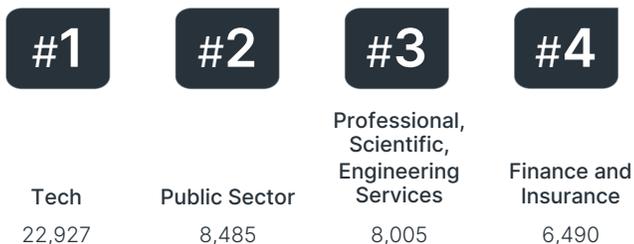[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

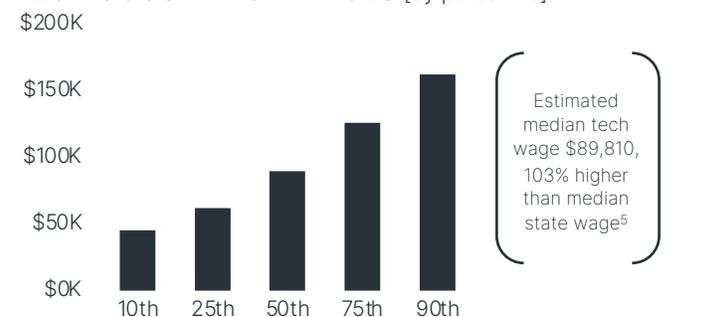| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
15,503	78,327	88,558	265,889	104,622

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1 Tech — 32,137

#2 Professional, Scientific, Engineering Services — 11,737

#3 Public Sector — 10,398

#4 Finance and Insurance — 10,280

[6]Tech 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]

Estimated median tech wage $92,262, 102% higher than median state wage[5]

10th 25th 50th 75th 90th

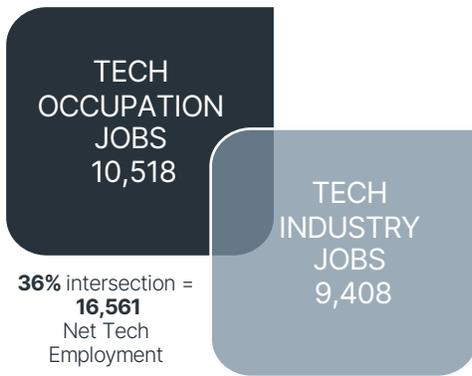[5]2024 data | most recent available

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Texas

STATE OF TECHNOLOGY SUMMARY

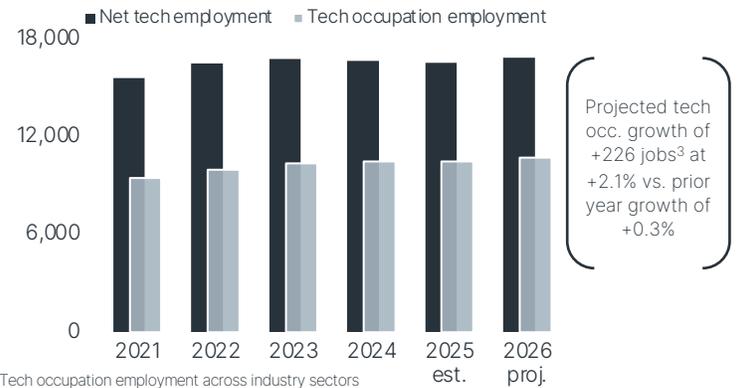977,687   NET TECH EMPLOYMENT[1]

6.4%   NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

607,255   TECH OCCUPATION EMPLOYMENT [2026 projection]

$190.0b   ECONOMIC IMPACT [estimated direct impact of tech sector]

51,341   TECH BUSINESS ESTABLISHMENTS [firms with payroll]

280,896   EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

93,476   EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

2nd   COST OF LIVING [vs. national benchmark[2]]

1st   TECH WAGE PREMIUM [vs. prevailing median wage]

4th   TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

1st   AGGREGATE RELATIVE RANKING

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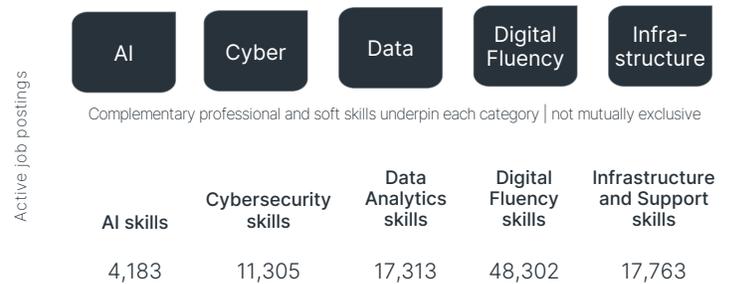

TECH OCCUPATION JOBS 585,810

TECH INDUSTRY JOBS 641,839

39% intersection = **977,687** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +21,445 jobs[3] at +3.7% vs. prior year growth of +0.8%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	76,294	3.9%	2.9x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	127,589	3.6%	2.7x
Data Science, Data Analysts, Database, Machine Learning	40,116	4.9%	3.7x
Network Admins, Architects, Cloud Engineers, Support	63,512	2.7%	2.0x
Software Development, Programmers, Web, QA, AI	195,199	4.2%	3.1x
Tech Support, Help Desk, IT Specialists	61,967	2.3%	1.7x

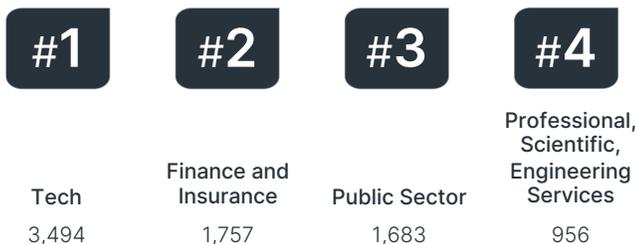[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI · Cyber · Data · Digital Fluency · Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

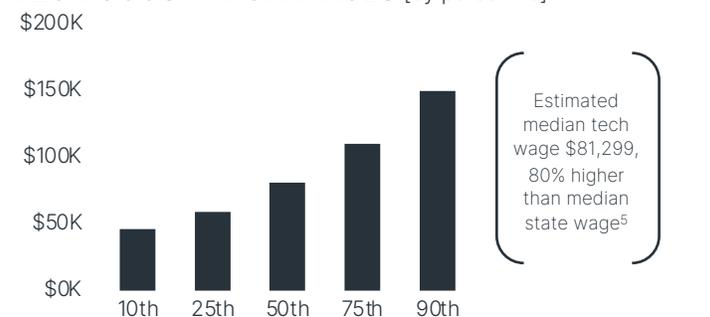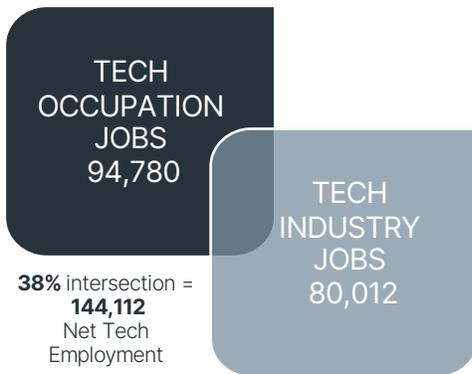| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
93,476	328,195	409,664	1,174,942	476,982

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Professional, Scientific, Engineering Services	Public Sector
261,256	67,523	65,277	52,765

[6]Tech 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

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TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $111,582, 136% higher than median state wage[5]

[5]2024 data | most recent available

Utah

STATE OF TECHNOLOGY SUMMARY

129,404	NET TECH EMPLOYMENT[1]
7.1%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
83,809	TECH OCCUPATION EMPLOYMENT [2026 projection]
$25.5b	ECONOMIC IMPACT [estimated direct impact of tech sector]
10,688	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
29,456	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
11,676	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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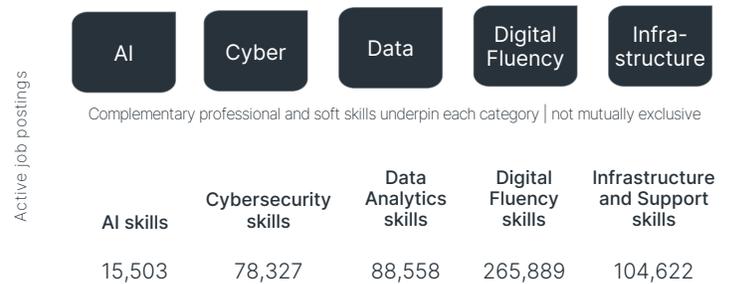

TECH OCCUPATION JOBS 80,910

TECH INDUSTRY JOBS 87,095

44% intersection = **129,404** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +2,899 jobs[3] at +3.6% vs. prior year growth of +0.9%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	8,141	4.2%	3.1x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	10,131	4.2%	3.1x
Data Science, Data Analysts, Database, Machine Learning	7,206	4.7%	3.5x
Network Admins, Architects, Cloud Engineers, Support	5,173	3.3%	2.4x
Software Development, Programmers, Web, QA, AI	36,974	3.6%	2.7x
Tech Support, Help Desk, IT Specialists	10,613	1.8%	1.4x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
11,676	45,137	54,005	156,052	61,586

Active job postings

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

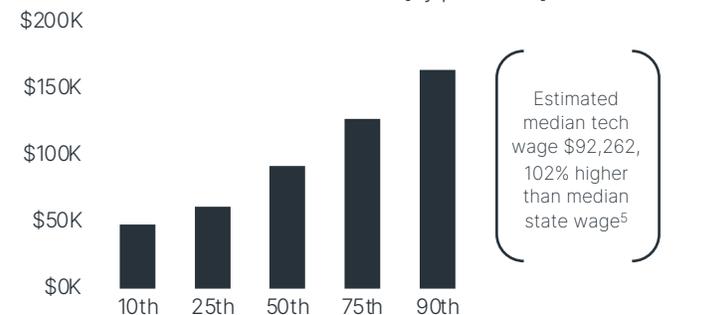## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

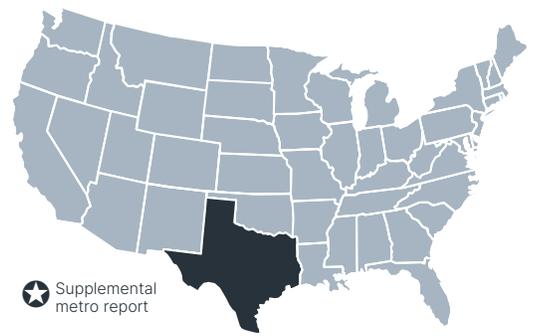| #1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Finance and Insurance
40,090	9,424	7,967	7,386

[6]Tech 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]

Estimated median tech wage $107,664, 121% higher than median state wage[5]
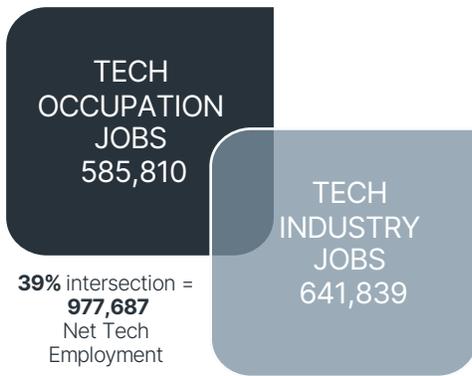
[5]2024 data | most recent available

Vermont

STATE OF TECHNOLOGY SUMMARY

17,239 NET TECH EMPLOYMENT[1]

5.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

9,820 TECH OCCUPATION EMPLOYMENT [2026 projection]

$2.7b ECONOMIC IMPACT [estimated direct impact of tech sector]

3,247 TECH BUSINESS ESTABLISHMENTS [firms with payroll]

10,882 EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

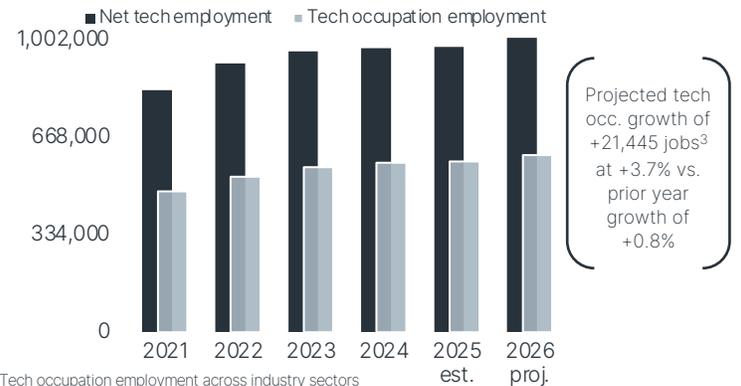5,274 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

4th COST OF LIVING [vs. national benchmark[2]]

4th TECH WAGE PREMIUM [vs. prevailing median wage]

1st TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

3rd AGGREGATE RELATIVE RANKING

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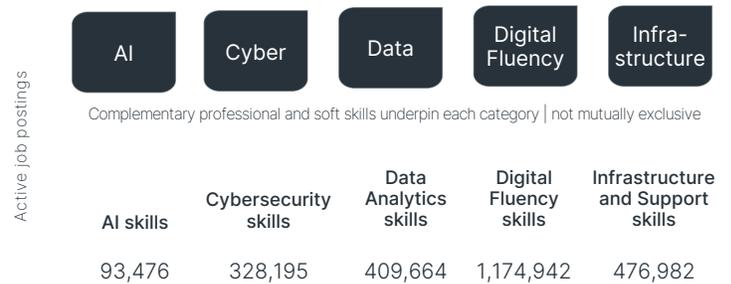

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +173 jobs[3] at +1.8% vs. prior year growth of -1.0%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION JOBS 9,648

TECH INDUSTRY JOBS 11,742

35% intersection = **17,239** Net Tech Employment

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	913	2.7%	2.0x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	2,136	2.0%	1.5x
Data Science, Data Analysts, Database, Machine Learning	636	3.2%	2.3x
Network Admins, Architects, Cloud Engineers, Support	729	1.0%	0.7x
Software Development, Programmers, Web, QA, AI	2,733	2.4%	1.8x
Tech Support, Help Desk, IT Specialists	1,935	0.7%	0.5x

[4]Projected growth rate for 2026 │ [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category │ not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
5,274	14,032	15,391	44,667	19,641

CompTIA analysis of Lightcast employer job posting data │ Totals across all jobs │ Jan 2025-Jan 2026

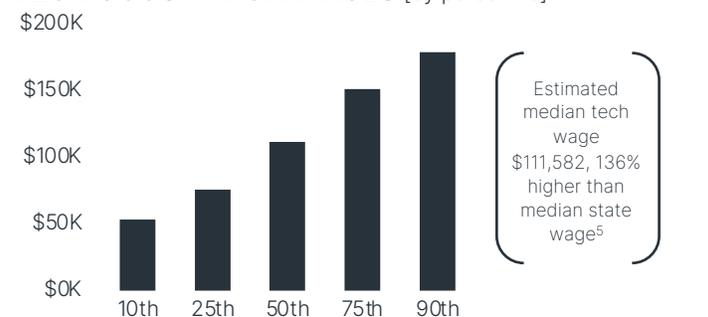## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector │ projected 2026

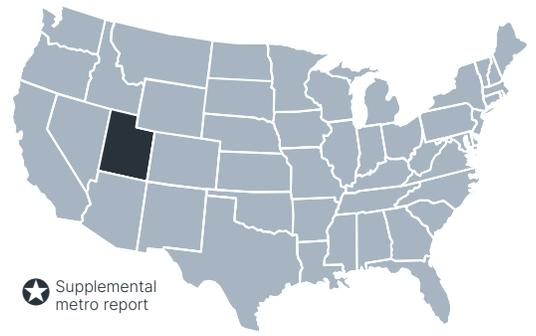| #1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Finance and Insurance
4,231	1,385	908	629

[6]Tech 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

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TECH OCCUPATION WAGES [by percentile]

$200K
$150K
$100K
$50K
$0K

10th 25th 50th 75th 90th

Estimated median tech wage $96,654, 86% higher than median state wage[5]

[5]2024 data │ most recent available

Virginia

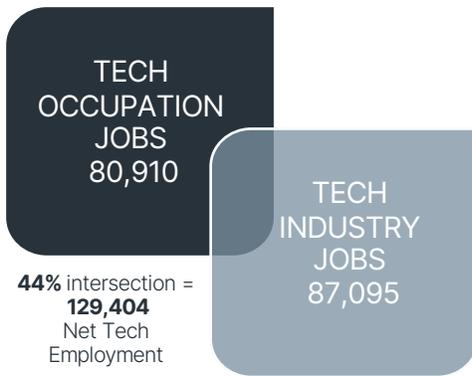## STATE OF TECHNOLOGY SUMMARY

376,920   NET TECH EMPLOYMENT[1]

8.6%   NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

259,598   TECH OCCUPATION EMPLOYMENT [2026 projection]

$71.2b   ECONOMIC IMPACT [estimated direct impact of tech sector]

26,021   TECH BUSINESS ESTABLISHMENTS [firms with payroll]

172,732   EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

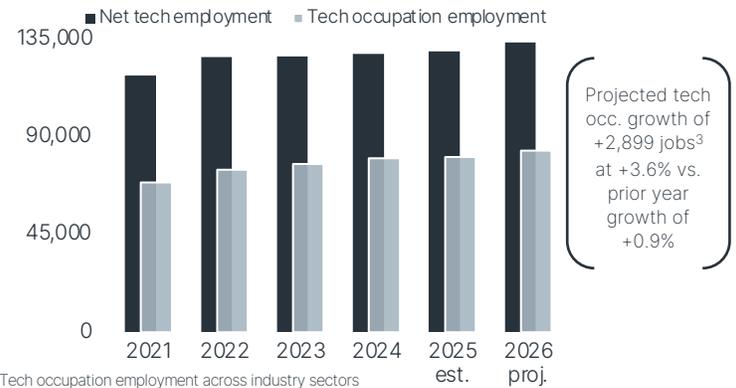51,089   EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

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 | [1]Net of tech industry + tech occupation employment | 2Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | 2Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details
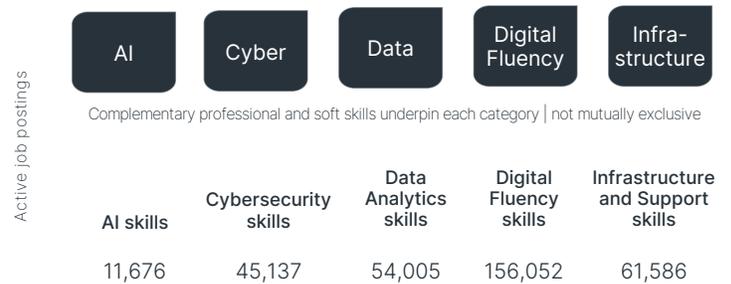
TECH OCCUPATION JOBS 255,170

TECH INDUSTRY JOBS 255,148

52% intersection = **376,920** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +4,428 jobs[3] at +1.7% vs. prior year growth of +0.2%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change4	Growth vs. Benchmark4
CIOs, IT Directors, Managers	19,079	2.4%	1.8x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	56,490	2.1%	1.5x
Data Science, Data Analysts, Database, Machine Learning	20,603	2.3%	1.7x
Network Admins, Architects, Cloud Engineers, Support	28,172	0.8%	0.6x
Software Development, Programmers, Web, QA, AI	103,466	1.8%	1.4x
Tech Support, Help Desk, IT Specialists	20,377	0.5%	0.4x

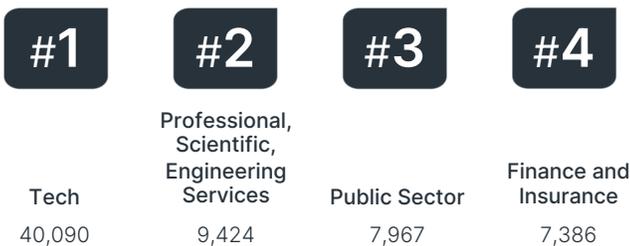[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

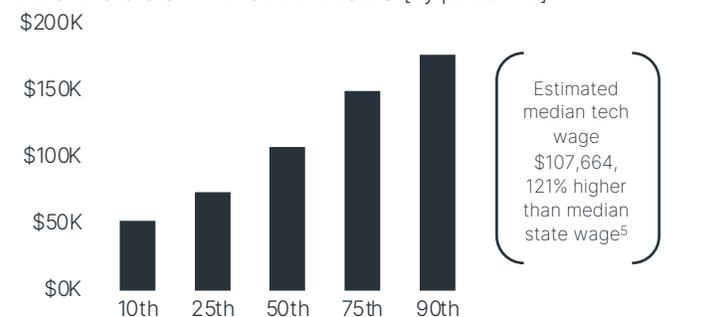| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
51,089	160,729	178,747	480,992	235,454

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026
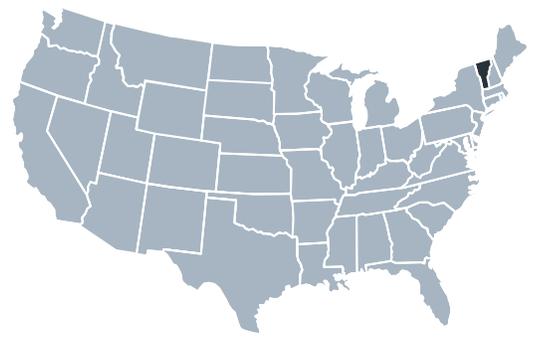
#1	**#2**	**#3**	**#4**
Tech	Professional, Scientific, Engineering Services	Public Sector	Management and Holding Companies
135,626	32,645	21,835	17,834

[6]Tech 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
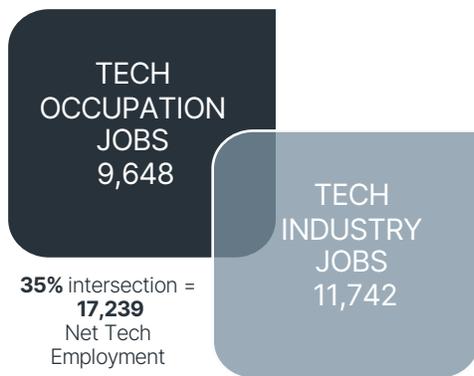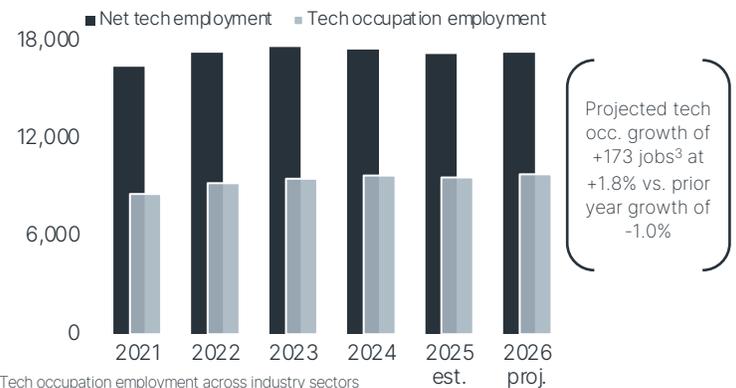
TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $125,550, 138% higher than median state wage[5]

[5]2024 data | most recent available

CompTIA®

Washington

STATE OF TECHNOLOGY SUMMARY

357,749	NET TECH EMPLOYMENT[1]
9.3%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
237,554	TECH OCCUPATION EMPLOYMENT [2026 projection]
$178.0b	ECONOMIC IMPACT [estimated direct impact of tech sector]
21,865	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
88,988	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
48,341	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

TECH OCCUPATION JOBS 231,004
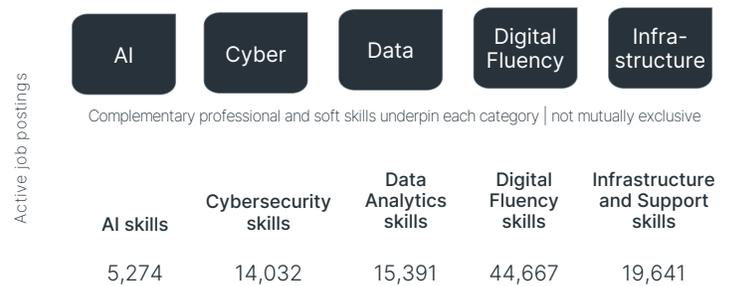
TECH INDUSTRY JOBS 253,761

50% intersection = **357,749** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +6,550 jobs[3] at +2.8% vs. prior year growth of +0.4%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	18,556	3.7%	2.7x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	39,486	2.9%	2.1x
Data Science, Data Analysts, Database, Machine Learning	15,482	4.2%	3.1x
Network Admins, Architects, Cloud Engineers, Support	16,245	1.9%	1.4x
Software Development, Programmers, Web, QA, AI	109,576	3.0%	2.2x
Tech Support, Help Desk, IT Specialists	20,276	1.4%	1.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
48,341	83,761	136,018	336,877	135,422

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

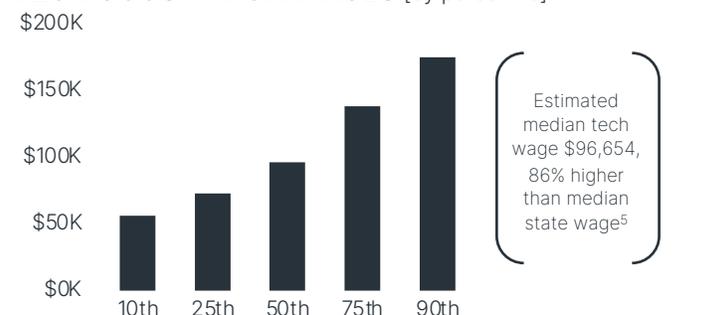## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Management and Holding Companies	Professional, Scientific, Engineering Services	Public Sector
130,924	20,019	19,165	19,047

[6]Tech 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]

Estimated median tech wage $145,606, 140% higher than median state wage[5]

[5]2024 data | most recent available

West Virginia

STATE OF TECHNOLOGY SUMMARY

22,995	NET TECH EMPLOYMENT[1]
3.1%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
15,282	TECH OCCUPATION EMPLOYMENT [2026 projection]
$2.7b	ECONOMIC IMPACT [estimated direct impact of tech sector]
3,406	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
9,648	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
3,999	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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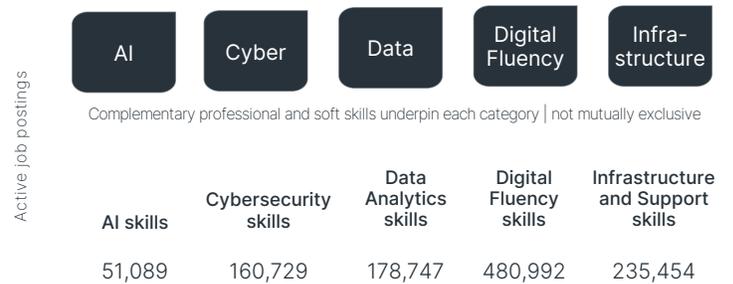

TECH OCCUPATION JOBS 14,833

TECH INDUSTRY JOBS 13,147

38% intersection = **22,995** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +449 jobs[3] at +3.0% vs. prior year growth of +0.7%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	1,054	4.5%	3.3x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	4,851	2.9%	2.1x
Data Science, Data Analysts, Database, Machine Learning	830	4.7%	3.5x
Network Admins, Architects, Cloud Engineers, Support	2,041	1.6%	1.2x
Software Development, Programmers, Web, QA, AI	3,515	4.4%	3.3x
Tech Support, Help Desk, IT Specialists	1,779	1.3%	0.9x

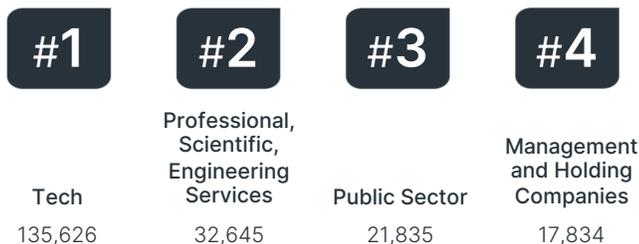[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI | Cyber | Data | Digital Fluency | Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

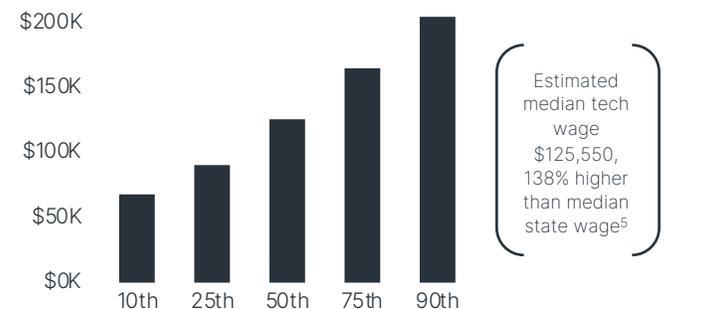| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
3,999	15,321	18,211	48,418	21,029

Active job postings

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Finance and Insurance
5,234	3,620	1,376	1,073

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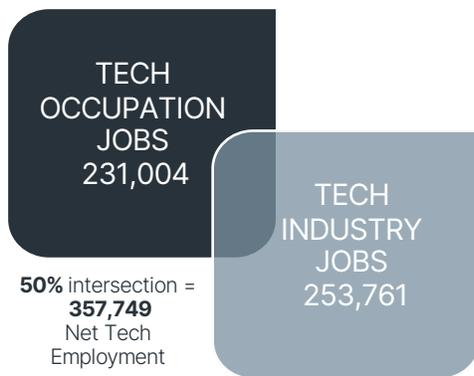Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]
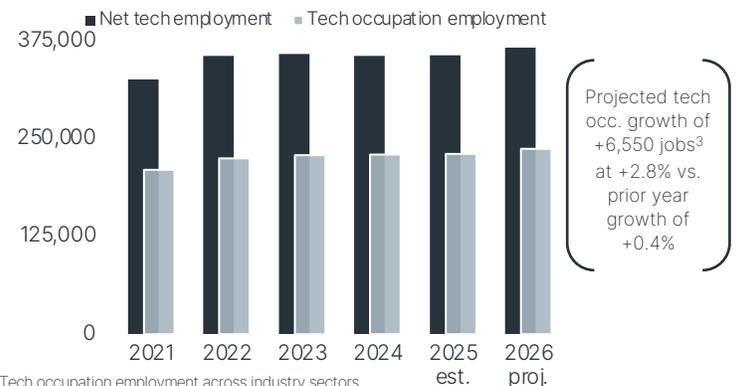

Estimated median tech wage $89,374, 110% higher than median state wage[5]

[5]2024 data | most recent available

Wisconsin

STATE OF TECHNOLOGY SUMMARY

142,564	NET TECH EMPLOYMENT[1]
4.6%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
88,403	TECH OCCUPATION EMPLOYMENT [2026 projection]
$23.6b	ECONOMIC IMPACT [estimated direct impact of tech sector]
11,131	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
41,166	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
12,464	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

⭐ Supplemental metro report

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 86,511

TECH INDUSTRY JOBS 88,300

37% intersection = **142,564** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,891 jobs[3] at +2.2% vs. prior year growth of -0.2%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	7,285	3.4%	2.5x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	15,339	2.4%	1.8x
Data Science, Data Analysts, Database, Machine Learning	5,704	3.6%	2.7x
Network Admins, Architects, Cloud Engineers, Support	11,365	0.8%	0.6x
Software Development, Programmers, Web, QA, AI	30,903	2.8%	2.1x
Tech Support, Help Desk, IT Specialists	13,055	0.6%	0.4x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
12,464	74,268	79,632	260,640	99,018

Active job postings

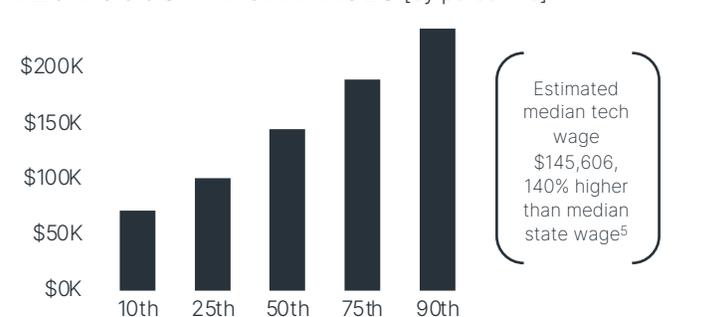CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Management and Holding Companies	Public Sector
33,336	10,805	8,868	8,346

[6]Tech 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]

$200K
$150K
$100K
$50K
$0K

10th 25th 50th 75th 90th

Estimated median tech wage $90,845, 85% higher than median state wage[5]

[5]2024 data | most recent available

Wyoming

STATE OF TECHNOLOGY SUMMARY

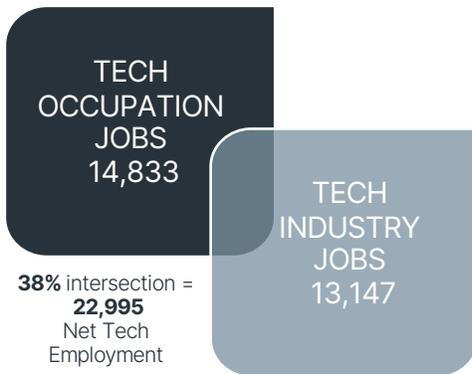7,805   NET TECH EMPLOYMENT[1]

2.5%   NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

5,119   TECH OCCUPATION EMPLOYMENT [2026 projection]

$1.3b   ECONOMIC IMPACT [estimated direct impact of tech sector]

1,686   TECH BUSINESS ESTABLISHMENTS [firms with payroll]

7,339   EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

3,275   EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]
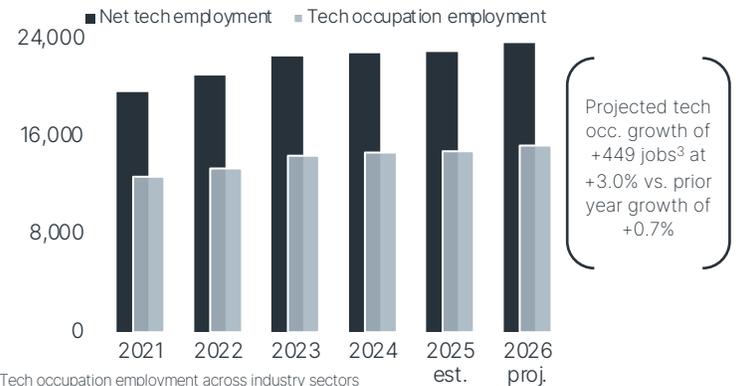
QUARTILE RANKINGS [1st quartile = more favorable ranking]

3rd   COST OF LIVING [vs. national benchmark[2]]

4th   TECH WAGE PREMIUM [vs. prevailing median wage]

1st   TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

3rd   AGGREGATE RELATIVE RANKING

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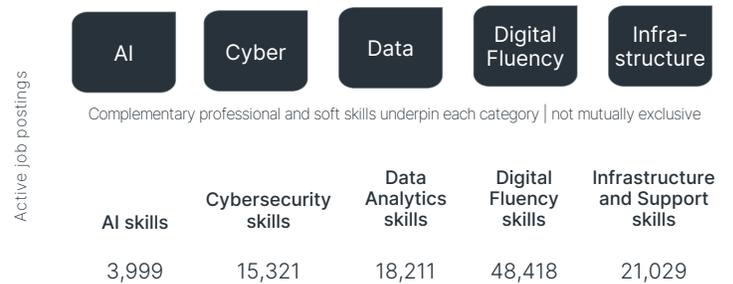

TECH OCCUPATION JOBS 4,938

TECH INDUSTRY JOBS 4,603

38% intersection = **7,805** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +181 jobs[3] at +3.7% vs. prior year growth of +1.0%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	313	6.0%	4.5x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	733	4.3%	3.2x
Data Science, Data Analysts, Database, Machine Learning	406	4.0%	3.0x
Network Admins, Architects, Cloud Engineers, Support	1,010	1.9%	1.4x
Software Development, Programmers, Web, QA, AI	1,325	5.4%	4.0x
Tech Support, Help Desk, IT Specialists	809	2.2%	1.7x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
3,275	8,394	11,969	33,059	13,400

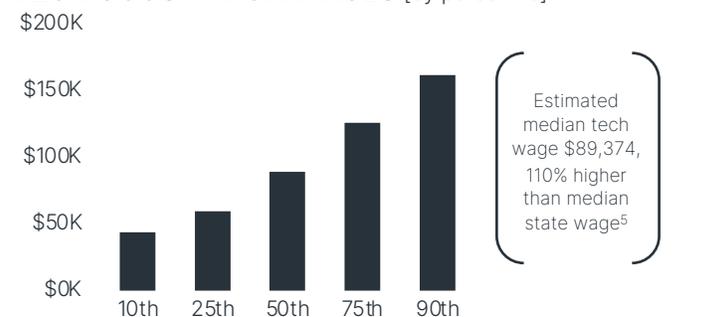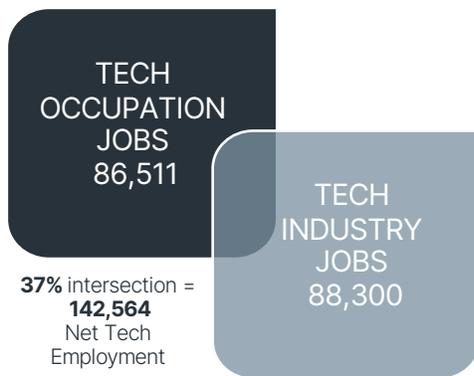CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Finance and Insurance
1,849	1,366	491	409

[6]Tech 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]

$200K
$150K
$100K
$50K
$0K

10th   25th   50th   75th   90th

Estimated median tech wage $77,158, 59% higher than median state wage[5]

[5]2024 data | most recent available

METRO AREA SNAPSHOTS

Albuquerque

Full MSA name: Albuquerque, NM

STATE OF TECHNOLOGY SUMMARY

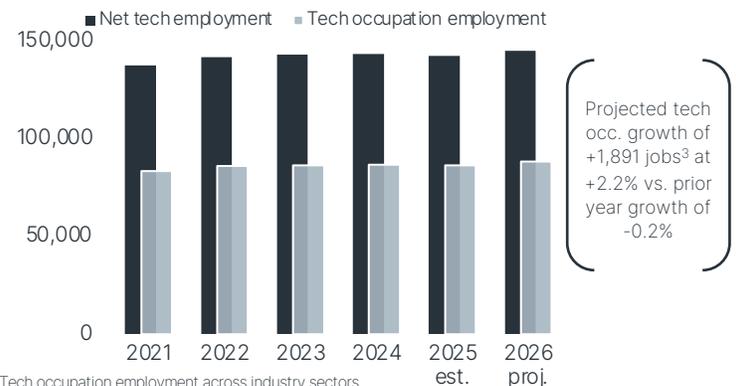|	
25,033	NET TECH EMPLOYMENT[1]
5.8%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
15,460	TECH OCCUPATION EMPLOYMENT [2026 projection]
$4.5b	ECONOMIC IMPACT [estimated direct impact of tech sector]
1,676	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
6,230	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
2,097	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 15,138

TECH INDUSTRY JOBS 14,570

32% intersection = **25,033** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +322 jobs[3] at +2.1% vs. prior year growth of -0.3%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	809	3.9%	2.9x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	3,214	2.5%	1.8x
Data Science, Data Analysts, Database, Machine Learning	1,086	3.0%	2.2x
Network Admins, Architects, Cloud Engineers, Support	1,758	0.8%	0.6x
Software Development, Programmers, Web, QA, AI	3,650	3.5%	2.6x
Tech Support, Help Desk, IT Specialists	2,444	0.3%	0.3x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
2,097	12,810	15,807	37,839	15,136

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

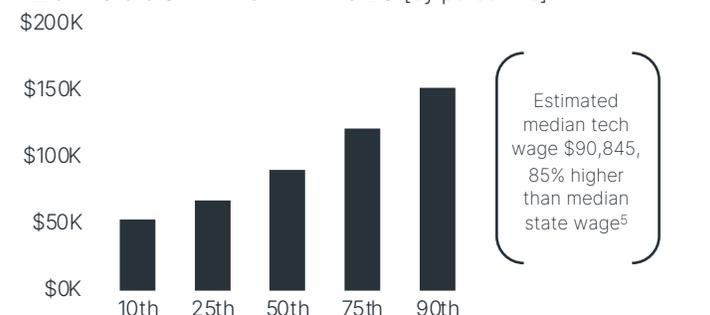## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

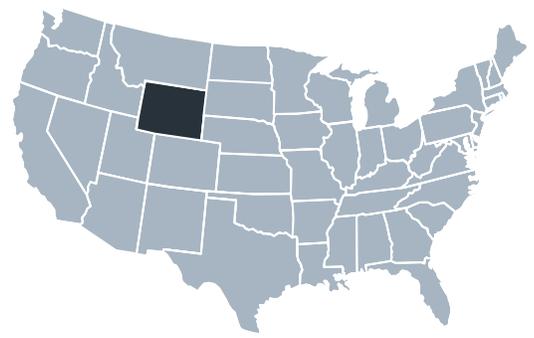| #1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Finance and Insurance
4,819	4,379	2,301	952

[6]Tech 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]

Estimated median tech wage $98,093, 111% higher than median metro wage[5]

(10th, 25th, 50th, 75th, 90th)

[5]2024 data | most recent available

Atlanta

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

STATE OF TECHNOLOGY SUMMARY

220,549	NET TECH EMPLOYMENT[1]
7.1%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
135,752	TECH OCCUPATION EMPLOYMENT [2026 projection]
$60.6b	ECONOMIC IMPACT [estimated direct impact of tech sector]
14,668	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
82,796	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
28,710	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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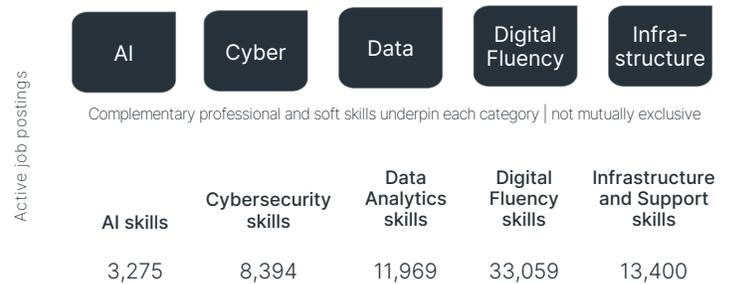

TECH OCCUPATION JOBS 133,255

TECH INDUSTRY JOBS 146,352

40% intersection = **220,549** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +2,498 jobs[3] at +1.9% vs. prior year growth of -0.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	13,517	2.6%	1.9x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	26,946	2.1%	1.6x
Data Science, Data Analysts, Database, Machine Learning	10,476	3.0%	2.2x
Network Admins, Architects, Cloud Engineers, Support	13,713	0.9%	0.6x
Software Development, Programmers, Web, QA, AI	46,269	2.2%	1.6x
Tech Support, Help Desk, IT Specialists	17,503	0.5%	0.4x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
28,710	78,674	113,454	302,526	127,673

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

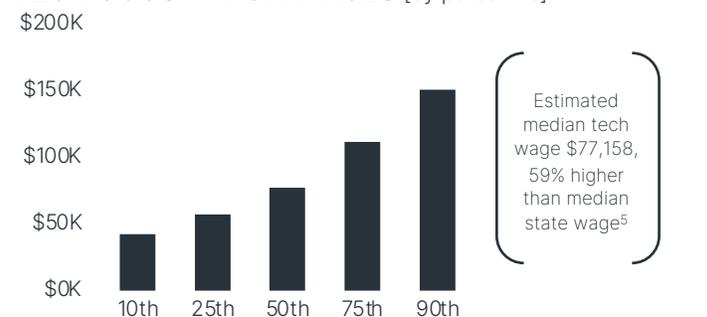## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Management and Holding Companies	Finance and Insurance
60,205	13,662	11,370	10,267

[6]Tech 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]

Estimated median tech wage $112,060, 123% higher than median metro wage[5]

$200K
$150K
$100K
$50K
$0K

10th   25th   50th   75th   90th

[5]2024 data | most recent available

Austin

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

STATE OF TECHNOLOGY SUMMARY

178,015	NET TECH EMPLOYMENT[1]
13.0%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
97,685	TECH OCCUPATION EMPLOYMENT [2026 projection]
$56.8b	ECONOMIC IMPACT [estimated direct impact of tech sector]
7,432	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
60,748	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
24,950	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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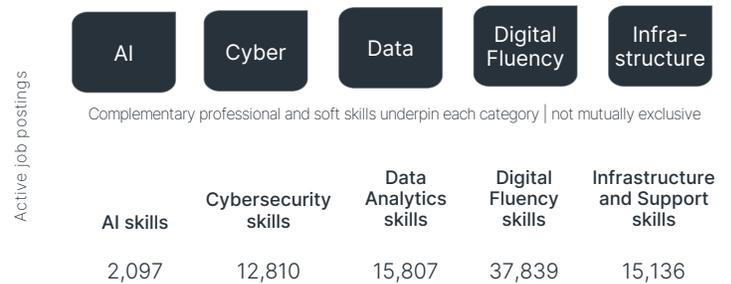

TECH OCCUPATION JOBS 94,020

TECH INDUSTRY JOBS 139,408

40% intersection = **178,015** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +3,665 jobs[3] at +3.9% vs. prior year growth of +2.0%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	11,233	4.2%	3.1x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	21,128	3.5%	2.6x
Data Science, Data Analysts, Database, Machine Learning	5,648	5.1%	3.8x
Network Admins, Architects, Cloud Engineers, Support	8,747	3.1%	2.3x
Software Development, Programmers, Web, QA, AI	35,343	4.4%	3.3x
Tech Support, Help Desk, IT Specialists	8,846	2.7%	2.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

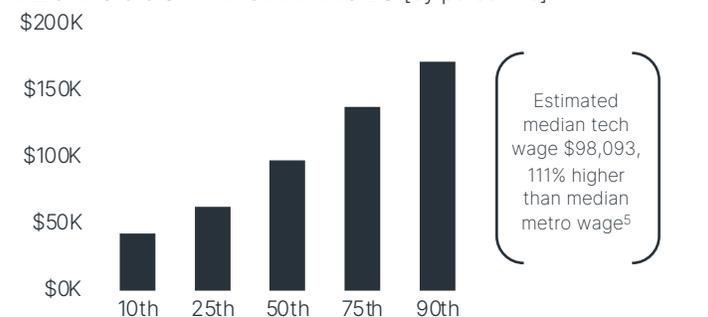| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
24,950	40,053	69,265	172,138	75,992

Active job postings

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Finance and Insurance
57,847	9,593	7,847	5,549

[6]Tech 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]

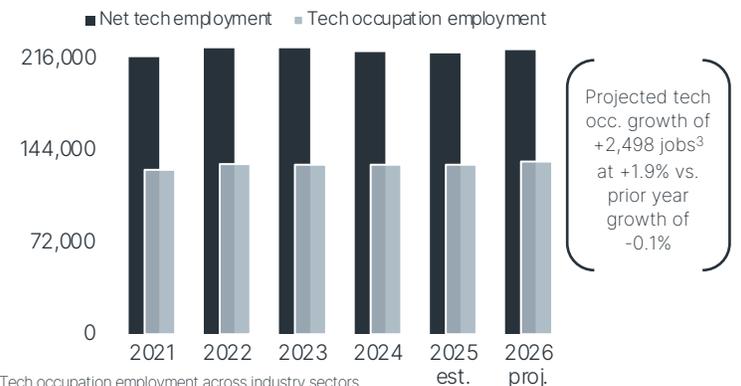Estimated median tech wage $118,968, 125% higher than median metro wage[5]

[5]2024 data | most recent available

CompTIA®

Baltimore

Full MSA name: Baltimore-Columbia-Towson, MD

STATE OF TECHNOLOGY SUMMARY

106,699	NET TECH EMPLOYMENT[1]
7.4%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
72,581	TECH OCCUPATION EMPLOYMENT [2026 projection]
$22.7b	ECONOMIC IMPACT [estimated direct impact of tech sector]
5,050	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
58,585	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
13,951	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

TECH OCCUPATION JOBS 71,461

TECH INDUSTRY JOBS 64,157

45% intersection = **106,699** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,119 jobs[3] at +1.6% vs. prior year growth of -0.2%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	7,460	2.0%	1.5x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	19,491	1.7%	1.3x
Data Science, Data Analysts, Database, Machine Learning	4,084	2.4%	1.8x
Network Admins, Architects, Cloud Engineers, Support	11,008	0.3%	0.2x
Software Development, Programmers, Web, QA, AI	23,017	1.9%	1.4x
Tech Support, Help Desk, IT Specialists	4,400	0.7%	0.5x

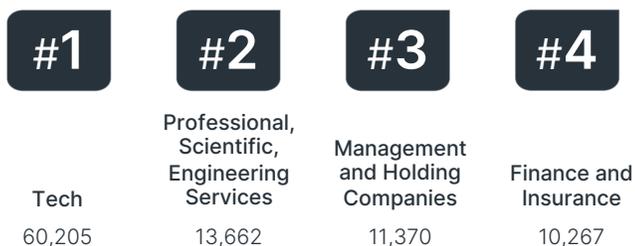[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
13,951	49,918	57,258	156,380	72,512

Active job postings

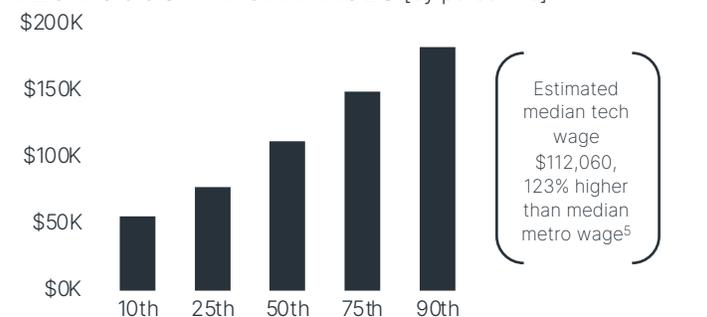CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Finance and Insurance
29,510	10,469	10,218	4,065

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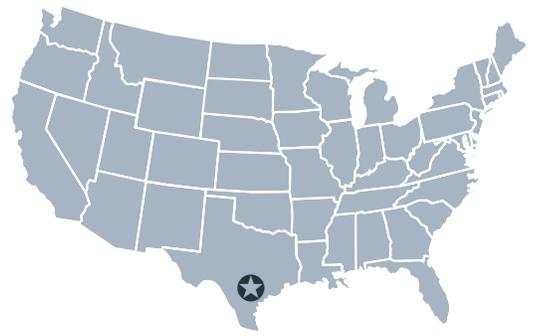Public sector includes federal, state and local governments, agencies, schools and hospitals; excluding military

TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $127,383, 129% higher than median metro wage[5]

[5]2024 data | most recent available

Boise

Full MSA name: Boise City, ID

STATE OF TECHNOLOGY SUMMARY

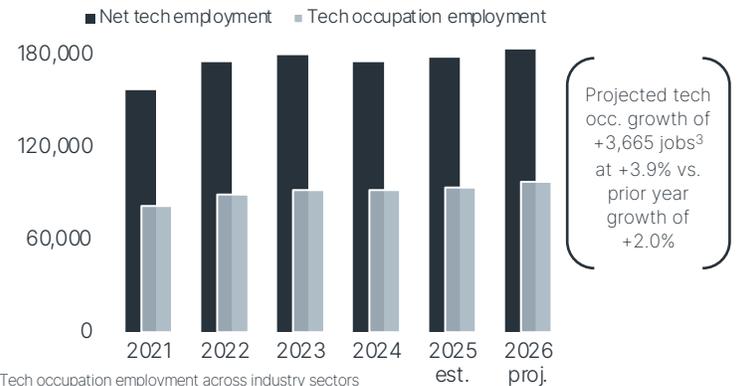|	
25,067	NET TECH EMPLOYMENT[1]
5.9%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
12,413	TECH OCCUPATION EMPLOYMENT [2026 projection]
$6.1b	ECONOMIC IMPACT [estimated direct impact of tech sector]
2,226	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
14,871	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
6,862	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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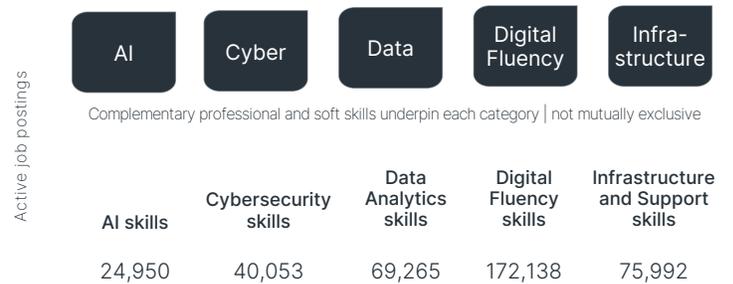

TECH OCCUPATION JOBS 12,088

TECH INDUSTRY JOBS 18,014

28% intersection = **25,067** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +326 jobs[3] at +2.7% vs. prior year growth of -0.6%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	926	3.6%	2.7x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	2,491	3.1%	2.3x
Data Science, Data Analysts, Database, Machine Learning	940	4.4%	3.3x
Network Admins, Architects, Cloud Engineers, Support	1,488	2.1%	1.6x
Software Development, Programmers, Web, QA, AI	3,601	3.0%	2.2x
Tech Support, Help Desk, IT Specialists	1,698	1.6%	1.2x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
6,862	13,141	22,632	56,185	21,448

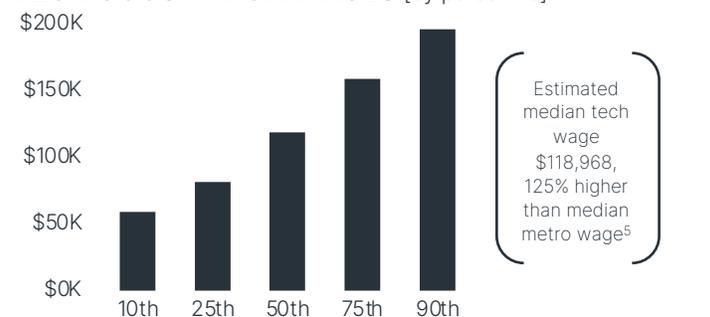CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Finance and Insurance
5,164	1,355	1,258	1,136

[6]Tech 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
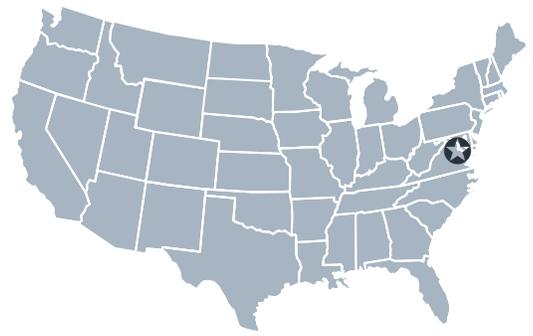
TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $93,958, 97% higher than median metro wage[5]

[5]2024 data | most recent available

Boston

Full MSA name: Boston-Cambridge-Newton, MA-NH
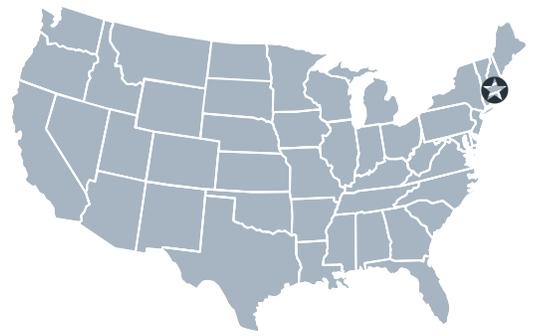
STATE OF TECHNOLOGY SUMMARY

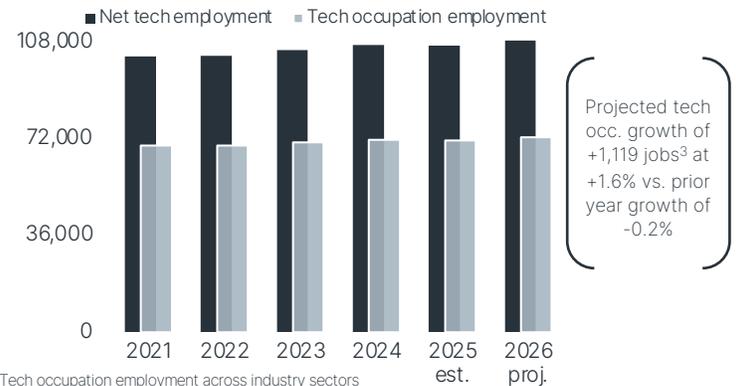|	
254,937	NET TECH EMPLOYMENT[1]
8.9%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
147,230	TECH OCCUPATION EMPLOYMENT [2026 projection]
$80.2b	ECONOMIC IMPACT [estimated direct impact of tech sector]
11,196	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
87,600	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
44,559	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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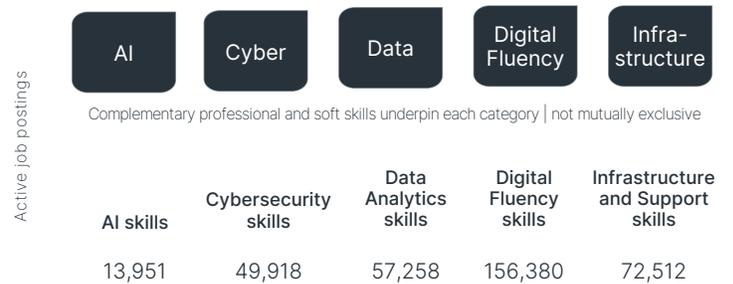

TECH OCCUPATION JOBS 146,318

TECH INDUSTRY JOBS 176,509

38% intersection = **254,937** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

(bar chart, y-axis: 0 to 270,000; x-axis: 2021, 2022, 2023, 2024, 2025 est., 2026 proj.)

Projected tech occ. growth of +912 jobs[3] at +0.6% vs. prior year growth of -0.8%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	20,885	1.0%	0.8x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	23,389	0.8%	0.6x
Data Science, Data Analysts, Database, Machine Learning	12,646	2.5%	1.9x
Network Admins, Architects, Cloud Engineers, Support	12,086	-0.2%	0.0x
Software Development, Programmers, Web, QA, AI	56,052	0.6%	0.5x
Tech Support, Help Desk, IT Specialists	15,176	-0.9%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI | Cyber | Data | Digital Fluency | Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

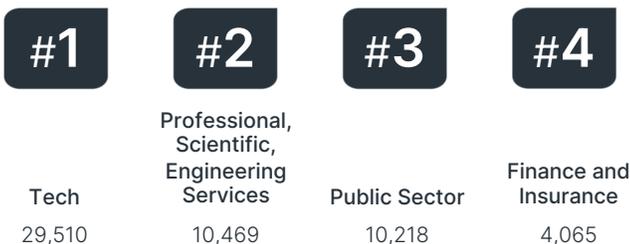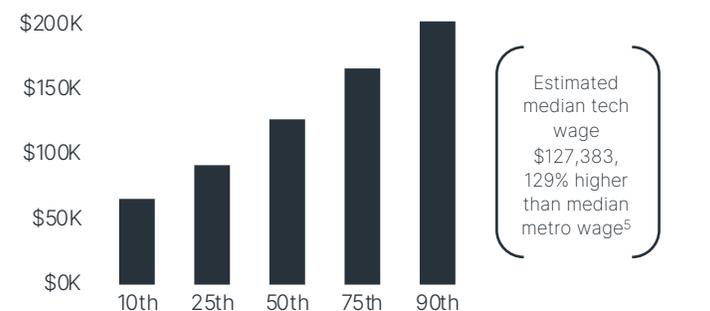| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
44,559	89,797	142,387	359,414	139,586

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Management and Holding Companies
67,592	25,295	13,582	10,164

[6]Tech 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
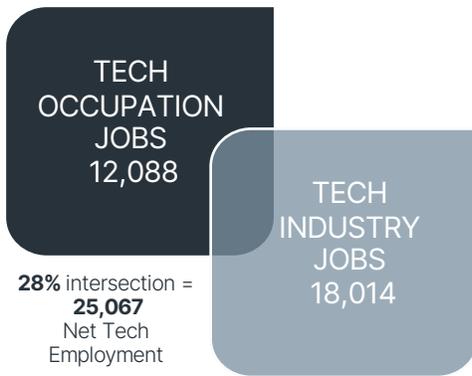
TECH OCCUPATION WAGES [by percentile]

(bar chart, y-axis: $0K to $200K; x-axis: 10th, 25th, 50th, 75th, 90th)

Estimated median tech wage $138,241, 115% higher than median metro wage[5]

[5]2024 data | most recent available

Buffalo

Full MSA name: Buffalo-Cheektowaga, NY

STATE OF TECHNOLOGY SUMMARY

25,367	NET TECH EMPLOYMENT[1]
4.6%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
14,509	TECH OCCUPATION EMPLOYMENT [2026 projection]
$3.4b	ECONOMIC IMPACT [estimated direct impact of tech sector]
886	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
6,053	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
1,766	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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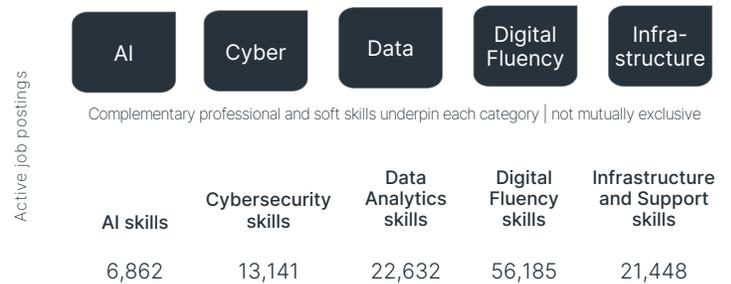TECH OCCUPATION JOBS 14,351

TECH INDUSTRY JOBS 15,034

27% intersection = **25,367** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +158 jobs[3] at +1.1% vs. prior year growth of -1.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	1,491	1.7%	1.3x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	2,129	1.1%	0.8x
Data Science, Data Analysts, Database, Machine Learning	1,021	3.1%	2.3x
Network Admins, Architects, Cloud Engineers, Support	1,876	-0.6%	0.0x
Software Development, Programmers, Web, QA, AI	4,652	2.5%	1.8x
Tech Support, Help Desk, IT Specialists	2,255	-1.3%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

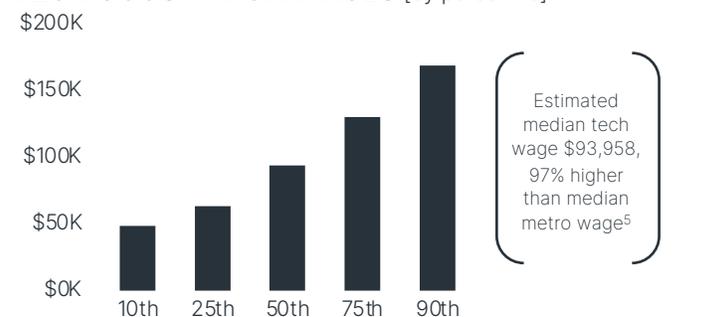| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
1,766	12,907	12,657	39,476	15,063

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

| #1	#2	#3	#4
Tech	Finance and Insurance	Management and Holding Companies	Public Sector
4,014	1,759	1,353	1,323

[6]Tech 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]

Estimated median tech wage $100,285, 99% higher than median metro wage[5]

[5]2024 data | most recent available

Charleston

Full MSA name: Charleston-North Charleston, SC

STATE OF TECHNOLOGY SUMMARY

19,570	NET TECH EMPLOYMENT[1]
4.7%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
12,852	TECH OCCUPATION EMPLOYMENT [2026 projection]
$4.5b	ECONOMIC IMPACT [estimated direct impact of tech sector]
2,141	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
5,510	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
1,969	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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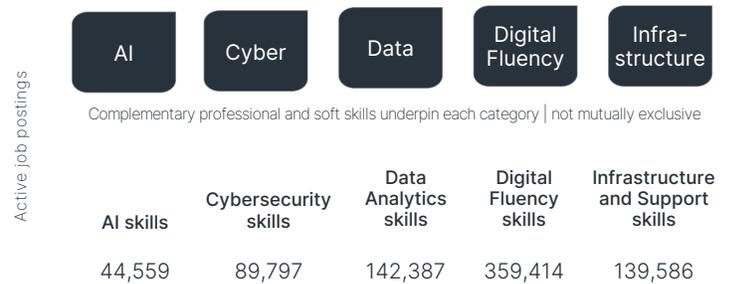

TECH OCCUPATION JOBS 12,421

TECH INDUSTRY JOBS 11,983

40% intersection = **19,570** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment　■ Tech occupation employment

Projected tech occ. growth of +431 jobs[3] at +3.5% vs. prior year growth of +2.5%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	905	5.0%	3.7x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	3,902	2.8%	2.1x
Data Science, Data Analysts, Database, Machine Learning	1,083	4.6%	3.4x
Network Admins, Architects, Cloud Engineers, Support	1,461	1.9%	1.4x
Software Development, Programmers, Web, QA, AI	2,889	5.3%	3.9x
Tech Support, Help Desk, IT Specialists	1,680	1.6%	1.2x

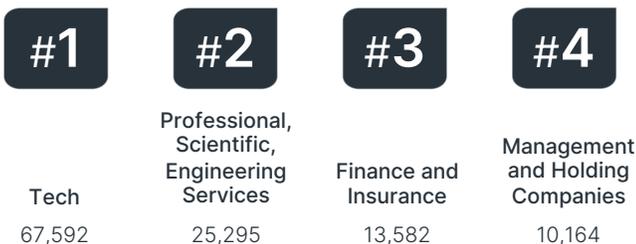[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

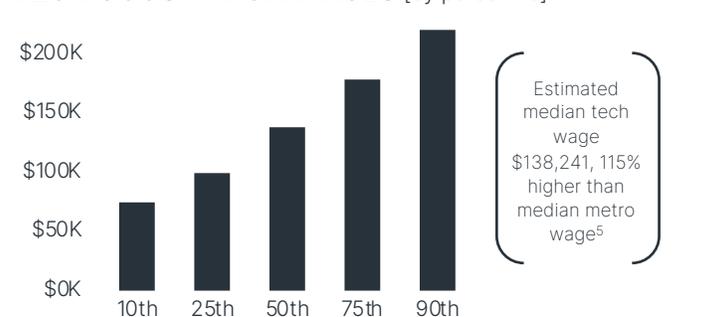| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
1,969	14,527	13,059	43,964	16,461

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

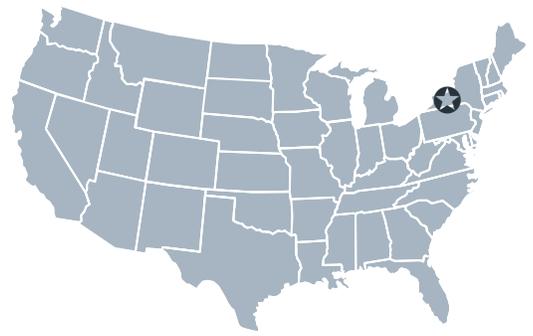| #1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Manufacturing
5,011	2,021	1,633	950

[6]Tech 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]

Estimated median tech wage $101,459, 112% higher than median metro wage[5]

[5]2024 data | most recent available

Charlotte

Full MSA name: Charlotte-Concord-Gastonia, NC-SC
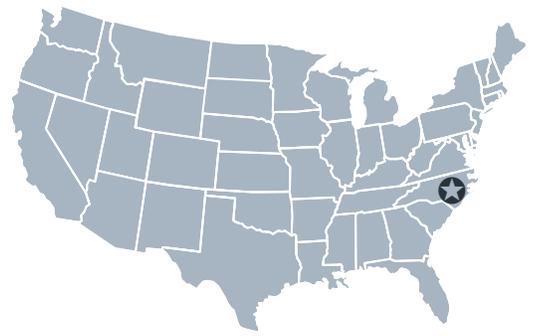
STATE OF TECHNOLOGY SUMMARY

96,382	NET TECH EMPLOYMENT[1]
6.7%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
70,469	TECH OCCUPATION EMPLOYMENT [2026 projection]
$17.2b	ECONOMIC IMPACT [estimated direct impact of tech sector]
6,629	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
42,221	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
12,849	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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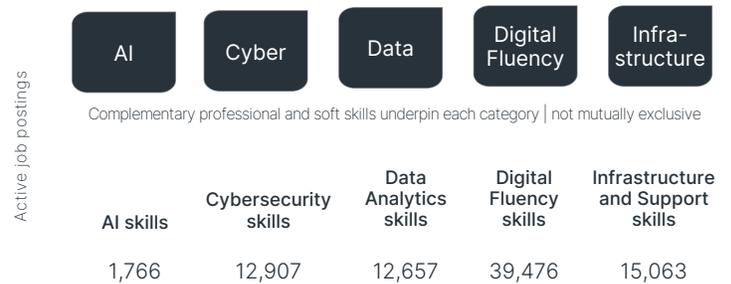

TECH OCCUPATION JOBS 68,980

TECH INDUSTRY JOBS 50,279

45% intersection = **96,382** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,489 jobs[3] at +2.2% vs. prior year growth of 0.0%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	7,572	2.5%	1.8x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	14,702	2.2%	1.6x
Data Science, Data Analysts, Database, Machine Learning	6,483	2.8%	2.1x
Network Admins, Architects, Cloud Engineers, Support	6,959	1.8%	1.3x
Software Development, Programmers, Web, QA, AI	24,695	2.4%	1.8x
Tech Support, Help Desk, IT Specialists	6,148	1.1%	0.8x

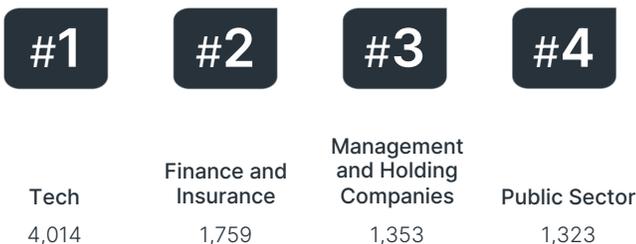[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

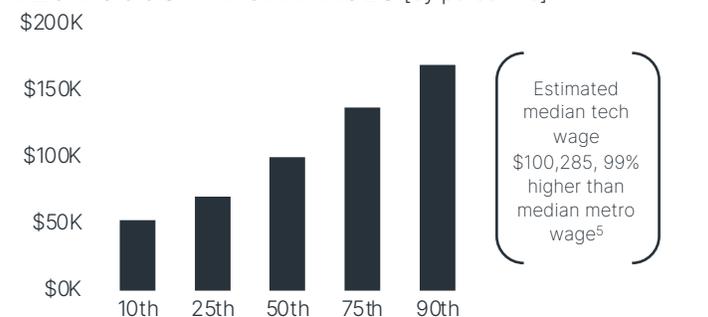| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
12,849	38,924	56,930	148,220	59,761

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Management and Holding Companies	Professional, Scientific, Engineering Services
23,574	14,354	7,422	6,696

[6]Tech 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]

Estimated median tech wage $118,013, 137% higher than median metro wage[5]

[5]2024 data | most recent available

CompTIA®

Chicago

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

STATE OF TECHNOLOGY SUMMARY

239,093	NET TECH EMPLOYMENT[1]
5.1%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
152,680	TECH OCCUPATION EMPLOYMENT [2026 projection]
$55.9b	ECONOMIC IMPACT [estimated direct impact of tech sector]
10,995	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
92,279	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
43,118	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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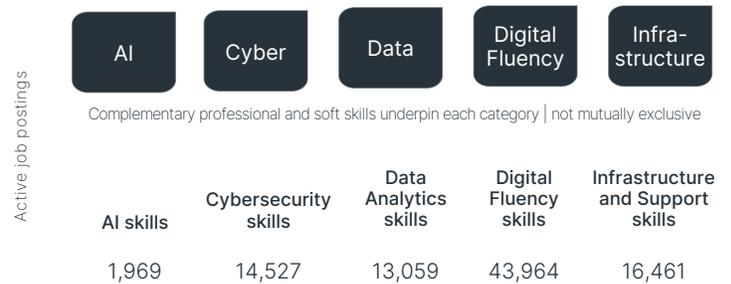

TECH OCCUPATION JOBS

TECH OCCUPATION JOBS **152,439**

TECH INDUSTRY JOBS **138,525**

37% intersection = **239,093** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +241 jobs[3] at +0.2% vs. prior year growth of -0.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	20,949	0.5%	0.4x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	28,697	0.3%	0.2x
Data Science, Data Analysts, Database, Machine Learning	9,170	1.7%	1.3x
Network Admins, Architects, Cloud Engineers, Support	17,832	-0.8%	0.0x
Software Development, Programmers, Web, QA, AI	50,865	0.5%	0.3x
Tech Support, Help Desk, IT Specialists	18,587	-1.0%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
43,118	106,368	152,364	430,561	160,459

Active job postings
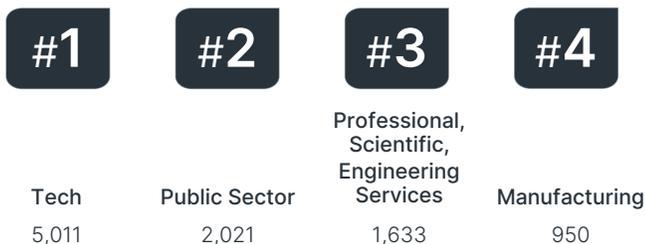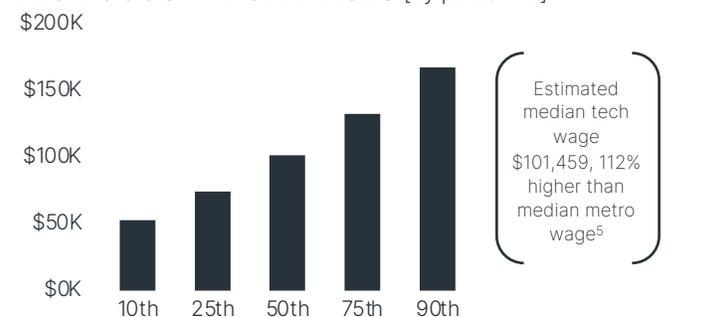
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

| #1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Public Sector
51,970	20,622	18,514	9,441

[6]Tech 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]

Estimated median tech wage $109,479, 108% higher than median metro wage[5]

[5]2024 data | most recent available

Cleveland

Full MSA name: Cleveland, OH

STATE OF TECHNOLOGY SUMMARY

50,656	NET TECH EMPLOYMENT[1]
4.6%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
31,975	TECH OCCUPATION EMPLOYMENT [2026 projection]
$8.6b	ECONOMIC IMPACT [estimated direct impact of tech sector]
3,454	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
14,732	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
4,227	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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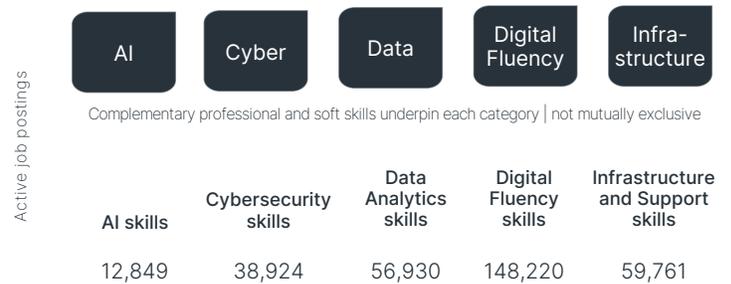

TECH OCCUPATION JOBS 31,920

TECH INDUSTRY JOBS 29,975

37% intersection = **50,656** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +55 jobs[3] at +0.2% vs. prior year growth of -0.5%

[Chart: 2021, 2022, 2023, 2024, 2025 est., 2026 proj.]

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	3,017	1.0%	0.7x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	5,091	0.6%	0.5x
Data Science, Data Analysts, Database, Machine Learning	2,137	1.1%	0.8x
Network Admins, Architects, Cloud Engineers, Support	5,600	-0.9%	0.0x
Software Development, Programmers, Web, QA, AI	10,751	0.7%	0.5x
Tech Support, Help Desk, IT Specialists	4,256	-1.1%	0.0x

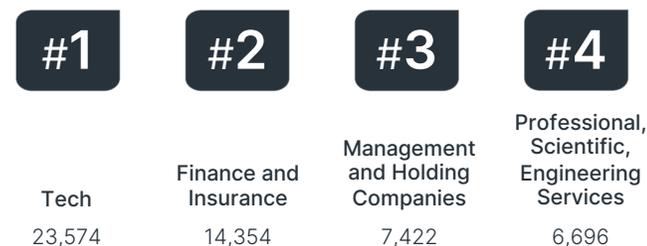[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

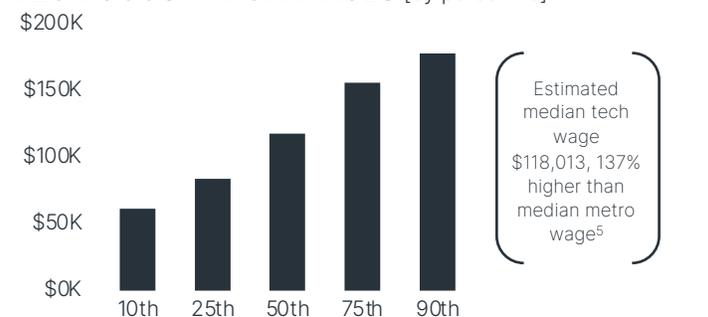| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
4,227	25,589	27,112	87,911	32,917

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Management and Holding Companies	Finance and Insurance	Professional, Scientific, Engineering Services
11,392	3,739	3,332	2,403

[6]Tech 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]

[Chart: 10th, 25th, 50th, 75th, 90th percentiles; $0K to $200K]

Estimated median tech wage $93,411, 88% higher than median metro wage[5]

[5]2024 data | most recent available

CompTIA®

Colorado Springs

Full MSA name: Colorado Springs, CO

STATE OF TECHNOLOGY SUMMARY

28,404	NET TECH EMPLOYMENT[1]
8.3%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
19,044	TECH OCCUPATION EMPLOYMENT [2026 projection]
$4.4b	ECONOMIC IMPACT [estimated direct impact of tech sector]
2,287	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
14,716	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
2,322	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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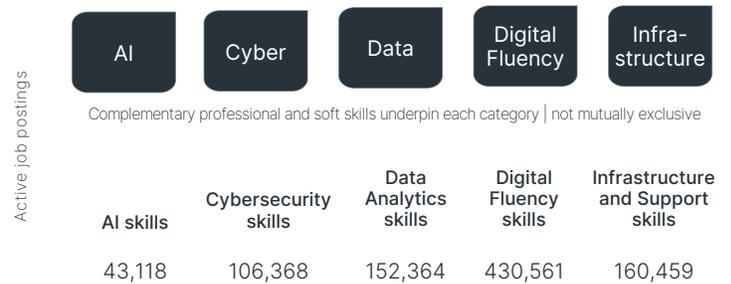

TECH OCCUPATION JOBS 18,582

TECH INDUSTRY JOBS 19,583

50% intersection = **28,404** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment　■ Tech occupation employment

Projected tech occ. growth of +462 jobs[3] at +2.5% vs. prior year growth of -0.3%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	1,062	3.7%	2.7x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	3,249	3.5%	2.6x
Data Science, Data Analysts, Database, Machine Learning	882	3.8%	2.9x
Network Admins, Architects, Cloud Engineers, Support	3,345	1.4%	1.0x
Software Development, Programmers, Web, QA, AI	6,996	2.7%	2.0x
Tech Support, Help Desk, IT Specialists	2,051	1.2%	0.9x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%
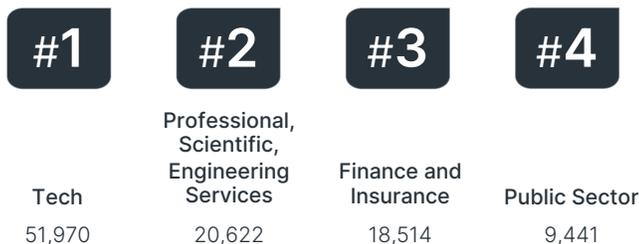
EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI　Cyber　Data　Digital Fluency　Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
2,322	14,111	12,856	37,042	17,324

Active job postings

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

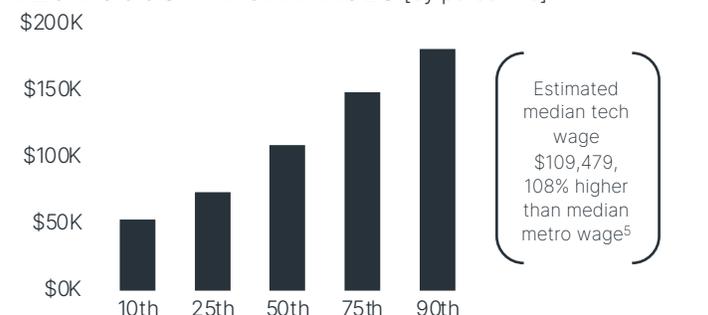## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Finance and Insurance
10,011	2,929	1,738	1,405

[6]Tech 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]

Estimated median tech wage $120,589, 129% higher than median metro wage[5]

10th　25th　50th　75th　90th

[5]2024 data | most recent available

CompTIA®

Columbus

Full MSA name: Columbus, OH

STATE OF TECHNOLOGY SUMMARY

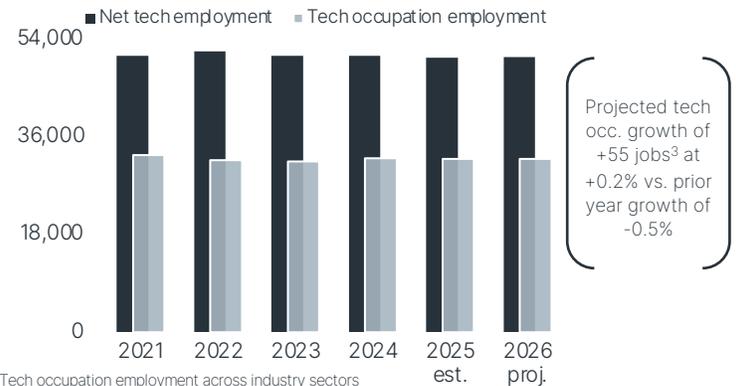|	
57,959	NET TECH EMPLOYMENT[1]
5.0%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
38,519	TECH OCCUPATION EMPLOYMENT [2026 projection]
$9.7b	ECONOMIC IMPACT [estimated direct impact of tech sector]
4,541	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
34,146	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
11,131	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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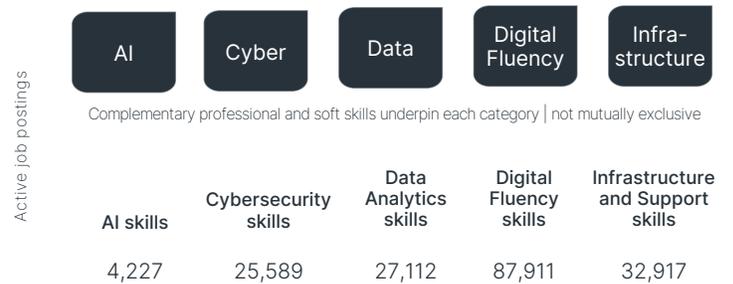

TECH OCCUPATION JOBS 38,263

TECH INDUSTRY JOBS 32,098

39% intersection = **57,959** Net Tech Employment

NET TECH EMPLOYMENT

- Net tech employment
- Tech occupation employment

Projected tech occ. growth of +256 jobs[3] at +0.7% vs. prior year growth of -0.3%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	3,571	1.7%	1.3x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	7,465	1.1%	0.8x
Data Science, Data Analysts, Database, Machine Learning	2,092	2.6%	1.9x
Network Admins, Architects, Cloud Engineers, Support	6,546	-0.4%	0.0x
Software Development, Programmers, Web, QA, AI	12,292	0.9%	0.7x
Tech Support, Help Desk, IT Specialists	4,988	-0.6%	0.0x

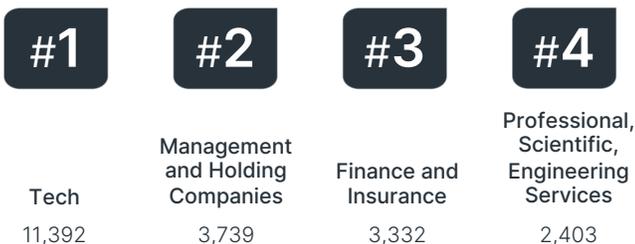[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
11,131	35,871	46,209	132,120	54,672

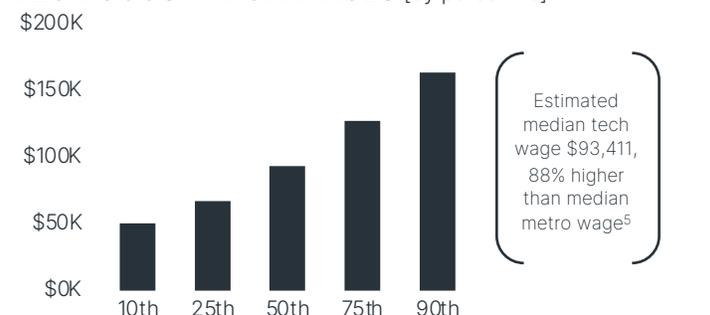CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Management and Holding Companies	Public Sector	Finance and Insurance
12,410	5,694	4,251	4,085

[6]Tech 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
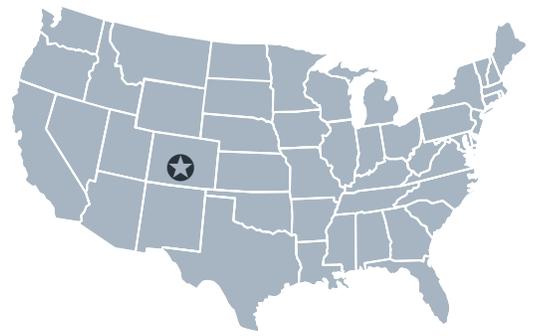
TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $106,377, 112% higher than median metro wage[5]

[5]2024 data | most recent available

Dallas

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

STATE OF TECHNOLOGY SUMMARY

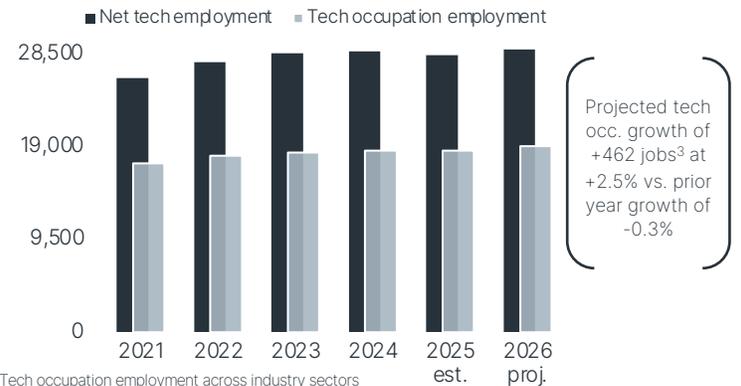|	
377,013	NET TECH EMPLOYMENT[1]
8.7%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
231,594	TECH OCCUPATION EMPLOYMENT [2026 projection]
$89.4b	ECONOMIC IMPACT [estimated direct impact of tech sector]
14,125	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
131,437	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
38,828	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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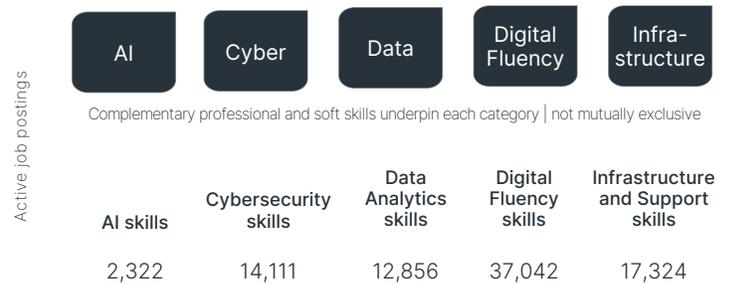

TECH OCCUPATION JOBS 224,271

TECH INDUSTRY JOBS 255,789

40% intersection = **377,013** Net Tech Employment

NET TECH EMPLOYMENT

- Net tech employment
- Tech occupation employment

Projected tech occ. growth of +7,322 jobs[3] at +3.3% vs. prior year growth of +0.4%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	30,870	3.4%	2.5x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	46,467	3.3%	2.4x
Data Science, Data Analysts, Database, Machine Learning	14,638	4.2%	3.1x
Network Admins, Architects, Cloud Engineers, Support	24,284	2.4%	1.8x
Software Development, Programmers, Web, QA, AI	80,270	3.7%	2.8x
Tech Support, Help Desk, IT Specialists	20,306	2.3%	1.7x

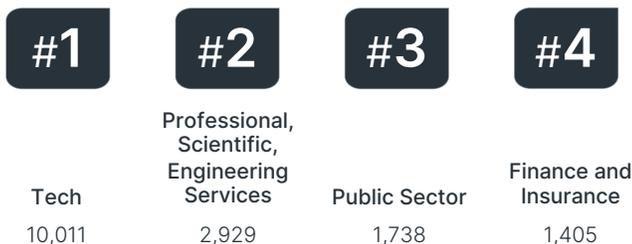[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

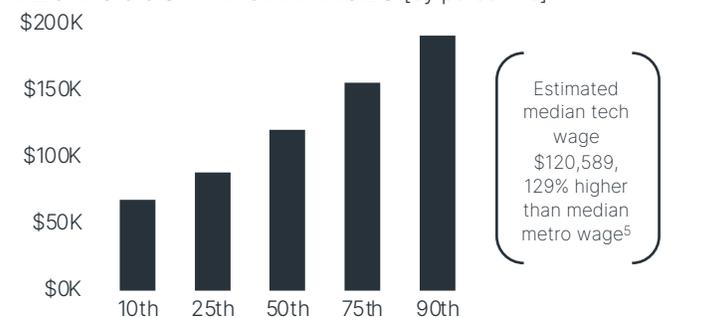| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
38,828	111,106	154,418	427,651	181,991

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Professional, Scientific, Engineering Services	Administrative Services
107,606	29,005	20,815	13,073

[6]Tech 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]

$200K
$150K
$100K
$50K
$0K

10th 25th 50th 75th 90th

Estimated median tech wage $119,634, 137% higher than median metro wage[5]

[5]2024 data | most recent available

Denver

Full MSA name: Denver-Aurora-Centennial, CO

STATE OF TECHNOLOGY SUMMARY

156,148	NET TECH EMPLOYMENT[1]
9.1%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
100,066	TECH OCCUPATION EMPLOYMENT [2026 projection]
$39.0b	ECONOMIC IMPACT [estimated direct impact of tech sector]
13,193	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
47,233	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
16,403	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 97,324

TECH INDUSTRY JOBS 107,323

45% intersection = **156,148** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +2,742 jobs[3] at +2.8% vs. prior year growth of -0.7%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	8,532	3.6%	2.7x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	15,318	3.3%	2.5x
Data Science, Data Analysts, Database, Machine Learning	7,364	3.8%	2.9x
Network Admins, Architects, Cloud Engineers, Support	16,415	1.5%	1.1x
Software Development, Programmers, Web, QA, AI	35,456	3.3%	2.5x
Tech Support, Help Desk, IT Specialists	10,366	1.6%	1.2x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
16,403	51,888	70,857	201,320	79,537

Active job postings

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

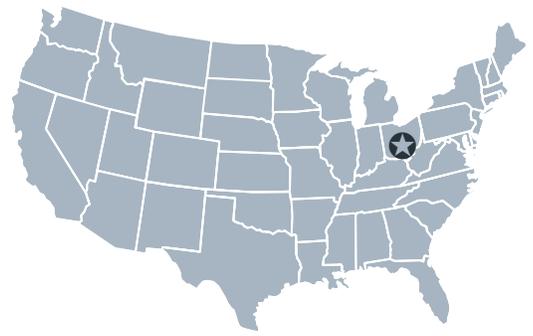| #1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Public Sector
50,078	11,589	7,609	6,697

[6]Tech 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]

Estimated median tech wage $122,999, 102% higher than median metro wage[5]

[5]2024 data | most recent available
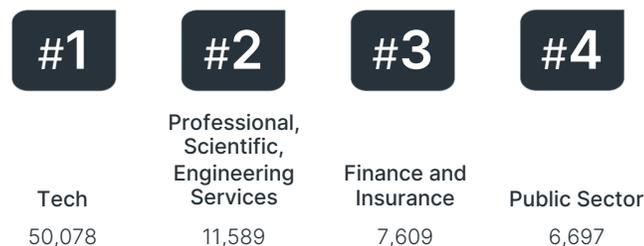
Des Moines

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

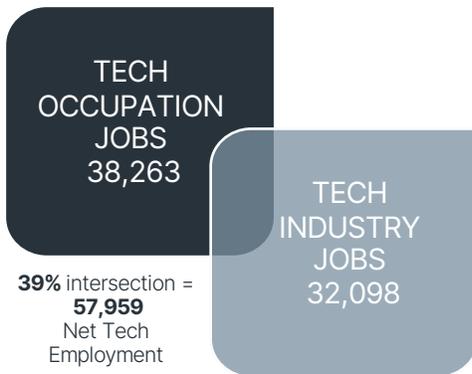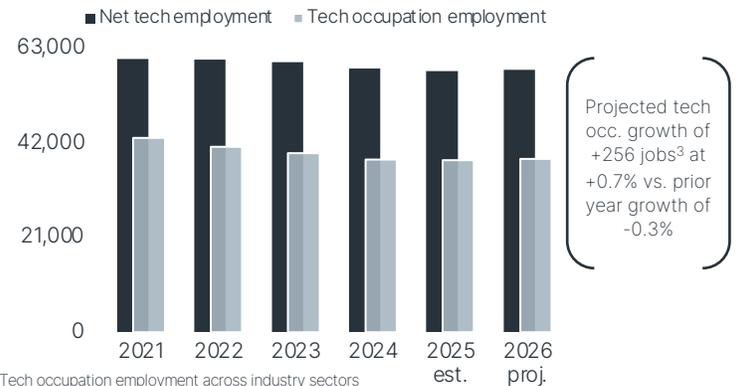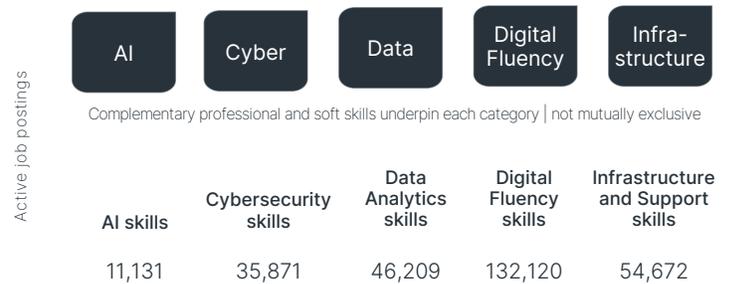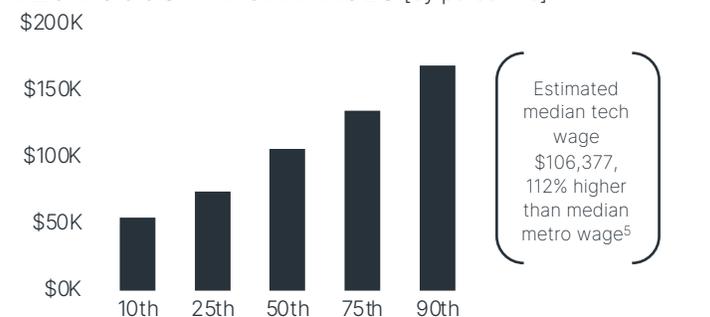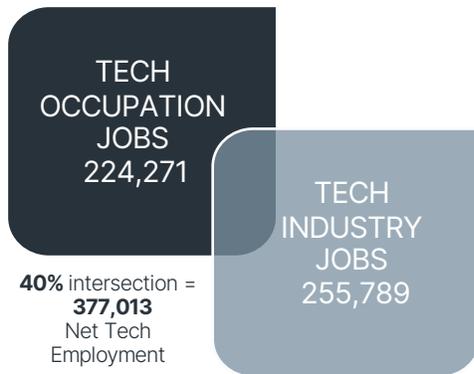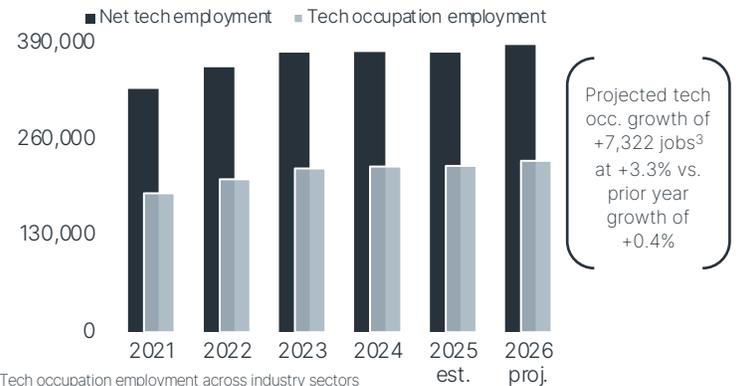## STATE OF TECHNOLOGY SUMMARY

25,805 NET TECH EMPLOYMENT[1]

6.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

19,965 TECH OCCUPATION EMPLOYMENT [2026 projection]

$2.9b ECONOMIC IMPACT [estimated direct impact of tech sector]

2,150 TECH BUSINESS ESTABLISHMENTS [firms with payroll]

14,267 EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

5,291 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

2nd COST OF LIVING [vs. national benchmark[2]]

4th TECH WAGE PREMIUM [vs. prevailing median wage]

1st TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

1st AGGREGATE RELATIVE RANKING

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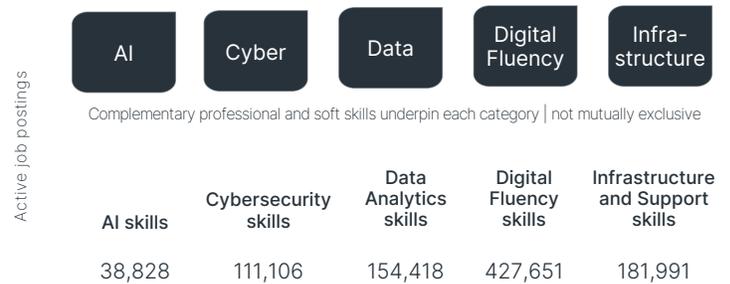
TECH OCCUPATION JOBS / TECH INDUSTRY JOBS

TECH OCCUPATION JOBS 19,547

TECH INDUSTRY JOBS 11,093

44% intersection = **25,805** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +419 jobs[3] at +2.1% vs. prior year growth of -0.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	1,867	3.0%	2.2x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	5,096	2.3%	1.7x
Data Science, Data Analysts, Database, Machine Learning	1,696	3.5%	2.6x
Network Admins, Architects, Cloud Engineers, Support	2,322	1.1%	0.8x
Software Development, Programmers, Web, QA, AI	5,677	2.5%	1.9x
Tech Support, Help Desk, IT Specialists	2,316	0.7%	0.5x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
5,291	14,719	19,808	54,695	23,559

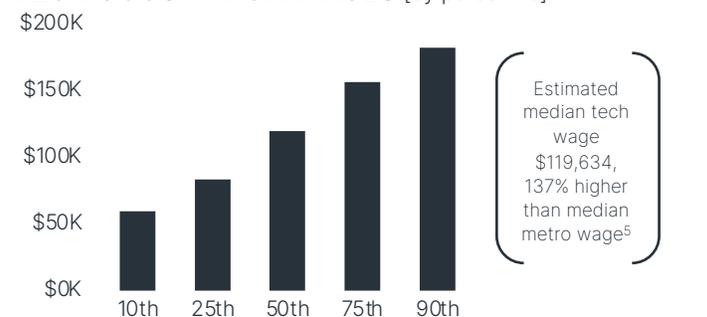CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Finance and Insurance	Tech	Management and Holding Companies	Professional, Scientific, Engineering Services
6,725	4,938	1,896	1,483

[6]Tech 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]

Estimated median tech wage $102,480, 100% higher than median metro wage[5]

[5]2024 data | most recent available

Detroit

Full MSA name: Detroit-Warren-Dearborn, MI

STATE OF TECHNOLOGY SUMMARY

102,202	NET TECH EMPLOYMENT[1]
5.0%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
71,859	TECH OCCUPATION EMPLOYMENT [2026 projection]
$17.0b	ECONOMIC IMPACT [estimated direct impact of tech sector]
4,153	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
35,142	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
11,316	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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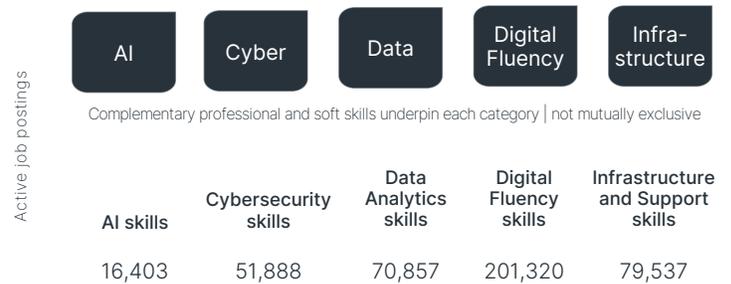

TECH OCCUPATION JOBS 72,431

TECH INDUSTRY JOBS 51,902

43% intersection = **102,202** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of -573 jobs[3] at -0.8% vs. prior year growth of -1.3%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	8,056	-0.1%	0.0x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	14,176	-0.5%	0.0x
Data Science, Data Analysts, Database, Machine Learning	4,452	1.1%	0.8x
Network Admins, Architects, Cloud Engineers, Support	5,725	-1.3%	0.0x
Software Development, Programmers, Web, QA, AI	27,824	-0.9%	0.0x
Tech Support, Help Desk, IT Specialists	9,585	-2.2%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

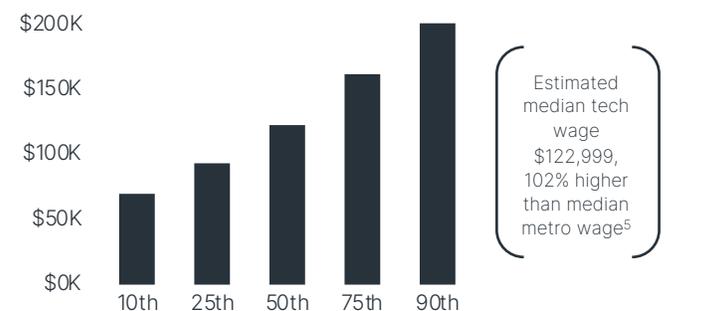| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
11,316	45,004	55,257	169,050	61,127

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Management and Holding Companies
21,661	12,690	8,204	7,031

[6]Tech 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]

Estimated median tech wage $107,823, 110% higher than median metro wage[5]

[5]2024 data | most recent available

Hartford

Full MSA name: Hartford-West Hartford-East Hartford, CT
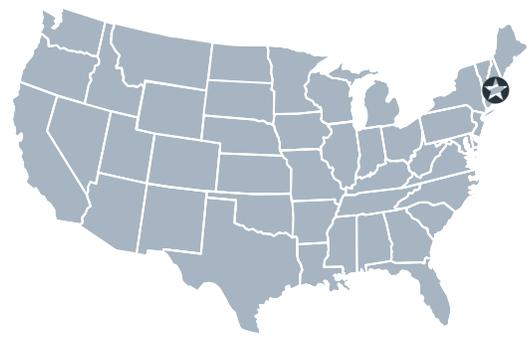
STATE OF TECHNOLOGY SUMMARY

34,467	NET TECH EMPLOYMENT[1]
5.4%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
23,547	TECH OCCUPATION EMPLOYMENT [2026 projection]
$5.9b	ECONOMIC IMPACT [estimated direct impact of tech sector]
2,923	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
17,432	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
7,496	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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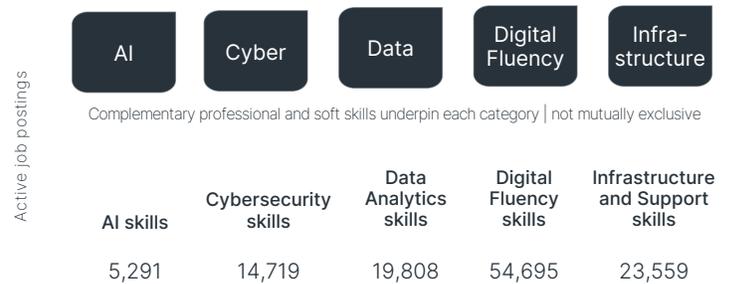

TECH OCCUPATION JOBS 23,352

TECH INDUSTRY JOBS 18,786

41% intersection = **34,467** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +195 jobs[3] at +0.8% vs. prior year growth of +0.2%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	4,108	0.9%	0.6x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	3,721	1.2%	0.9x
Data Science, Data Analysts, Database, Machine Learning	1,297	2.1%	1.5x
Network Admins, Architects, Cloud Engineers, Support	1,767	0.8%	0.6x
Software Development, Programmers, Web, QA, AI	8,265	0.9%	0.7x
Tech Support, Help Desk, IT Specialists	3,481	-0.2%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
7,496	21,657	28,961	79,069	32,664

Active job postings

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

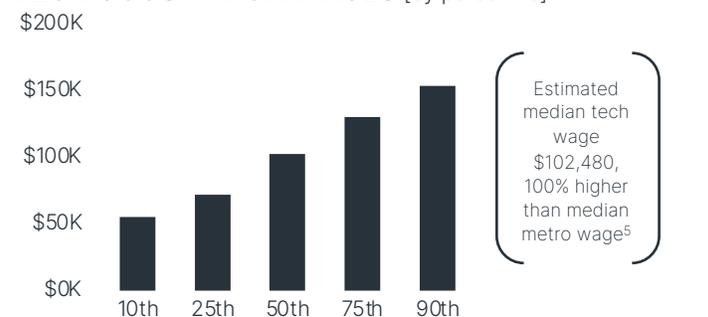## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Public Sector	Manufacturing
7,834	4,652	2,036	1,997

[6]Tech 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]

Estimated median tech wage $105,975, 88% higher than median metro wage[5]

[5]2024 data | most recent available

Houston

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

STATE OF TECHNOLOGY SUMMARY

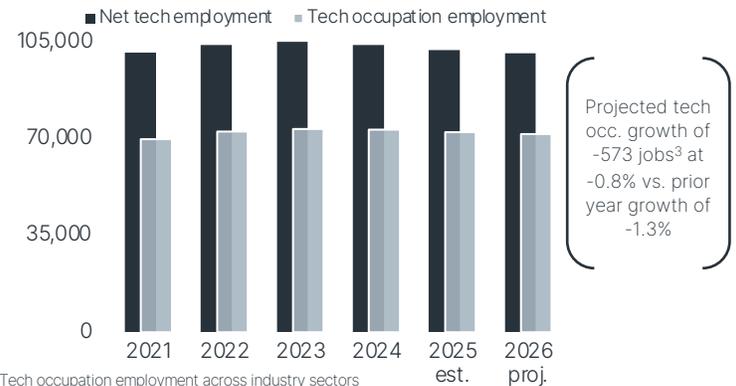|	
154,938	NET TECH EMPLOYMENT[1]
4.3%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
104,355	TECH OCCUPATION EMPLOYMENT [2026 projection]
$23.5b	ECONOMIC IMPACT [estimated direct impact of tech sector]
7,675	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
43,467	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
16,027	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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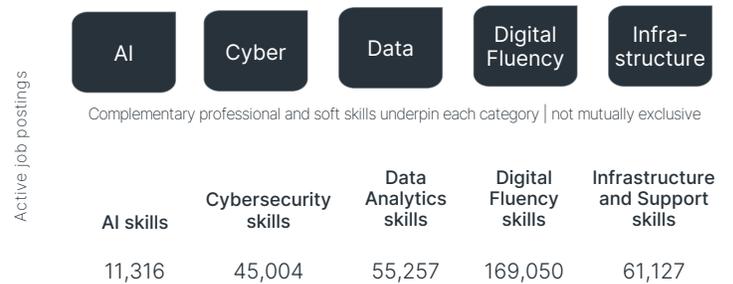

TECH OCCUPATION JOBS 102,255 / TECH INDUSTRY JOBS 82,529

36% intersection = **154,938** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +2,100 jobs[3] at +2.1% vs. prior year growth of +0.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	13,894	2.4%	1.8x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	23,948	2.1%	1.6x
Data Science, Data Analysts, Database, Machine Learning	7,870	3.5%	2.6x
Network Admins, Architects, Cloud Engineers, Support	11,187	1.3%	0.9x
Software Development, Programmers, Web, QA, AI	29,554	2.3%	1.7x
Tech Support, Help Desk, IT Specialists	11,548	0.9%	0.7x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
16,027	63,658	80,566	243,772	87,253

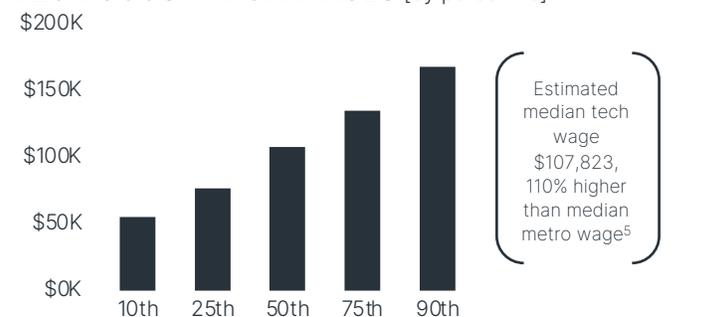CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Finance and Insurance
30,511	16,894	10,258	7,954

[6]Tech 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]

Estimated median tech wage $107,619, 120% higher than median metro wage[5]

10th, 25th, 50th, 75th, 90th

[5]2024 data | most recent available

Huntsville

Full MSA name: Huntsville, AL

STATE OF TECHNOLOGY SUMMARY

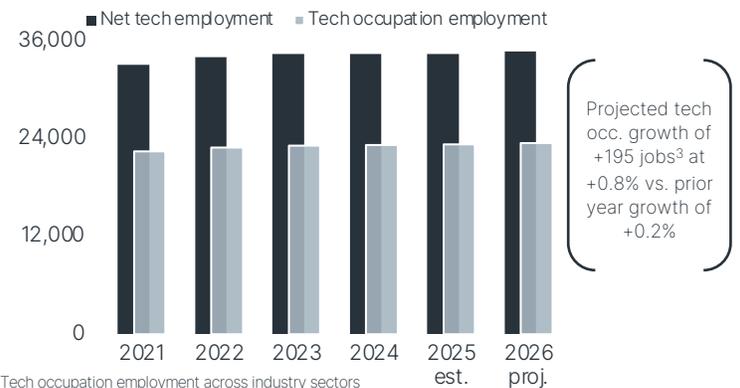|	
29,192	NET TECH EMPLOYMENT[1]
10.4%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
22,269	TECH OCCUPATION EMPLOYMENT [2026 projection]
$3.9b	ECONOMIC IMPACT [estimated direct impact of tech sector]
1,236	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
14,442	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
2,822	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS
21,858

TECH INDUSTRY JOBS
17,134

57% intersection = **29,192** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +411 jobs[3] at +1.9% vs. prior year growth of +0.3%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	1,676	2.4%	1.8x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	5,428	2.2%	1.6x
Data Science, Data Analysts, Database, Machine Learning	1,489	2.9%	2.2x
Network Admins, Architects, Cloud Engineers, Support	2,778	1.0%	0.7x
Software Development, Programmers, Web, QA, AI	8,393	2.0%	1.5x
Tech Support, Help Desk, IT Specialists	1,249	0.6%	0.5x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%
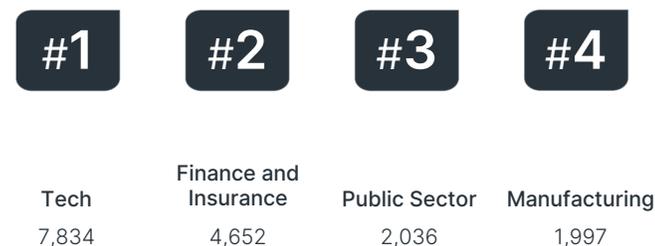
EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI | Cyber | Data | Digital Fluency | Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
2,822	13,786	13,214	38,055	15,784

Active job postings

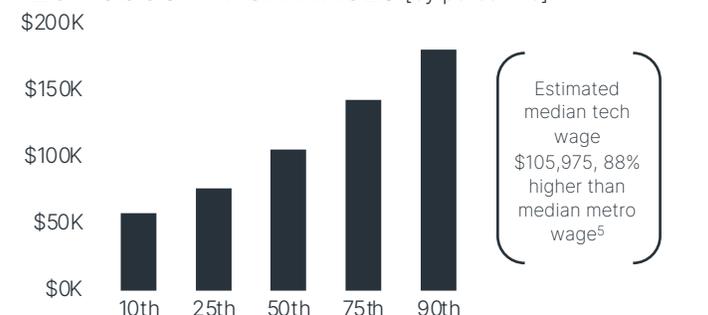CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Manufacturing
9,931	5,123	2,530	1,432

[6]Tech 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]

Estimated median tech wage $115,696, 129% higher than median metro wage[5]

[5]2024 data | most recent available

Indianapolis

Full MSA name: Indianapolis-Carmel-Greenwood, IN

STATE OF TECHNOLOGY SUMMARY

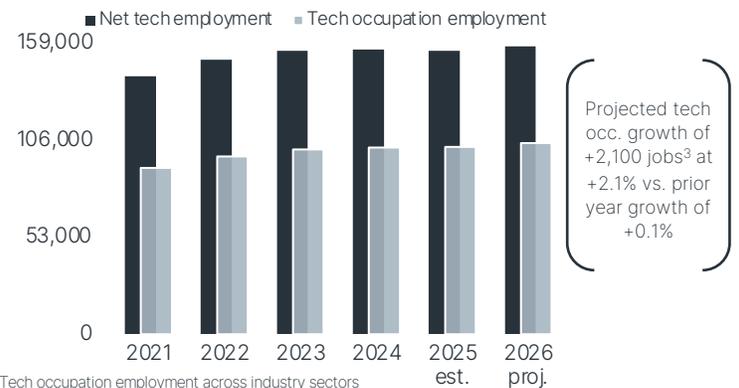|	
55,132	NET TECH EMPLOYMENT[1]
4.8%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
36,144	TECH OCCUPATION EMPLOYMENT [2026 projection]
$10.0b	ECONOMIC IMPACT [estimated direct impact of tech sector]
3,726	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
21,210	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
8,089	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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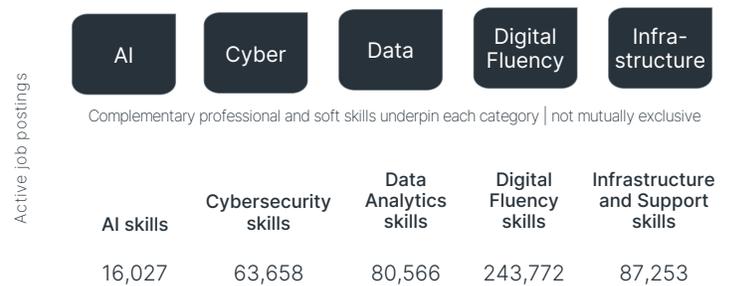

TECH OCCUPATION JOBS

TECH OCCUPATION JOBS 35,530

TECH INDUSTRY JOBS 32,951

41% intersection = **55,132** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +615 jobs[3] at +1.7% vs. prior year growth of -0.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	3,868	2.3%	1.7x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	8,575	1.9%	1.4x
Data Science, Data Analysts, Database, Machine Learning	2,411	2.8%	2.1x
Network Admins, Architects, Cloud Engineers, Support	5,568	0.8%	0.6x
Software Development, Programmers, Web, QA, AI	8,539	2.3%	1.7x
Tech Support, Help Desk, IT Specialists	4,892	0.6%	0.5x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
8,089	29,532	38,480	113,381	41,864

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

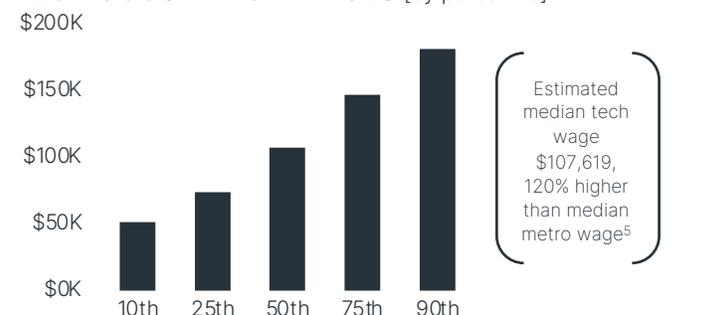## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Public Sector
13,648	3,847	3,303	3,016

[6]Tech 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]

Estimated median tech wage $92,190, 90% higher than median metro wage[5]

[5]2024 data | most recent available

Kansas City

Full MSA name: Kansas City, MO-KS

STATE OF TECHNOLOGY SUMMARY

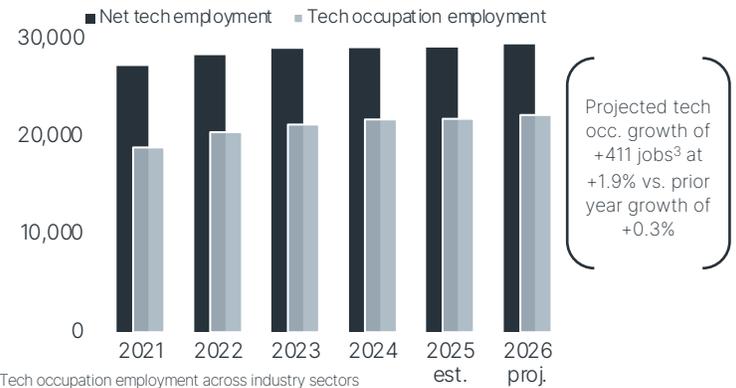|	
75,072	NET TECH EMPLOYMENT[1]
6.5%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
44,534	TECH OCCUPATION EMPLOYMENT [2026 projection]
$13.1b	ECONOMIC IMPACT [estimated direct impact of tech sector]
5,404	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
19,717	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
7,001	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total 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 | [1]Net of tech industry + tech occupation employment | [2]Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | [2]Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details

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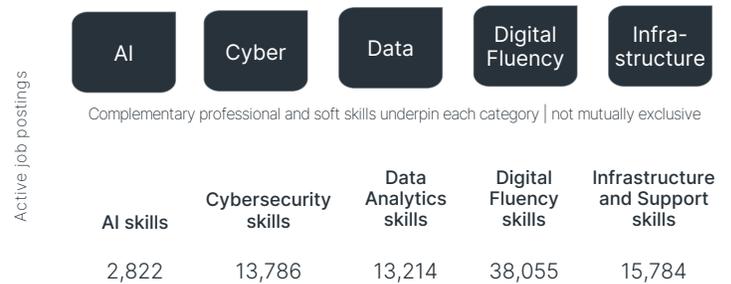## TECH OCCUPATION JOBS 44,258

TECH INDUSTRY JOBS 50,371

39% intersection = **75,072** Net Tech Employment

NET TECH EMPLOYMENT

- ■ Net tech employment
- ■ Tech occupation employment

Projected tech occ. growth of +276 jobs[3] at +0.6% vs. prior year growth of -0.5%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change4	Growth vs. Benchmark4
CIOs, IT Directors, Managers	4,141	1.2%	0.9x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	9,427	0.5%	0.4x
Data Science, Data Analysts, Database, Machine Learning	2,274	1.3%	1.0x
Network Admins, Architects, Cloud Engineers, Support	5,202	-0.7%	0.0x
Software Development, Programmers, Web, QA, AI	15,806	1.5%	1.1x
Tech Support, Help Desk, IT Specialists	6,140	-1.2%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%
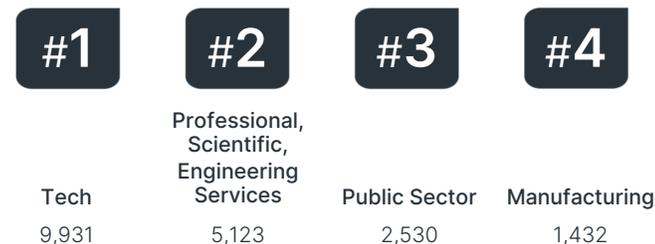
EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

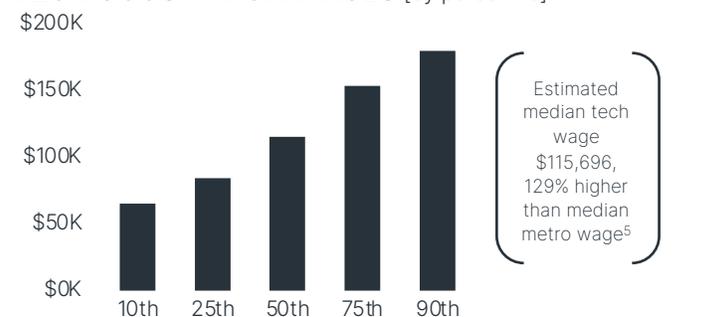| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
7,001	33,941	37,035	117,932	43,807

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Public Sector
19,706	4,725	4,516	3,222

[6]Tech 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]

Estimated median tech wage $95,190, 89% higher than median metro wage[5]

[5]2024 data | most recent available

Las Vegas

Full MSA name: Las Vegas-Henderson-North Las Vegas, NV
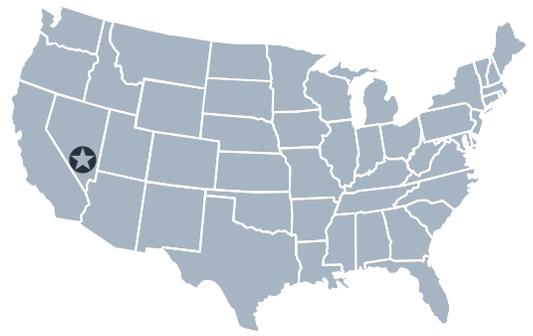
STATE OF TECHNOLOGY SUMMARY

38,164	NET TECH EMPLOYMENT[1]
3.2%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
24,938	TECH OCCUPATION EMPLOYMENT [2026 projection]
$8.4b	ECONOMIC IMPACT [estimated direct impact of tech sector]
4,369	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
9,886	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
3,138	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 23,930

TECH INDUSTRY JOBS 21,932

35% intersection = **38,164** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,008 jobs[3] at +4.2% vs. prior year growth of +1.2%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	2,356	5.2%	3.9x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	6,068	4.0%	3.0x
Data Science, Data Analysts, Database, Machine Learning	1,765	5.5%	4.1x
Network Admins, Architects, Cloud Engineers, Support	2,871	2.9%	2.2x
Software Development, Programmers, Web, QA, AI	4,993	6.4%	4.8x
Tech Support, Help Desk, IT Specialists	4,539	2.2%	1.7x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
3,138	22,001	19,962	68,327	25,731

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Management and Holding Companies	Professional, Scientific, Engineering Services	Public Sector
8,177	3,164	2,600	2,203

[6]Tech 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]

Estimated median tech wage $92,509, 107% higher than median metro wage[5]

[5]2024 data | most recent available

Los Angeles
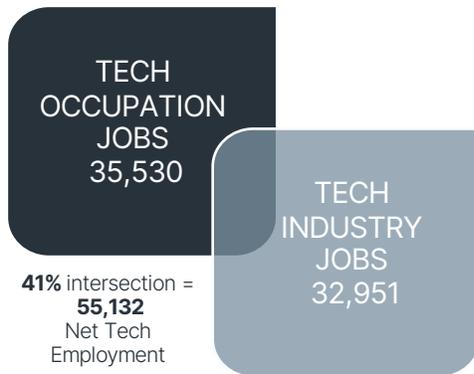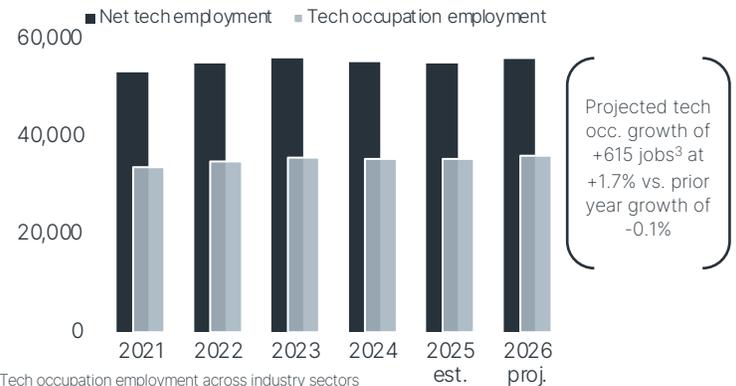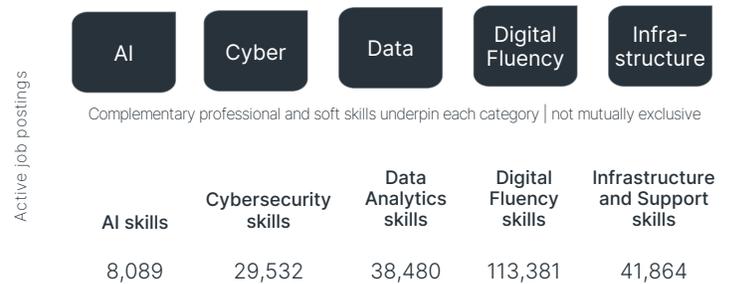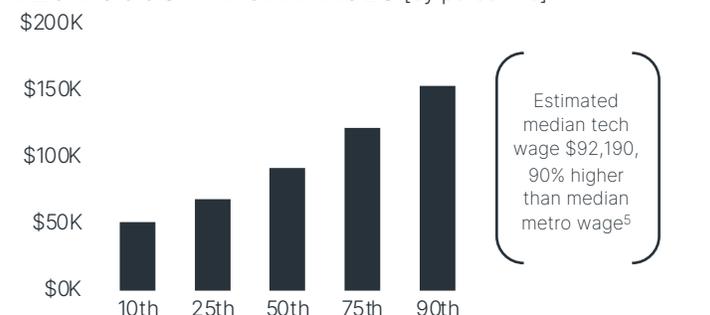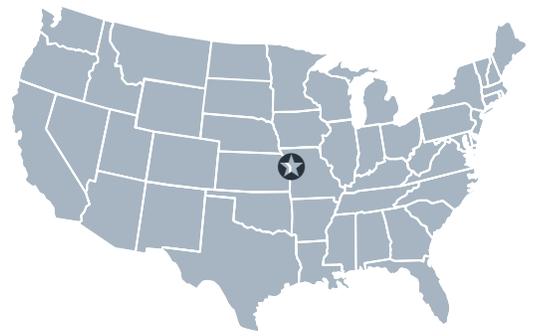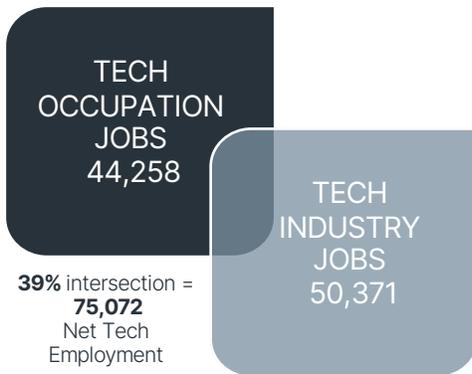
Full MSA name: Los Angeles-Long Beach-Anaheim, CA
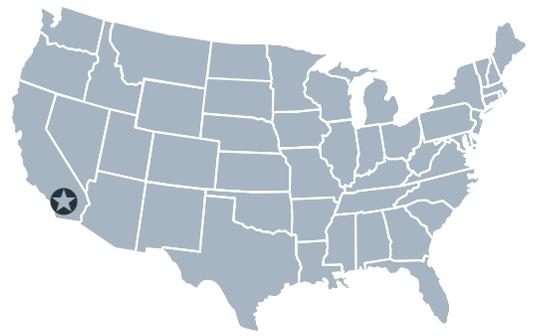
STATE OF TECHNOLOGY SUMMARY

360,417 NET TECH EMPLOYMENT[1]

5.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

208,783 TECH OCCUPATION EMPLOYMENT [2026 projection]

$104.0b ECONOMIC IMPACT [estimated direct impact of tech sector]

14,990 TECH BUSINESS ESTABLISHMENTS [firms with payroll]

79,494 EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

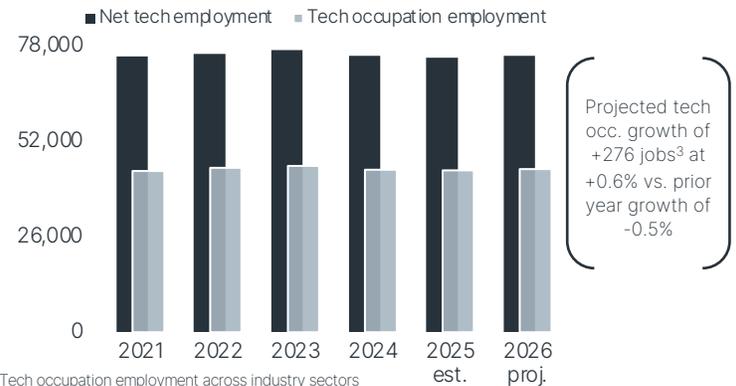33,428 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

4th COST OF LIVING [vs. national benchmark[2]]

1st TECH WAGE PREMIUM [vs. prevailing median wage]

4th TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

4th AGGREGATE RELATIVE RANKING

Sources: CompTIA analysis of Lightcast, U.S. Bureau of Labor Statistics, U.S. Bureau of Economic Analysis, and others | [1]Net of tech industry + tech occupation employment | [2]Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | [2]Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details
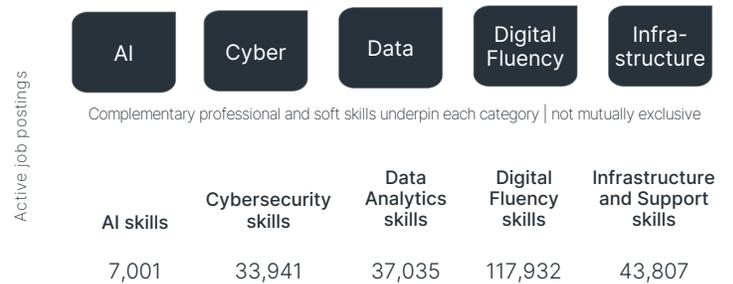
TECH OCCUPATION JOBS 208,543

TECH INDUSTRY JOBS 220,284

31% intersection = **360,417** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +239 jobs[3] at +0.1% vs. prior year growth of -0.6%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	24,522	0.6%	0.4x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	44,730	0.2%	0.1x
Data Science, Data Analysts, Database, Machine Learning	15,750	1.5%	1.1x
Network Admins, Architects, Cloud Engineers, Support	17,834	-0.4%	0.0x
Software Development, Programmers, Web, QA, AI	71,896	0.2%	0.2x
Tech Support, Help Desk, IT Specialists	20,128	-0.8%	0.0x

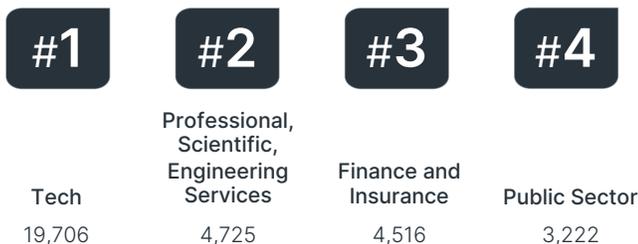[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
33,428	119,512	168,058	459,836	156,511

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Management and Holding Companies
68,420	28,376	16,433	13,944

[6]Tech 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]

Estimated median tech wage $125,321, 138% higher than median metro wage[5]

[5]2024 data | most recent available

Memphis

Full MSA name: Memphis, TN-MS-AR

STATE OF TECHNOLOGY SUMMARY

20,169 NET TECH EMPLOYMENT[1]

3.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

14,178 TECH OCCUPATION EMPLOYMENT [2026 projection]

$2.7b ECONOMIC IMPACT [estimated direct impact of tech sector]

1,385 TECH BUSINESS ESTABLISHMENTS [firms with payroll]

7,005 EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

2,239 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

1st COST OF LIVING [vs. national benchmark[2]]

4th TECH WAGE PREMIUM [vs. prevailing median wage]

3rd TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

2nd AGGREGATE RELATIVE RANKING

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

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TECH OCCUPATION JOBS 14,073

TECH INDUSTRY JOBS 9,220

34% intersection = **20,169** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +105 jobs[3] at +0.7% vs. prior year growth of -1.3%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	1,739	1.4%	1.1x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	4,249	1.1%	0.8x
Data Science, Data Analysts, Database, Machine Learning	567	1.5%	1.1x
Network Admins, Architects, Cloud Engineers, Support	1,710	-0.3%	0.0x
Software Development, Programmers, Web, QA, AI	3,446	1.1%	0.8x
Tech Support, Help Desk, IT Specialists	1,628	-0.8%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

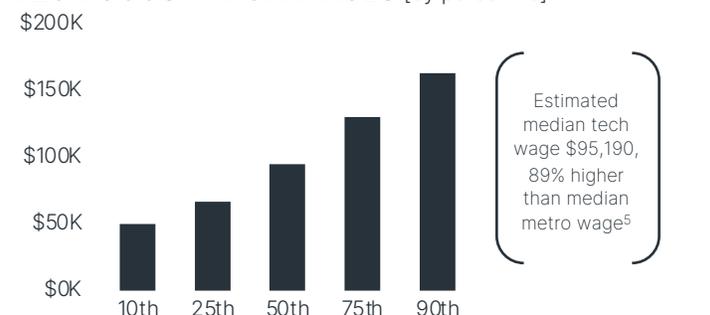| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
2,239	16,240	17,752	51,026	19,756

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

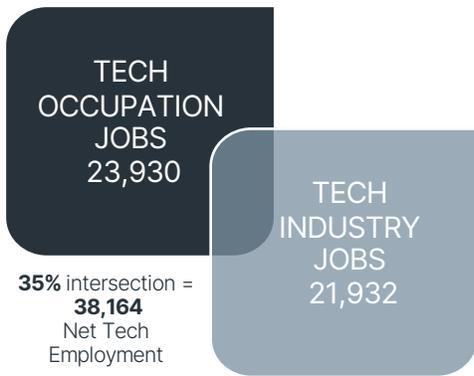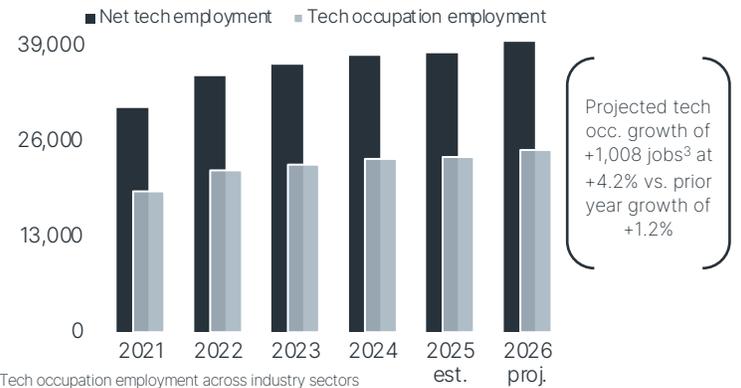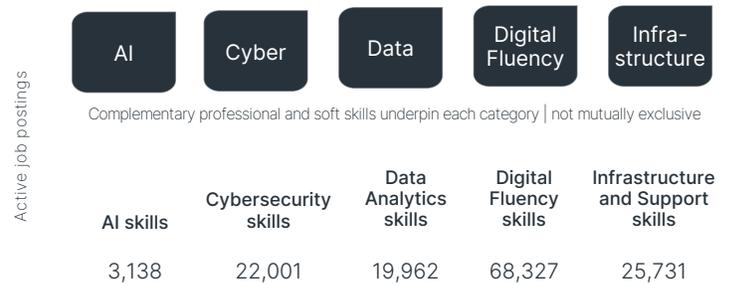Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Management and Holding Companies
3,159	2,126	1,466	1,214

[6]Tech 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

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TECH OCCUPATION WAGES [by percentile]

$200K
$150K
$100K
$50K
$0K

10th 25th 50th 75th 90th

Estimated median tech wage $91,728, 100% higher than median metro wage[5]

[5]2024 data | most recent available

Miami

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

STATE OF TECHNOLOGY SUMMARY

136,238	NET TECH EMPLOYMENT[1]
4.3%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
81,853	TECH OCCUPATION EMPLOYMENT [2026 projection]
$34.0b	ECONOMIC IMPACT [estimated direct impact of tech sector]
11,471	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
34,419	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
13,738	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 80,198

TECH INDUSTRY JOBS 84,919

34% intersection = **136,238** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,655 jobs[3] at +2.1% vs. prior year growth of +0.8%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	9,116	2.7%	2.0x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	15,860	2.5%	1.8x
Data Science, Data Analysts, Database, Machine Learning	4,203	3.8%	2.8x
Network Admins, Architects, Cloud Engineers, Support	9,873	1.0%	0.7x
Software Development, Programmers, Web, QA, AI	24,774	2.8%	2.1x
Tech Support, Help Desk, IT Specialists	12,579	0.5%	0.4x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

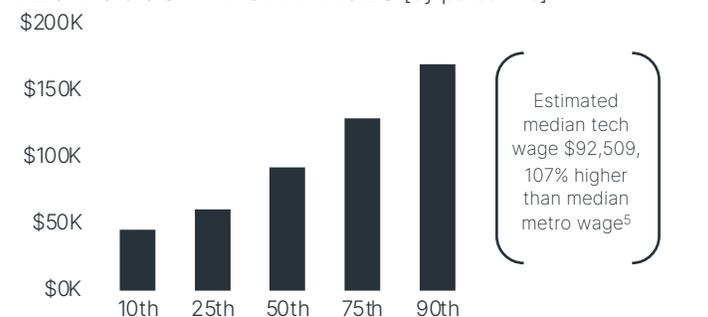| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
13,738	70,418	78,834	244,635	85,253

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

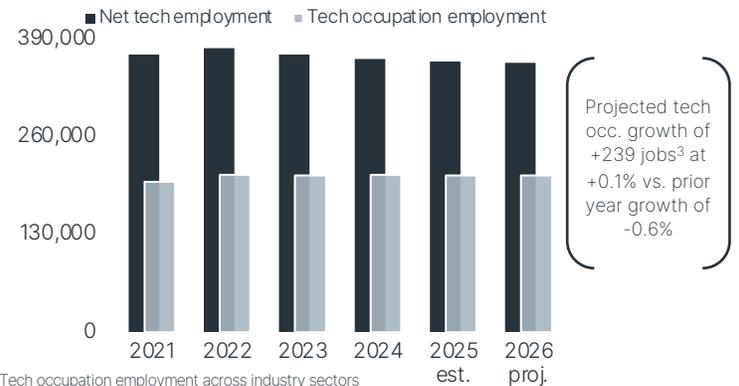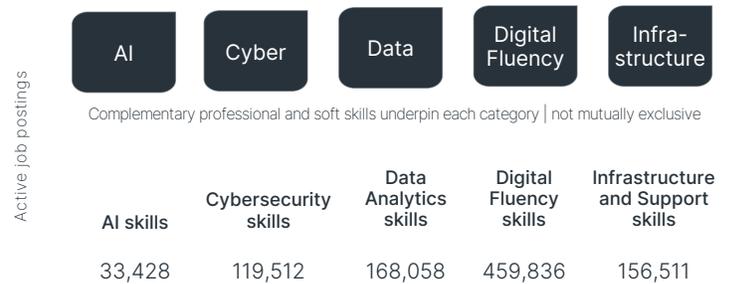| #1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Public Sector
29,723	10,759	7,723	5,342

[6]Tech 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]

Estimated median tech wage $104,281, 120% higher than median metro wage[5]

[5]2024 data | most recent available

Milwaukee

Full MSA name: Milwaukee-Waukesha, WI

STATE OF TECHNOLOGY SUMMARY

40,324	NET TECH EMPLOYMENT[1]
4.7%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
23,626	TECH OCCUPATION EMPLOYMENT [2026 projection]
$7.8b	ECONOMIC IMPACT [estimated direct impact of tech sector]
1,988	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
14,334	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
4,476	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 23,709

TECH INDUSTRY JOBS 24,122

31% intersection = **40,324** Net Tech Employment

NET TECH EMPLOYMENT

- Net tech employment
- Tech occupation employment

Projected tech occ. growth of -83 jobs[3] at -0.3% vs. prior year growth of -1.2%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	2,029	0.7%	0.6x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	4,174	0.2%	0.2x
Data Science, Data Analysts, Database, Machine Learning	1,732	1.2%	0.9x
Network Admins, Architects, Cloud Engineers, Support	3,216	-1.1%	0.0x
Software Development, Programmers, Web, QA, AI	8,168	-0.3%	0.0x
Tech Support, Help Desk, IT Specialists	3,631	-1.5%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
4,476	24,530	24,953	87,443	32,638

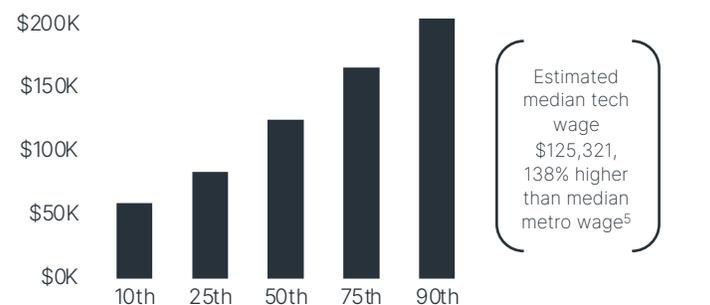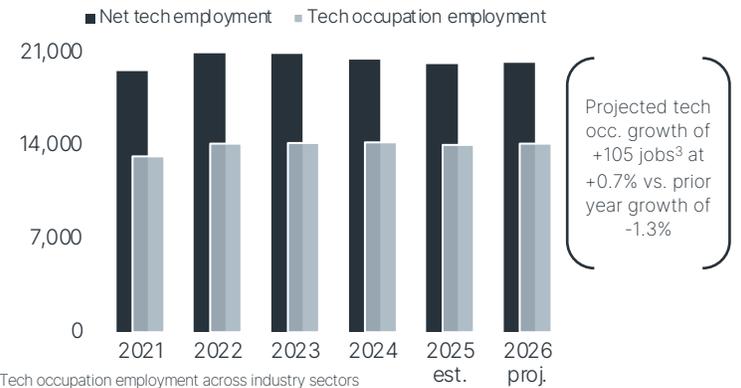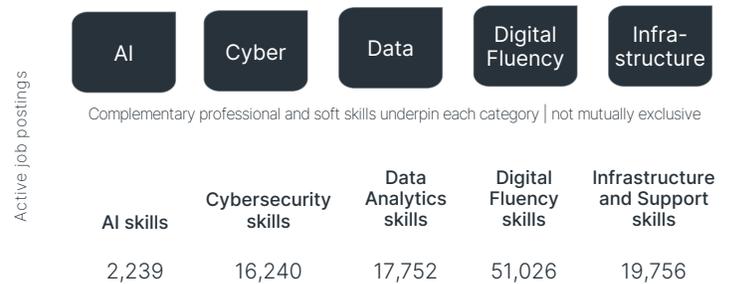CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Management and Holding Companies	Finance and Insurance	Professional, Scientific, Engineering Services
7,407	3,180	2,915	1,985

[6]Tech 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]

Estimated median tech wage $94,176, 87% higher than median metro wage[5]

10th / 25th / 50th / 75th / 90th

[5]2024 data | most recent available

Minneapolis

Full MSA name: Minneapolis-St. Paul-Bloomington, MN-WI
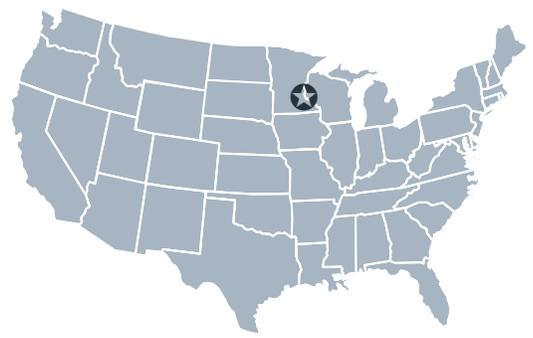
STATE OF TECHNOLOGY SUMMARY

139,481	NET TECH EMPLOYMENT[1]
6.8%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
81,363	TECH OCCUPATION EMPLOYMENT [2026 projection]
$27.2b	ECONOMIC IMPACT [estimated direct impact of tech sector]
5,004	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
42,774	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
16,866	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 81,358

TECH INDUSTRY JOBS 87,220

33% intersection = **139,481** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +5 jobs[3] at 0.0% vs. prior year growth of -0.7%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	8,494	0.6%	0.4x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	13,776	0.3%	0.2x
Data Science, Data Analysts, Database, Machine Learning	4,685	1.5%	1.1x
Network Admins, Architects, Cloud Engineers, Support	6,877	-0.5%	0.0x
Software Development, Programmers, Web, QA, AI	34,475	0.0%	0.0x
Tech Support, Help Desk, IT Specialists	10,312	-1.1%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
16,866	49,952	74,923	212,906	74,039

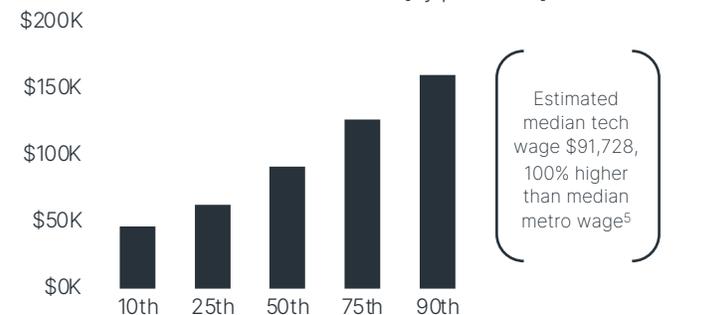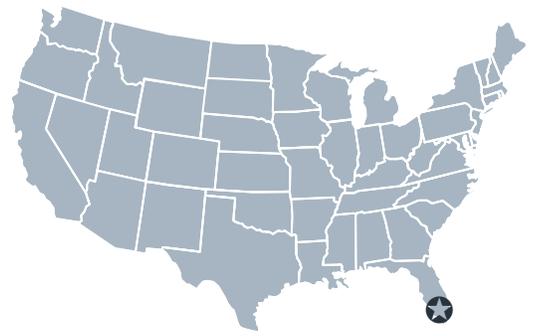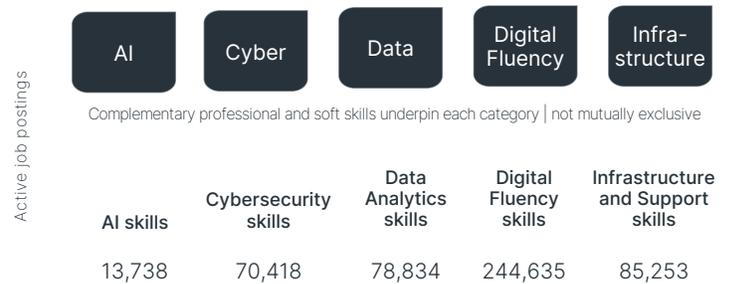CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Management and Holding Companies	Professional, Scientific, Engineering Services
28,971	11,276	11,140	7,373

[6]Tech 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]

Estimated median tech wage $114,334, 102% higher than median metro wage[5]

[5]2024 data | most recent available

Nashville

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

STATE OF TECHNOLOGY SUMMARY

61,983	NET TECH EMPLOYMENT[1]
5.2%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
43,065	TECH OCCUPATION EMPLOYMENT [2026 projection]
$14.0b	ECONOMIC IMPACT [estimated direct impact of tech sector]
6,642	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
24,755	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
9,513	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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NET TECH EMPLOYMENT

TECH OCCUPATION JOBS 41,812

TECH INDUSTRY JOBS 34,494

42% intersection = **61,983** Net Tech Employment

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,252 jobs[3] at +3.0% vs. prior year growth of -1.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	5,537	3.4%	2.6x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	9,785	2.8%	2.1x
Data Science, Data Analysts, Database, Machine Learning	2,596	4.0%	3.0x
Network Admins, Architects, Cloud Engineers, Support	4,803	1.9%	1.4x
Software Development, Programmers, Web, QA, AI	11,760	3.8%	2.9x
Tech Support, Help Desk, IT Specialists	4,492	1.7%	1.2x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%
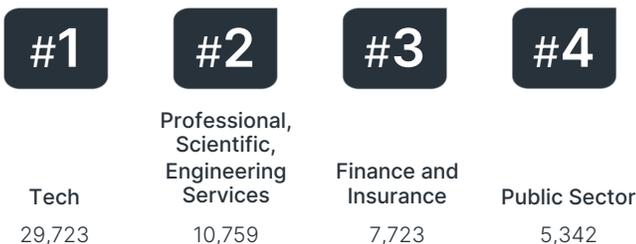

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

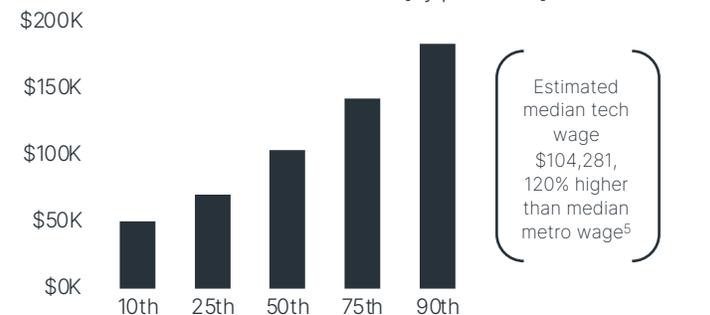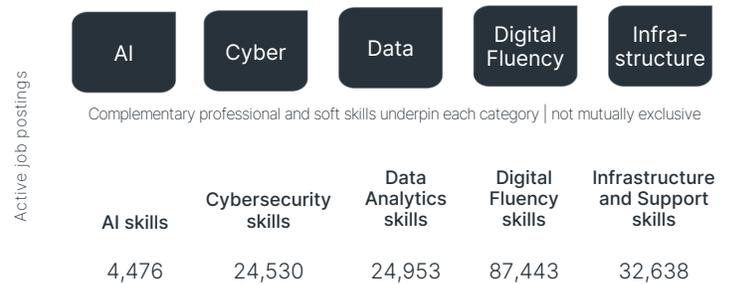| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
9,513	33,279	42,975	125,429	51,030

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Management and Holding Companies	Finance and Insurance
15,018	5,065	4,335	3,529

[6]Tech 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

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TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $100,852, 104% higher than median metro wage[5]

[5]2024 data | most recent available

New Orleans

Full MSA name: New Orleans-Metairie, LA
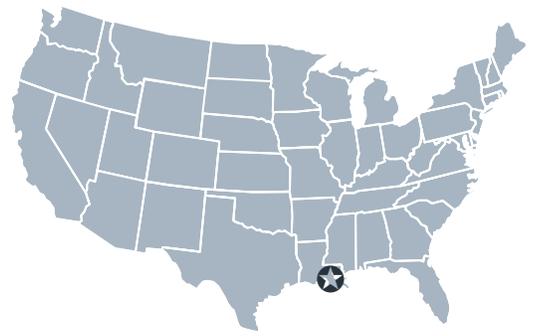
STATE OF TECHNOLOGY SUMMARY

13,003	NET TECH EMPLOYMENT[1]
2.7%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
7,478	TECH OCCUPATION EMPLOYMENT [2026 projection]
$2.0b	ECONOMIC IMPACT [estimated direct impact of tech sector]
2,059	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
4,313	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
1,637	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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NET TECH EMPLOYMENT

TECH OCCUPATION JOBS 7,450

TECH INDUSTRY JOBS 7,702

28% intersection = **13,003** Net Tech Employment

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +28 jobs[3] at +0.4% vs. prior year growth of +0.7%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	695	1.4%	1.0x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	2,504	0.3%	0.2x
Data Science, Data Analysts, Database, Machine Learning	450	1.4%	1.1x
Network Admins, Architects, Cloud Engineers, Support	755	0.0%	0.0x
Software Development, Programmers, Web, QA, AI	1,489	0.8%	0.6x
Tech Support, Help Desk, IT Specialists	1,187	-0.8%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI | Cyber | Data | Digital Fluency | Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

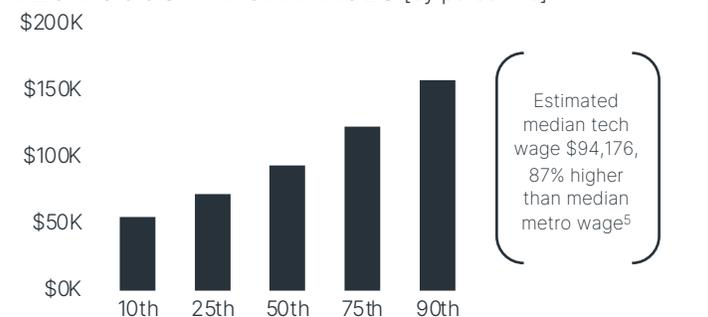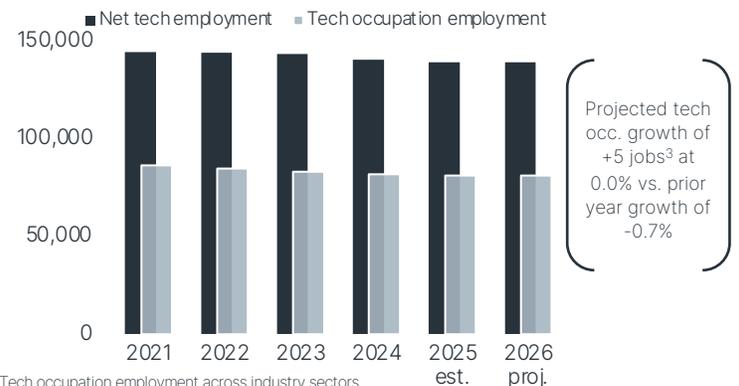| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
1,637	14,545	16,110	39,976	16,520

Active job postings

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Finance and Insurance
2,162	1,039	801	541

[6]Tech 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

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TECH OCCUPATION WAGES [by percentile]

$200K
$150K
$100K
$50K
$0K

10th | 25th | 50th | 75th | 90th

Estimated median tech wage $84,516, 87% higher than median metro wage[5]

[5]2024 data | most recent available

New York City

Full MSA name: New York-Newark-Jersey City, NY-NJ
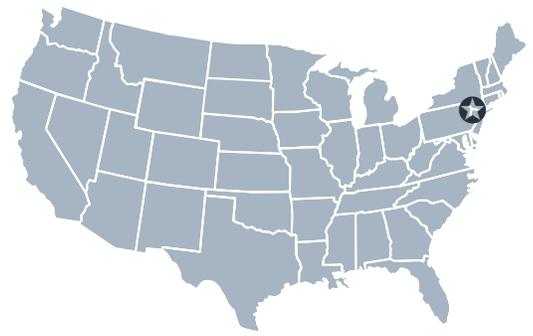
STATE OF TECHNOLOGY SUMMARY

613,950	NET TECH EMPLOYMENT[1]
6.0%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
397,447	TECH OCCUPATION EMPLOYMENT [2026 projection]
$208.5b	ECONOMIC IMPACT [estimated direct impact of tech sector]
26,337	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
179,124	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
93,028	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 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]
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 | [1]Net of tech industry + tech occupation employment | [2]Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | [2]Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details

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TECH OCCUPATION JOBS 389,599 / TECH INDUSTRY JOBS 371,400

40% intersection = 613,950 Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +7,848 jobs[3] at +2.0% vs. prior year growth of +0.2%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	55,760	2.0%	1.5x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	53,564	1.9%	1.4x
Data Science, Data Analysts, Database, Machine Learning	31,048	3.4%	2.6x
Network Admins, Architects, Cloud Engineers, Support	36,628	0.7%	0.5x
Software Development, Programmers, Web, QA, AI	149,636	2.7%	2.0x
Tech Support, Help Desk, IT Specialists	41,621	0.4%	0.3x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%
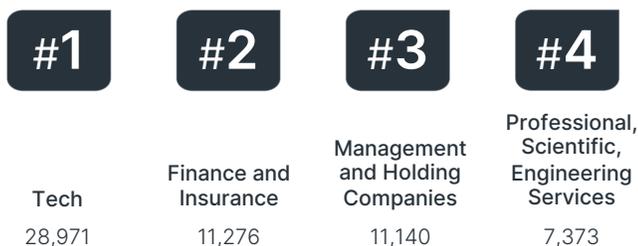
EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
93,028	178,967	300,385	739,575	276,355

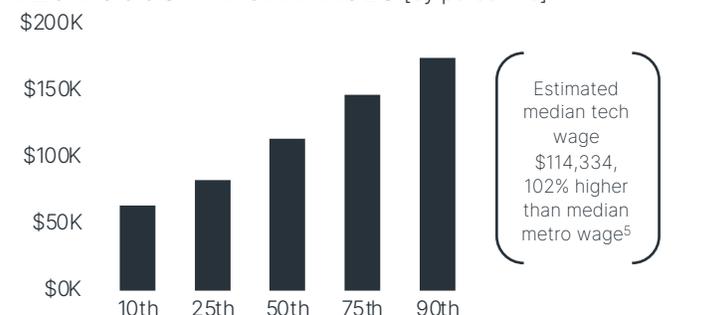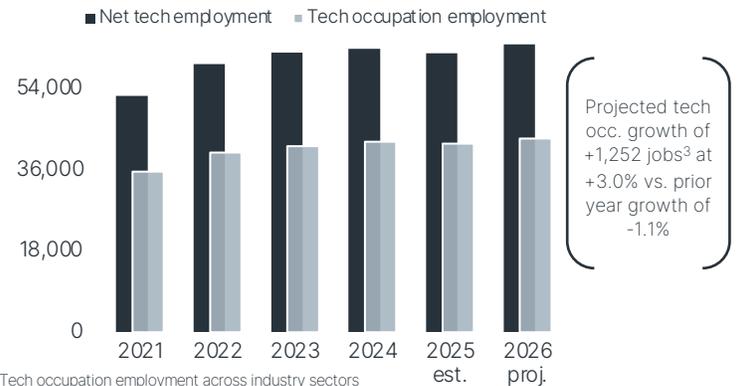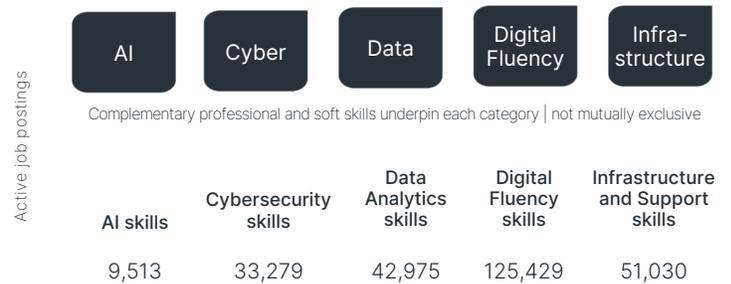CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Professional, Scientific, Engineering Services	Management and Holding Companies
151,045	49,731	45,506	24,268

[6]Tech 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]

Estimated median tech wage $138,831, 133% higher than median metro wage[5]

[5]2024 data | most recent available

Oklahoma City

Full MSA name: Oklahoma City, OK

STATE OF TECHNOLOGY SUMMARY

30,041	NET TECH EMPLOYMENT[1]
4.2%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
21,539	TECH OCCUPATION EMPLOYMENT [2026 projection]
$3.2b	ECONOMIC IMPACT [estimated direct impact of tech sector]
2,798	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
13,674	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
5,378	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 21,144

TECH INDUSTRY JOBS 14,088

37% intersection = **30,041** Net Tech Employment

NET TECH EMPLOYMENT

- Net tech employment
- Tech occupation employment

[Bar chart showing years 2021, 2022, 2023, 2024, 2025 est., 2026 proj. with values on y-axis 0 to 30,000]

Projected tech occ. growth of +395 jobs[3] at +1.9% vs. prior year growth of +0.3%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	1,902	2.7%	2.0x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	3,907	2.4%	1.8x
Data Science, Data Analysts, Database, Machine Learning	2,223	2.7%	2.0x
Network Admins, Architects, Cloud Engineers, Support	2,510	0.8%	0.6x
Software Development, Programmers, Web, QA, AI	6,121	2.4%	1.8x
Tech Support, Help Desk, IT Specialists	3,813	0.5%	0.4x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
5,378	20,990	25,788	68,893	28,536

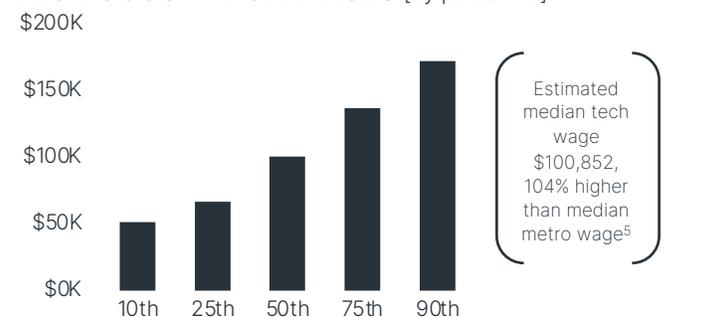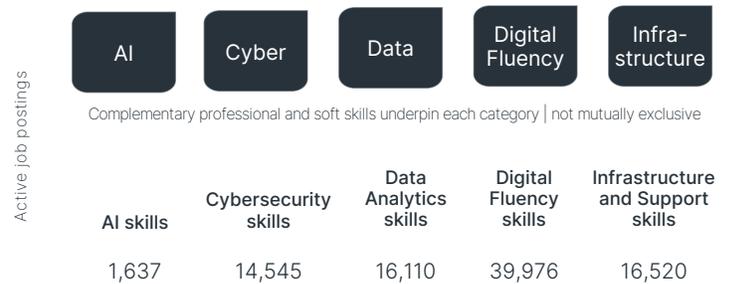CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Finance and Insurance
5,332	4,396	2,454	2,173

[6]Tech 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]

[Bar chart showing wages by percentile: 10th, 25th, 50th, 75th, 90th with y-axis $0K to $200K]

Estimated median tech wage $86,106, 91% higher than median metro wage[5]

[5]2024 data | most recent available

Omaha

Full MSA name: Omaha, NE-IA

STATE OF TECHNOLOGY SUMMARY

28,324	NET TECH EMPLOYMENT[1]
5.4%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
20,091	TECH OCCUPATION EMPLOYMENT [2026 projection]
$5.6b	ECONOMIC IMPACT [estimated direct impact of tech sector]
1,342	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
9,285	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
2,570	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS

TECH OCCUPATION JOBS 20,142

TECH INDUSTRY JOBS 15,432

47% intersection = **28,324** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of -51 jobs[3] at -0.3% vs. prior year growth of -0.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	2,545	0.2%	0.2x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	3,515	0.0%	0.0x
Data Science, Data Analysts, Database, Machine Learning	1,850	0.1%	0.1x
Network Admins, Architects, Cloud Engineers, Support	2,352	-1.5%	0.0x
Software Development, Programmers, Web, QA, AI	6,707	0.1%	0.1x
Tech Support, Help Desk, IT Specialists	2,493	-1.1%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
2,570	13,696	14,730	46,495	17,514

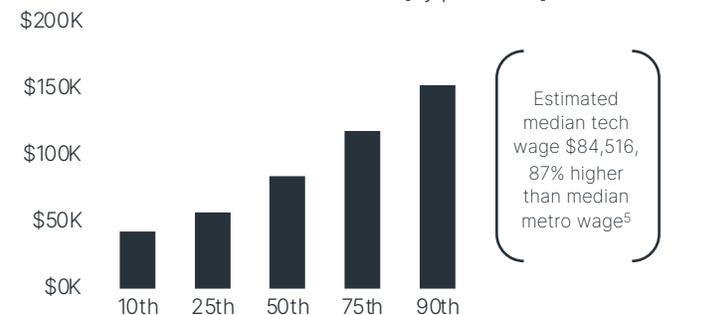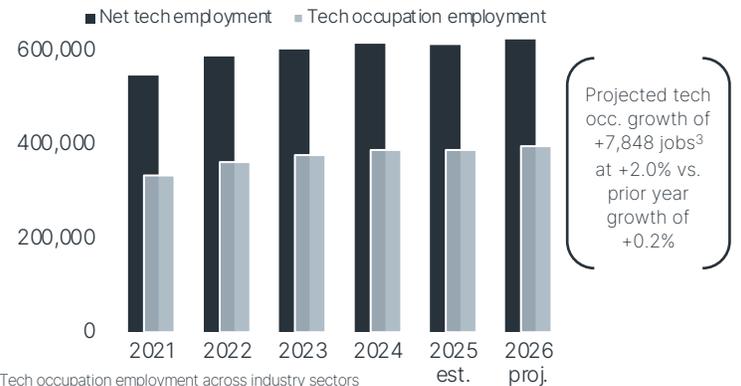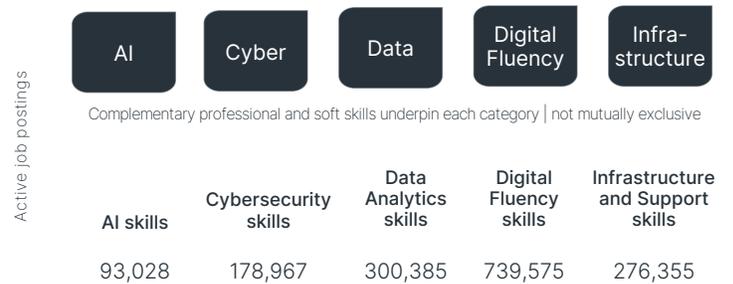CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Management and Holding Companies	Public Sector
7,249	2,620	2,567	2,083

[6]Tech 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]

Estimated median tech wage $100,895, 103% higher than median metro wage[5]

[5]2024 data | most recent available

Orlando

Full MSA name: Orlando-Kissimmee-Sanford, FL
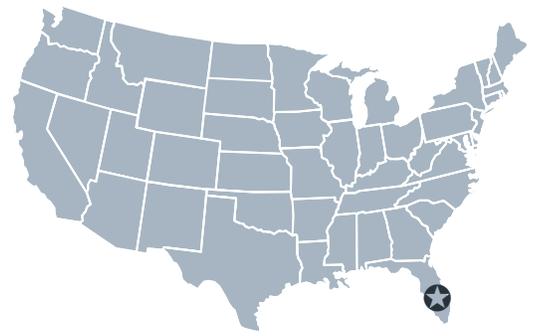
STATE OF TECHNOLOGY SUMMARY

76,472	NET TECH EMPLOYMENT[1]
5.1%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
49,146	TECH OCCUPATION EMPLOYMENT [2026 projection]
$16.3b	ECONOMIC IMPACT [estimated direct impact of tech sector]
4,553	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
17,434	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
5,958	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 47,888

TECH INDUSTRY JOBS 46,906

39% intersection = **76,472** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,257 jobs[3] at +2.6% vs. prior year growth of -0.4%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	4,460	3.3%	2.4x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	8,960	3.1%	2.3x
Data Science, Data Analysts, Database, Machine Learning	2,583	4.3%	3.2x
Network Admins, Architects, Cloud Engineers, Support	5,932	1.5%	1.1x
Software Development, Programmers, Web, QA, AI	17,027	3.0%	2.2x
Tech Support, Help Desk, IT Specialists	6,909	1.3%	0.9x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

Active job postings

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
5,958	29,110	31,441	105,410	36,730

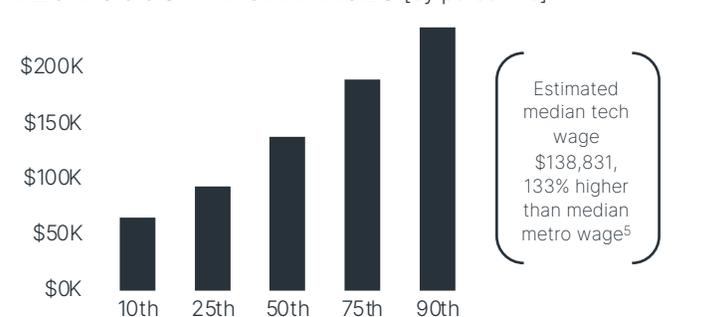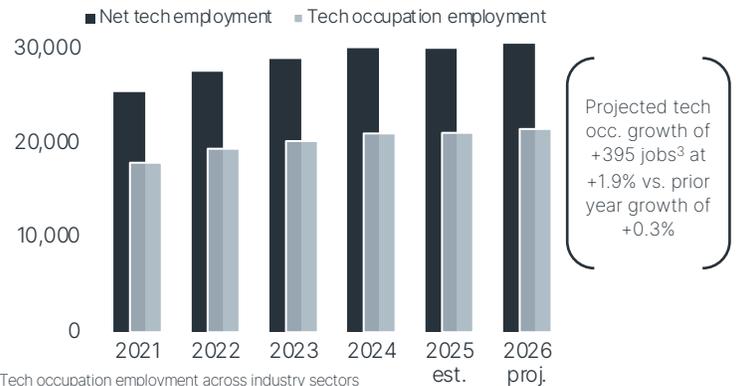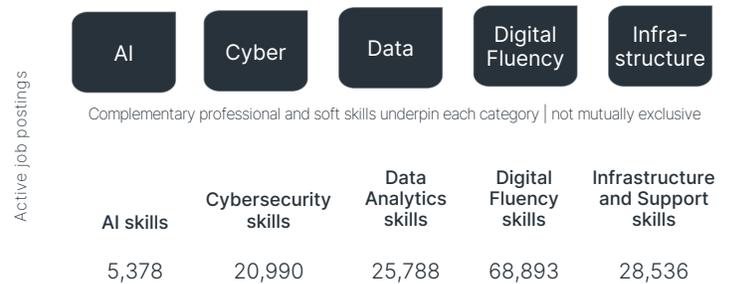CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Administrative Services	Finance and Insurance
18,888	6,386	4,439	3,841

[6]Tech 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]

Estimated median tech wage $103,082, 132% higher than median metro wage[5]

[5]2024 data | most recent available

Philadelphia

Full MSA name: Philadelphia-Camden-Wilmington, PA-NJ-DE-MD
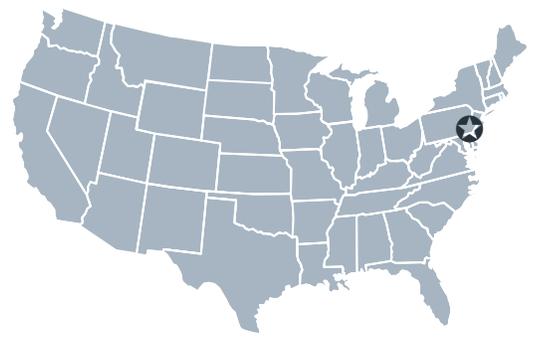
STATE OF TECHNOLOGY SUMMARY

154,649	NET TECH EMPLOYMENT[1]
5.1%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
101,754	TECH OCCUPATION EMPLOYMENT [2026 projection]
$36.0b	ECONOMIC IMPACT [estimated direct impact of tech sector]
8,799	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
52,890	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
19,947	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 101,800

TECH INDUSTRY JOBS 84,862

38% intersection = **154,649** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of -46 jobs[3] at 0.0% vs. prior year growth of -0.4%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	12,748	0.5%	0.4x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	20,033	0.3%	0.3x
Data Science, Data Analysts, Database, Machine Learning	9,125	1.0%	0.8x
Network Admins, Architects, Cloud Engineers, Support	9,240	-0.7%	0.0x
Software Development, Programmers, Web, QA, AI	33,778	0.1%	0.1x
Tech Support, Help Desk, IT Specialists	13,071	-1.4%	0.0x

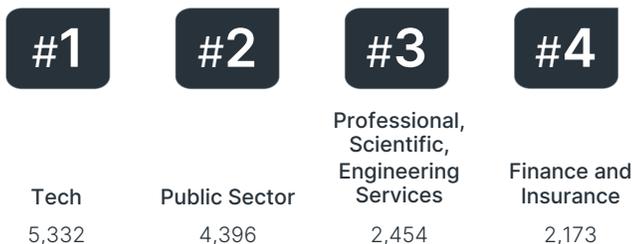[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

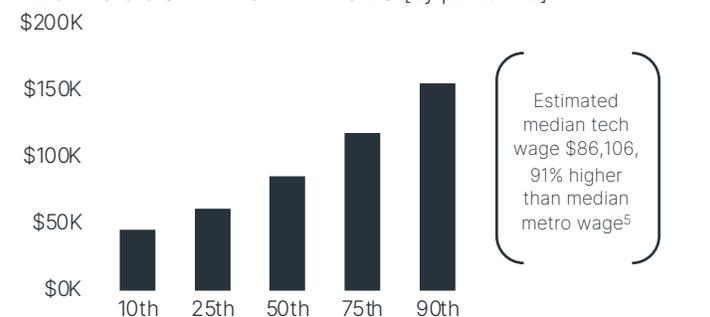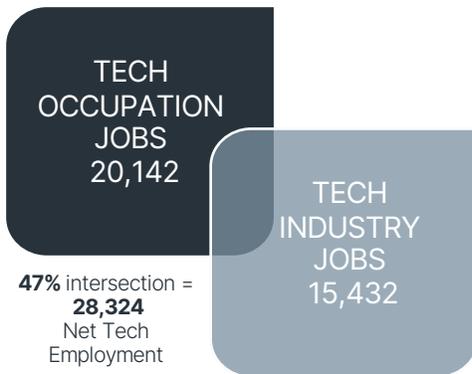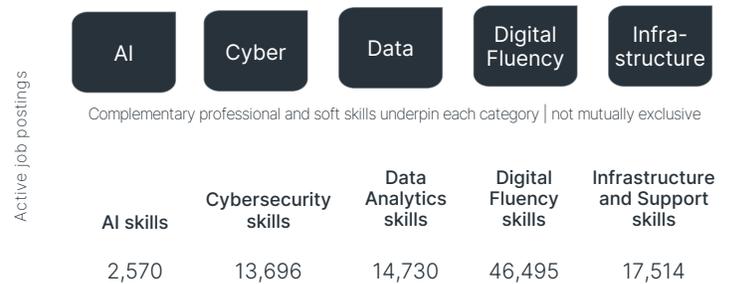| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
19,947	65,386	94,111	251,764	91,946

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Professional, Scientific, Engineering Services	Management and Holding Companies
31,775	14,723	13,469	9,159

[6]Tech 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]

Estimated median tech wage $112,217, 113% higher than median metro wage[5]

[5]2024 data | most recent available

Phoenix

Full MSA name: Phoenix-Mesa-Chandler, AZ

STATE OF TECHNOLOGY SUMMARY

164,097	NET TECH EMPLOYMENT[1]
6.5%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
99,221	TECH OCCUPATION EMPLOYMENT [2026 projection]
$34.8b	ECONOMIC IMPACT [estimated direct impact of tech sector]
10,068	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
51,606	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
16,939	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 97,461

TECH INDUSTRY JOBS 103,349

36% intersection = **164,097** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,760 jobs[3] at +1.8% vs. prior year growth of -0.4%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	11,523	2.4%	1.8x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	16,163	2.1%	1.6x
Data Science, Data Analysts, Database, Machine Learning	5,391	3.3%	2.4x
Network Admins, Architects, Cloud Engineers, Support	8,780	1.1%	0.8x
Software Development, Programmers, Web, QA, AI	34,659	2.1%	1.6x
Tech Support, Help Desk, IT Specialists	15,614	0.4%	0.3x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

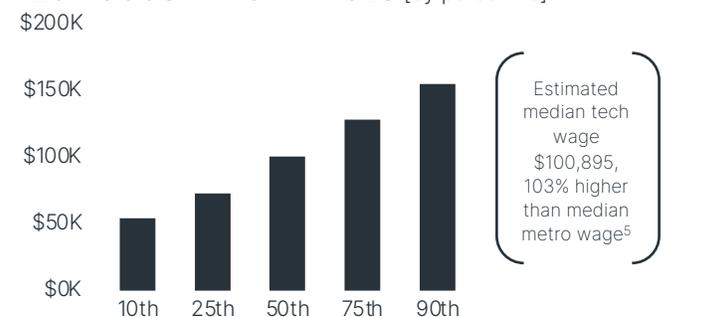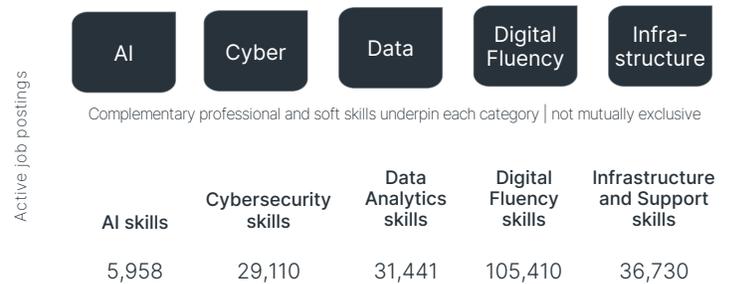| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
16,939	68,448	84,082	243,452	95,413

Active job postings

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Professional, Scientific, Engineering Services	Administrative Services
37,483	13,250	8,682	7,428

[6]Tech 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]

Estimated median tech wage $110,051, 120% higher than median metro wage[5]

[5]2024 data | most recent available

Pittsburgh

Full MSA name: Pittsburgh, PA
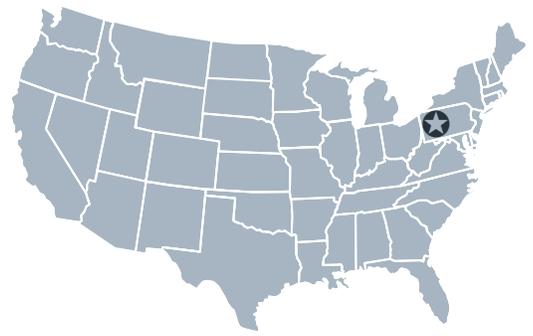
STATE OF TECHNOLOGY SUMMARY

58,020	NET TECH EMPLOYMENT[1]
5.0%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
36,831	TECH OCCUPATION EMPLOYMENT [2026 projection]
$13.5b	ECONOMIC IMPACT [estimated direct impact of tech sector]
2,054	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
21,569	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
7,228	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 36,916

TECH INDUSTRY JOBS 32,537

35% intersection = **58,020** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of -85 jobs[3] at -0.2% vs. prior year growth of -0.7%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	4,394	0.2%	0.2x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	7,823	-0.1%	0.0x
Data Science, Data Analysts, Database, Machine Learning	2,769	0.9%	0.7x
Network Admins, Architects, Cloud Engineers, Support	3,507	-1.1%	0.0x
Software Development, Programmers, Web, QA, AI	11,625	0.3%	0.2x
Tech Support, Help Desk, IT Specialists	5,190	-1.7%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%
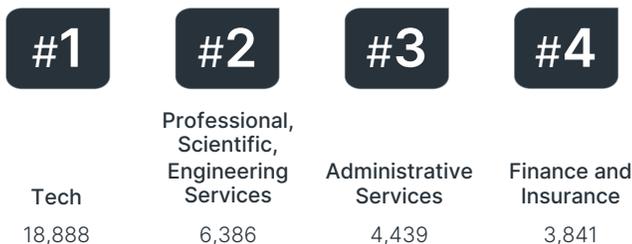
EMPLOYER HIRING FOR ESSENTIAL SKILLS

| AI | Cyber | Data | Digital Fluency | Infra- structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

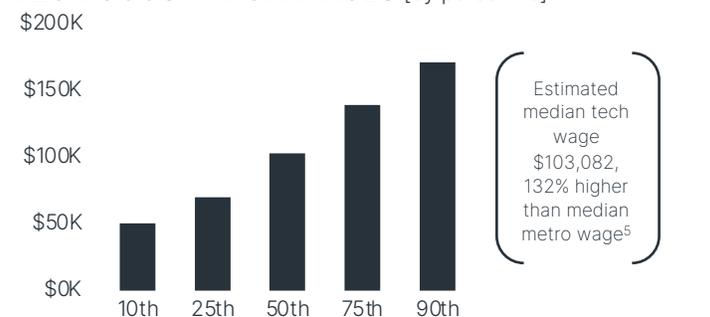| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
7,228	33,904	41,519	107,256	38,082

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Management and Holding Companies	Finance and Insurance	Professional, Scientific, Engineering Services
11,450	5,215	4,596	4,519

[6]Tech 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]

Estimated median tech wage $99,360, 104% higher than median metro wage[5]

[5]2024 data | most recent available

Portland

Full MSA name: Portland-Vancouver-Hillsboro, OR-WA
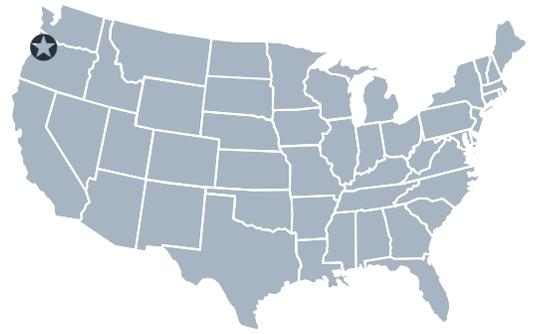
STATE OF TECHNOLOGY SUMMARY

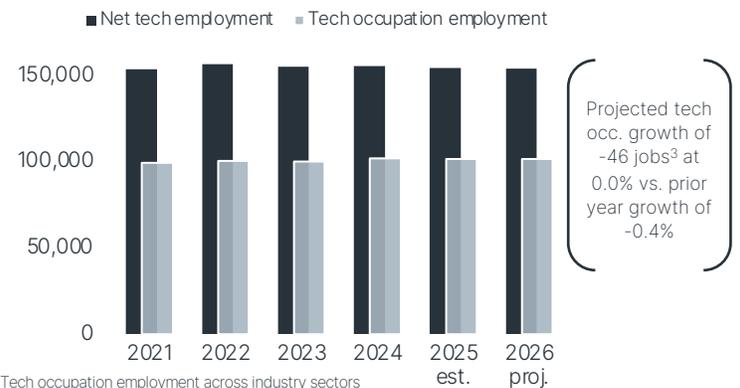|	
112,255	NET TECH EMPLOYMENT[1]
8.5%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
59,337	TECH OCCUPATION EMPLOYMENT [2026 projection]
$28.3b	ECONOMIC IMPACT [estimated direct impact of tech sector]
8,005	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
19,851	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
8,125	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 58,711

TECH INDUSTRY JOBS 80,528

34% intersection = **112,255** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +626 jobs[3] at +1.1% vs. prior year growth of -1.4%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	5,839	1.4%	1.1x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	8,124	1.5%	1.1x
Data Science, Data Analysts, Database, Machine Learning	4,414	2.4%	1.8x
Network Admins, Architects, Cloud Engineers, Support	4,344	0.4%	0.3x
Software Development, Programmers, Web, QA, AI	22,016	1.1%	0.8x
Tech Support, Help Desk, IT Specialists	6,224	-0.1%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
8,125	30,809	39,753	112,835	41,570

Active job postings

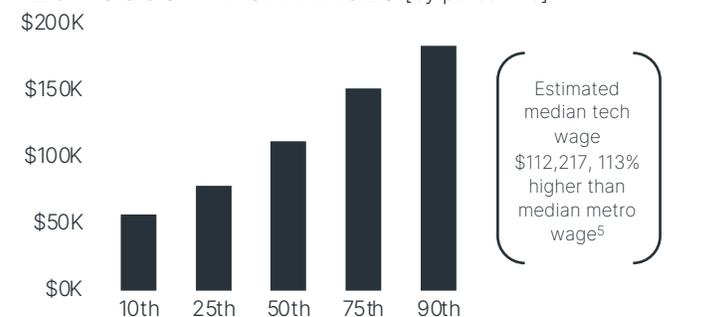CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Management and Holding Companies	Professional, Scientific, Engineering Services	Public Sector
27,253	6,480	5,676	4,837

[6]Tech 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]

Estimated median tech wage $132,388, 131% higher than median metro wage[5]

[5]2024 data | most recent available

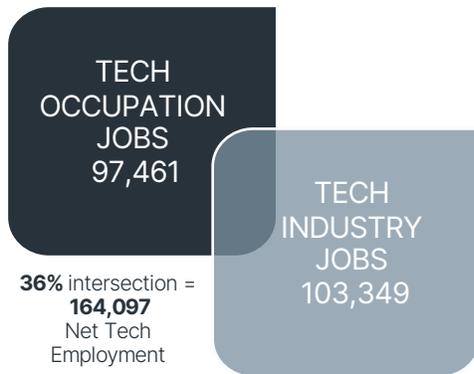# Providence

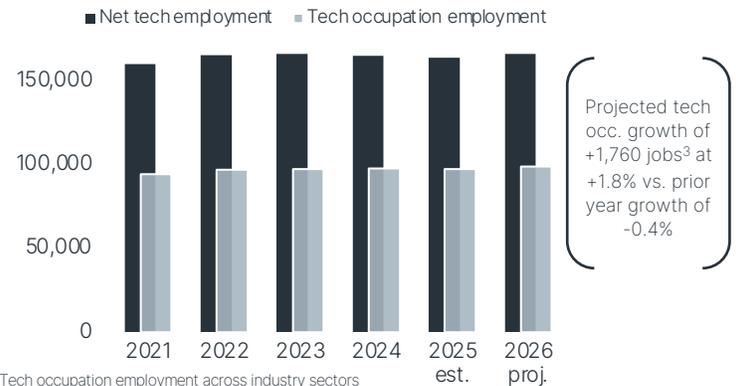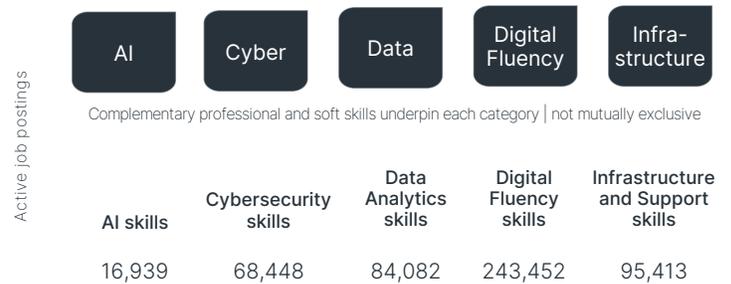Full MSA name: Providence-Warwick, RI-MA
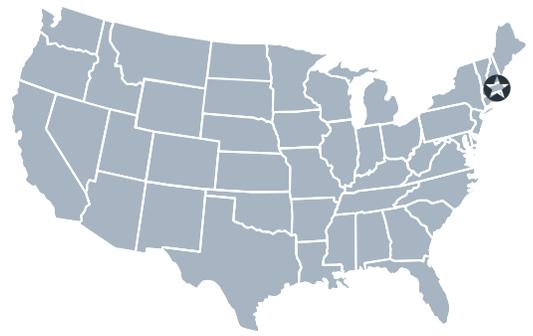
STATE OF TECHNOLOGY SUMMARY

34,078   NET TECH EMPLOYMENT[1]

4.5%   NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

23,081   TECH OCCUPATION EMPLOYMENT [2026 projection]

$5.3b   ECONOMIC IMPACT [estimated direct impact of tech sector]

3,780   TECH BUSINESS ESTABLISHMENTS [firms with payroll]

17,149   EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

6,859   EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

4th   COST OF LIVING [vs. national benchmark[2]]

3rd   TECH WAGE PREMIUM [vs. prevailing median wage]

1st   TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

2nd   AGGREGATE RELATIVE RANKING

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

NET TECH EMPLOYMENT

TECH OCCUPATION JOBS 22,876

TECH INDUSTRY JOBS 18,567

40% intersection = **34,078** Net Tech Employment

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +205 jobs[3] at +0.9% vs. prior year growth of -1.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	1,692	1.2%	0.9x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	3,973	1.2%	0.9x
Data Science, Data Analysts, Database, Machine Learning	2,423	2.2%	1.6x
Network Admins, Architects, Cloud Engineers, Support	3,235	-0.1%	0.0x
Software Development, Programmers, Web, QA, AI	7,752	1.2%	0.9x
Tech Support, Help Desk, IT Specialists	2,599	-0.3%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI   Cyber   Data   Digital Fluency   Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
6,859	21,339	30,155	79,014	30,937

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

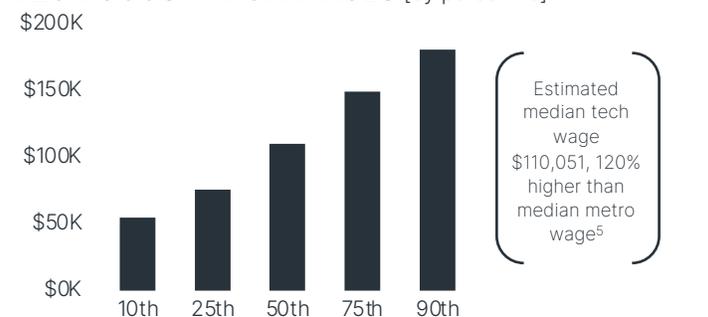## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Public Sector	Professional, Scientific, Engineering Services
7,470	2,672	2,300	2,261

[6]Tech 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
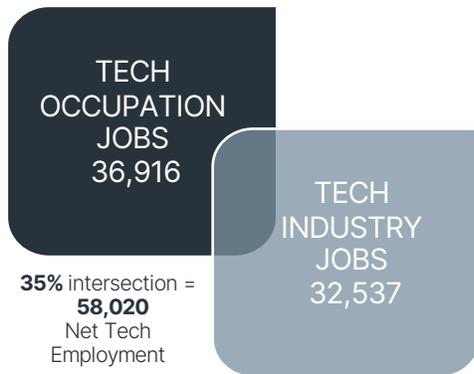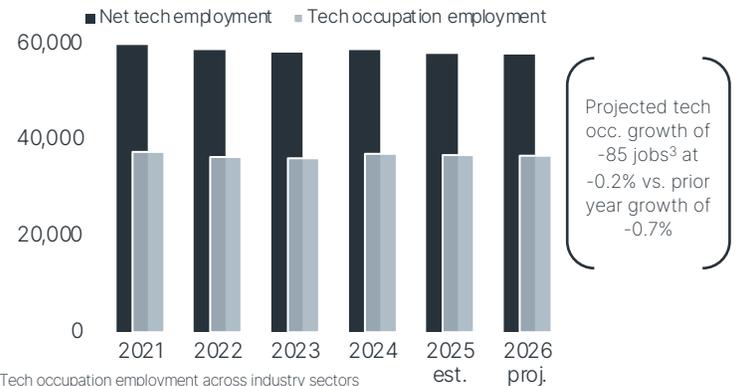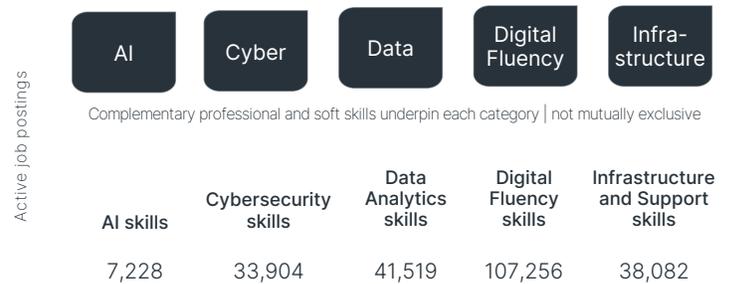
TECH OCCUPATION WAGES [by percentile]

$200K
$150K
$100K
$50K
$0K

10th   25th   50th   75th   90th

Estimated median tech wage $108,799, 110% higher than median metro wage[5]

[5]2024 data | most recent available

CompTIA®

Raleigh

Full MSA name: Raleigh-Cary, NC

STATE OF TECHNOLOGY SUMMARY

77,485	NET TECH EMPLOYMENT[1]
9.9%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
48,563	TECH OCCUPATION EMPLOYMENT [2026 projection]
$20.7b	ECONOMIC IMPACT [estimated direct impact of tech sector]
6,227	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
32,213	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
11,067	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 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]
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 | [1]Net of tech industry + tech occupation employment | [2]Lightcast COL index; lower rank equates to lower cost of living relative to national benchmark | [2]Tech job postings per base of 1,000 tech workers in region | See Methodology page for more details

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TECH OCCUPATION JOBS / TECH INDUSTRY JOBS

TECH OCCUPATION JOBS **47,355**

TECH INDUSTRY JOBS **54,622**

45% intersection = **77,485** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment　■ Tech occupation employment

[Bar chart showing years 2021, 2022, 2023, 2024, 2025 est., 2026 proj.; y-axis 0 to 78,000]

Projected tech occ. growth of +1,208 jobs[3] at +2.6% vs. prior year growth of +1.8%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	5,865	2.8%	2.1x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	9,893	2.4%	1.8x
Data Science, Data Analysts, Database, Machine Learning	3,507	3.8%	2.8x
Network Admins, Architects, Cloud Engineers, Support	5,260	1.2%	0.9x
Software Development, Programmers, Web, QA, AI	16,175	3.1%	2.3x
Tech Support, Help Desk, IT Specialists	4,972	1.3%	1.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
11,067	25,361	38,805	105,344	43,878

Active job postings

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

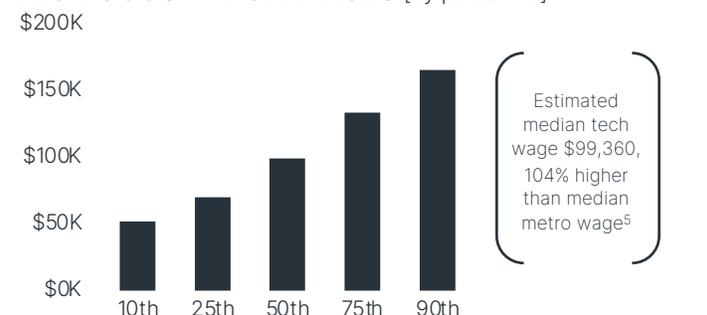## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Finance and Insurance
25,176	6,151	3,906	3,120

[6]Tech 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
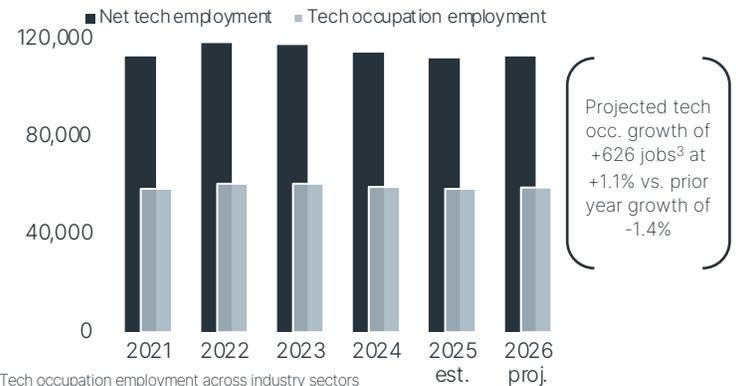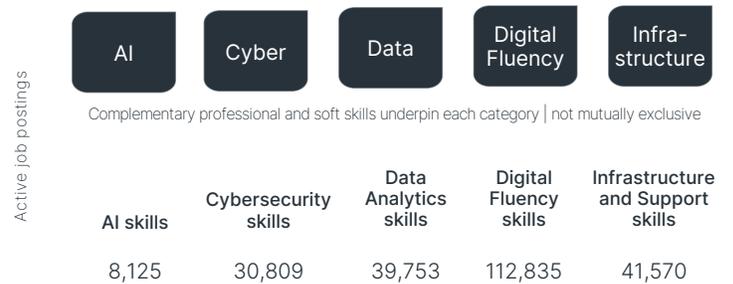
TECH OCCUPATION WAGES [by percentile]

[Bar chart with y-axis from $0K to $200K; x-axis percentiles: 10th, 25th, 50th, 75th, 90th]

Estimated median tech wage $112,960, 125% higher than median metro wage[5]

[5]2024 data | most recent available

Sacramento

Full MSA name: Sacramento-Roseville-Folsom, CA

STATE OF TECHNOLOGY SUMMARY

56,394	NET TECH EMPLOYMENT[1]
4.8%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
42,897	TECH OCCUPATION EMPLOYMENT [2026 projection]
$6.6b	ECONOMIC IMPACT [estimated direct impact of tech sector]
2,147	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
17,968	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
6,548	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 42,589

43% intersection = **56,394** Net Tech Employment

TECH INDUSTRY JOBS 24,227

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +309 jobs[3] at +0.7% vs. prior year growth of -1.0%

[3]Tech occupation employment across industry sectors

(bar chart with years: 2021, 2022, 2023, 2024, 2025 est., 2026 proj.)

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	4,308	1.6%	1.2x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	7,067	1.3%	1.0x
Data Science, Data Analysts, Database, Machine Learning	3,357	2.2%	1.6x
Network Admins, Architects, Cloud Engineers, Support	3,025	0.8%	0.6x
Software Development, Programmers, Web, QA, AI	9,639	1.0%	0.7x
Tech Support, Help Desk, IT Specialists	13,340	-0.3%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

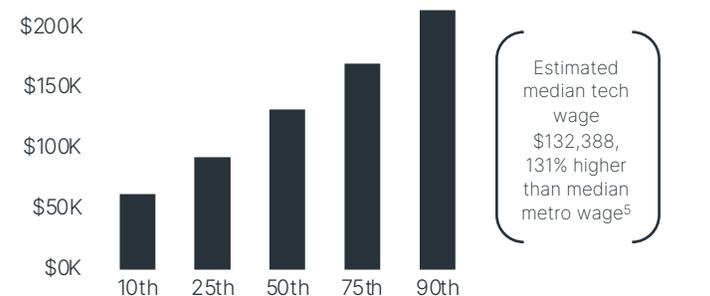| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
6,548	24,358	31,691	90,571	35,484

Active job postings

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

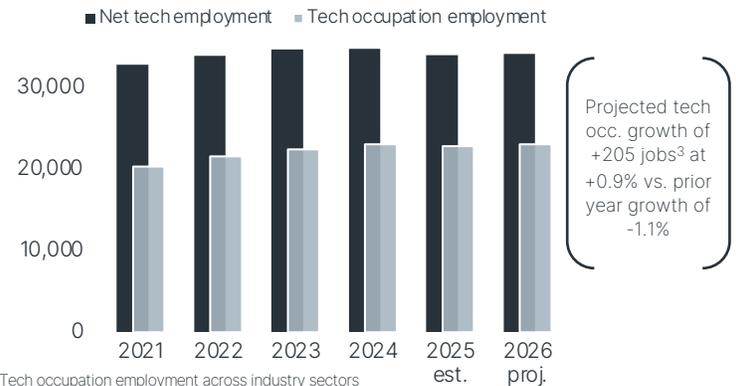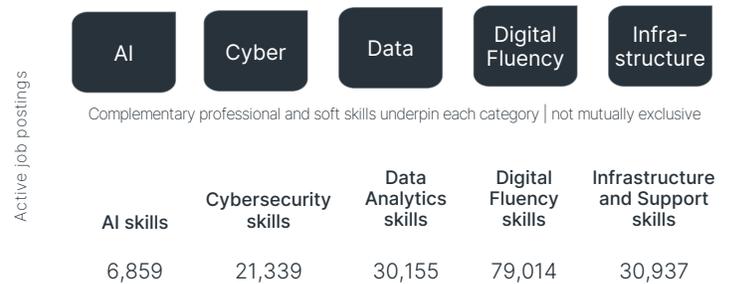Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Public Sector	Tech	Professional, Scientific, Engineering Services	Management and Holding Companies
12,135	10,480	4,403	2,809

[6]Tech 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]

(bar chart with percentiles: 10th, 25th, 50th, 75th, 90th; scale $0K–$200K)

Estimated median tech wage $116,192, 104% higher than median metro wage[5]

[5]2024 data | most recent available

Salt Lake City

Full MSA name: Salt Lake City-Murray, UT

STATE OF TECHNOLOGY SUMMARY

71,526	NET TECH EMPLOYMENT[1]
8.3%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
46,980	TECH OCCUPATION EMPLOYMENT [2026 projection]
$14.3b	ECONOMIC IMPACT [estimated direct impact of tech sector]
7,583	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
19,222	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
8,268	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 45,367

TECH INDUSTRY JOBS 46,910

44% intersection = **71,526** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,614 jobs[3] at +3.6% vs. prior year growth of +0.4%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	4,945	3.9%	2.9x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	5,164	4.0%	3.0x
Data Science, Data Analysts, Database, Machine Learning	4,278	4.7%	3.5x
Network Admins, Architects, Cloud Engineers, Support	3,009	2.9%	2.1x
Software Development, Programmers, Web, QA, AI	21,351	3.7%	2.7x
Tech Support, Help Desk, IT Specialists	5,419	1.8%	1.3x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
8,268	25,952	34,017	94,863	37,490

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

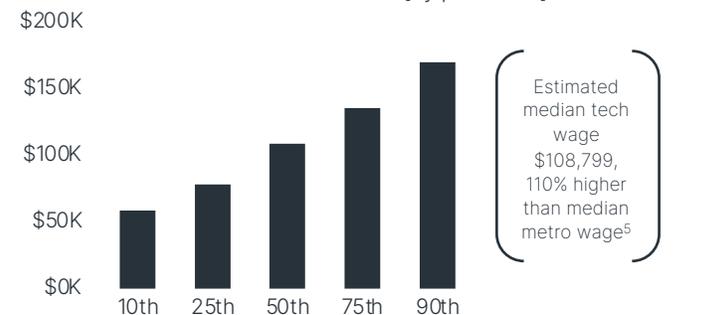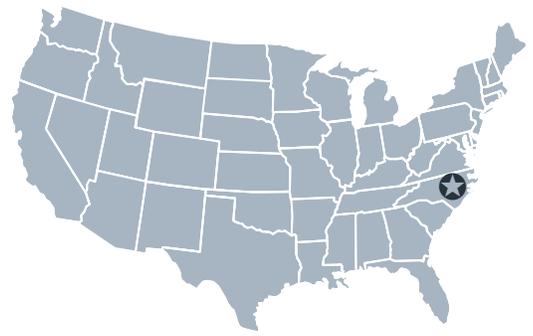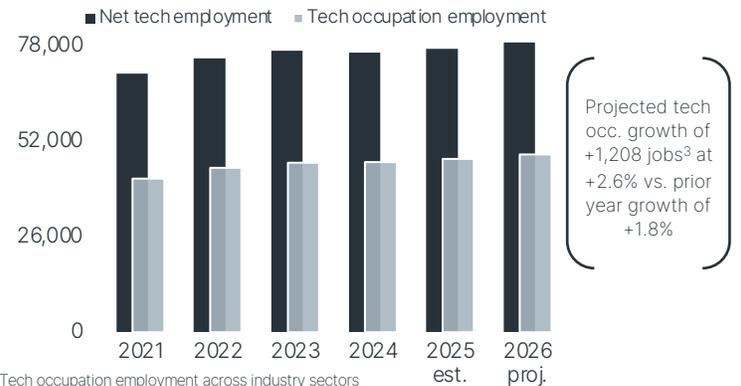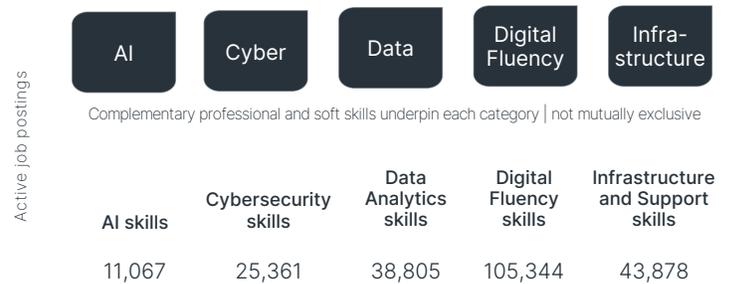## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Public Sector
21,592	5,456	5,375	3,547

[6]Tech 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]

Estimated median tech wage $109,896, 112% higher than median metro wage[5]

[5]2024 data | most recent available

CompTIA®

San Antonio

Full MSA name: San Antonio-New Braunfels, TX

STATE OF TECHNOLOGY SUMMARY

57,252	NET TECH EMPLOYMENT[1]
4.7%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
37,698	TECH OCCUPATION EMPLOYMENT [2026 projection]
$8.4b	ECONOMIC IMPACT [estimated direct impact of tech sector]
2,183	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
16,437	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
4,909	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

---

TECH OCCUPATION JOBS 36,862

TECH INDUSTRY JOBS 31,234

35% intersection = **57,252** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +836 jobs[3] at +2.3% vs. prior year growth of +0.8%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	4,163	2.7%	2.0x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	10,039	2.2%	1.6x
Data Science, Data Analysts, Database, Machine Learning	2,872	3.0%	2.2x
Network Admins, Architects, Cloud Engineers, Support	4,098	1.4%	1.1x
Software Development, Programmers, Web, QA, AI	9,735	3.0%	2.2x
Tech Support, Help Desk, IT Specialists	4,496	1.0%	0.8x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
4,909	26,135	29,055	83,613	31,892

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

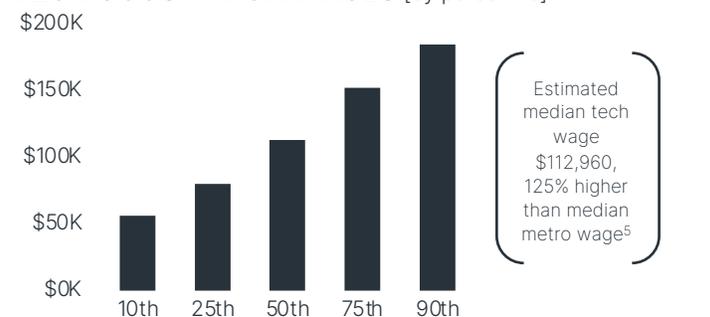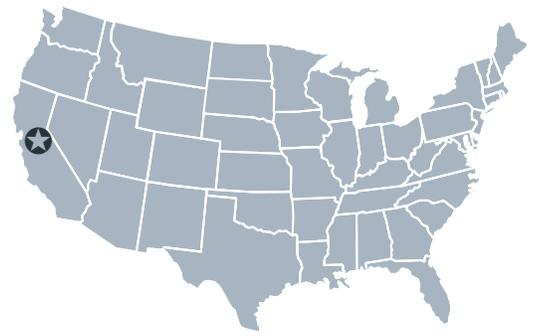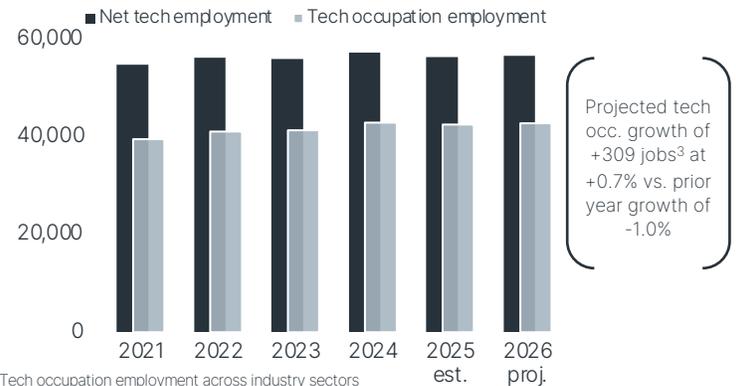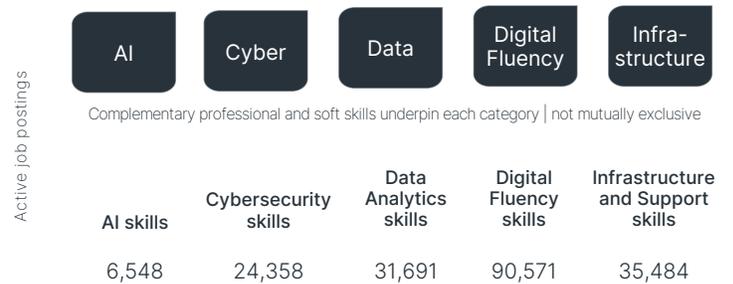## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Public Sector	Professional, Scientific, Engineering Services
11,206	6,171	6,097	3,994

[6]Tech 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]

Estimated median tech wage $104,147, 129% higher than median metro wage[5]

[5]2024 data | most recent available

San Diego

Full MSA name: San Diego-Chula Vista-Carlsbad, CA
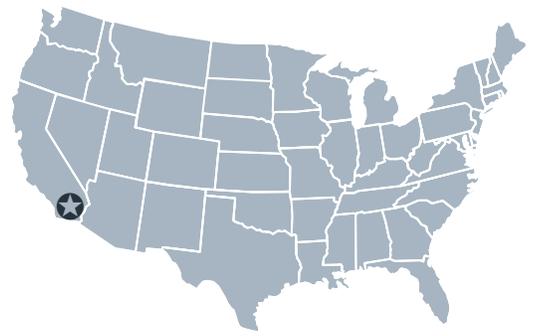
STATE OF TECHNOLOGY SUMMARY

114,743	NET TECH EMPLOYMENT[1]
6.9%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
68,814	TECH OCCUPATION EMPLOYMENT [2026 projection]
$30.4b	ECONOMIC IMPACT [estimated direct impact of tech sector]
4,284	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
27,923	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
11,906	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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TECH OCCUPATION JOBS 68,659
TECH INDUSTRY JOBS 70,668

35% intersection = **114,743** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +155 jobs[3] at +0.2% vs. prior year growth of -1.2%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	7,604	0.5%	0.4x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	14,642	0.6%	0.4x
Data Science, Data Analysts, Database, Machine Learning	5,317	1.5%	1.1x
Network Admins, Architects, Cloud Engineers, Support	4,778	-0.4%	0.0x
Software Development, Programmers, Web, QA, AI	25,995	0.2%	0.2x
Tech Support, Help Desk, IT Specialists	5,117	-0.8%	0.0x

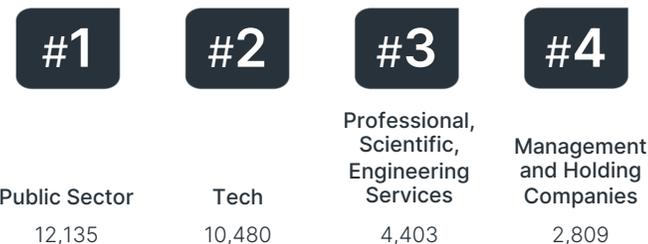[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
11,906	37,750	46,898	132,506	50,155

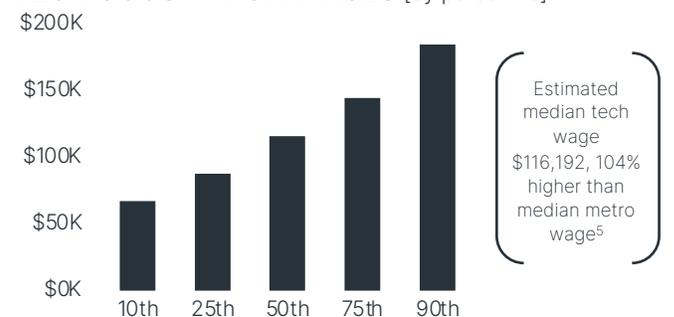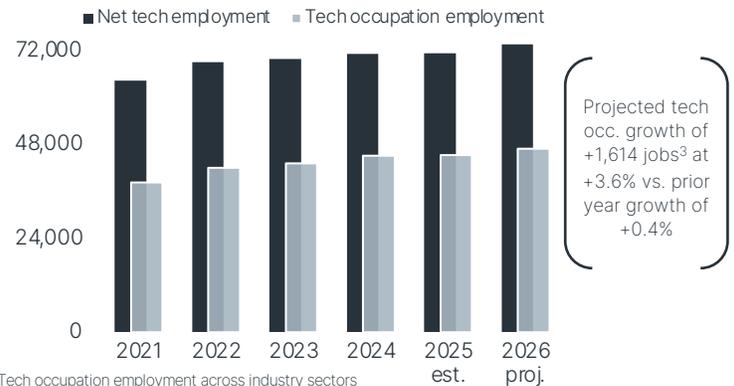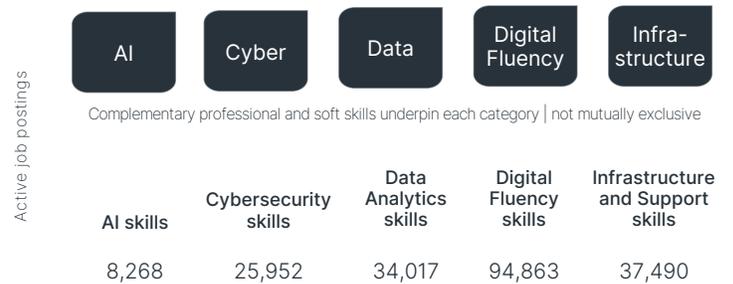CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Management and Holding Companies
24,468	14,337	8,600	3,360

[6]Tech 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]

Estimated median tech wage $134,040, 144% higher than median metro wage[5]

[5]2024 data | most recent available

San Francisco

Full MSA name: San Francisco-Oakland-Fremont, CA
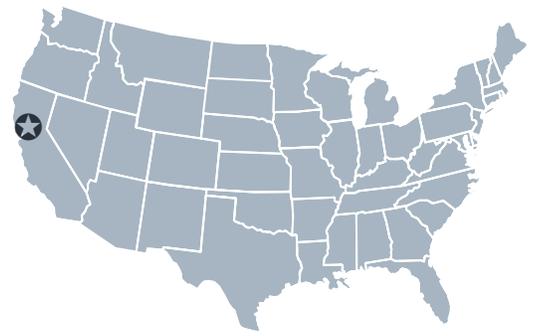
STATE OF TECHNOLOGY SUMMARY

334,428	NET TECH EMPLOYMENT[1]
13.0%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
201,778	TECH OCCUPATION EMPLOYMENT [2026 projection]
$218.7b	ECONOMIC IMPACT [estimated direct impact of tech sector]
11,506	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
85,685	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
64,503	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

---

TECH OCCUPATION JOBS 199,080

TECH INDUSTRY JOBS 252,554

46% intersection = **334,428** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +2,698 jobs[3] at +1.4% vs. prior year growth of -2.7%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	25,865	1.4%	1.0x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	33,582	1.0%	0.7x
Data Science, Data Analysts, Database, Machine Learning	14,341	2.4%	1.8x
Network Admins, Architects, Cloud Engineers, Support	12,583	0.5%	0.4x
Software Development, Programmers, Web, QA, AI	89,440	1.7%	1.3x
Tech Support, Help Desk, IT Specialists	9,754	0.2%	0.1x

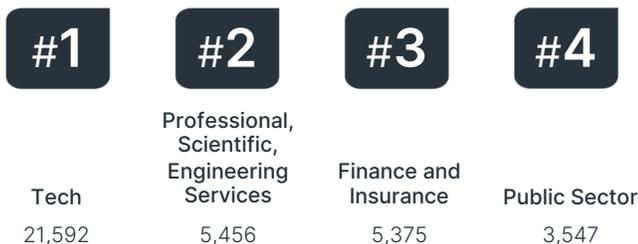[4]Projected growth rate for 2026 │ [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI │ Cyber │ Data │ Digital Fluency │ Infra-structure

Complementary professional and soft skills underpin each category │ not mutually exclusive

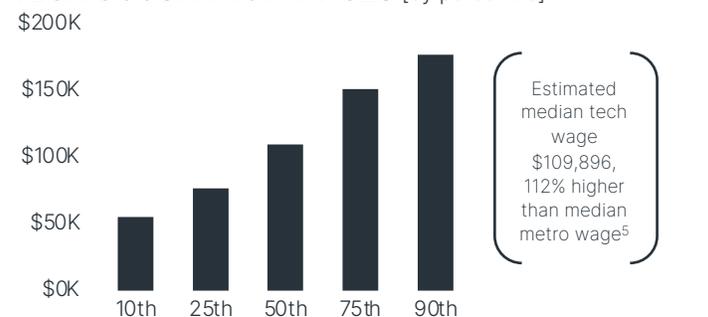| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
64,503	56,267	122,250	273,568	104,629

CompTIA analysis of Lightcast employer job posting data │ Totals across all jobs │ Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector │ projected 2026

#1	#2	#3	#4
Tech	Professional, Scientific, Engineering Services	Public Sector	Finance and Insurance
119,773	26,519	10,379	9,859

[6]Tech 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]

Estimated median tech wage $170,109, 142% higher than median metro wage[5]

[5]2024 data │ most recent available

San Jose

Full MSA name: San Jose-Sunnyvale-Santa Clara, CA
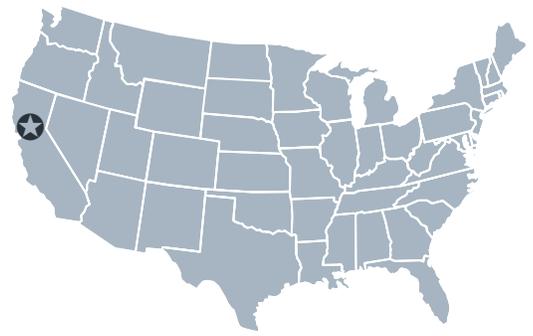
STATE OF TECHNOLOGY SUMMARY

318,039	NET TECH EMPLOYMENT[1]
26.6%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
185,711	TECH OCCUPATION EMPLOYMENT [2026 projection]
$219.2b	ECONOMIC IMPACT [estimated direct impact of tech sector]
6,540	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
94,438	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
59,245	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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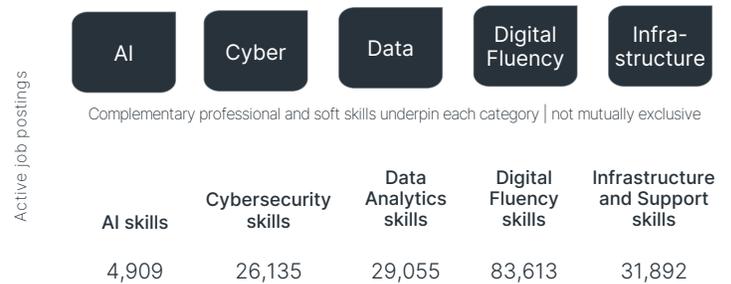

TECH OCCUPATION JOBS 182,661

TECH INDUSTRY JOBS 269,325

50% intersection = **318,039** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +3,050 jobs[3] at +1.7% vs. prior year growth of -0.9%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	19,902	2.8%	2.1x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	26,542	2.0%	1.5x
Data Science, Data Analysts, Database, Machine Learning	10,373	3.8%	2.8x
Network Admins, Architects, Cloud Engineers, Support	6,817	1.9%	1.4x
Software Development, Programmers, Web, QA, AI	99,683	1.5%	1.1x
Tech Support, Help Desk, IT Specialists	5,569	1.2%	0.9x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%
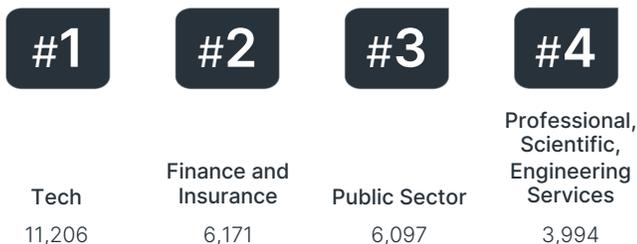
EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

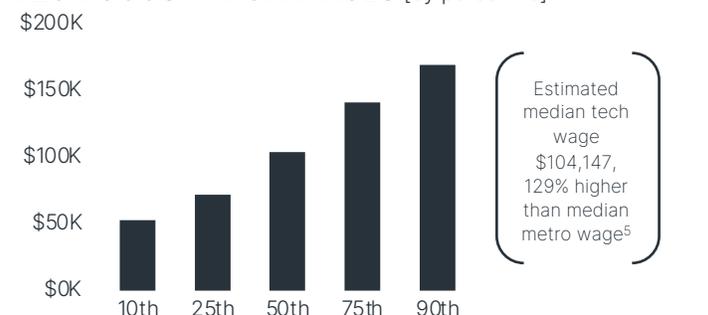| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
59,245	31,992	88,286	169,841	80,090

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Management and Holding Companies	Professional, Scientific, Engineering Services	Public Sector
135,141	15,480	14,011	3,606

[6]Tech 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]

Estimated median tech wage $198,034, 143% higher than median metro wage[5]

[5]2024 data | most recent available

Seattle

Full MSA name: Seattle-Tacoma-Bellevue, WA
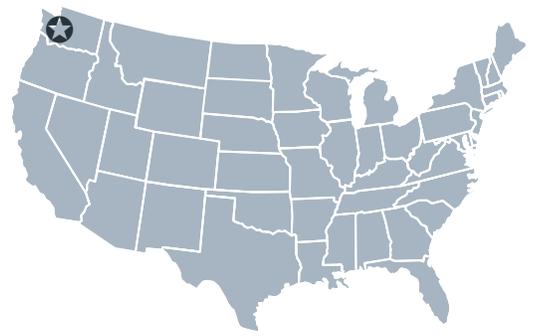
STATE OF TECHNOLOGY SUMMARY

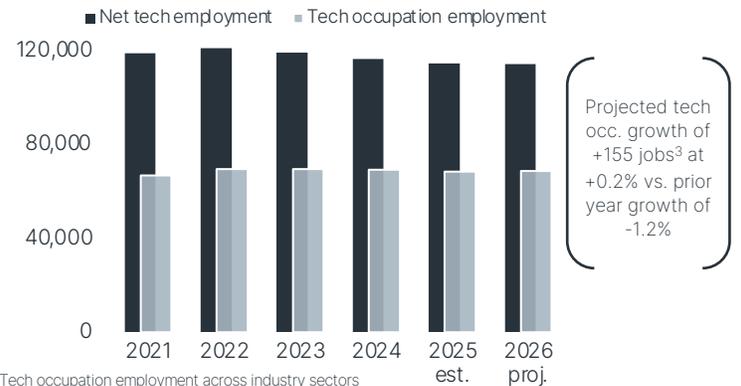|	
274,137	NET TECH EMPLOYMENT[1]
12.4%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
178,777	TECH OCCUPATION EMPLOYMENT [2026 projection]
$168.4b	ECONOMIC IMPACT [estimated direct impact of tech sector]
13,279	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
71,205	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
40,905	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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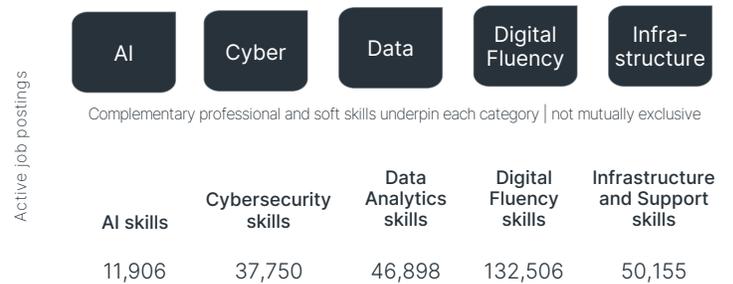

TECH OCCUPATION JOBS 175,056

51% intersection = 274,137 Net Tech Employment

TECH INDUSTRY JOBS 201,444

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +3,721 jobs[3] at +2.1% vs. prior year growth of -0.6%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	14,051	2.9%	2.1x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	29,206	2.3%	1.7x
Data Science, Data Analysts, Database, Machine Learning	11,584	3.6%	2.7x
Network Admins, Architects, Cloud Engineers, Support	11,318	1.3%	1.0x
Software Development, Programmers, Web, QA, AI	86,712	2.2%	1.6x
Tech Support, Help Desk, IT Specialists	13,415	0.7%	0.5x

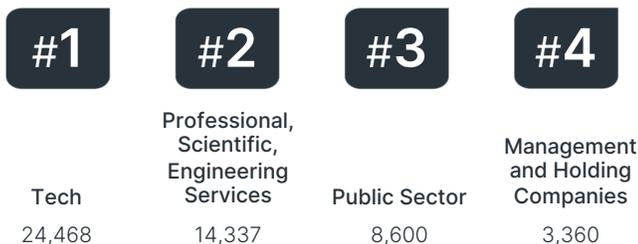[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

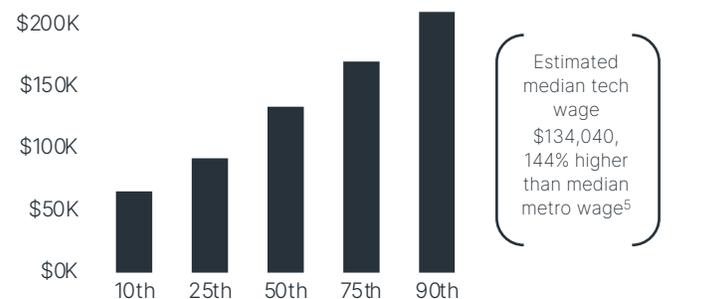| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
40,905	50,698	97,058	225,995	92,226

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

| #1	#2	#3	#4
Tech	Management and Holding Companies	Professional, Scientific, Engineering Services	Manufacturing
104,569	17,454	13,357	9,518

[6]Tech 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]

Estimated median tech wage $152,835, 127% higher than median metro wage[5]

10th, 25th, 50th, 75th, 90th

[5]2024 data | most recent available

St. Louis

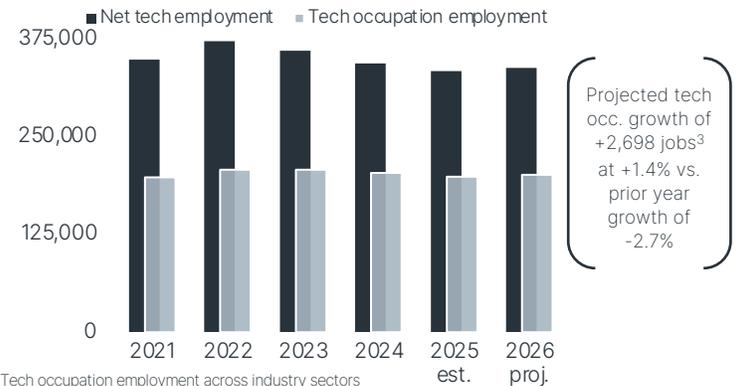Full MSA name: St. Louis, MO-IL

STATE OF TECHNOLOGY SUMMARY

73,186	NET TECH EMPLOYMENT[1]
5.2%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
46,233	TECH OCCUPATION EMPLOYMENT [2026 projection]
$15.3b	ECONOMIC IMPACT [estimated direct impact of tech sector]
2,814	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
23,662	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
9,284	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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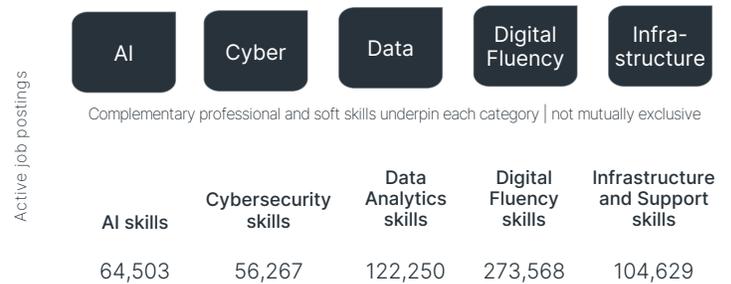## TECH OCCUPATION JOBS 46,150

TECH INDUSTRY JOBS 43,062

37% intersection =
73,186
Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment　■ Tech occupation employment

Projected tech occ. growth of +83 jobs[3] at +0.2% vs. prior year growth of -0.6%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	4,466	0.8%	0.6x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	11,514	0.1%	0.1x
Data Science, Data Analysts, Database, Machine Learning	4,374	1.4%	1.0x
Network Admins, Architects, Cloud Engineers, Support	5,544	-1.0%	0.0x
Software Development, Programmers, Web, QA, AI	12,542	0.8%	0.6x
Tech Support, Help Desk, IT Specialists	5,887	-1.2%	0.0x

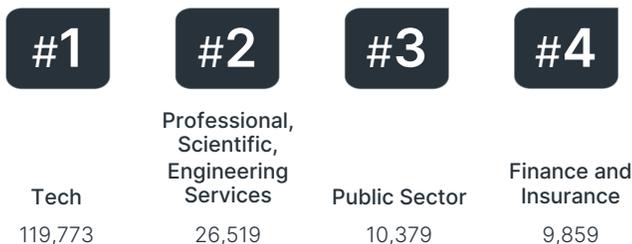[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
9,284	32,541	47,460	112,958	42,609

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

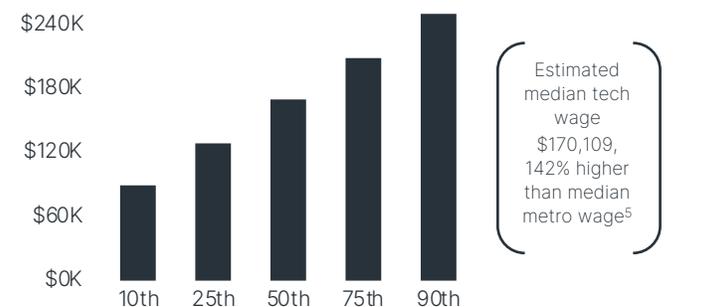## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Management and Holding Companies	Professional, Scientific, Engineering Services
16,110	5,436	5,284	4,259

[6]Tech 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]

Estimated median tech wage $93,118, 90% higher than median metro wage[5]

[5]2024 data | most recent available

CompTIA®

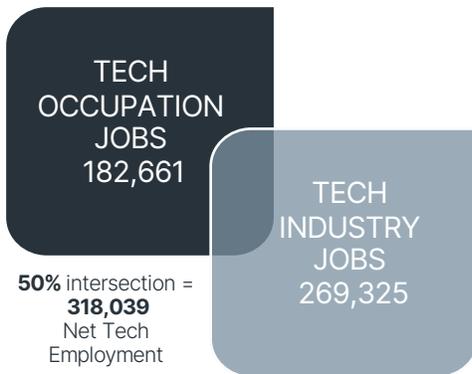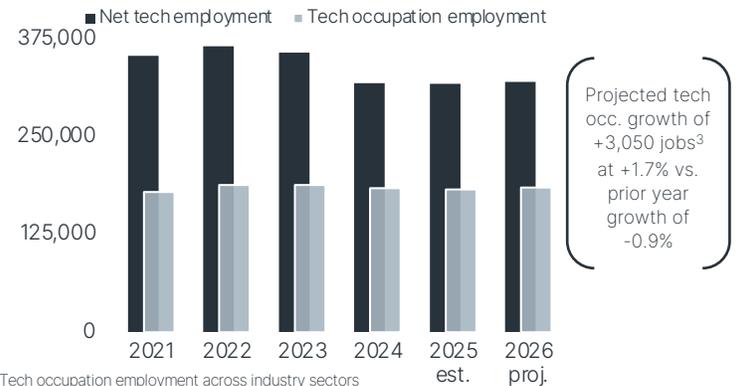# Tampa

Full MSA name: Tampa-St. Petersburg-Clearwater, FL

STATE OF TECHNOLOGY SUMMARY

95,163 NET TECH EMPLOYMENT[1]

6.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE

58,230 TECH OCCUPATION EMPLOYMENT [2026 projection]

$19.2b ECONOMIC IMPACT [estimated direct impact of tech sector]

6,697 TECH BUSINESS ESTABLISHMENTS [firms with payroll]

23,878 EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]

8,700 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

3rd COST OF LIVING [vs. national benchmark[2]]

2nd TECH WAGE PREMIUM [vs. prevailing median wage]

4th TECH JOB POSTINGS RATIO [postings to tech base ratio[2]]

3rd AGGREGATE RELATIVE RANKING

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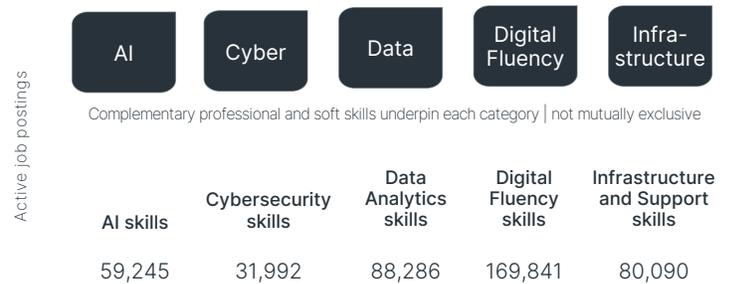

TECH OCCUPATION JOBS 57,133

36% intersection = 95,163 Net Tech Employment

TECH INDUSTRY JOBS 59,212

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,097 jobs[3] at +1.9% vs. prior year growth of +0.1%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	5,856	2.5%	1.9x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	14,227	2.2%	1.6x
Data Science, Data Analysts, Database, Machine Learning	2,799	3.6%	2.7x
Network Admins, Architects, Cloud Engineers, Support	5,895	1.0%	0.8x
Software Development, Programmers, Web, QA, AI	19,139	2.3%	1.7x
Tech Support, Help Desk, IT Specialists	7,438	0.4%	0.3x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

| AI | Cyber | Data | Digital Fluency | Infra-structure |

Complementary professional and soft skills underpin each category | not mutually exclusive

AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
8,700	39,551	43,986	132,273	49,750

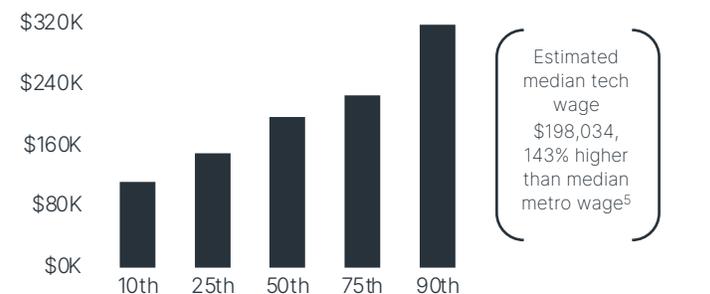CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Finance and Insurance	Professional, Scientific, Engineering Services	Management and Holding Companies
21,644	8,770	7,844	4,025

[6]Tech 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
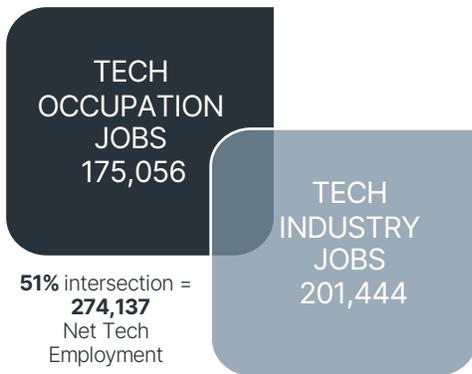
TECH OCCUPATION WAGES [by percentile]

Estimated median tech wage $102,887, 116% higher than median metro wage[5]

[5]2024 data | most recent available

Trenton

Full MSA name: Trenton-Princeton, NJ
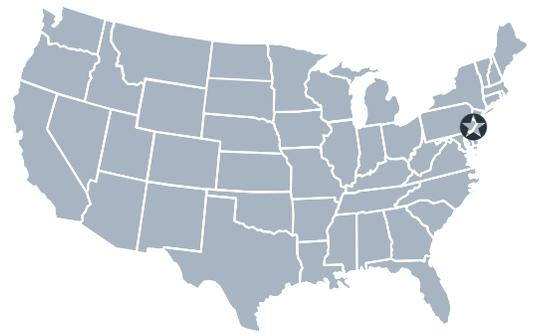
STATE OF TECHNOLOGY SUMMARY

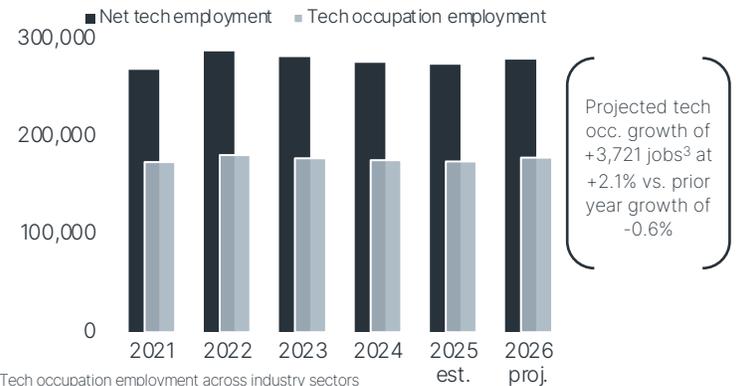|	
18,988	NET TECH EMPLOYMENT[1]
6.9%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
15,273	TECH OCCUPATION EMPLOYMENT [2026 projection]
$3.2b	ECONOMIC IMPACT [estimated direct impact of tech sector]
733	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
15,409	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
6,274	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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

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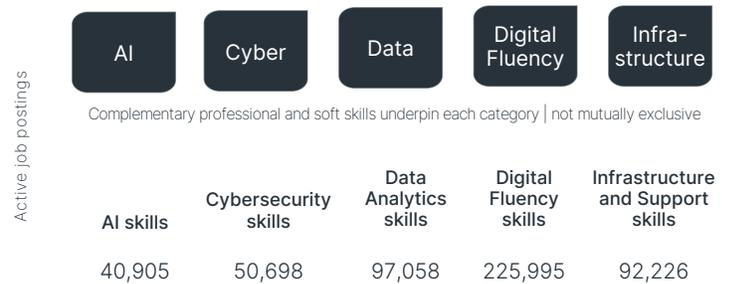## TECH OCCUPATION JOBS 15,126

51% intersection = 18,988 Net Tech Employment

TECH INDUSTRY JOBS 7,812

NET TECH EMPLOYMENT

■ Net tech employment   ■ Tech occupation employment

Projected tech occ. growth of +147 jobs[3] at +1.0% vs. prior year growth of -0.5%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	2,547	1.1%	0.8x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	2,698	1.3%	1.0x
Data Science, Data Analysts, Database, Machine Learning	796	2.3%	1.7x
Network Admins, Architects, Cloud Engineers, Support	1,655	0.3%	0.2x
Software Development, Programmers, Web, QA, AI	5,429	1.0%	0.8x
Tech Support, Help Desk, IT Specialists	1,591	0.2%	0.1x

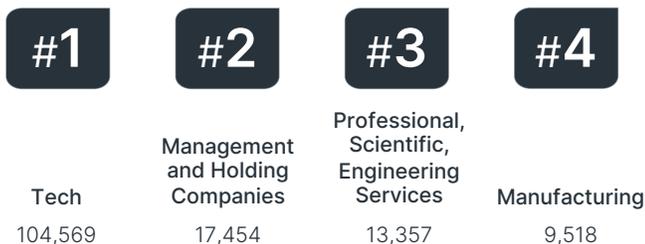[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

Active job postings

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

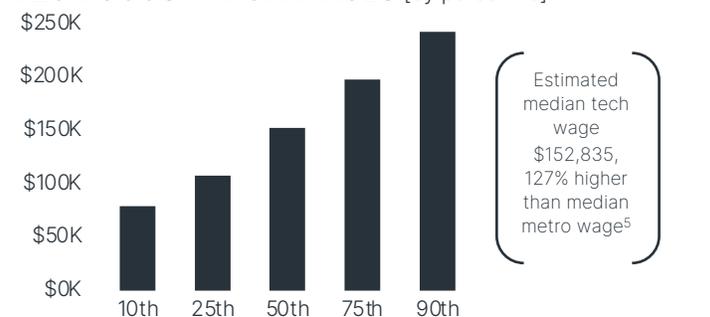| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
6,274	9,082	18,962	44,575	18,255

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

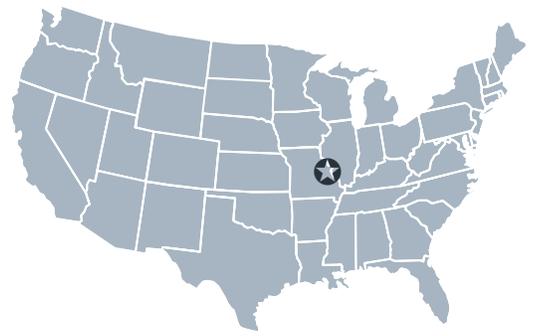Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

#1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Finance and Insurance
4,000	3,803	2,290	1,592

[6]Tech 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]

$200K
$150K
$100K
$50K
$0K

10th   25th   50th   75th   90th

Estimated median tech wage $119,032, 91% higher than median metro wage[5]

[5]2024 data | most recent available

Washington D.C.

Full MSA name: Washington-Arlington-Alexandria, DC-VA-MD-WV
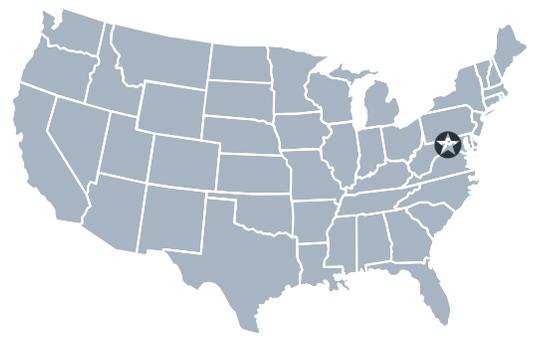
STATE OF TECHNOLOGY SUMMARY

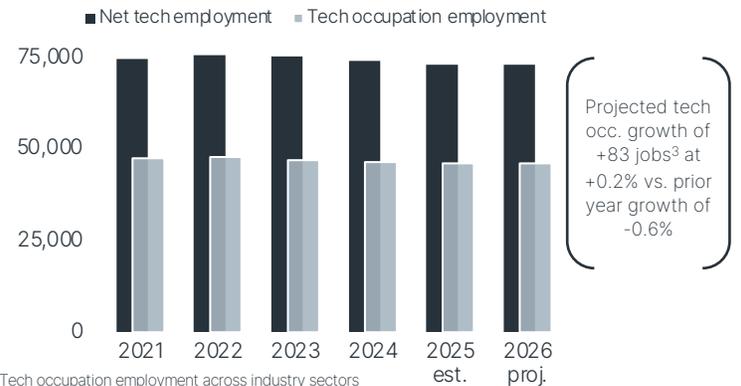|	
363,873	NET TECH EMPLOYMENT[1]
10.7%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
249,598	TECH OCCUPATION EMPLOYMENT [2026 projection]
$88.7b	ECONOMIC IMPACT [estimated direct impact of tech sector]
23,318	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
181,796	EMPLOYER JOB POSTINGS [Jan 2025-Jan 2026 active postings total for tech occupations]
58,154	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [Jan 2025-Jan 2026 total all jobs]

QUARTILE RANKINGS [1st quartile = more favorable ranking]

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

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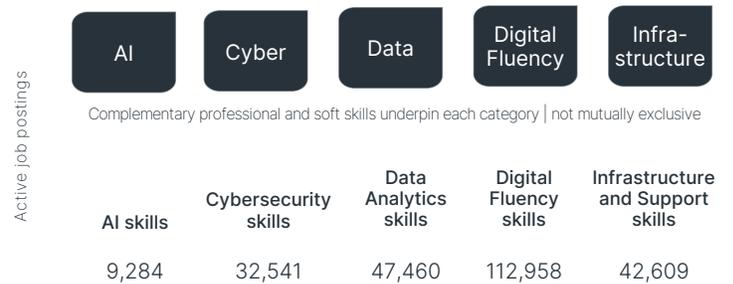

TECH OCCUPATION JOBS 247,692

TECH INDUSTRY JOBS 244,214

52% intersection = **363,873** Net Tech Employment

NET TECH EMPLOYMENT

■ Net tech employment ■ Tech occupation employment

Projected tech occ. growth of +1,905 jobs[3] at +0.8% vs. prior year growth of -0.3%

[3]Tech occupation employment across industry sectors

TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change[4]	Growth vs. Benchmark[4]
CIOs, IT Directors, Managers	21,103	1.2%	0.9x
Cybersecurity, Systems Analysts, IT Project Mgt., Other	69,329	1.1%	0.8x
Data Science, Data Analysts, Database, Machine Learning	21,486	1.5%	1.2x
Network Admins, Architects, Cloud Engineers, Support	25,761	-0.2%	0.0x
Software Development, Programmers, Web, QA, AI	85,565	0.8%	0.6x
Tech Support, Help Desk, IT Specialists	18,089	-0.5%	0.0x

[4]Projected growth rate for 2026 | [4]Benchmark comparison to overall national rate of 1.34%

EMPLOYER HIRING FOR ESSENTIAL SKILLS

AI	Cyber	Data	Digital Fluency	Infra-structure

Complementary professional and soft skills underpin each category | not mutually exclusive

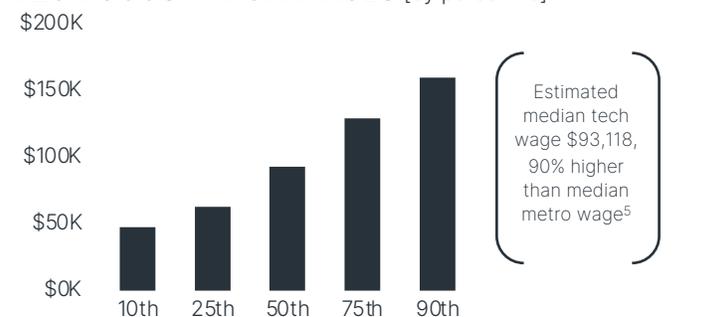| AI skills	Cybersecurity skills	Data Analytics skills	Digital Fluency skills	Infrastructure and Support skills
58,154	140,939	172,089	436,360	212,639

Active job postings

CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | Jan 2025-Jan 2026

TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors[6] based on tech workers employed in sector | projected 2026

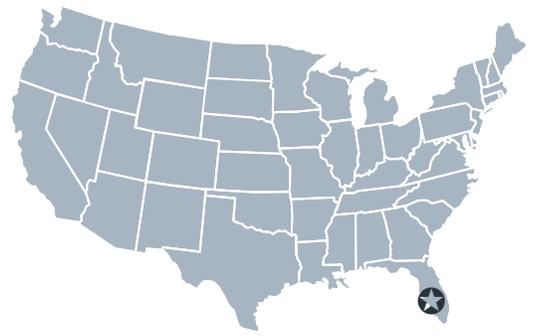| #1	#2	#3	#4
Tech	Public Sector	Professional, Scientific, Engineering Services	Management and Holding Companies
128,750	36,708	36,052	10,641

[6]Tech 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]

Estimated median tech wage $139,342, 105% higher than median metro wage[5]

[5]2024 data | most recent available

APPENDIX TABLES – A
TECH OCCUPATION AND NET TECH EMPLOYMENT TRENDING

	2020	2021	2022	2023	2024	2025 est.	2026 proj.
United States	5,217,031	5,378,574	5,719,214	5,843,039	5,929,921	5,931,208	6,059,282
Alabama	53,900	56,779	61,524	64,182	66,409	66,561	67,970
Alaska	5,921	5,855	6,026	6,221	6,674	6,725	6,805
Arizona	117,283	119,927	125,231	126,393	126,854	126,728	129,528
Arkansas	26,039	26,300	28,191	28,985	29,955	30,557	31,420
California	781,253	814,927	864,942	871,592	871,925	865,271	877,865
Colorado	138,608	140,708	149,981	153,864	154,954	154,011	158,397
Connecticut	56,943	57,447	59,414	60,079	60,914	60,859	61,418
Delaware	16,960	17,248	17,817	17,796	17,876	17,920	18,078
District of Columbia	52,660	51,950	52,818	52,568	52,220	51,702	52,118
Florida	258,640	276,077	307,841	321,117	327,463	329,095	338,585
Georgia	169,728	171,693	181,569	182,583	185,335	186,116	191,160
Hawaii	12,667	13,642	14,938	15,339	16,149	16,086	16,201
Idaho	18,894	20,156	20,807	21,075	21,565	21,667	22,359
Illinois	195,061	195,245	203,091	202,173	204,690	204,536	206,678
Indiana	68,440	69,633	73,339	75,655	76,850	77,151	78,863
Iowa	40,446	40,253	41,561	41,821	41,882	41,847	42,606
Kansas	42,826	42,751	44,155	44,343	43,258	43,488	44,225
Kentucky	38,451	38,808	40,340	41,003	43,182	43,248	44,107
Louisiana	26,093	26,659	28,434	29,419	30,168	30,494	31,151
Maine	14,593	15,453	16,799	17,297	17,471	17,359	17,782
Maryland	143,505	144,688	147,185	148,327	151,398	149,915	152,554
Massachusetts	168,726	172,147	178,960	180,559	180,145	178,910	180,844
Michigan	122,286	128,440	137,875	142,281	144,461	143,644	144,931
Minnesota	106,417	106,377	107,435	107,867	108,248	107,641	108,452
Mississippi	15,709	16,513	17,874	19,262	20,280	20,495	21,090
Missouri	89,769	89,791	92,924	92,468	93,280	92,951	94,081
Montana	9,752	10,313	10,622	11,180	11,507	11,600	11,928
Nebraska	35,093	35,539	36,316	36,913	36,901	36,756	37,338
Nevada	25,987	27,672	31,289	32,349	33,242	33,569	35,022
New Hampshire	26,752	27,187	28,113	27,878	28,221	28,050	28,675
New Jersey	156,792	168,705	184,560	192,802	199,212	199,148	201,999
New Mexico	21,610	23,033	25,550	27,213	27,931	27,780	28,495
New York	296,676	304,377	330,701	340,375	348,638	350,977	360,327
North Carolina	172,236	183,456	197,839	206,718	213,770	214,377	220,623
North Dakota	7,846	8,079	8,506	8,694	8,645	8,583	8,656
Ohio	164,206	165,045	164,522	163,695	163,525	163,708	166,146
Oklahoma	36,634	37,218	39,929	41,077	42,577	42,738	43,636
Oregon	69,484	73,825	76,238	77,346	76,956	75,904	77,132
Pennsylvania	179,914	181,847	189,405	191,079	196,941	197,186	200,024
Rhode Island	16,466	17,495	18,731	19,399	19,969	19,816	20,094
South Carolina	51,160	52,055	57,098	59,546	60,866	61,919	64,281
South Dakota	9,252	9,479	9,992	10,371	10,486	10,518	10,744
Tennessee	77,317	80,123	88,620	90,664	94,777	94,780	98,055
Texas	457,926	484,158	534,518	566,414	581,149	585,810	607,255
Utah	64,425	69,139	75,068	77,622	80,178	80,910	83,809
Vermont	8,170	8,628	9,272	9,550	9,742	9,648	9,820
Virginia	238,197	240,707	251,846	253,215	254,597	255,170	259,598
Washington	209,497	210,699	225,351	229,093	230,142	231,004	237,554
West Virginia	12,781	12,765	13,414	14,456	14,728	14,833	15,282
Wisconsin	83,168	83,541	86,295	86,458	86,722	86,511	88,403
Wyoming	3,870	4,021	4,345	4,662	4,889	4,938	5,119

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

	2020	2021	2022	2023	2024	2025 est.	2026 proj.
United States	5,217,031	5,378,574	5,719,214	5,843,039	5,929,921	5,931,208	6,059,282
Albuquerque	12,095	12,595	13,802	14,806	15,191	15,138	15,460
Atlanta	130,543	129,187	133,869	133,263	133,392	133,255	135,752
Austin	75,621	81,753	89,353	92,164	92,205	94,020	97,685
Baltimore	70,869	69,598	69,449	70,670	71,597	71,461	72,581
Boise	10,974	11,267	11,556	11,747	12,165	12,088	12,413
Boston	145,862	146,651	150,037	149,234	147,538	146,318	147,230
Buffalo	12,208	12,185	13,011	13,724	14,503	14,351	14,509
Charleston	11,948	11,809	12,306	12,340	12,124	12,421	12,852
Charlotte	56,811	59,008	63,376	67,386	68,954	68,980	70,469
Chicago	147,430	145,275	149,278	149,878	152,648	152,439	152,680
Cleveland	32,628	32,732	31,727	31,521	32,073	31,920	31,975
Colorado Springs	17,317	17,324	18,123	18,407	18,644	18,582	19,044
Columbus	43,549	43,126	41,212	39,800	38,392	38,263	38,519
Dallas	179,765	187,627	206,655	220,827	223,405	224,271	231,594
Denver	88,343	89,144	94,847	96,931	98,054	97,324	100,066
Des Moines	17,805	17,838	18,599	18,948	19,574	19,547	19,965
Detroit	68,437	69,868	72,755	73,681	73,411	72,431	71,859
Hartford	22,789	22,528	22,936	23,173	23,313	23,352	23,547
Houston	87,769	90,902	97,018	101,160	102,135	102,255	104,355
Huntsville	18,316	18,967	20,519	21,314	21,784	21,858	22,269
Indianapolis	33,615	33,798	35,061	35,824	35,555	35,530	36,144
Kansas City	45,395	44,068	44,983	45,385	44,490	44,258	44,534
Las Vegas	18,332	19,250	22,116	22,861	23,648	23,930	24,938
Los Angeles	196,264	200,662	210,161	209,005	209,735	208,543	208,783
Memphis	13,028	13,232	14,197	14,223	14,259	14,073	14,178
Miami	67,728	70,296	77,057	79,158	79,562	80,198	81,853
Milwaukee	26,172	25,934	25,692	24,831	24,004	23,709	23,626
Minneapolis	87,777	86,392	84,807	83,377	81,903	81,358	81,363
Nashville	34,758	35,605	39,894	41,277	42,285	41,812	43,065
New Orleans	7,384	7,280	7,604	7,474	7,396	7,450	7,478
New York City	325,423	334,748	362,786	377,780	388,649	389,599	397,447
Oklahoma City	17,559	17,948	19,429	20,252	21,071	21,144	21,539
Omaha	22,541	22,050	21,732	21,102	20,153	20,142	20,091
Orlando	37,361	39,621	44,144	46,375	48,082	47,888	49,146
Philadelphia	99,972	99,428	100,589	100,406	102,205	101,800	101,754
Phoenix	93,534	94,551	97,222	97,535	97,807	97,461	99,221
Pittsburgh	38,671	37,553	36,566	36,275	37,159	36,916	36,831
Portland	55,755	58,823	60,834	60,975	59,529	58,711	59,337
Providence	19,635	20,361	21,612	22,484	23,121	22,876	23,081
Raleigh	39,768	41,932	44,960	46,323	46,523	47,355	48,563
Sacramento	38,335	39,549	41,179	41,386	43,024	42,589	42,897
Salt Lake City	36,490	38,454	42,170	43,258	45,170	45,367	46,980
San Antonio	30,429	31,489	33,104	35,682	36,556	36,862	37,698
San Diego	64,154	66,999	69,693	69,798	69,497	68,659	68,814
San Francisco	191,555	198,521	207,900	208,265	204,521	199,080	201,778
San Jose	173,913	179,603	188,825	188,625	184,256	182,661	185,711
Seattle	176,658	174,224	181,398	178,406	176,168	175,056	178,777
St. Louis	47,882	47,578	47,942	46,971	46,449	46,150	46,233
Tampa	48,055	49,492	54,067	56,644	57,103	57,133	58,230
Trenton	12,943	13,481	14,382	14,620	15,205	15,126	15,273
Washington DC	246,609	245,114	249,823	248,470	248,511	247,692	249,598

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

For an explanation of the net tech employment calculation, see page 5

	2020	2021	2022	2023	2024	2025 est.	2026 proj.
United States	8,677,742	8,933,646	9,493,435	9,641,570	9,631,511	9,597,888	9,783,386
Alabama	83,019	86,252	92,297	95,972	97,375	97,437	99,265
Alaska	9,970	9,814	9,922	10,127	10,469	10,486	10,577
Arizona	193,576	197,869	207,510	209,794	209,193	208,168	212,189
Arkansas	38,366	39,041	42,028	43,469	44,228	44,731	45,933
California	1,433,127	1,464,115	1,540,936	1,525,412	1,469,816	1,458,022	1,474,970
Colorado	232,458	240,286	257,203	261,671	258,207	254,937	260,968
Connecticut	94,564	95,637	99,754	100,742	101,542	101,320	102,227
Delaware	23,628	23,528	24,266	24,206	24,367	24,450	24,571
District of Columbia	71,896	71,010	71,920	70,947	70,449	69,412	69,861
Florida	443,436	471,454	519,695	542,122	549,077	548,899	563,352
Georgia	277,392	286,070	303,370	306,593	308,001	307,755	314,762
Hawaii	18,754	19,910	21,540	22,039	22,741	22,460	22,596
Idaho	36,482	38,504	40,712	40,915	40,668	40,735	41,689
Illinois	311,389	314,445	329,403	329,682	329,653	328,158	331,175
Indiana	109,934	113,265	119,763	122,649	123,908	124,098	126,996
Iowa	64,739	64,290	66,506	67,427	67,553	67,514	68,556
Kansas	65,681	65,919	68,847	69,903	68,873	69,202	70,342
Kentucky	62,932	64,248	67,151	68,423	69,701	69,489	70,619
Louisiana	46,641	48,128	50,964	52,328	51,585	51,653	52,685
Maine	22,756	24,188	26,693	27,620	27,921	27,368	28,035
Maryland	210,914	214,949	221,382	224,483	227,977	225,638	229,494
Massachusetts	306,506	312,528	320,882	319,523	312,383	308,134	309,275
Michigan	192,997	200,160	212,652	219,218	221,149	218,805	221,153
Minnesota	181,635	181,415	185,193	186,699	185,396	183,652	184,800
Mississippi	26,948	28,253	30,310	31,608	32,280	32,428	33,252
Missouri	150,266	154,110	158,197	158,250	157,015	155,794	157,719
Montana	15,955	16,765	17,607	18,391	18,699	18,895	19,412
Nebraska	52,203	53,327	54,396	54,991	54,288	53,983	54,860
Nevada	42,452	45,942	52,202	54,662	56,190	56,544	58,899
New Hampshire	53,496	54,931	57,478	57,677	56,705	55,957	56,804
New Jersey	251,163	266,346	286,192	296,197	299,851	298,466	302,771
New Mexico	34,242	35,493	38,188	40,001	41,061	40,798	41,760
New York	517,464	526,632	567,078	576,611	588,445	588,274	601,840
North Carolina	272,388	287,362	304,099	317,465	324,537	324,493	333,906
North Dakota	13,003	13,255	13,995	13,893	13,578	13,416	13,528
Ohio	250,776	254,858	262,130	262,436	260,902	260,096	263,938
Oklahoma	57,697	58,506	61,682	63,781	64,914	64,799	65,975
Oregon	129,921	134,015	141,105	141,470	140,284	137,473	139,413
Pennsylvania	283,832	290,481	305,762	308,526	310,730	309,981	314,020
Rhode Island	25,948	27,611	28,728	29,256	29,591	29,118	29,427
South Carolina	83,160	86,158	95,070	98,533	99,916	101,237	105,088
South Dakota	15,094	15,632	16,516	16,794	16,671	16,561	16,894
Tennessee	116,593	123,017	137,766	141,456	144,518	144,112	149,100
Texas	792,807	831,333	921,522	963,697	974,278	977,687	1,009,925
Utah	111,623	118,272	126,849	127,110	128,388	129,404	133,570
Vermont	15,995	16,447	17,325	17,645	17,523	17,239	17,319
Virginia	353,227	357,798	371,819	376,924	377,719	376,920	382,830
Washington	317,931	326,069	356,734	358,731	356,439	357,749	367,273
West Virginia	19,067	19,682	21,028	22,635	22,873	22,995	23,701
Wisconsin	135,871	137,759	141,887	143,230	143,598	142,564	145,360
Wyoming	5,951	6,437	7,073	7,453	7,686	7,805	8,116

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

For an explanation of the net tech employment calculation, see page 5

	2020	2021	2022	2023	2024	2025 est.	2026 proj.
United States	8,677,742	8,933,646	9,493,435	9,641,570	9,631,511	9,597,888	9,783,386
Albuquerque	21,259	21,563	22,915	24,129	25,100	25,033	25,535
Atlanta	215,653	217,533	224,674	224,837	221,640	220,549	223,167
Austin	150,990	157,264	175,233	179,646	175,344	178,015	183,691
Baltimore	103,200	102,773	102,997	105,031	106,852	106,699	108,644
Boise	23,387	23,786	25,026	25,044	25,138	25,067	25,498
Boston	267,061	267,650	270,968	266,470	258,324	254,937	254,480
Buffalo	22,571	22,905	24,304	25,420	25,876	25,367	25,702
Charleston	18,019	17,985	19,405	19,595	19,232	19,570	20,177
Charlotte	82,049	84,867	90,474	95,107	96,341	96,382	98,647
Chicago	238,800	235,553	241,598	241,080	240,389	239,093	238,619
Cleveland	50,328	50,996	51,851	50,981	51,043	50,656	50,746
Colorado Springs	25,285	26,046	27,704	28,575	28,781	28,404	29,001
Columbus	60,991	60,725	60,550	59,955	58,594	57,959	58,221
Dallas	313,281	327,948	357,609	377,546	377,922	377,013	388,026
Denver	144,934	149,588	159,240	160,108	158,449	156,148	159,646
Des Moines	23,479	23,623	24,471	24,995	25,761	25,805	26,322
Detroit	101,203	101,367	104,003	105,108	104,001	102,202	101,064
Hartford	33,420	33,155	34,048	34,482	34,472	34,467	34,752
Houston	137,410	140,922	150,082	154,796	155,534	154,938	157,318
Huntsville	26,840	27,319	28,407	29,058	29,139	29,192	29,480
Indianapolis	52,003	53,309	55,110	56,170	55,412	55,132	56,017
Kansas City	75,756	75,402	76,104	77,040	75,531	75,072	75,627
Las Vegas	28,575	30,609	35,007	36,595	37,817	38,164	39,694
Los Angeles	368,492	369,754	378,579	370,154	363,942	360,417	359,142
Memphis	19,214	19,637	20,950	20,915	20,493	20,169	20,266
Miami	116,604	121,861	132,661	136,378	136,314	136,238	138,376
Milwaukee	45,003	44,639	44,355	42,597	41,019	40,324	39,787
Minneapolis	146,744	144,490	144,367	143,535	140,759	139,481	139,372
Nashville	51,024	52,548	59,499	62,116	62,926	61,983	63,942
New Orleans	12,890	12,908	13,702	13,715	13,058	13,003	13,077
New York City	539,342	548,262	589,310	603,890	615,676	613,950	625,267
Oklahoma City	25,019	25,448	27,560	28,930	30,059	30,041	30,531
Omaha	31,660	31,490	30,871	30,003	28,164	28,324	28,266
Orlando	64,202	66,639	72,056	75,729	77,511	76,472	78,092
Philadelphia	157,689	153,945	156,794	155,442	155,835	154,649	154,096
Phoenix	158,236	160,253	165,804	166,411	165,285	164,097	166,423
Pittsburgh	61,133	59,920	58,787	58,233	58,742	58,020	57,850
Portland	110,526	113,189	118,658	117,727	114,725	112,255	113,173
Providence	31,715	32,930	34,013	34,756	34,830	34,078	34,237
Raleigh	67,876	70,622	74,779	76,985	76,425	77,485	79,128
Sacramento	54,523	54,781	56,291	56,036	57,253	56,394	56,632
Salt Lake City	60,840	64,415	69,225	69,976	71,391	71,526	73,688
San Antonio	49,348	50,879	53,632	55,855	56,707	57,252	58,529
San Diego	115,935	119,070	121,425	119,501	116,595	114,743	114,525
San Francisco	342,480	349,559	372,652	360,886	344,743	334,428	338,335
San Jose	353,029	353,832	366,352	358,194	319,432	318,039	321,041
Seattle	266,648	269,137	288,110	281,897	276,415	274,137	279,177
St. Louis	74,929	74,722	75,761	75,366	74,086	73,186	73,174
Tampa	83,698	86,641	92,051	95,111	95,132	95,163	96,661
Trenton	17,240	17,769	18,660	18,713	19,275	18,988	19,116
Washington DC	363,710	362,939	368,303	367,963	365,833	363,873	365,501

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

NET TECH EMPLOYMENT 2025 est.			NET TECH EMPLOYMENT JOBS ADDED 2025 est.			NET TECH EMPLOYMENT JOBS ADDED 2026 proj.		
Rank	State	Employment	Rank	State	Jobs Added	Rank	State	Jobs Added
	United States	9,597,888		United States	-33,624		United States	+185,499
1.	California	1,458,022	1.	Texas	+3,409	1.	Texas	+32,238
2.	Texas	977,687	2.	South Carolina	+1,321	2.	California	+16,949
3.	New York	588,274	3.	Washington	+1,310	3.	Florida	+14,453
4.	Florida	548,899	4.	Utah	+1,017	4.	New York	+13,566
5.	Virginia	376,920	5.	Arkansas	+503	5.	Washington	+9,524
6.	Washington	357,749	6.	Nevada	+354	6.	North Carolina	+9,412
7.	Illinois	328,158	7.	Kansas	+329	7.	Georgia	+7,007
8.	North Carolina	324,493	8.	Montana	+196	8.	Colorado	+6,031
9.	Pennsylvania	309,981	9.	Indiana	+190	9.	Virginia	+5,910
10.	Massachusetts	308,134	10.	Mississippi	+148	10.	Tennessee	+4,987
11.	Georgia	307,755	11.	West Virginia	+121	11.	New Jersey	+4,305
12.	New Jersey	298,466	12.	Wyoming	+119	12.	Utah	+4,165
13.	Ohio	260,096	13.	Delaware	+83	13.	Pennsylvania	+4,039
14.	Colorado	254,937	14.	Louisiana	+68	14.	Arizona	+4,021
15.	Maryland	225,638	15.	Idaho	+67	15.	Maryland	+3,856
16.	Michigan	218,805	16.	Alabama	+62	16.	South Carolina	+3,852
17.	Arizona	208,168	17.	Alaska	+17	17.	Ohio	+3,842
18.	Minnesota	183,652	18.	Iowa	-39	18.	Illinois	+3,017
19.	Missouri	155,794	19.	North Carolina	-44	19.	Indiana	+2,898
20.	Tennessee	144,112	20.	South Dakota	-110	20.	Wisconsin	+2,797
21.	Wisconsin	142,564	21.	Oklahoma	-115	21.	Nevada	+2,355
22.	Oregon	137,473	22.	North Dakota	-162	22.	Michigan	+2,349
23.	Utah	129,404	23.	New York	-172	23.	Oregon	+1,939
24.	Indiana	124,098	24.	Florida	-178	24.	Missouri	+1,925
25.	Connecticut	101,320	25.	Kentucky	-213	25.	Alabama	+1,828
26.	South Carolina	101,237	26.	Connecticut	-222	26.	Arkansas	+1,203
27.	Alabama	97,437	27.	Georgia	-246	27.	Oklahoma	+1,176
28.	Kentucky	69,489	28.	New Mexico	-263	28.	Minnesota	+1,148
29.	District of Columbia	69,412	29.	Hawaii	-280	29.	Massachusetts	+1,141
30.	Kansas	69,202	30.	Vermont	-284	30.	Kansas	+1,140
31.	Iowa	67,514	31.	Nebraska	-305	31.	Kentucky	+1,130
32.	Oklahoma	64,799	32.	Tennessee	-406	32.	Iowa	+1,042
33.	Nevada	56,544	33.	Rhode Island	-473	33.	Louisiana	+1,032
34.	New Hampshire	55,957	34.	Maine	-554	34.	New Mexico	+962
35.	Nebraska	53,983	35.	New Hampshire	-748	35.	Idaho	+954
36.	Louisiana	51,653	36.	Pennsylvania	-749	36.	Connecticut	+907
37.	Arkansas	44,731	37.	Virginia	-799	37.	Nebraska	+878
38.	New Mexico	40,798	38.	Ohio	-806	38.	New Hampshire	+848
39.	Idaho	40,735	39.	Arizona	-1,025	39.	Mississippi	+825
40.	Mississippi	32,428	40.	Wisconsin	-1,034	40.	West Virginia	+707
41.	Rhode Island	29,118	41.	District of Columbia	-1,037	41.	Maine	+668
42.	Maine	27,368	42.	Missouri	-1,220	42.	Montana	+517
43.	Delaware	24,450	43.	New Jersey	-1,385	43.	District of Columbia	+449
44.	West Virginia	22,995	44.	Illinois	-1,495	44.	South Dakota	+334
45.	Hawaii	22,460	45.	Minnesota	-1,744	45.	Wyoming	+311
46.	Montana	18,895	46.	Maryland	-2,339	46.	Rhode Island	+308
47.	Vermont	17,239	47.	Michigan	-2,345	47.	Hawaii	+136
48.	South Dakota	16,561	48.	Oregon	-2,811	48.	Delaware	+122
49.	North Dakota	13,416	49.	Colorado	-3,269	49.	North Dakota	+112
50.	Alaska	10,486	50.	Massachusetts	-4,249	50.	Alaska	+90
51.	Wyoming	7,805	51.	California	-11,795	51.	Vermont	+80

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

NET TECH EMPLOYMENT 2025 est.

Rank	State	Employment
	United States	9,597,888
1.	California	1,458,022
2.	Texas	977,687
3.	New York	588,274
4.	Florida	548,899
5.	Virginia	376,920
6.	Washington	357,749
7.	Illinois	328,158
8.	North Carolina	324,493
9.	Pennsylvania	309,981
10.	Massachusetts	308,134
11.	Georgia	307,755
12.	New Jersey	298,466
13.	Ohio	260,096
14.	Colorado	254,937
15.	Maryland	225,638
16.	Michigan	218,805
17.	Arizona	208,168
18.	Minnesota	183,652
19.	Missouri	155,794
20.	Tennessee	144,112
21.	Wisconsin	142,564
22.	Oregon	137,473
23.	Utah	129,404
24.	Indiana	124,098
25.	Connecticut	101,320
26.	South Carolina	101,237
27.	Alabama	97,437
28.	Kentucky	69,489
29.	District of Columbia	69,412
30.	Kansas	69,202
31.	Iowa	67,514
32.	Oklahoma	64,799
33.	Nevada	56,544
34.	New Hampshire	55,957
35.	Nebraska	53,983
36.	Louisiana	51,653
37.	Arkansas	44,731
38.	New Mexico	40,798
39.	Idaho	40,735
40.	Mississippi	32,428
41.	Rhode Island	29,118
42.	Maine	27,368
43.	Delaware	24,450
44.	West Virginia	22,995
45.	Hawaii	22,460
46.	Montana	18,895
47.	Vermont	17,239
48.	South Dakota	16,561
49.	North Dakota	13,416
50.	Alaska	10,486
51.	Wyoming	7,805

NET TECH EMPLOYMENT JOBS ADDED 2025 est.

Rank	State	% Change
	United States	-0.3%
1.	Wyoming	+1.5%
2.	South Carolina	+1.3%
3.	Arkansas	+1.1%
4.	Montana	+1.0%
5.	Utah	+0.8%
6.	Nevada	+0.6%
7.	West Virginia	+0.5%
8.	Kansas	+0.5%
9.	Mississippi	+0.5%
10.	Washington	+0.4%
11.	Texas	+0.3%
12.	Delaware	+0.3%
13.	Idaho	+0.2%
14.	Alaska	+0.2%
15.	Indiana	+0.2%
16.	Louisiana	+0.1%
17.	Alabama	+0.1%
18.	North Carolina	0.0%
19.	New York	0.0%
20.	Florida	0.0%
21.	Iowa	-0.1%
22.	Georgia	-0.1%
23.	Oklahoma	-0.2%
24.	Virginia	-0.2%
25.	Connecticut	-0.2%
26.	Pennsylvania	-0.2%
27.	Tennessee	-0.3%
28.	Kentucky	-0.3%
29.	Ohio	-0.3%
30.	Illinois	-0.5%
31.	New Jersey	-0.5%
32.	Arizona	-0.5%
33.	Nebraska	-0.6%
34.	New Mexico	-0.6%
35.	South Dakota	-0.7%
36.	Wisconsin	-0.7%
37.	Missouri	-0.8%
38.	California	-0.8%
39.	Minnesota	-0.9%
40.	Maryland	-1.0%
41.	Michigan	-1.1%
42.	North Dakota	-1.2%
43.	Hawaii	-1.2%
44.	Colorado	-1.3%
45.	New Hampshire	-1.3%
46.	Massachusetts	-1.4%
47.	District of Columbia	-1.5%
48.	Rhode Island	-1.6%
49.	Vermont	-1.6%
50.	Maine	-2.0%
51.	Oregon	-2.0%

NET TECH EMPLOYMENT JOBS ADDED 2026 proj.

Rank	State	% Change
	United States	+1.9%
1.	Nevada	+4.2%
2.	Wyoming	+4.0%
3.	South Carolina	+3.8%
4.	Tennessee	+3.5%
5.	Texas	+3.3%
6.	Utah	+3.2%
7.	West Virginia	+3.1%
8.	North Carolina	+2.9%
9.	Montana	+2.7%
10.	Arkansas	+2.7%
11.	Washington	+2.7%
12.	Florida	+2.6%
13.	Mississippi	+2.5%
14.	Maine	+2.4%
15.	Colorado	+2.4%
16.	New Mexico	+2.4%
17.	Idaho	+2.3%
18.	Indiana	+2.3%
19.	New York	+2.3%
20.	Georgia	+2.3%
21.	South Dakota	+2.0%
22.	Louisiana	+2.0%
23.	Wisconsin	+2.0%
24.	Arizona	+1.9%
25.	Alabama	+1.9%
26.	Oklahoma	+1.8%
27.	Maryland	+1.7%
28.	Kansas	+1.6%
29.	Kentucky	+1.6%
30.	Nebraska	+1.6%
31.	Virginia	+1.6%
32.	Iowa	+1.5%
33.	New Hampshire	+1.5%
34.	Ohio	+1.5%
35.	New Jersey	+1.4%
36.	Oregon	+1.4%
37.	Pennsylvania	+1.3%
38.	Missouri	+1.2%
39.	California	+1.2%
40.	Michigan	+1.1%
41.	Rhode Island	+1.1%
42.	Illinois	+0.9%
43.	Connecticut	+0.9%
44.	Alaska	+0.9%
45.	North Dakota	+0.8%
46.	District of Columbia	+0.6%
47.	Minnesota	+0.6%
48.	Hawaii	+0.6%
49.	Delaware	+0.5%
50.	Vermont	+0.5%
51.	Massachusetts	+0.4%

NET TECH EMPLOYMENT 2025 est.

Rank	State	Employment
	United States	9,597,888
1.	New York City	613,950
2.	Dallas	377,013
3.	Washington DC	363,873
4.	Los Angeles	360,417
5.	San Francisco	334,428
6.	San Jose	318,039
7.	Seattle	274,137
8.	Boston	254,937
9.	Chicago	239,093
10.	Atlanta	220,549
11.	Austin	178,015
12.	Phoenix	164,097
13.	Denver	156,148
14.	Houston	154,938
15.	Philadelphia	154,649
16.	Minneapolis	139,481
17.	Miami	136,238
18.	San Diego	114,743
19.	Portland	112,255
20.	Baltimore	106,699
21.	Detroit	102,202
22.	Charlotte	96,382
23.	Tampa	95,163
24.	Raleigh	77,485
25.	Orlando	76,472
26.	Kansas City	75,072
27.	St. Louis	73,186
28.	Salt Lake City	71,526
29.	Nashville	61,983
30.	Pittsburgh	58,020
31.	Columbus	57,959
32.	San Antonio	57,252
33.	Sacramento	56,394
34.	Indianapolis	55,132
35.	Cleveland	50,656
36.	Milwaukee	40,324
37.	Las Vegas	38,164
38.	Hartford	34,467
39.	Providence	34,078
40.	Oklahoma City	30,041
41.	Huntsville	29,192
42.	Colorado Springs	28,404
43.	Omaha	28,324
44.	Des Moines	25,805
45.	Buffalo	25,367
46.	Boise	25,067
47.	Albuquerque	25,033
48.	Memphis	20,169
49.	Charleston	19,570
50.	Trenton	18,988
51.	New Orleans	13,003

NET TECH EMPLOYMENT JOBS ADDED 2025 est.

Rank	State	Jobs Added
	United States	-33,624
1.	Austin	+2,671
2.	Raleigh	+1,061
3.	San Antonio	+545
4.	Las Vegas	+348
5.	Charleston	+338
6.	Omaha	+160
7.	Salt Lake City	+136
8.	Huntsville	+53
9.	Des Moines	+44
10.	Charlotte	+41
11.	Tampa	+32
12.	Hartford	-5
13.	Oklahoma City	-19
14.	New Orleans	-55
15.	Albuquerque	-68
16.	Boise	-71
17.	Miami	-76
18.	Baltimore	-153
19.	Indianapolis	-280
20.	Trenton	-287
21.	Memphis	-324
22.	Colorado Springs	-377
23.	Cleveland	-386
24.	Kansas City	-459
25.	Buffalo	-508
26.	Houston	-596
27.	Columbus	-635
28.	Milwaukee	-695
29.	Pittsburgh	-721
30.	Providence	-751
31.	Sacramento	-858
32.	St. Louis	-900
33.	Dallas	-909
34.	Nashville	-942
35.	Orlando	-1,039
36.	Atlanta	-1,091
37.	Philadelphia	-1,186
38.	Phoenix	-1,187
39.	Minneapolis	-1,279
40.	Chicago	-1,296
41.	San Jose	-1,394
42.	New York City	-1,726
43.	Detroit	-1,799
44.	San Diego	-1,852
45.	Washington DC	-1,960
46.	Seattle	-2,278
47.	Denver	-2,301
48.	Portland	-2,470
49.	Boston	-3,387
50.	Los Angeles	-3,526
51.	San Francisco	-10,314

NET TECH EMPLOYMENT JOBS ADDED 2026 proj.

Rank	State	Jobs Added
	United States	+185,499
1.	New York City	+11,317
2.	Dallas	+11,013
3.	Austin	+5,676
4.	Seattle	+5,039
5.	San Francisco	+3,906
6.	Denver	+3,498
7.	San Jose	+3,002
8.	Atlanta	+2,618
9.	Houston	+2,381
10.	Phoenix	+2,326
11.	Charlotte	+2,264
12.	Salt Lake City	+2,161
13.	Miami	+2,137
14.	Nashville	+1,959
15.	Baltimore	+1,945
16.	Raleigh	+1,643
17.	Washington DC	+1,628
18.	Orlando	+1,620
19.	Las Vegas	+1,529
20.	Tampa	+1,498
21.	San Antonio	+1,278
22.	Portland	+919
23.	Indianapolis	+885
24.	Charleston	+608
25.	Colorado Springs	+598
26.	Kansas City	+555
27.	Des Moines	+517
28.	Albuquerque	+502
29.	Oklahoma City	+490
30.	Boise	+431
31.	Buffalo	+335
32.	Huntsville	+288
33.	Hartford	+285
34.	Columbus	+262
35.	Sacramento	+238
36.	Providence	+158
37.	Trenton	+129
38.	Memphis	+97
39.	Cleveland	+90
40.	New Orleans	+74
41.	St. Louis	-11
42.	Omaha	-59
43.	Minneapolis	-108
44.	Pittsburgh	-170
45.	San Diego	-218
46.	Boston	-457
47.	Chicago	-474
48.	Milwaukee	-537
49.	Philadelphia	-553
50.	Detroit	-1,138
51.	Los Angeles	-1,274

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

NET TECH EMPLOYMENT 2025 est.

Rank	State	Employment
	United States	9,597,888
1.	New York City	613,950
2.	Dallas	377,013
3.	Washington DC	363,873
4.	Los Angeles	360,417
5.	San Francisco	334,428
6.	San Jose	318,039
7.	Seattle	274,137
8.	Boston	254,937
9.	Chicago	239,093
10.	Atlanta	220,549
11.	Austin	178,015
12.	Phoenix	164,097
13.	Denver	156,148
14.	Houston	154,938
15.	Philadelphia	154,649
16.	Minneapolis	139,481
17.	Miami	136,238
18.	San Diego	114,743
19.	Portland	112,255
20.	Baltimore	106,699
21.	Detroit	102,202
22.	Charlotte	96,382
23.	Tampa	95,163
24.	Raleigh	77,485
25.	Orlando	76,472
26.	Kansas City	75,072
27.	St. Louis	73,186
28.	Salt Lake City	71,526
29.	Nashville	61,983
30.	Pittsburgh	58,020
31.	Columbus	57,959
32.	San Antonio	57,252
33.	Sacramento	56,394
34.	Indianapolis	55,132
35.	Cleveland	50,656
36.	Milwaukee	40,324
37.	Las Vegas	38,164
38.	Hartford	34,467
39.	Providence	34,078
40.	Oklahoma City	30,041
41.	Huntsville	29,192
42.	Colorado Springs	28,404
43.	Omaha	28,324
44.	Des Moines	25,805
45.	Buffalo	25,367
46.	Boise	25,067
47.	Albuquerque	25,033
48.	Memphis	20,169
49.	Charleston	19,570
50.	Trenton	18,988
51.	New Orleans	13,003

NET TECH EMPLOYMENT JOBS ADDED 2025 est.

Rank	State	% Change
	United States	-0.3%
1.	Charleston	+1.8%
2.	Austin	+1.5%
3.	Raleigh	+1.4%
4.	San Antonio	+1.0%
5.	Las Vegas	+0.9%
6.	Omaha	+0.6%
7.	Salt Lake City	+0.2%
8.	Huntsville	+0.2%
9.	Des Moines	+0.2%
10.	Charlotte	0.0%
11.	Tampa	0.0%
12.	Hartford	0.0%
13.	Miami	-0.1%
14.	Oklahoma City	-0.1%
15.	Baltimore	-0.1%
16.	Dallas	-0.2%
17.	Albuquerque	-0.3%
18.	New York City	-0.3%
19.	Boise	-0.3%
20.	Houston	-0.4%
21.	New Orleans	-0.4%
22.	San Jose	-0.4%
23.	Atlanta	-0.5%
24.	Indianapolis	-0.5%
25.	Washington DC	-0.5%
26.	Chicago	-0.5%
27.	Kansas City	-0.6%
28.	Phoenix	-0.7%
29.	Cleveland	-0.8%
30.	Philadelphia	-0.8%
31.	Seattle	-0.8%
32.	Minneapolis	-0.9%
33.	Los Angeles	-1.0%
34.	Columbus	-1.1%
35.	St. Louis	-1.2%
36.	Pittsburgh	-1.2%
37.	Boston	-1.3%
38.	Colorado Springs	-1.3%
39.	Orlando	-1.3%
40.	Denver	-1.5%
41.	Trenton	-1.5%
42.	Nashville	-1.5%
43.	Sacramento	-1.5%
44.	Memphis	-1.6%
45.	San Diego	-1.6%
46.	Milwaukee	-1.7%
47.	Detroit	-1.7%
48.	Buffalo	-2.0%
49.	Portland	-2.2%
50.	Providence	-2.2%
51.	San Francisco	-3.0%

NET TECH EMPLOYMENT JOBS ADDED 2026 proj.

Rank	State	% Change
	United States	+1.9%
1.	Las Vegas	+4.0%
2.	Austin	+3.2%
3.	Nashville	+3.2%
4.	Charleston	+3.1%
5.	Salt Lake City	+3.0%
6.	Dallas	+2.9%
7.	Charlotte	+2.3%
8.	Denver	+2.2%
9.	San Antonio	+2.2%
10.	Raleigh	+2.1%
11.	Orlando	+2.1%
12.	Colorado Springs	+2.1%
13.	Albuquerque	+2.0%
14.	Des Moines	+2.0%
15.	New York City	+1.8%
16.	Seattle	+1.8%
17.	Baltimore	+1.8%
18.	Boise	+1.7%
19.	Oklahoma City	+1.6%
20.	Indianapolis	+1.6%
21.	Tampa	+1.6%
22.	Miami	+1.6%
23.	Houston	+1.5%
24.	Phoenix	+1.4%
25.	Buffalo	+1.3%
26.	Atlanta	+1.2%
27.	San Francisco	+1.2%
28.	Huntsville	+1.0%
29.	San Jose	+0.9%
30.	Hartford	+0.8%
31.	Portland	+0.8%
32.	Kansas City	+0.7%
33.	Trenton	+0.7%
34.	New Orleans	+0.6%
35.	Memphis	+0.5%
36.	Providence	+0.5%
37.	Columbus	+0.5%
38.	Washington DC	+0.4%
39.	Sacramento	+0.4%
40.	Cleveland	+0.2%
41.	St. Louis	0.0%
42.	Minneapolis	-0.1%
43.	Boston	-0.2%
44.	San Diego	-0.2%
45.	Chicago	-0.2%
46.	Omaha	-0.2%
47.	Pittsburgh	-0.3%
48.	Los Angeles	-0.4%
49.	Philadelphia	-0.4%
50.	Detroit	-1.1%
51.	Milwaukee	-1.3%

APPENDIX TABLES – B
TECH WORKFORCE CHARACTERISTICS

Data covers core information technology occupations across 7 primary U.S. Bureau of Labor Statistics race and ethnicity groups

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Two or More Races	White
CIOs and IT Managers	1,320	121,570	42,110	57,657	709	13,934	415,453
Systems Analysts/Engineers	1,119	97,280	54,380	45,760	636	12,547	292,653
Cybersecurity	439	21,390	28,192	17,901	305	6,127	109,689
Information Research Scientists	206	10,692	3,486	2,929	73	1,522	23,148
Network Support Specialists	532	15,307	18,852	16,259	210	4,005	89,312
IT Support Specialists	2,710	78,764	82,335	84,735	1,161	18,949	424,649
Network Architects	343	27,732	17,957	17,037	196	3,640	109,508
Database Administrators	173	15,032	6,122	5,564	69	1,749	42,817
Database Architects	152	14,952	5,456	4,586	78	1,370	37,597
Network and Systems Administrators	905	34,640	28,757	33,585	394	7,325	204,548
Computer Programmers	286	24,405	6,237	8,702	75	2,454	76,798
Software Developers	2,378	656,911	75,903	100,084	1,737	36,540	825,065
Software QA	292	68,478	12,792	12,579	348	3,861	98,861
Web Developers	240	11,523	5,571	8,150	60	2,497	57,042
Web and Digital Interface Designers	218	20,328	8,310	14,908	113	3,647	74,861
IT Proj. Mgt., Emerging Tech, Other	1,625	77,805	67,426	57,432	866	15,478	245,632
Data Scientists	293	65,667	17,753	18,374	520	7,571	131,652
Computer Hardware Engineers	192	28,495	4,264	7,754	89	1,402	36,401
Computer, ATM, and Related Repairers	376	6,627	8,503	13,241	106	1,581	48,537
Total	13,799	1,397,596	494,405	527,235	7,747	146,200	3,344,224

	Men	Women		Age 19-34	Age 35-44	Age 45-54	Age 55+
CIOs and IT Managers	456,494	196,259		105,158	212,377	196,513	138,306
Systems Analysts/Engineers	304,772	199,604		148,885	135,466	114,174	105,432
Cybersecurity	146,153	37,890		56,333	52,792	40,972	33,777
Information Research Scientists	30,287	11,769		16,714	10,303	7,184	7,815
Network Support Specialists	103,180	41,296		48,760	38,072	30,338	26,394
IT Support Specialists	496,874	196,429		237,842	183,474	142,743	124,998
Network Architects	153,147	23,267		41,024	58,870	45,585	30,134
Database Administrators	44,438	27,087		17,688	20,417	17,630	15,716
Database Architects	41,215	22,976		16,394	18,584	15,626	13,520
Network and Systems Administrators	246,890	63,263		89,712	95,708	72,520	51,658
Computer Programmers	91,995	26,960		32,489	31,590	27,531	27,034
Software Developers	1,345,760	352,858		614,626	521,736	325,006	235,728
Software QA	130,814	66,398		63,585	62,386	39,325	31,761
Web Developers	56,721	28,361		36,048	26,971	13,675	7,820
Web and Digital Interface Designers	73,232	49,153		55,208	37,150	18,775	10,164
IT Proj. Mgt., Emerging Tech, Other	328,057	138,207		134,001	131,020	108,645	90,772
Data Scientists	131,351	110,480		104,970	65,986	38,014	32,720
Computer Hardware Engineers	66,687	11,910		23,300	22,632	18,417	14,218
Computer, ATM, and Related Repairers	70,107	8,865		28,886	19,424	15,531	14,595
Total	4,318,174	1,613,033		1,871,626	1,744,960	1,288,205	1,012,562

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

Data covers core information technology occupations across 7 primary Bureau of Labor Statistics race and ethnicity groups | 1st quartile = highest mix across categories

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Index Quartile
United States	13,799	1,397,596	494,405	527,235	7,747	146,200	3,344,225	NA
Alabama	179	3,315	11,997	1,985	33	1,553	47,499	3rd quartile
Alaska	348	1,007	213	287	37	426	4,408	2nd quartile
Arizona	1,296	20,569	5,914	21,309	213	3,834	73,593	2nd quartile
Arkansas	191	3,033	2,973	1,524	33	852	21,953	3rd quartile
California	1,248	414,104	28,711	113,415	2,203	23,450	282,141	1st quartile
Colorado	374	16,910	4,965	14,868	185	4,050	112,659	3rd quartile
Connecticut	55	11,564	4,166	4,427	31	1,159	39,457	2nd quartile
Delaware	19	4,026	2,592	799	23	379	10,082	1st quartile
District of Columbia	60	8,285	13,735	4,172	41	1,623	23,785	1st quartile
Florida	479	39,141	36,256	57,987	268	7,787	187,176	1st quartile
Georgia	207	38,673	42,831	9,501	148	4,235	90,521	1st quartile
Hawaii	12	9,188	329	818	524	2,237	2,976	1st quartile
Idaho	65	1,644	300	1,454	29	631	17,543	4th quartile
Illinois	175	48,223	15,565	17,194	131	4,099	119,148	2nd quartile
Indiana	79	7,160	5,745	3,419	32	1,891	58,825	3rd quartile
Iowa	45	3,573	1,132	1,429	23	691	34,954	4th quartile
Kansas	122	4,975	2,029	2,484	29	1,086	32,763	3rd quartile
Kentucky	41	3,346	2,626	1,322	20	921	34,971	4th quartile
Louisiana	113	1,760	6,356	1,168	10	639	20,449	2nd quartile
Maine	25	780	357	333	10	391	15,468	4th quartile
Maryland	186	26,804	34,179	8,127	111	4,474	76,033	1st quartile
Massachusetts	157	42,156	7,339	9,058	126	3,332	116,742	2nd quartile
Michigan	245	20,574	12,217	4,258	44	3,388	102,919	3rd quartile
Minnesota	224	19,385	3,993	3,097	52	2,385	78,505	3rd quartile
Mississippi	34	821	5,220	575	10	416	13,424	2nd quartile
Missouri	155	9,122	8,193	2,869	69	2,276	70,267	3rd quartile
Montana	171	305	123	405	10	279	10,310	4th quartile
Nebraska	99	3,353	1,391	1,889	31	980	29,012	3rd quartile
Nevada	113	7,318	2,741	4,763	161	1,508	16,965	1st quartile
New Hampshire	19	3,384	387	857	10	486	22,909	4th quartile
New Jersey	159	70,549	14,241	16,464	122	3,272	94,342	1st quartile
New Mexico	860	1,902	763	9,382	20	733	14,120	1st quartile
New York	488	104,234	27,034	30,708	316	7,264	180,932	1st quartile
North Carolina	716	38,309	30,269	10,371	145	4,808	129,760	2nd quartile
North Dakota	113	401	191	240	10	178	7,455	4th quartile
Ohio	146	18,486	12,537	4,514	67	3,418	124,540	3rd quartile
Oklahoma	1,515	3,345	2,714	2,659	34	2,841	29,631	2nd quartile
Oregon	222	13,878	1,391	5,373	153	2,581	52,306	2nd quartile
Pennsylvania	125	29,335	13,166	7,580	70	3,770	143,139	3rd quartile
Rhode Island	22	2,400	831	1,448	11	460	14,644	3rd quartile
South Carolina	84	4,625	10,898	2,309	25	1,406	42,571	2nd quartile
South Dakota	116	532	186	283	10	219	9,178	4th quartile
Tennessee	128	8,153	10,882	3,556	53	2,129	69,880	3rd quartile
Texas	1,125	159,317	58,627	100,306	673	11,847	253,916	1st quartile
Utah	228	6,998	1,111	5,902	430	1,969	64,272	4th quartile
Vermont	10	447	120	213	10	195	8,661	4th quartile
Virginia	353	61,030	35,260	13,860	247	7,588	136,832	1st quartile
Washington	639	88,859	6,236	12,466	687	7,732	114,386	2nd quartile
West Virginia	10	457	561	289	10	396	13,116	4th quartile
Wisconsin	176	9,671	2,710	3,224	39	1,802	68,889	4th quartile
Wyoming	33	170	104	298	10	133	4,198	4th quartile

Data covers core information technology occupations across 7 primary Bureau of Labor Statistics race and ethnicity groups | 1st quartile = highest mix across categories

	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Index Quartile
United States	13,799	1,397,596	494,405	527,235	7,747	146,200	3,344,225	NA
Albuquerque	443	1,110	458	5,081	14	394	7,638	2nd quartile
Atlanta	160	30,171	30,567	6,806	112	2,717	62,720	1st quartile
Austin	183	25,339	7,089	14,755	120	1,939	44,594	1st quartile
Baltimore	92	11,694	15,729	3,336	48	1,978	38,584	2nd quartile
Boise	35	1,076	142	852	20	335	9,627	4th quartile
Boston	131	35,831	5,844	7,025	110	2,515	94,863	3rd quartile
Buffalo	30	2,249	1,079	706	10	308	9,971	3rd quartile
Charleston	21	770	2,124	456	10	289	8,751	3rd quartile
Charlotte	236	14,401	10,345	3,347	47	1,321	39,284	2nd quartile
Chicago	141	37,737	12,018	13,921	106	2,710	85,805	2nd quartile
Cleveland	27	3,406	2,765	1,022	10	582	24,107	4th quartile
Colorado Springs	59	1,542	806	1,834	30	581	13,730	4th quartile
Columbus	37	5,831	3,326	1,104	19	873	27,072	3rd quartile
Dallas	501	75,052	24,028	27,849	289	3,938	92,614	1st quartile
Denver	228	11,370	3,199	9,463	117	2,486	70,462	3rd quartile
Des Moines	23	2,087	566	698	10	315	15,847	4th quartile
Detroit	120	12,657	7,786	2,026	28	1,426	48,389	3rd quartile
Hartford	21	4,974	1,702	1,581	12	410	14,651	2nd quartile
Houston	180	26,735	11,516	18,342	106	1,801	43,575	1st quartile
Huntsville	80	988	3,411	701	18	579	16,082	4th quartile
Indianapolis	40	3,882	3,217	1,423	20	839	26,108	4th quartile
Kansas City	94	4,890	3,035	2,139	42	1,064	32,993	4th quartile
Las Vegas	70	5,553	2,247	3,526	123	1,060	11,351	1st quartile
Los Angeles	280	84,726	8,711	37,939	464	5,443	70,981	1st quartile
Memphis	19	1,383	3,576	585	11	294	8,205	2nd quartile
Miami	111	9,410	9,545	21,550	71	1,587	37,924	1st quartile
Milwaukee	43	2,948	1,363	1,125	12	436	17,782	4th quartile
Minneapolis	168	15,946	3,272	2,359	45	1,760	57,808	3rd quartile
Nashville	64	4,170	4,293	1,714	28	841	30,703	4th quartile
New Orleans	19	483	1,754	383	10	159	4,648	3rd quartile
New York City	464	137,291	29,771	36,214	366	6,739	178,754	1st quartile
Oklahoma City	665	1,784	1,540	1,437	20	1,266	14,433	3rd quartile
Omaha	47	1,887	934	1,058	18	459	15,739	4th quartile
Orlando	71	6,170	5,410	8,216	47	1,041	26,933	2nd quartile
Philadelphia	79	20,653	9,750	4,565	58	1,809	64,886	3rd quartile
Phoenix	921	16,984	4,789	15,615	176	2,693	56,282	2nd quartile
Pittsburgh	24	4,371	1,942	822	14	622	29,121	4th quartile
Portland	156	12,856	1,223	3,786	138	1,961	38,591	3rd quartile
Providence	26	2,707	994	1,592	14	515	17,027	4th quartile
Raleigh	129	8,826	6,191	2,236	37	981	28,955	2nd quartile
Sacramento	86	14,200	2,226	7,083	172	1,634	17,189	1st quartile
Salt Lake City	119	4,881	645	3,444	266	1,092	34,919	4th quartile
San Antonio	65	5,005	3,712	11,683	47	844	15,508	1st quartile
San Diego	122	25,162	2,647	10,937	183	2,188	27,420	1st quartile
San Francisco	263	105,340	5,965	17,316	568	5,286	64,343	2nd quartile
San Jose	214	121,206	3,410	11,729	403	3,291	42,408	2nd quartile
Seattle	429	75,576	4,787	8,764	507	5,357	79,637	2nd quartile
St. Louis	62	5,200	4,694	1,277	31	899	33,987	4th quartile
Tampa	81	8,124	5,948	7,833	47	1,252	33,848	2nd quartile
Trenton	12	4,906	1,527	1,180	10	294	7,199	1st quartile
Washington DC	337	59,805	45,247	16,114	262	7,104	118,824	1st quartile

APPENDIX TABLES – C
TECH EMPLOYMENT OUTLOOK

Tech Job Category	2026 Estimate	2036 Projection	Est. Annual Separations	Est. Annual Turnover Rate	Estimated Replacement Jobs Count	Est. Annual Replacement Jobs Count	Est. Annual Replacement Rate
CIOs and IT Directors	670,272	770,339	218,464	33%	454,864	45,486	6.3%
Systems Analysts and Engineers	514,432	564,799	198,369	39%	297,683	29,768	5.5%
Cybersecurity Analysts and Engineers	191,358	237,705	94,243	49%	111,701	11,170	5.2%
Computer and Information Research Scientists	43,398	50,968	18,358	42%	25,569	2,557	5.4%
Network Support Specialists	146,055	152,728	60,883	42%	91,315	9,131	6.1%
IT Support Specialists	698,238	704,466	317,021	46%	429,154	42,915	6.1%
Network Architects	180,026	202,020	69,602	39%	91,755	9,175	4.8%
Database Administrators	72,277	74,337	31,692	44%	36,043	3,604	4.9%
Database Architects	65,558	72,440	28,160	43%	33,899	3,390	4.9%
Network and Systems Administrators	312,430	313,556	118,647	38%	150,831	15,083	4.8%
Computer Programmers	119,496	117,084	39,660	33%	63,021	6,302	5.3%
Software Developers and Engineers	1,746,477	2,020,150	798,752	46%	905,865	90,587	4.8%
Software QC and Testers	201,578	224,554	97,222	48%	121,707	12,171	5.7%
Web Developers	86,441	92,621	41,376	48%	48,530	4,853	5.4%
Web and Digital Interface Designers	124,701	136,960	57,235	46%	79,945	7,994	6.1%
IT Proj. Mgt., Emerging Tech, Other	475,401	522,242	199,161	42%	280,103	28,010	5.6%
Data Scientists and Analysts	252,890	324,303	128,390	51%	153,170	15,317	5.3%
Computer Hardware Engineers	79,800	86,284	23,002	29%	43,232	4,323	5.2%
Computer, ATM, Office Machine Technicians	78,453	78,317	28,385	36%	76,425	7,643	9.8%
Total	6,059,282	6,745,873	2,568,623	42%	3,494,811	349,481	6%

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

APPENDIX TABLES – D
TECH WAGE PERCENTILES

	10th Percentile	25th Percentile	50th (median) Percentile	75th Percentile	90th Percentile	% Greater than Overall Median Wage
United States	$55,807	$77,850	$112,805	$155,364	$197,604	126%
Alabama	$49,829	$67,753	$97,751	$132,182	$165,064	126%
Alaska	$54,348	$67,632	$93,697	$122,085	$158,653	61%
Arizona	$53,905	$74,477	$107,254	$147,004	$180,802	119%
Arkansas	$41,323	$56,574	$84,185	$117,560	$155,834	105%
California	$69,227	$100,688	$145,604	$194,931	$244,673	165%
Colorado	$66,390	$88,694	$119,415	$157,980	$200,258	116%
Connecticut	$60,973	$81,346	$112,897	$153,405	$194,295	99%
Delaware	$56,813	$78,231	$111,918	$152,090	$171,990	120%
District of Columbia	$77,038	$97,776	$131,584	$169,850	$200,662	51%
Florida	$50,846	$70,416	$103,042	$141,142	$172,954	122%
Georgia	$52,572	$72,949	$106,566	$143,653	$173,605	128%
Hawaii	$51,270	$67,993	$97,952	$130,296	$164,663	86%
Idaho	$44,468	$60,864	$90,408	$129,851	$167,928	97%
Illinois	$51,582	$71,423	$106,364	$144,534	$174,545	110%
Indiana	$48,529	$62,253	$84,198	$115,447	$144,978	81%
Iowa	$51,142	$65,550	$91,677	$122,254	$150,544	94%
Kansas	$50,181	$66,632	$93,451	$128,446	$161,491	101%
Kentucky	$43,037	$57,568	$81,918	$113,837	$151,371	82%
Louisiana	$41,158	$56,691	$80,070	$110,864	$148,251	86%
Maine	$50,814	$65,671	$91,451	$125,370	$158,955	86%
Maryland	$65,420	$91,817	$126,564	$163,686	$197,868	125%
Massachusetts	$72,406	$96,161	$133,997	$171,561	$211,401	115%
Michigan	$50,872	$70,097	$96,125	$128,090	$161,401	100%
Minnesota	$60,655	$79,107	$110,034	$140,885	$171,707	107%
Mississippi	$35,931	$47,479	$71,308	$100,720	$131,603	81%
Missouri	$45,508	$59,123	$87,073	$124,613	$155,973	89%
Montana	$47,096	$61,036	$86,468	$118,552	$168,078	84%
Nebraska	$52,688	$69,095	$96,954	$125,774	$146,645	104%
Nevada	$47,009	$62,806	$93,013	$129,607	$171,480	102%
New Hampshire	$59,557	$80,833	$110,863	$154,167	$193,372	111%
New Jersey	$63,848	$88,801	$125,671	$170,200	$209,223	125%
New Mexico	$41,637	$61,623	$95,568	$136,258	$172,449	113%
New York	$58,571	$81,836	$125,760	$179,023	$222,801	122%
North Carolina	$55,533	$77,930	$111,913	$149,498	$177,590	141%
North Dakota	$51,328	$64,856	$83,786	$110,021	$136,412	66%
Ohio	$50,310	$69,306	$95,971	$129,318	$164,548	99%
Oklahoma	$42,702	$59,237	$84,730	$117,834	$157,392	97%
Oregon	$58,254	$86,729	$119,806	$159,379	$202,684	130%
Pennsylvania	$51,558	$70,191	$100,792	$136,607	$168,616	107%
Rhode Island	$59,805	$79,678	$109,552	$134,698	$166,562	105%
South Carolina	$45,512	$61,909	$89,810	$125,865	$162,258	103%
South Dakota	$46,089	$59,003	$81,299	$110,363	$150,063	80%
Tennessee	$48,255	$61,591	$92,262	$127,660	$164,369	102%
Texas	$53,371	$75,949	$111,582	$151,260	$179,129	136%
Utah	$52,587	$74,126	$107,664	$150,005	$177,316	121%
Vermont	$56,096	$72,927	$96,654	$138,397	$175,303	86%
Virginia	$67,883	$90,586	$125,550	$165,041	$204,555	138%
Washington	$72,277	$101,422	$145,606	$190,360	$236,282	140%
West Virginia	$43,947	$59,482	$89,374	$125,824	$161,755	110%
Wisconsin	$53,445	$67,830	$90,845	$121,734	$152,538	85%
Wyoming	$42,650	$57,024	$77,158	$111,749	$150,683	59%

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

	10th Percentile	25th Percentile	50th (median) Percentile	75th Percentile	90th Percentile	% Greater than Overall Median Wage
United States	$55,807	$77,850	$112,805	$155,364	$197,604	126%
Albuquerque	$42,741	$63,077	$98,093	$137,891	$172,063	111%
Atlanta	$55,843	$77,773	$112,060	$149,399	$182,910	123%
Austin	$59,144	$81,540	$118,968	$158,858	$196,502	125%
Baltimore	$66,220	$92,207	$127,383	$166,334	$202,815	129%
Boise	$48,679	$63,430	$93,958	$130,557	$169,194	97%
Boston	$74,378	$99,165	$138,241	$178,188	$220,323	115%
Buffalo	$53,087	$70,742	$100,285	$137,728	$169,525	99%
Charleston	$52,758	$74,410	$101,459	$132,959	$167,451	112%
Charlotte	$61,435	$83,822	$118,013	$156,222	$178,314	137%
Chicago	$53,412	$74,193	$109,479	$148,859	$181,469	108%
Cleveland	$50,457	$67,039	$93,411	$127,434	$163,660	88%
Colorado Springs	$68,021	$88,894	$120,589	$156,303	$191,617	129%
Columbus	$54,797	$74,395	$106,377	$135,327	$169,306	112%
Dallas	$59,473	$83,634	$119,634	$156,715	$182,219	137%
Denver	$69,828	$93,230	$122,999	$162,111	$201,147	102%
Des Moines	$55,252	$71,844	$102,480	$130,125	$153,915	100%
Detroit	$55,298	$76,772	$107,823	$134,958	$168,172	110%
Hartford	$58,044	$76,861	$105,975	$143,256	$180,932	88%
Houston	$51,709	$73,965	$107,619	$147,137	$181,633	120%
Huntsville	$65,492	$84,620	$115,696	$153,588	$180,250	129%
Indianapolis	$51,521	$68,588	$92,190	$122,438	$153,818	90%
Kansas City	$49,913	$66,971	$95,190	$130,539	$163,198	89%
Las Vegas	$45,627	$60,844	$92,509	$129,555	$170,180	107%
Los Angeles	$59,456	$84,006	$125,321	$166,689	$205,083	138%
Memphis	$46,589	$63,059	$91,728	$126,787	$160,311	100%
Miami	$50,309	$70,642	$104,281	$142,896	$184,069	120%
Milwaukee	$55,467	$72,556	$94,176	$123,141	$158,093	87%
Minneapolis	$63,708	$82,968	$114,334	$147,302	$175,011	102%
Nashville	$51,397	$66,704	$100,852	$136,984	$172,229	104%
New Orleans	$42,905	$57,055	$84,516	$118,437	$152,926	87%
New York City	$65,780	$93,678	$138,831	$190,242	$237,433	133%
Oklahoma City	$45,646	$61,690	$86,106	$118,252	$155,569	91%
Omaha	$54,533	$72,983	$100,895	$128,539	$155,104	103%
Orlando	$50,595	$70,025	$103,082	$139,426	$171,486	132%
Philadelphia	$57,188	$78,893	$112,217	$151,695	$183,995	113%
Phoenix	$55,004	$75,676	$110,051	$149,514	$181,041	120%
Pittsburgh	$51,823	$70,287	$99,360	$133,659	$165,866	104%
Portland	$62,479	$93,101	$132,388	$170,398	$214,120	131%
Providence	$58,593	$78,310	$108,799	$135,542	$169,876	110%
Raleigh	$56,475	$80,084	$112,960	$152,501	$185,063	125%
Sacramento	$67,160	$87,927	$116,192	$144,559	$184,702	104%
Salt Lake City	$55,498	$76,997	$109,896	$151,558	$177,182	112%
San Antonio	$53,045	$72,092	$104,147	$141,162	$169,347	129%
San Diego	$65,856	$92,333	$134,040	$170,259	$210,361	144%
San Francisco	$89,325	$129,180	$170,109	$208,653	$250,481	142%
San Jose	$112,486	$150,461	$198,034	$226,592	$319,159	143%
Seattle	$79,442	$107,829	$152,835	$198,116	$242,968	127%
St. Louis	$47,914	$63,142	$93,118	$129,443	$159,948	90%
Tampa	$49,591	$70,940	$102,887	$142,146	$170,507	116%
Trenton	$64,311	$83,649	$119,032	$159,870	$193,126	91%
Washington DC	$77,144	$101,847	$139,342	$178,800	$215,828	105%

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

See Methodology page for background on cost of living (COL)

	10th Percentile	25th Percentile	50th (median) Percentile	75th Percentile	90th Percentile	Cost of Living (COL) Index
United States	$55,807	$77,850	$112,805	$155,364	$197,604	na
Alabama	$53,464	$72,696	$104,883	$141,826	$177,107	93.2
Alaska	$41,267	$51,353	$71,144	$92,700	$120,465	131.7
Arizona	$52,437	$72,448	$104,333	$143,000	$175,878	102.8
Arkansas	$45,864	$62,790	$93,435	$130,478	$172,957	90.1
California	$51,203	$74,474	$107,695	$144,180	$180,971	135.2
Colorado	$59,703	$79,761	$107,387	$142,068	$180,088	111.2
Connecticut	$47,859	$63,851	$88,616	$120,412	$152,508	127.4
Delaware	$51,837	$71,378	$102,115	$138,768	$156,925	109.6
District of Columbia	$48,574	$61,649	$82,966	$107,093	$126,521	158.6
Florida	$50,045	$69,307	$101,419	$138,919	$170,231	101.6
Georgia	$56,167	$77,937	$113,852	$153,475	$185,476	93.6
Hawaii	$34,386	$45,603	$65,696	$87,389	$110,438	149.1
Idaho	$44,557	$60,986	$90,589	$130,111	$168,264	99.8
Illinois	$51,633	$71,495	$106,471	$144,679	$174,719	99.9
Indiana	$50,710	$65,050	$87,981	$120,634	$151,493	95.7
Iowa	$52,400	$67,162	$93,932	$125,260	$154,246	97.6
Kansas	$51,049	$67,784	$95,067	$130,667	$164,284	98.3
Kentucky	$46,576	$62,303	$88,656	$123,200	$163,822	92.4
Louisiana	$42,344	$58,324	$82,377	$114,057	$152,522	97.2
Maine	$43,505	$56,225	$78,297	$107,338	$136,092	116.8
Maryland	$51,880	$72,813	$100,368	$129,807	$156,914	126.1
Massachusetts	$54,729	$72,684	$101,283	$129,676	$159,789	132.3
Michigan	$55,719	$76,777	$105,285	$140,296	$176,781	91.3
Minnesota	$59,582	$77,708	$108,089	$138,394	$168,671	101.8
Mississippi	$40,508	$53,528	$80,392	$113,551	$148,368	88.7
Missouri	$50,285	$65,329	$96,213	$137,694	$172,346	90.5
Montana	$45,503	$58,972	$83,544	$114,543	$162,394	103.5
Nebraska	$52,218	$68,479	$96,089	$124,652	$145,337	100.9
Nevada	$42,161	$56,328	$83,420	$116,239	$153,794	111.5
New Hampshire	$48,857	$66,311	$90,946	$126,470	$158,632	121.9
New Jersey	$52,550	$73,087	$103,433	$140,082	$172,200	121.5
New Mexico	$41,388	$61,256	$94,998	$135,445	$171,420	100.6
New York	$52,063	$72,743	$111,787	$159,132	$198,046	112.5
North Carolina	$58,149	$81,602	$117,186	$156,543	$185,958	95.5
North Dakota	$48,015	$60,670	$78,378	$102,919	$127,607	106.9
Ohio	$54,213	$74,683	$103,417	$139,351	$177,315	92.8
Oklahoma	$45,769	$63,490	$90,815	$126,296	$168,694	93.3
Oregon	$49,326	$73,437	$101,445	$134,953	$171,620	118.1
Pennsylvania	$50,646	$68,950	$99,010	$134,191	$165,634	101.8
Rhode Island	$46,759	$62,297	$85,655	$105,315	$130,229	127.9
South Carolina	$46,018	$62,597	$90,809	$127,265	$164,063	98.9
South Dakota	$46,367	$59,359	$81,790	$111,029	$150,968	99.4
Tennessee	$52,281	$66,729	$99,959	$138,310	$178,081	92.3
Texas	$55,192	$78,541	$115,390	$156,422	$185,242	96.7
Utah	$50,614	$71,343	$103,623	$144,374	$170,660	103.9
Vermont	$46,284	$60,171	$79,747	$114,189	$144,640	121.2
Virginia	$66,357	$88,550	$122,728	$161,331	$199,956	102.3
Washington	$62,795	$88,117	$126,504	$165,387	$205,284	115.1
West Virginia	$46,260	$62,612	$94,078	$132,446	$170,268	95.0
Wisconsin	$53,285	$67,627	$90,573	$121,370	$152,082	100.3
Wyoming	$40,542	$54,206	$73,345	$106,225	$143,235	105.2

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

See Methodology page for background on cost of living (COL)

	10th Percentile	25th Percentile	50th (median) Percentile	75th Percentile	90th Percentile	Cost of Living (COL) Index
United States	$55,807	$77,850	$112,805	$155,364	$197,604	na
Albuquerque	$43,304	$63,908	$99,385	$139,707	$174,329	98.7
Atlanta	$57,869	$80,593	$116,124	$154,817	$189,544	96.5
Austin	$60,910	$83,975	$122,521	$163,603	$202,371	97.1
Baltimore	$50,666	$70,549	$97,462	$127,264	$155,176	130.7
Boise	$49,571	$64,592	$95,681	$132,950	$172,295	98.2
Boston	$55,054	$73,401	$102,325	$131,893	$163,081	135.1
Buffalo	$50,511	$67,309	$95,419	$131,045	$161,299	105.1
Charleston	$51,825	$73,095	$99,665	$130,608	$164,490	101.8
Charlotte	$62,434	$85,185	$119,932	$158,762	$181,213	98.4
Chicago	$51,856	$72,032	$106,291	$144,523	$176,184	103
Cleveland	$52,559	$69,832	$97,303	$132,743	$170,479	96
Colorado Springs	$63,099	$82,462	$111,863	$144,993	$177,752	107.8
Columbus	$57,440	$77,982	$111,506	$141,852	$177,469	95.4
Dallas	$59,953	$84,308	$120,599	$157,979	$183,688	99.2
Denver	$60,720	$81,070	$106,956	$140,966	$174,911	115
Des Moines	$56,151	$73,012	$104,146	$132,240	$156,418	98.4
Detroit	$57,126	$79,309	$111,387	$139,419	$173,731	96.8
Hartford	$46,622	$61,735	$85,121	$115,065	$145,327	124.5
Houston	$53,696	$76,807	$111,754	$152,790	$188,612	96.3
Huntsville	$67,868	$87,689	$119,892	$159,159	$186,787	96.5
Indianapolis	$52,042	$69,281	$93,121	$123,675	$155,372	99
Kansas City	$53,269	$71,473	$101,591	$139,316	$174,170	93.7
Las Vegas	$41,860	$55,820	$84,871	$118,858	$156,128	109
Los Angeles	$37,559	$53,068	$79,167	$105,299	$129,553	158.3
Memphis	$50,640	$68,542	$99,704	$137,812	$174,251	92
Miami	$44,999	$63,186	$93,274	$127,814	$164,642	111.8
Milwaukee	$51,549	$67,432	$87,524	$114,444	$146,927	107.6
Minneapolis	$61,376	$79,931	$110,148	$141,910	$168,604	103.8
Nashville	$53,539	$69,483	$105,054	$142,692	$179,405	96
New Orleans	$42,734	$56,828	$84,179	$117,965	$152,317	100.4
New York City	$47,495	$67,638	$100,239	$137,359	$171,432	138.5
Oklahoma City	$48,715	$65,838	$91,895	$126,203	$166,029	93.7
Omaha	$55,029	$73,646	$101,811	$129,706	$156,513	99.1
Orlando	$49,700	$68,786	$101,260	$136,961	$168,454	101.8
Philadelphia	$49,088	$67,719	$96,324	$130,210	$157,936	116.5
Phoenix	$50,648	$69,683	$101,336	$137,674	$166,704	108.6
Pittsburgh	$50,857	$68,976	$97,507	$131,167	$162,774	101.9
Portland	$51,979	$77,455	$110,140	$141,762	$178,137	120.2
Providence	$46,136	$61,662	$85,668	$106,726	$133,761	127
Raleigh	$58,102	$82,391	$116,214	$156,894	$190,394	97.2
Sacramento	$49,274	$64,510	$85,247	$106,059	$135,512	136.3
Salt Lake City	$52,754	$73,191	$104,464	$144,066	$168,424	105.2
San Antonio	$54,017	$73,413	$106,056	$143,750	$172,451	98.2
San Diego	$46,150	$64,704	$93,931	$119,313	$147,415	142.7
San Francisco	$54,137	$78,291	$103,097	$126,456	$151,807	165
San Jose	$77,204	$103,267	$135,919	$155,520	$219,052	145.7
Seattle	$64,482	$87,523	$124,054	$160,808	$197,214	123.2
St. Louis	$48,892	$64,431	$95,019	$132,084	$163,213	98
Tampa	$47,868	$68,475	$99,312	$137,206	$164,582	103.6
Trenton	$52,671	$68,509	$97,488	$130,933	$158,171	122.1
Washington DC	$65,767	$86,826	$118,791	$152,430	$183,997	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

	PC, Semiconductor, Components Manufacturing	Telecom, Cloud Infrastructure, Data Processing, Hosting	Software Product	IT & Custom Software Services	Total	Projected % change 2026
United States	1,047,530	1,529,248	639,898	2,911,411	6,128,088	2.0%
Alabama	7,587	12,989	4,260	30,672	55,507	1.8%
Alaska	143	3,236	118	1,865	5,362	0.5%
Arizona	35,968	29,770	11,113	52,363	129,214	1.9%
Arkansas	1,470	8,237	642	13,148	23,497	3.0%
California	243,429	274,001	106,799	390,901	1,015,130	1.2%
Colorado	21,824	43,076	18,431	97,933	181,264	2.3%
Connecticut	11,928	17,480	5,434	27,338	62,180	1.0%
Delaware	2,297	1,944	484	6,780	11,505	0.3%
District of Columbia	90	8,313	2,097	22,636	33,137	0.5%
Florida	48,464	93,409	29,854	176,793	348,520	2.8%
Georgia	10,497	66,914	22,472	102,718	202,599	2.2%
Hawaii	233	4,095	608	5,760	10,696	0.6%
Idaho	10,761	5,013	1,710	10,013	27,496	1.9%
Illinois	29,635	46,391	16,729	105,816	198,570	1.1%
Indiana	12,510	15,215	2,819	43,056	73,601	2.9%
Iowa	12,583	9,863	1,951	13,636	38,033	1.3%
Kansas	8,672	10,223	2,910	20,312	42,117	2.1%
Kentucky	3,215	12,715	2,397	22,337	40,664	1.7%
Louisiana	2,294	11,243	1,411	15,752	30,700	2.3%
Maine	2,030	4,237	1,521	8,023	15,812	2.9%
Maryland	23,922	19,117	6,595	92,127	141,761	1.8%
Massachusetts	49,761	32,390	41,084	85,842	209,077	-0.2%
Michigan	22,507	34,019	9,356	56,546	122,428	1.3%
Minnesota	43,277	20,025	9,929	42,885	116,116	0.5%
Mississippi	1,979	6,090	1,103	9,016	18,189	2.8%
Missouri	14,208	31,401	7,211	46,586	99,406	1.4%
Montana	1,555	3,486	550	6,348	11,939	3.0%
Nebraska	3,560	7,095	6,475	14,372	31,501	2.1%
Nevada	3,885	8,884	6,349	15,286	34,404	4.7%
New Hampshire	15,123	5,487	3,373	17,786	41,770	1.3%
New Jersey	26,200	49,467	11,135	92,826	179,628	1.7%
New Mexico	6,081	5,089	640	8,471	20,281	2.4%
New York	53,293	124,393	36,529	151,372	365,587	2.3%
North Carolina	27,041	46,274	30,738	91,603	195,656	3.3%
North Dakota	1,213	2,282	1,217	2,958	7,669	0.2%
Ohio	22,257	37,962	11,935	82,316	154,470	1.8%
Oklahoma	3,638	12,282	1,768	15,904	33,592	2.0%
Oregon	41,483	15,204	13,363	25,008	95,059	1.4%
Pennsylvania	28,886	46,461	19,067	86,892	181,305	1.4%
Rhode Island	3,443	2,616	1,024	9,382	16,465	1.0%
South Carolina	8,445	17,349	5,075	30,259	61,128	4.3%
South Dakota	1,751	3,043	203	4,411	9,408	2.5%
Tennessee	7,935	21,213	14,682	36,181	80,012	4.0%
Texas	105,265	142,581	38,780	355,213	641,839	3.4%
Utah	14,024	15,296	16,915	40,860	87,095	3.2%
Vermont	3,702	1,813	1,154	5,073	11,742	-0.1%
Virginia	11,526	45,439	9,448	188,735	255,148	1.5%
Washington	18,616	68,700	82,148	84,297	253,761	2.7%
West Virginia	736	4,736	489	7,185	13,147	3.9%
Wisconsin	16,196	18,793	17,582	35,728	88,300	2.3%
Wyoming	392	1,900	220	2,090	4,603	5.3%

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

	PC, Semiconductor, Components Manufacturing	Telecom, Cloud Infrastructure, Data Processing, Hosting	Software Product	IT & Custom Software Services	Total	Projected % change 2025
United States	1,047,530	1,529,248	639,898	2,911,411	6,128,088	2.0%
Albuquerque	5,824	3,140	337	5,268	14,570	2.2%
Atlanta	9,176	46,232	19,330	71,614	146,352	0.9%
Austin	31,475	20,737	11,950	75,247	139,408	3.2%
Baltimore	17,565	5,728	2,569	38,296	64,157	2.2%
Boise	9,403	1,939	932	5,740	18,014	1.3%
Boston	42,992	25,258	37,232	71,027	176,509	-0.9%
Buffalo	5,262	2,993	654	6,126	15,034	1.2%
Charleston	460	3,170	1,663	6,690	11,983	3.0%
Charlotte	2,339	17,038	6,092	24,810	50,279	2.9%
Chicago	23,268	31,162	10,452	73,643	138,525	-0.4%
Cleveland	5,100	6,654	1,853	16,368	29,975	0.6%
Colorado Springs	3,489	2,126	1,399	12,568	19,583	2.0%
Columbus	2,807	9,772	1,835	17,684	32,098	0.0%
Dallas	47,123	54,599	11,012	143,055	255,789	3.2%
Denver	5,640	30,706	11,454	59,524	107,323	2.2%
Des Moines	1,234	3,713	674	5,471	11,093	1.8%
Detroit	6,038	12,936	3,450	29,478	51,902	-2.0%
Hartford	2,730	3,350	919	11,787	18,786	1.3%
Houston	14,838	17,154	3,641	46,897	82,529	1.1%
Huntsville	3,585	1,069	447	12,033	17,134	0.1%
Indianapolis	3,770	5,495	1,141	22,545	32,951	1.7%
Kansas City	12,925	9,990	2,465	24,992	50,371	0.8%
Las Vegas	898	6,329	4,566	10,140	21,932	4.6%
Los Angeles	60,942	67,202	20,016	72,124	220,284	-0.7%
Memphis	1,565	2,318	777	4,560	9,220	0.3%
Miami	6,817	27,875	6,769	43,458	84,919	1.6%
Milwaukee	7,314	6,128	1,245	9,435	24,122	-2.3%
Minneapolis	36,453	11,667	6,567	32,534	87,220	-0.3%
Nashville	2,734	8,672	7,628	15,460	34,494	4.1%
New Orleans	1,065	2,659	435	3,544	7,702	0.8%
New York City	31,321	137,215	35,643	167,220	371,400	2.0%
Oklahoma City	1,534	4,608	903	7,043	14,088	1.7%
Omaha	753	3,431	3,876	7,372	15,432	-0.1%
Orlando	4,103	13,491	4,291	25,022	46,906	2.0%
Philadelphia	18,278	21,623	7,902	37,058	84,862	-0.9%
Phoenix	31,810	23,643	7,706	40,190	103,349	1.3%
Pittsburgh	8,224	6,940	3,869	13,504	32,537	-0.2%
Portland	40,920	10,423	9,640	19,545	80,528	0.7%
Providence	4,875	3,143	1,465	9,084	18,567	0.3%
Raleigh	7,160	9,573	14,191	23,699	54,622	2.0%
Sacramento	4,297	5,199	1,513	13,219	24,227	-0.1%
Salt Lake City	8,130	7,416	9,157	22,207	46,910	3.0%
San Antonio	2,969	10,433	2,811	15,021	31,234	2.6%
San Diego	29,706	10,581	4,748	25,634	70,668	-0.7%
San Francisco	32,063	79,061	33,786	107,644	252,554	1.5%
San Jose	84,384	61,045	30,831	93,065	269,325	0.4%
Seattle	11,819	57,767	67,061	64,796	201,444	1.7%
St. Louis	3,864	17,012	3,133	19,053	43,062	0.0%
Tampa	10,964	16,338	4,907	27,002	59,212	1.5%
Trenton	892	1,143	855	4,922	7,812	0.4%
Washington DC	11,727	44,509	9,401	178,577	244,214	0.2%

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

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).

	Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Public Sector	Management and Holding Companies	Retail and Wholesale	Manufacturing	Healthcare and Social Services
United States	#1	#2	#3	#4	#5	#6	#8	#9
Alabama	#1	#3	#4	#2	#8	#7	#5	#9
Alaska	#2	#3	#6	#1	#4	#7	#11	#5
Arizona	#1	#3	#2	#4	#6	#7	#8	#9
Arkansas	#1	#5	#4	#3	#2	#7	#8	#9
California	#1	#2	#5	#3	#4	#7	#8	#9
Colorado	#1	#2	#4	#3	#5	#6	#9	#8
Connecticut	#1	#3	#2	#5	#4	#7	#6	#9
Delaware	#1	#4	#2	#3	#5	#7	#11	#8
District of Columbia	#2	#3	#8	#1	#9	#11	#17	#7
Florida	#1	#2	#3	#4	#6	#7	#9	#8
Georgia	#1	#2	#4	#3	#5	#6	#8	#9
Hawaii	#1	#3	#5	#2	#4	#8	#19	#7
Idaho	#1	#2	#4	#3	#5	#7	#9	#8
Illinois	#1	#3	#2	#4	#7	#5	#8	#9
Indiana	#1	#3	#4	#2	#6	#5	#7	#9
Iowa	#1	#5	#2	#3	#4	#6	#7	#9
Kansas	#1	#2	#4	#3	#5	#8	#6	#9
Kentucky	#1	#4	#3	#2	#6	#7	#8	#9
Louisiana	#1	#3	#4	#2	#6	#7	#9	#8
Maine	#1	#5	#4	#3	#2	#6	#9	#7
Maryland	#1	#3	#4	#2	#7	#6	#10	#8
Massachusetts	#1	#2	#3	#5	#4	#6	#10	#7
Michigan	#1	#2	#3	#4	#5	#7	#8	#9
Minnesota	#1	#4	#2	#5	#3	#6	#9	#7
Mississippi	#1	#4	#3	#2	#5	#7	#8	#9
Missouri	#1	#4	#2	#3	#5	#6	#7	#9
Montana	#1	#3	#4	#2	#8	#6	#10	#7
Nebraska	#1	#5	#2	#3	#4	#6	#8	#9
Nevada	#1	#4	#5	#3	#2	#7	#11	#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	#7	#6	#14	#8
New York	#1	#3	#2	#5	#6	#7	#12	#10
North Carolina	#1	#3	#2	#4	#5	#6	#8	#9
North Dakota	#1	#4	#3	#2	#5	#6	#8	#7
Ohio	#1	#4	#3	#5	#2	#6	#7	#9
Oklahoma	#1	#3	#4	#2	#5	#7	#8	#9
Oregon	#1	#4	#5	#2	#3	#6	#9	#8
Pennsylvania	#1	#3	#2	#5	#4	#6	#9	#7
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	#6	#8	#9
Texas	#1	#3	#2	#4	#6	#7	#8	#9
Utah	#1	#2	#4	#3	#5	#6	#8	#9
Vermont	#1	#3	#4	#2	#8	#9	#10	#7
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	#8	#9	#7
Wisconsin	#1	#5	#2	#4	#3	#6	#7	#9
Wyoming	#1	#3	#4	#2	#6	#7	#10	#11

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

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).

	Tech	Professional, Scientific, Engineering Services	Finance and Insurance	Public Sector	Management and Holding Companies	Retail and Wholesale	Manufacturing	Healthcare and Social Services
United States	#1	#2	#3	#4	#5	#6	#8	#9
Albuquerque	#1	#2	#4	#3	#6	#7	#11	#8
Atlanta	#1	#2	#4	#5	#3	#7	#9	#8
Austin	#1	#2	#4	#3	#6	#7	#9	#8
Baltimore	#1	#2	#4	#3	#5	#7	#10	#8
Boise	#1	#3	#4	#2	#5	#7	#10	#8
Boston	#1	#2	#3	#5	#4	#7	#10	#8
Buffalo	#1	#5	#2	#4	#3	#8	#9	#10
Charleston	#1	#3	#6	#2	#7	#8	#4	#9
Charlotte	#1	#4	#2	#5	#3	#6	#8	#9
Chicago	#1	#2	#3	#4	#5	#6	#8	#9
Cleveland	#1	#4	#3	#5	#2	#7	#6	#8
Colorado Springs	#1	#2	#4	#3	#5	#7	#11	#8
Columbus	#1	#5	#4	#3	#2	#7	#9	#8
Dallas	#1	#3	#2	#5	#6	#7	#8	#9
Denver	#1	#2	#3	#4	#5	#6	#9	#8
Des Moines	#2	#4	#1	#5	#3	#6	#9	#8
Detroit	#1	#2	#3	#5	#4	#8	#6	#9
Hartford	#1	#6	#2	#3	#5	#7	#4	#9
Houston	#1	#2	#4	#3	#7	#6	#8	#9
Huntsville	#1	#2	#5	#3	#7	#8	#4	#9
Indianapolis	#1	#2	#3	#4	#5	#7	#8	#9
Kansas City	#1	#2	#3	#4	#5	#6	#8	#9
Las Vegas	#1	#3	#5	#4	#2	#7	#12	#9
Los Angeles	#1	#2	#5	#3	#4	#8	#6	#10
Memphis	#1	#3	#5	#2	#4	#6	#9	#8
Miami	#1	#2	#3	#5	#7	#4	#9	#8
Milwaukee	#1	#4	#3	#5	#2	#6	#7	#10
Minneapolis	#1	#4	#2	#5	#3	#6	#7	#9
Nashville	#1	#2	#4	#5	#3	#7	#8	#9
New Orleans	#1	#3	#4	#2	#5	#7	#10	#9
New York City	#1	#3	#2	#5	#4	#7	#12	#9
Oklahoma City	#1	#3	#4	#2	#5	#8	#9	#7
Omaha	#1	#5	#2	#4	#3	#7	#9	#8
Orlando	#1	#2	#4	#6	#5	#7	#8	#9
Philadelphia	#1	#3	#2	#5	#4	#6	#9	#7
Phoenix	#1	#3	#2	#5	#6	#7	#9	#8
Pittsburgh	#1	#4	#3	#5	#2	#6	#9	#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	#8	#9	#6
Salt Lake City	#1	#2	#3	#4	#5	#7	#8	#9
San Antonio	#1	#4	#2	#3	#5	#7	#8	#9
San Diego	#1	#2	#5	#3	#4	#8	#6	#9
San Francisco	#1	#2	#4	#3	#5	#8	#7	#9
San Jose	#1	#3	#5	#4	#2	#10	#6	#9
Seattle	#1	#3	#6	#5	#2	#7	#4	#9
St. Louis	#1	#4	#2	#5	#3	#7	#6	#9
Tampa	#1	#3	#2	#5	#4	#7	#9	#8
Trenton	#2	#3	#4	#1	#5	#8	#9	#10
Washington DC	#1	#3	#5	#2	#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 to active job postings - postings that were live during the time-period, even if originally posted in a previous period. The AI, Cybersecurity, Data, Digital Fluency, and Infrastructure 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